

PUBLIC COMMENTS

Dear Sirs;

I'm looking to partner up with an organization that actively is involved with development of minority individuals seeking employment. If this is an area of concentration and you would like to partner together, please let me know of a POC and a good time to talk.

Sincerely,

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Representatives from the Southcentral Ohio Region reached out to this individual to follow up on the inquiry.



February 28, 2017

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SENT VIA EMAIL TO SCOhioWorkforce@hotmail.com

RE: Southcentral Ohio Regional Workforce Innovation & Opportunity Act Plan and its related Local Plan Addenda for Area 11 and Area 20

Workforce Development Board of Central Ohio (WDBCO):

The Legal Aid Society of Columbus (LASC), Southeastern Ohio Legal Services (SEOLS), and the Ohio Poverty Law Center (OPLC) submit the following comments regarding the Southcentral Ohio Regional Workforce Innovation & Opportunity Act Plan and its related Local Plan Addenda for Area 11 and Area 20 under the Workforce Innovation and Opportunity Act (WIOA).

I. The workforce data should be updated and supplemented to ensure Region strategies are suitable.

As one of the requirements in WIOAPL 16-03, the Regional Plan must include an analysis of the regional workforce that includes current labor force employment and unemployment data, as well as labor market trends. While the Plan provides a variety of workforce data based upon the Region, it is not the most current data available. Additional county-based data is also necessary to fully understand the Region's workforce. With current and additional information, the Region's strategic Workgroups will be able to develop adequate action items, planned outcomes, and planned outputs.

As the Regional Plan should focus on the Region as a whole, the Plan notes that Franklin County has a highly-diversified economy with no single sector representing more than 18 percent of total employment. In order to ensure the entire region is accounted for in the Plan, county-based economy data should also be included. The major and notable employers in all counties except Franklin are manufacturers.¹

Recommendation #1: Update Figure 1 with the most current data from

¹ Ohio County Profiles from Ohio Development Services Agency.

<https://www.development.ohio.gov/files/research/C1026.pdf>,
<https://www.development.ohio.gov/files/research/C1024.pdf>,
<https://www.development.ohio.gov/files/research/C1066.pdf>,
<https://www.development.ohio.gov/files/research/C1038.pdf>,
<https://www.development.ohio.gov/files/research/C1072.pdf>,
<https://www.development.ohio.gov/files/research/C1083.pdf>





American Community Survey 5-year estimates for 2011-2015.

Recommendation #2: Add data to supplement Figure 1 by providing county-specific information. See Appendix A.

The Plan notes 49.1 percent of the households in the Region made less than \$50,000 per year and 24.1 percent made less than \$25,000 per year. Because Franklin County has 80 percent of the Region's households, Figure 1 in the Plan provides a distorted view of the other Region counties. For instance, in Fairfield and Pickaway Counties, the percentage of household income that is less than \$25,000 (19.82 percent and 19.07 percent, respectively) and less than \$50,000 (41.76 percent and 43.25 percent, respectively) fall below the Region's average. However, the percentage of household income falling in these annual income categories for Hocking, Ross, and Vinton Counties are significantly higher than the Region's average. In Hocking County, 57.04 percent of households made less than \$50,000 per year and 30.04 percent of the households made less than \$25,000 per year. In Ross County, 55.94 percent of households made less than \$50,000 per year and 27.83 percent of the households made less than \$25,000 per year. In Vinton County, 61.94 percent of households made less than \$50,000 per year and 31.87 percent of the households made less than \$25,000 per year. Hocking, Ross, and Vinton Counties account for approximately 10 percent of the Region's households and within these counties, over 25,000 households made less than \$50,000 per year and almost 13,000 households made less than \$25,000 per year.

A "living wage" is an estimated amount of income that a household needs to meet its basic needs, including housing and food, and could provide financial independence.² Below is "living wage" data for each county in the Region:³

County(ies)	1 Adult	1 Adult	1 Adult	1 Adult	2 Adults	2 Adults	2 Adults	2 Adults	2 Adults	2 Adults	2 Adults	2 Adults
	0 Children	1 Child	2 Children	3 Children	(1 working)	(1 working)	(1 working)	(1 working)	(2 working)	(2 working)	(2 working)	(2 working)
Franklin, Fairfield, Pickaway	\$20,342	\$44,491	\$54,621	\$68,619	\$34,445	\$41,808	\$46,821	\$52,291	\$17,222	\$24,710	\$29,952	\$35,402
Ross	\$19,989	\$43,035	\$53,165	\$66,456	\$33,030	\$40,352	\$45,344	\$50,149	\$16,515	\$23,982	\$29,224	\$34,341
Hocking, Vinton	\$19,386	\$42,099	\$52,229	\$65,853	\$46,875	\$39,416	\$44,408	\$49,525	\$16,349	\$23,525	\$28,746	\$34,029

Based upon the chart, the Region's 139,382 households with an income of less than \$25,000 per year can only meet basic needs if the household contains one adult or two working adults with no more than one child.

Recommendation #3: Update Figure 2 with the most current data from US Census Quick Facts, 2015.

With current data, the per capita income ranges from a high of \$29,244 in Franklin County to a low of \$18,330 in Vinton County. The highest percentage of persons living in poverty is found in Vinton County at 18.9 percent with the lowest percentage found in Fairfield County at 9.1 percent.

Recommendation #4: Add data to supplement Figure 2 by providing county-specific information. See Appendix B.

² Glasmeier, Dr. Amy K.. "NEW 2015 Living Wage Data." (June 20, 2016). <http://livingwage.mit.edu/articles/18-new-2015-living-wage-data>.

³ Data from Living Wage Calculator by Dr. Amy K. Glasmeier and the Massachusetts Institute of Technology. <http://livingwage.mit.edu/counties/39049>; <http://livingwage.mit.edu/counties/39045>; <http://livingwage.mit.edu/counties/39073>; <http://livingwage.mit.edu/counties/39129>; <http://livingwage.mit.edu/counties/39141>; <http://livingwage.mit.edu/counties/39163>.



Appendix B provides the Region's county and State per capita personal income from 2006 to 2015, a measure that can help determine an area's wealth, or lack thereof. Within this timeframe, only Franklin County has maintained a per capita personal income above the State average. All other counties fall below the State average, with Hocking County and Vinton County having the lowest per capita personal income averages.

Recommendation #5: Update Figure 3 with the most current data from ODJFS-BLMI Quarterly Workforce Indicators through Second Quarter 2016.

The Plan notes that Region employment changes in industry sectors show the largest growth occurred in healthcare and social assistance, administrative support and waste services, and accommodation and food services. It also notes public administration and information declined in employment. However, Franklin County is the only county in the Region that did not have any decline in any industry employment. Fairfield, Pickaway, and Ross Counties lost a high amount of manufacturing employment. Hocking and Vinton Counties witnessed the largest decrease in construction employment. Also, Franklin County has the largest growth in administrative support and waste services. While an increase in employment is positive, the Region should understand that many jobs in this industry are temporary employment that tends to be short-term assignments with few, if any, benefits.

Recommendation #6: Add data to supplement Figure 3 by providing county-specific information on Employment and Wages. See Appendix C.

Recommendation #7: Update Figure 4 to provide every Industry Title. See Appendix D.

The Plan does not include data on Industry Titles with significant employment, including manufacturing; wholesale trade; retail trade; finance and insurance.

Recommendation #8: Update Figure 5 to provide every Occupational Title. See Appendix E.

The Plan does not include data on Occupational Titles with significant employment, including management; business and financial; life, physical, and social science; legal; arts, design, entertainment, sports, and media; protective service; building and grounds cleaning and maintenance; sales and related; office and administrative support; installation, maintenance, and repair; production; transportation and material moving.

Recommendation #9: Update Figure 6 to provide every Occupational Title. See Appendix F.

The Plan does not include data on Occupational Titles, including management; business and financial; computer and mathematical; life, physical, and social science; community and social service; legal; education, training and library; arts, design, entertainment, sports, and media; healthcare support; protective service; building and grounds cleaning and maintenance; personal care and service; farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair.

Recommendation #10: Update Figure 12 with current information.

Ohio's average 2016 unemployment rate, seasonally adjusted, was 4.9 percent.⁴ Franklin and Fairfield Counties are the only two in the Region with lower unemployment rates (4.0 percent and 4.2 percent, respectively). Pickaway County's unemployment rate was 4.7 percent, followed by Hocking County with 5.3 percent, Ross County with 5.5 percent, and Vinton County with 7.0 percent.

⁴ OhioLMI.com, average for 2016



Civilian Labor Force
Estimates
For: Avg-2016

Area Name	<u>C.L.F.</u>	<u>Emp.</u>	<u>Unemp.</u>	<u>Rate</u>
Fairfield County	76,400	73,200	3,200	4.2%
Franklin County	663,400	636,600	26,800	4.0%
Hocking County	13,400	12,700	700	5.3%
Pickaway County	26,400	25,200	1,200	4.7%
Ross County	34,000	32,200	1,900	5.5%
Vinton County	5,500	5,100	400	7.0%
TOTALS	819,100	785,000	34,200	

Recommendation #11: Add current employment and unemployment numbers to Figure 12. This breakdown of the total number of individuals in the civilian workforce will provide a better understanding of the civilian workforce's employment statistics.

Recommendation #12: Update Figure 13 with current data and include a breakdown by each county in the Region. See Appendix G.

The Plan states that Vinton County is currently designated as a Labor Surplus Area by the US Department of Labor because it is an area where the average unemployment rate for a two-year period is at least 20 percent higher than the national unemployment rate for the same period.

Recommendation #13: Update the Plan to state that The Ohio Department of Development has identified Hocking, Ross, and Vinton as Distressed Counties and Columbus as a Distressed City.⁵ According to the definition of distressed, these areas contain a population of 50,000 or more and met two of the three following criteria:

1. Unemployment is 125 percent or greater than the most recent U.S. 5-year average unemployment rate;
2. The per capita income is at or below 80 percent of the U.S. per capita income;
3. If the area is a county, the percentage of transfer payment income to total county income is at least 25 percent and if the area is a city, persons with incomes below the federal poverty level are at least 20 percent.⁶

The Plan also identifies the workforce population in the Region that contains Spanish speakers who speak English "less than very well." Based upon five-year estimates from American Community Survey, Franklin County has the largest percentage of its population (4.87 percent) that speaks English "less than very well," while the remaining counties have percentages that range from 1.33 percent to 0.19 percent.⁷ However, the Region has populations that speak English "less than very well" and does not speak Spanish. A large number of the Region's population speaks African and Chinese languages.⁸ The Plan does not include any other non-English speaker besides Spanish in its workforce analysis. All of these

⁵ <https://www.development.ohio.gov/files/research/M2019.pdf>

⁶ Ohio Revised Code §§112.19, 112.65, 5733.33

⁷ Language Spoken at Home by Ability to Speak English for the Population 5 years and over, American Community Survey 5-year estimates (2011-2015)

⁸ Id.



non-English speaking individuals will face significant barriers when attempting to find and retain employment. They are also more at risk of not being paid for their work⁹ or being fired without cause.¹⁰

As a result, the Plan should accommodate the employment needs of these populations so they can have the skills necessary to have a job that pays well and treats them fairly. And, of course, the Workforce Areas that will implement the Plan have a legal obligation under Title VI of the Civil Rights Act of 1964 to not discriminate against a person based on their limited English proficiency.¹¹

Recommendation #14: Update Figures 18 and 19 to incorporate additional languages spoken at home and ability to speak English, as well as educational attainment.

We applaud the Plan's analysis and focus on integrating people with disabilities into the workforce. Using updated Census figures, only Franklin, Pickaway, and Ross Counties have disabled individuals that are employed at a percentage higher than Ohio's average.¹²

While the Plan provides statistics to better understand the Region's workforce, it neglects to provide analysis on other groups defined by WIOA as individuals with barriers to employment. These groups include (1) displaced homemakers; (2) Indians, Alaska Natives, and Native Hawaiians; (3) older individuals; (4) ex-offenders; (5) homeless individuals; (6) individuals facing substantial cultural barriers; (7) eligible migrant and seasonal farmworkers; (8) individuals within 2 years of exhausting lifetime eligibility for TANF benefits; (9) single parents (including single pregnant women); and (10) long-term unemployed individuals.

Recommendation #15: Workforce Innovation and Opportunity Act Policy Letter (WIOAPL) 16-03 requires analyses of "individuals with barriers to employment." With technical assistance and labor market data from the State, the Plan should include Regional workforce analyses on (1) displaced homemakers, (2) Indians, Alaska Natives, and Native Hawaiians, (3) older individuals, (4) ex-offenders, (5) homeless individuals, (6) individuals facing substantial cultural barriers, (7) eligible migrant and seasonal farmworkers, (8) individuals within 2 years of exhausting lifetime eligibility for TANF benefits, (9) single parents (including single pregnant women), and (10) long-term unemployed individuals.

Neglecting the completion of a full analysis of the Region's population with barriers to employment will result in a lack of vital information necessary to both fully understand the Region's workforce barriers to employment and in developing Regional Strategies to overcome those barriers.

II. The Plan should define priority of service and how priority of service will be determined.

WIOA requires priority be given to public assistance recipients, other low-income individuals, and individuals who have basic skills deficiencies when providing individualized career services and training using WIOA Title I Adult program funds. In addition, Training and Employment Guidance Letter

⁹ Bernhardt, et al, *Broken Laws, Unprotected Workers: Violations of Employment and Labor Laws in America's Cities* at 42 (2009) (stating "Immigrants who speak English 'well' or 'very well' had significantly lower minimum wage violation rates than those who speak [English] 'not well' or 'not at all' (available online at both <http://www.labor.ucla.edu/downloads/broken-laws-unprotected-workers-2/> and <https://goo.gl/rGWkP6>).

¹⁰ See 29 C.F.R. § 1606.7 (regulating the situations in which an employee can be fired for speaking a non-English language).

¹¹ *Lau v. Nichols*, 414 U.S.C. 563, 566 (1974).

¹² American Community Survey, Employment Status by Disability Status (2001-2015 5-year estimates)



(TEGL) 3-15 specifies that priority should also be applied to individuals that are both underemployed and low-income.

We commend the Regional Plan for providing an action priority to “implement a robust priority of services protocol region-wide to create linkages between employers and under-served populations that can be new sources of talent (returning offenders, persons with disabilities, high school/college dropouts, TANF recipients, and others).”

Recommendation #16: Until a more robust protocol is established, the Plan should provide an affirmative policy and instructions on how to make determinations of priority of service, using illustrative examples. The Plan should require a definition of priority and how priority will be determined. For example:

“Definition of Priority- Priority means the right to take precedence over non-covered persons in obtaining services. Depending on the type of service or resource being provided, taking precedence means: 1) the covered person receives access to the service or resource earlier in time than the non-covered person; or 2) if the service or resource is limited, the covered person receives access to the service or resource instead of or before the non-covered person.

Regarding priority of service, priority must be applied in the following order:

1. Veterans and eligible spouses who are also included in a group given statutory priority for WIOA adult formula funds.
2. Individuals who are not veterans or eligible veteran spouses, but are included in a group given statutory priority for WIOA adult formula funds.
3. Veterans and eligible spouses who are not included in a group given statutory priority for WIOA adult formula funds.
4. Individuals who are not included in a group given statutory priority for WIOA adult formula funds.”

Recommendation #17: The Plan should also set a benchmark percentage level as to the number of Title I Adult participants within these priority populations that will receive WIOA services. This benchmark should be at least 70 percent of the participants.¹³ States that have implemented such benchmarks have uniformly increased employment opportunities for people previously not served by the workforce system. Implementation of a benchmark percentage will not only help determine if “specific focus” has been provided, but will also help drive active and meaningful outreach to those individuals in the priority groups.

III. The Plan should include additional performance goals that can be evaluated with quantifiable data.

We applaud the Plan’s establishment of operational data measures as described in section 116(b)(2)(A) of WIOA, in order to support regional economic growth and economic self-sufficiency.

¹³ *WIOA Opportunities for Action: Priority of Service*. CLASP. Available at <http://www.clasp.org/resources-and-publications/publication-1/Priority-of-Service-for-High-Need-Adults-memo.pdf>.



Recommendation #18: As quantifiable data will provide the Region with valuable information that can be used to formulate strategies for continuous improvement, the Plan should also include additional measurements that will provide an assessment of the Region's strengths and weaknesses in delivering services to priority populations. We recommend including the following factors:

- Number of applicants and number of participants, along with reason why applicant did not become a participant
- Track applicants' and participants' race, gender, ethnicity, age, type(s) of barrier(s)
- Number of participants:
 - Co-enrolled across programs
 - Served by each program, including the number who exited each program and reason for the exit
 - Received supportive services, by type of supportive service
- Amount of funds spent on each type of service
- Intermediate measures to show participant progress on a career pathway, education plan, training plan, examples of which could include:
 - Number of participants enrolled in career pathway and of those enrolled, the industry of focus in the career pathway (e.g., health care, manufacturing, construction)
 - Number of employers engaged in career pathway design and delivery
 - Number and percent of participants who obtain a passing grade in course
 - Number and percent of participants who attain a high school equivalency certificate
 - Number and percent of participants who attain the intended reading, writing, or mathematics levels based on comparison of pre- and post-program assessment results
 - Number and percent of participants who attain a soft skill
 - Number and percent of participants obtaining a passing grade in one or more college-level academic courses within a postsecondary program of study
 - Number and percent of participants returning for the next semester of a postsecondary program.

Because the Plan shows a decrease in the number of Adults and Dislocated Workers with barriers to employment enrolled for WIOA activities and services from 2014 to 2015, these additional measures should provide valuable information necessary to understand reasons for a future decline in enrollment.

IV. The Plan should include an analysis of how WIOA services will be accessible to individuals with barriers to employment, including recipients of public assistance, other low-income individuals, and individuals who have basic skills deficiencies.

We applaud that the local areas' comprehensive facilities have been initially certified for meeting the requirements under WIOA section 188 and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs, services, technology, and materials, for individuals with disabilities. This includes complying by providing staff training and support for addressing the needs of individuals with disabilities. This is an accomplishment that will help many people in the area.

The Plan also identifies transportation as a barrier for job seekers accessing training and jobs. We applaud the Plan for committing to reduce transportation barriers as an area of its primary focus. Whether the barrier is the lack of access to transportation services or not having a current driver's license, the ability to access transportation services will impact an individual's access to WIOA services.



The Local Plan Addendums also provide current and planned use of technology to facilitate access to services through the OhioMeansJobs delivery system. Both Plans also state that technology will be a critical component that the boards will consider when procuring and evaluating potential One Stop Operators and service providers. However, outside of these technologically-based methods, the Plan does not discuss how access to services will be provided through other means.

Relying only upon technology to access services will likely impact the Region's population without access to internet service, computer equipment, cell phone coverage, or computer skills. As the Region encompasses non-rural counties, technological barriers greatly impact job search possibilities and the ability to participate in WIOA services on OhioMeansJobs. Coverage is sparse, inconsistent, and causes a drain on batteries as the phone continuously searches for service. Similarly, many individuals do not have computers in the home, nor do they have easy accessibility to sites where public computers are available. Those sites that do have computers are likely to have a minimal number of terminals available and time limits on usage. Technology services, as well as transportation and day care options, are also needed to attract employers to rural areas.

Recommendation #19: The Local Plan Addendums should provide additional information as to how the local boards will facilitate access to OhioMeansJobs delivery system services through other means, not just technology.

As noted previously, there are many individuals in the Region that do not speak English very well. It is important to ensure that these individuals understand WIOA opportunities, as well as how to access WIOA services.

Recommendation #20: The Plan should state that written translations of vital documents and oral interpretations (or bilingual staff) will be provided to effectively communicate with those who speak English "less than very well."

Area 11 acknowledges that supportive services will be provided to those with barriers to employment.

Recommendation #21: Area 20 should also provide supportive services to those with barriers to employment and provide information on the type of supportive service that will be available.

Lastly, Area 11 noted that nearly 10 percent of job seekers who visit the OhioMeansJobs workforce center have some sort of criminal background. Criminal backgrounds are a major barrier to employment for these individuals. Area 11 provides available specialized services for ex-offenders, including the Restoration Academy.

Recommendation #22: While ex-offenders may not have difficulties in accessing WIOA services, Area 11 and Area 20 should consider including additional supports for those with a criminal background. These individuals may be eligible to have their criminal records sealed and may also qualify for a Certificate of Qualification for Employment (CQE). As many employers are hesitant to hire a person with a criminal background, removing criminal records from background checks and providing employer immunity on potential negligent hiring lawsuits are positive steps to remove barriers to employment for ex-offenders.

We appreciate consideration of the recommendations noted above. If you have any questions or would like further information on the issues driving these comments, do not hesitate to contact Kristy Michel at (614) 737-0125, kmichel@columbuslegalaid.org; Joshua Goodwin at (614) 827-0520, jgoodwin@osls.org or Patrick Higgins at (614) 824-2504, phiggins@ohiopoveritylaw.org.



Sincerely,



Kristy A. Michel
Equal Justice Works Fellow
Attorney at Law

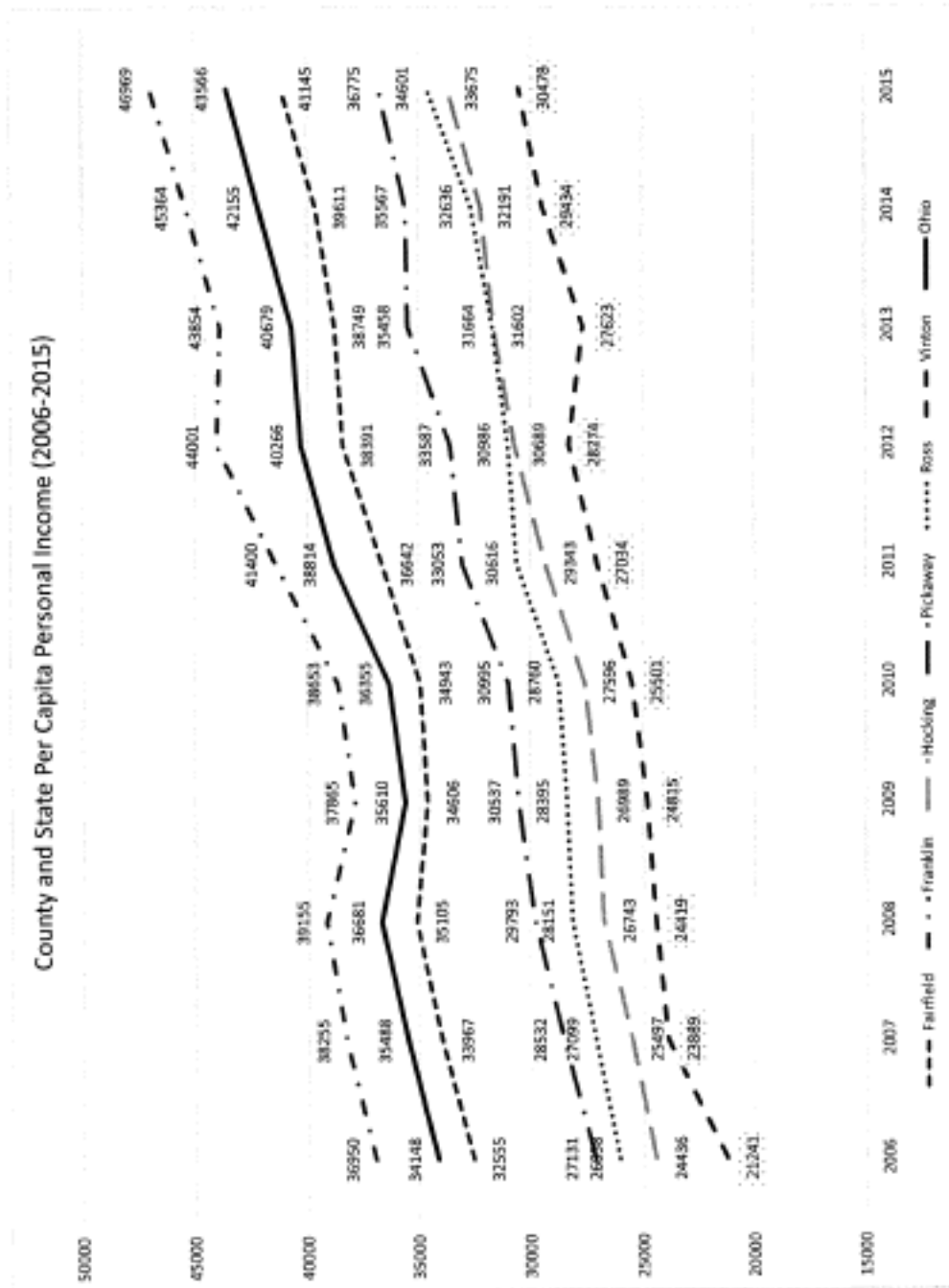
APPENDIX A

Income in past 12 Months by Type of Household (2015 inflation-adjusted dollars)
U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates

	Franklin				Total	Pickaway				Total
		Families	Married Couple Families	Nonfamily Households			Families	Married Couple Families	Nonfamily Households	
Total	480946	279594	190142	201352	12.70%	19460				
Less than \$10,000	39729	8.36%	5.80%	1.90%	7.80%	1071	5.50%	4.00%	1.50%	11.20%
\$10,000-\$14,999	24140	5.02%	3.20%	1.30%	7.80%	665	3.42%	3.40%	2.10%	0.70%
\$15,000-\$24,999	48050	9.99%	7.70%	3.80%	13.90%	1975	10.15%	10.10%	6.70%	4.50%
\$25,000-\$34,999	49626	10.32%	8.00%	5.30%	13.80%	1920	9.87%	8.30%	7.30%	14.90%
\$35,000-\$49,999	67717	14.08%	12.60%	10.40%	16.30%	2784	14.31%	13.80%	13.10%	15.80%
\$50,000-\$74,999	89527	18.61%	18.70%	19.40%	17.90%	3991	20.51%	20.80%	22.30%	17.50%
\$75,000-\$99,999	57801	12.02%	14.10%	17.10%	8.60%	3154	16.21%	19.20%	21.90%	7.50%
\$100,000-\$149,999	60786	12.64%	16.80%	22.40%	6.00%	2659	13.66%	17.30%	19.70%	2.50%
\$150,000-\$199,999	22344	4.65%	6.70%	9.30%	1.60%	802	4.12%	5.20%	6.30%	1.30%
\$200,000+	21226	4.41%	6.40%	9.00%	1.40%	439	2.26%	2.60%	2.70%	1.20%

	Fairfield				Total	Ross				Total
		Families	Married Couple Families	Nonfamily Households			Families	Married Couple Families	Nonfamily Households	
Total	55032	39967	31565	15065	11.70%	28269				
Less than \$10,000	2746	4.99%	2.90%	0.70%	11.70%	2372	8.39%	5.60%	1.60%	16.20%
\$10,000-\$14,999	2348	4.27%	2.30%	1.10%	10.10%	1500	5.31%	3.30%	1.50%	10.70%
\$15,000-\$24,999	5811	10.56%	6.40%	3.80%	22.20%	3993	14.13%	10.90%	8.00%	22.80%
\$25,000-\$34,999	5273	9.58%	7.90%	6.60%	15.20%	3436	12.15%	10.90%	9.30%	15.00%
\$35,000-\$49,999	6801	12.36%	12.40%	11.20%	12.30%	4513	15.96%	15.30%	15.70%	16.20%
\$50,000-\$74,999	10167	18.47%	19.60%	20.30%	14.70%	5286	18.70%	21.90%	23.50%	12.00%
\$75,000-\$99,999	8000	14.54%	17.30%	18.50%	6.10%	3257	11.52%	14.60%	17.90%	3.50%
\$100,000-\$149,999	8999	16.35%	20.10%	24.50%	5.50%	2773	9.81%	12.30%	15.70%	2.50%
\$150,000-\$199,999	2922	5.31%	6.60%	7.70%	1.30%	582	2.06%	2.60%	3.20%	0.80%
\$200,000+	1965	3.57%	4.60%	5.70%	0.70%	557	1.97%	2.60%	3.50%	0.30%

	Hocking				Total	Vinton				Total
		Families	Married Couple Families	Nonfamily Households			Families	Married Couple Families	Nonfamily Households	
Total	11387	7841			15.60%	4992				
Less than \$10,000	892	7.83%	5.40%	3.60%	15.60%	470	9.42%	7.80%	3.70%	14.90%
\$10,000-\$14,999	874	7.68%	4.80%	1.90%	15.50%	364	7.29%	4.90%	2.60%	15.70%
\$15,000-\$24,999	1655	14.53%	10.80%	6.80%	26.10%	757	15.16%	10.20%	7.80%	26.90%
\$25,000-\$34,999	1373	12.06%	10.60%	9.90%	13.90%	583	11.68%	10.10%	9.90%	15.20%
\$35,000-\$49,999	1701	14.94%	14.40%	14.60%	12.90%	918	18.39%	20.80%	23.00%	9.70%
\$50,000-\$74,999	2237	19.65%	22.40%	24.00%	11.90%	888	17.79%	19.60%	21.90%	12.10%
\$75,000-\$99,999	1189	10.44%	14.30%	17.40%	1.70%	617	12.36%	17.10%	20.70%	2.80%
\$100,000-\$149,999	1102	9.68%	12.30%	15.30%	2.30%	353	7.07%	8.60%	9.50%	2.20%
\$150,000-\$199,999	278	2.44%	3.50%	4.50%	0.20%	28	0.56%	0.70%	0.50%	0.30%
\$200,000+	121	1.06%	1.50%	1.90%	0.00%	14	0.28%	0.30%	0.40%	0.20%

APPENDIX B

Source: U.S. Bureau of Economic Analysis

APPENDIX C

Employment Change in Southcentral Ohio Region
GOVS-BLR Quarterly Workforce Indicators

Industry Sector	Franklin County					Franklin County				
	Employment				Percent Change	Wages				Percent Change
	2nd Quarter 2012	3rd Quarter 2012	Change	Percent Change		2nd Quarter 2012 Wages (in thousands)	3rd Quarter 2012 Wages per Employment	2nd Quarter 2012 Wages (in thousands)	3rd Quarter 2012 Wages per Employment	
Total	65595	71127	5532	8.43%		\$7,826,311	\$12,080.40	\$8,309,428	\$11,761.08	5.63%
Agriculture, Forestry, Fish	359	467	108	30.08%		\$2,908	\$7,871.63	\$3,918	\$8,780.63	11.18%
Mining	311	302	-9	-2.89%		\$4,118	\$13,254.34	\$5,157	\$16,884.74	18.59%
Utilities	2177	2730	553	25.39%		\$48,518	\$22,347.04	\$63,576	\$23,478.82	5.34%
Construction	29958	34578	4620	15.42%		\$295,787	\$13,209.85	\$364,281	\$14,811.87	10.94%
Manufacturing	31771	37893	6122	19.28%		\$481,751	\$15,148.72	\$536,181	\$16,304.80	6.88%
Wholesale Trade	34881	38699	3818	10.94%		\$377,782	\$11,179.91	\$441,134	\$15,500.12	8.13%
Retail Trade	68586	75105	6519	9.50%		\$491,821	\$7,188.88	\$581,854	\$7,543.54	6.84%
Transportation and Ware	12988	14021	1033	7.95%		\$112,280	\$8,658.11	\$121,834	\$8,658.11	8.57%
Information	13813	14320	507	3.66%		\$118,573	\$8,658.11	\$121,834	\$8,658.11	3.79%
Finance and Insurance	45445	48753	3308	7.28%		\$780,788	\$17,188.55	\$885,879	\$18,188.55	6.09%
Real Estate and Rental an	10295	11121	826	8.02%		\$107,281	\$10,518.55	\$118,892	\$11,295.34	10.89%
Professional and technica	43247	49984	6737	15.58%		\$755,848	\$17,488.55	\$848,848	\$18,888.55	5.34%
Management of compans	13957	14457	500	3.58%		\$135,317	\$10,518.55	\$148,848	\$12,888.55	12.89%
Administrative and Waste	49630	55503	5873	11.83%		\$395,442	\$7,888.55	\$447,129	\$8,888.55	6.88%
Educational Services	14113	14437	324	2.30%		\$135,348	\$9,427.30	\$138,858	\$9,888.55	3.79%
Health Care and Social Ac	38302	40887	2585	6.75%		\$557,324	\$14,888.55	\$611,318	\$15,288.55	3.66%
Arts, Entertainment, and	8888	9884	996	11.21%		\$48,181	\$5,518.55	\$55,177	\$6,888.55	12.89%
Accommodation and Food	57898	64263	6365	10.99%		\$194,548	\$4,888.55	\$255,075	\$4,888.55	12.89%
Other services, except pu	20188	22772	2584	12.80%		\$171,077	\$8,888.55	\$208,136	\$9,888.55	5.48%
Public Administration	122986	115214	-7772	-6.32%		\$1,689,619	\$16,888.55	\$1,777,998	\$16,888.55	5.23%

Industry Sector	Fairfield County					Fairfield County				
	Employment				Percent Change	Wages				Percent Change
	2nd Quarter 2012	3rd Quarter 2012	Change	Percent Change		2nd Quarter 2012 Wages (in thousands)	3rd Quarter 2012 Wages per Employment	2nd Quarter 2012 Wages (in thousands)	3rd Quarter 2012 Wages per Employment	
Total	40878	43113	2235	5.47%		\$313,854	\$7,688.55	\$331,512	\$7,688.55	5.63%
Agriculture, Forestry, Fish	51	80	29	56.86%		\$284	\$5,518.55	\$592	\$7,400.00	32.82%
Mining	41	38	-3	-7.32%		\$417	\$10,404.76	\$254	\$7,055.56	-42.18%
Utilities	186	218	32	17.20%		\$1,880	\$10,404.76	\$1,880	\$10,404.76	0.00%
Construction	1655	2095	440	26.58%		\$18,181	\$11,179.91	\$23,890	\$13,240.05	18.77%
Manufacturing	4175	4684	509	12.20%		\$11,271	\$11,179.91	\$12,878	\$13,438.02	5.34%
Wholesale Trade	810	894	84	10.37%		\$8,580	\$11,179.91	\$11,890	\$13,438.02	18.88%
Retail Trade	6888	7795	907	13.18%		\$58,848	\$8,580.60	\$68,811	\$8,888.55	3.66%
Transportation and Ware	345	341	-4	-1.16%		\$3,848	\$11,179.91	\$3,848	\$11,179.91	0.00%
Information	345	341	-4	-1.16%		\$3,848	\$11,179.91	\$3,848	\$11,179.91	0.00%
Finance and Insurance	388	419	31	7.99%		\$2,554	\$6,688.55	\$3,848	\$9,888.55	48.89%
Real Estate and Rental an	388	419	31	7.99%		\$3,848	\$11,179.91	\$3,848	\$11,179.91	0.00%
Professional and technica	929	1084	155	16.69%		\$9,848	\$10,688.55	\$12,878	\$13,438.02	5.34%
Management of compans	136	131	-5	-3.68%		\$1,880	\$14,188.55	\$1,880	\$14,188.55	0.00%
Administrative and Waste	1276	1379	103	8.07%		\$1,132	\$9,427.30	\$1,132	\$9,427.30	0.00%
Educational Services	308	367	59	19.16%		\$38,779	\$12,622.44	\$48,880	\$13,088.55	3.79%
Health Care and Social Ac	6485	7019	534	8.23%		\$1,181	\$12,622.44	\$1,181	\$12,622.44	0.00%
Arts, Entertainment, and	381	553	172	45.14%		\$18,888	\$12,622.44	\$21,888	\$13,688.55	10.77%
Accommodation and Food	4848	5843	995	20.54%		\$8,888	\$18,174.47	\$8,888	\$18,174.47	0.00%
Other services, except pu	1413	1415	2	0.14%		\$18,888	\$18,174.47	\$18,888	\$18,174.47	0.00%
Public Administration	8411	8153	-258	-3.07%		\$18,888	\$18,174.47	\$18,888	\$18,174.47	0.00%

Industry Sector	Madison County					Madison County				
	Employment				Percent Change	Wages				Percent Change
	2nd Quarter 2012	3rd Quarter 2012	Change	Percent Change		2nd Quarter 2012 Wages (in thousands)	3rd Quarter 2012 Wages per Employment	2nd Quarter 2012 Wages (in thousands)	3rd Quarter 2012 Wages per Employment	
Total	6642	6885	243	3.64%		\$49,888	\$7,511.40	\$51,118	\$7,421.82	1.62%
Agriculture, Forestry, Fish	28	7	-21	-75.00%		\$185	\$6,627.14	7	7	0.00%
Mining	188	7	-181	-96.28%		\$1,275	\$6,627.14	7	7	0.00%
Utilities	18	18	0	0.00%		\$188	\$10,404.76	\$188	\$10,404.76	0.00%
Construction	279	296	17	6.10%		\$2,254	\$8,288.55	\$2,254	\$8,288.55	0.00%
Manufacturing	486	527	41	8.44%		\$8,888	\$18,174.47	\$18,055	\$18,888.55	4.59%
Wholesale Trade	52	84	32	61.54%		\$183	\$14,179.91	\$1,113	\$13,734.39	-4.13%
Retail Trade	686	888	202	29.45%		\$4,178	\$6,027.77	\$4,978	\$5,578.55	13.79%
Transportation and Ware	38	40	2	5.26%		\$486	\$12,622.44	\$486	\$12,622.44	0.00%
Information	52	41	-11	-21.15%		\$183	\$7,345.18	\$486	\$11,811.22	38.89%
Finance and Insurance	298	301	3	1.01%		\$2,082	\$6,979.85	\$2,982	\$9,911.22	43.89%
Real Estate and Rental an	95	184	89	93.68%		\$129	\$4,410.51	\$184	\$15,850.75	31.89%
Professional and technica	84	308	224	265.71%		\$822	\$7,404.76	\$184	\$7,287.64	-1.58%
Management of compans	0	0	0	0.00%		\$0	\$0.00	\$0	\$0.00	0.00%
Administrative and Waste	189	348	159	84.13%		\$1,083	\$5,655.55	\$1,089	\$5,655.55	0.06%
Educational Services	27	31	4	14.81%		\$282	\$7,404.76	\$282	\$7,404.76	0.00%
Health Care and Social Ac	988	1129	141	14.27%		\$4,580	\$10,888.55	\$6,991	\$18,888.55	73.89%
Arts, Entertainment, and	49	49	0	0.00%		\$186	\$10,888.55	\$186	\$10,888.55	0.00%
Accommodation and Food	988	1156	168	17.00%		\$5,238	\$10,888.55	\$4,182	\$10,888.55	0.00%
Other services, except pu	315	283	-32	-10.16%		\$1,189	\$4,410.51	\$1,189	\$4,410.51	0.00%
Public Administration	3888	3788	-100	-2.57%		\$17,888	\$18,888.55	\$15,305	\$18,888.55	-10.00%

APPENDIX C (continued)

Industry Sector	Pickaway County					Wages				
	Employment				Percent Change	Wages				Percent Change
	2nd Quarter 2012	2nd Quarter 2018	Change	Percent Change		2nd Quarter 2012 Wages	2012 Qtrly Wages per Employment	2nd Quarter 2018 Wages	2018 Qtrly Wages per Employment	
						(in thousands)		(in thousands)		
Total	13626	13827	201	1.48%	\$128,575	\$9,412.49	\$136,358	\$10,905.87	8.51%	
Agriculture, Forestry, Fish and Hunting	7	7	0	0.00%	7	7	7	7	0.00%	
Utilities	22	22	0	0.00%	\$503	7	7	7	0.00%	
Construction	876	845	-31	-3.54%	\$4,888	\$11,207.64	\$6,195	\$12,839.60	13.08%	
Manufacturing	2449	2614	165	6.73%	\$52,760	\$12,268.53	\$59,761	\$15,947.48	17.89%	
Wholesale Trade	349	7	-342	-97.99%	\$5,081	7	7	7	0.00%	
Retail Trade	3494	3569	75	2.15%	\$8,575	\$5,788.64	\$9,684	\$6,828.12	5.09%	
Transportation and Warehousing	396	598	202	50.99%	\$2,412	\$6,348.65	\$1,411	\$9,882.94	11.45%	
Information	43	65	22	51.16%	\$437	\$19,627.96	\$773	\$11,892.33	21.90%	
Finance and Insurance	284	277	-7	-2.47%	\$1,223	\$11,348.59	\$1,875	\$11,321.08	-0.18%	
Real Estate and Rental and Leasing	96	307	211	219.89%	\$499	\$5,544.44	\$748	\$6,892.68	20.28%	
Professional and Technical Services	7	7	0	0.00%	7	7	7	7	0.00%	
Management of companies and Enterprises	494	581	87	17.61%	\$1,895	\$6,367.11	\$2,965	\$6,624.44	8.89%	
Educational Services	7	7	0	0.00%	\$11	7	7	7	0.00%	
Health Care and Social Assistance	1708	7	-1701	-99.99%	\$14,068	7	7	7	0.00%	
Arts, Entertainment, and Recreation	143	131	-12	-8.39%	\$813	\$4,396.71	\$501	\$3,832.06	-20.61%	
Accommodation and Food Services	1355	1584	229	16.89%	\$1,814	\$1,178.18	\$5,197	\$3,850.12	19.89%	
Other services, except public Administration	234	283	49	20.94%	\$1,354	\$4,198.18	\$2,113	\$3,953.49	-1.62%	
Public Administration	2838	2930	92	3.24%	\$45,646	\$15,083.29	\$44,658	\$13,471.48	8.03%	

Industry Sector	Ross County					Wages				
	Employment				Percent Change	Wages				Percent Change
	2nd Quarter 2012	2nd Quarter 2018	Change	Percent Change		2nd Quarter 2012 Wages	2012 Qtrly Wages per Employment	2nd Quarter 2018 Wages	2018 Qtrly Wages per Employment	
						(in thousands)		(in thousands)		
Total	25589	26360	771	3.01%	\$149,882	\$18,821.56	\$160,344	\$18,916.29	3.00%	
Agriculture, Forestry, Fish and Hunting	39	54	15	38.46%	\$400	\$3,842.54	\$764	\$7,489.34	97.80%	
Utilities	22	31	9	40.91%	\$197	\$8,894.53	\$211	\$10,852.28	12.08%	
Construction	179	112	-67	-37.43%	\$2,862	\$16,848.33	\$1,571	\$27,853.09	63.53%	
Manufacturing	618	708	90	14.56%	\$6,457	\$8,555.29	\$7,288	\$10,138.22	18.53%	
Wholesale Trade	4546	4082	-464	-10.21%	\$41,897	\$15,548.92	\$40,042	\$14,733.46	-8.87%	
Retail Trade	521	515	-6	-1.15%	\$6,821	\$11,372.74	\$5,837	\$10,826.21	-2.21%	
Transportation and Warehousing	3927	4130	203	5.17%	\$21,897	\$1,740.52	\$25,487	\$6,175.18	3.07%	
Information	689	722	33	4.79%	\$6,790	\$10,348.17	\$7,845	\$19,998.83	7.86%	
Finance and Insurance	471	480	9	1.91%	\$4,949	\$9,655.00	\$1,314	\$11,553.17	39.89%	
Real Estate and Rental and Leasing	137	140	3	2.19%	\$832	\$6,672.99	\$949	\$6,921.43	13.97%	
Professional and Technical Services	384	379	-5	-1.30%	\$1,305	\$8,112.40	\$2,340	\$8,882.62	-5.92%	
Management of companies and Enterprises	220	237	17	7.73%	\$2,683	\$12,186.45	\$3,358	\$14,230.87	16.53%	
Administrative and Support Activities	871	881	10	1.15%	\$5,614	\$1,188.14	\$5,197	\$5,798.97	-0.22%	
Educational Services	183	142	-41	-22.40%	\$988	\$4,013.27	\$444	\$4,595.21	-38.87%	
Health Care and Social Assistance	4272	4023	-249	-5.83%	\$16,118	\$12,066.84	\$4,608	\$11,862.43	-0.94%	
Arts, Entertainment, and Recreation	231	237	6	2.60%	\$820	\$3,641.53	\$746	\$1,286.34	-9.78%	
Accommodation and Food Services	2574	2718	144	5.59%	\$8,383	\$1,149.03	\$4,453	\$1,501.51	3.31%	
Other services, except public Administration	547	531	-16	-2.92%	\$2,154	\$4,150.79	\$2,799	\$3,207.20	21.55%	
Public Administration	6279	6477	198	3.15%	\$75,129	\$12,847.61	\$74,536	\$12,807.80	0.46%	

Industry Sector	Vinton County					Wages				
	Employment				Percent Change	Wages				Percent Change
	2nd Quarter 2012	2nd Quarter 2018	Change	Percent Change		2nd Quarter 2012 Wages	2012 Qtrly Wages per Employment	2nd Quarter 2018 Wages	2018 Qtrly Wages per Employment	
						(in thousands)		(in thousands)		
Total	2099	2195	96	4.57%	\$27,892	\$13,573.89	\$30,804	\$14,033.44	16.82%	
Agriculture, Forestry, Fish and Hunting	7	7	0	0.00%	7	7	7	7	0.00%	
Utilities	7	7	0	0.00%	7	7	7	7	0.00%	
Construction	119	48	-70	-58.82%	\$11,876	\$104,008.08	\$175	\$7,653.06	-92.84%	
Manufacturing	429	473	44	10.26%	\$4,088	\$9,529.34	\$7,744	\$16,314.83	73.31%	
Wholesale Trade	7	7	0	0.00%	7	7	7	7	0.00%	
Retail Trade	187	179	-8	-4.28%	\$207	\$4,288.38	\$750	\$4,083.88	-3.14%	
Transportation and Warehousing	123	123	0	0.00%	\$242	\$7,688.32	\$1,877	\$8,488.30	20.29%	
Information	7	7	0	0.00%	7	7	7	7	0.00%	
Finance and Insurance	7	7	0	0.00%	7	7	7	7	0.00%	
Real Estate and Rental and Leasing	7	7	0	0.00%	7	7	7	7	0.00%	
Professional and Technical Services	18	18	0	0.00%	\$18	\$4,113.11	7	7	0.00%	
Management of companies and Enterprises	7	7	0	0.00%	7	7	7	7	0.00%	
Administrative and Support Activities	23	25	2	8.70%	\$55	\$3,688.67	\$121	\$4,080.00	12.18%	
Educational Services	0	0	0	0.00%	\$0	\$0.00	\$0	\$0.00	0.00%	
Health Care and Social Assistance	245	291	46	18.78%	\$1,480	\$6,060.83	\$2,682	\$5,790.87	4.31%	
Arts, Entertainment, and Recreation	7	7	0	0.00%	7	7	7	7	0.00%	
Accommodation and Food Services	44	7	-37	-84.09%	\$154	\$1,920.80	7	7	0.00%	
Other services, except public Administration	711	675	-36	-5.06%	\$5,761	\$8,183.67	\$5,736	\$8,800.76	4.92%	

APPENDIX D

Industry Title	JobsOhio Central Region				JobsOhio Southeast Region			
	2012 Annual Employment	2022 Projected Employment	Change in Employment	Percent Change	2012 Annual Employment	2022 Projected Employment	Change in Employment	Percent Change
Healthcare & Social Assistance	1,325,900	1,777,000	451,100	30.34%	54,300	66,600	12,300	22.65%
Construction	20,900	37,600	16,700	79.90%	11,000	16,000	5,000	45.45%
Administrative Waste Services	60,300	82,600	22,300	36.98%	28,100	32,000	3,900	13.88%
Professional & Technical Services	56,200	67,300	11,100	19.75%	5,600	6,100	500	8.93%
Retail Trade & Rental & Leasing	12,400	14,500	2,100	16.94%	2,600	2,600	0	0.00%
Transportation & Warehousing	44,000	51,100	7,100	16.14%	9,500	10,800	1,300	13.68%
Accommodation & Food Services	85,200	96,100	10,900	12.80%	28,400	30,800	2,400	8.45%
Utilities	3,300	3,600	300	9.09%	3,000	3,300	300	10.00%
Agriculture, Forestry, Fishing & Hunting	11,300	11,000	(300)	-2.65%	10,500	10,100	(400)	-3.81%
Information	17,000	17,200	200	1.18%	3,400	3,200	(200)	-5.88%
Educational Services	82,100	87,400	5,300	6.46%	34,500	35,700	1,200	3.48%
Government	77,900	82,200	4,300	5.53%	28,000	27,700	(300)	-1.07%
Manufacturing	81,400	83,700	2,300	2.83%	41,300	42,400	1,100	2.66%
Wholesale Trade	26,000	27,300	1,300	5.00%	61,800	63,700	1,900	3.07%
Retail Trade	105,600	114,500	8,900	8.43%	41,200	41,800	600	1.46%
Finance and Insurance	55,700	61,200	5,500	9.87%	7,600	8,000	400	5.26%

Source: ODJFS BLS
not included

APPENDIX E

Occupational Title	John/Ohio Central Region				John/Ohio Southeast Region			
	2012 Annual Employment	2022 Projected Employment	Change in Employment	Percent Change	2012 Annual Employment	2022 Projected Employment	Change in Employment	Percent Change
Total, All Occupations	1,040,100	1,183,800	134,700	12.94%	350,200	373,000	23,700	6.77%
Management	62,800	68,800	6,000	9.55%	30,700	31,400	700	2.28%
Business & Financial	61,800	63,700	2,000	3.24%	7,000	7,700	700	10.00%
Computer & Mathematical	85,300	42,700	-42,600	-50.06%	2,000	2,100	100	5.00%
Architecture & Engineering	14,900	17,000	2,100	14.09%	3,600	3,600	0	0.00%
Life, Physical, & Social Science	8,600	7,100	-1,500	-17.44%	1,700	1,800	100	5.88%
Community & Social Service	20,000	22,800	2,800	14.00%	8,800	9,800	1,000	11.36%
Legal	8,100	9,200	1,100	13.59%	1,400	1,500	100	7.14%
Education, Training, & Library	62,100	67,900	5,800	9.34%	23,500	25,300	1,800	7.66%
Arts, Design, Entertainment, Sports, & Media	18,100	19,800	1,700	9.39%	3,400	3,500	100	2.94%
Healthcare Practitioners & Technical	62,700	79,200	16,500	26.32%	34,200	38,300	4,100	11.99%
Healthcare Support	37,300	48,900	11,600	31.10%	16,000	19,800	3,800	23.75%
Protective Service	22,200	25,300	3,100	13.96%	7,100	7,200	100	1.41%
Food Preparation & Serving Related	89,400	102,900	13,500	15.10%	31,100	33,500	2,400	7.72%
Building & Grounds Cleaning & Maintenance	38,300	42,900	4,600	12.01%	12,100	13,300	1,200	9.92%
Personal Care & Service	28,300	32,400	4,100	14.49%	8,800	9,800	1,000	11.36%
Sales & Related	103,300	109,200	5,900	5.71%	33,000	33,600	600	1.82%
Office & Administrative Support	171,200	185,800	14,600	8.53%	43,800	45,500	1,700	3.88%
Farming, Fishing, & Forestry	1,800	1,700	(100)	-5.56%	2,900	2,700	(200)	-6.90%
Construction & Extraction	28,400	34,000	5,600	19.72%	18,300	20,700	2,400	13.11%
Installation, Maintenance, & Repair	34,300	38,700	4,400	12.83%	14,800	15,900	1,100	7.43%
Production	66,600	71,000	4,400	6.61%	31,800	32,800	1,000	3.14%
Transportation & Material Moving	78,400	88,700	10,300	13.14%	25,000	26,000	1,000	4.00%

Source: ODJFS BLMH
not included

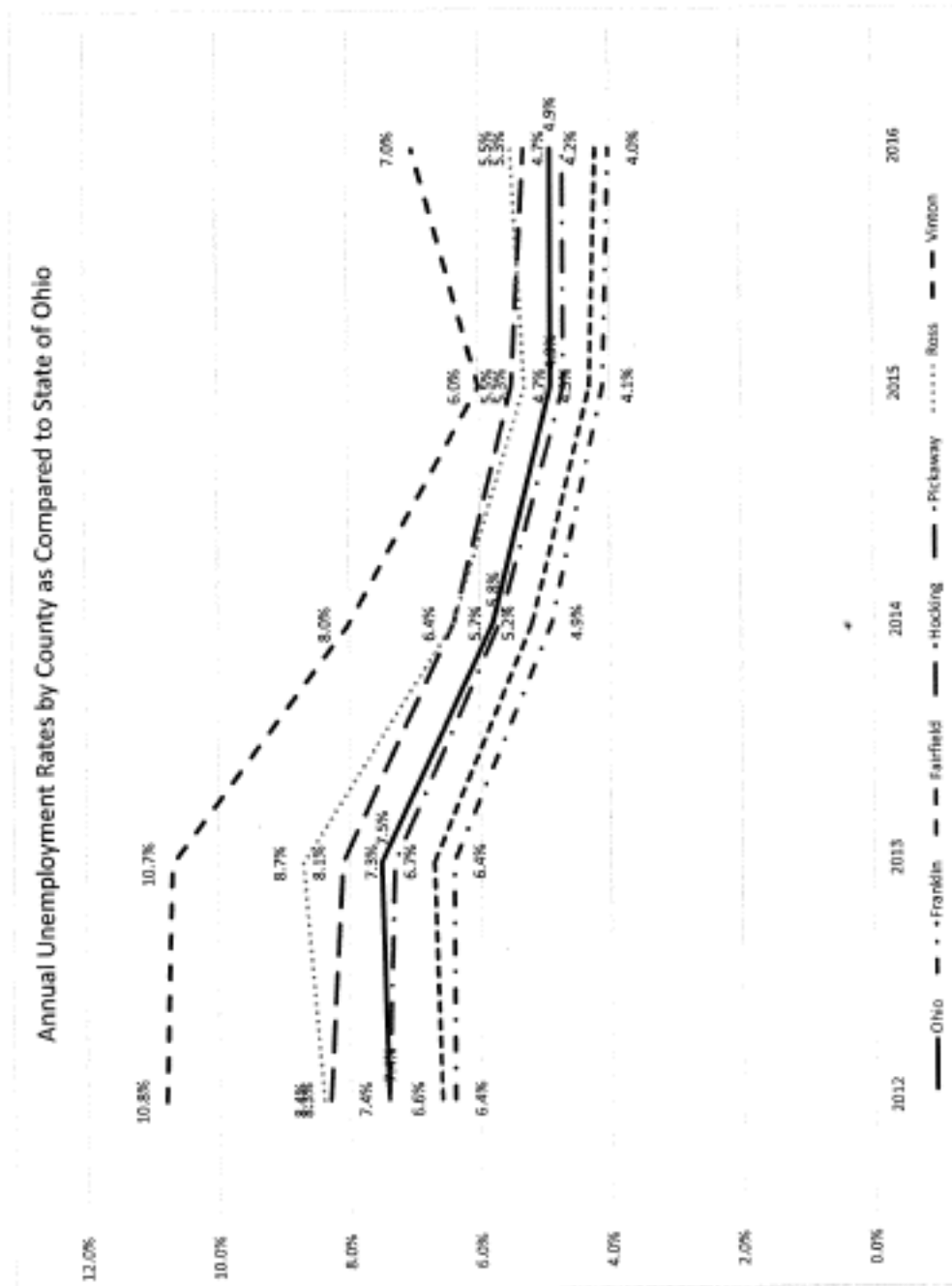
APPENDIX F

Estimated Annual Job Openings by Key Occupational Groups

Occupational Title	JobsOhio Central Region		JobsOhio Southeast Region	
	Total	Percentage of Total (38,474)	Total	Percentage of Total (10,990)
Management	1852	4.81%	659	6.00%
Business & Financial	1826	4.75%	220	2.00%
Computer & Mathematical	1275	3.31%	42	0.38%
Architecture & Engineering	565	1.47%	106	0.96%
Life, Physical, & Social Science	238	0.62%	57	0.52%
Community & Social Service	735	1.91%	291	2.65%
Legal	243	0.63%	30	0.27%
Education, Training, & Library	1904	4.95%	521	4.74%
Arts, Design, Entertainment, Sports, & Media	617	1.60%	99	0.90%
Healthcare Practitioners & Technical	2949	7.66%	905	8.23%
Healthcare Support	1872	4.87%	668	6.08%
Protective Service	937	2.44%	224	2.04%
Food Preparation & Serving Related	4706	12.23%	1387	12.62%
Building & Grounds Cleaning & Maintenance	1257	3.27%	350	3.18%
Personal Care & Service	1039	2.70%	310	2.82%
Sales & Related	3862	10.04%	1141	10.38%
Office & Administrative Support	5439	14.14%	1234	11.23%
Farming, Fishing, & Forestry	52	0.14%	85	0.77%
Construction & Extraction	1052	2.73%	585	5.32%
Installation, Maintenance, & Repair	1214	3.16%	466	4.24%
Production	1864	4.84%	828	7.53%
Transportation & Material Moving	2973	7.73%	782	7.12%

Source: ODJFS BLM

not included

APPENDIX G

In response to the comments received from the Legal Aid Society of Columbus, the Southcentral Ohio Region has made the following changes to its Regional WIOA Plan and Local Plan Addenda:

Recommendation #1: Update Figure 1 with the most current data from American Community Survey 5-year estimates for 2011 – 2015.

Figure 1 in the Final Plan has been updated with this information.

Recommendation #2: Add data to supplement Figure 1 by providing county-specific information. See Appendix A.

County-specific data for Figure 1 has been incorporated into the Final Plan as Item 1 in Attachment G – Supplemental Labor Market information.

Recommendation #3: Update Figure 2 with the most current data from US Census Quick Facts, 2015.

Figure 2 in the Final Plan has been updated with this information.

Recommendation #4: Add data to supplement Figure 2 by providing county-specific information. See Appendix B.

County-specific data for Figure 2 has been incorporated into the Final Plan as Item 2 in Attachment G – Supplemental Labor Market information

Recommendation #5: Update Figure 3 with the most current data from ODJFS-BLMI Quarterly workforce Indicators through Second Quarter 2016.

Figure 3 in the Final Plan has been updated with this information.

Recommendation #6: Add data to supplement Figure 3 by providing county-specific information on Employment and Wages. See Appendix C.

County-specific data for Figure 3 has been incorporated into the Final Plan as Item 3 in Attachment G – Supplemental Labor Market information.

Recommendation #7: Update Figure 4 to provide every Industry Title. See Appendix D.

The indicated data has been incorporated into the Final Plan as Item 4 in Attachment G – Supplemental Labor Market information.

Recommendation #8: Update Figure 5 to provide every Occupational Title. See Appendix E.

The indicated data has been incorporated into the Final Plan as Item 5 in Attachment G – Supplemental Labor Market information.

Recommendation #9: Update Figure 6 to provide every Occupational Title. See Appendix F.

The indicated data has been incorporated into the Final Plan as Item 6 in Attachment G – Supplemental Labor Market information.

Recommendation #10: Update Figure 12 with current information.

Figure 12 in the Final Plan has been updated with 2016 information.

Recommendation #11: Add current employment and unemployment numbers to Figure 12. Figure 12 in the Final Plan has been updated to include this information.

Recommendation #12: Update Figure 13 with current data and include a breakdown by each county in the Region. See Appendix G.

Figure 13 in the Final Plan has been updated with the second quarter 2012 to second quarter 2016 data. County-specific data for Figure 13 has been incorporated into the Final Plan as Item 7 in Attachment G – Supplemental Labor Market information.

Recommendation #13: Update the Plan to state that The Ohio Department of Development has identified Hocking, Ross, and Vinton as Distressed Counties and Columbus as a Distressed City.

The narrative to Figure 13 in the Final Plan has been updated to include this information.

Recommendation #14: Update Figures 18 and 19 to incorporate additional languages spoken at home and ability to speak English, as well as education attainment.

The Region is very aware of the vast array of languages that are spoken by its residents. As described in Item 3 of each of the Final Local Plan Addenda, It remains committed to assisting non-English speakers as well as those who may not be able to speak English well by providing interpretation and/or translation services. As the Region's Workgroups formulate service delivery strategies, they will consider and incorporate the needs of these individuals to ensure they continue to have full access to services.

Recommendation #15: With technical assistance and labor market data from the State, the Plan should include regional workforce analyses on (1) displaced homemakers, (2) Indians, Alaska Natives, and Native Hawaiians, (3) older individuals, (4) ex-offenders, (5) homeless individuals, (6) individuals facing substantial cultural barriers, (7) eligible migrant and seasonal farmworkers, (8) individuals within 2 years of exhausting lifetime eligibility for TANF benefits, (9) single parents (including single pregnant women), and (10) long-term unemployed individuals.

As the Region's Workgroups formulate service delivery strategies, they will seek additional data on the aforementioned populations to ensure they continue to have full access to services.

Recommendation #16: Until a more robust protocol is established, the Plan should provide an affirmative policy and instructions on how to make determinations of priority of service, using illustrative examples.

As discussed in II. Description of regional strategies, Item 2, under Strategic Goal Two: Connect Businesses to Workers of the Final Plan, the Workgroups will identify and develop a priority of service protocol for the Region.

Recommendation #17: The Plan should also set a benchmark percentage level as to the number of Title I Adult participants within these priority populations that will receive WIOA services.

As discussed in Section II., Descriptions of regional strategies, Item 1 of the Final Plan, the Region's Workgroups will consider and make recommendations for operational performance measures in addition to the WIOA measures. Such measures may include benchmark percentage levels for any populations that may be identified as priority groups for the Region.

Recommendation #18: As quantifiable data will provide the Region with valuable information that can be used to formulate strategies for continuous improvement, the Plan should also include additional measurements that will provide an assessment of the Region's strengths and weaknesses in delivering services to priority populations. (A number of recommended factors were provided.)

As discussed in Section II., Descriptions of regional strategies, Item 1 of the Final Plan, the Region's Workgroups will consider and make recommendations for operational performance measures in addition to the WIOA measures.

Recommendation #19: The Local Plan Addendums should provide additional information as to how the local boards will facilitate access to OhioMeansJobs delivery system services through other means, not just technology.

WIOA mandates that each Local Area must possess at least one physical One-Stop Center within its geographic boundaries so that customers may come in person to access services; meaning the Southcentral Region is required to have two such facilities. The Region goes beyond this minimum requirement by having six physical sites – one in each county. The Local Areas' respective OMJ Center locations are included in Item 1 of each the Final Local Plan Addenda.

Recommendation #20: The Plan should state that written translations of vital documents and oral interpretations (or bilingual staff) will be provided to effectively communicate with those who speak English "less than very well."

Language indicating that the Local Areas will obtain interpretation and/or translation services to assist customers who do not speak English well has been incorporated in Item 3 of each of the Final Local Plan Addenda.

Recommendation #21: Area 20 should also provide supportive services to those with barriers to employment and provide information on the type of supportive service that will be available.

Language indicating that supportive services are available and the types of activities that may be funded has been incorporated into Item 3 of the Area 20 Final Local Plan Addendum.

Recommendation #22: While ex-offenders may not have difficulties in accessing WIOA services, Area 11 and Area 20 should consider including additional supports for those with a criminal background.

Item 3 of the Area 11 Final Local Plan Addendum discusses the services available to ex-offenders, including the Restoration Academy and Restored Citizens Job Expo. Language indicating the specialized services available to ex-offenders in Area 20 has been incorporated into the Area 20 Final Local Plan Addendum under Item 3.