Ohio Board of Regents Special Meeting Minutes
Condition Report Subcommittee
Columbus, Ohio
January 8, 2014

I. Welcome and Call to Order

Regent Thomas M. Humphries called the Ohio Board of Regents (BOR) Special Meeting of the Condition Report Subcommittee to order. Regent Humphries said that proper public notice of the subcommittee meeting was given in accordance with Ohio's Open Meetings Act.

II. Roll Call

Regent Humphries asked that the roll call be read. Regent Elizabeth P. Kessler called the roll. Those present were: Thomas M. Humphries and Elizabeth P. Kessler

Regent Kessler declared there was a quorum of the Condition Report Subcommittee present.

III. Selection of Subcommittee Chair

Regent Humphries was selected as Chair of the Condition Report Subcommittee by a unanimous vote of the subcommittee members.

IV. Recap of December 16, 2013 Meeting

Assistant Deputy Chancellor Charles See reiterated for the subcommittee the highlight of the its initial meeting which included, the subcommittee confirming the scope of the Conditions Report and hearing information from staff regarding the state and national factors which formed the basis for the Board's selection of examining the role higher education plays in preparing people for careers. Assistant Deputy Chancellor See indicated that staff outlined a proposed process that the subcommittee could follow to gather he data and other information needed for the report. The subcommittee was also introduced to specific BOR staff that would be working on the report. Kevin Holtsberry, who has principle responsibility for writing the report gave an overview for the committee on how the report might be structured, indicating that it would document shifting paradigm of the role of higher education in workforce and career development and then would highlight some of the specific initiatives that higher education and other agency of the state are in engaged in to address Ohio's workforce needs. Cheryl Hay, Vice Chancellor for Workforce Development and John Magill Assistant Vice Chancellor for Workforce Development were introduced to the subcommittee and offered a brief perspective on Ohio's workforce situation. Vice Chancellor Hay briefly described some of the initiatives taking place at the state level to get a better handle on the jobs that are not being filled and the skills needed to fill those positions.

The subcommittee requested more background information on Ohio's workforce needs for the next meeting and wanted to hear from other stakeholders regarding some initiatives taking place at the state level and in higher education institutions.

V. Presentation – Ohio's Workforce Landscape

A. Vice Chancellor Hay PowerPoint presentation which can be found as Attachment #1. The main topics of the presentation were the background of the Workforce Focus; National situation of the workforce; Ohio's unemployment situation; Skills mismatch of the workforce; Importance of the role of Career Services; and the Kasich Administration Agenda.

Vice Chancellor Hay gave a brief background on the history of the state's "Workforce" agenda. She indicated that the primary thrust stems from structured dialogues with CEOs and other business leaders. The purpose of the dialogues was to get a clear sense of whether the state was currently meeting the needs of industry and to also get some ideas of what industry needs would be in the future. Other elements of the current Workforce agenda include the establishment of JobsOhio; the creation of the Office of Workforce development; increase collaboration on career focus at k-12 and higher education; and the development of systemic communication networks of Workforce Development professionals at colleges and universities.

Next Vice Chancellor Hay highlighted some state and national statistics which underscored the need for the state's aggressive workforce agenda. Some examples include: National unemployment at 7% as of November 2013; 12 million Americans unemployed or underemployed; and 17 million people that have college degrees but are working in positions that do not require a degree. Ohio examples include persistent unemployment of around 7%; 427,000 Ohioans unemployed; and anecdotal evidence that despite these numbers employers continued to indicate that they cannot find workers.

Vice Chancellor Hay then highlighted information on what is being called the "Skills" mismatch and again pointed out that while 12 million Americans are reported as unemployed, business leaders are reporting nearly four million open jobs that cannot be filled because of gaps in skills. Vice Chancellor Hay then reviewed for the subcommittee some factors that may be behind the skills mismatch such as: lack of exposure to careers; Non-credentialed workforce; and internal career latters not reflecting industry qualifications, lack of soft or adaptable skills.

Vice Chancellor Hay then quickly reviewed the role that career services department can play in working to close the skills gap by providing updated information and early exposure to career planning. She also reviewed data on the potential effectiveness of these services from a student's and parent's perspective based upon survey information. She ended her presentation by reiterating for the subcommittee the pillars of the state's current workforce strategy which included: (1) A Unified Workforce System Strategy; (2) In-Demand Jobs/Forecasting; (3) Effective Career Services; (4) Inventory of education and training infrastructure; and (5) Systemic Sector Communication Strategies.

B. Keith Ewald, Project Manager, Ohio Department of Jobs and Family Services (ODJFS) presented a PowerPoint presentation which can be found as Attachment #2. The thrust of the presentation focused explaining the state's methodology for determining in-demand jobs. Mr. Ewald explained the four levels of analysis used to make a final determination. Level one involves determining a statistical baseline of Ohio jobs using multiple labor market sources and then looking at jobs with wages of greater than $12.54 per hour and had an annual growth of more than 104 jobs. This resulted in 98 occupations being identified. The second level identified the top occupations based upon Labor market information criteria for the 11 JobsOhio industry clusters. This analysis added fifty more jobs. The third level involved a review of business forecasts and other wage information which added 40 more jobs. Level 4 involved a committee review to determine if any occupations that should make the report but did not meet any criteria in levels 1-3. The review committee added one occupation. In total 189 occupations have been identified as in-demand.

C. Vice Chancellor Hay then introduced Ann Motayar, Director of Career Services, and Kent State University. Director Motayar presented information on how career service offices are responding to student career service needs and the challenges programs are facing to stay relevant and productive.

Ms. Motayar presented a PowerPoint presentation which can be found as attachment #3. She said she appreciated the BOR's interest in taking a closer look at the role that they play because she feels that they have a lot more potential to make a great impact. She also appreciates BOR taking a closer look at the challenges they face as well as how they deliver their services. The main topics of the presentation were KSU's responses to the BOR's Career Services Survey relating to structure, recommendations and observations. Ms. Motayar's talking points can be found as attachment #4.

Director Motayar explained that career services are centralized at Kent State University and reports to the Enrollment Management Division of Student Affairs. She indicated that there is a need for a culture change in career services regarding expectations as a department and potential benefits to students. She indicated that career services needs to become a much more integrated part of the student experience and an imbedded part of the curriculum across colleges within the university.

Other observations from Ms. Motayar included a view that specialized student populations require new resources and staff competencies; students need more knowledge regarding career exploration coming into college; and students must understand that they must own their job search and start much earlier in their college experience.

Ms. Motayar offered some specific recommendations for the subcommittee's considerations including: Incorporating career goal setting into high school curriculum; requiring that career planning be imbedded in each year of college; and making a clearer distinction between academic and career counseling.

D. Nithya Govindasamy, Director Business Engagement, said that the BOR is charged with determining the supply of education and training programs that are available in Ohio's public education system mapped to the jobs in Ohio, specifically the in-demand jobs. She said the second part of this is to determine how many students are participating in these various programs that map back to the occupations. She said that the BOR currently collects a great deal of education related data however they still had the issue of how does that map to jobs. They used the National Department of Labor and Center of Education statistics crosswalk data and mapped it against occupation data.

Ms. Govindasamy gave an example of the accuracy of the data that will be available in the on-line portal that is being built. The portal will provide program costs as well. She said that they will report data relating to student job placement after graduation. The portal will provide businesses the number of students enrolled in a particular program and the number of graduates as well. She said they have a connection with the OhioMeansJobs.com website. The portal will have students and employer views.

Assistant Deputy Chancellor See said that the plan is to memorialize the OWEN effort as part of the Condition Report as something the State of Ohio is doing in response to some of the landscape issues that Vice Chancellor Hay pointed out.

VI. Discussion and Next Steps

Assistant Deputy Chancellor See asked Regents Kessler and Humphries to think about what other information they might want to be exposed to as they move forward. He said he wanted them to feel comfortable providing updates to the entire board and be assured that the things that are happening to put the report together are sound.

Regent Humphries said it is a huge job and he values these types of discussions. He said this is a complicated process and there is no single answer. There may be some processes and procedures that the BOR has no authority over. Assistant Deputy Chancellor See said their goal is to bring the Condition Report to them in stages for their approval.

VII. Adjournment

Regent Humphries asked if there were any further items to be brought before the subcommittee. There being none, Regent Humphries declared the meeting adjourned.

Thomas M. Humphries
Ohio Board of Regents

3-12-14
Date