



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

111 Liberty St., Suite 111
Columbus, Ohio 43215
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**NOTICE OF A MEETING
WORKFORCE TRACKING WORKING GROUP
MID-OHIO REGIONAL PLANNING COMMISSION**

HYBRID MEETING

September 19, 2024, 10:00 am – 11:00 am

PURPOSE

Continue discussions about tailoring job quality dimensions for Central Ohio

DESIRED OUTCOMES

- Select a set of job quality dimensions for initial focus
- Assign selected job quality dimensions to team members for further study

AGENDA

1. **Welcome & Introductions** [5 minutes]
2. **Review of group mission and goals** [5 min]
3. **RfA Workforce Fellowship update** [5 min]
4. **Continue review job quality dimensions prioritization spreadsheet and decide which dimensions to prioritize** [30 min]
5. **Assign a selected job quality dimension to each group member for development of proposed standards** [10 min]
6. **Review next actions and assign to members** [5 min]
7. **Adjourn**

Please notify Adam Porr at 614-233-4216 or aporr@morpc.org to confirm your attendance for this meeting or if you require special assistance.

**Next Workforce Tracking Working Group Meeting
October 17, 2024 10:00-11:00**

William Murdock, AICP
Executive Director

Chris Amorose Grooms
Chair

Michelle Crandall
Vice Chair

Ben Kessler
Secretary

Mid-Ohio Regional Planning Commission
Hybrid Meeting

Workforce Tracking Working Group

September 19, 2024

Members Present

- Bob Gitter, Ohio Wesleyan University
- Jay Knox, One Columbus
- Bill LaFayette, Regionomics
- Kier Scott, Aspyr Workforce Innovation

Staff Present

- Dave Dixon
- Adam Porr
- Padmini Roy-Dixon

MEETING NOTES

Workforce Fellowship Update (Adam)

- Adam attended the most recent webinar title “Advancing Job Quality through Administrative and Legislative Actions”
- Adam won the Kahoot quiz!
- Presenters described ways to promote job quality via policies at the following levels:
 - Jurisdictional
 - Organizational
 - Departmental
 - Programmatic
- Suggested starting at the lowest levels first and differentiating between sphere of control and sphere of influence. If you can’t effect policy directly, try to influence those who can.
- Presenters and participants suggested many specific policy ideas, many of which were familiar. Some unfamiliar ideas (or ideas that I hadn’t previously considered in this context) included:
 - Create a program to certify employers as “quality employers”
 - Create a program to recognize employers demonstrating a commitment to job quality (perhaps akin to MORPC’s Sustainable 2050 program)
 - Embrace wage transparency in your organization
 - Allow jobs to be split between multiple people (job sharing arrangements)
 - When selecting vendors or awarding grants, allocate points to organizations with demonstrated commitment to quality jobs
 - When selecting members for boards/committees, include a criterion related to expertise in job quality, especially those having a perspective that wouldn’t otherwise be represented on the board
- During a 20 minute breakout session, small teams brainstormed “carrots”, “sticks”, and “sermons” (i.e. motivational rhetoric) at various levels related to a particular dimension of job quality using a [Miro board](#). The product of one team is shown below.

Breakout Room 4: Learning & Development

	Level 4: Program Policy (e.g., WIOA Youth Team, Small Business Loan Program)	Level 3: Department Policy (e.g., Department of Workforce & Economic Development)	Level 2: Organizational Policy (e.g., County Government)	Level 1: Jurisdiction Policy (City, County, State)
<p>"Carrots" Incentives that provide resources, goods and services to broadly accessible systems and resources (e.g. infrastructure, education, healthcare) or specific individuals or groups.</p>	<p>Youth who spend additional hrs in VR training/exploration are provided an incentive</p> <p>incentive for completion of GED</p> <p>Additional business funding for providing ELL classes on the job for new American workers</p>	<p>Workforce development organizations develop seminars with business partners to be a cohort training</p>	<p>Wage scale increase for training (e.g. education field pay matrix that rewards teachers for getting a M.A. degree)</p>	<p>Have training event with all levels of government to learn each others different focus and create cohesion</p> <p>Per job incentive for companies providing structured mentor and mentor training program</p>
<p>"Sticks" Regulatory policies, or mandates, limit the discretion of individuals and agencies, or otherwise compel certain types of behavior.</p>	<p>All participants must participate in a career exploration workshop.</p>	<p>Workforce Staff must attend OWP Conferences each year</p>	<p>All staff are required to attend IT security training.</p> <p>All staff are required to complete 3 hours of DEI training/year</p>	<p>Companies requesting incentives must include pathway mapping and credential requirements for incentivized positions</p> <p>State policy to mandate ELL/ABE collaboration with local businesses</p>
<p>"Sermons" Statements of values, information sharing, and policies and procedures governing how government operates and power is divided</p>	<p>Government writes values of RFPs for all business funding</p>	<p>Monthly PSA via GovDelivery about business businesses around L&D</p> <p>Training recorders with all agencies to compare their agencies to share different levels of resources by the gov meeting with customer are on site, but all agencies to ensure current program for the customer?</p>	<p>Company Mission Statement as a "company of learning"</p> <p>Key value/goal of organizations strategic plan</p> <p>DEI Training offered to staff, if they participate they get a 2 hrs of PTO</p>	<p>State focused on building an industry ecosystem</p> <p>Community focused on high wage job sectors</p>