



Workforce Development

Butler-Warren Workforce Policy Board

2003 Annual Report

Mission

*Expand the opportunities for all individuals
to become optimally employed.*

Butler-Warren Workforce Policy Board

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Agencies*

Staff

Jeff Weber, Executive Director

**Mary Ann Williams, Assistant
to the Executive Director**

FROM THE BOARD CHAIRPERSON

Dear Butler and Warren Boards of County Commissioners:

It is my pleasure and privilege to submit for your review the Butler-Warren Workforce Policy Board's first Annual Report. As you are aware, the Butler-Warren Workforce Policy Board is a two-county regional organization made up of leaders from business, education, labor, and government, with the majority of its board members representing the private business sector.

The Policy Board assesses workforce needs of area employers and the employment and training needs of job seekers. The Policy Board identifies fiscal and other available resources to better meet current and future workforce needs. Continually seeking best practices and collaborative opportunities to implement measurable outcomes, the Policy Board serves as a catalyst for expanding the opportunities for all individuals to become optimally employed.

The Policy Board consists of 24 volunteer members and a staff of two. Working in a variety of teams, the Board focuses its efforts in the areas of Operations, Knowledge, Youth and Performance. Beyond the Board, it is important to note the cooperative relationships which have been developed with agencies and organizations at the state and national level as well as the many local One-Stop Partners, our area Chambers of Commerce and Economic Development representatives, and school officials.

During 2003, there were many workforce successes in our area including the nationally recognized Butler-Warren Healthcare Workforce Initiative. There are significant workforce challenges that lie ahead and this Board is committed to continuing its efforts in the years to come.

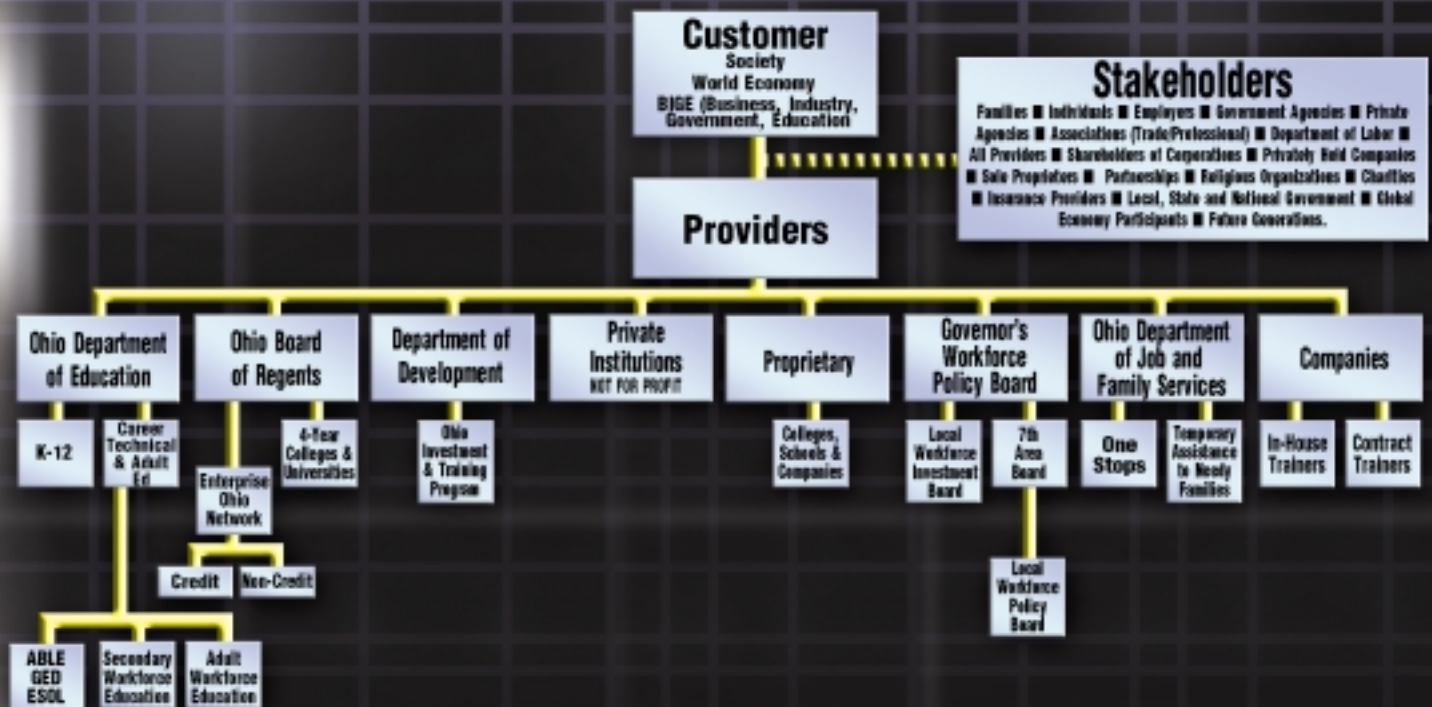
As Chair of the Butler-Warren Workforce Policy Board and as a human resource professional from an area business, I want to thank you for your past support of the Board's efforts and encourage your strong support in the future so that Butler and Warren Counties can continue to create a workforce environment that meets the needs of employers and our diverse workforce.

Sincerely,



Karen Borgert
Board Chair

Defining the Workforce Development System



When Ronald L. Jacobs, Ph.D., a professor of workforce development and education at The Ohio State University, addressed the International Conference on Technical and Vocational Education and Training in 2002, he suggested that “workforce development” has come to describe a relatively wide range of activities, policies, and programs. For example, many professionals involved in administering secondary vocational education programs, welfare-to-work and other public assistance programs, and regional economic development initiatives now use workforce development to describe their services. Several recent pieces of state and federal legislation use the term to describe various youth vocational training, adult training and retraining, and related employment initiatives. As a result of these legislative and policy changes, many states – including our own state of Ohio – have included the term in the naming of various governmental coordinating boards, initiatives, and task forces.

The workforce development system is comprised of customers, providers, and stakeholders:

Customers:

- **Society**
- **BIGE Employers** (*Business, Industry, Government and Education providers*)
- **World Economy** (*World's Society*)

Providers:

- **Ohio Department of Education**
Career-Technical and Adult Education and K-12 systems
- **Ohio Board of Regents** 2-4 year colleges and universities
- **Department of Development**
- **Ohio Department of Job & Family Services/One-Stops/Temporary Assistance to Needy Families**
- **Private not for profit workforce development institutions/companies**
- **Proprietary workforce development institutions/companies**
- **Governor's Workforce Policy Board**
- **Local Workforce Investment Boards**

- **Seventh Area Board** (*Ohio Option*)

- **Companies: In house trainers & Contract trainers**

Stakeholders:

- **Families**
- **Privately Held Companies**
- **Individuals**
- **Sole Proprietors**
- **Employers**
- **Partnerships**
- **Government Agencies**
- **Religious Organizations**
- **Private Agencies**
- **Charities**
- **Associations – trade/professional**
- **Insurance Providers**
- **Department of Labor**
- **Local, State & National Government**
- **All Providers**
- **Global Economy Participants**
- **Shareholders of Corporations**
- **Future Generations**

FROM THE EXECUTIVE DIRECTOR

Greetings:

I am pleased to present this 2003 annual report from the Butler-Warren Workforce Policy Board. Unlike some annual reports that only highlight achievements, this document is designed to provide a realistic evaluation of workforce development efforts in Butler and Warren Counties. While much is being done, there are many opportunities for improving programs and procedures to better meet the needs of employers and job seekers.

As our world, our state and our communities continue to change, workforce development needs will continue to change, and the Butler-Warren Workforce Policy Board is committed to providing leadership and guidance which will help our counties prosper.

On behalf of the members of the Butler-Warren Workforce Policy Board, we appreciate the trust you have shown us in allowing leaders of business, education, labor and government to join together to help guide decisions that will shape the future of our two-county region.

Respectfully,



Jeffrey W. Weber
Executive Director

Executive Summary

The Butler-Warren Workforce Policy Board has implemented a number of processes to strengthen the local workforce development system, including measuring performance of the one-stop delivery system, tracking return on investment that the counties and local taxpayers receive for vendor services, and tracking best workforce development practices and emerging workforce issues. Additionally, the Butler-Warren Workforce Area has been a leader in developing a system of identifying and training healthcare workers

The State of Ohio along with the U.S. Department of Labor issue many rules, regulations and mandates to local government regarding workforce development with very little funding to implement and support local programs. The Butler-Warren Workforce Policy Board has exercised fiscal constraint and is making every effort to insure that workforce funds are spent wisely to achieve the best return on investment for area employers and job seekers.

Key Points in this Report

- The State of Ohio has lagged behind other states in developing and operating a reliable performance measurement system. Local governments have been doing limited tracking with assurances from the State that a new system will become operational.
- While one-stop employment and training centers are mandated by the State and Federal governments, there has been no coordinated effort to brand these facilities or to market their services to employers and job seekers. Awareness of the local one-stop centers is minimal and an outreach program is needed in both Butler and Warren Counties.
- There is a need to support life long learning and provide opportunities for area residents to diversify their skill base.
- There is a need to anticipate and prepare workforce development programs that meet the needs of a changing demographic population in Butler and Warren Counties.
- Because of a significant shift in the area's industrial base, schools and training programs

need to be continually reviewed to remain relevant to current and future hiring needs.

- The cost of workforce training provided by outside vendors through county agencies needs to be more closely analyzed to insure greater return on investment for taxpayers and job placements for those being trained.
- There is a need to develop more reliable employment / workforce availability data to support economic development efforts in both counties.
- Businesses and schools need to build stronger working relationships to assist students in selecting and becoming prepared for career opportunities.

There is much to do in improving Ohio's workforce development system. Governor Taft, in his recent State of the State Address focused almost solely on Ohio's need to create jobs and prepare our citizens to become the workforce of the future. The Butler-Warren Workforce Policy Board will continue its efforts on improving the local workforce system and being a catalyst for positive change for employers and job seekers.

County Profiles

Butler and Warren Counties

The **2004 OHIO COUNTY PROFILES**, prepared by the Office of Strategic Research, Ohio Department of Development, present a statistical compendium of selected demographic and economic characteristics associated with business and industry activity, and the amenities and services for Ohio and its eighty-eight counties.



Butler County

County Profile

Population

2000	2010	2020	2030
332,807	367,665	403,864	439,744

Population by Race

Total Population	332,807	100%
White	302,565	90.9%
African-American	17,924	5.4%
Native American	838	0.3%
Asian	5,077	1.5%
Pacific Islander	62	0.0%
Other	2,245	0.7%
Two or More Races	4,096	1.2%
Hispanic (may be of any race)	4,312	1.3%
Total Minority	32,178	9.7%

Population by Age

Total Population	332,807	100%
Under 6 years	27,809	8.4%
6 to 17 years	58,435	17.6%
18 to 24 years	39,350	11.8%
25 to 44 years	99,695	30.0%
45 to 64 years	72,050	21.6%
65 years and more	35,468	10.7%

Median Age **34.2**

Educational Attainment

Persons 25 years and over	207,213	100%
No high school diploma	34,702	16.7%
High school graduate	69,581	33.6%
Some college, no degree	41,525	20.0%
Associate degree	12,746	6.2%
Bachelor's degree	31,945	15.4%
Master's degree or higher	16,714	8.1%

Family Type by Employment Status

Total Families	88,555	100%
Married couple, husband and wife in labor force	40,274	45.5%
Married couple, husband in labor force, wife not	16,131	18.2%
Married couple, wife in labor force, husband not	3,934	4.4%
Married couple, husband and wife not in labor force	11,155	12.6%
Male householder, in labor force	3,616	4.1%
Male householder, not in labor force	973	1.1%
Female householder, in labor force	8,511	9.6%
Female householder, not in labor force	3,961	4.5%

Household Income in 1999

Total Households	123,125	100%
Less than \$10,000	8,468	6.9%
\$10,000 to \$19,999	12,562	10.2%
\$20,000 to \$29,999	13,948	11.3%
\$30,000 to \$39,999	15,368	12.5%
\$40,000 to \$49,999	13,608	11.1%
\$50,000 to \$59,999	11,978	9.7%
\$60,000 to \$74,999	15,303	12.4%
\$75,000 to \$99,999	15,946	13.0%
\$100,000 to \$149,999	11,633	9.4%
\$150,000 to \$199,999	2,253	1.8%
\$200,000 or more	2,058	1.7%

Median household income **\$47,885**

Family Type by Presence of Own Children under 18

Total Families	88,555	100%
Married-couple families with own children	34,314	38.7%
Male householder, no wife present, with own children	2,609	2.9%
Female householder, no husband present, with own children	7,917	8.9%
Families with no own children	43,715	49.4%

Ratio of Income in 1999 To Poverty Level

Population for whom poverty status is determined	321,387	100%
Below 50% of poverty level	13,281	4.1%
50 - 99% of poverty level	14,665	4.6%
100 - 149% of poverty level	18,390	5.7%
150 - 199% of poverty level	21,938	6.8%
200% of poverty level or more	253,113	78.8%

Travel Time to Work

Workers 16 years and over	160,314	100%
Less than 15 minutes	46,269	28.9%
15 to 29 minutes	61,823	38.6%
30 to 44 minutes	31,475	19.6%
45 to 59 minutes	10,903	6.8%
60 minutes or more	5,838	3.6%
Worked at home	4,006	2.5%

Mean Travel Time to Work **23.0 minutes**

Education

Public schools	87
Students	54,285
Teachers	3,416
Student-teacher ratio	15.4
Expenditures per student	\$6,984
Graduation rate	80.8
Non-public schools	17
Students	4,255
4-year public universities	1
Branches	2
2-year public colleges	0
Private universities and colleges	0
Public libraries	2
Branch libraries	4
Bookmobiles	2

Transportation

Registered motor vehicles	329,188
Passenger cars	234,055
Noncommercial trucks	44,537
Total license revenue	\$8,322,345.06
Interstate highway miles	11.25
Turnpike miles	0.00
U.S. highway miles	46.45
State highway miles	178.54
Commercial airports	3
Commercial heliports	0

Health Care

Physicians (MDs DOs)	381
Registered hospitals	4
Number of beds	930
Licensed nursing homes	20
Number of beds	2,102
Licensed residential care	14
Number of beds	1,002
Licensed homes for the aging	2
Number of beds	281

Civilian Labor Force

	2000	2001	2002
Civilian Labor Force	189,800	196,400	197,800
Employed	184,200	190,200	189,200
Unemployed	5,600	6,300	8,700
Unemployment rate	2.9	3.2	4.4

Components of Business Change

	2000	2001	2002
Business starts	770	881	907
Active businesses	5,103	5,302	5,737

Major Employers

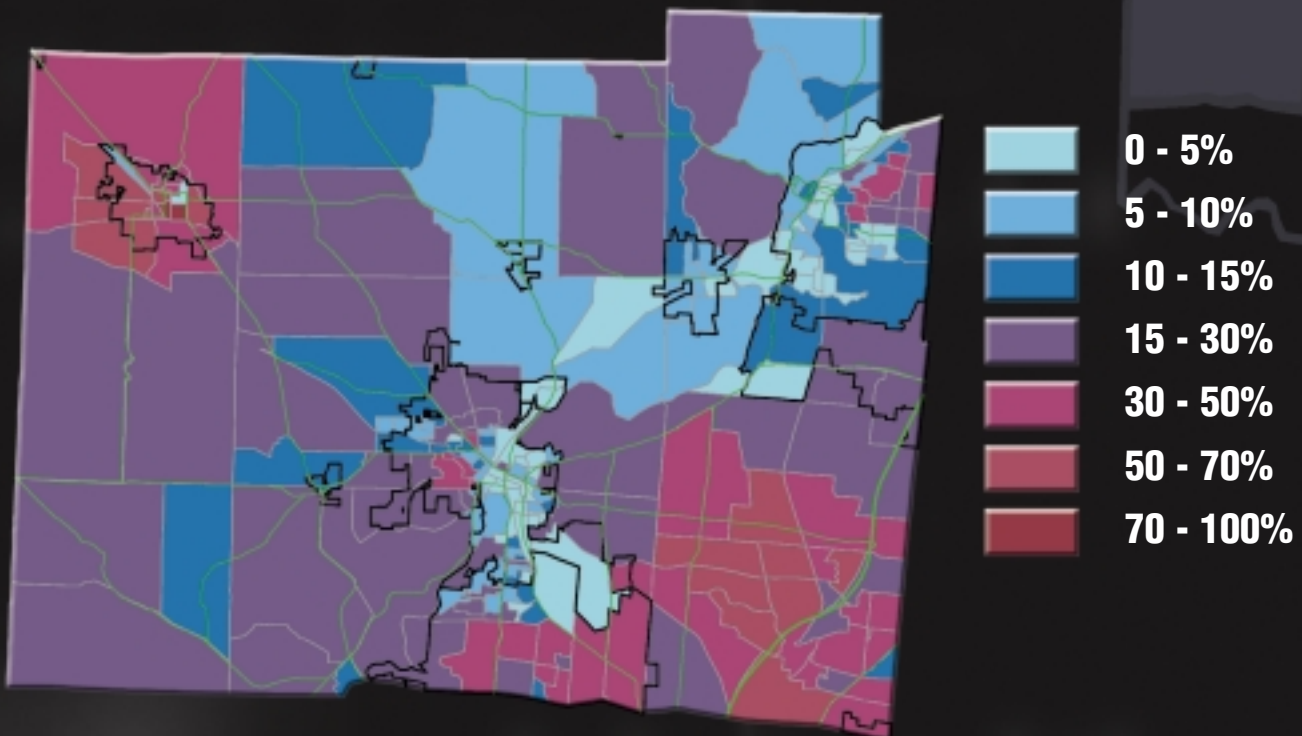
AK Steel Holding Corp	Mfg
Cincinnati Insurance Co	Insurance
Fairfield City Bd of Ed	Gov't
The Fort Hamilton Hospital	Service
Hamilton City Bd of Ed	Gov't
Lakota Local Bd of Ed	Gov't
Miami University	Gov't
Middletown Monroe City Bd of Ed	Gov't
Middletown Regional Health System	Service
Ohio Casualty Insurance Co	Insurance

Employment and Wages by Sector

	Average Annual Employment		Total Wages (Thousands)	
	2000	2001	2000	2001
Total covered under Ohio UC Law	125,347	126,147	\$3,946,555	\$4,072,129
Private Sector	107,492	107,670	\$3,411,041	\$3,468,732
<i>Agriculture, forestry, fishing & hunting</i>	115	120	\$1,807	\$1,770
<i>Mining</i>	183	168	\$8,574	\$8,038
<i>Utilities</i>	321	345	\$18,378	\$19,788
<i>Construction</i>	7,832	7,724	\$284,295	\$288,041
<i>Manufacturing</i>	21,825	20,777	\$994,661	\$975,919
<i>Wholesale trade</i>	9,448	10,042	\$398,770	\$432,939
<i>Retail trade</i>	14,412	14,626	\$295,459	\$309,313
<i>Transportation & warehousing</i>	3,786	4,353	\$122,069	\$134,337
<i>Information</i>	1,125	971	\$42,121	\$35,942
<i>Finance & insurance</i>	6,667	6,927	\$261,151	\$288,964
<i>Real estate, rental & leasing</i>	1,575	1,544	\$40,219	\$41,862
<i>Professional & technical services</i>	4,722	4,239	\$222,034	\$195,048
<i>Management of companies & enterprises</i>	315	161	\$33,143	\$8,776
<i>Administrative & waste services</i>	7,209	6,710	\$133,879	\$128,594
<i>Educational services</i>	708	724	\$12,696	\$13,505
<i>Health care & social assistance</i>	12,446	12,770	\$356,836	\$384,430
<i>Arts, entertainment & recreation</i>	967	992	\$12,396	\$13,794
<i>Accommodation & food services</i>	10,247	10,780	\$104,215	\$112,668
<i>Other services (except public administration)</i>	3,589	3,698	\$68,336	\$75,004
State and Local Government	17,856	18,476	\$535,514	\$603,396
<i>State government</i>	-1	-1	\$0	\$0
<i>Local government</i>	-1	-1	\$0	\$0
Federal Government	666	572	\$27,100	\$25,596

-1 or \$0 indicates suppression for confidentiality

Percent of Persons 25 and Older with a Bachelor's Degree or Greater 2000



Warren County

County Profile

Population

2000	2010	2020	2030
158,383	215,019	276,250	338,350

Population by Race

Total Population	158,383	100%
White	149,446	94.4%
African-American	4,349	2.7%
Native American	459	0.3%
Asian	2,167	1.4%
Pacific Islander	56	0.0%
Other	485	0.3%
Two or More Races	1,421	0.9%
Hispanic (may be of any race)	1,463	0.9%
Total Minority	9,855	6.2%

Population by Age

Total Population	158,383	100%
Under 6 years	14,681	9.3%
6 to 17 years	29,218	18.4%
18 to 24 years	11,178	7.1%
25 to 44 years	54,016	34.1%
45 to 64 years	34,357	21.7%
65 years and more	14,933	9.4%

Median Age **35.2**

Educational Attainment

Persons 25 years and over	103,306	100%
No high school diploma	14,277	13.8%
High school graduate	32,242	31.2%
Some college, no degree	20,019	19.4%
Associate degree	7,467	7.2%
Bachelor's degree	19,923	19.3%
Master's degree or higher	9,378	9.1%

Family Type by Employment Status

Total Families	43,518	100%
Married couple, husband and wife in labor force	21,992	50.5%
Married couple, husband in labor force, wife not	8,534	19.6%
Married couple, wife in labor force, husband not	1,758	4.0%
Married couple, husband and wife not in labor force	5,233	12.0%
Male householder, in labor force	1,426	3.3%
Male householder, not in labor force	308	0.7%
Female householder, in labor force	3,252	7.5%
Female householder, not in labor force	1,015	2.3%

Household Income in 1999

Total Households	56,020	100%
Less than \$10,000	2,180	3.9%
\$10,000 to \$19,999	4,202	7.5%
\$20,000 to \$29,999	4,968	8.9%
\$30,000 to \$39,999	5,859	10.5%
\$40,000 to \$49,999	5,981	10.7%
\$50,000 to \$59,999	5,861	10.5%
\$60,000 to \$74,999	7,457	13.3%
\$75,000 to \$99,999	8,713	15.6%
\$100,000 to \$149,999	7,276	13.0%
\$150,000 to \$199,999	1,976	3.5%
\$200,000 or more	1,550	2.8%

Median household income **\$57,952**

Family Type by Presence of Own Children under 18

Total Families	43,518	100%
Married-couple families with own children	18,705	43.0%
Male householder, no wife present, with own children	1,079	2.5%
Female householder, no husband present, with own children	2,668	6.1%
Families with no own children	21,066	48.4%

Ratio of Income in 1999 To Poverty Level

Population for whom poverty status is determined	321,387	100%
Below 50% of poverty level	13,281	4.1%
50 - 99% of poverty level	14,665	4.6%
100 - 149% of poverty level	18,390	5.7%
150 - 199% of poverty level	21,938	6.8%
200% of poverty level or more	253,113	78.8%

Travel Time to Work

Workers 16 years and over	76,548	100%
Less than 15 minutes	19,312	25.2%
15 to 29 minutes	29,636	38.7%
30 to 44 minutes	17,227	22.5%
45 to 59 minutes	4,922	6.4%
60 minutes or more	2,865	3.7%
Worked at home	2,586	3.4%

Mean Travel Time to Work **24.1 minutes**

Education

Public schools	46
Students	28,306
Teachers	1,670
Student-teacher ratio	16.3
Expenditures per student	\$6,693
Graduation rate	89.8
Non-public schools	12
Students	2,691
4-year public universities	0
Branches	0
2-year public colleges	0
Private universities and colleges	0
Public libraries	5
Branch libraries	1
Bookmobiles	0

Transportation

Registered motor vehicles	175,572
Passenger cars	121,558
Noncommercial trucks	26,079
Total license revenue	\$4,193,156.22
Interstate highway miles	34.46
Turnpike miles	0.00
U.S. highway miles	44.51
State highway miles	138.14
Commercial airports	2
Commercial heliports	0

Health Care

Physicians (MDs DOs)	369
Registered hospitals	0
Number of beds	0
Licensed nursing homes	12
Number of beds	1,181
Licensed residential care	6
Number of beds	402
Licensed homes for the aging	1
Number of beds	360

Civilian Labor Force

	2000	2001	2002
Civilian Labor Force	83,900	89,400	89,500
Employed	81,600	86,800	85,900
Unemployed	2,300	2,700	3,600
Unemployment rate	2.8	3.0	4.0

Components of Business Change

	2000	2001	2002
Business starts	360	432	418
Active businesses	2,478	2,579	2,773

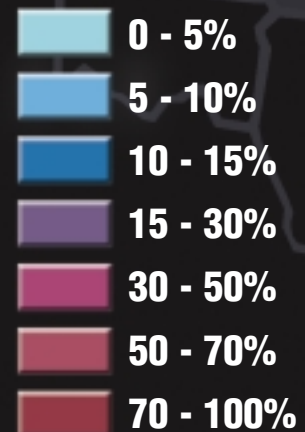
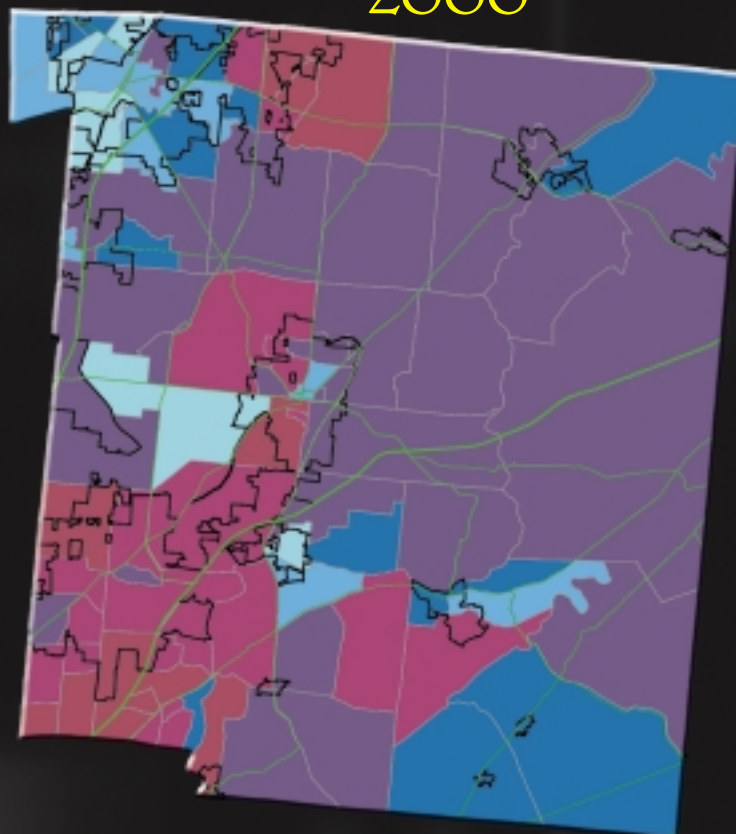
Major Employers

Anthem Companies	Insurance
Blackhawk Automotive Plastics	Mfg
Cintas Corp	Mfg
Federated Department Stores	Trade
GE Capital Corp	Service
Mason Local Bd of Ed	Gov't
Meijer Inc	Trade
Otterbein Home	Service
Procter & Gamble/House Care Res	Service
State of Ohio	Gov't

Employment and Wages by Sector

	Average Annual Employment		Total Wages (Thousands)	
	2000	2001	2000	2001
Total covered under Ohio UC Law	59,088	58,555	\$1,696,633	\$1,782,771
Private Sector	52,155	51,007	\$1,468,468	\$1,530,843
<i>Agriculture, forestry, fishing & hunting</i>	.76	.75	\$1,468	\$1,571
<i>Mining</i>	.98	.99	\$4,950	\$5,195
<i>Utilities</i>	.118	.129	\$5,343	\$6,160
<i>Construction</i>	2,231	2,531	\$74,499	\$88,464
<i>Manufacturing</i>	13,065	12,684	\$486,421	\$480,115
<i>Wholesale trade</i>	2,491	2,627	\$98,427	\$120,223
<i>Retail trade</i>	8,015	8,193	\$189,407	\$204,462
<i>Transportation & warehousing</i>	1,396	.639	\$35,506	\$18,720
<i>Information</i>	.387	.510	\$17,734	\$27,994
<i>Finance & insurance</i>	2,497	2,735	\$106,533	\$131,653
<i>Real estate, rental & leasing</i>	.733	.682	\$18,379	\$16,584
<i>Professional & technical services</i>	1,346	1,424	\$70,283	\$74,960
<i>Management of companies & enterprises</i>	.232	.327	\$7,243	\$11,195
<i>Administrative & waste services</i>	4,485	4,422	\$108,405	\$104,162
<i>Educational services</i>	.296	.295	\$6,593	\$6,357
<i>Health care & social assistance</i>	3,882	4,216	\$88,999	\$98,136
<i>Arts, entertainment & recreation</i>	3,891	2,985	\$42,801	\$42,179
<i>Accommodation & food services</i>	4,334	4,115	\$49,175	\$46,275
<i>Other services (except public administration)</i>	2,581	2,321	\$56,302	\$46,437
State and Local Government	6,932	7,548	\$228,164	\$251,928
<i>State government</i>	1,473	1,437	\$60,103	\$58,401
<i>Local government</i>	5,459	6,111	\$168,061	\$193,528
Federal Government	316	303	\$12,112	\$12,034

Percent of Persons 25 and Older with a Bachelor's Degree or Greater 2000



Butler and Warren Counties

Informational Statistics

Service Opportunities

Addendum available for detailed reporting

2002

Unduplicated Visits to the One-Stop	Butler	5,012
	Warren	4,045
Job Applications Taken by One-Stop	Butler	3,424
	Warren	1,443
Client Referrals for Jobs	Butler	18,108
	Warren	3,674
Jobs Filled with One-stop Referrals	Butler	6,431
	Warren	4,822
Clients in Remedial Classes	Butler	2,300
	Warren	6,500
Clients Enrolled in Post Secondary	Butler	607
	Warren	339
Average Cost of Training per Client	Butler	\$4,135
	Warren	\$3,064

Investment in Workforce Development

2002

Butler Tech	Adults	\$3,616,967
	Secondary	\$20,000,000
Warren County Career Center	<i>Information not yet available</i>	
One-Stops <i>Including allocations to service providers</i>	Butler	\$2,509,981
	Warren	\$1,038,877
Continuing Education by Providers <i>Excluding One-Stops</i>	Butler	
	Miami/Hamilton	\$270,540
	Miami/Middletown	\$309,294
	Warren	0

Number of Students Served

2002

Public Schools <i>K-12 & High School career-technical school districts</i>	Butler	50,870
	Warren	31,661
Parochial Schools <i>K-12</i>	Butler	3,421
	Warren	1,432
Other Career-Technical School Districts	Butler	7,700
	Warren	7,200
All Colleges & Universities	Butler	24,000
	Warren	0
Other Continuing Education Providers	Butler	
	Miami/Hamilton	1,937
	Miami/Middletown	1,451
	Miami/Oxford	120
Warren	0	

Training Providers

2002

Butler County One-Stop Training Resources	Total Providers	29
	in Adams County	1
	in Butler County	6
	in Hamilton County	14
	in Miami County	1
	in Montgomery County	5
	in Warren County	1
in Wayne County	1	
Warren County One-Stop Training Resources	Total Providers	15
	in Butler County	4
	in Clermont County	1
	in Greene County	1
	in Hamilton County	5
	in Montgomery County	3
in Warren County	1	

One-Stop Services

Butler County

Services for Job Seekers

Career Counseling
 Job Skills Workshops
 Career Resource Room
 On-site Interviews
 Partner Links
 Labor Market Info

Services for Employers

Applicant prescreening
 Testing & Assessment Services
 On-site Interviewing &
 Conference Space
 Employer
 workshops/Interviewing
 Accommodations
 Employer Training Sessions
 ADA Accommodations

Warren County

Services for Job Seekers

On-line Job Search Sites
 Training in Job Search Skills
 Budgeting Classes
 Computer Classes
 Other Classes (Literacy, etc.)
 Unemployment Insurance
 Assistance
 Career Resource Room

Services for Employers

Partner Links
 Employer's Calendar of Events
 Job Order Request Form
 Labor Market Information
 ADA Accommodations
 Testing & Assessment
 Interviewing Rooms

Civilian Labor Force Estimates

December 2003^[a]

	Labor Force ^[b]	Workers Employed	Workers Unemployed	Unemployment Rate ^[c]		
				Dec/02	Nov/03	Dec/03
State of Ohio	5,836,000	5,512,500	323,400	5.2	5.3	5.5
Butler County	200,700	192,800	7,900	3.8	3.9	4.0
City of Hamilton	37,800	35,500	2,300	5.7	6.0	6.0
Warren County	91,300	87,400	3,900	3.6	4.1	4.3

[a] These estimates, prepared in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor, are by place of residence, NOT seasonally adjusted, and revised to 2002 benchmarks. Estimates for current month are preliminary. [b] Civilian labor force equals employment plus unemployment. The employment and unemployment totals shown may not add to the labor force figure shown because of rounding. Employment includes workers involved in labor-management disputes. [c] Rate equals unrounded unemployment divided by unrounded labor force.

Net Flow of Commuters To and From Butler/Warren Counties

Net flow equals in-commuters minus out-commuters. A negative number means more people are commuting to work outside the county than are in-commuting.

	InCommuters			OutCommuters			Net Comparison		
	Working in the County	Number of In-Commuters	Percentage of In-Commuters	Employed Living in the County	Number of Out-Commuters	Percentage of Out-Commuters	Commuting Balance Net Flow	Percent of Total Commuters	Percentage Working in County
Butler	133,727	43,246	32.3	160,314	69,833	43.6	(26,587)	-23.5	19.9
Warren	62,714	33,244	53.0	76,548	47,078	61.5	(13,834)	-17.2	22.1

Performance Indicators

Desired Outcomes & Goals

In order to determine success, the Butler-Warren Workforce Policy Board has established a series of outcomes and goals on which to focus as a measure of achievement. Desired outcomes of a successful Workforce Development System include:

Competency Development

Butler-Warren citizens should possess the competencies necessary for participation in economically self-sufficient employment in lifelong learning and in the democratic process of government.

Employment & Earnings

Butler-Warren citizens should find economically self-sufficient employment opportunities.

Adequate Workforce

Butler-Warren employers should have sufficient workers to meet their production needs

Customer Satisfaction

Butler-Warren Workforce Development Program participants, including employers, should be satisfied with the programs they use and the results they achieve.

Productivity

Butler-Warren citizens should be productive.

Return on Investment

Workforce Development Program economic returns should exceed their costs.

During 2003, significant progress was made in addressing each area, as evidenced by the collection of data presented below and on subsequent pages:

Competency Development

Butler Technology and Career Development Schools/Butler County

<i>Adult Workforce Education Division Results</i>	<i>2001</i>	<i>2002</i>	<i>2003</i>
Work Key Results	79.7%	55.1%	81.2%
OCTCA/Industry Credential Results	94.7%	86.7%	88.9%
<i>Secondary Workforce Education Division Results</i>			
9th Grade Proficiency Rate	96.8%	96.7%	98.9%
Higher Education Attendance Rate	42.7%	46.7%	45.1%
OCTA Passage Rate		65.5%	71.6%

Employment & Earnings

Butler Technology and Career Development Schools/Butler County

<u>Adult Workforce Education Division Results</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>
Positive Post Program Placement	90.8%	98.5%	97.6%
Related Employment & Educational Experience	87.3%	96.9%	91.8%
<u>Secondary Workforce Education Division Results</u>			
Positive Post Program Rate	94.2%	95.0%	91.3%
Civilian Employment Rate	97.2%	95.8%	91.3%

Adequate Workforce

An on-line workforce development survey of employers in Butler and Warren Counties was conducted during December 2003. The survey was designed by the Butler-Warren Workforce Policy Board and was distributed through the various Chambers of Commerce in both counties with the data collected and compiled electronically by Butler Tech.

While the number of respondents should not be considered statistically significant, the results do provide insight into the current state of the local workforce development needs and patterns of area employers. The results of the survey are as follows:

■ **Do you provide health insurance coverage to your employees?**

76% Yes
24% No

■ **Have you heard about the One-Stop Job Centers located in Butler and Warren Counties?**

32% Yes
68% No

■ **How often do you use the One-Stop Job Centers?**

10% Regular to occasional use
90% Never

■ **Which of the following services have you used at the One-Stop?**

(Check all that apply: Job Postings, Applicant Pre-screening, Testing and Assessment, On-site interviewing, Conference Space, Labor Market Information, Employer Workshops, Training Workshops for Employees.)

10% Employer Workshops
16% Job Postings
74% None

■ **What employment and training services do you need that are not currently provided at the One-Stops?**

No suggested additional services.

■ **If you use One-Stops, which service do you feel is the most valuable?**

Job Postings and Availability of Conference Room Space.

■ **How difficult is it to recruit the following workers:**

Entry Level (High School/GED)

10% Very Difficult
30% Somewhat Difficult
60% Not Difficult at All

Mid Entry Level (High school career-technical completion to 9 months of post secondary training)

11% Very Difficult
52% Somewhat Difficult
37% Not Difficult at All

Technical (9 - 24 months of post secondary training/education)

29% Very Difficult
47% Somewhat Difficult
24% Not Difficult at All

Professional (2 years or more of post secondary education)

39% Very Difficult
45% Somewhat Difficult
16% Not Difficult at All

Performance Indicators

Desired Outcomes & Goals

Employer Satisfaction

Statewide Comparison Survey

The Strategic Research Group (SRG) was contracted by the Ohio Department of Job and Family Services (ODJFS) to conduct a follow-up customer satisfaction survey of employers who have used services funded by the Workforce Investment Act (WIA) programs. The telephone survey was conducted with employers classified under Program Year 2002 in the State of Ohio Job Net (OJN) database.

Employers were surveyed on the

following three American Customer Satisfaction Index (ACSI) questions mandated by the U.S Department of Labor (DOL):

- Employers' overall satisfaction with the services provided to them.
- Extent to which the services met their expectations.
- Extent to which the services met their ideal set of services.

The statewide survey received a

response rate of 85.7 percent. Composite scores were computed without weights and then with weights that adjust for the relative impact of the 3 items on the combined score as mandated by DOL.

Results for the composite employer satisfaction scores for the Butler-Warren Workforce Area yielded statistics that were approximately 9 percent below the statewide average.

ACSI QUESTION	STATEWIDE		BUTLER-WARREN WORKFORCE AREA	
	MEAN VALUE 1-10 SCALE	MEAN VALUE 0-100 SCALE	MEAN VALUE 1-10 SCALE	MEAN VALUE 0-100 SCALE
Overall satisfaction	7.72	74.7	7.02	66.9
Met expectations	7.09	67.7	6.28	58.7
Close to Ideal	7.10	67.8	6.25	58.3
Average	7.30	70.0	6.52	61.3
	DOL weighted: $(0.3754 \times 74.7) + (0.3303 \times 67.7) + (0.2943 \times 67.8) = 70.3$		DOL weighted: $(0.3754 \times 66.9) + (0.3303 \times 58.7) + (0.2943 \times 58.3) = 61.5$	

Local Business Needs Survey

In June 2003, the Knowledge Team of the Butler-Warren Workforce Policy Board initiated a plan to meet with business and economic development groups in Warren and Butler Counties.

The Knowledge Team was interested in gathering current

and credible information regarding the workforce needs as viewed by local employers.

The goal of the effort was to use that information to help formulate appropriate recommendations for action by the Workforce Policy Board.

The Knowledge Team identified seven representative groups in the two-county area that have close working relationships with the business community. The Knowledge Team then met with those groups at their locations to discuss the needs of employers.

continued on next page

Business Needs... continued from previous page

The Knowledge Team has met with the following business representatives/groups:

Mr. Joe Hinson

Southeastern Butler County Chamber of Commerce

Ms. Sherry Owens

Southeastern Butler County Workforce Academy

Mr. John Harris

Mason-Landen-Kings Chamber of Commerce

Ms. Nancy O'Neill

Hamilton Chamber of Commerce

Mr. Andy Kuchta

Butler County Economic Development Department

Sherry Cooper-Darragh

Franklin Chamber of Commerce

The Human Resource Association of Warren and Butler Counties

Karen Garrett

Warren County Regional Planning Commission

Steven Jacobs

Certified Development Corporation of Warren County

In addition to the comments shared by the above, John Harris provided the Knowledge Team with a survey conducted in January 2003 by the Center for Workforce Preparation (an affiliate of the U.S. Chamber of Commerce). This survey, primarily of small and mid-sized businesses, supported much of the information collected by the Knowledge Team.

Survey Results

Following are the most pressing workforce issues facing local employers:

- **Finding qualified workers with basic work skills**
 - ◆ Work Ethics
 - ◆ Reliable/punctual
 - ◆ Honest
 - ◆ Motivated
 - ◆ Basic skills in math, communications, and reading
 - ◆ Able to follow instructions
 - ◆ Able to learn
- **Retention of current employees**
- **Training**
 - ◆ Basic workplace skills
 - ◆ Technical skills
 - ◆ Maintaining skill levels and retraining employees with obsolete skills
- **Public Transportation to and from work**
- **Affordable housing near the workplace**
- **Lack of reliable data regarding the available workforce in this area**
- **Aging workforce**

Team Recommendations

- **Because many employers say it is very difficult to find acceptable workers, there is a need to make manufacturing and skilled trades jobs more attractive to younger people. The current trend is for students not to seek careers in these fields. An example of one possible solution is what the Franklin Chamber of Commerce is doing with Miami University Middletown and Franklin City**

Schools. Their program is called "Community Resources Workshop." They arrange for middle school and high school teachers to visit workplaces in the community. The teachers can then share, with their students, their observations about what business and industry is really like and what is required to succeed.

- **Find a way to provide a pool of available workers who have been trained in basic workplace skills. Some programs currently exist but are apparently falling short.**

Employers want workers who require minimal training and will be productive quickly. Properly prepared workers would also reduce expensive turnover.

- **Aggressively promote awareness of the One-Stop Centers. Most employers are unaware of, or not interested in utilizing, the One-Stop Centers. Some local agencies may be willing and able to help promote the centers. For example, Karen Garrett of the Warren County Regional Planning Commission recently sent out 450 letters to area employers detailing the benefits and services of the One-Stop Center in Lebanon.**
- **Develop a reliable profile of the current workforce in Butler and Warren counties. This information is a key factor to companies that are considering a move to this area. Information can be collected from a number of different sources such as: Census Data, Chambers of Commerce, Planning Commissions, Colleges, Technical and Trade Schools, The State of Ohio, and Private Employment Agencies. This data may also provide information useful to future workforce development initiatives.**

Performance Indicators

Desired Outcomes & Goals

Productivity/Return on Investment

Butler County

Average cost per training hour as compared to earnings capacity by (major) training vendor

Butler Tech

Cost per training hour: \$1.88

\$431,646 divided by 229,238 training hours
Earnings capacity = \$12.02 average per hour*
Comparison: Dividing earnings capacity by cost per training hour = 6.39 which means that the average wage (or earnings capacity of a placed client) was more than six times the cost per training hour.

Napier Truck Driving

Cost per training hour: \$19.51

\$234,201 divided by 12,000 training hours
Earnings capacity = \$13.18 average per hour
Comparison: Dividing earnings capacity by cost per training hour = .67 which means that the average wage (or earnings capacity of a placed client) was approximately 67% of the cost per training hour.

New Horizons Computer Learning

Cost per training hour: \$27.68

\$96,845 divided by 3,498 training hours
Earnings capacity = \$14.61 average per hour
Comparison: Dividing earnings capacity by cost per training hour = .52 which means that the average wage (or earnings capacity of a placed client) was approximately 52% of the cost per training hour.

Career Blazers

Cost per training hour: \$12.53

\$85,970 divided by 6,860 training hours
Earnings capacity = \$11.67 average per hour
Comparison: Dividing earnings capacity by cost per training hour = .93 which means that the average wage (or earnings capacity of a placed client) was approximately 93% of the cost per training hour.

ProTrain

Cost per training hour: \$28.18

\$543,824 divided by 19,292 training hours
Earnings capacity = \$14.56 average per hour
Comparison: Dividing earnings capacity by cost per training hour = .51 which means that the average wage (or earnings capacity of a placed client) was approximately 51% of the cost per training hour.

Tech Skills

Cost per training hour: \$7.00

\$68,375 divided by 9,763 training hours
Earnings capacity = \$17.87 average per hour
Comparison: Dividing earnings capacity by cost per training hour = 2.55 which means that the average wage (or earnings capacity of a placed client) was over two times the cost per training hour.

The Fourth R Computer Training

Cost per training hour: \$36.13

\$208,166 divided by 5,760 training hours
Earnings capacity = \$12.62 average per hour
Comparison: Dividing earnings capacity by cost per training hour = .34 which means that the average wage (or earnings capacity of a placed client) was approximately 34% of the cost per training hour.

Tri-State Trucking

Cost per training hour: \$18.43

\$85,605 divided by 4,644 training hours
Earnings capacity = \$12.99 average per hour
Comparison: Dividing earnings capacity by cost per training hour = .70 which means that the average wage (or earnings capacity of a placed client) was approximately 70% of the cost per training hour.

Warren County Career Center

Cost per training hour: \$5.56

\$94,037 divided by 16,890 training hours
Earnings capacity = \$12.43 average per hour
Comparison: Dividing earnings capacity by cost per training hour = 2.23 which means that the average wage (or earnings capacity of a placed client) was over two times the cost per training hour.

*Since there were many occupations listed under Butler Tech the average wage was calculated by multiplying the numbers employed in each occupation by the respective average wage. All wages were added together and divided by the number of entered employment as a whole for the school. The reason this was done was the LPN program achieves the highest wage (\$6.00 per hour more than other occupations trained in at Butler Tech) and tends to inflate the overall average wage. Fifty-five LPN graduates found jobs at \$15.20 per hour. Fifty-nine graduates from various other occupations (i.e. Medical Legal Secretary, etc.) earned an average wage of \$9.00 per hour.

Gain in Earnings by clients compared to actual expenditures

All of those who entered employment as a result of training funds expended on Butler County residents were analyzed to determine gain in earnings.

This was accomplished by reviewing a recorded wage each made prior to entering training and comparing it to the wage recorded when they found a job. More than 270 individuals found jobs after training.

Overall Program Results

Pre-training average hourly wage:**\$13.58***(annualized 40 hour work week = \$28,246)***Post-training average hourly wage:****\$13.50***(annualized 40 hour work week = \$28,080)***Average annual cost per training (cost per person served): \$3,404**

Technically, looking at the annualized salaries one could conclude that there was no gain in earnings, however, the analysis contains salary information from dislocated workers (51% of the total) who have worked for years at jobs that now no longer exist. The jobs they can now find unfortunately pay much less (see additional analysis of dislocated workers only).

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Dislocated Worker pre-training average hourly wage: \$17.13
(annualized 40 hour work week = \$35,630).

Dislocated Worker post-training hourly wage: \$14.63
(annualized 40 hour work week = \$30,430).

Additionally, the DOL has a measure for dislocated workers which we must attempt to meet as one of our performance standards especially in regards to attaining self-sufficiency. That goal is to help the dislocated workers achieve 90% of their previous wage. Ninety percent of the average pre-training wage (\$17.13) recorded for Butler County dislocated workers is \$15.41.

The average post-training wage for dislocated workers in Butler County is \$14.63. The Butler County One-Stop was only \$.78 below our goal.

Adult/TANF funded customer pre-training average hourly wage: \$10.00
(annualized 40 hour work week = \$20,800).

Adult/TANF funded customer post-training average hourly wage: \$12.32
(annualized 40 hour work week = \$25,625).

A worthy investment

The average annualized salary of those who obtained employment (\$28,080). Assuming a "married filing jointly" fil-

ing status (the lowest taxable rate), the federal tax payable would be \$3,611. Multiplying by the number who entered employment would have yielded \$989,414 in federal taxes. Additionally, the State of Ohio income tax to be paid on a \$28,080 salary is \$806, yielding a total state tax payable of \$220,844.

Considering that total expenditures for all clients using WIA and TANF funds in Butler County is \$1,848,670, a significant portion of the investment is returned in just one year by those in whom the investment was made.

Warren County

Average cost per training hour as compared to earnings capacity by (major) training vendor

The Warren County One-Stop recorded 129 WIA funded customers in various stages of training in the period from 7/1/02 through 6/30/03. Of that number, 52 were terminated during the period, 49 were employed at termination. This reflects a 94% placement rate.

The average wage for those being terminated was \$16.86. In addition, 83 customers were served using TANF funding. However since there is no requirement to report employment information on this funding source, there is no tracking system to use cur-

rently to determine employment data, other than anecdotal information.

Reports indicate that 907 class slots were filled in the Computer Skills training contract with the Warren County Career Center for a total of \$52,960. All who attended these classes would be eligible for WIA core services. Two vendors received total payments from Warren County in excess of \$40,000:

Computer Tutor
Cost per training hour: \$35.17
\$42,205 divided by 1,200 training hours

Earnings capacity = \$13.47 average per hour
Comparison: Dividing earnings capacity by cost per training hour = .38 which means that the average wage (or earnings capacity of a placed client) was approximately 38% of the cost per training hour.

Warren County Career Center
Cost per training hour: \$2.11
\$85,120 divided by 40,422 training hours
Earnings capacity = \$14.56 average per hour
Comparison: Dividing earnings capacity by cost per training hour = 6.9 which means that the average wage (or earnings capacity of a placed client) was approximately 7 times the cost per training hour.

Gain in Earnings by clients compared to actual expenditures

Warren County Career Center
Pre-training average wage (funding sources other than dislocated worker) = \$8.44 /hr which is \$17,555.20 /yr

Post-training average wage (funding sources other than dislocated worker) = \$9.96 /hr or \$20,716.80 /yr

90% of \$18.57 = \$16.71 (WIA

Performance Standard goal). The Warren County Career Center terminations (dislocated workers) were \$.14 below the goal.

Computer Tutor
Pre-training average wage: dislocated worker = \$12.75 /hr or \$26,520 /yr

Post-training average wage: dislocated worker = \$13.47 /hr or \$28,017.60 /yr

90% of \$12.75 = \$11.48. Average post termination wage is \$1.99 above the goal.

Butler-Warren Workforce Policy Board

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