

# Workforce Development

- Hannah Nissen, PhD
- Dean of Campus and Community Relations



# Programs and Projects

- Workforce Summit
- Community Health Worker Program
- Academic Programs

# Recap of the Workforce Summit

# Workforce Summit Planning

## Our Planning Team:

- Dana Matz, President, Zanesville Chamber of Commerce
- Julie Metzger, Workforce Development Administrator, Ohio Means Jobs
- Tracy Porter, Associate Dean for Workforce Development, Zane State College
- Bonnie Callahan, Associate VP of Graduate and Continuing Studies, Muskingum University
- Matt Sheridan, Superintendent, MidEast Career and Technology Centers

# The Goal of our Workforce Summits

- To provide information and support to area businesses
- To connect businesses to educational institutions
- To encourage interaction and networking

# Thriving in a Challenging Workforce Climate

Overview of what we know about our “vanishing workforce” (Julie Metzger, OMJ)

Best practices within the workplace



**Greater Ohio Workforce Board, Inc.**

# Ohio's Vanishing Workforce

Ohio Labor Force Participation Rate 1976 - 2021



Ohio Labor Force Participation Rate

Year	Period	Labor Force Part. Rate	Labor Force	Employment	Unemployment	Unemployment Rate
2007	Jul	67.6	6,016,911	5,676,080	340,831	5.7
2021	Jul	60.5	5,604,558	5,304,163	300,395	5.4

Source - BLS, Local Area Unemployment Statistics

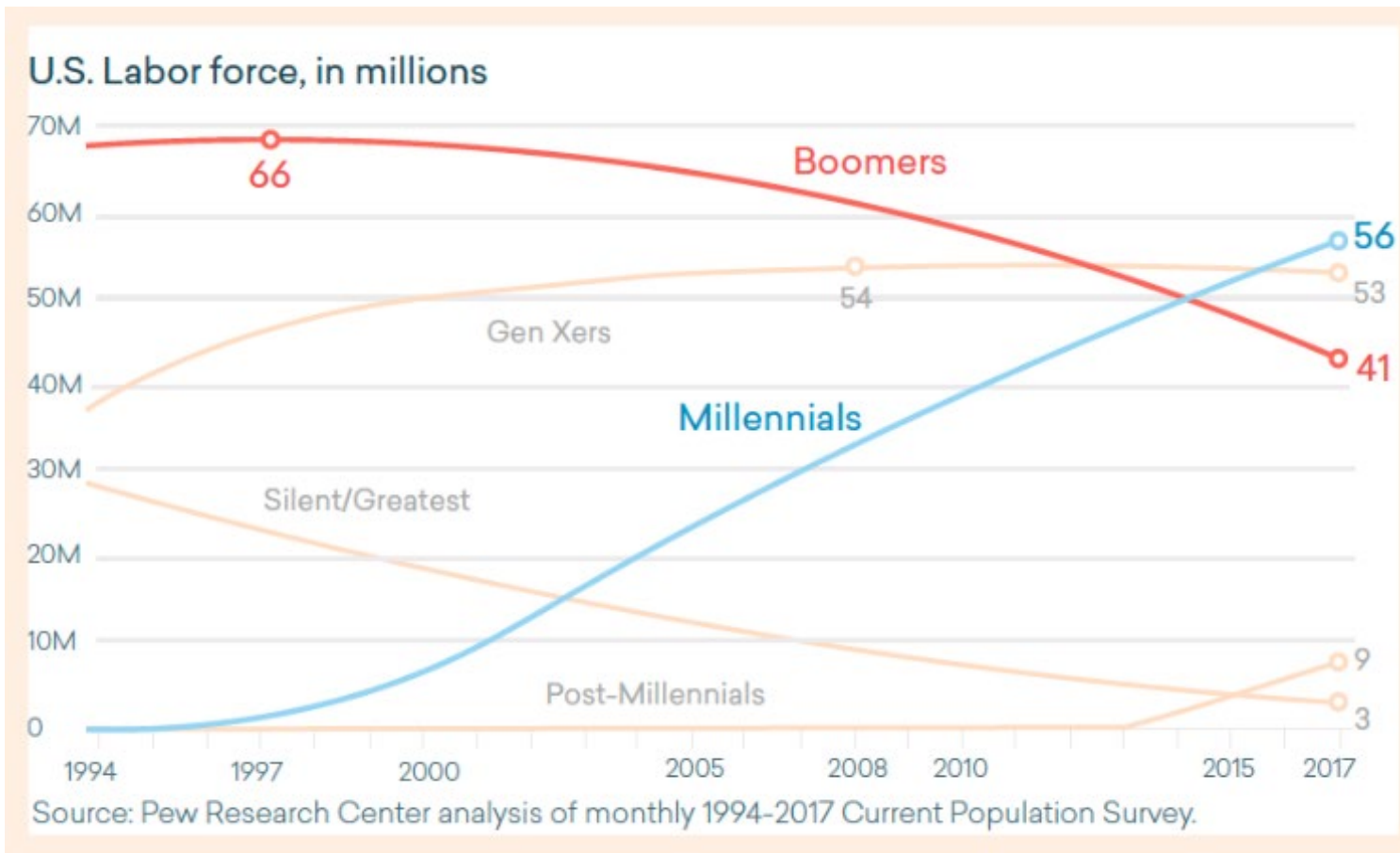


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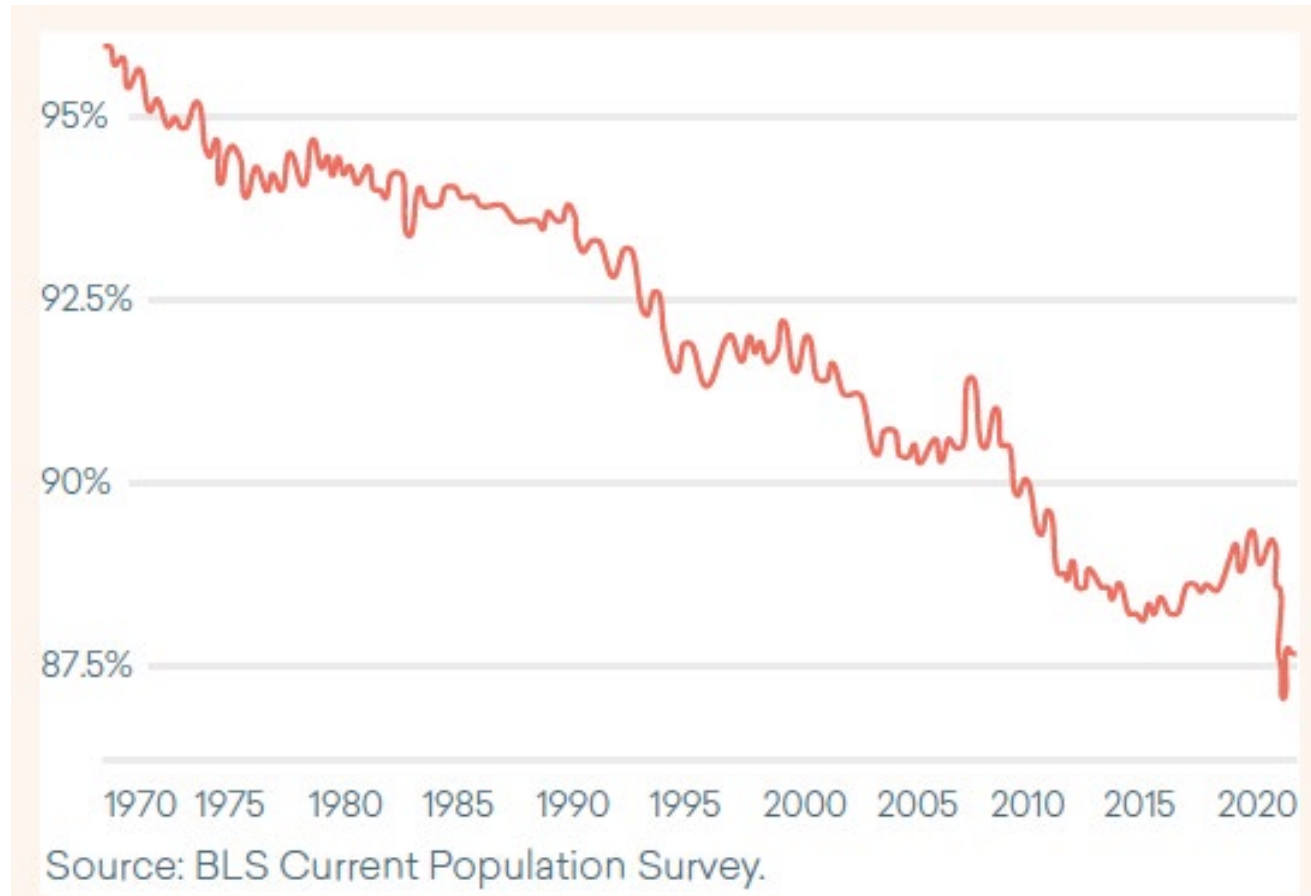
# Boomers aren't being replaced

- According to Pew Research Center some 2 million baby boomers retire each year. In 2020, this number appears to have grown to an historic high: over 3 million decided to end their careers.



# Male workers: AWOL since 1980

- Prime-age male (ages 25-54) labor force participation rate plummeted from 94% in 1980 to 89% in 2019



# Women in the Labor Force

- In January 2020, women were in a slim majority for the second time in US history, accounting for just over 50% (50.04%) of the national workforce.
- From February 2020 to February 2021, **2.4 million women** separated from the labor force, compared to 1.8 million men—a difference of 600,000. In January 2021 alone, 275,000 women left the workforce, compared to 71,000 men.



# Harder-to-find daycare ripples through the economy

- The number of people employed in childcare was down by 108,700, or 10.4%, in September 2021 compared with February 2020

All employees, thousands, child day care services, seasonally adjusted



Click and drag in the plot area to zoom in. Hover over chart to view data.  
Source: U.S. Bureau of Labor Statistics.



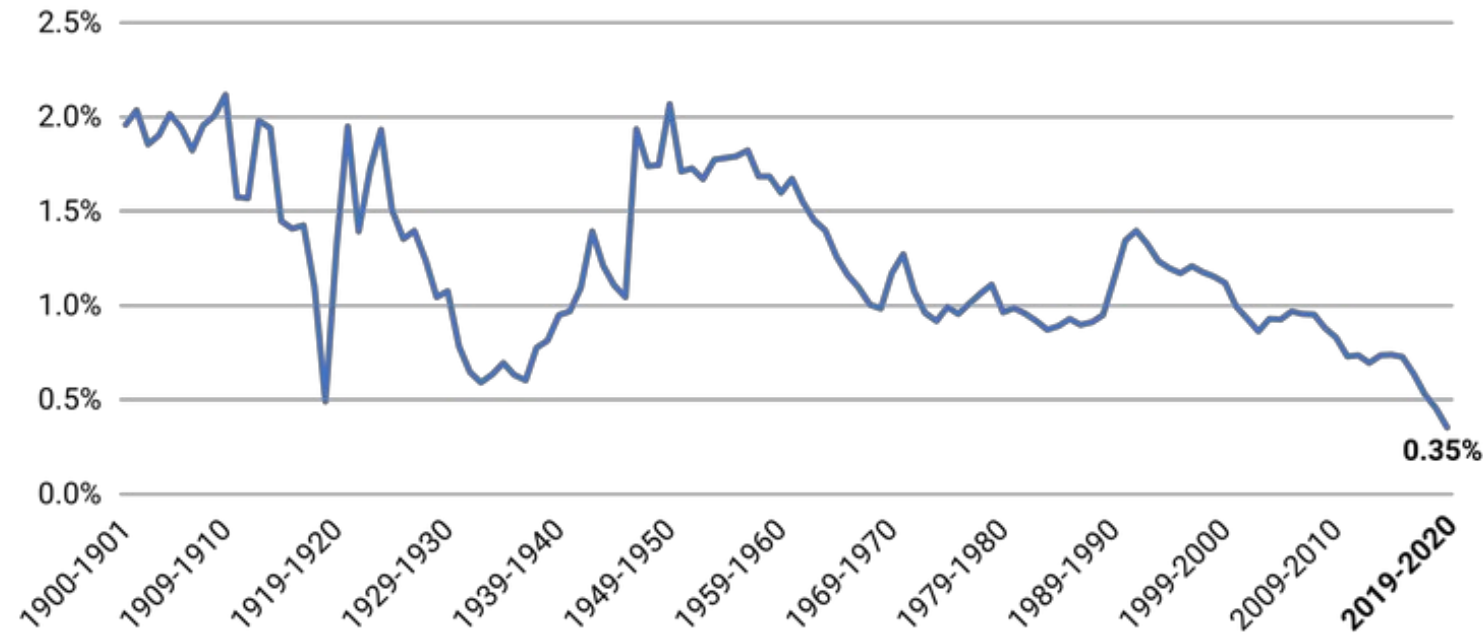
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# Record lows in U.S. population growth

## THE LOWEST ANNUAL POPULATION GROWTH SINCE AT LEAST 1900

Figure 1. US annual population growth: 1900 to 2020\*



\* From July 1 of beginning year to July 1 of end year from U.S. population estimates.

Source: William H. Frey analysis of U.S. Census Bureau historical estimates including 2010-2020 annual estimates released December 22, 2020.

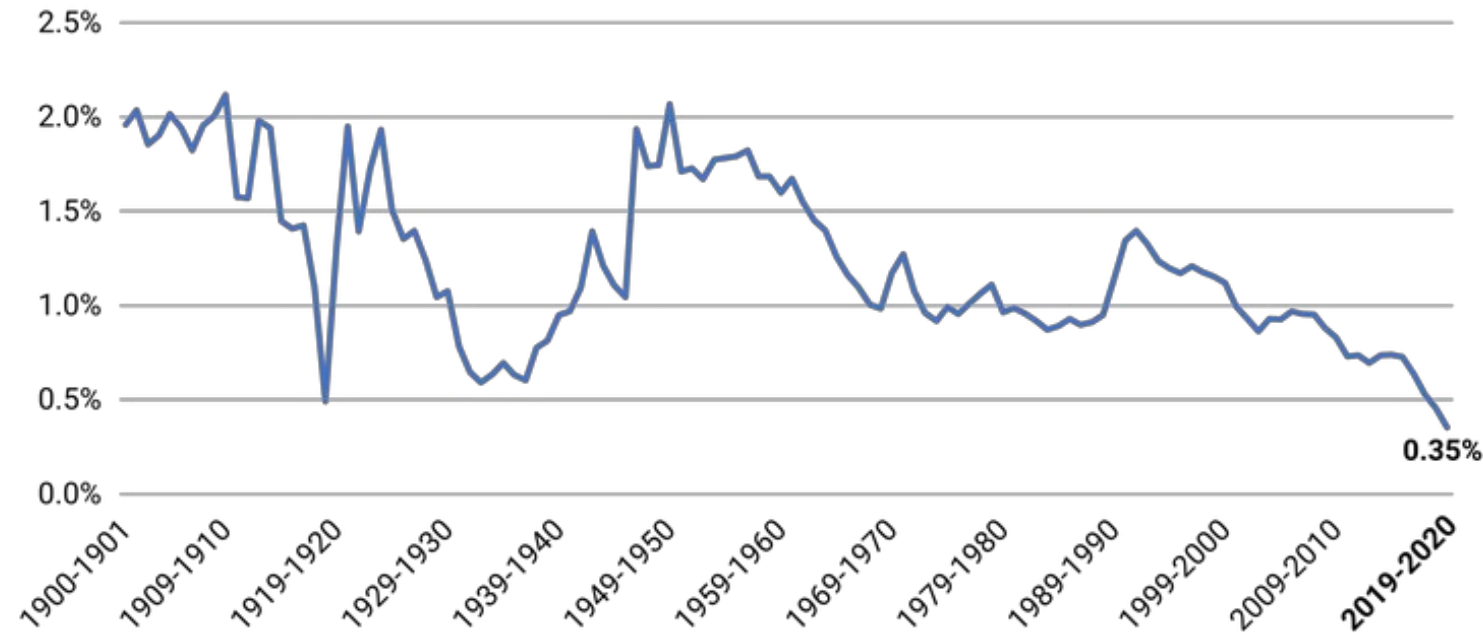
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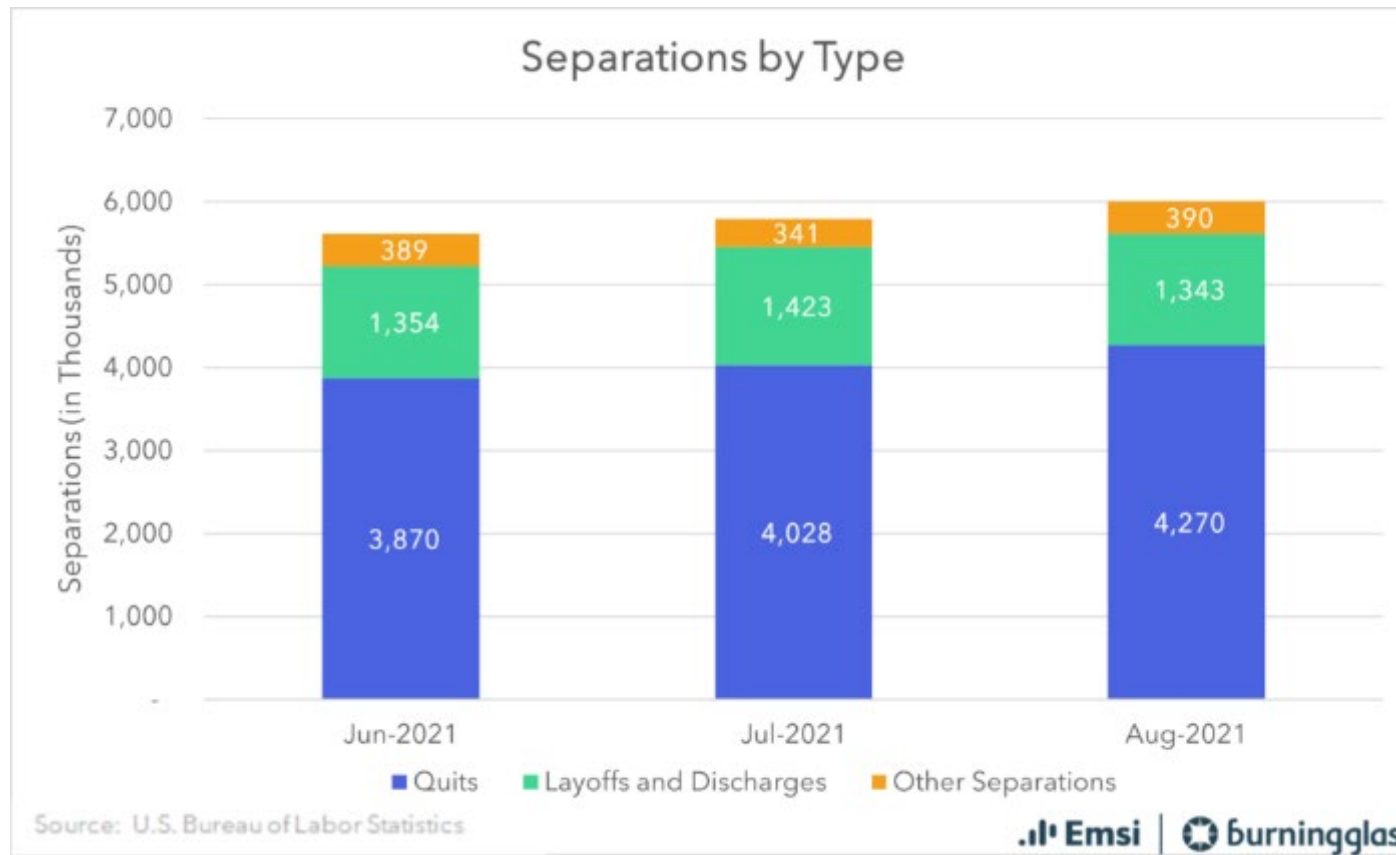
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# The Great Resignation?

Based on the Bureau of Labor Statistics' Job Opening and Labor Turnover Survey, 4.3 million people quit their jobs in August for alternative employment. That's 2.9% of all employees—the highest percentage since the Labor Department started this survey in December 2000.



# How can businesses respond?

- Best Practices related to:
  - Workplace culture (Steve Zemba):
    - Mission Statement
  - Marketing (Kelley Daspit and Kyle Norton, Genesis Health Care System)
    - Examining job descriptions
    - Considering career fairs, etc.
  - Community Engagement and Education (Curt Ashcraft, THK Manufacturing)
    - Encouraging involvement of the schools
    - Creating opportunities for the community to connect



# Next Steps

- Planning for our next Workforce Summit, tentatively planned for spring 2023
  - Focus further on the schools—career guidance (K-12)
    - Supporting the development of “soft skills/essential skills”
    - Building understanding of potential career pathways
  - Connecting schools to employers
  - More to come!!

# Community Health Worker Program

# Overview

- August 2022, launched a Community Health Worker training program in collaboration with Ohio University's Integrated Services for Behavioral Health, Ohio Alliance for Population Health, and the Voinovich School for Leadership.
- Includes 100 hours of classroom content and 130 hours of hands-on clinical content to participants (hybrid of online classes and 3 in-person sessions)
- No cost to participants.
- Once successfully completed, participants will be eligible for certification through the Ohio Board of Nursing.

# Community Health Workers are...

- Community liaisons that help facilitate clients in their decision to make lifestyle and behavioral changes
- Front line workers improving the quality of care people receive

# Program Additions on the Zanesville Campus

# Broadening the Academic Program Options

- BSB (Bachelor of Science in Business)
- Psychology (Fall 2023)
- Sociology/Criminology (Fall 2023)
- Education—AYA in Integrated Social Studies (anticipated Fall 2023)
- Clarification of pathways to degrees in Athens
- Certificate programs:
  - Social Media Certificate
  - Global Health Certificate

# Questions?

For further information:

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