

Goal 3: Cultivate Top Talent

Retain, advance, and attract the best workforce and talent in the world.



Our ability to retain, advance, and attract top talent in Ohio is a key driver in our ability to grow Ohio's economy. Our Department will work with business and industry to develop the nation's best demand-driven workforce and talent development system. We will work to ensure that Ohio businesses and industries have reliable access to a highly skilled, highly competitive 21st century workforce. We will continue to work closely with the University System of Ohio to develop, attract, and retain talent, and we will strengthen our partnership with the Ohio Department of Job and Family Services to provide opportunities for all Ohioans.

Key Strategies and Major Initiatives to Attract and Cultivate Top Talent:

Retain and Attract Top Talent. Increase Ohio's competitiveness with innovative programs and policies designed to attract and retain top talent in industries where the likelihood of job growth and job creation is highest.

- **Ohio Means Home** will reintroduce the benefits of living and working in Ohio to former residents and students, encouraging them to return to Ohio to advance their careers or start a new business while also enjoying the balance of personal fulfillment found in Ohio's diverse and dynamic regions.
- **Ohio Young Talent Network** will bring together Ohio's brightest young talent to create and implement programs to attract and keep young professionals in our state.
- **The Ohio Center for Workforce Excellence** will serve as both a laboratory and a knowledge repository for identifying, promoting, and teaching best practices in workforce training and development.
- We will form a **Task Force on Population, Growth, Diversity, and Talent Attraction** to develop strategies and tactics for increasing Ohio's population, with a special focus on attracting new talent to Ohio from around the world.

Provide Customized Training Solutions to Ohio Companies.

Develop processes to deliver customized training solutions to Ohio's employers to align Ohio's workforce skills and knowledge with employer needs in targeted industries.

- We are delivering the **Ohio Workforce Guarantee** by consolidating various new and existing workforce development programs into a seamless, demand-driven, customized training system that meets the demands of Ohio's businesses and industries. We will guarantee Ohio employers a flexible, responsive source of employee training, ensuring a partner in workforce investment.

- We are launching the **Ohio ASAP (Available Skills Alert Postings program)** to connect businesses seeking skilled workers with available talented people across Ohio who have been displaced or are at risk of displacement.
- We are opening **Regional Workforce Development Offices** with Workforce Directors in each of Ohio's 12 Economic Development Regions to reach out and respond locally to businesses' short- and long-term workforce needs.

Create a Demand-driven Workforce and Talent System.

Create a world-class, demand-driven workforce and talent development system that is agile and responsive, increasing the effectiveness and efficiency of our state's business development, attraction, and recruiting services.

- **Expanded Cooperative Education and Internships** will be created by the University System of Ohio in partnership with our Department to build connections between businesses and students of all ages to gain work experience and begin to build their careers in Ohio.
- We will strengthen our **Workforce Development Partnerships and Realign our Service Delivery** to ensure we are moving rapidly toward a system that meets the current and future demands of Ohio's employers. We will continue to build successful partnerships with the Ohio Board of Regents and the Ohio Department of Job and Family Services on projects like the **Ohio Skills Bank**, and we will establish stronger partnerships between local workforce investment boards and the **Governor's Workforce Policy Advisory Board**.



Cincinnati, Ohio