



What works to increase self-sufficient employment

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Health Policy Institute of Ohio Forum
December 13, 2018



Join the conversation

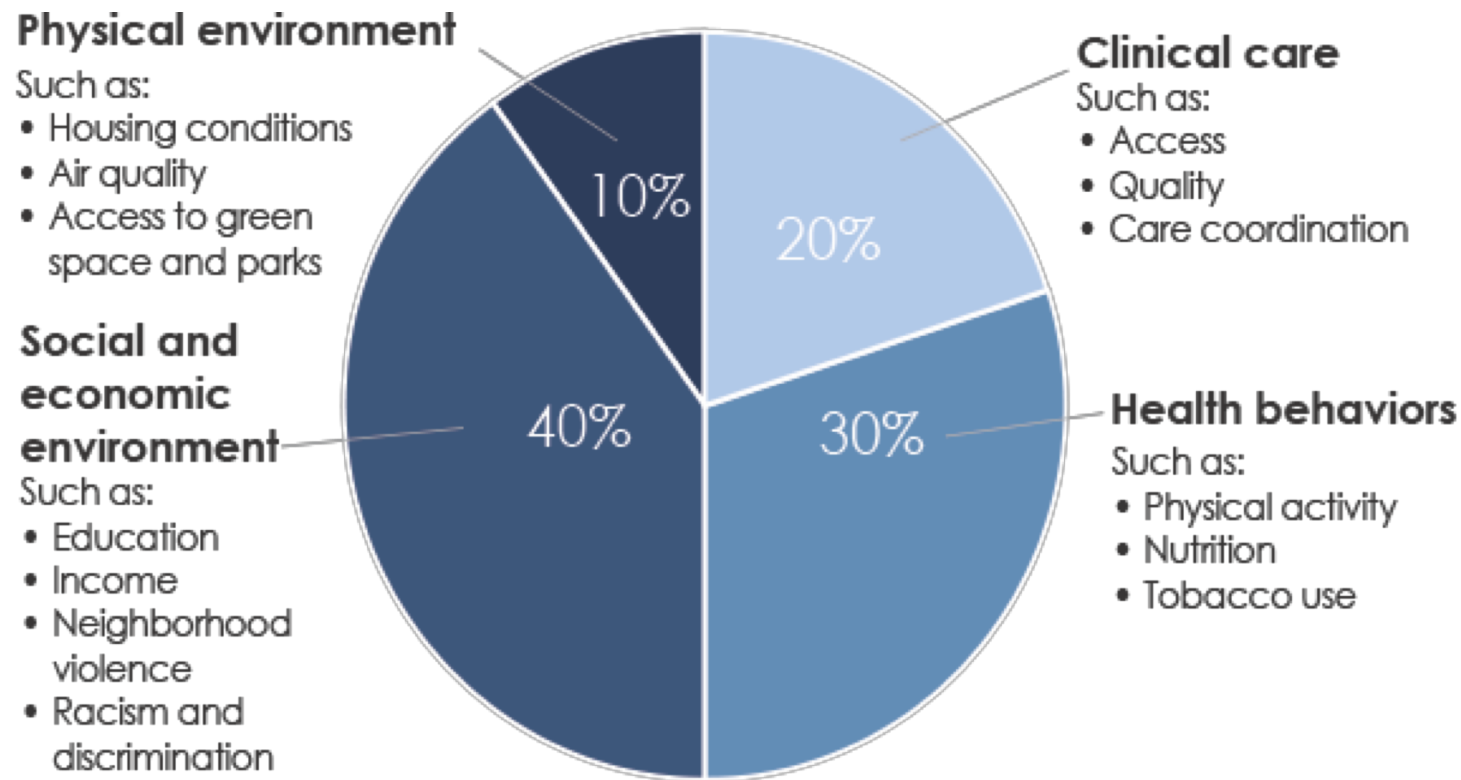
Share your thoughts on twitter throughout the presentation

@HealthPolicyOH

@ZachReatHPIO

@HaileyAkahHPIO

Modifiable factors that influence health



Source: Booske, Bridget C. et. al. County Health Rankings Working Paper: Different Perspectives for Assigning Weights to Determinants of Health. University of Wisconsin Public Health Institute. 2010.

Discussion #1

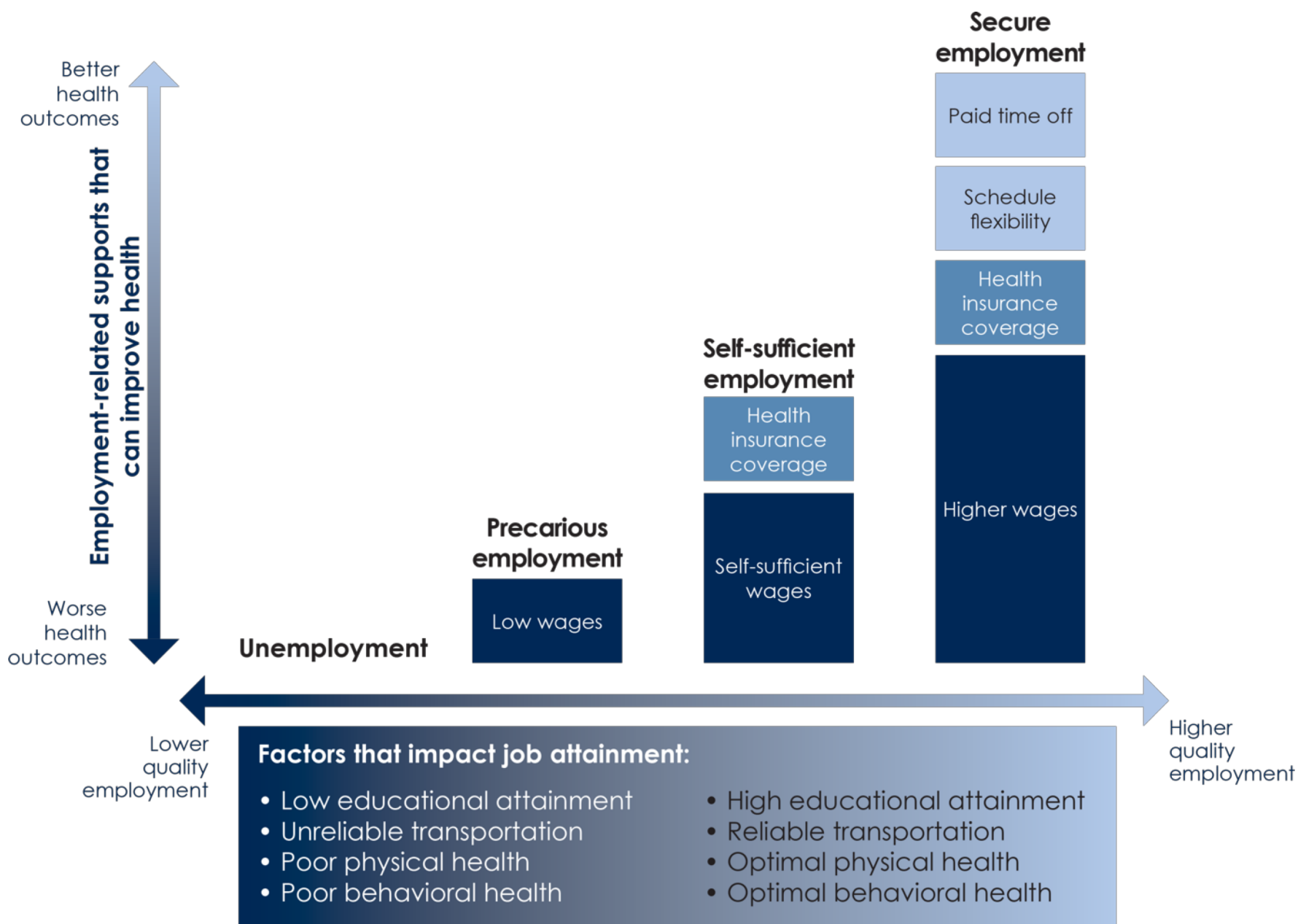
- Think of a time that your health or the health of someone close to you was influenced by a modifiable factor that impacts health
- Discuss with your neighbor



What works to increase
**self-sufficient
employment**

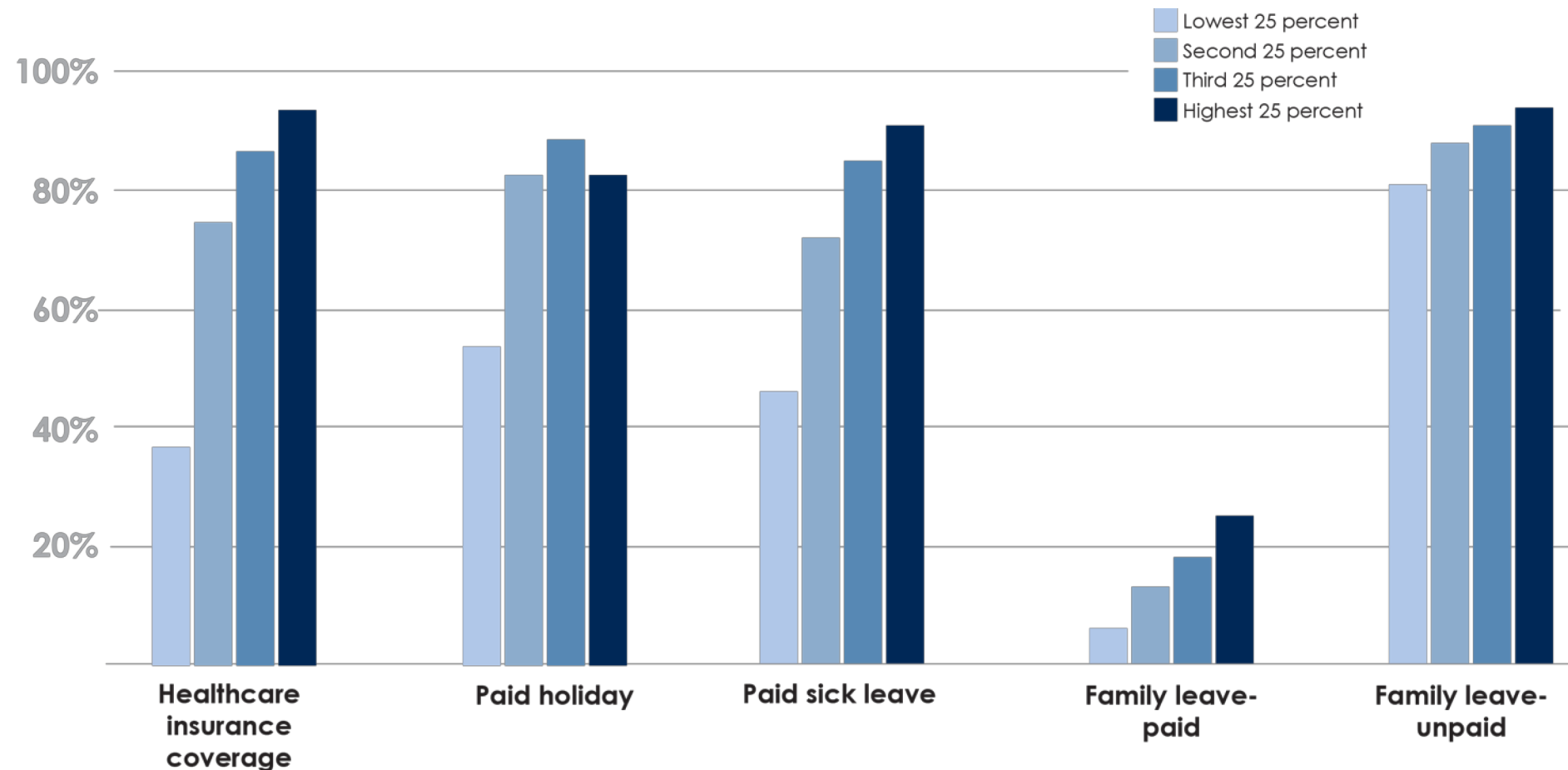


August 2018



Note: This graphic is a visual summary of the research on job attainment and health outcomes, and is not a quantitative analysis of the size of impact on health of any given employment-related support.

Estimate of employment benefits available to U.S. workers, by average wage of occupation, March 2017



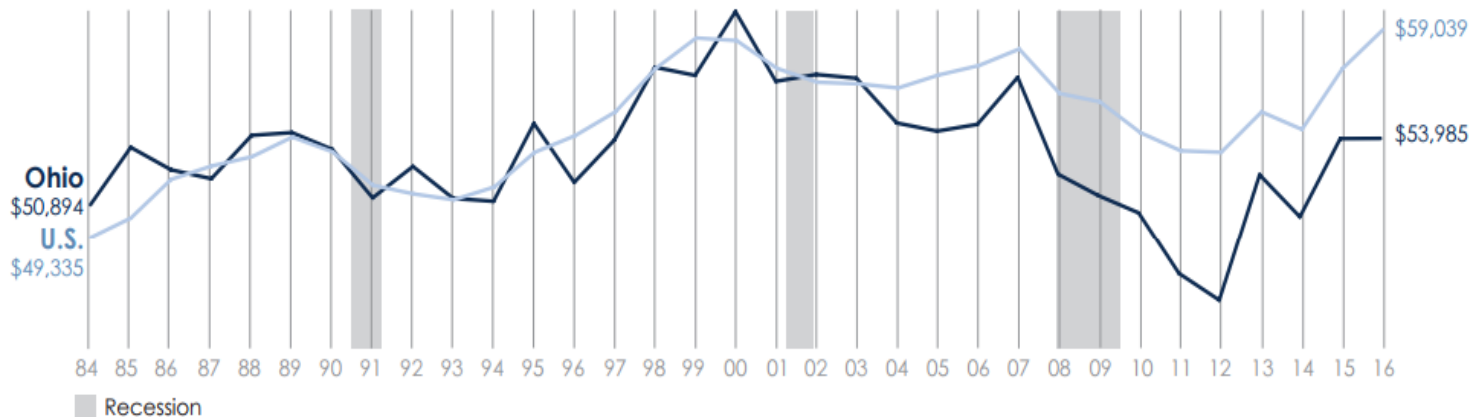
Source: U.S. Department of Labor, Bureau of Labor Statistics, Employee Benefits Survey

Key takeaways



1. **Many Ohioans are not prepared for self-sufficient employment**
2. **Most of the jobs with the highest number of openings in Ohio do not pay self-sufficient wages**
3. **There are evidence-based policies that state policymakers can act on**

Real median household income, Ohio and U.S. (1984-2015)



Source: U.S. Census Bureau data compiled by the Federal Reserve Bank of St. Louis

Ohio's median income has lagged the U.S. median for the last 13 years. In 2016, Ohio's median income was more than \$5,000 less than the median for the U.S.

Ohio's talent gap



43%

Working-age Ohioans who have post-secondary certificates or above

Source: American Community Survey



56%

“In-demand” jobs in Ohio that require post-secondary certificates or above

Source: Governor's Office of Workforce Transformation



64%

Projected jobs in Ohio in 2020 that will require post-secondary certificates or above

Source: Georgetown University Center on Education and the Workforce

Source: Ohio Department of Higher Education

In-demand jobs in Ohio

In-Demand jobs with the top ten highest number of projected annual job openings, October 2017

Occupation title	Annual job openings	Median annual wage	Education level
Registered nurses	4,833	\$61,280	Bachelor's degree
Nursing assistant	2,711	\$24,150	Certificate/some college
Office clerks, general	2,495	\$28,590	High school diploma or equivalent
Customer service representatives	2,474	\$30,510	High school diploma or equivalent
Licensed practical and licensed vocational nurses	1,930	\$40,750	Certificate/Some college
General and operations managers	1,904	\$89,950	Bachelor's degree
Maintenance and repair, general	1,638	\$37,520	High school diploma or equivalent
Truck drivers, heavy and tractor-trailer	1,597	\$40,860	Certificate/some college
Team assemblers	1,479	\$32,330	High school diploma or equivalent
Accountants and auditors	1,438	\$63,350	Bachelor's degree

Source: OhioMeansJobs.com, All In-Demand Occupations Listed According to Median Annual Wage

The Governor's Office of Workforce Transformation designates occupations that pay higher wages and are likely to be a part of Ohio's economy into the future.

Most available jobs in Ohio

Ten jobs projected to have the highest number of job openings in Ohio, 2014-2024

Occupation title	Annual job openings	Median hourly wage (May 2017)	Education level
Combined food preparation and serving work, including fast food	6,920	\$9.21	No formal educational credential
Retail salespersons	6,002	\$10.67	No formal educational credential
Cashiers	4,960	\$9.31	No formal educational credential
Registered nurses	4,833	\$30.43	Bachelor's degree
Home health aides	4,476	\$10.33	No formal educational credential
Waiters and waitresses	4,267	\$9.25	No formal educational credential
Laborers/freight/stock/material movers, hand	3,613	\$12.92	No formal educational credential
Nursing assistants	2,711	\$12.54	Certificate/some college
Stock clerks and order fillers	2,616	\$11.56	No formal educational credential
Office clerks, general	2,495	\$14.88	High school diploma or equivalent

Source: Projections and education requirements from Ohio Department of Job and Family Services, Ohio Labor Market Information; Employment rate and wage information from U.S. Department of Labor, Bureau of Labor Statistics, May 2017 State Occupational and Wage Estimates Ohio.

Eight out of ten of the most available jobs in Ohio do not pay high enough median wages to be designated as in-demand.

Key takeaways



1. Many Ohioans are not prepared for self-sufficient employment
2. Most of the jobs with the highest number of openings in Ohio do not pay self-sufficient wages
3. **There are evidence-based policies that state policymakers can act on**

Self-sufficient employment

- **Pays workers a sufficient income** to cover basic needs, such as housing, food, transportation, child care and health care
- **Offers health insurance coverage**

Strategies that support self-sufficient employment

- **Child and youth-focused** policies and programs
- **Adult training and employment** policies and programs
- **Public sector employer-based** policies and programs
- **Income support** policies and programs

Child and youth-focused policies and programs

- **Career-technical education for high school graduation**
- Career Academies
- Summer work experience programs



High School Career Programs



**Advanced Robotics
Manufacturing
Systems**



**Agricultural & Diesel
Mechanics**



**Auto Collision
Technology**



Auto Service Tech



**Building & Grounds
Maintenance**



Building Technologies



**Computer &
Electronic Engineering
Technologies**



Cosmetology



Criminal Justice



**Culinary
Preparation/ProStart
®**



**Diversified Health
Occupations (Level I)**



**Early Childhood
Education**

Adult training and employment polices and programs

- **Postsecondary career-technical education**
- **GED certificate programs**
- Subsidized employment programs (transitional jobs)
- **Career pathways and sector-focused employment programs**

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Welcome to Four County Career Center Adult Workforce Education. We are here to help adults of all ages reach their personal and career goals. Whether you are trying to improve your skills for your current job, learn skills to enter a new career, or just want to learn something for your personal enrichment, please consider us as a resource.

- Get the attention you deserve. Industry-experienced instructors deliver the personalized service and coaching that adult students need to be successful.
- Get connected with other adults who share similar goals, interests, and talents that can link you to career opportunities.
- Stay ahead of the competition. Earn critical business and industry certification and credentials and work toward a college degree.

Our friendly staff and wide variety of offerings can help you take the next step toward your goals.



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ADVANCING COMMUNITIES.



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Nursing (RN to BSN)

Degree: BS

Campus: Columbus, Lima, Marion, Mansfield, Newark

College: Nursing

The Registered Nurse to Bachelor of Science in Nursing program is an **online-only degree completion program** designed for nurses who have completed an associate degree or diploma in nursing from an institution with accreditation from the Accreditation Commission for Education in Nursing (ACEN).

Note for prospective freshmen: Don't apply to this RN to BSN program. Instead, select "[Nursing](#)" as your major when you apply for admission.

What is a degree completion program?

The Ohio State University
College of Nursing
Office of Student Affairs
106 Newton Hall
1585 Neil Ave.
Columbus, OH 43210
614-292-4041

nursing@osu.edu

Also: [Program contact information for regional campuses.](#)

We're #1 in online programs! Ohio State's online undergraduate programs are ranked **#1 in the nation** by *U.S. News and World Report*.

Public-sector employer-based policies and programs

- **Hiring practices:** The Ohio Fair Hiring Act
- **Local wage ordinances:** Franklin county, Cleveland, Cincinnati, Dayton, Toledo, etc.

Income support policies and programs

- Earned Income Tax Credit (EITC)
- Child care subsidies
- Unemployment insurance

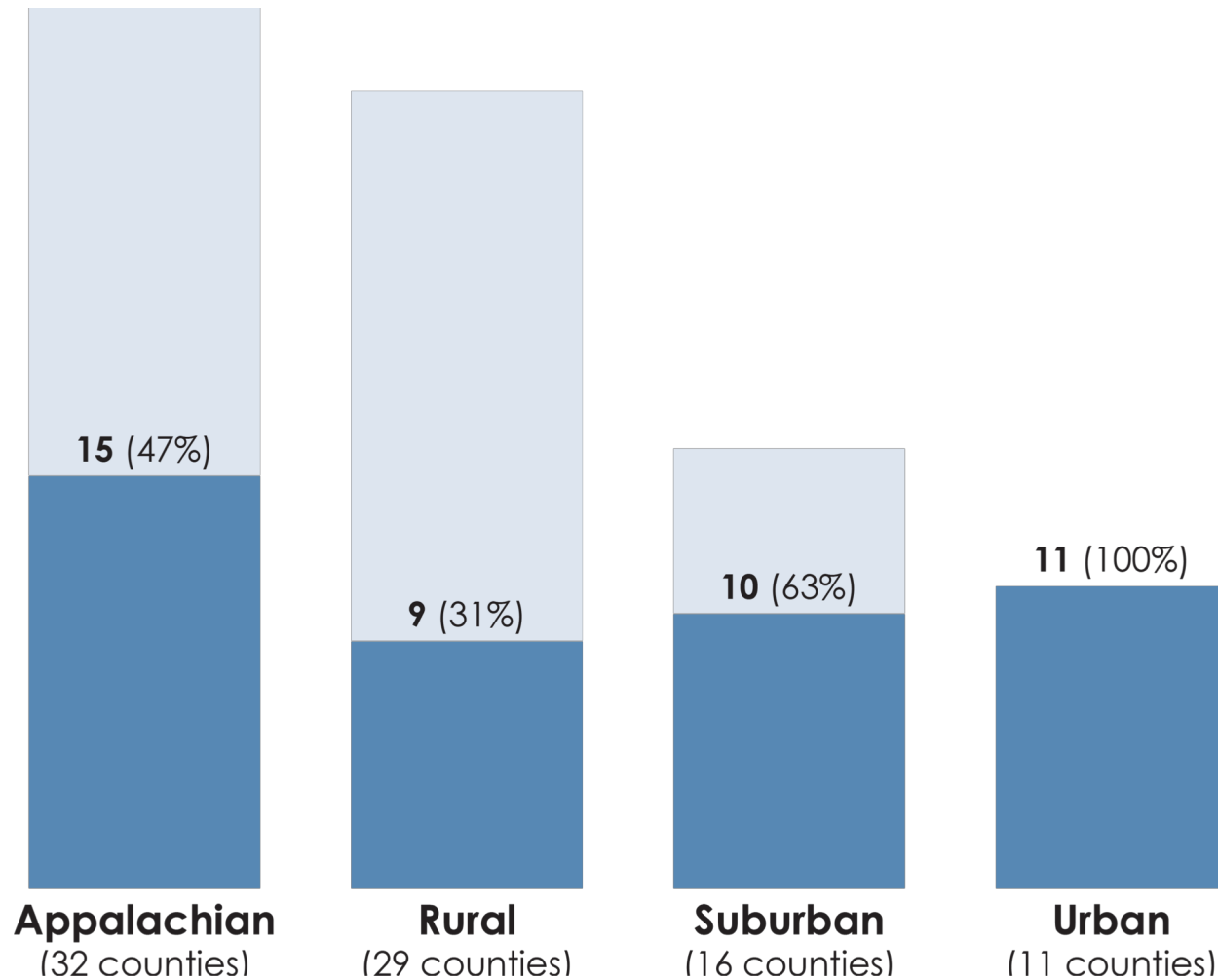
Key findings: Strengths

- Evidenced-based policies and programs are implemented in Ohio
- Many programs are available throughout the state

Gaps

1. Not all Ohioans have access to evidence-based programs:
 - Waitlists for youth workforce programs
 - Barriers to GED
 - Caps and other requirements for income support policies

Ohio Technical Center sites, by county type



Source: HPIO analysis of Ohio Department of High Education, Ohio Technical Center Locations by County.

Note: List of OTC locations by county accessed on July 2, 2018.
<https://www.ohiohighered.org/otc/locations>

Gaps

2. Challenges with performance standards for youth case management program (CCMEP)
3. Few local wage ordinances
4. Data collection and program evaluation

Policy options

- Increase capacity and participation in **secondary career and technical education**
- Evaluate and improve **CCMEP**
- Expand and improve **alternatives to the GED**
- Expand programs that provide **income support** to workers including the state Earned Income Tax Credit (EITC), publicly-funded childcare and improve services provided with Unemployment Insurance

Work requirements

- Impact on health outcomes unknown
- Increase earnings and employment
- Effects fade over mid- to long-term

Different programs get different results

Who?

- Broad **vs.** narrow
-

How?

- How many hours?
 - Allowable activities
 - Reporting
-

What?

- Supports **vs.** stand alone
- Employment first **vs.** education/skills building

Key takeaways



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Questions?

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