

Workforce Innovation and Opportunity Act



Ohio Annual Report Program Year 2024

(July 1, 2024-June 30, 2025)

Table of Contents

Introduction	1
Workforce Innovation and Opportunity Act.....	1
Statewide Workforce Development Initiatives	1
OhioMeansJobs Centers	1
Ohio’s Workforce Mission.....	2
Systems Update	2
ARIES as a Case Management Tool.....	2
OhioMeansJobs.com.....	2
In-Demand Occupations	3
National Dislocated Worker Grants and Other Federal Grants	3
Holistic Care Management SUPPORT Act Grant	3
Fresh Start Grant	4
QUEST Grant/ Broadband and 5G Sector Partnership	5
QUEST 2/WAVE	6
Building Pathways to Infrastructure Jobs/Charged Up.....	6
Retaining Employment and Talent After Injury/Illness Network	7
Statewide Fund Activities	8
Veterans’ Employment Services	9
Labor Market Information.....	10
Employment Services	12
WIOA	12
WIOA Team of Employment Services Coordinators.....	12
WIOA Services in ARIES	12
PY24 Data Validation Efforts	12
OWD Statewide Local Area Training Project Outcomes	13
Training.....	13
TAA/WIOA Dislocated Worker Co-Enrollment	13
Rapid Response.....	14
Layoff Aversion Work Group	14
Training.....	14
Pixelle Specialty Solutions.....	14
Wagner-Peyser	15

Business Services	15
Work Opportunity Tax Credit.....	15
CCMEP Youth	16
Waiver Usage	17
Effectiveness in Serving Employers.....	19
Common Exit.....	19
Statistical Adjustment Model.....	19
Data Validation	20
Evaluative Studies.....	22
Helping Ohioans Pursue Employment (HOPE) Program	22
CCMEP Evaluation.....	22
RESEA Program	24
Customer Service Satisfaction.....	25
Appendix A – Ohio RESEA Evaluation Statement of Work	i

Introduction

In accordance with Workforce Innovation and Opportunity Act (WIOA) Sections 136 and 185, each state that receives a funding allotment under WIOA Section 127 (Youth Activities) or Section 132 (Adult and Dislocated Worker Activities) must prepare and submit an annual report of performance progress to the U.S. Secretary of Labor. This narrative provides an opportunity for Ohio to describe progress toward its strategic vision and goals for the workforce system.

Workforce Innovation and Opportunity Act

The federal WIOA is designed to help job seekers access employment, education, training, and support services so they can succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. It also establishes the structure and relationship between national, state, and local workforce investment activities to increase occupational skill attainment, employment, retention, and earnings while improving the quality, productivity, and competitiveness of the workforce and reducing individuals' needs for public assistance.

By supporting the alignment of workforce investment, education, and economic development systems, WIOA provides Ohio with the opportunity to enhance its service delivery system by coordinating activities and promoting consistency of services among the core programs. During program year (PY) 2024, Ohio continued to work toward the goal of integrating the WIOA Title I program with the Wagner-Peyser Employment Services program and other workforce programs delivered in our OhioMeansJobs Centers.

This PY 2024 WIOA Annual Report provides a summary of how Ohio has used workforce integration to support the goals of each program.

Statewide Workforce Development Initiatives

OhioMeansJobs Centers

Ohio has 88 OhioMeansJobs Centers (also known as American Job Centers): one in each county. They provide services to local businesses, as well as to individuals who are employed, underemployed, and unemployed. The 23 comprehensive and 65 affiliate OhioMeansJobs Centers connect workforce partners – such as the WIOA Title I program, Wagner-Peyser Employment Services, Vocational Rehabilitation, Adult Literacy programs, and other programs – to deliver a variety of employment and training services to meet the needs of their communities. Additionally, the Ohio Department of Job and Family Services (ODJFS) has certified 18 specialized OhioMeansJobs Centers in 14 adult correctional facilities and in 3 youth correctional facilities. Each center includes a virtual classroom with webcams and television monitors that allow training providers to deliver interactive workshops from remote locations. These centers also have computers that individuals can use to search for jobs, view instructional videos, and access employment resources.

Ohio's Workforce Mission

Throughout PY 2024, the Governor's Office of Workforce Transformation (OWT) continued to work in collaboration with ODJFS, InnovateOhio, and the Ohio Departments of Education and Workforce, Higher Education, and the Department of Development to close the gap between growing workforce needs and the goals of job seekers. The mission of OWT is to connect Ohio's business, training, and education communities to build a dynamically skilled, productive, and purposeful workforce.

InnovateOhio advances the DeWine-Tressel Administration's commitment to leading an aggressive, innovative path toward a better and stronger Ohio. Its mission is to examine every state service with an eye on the customer's experience – looking at the customer's journey through different interactions with the state – to find ways Ohio can serve its customers better and at a lower cost. The InnovateOhio Platform provides integrated and scalable capabilities that enable state agencies to become more customer-centric and data-driven, delivering on InnovateOhio's vision to better serve Ohioans.

Systems Update

During this PY, more systems updates were completed to better integrate ODJFS Office of Workforce Development (OWD) systems with systems operated by other program offices, including Ohio Job Insurance, the Support Enforcement Tracking System, the County Finance Information System, and several reporting tools.

ARIES as a Case Management Tool

In PY 2024, OWD continued to partner with Monster Government Solutions in the development of Ohio's new case management system: Advancement through Resources, Information and Employment Services (ARIES). This system replaced the previous 20-year-old Ohio Workforce Case Management System.

ARIES went live on April 26, 2022. Since then, more enhancements for Participant Individual Record Layout, Migrant and Seasonal Farm Workers, Apprenticeship, the Comprehensive Case Management and Employment Program (CCMEP), and the Reemployment Services and Eligibility Assessment (RESEA) were completed for efficiency and consistency.

OhioMeansJobs.com

In PY 2024, OhioMeansJobs.com partnered with the Ohio Department of Higher Education, InnovateOhio, the Office of Workforce Transformation, the Ohio Department of Public Safety, and others to enhance the innovative technologies available via OhioMeansJobs.com. These included work-based learning applications and virtual opportunities for interviewing and career fairs. These enhancements focused on the customer experience.

In-Demand Occupations

Ohio's efforts to reform its workforce development system are driven by a commitment to meeting employers' current and projected needs. To identify those needs and define an "in-demand job," OWT developed a methodology using state labor statistics and projections, business responses to Ohio's In-Demand Jobs Survey, and Ohio's economic development priorities.

Using the aforementioned methodology, Ohio identified 264 in-demand occupations. When job seekers take the Career Profile assessment on OhioMeansJobs.com, they are given a list of occupations they may be suitable for, with in-demand and critical occupations listed first to improve their chances of finding employment quickly.

Under the leadership of Governor DeWine, Ohio extended its focus to prioritize both Ohio's economy and the health and well-being of Ohioans through Ohio's Top Jobs List. Consequently, 80 occupations in eight career clusters were identified as critical in Ohio. These clusters align with the following eight goals of the DeWine-Tressel Administration: 1.) Children and Community Health, 2.) Early Childhood Education, 3.) First Responders, 4.) Lead Abatement and Construction, 5.) Mental and Behavioral Health, 6.) Nurses, 7.) Physicians, and 8.) Wellness Research and Technology.

Local workforce development boards are required to spend at least 85% of their occupational skills training funds on training that leads to employment in critical and in-demand occupations. In addition, the Ohio Department of Higher Education and Ohio's two- and four-year colleges use the in-demand occupations list to analyze occupational supply and demand, plan curriculums and training programs, and determine appropriate class offerings.

The Top Jobs List is updated biennially and includes both in-demand and critical jobs. OWT and InnovateOhio created a Top Jobs interactive dashboard at topjobs.ohio.gov, which was most recently updated in June of 2024. The list is a customizable, online tool to help guide Ohioans on promising career pathways. Top jobs can be viewed and sorted by region and/or industry, to allow job seekers, educators, businesses, and community leaders to make more informed decisions to solidify their short- and long-term success.

National Dislocated Worker Grants and Other Federal Grants

Holistic Care Management SUPPORT Act Grant

Ohio received a \$5 million grant from the U.S. Department of Labor (USDOL) to serve individuals impacted by the opioid epidemic and substance use disorders in local Workforce Development Area 1 (Adams, Brown, Scioto, and Pike counties). Over a decade ago, these local communities were determined to be the epicenter of Ohio's opioid overdose crisis. Ohio is one of three states that have led the nation in opioid overdose deaths. This grant funded career services, training, and supportive services to develop a foundation of employment skills, offer hope for recovery, and help to provide families with economic stability within the hardest hit communities.

The grant also funded training to eligible individuals seeking to transition to or obtain skills in professions that support individuals with a substance use disorder or those at risk of developing one. Eligible participants included dislocated workers, individuals with barriers to employment, new entrants

to the workforce, and incumbent workers (employed or underemployed). Funding also allowed training to be provided for employers, first responders, and early childhood educators to help them better understand substance use disorders and trauma-informed care.

The grant began on October 1, 2020, and ended on September 1, 2024. A total of 601 participants were enrolled, and 1,558 services were provided within the four listed communities. Opioid and substance misuse have been persistent public health and social challenges in this specific region for over 25 years, as these four counties are often identified as the original epicenter of the opioid crisis. While the battle continues, these workforce development centers are playing a vital role in helping individuals in recovery and their impacted families to gain self-sufficiency, purpose, and pride through meaningful employment.

Fresh Start Grant

To continue to assist individuals and employers who are impacted by opioid use disorder, Ohio received an \$8.5 million, two-year National Health Emergency Disaster Recovery Dislocated Worker Grant from USDOL. This allowed Ohio to continue providing services that started under a prior opioid-focused USDOL grant, which ended March 2022. A new Fresh Start grant was then awarded in March 2022 and received a one-year grant extension. The Fresh Start grant ended March 31, 2025. It allowed employment services to be provided to eligible dislocated workers and long-term unemployed individuals across the state. Using the same community-identified concept, Fresh Start grant services were tailored to each county's local needs.

Opioid use disorder and overdose deaths continue to be pressing public health issues that cause workforce challenges. According to the Ohio Chamber of Commerce, half the businesses surveyed said they suffer the consequences of substance use disorders in the form of absenteeism, decreased productivity, and worker shortages.

The funding goals included:

- Testing innovative approaches to combating the opioid problem – for example, by supporting employers that develop second-chance policies and hire individuals in recovery.
- Providing job training, career services and supportive services to dislocated workers and long-term unemployed individuals, including those impacted directly or indirectly by the opioid crisis. Supportive services can include anything from outpatient mental health and addiction treatment to drug testing, help purchasing work clothes, or transportation assistance.
- Providing temporary disaster-relief employment to help alleviate issues caused by the opioid crisis.
- Building the addiction and substance use disorder treatment, mental health, and pain management workforce.
- Facilitating peer learning and sharing of best practices through cross-discipline learning collaboratives across partner agencies.

Ohio planned to serve 411 dislocated workers and long-term unemployed individuals but was able to triple this enrollment goal by serving 1,244 participants with 3,898 needed services. Ohio fully expended the grant award.

QUEST Grant/ Broadband and 5G Sector Partnership

The Ohio Broadband Strategy was a strategic plan to bridge the digital divide and establish high-speed internet access to unserved and underserved areas of the state. Significant investments were made to expand broadband service to every household and business. In addition to the substantial financial resources Governor DeWine and the Ohio General Assembly have made available for broadband expansion, Ohio expects to receive nearly federal Broadband Equity, Access, and Deployment (BEAD) funding over the next several years to provide high-speed connectivity in rural communities.

Implementation of the Broadband/5G strategy was primarily funded by the Quality Jobs, Equity, Strategy, and Training (QUEST) Dislocated Worker Grant, which supported outreach and training efforts statewide, and by Good Jobs Challenge (GJC) funds, which were awarded to the Ohio Manufacturers' Association (OMA), the lead industry sector partner in the strategy. OMA capitalized on existing relationships to engage Broadband/5G sector partners and employers in the statewide strategy and used GJC funds to support development of the strategic plan, curriculum development, and job placement activities.

Ohio received its \$9 million QUEST grant on September 27, 2022. Funds were used to engage in an innovative partnership with OWT, the Ohio Association of Community Action Agencies (OACAA), OMA, The Ohio State University (OSU) College of Engineering, the Wireless Infrastructure Association (WIA), and our local OhioMeansJobs Centers. This collaborative project prioritized training and employment opportunities in the infrastructure and manufacturing industries with a focus on the broadband industry.

OWT has a well-developed collaboration with WIA, OSU, and other collegiate entities to train interested individuals in the critically needed 5G and Broadband Connectivity sectors. WIA is serving as the lead industry intermediary and helps the sector partnership create and produce training and curriculum solutions to meet the workforce and skills gap demand of the broadband industry.

Through the 5G and Broadband Connectivity Center, OSU and the other five colleges/universities listed below designed curricula and programming for Ohio's Broadband and 5G Sector Partnership. The focus was to establish new career pathways, provide K-12 outreach to minority populations, and form statewide partnerships between education and industry providers in the six JobsOhio regions.

The following six colleges/universities were selected to assist with developing curricula and training in their respective JobsOhio regions: 1.) OSU, 2.) Youngstown State University, 3.) Ohio University, 4.) Miami University, 5.) University of Dayton, and 6.) University of Findlay.

Six Community Action Agencies were selected, one in each of the six JobsOhio regions at the time, to assist with outreach and to collaborate with the OMA to connect individuals not interested in broadband opportunities with traditional manufacturing and trade-related training and job opportunities.

Outreach was designed to engage various populations, and a media consultant developed customized materials and a social media campaign. In addition, the OACAA hired additional navigators to conduct outreach in each county. Further, community colleges were engaged to conduct outreach to make underrepresented individuals aware of the excellent and numerous career opportunities in the broadband industry.

The QUEST 1 grant was officially closed as of September 30, 2025, as all grant-related activity (outreach and training) ceased after June 30, 2025. The last 3 months of the grant period were for administrative close-out activity. Through July 18, 2025, a total of 331 participants were enrolled in 5G/Broadband trainings around the state. A year prior, just 74 participants were enrolled (July 2024). Once the training programs were fully in place in all six Jobs Ohio regions at the end of last summer, there were 257 participant enrollees added in 12 months.

QUEST 2/WAVE

In September 2023, ODJFS was awarded a three-year, \$5 million QUEST Dislocated Worker Grant for a Workforce Advancement and Vocational Electrification (WAVE) initiative. Two sub-grantees – the Greater Ohio Workforce Board and Aspyr (formerly known as the Workforce Development Board of Central Ohio) – are leading efforts to help individuals pursue automotive and advanced manufacturing pathways. Other partners include OWT and OMA, the Central Ohio Manufacturing Partnership, the Dayton Regional Manufacturing Association, Central Ohio Technical College, OSU, Tolles Career and Technical Center, and Columbus State Community College. Employer partners are Automated Tooling Systems Automation, Electrify America, ForSee Power, American Battery Solutions, and American Honda Motor Co.

WAVE aims to serve 550 participants in western and central Ohio by identifying and reaching key communities, aligning training programs to industry needs, delivering education, and providing support and workforce onramps. Participants can earn credentials and skills for good-paying jobs. Employer partners will validate their credentials and offer opportunities at post-program hiring fairs.

Building Pathways to Infrastructure Jobs/Charged Up

In September 2023, ODJFS was awarded a five-year, \$5 million Building Pathways to Infrastructure Jobs grant to provide training and credentialing opportunities for 700 individuals in 18 northeast Ohio counties. The initiative, known as “Charged Up,” is co-managed by the Mahoning Valley Manufacturers’ Coalition (MVMC) and The Manufacturing Advocacy and Growth Network (MAGNET). The Tuscarawas Industry Sector Partnership joined the project in its second year. Partners include OWT, OMA, local workforce development boards, Lorain County Community College, Cuyahoga Community College, and the Ohio State Apprenticeship Council. Employer partners include American Honda Motor Co., Ultium Cells, Foxconn, and Lincoln Electric.

Charged Up provides an entry-level training program for automotive career pathways. The initiative targets individuals who are unemployed, underemployed, or incumbent workers, focusing on women, people of color, formerly incarcerated individuals, veterans, and other underrepresented groups. It also established a Registered Apprenticeship program with the United Automobile, Aerospace, and Agricultural Implement Workers. Charged Up will enhance Ohio's manufacturing sector by leveraging OMA’s network of industry sector partnerships, through MVMC and MAGNET, to coordinate activities statewide. These include training programs, career coaching, stackable credentials, industry certifications, and employer-driven training for upskilling and reskilling underserved individuals.

Retaining Employment and Talent After Injury/Illness Network

Retaining Employment and Talent After Injury/Illness Network (RETAIN) began as a research project/demonstration grant to study how to help workers with medical conditions that occurred off the job remain on the job. ODJFS initially joined forces with other state partners, including representatives from the Governor’s Executive Workforce Board, the Ohio Bureau of Workers’ Compensation, the Ohio Department of Health, Opportunities for Ohioans with Disabilities, Bon Secours Mercy Health, and five local workforce development boards from areas 9, 12, 13, 17, and 18.

Participants received innovative stay-at-work/return-to-work services in coordination with health and employment services to help improve their employment outcomes and avoid the need to apply for disability programs such as Social Security Disability Insurance and Supplemental Security Income.

The study recruited workers who were:

- 18 to 65 years old
- Living or working in the regions of Youngstown (Columbiana, Mahoning, and Trumbull counties), Toledo (Lucas County), or Cincinnati (Butler, Clermont, Hamilton, and Warren counties)
- Patients of Bon Secours Mercy Health
- Living with non-occupational illnesses or injuries that impacted their ability to perform their jobs.

Participants were randomly assigned to either a care coordination group or comparison group. All received standard medical care. Those in care coordination were assisted by a health services coordinator who communicated with participants’ employers and health care providers to increase the probability of their returning to work. Examples of solutions included transitional work assignments and physical accommodations that allowed workers to perform essential job functions prior to full medical recovery. In some cases, the coordinator referred the individual to OhioMeansJobs Center partners for employment, training, or vocational rehabilitation services. In addition, a nurse hotline, access to a social worker, and supportive services were available to the participants in care coordination.

The RETAIN grant was awarded in two phases. Phase 1 was the pilot program, which ran from September 2018 through March 2021. In that pilot, Ohio was awarded \$3.5 million to develop a platform for a Stay at Work/Return to Work (SAW/RTW) initiative, develop planning and start up activities, and establish a health care partner. Eight states received Phase 1 funding.

Phase 2 was awarded to only five states: Kansas, Kentucky, Minnesota, Ohio, and Vermont. Ohio and the other states used these funds for implementing and scaling up the program and participating in an evaluation study conducted by SSI/Mathematica. Phase 2 also included a “sustainability model,” in which states were to design a model that could continue without federal funding. For this phase, Ohio was awarded \$18.8 million to be used through May 13, 2025. Ohio, along with three of the other four states, requested and received a no-cost extension for an additional year, through May 2026, to continue exploring sustainability.

With the no-cost extension, Ohio continued to enroll and provide RETAIN services to ill or injured workers through September 2025. With Phase 2 funding, another medical partner, the Valley View Health

Centers operated by the Community Action Council of Pike County, joined RETAIN to expand services into Adams, Jackson, Pike, and Scioto Counties and to explore lower-cost, sustainable solutions in rural locales.

With an original projected enrollment of 3,500 employees and a revised projected enrollment of 4,500 once Phase 2 funding was received, Ohio already surpassed these marks with enrollment of 5,303 employees as of May 2025. This represents 982 employers participating in the program. Ohio has not only exceeded projections, but also has higher enrollment numbers than all other participating states. Once 2025 enrollment ends, states will receive results from the federally approved evaluator Mathematica to confirm the efficacy of these strategies in shortening work absence and decreasing long-term disability claims.

Statewide Fund Activities

ODJFS utilized WIOA statewide funding for a variety of special projects. Statewide funding is available to local workforce areas that wish to pursue innovative workforce development ideas and employment and training initiatives, especially projects and activities that promote increased enrollment in WIOA programs employment and training services and improved business engagement services. Projects funded during PY 24 included:

- **Growing Rural Independence Together (GRIT)** – The GRIT project pulls together schools, local businesses, chambers of commerce, churches, libraries, nonprofits, and government agencies to provide comprehensive career development services for students and adults in the Appalachian region of Ohio.
- **Two-Way Messaging Platform** – To assist OhioMeansJobs Centers with implementing a two-way messaging platform, funds were provided to send event information, alerts, reminders, and links to important resources directly to participants’ mobile devices. The project gained over 14,000 subscribers, and over 68,000 texts were sent.
- **Driver’s License Initiative** – Funds were provided to employ one caseworker to work intensely with businesses, courts, and veterans’ services to assist participants with securing a valid driver’s license, securing motor vehicle insurance, and working with the Bureau of Motor Vehicles to help applicants eligible for the amnesty program with a reduction of reinstatement fees. The program has worked with over 12 participants.
- **Employment Services for Justice-Involved Citizens** – Funds were provided to help justice-involved citizens with work experience, placement, coaching, individual training accounts, and on-the-job training. Funds also were used to establish specialized OhioMeansJobs Centers in correctional facilities and to provide virtual reality headsets to assist with training and career exploration.
- **Automotive Workforce Services** – To support Ohio’s commitment to the automotive industry, funding was provided to create a recruitment center to hire 2,200 employees for a new lithium-ion battery plant under construction. Funds also were used to develop training programs and purchase equipment (such as charging stations) to train new electricians and auto technicians.
- **Employment Navigators** – To assist job seekers with significant barriers to employment, funds were provided to develop employment navigators. The navigators helped individuals with justice involvement, housing needs, and mental health and recovery issues access needed support systems and find employment.

Veterans' Employment Services

OhioMeansJobs Centers offer a full range of individualized employment and training services for veterans and eligible spouses who are unable to obtain employment through basic career services. All veterans and their eligible spouses receive priority of service access to the full range of OhioMeansJobs Center services. Emphasis is placed on meeting the employment needs of veterans who are economically or educationally disadvantaged, especially disabled veterans and those with barriers to employment. The Veterans Program continues to deploy a strong social media presence with @OMVetJobs (Ohio Means Veteran Jobs) to promote OhioMeansJobs Center services, including job fairs, other events, and veteran community resource information.

Program staff continue to conduct Transition Assistance Program briefings at Wright-Patterson Air Force Base. They also attend Ohio Inter-Service Family Assistance Committee meetings to target transitioning service, National Guard, and Reserve members. All transitioning service members receiving unemployment benefits are given priority of service in the RESEA program to help them transition to civilian life. Wagner-Peyser staff also identify military veterans and their spouses on registration reports, providing reemployment services and partner program referrals.

Additionally, state workforce staff continue to utilize OhioMeansJobs.com as an outreach priority of service mechanism for transitioning military service members, veterans, and military spouses. Users with a military affiliation are prompted to complete a brief questionnaire to see if they would like to receive one-on-one help from an employment professional. Completed questionnaires are routed in real time to staff to reach out for assistance. Non-registered OhioMeansJobs.com users can also request individualized assistance with an employment professional by completing a veteran questionnaire survey located on the OhioMeansJobs.com "Military Service One-on-One Assistance" resource page. The "Entering the Military Service" page is also available to promote military service careers by providing information on joining or rejoining the military. Lastly, veterans' resumes are given priority of service in OhioMeansJobs.com. Resumes of veterans are identified with a "V," and resumes of military spouses are identified with an "S" to increase visibility for military-friendly employers.

The Veterans Program promoted its annual "Hire-a-Veteran Month" in November. Military veteran staff received recognition for their military service and continued public service. Online trainings were shared with OhioMeansJobs Center partners (WIOA, Wagner-Peyser, etc.) to promote consistency in the veteran intake process and to increase their awareness of community resources for veterans. A list of Ohio employers that were recognized for their investments in recruiting, employing, and retaining our nation's heroes through the DOL's HIRE Vets Medallion Program was also shared with Ohio's workforce community. Additionally, an @OMVetJobs social media campaign helped increase awareness of available employment services to members of the military community.

The program also updated the state's Priority of Service policy (WIOAPL 15-20.3) to align with the new guidance outlined in DOL's Veteran Program Letter 05-24. The updates included a revised Veteran Questionnaire to align with the national screening tool, included an updated workflow, and identified new populations to be served by the Jobs for Veterans State Grant (JVSG). Statewide and localized trainings were held for every county to train all OhioMeansJobs Center teams on changes to the policy.

Each year, the JVSG program sets aside 1% of the funds available for performance incentive awards. The

Vets Ohio Network for Employment (Vets O.N.E.) Incentive Award recognizes OhioMeansJobs Centers that have made a substantial improvement in the delivery of services to veterans or that provided exemplary service to veterans during the PY. OWD senior leadership and the Veterans Services program team formally presented the awards to each of the winning OhioMeansJobs Centers. Below are more details about the awards and how the centers plan to use them:

- **Gold level – OhioMeansJobs Miami County – \$38,215.80** – OhioMeansJobs Miami County planned to use its award to provide supportive services to Ohio's military veteran community. The center promoted those services through a targeted marketing and advertising campaign.
- **Silver level – OhioMeansJobs Columbus Auglaize County – \$19,107.90** – OhioMeansJobs Auglaize County planned to share its award with local nonprofit veterans' agencies to advertise key events, information, and resources for veterans and their family members.
- **Bronze level – OhioMeansJobs Meigs County – \$6,369.30** – OhioMeansJobs Meigs County planned to use its award to raise awareness of and enhance access to employment services for Ohio's veterans. These included veteran-focused career training programs, job fairs, networking events, and veteran support services.

Through the efforts of Ohio's Disabled Veterans' Outreach Program specialists, the JVSG program served 1,977 veterans in PY2024. More than 52% (52.1%) of participants were employed in the second quarter after they left the program. More than 50% (50.1%) were employed during the fourth quarter after they left the program. Furthermore, the median earnings of these participants in the second quarter after they left the program was \$10,299. All performance measures exceeded standards negotiated with the DOL.

Labor Market Information

The Ohio Bureau of Labor Market Information (OhioLMI) is the main source for labor market data in Ohio. In PY2024, OhioLMI started new projects, created useful dashboards and resources, executed a marketing plan, gave presentations, built and improved partnerships with stakeholders and the workforce community, attended various trainings, and received recognition.

One important project was the Data Users Insights Academy, a team effort with the Ohio Workforce Association and the Center for Regional Economic Competitiveness. Sponsored by the Employment and Training Administration (ETA) and the LMI Institute, this project aimed to match data products with the needs of local workforce areas. Ohio's team – including members from OhioLMI and Local Workforce Areas 1, 10, 11, and 12 – worked on improving communication between data users and creating a new user-friendly tool to make local data easier to access. This led to the creation of the County Data Hub, which allows users to find key data by county that can be printed or shared easily.

OhioLMI also started monthly webinars called LMI Learning Labs to teach the workforce community about labor market data and products. These new resources are available at <https://ohiolmi.com/LocalData/Resources>.

Besides the County Data Hub, OhioLMI continued to improve other data dashboards, making it easier for users to access visualized statistics. The Inflow-Outflow dashboard helps users analyze county-level

workforce commuting patterns. Other dashboards that were updated include Ohio's Labor Force Statistics, Industry Employment, Ohio's Employment Status, Work Opportunity Tax Credit, and the Apprenticeship dashboard.

OhioLMI created a diverse outreach plan to engage a wide audience with different levels of understanding in data science. Working closely with the ODJFS Office of Communications, OhioLMI uses publications, email announcements, and social media to share data information. Anyone interested in email notifications can sign up on OhioLMI.com. Notable publications include quarterly newsletters, the Annual Economic Report, blogs, and infographics on topics such as Ohio's Veteran Population, Halloween, Thanksgiving, Ohio vs. Michigan football, winter holidays, President's Day, Martin Luther King Jr. Day, Pi Day, In-Demand Jobs, Military Appreciation, Ohio's Senior Workforce, and Fast-Training, High-Paying Jobs.

OhioLMI works with many organizations and workgroups at local, state, and federal levels. Key partners include the Office of Unemployment Insurance Operations, the Ohio Workforce Association, JobsOhio, the Bureau of Workers' Compensation, the Ohio Economic Development Institute, the National Association of State Workforce Agencies, the Wage Records Advisory Committee, Wage Records Research Consortium, and the U.S. Bureau of Labor Statistics. OhioLMI regularly attends meetings with these partners and workforce stakeholders to provide updates and training on various data and resources. OhioLMI gave notable presentations to the following: Ohio Job and Family Services Directors Association, Area 6 Business Resource Network, Ohio Restaurant and Hospitality Association (ORHA), the GRIT Steering Committee, the ODJFS Office of Workforce Development, workforce stakeholders, Workforce Development Boards, Occupational Employment and Wage Statistics National Conference (as a panel member), ODJFS Data Management and Analytics Community of Practice, Ohio Workforce Association, the International Association of Workforce Professionals, and the Ohio Economic Development Institute.

OhioLMI staff continued to attend training and professional development sessions to stay updated on the latest data analysis methods and federal requirements. Select staff participated in the Occupational Employment and Wage Statistics Advanced Technicians Training, the Projections Managing Partnership Summit, and the Local Area Unemployment Statistics and Current Employment Statistics trainings through the Bureau of Labor Statistics. They also attended Data Literacy and Evidence Building at the University of Maryland's Social Data Science Center with the Coleridge Initiative at the Kentucky Center for Statistics. Additionally, some staff completed the Advanced LEWIS system training and learned to use a new claims database called LUCID, which improved their data analysis skills for reviewing claims data and quality.

Finally, OhioLMI received the award for the Best State LMI Product or Collaboration at the LMI Institute's Annual Forum in Norfolk, Virginia, for their "Areas of Substantial Unemployment – Optimizing with R" project. Overall, 2024 was a year of significant achievements and growth for the OhioLMI team, marked by innovative projects, valuable partnerships, and recognition for their contributions to the field.

Employment Services

WIOA

The primary goal of the Workforce Innovation and Opportunity Act (WIOA) is to increase employment opportunities for individuals through an organized and efficient delivery system that aligns Ohio's workforce investment, education, and economic development resources. These opportunities are designed to increase access to the employment, education, training, and support services that individuals need to succeed in the labor market, particularly those with barriers to employment. WIOA also plays a key role in increasing the success of workers and employers by helping equip the business community with a skilled workforce. This skilled workforce focus strengthens economic viability while also improving and expanding employment opportunities for workers.

WIOA Team of Employment Services Coordinators

Within the ODJFS Office of Workforce Development, a team of four WIOA Employment Services Coordinators (ESCs) support the local implementation of the WIOA program. While 2024 marked the development of several new WIOA training modules delivered by this team, 2025's emphasis has been on providing greater WIOA technical assistance within our local area WIOA staff community. Organized to cover the state of Ohio geographically by county, ESCs provide tailored technical assistance regarding WIOA policy guidance and proper ARIES data entry that aligns with both performance and reporting requirements. During PY 2024, the WIOA mailbox and ODJFS phone lines received a total of 2,933 local area and customer requests for WIOA assistance.

2025 also marked the delivery of statewide "Meet and Greets" between all local areas and their designated ESC. The purpose of these meetings is to share WIOA resources, build a stronger state-local area working relationship, and better understand the implementation of the WIOA Adult and Dislocated Worker programs at the local level. To date, 100% of the 17 local area "Meet and Greets" have been completed or confirmed for upcoming meetings with fall 2025 the anticipated completion date.

WIOA Services in ARIES

The WIOA Training and Technical Assistance team continues to educate and support local workforce staff in entering required and timely WIOA services and source documentation into the ARIES system. They help local workforce staff with proper WIOA data entry. They also develop new trainings to educate local area staff about required WIOA data entry. To help local staff complete data entry more efficiently, in alignment with Ohio's career and training services policy, efforts also are under way to streamline the number of WIOA services within ARIES.

PY24 Data Validation Efforts

PY 2024 was the second year the WIOA Training and Technical Assistance team collaborated with the ODJFS Office of Fiscal and Monitoring Services to assist the local areas in correcting any data issues found on PY24 Reports. For counties that receive a PY report, the designated ESC for that county assists in working with ARIES to enter missing required data and/or identifying the missing source documentation required for the case file. At the time of this report, the WIOA ESC team had received 25 county requests for assistance with PY 2024 reports. Of those, 19 were corrected and completed.

OWD Statewide Local Area Training Project Outcomes

As part of the Public Interest Audit completed in 2023, the WIOA Training and Technical Assistance team created a Teams channel to make it easier for local staff to access WIOA resources. Local area WIOA staff were invited to join to receive timely WIOA policy, procedure, and system updates. To complement the channel, WIOA monthly forums or open houses were offered to educate local area staff about important WIOA or OWD partner information and happenings. These monthly sessions were recorded posted in the Teams channel for 24/7 access.

Training

The WIOA team continued to develop and deliver trainings to help local OhioMeansJobs Center staff provide WIOA services to Ohioans. The following modules were developed in 2025:

- **Case Management Training Series** – June 10-25, 2025 – WIOA worked with vendor Dynamic Works in the creation and delivery of this six-part series to support professional development and consistent service delivery across the system. Key topics included case management fundamentals, burnout prevention, documentation, time management, client rapport, and motivational interviewing. A total of 358 people attended all six sessions, with an overall 3.81/4 overall satisfaction rate.
- **Personally Identifiable Information (PII)** – August 2025 – Key topics included TEGL 39-11: Federal guidance on PII security, identifying types of PII, best practices for PII protection, and staff responsibilities in safeguarding PII.
- **Hire a Vet Tools and Resources** – October 2025 – WIOA collaborated with the Veteran Services team to develop and deliver this training. The goal was to equip both the Wagner-Peyser and Business Services staff with helpful tools to educate employers on the benefits of hiring veterans. This module supported and complemented November's Hire-a-Veteran Month.
- **Conferences** – Ohio Workforce Association Conference: Partnering for Data Validation – September 2025 – WIOA collaborated with the ODJFS Office of Fiscal and Monitoring Services to present data validation information that supports local area corrective measures related to proper ARIES data entry. Key topics include defining data validation, the process used by both the monitoring team and the WIOA team, data validation issues found in 2024, and contact resources for ongoing support.

TAA/WIOA Dislocated Worker Co-Enrollment

Per WIOAPL 22-1 (Guidance on Trade Adjustment Assistance and WIOA Dislocated Worker Co-Enrollment), the ODJFS Office of Workforce Development continues co-enrollment collaboration between the WIOA Dislocated Worker and Trade programs. While the Trade Act has not been reauthorized, and Trade-certified participant inquiries remain low, referrals are tracked, and outreach is conducted to discuss the availability of a comprehensive array of services between programs. Currently, Ohio has a WIOA Dislocated Worker and Trade Co-Enrollment rate of 50%.

Rapid Response

Ohio experienced a high volume of layoff and closure activity in PY 2024. This includes both formal WARN notices and non-WARN notifications. As of this report, Ohio had received 67 WARN Notices for 14 layoffs and 41 closures (one closure submitted 13 WARN Notices). Ohio also received 190 non-WARN notifications. While there was a higher number of non-WARN activity, formal WARN notices typically impact a higher number of workers.

Rapid Response continued to be busy assisting both the employers and the workers impacted by those layoffs and closures. This assistance took many forms, including delivering Rapid Response information packets for employer dissemination and scheduling face-to-face sessions with employers and workers. These in-person and, if needed, virtual sessions were led by a Rapid Response workforce specialist who explained reemployment resources and unemployment benefits. As of this report, workforce specialists conducted 130 Rapid Response sessions attended by 2,357 workers. They also collected 1,831 Rapid Response Surveys.

Layoff Aversion Work Group

The state Rapid Response leaders met with the vendor Dynamic Works, members of the OWD policy team, and local area leaders over a four-month period to create a new Ohio Layoff Aversion (LA) Handbook. Sections of the handbook include: Core LA Strategies, LA Roles and Responsibilities, LA Funding Resources, and Implementation and Stakeholder Engagement. Rapid Response leaders presented about the new handbook at a September Ohio Workforce Association conference in Columbus.

Training

In September 2025, during the Ohio Workforce Association (OWA) Conference, a dedicated session focused on Rapid Response layoff aversion. The session covered several key topics, including the definition of layoff aversion, Rapid Response policies that support these efforts, and the ongoing Layoff Aversion Work Group project. Participants also reviewed progress on the Layoff Aversion Handbook, explored practical strategies to help employers prevent layoffs, and discussed opportunities related to the Rapid Response Employment Assistance Fund (RREAF) Layoff Aversion grant.

Pixelle Specialty Solutions

In April 2025, the Rapid Response mailbox received a WARN notice of closure from Pixelle Specialty Solutions in Ross County. The notice announced a June closure impacting 826 workers. The closure date was later updated to August 10, impacting 780 workers. In the months that followed:

- A resource center was set up at the Ross County Library to help workers find new jobs or, if they were eligible for the WIOA Dislocated Worker program, access training opportunities.
- Two career fairs were organized with multiple employers interested in the Pixelle workforce.
- Multiple Rapid Response reemployment sessions were held July 14-31. A Rapid Response Workforce Specialist led these sessions, sharing reemployment resources. An unemployment specialist from the ODJFS Office of Unemployment Insurance Operations discussed unemployment benefits and how to apply.

- Ross County was awarded \$10,000 to assist with providing transition services that support these activities.

Wagner-Peyser

Helping people find jobs is a top priority in Ohio. In PY 2024, Wagner-Peyser Employment Services staff continued to offer a variety of services to help Ohioans find jobs and pursue careers. The OhioMeansJobs Centers offered both in-person and virtual job fairs, workshops, and appointments. Wagner-Peyser staff focused on key targeted outreach initiatives, including connecting unemployment claimants with OhioMeansJobs Centers. The Wagner-Peyser team also continued efforts to help Ohio's veterans and military spouses find jobs.

Wagner-Peyser staff increased their collaborations with other entities, such as the Ohio Department of Rehabilitation and Corrections and the ODJFS Office of Child Support, to provide reemployment services. Incarcerated individuals are given the opportunity to complete a questionnaire before their release if they would like one-on-one employment assistance. A Wagner-Peyser staff member then informs them about available services. In addition, the Wagner-Peyser team identifies and contacts Child Support obligors with seek-work orders to offer case management and reemployment services.

Business Services

The workforce specialists on the Business Service team had an exceptionally busy and productive year, providing extensive support to employers throughout the state. This year, they initiated a collaboration with ApprenticeOhio to ensure employers receive a comprehensive overview of the many programs and services available at both state and county levels. Once an employer is approved as a Registered Apprenticeship sponsor, they are promptly notified via email that a workforce specialist will contact them within 48 hours. Additionally, the workforce specialists worked closely with the Rapid Response team to support dislocated workers through job fairs. They also hosted the 3rd annual CCMEP Virtual Career Fair, which saw participation from over 126 employers, marking another successful event. (See below for more on CCMEP.)

Work Opportunity Tax Credit

Throughout PY 2024, the Work Opportunity Tax Credit (WOTC) team continued to process applications for designated community resident group members, veterans, ex-felons, and long-term-unemployed individuals. Certification amounts exceeded \$250 million (estimated based on the lowest award amount of \$2,400).

To streamline the approval of applications involving veterans, the team conducts a quarterly crossmatch with Service Member Civil Relief Act data to obtain military service records and automate part of the approval process. DOL launched the State Workforce Agency Reporting and Analysis System (SWARAS) on April 1, 2025, which Ohio uses for federal reporting. In addition, the WOTC team received a \$100,000 system enhancement grant to improve programs or procedures to reduce backlog. At the time of this report, Ohio's WOTC team was working on an updated proposal for DOL to utilize the funds.

CCMEP Youth

Ohio's Comprehensive Case Management and Employment Program (CCMEP) is designed to help young adults (ages 14-24) who are low-income and face barriers to employment. The program integrates funding from both the WIOA Youth and Temporary Assistance for Needy Families (TANF) programs to offer a range of services aimed at improving employment and education outcomes. Local workforce areas work with youth services providers to encourage outreach to youth eligible for either WIOA Youth or TANF.

Here are some of the key employment services provided through the CCMEP:

Assessment and Planning

- Comprehensive assessment of participants' skills, interests, and needs.
- Development of an Individual Opportunity Plan (IOP) tailored to each participant's goals.

Education and Training

- Access to high school completion programs, GED preparation, and post-secondary education.
- Occupational skills training aligned with local labor market needs.
- Work-based learning opportunities, including internships and apprenticeships.

Employment Services

- Job search assistance and placement services.
- Resume writing, interview preparation, and career counseling.
- Job readiness training to develop soft skills such as communication and teamwork.

Supportive Services

- Transportation assistance to enable participation in program activities and employment.
- Childcare assistance for young parents participating in the program.

Work Experience

- Subsidized employment opportunities to gain practical work experience.
- Job shadowing and mentorship programs with local employers.

Business Services

- Connecting with employers to learn more about their needs for skilled workers and willingness to serve as a work experience site and/or to accept youth participants as candidates for job openings.
- Virtual career fairs for job seekers 27 years old and younger. In PY 2024, ODJFS held its first annual job seeker orientation prior to the event to provide attendees with guidance and the tools to confidently and effectively engage with employers. The event had 126 booths represented by employers and programs, and 375 job seekers participated.

Financial Literacy

- Financial literacy education and assistance with managing budgets.

Follow-up Services

- Continued support and coaching after employment to ensure job retention and career advancement.
- Ongoing access to supportive services to address any barriers that arise.

Waiver Usage

Ohio tracks waiver usage for reporting and evaluation purposes. Listed below are the approved waivers with supporting documentation collected from the state's database and fiscal reports.

Waiver: Allow TANF funds to count toward the 75% expenditure requirement for out-of-school youth and allow the expenditure requirement to be calculated on a statewide basis.

This waiver supports the implementation of Ohio's expanded youth program, CCMEP, by using both WIOA and TANF funding sources to support the unique needs of the same customer while easing administrative burdens associated with managing two federal funding streams. The large infusion of TANF dollars allows WIOA Youth dollars to have a greater impact, and it also allows more disconnected youth to be served. Additionally, by allowing the expenditure rate to be calculated statewide, the waiver gives local workforce development areas more flexibility to address the unique needs of participants in their communities.

To recognize the TANF dollars invested in WIOA out-of-school youth under CCMEP, ODJFS includes the amount of TANF dollars spent on co-enrolled WIOA out-of-school youth during a PY in both the numerator and denominator of the out-of-school youth rate calculation.

Using this waiver, the out-of-school youth expenditure statewide rate for the PY 2022 funds was 86.9%, the PY 2023 funds, it was 89.0%, and for the PY 2024 funds, it is 86.7%. For PY 2024, the rate will likely increase when all the spending is complete at the end of June 2026. The number of WIOA participants co-funded with TANF dollars was 5,588, which was an increase from the previous program year (5,317 participants). Also, the overall percentage of co-funded participants increased from 27.1% to 2.4% in PY 2024.

Waiver: Allow the use of individual training accounts for in-school youth.

The intent of individual training accounts for the WIOA out-of-school youth program is to expand training options, increase program flexibility, enhance customer choice, and reduce paperwork. Ohio desired the same benefits for the in-school youth program. This waiver encourages in-school youth to explore in-demand occupations and career pathways and to take responsibility for planning their futures. Ohio is working to achieve the following goals and programmatic outcomes:

- Improve the ability of local workforce development boards, youth program providers, and CCMEP lead agencies to respond quickly to the needs of in-school youth.
- Increase the quality of learning opportunities.
- Increase employment and training opportunities.
- Improve coordination by reducing fragmentation of service delivery.
- Improve customer choice and empower youth to make responsible career choices.
- Reduce unnecessary paperwork.
- Develop an emerging workforce of prepared candidates ready for work.
- Increase accountability.

Using this waiver, the overall usage of individual training accounts increased over the past year. For

PY2023, 1,344 youth used ITA, whereas in PY2024, 1,758 used ITA. The breakdown for the in-school youth and out-of-school youth ITA was 342 (ISY) and 1,002 (OSY) for PY2023 and was 423 (ISY) and 1,335 (OSY) for PY2024. The waiver usage led to an overall increase of 414 individual training accounts.

Waiver: Allow TANF funds to count toward the 20% work experience expenditure requirement.

The purpose of this waiver is to increase participant enrollment in work experiences by having TANF-funded, co-enrolled participants count toward the 20% requirement defined in 20 CFR 681.590. The waiver supports the principles of streamlining services and increasing accountability and accessibility, state and local flexibility, and ease of administration.

Both WIOA Youth and TANF expenditures count toward the 20% expenditure requirement for paid or unpaid work experience for youth co-enrolled in those programs. In addition to WIOA local youth program funds spent on paid and unpaid work experiences – including wages and staff costs for developing and managing work experiences – local areas in Ohio may include TANF work experience expenditures in the calculation of the 20% work experience expenditure requirement.

For PY 2021, Ohio’s youth programs (TANF, WIOA, and co-enrolled) had a total of 18,779 participants. Of those, 8,022 (42.7%) were enrolled in work experience programs. For PY 2022, Ohio’s youth programs had a total of 18,845 participants. Of those, 7,872 (41.8%) were enrolled in work experience programs. For PY 2023, Ohio’s youth programs had a total of 19,754 participants. Of those, 7,081 (35.8%) were enrolled in work experience programs.

The number of work experiences decreased for PY 2023 due to local workforce areas struggling with several challenges. These included a tight labor market that made youth less likely to be interested in subsidized employment opportunities and workforce areas needing time to adjust wages provided in work experiences.

All three waivers’ indirect effects on performance and various at-risk priority populations served.

A review of the PY 2023 WIOA Youth participants identified the following: 9.4% were justice-involved; 8.4% were homeless or runaways; 19.8% had disabilities; 15.2% were single parents; and 6.3% were in foster care.

The percentage of WIOA youth who obtained employment or enrolled in training and were able to maintain employment or training was 74.3%, which was an increase from PY 2022 (72.4%).

Effectiveness in Serving Employers

In accordance with WIOA sec. 116(b)(2)(A)(i) (VI), the USDOL and the U.S. Department of Education are required to establish a primary indicator of performance for effectiveness in serving employers. The departments have determined that this indicator will be measured as a shared outcome across all six core programs within each state to ensure a holistic approach to serving employers.

WIOA is administered by three agencies in Ohio: Titles I and II by ODJFS, Title II by ODHE, and Title IV by OOD. As per TEGL 10-16, Change 3, Ohio coordinated the collection of data from these agencies, deduplicated participants served in more than one program, and aggregated the results for the newly established effectiveness in serving employers performance indicator of retention with the same employer.

Common Exit

Ohio has a common exit process. Titles I and III, TAA, JVSG, and RESEA are all included in the common exit process. Within ARIES (the ODJFS case management system), state administrators determine if a program should be included in the common exit. When a new program or grant is created, the system asks the program manager if it should be included as part of the common exit. The exit date calculation uses the USDOL definition. If no services have been provided within the last 90 days across all programs included in the common exit group, the case will exit, and the most recent service date will be reported as the exit date.

Statistical Adjustment Model

WIOA section 116, Performance Accountability System, requires the use of a statistical adjustment model when establishing negotiated levels of performance. WIOA requires that performance levels be negotiated for each of the primary statewide performance indicators. State-level performance outcomes are a function of the following:

1. The characteristics of the participants being served.
2. The labor market conditions in which those participants are being served.

WIOA specifically requires that both factors be taken into consideration. The use of a statistical model when negotiating performance levels is intended to account for these variations. A properly specified statistical model appropriately adjusts performance goals for states serving harder-to-serve populations and/or in economies facing more difficult labor market conditions. The statistical model objectively quantifies how, and to what extent, each of these factors affects performance levels. The goal of the statistical approach is to account for these factors and separate them from factors that program administrators can control.

Using similar methodology, Ohio adjusts the performance standards for each WIOA local workforce area after the close of the PY, following guidance set forth in Training and Employment Guidance Letter (TEGL) 11-19, Change 2. The final evaluation is made against these adjusted standards to determine if each area performed successfully. Failure of any WIOA performance measure by a local workforce area will result in technical assistance and a program improvement plan. Failure of the same performance

measure two years in a row may impact a subsequent local workforce area designation. Following guidance from TEGL 11-19, Change 2, after the close of PY 2023, a statistical adjustment model was used to adjust the PY 2023 negotiated levels of performance for the actual economic conditions experienced and actual characteristics of participants served, creating the adjustment factors and adjusted levels of performance.

During PY 2024, OWD finalized and published the Adjusted WIOA Performance Report for PY 2023 using the adjustment factors specified by the state's statistical model. Following guidance in Training and Employment Notice (TEN) 04-24, the following WIOA performance measures were adjusted and evaluated for PY 2023: Employment 2nd Quarter after Exit (Employment, Education, or Training 2nd Quarter after Exit for Youth), Median Earnings 2nd Quarter after Exit, Employment 4th Quarter after Exit (Employment, Education, or Training 4th Quarter after Exit for Youth), and Credential Attainment.

Data Validation

WIOA's goal is to help participants enter suitable employment. States submit data to USDOL to provide information on programs, participants served, and outcomes. Data validation is a series of internal controls and quality assurance techniques established to verify the accuracy, validity, and reliability of the data submitted to USDOL.

For PY 2024, the ODJFS Office of Fiscal and Monitoring Services' Bureau of Monitoring and Consulting Services performed data validation reviews of the local areas. In addition to monitoring, the bureau provided training and resources to state and local staff on the methodology and process for monitoring, as well as for the completion of data validation reviews. Training included discussions and presentations via videoconferences and in-person meetings whenever possible. The monitoring tools were made available to local areas to be referenced or adopted for use in their own data validation reviews.

The sample size for this validation was 737 PY 2024 WIOA participants. Participants were randomly selected from a list of closed and active WIOA core and Dislocated Worker Grant case files entered into the ARIES data reporting system.

Elements targeted for validation consisted of those noted in USDOL TEGL 23-19, Change 2, and were reported to OWD. The state required local areas to respond with continuous improvement plans on issues of significant concern. A written summary of the local areas' data validation results included issues of significant concern and a spreadsheet with elements that needed to be corrected for each participant reviewed. Validation monitoring results were shared with the local areas and OWD. OWD's Program Measures and Performance Outcomes Unit, Operations Unit, the CCMEP Unit, and/or the OWD Systems Unit, were responsible for resolving any issues identified within the reports. They also provided any training and/or technical assistance as deemed appropriate.

The Bureau provided follow-up training and resources to state and local staff on the methodology and process for data validation monitoring, as well as any areas of concern that were identified. Training venues included discussions and presentations via video conferences and in-person meetings whenever possible.

The Bureau of Monitoring and Consulting Services maintains results and records in accordance with the agency's records retention policy. OWD relies on the Office of Unemployment Insurance Operations to ensure wage record data is maintained in accordance with USDOL requirements.

The state follows established monitoring and evaluation protocols to ensure reported data is accurate. These protocols include:

- Annual monitoring of each local area, including quality case file reviews to verify documentation, timeliness, and accuracy of reported information. These reviews utilize written procedures and monitoring guides to ensure consistency, accuracy, and quality in the state's monitoring efforts. Reviews are documented with written reports that are shared with OWD and the local areas. Areas of significant concern require a continuous improvement plan.
- Monitoring staff participate in monthly webinars and other trainings provided by OWD to keep informed on updated state rules, policy, and guidance. Staff also participate in USDOL webinars and training to gain additional insight and guidance. The program monitoring unit manager provides training to staff when updates occur and also trains new staff, provides refresher training, and observes staff and their work, as needed. Peer reviews are performed on regular monitoring reviews to detect any issues prior to exit conferences and the issuance of reports. Peer reviews have been beneficial to ensure the quality of the monitors' work and/or to detect issues with interpretation of law, rule, or policy.
- The Bureau reviews the prior year's data validation results and incorporates that information into the next year's regular monitoring reviews. Areas of high error will be included in the program review. The prior year's data validation results will be reviewed and assessed in comparison to current data validation results, to identify any changes and/or anomalies to include in the local area training sessions and discussions.
- OWD participates in the Quarterly Report Analysis and uses this information to implement procedure and system enhancements to improve data quality. In addition, OWD performs edit checks against USDOL's Workforce Integrated Performance System to help ensure data quality and that the correct logic is being used to calculate performance measures and demographics.

Evaluative Studies

Helping Ohioans Pursue Employment (HOPE) Program

In PY 2021, the ODJFS Office of Transformation commissioned McKinsey & Company to survey Ohioans who had recently either applied for unemployment benefits or registered on [OhioMeansJobs.com](https://ohiojobs.com). In response to survey results, Wagner-Peyser staff developed the HOPE initiative. In 2022, the department began emailing unemployment applicants extensive information about the free in-person employment services available at the state's 88 OhioMeansJobs Centers, in addition to the self-service features available at [OhioMeansJobs.com](https://ohiojobs.com).

In 2023, the department began a pilot of Phase II, which includes three additional touchpoints after a customer's unemployment benefit application is approved. These touchpoints include videos related to services available at OhioMeansJobs Centers, as well as a needs questionnaire. Completing the needs questionnaire allows the customer to be connected to an employment professional in an OhioMeansJobs Center within one business day. The pilot encompassed 10 counties in three workforce development areas.

In the first quarter of 2024, Phase II of HOPE was implemented statewide. Since that time, more than 700,000 correspondences, including more than 450,000 (465,952) in 2025, have been sent to unemployment claimants. These correspondences provided claimants with information related to services available at OhioMeansJobs Centers. Additionally, the letters gave customers the opportunity to request one-on-one job search assistance from a Wagner-Peyser employment professional in their area.

Since Phase II implementation, employment professionals have assisted more than 500 individuals with services related to resumes, interviewing, and labor market information. Additionally, they provide customers with information on services available through OhioMeansJobs Center partners. This includes, but is not limited to, veteran services, occupational skills training, supportive services, and services specifically designed for youth and older job seekers.

Phase III of the HOPE initiative, implemented in late 2024, allows questionnaire and survey data to be entered into the ARIES system to ensure that all services and referrals are accurately tracked and reported.

CCMEP Evaluation

The Ohio Workforce Association organized an evaluation of the CCMEP in 2023, funded by ODJFS. ICF was selected as the contracted vendor and completed the study in spring 2024. The evaluation employed a mixed-methods approach, including both a participant outcomes study and an implementation study. This comprehensive evaluation provided valuable insights and recommendations for enhancing the CCMEP program's effectiveness and efficiency in serving Ohio's young adults. The review process has yielded the following recommendations, along with the corresponding responses from ODJFS. ([ICF Evaluation](#)).

Recommendations

Recommendation 1 - Continuation of Case Management and Coaching Model

The evaluation showed positive feedback from both participants and staff using the model. The statewide expansion of implementation should be continued.

ODJFS Response: In response to this recommendation, ODJFS incorporated the advantages using this model into our statewide technical assistance initiative. These on-site visits enable our team to reinforce the coaching approach, collaborate directly with local staff, and collectively embed best practices in case management and youth support.

Recommendation 2 - Maintain Momentum

Continue focusing on relationship building, sharing best practices, and finding innovative ways to provide meaningful work experiences for youth.

ODJFS Response: In response to this recommendation, the following initiatives support maintaining momentum:

- A statewide technical initiative launched in May 2025 featuring in-person visits to local areas. This was specifically designed to foster local relationships and exchange proven strategies.
- Ohio employers showed strong support, with 140 representatives available to engage with job seekers throughout the event. A total of 1,124 job seekers registered, with 893 completing the registration process, and 42% of those registrants attending the fair.
- Ahead of the event, 588 job seekers uploaded their résumés to the Radancy platform, preparing to make meaningful connections. During the fair, job seekers visited employer booths 2,187 times, resulting in 426 direct connections between job seekers and employer representatives.
- A collaboration with the Ohio Workforce Coalition yielded listening sessions in June 2025 with employers and youth to capture insights into their experiences with the CCMEP program and gain valuable feedback to help enhance the quality of meaningful work experiences that are offered for youth.
- CCMEP program administrators facilitate a community of practice webinar monthly to allow representatives from different Ohio counties to share innovative ideas and best practices with their peers.
- Work with internal and external stakeholders to connect individuals who are justice impacted with CCMEP.

Recommendation 3 - Improve Program Awareness

Increase advertising efforts using diverse methods such as billboards, social media, and partnerships with local organizations to enhance program visibility.

ODJFS Response: In response to this recommendation, ODJFS worked with a contractor to develop comprehensive outreach and marketing materials, including rack cards, postcards, gas station toppers, screen savers, billboard media, and social media content.

Recommendation 4 - Address Barriers

Enhance supportive services to mitigate barriers such as transportation, childcare, and housing.

ODJFS Response: Ohio Administrative Code 5101:14-1-02 allows for supportive services to be made available to CCMEP program participants. Transportation, housing, and childcare can be considered supportive services and are offered based on individual need. CCMEP program administrators facilitate a community of practice webinar monthly to allow counties to share innovative ideas and best practices with peers around supportive service and incentives.

RESEA Program

Beginning in FY 2023, states must link a percentage of their RESEA funding to evidence-based components that show a demonstrated capacity to improve employment and earnings outcomes for program participants. As DOL continues to encourage states to build and adopt a culture of evidence when designing their RESEA programs, it has partnered with Abt Associates to assist states with guidance and technical assistance on evidence-based evaluation studies. In Ohio, OWD's RESEA Section is responsible for managing this type of RESEA evaluation. States must engage in conducting such evaluations to build the necessary evidence to support successful RESEA programs in the future.

Since the fall of 2023, OWD's RESEA Section has met one-on-one monthly with Abt Associates, as well as quarterly as part of a multi-state cohort to learn more about evidence-based studies and how they can benefit Ohio's RESEA program. Ohio is currently conducting both an Implementation and Outcome Study of its RESEA program.

Ohio's RESEA Implementation Study is designed to better understand how the RESEA program is being administered at the state level and delivered by the Local Workforce Area. It's intended to identify areas where improvements may be added. Process flows, document reviews, and site visits/staff interviews will be reviewed. An interim report will be released in FY 2025, with the full report in FY 2026.

Ohio's RESEA Outcome Study is designed to discover whether there are differences between unemployment insurance claimants who: 1) receive RESEA services as delivered today, 2) received RESEA services with enhanced workshop experiences, and 3) did not receive any RESEA services. The following are being measured:

- Duration of unemployment benefits and return to work
- Total amount of benefits received
- Wages received when employed

Both of these studies began in July 2024 and were ongoing at the time of this report. For more information on this study, please see the RESEA Statement of Work found in Appendix A.

Customer Service Satisfaction

Customer awareness and satisfaction for both employers and job seekers remain priorities in Ohio. OhioMeansJobs Center certification requirements include an assessment of the center's process to obtain customer feedback on services received, obtain feedback on the way services were received, and implement feedback into their center workflow. As part of the PY 24 certification, ODJFS conducted mystery shopping in 43 centers across the state. The local Workforce Development Boards were expected to finish certifying their OhioMeansJobs Center(s) in December 2025.

OWD continued to examine other ways to measure customer service satisfaction in PY 24. The JVSG program began implementing a new human-centered design approach to sending messages to customers to keep them engaged in services. This incorporates a for engaging with customers. Other program areas routinely issue customer satisfaction surveys to monitor service delivery and interactions with stakeholders, local workforce areas, service providers, and the general public.

ODJFS also sought ways to improve how the workforce system interacts with job seekers and businesses. In PY 24, OWD delivered a six-part virtual Case Management Training series attended by over 380 individuals from the local workforce areas and program service providers. The training focused on professional boundaries, time and caseload management, documentation, burnout prevention, and motivational interviewing. The goal was to build capacity and improve consistency in case management practices statewide.

Appendix A – Ohio RESEA Evaluation

Statement of Work

Glossary

ADRF: Administrative Data Research Facility
APPAM: Association for Public Policy Analysis and Management
DOL: Department of Labor
EDR: Evaluation Design Report
ETA: Employment and Training Administration
IRB: Institutional Review Board
RESEA: Reemployment Services and Eligibility Assessment
RCT: Randomized Controlled Trial
SNAP: Supplemental Nutrition Assistance Program
SWIS: State Wage Interchange System
ODJFS: Ohio Department of Job and Family Services
OLDA: Ohio Longitudinal Data Archive
OMJ: OhioMeansJobs
Q2 Employment: Employment two quarters after receiving UI benefits
UI: Unemployment Insurance
UI weeks: Number of weeks claimants staying on UI benefits
WPRS: Worker Profiling and Reemployment Services
WIOA: Workforce Innovation and Opportunity Act

The following Statement of Work was provided by The Ohio State University as part of the approved contract with ODJFS:

1. Project Description

The Ohio State University (OSU) is collaborating with Ohio Department of Job and Family Services (ODJFS) to conduct a statewide randomized controlled trial (RCT) to evaluate the effectiveness of the Reemployment Services and Eligibility Assessment (RESEA) program. The program provides job search assistance to Unemployment Insurance (UI) claimants who are likely to exhaust their benefits. The major goal is to meet the federal requirements for RESEA program evaluation, which includes examining whether the RESEA program can reduce the number of weeks UI claimants stay on UI benefits and whether it can increase UI claimants' employment rate two quarters after receiving the first UI benefits. Through the current work with ODJFS, we have identified additional outcome metrics, such as earnings and workforce program participation, and the need of supplementing the quantitative analyses with qualitative analyses, which will help ODJFS and the evaluation team understand how the RESEA program is implemented at the county level.

In FY24-25, OSU has developed a data flow process and an algorithm for conducting the randomization on a weekly basis. The process was tested in a pilot study in three workforce areas (Area 1, Area 11, and Area 19) between April and July 2024. OSU has also facilitated focus groups with the three workforce areas to learn how the randomization process was working at the county

level. The statewide randomization officially started in mid-July 2024. OSU delivers a monthly report to ODJFS to track the total number of claimants involved in the randomization and their demographic characteristics and job histories. By mid-February 2025, over 20,000 eligible claimants have been included in the randomization. As part of the implementation study, the OSU evaluation team visited four representative workforce areas (Area 4, Area 11, Area 12, and Area 16) to interview RESEA program managers and advisors to gather information about RESEA service delivery.

OSU proposes to renew the RESEA contract with ODJFS for FY26-27 to continue the evaluation work. Specifically, OSU expects to maintain the ongoing statewide randomization throughout the calendar year 2025 to ensure the randomization sample is large enough for detecting statistically meaningful results. The current randomization is a three-arm design, in which we equally assign eligible claimants to three groups: 1) **treatment group 1**: two one-on-one appointments with RESEA advisors; 2) **treatment group 2**: two one-on-one appointments and one workshop; 3) **control group**: no RESEA services. The three-arm design requires a larger sample size than the two-arm design in the original proposal. Based on the historical data, we plan to randomize around 40,000 claimants but will update the power analysis to get a more precise number whenever outcome data becomes available. After the randomization is done, OSU will analyze the causal impacts of RESEA services on participants' outcomes and produce reports to document the randomization process and results.

In addition, OSU will continue the implementation study to further ODJFS's understanding of the RESEA service delivery model, RESEA staff onboarding and turnover, and challenges faced by both claimants and RESEA advisors. The OSU evaluation team will hold quarterly check-in meetings with the four representative workforce areas, provide timely synthesis pieces, and write a final report by the end of the contract period, including all the detailed information gathered throughout the study.

Finally, ODJFS has received additional funding to expand the evaluation work to assess whether ODJFS should increase RESEA service capacity to include Supplemental Nutrition Assistance Program (SNAP) recipients who are eligible for UI benefits but are not in the RESEA selection pool (referred to as SNAP-UI project throughout the rest of the proposal). The analytic work is expected to be done in the Administrative Data Research Facility (ADRF). OSU will assist with the research design, weekly randomization, data transfer between ODJFS, CHRR, and ADRF, data analysis, and report writing for this expanded work.

2. Project Activities

The entire RESEA evaluation work has four stages, including pre-evaluation assessment, pilot study, implementation study, and impact study. There are also administrative activities during each stage. The project activities listed in this section focus on the work during FY26-27, as well as the evaluation work for the SNAP-UI project.

2.1. Pilot study report

Between late April and early July 2024 (11 weeks in total), the pilot study randomization has been implemented in three workforce areas, which represent rural (Area 1), urban (Area 11), and Appalachian (Area 19) counties in Ohio. During the pilot study, we streamlined the weekly randomization data transfer and the biweekly service outcome data transfer between OSU and

ODJFS, troubleshooted data format, such as removing claimants without valid identifiers and county information, and excluded certain population from the randomization, such as claimants with 100 Worker Profiling and Reemployment Services (WPRS) scores.¹ This practice ensured that the randomization algorithm was tested before used at the statewide level, making the process a lot smoother and more efficient.

Over one thousand claimants were included in the pilot study. The service outcome data indicates that all three pilot areas delivered service accurately based on the randomization assignments. Almost no one in the control group received RESEA services, ensuring that the control group provides a great counterfactual for the treatment groups. While nearly 35% of the claimants in each treatment group did not receive services or received partial services, this was expected, as some claimants may have returned to work before they were scheduled for or completed RESEA services. This should not influence how we estimate the impacts of the RESEA program, as we treat each treatment group as a whole and estimate the overall impacts of RESEA services.

While the sample size of the pilot study is not large enough to detect statistically significant results, we can still utilize the statistics obtained in this process, such as the average number of weeks on UI, employment rates, and their standard deviations, to preview the potential differences in outcomes between the treatment and the control groups. Additionally, these statistics can help update the power analysis, providing a more precise estimate of the minimum sample size required for the statewide randomization.²

UI claimants in Ohio can typically receive benefits for up to 26 weeks. The last cohort in the pilot study is expected to exhaust their regular benefits by the end of 2024. The UI claims data is delivered to OSU on a weekly basis. Therefore, the OSU evaluation team will be able to complete analysis related to UI reliance, such as the number of weeks on UI and UI exhaustion rates, in spring 2025. Employment and earnings outcomes rely on UI wage records, which typically has a six- to nine-month lag.³ Therefore, we expect to complete the employment and earnings analysis by winter 2026.

2.2. Implementation study

The OSU evaluation team developed the implementation study protocol during the spring and summer 2024 and completed the initial site visits in four representative workforce areas (Area 4, Area 11, Area 12, and Area 16) during fall 2024. The initial site visits focused on gathering information regarding the four workforce areas' workforce and labor market conditions, organizational structures, staff educational and training backgrounds, RESEA service delivery models, data entry process, and staff's feedback regarding the additional support needed. The team developed a protocol for quarterly check-ins during winter 2024 and conducted quarterly check-ins

¹ Claimants with 100 WPRS scores are required to receive RESEA services and therefore cannot be included in the randomization pool.

² We also need to interpret the outcomes from the pilot study with caution. The pilot study randomization was implemented during the late Spring and early Summer. It's likely that some of the UI claimants in the sample had seasonal jobs and would return to work faster or slower than the claimants from other quarters, depending on their industries and occupations. We will discuss more details in the pilot study report.

³ As of the time of writing the proposal (end of 2025Q1), the most recent UI wage records available to OSU are from 2024Q3.

with program staff during spring 2025. The evaluation team plans to deliver a report to summarize the initial implementation study findings by the end of summer 2025.

ODJFS is interested in continuing the implementation study to identify and understand the onboarding process for RESEA advisors and examine how staff turnovers are managed locally and impact service delivery. The evaluation team will continue to hold quarterly check-in meetings with the four workforce areas to keep track of any changes in staff, service delivery model, and data entry. In consultation with ODJFS and if deemed necessary, the team may add one additional workforce area to the implementation study. OSU will consistently revise and update the research protocol following each round of data collection and based on feedback from ODJFS. The team will deliver synthesis pieces to ODJFS regularly, which summarize key information from each quarterly check-ins and provide timely information. The final implementation findings will be included as part of the overall randomization report.

2.3. Impact Study (Statewide Randomization)

The statewide randomization started in mid-July 2024. As of mid-February 2025 (approximately seven months later), we have over 20,000 eligible claimants in the pool.⁴ The fast accumulation of claimants in the pool is partially because of the surge of claimants during the wintertime. Workers in industries that have more seasonal jobs, such as Retail and Construction, typically file UI claims between December and February. During the peak weeks, we have 900 to 1,000 eligible claimants each week, compared to the 500 to 600 eligible claimants each week between April and June. Assuming the labor market conditions and county service capacity in 2025 are similar to 2024, even if the number of eligible claimants becomes lower during the spring and summer months, we should still be able to randomize over 40,000 claimants by the end of 2025.

The current target sample size is larger than the originally planned 30,000 claimants because of the change in the evaluation design and the uncertainty of the program effects. After discussing with ODJFS, we decided to adopt a three-arm design, which not only allows us to evaluate the impacts of the traditional RESEA services (i.e., two mandatory one-on-one appointments with RESEA advisors), but also allows us to further examine the values of the new RESEA workshop that was launched in the summer of 2024. The results will help ODJFS assess whether the additional resources spent on the development and implementation of the workshop are cost effective. In addition, while we can estimate the expected program effects based on prior studies and the pilot study, the real program effects may be larger or smaller, depending on the overall economic conditions and claimants' compositions during the statewide randomization. Therefore, we need to ensure that we have sufficiently large sample size in case the real program effects are small.⁵

Moreover, another key activity that determines the success of the randomization is the monitoring of the sample throughout the randomization. The OSU evaluation team develops a monthly report that tracks the number of claimants in the two treatment and control groups, as well as their service outcomes (whether attended the two one-on-one appointments and/or the workshop), demographic characteristics, and job histories. Because the control group should serve as the counterfactual of the treatment groups, claimants in the control group should be very similar to claimants in the

⁴ The number already excludes claimants who cannot be selected due to county service constraint.

⁵ When the program effects are small, we need a large sample size to minimize the likelihood of Type II errors, i.e., reducing the likelihood of failing to rejecting the null hypothesis (no program effects) when a real effect exists.

treatment group in characteristics. The only differences between the three groups should be the RESEA services they receive. As of mid-February 2025, the monthly report shows that the number of claimants in each group are roughly the same and their characteristics are not statistically different. Moreover, county RESEA advisors have generally deliver service according to the randomization assignments. There are very few non-conforming cases, which should not influence the evaluation work.

When more data becomes available to us, we will expand the monthly report to track early cohorts' UI reliance, employment, and earnings outcomes. Then we will use these statistics to update the power analysis periodically, which informs us about the minimum sample size needed and we can make adjustments in a timely manner. ODJFS is also interested in utilizing as many data sources as possible in the evaluation. Specifically, we currently rely on Ohio UI wage records to track claimants' employment and earnings outcomes. While the data covers most of the jobs in Ohio, it may lead to underestimate of employment in areas that are close to state borders, such as the greater Cincinnati area, where people may find jobs in Indiana or Kentucky. To overcome this drawback, we plan to gain access to State Wage Interchange System (SWIS) data (or other out-of-state employment data sources, depending on data availability), which will allow us to include out-of-state employment and earnings. In addition, ODJFS is working on pulling workforce program co-enrollment data for OSU, which will enable us to evaluate whether the RESEA services can effectively increase claimants' likelihood of utilizing resources in Ohio's workforce programs, such as the Workforce Innovation and Opportunity Act (WIOA) programs.

Currently, we still expect the statewide randomization lasts through the end of calendar year 2025. During the randomization, OSU will maintain the weekly randomization process, generate and update the monthly report by including outcome metrics and additional data sources, and work closely with ODJFS to gain access to SWIS data (or other out-of-state employment data sources) and explore the possibility of utilizing other data sources. As mentioned in the pilot study section, claimants can receive regular UI benefits for up to 26 weeks, and there is a six- to nine-month lag in the wage data. Assuming the randomization ends on time, the last cohort should exhaust their regular benefits by the summer of 2026, and we can start to conduct preliminary analysis by using UI claims data and potentially the co-enrollment data and draft the report. We will send the first part of the report to ODJFS for review and feedback during fall 2026. The employment and earnings outcomes occur later, and we expect to have all the wage data needed for the analysis by the winter of 2027. We will then conduct employment and earnings analysis and complete the report during the winter and spring of 2027. The final report will be delivered to ODJFS for review and feedback by the end of spring 2027. However, any delay in the randomization process or data delivery may cause delays in the data analysis and report writing.

2.4. SNAP-UI Work

ODJFS is interested in expanding the RESEA program to include people who are SNAP recipients and are also eligible for UI benefits (referred to as SNAP-UI claimants). The goal is to improve SNAP recipients' job search skills and reduce their reliance on both SNAP and UI benefits. OSU will work closely with ODJFS to conduct a time-limited RCT for SNAP-UI claimants in selected counties where there is capacity to serve additional RESEA clients. We will adopt the same algorithm as the RESEA statewide randomization, except that instead of a three-arm design, we will randomize SNAP-UI claimants to one treatment group and one control group.

In addition, depending on the number of SNAP-UI claimants that are available for the randomization and the capacity of expanding the service at county level, it may be necessary to develop a new scoring system using machine learning models, which will enable ODJFS to better prioritize SNAP-UI claimants who are in greatest need of job assistance services. For example, the randomization may be limited to SNAP-UI claimants with scores in the top 20th percentile.

Currently, there is limited research regarding how reemployment services can affect SNAP recipients' labor market outcomes. Prior studies have examined how SNAP work requirements influence participants' SNAP enrollment, employment, and earnings, but generally found that the work requirements only reduce SNAP participation and had little impact on labor market outcomes. One possible explanation of the overall lack of impacts on employment and earnings is that the work requirements only force SNAP participants to look for jobs and leave the SNAP program due to eligibility concerns, rather than providing active job search support. The job search services offered through the RESEA program may help fill this gap and provide meaningful benefits to SNAP-UI claimants.

The work is required to take place in ADRF. After ODJFS completes updating the data sharing agreement with Coleridge Initiative, the OSU team can assist with the data transfer. The OSU team has been working with Coleridge Initiative since 2018 and have transferred multiple ODJFS's data to ADRF on a regular basis, including the UI wage records and the UI claims data. The entire SNAP-UI project will last two years (calendar year 2025 and 2026). The OSU team will work closely with ODJFS to determine the randomization population, complete research design, update the data sharing agreement, establish the data transfer process between ODJFS, OSU, and ADRF during the spring and summer of 2025, conduct data analysis, and write reports. We expect to start the time-limited randomization by the end of summer 2025 and the process will last until the end of 2025. The data analysis and report drafting timeline should be similar to the timeline for the statewide randomization.

2.5. Administrative Activities

There will be administrative activities throughout the project. First, Ohio Longitudinal Data Analytics (OLDA) staff will work with ODJFS on updating the data sharing agreement, contract, and data delivery process. Second, while the initially planned analysis did not need an Institutional Review Board (IRB) application because the evaluation metrics are required by the federal, the additional outcome metrics and the SNAP-UI works may require us to file an IRB at The Ohio State University to ensure that the proposed research complies with the regulations on human subjects' research. Finally, the research team will meet with state and county RESEA program staff to learn the details of the program and to coordinate the randomization process. We will also meet with ODJFS regularly to communicate and report on the evaluation progress, and we will participate in monthly meetings with ABT associates and bi-weekly meetings with MDRC.

4. Project Timeline and Deliverables

Assuming both statewide randomization and the SNAP-UI randomization can be completed by the end of 2025, our best estimate of the timeline at the time of writing (March 2025) is:

Tasks & Deliverables	Expected Time	Notes
1. EDR		
EDR draft	January 2024	Document titled “Randomization process V4.docx”
Revised EDR	June 2025	OSU will revise and update the EDR based on the changes and updates in the statewide randomization.
2. Implementation Study		
Quarterly Synthesis report		
First Stage Implementation Study Report	Summer 2025	
Final Implementation Study Report	Spring – Summer 2027	The final implementation study report will be part of the overall randomization report.
3. Pre-Evaluation Assessment		
Pre-evaluation assessment report	June 2025	RESEA historical data was delivered to OSU in spring 2024. OSU has completed analyses and generated visualizations.
4. Pilot Study		
Pilot Study Report 1 (UI reliance)	Summer 2025	
Pilot Study Report 2 (Employment and earnings)	Winter 2026	
5. Impact Study		
Monthly sample monitoring report	Monthly	OSU will include outcome metrics and updated power analysis in the monthly report during FY26-27.
Impact Study Report 1 (UI reliance)	Fall 2026	
Impact Study Report 2 (Employment and earnings)	Spring 2027	
Final Impact Study Report	Spring – Summer 2027	Depend on review time
6. SNAP-UI Project		Conditional on finalizing the data delivery process and

		randomization process by the end of 2025
Project scope, Logic Model	Fall 2025	
Analysis plan	Fall 2025 – Winter 2026	
Machine learning model*	Fall 2025– Winter 2026	Depend on the number of SNAP-UI claimants and county service capacity
Data analysis code	Summer 2026	
Interim presentations at cross-site convening	September – October 2026	
Report 1 (SNAP UI benefit reliance)	Fall 2026	
Report 2 (Employment and earnings)	Spring – Summer 2027	

5. Dissemination

The project will initially be registered as an RCT in the OSF or the AEA Registry for trials. Following that, we will provide the initial evaluation design report, the pre-evaluation design and final study results to the OSF project associated with this trial. Secondly, we expect to disseminate the results on an annual basis through our state and national research network, such as through the Association for Public Policy Analysis and Management (APPAM) or other research networks. Finally, we are open to working with the JFS staff to prepare regular updates for the team working on RESEA, and to state-wide communities of practice with an interest in Unemployment Insurance.

6. Project Administration

The project will be administered through Ohio State University according to rules set up by the Office of Sponsored Projects. Dr. Tian Lou and Josh Hawley will serve as co-principal investigators on all tasks for the project. Each quarter we will prepare a short briefing and report for the agency showing progress and deliverables.

The data management for the project will occur in collaboration with the CHRR at The Ohio State University. CHRR is a large social science research unit at OSU. Dr. Hawley is the Associate Director, and Dr. Lou is a Research Scientist. While IOP security rules are maintained by the Department of Administrative Services, the CHRR systems are under separate security rules. This will come into play when data are analyzed under tools that are required but unavailable from the IOP. The following paragraph briefly summarizes our IT security system at the center.

CHRR maintains an enterprise security program for all components of its information systems that is compliant with NIST 800-53. CHRR's security program is based on a risk management framework that addresses security control selection based on a FIPS 199 worst-case impact analysis. CHRR information systems are considered 'Moderate' under the NIST impact categorization system. Therefore, CHRR has implemented the applicable security controls under the moderate baseline from the NIST Special Publication 800-53B, revision 5. The security program covers the 19 operational, managerial, and technical NIST control families. CHRR maintains comprehensive security and privacy procedures in its Security Manual, including, but not limited to, the following major topics.

7. Budget

	FY26	FY27	TOTAL
Personnel Costs	\$ 270,473	\$ 278,587	\$ 549,060
Travel	\$ 5,750	\$ 5,750	\$ 11,500
CHRR CPU Fee	\$ 36,113	\$ 36,113	\$ 72,226
Indirect Costs	\$ 179,593	\$ 184,259	\$ 363,852
Total	\$ 491,929	\$ 504,709	\$ 996,638

Personnel

Tian Lou, Research Scientist (Principal Investigator), \$114,075 in FY26 and \$117,497 in FY27. We have budgeted 75% Annual FTE for each year of the award for Tian Lou. She will be the Principal Investigator and will provide overall direction and oversight of the project. She will lead the Pilot Study, Impact Study and SNAP-UI project. She will be responsible for coordinating with ODJFS and RESEA staff, develop research design, conduct econometric analysis, draft report, and disseminate results. Fringe benefits are calculated at 30% are applied to salary.

Xiangyu Ren, Data Scientist, \$97,500 in FY26 and \$100,425 in FY27. We have budgeted 100% of Xiangyu Ren's time for each year of the award. She will be the research analyst for this project. Her major responsibilities include data analyses, and draft report under the supervision of PI. Fringe benefits are calculated at 30% are applied to salary.

Jess Collura, Senior Research Associate \$58,898 in FY26 \$60,665 in FY27. We have budgeted 50% Annual FTE for each year of the award for Jess Collura. She will be the lead analyst for the implementation study. She will conduct interviews and focused groups with RESEA program staff, conduct qualitative analysis, and draft implementation study report. Fringe benefits are calculated at 30% are applied to salary.

All salaries are escalated at a rate of 3% annually.

Travel

\$5,750 in FY26 and \$5,750 FY27. We estimate that the study team will conduct in-state travel annually to support the implementation study as well as one trip to participate in the UI/SNAP cross-state convening. Travel consists of airfare (out of state), mileage (in state), per diem and lodging costs, and is consistent with prior years' travel expenses.

Other Direct Costs

CHRR Computer Fee. \$36,113 in FY26 and \$36,113 in Year 2. Staff working at CHRR who access the CHRR computer system are charged an \$11/hour computer usage fee. We estimate 3,283 hours in FY26 and 3,283 hours in FY27 at \$11 per hour.

Indirect Costs

\$179,593 in FY26 and \$184,259 in FY27. Indirect Costs are calculated at The Ohio State University's federally negotiated rate of 57.5%.