

## **January 2024 Workforce Tracking WG meeting notes**

**Date:** 1/12/2024

### **Attendees**

- Bill LaFayette (Regionomics)
- Kier Scott (WDBCO)
- Emily Nutwell (OSU TDAI)
- Dave Dixon (MORPC)
- Adam Porr (MORPC)

### **Purpose**

Define the initial work for the Workforce Tracking working group and plan our next steps. Prepare for presentation to RDAC on Jan 23.

### **Desired outcomes**

- Group consensus on fully-articulated impact statement
- Group consensus on overall scope (major activity) of working group work
- At least one candidate for a SMART goal to be achieved in the next 18 months will be defined (group will reach consensus via email before Jan 23 RDAC meeting, or failing that will share all viable candidates with RDAC for feedback)

### **Agenda**

- Agenda review and consensus [2 min]
- Review Kier's draft of impact statement. Revise and refine [10 min]
- Brainstorm major activity and select one [30 min]
- Brainstorm SMART goals [remaining time]

### **Deferred agenda items**

- Recurring meeting schedule
- Roles and expectations

### **Action items**

- Kier will draft SMART goal (deliverable) achievable in 18 months or less (exact timeline unspecified)

- Adam will draft a work plan to produce the SMART deliverable and propose a timeline based on estimated level of effort and working group capacity

## Notes

- Draft impact statement as prepared for meeting:

The absence of a standardized framework, available data, and the ability for MORPC members to measure and improve job quality continues to be a pervasive challenge within the central Ohio workforce landscape. This lack of clarity, available tools, and resources creates a barrier to effective initiatives to enhance workers' experiences across various industries. Job quality serves as a linchpin for talent attraction, retention, and the cultivation of a diverse central Ohio workforce. Employees with good wages, benefits, and opportunities for advancement stay in their jobs longer, are more productive, and take initiative to help improve the business.

By measuring and crafting strategies to improve regional job quality, employers can catalyze positive business and financial outcomes, attract a diverse pool of exceptional talent, promote employee retention, reduce turnover costs, grow the bottom line and value of the business, as well as improve the well-being of employees, their families, communities and the Central Ohio economy. To achieve this, the workforce development system, local government, and economic development partners must work together and establish a shared understanding of job quality. MORPC will develop tools that will give members and partner organizations the data-driven insights needed to make a real impact while providing resources for practical action to improve jobs.

- Final impact statement following in-meeting revisions:

**Problem Statement:** The absence of a standardized framework, available data, and the ability for MORPC members to measure and improve job quality continues to be a pervasive challenge within the central Ohio workforce landscape. This lack of clarity, available tools, and resources creates a barrier to effective initiatives to enhance workers' experiences across various industries. Job quality - as defined by job necessities, job opportunities, and job features (TBD-add reference to RFA) - serves as a linchpin for talent attraction, retention, and the cultivation of a diverse central Ohio workforce. Employees with good wages, benefits, and opportunities for advancement stay in their jobs longer, are more productive, and take initiative to help improve the business. The workforce development system, local government, and economic development partners must work together and establish a shared understanding of job quality.

**Our Impact:** By tracking key metrics to support decision makers in development of strategies to improve regional job quality, this working group can support employers to catalyze positive business and financial outcomes, attract a diverse pool of exceptional talent, promote employee retention, reduce turnover costs, grow the bottom line and value of the business, as well as improve the well-being of employees, their families, communities and the Central Ohio economy. We will develop tools that will give members and partner organizations the data-driven insights needed to make a

real impact while providing resources for practical action to improve jobs.

- Major activity (deliverable) brainstorming
  - Create a rubric for evaluating job quality as follows:
    - Select facets of job quality to measure (based on [definitions by Results For America](#))
    - Define one or more metrics for each facet
    - Identify what data is required to support the metrics defined by the rubric.
  - Compute those metrics which can be computed using the data that is currently available
  - Engage with organizations with relevant knowledge, experience, and data required to compute additional metrics.
- SMART goal brainstorming:
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  - Engage with organizations possessing relevant knowledge, experience, and data to compute additional metrics required for a thorough job quality assessment within the next 6 months.
  - Develop a comprehensive job quality evaluation rubric within 9 months by selecting and defining facets of job quality, establishing one or more metrics for each facet, and identifying the necessary data to support the metrics.
  - Within the next 12 months deploy a comprehensive framework and data-driven tools/resources for MORPC members in central Ohio to enhance job quality, aiming for a 50% utilization rate.