MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

111 Liberty St., Suite 111
Columbus, Ohio 43215
www.morpc.org

NOTICE OF A MEETING
WORKFORCE TRACKING WORKING GROUP
MID-OHIO REGIONAL PLANNING COMMISSION

HYBRID MEETING

August 8, 2024, 10:00 am – 11:00 am

PURPOSE

Discuss tailoring of job quality dimensions for Central Ohio

DESIRED OUTCOMES

- Select a set of job quality dimensions for initial focus
- Identify which selected dimensions can be benchmarked and tracked

AGENDA

1. **Welcome & Introductions** [5 minutes]

2. **RfA Workforce Fellowship update** [10 min]

3. **Review job quality dimensions prioritization spreadsheet and decide which dimensions to prioritize** [30 min]

4. **Discuss potential for benchmarking and tracking dimensions** [10 min]

5. **Review next actions and assign to members** [5 min]

William Murdock, AICP
Executive Director

Chris Amorose Groomes
Chair

Michelle Crandall
Vice Chair

Ben Kessler
Secretary

6. **Adjourn**

Please notify Adam Porr at 614-233-4216 or aporr@morpc.org to confirm your attendance for this meeting or if you require special assistance.

Next Workforce Tracking Working Group Meeting
September 19, 2024 10:00-11:00

MEETING NOTES

Full meeting recording available here: MORPC Workforce Tracking Working Group-20240822_095812-Meeting Recording.mp4

- Kier attended workforce regional meetup. Similar work may be happening in Dayton. Will seek opportunities to share ideas with them after we have a better understanding of our own work.
- Kier asked how our work intersects with CEDS. Can CEDS leverage our work? Dave suggested that it may be too soon to understand intersection. Would be a good idea to have an exploratory conversation with them after we and they are more established.
- Randall Reames has withdrawn from the working group to pursue employment opportunities out of state.
- Kier provided documentation for several examples of job quality frameworks from places throughout the United States. Adam added these to an existing folder in SharePoint:

  SharePoint > Reference > 2024-01-09 Job quality evaluation prior art

- The working group reviewed the job quality dimensions prioritization spreadsheet that members worked on between meetings:

  SharePoint > Tasks > 003 - Job quality dimensions prioritization > Job quality dimensions prioritization.xlsx

- Group achieved consensus that the following dimensions should be prioritized:

  - Earnings
  - Schedules
    - Bill noted that data availability might vary by industry

- Eventually decided to assess the value of all dimensions first, followed by achievability, followed by data availability. We assessed the value of other dimensions as follows:
  - Safety and Security: High value
  - Purpose and Meaning: Low value
  - Environment and Culture: Low value as defined, but consider a separate dimension focused on diversity and inclusion

- We had a lengthy discussion about custom surveys and how they might be required to make up for limited data availability in some domains. There may be some potential to ask questions in the MORPC Leader's Listen survey series, however there are a lot of competing topics, the number of questions would be limited, and this would only reach employees but not employers. Kier suggested that Aspyr might be able to manage the surveys, perhaps in collaboration with another partner.

- The group agreed to continue working asynchronously to assess the value, achievability, and data availability of the dimensions.