

City of Dublin

Workforce Development Initiative

Economic Development

MARCH 22, 2017



Jeremiah Gracia

Economic Development Administrator
City of Dublin



Share today's discussion on social media!

#ThriveInDublinOhio #Workforce



@DublinOhio



@DublinOhio
@ColleenGilger
@JeremiahGracia
@CMHRach



City of Dublin, Ohio USA



@DublinOhio



ECONOMIC DEVELOPMENT TEAM



Donna Goss
Development Director



Colleen Gilger
Director, Economic
Development



Tammy Brown
Administrative
Specialist



Jeremiah Gracia
Administrator



Rachel Ray
Administrator



Kyle Kridler
Administrator



Chance Shannan
Intern



Dublin Industry Clusters – 2015 Battelle Study

Bioscience & Healthcare Services

- Dublin Methodist Hospital, Express Scripts, Humana, LabCorp, Ohio University Heritage College of Osteopathic Medicine, Smiths Medical

Financial Services/Business Support Services

- Garden City Group, Henry Schein Animal Health, HKT Teleservices, Sedgewick CMS, Wilke Global, York Risk Services Group

Corporate HQs & Managing Offices

- Ashland, Cardinal Health, CareWorks Family of Companies, Delta Energy, IGS, Nestle Quality Assurance Center, OCLC, The Wendy's Company

Internet Commerce & Computer Services

- CenturyLink, Dell (Quest) Software, Expedient, Fiserv, GradLeaders, Leading EDJE, Northwoods, Metro Data Center, TEKsystems, The Fuse, VirtusaPolaris



We've Got Class

Just like Cupertino, CA
(home of Apple) and
Cambridge, MA (home of MIT)

In 2015, Dublin was named one of the top 20 creative class cities in America – the only non-coastal city to make the list. Based on census data, nearly 65% of the City's workforce are in fields like science and technology, arts and entertainment, healthcare and education.



Dublin, Ohio
The only non-coast
city, ranked #13

<http://www.citylab.com/work/2015/04/americas-leading-creative-class-cities-in-2015/390852/>



EVERYTHING GROWS HERE.

A 3D rendering of a black rectangular prism standing on a surface of concentric ripples, set against a green background. The ripples are dark green and radiate outwards from the base of the prism, creating a tunnel-like effect. The background is a solid, vibrant green.

Our Vision:

Make Dublin a Midwest IT Magnet

Our Dublin company research reveals three primary needs

- 1) Talent recruitment and retention support
- 2) Training cost support
- 3) Access to several specific training topics



Strategies based on quantitative and qualitative data

- 1) Dublin Speaker Series
- 2) Soft Skills are the Hard Skills
- 3) Cost Mitigation



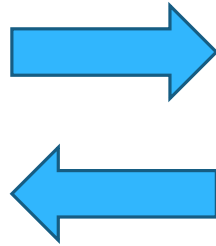


Our Goal:

To enhance your workforce retention, attraction, and employee engagement and make a positive impact on your bottom line.

What's in it for you and your business?

- Your active participation and ownership is vital to ensuring the success of this workforce development initiative for your business.



Moving your employees to and from work



<http://dublinohiousa.gov/planning/city-of-dublin-mobility-study/>

MOBILITY STUDY



Multimodal - how to prioritize our future work across transportation "modes" (e.g. walking, biking, driving, riding transit)

Parking - how to prioritize our future work related to how and where people park

Pedestrian - how to prioritize our future work related to pedestrians and walking as a means to get around

Bicycling - how to prioritize our future work related to bicycling as a means of transportation

Transit - how to prioritize our future work related to using transit services like COTA to get around





NORTHWOODS®

Work that Makes a Difference



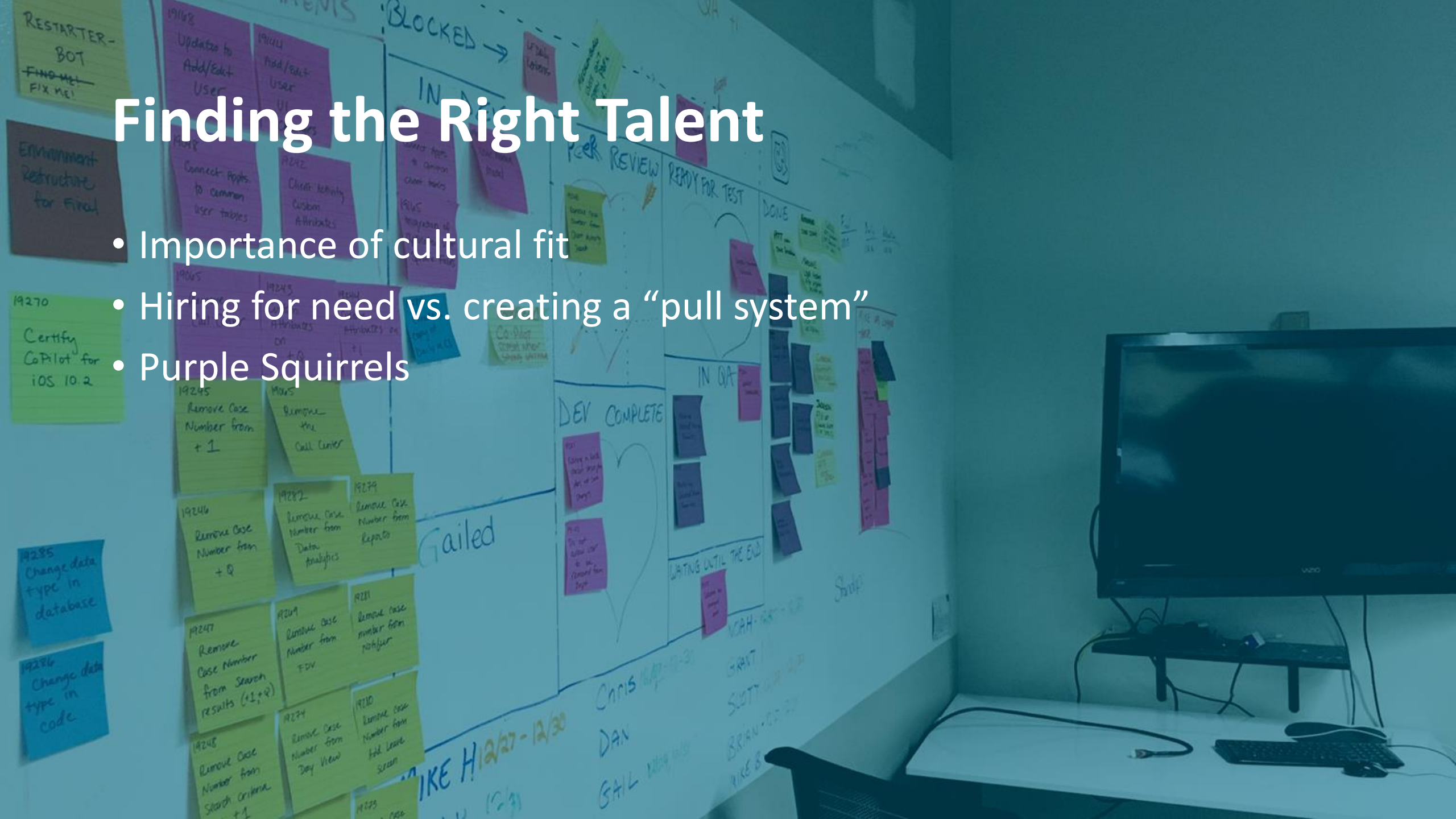
Our “Why”

- Software and services solely focused on Human Services market
- Culture based on trust, accountability, and passion for making an impact in the world



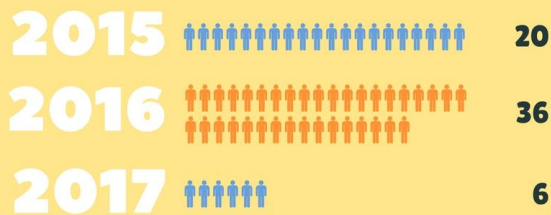
Finding the Right Talent

- Importance of cultural fit
- Hiring for need vs. creating a “pull system”
- Purple Squirrels



NORTHWOODS

Recruiting & Retention



SOURCES

Referrals

50%–80%

Recruiters

10%–15%

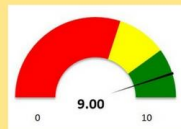
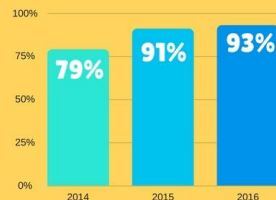
30

ORIENTATIONS

orientation sessions for both FT and contractor or PT team members in 2015 & 2016



RETENTION



TEAM MORALE

Growth & Development

- Orientation / Onboarding
- Growth & Career Development





NORTHWOODS®

Northwoods Wears Blue to Work
for Child Abuse Prevention Day



Technology & How It's Reshaping the Education & Talent Landscape

Terry Warnock
Campus Director, Columbus
[Rev1 Ventures](#) Columbus, OH 43212
Tel +1 (877)606-3203 x2



FORTUNE

CODING

GE's CEO Wants Every New Hire To Learn This Skill

Madeline Farber

Aug 05, 2016



If you're a millennial and want to work for [General Electric](#), be prepared to learn how to code.

"If you are joining the company in your 20s, unlike when I joined, you're going to learn to code," GE CEO Jeff Immelt wrote in a [LinkedIn post](#) on Thursday. "It doesn't matter whether you are in sales, finance or operations. You may not end up being a programmer, but you will know how to code. We are also changing the plumbing inside the company to connect everyone and make the culture change possible. This is existential and we're committed to this."

FAST COMPANY

3 MINUTE READ | THE FUTURE OF WORK

Why Coding Is Still The Most Important Job Skill Of The Future

BY [LYDIA DISHMAN](#) 06.14.16 | 5:02 AM

Apart from companies in the technology sector, there are an increasing number of businesses relying on computer code. No wonder that eight of the top 25 jobs this year are tech positions, according to [Glassdoor](#). A software engineer could just as easily find themselves working at Apple, as they could in a hospital, or at an automotive manufacturer.

**“8 of the Top 25 jobs
are tech positions”**

Programming jobs growing 12% faster than market average

Nearly half (49%) of all jobs that pay more than \$58,000 require some coding skills

(7 MILLION job openings in 2015 required coding skills)

The Skills Gap: Supply vs. Demand in Ohio

	Total Undergrad Enrollment	2011-2012 CS & Information Science Bachelors Degrees Conferred
Ohio State University	43,058	210
Cleveland State University	11,808	26
Akron University	22,123	94
Miami University of Ohio	15,081	34
Case Western Reserve	4,386	48
Kent State	22,436	109
Bowling Green	14,815	41
Baldwin Wallace	3,508	19

14,000+

Open Computing Jobs in OH

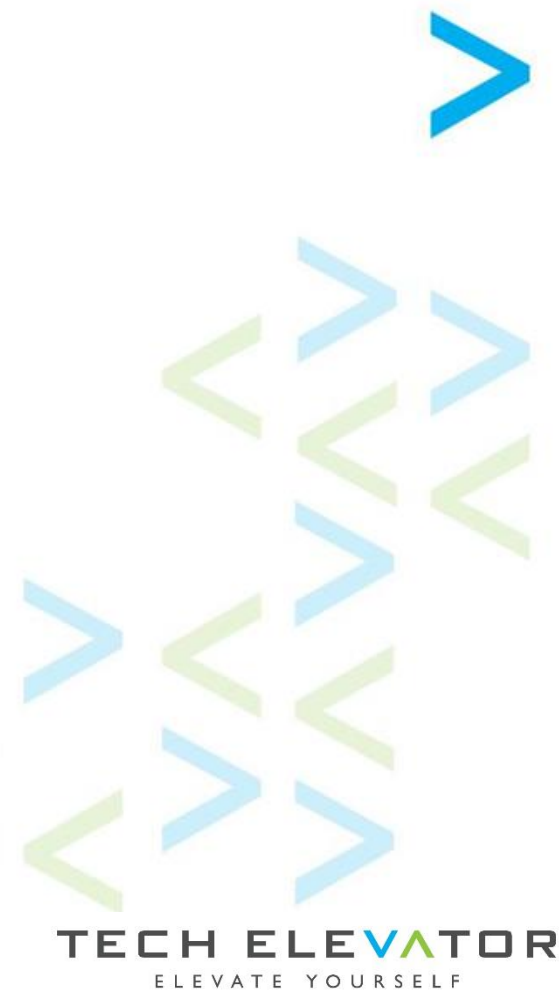
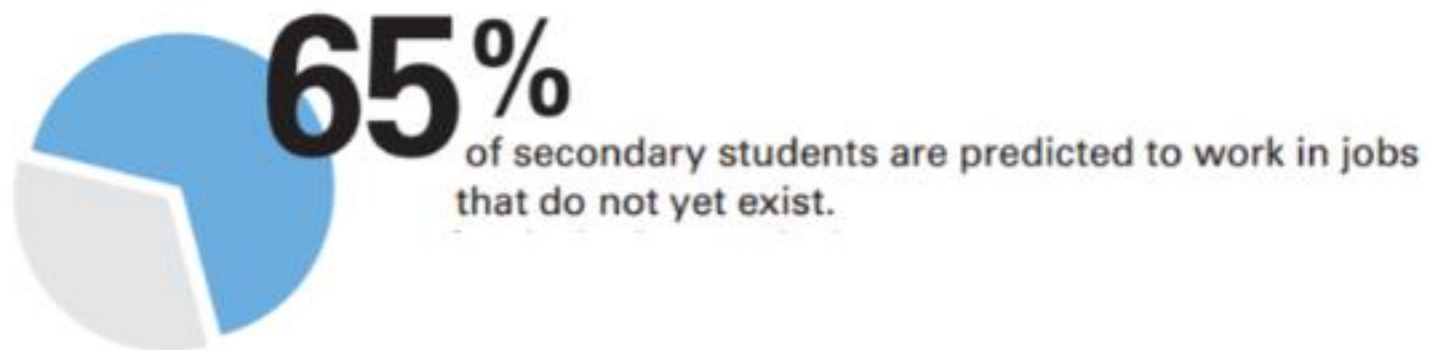
1,109

Computer Science Grads

Source: National Center for Education Statistics & code.org

TECH ELEVATOR
ELEVATE YOURSELF

We need to change the perception of career technical education so more students see specialized skills training as a viable pathway to success in college or careers.



The Coding Revolution

The Emergence of the Coding Bootcamp



A Continuing Trend

- Enormous supply shortages
- Persistent underemployment
- Software development jobs are growing at 2x's the national rate
- Skills-based hiring gaining acceptance
- Increasing political support

Disrupting Education

TECH
ELEVATOR

**THE //
FLATIRON
SCHOOL**

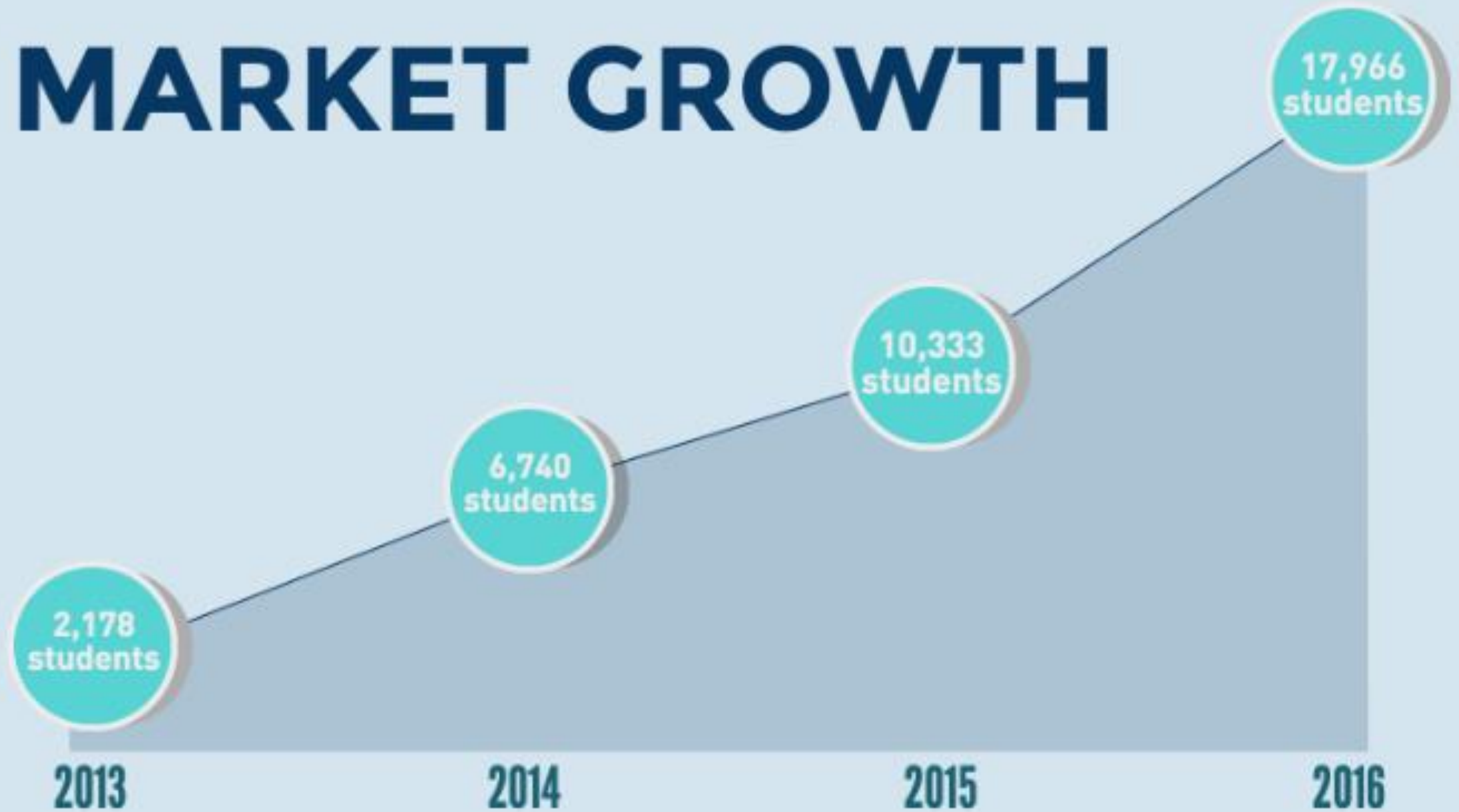


 **HACK
REACTOR**



TECH ELEVATOR
ELEVATE YOURSELF

MARKET GROWTH



Tech Elevator

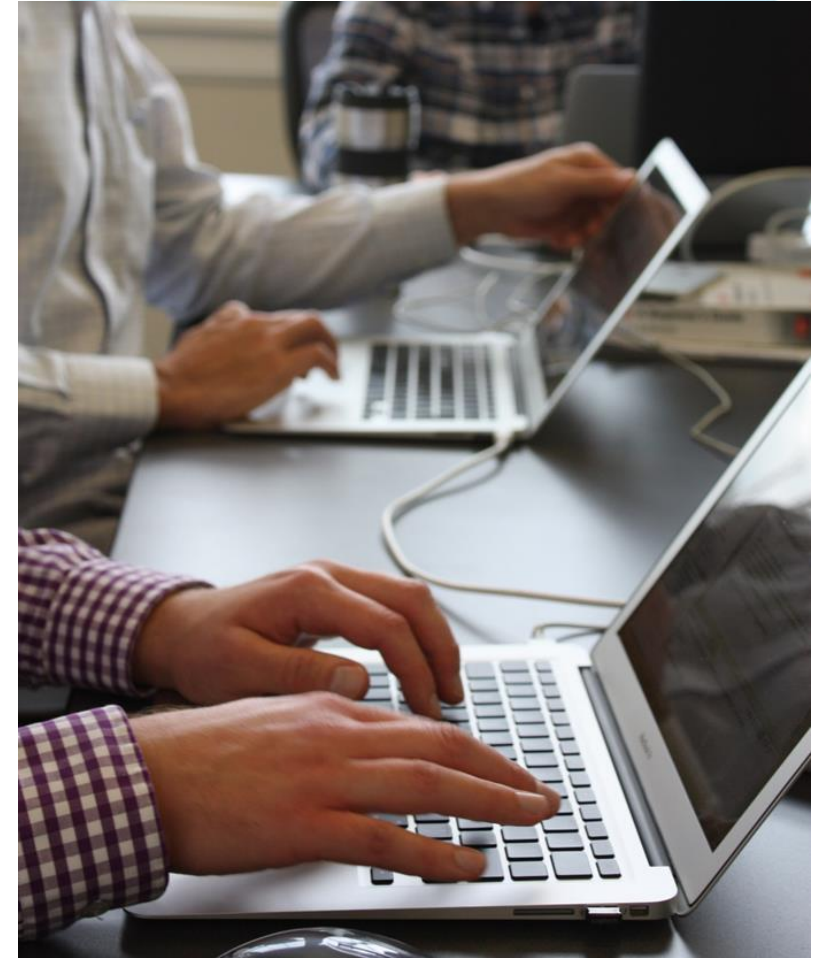
We elevate people, companies and communities



Tech Elevator's Edge

- Demand-driven
- Practitioner-lead
- In-person
- Designed to support:

“Rapid acquisition of technology skills lead to meaningful career change/ advancement in tech-related fields”



Graduate Profile



800+
HOURS OF CODING



**FULL
STACK**
JAVA & .NET/C#
JR. SOFTWARE DEVS



10+
HOURS OF PERSONAL
CAREER COACHING



22+
PATHWAY PROGRAM
CAREER SESSIONS

Full-stack Curriculum

Introduction to programming in Java/C#

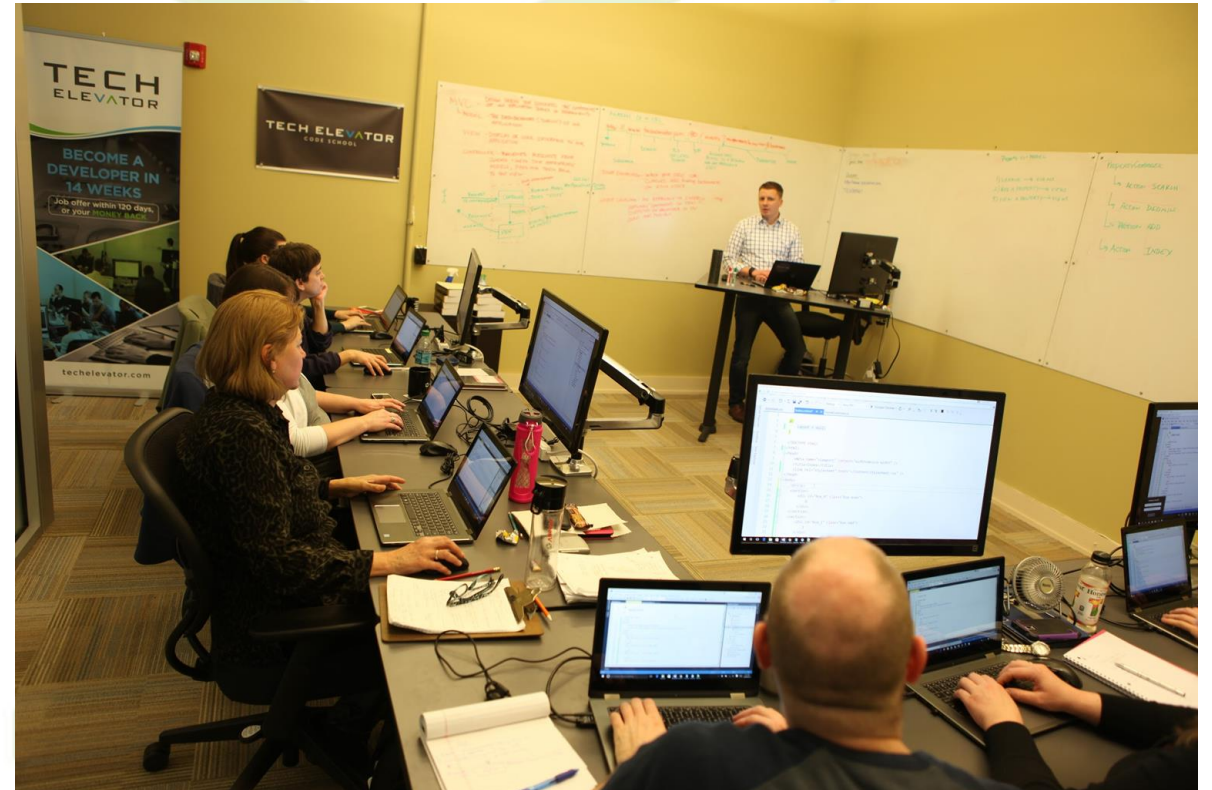
Server-side programming

Database programming

Client side web programming

Web application security

Capstone project



Elevating Companies

PROGRESSIVE

covermymeds



- Relationship building
- Employer showcases
- Networking events
- Employer matchmaking

Outcomes with Impact

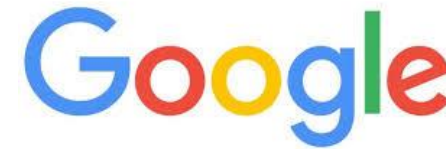


Change IS Happening

(2015) E&Y Study Results: 18-month study of 400 employees found little evidence that academic success was correlated with how well new hires performed on the job

“We've found that traditional hiring, which is based primarily on credentials, is a terrible approach for junior roles,” says Nick Sedlet, the co-founder of HireArt. “The labor market is changing much faster than colleges can keep up.”

Deloitte is hiding the name of a candidate's educational program for entry level talent. Citing a need to diversify their talent pool as the impetus for their policy shift



The Opportunity

- 51% of recent college grads (aged 22-27) are working in jobs that do not require a college degree
- Millennials will be 50% of the U.S. workforce in 2020
- 40% of employers site skills as the reason for vacancies
- Computing occupations are the #1 source of new wages in America

Thanks + Q&A



QUESTIONS & ANSWERS SEGMENT



THE ASK



Workforce Development Leadership Council

- Share this presentation and your takeaways with key members of your employee recruitment, retention, and professional development team.
- Engage with us and keep the conversation and momentum going.



→ be a part of our team and solution!



One more request this morning...

- 1) Please take out your phone and draft email to business@dublin.oh.us

- 2) Please respond to the following questions:
 - a) What are your key takeaways from today's meeting and your planned action steps?
 - b) What did you find most encouraging for your business from today's meeting?
 - c) How will your expertise and influence enable you to contribute to our workforce development strategies and execution?
 - d) What other topics and/or speakers do you want to see at future events?

