



One Direction For Workforce Development



TalentNEO

Ohio
MEANS
Jobs.

Cleveland -
Cuyahoga County

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TalentNEO: Introduce

- **TalentNEO Goals**

- **Employers:** Supports employers' use of skills scores as a part of their hiring process to uncover hidden talent and expand the talent pool.
- **Jobseekers:** Increase employment opportunities for jobseekers who have the required skills, but lack the educational credentials or experience traditionally used to screen applicants.
- **System:** Strengthen the workforce system by creating a common language to match job seekers and employers – skills.

- **TalentNEO's Workforce Efforts**

- TalentNEO is a demonstration project exploring whether skills scores can more efficiently help individuals find jobs and companies find talent



TalentNEO: Connect to vision

- ***Local WIOA Plan/County Workforce Transformation Plan***

- *Goal 1:* More individuals are employed in jobs with middle and high- skill career and wage pathways
 - Use of skillscores to determine fit with technical training –as an entry requirement or as a diagnostic so that job seekers can better focus on areas of improvement through contextualized literacy and targeted upskilling tools;
- *Goal 2:* Low- skilled workers improve their skills to meet demand for talent and earn better jobs and wages
 - Skills cores take the place of educational or years of experience criteria, opening up access to jobs for those who have the skills but may lack the credentials
- *Goal 3:* Businesses have a steady supply of skilled talent for in-demand jobs
 - Help assess business' entry to middle skill talent needs and design process to implement skills-based hiring approach

- **Current Engagement with WDB or County Plan**

- Members of TalentNEO Coordinating committee participate in the WDB, and its Strategic Functions Subcommittee, as well as the County-Philanthropy Sector Partnership taskforce



TalentNEO: Celebrate Wins

- **Aligning the Workforce System**

- Built a network of community based testing and upskilling sites to increase access to preparation efforts, testing and better connection to the rest of the workforce system.
- Monthly Learning Network provides a space for information sharing and idea exchange between partners and other interested parties
- Helped to launch Ohio Means Skills, a statewide network of communities advancing local skills based hiring strategies to address the business community's talent needs.

- **Success Stories**

- Businesses waiving HS Diploma
 - Ex LeSaint Logistics
- Training organizations using WorkKeys assessment opened access to people who could not pass other assessments, who then performed as well or better as those who were accepted by the previous criteria
- Skills scores added to job postings on OMJ
- Contextualized literacy curriculum developed for 3 sectors – manufacturing, healthcare, and IT



TalentNEO: Share Next Steps

- **TalentNEO Next Steps (near term)**

- **Demonstration period wrapping up; planning for next steps underway**

- Continue to work with partners to build capacity to advise job seekers on the use of skills-scores in their job search or to access technical training.
- Build capacity for increased engagement with the business community around skills and competency based hiring and training models.
- Leverage national and state learnings to inform and strengthen initiative.
- Continue to analyze and share data that disaggregates outcomes by race, educational achievement, household income, etc. to help target future efforts