

#1

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 10:01:24 AM
Last Modified: Monday, April 28, 2025 10:05:48 AM
Time Spent: 00:04:23
IP Address: 216.68.204.86

Page 1

Q1

What is your name and jurisdiction?

Jennifer Kaminer, Village of Fairfax

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Police and Finance

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

Time and project management, prior experience for certain positions, ability to work independently or with a team as needed.

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	76 - 100%
4-year degree	0 - 25%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Ohio's Workforce Landscape: Trends, Challenges, and Opportunities

,

Strengthening Belonging in Municipal Workplaces: A Key to Retention

,

Upskilling and Reskilling: Preparing Municipal Staff for Evolving Demands

,

From First Day to Stay: Onboarding and Mentorship in Municipal Government

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts

Q7

Are you aware of CLG's tuition discount program with Xavier University?

Yes

#2**COMPLETE**

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 10:02:25 AM
Last Modified: Monday, April 28, 2025 10:07:27 AM
Time Spent: 00:05:02
IP Address: 74.62.108.210

Page 1

Q1

What is your name and jurisdiction?

City Of Milford

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Public Works

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

Certification

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	76 - 100%
4-year degree	26 - 50%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Engaging the Next Generation: Attracting Gen Z to Public Service

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

**Tuition reimbursement or discounts,
Apprenticeship or training programs**

Q7

Are you aware of CLG's tuition discount program with Xavier University?

Yes

#3

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 10:06:21 AM
Last Modified: Monday, April 28, 2025 10:08:54 AM
Time Spent: 00:02:32
IP Address: 96.11.98.186

Q1

What is your name and jurisdiction?

Jeff Wright - Hamilton Township

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

administrative and paramedics

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

communication, resiliency when dealing with the public, avoiding burnout

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	76 - 100%
4-year degree	0 - 25%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Ohio's Workforce Landscape: Trends, Challenges, and Opportunities

,

Engaging the Next Generation: Attracting Gen Z to Public Service

,

Workforce Wellness and Productivity: Investing in the Whole Employee

,

Workforce Wellness and Burnout Prevention in Public Service Roles

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts,
Apprenticeship or training programs,
Career coaching or mentoring

Q7

Are you aware of CLG's tuition discount program with Xavier University?

Yes

#4

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 10:17:50 AM
Last Modified: Monday, April 28, 2025 10:19:27 AM
Time Spent: 00:01:36
IP Address: 69.61.192.46

Page 1

Q1

What is your name and jurisdiction?

City of Loveland

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Police

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

Qualified candidates - OPOTA certification at appointment

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	26 - 50%
4-year degree	0 - 25%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Ohio's Workforce Landscape: Trends, Challenges, and Opportunities
,
Engaging the Next Generation: Attracting Gen Z to Public Service
,
The Impact of Tuition Assistance and Career Pathways in Retention
,
Upskilling and Reskilling: Preparing Municipal Staff for Evolving Demands
,
Grow Your Own: Creating Talent Pipelines Within the Community

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts

Q7

Are you aware of CLG's tuition discount program with Xavier University?

No

#5**COMPLETE**

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 10:39:02 AM
Last Modified: Monday, April 28, 2025 10:41:34 AM
Time Spent: 00:02:31
IP Address: 76.190.87.50

Page 1

Q1

What is your name and jurisdiction?

Lori Thompson, Madeira

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

building inspector

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

need state qualified building inspectors

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	0 - 25%
4-year degree	51 - 75%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Strengthening Belonging in Municipal Workplaces: A Key to Retention

,

Upskilling and Reskilling: Preparing Municipal Staff for Evolving Demands

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts

Q7

No

Are you aware of CLG's tuition discount program with Xavier University?

#6

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 10:42:59 AM
Last Modified: Monday, April 28, 2025 10:46:54 AM
Time Spent: 00:03:54
IP Address: 66.42.226.2

Page 1

Q1

What is your name and jurisdiction?

Village of St. Bernard

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Public Safety

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

All of the above. Time management and organizational skills especially important a

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	76 - 100%
4-year degree	0 - 25%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Ohio's Workforce Landscape: Trends, Challenges, and Opportunities

,

Engaging the Next Generation: Attracting Gen Z to Public Service

,

Strengthening Belonging in Municipal Workplaces: A Key to Retention

,

Using Labor Market Data to Drive Workforce Decisions, Workforce Wellness and Burnout Prevention in Public Service Roles

,

Grow Your Own: Creating Talent Pipelines Within the Community

,

From First Day to Stay: Onboarding and Mentorship in Municipal Government

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Respondent skipped this question

Q7

Are you aware of CLG's tuition discount program with Xavier University?

Yes

#7

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 11:28:02 AM
Last Modified: Monday, April 28, 2025 11:41:11 AM
Time Spent: 00:13:08
IP Address: 66.161.212.226

Q1

What is your name and jurisdiction?

Jeff Weckbach, Colerain Township

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Police Officers

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

Office 101

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	51 - 75%
4-year degree	0 - 25%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Engaging the Next Generation: Attracting Gen Z to Public Service

,

Workforce Wellness and Burnout Prevention in Public Service Roles

,

Grow Your Own: Creating Talent Pipelines Within the Community

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts

Q7

Yes

Are you aware of CLG's tuition discount program with Xavier University?

#8

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 12:35:24 PM
Last Modified: Monday, April 28, 2025 12:37:35 PM
Time Spent: 00:02:11
IP Address: 70.61.148.147

Page 1

Q1

What is your name and jurisdiction?

Larry Mullins - Springfield Township

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Public Works

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

Communication

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	76 - 100%
4-year degree	26 - 50%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Ohio's Workforce Landscape: Trends, Challenges, and Opportunities

,

Engaging the Next Generation: Attracting Gen Z to Public Service

,

Strengthening Belonging in Municipal Workplaces: A Key to Retention

,

Workforce Wellness and Productivity: Investing in the Whole Employee

,

Workforce Wellness and Burnout Prevention in Public Service Roles

,

Grow Your Own: Creating Talent Pipelines Within the Community

,

From First Day to Stay: Onboarding and Mentorship in Municipal Government

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts,

Apprenticeship or training programs

Q7

Are you aware of CLG's tuition discount program with Xavier University?

Yes

#9**COMPLETE**

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 11:14:52 AM
Last Modified: Monday, April 28, 2025 1:21:29 PM
Time Spent: 02:06:37
IP Address: 69.61.155.106

Q1

What is your name and jurisdiction?

City of South Lebanon

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Water & Sewer positions requiring OEPA license

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

IT training, communication

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	76 - 100%
4-year degree	0 - 25%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Strengthening Belonging in Municipal Workplaces: A Key to Retention

,

Upskilling and Reskilling: Preparing Municipal Staff for Evolving Demands

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Other (please specify):

Various training & certification opportunities

Q7

Yes

Are you aware of CLG's tuition discount program with Xavier University?

#10

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Monday, April 28, 2025 1:47:04 PM
Last Modified: Monday, April 28, 2025 1:53:19 PM
Time Spent: 00:06:15
IP Address: 66.161.221.162

Page 1

Q1

What is your name and jurisdiction?

City of Mason

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Wastewater Operator, Civil Engineer, Master Plans Review

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

In office work only, team player, efficiency in work load, Mason's culture

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	76 - 100%
4-year degree	0 - 25%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Ohio's Workforce Landscape: Trends, Challenges, and Opportunities

Workforce Wellness and Burnout Prevention in Public Service Roles

Q6 Tuition reimbursement or discounts

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Q7 Yes

Are you aware of CLG's tuition discount program with Xavier University?

#11

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Tuesday, April 29, 2025 9:34:55 AM
Last Modified: Tuesday, April 29, 2025 9:37:06 AM
Time Spent: 00:02:11
IP Address: 216.196.132.82

Page 1

Q1

What is your name and jurisdiction?

Miami Township, Hamilton County

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Administrative, Human Resources

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

Human Resources

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	51 - 75%
4-year degree	0 - 25%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Strengthening Belonging in Municipal Workplaces: A Key to Retention
,
Workforce Wellness and Productivity: Investing in the Whole Employee

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts

Q7

Are you aware of CLG's tuition discount program with Xavier University?

Yes

#12**COMPLETE**

Collector: Web Link 2 (Web Link)
Started: Wednesday, April 30, 2025 1:49:14 PM
Last Modified: Wednesday, April 30, 2025 2:00:39 PM
Time Spent: 00:11:25
IP Address: 216.68.226.226

Page 1

Q1

What is your name and jurisdiction?

Tonya Pointer - West Chester Township

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Public Safety

Q3

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

communication, any transferable skills,

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	51 - 75%
4-year degree	0 - 25%
Graduate degree	

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Engaging the Next Generation: Attracting Gen Z to Public Service

,

Upskilling and Reskilling: Preparing Municipal Staff for Evolving Demands

,

Grow Your Own: Creating Talent Pipelines Within the Community

,

From First Day to Stay: Onboarding and Mentorship in Municipal Government

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts

Q7

Yes

Are you aware of CLG's tuition discount program with Xavier University?

#13

COMPLETE

Collector: Web Link 2 (Web Link)
Started: Friday, May 02, 2025 8:20:50 AM
Last Modified: Friday, May 02, 2025 8:23:18 AM
Time Spent: 00:02:28
IP Address: 66.117.212.77

Page 1

Q1

What is your name and jurisdiction?

Melanie Hermes and Delhi Township

Q2

Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Manual Labor

Q3

Respondent skipped this question

Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

Q4

Approximately what percentage of your positions require each of the following levels of education?

	Percentage
High school diploma or equivalent	76 - 100%
4-year degree	51 - 75%
Graduate degree	0 - 25%

Q5

If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Workforce Wellness and Burnout Prevention in Public Service Roles

,

Grow Your Own: Creating Talent Pipelines Within the Community

Q6

What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Tuition reimbursement or discounts

Q7

Are you aware of CLG's tuition discount program with Xavier University?

Yes

Q1 What is your name and jurisdiction?

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	Melanie Hermes and Delhi Township	5/2/2025 8:21 AM
2	Tonya Pointer - West Chester Township	4/30/2025 1:49 PM
3	Miami Township, Hamilton County	4/29/2025 9:35 AM
4	City of Mason	4/28/2025 1:47 PM
5	Lary Mullins - Springfield Township	4/28/2025 12:35 PM
6	Jeff Weckbach, Colerain Township	4/28/2025 11:28 AM
7	City of South Lebanon	4/28/2025 11:15 AM
8	Village of St. Bernard	4/28/2025 10:43 AM
9	Lori Thompson, Madeira	4/28/2025 10:39 AM
10	City of Loveland	4/28/2025 10:18 AM
11	Jeff Wright - Hamilton Township	4/28/2025 10:06 AM
12	City Of Milford	4/28/2025 10:02 AM
13	Jennifer Kaminer, Village of Fairfax	4/28/2025 10:01 AM

Q2 Which departments or job roles in your organization are the most difficult to fill? (e.g. Administrative, Economic Development, Finance)

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	Manual Labor	5/2/2025 8:21 AM
2	Public Safety	4/30/2025 1:49 PM
3	Administrative, Human Resources	4/29/2025 9:35 AM
4	Wastewater Operator, Civil Engineer, Master Plans Review	4/28/2025 1:47 PM
5	Public Works	4/28/2025 12:35 PM
6	Police Officers	4/28/2025 11:28 AM
7	Water & Sewer positions requiring OEPA license	4/28/2025 11:15 AM
8	Public Safety	4/28/2025 10:43 AM
9	building inspector	4/28/2025 10:39 AM
10	Police	4/28/2025 10:18 AM
11	administrative and paramedics	4/28/2025 10:06 AM
12	Public Works	4/28/2025 10:02 AM
13	Police and Finance	4/28/2025 10:01 AM

Q3 Considering current employees and job applicants, what soft or technical skills are most in-demand for your organization? (i.e. communication, time management, project management)

Answered: 12 Skipped: 1

#	RESPONSES	DATE
1	communication, any transferable skills,	4/30/2025 1:49 PM
2	Human Resources	4/29/2025 9:35 AM
3	In office work only, team player, efficiency in work load, Mason's culture	4/28/2025 1:47 PM
4	Communication	4/28/2025 12:35 PM
5	Office 101	4/28/2025 11:28 AM
6	IT training, communication	4/28/2025 11:15 AM
7	All of the above. Time management and organizational skills especially important a	4/28/2025 10:43 AM
8	need state qualified building inspectors	4/28/2025 10:39 AM
9	Qualified candidates - OPOTA certification at appointment	4/28/2025 10:18 AM
10	communication, resiliency when dealing with the public, avoiding burnout	4/28/2025 10:06 AM
11	Certification	4/28/2025 10:02 AM
12	Time and project management, prior experience for certain positions, ability to work independently or with a team as needed.	4/28/2025 10:01 AM

Q4 Approximately what percentage of your positions require each of the following levels of education?

Answered: 13 Skipped: 0

⚠️ Oops!, something went wrong displaying your summary chart.

Percentage					
	0 - 25%	26 - 50%	51 - 75%	76 - 100%	TOTAL
High school diploma or equivalent	7.69% 1	7.69% 1	23.08% 3	61.54% 8	13
4-year degree	69.23% 9	15.38% 2	15.38% 2	0.00% 0	13
Graduate degree	100.00% 12	0.00% 0	0.00% 0	0.00% 0	12

Q5 If the Center for Local Government offered a 2-hour professional development workshop for member organizations, which of the following topics would be of interest to you and others in your organization? (Select all that apply)

Answered: 13 Skipped: 0

⚠️ Oops!, something went wrong displaying your summary chart.

ANSWER CHOICES	RESPONSES	
Ohio's Workforce Landscape: Trends, Challenges, and Opportunities	46.15%	6
Engaging the Next Generation: Attracting Gen Z to Public Service	53.85%	7
Strengthening Belonging in Municipal Workplaces: A Key to Retention	46.15%	6
The Impact of Tuition Assistance and Career Pathways in Retention	7.69%	1
Using Labor Market Data to Drive Workforce Decisions	7.69%	1
Workforce Wellness and Productivity: Investing in the Whole Employee	23.08%	3
Workforce Wellness and Burnout Prevention in Public Service Roles	46.15%	6
Upskilling and Reskilling: Preparing Municipal Staff for Evolving Demands	38.46%	5
Grow Your Own: Creating Talent Pipelines Within the Community	46.15%	6
From First Day to Stay: Onboarding and Mentorship in Municipal Government	30.77%	4
Other (please specify)	0.00%	0
Total Respondents: 13		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q6 What types of educational or workforce development incentives does your organization currently offer? (Select all that apply)

Answered: 12 Skipped: 1

⚠️ Oops!, something went wrong displaying your summary chart.

ANSWER CHOICES	RESPONSES	
Tuition reimbursement or discounts	91.67%	11
Apprenticeship or training programs	25.00%	3
Job placement services	0.00%	0
Transportation or childcare support	0.00%	0
Career coaching or mentoring	8.33%	1
Other (please specify)	8.33%	1
Total Respondents: 12		

#	OTHER (PLEASE SPECIFY)	DATE
1	Various training & certification oppotunities	4/28/2025 11:15 AM

Q7 Are you aware of CLG's tuition discount program with Xavier University?

Answered: 13 Skipped: 0

⚠️ Oops!, something went wrong displaying your summary chart.

ANSWER CHOICES	RESPONSES	
Yes	84.62%	11
No	15.38%	2
TOTAL	13	