



# Ohio's Manufacturing Workforce Blueprint

2025

# Ohio Manufacturing Workforce Activation Team



The Governor's Office of Workforce Transformation (OWT) sets the strategy for workforce development in Ohio and coordinates with Ohio's state agencies and partners that impact the workforce. OWT works closely with the Governor's Executive Workforce Board, state partners, and local communities to meet the needs of job seekers and businesses. OWT's mission is to connect Ohio's business, training, and education communities to build a dynamically skilled, productive, and purposeful workforce. Learn more at [www.workforce.ohio.gov](http://www.workforce.ohio.gov).



For more than 100 years, the Ohio Manufacturers' Association has helped Ohio's manufacturers succeed and grow. OMA members work together to create global competitive advantage for Ohio manufacturing and enhance the quality of life across the state. Today, the OMA is supporting the evolution of modern manufacturing as Ohio companies adapt to global competition by creating and applying innovative technologies. Learn more at [www.ohiomfg.com](http://www.ohiomfg.com).

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The Ohio Department of Job and Family Services (ODJFS) oversees public assistance, workforce programs, unemployment benefits, and services for children and families, including adoption, childcare, and protective services. ODJFS works to deliver these programs efficiently while aligning with the Governor's priorities. Learn more at [www.jfs.ohio.gov](http://www.jfs.ohio.gov).



JobsOhio is a private economic development corporation driving business investment and job creation in Ohio. It leverages private funding, industry expertise, and statewide partnerships to attract, retain, and expand businesses. JobsOhio collaborates with regional and state partners to support economic growth, innovation, and workforce development, helping businesses and individuals thrive in Ohio. Learn more at [www.jobsohio.com](http://www.jobsohio.com).

## OhioTechNet

The Ohio Technical Skills Innovation Network, known as Ohio TechNet (OTN), is a statewide consortium of more than 45 community colleges, technical centers and universities focused on accelerating innovation to meet manufacturing workforce needs. Built over 10+ years, OTN has a proven framework for leading high-impact initiatives. Private-public partnerships have been at the heart of OTN's work, including expansion of earn-and-learn models, and engaging the next generation of talent. Learn more at [www.ohiotech.net](http://www.ohiotech.net).



The Ohio Department of Education and Workforce collaborates with schools, educators, families, and businesses to provide resources that enhance student achievement and expand learning opportunities, ensuring a strong educational foundation in Ohio. Learn more at [www.education.ohio.gov](http://www.education.ohio.gov).



The Ohio Department of Higher Education advances the state's higher education system by introducing new degree programs, managing financial aid, and developing policies that enhance the impact of higher education across Ohio. Learn more at [www.highered.ohio.gov](http://www.highered.ohio.gov).



# A Critical Moment for Ohio's Manufacturing Workforce

## Executive Summary

**Ohio's mission is clear:** Build a **dynamic, future-ready workforce** that evolves with technological advancements and cements Ohio's status as a **modern manufacturing powerhouse**.

Ohio's manufacturing sector is experiencing a surge in investment and job creation, particularly in next-generation industries like semiconductor, automotive, defense, and bioscience, and pharmaceutical. With more than **680,000 manufacturing employees** and **17.5% of the state's GDP**<sup>1</sup> coming from manufacturing, Ohio is a national leader. However, meeting increasing demand for **technicians and operators** — expected to reach more than **35,000 annual job openings** — requires a strategic and unified workforce development approach.

## Blueprint Objectives

This Blueprint outlines a statewide, industry-informed strategy to **scale a dynamic manufacturing workforce that will evolve at the pace of innovation and strengthen Ohio as a modern manufacturing powerhouse across all industries**, ensuring Ohio manufacturers have access to a skilled and sustainable talent pipeline. By leveraging existing programs, partnerships, and workforce initiatives, the state can **expand talent pipelines, align training programs, and create clear career pathways that serve both established manufacturers and new industry entrants of all sizes**.

## Blueprint Strategic Workforce Pillars

We will achieve our shared vision through the following blueprint strategic pillars:



**01 Connecting Workforce Systems and Priorities** – Enhancing coordination between industry, education, and workforce partners.



**02 Growing Career Awareness and Interest** – Promoting manufacturing careers through targeted outreach and engagement.



**03 Broadening the Manufacturing Workforce Talent Pool** – Expanding opportunities to grow the talent pool.



**04 Aligning and Scaling Education and Training** – Developing standardized, industry-aligned training programs to address skills gaps.



**05 Expanding Innovative Earn-and-Learn Models** – Increasing apprenticeships and on-the-job training to provide direct pathways into manufacturing roles.

## Implementation Through Ohio's Manufacturing Talent Partnership

The Manufacturing Workforce Blueprint will be executed through the **Ohio Manufacturing Talent Partnership**. Regional hubs, led by OMA-endorsed industry sector partnerships (ISPs), will drive progress and alignment at the regional level among industry, workforce development, and education. At the statewide level, working groups comprised of state agency, economic development, and education partners will manage overall state priorities and alignment with industry.

## A Call to Action

Ohio has the **infrastructure, leadership, and partnerships** to meet its manufacturing workforce needs, but success requires **collaboration** at all levels. We must establish public-private partnerships at both the statewide and regional levels to unlock Ohio's manufacturing workforce transformation.

# Ohio is Making Headlines

## New and Emerging Industries Will Surge Manufacturing Jobs in Ohio

**Semiconductor. Aerospace and Defense. BioPharma. EV and Battery.** Ohio's manufacturing sector is seeing major investments across industries and regions. Below are just some of the incoming wins.<sup>2</sup>

### Abbott Labs | 450 Jobs

*Food & Ag.; Consumer Goods*

### Trucent | 820 Jobs

*Chemical & Materials*

### Joby Aero | 2,000 Jobs

*Aerospace & Defense*

### LG-Honda | 2,200 Jobs

*Automotive*

### Resilience US | 440 Jobs

*Bioscience & Pharmaceutical*

### Ford | 2,000 Jobs

*Automotive*

### Schaeffler | 650 Jobs

*Automotive*

### Intel | 3,000 Jobs

*Semiconductor*

### Anduril | 4,000 Jobs

*Aerospace & Defense*

### Bellisio Foods, Inc. | 177 Jobs

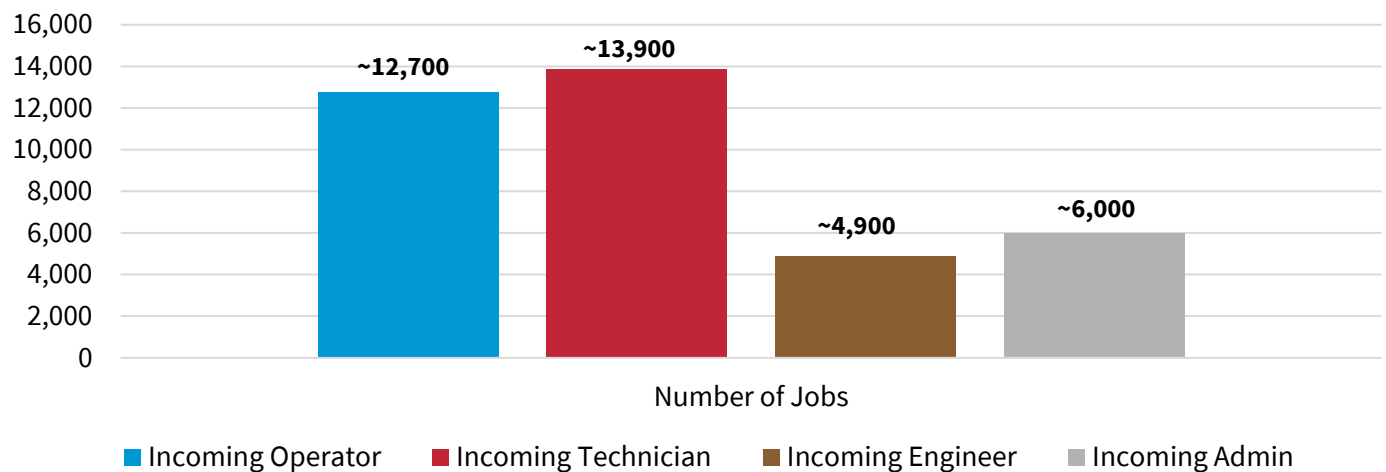
*Food & Beverage*



**The demand for talent is expected to increase as a result — especially for operators and technicians.** Of incoming new jobs, trends indicate that roughly 70% will be operators and technicians.

### Estimated Incoming Role Demand

*2025-2037, Based on Public Economic Development Data<sup>3</sup>*



# Building from a Strong Base

## Across Ohio's Existing and Emerging Manufacturing Industries

**Ohio's manufacturing sector has always been a national leader, and today more than ever it requires a workforce ready to build.** This is not just about headlines — Ohio manufacturers have and continue to offer quality, family-supporting careers, with an average technician-level salary of \$62,700<sup>4</sup>. The average cost of a two-year degree in Ohio is approximately \$9,720<sup>5</sup>, making it an accessible pathway for those looking to enter these high-demand roles. Many of these manufacturers comprise the supply chain of the industries in which major investments indicate a surge of growth.

For more than a decade, Ohio manufacturers, many of whom are small-to-medium-sized manufacturers (SMMs), have been coming together to seek solutions for shared workforce issues through the industry sector partnership network.

For even longer, they have been driving the growth of Ohio manufacturing and cross-industry collaboration through their membership and leadership in the Ohio Manufacturers' Association. These manufacturers form the bedrock of the sector in Ohio, and their success is crucial for this Blueprint to succeed. This Blueprint prioritizes the continued leadership of Ohio's established manufacturing and the participation of SMMs to fully activate the alignment and force multipliers needed to transform Ohio's manufacturing workforce for both current industry and industries of the future.

### Ohio's established Operator and Technician Demand is Booming

The headlines just scratch the surface of the growing technician and operator demand in Ohio from our established sector leaders and economic powerhouses.<sup>9</sup> There were:

**~95,000**

Operator and technician Unique Postings in 2024, more than

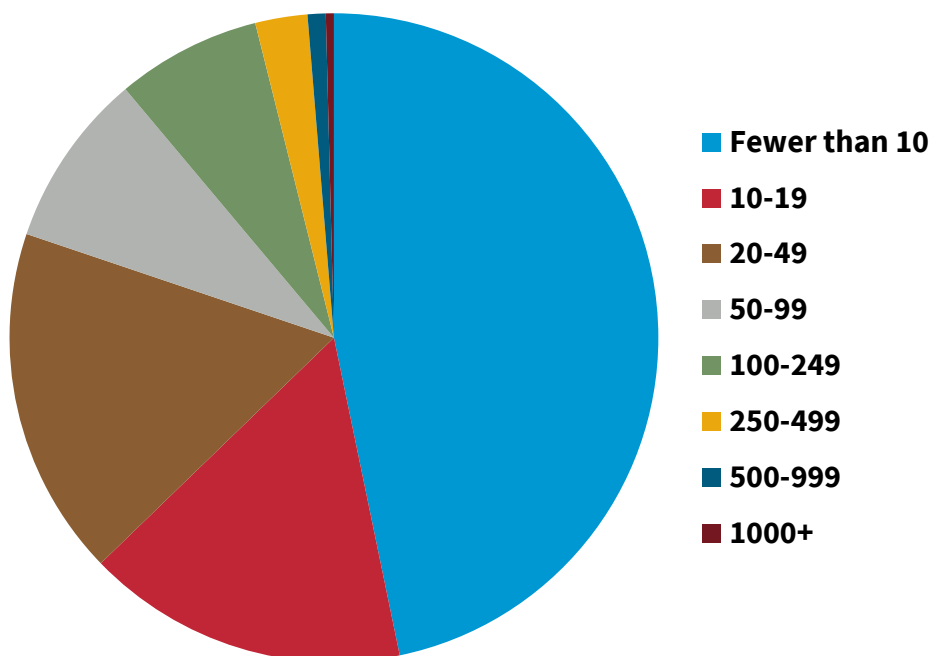
**3/4ths** of which (~73K) were for operators

### *Small-To-Medium-Sized Manufacturers are the Bedrock of the Sector in Ohio*

#### Distribution of Ohio Manufacturing Firms by Number of Employees

There are more than 13,300 manufacturing establishments in Ohio as of 2024.

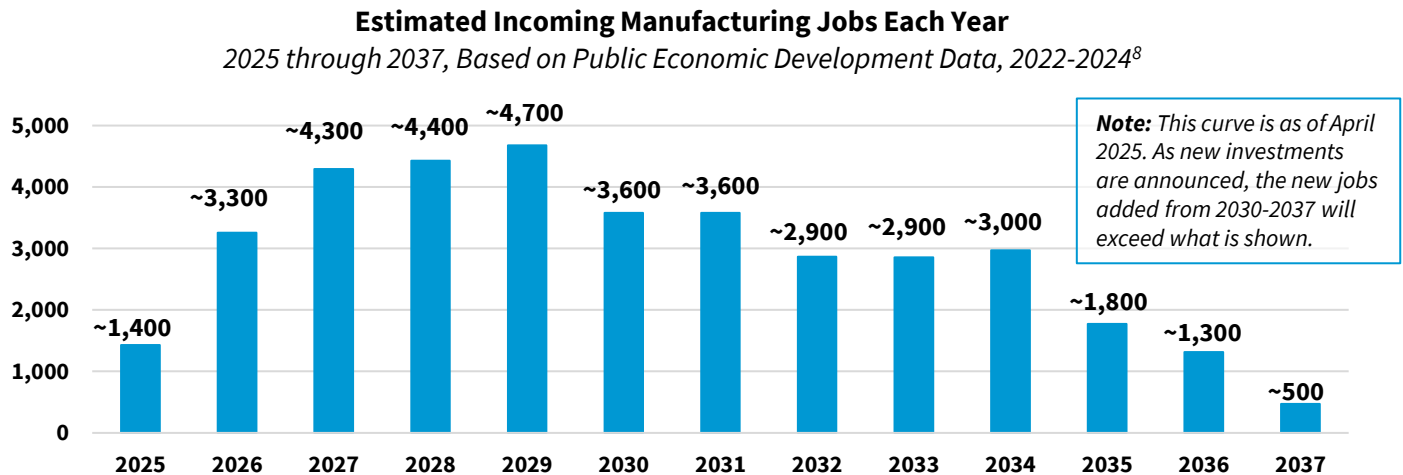
The vast majority of Ohio manufacturers employ fewer than 100 people.<sup>6</sup>



# Ohio Must Meet the Moment

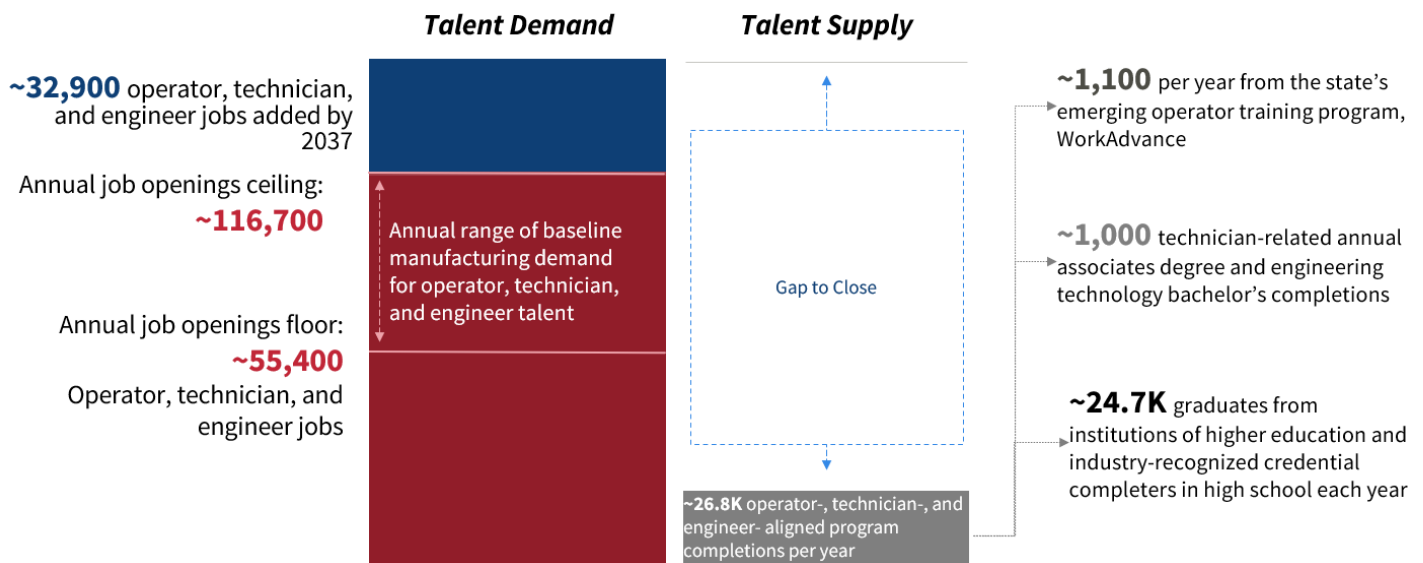
## To Transform Our Manufacturing Workforce at Scale

**Ohio's manufacturing sector is the Heart of it All.** Our manufacturers have been ahead of the game for decades — manufacturing accounts for 17.5% of Ohio's total GDP, the largest of any sector. Ohio manufacturing employs more than 680,000 people, the third-largest manufacturing workforce in the U.S.<sup>7</sup> Now, with the incoming surge of investments in next-generation manufacturing, Ohio leads the nation's onshoring of manufacturing, strengthening supply chains, reducing dependence on foreign resources, and bringing jobs back home. **Ohio incoming and established manufacturers stand at the precipice of unprecedented growth**, not just for the sector, but for the entire Ohio economy. For example, incumbent sector leaders like Honda and Ford are scaling their investments in the state, projecting to add 2,200 and 2,000 jobs, respectively. Major incoming projects such as Intel (3,000 jobs), and Anduril (4,000 jobs) are further increasing demand for manufacturing production operators and technicians. The curve below represents estimated new jobs due to recent wins.<sup>8</sup>



**Ohio must come together not only to meet existing talent demand, but also to prepare for the incoming wave.** The curve above sits atop longstanding talent shortages in Ohio's manufacturing sector. This is in addition to Ohio's established technician and operator talent demand, shown below.

### Baseline and Incoming Manufacturing Operator and Technician Talent Demand<sup>10</sup>

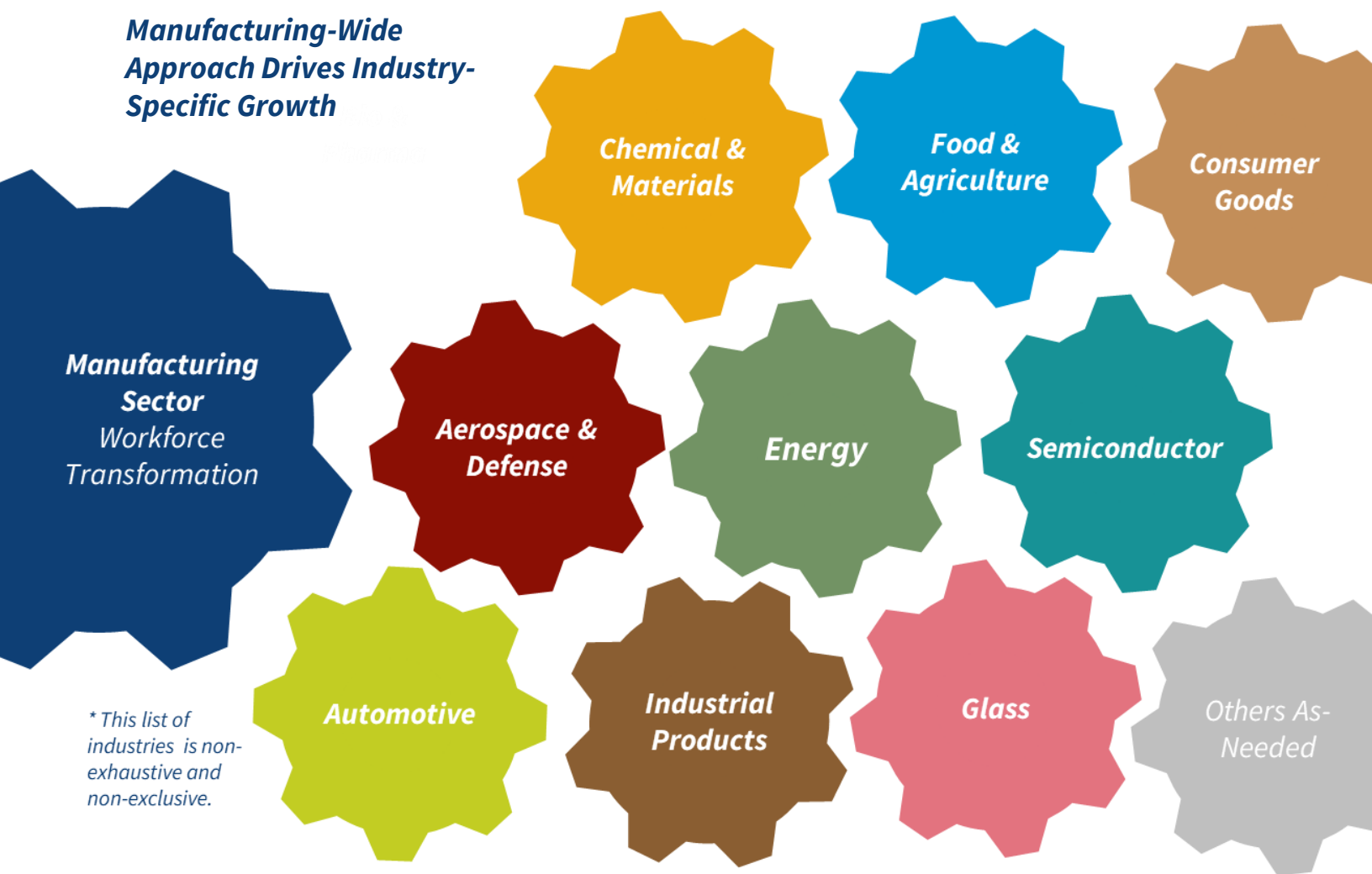


# Industries Coming Together

## Will Drive Manufacturing Sector Workforce Growth

Ohio's manufacturing sector is comprised of many robust industries, all of which are experiencing a surge in investments and an incoming wave of job growth. Ohio's diverse industry profile is evidence of the vibrancy of the sector in the state. This Blueprint aims to establish a framework through which manufacturing-wide in-demand roles and needed skills are bolstered while distinguishing industry-specific needs and stories. Ohio's high-growth industries can serve as a "force multiplier" across the entire sector, by driving the need for foundational manufacturing-wide career awareness, alignment of pathways, and expansion of education and training capacity.

### *Manufacturing-Wide Approach Drives Industry-Specific Growth*



### An Aside on Defining Ohio's Manufacturing Industries

The Leading Industries identified are a broad categorization of the types of manufacturing in Ohio. Ohio's manufacturers often operate across industries and could be classified into more than one. Rather than establishing a rigid set of definitions based on supply chains, this Blueprint aims to provide flexibility in defining the various growth areas of manufacturing in the state, leaving room for these categories to be expanded and further distinguished as sector trends require over time.



# Ohio is Ready

## To Transform Our Manufacturing Workforce at Scale

Our mission is clear: **Ohio must scale a dynamic manufacturing workforce that will evolve at the pace of innovation and strengthen Ohio as a modern manufacturing powerhouse across industries.**

The following pages aim to outline the plan to do so across core guiding principles that define how we will bring this vision to life.

### Guiding Principles | Ohio Manufacturing Workforce Blueprint

#### *We will achieve our vision by:*

- Creating a Manufacturing Workforce Blueprint **that encompasses all of Ohio's manufacturing industries**
- Establishing a common language and framework for how we will communicate career opportunities in the Ohio manufacturing sector
- Attracting and welcoming **new manufacturing organizations** into the fabric of the Ohio economy, while continuing to **support and grow manufacturers that already call Ohio home**
- Positioning Ohio to better serve manufacturers through a **clear network of partners, resources, and services**, resulting from enhanced collaboration between Ohio workforce stakeholders
- Being **industry informed and data driven** in all we do
- Communicating Ohio's **wins clearly and succinctly** to power future growth

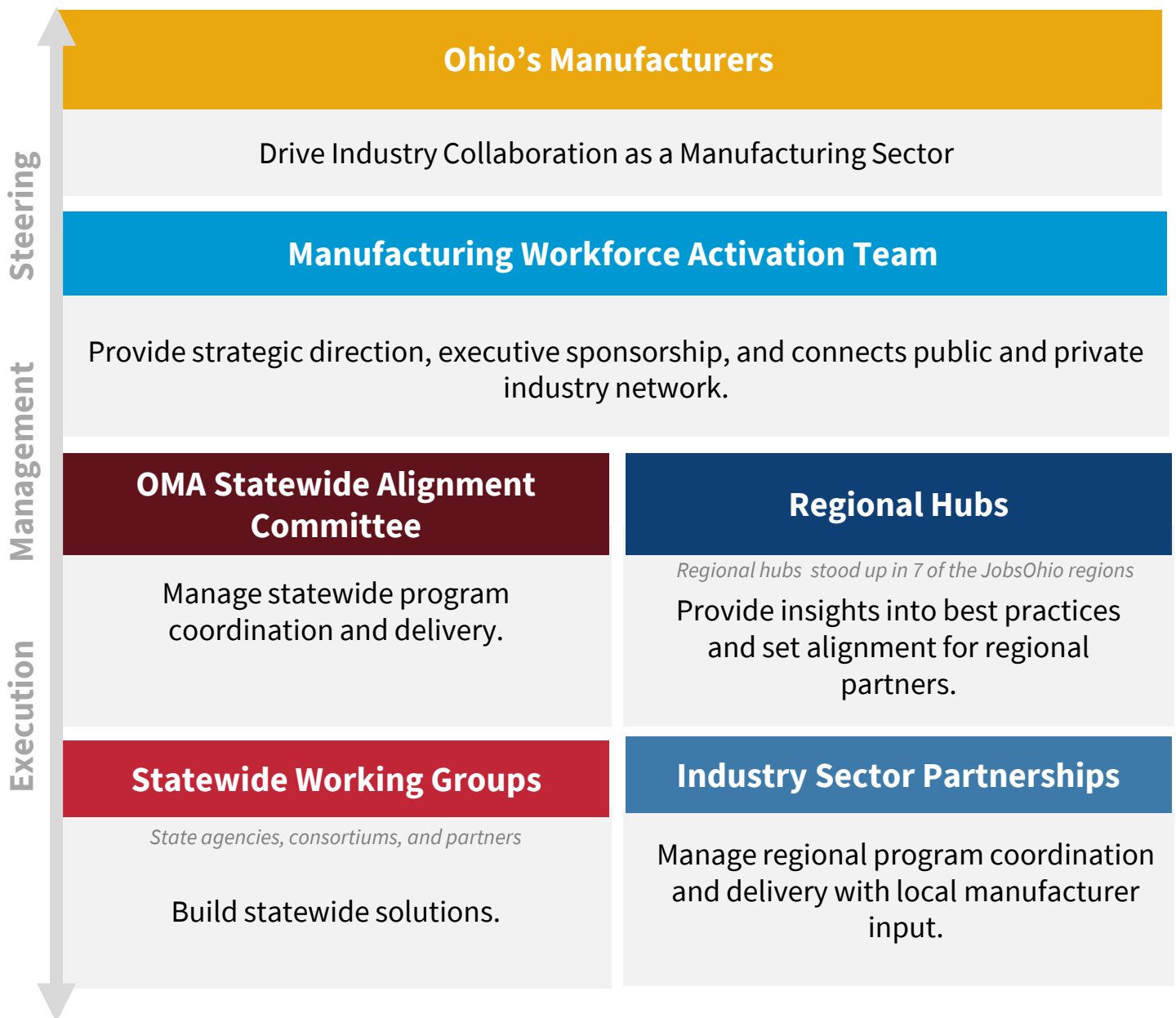
Ohio must scale a **dynamic manufacturing workforce** that will evolve at the pace of innovation and **strengthen Ohio as a modern manufacturing powerhouse** across all industries.

**This Blueprint serves to outline the core areas where these programs and partnerships will drive** progress. We have all the people, passion, and expertise to rise to the challenge. Programs and partnerships like the Ohio Manufacturers' Association, Ohio TechNet, JobsOhio, TechCred, IMAP, the Ohio Semiconductor Collaboration Network, the OMA-Endorsed ISP network, and local area workforce boards are just some of the leading-edge parts coming together to assemble Ohio's future-ready workforce. This is a living Blueprint, and we hope you will join us in powering Ohio's workforce as the best in the world for manufacturing today and tomorrow.

# Ohio's Manufacturing Talent Partnership

## Optimizing for Workforce Expansion Statewide

We will continue to keep industry at the forefront of our Partnership, convened by the **Ohio Manufacturers' Association**. Industry, in addition to statewide workforce transformation partners like the Ohio Department of Job and Family Services, JobsOhio, the Ohio Governor's Office of Workforce Transformation, and Ohio TechNet, have laid a strong foundation of a public-private partnership model — **the Ohio Manufacturing Talent Partnership**. This Partnership is set to align and accelerate Ohio's existing, leading-edge manufacturing workforce capabilities that have been developed by partners of all types for decades. Education associations, OMA-endorsed industry sector partnerships, state agencies, community-based organizations, and other innovators across Ohio have the capacity, expertise, and longstanding partnerships that put Ohio ahead of the pack at the regional level.



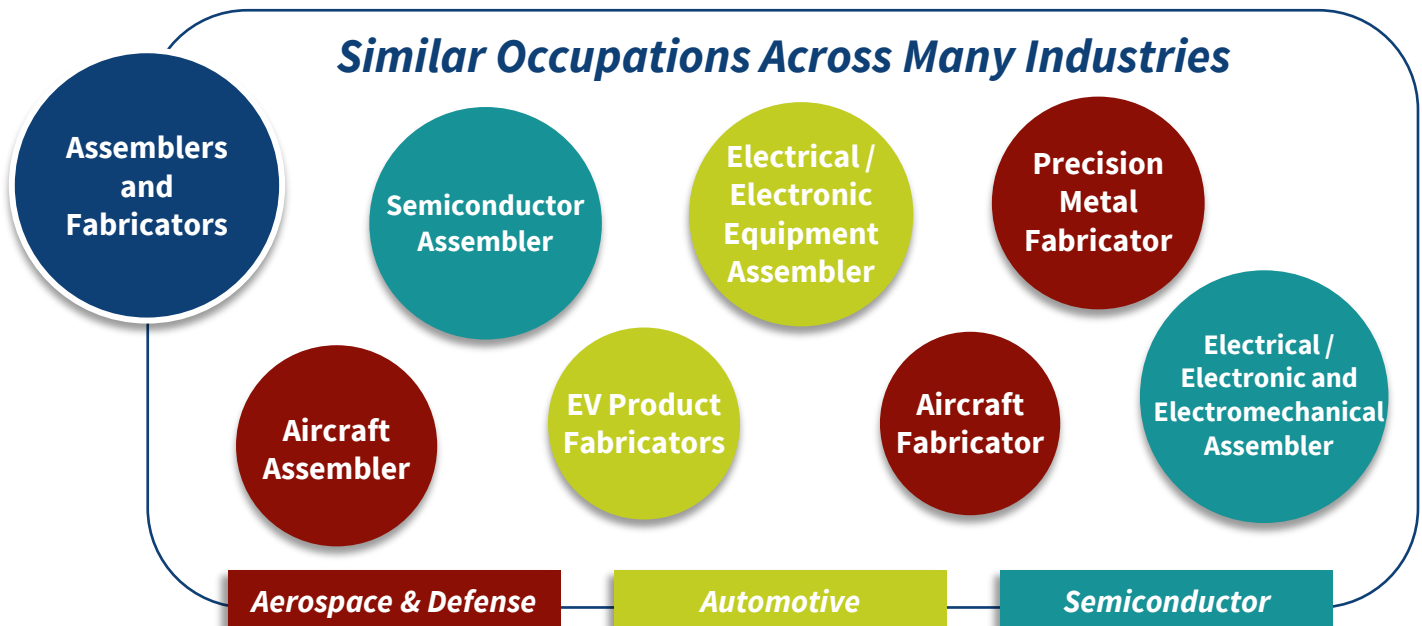
# Determining Ohio's In-Demand Manufacturing Occupations

As part of the development of the Ohio Manufacturing Competency Model, it was necessary to identify the most common and in-demand manufacturing occupations within Ohio's manufacturing sector. These occupations were then grouped into larger categories based on similarities in job function and skill requirements and categorized across four occupation levels: operator, technician, engineer, and other.

## Ohio's In-Demand Manufacturing Occupations

Operator Occupations	Technician Occupations	Engineer Occupations	Other Occupations
Machine Operators	Maintenance Technician	Production Manager	Welder / Cutter / Solder / Brazer
Production Workers	Production Planner	Process Engineer	Machinist
Logistics Workers	Health and Safety Technician	Mechanical Engineer	Tool and Die Maker
Maintenance Associate	Machine Programmer and Drafter	Electrical Engineer	
Quality Associate	Electrician	Computer Engineer	
	Chemical Technician	Health and Safety Engineer	
	Electro-Mechanical and Mechatronics Technicians	Biomedical Engineer	

Through completing this work, it was evident that the operator and technician-level roles were most in need of qualified candidates. While many of these occupations are not specific to any one manufacturer within any one industry, the creation of industry-specific competency models **showed how these broad, sector-wide occupation classifications directly correlate to industry-specific occupations.** For example, a qualified fabricator can thrive as a precision metal fabricator in the aerospace and defense industry, or a semiconductor assembler in the semiconductor industry.



# Spotlight | The Ohio Manufacturing Competency Model

## What is it?

The Ohio Manufacturing Competency Model is a standardized framework that defines and prioritizes the critical skills needed for operator and technician manufacturing workers across Ohio's manufacturing sector and a subset of industries.



### Sample Industries:

Aerospace & Defense	Semiconductor	Automotive
Food & Agriculture	Bio & Pharma	Glass
Industrial Products	Energy	Chemical & Materials

*Individual industries came together **as a manufacturing sector** to create a **framework** for shared skill needs*

## How was it made?

More than 40 Ohio manufacturers across Ohio's many industries came together to identify shared skill needs for operator and technician roles throughout the manufacturing sector. To build upon the momentum established by the sector-wide model, subsequent industry-specific models were built to show how manufacturing skills are differentiated within each industry.

## Purpose

The model helps align companies, educators, and workforce organizations on shared and industry-specific skill needs, accelerating the development of training programs and strengthening Ohio's manufacturing workforce.

## How is it used?

The model offers a robust set of use cases and toolkits tailored for Ohio ecosystem partners. The Ohio Manufacturing Competency Model is an open-source tool available for use across the state and is currently in use by educators and industry alike.



**Learn more about the competency model [here!](#)**

## Some of the Many Endorsers of The Ohio Manufacturing Competency Model

**TALAN**  
Products Inc.

**CROWN**

**STAUB**  
MANUFACTURING SOLUTIONS  
The International Supplier To The Food Industry

**Scotts Miracle-Gro**

**Livi Steel, Inc.**  
STRUCTURAL STEEL

**FRENCH**  
MANUFACTURING SOLUTIONS

**BELDEN**  
THE BELDEN GROUP COMPANY

**WORTHINGTON INDUSTRIES**

**KIRALY**  
TOOL AND DIE, INC.

**LINCOLN ELECTRIC**

**JIC**

**PCU**  
ROTATION

**FC Industries Inc.**  
SINCE 1972

**SealTite**  
DUCT PIPE & FITTINGS

**WINSTON**  
HEAT TREATING

**NOBLE**

**AFC Tool Company**  
INC.  
A SUBSIDIARY OF FC INDUSTRIES INC.

**Aviation Ground Equipment Corp.**

**Huntown PRODUCTS**

**CAT-WOOD**  
METALWORKS  
A HIGH-PRESSURE CONTROLLED ENVIRONMENT

**KENWORTH**

**CUBBISON**

**FREDON**

**YSK**

**Mechanical RUBBER**



# Scaling Shared Skill Development

## For the Ohio Manufacturing Sector

**As many of these in-demand occupations are shared across industries, so are the skilling needs of operator- and technician-level talent.** Through the competency model initiative, it was found that 48% of highly critical operator-relevant knowledge, skill, and ability statements (KSAs) are within the manufacturing sector-wide layer, while only 10% of highly critical operator-relevant KSAs are found at the industry-specific layer. At the technician level, there are more distinct skilling differences, but a strong understanding of these sector-wide skills is essential for a worker to succeed.



*\*Note: Percentages were calculated by comparing the average number of operator- and technician-level relevant KSAs across the three industry-specific models to the total number of such KSAs in the manufacturing sector-wide layer*

**There is immense overlap in highly critical fundamental knowledge, skills, and abilities required across industries,** presenting an opportunity to foster a common understanding of what works at the core for the entire manufacturing sector. This key takeaway from the initiative suggests an adoption of an **all-of-manufacturing approach**. There should be a focus to emphasize sector-wide applicable skills and continue working across industries, often through regional and sectoral partnerships, to build a broadly skilled, future-proof workforce resilient to industry-specific fluctuations.

This shared skill findings also points to clear opportunities for stakeholders: manufacturers should focus on shared skills training programs to meet needs; job-seekers should focus on acquiring broadly applicable manufacturing skills; and education providers should focus on aligning programs to these core competencies to improve scale and impact.

### Key Takeaways



Industries **share more critical skills than they differ**



**Industry collaboration is key** to a resilient workforce



**In-demand roles are similar** across manufacturing industries

# Manufacturing Blueprint Pillars

## To Build the Manufacturing Workforce of the Future

**Ohio knows what is needed to transform its manufacturing workforce.** The blueprint pillars encompass the core components of success to train Ohio's current and next-generation of manufacturing technicians and operators. Each of these pillars will have regionally focused and statewide-focused areas to achieve our mission:

**Ohio will scale a dynamic manufacturing workforce** that will evolve at the pace of innovation and **strengthen Ohio as a modern manufacturing powerhouse** across all industries by:

**01**

### **Connect Ohio Manufacturing Workforce Systems and Priorities**

Support and accelerate regional activation with statewide alignment on initiatives and processes

**02**

### **Grow Manufacturing Sector Career Awareness and Interest**

Promote Ohio manufacturing careers and pathways with aligned, research-based messages and stories

**03**

### **Broaden the Manufacturing Workforce Talent Pool**

Further expand opportunities for untapped talent to access Ohio manufacturing careers, with tailored programs and services

**04**

### **Align & Scale Manufacturing Education and Training**

Create capacity, align and optimize programming, and drive completions of programs aligned to sector needs

**05**

### **Expand Innovative Earn and Learn**

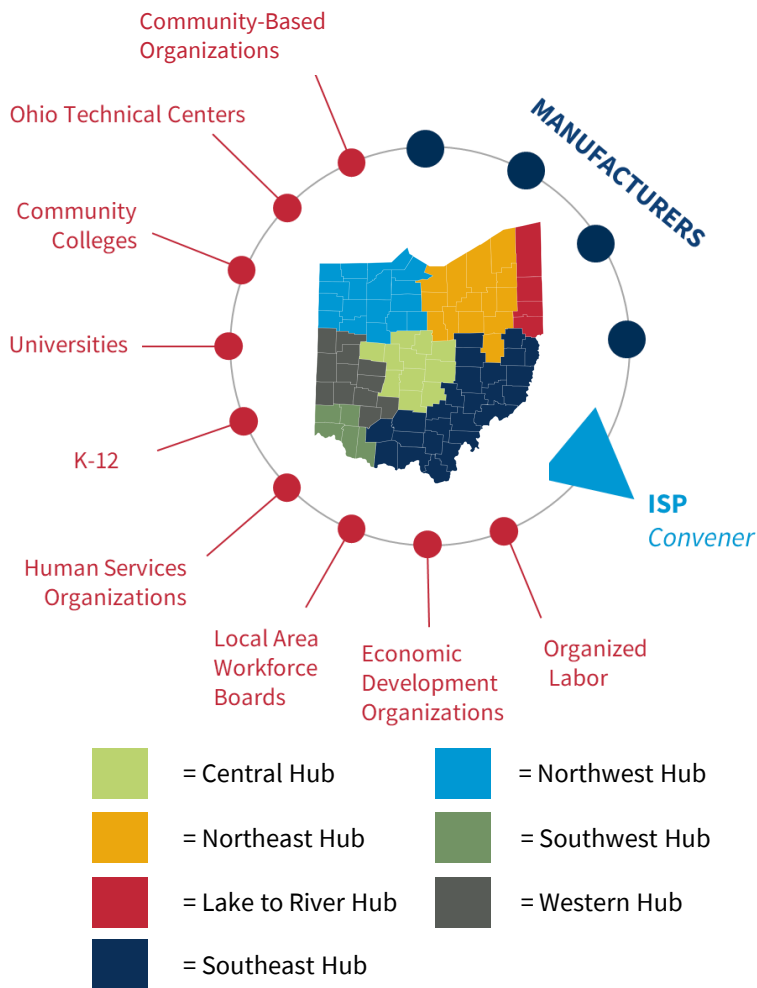
Explore new ways to create paid on-ramps and upskilling into manufacturing careers for Ohioans

# Magnifying Regional Impact

## Optimizing for Workforce Expansion within Ohio's Regions

Regional-level Blueprint implementation will be organized around seven regional hubs, each with a lead OMA-endorsed industry sector partnership (ISP) spearheading efforts and serving as the intermediary for local industry voice. These ISPs will work alongside local education, community-based organizations (CBOs), and workforce and economic development partners to drive success.

### Ohio Manufacturing Talent Partnership Regional Hubs



The Ohio Manufacturers' Association's industry sector partnerships are the **proven model** that will scale regional coordination to prepare Ohio's manufacturing workforce today and tomorrow. ISPs bring together manufacturers, education/training, and workforce development to identify and prioritize regional workforce issues, co-develop and invest in scaled solutions, and act as industry navigators both for new manufacturer entrants and for education and training.

An OMA hub administrator coordinates each of the seven regional hubs around Blueprint activities. The OMA serves as the nerve center and main convener of the ISP network at the statewide level.

Regional hubs will bring the best of the region's infrastructure, expertise, and resources to driving local workforce advancements. Higher education and career centers grow and expand program offerings aligned to local industry need. Economic development partners are a crucial ear-to-the-ground on regional private-sector activity and private-sector talent demand needs.

Ohio's robust local area workforce boards serve every part of the state with programming designed to grow and scale the workforce to the needs of the local community and industry profile. These Local Workforce Development Boards manage OhioMeansJobs Centers, work with local education institutions, partner with local businesses, and manage funds for local training and employment services.

Community-based organizations provide inroads and wraparound services to the regions' un- or underemployed, helping to lower barriers to entering a new career pathway. **Each regional hub represents a vibrant and unique public-private partnership** that is positioned to magnify the individual impact of its partnering organizations.

# A Public Private Partnership

## Collaborating and Organizing for State Alignment with Regional Focus

Steering

Management

Execution

### Ohio Manufacturers

Comprised of Many Key Industries



### Statewide Activation Team

Governor's Office of Workforce Transformation

OhioTechNet

JobsOhio

Department of Job & Family Services

Department of Higher Education

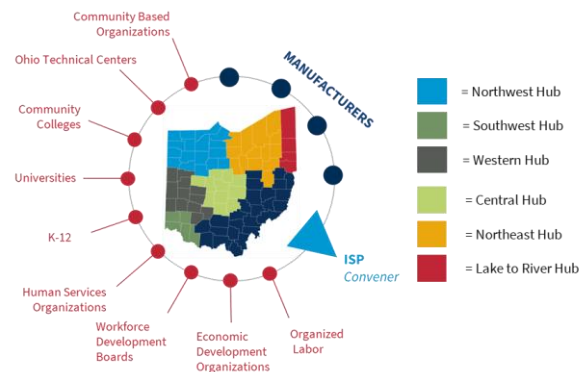


### Statewide Alignment Committee



Non-exhaustive – See Appendix for full list of the Statewide Alignment Committee Members

### Regional Hubs



### Statewide Working Groups



### Industry Sector Partnerships



Non-exhaustive – the above represent the Hub Managers. See Appendix for full list of OMA-endorsed ISP partners



# Connect Ohio Manufacturing Workforce Systems and Priorities

We will transform Ohio's manufacturing workforce **by supporting and accelerating regional activation with statewide alignment on initiatives and processes.**

Our statewide partnership will coordinate and prioritize key workforce and manufacturing challenges while amplifying regional successes. Regional hubs, led by OMA-endorsed ISPs, will scale and accelerate workforce strategies by fostering collaboration among manufacturers, workforce partners, and educators on the ground. This streamlined approach ensures that regional innovations are magnified statewide, driving industry-aligned workforce development.

## Impact Areas

### Communicate Success & Define Clear Roles

Capture and share achievements with stakeholders while establishing clear roles and responsibilities for effective execution.

### Strengthen Industry Collaboration & Advocacy

Convene Ohio's manufacturing sector, leverage OMA's industry membership, and partner with state agencies to drive statewide priorities.

### Optimize Regional Hubs & ISP Networks

Grow ISP membership, elevate regional hubs as local navigators, and optimize operations for scalability.

### Further Develop Program Sustainability

Align workforce needs with Manufacturing Extension Partnerships (MEPs), integrate talent demand data, and manage funding for long-term sustainability.

## Success is Met When...

### Statewide, we have:

- **Stronger Coordination** among industry, agencies, and local partners
- **Sustainable Workforce Funding** to ensure long-term development
- **Workforce Investment Guidance** using talent demand data
- **Elevated Industry Voice** to shape workforce strategies

### Regionally, we have:

- **Empowered Regional Hubs & ISPs** through a strengthened role of ISPs as key connectors between manufacturers, workforce partners, and educators.
- **Localized Industry Engagement** through increased small and medium-sized manufacturer participation in ISP networks

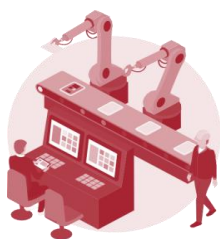
## As a result of this Pillar, we will...

**Clearly define roles and responsibilities, and communicate successes** to stakeholders



**Empower Ohio's manufacturing sector** to drive statewide priorities and encourage growth of ISP networks and membership

**Collaborate with state agencies** through OMA's industry membership **to strengthen regional hubs as primary workforce drivers**

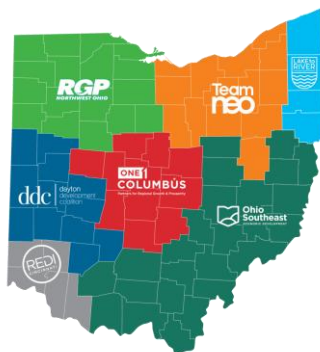


**Streamline Regional Hub and Lead ISP operations** for growth and elevate them as navigators of local partners

**Integrate workforce needs with MEPs** for technology investments and **manage funding for sustainability**

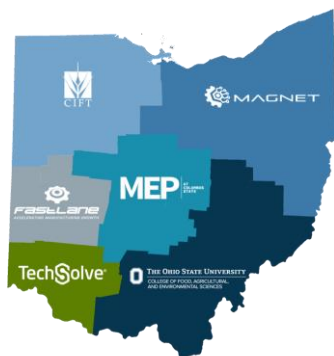
### Ohio Advantages We Will Build Upon

**The OMA-Endorsed Industry Sector Partnership Network** will be further galvanized as the primary local-level solution for empowering manufacturers to make a difference in their regional workforce systems. The regional hubs, led by the Lead ISPs, will be navigators and elevators of local partners in every region like the ISPs, the colleges and technical centers, community-based organizations, workforce development boards, Manufacturing Extension Partnerships, economic development partners, and local manufacturers driving the area's talent demand.



**The JobsOhio Regional Network** is comprised of seven economic development partners in each region of the state, who lead business attraction, retention, and expansion efforts across Ohio. These partners serve as local connectors, leveraging deep regional knowledge to foster economic growth, attract new manufacturers, and support existing businesses. They collaborate with regional stakeholders to understand evolving workforce needs, inform talent strategies, and help employers navigate the local workforce development ecosystem.

**Ohio Local Workforce Development Boards** oversee job training, career services, and employer partnerships to strengthen the regional workforce. They manage OhioMeansJobs centers, administer Workforce Innovation and Opportunity Act (WIOA)-funded programs, and provide funding for upskilling and apprenticeships. LWDBs also collaborate with businesses to address skill gaps, support economic development, and assist displaced workers. Ohio has 20 workforce areas, each aligning training programs with employer needs.



**Ohio Manufacturing Extension Partnerships (MEPs)** support small and mid-sized manufacturers by enhancing sales, expanding employment opportunities, and reducing costs. They achieve this effort through advancements in technology, workforce development, and optimized management strategies. The program is overseen by the state MEP office and is delivered through six regional partners.

**Ohio College Tech Prep Centers** provide support for the development of career-focused programs and pathways that let students earn college credit in high school. The six Ohio Tech Prep Regional Centers connect local schools with Ohio's community colleges and universities to support high-quality career-technical education across the state. The six Ohio Tech Prep Regional Centers serve as the liaison to Ohio's 91 career-technical planning districts, 23 community colleges, and 14 universities.



## Grow Manufacturing Sector Career Awareness and Interest

We will transform Ohio's manufacturing workforce by **promoting Ohio manufacturing careers and pathways with aligned, research-based messages and stories**

Our statewide partnership will expand awareness of Ohio's manufacturing careers by highlighting clear pathways and opportunities. Targeted outreach, storytelling, and industry engagement will reshape perceptions, while collaboration with educators, employers, and workforce partners will drive compelling campaigns and accessible resources. A strategic, data-driven approach will strengthen Ohio manufacturers' message to its current and future workforce.

### Impact Areas

#### Expand SMM Engagement & Communication

Communicate the value of ISPs' engagement, establish a common approach to promoting Ohio manufacturing careers, and enhance outreach to non-ISP members, especially small to-medium-sized manufacturers (SMMs).

#### Further Adopt Data-Based Approach

Use research-backed insights to assess engagement effectiveness, align initiatives with Ohio's Career Connections Framework, and coordinate with JobsOhio on manufacturing workforce strategies.

#### Strengthen Manufacturing Exposure & Awareness

Focus on key opportunities like the Ohio STEM Learning Network Statewide Design Challenge, Ohio Auto & Advanced Mobility grade 9-12 curriculum, and awareness initiatives aligned with Making Ohio 2.0.

#### Enhance Talent Attraction & Retention

Implement a working group to prioritize and align efforts, assess existing strategies, and explore out-of-state talent attraction approaches.



## Success is Achieved When...

### Statewide, we have

- **Stronger Talent Pipelines** using expanded workforce initiatives to attract and develop talent to meet industry demands across Ohio.
- **Workforce Alignment** using a unified approach to manufacturing career outreach to enhance coordination and reduce regional fragmentation.

### Regionally, we have:

- **Economic Growth** through attracting and retaining manufacturing talent locally so regions can strengthen their economies and enhance long-term job stability.
- **Increased Access to Career Pathways in Underserved Areas** by expanding collaboration with community organizations and awareness campaigns.

## As a result of this Pillar, we will...

Establish a **consistent statewide message for career opportunities** in Ohio manufacturing, attracting more talent

**Communicate the value of ISPs** and workforce Blueprint initiatives to increase engagement **among non-ISP members**



Focus on tangible opportunities to **better excite and prepare students for manufacturing careers**

Implement a working group to **prioritize and align manufacturing career awareness initiatives**

Assess the landscape of existing strategies and **prioritize filling gaps across audiences**



### Ohio Advantages We Will Build Upon

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**Ohio TechNet** partners with industry and economic development organizations on workforce solutions, including K-12 engagement tactics.



**Making Ohio**, developed by the OMA, offers dedicated resources designed to expand the manufacturing talent pipeline through strategic brand engagement and youth outreach, including the Manufacturing Career Ambassadors' Program.



**DriveOhio** has forged a path in engaging K-12 educators and students, including resources and professional development resources, and numerous activities exposing students to science and engineering concepts and new technologies. In-person events powered by DriveOhio have reached hundreds of young students.



**ODEW's Career Connections Framework** helps students explore careers and develop essential skills from elementary through high school. It emphasizes career awareness, planning, and hands-on learning experiences. The framework ensures students are prepared for future careers or further education while encouraging early engagement with CTE pathways.



**The Manufacturing Advocacy & Growth Network (MAGNET)'s Experience Manufacturing! Program** is a free, 3-hour tour for high school students to learn about manufacturing. The field trip includes a tour of a manufacturer's factory floor, an activity building and racing battery-powered cars, and an exhibit showcasing manufacturing career pathways.



The **Ohio STEM Learning Network** will further magnify K-12 student engagement with programs like the Statewide Design Challenge, which engages hundreds of students in every Ohio region in solving real-world technology problems faced by industry. The next design challenge will be centered on the automotive and advanced mobility industries and manufacturing, including topics like battery design, manufacturing processes, and consumer adoption.

## Broaden the Manufacturing Workforce Talent Pool

We will transform Ohio's manufacturing workforce by **further expanding opportunities for more talent pools to access Ohio manufacturing careers, with tailored programs and services.**

Our partnership, statewide and regionally, will address current gaps in access, completion, and retention by strengthening relationships between employers, local area workforce boards, and community-based organizations to connect underserved populations — such as un/underemployed individuals, justice-involved individuals, women, and both youth and adult learners — to quality career opportunities. By tackling barriers such as limited outreach, financial constraints, and lack of wraparound support, we aim to broaden the manufacturing talent pipeline and improve the representation of untapped talent across age groups in the workforce.

### Impact Areas

#### Expand On-Ramps to Manufacturing Careers

Scale training and education-to-employment pathways in existing programs and prioritize WorkAdvance as the foundational on-ramp into continued education and career progression.

#### Expand Representation of Untapped Talent

Reintegrate un/underemployed individuals and individuals with disabilities, strengthen talent pipelines for women and girls through proven models and partners, and implement strategies to attract and retain out-of-state talent.

#### Enhance Support Services for Untapped Talent

Utilize federal and state funding to provide wraparound services, like career coaching, transportation, and childcare, for job seekers entering the workforce through developed low-barrier pathways, and further develop on-ramps and career awareness for underserved youth and young adults.

#### Integrate Career Coaching & Local Employer Partnerships

Strengthen grassroots partnerships between employers, community-based organizations, and workforce development boards while embedding proven career coaching methods into new/existing areas.

### Success is Achieved When...

#### Statewide, we have:

- **Expanded Access to Workforce Programs** ensuring that job seekers receive training and career support tailored to their needs and backgrounds.
- **Higher Employment and Retention Rates** with fewer barriers to entry roles.
- **Expanded Talent Pipelines** with increased participation from women, returning citizens, individuals in career transition, and the un/underemployed.

#### Regionally, we have:

- **Stronger Employer - CBO Collaboration** leading to more direct hiring pathways for underserved populations.
- **Local workforce systems that are self-sustaining** with training programs, career coaching, and employer engagement deeply embedded in regional economic development strategies.

### As a result of this Pillar, we will...



**Sustain and expand programming** aimed at broadening the talent pipeline to untapped talent

**Launch targeted initiatives to support hidden workers, women, and out-of-state talent** in securing sustainable careers



**Deepen collaboration between employers and CBOs** to drive direct-talent connections

**Embed proven career coaching methodologies** into workforce programs to improve readiness and retention

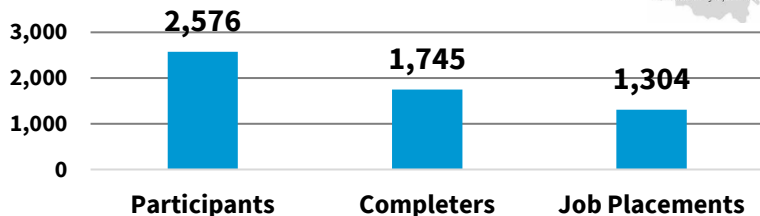
**Implement wraparound services at scale** by integrating workforce programs with existing federal and state funding



### Ohio Advantages We Will Build Upon

#### WorkAdvance Entry-Level Outcomes

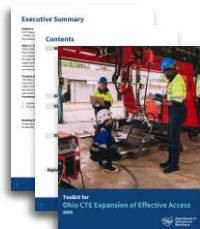
(November 2022 through January 2025)



**WorkAdvance** is Ohio's leading program to build accessible on-ramps to manufacturing career efforts via entry-level manufacturing training and grassroots outreach. The program equips individuals with career readiness training, hands-on work experience, and personalized career guidance, all while offering comprehensive support services, including assistance with transportation and childcare.



**Connecting Individuals to Job Opportunities** through many of Ohio's unique programs such as the OhioMeansJobs Career Navigator Survey, which provides personalized resources to help job seekers explore and access their preferred career pathways. Additionally, the Comprehensive Case Management and Employment Program (CCMEP) supports young, low-income individuals in building sustainable careers and securing employment. As of January 2025, Ohio's county unemployment rates range from 3.7% to 10.1%<sup>11</sup>, representing a significant untapped talent pool that could be engaged in manufacturing careers. See Appendix E for a breakdown of unemployment rates by county.



**Ohio CTE Expansion of Effective Access Toolkit** was designed to provide insight into the status of career-technical education (CTE) access across Ohio's economic development regions. Developed by the Ohio Department of Education and Workforce, this resource offers practical strategies to expand effective access to CTE by supporting both the creation of new programming and the growth of existing programs. Access the toolkit [here](#).



**Youngstown State University's Excellence Training Center (ETC)** is a unique workforce, education, research, and commercial center focused on advanced manufacturing. The ETC offers career pathways through traditional and non-traditional certifications and industry-recognized credentials in areas such as manual and CNC machining, industrial maintenance, robotics, automation, and additive manufacturing. The center houses more than \$10 million worth of advanced manufacturing equipment and is 100% externally funded.



**Ohio's Individual Microcredential Assistance Program (IMAP)** allows every Ohioan to be trained in an industry-recognized credential at no cost. IMAP training providers will cover all tuition, fees, and additional costs needed to help anyone earn a credential that will lead to a good job.



**The Ohio Department of Education and Workforce** is a key partner in expanding youth access to manufacturing careers by leveraging its statewide career-technical education infrastructure. With programs that offer hands-on learning, early credentialing, and connections to pre-apprenticeships, ODEW helps create clear, supported pathways from the classroom to high-quality jobs.

04

# Align & Scale Manufacturing Education and Training

We will transform Ohio's manufacturing workforce by **expanding program capacity, aligning and optimizing programming, and driving completions of programs aligned to manufacturing sector needs.**

Our statewide partnership will expand training capacity, align curriculum with industry needs, and streamline education pathways through program stacking and equipment sharing. By prioritizing technician and operator talent development, we will drive a more accessible and industry-responsive workforce system.

## Impact Areas

### Strengthen Training Program Capacity

Support faculty and institutions in increasing enrollment and completions by adopting curriculum, creating clear pathways for stacking credentials, and implementing targeted capacity-building strategies.

### Scale Competency Model Adoption

Using the Ohio Manufacturing Competency Model, work to align training equipment investments via asset mapping, equipment sharing, and funding alignment with strong data-driven, industry-aligned approaches.

### Prioritize Operator & Technician Pathways

Focus on technician and operator talent development through competency-based models, credit articulation (e.g., WorkAdvance), and streamlined education pathways.

### Enhance Credential Stackability

Expand credit articulation across traditional and nontraditional learning pathways, leveraging frameworks like College Credit Plus (CCP), Transfer Assurance Guides (TAGs), Ohio 36, Industry Recognized Credential Transfer Assurance Guides (ITAGs), and Career-Technical Assurance Guides (CTAGs).

## Success is Achieved When...

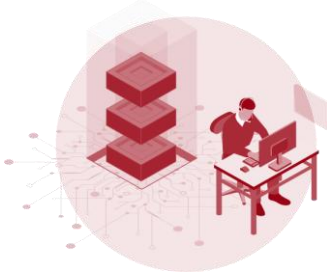
### Statewide, we have:

- **Scaled capacity** across education and training programs aligned to industry needs.
- **Enhanced Opportunities for Credit Transfer** across education institutions.
- **New Education Pathways** that meet the operator and technician-level talent needs.

### Regionally, we have:

- **Increased local collaboration with industry** informing investments into program development and training equipment.
- **Increased Access and Availability of Training Programs** that meet both local and statewide industry demands.

## As a result of this Pillar, we will...



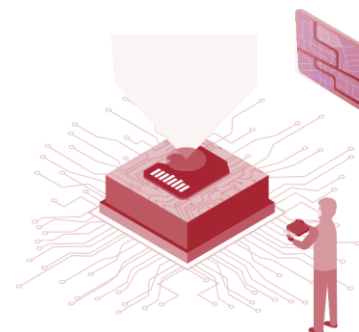
**Increase access of underserved communities** to high-quality training and career pathways

**Increase number of qualified trainers and institutions** offering industry-aligned programs

**Prioritize technician and operator talent development** to meet regional and statewide workforce demands effectively

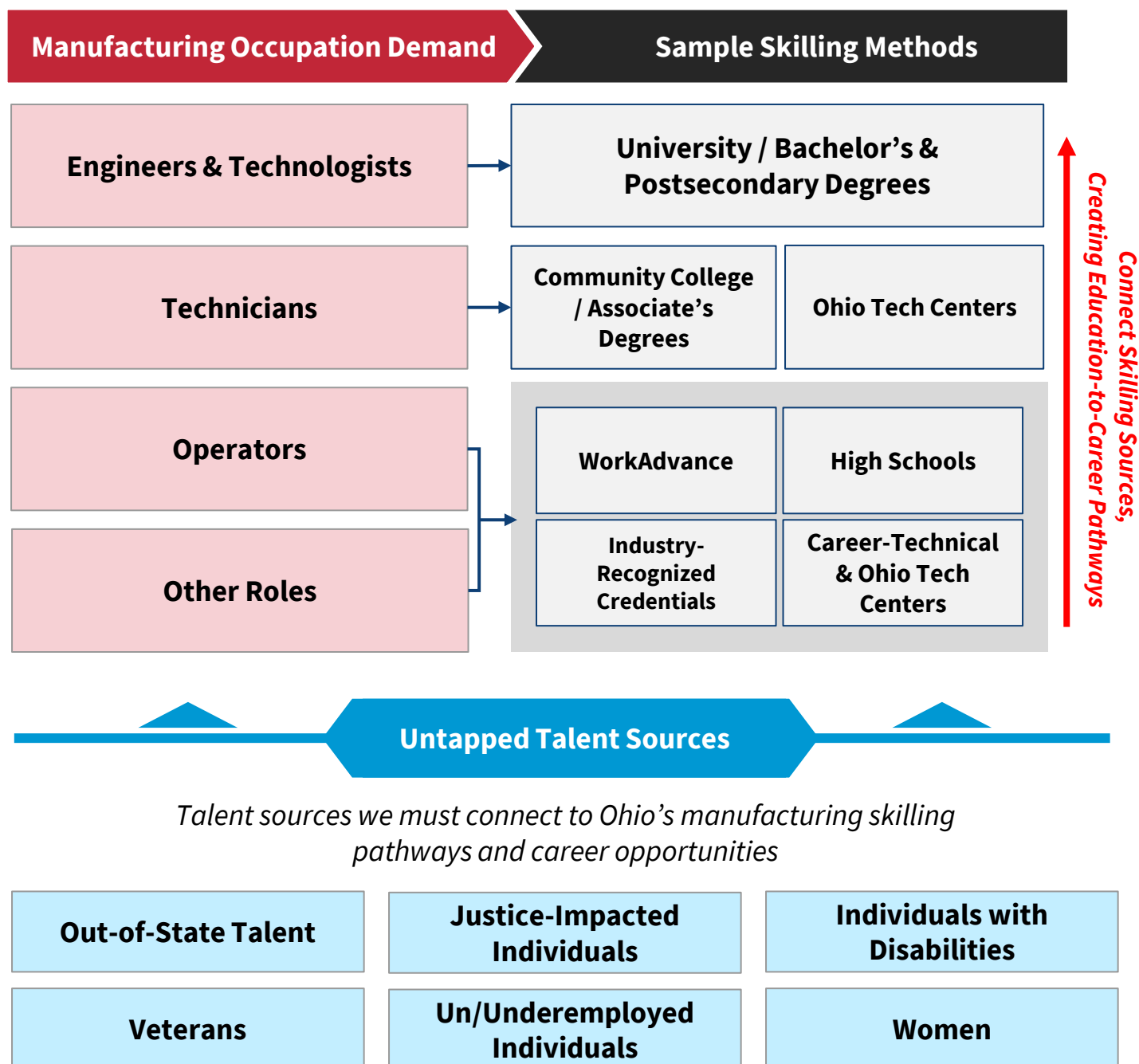
**Increase credential stackability** across traditional and nontraditional learning programs

**Improve coordination of training equipment and funding** to enhance program effectiveness



## Aligning Talent to Upskilling Pathways

Ohio can tap numerous channels for manufacturing talent from its existing infrastructure and has been working at pace to further grow and reinforce these sources. Aligning education and training through strategies such as expanded credit articulation and transfer, helps build interconnectivity between different pathways and starting points. Ohio will continue to pursue a “no wrong door” approach for bolstering the manufacturing talent pipeline — wherever the partnership can reach someone to engage in and explore these manufacturing careers, a pathway into a family-sustaining job should exist. The state and our partners will focus efforts to further align our skilling methods to create strong education-to-career pathways for all Ohioans.



### Ohio Advantages We Will Build Upon



Transfer Credit Ohio

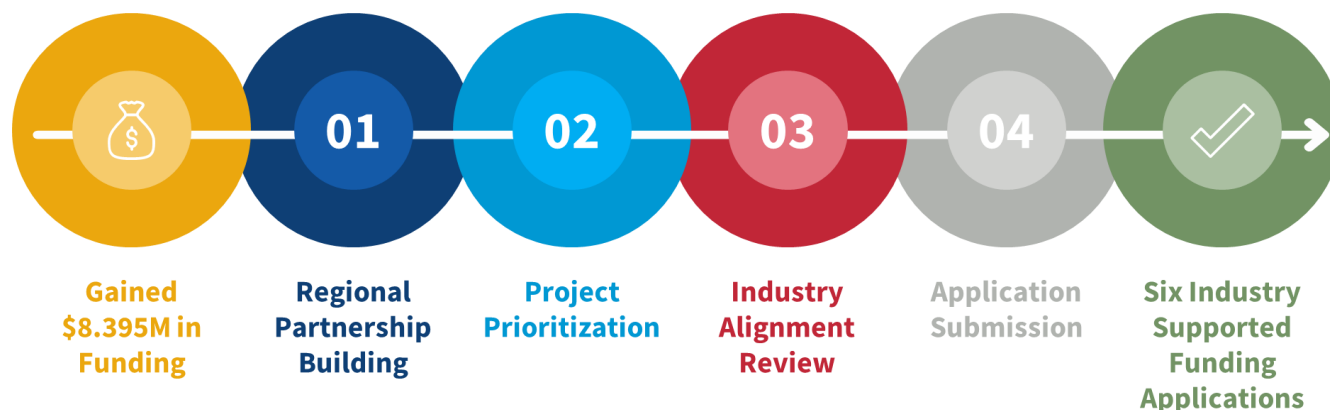
Ohio is taking a significant step toward **standardizing education-to-career pathways**. By aligning credentials with industry needs, the state is ensuring that learners have clear, structured routes to sustainable careers. **The Ohio Department of Higher Education** is working to create a more seamless transition from education to career by standardizing pathways that allow students to carry credits between institutions and career stages. This effort not only reduces redundancy in learning but also accelerates workforce entry by recognizing prior achievements.



Department of  
Education &  
Workforce

**The Ohio Department of Education and Workforce** drives statewide alignment of high school career-technical programs to industry needs. In 2024, ODEW led a revamped process to revise Career-Technical Education (CTE) Engineering and Manufacturing Career Field Content Standards and also established thought leadership and resources for educators aiming to align their programs to manufacturing industry needs.

**Super RAPIDS 2024** invested \$8.3 million in training equipment and faculty upgrades for higher education in every region. Project proposals were determined through a collaborative process, requiring agreement both from each region's education and industry partners. Beyond the equipment investments, this process created a new, regional model of collaboration among educators and manufacturers. See the full announcement of Super RAPIDS funding per institution [here](#).



**Ohio's TechCred Program** gives employers the chance to upskill current and future employees with technology and manufacturing-related credentials. Employers who submit successful applications will be reimbursed up to **\$2,000 per credential** when current or prospective employees earn eligible technology-focused credentials. There are multiple rounds per year along with frequent updates to the list of eligible credentials. Eligible credential list can be found [here](#).

#### Examples of TechCred-Eligible Credential Topics Include:

- NCCER Welding
- FANUC Intensive Maintenance
- FANUC Machining and Turning
- NIMS Pneumatic Systems
- Allen Bradley PLC: Intro to Automation
- Electrical Discharge Machining (EDM)
- NIMS Industrial Technology Maintenance
- And dozens more!



## Expand Innovative Earn and Learn

We will transform Ohio's manufacturing workforce by **exploring new ways to create paid on-ramps and upskilling** for manufacturing careers.

Earn-and-learn opportunities, like incumbent worker training, on-the-job training, and apprenticeships, bolster the Ohio manufacturing workforce by providing paid opportunities accessible to participants with families to support, and by supporting valuable on-the-job upskilling.

### Impact Areas

#### Expand Credit Articulation for Earn and Learn Programs

Ohio education and government partners have spearheaded the expansion of transfer credit to aligned non-traditional pathways, like industry-recognized credentials. This approach will be scaled to further encompass work-based learning.

#### Focus on Filling Competency Gaps

Some critical knowledge, skills, and abilities are gained by work-based learning. We will identify these competencies and develop tactics to fill gaps with work-based learning.

#### Scale On-the-Job and Earn-and-Learn Partnerships

Ohio's leading local area workforce boards are ready to scale collaboration with employers. Regional Hubs will explore these partnerships to tap existing program infrastructure and funding.

#### Alleviate Barriers to Participation

Barriers such as lack of awareness, transportation, financial constraints, and regulatory and administrative hurdles limit both individual and employer participation in earn-and-learn programs. Regional hubs can partner with workforce boards and community groups to bridge gaps.

## Success is Achieved When...

### Statewide, we have:

- **Increased Alignment of College Credit Opportunities** for earn-and-learn and work-based learning opportunities.
- **Expanded Apprenticeship Programs with Increased Participation** aligned to in-demand manufacturing careers.

### Regionally, we have:

- **New Regional-Level Partnerships** piloting innovative earn-and-learn programs tailored to student and employer needs.
- **Increased Regional Collaboration Designed to Expand Enrollment** and completion aligned to in-demand manufacturing technician roles.

## As a result of this Pillar, we will...

**Provide increased support and best practices to employers** to support participation in work-based learning programs

**Increase the number of manufacturing earn-and-learn programs** addressing competency gaps

**Increase the number of work-based learning opportunities** that articulate to college credit



## Ohio Advantages We Will Build Upon

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### OhioTechNet

#### Northshore Manufacturing Workforce Partnership

Members of **Ohio TechNet's** consortium are leading the development of manufacturer-tailored earn-and-learn programs, with planned growth through the North Shore Manufacturing Workforce Partnership. This initiative will pilot scalable models to strengthen collaboration between educators and industry in launching and sustaining earn-and-learn partnerships.



**ApprenticeOhio** provides thought leadership and technical assistance for apprenticeship programs sponsored by manufacturers and training providers statewide, while also creating pathways for untapped talent.



Ohio Department of Development's **High School Tech Internship Program** provides wage reimbursement up to **\$5,000** for employers who provide an internship to high school students that gives them exposure to in-demand, technology-focused roles.

**Additionally, the College Technology Internship Program** supports employers by offsetting the cost of student wages for work-based learning opportunities for college students up to **\$7,500** over the summer.



**The Manufacturing Advocacy & Growth Network (MAGNET)'s Early College, Early Career Program** provides career exposure and technical training fitting manufacturing careers available in the student's community. This includes paid, full-time work-based learning and mentoring. More than 95% of graduates receive at least one job offer after completing the program.



**The University of Cincinnati's Cooperative Education (Co-op) Program** in the College of Engineering and Applied Science allows students to alternate semesters between classroom learning and full-time work. This program, consistently ranked in the top five nationally, provides valuable real-world experience and often leads to job offers before graduation.



**The Ohio College Technology Internship Program**, administered by the Ohio Department of Development, connects college students from diverse backgrounds with hands-on internships at top Ohio tech companies. It focuses on building practical skills, offering real-world experience, mentorship, and professional networking. Also, **the Ohio MEP High School Internship Program** connects high school and career-tech students with paid internships at local manufacturers, offering hands-on experience and early exposure to careers in manufacturing. With 80% of interns receiving full-time job offers, the program benefits both students and employers. Manufacturers receive up to **\$1,500** in reimbursement per intern.

# References



- 1 [Manufacturing Counts \(2024\)](#), The Ohio Manufacturers' Association.
- 2 JobsOhio Public Jobs Data (2025).
- 3 JobsOhio Public Jobs Data (2025).
- 4 Average annual compensation from Lightcast Occupation Snapshot for Technician-Level SOC codes found in Appendix A Ohio's In-Demand Manufacturing Occupations
- 5 [Average Cost of Community College \(2024\)](#), Education Data Initiative
- 6 [Manufacturing Counts \(2024\)](#), The Ohio Manufacturers' Association.
- 7 [Manufacturing Counts \(2024\)](#), The Ohio Manufacturers' Association.
- 8 JobsOhio Public Jobs Data (2025).
- 9 Estimate based on job postings from Lightcast Profile Analytics for SOC codes found in Appendix A: Ohio's In-Demand Manufacturing Occupations
- 10 (1) Incoming job estimate based on publicly-available economic development investment announcements and reports. (2) Lightcast Talent Analyst Occupations Table, 2024 Unique Job Postings for Operator and Technician-aligned occupations. (3) Lightcast Talent Analyst Occupations Table, Average Annual Openings for Operator and Technician-aligned occupations. (4) WorkAdvance completions Jan 2023-Jan 2024. (5) Lightcast College Analyst, Full School Listing, 2023 completions in Ohio for awards more than 2 years and less than 4 years for aligned CIP codes, plus bachelor's-level engineering technology completions. (6) 2022 aligned industry-recognized credentials earned by high school students in Ohio, plus aligned Ohio Technical Center completions, plus Lightcast College Analyst, Full School Listing, 2023 completions in Ohio for awards less than 2 years for aligned CIPs from higher education institutions.
- 11 [Ohio Local Areas Unemployment Statistics](#), Ohio Department of Job and Family Services

# Appendix A: Ohio's In-Demand Manufacturing Occupations

## Operator-level

No.	Manufacturing Occupation	SOC Code	SOC Title
01	Machine Operators	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
		51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic
		51-9161	Computer Numerically Controlled Tool Operators
		51-8021	Stationary Engineers and Boiler Operators
		51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
		51-4081	Multiple Machine Tool Setters, Operators, and Tenders for Metal and Plastic
02	Production Workers	51-2099	Assemblers and Fabricators, All Other
		51-9199	Production Workers, All Others
		47-2211	Sheet Metal Workers
		47-2221	Structural Iron and Steel Workers
		51-2041	Structural Metal Fabricators and Fitters
		47-2141	Painters, Construction and Maintenance
		51-2022	Electrical and Electronic Equipment Assemblers
		51-2023	Electromechanical Equipment Assemblers
03	Logistics Workers	53-7051	Industrial Truck and Tractor Operators
		53-7199	Material Moving Workers, All Other
		13-1081	Logistician
04	Maintenance Associate	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
		49-9071	Maintenance and Repair Workers, General
05	Quality Associate	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
		17-3026	Industrial Engineering Technologists and Technicians



# Appendix A: Ohio's In-Demand Manufacturing Occupations Cont'd

## Technician-level

No.	Manufacturing Occupation	SOC Code	SOC Title
06	Maintenance Technician	49-9041	Industrial Machinery Mechanics
		49-9043	Maintenance Workers, Machinery
		17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians
		49-9099	Installation, Maintenance, and Repair Workers, All Other
		49-9044	Millwrights
07	Production Planner	51-1011	First-Line Supervisors of Production and Operating Workers, Production, Planning, and Expediting Clerks
		43-5061	Production, Planning, and Expediting Clerks
08	Health and Safety Technician	19-5011	Occupational Health and Safety Specialists
09	Machine Programmer and Drafter	51-9162	Computer Numerically Controlled Tool Programmers
		17-3019	Drafters, All Other
		17-3012	Electrical and Electronics Drafters
10	Electrician	47-2111	Electrician
11	Chemical Technician	19-4031	Chemical Technicians

## Engineer-level

No.	Manufacturing Occupation	SOC Code	SOC Title
12	Production Manager	11-3051	Industrial Production Manager
13	Process Engineer	17-2112	Industrial Engineer
14	Civil Engineer	17-2051	Civil Engineer
15	Mechanical Engineer	17-2141	Mechanical Engineer
16	Electrical Engineer	17-2199	Robotics Engineer*
		17-2071	Electrical Engineer
17	Computer Engineer	17-2061	Computer Hardware Engineer
18	Health and Safety Engineer	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
19	Biomedical Engineer	17-2031	Bioengineers and Biomedical Engineers

\*These SOC codes were mapped differently due to data restrictions

## Other Occupations

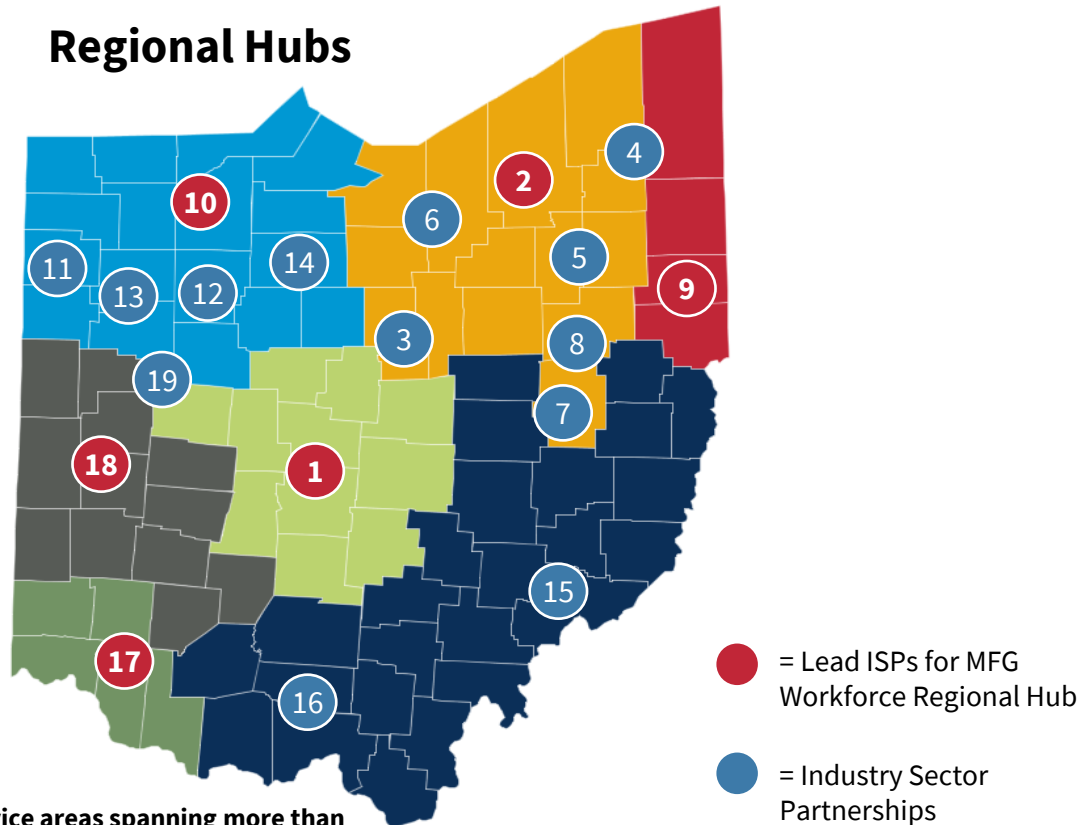
No.	Manufacturing Occupation	SOC Code	SOC Title
20	Welder / Cutter / Solderer / Brazier	51-4121	Welders, Cutters, Solderers, Brazers
21	Machinist	51-4041	Machinist
22	Tool and Die Maker	51-4111	Tool and Die Maker

# Appendix B: Sample Industry Occupation Mapping

Broad Manufacturing Occupation Grouping	A&AM Sample Jobs	A&D Sample Jobs	Semiconductor Sample Jobs
<b>Machine Operator</b>	<ul style="list-style-type: none"> <li>Battery Manufacturing Operator</li> <li>Recycling Operator</li> </ul>	<ul style="list-style-type: none"> <li>Painting, Finishing, and Surface Treatment Technician</li> <li>Sheet Metal Assembler and Riveter</li> </ul>	<ul style="list-style-type: none"> <li>Wafer Fab Operator</li> <li>Cutting, Punching, and Press Machine Setters</li> </ul>
<b>Production Worker</b>	<ul style="list-style-type: none"> <li>Electrical &amp; Electronic Equipment Assembler</li> <li>EV Product Fabricator</li> </ul>	<ul style="list-style-type: none"> <li>Aircraft Assembler</li> <li>Aircraft Fabricator</li> <li>Precision Metal Fabricator</li> </ul>	<ul style="list-style-type: none"> <li>Semiconductor Assembler Electronic / Electronic and Electromechanical Assembler</li> </ul>
<b>Logistics Worker</b>	<ul style="list-style-type: none"> <li>Raw Material Handler</li> </ul>		<ul style="list-style-type: none"> <li>Material Handler</li> </ul>
<b>Quality Associate</b>		<ul style="list-style-type: none"> <li>Material Tester</li> <li>Ammunition Inspector</li> <li>Non-destructive Testing Specialist</li> </ul>	<ul style="list-style-type: none"> <li>Material Quality Inspector</li> <li>Semiconductor Testing Technician</li> </ul>
<b>Maintenance Technician</b>	<ul style="list-style-type: none"> <li>Automotive Service Technician &amp; Mechanic</li> <li>EVSE Technician</li> <li>Robotics Technician</li> <li>Electrical Maintenance Technician</li> <li>Electrical and Electronic Engineering Technologists and Technicians</li> </ul>	<ul style="list-style-type: none"> <li>Aircraft Maintenance Technician</li> <li>Unmanned Systems Repairer</li> <li>Artillery Repairer</li> <li>Avionics Technician</li> </ul>	<ul style="list-style-type: none"> <li>Module Equipment Technician</li> <li>Manufacturing Engineering Technician</li> </ul>
<b>Health and Safety Technician</b>		<ul style="list-style-type: none"> <li>Inspector Technician</li> <li>Certification and Compliance Associate</li> </ul>	
<b>Electrician</b>	<ul style="list-style-type: none"> <li>EVSE Installer</li> </ul>		
<b>Chemical Technician</b>	<ul style="list-style-type: none"> <li>Battery Technician</li> </ul>	<ul style="list-style-type: none"> <li>Composite Fabrication Specialist</li> </ul>	
<b>Welder / Cutter / Solderer / Brazier</b>		<ul style="list-style-type: none"> <li>TIG Welder</li> </ul>	

# Appendix C: OMA-Endorsed Industry Sector Partnerships by Regional Hub

## Regional Hubs



**Note: Some ISPs have service areas spanning more than one Regional Hub. This list is meant to be directional.**

### Northwest Hub

- 10 Toledo Chamber of Commerce / Northwest Ohio Manufacturing Alliance (NOMA)**
- 11** Advanced Manufacturing Consortium (AMC)
- 12** Raise the Bar Hancock County
- 13** Workforce Leadership of Putnam County
- 14** Great Lakes Industry Sector Partnership

### Southeast Hub

- 15 Appalachian Ohio Manufacturers' Coalition (AOMC)**
- 16** Shawnee State University / BESTOhio Sector Partnership

### Southwest Hub

- 17 Advanced Manufacturing Industry Partnership (AMIP)**

### Western Hubs

- 18 Dayton Region Manufacturing Association (DRMA)**
- 19** West Central Ohio Manufacturing Partnership

### Central Hub

- 1 Central Ohio Manufacturing Partnership (COMP)**

### Northeast Hub

- 2 Workforce Connect Manufacturing Sector Partnership (MAGNET)**
- 3** Regional Manufacturing Coalition (RMC)
- 4** Alliance for Working Together Foundation (AWT)
- 5** ConxusNEO
- 6** Manufacturing Works / Lorain County Manufacturing Sector Partnership (LCMSP)
- 7** Tuscarawas Valley Manufacturing Partnership (TVMP)
- 8** Stark County Manufacturing WFD Partnership

### Lake to River Hub

- 9 Mahoning Valley Manufacturers Coalition (MVMC)**

# Appendix D: Statewide Alignment Committee Members

## Statewide Alignment Committee



**Department of  
Job & Family  
Services**



**Greater Ohio  
Workforce Board Inc.**



**Department of  
Veterans Services**



**THE OHIO STATE  
UNIVERSITY**



**Department of  
Rehabilitation  
& Correction**



**Lorain County  
Community College**



**ASPyr**  
WORKFORCE INNOVATION



**MAGNET**



**Department of  
Development**



**THE  
NewGrowth  
GROUP**

**COLUMBUS STATE**  
COMMUNITY COLLEGE

**OhioTechNet**



**Governor's Office of  
Workforce Transformation**



**Department of  
Education &  
Workforce**



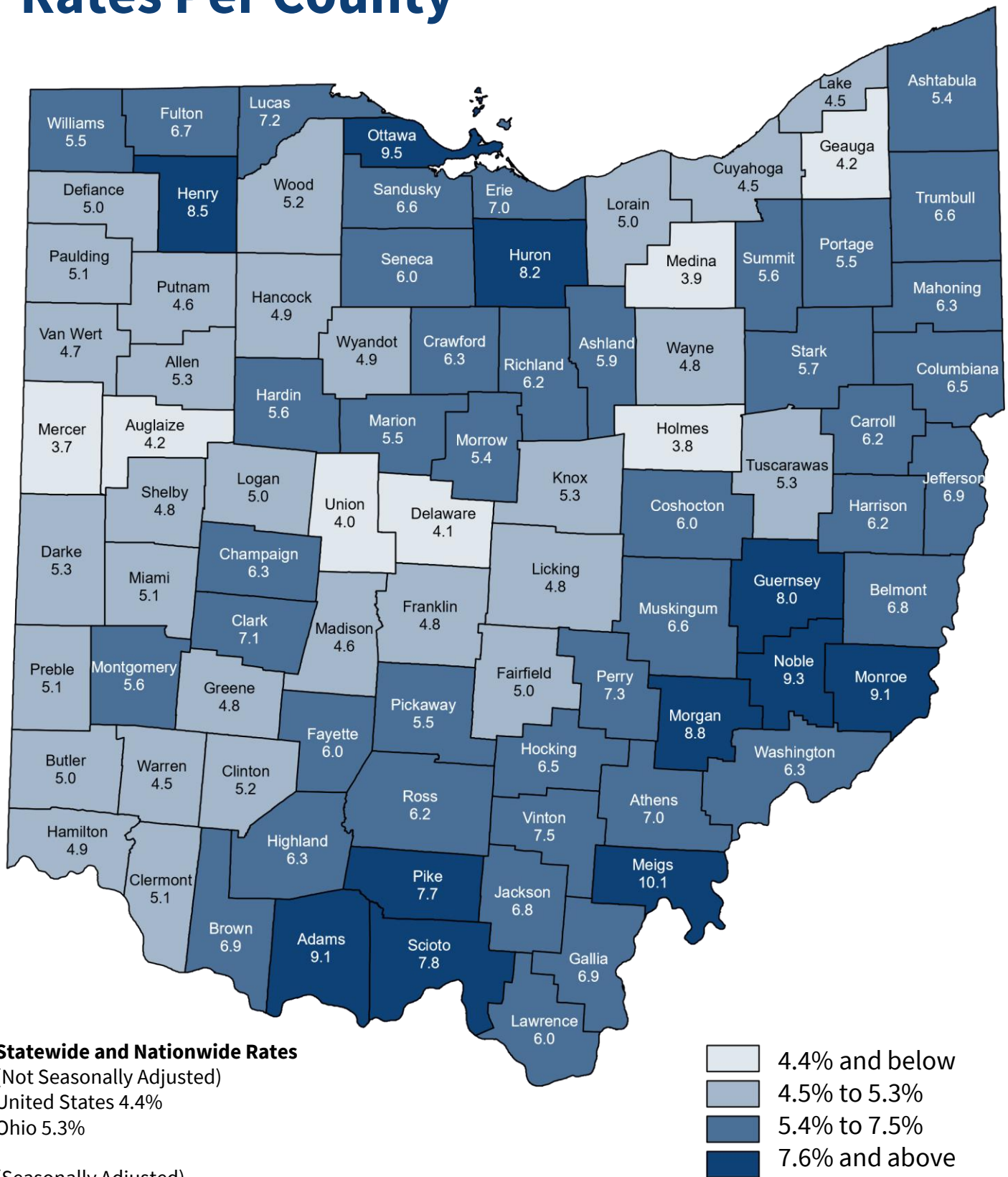
**Department of  
Higher Education**



**Governor's Office of  
Workforce Transformation**



# Appendix E: Ohio Unemployment Rates Per County



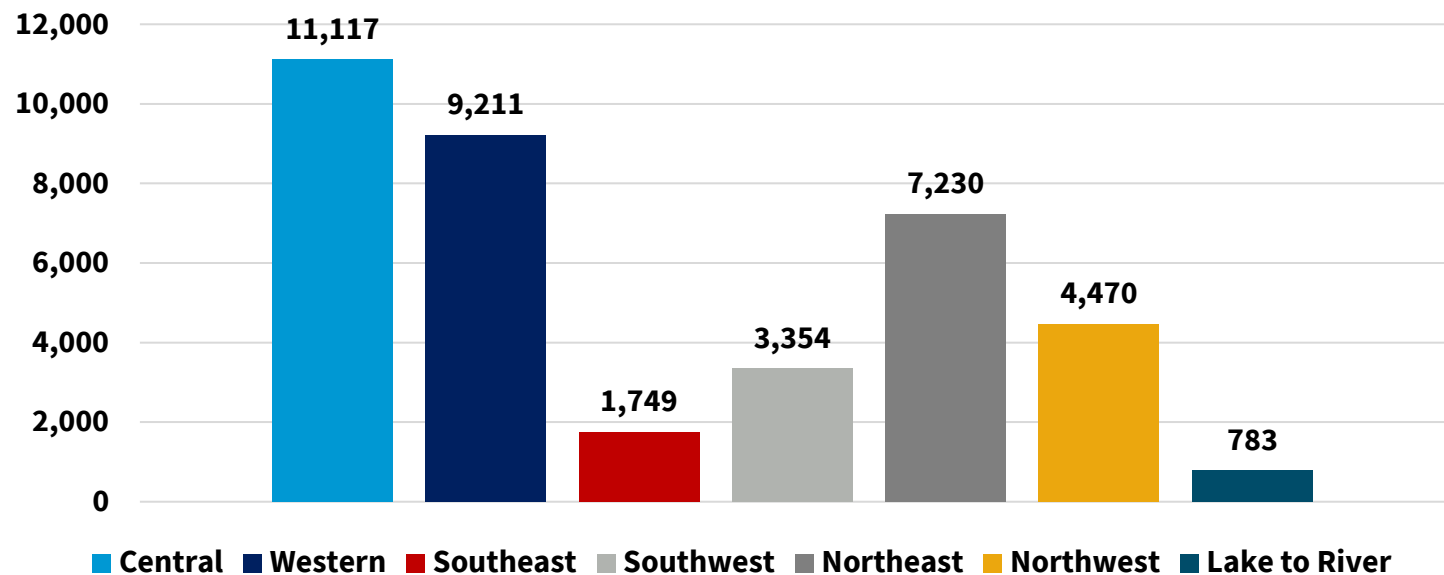
Data Source: <https://ohiolmi.com> – map courtesy of Ohio Department of Job and Family Services  
Local Areas Unemployment Statistics as of January 2025



# Appendix F: Estimated Operator & Technician Demand by Region

## New Manufacturing Jobs Incoming (All Roles)

From Public Economic Development Wins Documented between 2022 and February 2025



## Baseline Demand (Job Postings) By Region for Operators & Technicians (2024)

