

PolicyGoal:

An Educated, Highly Skilled Workforce

A robust economy requires a reliable supply of workers who have the technical knowledge and skills required to meet global standards for quality, and who are able to think critically and work collaboratively. Sustained growth in manufacturing productivity will require not only a new generation of globally competent workers, but also workers willing to embrace lifelong learning to keep pace with technological advancements and global competition.

WORKFORCE DEVELOPMENT POLICY PRIORITIES INCLUDE THE FOLLOWING:

Focus state government and industry efforts on industry-led regional sector partnerships, guided by a statewide OMA-led Workforce Leadership Committee. The committee will identify industry-specific workforce priorities, set standards for collaboration, align funding streams to minimize duplication of workforce programs and services, and evaluate program and service efficacy.

Provide financial support for sector partnerships that have 1) demonstrated industry leadership in their organizational structure and, 2) gained meaningful commitments by way of financial and volunteer contributions to ensure they are truly demand-driven.

Expand the use of cooperative education, internships and apprenticeships. Experiential learning programs enhance talent recruitment and retention because participating students are exposed to company-specific, real-world job expectations and experiences. Students develop job-specific and management skills by working closely with company staff members who serve as their mentors/supervisors; participating companies benefit from reduced recruitment and training costs.

Expand the use of the National Association of Manufacturers' 'Manufacturing Skills Certification System.' This system of nationally portable, industry recognized, "stackable" credentials is applicable to all sectors of the manufacturing industry. The credentials validate foundational skills and competencies needed to be productive and successful in entry-level positions in manufacturing environments. Credentials can be earned from both secondary and postsecondary educational programs.

Incentivize K-12 and two- and four-year higher education institutions to coordinate outcomes-based education and training programs. Multiple on- and off-ramps for entry-to leadership-level careers will be mapped to real industry needs and jobs. Industry-recognized credentials and certificate programs will be standardized across institutions to increase stackable and transferable credentials from classroom to workplace. Investment in demand-driven training programs will offer internal pathways to retain incumbent workers and allow them to acquire new skills as jobs shift.



Support statewide “Making Ohio” manufacturing image campaign, managed by the OMA, to create a consistent, positive perception among audiences of Ohio manufacturing career opportunities and pathways.

Urge state agency administrators to accurately measure and communicate the outcomes of recruitment and training efforts while protecting individual privacy concerns. Having systems in place to produce these data will allow policymakers and industry leaders to better understand outcomes and create more informed policies.

Address the school funding disincentive for school districts to refer students to career and technical centers, a vital source of the skill training needed to fill the manufacturing workforce pipeline.

Ensure schools have career counselors whose sole focus is career planning – not just college planning – and equip them with an understanding of the career opportunities within manufacturing and the various options for acquiring the skills necessary for success; task them with sharing this information in meaningful ways with students, parents, teachers, and others within the districts to better inform student career path choices.

Provide meaningful professional development opportunities for educators to have exposure to industry and be able to incorporate real life exercises into lesson plans and classroom activities.

Ensure career counselors within the network of OhioMeansJobs centers have a modern and accurate understanding of manufacturing career pathway opportunities to be able to share with adult job seekers and career switchers.