



WORKFORCE ROADMAP:

Ohio Manufacturers' Priorities
in Workforce Development



Introduction

In recent years, OMA has developed the framework of an industry-led system with both regional collaboration – through our network of Industry Sector Partnerships (ISPs) – and statewide alignment by connecting funding, policy, and stakeholder efforts with business priorities and with each other.

Priorities and Strategies

We are building a comprehensive, industry-driven workforce development system in Ohio. Our focus in 2023 is to develop a culture of servant leadership, integrate and support highly qualified staff, and standardize operations within a high-performance management system, and work every day on the following strategic modern manufacturing workforce development priorities:

1 Expand earn-and-learn programs to engage, evaluate, and employ recruits. Through June 2025, we will scale an entry-level earn-and-learn initiative called WorkAdvance throughout the state via OMA's network of ISPs. Funding from the Economic Development Administration's Good Jobs Challenge grant provides the resources to equip ISPs with tools and guidance to:

- Recruit and engage at least 1,000 employers;
- Attract 6,000 new or upskilled incumbent employees for high-demand positions; and
- Place 3,600 individuals in quality jobs.

Further, we'll continue to support and promote apprenticeships and pre-apprenticeships in high-demand skilled occupations such as



machinist, welder, industrial maintenance technician, and robotics and automation operator and technician.



2 Accelerate the development of a statewide Innovation/Industry 4.0 education and workforce development environment. As manufacturing technology advances in automation, robotics, IoT, sensors, mobile services, additive manufacturing, data analytics, cybersecurity, augmented reality, artificial intelligence and more, our efforts to stay on-pace with innovation and maintain a pipeline of trained workers is critical. Our energy is focused on re-thinking how the hiring, training, and retaining processes need to transform to support where industry is going – for both legacy manufacturers and industries, as well as emerging markets including electric vehicles, 5G broadband, and semiconductors.

We will catalyze the development of an Industry 4.0 education and workforce development environment throughout Ohio by 1) working to expand access to, and state funding for,

equipment purchases for our colleges and career tech schools; and 2) managing and replicate task forces at the state level in support of EV, 5G and semiconductor workforce needs.

3 Develop the structures and processes that help manufacturers hire and retain workers through a Diversity, Equity, and Inclusion lens. Expanding and diversifying the advanced manufacturing talent pool aligns with national priorities and is endorsed by OMA as a viable solution for helping to close the skills gap in Ohio. The makeup of our workforces needs to reflect the communities in which we do business. We are being intentional about identifying and engaging with “hidden workers” in the following pipelines: high school seniors, women, people of color, transitioning military, and returning citizens. This will drive our collective recruiting efforts, as those populations are among the most fertile sources for available workers.



4 Strengthen and expand the capacity of OMA's ISPs. As of January 2023, OMA's ISP network had grown to 15 endorsed partnerships with more emerging or in the process of obtaining endorsement, collectively encompassing 72 of Ohio's 88 counties. Going forward, an emphasis will be placed on manufacturer engagement, improved collaboration, and continuous improvement through shared learning within the network. OMA and the endorsed ISPs will work together to increase active participation, lead professional development, and attract funding opportunities, all in an effort to expand each ISP's capacity to increase outreach, training enrollment, and job placement.

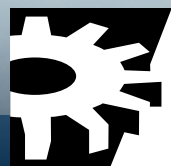
Champions of Our Mission

OMA is committed to lead Ohio's effort as the recognized leader in advanced manufacturing talent development, but we don't do it alone. Our stakeholders range from manufacturers to elected officials, business leaders, educators, innovators, economic and community development organizations, media, parents, students and more, and there are several ways any interested party can participate.

PLEASE CONSIDER DOING ONE OR MORE OF THE FOLLOWING:

- Email workforce@ohiomfg.com to opt into the OMA Workforce Community to receive ongoing information, including webinar and event announcements.
- Join your local sector partnership.
- Request access to the Making Ohio image assets by visiting makingohio.com/partners.
- Become a sponsor of OMA's workforce initiatives. Contact Sara Tracey, Managing Director, Workforce Services at stracey@ohiomfg.com.
- Explore the sector partnership tools available at www.ohiomfg.com/workforce-services.
- Contribute a case study.
- Participate in an upcoming webinar.

This work would not be possible without the support and collaboration of countless partners, including the Governor's Office of Workforce Transformation, JobsOhio, Ohio MEP, and Ohio TechNet.



**The Ohio
Manufacturers'**
A S S O C I A T I O N

33 N. High Street, 6th Floor • Columbus, Ohio 43215

800.662.4463 • workforce@ohiomfg.com

www.ohiomfg.com/workforce-services