

# PolicyGoal:

## A Comprehensive, Industry-Driven Workforce Development System

A robust economy requires a diverse population of workers with technical skills who can think critically and work collaboratively. Sustained growth in manufacturing productivity will require not only a new generation of tech-savvy, flexible workers, but also a nimble and aligned workforce development system positioned to respond to businesses' rapidly evolving needs.

### WORKFORCE DEVELOPMENT POLICY PRIORITIES INCLUDE:

- Focusing state government and industry efforts on industry sector partnerships, guided by the OMA's Workforce Leadership Committee. The committee's mission is to identify industry-specific workforce priorities, set standards for collaboration, and align funding streams to minimize duplication of workforce programs and services.
- Expanding the use of earn-and-learn programs including but not limited to pre-apprenticeships, cooperative education, internships, and both flexible and registered apprenticeships. Earn-and-learn programs enhance talent recruitment and retention by offering workers meaningful, competitively paid opportunities to develop skills and advance along a career pathway.
- Accelerating the development of a statewide innovation / Industry 4.0 education and workforce development environment. State-level investments in equipment, curriculum, and classroom instruction must support the investments made by Ohio businesses as they incorporate innovation in manufacturing processes.
- Expanding the use and offsetting the cost of nationally portable, industry-recognized, "stackable" credentials in all sectors of manufacturing. Credentials validate foundational and technical competencies and help manufacturers keep up with constantly evolving technology innovations. Providing workers with industry credentials also creates a path to earning college credit and completing degrees at Ohio institutions of higher education.
- Growing a diverse and inclusive workforce through structures and processes that support hiring and retaining women, people of color, veterans and transitioning military, restored citizens, and other underserved or hidden worker populations. The workforce needs to reflect the communities in which we do business, and our collective recruitment efforts need to address barriers such as childcare, transportation, food insecurity, and the cost of higher education.