



**The Ohio
Manufacturers'**

A S S O C I A T I O N

WORKFORCE ROADMAP:

**Ohio Manufacturers'
Priorities in Workforce
Development**



Introduction

In recent years, the Ohio Manufacturers' Association (OMA) has developed the framework of an industry-led system with both regional collaboration – through the OMA-Endorsed Industry Sector Partnerships (ISP) Network – and statewide alignment by connecting funding, policy, and stakeholder efforts with industry priorities and with each other.

Recognition of Support

We thank these organizations that provided leadership-level financial support for OMA Workforce Services:

Gold:



Silver:



Priorities and Strategies

We are building a comprehensive, industry-driven workforce development system in Ohio. Our focus in 2024 is to develop a culture of servant leadership, integrate and support highly qualified staff, standardize operations within a high-performance management system, and work every day on the following strategic manufacturing workforce development priorities:

1 Expand earn-and-learn programs to engage, evaluate, and employ recruits.

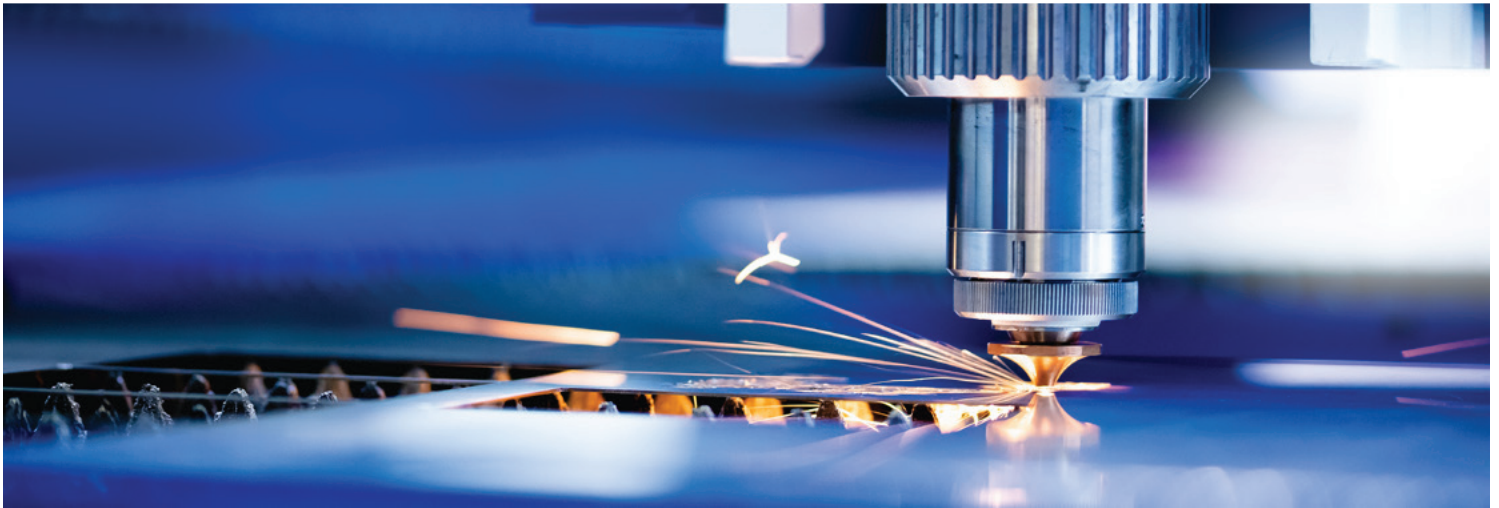
Through June 2025, the OMA will scale an entry-level “Earn-and-Learn” initiative called

WorkAdvance throughout the state via the OMA-Endorsed ISP Network. Funding from the Economic Development Administration’s Good Jobs Challenge affords the resources to equip ISPs with tools to:

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

The OMA will also 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 manufacturing competency model to address critical skill needs.

As manufacturing technology advances, staying on pace with innovation and maintaining a pipeline of trained workers are critical for sustaining a skilled workforce. [The Ohio Manufacturing Competency Model](#) leverages shared competencies among manufacturing industries and acts as a force multiplier for the benefit of the entire manufacturing sector in Ohio.

The model reflects both the foundational and industry-specific skills and competencies needed by today's legacy and emerging manufacturing industries, including automotive and advanced mobility, aerospace and defense, 5G broadband, and semiconductors.

This Ohio-specific model allows us to:

- Align training and education programs with demand across the state.

- Create a resilient workforce that is prepared to meet changing needs.
- Provide the current and future workforce with clear career pathways.
- Broaden and diversify Ohio's manufacturing talent pool.

3 Develop structures and processes that help manufacturers hire and retain workers from untapped talent populations.

Expanding and diversifying the manufacturing talent pool aligns with national priorities and is endorsed by the OMA as a viable solution for helping to close the skill gap in Ohio. The makeup of our workforce needs to reflect the communities in which we do business. We are intentional about identifying and engaging untapped talent in the following pipelines:

- Women
- People of color
- Veterans
- Justice-impacted individuals
- K-12 youth
- Immigrants, refugees, and asylees

The OMA-Endorsed ISP Network Map



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Strengthen and expand the capacity of the OMA-Endorsed ISP Network.

As of April 2024, the network has grown to 19 members collectively encompassing 75 of Ohio's 88 counties. The OMA will continue expanding each ISP's capacity, ultimately increasing their outreach, training enrollment, and job placement by emphasizing:

- Manufacturer engagement
- Participation
- Collaboration
- Continuous improvement
- Professional development
- Funding procurement

Champions of the OMA's Workforce Mission

The OMA is committed to leading Ohio's effort in manufacturing talent development, but this work is not done alone. Stakeholders range from manufacturers to elected officials, business leaders, educators, innovators, economic developers, community-based organizations, media, parents, students, and more.

There are several ways you can participate:

- Email workforce@ohiomfg.com to opt-in to the OMA Workforce Community and receive ongoing information, including webinar and event announcements.
- Become a [member](#) of the OMA as well as your local [ISP](#).
- Become a sponsor of the OMA's workforce initiatives by contacting Jessica Borza, Managing Director of Workforce Services, at jborza@ohiomfg.com.
- Explore the tools available on [MyOMA's Workforce Dashboard](#).
- Register for and attend an upcoming [webinar](#).



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