

INDUSTRY SECTOR PARTNERSHIPS & THE CENTRAL OHIO MANUFACTURING PARTNERSHIP



Central Ohio Manufacturing Partnership



The Ohio Manufacturers' Association

**ENDORSED
SECTOR PARTNERSHIP**

AGENDA

- 01:** Industry Sector Partnerships (ISP)
- 02:** Central Ohio Manufacturing Partnership (COMP)
- 03:** Manufacturing Sector Partnerships' Successes in Ohio
- 04:** The COMP Value Proposition
- 05:** Replicating Success & COMP's Path Forward

Time for Q&A

01: INDUSTRY SECTOR PARTNERSHIPS (ISP)



\$114.8B

In 2021, Ohio's manufacturing sector GDP was \$114.8 billion, making it third in the nation – following California and Texas. Ohio was third in the nation in total manufacturing employees and total annual payroll.* Manufacturing is the **largest of the 20 Ohio economic sectors**, including government, with **15% of total output** in 2021, of which 8.1% were durable goods and 6.9% were non-durable goods.

**U.S. Census Bureau 2020 Annual Survey of Manufacturers, January 2022*

THE “WHY” OF MANUFACTURING PARTNERSHIPS

Ohio is powered by manufacturing. Ohio manufacturing is responsible for **16.9%** of Ohio’s (all private industries) Gross Domestic Product (2021) and contributes to the quality of life in Ohio by providing:

- ✔ More than **691,900** jobs for Ohio workers;
- ✔ An annual payroll of **\$44 billion**, the highest total annual wages of any Ohio industry sector;
- ✔ **\$51 billion** in exported products to **211** countries and territories; and
- ✔ A **cleaner environment** through decreased emissions and increased recycling.

Out of the approximately 250,000 manufacturers in the U.S. only 1.5% of them employ 500 or more workers while 75% of the manufacturers employ 20 or less workers.

4.6 million

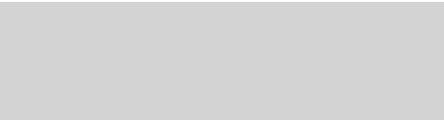
“Over the next decade, 4.6 million manufacturing jobs will likely be needed, and **2.4 million are expected to go unfilled** due to the skills gap. Moreover, according to a recent report, the lack of qualified talent could take a significant bite out of economic growth, potentially costing as much as \$454 billion from manufacturing GDP in 2028 alone. Between now and 2028, a persistent skills shortage could cost \$2.5 trillion in reduced output.”

(Source: Deloitte and The Manufacturing Institute)

Deloitte & The Manufacturing Institute Survey - March 2022

Key takeaways from the surveys:

- **Sixty-four percent of consumers surveyed view manufacturing as innovative, up from 39% of respondents five years ago.**
- **Big gains in technology advances** in manufacturing, but public awareness lags.
- **Attracting and retaining a quality workforce** is a top focus for **83% of manufacturers** surveyed.
- **Almost 45% of manufacturing executives surveyed have turned down business opportunities** due to lack of workers.
- **Majority of workers still prefer jobs in other sectors**, such as retail, services, and technology.



“Manufacturers are working hard to fill open jobs and connect more Americans with rewarding careers, including through efforts like Creators Wanted, the industry’s largest campaign to build the workforce of tomorrow. As an industry we are focused on continuing to improve perceptions — so that students, parents, educators and more understand the great opportunities available in modern manufacturing. With new or strengthened initiatives, companies can engage new employees, keep existing employees and bolster their reputations of providing sought-after careers in their communities.

— Carolyn Lee, president, The Manufacturing Institute

A PARADIGM SHIFT

If an industry sector partnership is to be successful, its members must be willing to fully embrace a paradigm shift in how they will answer this simple question:

Who is my competition?

INDUSTRY SECTOR PARTNERSHIPS

1. **Led by Employers:** to ensure the system is truly demand-driven and will lead to better outcomes for individuals.
2. **Focused on a single industry:** to allow employers to connect with peers from their own industry, identify needs beyond basic workplace skills, and dive deeply into the technical needs of the industry.
3. **Regional:** to address the specific workforce and educational challenges of the industry and other common problems within the regional economy.
4. **Convened by a neutral intermediary:** to align all relevant partner programs and resources as solutions to identified industry needs.

Sector partnerships are a proven workforce development strategy that promote collaboration among manufacturers, educational institutions and community resource organizations.



01

Industry-Recognized Credentials

Expand awareness and attainment of industry-recognized credentials by educating manufacturers, intermediaries, and education providers on the value of credentials; advocate for policies that award credit for credentials; and align earn-and-learn programs with credentials.

02

Career Pathways

Adopt statewide pathways to ensure that programs and initiatives are aligned with industry demand and offer predictable transitions for students.

03

Partner Engagement

Support industry champions and emerging sector partnerships as they ensure workforce, economic development, and education systems are fully engaged in sector partnership strategy.

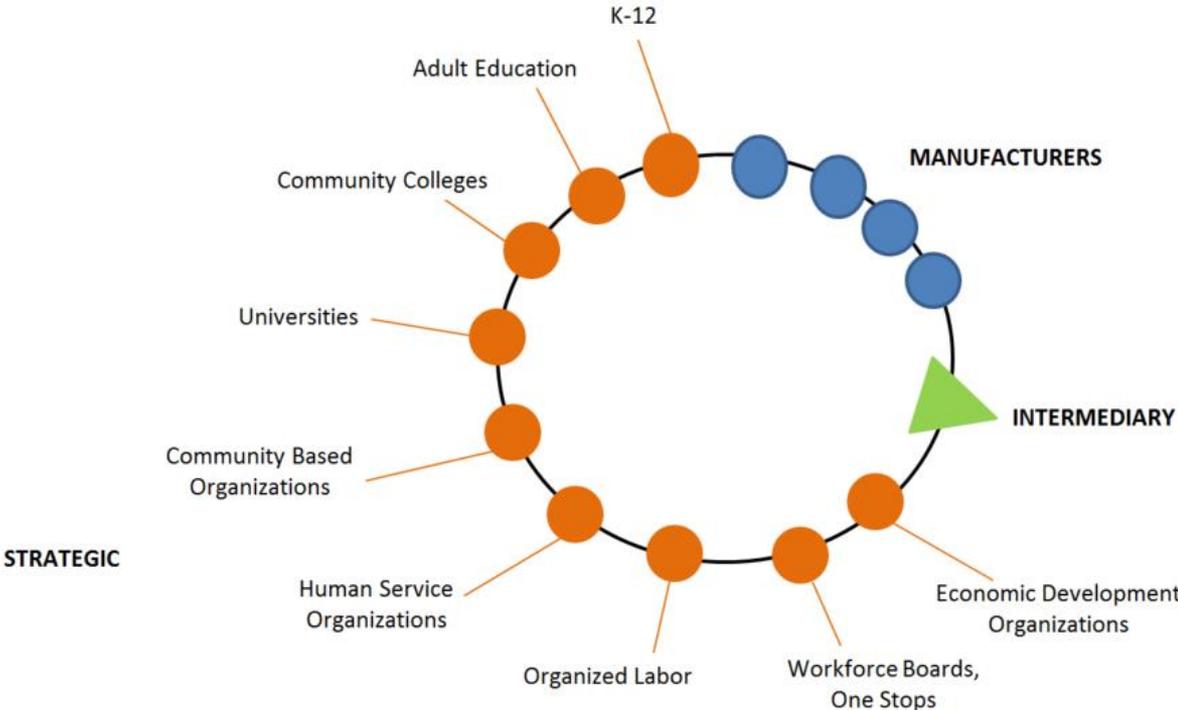
04

Fund Development/Sustainability

Expand outreach to sponsors and philanthropic funders; build regional sector partnerships' ability to secure their own funding.

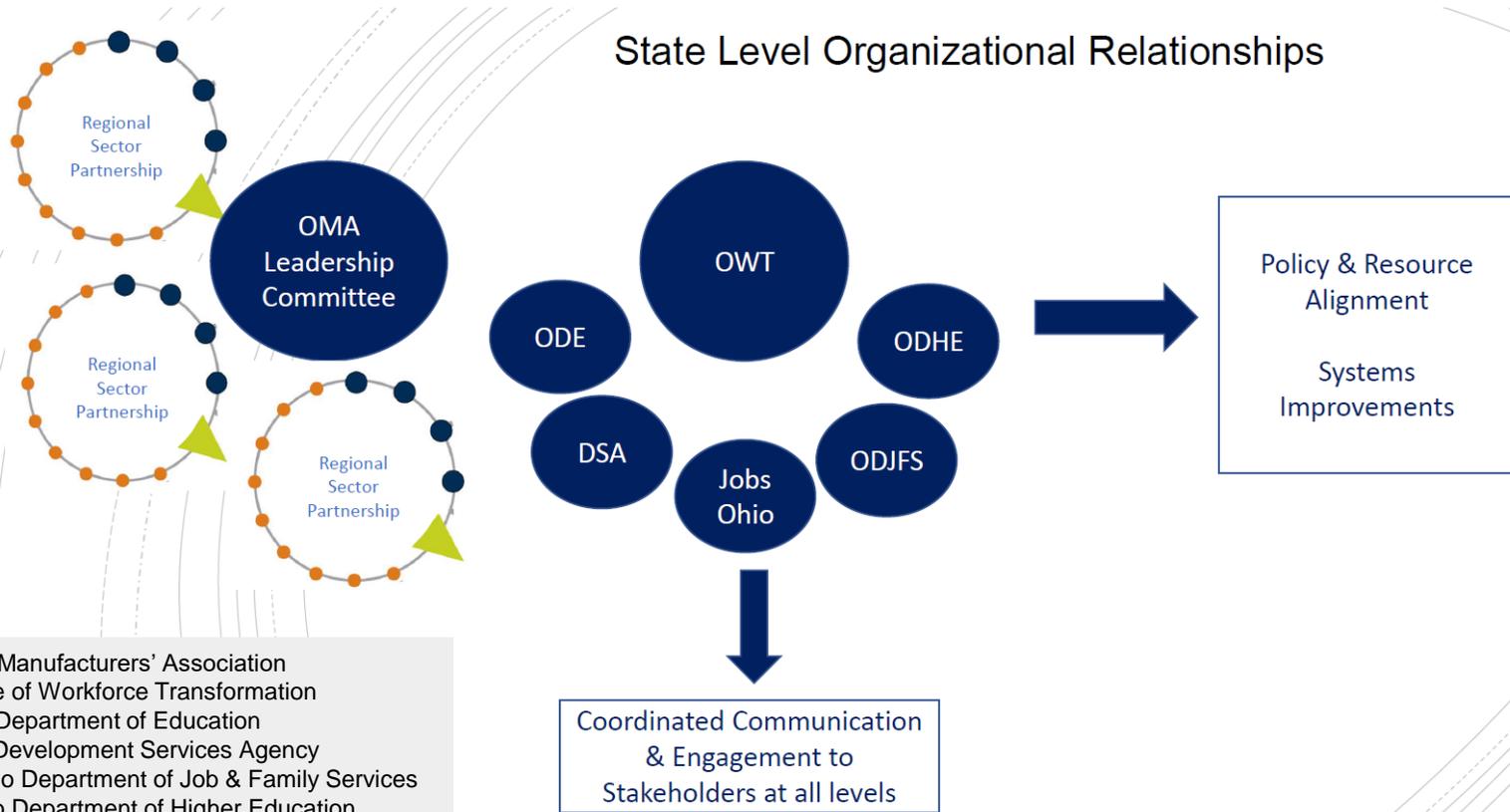
MANUFACTURING PARTNERSHIPS: 04 THEMES

INDUSTRY SECTOR PARTNERSHIP MODEL



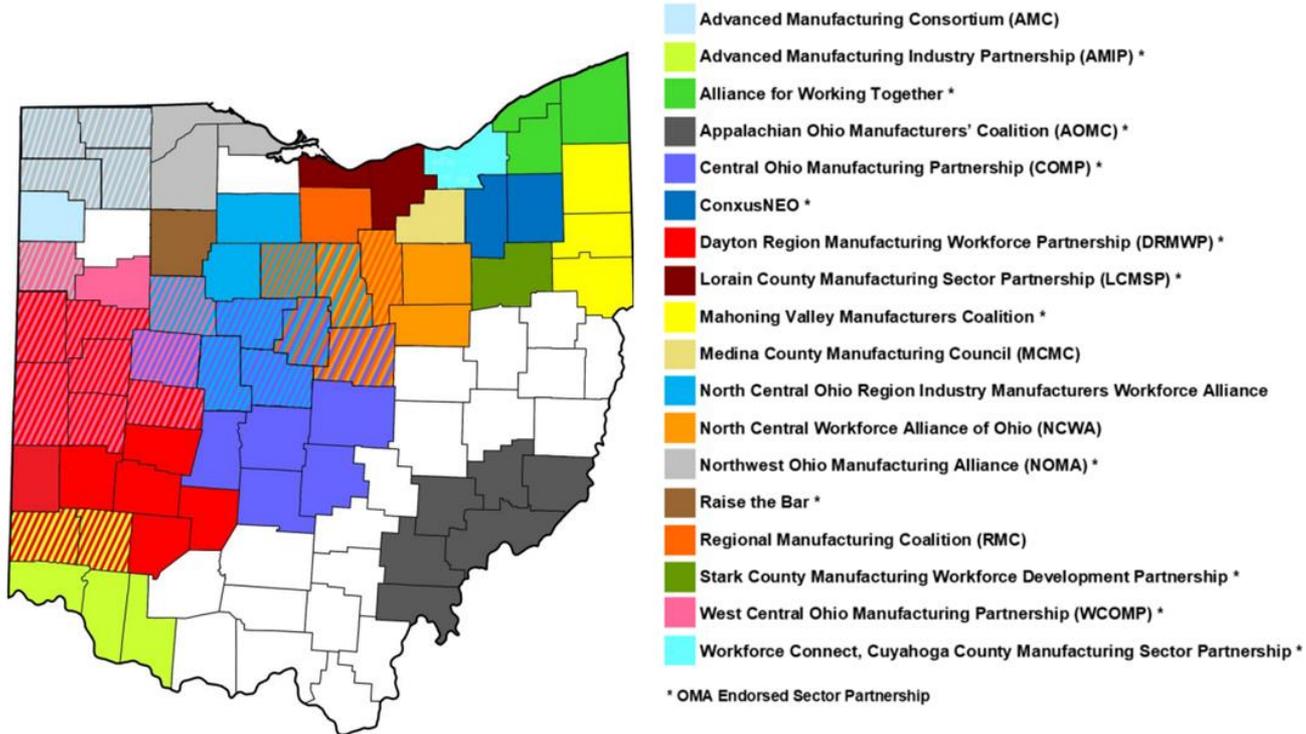
Graphic modified from The National Governors report: Sector Strategies Coming of Age; Implications for State Workforce

STATE LEVEL ORGANIZATIONAL RELATIONSHIPS



OMA – Ohio Manufacturers' Association
OWT - Office of Workforce Transformation
ODE – Ohio Department of Education
DSA – Ohio Development Services Agency
ODJFS – Ohio Department of Job & Family Services
ODHE – Ohio Department of Higher Education

INDUSTRY SECTOR PARTNERSHIPS IN OHIO



OMA's ISP ENDORSEMENT CRITERIA



The Ohio Manufacturers' Association

ENDORSED
SECTOR PARTNERSHIP



Industry-led



Focused on a single industry (manufacturing)



Regional, collaborative approach



Staffed by a neutral intermediary



Dedicated to addressing Workforce Development issues



Actively involved in OMA Workforce Community



Priorities align with OMA Workforce Roadmap/KPIs



Completed supply/demand analysis and strategic plan

02 :

**CENTRAL OHIO
MANUFACTURING
PARTNERSHIP (COMP)**





Safety | Transparency | Availability | Quality





Christine Boucher

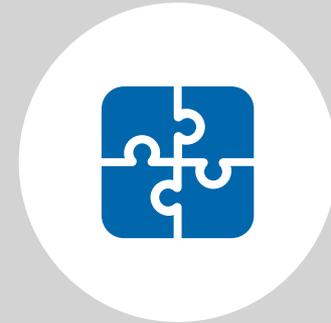
Bill Bussey, OTC

Kelly Wallace

COMP FOUNDING

- ✓ There is a continuing shortage of qualified job applicants for manufacturing positions in central Ohio
- ✓ This situation is not new and they see no resolution on a going forward basis
- ✓ As single entities most manufacturers do not have the financial resources, staff, or time to adequately train and fill their open positions as urgently as they need them
- ✓ There doesn't appear to be any active external initiatives to develop a comprehensive, holistic, and sustainable long-term solution to manufacturing's skilled labor issue.

AUGUST 2017



Representatives from COMP founding companies discussed shared challenges + need for a public-private partnership to create mutually beneficial solutions.

COMP MISSION, VISION, & STRUCTURE



MISSION

To create a connected system to source manufacturers with qualified talent.



VISION

Having established alliances with identified groups engaged and at the table in partnership, increasing the number of qualified applicants available to manufacturers in the central-Ohio region.



STRUCTURE

COMP was incorporated on September 3, 2019 and is a 501(c)(3) non-profit organization.

03 :

**MANUFACTURING SECTOR
PARTNERSHIPS' SUCCESSES
IN COMP's Region**



SUCCESS =

The success of the manufacturing partnerships will ultimately be measured by their ability to work with all of their stakeholders to reinforce, populate, and sustain existing educational programs, and to jointly innovate new programs that will meet the hiring needs of manufacturers both today and well into the future.

TECH CRED

The Central Ohio Manufacturing Partnership, ConxusNEO (Portage, Summit), and the Advanced Manufacturing Industry Partnership (AMIP, Cincinnati and surrounding area), and other manufacturing sector partnerships provided testimony in support of H.B. 2 which was for TechCred and the Industry Sector Partnership Grant.

(Sponsored by Representatives Michelle Lepore-Hagan (D-Youngstown) and Jon Cross (R-Kenton))

Active



TechCred provides up to \$2,000 of reimbursement per associate to companies who are upscaling their incumbent associates and prospective associates.

SCALING APPRENTICESHIPS THROUGH SECTOR BASED STRATEGIES

Active

The Ohio Manufacturing Workforce Partnership (OMWP) was awarded a \$12,000,000 grant by the US Department of Labor's (USDOL) Scaling Apprenticeships through Sector-Based Strategies program.

Targeted Occupations:

Production

Machining

Welding

Industrial Maintenance

Industry 4.0

July 15, 2019 – June 30, 2024

Required Components:

01: A paid work based learning component delivered by employers

02: On the job training and mentorship

03: Related technical instruction that advances apprenticeships along an OMWP apprenticeship pathway

04: Obtainment of a nationally portable industry recognized credential

05: Employment must meet standards for safety, supervision, and equal opportunity

COMP is responsible to enroll 576 of the 5,000 scaled apprenticeships.

STATE OF OHIO, ODSA/OWT, INDUSTRY SECTOR PARTNERSHIP GRANT

\$250,000

Accelerant Grant

Awarded
1/12/2021

COMP was on one of twelve ISPs in the state to be awarded an Ohio Development Services Agency/ Office of Workforce Transformation grant. The Accelerant grant is designed to invigorate the work being done by existing sector partnerships, expanding both reach and impact.

INDUSTRY SECTOR PARTNERSHIP GRANT



PHASE 1: PROGRAM DEVELOPMENT

Developed an entry-level automation & Robotics program that introduces students and job seekers to the skills needed to enter an automation career pathway. Piloted at CTEC of Licking County, June 2022-June 2023.

PHASE 2: PROMOTE OHIO TECHNICAL CENTER PROGRAMS

Promote the entry-level automation program (from Phase 1) as well as other manufacturing programs at its OTC member schools.

PHASE 3: BUILD MANUFACTURER MEMBERSHIP

Implement the automation program while actively recruiting additional manufacturers to join COMP and participate in the scaling of the program to other schools and companies.

SUCCESS!



- 9 out of 10 students graduated
- All students employed
- Automation & Electrical Control Systems Tech Class
Tentative Launch Date October 2023

ECONOMIC DEVELOPMENT ADMINISTRATION (EDA) GOOD JOBS CHALLENGE

Awarded
8/3/2022

\$23.5 million

EDA Good Jobs Challenge

The initiative aims to get Americans back to work by strengthening workforce partnerships that lead to well-paying jobs. The Ohio Manufacturers' Association received one of the 32 grants awarded out of 509 applicants, and the only Ohio awardee.

Good Jobs Challenge



Stay for the Quarterly Meeting
to learn more!



MANUFACTURING EDUCATION SUCCESS in the COMP REGION



Tolles Career & Technical Center,
Electrical Component Maintenance



Multi-craft Maintenance Training, Career & Technology Education Centers Licking County (C-TEC)



Pickaway-Ross Career & Technology Center,
Adult Education, Welding



Eastland-Fairfield Career & Technical Schools, Pre-Engineering Students

MANUFACTURING EDUCATION SUCCESS in the COMP REGION



Anton Dela Fuente, CSCC,
Modern Mfg. Work-study,
full-time Honda Equipment
Services Associate



CNC Machining
Training, Career &
Technology Education
Centers Licking County
(C-TEC)



Associates receiving their
Industrial Maintenance
Certificate from Troy Shampel
of Tolles Career & Technical
Center (Madison County)

04 :

The COMP Value Proposition:

Work in Collaboration to Move the Needle in Training and Employing Ohio Citizens for Life Sustaining Careers



THINK: WIN - WIN - WIN



MANUFACTURERS

EDUCATORS

STUDENTS

SUCCESS

The Benefits of Membership for Manufacturers

- Identify common technical workforce and training needs among area manufacturers
- Create a single powerful voice to advocate for manufacturers
- Collaborate with education and training providers, shaping programming and equipment requirements
- Reduce your recruitment and training costs
- Participate in an ongoing forum for information sharing and strategic discussion
- Connect with funding for workforce development and training
- Access a work-and-learn/apprenticeship program that assists your company with technical training costs
- Improve perceptions about careers in manufacturing

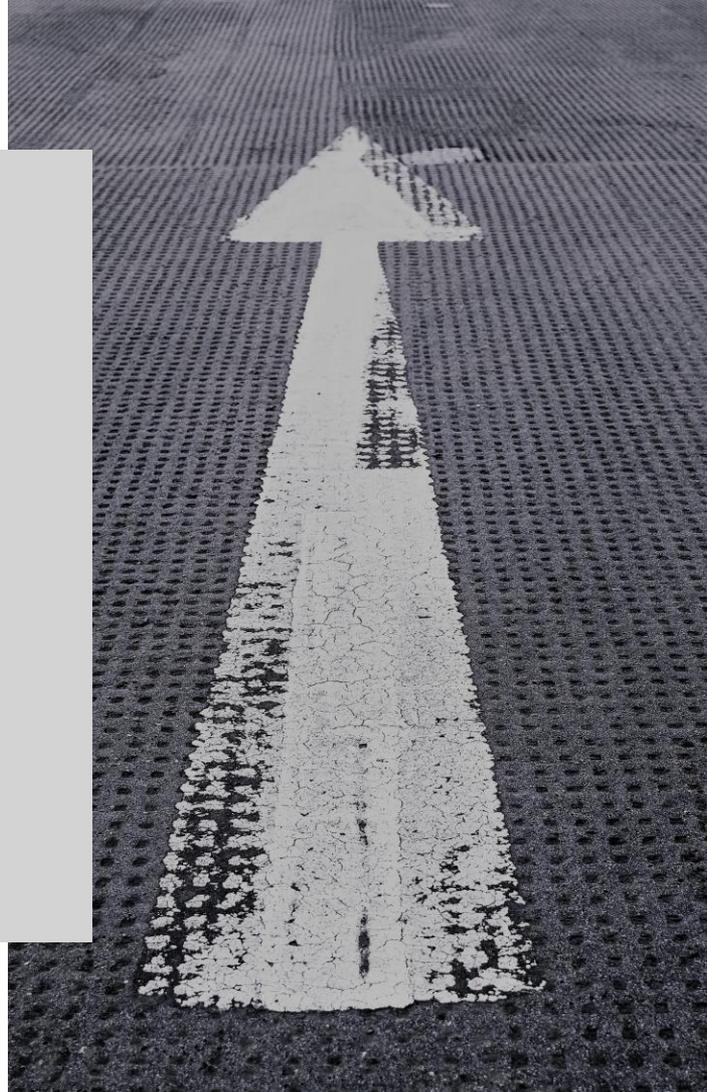
COMP'S VALUE PROPOSITION TO EDUCATORS, STUDENTS, PARENTS

The manufacturers can support the schools in the region by:

- Actively participating on Business Advisory Councils.
- Speaking to potential students and their parents about careers in manufacturing and the available training at the technical centers either on a one-on-one level, job fair, or during a career night.
- Hosting educational plant tours (Manufacturing Day, or at any time there is an interest).
- Providing Internships and CO-OP opportunities.
- Supporting existing programs with manufacturers' incumbent workers where applicable.
- Providing resources and assisting the collaborative development of new courses or programs.
- Facing the reality that we as manufacturers must change our policies to meet the needs of educators and students.

05 :

**REPLICATING SUCCESS &
COMP'S PATH FORWARD**



COMP IN 2023

GOAL 1 ● EDA Good Jobs Challenge

GOAL 2 ● Promote manufacturing education to K-12 and adult learners and be an active resource to support our educational members

Educate manufacturing members of the educational resources currently available to them ● **GOAL 3**

Continue to grow our membership ● **GOAL 4**

Another success to date has been to inform and link members to educational opportunities for their incumbent associates that they were not previously aware of. Through this interaction our members are developing relationships with the schools that they did not have prior.

COMP MEMBERSHIP DUES

■ Membership Categories + Dues



Regular Member:

\$2,000/year, more than 250 employees

\$1,000/year, more than 100 employees

\$750/year, more than 25 employees

\$500/year, 25 employees or less



Educational Institution: \$500/year



Workforce/Economic Development \$500/year



Individual Member: \$100/year (Retiree or non-member companies)

****Membership includes any employee at the member company who wishes to participate in COMP.***

NEXT STEPS

- Apply for Membership!



Complete Membership Application – hard copy or online



Send to ambergibbs@manufacturingpartnership.org or submit online



Application is reviewed by the COMP Membership Committee



Membership Committee nominates applicant to the COMP Board for approval



COMP Board approves application



Applicant is welcomed as a COMP member via email: Digital welcome packet and membership dues invoice are sent.



New member is added to the roster, website, careers page, etc.

“WHY JOIN COMP?”

Stop Working Alone, Join COMP



Stop Working Alone, Join COMP



Central Ohio Manufacturing Partnership

QUESTIONS?

If you are interested in learning more about COMP, please contact

Amber Gibbs:



ambergibbs@manufacturingpartnership.org
614.356.7871



centralohiomanufacturingpartnership.org



2023-24 Quarterly Meeting Dates



October 20, 2023 – CSCC Delaware / DACC
January 18, 2024
April 18, 2024
July 18, 2024
October 17, 2024