

INDUSTRY SECTOR PARTNERSHIPS & THE CENTRAL OHIO MANUFACTURING PARTNERSHIP



Executive Summary

Problem Definition: There is a *critical shortage of qualified skilled manufacturing technicians* throughout central Ohio and the nation. As manufacturers in the U.S. work to *increase automation* in order to remain *globally cost competitive*, this technical skills gap is only going to worsen, threatening the long-term *sustainability of U.S. manufacturing*.

The Solution: The Central Ohio Manufacturing Partnership (COMP) was formed as a result of a 2017 meeting of manufacturing executives to discuss this *shortage of technically qualified applicants* to fill positions such as *multi-craft maintenance technicians, process technicians, welders, machinists, and robotics and automation technicians*. Members of that initial meeting decided they would take responsibility *to create the solution and form an industry sector partnership – COMP*.

Our Work: COMP continues to *recruit additional manufacturers, educators, and other related partners* throughout our eleven county region to *work in partnership to supply incumbent associates and to help recruit adult learners* for existing programs. We are also working to *develop new programs for in-demand skilled manufacturing careers*.

Our Achievements: COMP was active in getting *Tech Cred* passed, and is one of twelve industry sector partnerships to be *awarded a grant* from the Ohio Development Services Agency/Governor's Office of Workforce Transformation to *develop a new entry-level automation program* at an Ohio Technical Center in our region.

Your Role/Your Legacy: Manufacturing is the largest economic sector in Ohio. *It will take all of us to work together* over time to *build this talent pipeline to ensure that manufacturing is viable* in central Ohio for *future generations*. COMP invites you to join as a member manufacturer, educator, or community partner.

What **Legacy** will you leave behind for **Manufacturing**?

AGENDA

01: Industry Sector Partnerships

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



\$112.24B

Manufacturing in Ohio is the **largest economic sector** with \$112.24B in GDP in 2018, and it accounts for 16.6% of Ohio's GDP trailing only the states of California and Texas.

THE “WHY” OF MANUFACTURING PARTNERSHIPS

- From 2013 through 2017, 51% of all new site selections in Ohio were for manufacturing projects.
- According to the National Association of Manufacturers:
 - ✔ If you considered the **U.S. manufacturing sector** as a separate economy at \$2.18 trillion it would be the **eighth largest economy in the world**.
 - ✔ In 2016, there were 249,962 firms in the manufacturing sector.
 - ✔ Only 1.5% of the total employed more than 500 associates.
 - ✔ 75% of the manufacturers employed 20 or less associates.

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)

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 unique needs of subsectors while reflecting the true dynamics within a 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.

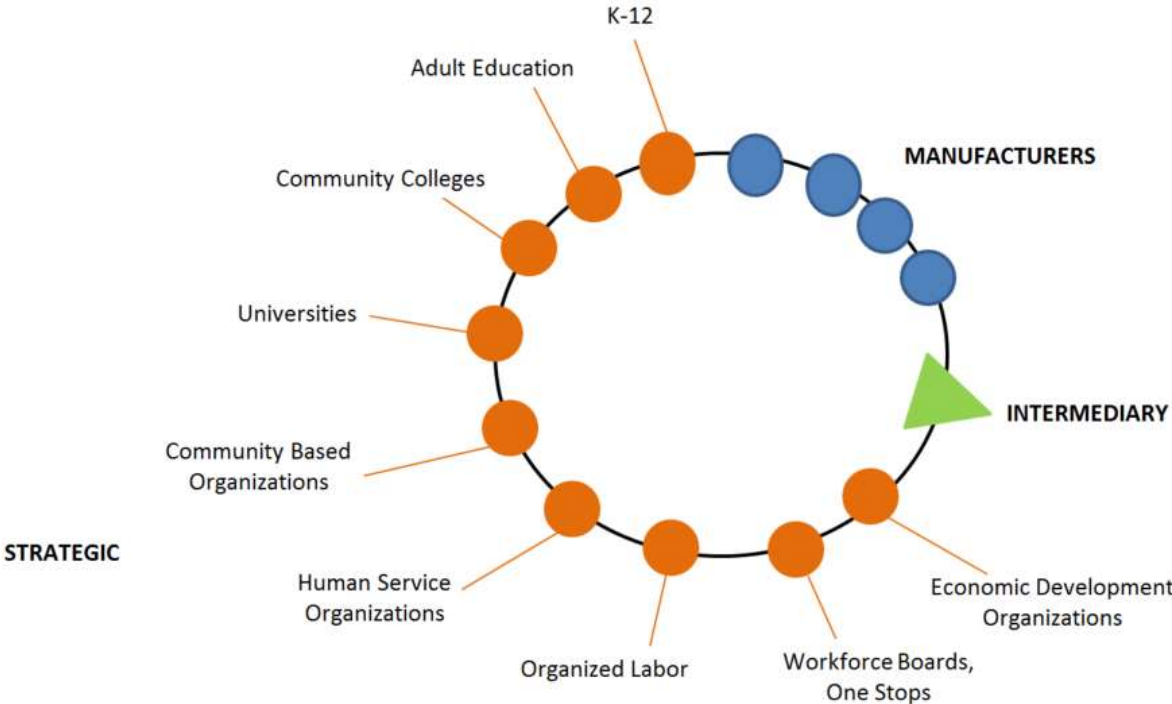
04

Fund Development/Sustainability

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

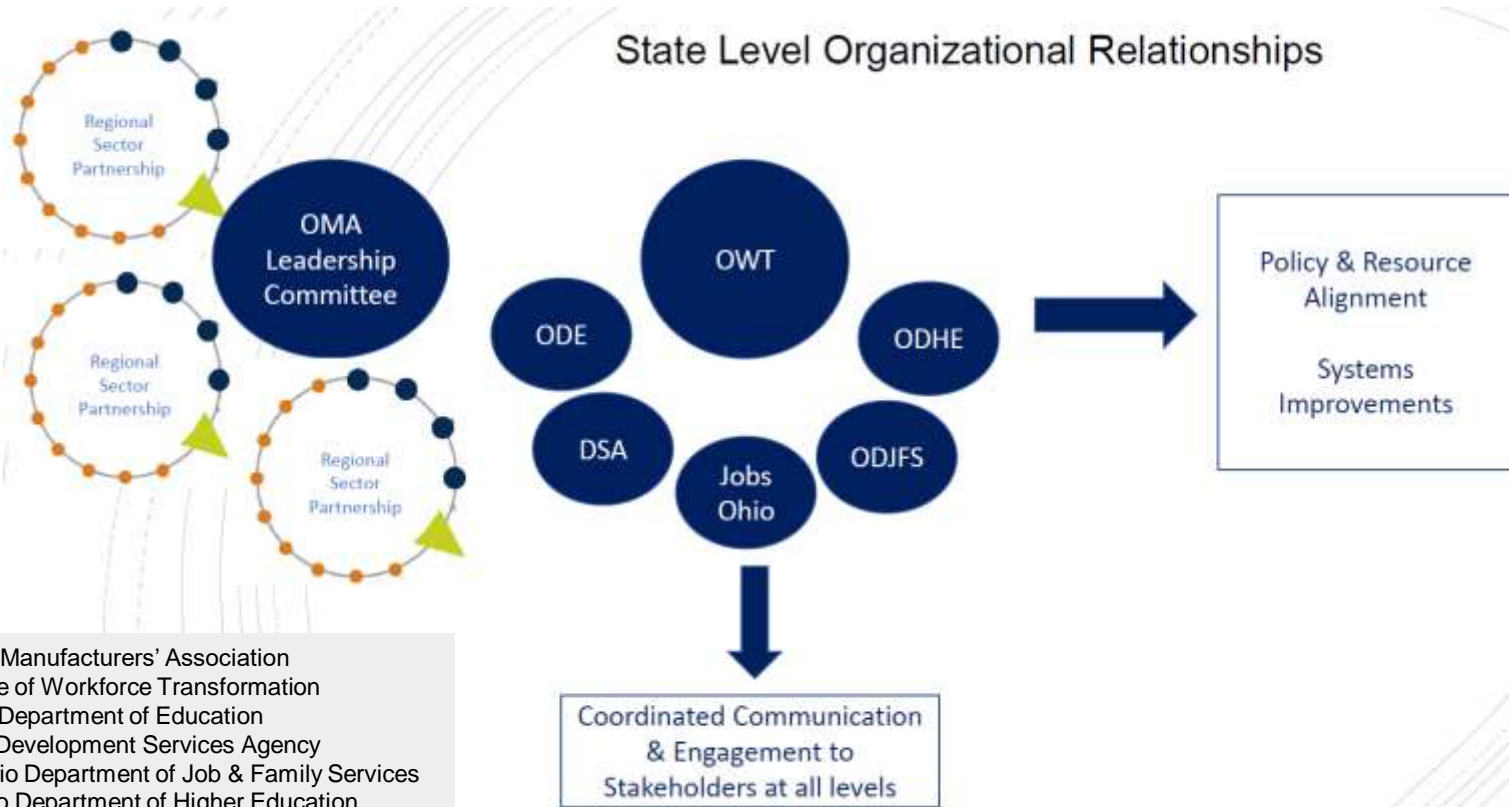
MANUFACTURING PARTNERSHIPS: 04 THEMES

INDUSTRY SECTOR PARTNERSHIP MODEL



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

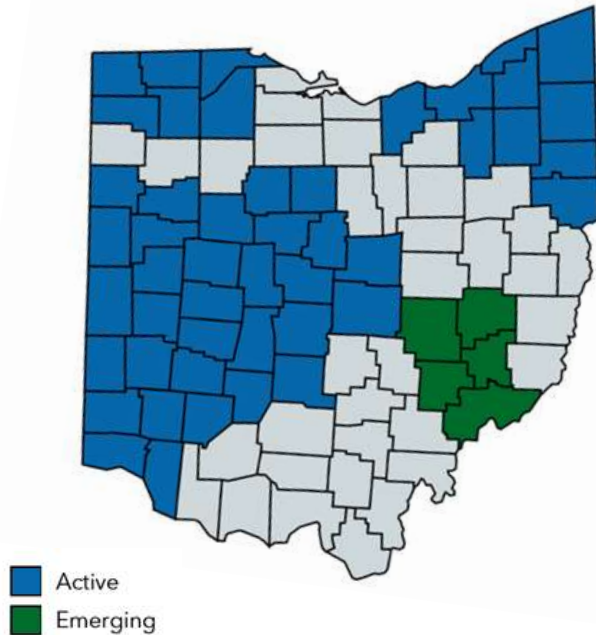
STATE LEVEL ORGANIZATIONAL RELATIONSHIPS



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

Manufacturing sector partnership coverage



Central:

- Central Ohio Manufacturing Partnership
- North Central Ohio Region Industry Manufacturers Workforce Alliance

Northeast:

- Alliance for Working Together Foundation
- ConxusNEO
- Cuyahoga County Manufacturing Sector Partnership
- Lorain County Manufacturing Council
- Mahoning Valley Manufacturers' Coalition

Northwest:

- Northwest Ohio Manufacturing Alliance

Southeast:

- Appalachian Ohio Manufacturers Partnership (Unofficial)

Southwest:

- Advanced Manufacturing Industry Partnership
- Dayton Region Manufacturing Workforce Partnership

West:

- West Central Ohio Manufacturing Partnership

This list is based on responses to the 2018 OMA Intermediary Survey Results



OMA's Industry Sector Partnership Endorsement Criteria



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








Organizational Considerations

-  Industry-led
-  Focused on a single industry (manufacturing)
-  Regional, collaborative approach
-  Staffed by a neutral intermediary
-  Dedicated to addressing Workforce Development issues

Start-up and Planning Activities

-  Actively involved in OMA Workforce Community
-  Priorities align with OMA Workforce Roadmap/KPIs
-  Completed supply/demand analysis and strategic plan





Start-up and Planning Activities



Actively involved in OMA Workforce Community

- Opt-in to Workforce Community online to get updates
- Intermediary Committee
- Webinars (OMA and OTN)
- Annual Summit
- Participate in Scaling Apprenticeship Grant



Priorities align with OMA Workforce Roadmap/KPIs

- Sector Partnership and Leadership Capacity Building
- Policy and Advocacy
- Marketing and Outreach
- Education Innovation



Completed supply/demand analysis and strategic plan

- Real-time data about manufacturers' hiring plans, anticipated retirements, etc.
- Clearly documented priorities and plan to execute them



02 :

**CENTRAL OHIO
MANUFACTURING
PARTNERSHIP (COMP)**



COMP MEMBERSHIP



COMP MEMBERSHIP



Bill Bussey, OTC

Rex Harris

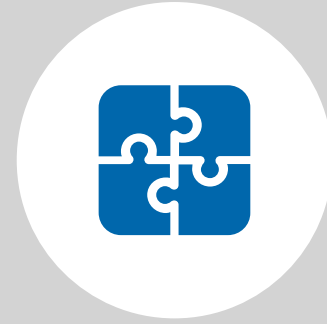
Mac McVey

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.

COMP MANUFACTURING MEMBERS

COMP covers an 11-county region that includes:

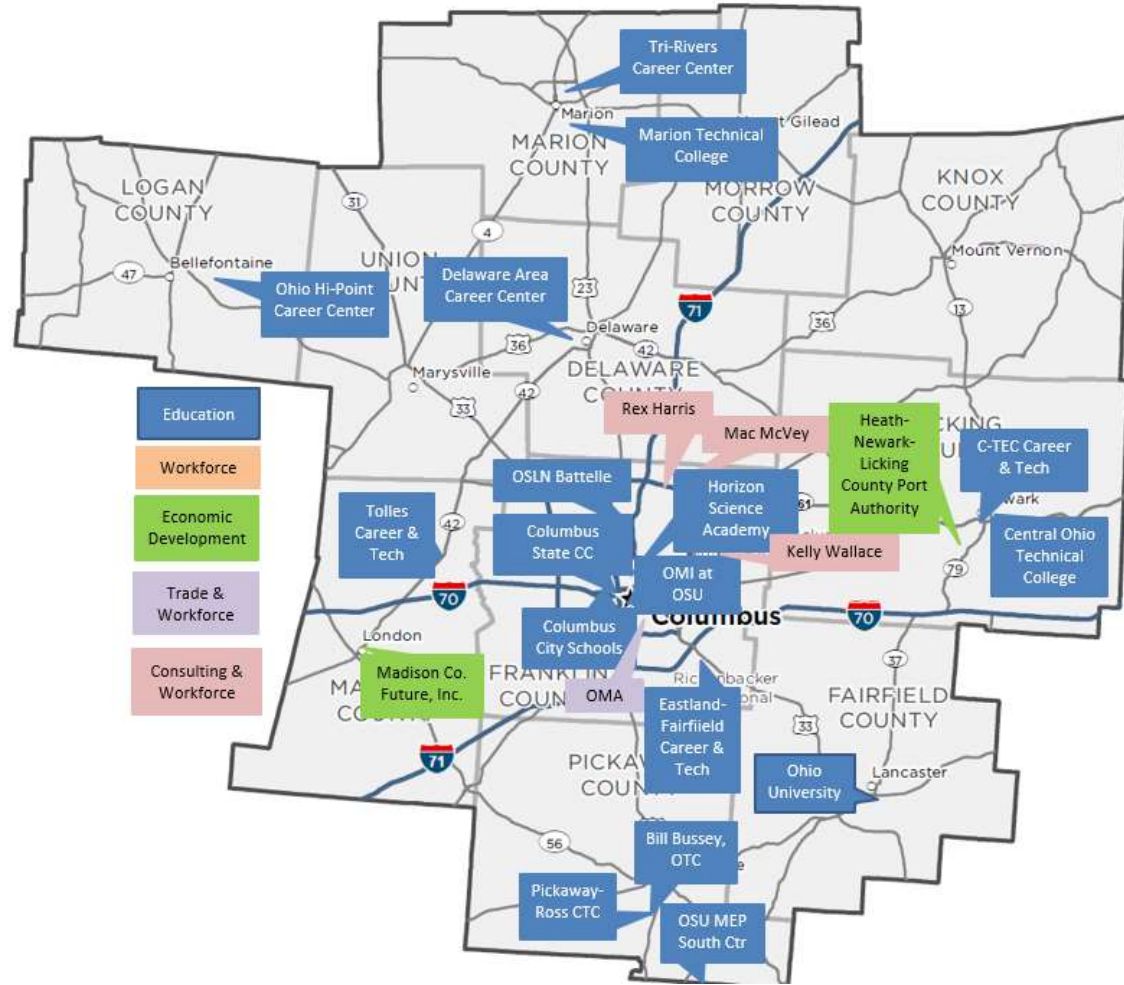
Delaware
Fairfield
Franklin
Knox
Licking
Logan
Madison
Marion
Morrow
Pickaway
Union



This area includes 1,700 manufacturers employing over 90,000 people.

COMP

Education, Workforce, Economic Development, Trade & Workforce, Consulting & Workforce Members



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 - July 14, 2023

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

Develop an entry-level automation program that introduces students and job seekers to the skills needed to enter an automation career pathway. Pilot at one central Ohio Career/ Technical Center.

PHASE 2: PROMOTE OHIO TECHNICAL CENTER PROGRAMS

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

MANUFACTURING EDUCATION SUCCESS in the COMP REGION



Tolles Career & Technical Center, Stanley Electric U.S. associates, 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)



Nissen Chemitec America
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 (& Mom's)

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 2021-22

GOAL 1 ● Continue to grow our membership

GOAL 2 ● Educate manufacturing members of the educational resources currently available to them

As COMP is still new, our 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.

Promote manufacturing education to K-12 and adult learners and be an active resource to support our educational members ● **GOAL 3**

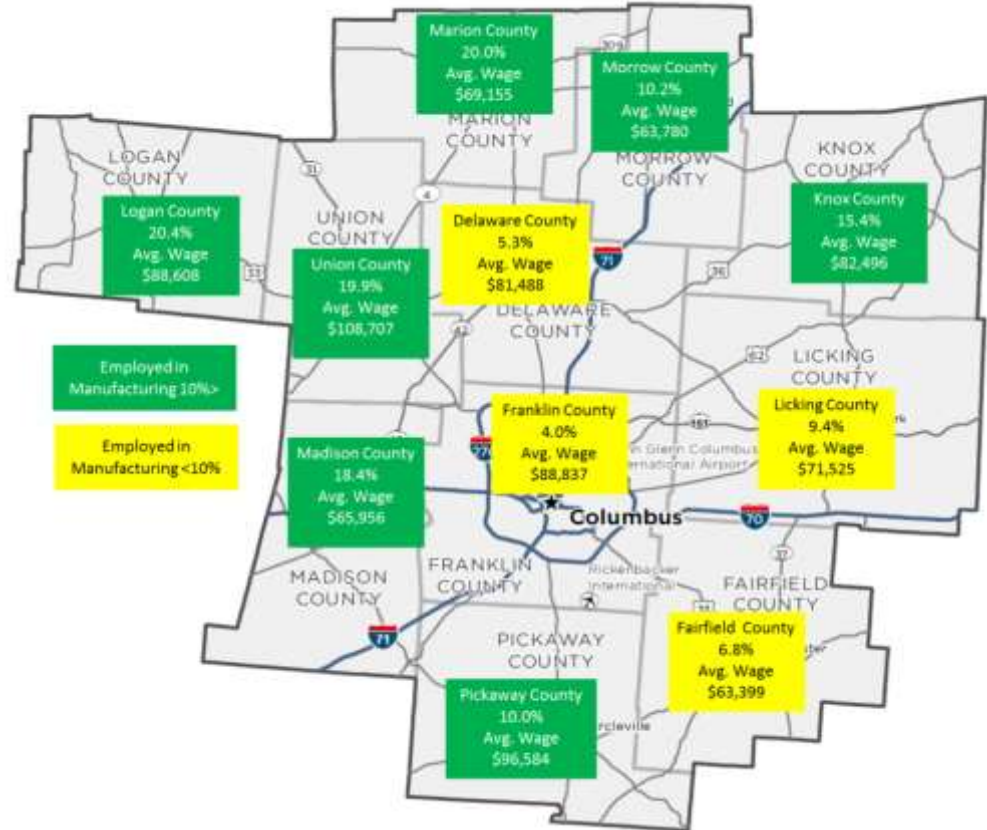
Identify any training gaps within the region and determine the feasibility and sustainability of developing new programs with our educational members ● **GOAL 4**

COMP'S PATH FORWARD

As we look at the manufacturing skilled workforce shortage in the Columbus region over the next 10 years we must

- 1) Continue to nurture and grow the existing talent pipelines with our educators in our more rural counties.
- 2) Develop realistic and attainable technical career pathways for students in our heavily populated urban areas that do not have the financial resources to pursue an associate or bachelor degree.

Urban vs. Rural employment in manufacturing and training needed



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



Associate: \$500/year (Vendors)



Educational Institution: \$500/year



Economic Development \$500/year



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



Central Ohio Manufacturing Partnership

The information contained in this presentation is based on contributions from the founding members of COMP, and the work-product of Sara Tracey, Ph.D., OMA Managing Director Workforce Services, and the Ohio Manufacturers' Association website.

QUESTIONS?

If you are interested in learning more about COMP, please contact **Amber Gibbs:**



ambergibbscomp@gmail.com

614.356.7871

centralohiomanufacturingpartnership.org

2022 Quarterly Meeting Dates

January 20, 2022 – 2-4pm

April 21, 2022 – 2-4pm

July 21, 2022 – 2-4pm

October 20, 2022 – 2-4pm