



# Welcome | Untapped Talent Training Series Women

Thursday, March 7, 2024

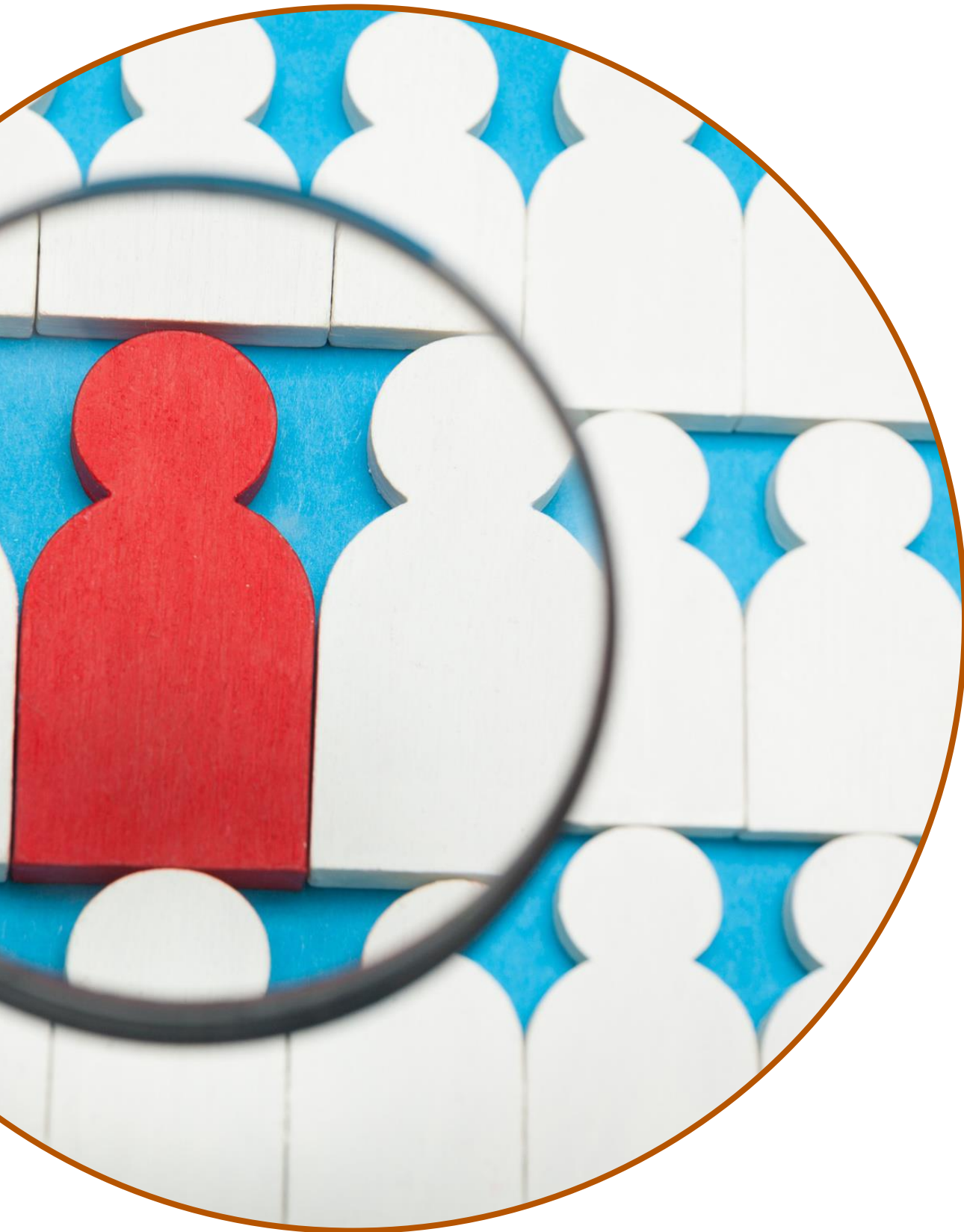




# **WELCOME AND INTRODUCTIONS**



# HOUSEKEEPING



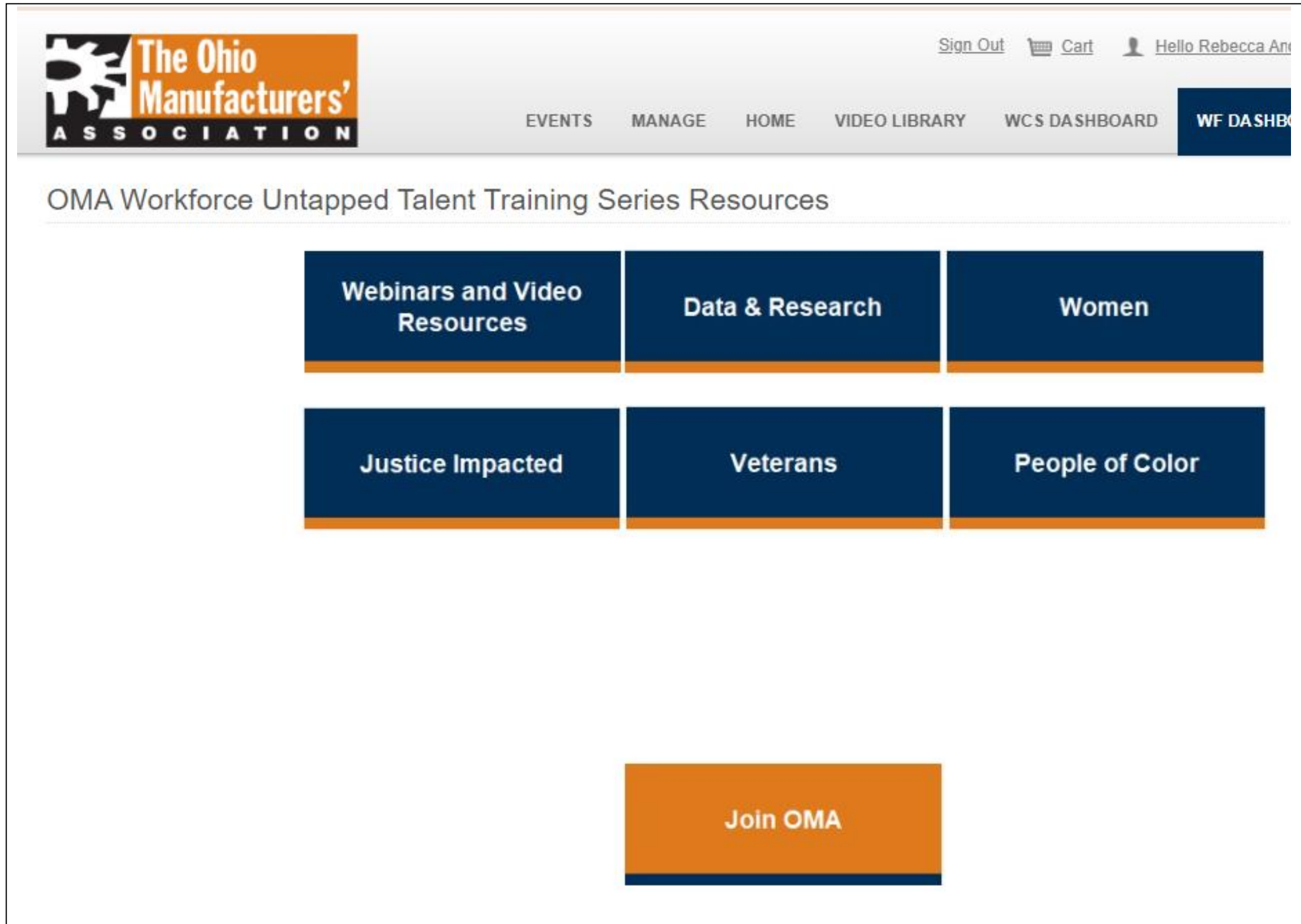
- If possible, turn your camera on!
- Microphones will be muted during the session if you are not presenting, but feel free to use the chat!
- This session will be recorded; all recorded training sessions are stored at the OMA Video Library at [www.ohiomfg.com](http://www.ohiomfg.com). Use your My OMA login to access. We will also email you the link to the recording, along with today's presentation.
- Additionally, you will receive a 30-second survey by email later today asking you about your experience related to today's session. We value both your attendance today and your feedback!

# TRAINING SERIES REFRESHER



- **Purpose:** Create a dynamic learning environment in which manufacturers and their ISPs liaisons can learn best practices for recruiting and retaining untapped talent.
- **Audience:** Manufacturers, ISPs, and individuals interested in workforce challenges & solutions.
- **Process**
  - Training Series led by SMEs
  - Webinars led by OMA
  - Access to online portal of resources
  - Direct access to untapped talent SMEs

# WORKFORCE RESOURCES IN MYOMA



The screenshot displays the website interface for The Ohio Manufacturers' Association. At the top left is the logo with a gear icon and the text "The Ohio Manufacturers' ASSOCIATION". To the right of the logo is a navigation menu with links for "EVENTS", "MANAGE", "HOME", "VIDEO LIBRARY", "WCS DASHBOARD", and "WF DASHB". Further right are links for "Sign Out", "Cart", and "Hello Rebecca An". Below the navigation is a section titled "OMA Workforce Untapped Talent Training Series Resources". This section contains six dark blue buttons with white text: "Webinars and Video Resources", "Data & Research", "Women", "Justice Impacted", "Veterans", and "People of Color". At the bottom center of this section is an orange button with white text that says "Join OMA".

[CLICK HERE TO ACCESS MYOMA](#)





# TRAINING SERIES OVERVIEW

## WOMEN



In this 7-session live webinar series, participants will learn about regulations related to pregnant and nursing workers; working with community partners; creating a culture that supports working parents; what men can do to be better allies to women in manufacturing; and more.

### SUBJECT-MATTER EXPERT FACILITATOR



Their mission is to inspire, connect and support women to pursue careers in high demand, high wage professions, and achieve their highest aspirations in their careers and as community leaders.

### FORMAT

Curriculum builds session to session. For maximum benefit, consistent attendance needed.

### NO COST

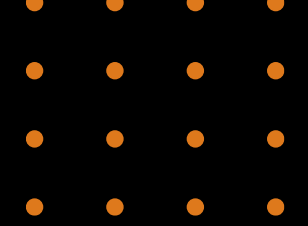
Untapped Talent Training Series are made possible by Ohio's Good Jobs Challenge.

### DATES AND TOPICS

*7 Sessions*

March 7	Data and Problem Identification
April 4	Root Cause Analysis
May 2	Rapid Cycle Continuous Imp.
June 27	Collective Problem Solving
July - TBD	In-Person Convening
August 1	Collective Problem Solving
September 5	Conclusion

# Poll Question



## Introduction Question:

1. What are you hoping to gain from participating in this training series?
2. What is your biggest challenge related to recruiting, hiring, and retaining women in your company?
3. How familiar are you with Continuous Improvement process?

# Engaging Women in Manufacturing Careers



## Community of Practice

**March 7, 2024**



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Kaci Roach, Executive Director  
HHW Ohio

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Alanna Nicholas, Founder/Principal  
Capital Talent Development Group



# Session 1: Data & Problem Identification

## Agenda

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- **Welcome & Introductions**
  - **Objective**
  - **Community of Practice Goals**
  - **Anticipated Outcomes**
  - **Group Check In**
  - **Data Template Walk Through**
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Empowering inclusive growth in manufacturing for a brighter future of female talent, together!

# Introductions

- **Name & Role With Participating Company**
- **Kickoff Question:**
  - Briefly share your company's vision, and one (1) targeted goal to advance the recruitment, skill development, career advancement, and retention of female talent within your company.

# Community of Practice Objective

To help provide best practices, and work through a continuous improvement process to advance opportunities to Good Jobs through employment connection, skill development, career advancement, and retention of female talent in manufacturing.





# Anticipated Outcomes

## Goal 1:



Develop an in-depth understanding of utilization of data to help improve the effectiveness and efficiency of organizational based processes related to the recruitment, skill development, career advancement, and retention of female talent in manufacturing.

## Goal 2:



Utilize the Six Sigma DMAIC method to define, measure, analyze, improve, and develop a metric to improve collaboration with HR, senior leadership, production management, front-line supervisors, engineers, education and outreach teams to continuously improve process deficiencies that present challenges with recruitment, skill development, career advancement, and retention of female talent.

## Goal 3:



Together, through cross sharing of information help create best practices to not only strengthen greater inclusion and retention of female talent, but assist more women to advance within good jobs.

# Measuring Progress

## Planned Baseline for Utilization of DMAIC:

Through guided data analysis together, we will analyze the root cause of inefficiencies related to existing policies, procedures, and practices that provides opportunities to where implementation of change can help achieve the following:

- Mitigate continued utilization of ineffective processes.
- Eliminate financial waste on ineffective recruitment, skill development, career advancement, and retention strategies for female talent.
- Put one (1) change in place that will strengthen the inclusion, skill development, career advancement, and/or retention of female talent in your company.

Key Indicator	Activity / Project	Data / Outcome
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Achievement with <b>recruiting</b> female talent within the last 2-yrs	Provide details describing the activities	• What results did you obtain from your project?
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Achievement with <b>developing</b> female talent within the last 2-yrs	Provide details describing the activities	• What results did you obtain from your project?
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Achievement with <b>retaining</b> female talent within the last 2-yrs	Provide details describing the activities	• What results did you obtain from your project?
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- **Pitfalls:** Share challenges experience within the last 2-yrs related to recruiting, developing, promoting, and/ or retaining female talent.

# Next Steps



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**01.** Complete Data Template

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**02.** Log into Basecamp

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**03.** Share Highlights from Today's Session

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**Together, we win!**



# Resource Page

- [OMA Resource Library](#)
  - [Data Template](#)
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## NEXT STEPS

WHAT'S  
NEXT?

- Short 30-second survey coming your way.

- Recording and materials will be accessible via MyOMA Library.

## 2024 OMA WEBINARS

Untapped Talent Training Series: **Focus on Women** - 03/21/2024

Untapped Talent Training Series: **Focus on Justice-Impacted Individuals** - 06/20/2024

Untapped Talent Training Series: **Focus on People of Color** - 09/26/2024

Untapped Talent Training Series: **Focus on Veterans** - 12/12/2024

[ACCESS ALL OMA WEBINARS HERE](#)







**THANK YOU FOR  
ATTENDING!**

**Women Training Series:  
Session 2 - Root Cause Analysis**

**Thursday, April 4, 2024**

