



The Ohio
Manufacturers'

A S S O C I A T I O N

WORKFORCE ROADMAP:

Ohio Manufacturers'
Priorities in Workforce
Development



Executive Summary

The Ohio Manufacturers' Association (OMA) Workforce Services aims to create and sustain a world-class manufacturing workforce in Ohio by connecting manufacturers with talent solutions and empowering industry leaders to drive regional workforce development.

OMA's approach requires:

- Deep Industry Engagement & Leadership
- Systems Change Focus
- Statewide Priorities / Local ACTION!
 - State Partner Alignment
 - Local Operational Infrastructure
 - Industry Sector Partnership Network
 - OMA Thought Leadership / Capacity Building

Recognition of Support:

We thank these organizations that provided leadership-level financial support for OMA workforce services:



2025 Priorities

The OMA offers a comprehensive statewide manufacturing workforce development ecosystem through five strategic objectives:

1 Galvanize the OMA and OMA-Endorsed ISP Network as the primary solution for manufacturers to engage with their workforce systems

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

The OMA-Endorsed ISP Network Map



Blended colors indicate multiple OMA-Endorsed ISPs operating within a county; color coverage is not proportional to operational footprint.



2 Expand and sustain WorkAdvance to increase Operator-level workforce.

The OMA will scale an entry-level 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.

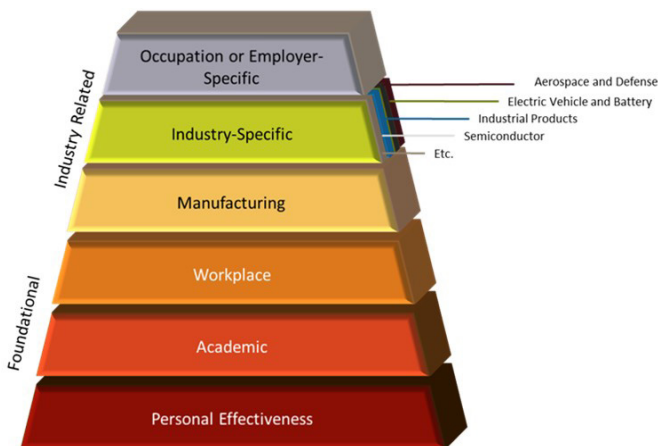
The OMA will also continue to support and promote apprenticeships, pre-apprenticeships, and other innovative earn and learn models in high demand, skilled occupations such as machinist, welder, industrial maintenance technician, and robotics and automation operator and technician.



3 Bolster youth engagement via MakingOhio.

Expanding the talent pipeline to engage K-12 youth aligns with state priorities and is endorsed by the OMA as a viable solution for helping engage this population in Ohio. The OMA will expand this pipeline through strategic brand engagement and youth outreach via MakingOhio brand. MakingOhio is positioned to directly engage youth in manufacturing careers and offers a tool repository to support manufacturers as they continue to engage K-12 students and introduce them to career pathways.





4 Increase alignment to the Ohio Manufacturing Competency Model. 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, 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.

5 Provide expertise and thought leadership to Ohio's manufacturers as the leading voice in manufacturing workforce development.

Manufacturers' leadership is crucial to Ohio's workforce system. OMA is dedicated to sharing valuable insights through webinars, briefings, publications like *Manufacturing Counts*, and networking and leadership opportunities at the Workforce Summit for manufacturers.





Champions of Our Mission

The OMA is committed to leading Ohio's effort in manufacturing talent development, but we do not do it alone. Our stakeholders range from manufacturers to elected officials, business leaders, educators, innovators, economic and community development organizations, media, parents, students, and more. There are several ways you can participate.

PLEASE CONSIDER DOING ONE OR MORE OF THE FOLLOWING:

- Email workforce@ohiomfg.com to opt into the OMA Workforce Community to receive ongoing information, including webinar and event announcements.
- Join your local [sector partnership](#).
- Become a sponsor of the OMA's workforce initiatives. Contact Jessica Borza, Managing Director, Workforce Services at jborza@ohiomfg.com.
- Explore the sector partnership tools available at www.ohiomfg.com/workforce-services.
- Contribute a case study.
- Participate in upcoming [webinar](#).



33 N. High Street, 6th Floor Columbus, Ohio 43215
800-662-4463 • workforce@ohiomfg.com
www.ohiomfg.com/workforce-services