

MANUFACTURING PATHWAYS

How Collaboration is Building
Central Ohio's Workforce

SUCCESSBOUND 2025



1

2



Rae Ellen Douglas

Hub Manager, Central and Western Regions
The Ohio Manufacturers' Association (OMA)

Founder and CEO
REDsearch

red@red-search.com



2

A composite image featuring a robotic arm in the upper left and a group of smiling workers in hard hats and blue uniforms in the lower left, set against a background of blue geometric shapes.

OVERVIEW OF OHIO MANUFACTURING

3

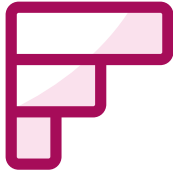
3

Interactive Slide 1

4

4

Do not edit
How to change the design



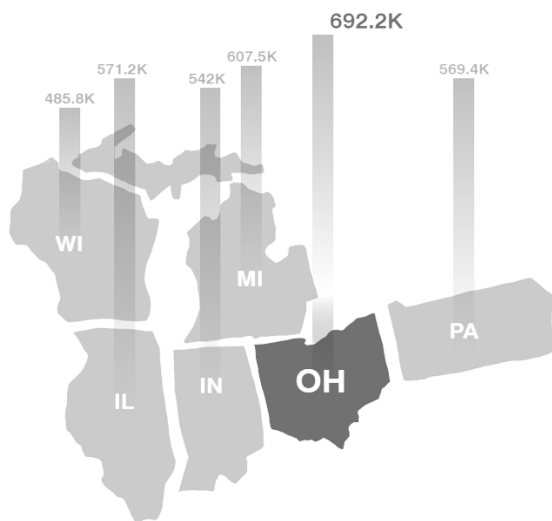
Rank the following from largest to smallest economic impact in Ohio (by GDP):

 The Slido app must be installed on every computer you're presenting from

slido

5

OHIO MANUFACTURING



- Ohio is **third in the U.S.** for total manufacturing employees.
- Ohio posted more than **692,000 manufacturing jobs** in March 2023.
- Manufacturing is the **largest of Ohio's 20 economic sectors** with around 16% of total output.
- Ohio's manufacturing GDP was \$133.16 billion, making it **fourth in the nation**, trailing only California, Texas, and Illinois

6

6

INDUSTRY FOCUS

Economic Partnerships and State of Ohio Advancement

- ISPs, JobsOhio Network, MEP Network, OWT, JFS, OMJ, etc.
- Funding is essential

K-12 Engagement and Education on Industry and Opportunities

- MakingOhio

K-12, College, and University Alignment

- Competency Model
- OSLN Ohio STEM Learning Network Design Challenge
- CState Future Technicians Learning Community

Earn-and-Learn Options

- WorkAdvance, MMWS, ITFA

Support Programs such as daycare, transportation, language barriers, etc.

7

7



WHAT IS AN ISP?

8

8

Interactive Slide 2

9

9



In one word, what comes to mind when you think of “ISP”?

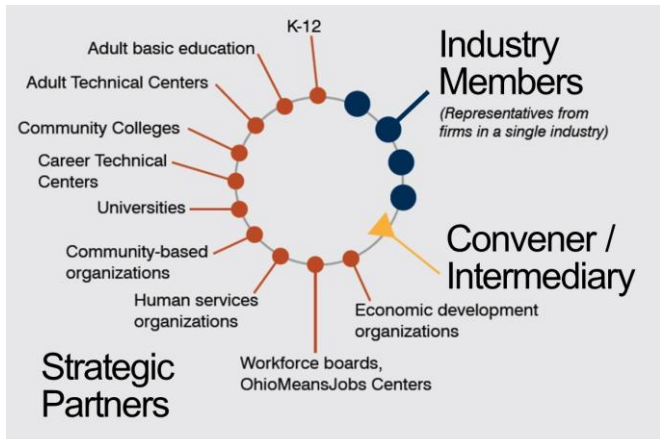
Do not edit
How to change the design

 The [Slido app](#) must be installed on every computer you're presenting from

slido

10

WHAT IS AN ISP?



Key Aspects of an ISP

- Led by employers
- Focused on a single industry
- Regional
- Convened by a neutral intermediary

Key Strategies of an ISP

- Identify common issues
- Collectively address needs
- Communicate industry priorities
- Address current and emerging skill gaps
- Align training program curriculum and community resources

11

11



HISTORY OF THE ISP MODEL

12

12

ISP HISTORY

- **1990s:** Origination of the ISP concept in urban poverty research.
- **Early 2000s:** First Ohio ISPs emerge in the healthcare sector; initially very successful but declined in the mid-to-late 2000s due to lack of engagement by employer executives.
- **Early 2010s:** New wave of ISPs begins to emerge across multiple sectors, including manufacturing with MVMC and MAGNET in northeast Ohio and DRMA in western.
- **2014:** the Workforce Innovation and Opportunity Act (WIOA) formally recognized sector partnerships as a key strategy and required states to implement them as part of their workforce plans.
- **2017:** OMA and MVMC co-produce a template for ISP creation and management – based on best practices of MVMC and other organizations – and seed the approach across Ohio.
- **2019:** Governor's Office of Workforce Transformation (OWT) formalizes the Industry Sector Partnership Grant Program.

13

13

ISP HISTORY

2020-Present

Substantial Growth of the Ohio MFG ISP Network

- Now 19 ISPs covering 79 of 88 Ohio counties



14

14



ABOUT CENTRAL OHIO MANUFACTURING PARTNERSHIP (COMP)

15

15

ABOUT COMP



CENTRAL OHIO MANUFACTURING PARTNERSHIP (COMP)

- Central Ohio's Manufacturing ISP
- Role is to Convene, Collaborate, and Coordinate
- Serves 14 Central Ohio Counties

COMP RECENT SUCCESSES

- Partnership Growth
- Super RAPIDS
- GJC Grant
- ISP Grant
- WAVE Grant



16

3

16

SUPER RAPIDS

Innovative Process:

- Employers and schools collaborated to identify industry needs for equipment and workforce growth.
- Schools proposed projects, and employers provided feedback, helping to prioritize proposals within regional budgets.
- The OMA and its ISP network facilitated discussions, ensuring alignment with business needs.

Impact:

- \$40 million in funding through ODHE to equip Ohio's colleges and universities with industry-relevant technology.
- 81 Ohio institutions awarded grants to enhance workforce training in advanced manufacturing and high-skill industries.
- Equipment shared regionally to maximize impact.



17

17

SUPER RAPIDS

What this means for Central Ohio:

- COMP led the regional application and convened 38 industry advisors to guide prioritization.
- Employers and educators collaborated to ensure proposals aligned with workforce needs and economic development plans.

Awardees:

- Eastland-Fairfield Career & Technical Schools
- Tolles Career Technical Center
- Columbus State Community College
- Columbus City Schools
- Central Ohio Technical College (COTC)
- **Total of \$1,072,982 in Equipment Investments**



18

18

SUPER RAPIDS

Examples of Equipment:

- PLC Training & Troubleshooting Systems
 - Siemens, Mitsubishi, GX-Works 3, GT-Works HMI, Micro 820
- Industrial Robotics & Automation
 - Pegasus II Robotic System, Universal Robots (UR10e, UR20), Servo Robot Stations, Turnkey Palletizing Solution
- Mechatronics & Smart Factory Training
 - Tabletop Mechatronics, Skill Boss Smart Factory, Flexible Workstation Package
- CNC & Machining Equipment
 - Micromill Pro CNC Machine, CNC Kits, CNC Plastic Material
- Precision Measurement & Inspection
 - Faro-PolyWorks Multi-Piece Inspection, Portable Measurement Tools System



19

19

GOOD JOBS CHALLENGE

COMP's commitment is to train and place 100 entry-level individuals into good manufacturing jobs and provide upskilling training to 30 incumbent workers.

WorkAdvance Entry-Level Training

- Short-term, non-credit training focused on technical and soft skills needed for a successful start to a MFG career
- Employability screening
- Support services that help to eliminate barriers
- Career Coach provided for up to 1-year after job placement, helping with retention and long-term employment in the industry.

Upskilling Training

- Align manufacturing employer needs with already existing programs and resources.
- Work to create sustainable training options that allow employers to promote more readily from within.



72

Completers



60

Placements



5

Upskilled

20

20



WORKADVANCE: A MODEL WORKFORCE PROGRAM

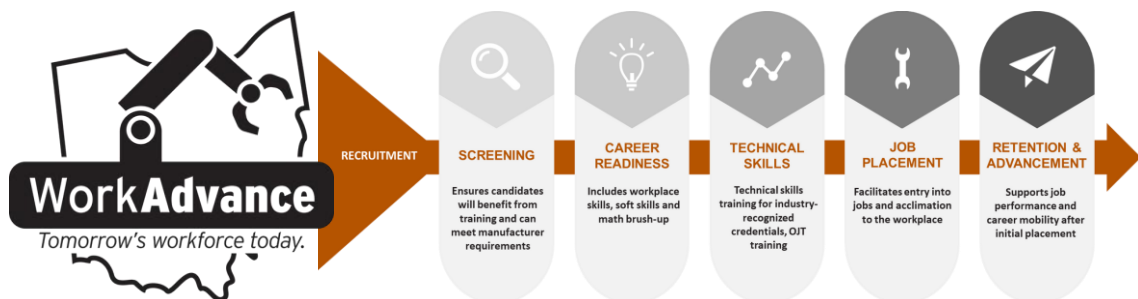
21

21

WORKADVANCE

What is WorkAdvance?

- Addressing the need to increase the manufacturing talent pool while also creating onramps and stepping stones for those without previous manufacturing experience or unable to commit to a degree program.



22

22



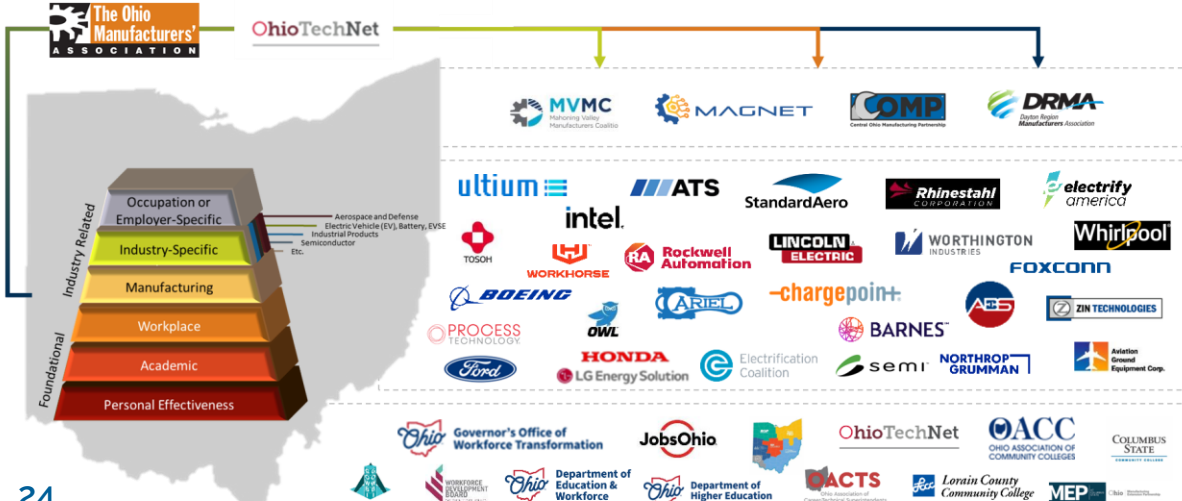
THE OHIO MANUFACTURING COMPETENCY MODEL

23

23

OHIO MFG COMPETENCY MODEL

Establishes standardized language and framework for industry to express skill demands; and increase alignment with education and workforce partners.

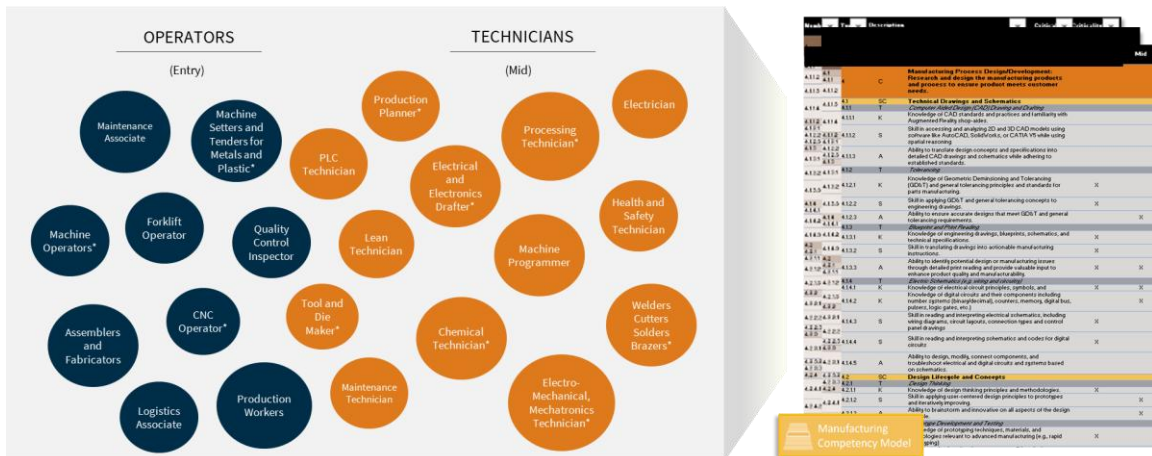


24

24

OHIO MFG COMPETENCY MODEL

Identifies the core skills common across manufacturing operator and technician roles. These representative occupations serve as guardrails and benchmarks for identifying shared commons skills amongst roles.

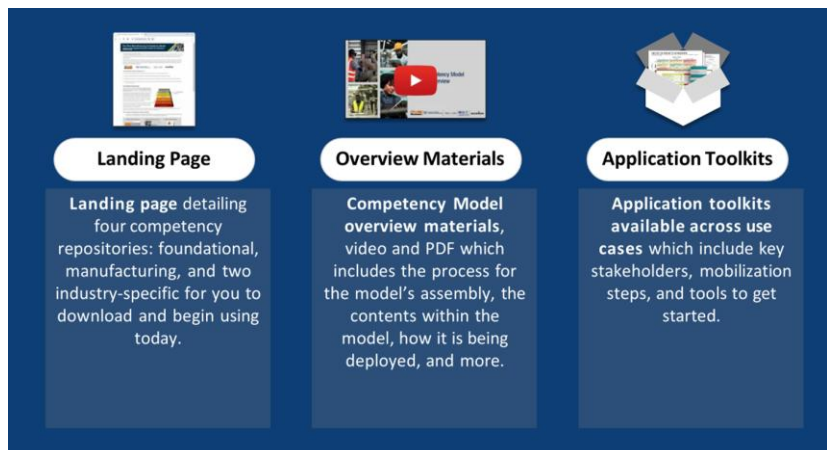


25

25

OHIO MFG COMPETENCY MODEL

Lots of tools available on the competency model website:



26

26

Interactive Slide 3

27

27



Roughly how many manufacturing employees did Ohio have as of March 2023 reporting?

Do not edit
How to change the design

 The [Slido app](#) must be installed on every computer you're presenting from

slido

28

Do not edit
How to change the design



Which of the following iconic consumer products is manufactured in Ohio?

slido

i The [Slido app](#) must be installed on every computer you're presenting from

29

Do not edit
How to change the design



In a recent national survey, what percentage of high schoolers said they had never heard about manufacturing as a career option?

slido

i The [Slido app](#) must be installed on every computer you're presenting from

30

Do not edit
How to change the design



**At what age do most students begin forming career opinions
(whether they realize it or not)?**

i The Slido app must be installed on every computer you're presenting from

slido

31



K-12 ENGAGEMENT

32

32

K-12 ENGAGEMENT

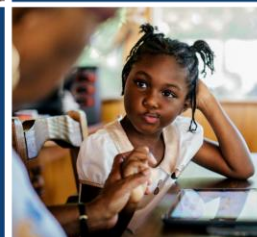
The Ohio STEM Learning Network Statewide Design Challenge



47,470

students participated in the
2023-2024 design challengewith 156
educators in 118
schools

The OSLN Statewide Design Challenge uses design thinking to **solve authentic industry problems**. Teachers engage students in **self-directed problem solving** which teaches them to think on their feet and build grit. Employer partnerships are critical for **engaging students deeply in real-life industry challenges** and creates industry and career awareness across participating K-12 classrooms.

in all 7
JobsOhio regions

33

33

K-12 ENGAGEMENT

Employer Value From Participation

Out-of-the-box,
**facilitated
engagement
opportunity with
K-12 audiences**

Potentially **thousands
of students exposed
to your careers**

Opportunity to
**promote critical
skill need to
educators**

**Build partnerships
with local
educators** who are
teaching your
workforce of
tomorrow



34

34

MAKING OHIO



CAREER
PATHWAYS

EDUCATION &
TRAINING

TOOLS FOR YOUTH
OUTREACH

ADDITIONAL
RESOURCES



PLANNING



OUTREACH



ENGAGEMENT

35

35

Ohio's Manufacturing Future Doesn't Soley Depend on New Ideas—It Depends on Aligning What's Working Well Also.

That's the purpose of COMP and other ISPs like it:

Connect Partners. Align Funding. Scale What Delivers Results.

Connect your work to the system.

36

36

GET INVOLVED WITH YOUR ISP

- Reduce your recruitment and training costs
- Identify common technical workforce and training needs among area manufacturers
- Collaborate with education and training providers, shaping programming and equipment requirements
- 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

37

37

GET INVOLVED WITH YOUR ISP

Learn More



[OMA Endorsed-ISP Network](#)



[Ohio ISP Grant](#)



[WorkAdvance](#)



[COMP Website](#)



[Super RAPIDS](#)



[MakingOhio](#)

38

38

One Final Interactive Slide 4

39

39



What is something you learned or did not expect from the info in this session?

Do not edit
How to change the design

 The [Slido app](#) must be installed on every computer you're presenting from

slido

40

THANK YOU



Rae Ellen Douglas

Hub Manager, Central and Western Regions
The Ohio Manufacturers' Association (OMA)

Founder and CEO
REDsearch

red@red-search.com

