

INDUSTRY SECTOR PARTNERSHIPS

CENTRAL OHIO MANUFACTURING
PARTNERSHIP “COMP”

INDUSTRY SECTOR PARTNERSHIPS

What Are Industry Sector Partnerships

- The Ohio Manufacturers' Association (OMA) supports the model
- To improve the **effectiveness of manufacturing organizations** throughout the state of Ohio. Sector partnerships are
 - A proven workforce development strategy that **promote collaboration** among manufacturers, educational institutions and community resource organizations.
- An Industry Sector Partnership is:
 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. The OMA serves as the neutral intermediary for the Central Ohio Manufacturing Partnership (COMP).

The Four Priorities of the OMA's Workforce Policy

Survey and feedback results from the initial OMA Manufacturers Workforce Summit in November 2017 led to these four priorities shaping the OMA's Workforce policy:

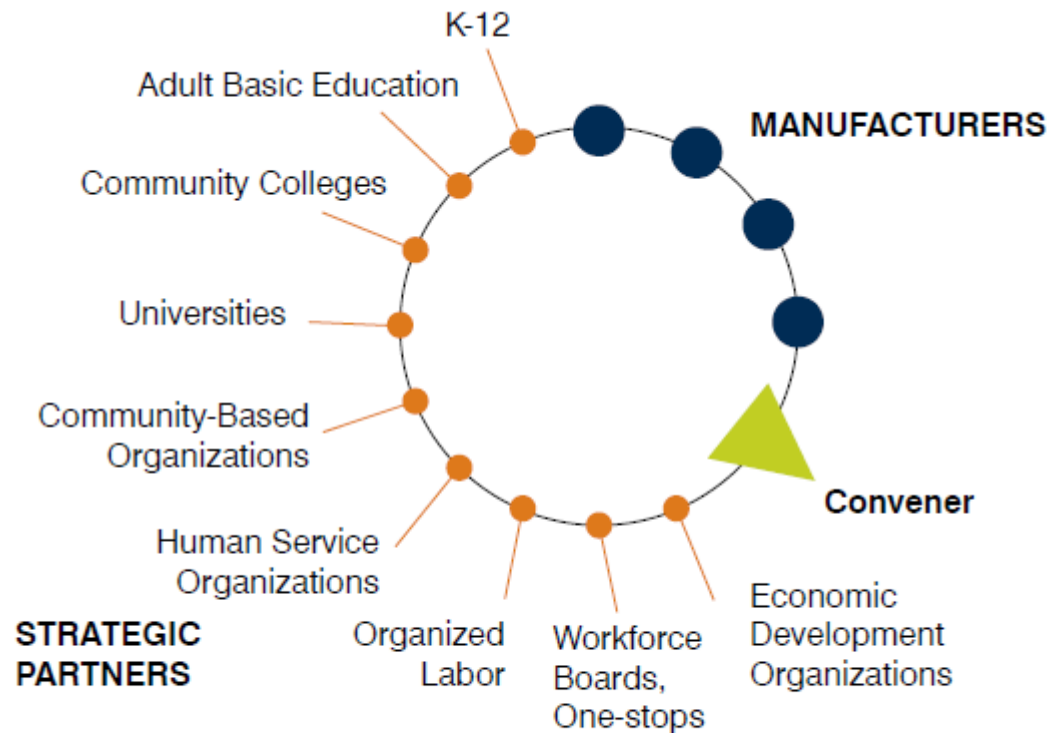
- **Leadership / Sector Partnership Capacity Building:** Through technical assistance and best practices sharing, increase industry champions' and partnerships' abilities to drive systems change.
- **Policy Development:** Amplify the voice of manufacturers with lawmakers and public officials.
- **Marketing and Communication:** Leverage the Making Ohio brand to elevate awareness and interest in manufacturing careers.
- **Education Innovation:** Increase public/private collaborations that train and educate the manufacturing workforce of tomorrow.

Manufacturing Partnerships Four Themes In 2019

These four themes will be reflected in each of the four priorities beginning in 2019:

- **Industry-Recognized Credentials (and Industry-Recognized Apprenticeship):** 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.
- **Career Pathways:** Adopt statewide pathways to ensure that programs and initiatives are aligned with industry demand and offer predictable transitions for students.
- **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.
- **Fund Development and Sustainability:** Expand outreach to sponsors and philanthropic funders; build regional sector partnerships' ability to secure their own funding.

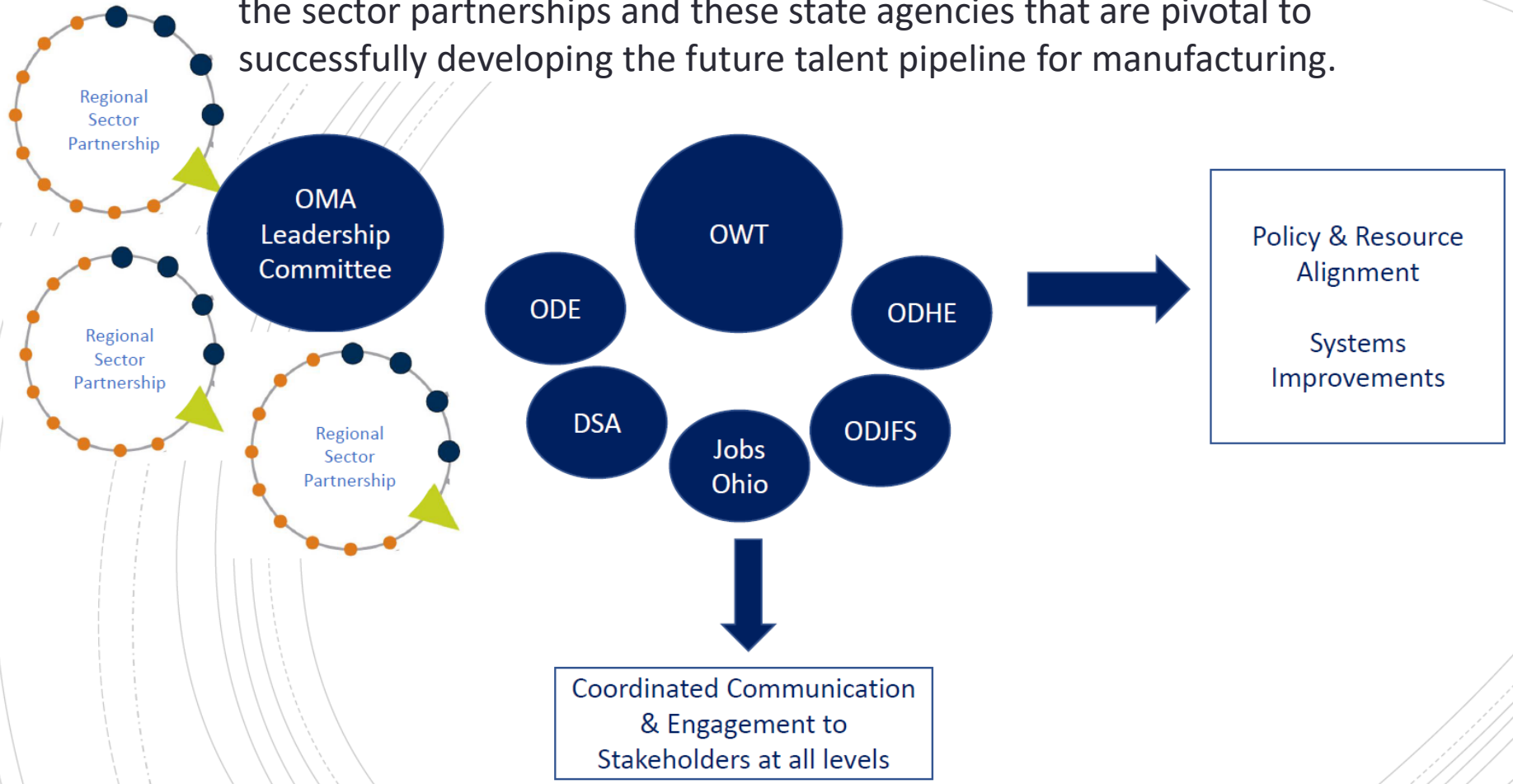
The Industry Sector Partnership Model



*From the National Governors Association report:
State Sector Strategies Coming of Age: Implications for State Workforce Policymakers*

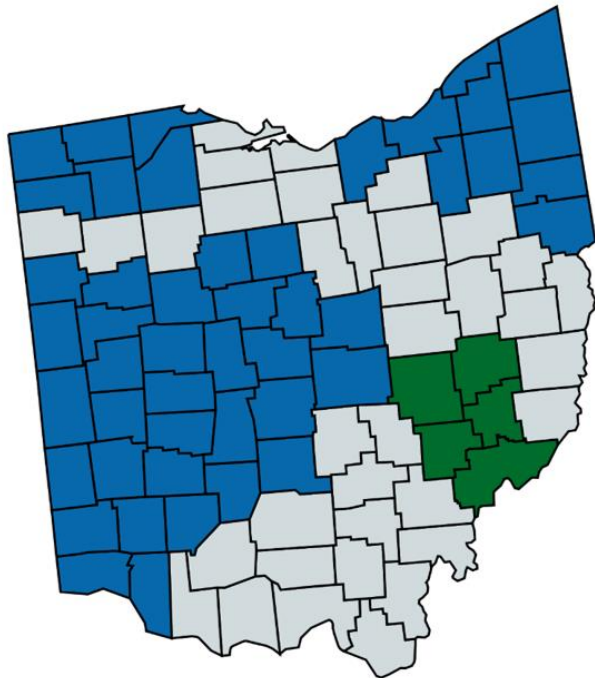
State Level Organizational Relationships

Members of each Regional Sector Partnership participate on the OMA Leadership Committee which serves as a communication bridge between the sector partnerships and these state agencies that are pivotal to successfully developing the future talent pipeline for manufacturing.



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

CENTRAL OHIO MANUFACTURING PARTNERSHIP (COMP)

The Founding of COMP

- August 2017, representatives from the initial founding companies within Central Ohio met at the OMA headquarters in Columbus
- Discussed shared challenges and the need for a public-private partnership to create mutually beneficial solutions.
- The **consensus among all of the participants** was:
 1. There is a **continuing shortage of qualified job applicants for manufacturing** positions in central Ohio
 2. This **situation is not new and they see no resolution** on a going forward basis
 3. As single entities most manufacturers **do not have the financial resources, staff or time** to adequately train and urgently fill their open positions
 4. There appears to be **no active external initiatives** to develop a comprehensive, holistic, and sustainable long-term solution to the manufacturing labor issue.

COMP Mission and Vision

The mission of COMP:

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

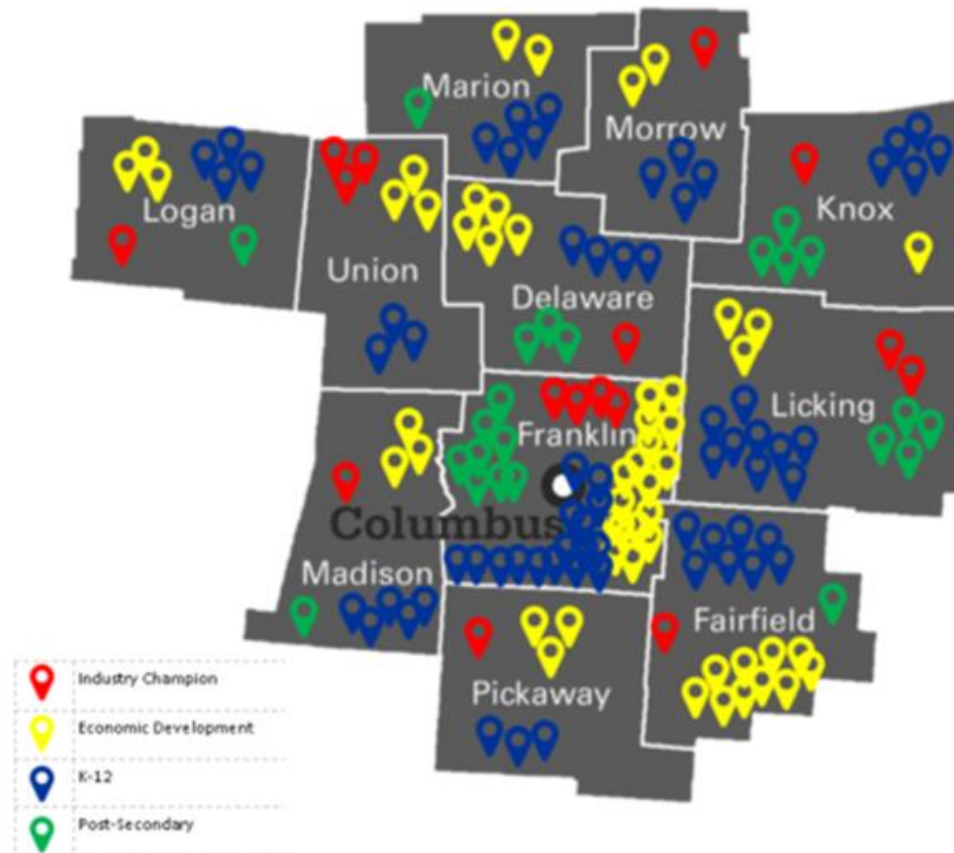
The vision for the organization is equated with what success looks like in 2020:

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.

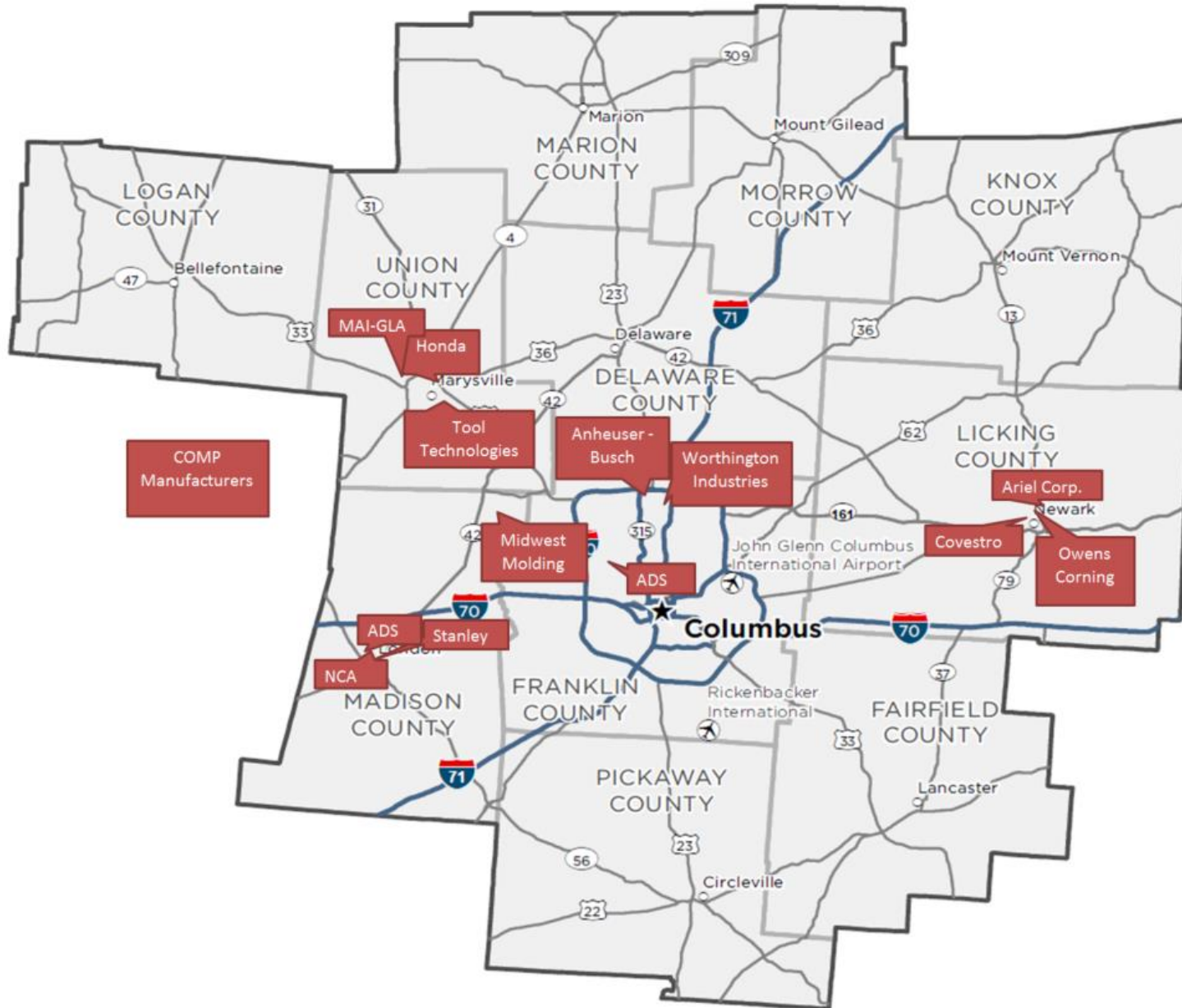
COMP's Geographical Area

COMP covers an **11-county** region that includes **Delaware, Fairfield, Franklin, Knox, Licking, Logan, Madison, Marion, Morrow, Pickaway, and Union Counties** in central Ohio.

The 11 county area that COMP services includes 1,700 manufacturers employing over 86,000 people.

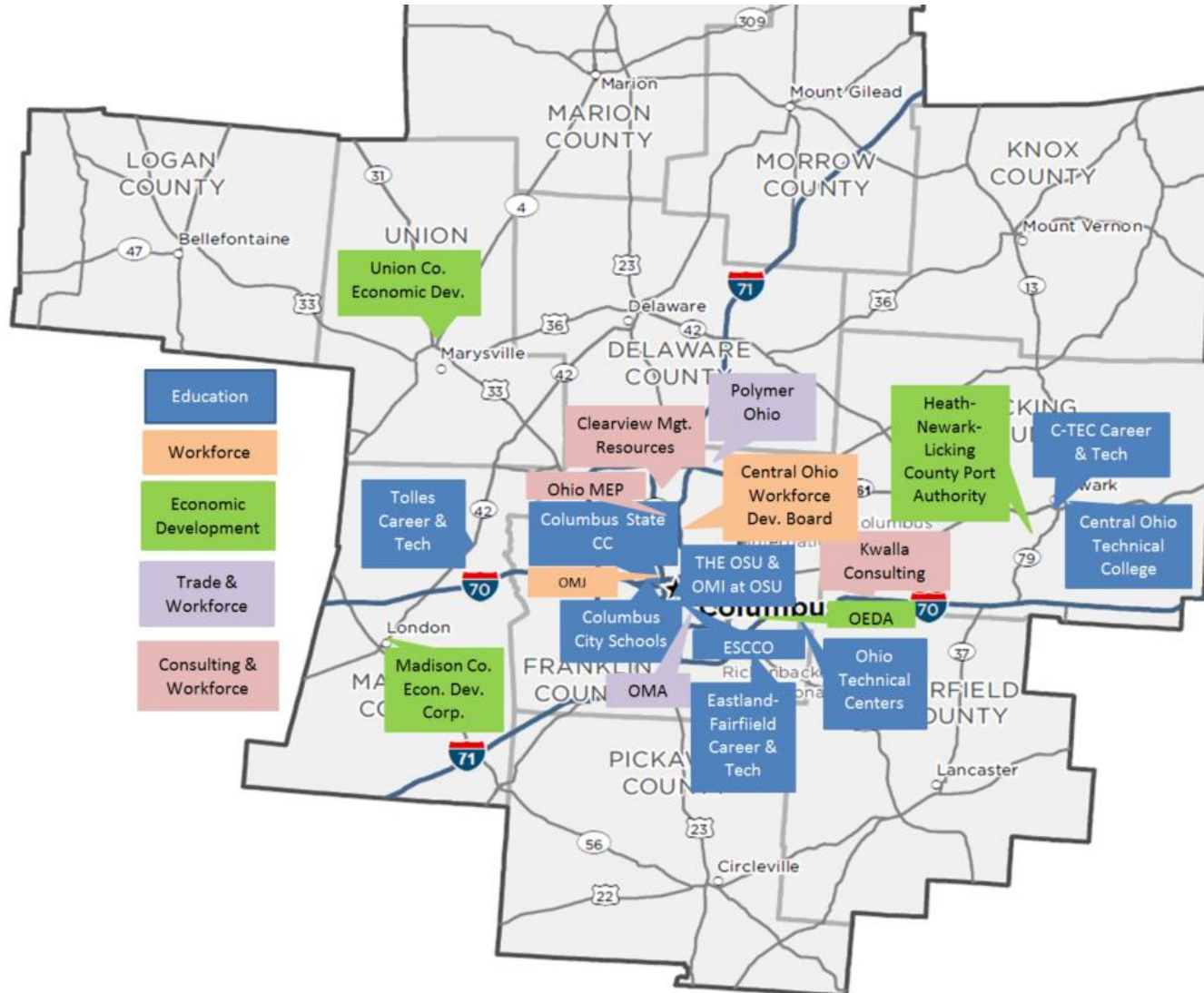


COMP Manufacturing Members



COMP Members

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



Customers and Stakeholders

- Customers of COMP are determined by the benefactors of the products and services produced by COMP.
- Key customers include:
 - **manufacturers** in central Ohio
 - educators and education organizations including **K-12, Career and Technical Centers, Community colleges and colleges/universities offering Bachelor degree programs**
 - **job seekers** including recent graduates and those that have been in the workforce.
- Key stakeholders for COMP include current students and parents who seek to understand career opportunities.

Customers and Stakeholders

- COMP customers/stakeholders, their key requirements, and measuring success:

Service Offering	Customer/Stakeholder	Key requirements	Measure
Connection to the education process /pathways	Manufacturers in Central Ohio	Ability to “flip” supply and demand numbers A “game plan” to effectively engage and source talent A pipeline of students to apply for open positions	% unfilled jobs # of applicants
Support and enhancement of programs that are in need of increased enrollment	Educators – educating organizations	Delivery of students to struggling programs Ability to understand relevant curriculum Internship opportunities for students Referral of students to educational programming that could not be hired due to technical deficiency	# of students entering identified programs Retention rates of students in identified programs Graduation rates for students in struggling programs
Identification of gaps in manufacturing technicians	Manufacturers in Central Ohio	Ability of COMP to understand gaps in technical skill and provide coordination and information to educational organizations so that they can provide education, training and ultimately well-prepared students to fill the gaps.	# of gaps identified # of new education offerings
Addressing of occupational demand	Manufacturers in Central Ohio	Higher numbers of applicants than positions Qualified candidates to fill open positions	# of applicants per open position New employee retention rates
Marketing of manufacturing as a career choice	Job Seekers	Good paying jobs Attractive compensation and benefit packages Preparation for “putting their best foot forward” in the hiring process A clear line of sight to see how they can progress from current status	# of identified job seekers gaining employment % job candidates highly satisfied with compensation and benefits

Contact Information

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QUESTIONS?

The information contained herein is based on contributions from the founding members of COMP, and the work-product of Sara Tracey, Ph.D., Senior Specialist, Career Pathways, Thomas P. Miller and Associates, and the Ohio Manufacturers' Association website.