

# Ohio Manufacturers' Association Regional and Statewide Convening Summary

December 2017



OhioTechNet



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Introduction and Background

The Ohio Manufacturers’ Association, in partnership with Ohio TechNet and the Ohio Manufacturing Institute, developed a series of regional meetings focused on the industry sector partnership model as a solution to workforce development challenges in the manufacturing industry. These meetings served to engage local manufacturers, discuss common issues, potential solutions, and introduce the concept of sector partnerships across the state.

These regional meetings were tailored for manufacturers, allowing industry members to speak openly without pressure from external stakeholders. Five regional meetings were held in Ohio from April 2017 through October 2017, leading up to a statewide workforce development summit in November 2017.

After each regional meeting, and after the statewide convening, the Ohio Manufacturers’ Association administered a survey to registrants, eliciting feedback and insight from manufacturers as well as government and educational partners.

**Table 1: Registrants and Survey Respondents per Region**

Region	Registrants	Survey Respondents
Northeast	54	8
West	110	30
Northwest	30	5
Central	25	6
Southwest	36	N/A
Statewide	454	111

## Themes and Opportunities Identified in Regional Meetings

### Educational Partnerships

- Strong preference for these partnerships being industry led, not by higher education
- Manufacturing education programs should be developed for students of all ages (as early as sixth grade)
  - Need to reach out to younger students and high school students to make them aware of manufacturing as a viable career option
- Internships and apprenticeship programs are necessary
  - These programs should have common standards
  - Again, important that they are industry led
- Summer summits for career recruitment
- Programs that allow students to explore work options instead of the college path (career readiness)
- Partnerships not only with community colleges and trade schools but with all of higher education, including four-year institutions
- Learning needs to be student centered, and hands on
- Soft skills and leadership skills are urgently needed
  - Young people should be taught to network and given opportunities to practice doing so
- Student success should be tracked long term to determine career pathways



**Marketing/Image**

- Manufacturing needs to be rebranded
  - Common practices, standards, and messaging
  - Should be communicated as a viable career option and not seen as a low-paying unrewarding job
- Rebranding to include focus on technology to lure young people
  - Young people are already more inclined to naturally understand how it works
- Manufacturing should also work to be more inclusive
  - Summits for women in the industry
  - Focus on training programs for disabled
  - Programs and incentives that benefit veterans
- Southeast Ohio provides great opportunity for rebranding and a new market
  - Lots of schools in the area where workers are sorely needed
  - Publicizing Appalachian manufacturing training programs could bring life back to those communities

**Policy, Lobbying, and Funding**

- Policy changes are needed to support industry and education partnerships
  - Outcomes related to job readiness should be included on a school report card
  - Higher education should also have a report card
- Funding streams are not aligned, there are many duplications of training programs and services that should be a coordinated effort
- Regional collaboration standards should be made clearer
  - This requires some state or county support
  - Common agreement on tenure, wages, benefits, etc.
- Expressed desire for manufacturers to have more lobbying power



**Western Ohio—Miami Valley**

Date	Time	Location	Registrants
April 18, 2017	2:00 – 4:30 pm	Yaskawa America, Inc., Motoman Robotics Division 100 Automation Way, Miamisburg, OH 45342	110

**Manufacturing Companies Registered:**

- AstraZeneca
- Blatchford Inc.
- Composite Advantage LLC
- D R T Manufacturing Company
- Dayton Gear & Tool Co., Inc.
- Dayton Progress Corporation
- Detailed Machining, Inc.
- Electro Controls, Inc.
- Ernst Metal Technologies
- General Films, Inc.
- Honda North America, Inc.
- J B K Manufacturing
- Jena Tool
- Johnson Electric North America
- Klockner Pentaplast
- Machintek Corporation
- Nidec Minster Corporation
- Noble Tool Corporation
- Pentaflex, Inc.
- Prime Controls
- Production Controls Units, Inc.
- Rack Processing Company
- Raymath
- S A S Automation LLC
- S K Mold & Tool Inc.
- Staub Manufacturing Solutions
- Stolle Machinery Inc.
- T D L Tool, Inc.
- Tabtronics, Inc.
- Techmetals, Inc.
- The French Oil Mill Machinery Company
- The Minco Group
- University Technology Group
- UTC Aerospace Systems
- Voisard Tool LLC
- White Castle System, Inc.
- Worthington Steel Company
- Yaskawa America, Inc. Motoman Robotics Division



Survey Question	Agree/Strongly Agree Responses
The regional information session was a good use of my time	79%
I will be able to apply the information about Industry Partnerships shared at the session to my workforce challenges.	50%
I would encourage manufacturers in other regions to attend upcoming Regional Information Sessions in their areas.	90%
I am interested in participating in future conversations about our region's workforce needs and priorities.	89%
I am potentially interested in serving in a leadership role as an Industry Champion in our region.	50%

**Follow Up Session:**

Date	Location	Registrants
May 24, 2017	Montgomery County Business Solutions Center 1435 Cincinnati St., Ste 300 Dayton, OH 45417	27

**Manufacturing Companies Registered:**

- D R T Manufacturing Company
- Detailed Machining
- Electro Controls, Inc.
- Ernst Metals Technologies LLC
- Fluid Applied Roofing
- Jena Tool
- McGregor Metalworking Companies
- Noble Tool Corporation
- Projects Unlimited, Inc.
- Rack Processing Company
- Raymath
- S A S Automation LLC
- Staub Manufacturing Solutions
- Stolle Machinery Inc.
- T D L Tool, Inc.
- The French Oil Mill Machinery Company
- Yasakawa America, Inc. Motoman Robotics Division



**Southwest Ohio**

Date	Time	Location	Registrants
June 26, 2017	2:00 – 4:30 pm	AstraZeneca 8814 Trade Port Drive Hamilton, OH 45011	36

**Manufacturing Companies Registered:**

- A G Tool & Die Company
- Ascendum Solutions
- AstraZeneca
- Fest Corp.
- Hamilton Caster & Manufacturing Co.
- JBM Envelope Corporation
- Kaivac, Inc.
- Meyer Tool, Inc.
- Pantheon Pharmaceuticals, Inc.
- Pilot Chemical Company
- Richards Industries
- SJS Packaging Group Inc.
- StandardAero
- Sur-Seal Gasket & Packing, Inc.



**Northeast Ohio**

Date	Time	Location	Registrants
July 19, 2017	2:00 – 4:30 pm*	Nordson Corporation 671 Franklin Avenue Amherst, 44001	54

\*Prior to the information session, Nordson held a manufacturing plant tour at 1:00pm

**Manufacturing Companies Registered:**

- AJ Rose Manufacturing Company
- Automation Tool & Die, Inc.
- Core Technology
- Custom Culinary
- Diamond Products, Ltd.
- Efficient Machine Products
- Elyria Foundry
- Elyria Plastic Products
- EMC Precision Machining
- Industrial Nut Corporation
- Latanick Equipment, Inc.
- Materion Brush Performance Alloys
- Nordson Corporation
- PLIDCO
- Ridge Tool Company
- Sandridge Food Corporation
- ShurTech Brangs
- Swagelok Company
- Thogus Products Company
- Turbotron

<b>Survey Question</b>	<b>Agree/Strongly Agree Responses</b>
The regional information session was a good use of my time	<b>60%</b>
I will be able to apply the information about Industry Partnerships shared at the session to my workforce challenges.	<b>50%</b>
I would encourage manufacturers in other regions to attend upcoming Regional Information Sessions in their areas.	<b>70%</b>
I am interested in participating in future conversations about our region's workforce needs and priorities.	<b>67%</b>
I am potentially interested in serving in a leadership role as an Industry Champion in our region.	<b>50%</b>

**Central Ohio**

Date	Time	Location	Registrants
August 17, 2017	2:00 – 4:30 pm	The Ohio Manufacturers Association 33 N. High St., 6th Floor Columbus, OH 43216	25

**Manufacturing Companies Registered:**

- Abbott Nutrition
- Anheuser-Busch Companies
- Ariel Corporation
- Dow DuPont
- Honda North America, Inc.
- MAI-GLA
- Nissen Chemitec America, Inc.
- Owens Corning
- The Boeing Company
- Tool Technologies
- Velvet Ice Cream Company
- Whirlpool Corporation
- Worthington Steel Company

Survey Question	Agree/Strongly Agree Responses
The regional information session was a good use of my time	100%
I will be able to apply the information about Industry Partnerships shared at the session to my workforce challenges.	100%
I would encourage manufacturers in other regions to attend upcoming Regional Information Sessions in their areas.	100%
I am interested in participating in future conversations about our region's workforce needs and priorities.	100%
I am potentially interested in serving in a leadership role as an Industry Champion in our region.	50%

**Follow Up Session:**

Date	Time	Location	Registrants
October 12, 2017	2:00 – 4:30 pm	The Ohio Manufacturers Association 33 N. High St., 6th Floor Columbus, OH 43216	9

**Manufacturing Companies Registered:**

- Dow DuPont
- Honda North America, Inc.
- Whirlpool Corporation



**Northwest Ohio**

Date	Time	Location	Registrants
September 21, 2017	2:00 – 4:30 pm	Betco Corporation 400 Van Camp Road Bowling Green, 43402	30

**Manufacturing Companies Registered:**

- A to Z Portion Control Meats Inc.
- Altenloh Brinck & Co. US, Inc.
- Custom Deco, LLC
- Dongan Electric Manufacturing
- Doyle Manufacturing Inc.
- Green Bay Packaging, Inc.
- Hirzel Canning Co., Inc.
- Northern Manufacturing Co., Inc.
- Phoenix Technologes
- Principle Business Enterprises, Inc.
- PRO-TEC Coating Company
- Rosenboom Machine & Tool, Inc.
- Rowmark, LLC
- Valfilm, USA
- Wauseon Machine & Manufacturing, Inc.
- Winzeler Stamping Company

Survey Question	Agree/Strongly Agree Responses
The regional information session was a good use of my time	100%
I will be able to apply the information about Industry Partnerships shared at the session to my workforce challenges.	80%
I would encourage manufacturers in other regions to attend upcoming Regional Information Sessions in their areas.	00%
I am interested in participating in future conversations about our region's workforce needs and priorities.	100%
I am potentially interested in serving in a leadership role as an Industry Champion in our region.	50%

**Statewide Convening**

Date	Time	Location	Registrants
November 1, 2017	9:00 am – 3:30 pm	Greater Columbus Convention Center 400 North High St. Columbus, OH 43215	454

**Speakers and Panelists:**

- Debbie Anderson—Career Pathway Accelerator, *Greater Louisville KY FAME Chapter*
- Brien B. Benyo—CEO, *Brillex Industries Inc.* & President, *Mahoning Valley Manufacturers Coalition*
- Stephanie Veck – Director, *Colorado Workforce Development Council*
- Scot McLemore—Talent Acquisition and Deployment, *Honda North America, Inc.*
- Jacey Cavanagh, National Manger, *MakerMinded*
- Johnny Vanderford—Assistant Professor, *Lorain County Community College*
- Mike Hawk, Training Supervisor, *GROB Systems, Inc.*
- Steve Staub—President, *Staub Manufacturing Solution*
- Jessica Borza—Executive Director, *Mahoning Valley Manufacturers Coalition*
- Ryan Burgess—Director, *Governor’s Office of Workforce Transformation*
- Jay Timmons—President & CEO, *National Association of Manufacturers*
- Governor John R. Kasich – Governor of the State of Ohio

Survey Question	“Yes” Responses
Was the Ohio Manufacturers’ Workforce Summit a good use of your time?	97%
Do you have a better understanding of sector partnerships now?	89%
Do you feel a greater commitment to, or interest in, sector partnerships based on what you learned?	91%
Would you be interested in attending similar future events?	98%

What would you like to learn more about through additional programming?	Percentage of Respondents
Industry leadership	28%
How to create an overall sector partnership strategy	45%
Data analysis to inform priorities	39%
Success metrics	49%
Intermediaries to mobilize, coordinate and facilitate	27%
Work-based learning (apprenticeships, internships, etc.)	52%
Pipeline development (partnership with K-12)	49%
Career pathways and accelerated learning	47%
Outreach & marketing	39%
Sustainability and succession planning	28%



What should the top workforce priorities be?	Percentage of Respondents
Policy change	32%
Work-based learning (apprenticeships, internships, etc.)	61%
Pipeline development (partnership with K-12)	59%
Career pathways and accelerated learning	50%
Outreach & marketing	52%
Sustainability and succession planning	23%
Other Answers	12 %

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