

PY 2023	Qtr 6/30/2024	Performance Report for H-1B	
Time Period:	<input type="checkbox"/> Rolling 4 Quarters	<input type="checkbox"/> Current Quarter	<input checked="" type="checkbox"/> Grant to Date
REPORTING PERIOD COVERED: 4/1/2024-6/30/2024			

GRANT OVERVIEW		
Grant Number: HG-33034-19-60-A-39	Grantee Name: Lorain County Community College	Grant Type: Scaling Apprenticeship

Performance Items		Total
A. SUMMARY INFORMATION (Cohort Period: 7/15/2019-6/30/2024)		
1. Total Exiters (Cohort Period: 7/15/2019-3/31/2024)		1,024
2. Total Participants Served (Cohort Period: 7/15/2019-6/30/2024)		5,038
3. New Participants Served (Cohort Period: 7/15/2019-6/30/2024)		5,038
B. PARTICIPANT SUMMARY INFORMATION (Cohort Period: 7/15/2019-6/30/2024)		
Sex	1a. Male	4,214
	1b. Female	730
Ethnicity/Race	2a. Hispanic/Latino	281
	2b. American Indian or Alaskan Native	65
	2c. Asian	117
	2d. Black or African American	1,046
	2e. Native Hawaiian or Other Pacific Islander	14
	2f. White	3,322
	2g. More Than One Race	113
Education Level	3a. Secondary School Graduate or Equivalent	2,874
	3b. Completed 1 or More Years of Postsecondary Education	631
	3c. Postsecondary Certification, License, or Educational Certificate (Non-Degree)	353
	3d. Associate's Degree	322
	3e. Bachelor's Degree or Equivalent	332
	3f. Advanced Degree Beyond Bachelor's Degree	104
Other Demographics	4a. Youth and Young Adults, Ages 17-29	2,559
	4b. Individuals with a Disability	67
	4c. Individuals with Limited English Proficiency (English Language Learners)	1,130
	4d. Individuals with Criminal Records (Ex-Offenders)	406
	4e. Eligible Veterans	216
	4f. Low-Income Individuals	64
	4g. Individuals 55 years and Older	291
	C. WIOA PRIMARY INDICATORS OF PERFORMANCE	
1. Employment Rate (Q2) (Cohort Period: 7/15/2019-6/30/2023)		UI Match
2. Employment Rate (Q4) (Cohort Period: 7/15/2019-12/31/2022)		UI Match
3. Median Earnings (Cohort Period: 7/15/2019-6/30/2023)		UI Match
4. Credential Rate (Cohort Period: 7/15/2019-12/31/2022)		76.3%
5. Measurable Skill Gains (Cohort Period: 7/15/2019-6/30/2024)		11.0%
D. EMPLOYMENT STATUS AT PARTICIPATION (Cohort Period: 7/15/2019-6/30/2024)		
1. Unemployed Individuals		963
2. Underemployed Worker		156
3. Long-Term Unemployed (27 or More Consecutive Weeks)		307
4. Incumbent Workers		2,584
5. Dislocated Workers		2

E. PROGRAM SERVICES AND TRAINING ACTIVITIES (Cohort Period: 7/15/2019-6/30/2024)		
Participant Services	1. Received Case Management Services	4,998
	2. Received Assessment Services	578
	3. Received Supportive Services	64
	4. Received Specialized Participant Services	0
	5. Participated in Paid Work Experience or Internship	59
Training Services	6a. Began Receiving Education/Job Training Activities	4,043
	6b. Entered On-the-Job Training Activities	480
	6c. Entered in Incumbent Worker Training Activities	2,367
	6d. Participated in Registered Apprenticeship	1,381
F. TRAINING PROGRAM OUTCOMES (Cohort Period: 7/15/2019-6/30/2024)		
1. Number Completed Education/Job Training Program Activities		2,625
1a. Number Completed On-the-Job Training Activities		484
Credential Outcomes	2. Completed Education/Job Training Program Activities and Obtained a Credential	2,371
	3. Total Number of Credentials Received	3,534
G. EMPLOYMENT OUTCOMES (Cohort Period: 7/15/2019-6/30/2024)		
1. Entered Unsubsidized Employment		1,494
1a. Entered Unsubsidized Training-Related Employment		841
2. Incumbent Workers that Retained Current Position		425
3. Incumbent Workers that Advanced into New Position		519
H. EFFECTIVENESS IN SERVING EMPLOYERS		
1. Retention with the Same Employer in the 2nd and 4th Quarter After Exit (Cohort Period: 7/15/2019-12/31/2022)		

(*) The result for this cell is too small to protect Personally Identifiable Information (PII) and has been suppressed.

(**)When available, DOL/ETA will match wage records on behalf of grantees in order to capture these employment-based outcome measures for participants that have successfully exited the program being reported for. These outcome measures are dependent on the participant-level data that grantees submit on a quarterly basis; however, these outcome measures will be populated after the QPR is certified by the grantee. The outcome data reported in these fields are not included in the performance data that grantees submit and certify for the purposes of quarterly reporting. Grantees do not need to certify this DOL-populated data.

Public Burden Statement (1205-0521)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondent's reply to these reporting requirements is mandatory (Workforce Innovation and Opportunity Act, Section 116). Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate to the Office of Policy Development and Research • U.S. Department of Labor • Room N-5641 • 200 Constitution Ave., NW, • Washington, DC • 20210.

Do NOT send the completed application to this address.

Quarterly Narrative Performance Report Template
* Report Due Date: Forty-five (45) days after the end of each quarter

DOL GRANT PROGRAM NAME: H-1B

Program Year: 2023
Quarter End Date: 6/30/2024
Date Report Submitted: 8/15/2024 12:33 PM EDT
Date Certified: 8/15/2024 1:33 PM EDT

The information provided in this Quarterly Narrative Performance Report will be used to help the Department of Labor's (DOL) Employment and Training Administration (ETA) monitor the progress of the grant and identify promising practices and challenges of the grantee in implementing the grant. The information collected here provides a more comprehensive assessment of the progress of grantees in meeting expected milestones, performance indicators, and program requirements. It also provides additional qualitative information to ETA regarding the activities of grantees as it relates to Workforce Innovation and Opportunity Act (WIOA) implementation or implementation of other discretionary grant programs, timeliness of program deliverables, technical assistance needs, innovative or promising practices in the field, and the use of evaluation for program accountability, assessment, and improvement.

Additionally, please note that, per the Uniform Guidance (2 CFR 200.328), grantees must inform ETA as soon as the following types of conditions become known and should not wait for a quarterly report deadline:

- (1) Problems, delays, or adverse conditions which will materially impair the ability to meet the objectives of the Federal award. This disclosure must include a statement of the action taken, or contemplated, and any assistance needed to resolve the situation.
- (2) Favorable developments which enable meeting time schedules and objectives sooner or at less cost than anticipated, or producing more or different beneficial results than originally planned.

Section I. Contact Information.

DOL Grant Funding Opportunity Announcement (optional):	FOA-ETA-18-08
Grant Number:	HG-33034-19-60-A-39
Grant Recipient Name:	Lorain County Community College
Grant Project Name:	Ohio Manufacturing Workforce Partnership
Grant Project Address:	1005 North Abbe Road, Elyria, OH 44035

Grant Period of Performance:	7/15/2019 - 6/30/2024
Point of Contact (Name, Phone Number, and Email):	Terri Burgess Sandu 440-366-4215 tsandu@lorainccc.edu

Section II. Summary of Grant Activities.

The purpose of this section is to provide an executive summary of grant activities, including planned and actual progress. Grant activities should be aligned with the goals and objectives outlined in the grant Statement of Work (SOW) and ETA approved work plan/timeline. For the current quarter, please include a description of all new and ongoing:

- o Services supported by the grant;
 - o Key activities completed, including partnership development and coordination;
 - o Performance improvement efforts being undertaken to meet goals for the performance year if projected goals for the quarter are not currently being met; and
 - o Additional activities performed by both the grantee and any sub-grantees, if applicable.
- A. This may include additional information about service and training activities and outcomes to supplement the data submitted on the Quarterly Performance Report.
- B. In accordance with the funding opportunity under which the grant was awarded, grantees that are providing supportive services and specialized participant services, should include:
- o A description of the type(s) of services offered in the quarter;
 - o How they were delivered; and
 - o How they contributed to a participant's ability to fully participate in grant-funded activities.
- C. Those grantees who have no changes to report on the above items relative to previously submitted reports should indicate so, in addition to indicating the reason for their lack of changes.
- D. For Senior Community Service Employment Program (SCSEP) grantees, please provide information on the current quarter regarding:
- o Additional training activities outside of community service assignments; and
 - o Types of host agencies that are being recruited.

Response:

The Ohio Manufacturing Workforce Partnership (OMWP) is proud to share that we have exceeded our participant goal, serving 5038 individuals through the grant. The conversion rate of participants who became apprentices is 81%. Of those, 1381 participated in registered apprenticeship. While the A3-A6 goals could not be fully achieved in the grant period of performance, 75% of apprentices completed their program and 68% of completers obtained a credential. Many of our registered apprentices are in four-year programs and they will not complete their program until after the grant end date but have been retained. Despite significant challenges, including the pandemic, instructor shortage and partner turnover, the OMWP lead team provided partners with intensive technical assistance on program development, employer engagement and data collection. The data assistance was especially vital to achieving grant goals for partners that had large participant numbers, which accounts for high numbers at the end of the grant period of performance. Statewide partners and industry organizations, like the

Ohio Manufacturing Extension Partnership (Ohio MEP), SEMI, National Tool and Machining Association, and SME Tooling U, supported the growth and national expansion of the OMWP Employer Incentives Fund. Over 70 total companies received Employer Incentive funds, impacting approximately 1200 incumbent workers.

Innovative models developed by OMWP partners were designed to reach and support new and underrepresented audiences in manufacturing career pathways. MAGNET's (R8) ACCESS to Manufacturing was developed under the OMWP project and contributed to our high number of justice-involved individuals served, surpassing our goal. Although the WorkAdvance model was implemented by Mahoning Valley Manufacturers Coalition (R12) prior to OMWP, they honed the model under the grant, and it was expanded and replicated throughout the state. WorkAdvance is designed to engaged underrepresented audiences, and once programs started, we saw a significant increase in people of color and women entering earn-and-learn opportunities. WISE Pathways, which promotes career exploration of non-traditional careers for women, also expanded under the OMWP grant with cohorts at four high educational partners and with two industry sector partnerships, integrating job-readiness curriculum, mentorship and industry recognized credentials.

The most successful outcome of the OMWP was the collaboration across workforce agencies, higher education institutions, state agencies and industry sector partnerships (ISP). The OMWP supported the growth of ISPs from 12 in 2019 to 19 today and the Ohio Manufacturers' Association (OMA) has established an ISP Sustainability Planning Working Group to continue its mission beyond the life of grant funding. This network has engaged hundreds of employers and supports the growth of innovative earn-and-learn models, as well as registered apprenticeships, first through the OMWP and now through Good Jobs Challenge, an EDA grant awarded to the OMA in 2023. Tools and resources were developed through the OMWP that are impacting workforce development including the Untapped Talent Learning Community and the Ohio Manufacturing Competency Model (<https://bit.ly/ohmfgcm>). OMA with Lorain County Community College (representing Ohio TechNet), Ohio MEP and MAGNET, and JobsOhio, identified the following guiding priorities as we continue to define the OMWP structure and responsibilities: 1) Expand Earn-and-Learn; 2) Accelerate innovation (Industry 4.0); and 3) Untapped Talent recruitment and retention. The sustainability of the OMWP is defined as a "collaboration of workforce development organizations working to build the pipeline of talent that our state's manufacturers need to staff the most in-demand position". A website was developed to document the continued partnership (<https://ohiomwp.com/>).

Section III. Progress Toward Grant Goals.

The purpose of this section is to describe the progress of the grant's project goals, benchmarks, milestones, special events, important deadlines, and deliverables.

- A. Provide any updates on the progress of the ETA approved grant timeline/work plan and program activities,
- B. Provide any updates on key deliverables and products developed for broad dissemination to the workforce system, as applicable. This includes identifying products developed with grant-funds such as educational curriculum, websites, and other resources.
- C. Utilize the timeline in the grant's SOW to identify all major program activities and training for the reporting quarter. The timeline will paint a picture of project flow that includes start and end dates, schedule of activities, and projected outcomes. The timeline must be updated each quarter noting the actual date of each activity's completion as accomplished.
- D. Include any challenges or concerns the project has encountered that may have affected or slowed grant progress of the timeline/work plan, and how the project intends to resolve them.

- E. Describe the next steps or key focus areas planned for the project in the next quarter.
- F. If applicable to the grant, use this section to provide additional information that describes the status of capacity building activities occurring under the program. This may include highlighting those items that have been completed, and assessing how well the capacity building strategies of the program are meeting the training needs of the targeted industries through previously identified impact measures.
- G. Grantees who have nothing to report should indicate this.

Response:

Goal 1: Complete project ramp-up.

Activity: OMWP originally contracted with 13 subrecipients and retained 10 through the end of the grant and into year 5. OMA served as co-lead. Three industry partners were contracted through the Employer Incentives process for the last three quarters of the grant: SEMI, NTMA and Tooling U.

Challenges: Extensive technical and data assistance for partners was provided by the lead team until the end of the grant performance period to ensure that spend was on target and in compliance, and data was collected for all 6 metrics of the grant. Turnover with subrecipients and educational innovation partners meant onboarding new staff through the end of year 4.

Next Steps: Learnings are being applied to the Good Jobs Challenge and other statewide and regional initiatives, some led by Ohio TechNet and other partners that are part of the OMWP.

Goal 2: Expand industry-led apprenticeships through sector partnerships.

Activity: OMWP met 101% of our A1 goal with 5038 participants enrolled; 4043 are apprentices. Employer outreach strategy included ISP engagement, Employer Incentive Fund, and co-enrollment across initiatives. OMWP supported the creation and launch of BESTOhio (R6) to serve manufacturers in 8 south central Ohio counties. OMWP funding helped provide flexibility and stability for MAGNET's (R8) new sector partnership. Manufacturing Works (R11) took on management of the Lorain County MFG Sector Partnership (R7) in the last year of the grant, aligning strategies with R7. AWT (R11) continues to grow after opening their Transformation Training Center in 2022. BB2C (R9) is working with AOMC on sustainability post-grant. Overall, ISP partners have grown and expanded significantly since the beginning of the grant period. NGG met one-on-one with partners to document best practices and challenges presented during May partner meeting.

Challenges: It took time for partners to onboard administratively as most ISPs were new to grant management, so employer engagement had a late start which coincided with the pandemic.

ISPs and employers had to quickly pivot, which meant that our strategies had to align to the new normal. We had to begin doing much of our outreach and training virtually, and there was an increased need for entry level production workers. The OMWP adjusted our approach and supported employers during a challenging environment, which set us back considerably. But the challenge made the OMWP nimble and creative, producing new resources and tools that were invaluable to the Ohio MFG ecosystem.

Next Steps: Sustainability of the OMWP through the Good Jobs Challenge (GJC), the Ohio advanced manufacturing workforce strategy, DoD STEM investments managed by Ohio TechNet (OTN), and Intel's semiconductor investment all continue to leverage OTN, ISP leadership, and innovative earn-and-learn, leveraging our learning and outcomes from the SA grant. Other statewide and regional initiatives through the DoD, DoL and DoE will also increase the number of individuals, with a focus on underrepresented audiences, entering manufacturing careers.

Goal 3: Establish a “Learning Community” (LC) that enables the development of new models and integration of emerging skillsets and supports the elevation and spread of promising practices statewide and nationwide.

Activity: Goal was achieved through engagement of the demand & supply side of the manufacturing workforce. OTN meetings regularly host 50-60 Ohio manufacturing educators and has made extensive changes to be more engaging and relevant to members, including the creation of an advisory board comprised of member colleges and partners, such as Ohio Department of Higher Ed (ODHE). Meetings are meant to inform partners of resources, best practices and potential areas of collaboration around the following strategies: Reaching New Audiences, Faculty & Educator Development, K-12 Engagement, Innovative Earn and Learn, and Partnering with Industry. Through our Workforce Leadership Committee, Statewide Alignment Committee, and Intermediary Committee, the OMA met quarterly with a diverse group of workforce and manufacturing professionals to increase the collaboration and decrease the redundancy across the workforce ecosystem. OTN is partnering with OMA on the dissemination of the Ohio Advanced Manufacturing Competency Model, which is being utilized to inform the State’s decisions on special equipment funding by requiring that programs for which equipment is requested have been cross-walked to the model. OTN is providing technical assistance sessions for academic partners.

Challenges: Statewide manufacturing initiatives including GJC, Intel/semiconductors, advanced mobility, and DOD grant programs, create a complex but exciting opportunity to advance industry-education collaboration around training, recruitment, and earn-and-learn.

Next Steps: Continue to partner with statewide partners, including workforce agencies, higher ed institutions, grantors and community-based organizations to strengthen the development and distribution of resources and information to OTN and OMA communities.

Goal 4: Expand apprenticeship models nationwide.

Activity: OMWP engaged a number of national associations to expand apprenticeship/innovative earn-and-learn nationwide, including SME, SEMI, and NTMA. Manufacturing Institute served as the national partner with the OMWP and continues to serve as a coaching partner with the OMA Untapped Talent Learning Communities.

Challenges: None to report

Next Steps: Through Intel, GJC, DOD STEM and other initiatives, OTN partners will continue to work closely with national associations, specifically SME and SEMI. OMA will maintain their partnership with Manufacturing Institute to advance the work of the Learning Communities, and expand the WorkAdvance model. OTN continues to work with SkillsCommons to maintain a current open education resource repository, including on best practices for apprenticeship.

Section IV. Development and Implementation of Effective Practices and Program Model Strategies.

The purpose of this section is to describe how the program model is achieving the program’s intended purpose and the goals/objectives and activities outlined in the grant application and work plan.

This section may also reflect how equity is taken into account in the development and implementation of the program. “Equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment. The term “underserved communities” refers to populations sharing a particular characteristic, as well as geographic communities that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life.

A. This may include:

- o A description of outreach and/or recruitment activities;

- o Examples of the development and implementation of education and training programs;
 - o Identifying and engaging industry sectors and employers;
 - o Aligning policies and programs;
 - o Measuring systems change and tracking performance;
 - o Developing new, or enhancing existing, curriculum or industry training; and
 - o Creating new career assistance tools and resources.
- B. Grantees may describe how any development and implementation activities (such as those outlined above in Section IV.A) contribute to use of services by underserved populations and facilitate equitable service provisions across target populations and underserved communities. Grantees may also identify administrative barriers, statutory barriers, or other challenges they face in ensuring equitable use, service delivery and outcomes achieved.
- C. Grantees may describe any lessons learned and how those lessons learned will be integrated into ongoing grant activities.
- D. Grantees with no progress to report on the above items should indicate this.

Response:

OMWP did not have a single model to fill the workforce gap in Ohio, but implemented earn-and-learn and registered apprenticeship programs to train new and incumbent workers. A number of assets have been created and shared that will continue to be available for partners in Ohio and nationally (see attached PPT). These have included the Entry-Level Learn and Earn model that aligns to the WorkAdvance strategy, which has been leveraged for the OMWP, and later Good Jobs Challenge (GJC). An Untapped Talent tool and learning community was developed, beginning with an in-depth study of the manufacturing workforce's demographic make-up early in the grant. OMA provides webinars and peer to peer technical assistance for manufacturers and their partners about strategies to engage and retain expanded talent pools to meet workforce needs. An Untapped Talent (DEI) toolkit (training PPT attached) included: an interactive community-based organization map with contact information for more than 400 service providers and other non-profit organizations; employer resources and case studies; messaging for outreach. In 2024, OMA launched GJC learning communities, which are designed to engage employers in thoughtful and intentional outreach and recruitment practices for target populations.

Ohio's Manufacturing Competency Model, developed in partnership with the Office of Workforce Transformation Partnership, which serves to align the knowledge, skills, and abilities needed for entry- and mid-level employees, has significant industry support as well as interest from Higher Ed, workforce, and K-12 partners. The tools and processes connected to the competency model are contributing to Ohio's continued alignment around manufacturing workforce needs. The Ohio Manufacturing Competency Model Landing Page (<https://bit.ly/ohmfgcm>) proved central to the emerging Auto and Advanced Mobility (A&AM) Super RAPIDS 2024 funding round (Ohio's special equipment funding opportunity), adding a submission link for curriculum assessments and project proposals required for the application process. All six Regional Hub Managers and associated Lead ISPs are onboarded and connecting educators to the Landing Page and curriculum assessment tools. MakingOhio, OMA's web-based repository of outreach tools, also underwent a re-baselining to align its efforts more closely with

the A&AM Workforce Strategy initiatives. Finally, the OMA began piloting its new Talent Planning Framework to assess employer workforce demand and map regional supply levers. The OMWP increased the number of individuals from underrepresented populations into the manufacturing workforce pipeline across the state. ACCESS to Manufacturing (R8) promoted opportunities for women (30%), people of color (80%), and ex-offenders (70%). The MVMC (R12) WorkAdvance expanded, serving underrepresented populations (women, POC, veterans, justice-impacted), training them in technical and soft skills for manufacturing success, and providing career coaching. MW (R11) partnered with the Cleveland Clergy Coalition, a group of 25 Baptist churches, as the primary recruitment source for their adult pre-apprenticeship program; 85% of participants are people of color, including some justice-impacted. Several partners implemented WISE Pathways, a career exploration program for women in non-traditional fields. OMWP partners aligned the curriculum with supportive services and an industry-recognized credential. Zane and Marion participated in an OMWP Train-the-Trainer program for WISE Pathways; Zane embedded their program into a credit-bearing Intro to MFG course, while Marion integrated a FANUC credential for a semiconductor-related path. LCCC (R7) used Tooling U CMfgA for design and partnered with a non-profit ACES, serving primarily Latino young adults. Shawnee (R6) and Conxus (R10) integrated the MSSC CPT credential; Shawnee reached ex-offenders and adapted their model with community partners.

Partners collaborated with employers to create training programs, many leading to registered apprenticeship programs (RAPs). The OMWP served 1,381 registered apprentices. In 2022, AWT opened their Transformation Training Center for K-12 and adult worker training. MW and AWT (R11) developed new pre-apprenticeships, increasing RAPs enrollment. MW grew their apprenticeship program by over 200%, with 14 companies in the Consortium in 2019, now 48, with 65 active apprentices and 17 completions. Shawnee (R6) provided incumbent training through referrals from Ohio Southeast, OSU MEP, and Techsolve, offering certifications and developing a funding strategy. MVMC provided Lean Six Sigma training to multiple employers, serving 10 incumbent workers, and piloted NIMS OJT for communication effectiveness, serving over 50 incumbent workers during the grant.

Education partners supported students through work-based learning, and subrecipient partners LCCC (R7) and Columbus State CC (R5) expanded earn-and-learn programs TRAIN OH and Modern Manufacturing Work-Study (MMWS). The programs have students working three days a week with an employer and taking classes 2 days a week. The LCCC MEMS program has been bolstered with Intel funding and innovations are taking place including: training instructors in our region, developing a regional earn-and-learn program and creating a common introductory course. Intel has hired several students for work-based learning and permanent positions. The MMWS program connected students to employers through site visits, networking nights and an interview week where students get selected for an apprenticeship. The MMWS program greatly strengthened Columbus State's relationships with many industry partners in central Ohio, including but not limited to Honda, Worthington Industries, Abercrombie, Rosen, and ATS.

Section V. Status Update on Match and/or Leveraged Resources *(if applicable)*.

The purpose of this section is to provide updates on the status of all match and/or leveraged resources.

- A. Identify any funding needs and sources, and report the cumulative amount of any match and/or leveraged resources provided by the grantee and partners each quarter.

- o Match resources are required resources, from non-Federal funds, that support the allowable grant activities. Only grants with a match requirement should report on match.
- o Leveraged resources are those additional resources the grantee and its partners use to support the implementation of the program. Leveraged resources may take the form of cash or in-kind donations. Please indicate any new leveraged resources used to sustain the project after the life of the grant, if applicable.
- o Please note that both match and leveraged resources must also be reported on the Financial Status Report (ETA-9130) quarterly, if applicable.

B. The update may include:

- o Organizations that contributed the resources;
- o Ways in which the resources were used during the current quarter;
- o Cumulative amount of match and/or leveraged resources; and
- o Type of match and/or leveraged resources contributed to the project.

Response:

The OMWP does not have match to report this quarter; the project has exceeded its match goals.

Section VI. Status Update on Strategic Partnership Activities (*if applicable*).

The purpose of this section is to describe how partners are working together to implement the project and to communicate the dynamic growth and development of the strategic partnership, including cross-agency partnerships. This section is not intended to be a list of every partner meeting or communication, but rather should reflect the results and outcomes from such interactions and their impact on the project. Completing this section of the report allows grantees to reflect critically on their partnerships and contributes to broader discussions among grantees on partnership development and management.

A. Report the critical aspects of the grant partnership activities, including establishing and maintaining strategic partnerships, during the reporting period.

B. This section may:

- o Discuss how partners have engaged during the current phase of the project;
- o Outline specific roles and contributions of each partner during this quarter;
- o Identify any challenges encountered/resolved in the development and management of the partnership; and
- o Report new partners that may have been included in the project, or identify any previous partners that may have left the project. Grantees with nothing to report should indicate as such.

Response:

The Ohio TechNet Consortium has undergone a significant overhaul over the grant period of performance. One notable outcome is the improved SkillsCommons Showcase page (<https://otn.skillscommons.org/>) that provides institutions and partners tools and resources around industry engagement, recruitment and Career Technical Education. We have also updated our website (<https://ohiotech.net.org/>) and the WISE Pathways website (<https://wisecareerpathways.com/>). The newsletter (attached) has been streamlined and redesigned. Another change that has greatly impacted the leadership structure and participation of OTN is the development of an advisory board, comprised of higher institution members and education partners. Other ways that OTN has increased the participation of members are the following:

- Polls during meetings and end of meeting satisfaction survey
- Webinars for Specialized Topics
- In-Person Networking Opportunities

- Free Technical Assistance Opportunities

The OMA team also developed and delivered regular webinars designed for manufacturers and their workforce partners, and an annual workforce summit that attracted up to 400 people to share best practices and lessons learned. A new newsletter targeted to the Workforce Community has been developed and is attached.

Through the Workforce Leadership Committee, Statewide Alignment Committee, and Intermediary Committee, the OMA met quarterly with a diverse group of workforce and manufacturing professionals to increase the collaboration and decrease the redundancy across the workforce ecosystem. Also included here are strong partnerships with Jobs Ohio (testing recruitment messaging and activities in northwest Ohio) and the Office of Workforce Transformation (developing an Advanced Mobility workforce strategy and leveraging programs like TechCred to offset the cost of apprenticeships).

Engagement of Educational Innovation Partners, which included Community-Based Partners and Academic Institutions, was pivotal to providing training and support to participants.

R2: Apollo, Wright State and Edison focused on recruitment, providing classes and activities that enhance partnerships, including meetings with industry partners. Edison worked with community and industry partners to continue to build effective relationships and consider the program successful. The programs will all be continued at each individual college and industry partners using multiple funding sources including college and industry partner funds.

R5: Marion Technical College (MTC) experienced a marked increase in program enrollment.

The number of participants approached the proposed count of 15-20 despite the pandemic.

MTC actively promoted the program to current employees at Whirlpool, with a focus on women employees. Employment partners who have recently expressed interest in program participation include Hitachi Astemo, Honda, Mars, Salas O'Brien, and Nucor.

R8: MAGNET's primary partners have been Towards Employment, Auburn Career Center, Tri-C, and engaged employer partners (Lincoln Electric to the greatest extent). They have also worked closely with OhioMeansJobs on WIOA funding for the ACCESS program. This represents the heart of the Manufacturing Sector Partnership of Cuyahoga County.

R10: Despite challenges with the Stark State College CPT program affecting only 26 participants, 80 workers were successfully upskilled for pipeline installation.

R11: Lake Shore Compact developed a pre-apprenticeship model that aligns with Component Repair Technologies, an AWT Board Member. Auburn Career Center allowed AWT to utilize their lab space for apprenticeship training and is working on creating a pre-apprenticeship at Auburn Career Center that will align with AWT's Apprenticeship program. At Indiana Wesleyan University, students who complete the AWT / BISE certification are eligible to receive 21 college credits towards the completion of their Associates degree in Organizational Management with a specialization in Advanced Manufacturing Processes (AMP). Tri-C provides RTI for several of MW member companies. LCCC is an RTI provider and important partner with MW/LC MFG Sector Partnership. Stark State College is an RTI provider. Cuyahoga Valley Career Center is an RTI provider and MW sponsors their high school machining pre-apprenticeship. LC Joint Vocational School's Precision Machine Technology Program is a pre-apprenticeship program through MW. One pre-apprentice matriculated into her apprenticeship immediately following graduation and four more are expected to start an apprenticeship in January 2025.

R12: One of the areas MVMC was able to explore through the education and innovation funds was the development of a robotics and automation pathway locally. They partnered with MCCTC locally as well as many employers to take a look at pathways and credentials, leveraging work by LCCC and others, to see what fit the need of a technician locally. Through the help of the grant MCCTC was able to get the initial operator training up and running right away as they continued to build capacity and equipment for higher level training. They are now able to provide the entire robotics technician pathway that was developed during the grant period. MVMC began taking a cohort style approach to incumbent worker training, bringing together multiple employers with 1-2 employees needing upskilled to fill a class at a training provider. Programs like the robotics operator program developed at MCCTC and the industrial

maintenance program developed with Eastern Gateway Community College (EGCC) at the Excellence Training Center in Youngstown have seen great success with this approach. This program has migrated to Youngstown State University (YSU) as the training provider. These two programs, which were developed by local manufacturers, had a combined outcome of 75 participants and many cohorts.

Section VII. Status Update on Employer Engagement Strategies.

The purpose of this section is to share information related to promising practices and strategies that have strengthened existing employer partnerships and any efforts to develop new employer partnerships. This section may discuss how equity is taken into account in the identification of, engagement with, and services provided to employers and employer associations.

- A. Report the efforts that have been undertaken to receive feedback from local area employers to identify their employee pipeline needs and engage local employers to interview, assess, train, and/or hire program participants. Examples may include:
- o Increased employer involvement including employers serving as mentors;
 - o Program staff and employers identifying ways to encourage continuous improvement to hire program participants;
 - o New employer partnerships (e.g., increased number of employers); and
 - o Positive employment outcomes for program participants (e.g., employers support the hiring and advancement of program participants).

Response:

OMWP presented information on apprenticeship models to 1283 employers through the grant period of performance (list attached). The Employer Incentives have been one of our primary strategies to engage employers this quarter and we have also continued to braid funding with employers utilizing Tech Cred, funding through the state that allows employers to upskill incumbent workers. OMA and partners engaged MEPs around the state as part of our course correction to utilize funds and attract more new employers and participants. To encourage participation in mentor training through our employer incentive program, we increased the incentive amount to up to \$750 per trainee for manufacturers doing NIMS On-The-Job Training. Approximately 250 participants received NIMS training. The OMWP lead team contracted with industry associations SEMI, SME Tooling U, and NTMA. SEMI alone provided 4 new employer partners and we served 203 of their employees. The Employer Incentive Fund was extremely successful after partnering with the MEP and industry associations, and we are looking at sustainability strategies post-grant.

Over the last five years, the OMA's primary employer engagement strategy has been building its network of Industry Sector Partnerships (ISPs). Growing from 12 ISPs in 2019 to 19 today, the ISP network has allowed the OMA and its partners to engage hundreds, if not thousands, of manufacturers and their partners. The OMA's workforce team works closely with ISP leadership (industry champions) and intermediaries across the state to identify manufacturers' training and hiring needs, to connect businesses with resources and programs, and to support outreach and recruitment strategies. This includes targeted education and engagement about opportunities to develop work-based learning solutions and tap into OMWP's Scaling Apprenticeship funding through the employer incentives offered in the final years of the grant. Through other federally funded grant programs, such as the Ohio Defense Manufacturing Community (funded by the DoD) and Good Jobs Challenge (funded by the EDA), the OMA has helped ISP member companies to refine their credentialing strategies, develop entry level earn and learn programs, and launch WorkAdvance cohorts across the state. Additionally, the OMA has convened the Workforce Leadership Committee, made up of representatives from companies including Rhinestahl, Lincoln Electric, Talon Products, Whirlpool, Worthington Industries, Crown Equipment, and many others, quarterly throughout the grant period. This committee has been

the OMA's true north throughout the project period, offering real-time insight into changing hiring demands, attitudes about apprenticeship and other work-based learning, perspectives on Engaging New Talent, and more. At times when the OMWP lead team struggled to move forward the project's goals, the Workforce Leadership Committee served as a sounding board. Many individual members also participated in the grant as noted below.

Large Employer Partners: Conxus (R10) partners Ariel and Schaeffler focused on upskilling, with Ariel training 224 participants, and Schaeffler leveraging Ohio TechCred funds to train 311 employees. Lincoln Electric (R8) was intimately involved in launching MAGNET's sector partnership, and provided substantive feedback about each strategy. They had staff participate in the Industry 4.0 certificate course, gave feedback to Tri-C on Smart Manufacturing curriculum, and collaborated with Auburn Career Center to launch an Earn and Learn program around the CPT credential. Lincoln was a founding company of the ACCESS to Manufacturing program, and worked with MAGNET to upskill incumbent staff using the NIMS OJT credential. Most importantly, Lincoln was willing to incorporate the ACCESS curriculum and credential into their onboarding over a 1 year pilot period. They are continuing the program post-grant, picking up a large portion of the staffing costs themselves. Honda (R5) has been a primary partner for the MMWS program at Columbus State (R5) since its initiation and included in many strategic conversations and has provided valuable employer perspective to program planning. Columbus State has worked closely with Honda to ensure they remain competitive and that they understand the student body's perspective. This year alone, they have hired 3 students.

IBEW Engagement: NSCC developed a partnership with their local International Brotherhood of Electrical Workers (IBEW), sharing the Five Hallmarks and meeting directly with IBEW apprentices to create a related technical instruction plan and prior learning assessment options. NSCC traveled to JATC training centers to discuss training needs, meet directly with participants on PLA and degree pathways, and plan for curriculum enhancements. LCCC had been a training provider for the Ford Engine Plant Cleveland IBEW and when they created a Hybrid Electrical Apprenticeship program for 10 apprentices, they agreed to participate in the OMWP. All of the apprentices are progressing and half way through the apprenticeship program. OMWP helped Shawnee to form a valuable partnership with the Electrical Training Academy (ETA) which trains more than 120 apprentices through the local IBEW. This contributed to their high participant numbers at the end of the grant period.

Other Notable Employer Partnerships: LCCC (R7) employer Beckett Thermal brought 40 employees through the Tooling U CMfgA and Robotics programs. There have currently been at least three promotions as a result of the training. Rhodes State's major partner was Grob and this was consistent over the length of the grant. Through this partner alone we recruited more than 300 participants. Miba Bearings has been a strong partner for AOMC and BB2C (R9&6), developing an in-house training program with NIMS credentials that served over 75 employees.

Section VIII. Key Issues and Technical Assistance Needs.

The purpose of this section is to describe any grant challenges and related technical assistance needs.

- A. Summarize significant opportunities, issues, or challenges (such as under-enrollment) encountered during the quarter and any resolution of issues and challenges identified in previous quarters. Furthermore, describe actions taken or plans to address issues.
- B. Describe questions the grantee has for ETA, as well as any technical assistance needs.
- C. For SCSEP grantees, this section should include information on the recruitment of eligible applicants, meeting the most in need goal, and over/under enrollment challenges.

D. Grantees with nothing to report should indicate this.

Response:

Throughout the grant period of performance, the lead team reviewed partner performance forecasts and spend very closely. The OMWP lead team, with OMA, met one-on-one with partners to provide technical assistance to get accurate participant projections, develop clear employer engagement strategies, and to create a plan to reach their goals. We reallocated funds appropriately, and as needed, submitted scope of work and budget modifications. Going into year five of the grant, we had to take extensive action on monitoring partner spend as it related to their performance. While we were successful, we recognize that the sheer number of subrecipient partners, and their range of experience with grants, was a significant challenge for this project. Other challenges for this project are as follows.

Early Adopters and Larger Companies: While larger companies provide the opportunity to serve larger numbers of participants and have the resources to do so, there are many more processes and policy-related issues to overcome. This resulted in years of persistence before being able to see significant outcomes from these partnerships. However, some partnerships, like that of Ariel and Lincoln Electric, resulted in large numbers of participants served through consistent efforts and planning on the parts of OMA, Conxus (R10) and MAGNET (R8). Honda was a close partner for Columbus (R5) MMWS program.

COVID 19 Pandemic: For almost two years, the project reported impact from the pandemic. Employers struggled with resources and there was an inability to visit sites or host in-person employer visits. Timelines were extended to accommodate the COVID-19 restrictions and/or limited schedules of staff. Once companies were ready to hire, they experienced a decline in applications. The OhioMeansJobs also experienced a decline in job seekers and those that requested training. Our partners moved training services and employer engagement online, but it took time for these new systems to be effective.

Staff and Partner Turnover: The OMWP was greatly impacted by turnover, staffing shortages and staff bandwidth. The lead team was training new project managers and staff every few months. When staff turnover occurred with educational innovation partners and the individuals were not replaced, the project goals were abandoned. In these cases, it was difficult to collect follow-up data on participants and ensure that they continued to be served. This was the case for several of our educational institution partners, which required significant data collection technical assistance and support. When regions 3 and 4 partners withdrew from the grant, OMA provided the stop-gap service to participants and supported with the data collection. Similarly, OMWP partners experienced challenges when their contacts at employer partners left the company and they had to establish relationships all over again. Throughout this process, we learned that agility and setting up process beforehand for accountability are essential. Increased training for our subawardees on managing partners could have been helpful, along with the ongoing technical assistance we provided them.

Data/Paperwork Burden: Significant amounts of time for the project managers went into data collection, data entry and compliance. There were cases when employers preferred not to work with our partners due to the amount of sensitive data we were collecting from their workers, even when offered technical assistance and funding for their training programs. This was one of the purposes for the Employer Incentives Fund, which streamlined the paperwork process and centralized the data collection, so it was less of a burden for partners. High-performing partners were having capacity issues with sheer amount of data to manage. The OMWP lead team created processes that allow partners to import large amounts of data securely into our data system. For one partner specifically, we also had to process consent forms to enter them into the system manually because she had over 100 participants to enter.

Our use of the AGS Prime system has been vital to our ability to collect and manage this data; in particular the system's ability to allow individuals to use a secure link to enter their own data into a self-registration form, accessible from a mobile device, was very important in securing participant data and consent. While the system is extremely helpful, it is also expensive. It would be valuable for DOL to work with WIOA centers to find more cost-effective ways to leverage public systems for collection of data and electronic participant consents.

A3 through A6 Metrics: The OMWP did not achieve A3-A6 metrics due to the length of registered apprenticeships. Many TRAIN OH MEMS students are on a four year track to completing their bachelor degree, so we counted each milestone credential and degree. AWT also incorporated Tech Cred approved micro-credentials along the pathway of completion for registered apprentices. Credentials do not “count” towards the A4 metric unless participants have completed the training. The OMWP partners did intensive outreach in order to collect data for A5 and A6 metrics, but collection is dependent on employer or participant response post-training, and can be difficult to obtain. However, we are proud of the results and partner efforts to collect this information.

Section IX. Significant Activities, Accomplishments, and Success Stories.

The purpose of this section is to provide additional, in-depth information regarding promising approaches, new processes, and/or lessons learned that are not addressed elsewhere in the report.

- A. Report any other significant activities and accomplishments.
- B. Describe in detail promising approaches, innovative processes, lessons learned, and grant- and participant-level success stories in this section each quarter, as appropriate.
- C. Additionally, if appropriate, and with the participant's permission, please highlight one or two grant- or participant-level “success stories” from the program per quarter. When documenting success stories, please describe the:
 - o Background, problem, issue, or concern prior to program involvement;
 - o Response or intervention provided by the project; and
 - o Results and outcomes, including who benefited and what changed or improved.
- D. Grantees may also include promising practices and success stories as attachments to the report.
- E. Grantees with nothing to report should indicate this.

Response:

Promising Approaches

R2: The partnership with Grob resulted in more than 330 students applying to the program. Approximately half of these students were selected to join Grob as apprentices. Working directly with Grob has resulted in better relationships with a major employer, and will persist into the future. Over the five years of the grant, processes have evolved which will make it smoother for future interactions between Grob and Rhodes State. The YouTube story is an example of how working together has created a product that will help recruit new apprentices: <https://youtu.be/5IN1sPubeUw>

R6: Significant accomplishments included the establishment of the BESTOhio Industry Sector partnership which is bringing together manufacturers in south central Ohio to lead an organization that addresses their training and hiring needs. BESTOhio has provided a network for manufacturers to discuss their problems and solutions, and it has connected them with a variety of support services that they were not previously connected with. The ISP has established a valuable network of employers, community and educational partners that only existed previously in silos. Now these entities regularly connect and communicate regarding services and needs. We hope to maintain these relationships and work together to identify solutions for funding, training, and workforce issues facing our region’s manufacturing community. OMWP funding was used to successfully meet some training needs for several of our manufacturers that otherwise would not have been met, and they continue to express interest in additional training.

R8: MAGNET's greatest accomplishment has been the defined sustainability plan of the pilot ACCESS program with Lincoln Electric. This innovative strategy to embed within a company's onboarding process has proven to be very successful. This program will continue post-grant, with the cost largely picked up by Lincoln Electric. This model of an employer funding coaching and training with their onboarding is a goal we have been working towards since early on in the grant, and we are excited to share these learnings and the model with other employers. We continue to be proud of the ACCESS to Manufacturing Careers program that was built and developed through this grant. As this model has spread throughout the rest of the state through Good Jobs Challenge, MAGNET continues to be the highest performing sector partnership in terms of volume of graduates and placements in the state.

R9: AOMC opened a new Manufacturing and Business Support Center June 6th to provide customized training programs and help companies innovate and provide technology that manufacturers can utilize. In addition, AOMC has been able to hire an assistant and a coordinator, which has added capacity. They are now offering training sessions in the Manufacturing Support Center and are increasing their outreach to area high schools and employers. <https://bit.ly/3SSr8SN>

R10: A notable success was the establishment of a robust partnership network that includes educational institutions, major manufacturers, community-based organizations, and workforce development boards. This collaboration facilitated the integration of industry-specific needs into our curriculum development, ensuring that the training provided was directly aligned with employer requirements and current market conditions. Best practices that emerged from our initiatives include the use of virtual platforms for training and meetings, which proved essential during the COVID-19 pandemic and continued to offer flexibility and accessibility post-pandemic. These platforms enabled us to maintain momentum in training and engagement activities without compromising health and safety. Lessons learned include the importance of continuous communication and engagement with all stakeholders to ensure alignment of goals and expectations. Regular feedback loops with partners and participants helped to identify areas for improvement and to celebrate successes, fostering a culture of continuous improvement.

R11: MW experienced significant growth of their apprenticeship program during this grant period. The program grew 200% from 2021-2022. This growth made them realize that they needed to create an onboarding process for the apprentices to ensure that they fully understood their roles and responsibilities. Outreach Team played a significant role in referring companies to explore the apprenticeship program. MW was invited to an Apprenticeship Accelerator in Phoenix, AZ hosted by the National Institute for Industry and Career Advancement (NiiCA). NiiCA is funded by the DOL to build the national talent pipeline for semiconductors and advanced manufacturing. Prior to the event, they were invited to participate in a private roundtable discussion with Acting DOL Secretary, Julie Su, alongside workforce experts, educators, and industry leaders to tackle critical workforce development challenges. MW Workforce Team joined the national discussion at the Accelerator which spotlighted their successful youth pre-apprenticeship to RAP model that aligns with NiiCA's strategies to build the talent pipeline.

R12: One of the best practices that helped MVMC manufacturers, training providers, and progress towards grant goals was taking a cohort style approach to training. Having manufacturers work together to fill classes to ensure enrollment. The use of TechCred as a way to help employers plan their training and incentives the RTI while allowing the project manager to help them develop strong OJT and mentorship components led to many successful incumbent workers being trained.

Participant-Level Success Stories are attached

Section X. Evidence and Evaluation.

The purpose of this section is to provide information to ETA on how evidence and evaluations are being developed and applied. This information may help ETA to plan for future evaluation needs.

- A. Describe how the grantee is using or planning to use data, evidence, and evaluation findings to make improvements to programs and strategies. In this explanation, please include a discussion on accomplishments, strategies being implemented, and any barriers to success.
- B. Please provide an update regarding the participation and status of any evaluations required as part of the funding announcement or award. Please include any requests for technical assistance related to these requirements.
- C. Please include information regarding the grantee's participation in any studies or evaluations not required as part of the grant award, including any internal evaluations. Please describe the study, any data sources, and whether a third party is managing this project.
- D. As part of the evaluations described above, or as a separate stand-alone data analysis project, is the grantee using, or have plans to use, administrative data to better understand the grant program or the population it serves? If so, what data sources has the grantee been able to use or planned/desired to use? If so, what research or management questions do/can these data help the grantee answer?
- E. Grantees with nothing to report should indicate this.

Response:

New Growth conducted its final round of evaluation interviews with each partner, which focused on success stories, challenges, and sustainability post-grant. Specific topics covered included earn and learn strategies, working with ISPs and Training Providers, and employer engagement. Key findings from the sustainability interviews are described below:

Earn & Learn Strategies:

- Grant dollars helped augment offerings and expand the employer base for existing earn and learn programs
- Some partners ran into difficulties with employers implementing a Registered Apprenticeship Model
- Partners reiterated the need to establish and maintain relationships with employers to determine training needs (current and future)

Working with ISPs/Training Providers:

- Exposure to the wider ISP network was useful for sharing information (learning community)
- Need to determine training assets and gaps across regions/state
- Need for all ISPs to be informed and actively seeking information regarding training resources
- ISPs are well-positioned to shepherd companies looking for workers to training providers, so keeping in close contact with community colleges and other training providers is key
- Challenges with managing project goals and expectations with training providers

Employer Engagement:

- Multiple partners expressed the value in having at least one large-scale employer as a core partner
- Some partners described difficulty working with large-scale employers due to them having lengthier processes
- Necessary to determine a decision maker at employers to build and leverage a relationship

Successes:

- Grant dollars were leveraged to augment staff, create additional programming, and connect with more employer partners
- Experienced growth over the life of the grant in terms of both organizational capacity and number of placements
- Partner organizations created new relationships with state-wide agencies, industry organizations, higher-ed institutions, and employers
- Technical assistance for program development and data collection was invaluable

Challenges:

- Turnover at various organizations (employers, partner organizations, and schools) complicated the work
- Data needs were cumbersome for both project managers and employers
- COVID-related challenges caused partners to have to rework grant implementation early in the grant's life cycle
- Some partner organizations were new to managing federal grants

Tips for Sustained Success:

- Continue providing technical assistance to project partners, and include grant dollars to be able to pay for this
- Connect with industry organizations and OMA to keep up to date with industry trends and best practices
- Collaborate with peer ISPs to learn about their challenges and successes
- Have a staff member at partner institutions specifically focused on student success for those in grant-affected services

Over the course of the OMWP grant WISE Pathways served 128 women statewide- with an 87% completion rate and 61% of participants earning a credential or college degree. Statewide, 38% of WISE Pathways participants were women of color. An overview of each of the 8 implementing partners is provided below:

? Lorain County Community College: Lorain County Community College held 3 cohorts of WISE Pathways over the course of the OMWP grant. They served 35 participants- 51% of which earned an industry recognized credential- although 9 women are still in the certification process at the time of this report.

? ConxusNEO: In partnership with the Well CDC, Conxus offered 2 cohorts of WISE Pathways. They served 12 participants- 42% of which earned an industry recognized credential.

? North Central State: In partnership with Crawford Works, North Central State offered a WISE Pathways cohort at their Crawford Success Center. Four women participated in this cohort- certifications were not offered.

? Shawnee State University: In partnership with BESTOhio- the Manufacturing Sector Partnership, Shawnee State University offered 6 cohorts of WISE Pathways serving 62 participants- 63% of which earned an industry recognized credential.

? Eastern Gateway Community College- In partnership with the Mahoning Valley Manufacturers Coalition, Eastern Gateway Community College offered one cohort of WISE Pathways serving 4 women, all of whom earned an industry recognized credential.

? Oakmont Education- In partnership with the Dayton Regional Manufacturing Alliance, Oakmont Education offered one cohort of WISE Pathways for women at Liberty High School- a drop out recovery and adult diploma high school. Four women participated in this cohort- certifications were not offered.

? Marion Technical College- Marion Technical College held one cohort of WISE Pathways offering participants two industry recognized certifications. Five participated in this cohort all of whom earned both credentials.

? Zane State College- Zane State College held one cohort of WISE Pathways offering students college credit for completion of the Introduction to Manufacturing course integrated into the WISE Pathways curriculum. Two participated in this cohort and both completed the course to earn college credit.

Section XI. Additional Information *(if applicable)*.

The purpose of this section is to provide any additional relevant information that is not included elsewhere in the report.

- A. For SCSEP grantees, this section should include information regarding the:
 - o Status of the activities described in their training and supportive services waiver request; if applicable and if not described in Section II.D
 - o Progress on special projects; and
 - o Status of any complaints/grievances.

- B. For H-1B grantees, report any outcomes in this section that are required by the specific grant award but not otherwise captured in the Quarterly Performance Report.

Response:

Below are the reported B Measures for the OMWP program in the recommended format by the Scaling Apprenticeship Office:

- 1. Total number of newly created apprenticeship programs, including newly created Registered Apprenticeship programs
 - a. Cumulative-to Date: 205
 - b. Grant Target: 25
- 2. Total number of employers engaged (i.e., those employers that adopt apprenticeship programs as a result of your grant project).
 - a. Cumulative-to-Date: 371
 - b. Grant Target: 500 [note – we interpreted this differently at proposal understanding engagement to mean outreach with employers. With that number, we are at 1283]
- 3. Total number of existing apprenticeship programs, including Registered Apprenticeship Programs, that are expanded, (e.g., new industries, occupations or service areas, or increased number of apprentices registered).
 - a. Cumulative-to Date: 47
 - b. Grant Target: 45

Attachments:

- OMWP Participant-Level Success Stories
- OMWP Q20 Employers Engaged
- Ohio TechNet Newsletter
- OTN TA Sessions for Ohio MFG Competency Model
- OMA New Workforce Newsletter
- NGG Assessment Presentation
- DEI Toolkit Training
- OMWP Celebration Presentation

Paperwork Reduction Act Disclosure Statement

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. The control number for this collection is 1205-0448. Public reporting burden for this collection of information, which is required to obtain or retain benefits, is estimated to average 10 hours per quarterly response, including time for reviewing instructions, gathering and maintaining the data needed, and completing and reviewing the Quarterly Narrative Performance Report. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of Workforce Investment, Room C-4526, 200 Constitution Avenue NW, Washington, DC 20210.

Note: Please do not return the completed ETA-9179 to this address.

Participant Success Stories

R6: Kyle Perry, the first in his family to attend college, began at Shawnee State University in 2017 but left after his sophomore year due to personal and financial challenges. In fall 2022, he resumed studies at SSU, pursuing a triple major in Plastics Engineering Technology, Electromechanical Engineering Technology, and CAD. He interned with Superior Composites, KY, receiving transportation support through OMWP, and is currently interning at Stanley Electric, OH. Before this, he earned a Lean Six Sigma White Belt certification at an Advanced Manufacturing Expo hosted by BESTOhio and SSU, also supported by OMWP. Kyle values internships for the industry experience and skill development they provide without the pressures of a full-time job.

R7: Em Williams graduated from LCCC with her Applied Bachelor degree in microelectrical manufacturing, after completing a NASA and an Office of Science and Technology Policy Internship White House internship; she has been hired as a facilities engineer for the Intel facility in Chandler, Arizona: <https://bit.ly/3SQUUqW>. MEMS student Lia Douglas secured a summer internship with Intel, along with 5 other LCCC students: <https://bit.ly/3WEqKtJ>

R5: MMWS student Matthew Harless was placed with Mars as a Maintenance Tech Intern at \$24 an hour in May of 2023. On February 5, 2024, he was offered a full-time position as a shift technician with a total target compensation of \$79,737.84. This includes a base pay of \$36.51 an hour with a short-term incentive of 5% and a shift rotation premium of \$1.50 per hour. Julie Kim was a 2023 MMWS student who had her heart set on interning with Honda from the very beginning. However, during the interview selection, Honda did not select Julie. Columbus team approached Julie and recommended she write a reconsideration email explaining her commitment and why she would make an excellent apprentice, and sent this letter on her behalf. They received an almost immediate reconsideration from Honda, with them extending an interview with Julie. Following interview week, Julie was

offered an apprenticeship at the Honda Marysville plant as a maintenance technician.

R2: Crane Pumps & Systems in Piqua sent participant Karyn Gibson through the CNC Machine Tool Operator Training Program at Edison State from May to November 2021. After completing the program, she went from being an assembler in the production department to training as a CNC operator/machinist: <https://bit.ly/3YMZJWe>.

R8: This video features Richard Jackson, a graduate of one of the first ACCESS cohorts who is now working as a Supervisor at Talan Products. He was previously incarcerated and started out on the production line at Talan making \$12/hour. He is now a supervisor making over \$30 an hour. He received a ton of support and coaching from Towards Employment in his transition to work, and had the backing of a very engaged employer in Talan Products who supported his development and believed in his potential. <https://bit.ly/4crPjyn>

R12: MVMC shared these stories of their program impacts on participants: <https://bit.ly/3yNJLAsm>, <https://bit.ly/4crOwxp>, <https://bit.ly/3SPBAdZ>, <https://bit.ly/3SRuaa2>, <https://bit.ly/3SQV7ue> <https://bit.ly/46JFv1H>, <https://bit.ly/3X4jJCh>

R8 & R11: Participant Patrece Scott was first served through the ACCESS to Manufacturing Careers Program (R8) and was hired by WLS Stamping. She entered Manufacturing Works (R11) pre-apprenticeship program, and later was accepted into the registered apprenticeship program with WLS, on an upward trajectory. This is a good example of multiple partners supporting one individual on a pathway towards registered apprenticeship (attached).

Other WorkAdvance Success Stories can be found here: <https://ohiomfg.informz.net/ohiomfg/pages/WorkAdvance%20>

OMWP Employer Engagement



Q20: OMWP Employers Engaged

Initial contact (IC); Shared apprenticeship models (AM); Follow-up to gauge interest in apprentice program (GI); Assisted with the development of apprentice program (DA); Developed or expanded programs (EA)

	Employer Name	Region	Activity	# of Apprentices	# Committed
1	3 D Technical Services	4	IC		5
2	3-Way Machine Tool, Maria Stein	2	IC		
3	365 Holdings, Akron	10	IC		
4	3D Manufacturing	4	AM GI IC		
5	A & B Machine	2 OMA	AM DA EA GI IC	14	
6	A & S Machine	6	IC		
7	A&B Machine and Design, Sidney	2	AM DA EA GI IC		
8	Abbott Industries, Tipp City	2	IC		
9	Abbott, Columbus	5	AM DA EA GI IC	3	
10	Abercrombie & Fitch, Columbus	5	AM DA EA GI IC	2	
11	Absolute Machine Tools	7	AM DA EA GI IC		
12	ACCHROMA, Cleveland	11	AM IC		
13	Accurate Metal Machining, Painesville	11	IC		
14	ACOR	8	EA	5	
15	Acoust-a-Fiber, Columbus	5	AM DA EA GI IC	3	
16	Ada Technologies, Ada	2	IC		
17	ADS Manufacturing of Ohio	4	GI IC		
18	Advance CNC Machining	5	AM DA GI IC		
19	Advance Controls Inc., Eastlake	11	IC		
20	Advance Group, The, Sylvania	1	AM DA GI IC		
21	Advance Manufacturing, Cleveland	11	IC		
22	Advanced Composites, Sidney	2	AM IC	2	
23	Advanced Drainage Systems, Pandora	2	IC		
24	Advanced Polymer Coatings	7	AM DA GI IC	1	
25	Advanced Secondaries	8	AM GI IC		
26	Advantage Tent Fittings Inc, Chillicothe	6	IC		
27	Advics Manufacturing	OMA	EA IC	4	
28	AEP	6	EA	1	
29	Aerospace	10	IC		
30	Aerospace Maintenance Solutions	7	AM IC		
31	AFC Tool, Dayton	3	DA EA GI IC	1	
32	AgriNomix	7	AM DA EA GI IC	1	
33	AIM MRO Holdings Inc	4	AM GI IC		6
34	Airborn Electronics	7	AM IC		
35	Airstream-Jackson Center	2	IC		
36	AJ Rose	7	AM DA EA IC	13	
37	AK Steel	4	GI IC		
38	Akron Rubber Development Laboratories	10 11	AM GI IC		
39	Akron Tool & Die, Akron	10	IC		
40	Akzo Nobel Industrial Coatings	7	IC		
41	Alacriant, Streetsboro	10	IC		
42	Alco Manufacturing	7	AM IC		
43	Alene Candles Midwest, Columbus	5	IC		
44	Aleris, Columbus	5	AM DA GI IC		
45	Aligned	7	AM GI IC		
46	All Ohio Threaded Rod	8	AM GI IC	1	
47	All Temp	2	DA	1	

	Employer Name	Region	Activity	# of Apprentices	# Committed
48	Alliance Automation, Van Wert	1 2	AM DA IC		
49	Alliance Industries, Marietta	9	AM GI IC		
50	Allied Mineral, Columbus	5	AM DA EA GI IC	3	
51	Allied Moulded, Bryan	1	AM DA EA GI IC	2	
52	Alloy Bellows	8	AM DA GI IC		
53	Alloy Engineering	11 8	AM DA EA GI IC	11	
54	Alloy Precision Tech, Mentor	11	IC	3	
55	Alro Steel, Cuyahoga Falls	10	IC		
56	Altenloh, Brink & Co, Bryan	1	AM DA EA GI IC	1	
57	Altivia Petrochemicals	6	IC		
58	AMCOR (American Metal Chemical Corp)	7	IC		
59	Amcor Rigid Plastics, Napoleon	1	IC		
60	AMECO USA, Cleveland	11	AM GI IC		
61	American Fine Sinter, Tiffin	2	IC		
62	American Heavy Plates, Clarington	9	AM GI IC		
63	American Manufacturing, Toledo	1	AM GI IC		
64	American Mine Door, Cleveland	11	IC		
65	American Regent, Columbus	5	AM DA EA GI IC	7	
66	American Testing Services	3	EA	4	
67	American Trim, Wapakoneta	2	AM DA EA GI IC	9	
68	American Utility Processing	10	IC		
69	Americhem, Cuyahoga Falls	10	AM GI IC		
70	AMG Vanadium	3 4	EA		
71	Amherst Exempted Village Schools	7	IC	2	
72	AML Industries	12	EA IC	1	
73	AMTEK, Inc.	2	EA IC	1	
74	Analog Devices (Massachusetts) (Wilmington,	7	EA	38	
75	Analog Devices (Oregon) (, Oregon)	7	EA	6	
76	Anchor Manufacturing Group, Cleveland	11	IC	2	
77	Anheuser Busch, Columbus	5	AM DA GI IC		
78	Anza Inc.	4	AM GI IC		
79	Anzer	10	AM DA GI IC	9	
80	APA Solar, Ridgeville Corners	1	AM IC		
81	Apex Paper Box Company, Cleveland	11	IC		
82	API Trucast, Willoughby	11	AM GI IC		
83	Apollo Manufacturing, Mentor	11	IC		
84	Applied Medical Technology	8	EA IC	1	
85	Applied Metals Technology	11	EA IC	1	
86	APT Manufacturing Solutions, Hicksville	1	AM DA GI IC	2	
87	Arch Cutting Tools	11	IC	2	
88	Arconic/Howmet Aerospace, Barberton	10 11 8	AM GI IC		
89	Area Energy and Electric	12	EA	4	
90	Areway Acquisitions, Cleveland	11	GI IC		
91	Ariel Corporation (Early Adopter)	10 3 4 5	AM DA EA GI IC	225	
92	Armstrong Ceiling: Columbus	5	AM DA EA GI IC		
93	Armstrong World Industries	5	AM DA EA GI IC		
94	Arrow International	7	AM GI IC		
95	Arrow Tru-Line, Archbold	1	AM IC		
96	ArtiFlex Manufacturing, LLC	7	EA IC	8	
97	Ashland County West Holmes Career Center, Ashland	3 4	DA		
98	Ask Chemicals, Cleveland	11	IC		
99	Asphalt Materials Inc, Marietta	9	IC		
100	Associated Materials	10	AM IC		
101	Associated Plastics Corp., Ada	2	IC		
102	Astro Manufacturing, Eastlake	11	IC		
103	ASW Global (ASW Pipeline)	10	IC	10	

	Employer Name	Region	Activity	# of Apprentices	# Committed
104	AT&F, Cleveland	11	AM IC		
105	ATA Tools, Cuyahoga Falls	10	AM IC		
106	Athena Manufacturing, LP	OMA	EA IC	14	
107	Athens Mold & Machine, Athens	9	AM DA EA GI IC	5	
108	Atlantic Tool & Die	8	IC		5
109	Atricure	4	GI IC		
110	ATS Ohio, Columbus	5	AM DA EA GI IC	1	
111	Auburn Career Center	7	AM DA GI IC	1	
112	Audio-Technica USA, Stow	10	IC		
113	Aurora Plastics, Aurora	10	AM DA GI IC		
114	Austin Powder, McArthur	6	AM GI IC	3	
115	Auto-Valve, Inc.	12 2 3	EA IC		
116	Autokinton, Bluffton	2	IC		
117	Autokinton	7	AM IC		
118	Automated Manufacturing Solutions	7	AM GI IC		
119	Automated Packaging Systems, Streetsboro	10	AM IC		
120	Automatic Feed Company	1		1	
121	Automation & Control Technologies, Perrysburg	1	AM GI IC		
122	Automation Plastics	11	AM GI IC		
123	Automation Tool & Die,	11	AM EA GI IC	3	
124	AutoTool, Columbus	5	AM DA EA GI IC	1	
125	Avery Dennison, Mentor	11	IC	30	
126	Avient (PolyOne)	7	AM DA EA GI IC	1	
127	Aviva Metals	7	AM IC		
128	Avon Lake Sheet Metal	7	AM IC		
129	B & R Machine Co., Cleveland	11	GI IC		
130	B-K Tool, Kalida	2	IC		
131	Babcock & Wilcox	10	IC		
132	BAE Systems	7	AM IC		
133	BanGar Construction Co	10	AM EA IC	4	
134	Barbco, E. Canton	10	AM IC		
135	BASF	7	AM GI IC	3	
136	Battelle Memorial Institute	7	AM GI IC		
137	Beckett Air	7	AM IC		
138	Beckett Gas	7	AM DA EA GI IC		
139	Beckett Thermal Solutions	11 7	AM DA EA GI IC	58	
140	Bee Valve	11	AM IC		
141	Bellefontaine City Schools	7	IC	1	
142	Bellisio Foods, Jackson	6	AM DA GI IC		
143	Benchmark Industrial, Columbus	5	AM IC		
144	Benchmark National Corporation, Toledo	1	AM GI IC		
145	Bender Electric	2	DA	2	
146	Bendix Corporation, Elyria	11 7	IC		
147	Benestar Brands (Evans Food Group)	6	AM GI IC		
148	Benko Products	7	IC		
149	Berry Global, Streetsboro	11 6	AM IC	1	
150	BETCO Corporation, Bowling Green	1 OMA	AM DA EA GI IC		
151	Bettcher Industries	7	AM	1	
152	Beverage Machine & Fabricating, Cleveland	11	IC		
153	Bickford Flavors, Wickliffe	11	IC		
154	BIMAC, Dayton	3	AM GI IC		
155	Bird Technologies	7	AM IC		
156	Blair Rubber	11	AM GI IC		
157	Bodycote, Highland Heights	11	IC		
158	Bohlke Corp	OMA		1	
159	Bonnot Company, The, Akron	11	AM GI IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
160	Boston Centerless	OMA	EA IC	10	
161	Bowden Manufacturing, Willoughby	11	AM IC	1	
162	Brainard Rivet, Girard	12	AM GI IC		
163	Brechbuhler Scales, Inc	OMA		9	
164	Brentwood Originals	12	EA IC	2	
165	BrewDog, Columbus	5	AM IC		
166	Brianwood Products, Cleveland	11	AM IC		
167	Brighton Technology Group Labs	7	AM IC		
168	Brilex Industries, Youngstown	12	AM GI IC		
169	BRITE	7	AM IC		
170	Brown Industrial	OMA		1	
171	Bruns Construction	2	EA	1	
172	Buckeye Coating and Tech, Waynesfield	2	IC		
173	Buckeye Design & Engineering, Fort Recovery	2	IC		
174	Buckeye Machine, Forest	2	IC		
175	Buckeye Stamping, Buckeye Shapeform Co, Columbus	5	IC		
176	Budde Sheet Metal	OMA	EA IC	1	
177	Buffalo Green Energy	9	IC		
178	Bula Forge	11 8	AM GI IC		
179	Burton Industries, Mentor	11	AM DA GI IC		
180	Butech Bliss, Salem	12	AM DA EA GI IC	3	12
181	Buyers Products	11	AM GI IC	2	
182	BWXT, Barberton	10 7	AM GI IC		
183	Calumet	7	AM IC		
184	Camaco Lorain Manufacturing	7	AM DA GI IC		
185	Campbell Soup, Napoleon	1	AM DA GI IC		
186	Capitol Aluminum & Glass Corp.	OMA		1	
187	CAPT-Celina, Celina	2	IC		
188	Carlisle Brake & Friction	7	AM DA GI IC	1	
189	Caron Products	9	IC		
190	Cast Nylons, Willoughby	11	EA GI IC	2	
191	CB Mining, Alvada	2	IC		
192	CCI, Columbus	5	AM DA EA GI IC	3	
193	Celina Tent, Celina	2	IC		
194	Centauri Corp	7	AM IC		
195	Central Georgia Technical College	7	EA IC	1	
196	Centrus Energy, Piketon	6	AM GI IC		
197	Cerelia, Columbus	5	AM IC		
198	Challenge Electric	2	DA	15	
199	Champion Companies	3	DA EA GI IC	2	
200	Champion Companies, Springfield	5	GI IC		
201	Charles River, Spencerville	2	AM DA GI IC	5	
202	Checkpoint Systems, Canton	10	AM IC	1	
203	Chemical Solvents, Cleveland	11	AM GI IC		
204	Christopher Tool & MFG, Solon	11	IC	1	
205	Cincinnati Fan	4	AM GI IC		25
206	Cincinnati Public Schools	7	AM DA GI IC	1	
207	City Machine Technologies, Youngstown	12	AM EA IC	2	
208	City Plating and Metal Finishing	8	EA	1	
209	CK Technologies	1	EA	3	
210	Clark Dietrich Building Systems, Vienna	10 12	AM GI IC	22	
211	Clark Oil & Chemical, Cleveland	11	IC		
212	Clark Reliance	7	AM IC	1	
213	Cleveland Charcoal	11	IC		
214	Cleveland Circuits	7	AM IC		
215	Cleveland Cliffs (formerly Arcelor Mittal)	3 4 7 8	AM IC	10	

	Employer Name	Region	Activity	# of Apprentices	# Committed
216	Cleveland Compressor	11	AM GI IC		
217	Cleveland Gear, Cleveland	11 8	AM GI IC		
218	Cleveland Menu Printing, Cleveland	11	AM GI IC		
219	Cleveland Metropolitan School District	7	AM EA GI IC	1	
220	Cleveland Punch & Die, Ravenna	10	IC		
221	Cleveland Steel Services	AWT	EA	3	
222	Cleveland Steel Tool Company	11	AM EA GI IC	2	
223	Cleveland Tank	11	AM GI IC		
224	Cleveland Wire and Cloth Manufacturing Company, The	7	AM GI IC		
225	Clippard Industries	4	AM GI IC		45
226	Co-Ax Technologies Inc	7	AM DA EA GI IC		
227	Coca-Cola Consolidated	10	IC		
228	Codonics	7	AM GI IC		
229	Cohen USA	4	GI IC		
230	Coldwater Machine, Coldwater	2	IC		
231	Cole Tooling & Stamping	7	EA IC	1	
232	Coley's Inc	11 7	AM GI IC		
233	Columbiana Boiler Company, Columbiana	12	AM EA GI IC	3	
234	Columbiana County Career & Tech Center	12	EA	1	
235	Columbus Controls Inc	5	AM DA EA GI IC		
236	Columbus Instruments, Columbus	5	IC		
237	Cometic Gasket, Concord	11	IC		
238	Commercial Metal Forming, Youngstown	12	AM IC		
239	Compco, Columbiana	12	AM DA EA GI IC	14	
240	Competitive Carbide, Mentor	11	IC		
241	Component Repair Technologies, Mentor	11	AM DA GI IC	20	
242	ConAgra Foods, Archbold	1	IC		
243	Concentric Corporation, Cleveland	11	IC		
244	ConMet, Chillicothe	6	AM GI IC		
245	Consolidated Precision Products	8	IC		
246	Continental/Contitech, Columbus	5	AM DA GI IC		
247	ContiTech, St Marys	2	IC		
248	Contour Tool Inc.	7	AM IC		
249	Control Systems for Industry	5	DA		
250	Copeland (Emerson), Sidney	2	AM DA EA GI IC		
251	Core Technology	7	AM DA EA GI IC	2	
252	Cornerstone Research Group, Miamisburg	3	AM GI IC		
253	Coronado Steel, Warren	12	IC		
254	Corporate Intelligence Consultants, Perrysburg	1	AM IC		
255	COTSWORKS	7	AM DA GI IC		
256	Country Pure Foods, Akron	10	AM IC		
257	County Electric	2	EA	9	
258	CQL MFG LLC	12	EA IC	2	
259	Crane 1, Columbus	5	AM DA EA GI IC	3	
260	Crane Aerospace	7	AM IC		
261	Crane Consumables	4	GI IC		
262	Crane Pumps, Piqua	2	AM DA EA GI IC	3	
263	Creative Liquid Coatings	1	AM DA GI IC		
264	Cres Cor, Mentor	11	IC		
265	Criterion Tool, Brook Park	11	IC		
266	Crown Battery, Fremont	1	AM DA IC		
267	Crown Equipment	3	IC	5	
268	Crown Equipment Corporation	2 OMA	AM DA EA IC		
269	Crown Tooling, Twinsburg	10	IC		
270	CRT	7	AM IC		
271	Crushproof Tubing, McComb	2	IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
272	Cubbison	12	IC		
273	Curation Foods, Bowling Green	1	AM DA EA GI IC	1	
274	Custom Agri Systems, Napoleon	1	AM DA GI IC	18	
275	Custom Glass Solutions	1	AM IC		
276	Custom Rubber	11 8	AM GI IC		
277	Cutting Dynamics	7	AM DA EA GI IC		
278	Cutting Dynamics, Avon Lake	11	AM EA GI IC		
279	CW Grinding, Cleveland	11	EA GI IC	1	
280	D&E Machine Co.	3		1	
281	Daisy Brand	7 OMA	AM GI IC		
282	Dan T. Moore Companies	11	AM GI IC		
283	Dan-Mar Company	7	AM DA EA GI IC	1	
284	Dana Inc, Lima	2	DA	6	
285	Danone, Minster	2 OMA	IC	15	
286	DANOX	1	AM IC		
287	DARE Electronics, Troy	3	IC	1	
288	Darifill, Columbus	5	AM GI IC		
289	Davies	10	IC		
290	Day-Glo, Cleveland	11	AM GI IC		
291	Dayton Progress Corporation, Dayton	3	GI IC		
292	Dayton Region Manufacturers Association, Dayton	3 4	EA		
293	DD Ingredients	2	EA IC	1	
294	Dearing Compressor, Youngstown	12	AM GI IC		
295	Deceuninck North America	4	AM GI IC		50
296	Delta Airlines	4	IC	1	
297	Delta Systems, Streetsboro	10	AM GI IC		
298	DEM Manufacturing	11	AM IC		
299	DeMiita Iron & Metal, Willoughby	11	IC		
300	DeNora Tech LLC, Concord	11	AM DA EA GI IC	8	
301	Designetics, Inc., Holland	1	AM GI IC		
302	Detailed Machining, Sidney	3	AM GI IC		
303	Diamond Metals	8	AM EA GI IC	32	
304	Diamond Products	7	AM		
305	Die Matic	11	AM EA GI IC	5	
306	DIMEX, Marietta	9	AM GI IC		
307	Dinesol Plastics	12	EA IC	29	
308	Direct Forklift & Equipment, Youngstown	12	IC		
309	Diverse Manufacturing Solutions	5	AM GI IC		
310	Diversified Fittings, Perry	11	IC	1	
311	DNA Inc	5	IC		
312	DNC Hydraulics	1 2	IC	1	
313	Dominion Energy	10	IC		
314	Douglas Industries, Chillicothe	6	GI IC		
315	Dreco, Elyria	11	AM IC		
316	DRI Rubber, Coldwater	2	IC		
317	Dunaway, Inc, Canfield	12	AM DA GI IC		
318	Dupont, Valley View	11	AM EA GI IC	2	
319	Duraline	7	AM IC		
320	Dysinger Incorporated, Dayton	3	DA EA GI IC	12	
321	E Manufacturing Co. Inc., Mentor	11	IC		
322	E-Beam Services	OMA		1	
323	E.C. Kitzel	8	AM DA EA GI IC	4	
324	Eagle Elastomer, Cuyahoga Falls	10	AM GI IC		
325	Earle M Jorgenson Co., Twinsburg	11	IC		
326	Eastern Gateway CC	1 12	EA	1	
327	Eberhard, Cleveland	11 7	AM DA EA GI IC	1	

	Employer Name	Region	Activity	# of Apprentices	# Committed
328	Eddie Kane Steel	12	IC		
329	Edge, Columbus	5	AM EA GI IC	1	
330	Efficient Machine	11	EA	2	
331	EG Industries	6	AM GI IC		
332	Eisenhauer Manufacturing, Van Wert	2	IC		
333	Electrical Training Academy	6		81	
334	Ellwood Aluminum, Hubbard	12	AM EA GI IC	28	
335	Ellwood Crankshaft	12	AM GI IC		
336	Ellwood Group, Stow	10	AM IC		
337	Elsons International, Cleveland	11 8	AM DA EA GI IC	2	R8 has apprentice
338	Ely Enterprise, Lorain	11	AM IC		
339	Elyria Foundry	11	AM GI IC		
340	Elyria Metal Spinning Company Inc.	7	AM IC		
341	Elyria Plastics	7	IC		
342	Elyria Spring	7	AM EA IC	1	
343	Embedded Planet	7	AM IC		
344	EMC Precision	7	IC		
345	Emerson, Inc	11 7	AM IC		
346	Emerson, Sidney	2	IC	5	
347	Empire Die Castings, Macedonia	10 11	AM EA GI IC	3	
348	Empire Packing	4	GI IC		
349	EMX	7	AM DA EA GI IC		
350	Endera	2	IC		
351	Enerco, Cleveland	11	AM EA GI IC	2	
352	Engineered Profiles, Columbus	5 6	AM GI IC		
353	Engineered Tooling Solutions LLC, Mentor	11	IC		
354	Enginetics Corporation, Dayton	3	GI IC		
355	Enjet, Dayton	3	GI IC	2	
356	Enprotech	8	AM DA GI IC		
357	Envases, Bryan	1	AM IC		
358	ER Utility Construction, Cleveland	10	AM EA IC	8	
359	Ernst Metal Technologies, Dayton	3	AM GI IC		
360	Esterle Mold & Machine, Stow	10	IC		
361	Ettkin Scrap Iron & Metal Co, Mayfield Hts.	11	IC		
362	Euclid City Schools	7	AM GI IC	1	
363	Euclid Heat Treating, Euclid	11 8	AM DA GI IC	12	
364	Everett Industries, LLC, Warren	12	IC		
365	Exact Tool & Die Inc., Brook Park	11	IC		
366	Exacter	7	AM IC		
367	Excelsior Marking, Akron	10	AM GI IC		
368	Express Employment Professionals, Toledo	1	AM GI IC		
369	Express Wash Concepts (Moo Moo Carwash), Columbus	5	AM EA GI IC		
370	Extreme Green Manufacturing, Mentor	11	IC		
371	Extrudex Aluminum, N. Jackson	12	EA IC		
372	EZG Manufacturing, Malta	9	AM DA EA GI IC	1	
373	EzKin Company, Dayton	3	AM GI IC		
374	F and P Manufacturing	OMA		1	
375	Fabco, Findlay	2	IC		
376	Fabriweld	7	AM GI IC		
377	Faith Tool and Manufacturing	11	AM IC		
378	Fargo Machine Company, Ashtabula	11	GI IC	1	
379	Fastener Industries	7	IC		
380	Federal Gear, Eastlake	11	AM IC	1	
381	Federal Hose, Painesville	11	IC		
382	Federal Metal	8	AM EA GI IC	1	
383	Feedall Automation, Willoughby	11	IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
384	FeinTool Group	4	AM GI IC	7	8
385	Fercotech Manufacturing	4	GI IC		
386	Ferriot, Akron	10 11	AM GI IC		
387	Festo Didactic, Mason	OMA	AM GI IC		
388	Findaway	8	AM GI IC		
389	Findlay Products	1	EA IC	2	
390	Finite Fiber	10 12	AM DA EA GI IC	1	
391	Finn Corporation	4	AM IC		
392	Firelands Manufacturing Alliance	11	AM GI IC		
393	First Power Group	7	AM IC		
394	First Solar, Perrysburg	1	AM DA EA GI IC		50
395	Firstar Precision Group, Cleveland	11	IC		
396	Fischer Special Tooling	11	AM DA EA GI IC	3	
397	Fives	7	IC		
398	Fives North American Combustion	11	AM IC		
399	FlexArm, Wapakoneta	2	IC		
400	Flohr Machine, Barberton	10	AM IC		
401	Fluor-BWXT, Piketon	6	AM DA EA GI IC	1	
402	Ford Cleveland Engine Plant IBEW	7	AM DA EA GI IC		
403	Ford Motor Company Assembly Plant	2 7	AM DA EA IC	20	
404	Forge Products, Cleveland	11	IC		
405	Forre Sports Accessories	3	EA IC	5	
406	Fort Recovery Industries, Fort Recovery	2	IC	12	
407	Forward Technologies	4	AM GI IC		
408	Foxconn, Lordstown	12	IC	1	
409	Franke, Columbus	5	AM DA EA GI IC	3	
410	Franklin International, Columbus	5	AM DA GI IC		
411	Fredon Corporation, Mentor	11 8	AM DA EA GI IC	23	
412	French Oil Mill Machinery Co, Piqua	3	GI IC		
413	French Oil Mill Machinery, Piqua	3	GI IC		
414	Fresh Products, Perrysburg	1	AM DA EA GI IC	1	
415	Freudenberg - NOK Sealing Technologies	1		3	
416	FST Logistics, Columbus	5	AM GI IC		
417	FTM Engineering Group, Willoughby	11	AM IC		
418	G&J Pepsi, Columbus	5	AM DA EA GI IC	1	
419	G&S Metals	8		3	
420	G&T Manufacturing, Mentor	11	AM DA GI IC	2	
421	Gameswift	7	AM GI IC		
422	Gardiner	7	AM IC		
423	Gasser Chair, Youngstown	12	AM GI IC	2	
424	GBS Corporation	10	IC		
425	GE Aviation - Moraine	3	GI IC		
426	GE Aviation, Peebles	6	AM GI IC		
427	GE Aviation-Cincinnati	4	AM GI IC		130
428	GearTec Inc., Willoughby	11	IC		
429	GED Integrated Solutions, Twinsburg	10	AM IC		
430	General Aluminum, Wapakoneta	2	IC		
431	General Dynamics Land Systems, Lima	2	IC		
432	General Extrusions, Youngstown	12	AM DA EA GI IC	9	
433	General Mills, Wellston	6	AM DA GI IC		
434	General Motors-Parma	7	DA		
435	General Plug	7	AM IC		
436	General Tool	4 5	AM DA GI IC		25
437	Genegy Manufacturing	3	AM DA IC	1	
438	Genesys	7	IC, AM	1	
439	Gent Machine	11 8	AM DA EA GI IC	7	

	Employer Name	Region	Activity	# of Apprentices	# Committed
440	Genvac	7	IC, AM		
441	Geon Performance Solutions	7	AM GI IC		
442	Gia Russa/The Zidian Group, Youngstown	12	IC		
443	Giesecke & Devrient	11	AM GI IC		
444	GKN Driveline, Bowling Green	1	AM DA EA GI IC	3	
445	GLIDE	11	IC		
446	Glo-Quartz Electric Heater, Mentor	11	IC		
447	Global Precision, Ottoville	2	IC		
448	GM Powertrain, Defiance	1	IC		
449	GMI Companies	4	GI IC		
450	Goff Brothers Machine and Fab, Washington WV	9	AM IC	2	
451	GOJO, Cuyahoga Falls	10	AM GI IC		
452	Goodyear, Akron	10	IC		
453	Graf Transport, Portsmouth	6	IC		
454	Graham Packaging, Findlay	2	IC	1	
455	Grammer, Delphos	2	IC		
456	Granger Plastics	4	GI IC		
457	Grant Career Center	7	AM GI IC	1	
458	Graphic Packaging, Kenton	2	IC		
459	Great Oaks Career Center	7	AM GI IC	1	
460	Green Circle Growers	7	IC		
461	Green Point Metals	OMA	EA IC	1	
462	Greenfield Precision Plastics, Greenfield	6	IC		
463	Gregory Galvanizing, Canton	10	AM EA IC	2	
464	Grimm Scientific, Marietta	9	AM DA IC		
465	Grob Systems, Bluffton	2	AM DA EA GI IC	242	
466	Grote, Columbus	5	AM DA EA GI IC	2	
467	GSW, Findlay	1 2	IC	1	
468	GVS Filtration, Findlay	2	IC		
469	H.E. Orr	1	EA	2	
470	Haas Door Co, Wauseon	1	IC	1	
471	Habco Tool & Development Corp.	11	IC		
472	Haltec, Leetonia	12	IC		
473	Halvorsen	11	AM EA GI IC	5	
474	Hana Microdisplay Technologies	7	AM IC		
475	Hanlon Composites	8	AM DA EA GI IC	2	
476	Hanwha Techwin Automation America	7	AM IC		
477	Harbor Industrial Corporation, Conneaut	OMA	AM IC		
478	Hardin Creek Machine, Coldwater	2	IC		
479	Hardinge, Ashland	11	AM IC		
480	Harrison Paint, Canton	10	AM IC		
481	Hartzell Hardwoods, Piqua	3	AM DA EA IC	1	
482	Hartzell Industries, Piqua	3	GI IC		
483	Hartzell Propeller, Piqua	2 3	GI IC	5	
484	Hatzel & Buehler, Piketon	6	IC		
485	HDI Landing Gear USA	3	EA IC	1	
486	Hearthside Food Solutions, McComb	2	IC	1	
487	Heat Max Heaters, Mentor	11	EA GI IC	1	
488	Heat Seal	11	AM IC		
489	Heinens	11	AM IC		
490	Hendrickson Trailer Commercial Vehicle Systems, Canton	10	AM GI IC		
491	Henny Penny Corp., Eaton	3	GI IC		
492	Henway Technologies	7	AM IC		
493	Herbert E. Orr Co., Paulding	2	IC		
494	Heritage Cooperative, Marietta	9	IC		
495	Herr Foods, Chillicothe	6	GI IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
496	Hess Industries Ltd	7	EA IC	2	
497	Hi-Tek Manufacturing	4	GI IC		
498	Hickory Harvest, Akron	11	AM IC		
499	Highland Productions, Mentor	11	IC		
500	Hirschvogel, Columbus	5	AM DA EA GI IC	7	
501	Hitachi NA, Findlay	1 2	IC	2	
502	HiVac, Marietta	9	AM GI IC		
503	Hocking College	7	EA	1	
504	Hometown Foods, Toledo	1	IC		
505	Honda North America, Inc, Columbus (Early Adopter)	3 4 5 6	AM DA EA GI IC	20	50
506	Honeywell Intelligrated	4	AM GI IC		
507	Horizon Science Academy Columbus High School	7	AM GI IC	1	
508	Horizons Inc, Cleveland	11	AM GI IC		
509	HoseMaster, Cleveland	11 8	AM EA GI IC	1	
510	Howmet Manufacturing, Cleveland	11	AM IC		
511	Hubbel Machine, Valley View	11	GI		
512	Huhtamaki, New Vienna	6	AM IC		
513	Humana Pharmacy	4	IC	1	
514	Humanetics	7	AM IC		
515	Hunt Value Company, Inc.	12	EA IC	1	
516	Huston Industries	12	IC		
517	Hy-Tek, Columbus	5	AM GI IC		
518	Hydro Tube Enterprises Inc.	7	AM IC		
519	Hynes Industries, Youngstown	12	AM EA GI IC	14	
520	Hyperion, Columbus	5	AM DA EA GI IC		
521	Hyson, Brecksville	11	AM GI IC		
522	IBEW	1	AM DA EA GI IC	500	
523	IC Automation, Wicklyfe	11	IC		
524	ICP Group, Norton	10	AM IC		
525	idX Dayton, Dayton	3	GI IC		
526	IEC Infrared Systems	8	IC		
527	IER Fujikura, Macedonia	10	AM DA EA GI IC		
528	Industrial Millwright Services, Ottawa	2	IC		
529	Industrial Mold & Machine, Twinsburg	11	EA IC	8	
530	Industrial Reliability & Repair (IRR)	6	AM DA EA GI IC	13	
531	Industrious Group	8	AM GI IC		
532	Ineos, Lima	2	IC		
533	Infinium Walls	7	AM IC		
534	Infosight, Chillicothe	6	AM GI IC		
535	Ingle Barr Inc.	6	IC		
536	Innocor, Spencerville	2	IC		
537	Innovative Controls Corp (ICON), Toledo	1	AM GI IC		
538	Integrity Stainless, Streetsboro	10	IC		
539	Intel	7	AM DA EA GI IC		
540	Intelicon Division of Glassline Corp, Toledo	1	AM GI IC		
541	Interactive Engineering Corp	7	AM IC		
542	Interlake Industries, Willoughby	11	GI IC		
543	Intermountain Electronics	9	AM IC		
544	International Converter	9	AM DA EA GI IC	5	
545	International Steel and Counterweights	12	IC	1	
546	Interstate-McBee	11	AM EA GI IC	3	
547	Invacare	7	AM DA EA GI IC		
548	IPS	11	AM GI IC		
549	Iron Mountain Processing, Bedford	11	IC		
550	IronHawk	8	AM GI IC		
551	ITC Manufacturing, Columbus	5	IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
552	ITW Tomco, Bryan	1	IC		
553	J & J Welding, Shreve	10	AM EA IC	2	
554	JAC Products, Napoleon	1	IC		
555	JACO Manufacturing	11	AM IC		
556	Jakobs Electric	2	EA	1	
557	JBC Technologies	7	IC		
558	JBK Mfg. and Development, Dayton	3	AM GI IC		
559	JBT Corporation	7	IC		
560	JEA	7	AM IC		
561	Jefferson Industries, Columbus	5	IC		
562	Jergens, Cleveland	11 8	AM DA EA GI IC	21	
563	JES Foods, Celina	2	IC		
564	Jet Machine & Manufacturing	4	AM GI IC		25
565	JetStream	12	IC		
566	JK Company, Findlay	1	AM IC		
567	JM Concrete	OMA		1	
568	JM Performance Products Inc., Fairport	11	IC		
569	John Cockerill Company	12	AM IC		
570	Johns Manville, Defiance	1	AM IC		
571	Johnson Electric, Vandalia	2	AM GI IC		
572	Joyce Manufacturing	8	EA IC	1	
573	JR Manufacturing, Fort Recovery	2	IC		
574	JR Wheel, Norton	10	AM GI IC		
575	Juzo, Cuyahoga Falls	10	AM DA GI IC		
576	K-J Fasteners, Eastlake	11	IC		
577	K.K. Tool Company, Springfield	3	AM DA IC	1	
578	Kadant Black Clawson, Lebanon	2 3	AM DA EA GI IC	3	
579	Kalida Manufacturing, Kalida	2	AM GI IC	1	
580	Kalmbach Feeds	1		1	
581	Kalt	7	IC		
582	Kaman Aircraft Wheel & Brake	11 7	AM DA EA GI IC		
583	KAPCO (Kent Adhesive Products Co), Kent	10	AM IC		
584	Kaydon Corporation	7	AM		
585	KebCo, Canton	10	AM IC		
586	Keho Foods, Columbus	5	IC		
587	Kellogg Company	OMA	EA IC	2	
588	Kenilworth Steel Co, Vienna	12	IC		
589	Kent Displays, Kent	10	AM GI IC		
590	Kent Tool, Akron	10	AM GI IC		
591	Kenworth Truck Company, Chillicothe	6	AM DA GI IC		
592	Kenworth, Columbus	5	AM GI IC		
593	Kerr Lakeside, Euclid	11	IC		
594	KeyBank	7	AM DA GI IC		
595	Keystone Machine and Fabrication	7	IC		
596	Keystone Threaded, Independence	11	IC		
597	King Kutter	9	IC		
598	Kiraly Tool & Die, Youngstown	12	AM GI IC		
599	Kirchoff Automotive, Waverly	6	AM DA EA GI IC		
600	Klockner Pentaplast	2	AM DA EA GI IC	1	
601	Knowlton Mfg.	4	IC		
602	Knox Machinery	4	AM DA EA GI IC	4	6
603	Koch Group	4	IC		
604	Koch Knight, LLC, Canton	10	AM IC		
605	Koester Corp, Napoleon	1	AM IC		
606	Koneta Inc., Wapakoneta	2	IC		
607	Kosei, St Marys	2	IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
608	Kovatch Castings, Uniontown	10	IC		
609	Kowalski Heat Treating Co., Cleveland	11 8	AM EA GI IC	3	
610	Kraft Heinz	4	GI IC		
611	Kroger Mfg.	4	GI IC	1	
612	KTH Parts Industries, St Paris	2	IC	1	
613	KTSDI, LLC	12	IC		
614	Kyocera SGS, Cuyahoga Falls	10	AM GI IC		
615	Kyocera, Munroe Falls	11	IC		
616	Kyocera, Wapakoneta	11 2	IC		
617	Kyoto Cooling, Norton	10	AM GI IC		
618	L.E. Smith, Bryan	1	AM DA IC		
619	LaBAmba	11	AM EA IC		
620	Lafarge, Paulding	1	DA IC		
621	Lake Park Tool & Machine, Youngstown	12	AM EA GI IC	2	
622	Lakepark Industries	7	EA IC	2	
623	Landi Industries	11 8	AM EA GI IC	1	
624	Landmark Plastics, Akron	10	AM DA GI IC		
625	Lane 17, Cleveland	11	GI IC		
626	Lapham Hickey Steel, Paulding	2	IC		
627	LaserCraft	7	IC		
628	Laszeray, Strongsville	11	AM GI IC		
629	LayerZero Power Systems	10	IC		
630	Lbrands (Mast Industries), Columbus	5	AM DA EA GI IC	4	
631	Lefco	8	AM DA GI IC		
632	LEFCO Worthington	11	IC		
633	Lefeld Welding & Supplies, Coldwater	2	IC		
634	Legacy Farmers	2	IC		
635	Leimkuler, Cleveland	11	AM GI IC		
636	Libbey Inc, Toledo	1 OMA	AM IC	3	
637	Liberty Steel	12		5	
638	Libra Industries, Dayton	3	AM DA EA GI IC	4	
639	Libra Industries, Mentor	11 7 8	AM DA EA GI IC	1	
640	Lima Ford Engine Plant	2	DA	2	
641	Lincoln Electric - Columbus	5	AM DA EA GI IC		
642	Lincoln Electric-Euclid (Early Adopter)	11 12 7 8	AM DA EA GI IC	296	800
643	Lincotek Medical, Vandalia	3	AM DA IC	1	
644	Lindsay Precast, Canal Fulton	10	AM GI IC		
645	Little Tikes, Hudson	10	AM DA GI IC		
646	Livi Steel, Niles	12	AM GI IC		
647	LMT Hartville, Hartville	10	AM GI IC		
648	LOC Precision, St Marys	2	IC		
649	Logan Clutch	8	AM IC		
650	Logisync	7	AM IC		
651	Lorain City Schools	7	EA IC	1	
652	Lorain County Automotive Systems	7	AM IC		
653	Lorain County Community College	7	AM DA EA GI IC	5	
654	Lordstown Motors	7	AM IC		
655	Lorenz Printing Company, Dayton	3	GI IC		
656	LSI Industries, Akron	10	AM GI IC		
657	LSP Technologies, Columbus	5	IC		
658	LTA Research, Akron	10	AM IC		
659	LTI Power Systems	7	AM IC		
660	Lubrisource, Dayton	3	AM GI IC		
661	Lubrizol Corporation, The, Painesville	11	IC		
662	Lubrizol, Bowling Green	1	AM DA EA GI IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
663	Lumitex	8	AM EA GI IC		
664	Luvata, Columbus	5	IC		
665	LWB Machinery N.A. LP	3	EA IC	1	
666	M-7 Technologies, Youngstown	12	AM IC		
667	Mac LTT, Kent	10	AM GI IC	2	
668	MACE	8	AM EA GI IC	1	
669	Mach3 Machining	10	IC	2	
670	Machine Concepts, Minster	2	IC		
671	Machine Pro Technologies, Celina	2	IC		
672	MacPherson Engineering Inc, Warren	12	IC		
673	Magellan Aerospace, Middletown	3	GI IC		
674	Magna Machine and Tool	4	GI IC		
675	Magna Seating	7	AM IC		
676	Magnum Magnetics, Marietta	9	AM DA GI IC	5	
677	Magnus Engineered Equipment, Chagrin Falls	11	IC		
678	MAHLE	6	GI IC		
679	MAHLE Behr, Dayton	3	AM DA EA IC	1	
680	Mahoning County Career & Technical Center	7	EA	3	
681	Mahoning Valley Manufacturers Coalition	12	EA	1	
682	Mahoning Youngstown Community Action Partnership	12	EA	1	
683	Main Street Gourmet, Cuyahoga Falls	10	AM GI IC		
684	Mainstream Waterjet	4	AM GI IC		
685	MakerGear LLC, Beachwood	11	IC		
686	Makino, Inc	4	AM GI IC		100-200
687	MAKO Finished Products, Lucasville	6	IC		
688	Malco Products, Barberton and Akron	10	AM DA EA GI IC	1	
689	Malish Corporation, The, Mentor	11	AM IC		
690	Mane Inc.	4	GI IC		
691	Mansfield Engineered Components, Mansfield	3 4	AM GI IC		
692	Mantaline, Mantua	10	AM IC		
693	Mar-Bal, Painesville	11	AM DA GI IC		
694	Maradyne Corporation	11 7	AM IC		
695	Mars Petcare	5	AM EA GI IC	7	
696	Marsh Bellofram, N. Lima	12	AM IC	1	
697	Martindale Electric, Lakewood	11 8	AM EA GI IC	4	
698	MAST Global, Columbus	5	AM DA EA GI IC		
699	Matrix Tool & Machine Inc., Mentor	11	AM DA GI IC		
700	Mauser Packaging	8	EA IC	1	
701	Mayfran International, Cleveland	11	IC		
702	MC Group, Mentor	11	IC		
703	McAfee Tool & Die, Uniontown	1	EA IC	1	
704	McAlear Group, The (Service Spring Corp), Maumee	1	AM GI IC		
705	McDonald Steel, McDonald	12	AM IC		
706	McGregor Metalworking Companies, Springfield	3	AM DA EA GI IC	2	
707	McNaughton-McKay Electric, Columbus	5	IC		
708	MechNet Inc., Mentor	11	IC		
709	Melin, Cleveland	11	AM EA GI IC		
710	Merryweather Foam, Barberton	10	AM IC		
711	Metal Marker Manufacturing Company, The	7	AM IC		
712	Metallus	11	AM GI IC		
713	Metalworking Group, The	4 5	EA GI IC	15	
714	Meyer Products	11	AM GI IC		
715	Meyer Tool	4	AM GI IC		364
716	MIBA Bearings, McConnelsville	9	AM DA EA GI IC	72	
717	Micelli, Cleveland	11	AM GI IC		
718	Micro Laboratories, Mentor	11	IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
719	Micro Machine Works, Vincent	9	AM DA EA GI IC	13	
720	Mid-America Conversion Services, Piketon	6	AM IC		
721	Middletown Tube Works	4	AM GI IC		
722	Middletown Tube Works, Middletown	3 4	GI IC		
723	Midmark, Inc, Versailles	2	EA IC	12	
724	Midway Machining	9	IC		
725	Midwest Express	5	AM GI IC		
726	Midwest Forge	8		1	
727	Midwest Metal Fabricators, Wapakoneta	2	IC		
728	Milacron	4	IC		
729	Millat Industries, Dayton	3	AM GI IC	2	
730	Miller Coors	4	AM IC		
731	Miller Precision, Ottoville	2	IC		
732	MillerCoors	4	AM GI IC		100
733	Millwood Incorporated, Vienna	12	IC		
734	Milspin	5	AM DA GI IC		
735	Minova, South Point	6	AM IC		
736	Mirac LLC	6	IC		
737	Mitsubishi	4	GI IC	12	
738	MK Morse, Canton	10	AM IC		
739	MLS Systems, Findlay	2	DA IC		
740	Modern Microstructures	7	AM IC		
741	Modula, Franklin	3	AM GI IC		
742	Molson Coors	4	GI IC		
743	Molten, Findlay	2	IC		
744	Momentive Performance Materials	7	AM IC		
745	Momentive Technology	11 7	AM GI IC		
746	Monarch Steel	11	AM IC		
747	Montgomery Machine & Fabrication, Jackson	6	IC		
748	Monti Inc.	4	GI IC		
749	Morgan High School	7	EA	1	
750	Moriroku Technology NA, Greenville	2	IC		
751	Morris Bean & Company, Yellow Springs	3	AM DA EA GI IC	1	
752	Morrison Products	11 8	AM EA GI IC	1	
753	MP Antenna	7	AM GI IC		
754	MPW Industrial Services	5	IC		
755	MSI, Columbus	5	IC		
756	MTD	7	AM DA GI IC		
757	MTD Products Inc., Valley City	11	IC		
758	MultiLink	7	AM		
759	MUM Industries, Mentor	11	AM DA EA GI IC	2	
760	MVP Plastics, Inc, Middlefield	10	AM DA GI IC		
761	Myers Industries, Akron	10	AM DA GI IC		
762	Nanotech Innovations	7	AM IC		
763	Napoleon/Lynx, Archbold	1	IC		
764	National Office	11	AM GI IC		
765	National Oilwell Varco, L.P., Dayton	3	GI IC		
766	NCT Technologies	OMA		1	
767	NCUS, Columbus	3 4	DA		
768	NEO Graf	7	AM IC		
769	NEO-Ex	7	AM DA GI IC	1	
770	Nestle, Cleveland	11 7	AM DA GI IC		
771	Nestle, Columbus	5	AM DA EA GI IC	2	
772	Newman Technology, Inc.	7	EA IC	3	
773	Niagara Bottling, LLC, Columbus	5	AM DA GI IC		
774	NIC Global, Chillicothe	6	AM GI IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
775	Nidec	2 7 9	AM GI IC		
776	Nidec Minster	2	GI IC		72
777	Nifco, Columbus	5	AM DA GI IC		
778	Nissen Chemitek, Columbus	5	AM DA EA GI IC	1	
779	Nissin Precision, Dayton	3	AM GI IC		
780	NMG Aerospace, Stow	10	AM IC		
781	Noble Local Schools	9	EA	1	
782	Noble Tool, Dayton	3	AM DA EA GI IC	3	
783	Nook Industries	11	AM GI IC		
784	Nordson	7 8	AM GI IC		
785	Nordson Xaloy, Austintown	12	AM IC		
786	Norman Noble Inc, Highland Heights	11 8	AM IC		
787	North American Coating Labs, Mentor	11	IC		
788	North American Stamping Group, Paulding	2	IC		
789	North Canton City Schools	7	EA	1	
790	North Coast Machining, Mentor	11	AM IC		
791	Northern Manufacturing, Oak Harbor	1	AM DA GI IC		
792	Northern Stamping	11	AM GI IC		
793	Northwest State Community College	1	EA	1	
794	Nova Manufacturing, Mentor	11	IC		
795	Novagard, Cleveland	11 8	AM GI IC		
796	Novelis	12	IC		
797	Novolex, Coldwater	2	IC		
798	NOX, Fostoria	1	AM IC		
799	Nucor, Columbus	5	IC		
800	Nue Vue Solutions	7	AM IC		
801	Numerequip, Cleveland	11	IC		
802	NuVasive, West Carrollton	3	GI IC		
803	Oatey, Cleveland	11 8	AM DA EA GI IC	14	
804	ODW Logistics, Columbus	5	AM GI IC	1	
805	Odyssey Electronics	7	IC		
806	Oerlikon Friction Systems, Dayton	3	GI IC	2	
807	Ohio Broach & Machine, Willoughby	11	IC		
808	Ohio Crankshaft	8	AM GI IC	2	
809	Ohio Drones	7	AM IC		
810	Ohio Gasket & Shim (OGS), Akron	10	IC		
811	Ohio Metallurgical Services	7	AM IC		
812	Ohio Nut & Bolt	7	AM IC		
813	Ohio Ordnance Works, Chardon	11	AM DA GI IC	14	
814	Ohio Tool Works, Ashland	11	AM GI IC		
815	Ohio University	7	EA	3	
816	Olympic Steel, Kenton	10 2	IC		
817	Olympic Steel, Streetsboro	10	IC		
818	Omega One, Cleveland	11	IC		
819	Omni Fasteners	11	AM GI IC		
820	Omni Manufacturing, St. Marys	2	AM IC		
821	Orbital Research	7	AM GI IC		
822	Ordnance Technology Service Inc, Mentor	11	GI IC		
823	Orick	2	EA	1	
824	Orlando Baking Co, Cleveland	11	AM EA GI IC	5	
825	OSCO Industries, Portsmouth	6	AM IC		
826	OSG USA	11	AM GI IC		
827	OSU Medical Center	5	AM GI IC		
828	Oswald Company, Cleveland	11	IC		
829	P-Chip	7	AM GI IC		
830	PAC Machinery	7	AM GI IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
831	PAC Worldwide	4	GI IC		
832	Pace Engineering, Willoughby	11	IC	1	
833	Packaging Corporation of America	4	GI IC		
834	Pactive-Evergreen	7	IC		
835	Pako Inc., Mentor	11	IC		
836	Pallet Source	11	AM GI IC		
837	Panasonic	7	AM IC		
838	Panelmatic Building Solutions, Youngstown	12	IC		
839	Paradigm Industrial, Dayton	3	AM GI IC		
840	Paragon Robotics	7	AM IC		
841	Park Ohio	11	AM GI IC		
842	Parker Hannifin	10 7 OMA	AM IC	1	
843	Parker Hannifin Corporation, Mentor	11	IC		
844	Parker Lord, Dayton	3	GI IC	1	
845	Parker Meggitt, Akron	10	AM IC		
846	Path Technologies Inc., Painesville	11	IC		
847	PCBx	7	AM DA EA GI IC		
848	PDi Communications, Springboro	3	GI IC	4	
849	Pegasus Industries, Chillicothe	6	IC		
850	Pennant, Pioneer	1	AM IC		
851	Pennex Aluminum, Leetonia	12	AM DA EA GI IC	43	
852	Pepsi Cola Bottling	10	IC		
853	Permco	10	IC		
854	Perstorp Polyols, Inc., Toledo	1	AM IC		
855	PFI Precision, New Carlisle	2 3	AM GI IC	5	
856	PGW Auto Glass	6	AM DA EA GI IC		
857	Phantom Technical Services	5	AM DA EA GI IC		
858	Phillips Manufacturing, Niles	12 7	IC	3	
859	Phoenix Metals	4	GI IC		
860	Phoenix Technologies, Bowling Green	1	AM DA EA GI IC	1	
861	Pierre's	8	AM GI IC		
862	Pile Dynamics	7	AM DA EA GI IC		
863	Pilot Chemical	4	AM DA EA GI IC		10
864	Pilot Plastics	11	AM GI IC		
865	Pinnacle Metal Products, Columbus	5	AM GI IC		
866	Pioneer Industrial Systems, Alvordton	1	AM IC		
867	Pioneer Pipe	6 9	AM GI IC		
868	Piping Rock	10	IC		
869	Pittsburgh Glass Works, Chillicothe	6	IC		
870	PK Controls, Columbus	5	AM DA EA GI IC	3	
871	Plaskolite, Columbus	5	IC		
872	Plasman	11	AM GI IC		
873	Plastic Suppliers, Columbus	5	IC		
874	Pleasant Precision, Kenton	2	IC		
875	Plidco, Strongsville	11	AM IC		
876	Pneumatic Scale, Cuyahoga Falls	10	AM GI IC		
877	Polychem, Mentor	11	IC		
878	Polymer Concepts Inc., Mentor	11	IC		
879	PolyStamp, East Palestine	12	IC	1	
880	Powertrain, Defiance	1	IC		
881	PPG, Barberton	10	AM GI IC		
882	PPG, Lima	2	IC	1	
883	Pratt Industries, Wapakoneta	2	IC	1	
884	Precision Fittings	7	AM GI IC		
885	Precision Strip, Kenton	2 4	IC		
886	Premalux LLC, Aurora	11	IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
887	Presrite, Cleveland, OH	11 8	AM GI IC	22	
888	Pressco Technology	7	AM IC		
889	Pride Tool	4	GI IC		
890	Prime Instruments	7	AM IC		
891	Principle Business Enterprises, Bowling Green	1	AM DA GI IC		
892	Pro Fusion, Marietta	9	GI IC		
893	Process Chemical	11	AM IC		
894	Process Technology, Willoughby	11	AM IC		
895	Product Chemical, Cleveland	11	AM IC		
896	Production Products Inc. (PPI)	2	EA IC	2	
897	Production Tube Cutting, Dayton	3	AM GI IC		
898	Profile Grinding Inc., Cleveland	11	IC		
899	Progressive Stamping, Ottoville	2	IC		
900	Progressive Tool, Delphos	2	IC		
901	Projects Designed and Built, Toledo	1	AM IC		
902	Projects Unlimited	7	AM IC		
903	Promerus Materials	7	AM IC		
904	Prospect Mold, Cuyahoga Falls	10	IC		
905	ProTec Coating, Leipsic	2	IC	3	
906	Puehler Tool	11	AM IC		
907	PUI Audio	7	AM IC		
908	Purecycle Technologies, Ironton	6	GI IC		
909	Pyrotek, Aurora	10	AM IC		
910	Q-Lab Inc	7	AM DA EA GI IC		
911	QP Manufacturing	11	EA GI IC	4	
912	QT Equipment, Akron	10	AM GI IC		
913	Quaker Houghton	4	IC		
914	Qual-Fab	7	IC		
915	Quality ElectroDynamics	7	AM IC		
916	Quality Mfg.	4	IC		
917	Quality Quartz Engineering, Dayton	3	GI IC		
918	Quality Switch, Newton Falls	12	AM IC		
919	Qualtech Technologies	7	AM GI IC		
920	Quick Turn Machining LLC, Eastlake	11	IC		
921	Quickdraft, Canton	10	AM IC		
922	QuickLoadz	9	EA	1	
923	R&R Tool, Blanchester	6	IC		
924	R.P. Gatta Inc.	10	IC		
925	R.W. Beckett Corp	7	AM DA GI IC		
926	R.W. Martin Company	10	IC		
927	Ramco Specialties	10 11	AM GI IC		
928	Rampp	9	EA	1	
929	Randall Bearings, Lima	2	IC		
930	Rantec	7	AM IC		
931	RB Tool and Mfg.	4	AM IC		
932	RBB Systems	7	AM IC		
933	RCS	2	DA	3	
934	RD Abbott/NovationSI	10	IC		
935	RDG Construction	12		1	
936	ReBuild Cutting Dynamics Inc	11	EA IC	9	
937	Recognition Robotics	7	AM DA GI IC		
938	Redmond Waltz	11	AM GI IC		
939	Regal Beloit	1	AM		
940	Reidy Medical, Stow	10	AM IC		
941	Reliance Test and Technology	3	EA	1	
942	Remlinger Mfg, Kalida	2	IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
943	RepairBit	11 7	AM EA GI IC	1	
944	Republic Steel	7	IC		
945	Reuther Mold, Cuyahoga Falls	10	IC		
946	Rexel	7	AM IC		
947	Reynolds Machinery, Dayton	11	IC		
948	Rhinestahl (Early Adopter)	4	AM DA EA GI IC	11	8
949	Rhodes State College	12	EA	1	
950	Richards Industrial, Cincinnati	4	AM DA EA GI IC	14	12
951	Rich's, Columbus	5	AM DA EA GI IC		
952	Riddell	11 7	AM GI IC		
953	Ridge Tool	7	AM DA EA GI IC		
954	RIDGID/Emerson	7	AM DA GI IC		
955	Riffle Machine Works, Chillicothe	6	AM GI IC		
956	Rimeco Products Inc., Willoughby	11	IC, AM, GI, DA, EA	6	
957	Rimrock, Columbus	5	AM GI IC		
958	Rittal NA, Urbana	2	EA IC	22	
959	RK Industries, Ottawa	2	IC		
960	RML Tool & Die, Cleveland	11	AM GI IC		
961	Robbins	11	AM GI IC		
962	Robot Co.	7	IC		
963	Rochester MFG	7	AM DA EA GI IC	2	
964	Rochling, Akron	10	AM DA GI IC		
965	Rockwell Automation	7 8	AM DA EA GI IC	2	
966	Rockwell Automation, Twinsburg	10	AM IC		
967	Roehling Industrial Cleveland	8		1	
968	Roemer, Masury	12	AM IC		
969	Rogue Fitness, Columbus	5	AM DA GI IC		
970	RolFab	11	AM GI IC		
971	Roll-Kraft SC Industries Inc., Mentor	11	IC		
972	Rose Metal	11	AM IC		
973	Rosen, Columbus	5	AM EA GI IC	3	
974	Rosenboom Machine & tool Inc., Bowling Green	1	AM DA EA GI IC		
975	Ross Incineration	7	EA IC	3	
976	Rowmark, Findlay	2	IC		
977	Royal Plastics, Mentor	11	AM DA EA GI IC		
978	Royal Wire, North Royalton	11	AM EA GI IC	2	
979	RPC Electronics	7	AM IC		
980	RPM Carbide, Arcadia	2	IC		
981	Rudolph Foods	2	AM DA GI IC	5	
982	Russell Products, Akron	10	AM IC		
983	Sandvik	5	DA		
984	Sanoh Americas, Findlay	2	IC		
985	Sattler Machine, Medina	10	IC		
986	Sauder Woodworking Company, Archbold	1	AM DA GI IC	17	
987	SBHP/Durez, Kenton	2	IC		
988	Schaad and Sons, McConnelville	9	GI IC		
989	Schaeffler, Wooster	10	AM DA EA GI IC	169	
990	Schnellecke Logistics	6	IC		
991	Schwebel Baking Company	12	EA IC	9	
992	Scottcare Cardiovascular Solutions	7	AM IC		
993	Seal-Tite, Hillsboro	6	AM DA EA GI IC	29	
994	Seaway Bolt & Specials	11 7	AM GI IC		
995	Sekisui Plastics, Kenton	2	IC		
996	Selas Heat Technologies, Streetsboro	10	AM IC		
997	Select International, Dayton	3	GI IC		
998	Semco Carbon, Lorain	11	AM IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
999	Sensience	7	AM IC		
1000	Sensit Technologies	7	AM IC		
1001	Sensor Development Corp	7	AM IC		
1002	Serta Simmons	4	IC		
1003	Sertek LLC, Columbus	5	IC		
1004	Shaker Numeric	11	EA GI IC	2	
1005	Shawnee State University	6		1	
1006	Sheet Metal Local 33, Rossford	1	AM IC		
1007	Shelly Company, The, Cleveland	11	IC		
1008	Shepherd Color	4	GI IC		
1009	Sheppard Color Company, The	4	AM GI IC		0
1010	Sherex, Akron	10	AM DA GI IC	1	
1011	Sheridan Ohio, Brimfield	10	AM GI IC		
1012	Sherwin-Williams, Columbus	5	AM GI IC	3	
1013	Shiloh Industries	7	EA	3	
1014	Shop Supply & Tool Company, Mentor	11	IC		
1015	Short Action Customs	7	AM GI IC		
1016	Short Run Machine, Ashtabula	11	IC		
1017	Sierra Lobo	7	AM IC		
1018	Siffrin	10	IC		
1019	Silfex	3	EA	1	
1020	Silgan Containers, Napoleon	1	AM IC		
1021	Simplay3, Streetsboro	10 11	AM IC		
1022	Sinclair Community College	7	EA	2	
1023	SJS & Sons	10	AM EA GI IC	11	
1024	SK Food Group	5	AM EA GI IC	2	
1025	SkyLift	11 7	AM GI IC		
1026	SMART Microsystems	7	AM DA EA GI IC	4	
1027	Smithers-Oasis Company, Kent	10	AM IC		
1028	Snap On	10	IC		
1029	Soft-lite, Streetsboro	10	AM IC		
1030	Sole Choice, New Boston	6	AM GI IC		
1031	Solo Products	4	GI IC		
1032	Solvay	9	AM IC		
1033	Solvay Specialty Polymers	6	AM IC		
1034	Somerville Industries, Marietta	9	AM GI IC		
1035	SORAA	7	AM DA EA GI IC		
1036	Southwestern Career Academy	7	EA IC	1	
1037	Spallinger Millwrights, Lima	2	IC		
1038	Spangler Candy Company, Bryan	1	AM DA GI IC	5	
1039	Sparta Electric	2	EA	1	
1040	Spartan Nash	2	EA IC	1	
1041	Spectre Corp	7	AM IC	3	
1042	Spee D Metals, Willoughby	11	IC		
1043	Spence Technologies Inc, Mentor	11	AM DA EA GI IC	2	
1044	Speyside Bourbon Cooperage, Jackson	6	AM GI IC		
1045	Spiral Brushes, Stow	10	AM IC		
1046	Sprint Electric	2	DA	7	
1047	SSP, Twinsburg	10	AM DA GI IC		
1048	St Mary's Foundry, St Mary's	2	GI IC		
1049	Staco Energy, Dayton	3	AM GI IC		
1050	Stainless Specialties, Eastlake	11	IC		
1051	Stainless Works	10	IC		
1052	Standard Aero	4	GI IC		
1053	Stanley Black & Decker	7 8	AM EA GI IC	4	
1054	Stanley Electric, Columbus	5	AM DA EA GI IC	5	

	Employer Name	Region	Activity	# of Apprentices	# Committed
1055	STAP Industries, Dayton	3	AM GI IC		
1056	Star Extruded Shapes, Canfield,	12	AM IC		
1057	Star Precision Technologies, Mentor	11	IC		
1058	Stark State College	7	EA	1	
1059	Starr Manufacturing, Vienna	12	AM GI IC		
1060	Staub Manufacturing Solutions	2	AM GI IC		4
1061	Staub Manufacturing, Dayton	3	AM GI IC		
1062	Stealth Arms, St Marys	2	IC		
1063	Steere Enterprises, Tallmadge	10	AM DA EA GI IC	6	
1064	Step2, Streetsboro	10	AM GI IC		
1065	Steris	8	IC		
1066	STERIS	7	IC		
1067	STERIS Corporation, Mentor	11	AM DA GI IC		
1068	Stewart McDonald	6	IC		
1069	Stirling Ultra Cold	9	AM IC		
1070	Stock Mfg.	4	AM GI IC	1	
1071	Stolle Machinery, Sidney	2	IC		
1072	StretchTape, Cleveland	11	AM IC		
1073	Stripmatic Products, Cleveland	11 8	AM GI IC	2	
1074	SumiRiko, Bluffton	2	IC		
1075	Sun America, Alliance	10	AM IC		
1076	Sunset Industries Inc., Euclid	11	IC		
1077	Super Alloy Mfg.	4	AM GI IC		
1078	Superior Aluminum	2	IC		
1079	Superior Composites, Vanceburg	6	AM GI IC		
1080	Superior Drainage & Plumbing, Akron	10	AM EA IC	8	
1081	Superior Huntingdon Composites Company	6	AM EA GI IC	1	
1082	Superior Roll Forming	7	AM DA EA GI IC	2	
1083	Supplybit, Cleveland	7	AM DA EA GI IC	2	
1084	Swagelok	8	AM DA EA GI IC	4	
1085	Swagelok, Eastlake	11	AM DA GI IC		
1086	Swihart Industries, Inc, Dayton	3	GI IC		
1087	Swiss Hills Career Center	6 9	EA	2	
1088	Switzerland of Ohio Local School District	7	EA IC	1	
1089	Synapse Biomedical	7	AM DA EA GI IC		
1090	Synthomer, Akron	11	AM EA GI IC	1	
1091	T. J. Davies Co. ,Inc.	10	IC		
1092	Tabtronics	7	AM IC		
1093	TAC Industries, Springfield	3	AM GI IC		
1094	Talan Products	11 8	AM DA EA GI IC	17	
1095	Target, Columbus	5	AM DA EA GI IC	3	
1096	Tavens Packaging	8	AM EA GI IC	1	
1097	Taylor Winfield Technologies, Youngstown	12	AM DA EA GI IC	5	
1098	Tech Tool Akron Inc., Uniontown	11	IC		
1099	Techmetals, Dayton	3	AM GI IC		
1100	Technical Tool & Gage	11 7	EA	1	
1101	Technology House, The	11	AM IC		
1102	Technology House, The, Streetsboro	10	IC		
1103	Technology Recovery Group	7	AM DA EA GI IC	6	
1104	TechTron	7	AM DA GI IC		
1105	Tecumseh Packaging	2	IC		
1106	Tenaris, Masury	12	AM GI IC		
1107	Tendon Manufacturing	11 8	AM EA GI IC	2	
1108	Tenneco Automotive / Driv	1	EA	4	
1109	Terrace Construction, Cleveland	10	AM EA IC	2	
1110	Terydon Inc	10	AM EA IC	1	

	Employer Name	Region	Activity	# of Apprentices	# Committed
1111	Tesla NanoCoatings, Massillon	10	AM IC		
1112	Texas Pipe	OMA	EA IC	1	
1113	TGW LBrands, Lowes, Gap, Columbus	5	IC		
1114	TH Cochrane Labs	OMA	EA IC	1	
1115	TH Plastics, Bowling Green	1	AM DA EA GI IC	1	
1116	Thaler Machine Company	4	AM GI IC		
1117	The Ohio State University	7	EA IC	3	
1118	The Ohio State University Mansfield	7	EA	1	
1119	Theodore Roosevelt High School	7	EA	1	
1120	Thermo Fisher	4	GI IC		
1121	Thermo Fisher, Marietta	9	AM DA EA GI IC		
1122	Thermotion Corporation, Mentor	11	IC		
1123	Thieman Quality Metal Fabricators, New Bremen	2	IC		
1124	THK, Columbus	5	AM DA GI IC		
1125	Thogus	11 7	AM IC		
1126	Thompson Linear	7	IC		
1127	Thompson Steel, Paulding	2	IC	1	
1128	ThyssenKrupp Bilstein	4	AM GI IC		200
1129	Tigerpoly, Columbus	5	AM DA EA GI IC	1	
1130	TIMKEN Steel, Canton	10	AM GI IC		
1131	Tinchers Welding	OMA	EA IC	1	
1132	TMF, Hamilton	3	GI IC		
1133	Tober, Richfield	10	AM GI IC		
1134	Toledo Metal Spinning Company	1	AM IC		
1135	Toledo Tool and Die	OMA	AM IC		
1136	Tool Akron Inc., Uniontown	11	IC		
1137	Tool Technologies by VanDyke, Marysville	OMA	AM IC		
1138	Torque Drives, Inc, Warren	12	IC		
1139	Torque Transmission, Mentor	11	AM DA EA GI IC	1	
1140	Total Manufacturing Co	11	EA	1	
1141	Total Quality Testing	7	IC		
1142	Total Technical, Mentor	11	EA IC		
1143	TouchTronics	7	AM DA EA GI IC		
1144	Tower Automotive	2	DA		
1145	Toyota Motor Manufacturing, Buffalo WV	6	IC		
1146	TPC Wire, Macedonia	10	AM GI IC		
1147	Trane, Farrar Scientific	9	AM IC		
1148	Transponder Island, Inc.	8	EA IC	1	
1149	TREC Industries	7	AM DA EA GI IC	2	
1150	Trelleborg, Aurora	10	AM EA GI IC		
1151	Tremco, Cleveland	11 8	AM EA GI IC	6	
1152	Tri Cast Ltd., Akron	10	AM IC		
1153	Tri-State Fabricators Inc	4	AM GI IC		30
1154	Tri-W Group, Columbus	5	IC		
1155	Trilogy Plastics, Alliance	10	IC		
1156	Trim Systems, Chillicothe	6	IC		
1157	Trimline Die Corporation	7	AM IC		
1158	Trinity Highway	2	IC		
1159	Triton Duro Werks	11	AM GI IC		
1160	Triumph Group, Forest	2	IC		
1161	Triumph Thermal Systems, Forest	2	IC		
1162	Trivium Packaging, Youngstown	12	IC	2	
1163	Truline Industries Inc., Chesterland	11	AM DA EA GI IC	9	
1164	Trumbull Career & Tech Center	7	EA	3	
1165	TS Trim	5	IC		
1166	TT Electronics, Perry	11 7	AM DA GI IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
1167	Tuf-Tug, Moraine	3	AM GI IC		
1168	TW Tomco, Bryan	1	IC		
1169	TYKMA Electro, Chillicothe	6	IC		
1170	Ultium Cells, Lordstown	12	AM IC	20	
1171	Ultra-Met Carbide Technologies, Urbana	3	AM GI IC		
1172	Uniloy	3 4	EA IC	5	
1173	United Circuits	7	AM DA EA GI IC		
1174	United Finishing and Die Cutting	11	AM GI IC		
1175	United Grinding North America, Inc, Dayton	3	GI IC	4	
1176	United Initiators	7	AM IC		
1177	Universal Metal Products, Mentor	11 8	AM DA EA GI IC	5	
1178	Universal Stainless Steel	12		1	
1179	University Tees	11	AM GI IC		
1180	Unverforth Mfg, Kalida & Delphos, OH	2	IC		
1181	Upright Steel, Cleveland	11	AM IC		
1182	US Cotton, Cleveland	11	AM EA GI IC	1	
1183	US Refractory	7	AM EA IC	1	
1184	USG Interiors	7	AM DA EA GI IC		
1185	Valco Melton	4	AM GI IC		8
1186	Valence Industrial, Sidney	3	AM GI IC		
1187	Vallejo Company, The	10	AM EA IC	35	
1188	Valley Industrial Trucks, Inc, Youngstown	12	IC		
1189	Vallourec USA Corporation, Youngstown	12	AM DA EA GI IC	5	150
1190	Valmac Industries, Vandalia	3	AM DA EA GI IC	8	
1191	Valtronic	7 8	AM DA EA GI IC	2	
1192	Vanamatic, Delphos	2	IC		
1193	Vectron	7	AM IC		
1194	Vega Americas	4	AM GI IC		
1195	Ventra Plastics	11 12	EA	10	
1196	Venture Plastics, Newton Falls	11 12	AM DA GI IC		
1197	Vermillion Local School District	7	EA	1	
1198	Vertiv	7	AM GI IC		
1199	Vexos	7	AM DA EA GI IC	6	
1200	Viking Forge, Streetsboro	10	AM DA EA GI IC	1	
1201	Vinyl Craft, New Boston	6	AM DA EA IC		
1202	VIP Supply Chain Solutions, Hamilton	3	AM DA EA GI IC	3	
1203	VisComm	11	AM GI IC		
1204	Viscus Biologics	8	AM EA GI IC	1	
1205	Visimax Thin Films	7	AM IC		
1206	Visual Marking Systems, Twinsburg	10 11	AM GI IC		
1207	Vitaoe Industries, Chillicothe	6	GI IC		
1208	VM Systems & Companies, Toledo	1	AM GI IC		
1209	Volk Optical, Mentor	11	EA GI IC	2	
1210	Von Roll,	11	AM GI IC		
1211	Voss Industries	2	AM IC		
1212	Voss Industries, Berea	11	AM EA GI IC	11	
1213	Voyant Beauty, Columbus	5	IC		
1214	Waltco-Hiab, Streetsboro	10	AM GI IC		
1215	Walton Plastics, Walton Hills	11	AM IC		
1216	Warner Robbins Air Logistics Complex	7	EA	1	
1217	Warren Design and Build, Warren	12	AM IC		
1218	Warren Precision Products, Niles	12	AM IC		
1219	Warwick Products	8	IC		
1220	Wash Penn Plastics, Wapakoneta	2	IC		
1221	Washington Sate Community College	7 9	EA	3	
1222	Watertown Enterprises, Waterford	9	AM GI IC		

	Employer Name	Region	Activity	# of Apprentices	# Committed
1223	Watteredge	7	AM IC		
1224	Weastec Inc., Hillsboro	6	IC		
1225	Weaver Fabrication, Akron	10	AM IC		
1226	Weir Industries	7	EA IC	5	
1227	Wells Brothers	2	EA	1	
1228	Welser Profile North America	7	AM DA EA GI IC	11	
1229	Werner G Smith, Cleveland	11	AM IC		
1230	West Side Supply, Cleveland	11	AM IC		
1231	Western Reserve Academy	7	EA	1	
1232	Western States	4	AM GI IC		6
1233	Westlake Tool & Die	7	AM DA EA GI IC		
1234	Whirlpool, Clyde	OMA	AM DA GI IC	27	
1235	Whirlpool, Findlay	1	EA IC	22	
1236	Whirlpool, Marion	5	EA IC	12	
1237	Whirlpool, Ottawa	1	AM DA EA GI IC	2	
1238	White Horse Labs	7	AM DA EA GI IC		
1239	Wieland, Montpelier	1	AM DA EA GI IC	6	
1240	William Sopko & Sons Co	11	IC		
1241	Wilson Sporting Goods, Ada	2	DA IC	6	
1242	Winzeler Stamping, Montpelier	1	AM DA EA GI IC	2	
1243	Wire Laboratories, Cleveland	11	IC		
1244	Wire Products Company	7	IC		
1245	WLS Stamping, Cleveland	11 8	AM DA EA GI IC	10	
1246	Worthington Industries	4 8	AM DA EA GI IC	6	
1247	Worthington Industries, Columbus	5	AM DA EA GI IC		
1248	Worthington Industries, Delta	1	AM DA EA GI IC		
1249	Worthington Industries, Twinsburg	10	AM IC		
1250	Wraptite	11 8	AM GI IC		
1251	WSM Technology, Rootstown	1	AM IC		
1252	WW Cross, Canton	10	AM IC		
1253	X-Fab, Texas	7		1	
1254	X-Tek	4	EA	1	
1255	Xadite	7	AM IC		
1256	Xaloy, Youngstown	12	AM EA GI IC	7	
1257	Xasinc, Columbus	5	IC		
1258	Xerion Battery, Dayton	3	IC		
1259	Xigent Automation Systems, Columbus	5	AM GI IC		
1260	Yarder Manufacturing, Toledo	1	AM GI IC		
1261	Youngstown City Schools	12	IC	1	
1262	Youngstown Tool and Die	12	AM DA EA GI IC	7	
1263	YSK Corporation, Chillicothe	6	AM DA EA GI IC		
1264	Zaclon, Cleveland	11	IC	8	
1265	Zagar Inc., Cleveland	11	IC		
1266	Zane State College	7	EA IC	1	
1267	ZIN Technologies	7	AM GI IC		
1268					
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	Employer Name	Region	Activity	# of Apprentices	# Committed
1279					
1280					
1281					

Sylvia Rios

From: Ohio TechNet <switmor-lorainccc.edu@shared1.ccsend.com>
Sent: Tuesday, July 9, 2024 12:04 PM
To: Sylvia Rios
Subject: Must Read: Ohio TechNet Consortium Updates!

[WARNING!:] This email originated from an external email account and may contain unsafe links.



Member Newsletter

July 9, 2024

The Ohio Technical Skills Innovation Network, or Ohio TechNet (OTN), is a statewide consortium of over 45 community colleges, universities, and technical centers focused on accelerating innovation to meet manufacturing and tech workforce needs. Facilitated by Lorain County Community College, OTN's strategic areas of focus include reaching new audiences, expansion of innovative earn and learn, engaging industry, and faculty/instructor development.

Upcoming Meeting Reminder

Next Consortium Meeting: Join Ohio TechNet on **July 18th**. We will be Celebrating the Department of Defense MEEP grant and the Department of Labor OMWP grant successes, best practices, and impacts. Hear from grant partners including the Ohio Manufacturers' Association, NextFlex, Cuyahoga Community College and Lorain County Community College, and learn what is next for these collaborative partnerships, including FlexFactor expansion and addressing manufacturing talent needs throughout the state.



Click here to join us.
Dial In (optional): (646) 876-9923
Mtg ID (Webinar & Dial In): 282 600 8289

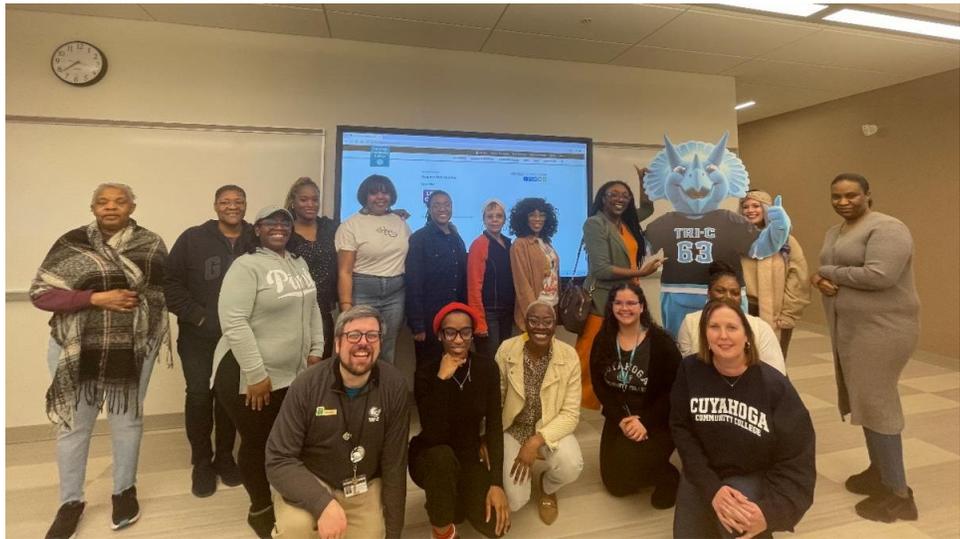
REACHING NEW AUDIENCES



Toolkit for Manufacturers to create HS Internship Programs

To help manufacturers create a workforce pipeline, the Manufacturing Institute recently unveiled the [high school internship toolkit](#). It includes a student interview evaluation form and internship training plan.

[Access the HS Internship Toolkit](#)



Success with the WISE Pathways Cleveland Cohort

This spring, Tri-C collaborated with HHW to host the WISE Pathways Cleveland Cohort at Tri-C's Western Campus. Tri-C is part of the Department of Labor Opportunities in Tech grant, an Ohio TechNet consortium project that increases the enrollment and success of underrepresented individuals in IT career pathways. During the visit, **fifteen women** were provided with information about the college's information technology programs, took a tour of the campus, and met with faculty and staff. At this time, three of the women in the cohort have entered into a tech pathway with two additional women considering certification options in cyber security!

[WISE Pathways Info](#)

WISE PATHWAYS BOOTCAMPS

**EXPLORE IN-DEMAND CAREERS
WITH GREAT WAGES AND BENEFITS!**

UPCOMING SESSION:

WISE Pathways [Wellington Center](#)
August 5-16, 2024 Monday-Friday
from 9:00am - 2:00pm

WISE Pathways is a free, hands-on program for anyone who is 18 years or older, that provides women with detailed information about careers in in-demand fields that offer good pay and benefits with opportunities for advancement. Those participating will also have the opportunity to earn the ToolingU Certified Manufacturing Associate Credential.



[Learn More](#)

EXPANSION OF INNOVATIVE EARN AND LEARN



DOL Scaling Apprenticeship Success at Edison State Community College

Edison State developed a six-month program that equips employees with the skills needed to be successful CNC operators by offering a blend of online learning and hands-on labs. The program is divided into five subject areas and hands-on labs. Online courses for the program are completed with Tooling U-SME, and hands-on skills labs are performed with experienced and knowledgeable instructors. After completing the program, a CNC Machine Tool Operator certificate and seven academic credits are awarded; these credits may be applied toward an academic certificate or associate degree under the Mechanical Engineering career pathway. This program was impacted by DOL Scaling Apprenticeship funds. ***Well done, Edison State!***

[Read the Full Article](#)

ENGAGING INDUSTRY

NEO Opportunities in Tech, OTN Consortium Project



The **NEO Opportunities in Tech** is an Ohio TechNet consortium project. The project is funded by the Department of Labor-ETA and led by Lorain County Community College, Cuyahoga Community College, Stark State College, and Lakeland Community College, and in partnership with Greater Cleveland Partnership and Team NEO. The goals of the project are to increase our capacity to meet the Information Technology talent needs of area employers and address the skill development needs of untapped talent in our region.

We are implementing the [Business & Industry Leadership Team](#) (BILT) Model to strategically engage IT employers across the region, ensuring our curriculum directly reflects market needs and prepares graduates who are workforce ready. In April, nine employers throughout the region convened to decide on key competencies for the entire IT workforce. We are now focusing on four identified occupations for this project: 1. Information and Cyber Security, 2. Data Analytics, 3. Network Systems and Maintenance, and 4. Application/Software Development.

Subject Matter Experts (SME) in each area are meeting together in a facilitated session to prioritize a set of pro forma knowledge and skills via an efficient electronic vote followed by discussion. SMEs are individuals with experience and expertise in this area, and can speak to the technical skills and components of the occupation.

The Opportunities in Tech team will take our learnings from these sessions to develop regional initiatives and programs, including an IT competency model. We are excited to share the results of the Regional BILT with the Ohio TechNet community!

Employers that are interested in participating can sign up for one of the remaining Subject Matter Expert group sessions below:

- [Data Analytics](#): July 9th, 9:30-11:30am
- [Application/Software Development](#): July 25th, 9-11am
- [Network Systems and Maintenance](#): August 8th, 2-4pm

[Contact for More Information](#)

Manufacturers provide extensive on-the-job training but are slow to adopt credentials, study reveals

The study concluded that many manufacturers don't view credentials as "the most relevant" tools to find new workers and that many did not know or understand the nature of these credentials and whether they would add value, such as reduced cost of talent acquisition or reduced training time. This contrasts with manufacturers' continued investment in training, meaning many employees are extensively skilled without a way to showcase or validate those skills, the report said.

[Learn More](#)

FACULTY/INSTRUCTOR DEVELOPMENT



Future-Ready Educator Bootcamp: Exploring Industry 4.0 **August 7, 2024 - August 19, 2024**

Advanced manufacturing and Industry 4.0 significantly impact the economy by driving innovation, enhancing productivity, and fostering sustainable growth by creating high-value products and services, leading to job generation. Integrating Industry 4.0 concepts into the curriculum is essential for educators and administrators to equip students with the necessary skills for the evolving workforce, preparing them to thrive in a digital and automated world. This boot camp caters to educators and administrators across all education levels who seek to deepen their understanding of Industry 4.0 and its classroom application. Throughout the program, participants will explore Industry 4.0 essentials, acquire basic robotic programming skills using CoderZ, and engage in hands-on activities highlighting automation and robotics principles.

[**Learn More and Register**](#)

Semiconductor Bootcamp for K-12 Educators



In partnership with The Ohio TechNet NEO Semiconductor Workforce Consortium, Ashland University ran its 2nd semiconductor bootcamp with an in-person session in April and a virtual day in June. Nine educators attended, representing five different school districts. The educators completed Lorain County Community College's Semiconductor Cleanroom Bootcamp and participated in hands-on learning experience of "gowning up" for the cleanroom and learning about semiconductor processes. The educators toured an AR/VR lab designed with a tour of Intel's Fab. SMART Microsystems provided an industry tour of their facilities. Educators completed online reading, video, and discussion assignments and created a lesson plan about careers in the semiconductor industry to take back to their classrooms. Lesson plans were presented to all bootcamp attendees virtually on Day 2 of the bootcamp. Contact [Ohio TechNet](#) to replicate the bootcamp in your area!

IN THE NEWS

The Future of the American Economy Depends on our Ability to Evolve U.S. Manufacturing

In order to spark the necessary change for American manufacturing to recharge the U.S. economy, a group of industry leaders have come together to form the Smart Manufacturing Executive Council (SMEC). The primary charter of the SMEC is to Strengthen the U.S.' Competitiveness Through Smart Manufacturing. This group is led by CESMII, the Smart Manufacturing Institute, a non-profit organization funded by the U.S. government, along with SME, the non-profit dedicated to advancing manufacturing for nearly 100 years. [Learn More!](#)

UPCOMING CONFERENCES



All Ohio Conference

Monday, July 15, 2024, 11:00 AM - Wednesday, July 17, 2024, 5:00 PM EST

The Hilton Columbus - Easton, Columbus, OH 43219

Targeted towards professionals dedicated to the advancement of education that prepares youth and adults for successful careers

[Register Here](#)



Hi-Tech 2024 - Kansas City

The Hi-Tech 2024 will be held at the Sheraton Crown Hotel in Kansas City, Missouri on **July 29-August 1, 2024**. Preconference events will be held **July 29-30**. HI-TEC is a national conference on advanced technological education where secondary and postsecondary educators, counselors, industry professionals, trade organizations, and technicians can update their knowledge and skills. Charged with *preparing America's skilled technical workforce*, the event focuses on the preparation needed by the existing and future workforce for companies in the high-tech sectors that drive our nation's economy.

[Learn More](#)



#OhioTechDay
Save the Date: September 27, 2024

What is #OhioTechDay?

A celebration of the people, companies, and ideas that make Ohio tech possible.

When is #OhioTechDay?

Ohio Tech Day is held annually on the final Friday in September. Ohio Tech Day 2024 is Friday, September 27th!

Who can participate?

Any company, school, or organization interested in growing Ohio into a tech hub that creates opportunities for all Ohioans.

[Learn More](#)

MEMBER CORNER

Technical Assistance Sessions - Ohio Competency Model Curriculum Assessments

As part of the Ohio Auto & Advanced Mobility (A&AM) Workforce Strategy, the Governor's Office of Workforce Transformation, the Ohio Department of Higher Education, and the Ohio Manufacturers' Association (OMA) are collaborating on the 2024 round of Super RAPIDS focused on supplying talent for A&AM in-demand occupations.

Before submitting a Super RAPIDS project proposal for equipment and related facility improvements, eligible institutions must complete and submit a curriculum assessment for each program that would be using the equipment or facility.

Specifically, institutions must assess the program using the sector-wide Ohio Manufacturing Competency Model and the industry-specific EV, Battery, and EVSE Competency Model available on the **Ohio Manufacturing Competency Model Landing Page**.

Ohio TechNet is partnering with the OMA to host Office Hours, providing technical support and guidance to educators interested in conducting curriculum assessments. Office hours are currently scheduled throughout the month of July. Click the 'Register Here' button to see the schedule and register for a session!

[Register Here](#)

RESOURCES

June 18, 2024 Ohio TechNet Meeting

The 6/18/24 OTN Meeting topic was: An interactive discussion around the Ohio Manufacturing Competency Model and a detailed overview on how Ohio TechNet (OTN) will partner with schools to provide technical assistance to education partners for curricular alignment to industry needs. The meeting will result in the opportunity for two (2) schools to begin the curricular alignment process.

[OTN PPT!](#)

[OTN Recording!](#)

Industry 4.0 Teacher Training Information Session

[View the Session Slides](#)

[Listen to the Recording](#)

Digital Thread Bytes podcast

Digital Thread Bytes podcast hosts bring together the creativity of Sinclair College's Digital Transformation team with the might of the Dayton Development Coalition to create a new collaborative paradigm. Elizabeth and Jennifer leverage the relationships they've built to find out what is actually happening in Digital Transformation in the real world.

[Listen to Podcast](#)

OhioTechNet

www.ohiotech.net



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Sylvia Rios

From: Ohio TechNet <swhitmor@ohiotech.net>
Sent: Monday, July 1, 2024 12:01 PM
To: Sylvia Rios
Subject: Register now in a Technical Assistance Session for the Ohio Competency Model Curriculum Assessments

[WARNING!:] This email originated from an external email account and may contain unsafe links.

Register for technical support and guidance in conducting a curriculum assessment!

The Ohio MFG Competency Model

Creating a common language and framework addressing Ohio manufacturers' critical skill needs



As part of the Ohio Auto & Advanced Mobility (A&AM) Workforce Strategy, the Governor's Office of Workforce Transformation, the Ohio Department of Higher Education, and the Ohio Manufacturers' Association (OMA) are collaborating on the 2024 round of Super RAPIDS focused on supplying talent for A&AM in-demand occupations.

Before submitting a Super RAPIDS project proposal for equipment and related facility improvements, eligible institutions must complete and submit a curriculum assessment for each program that would be using the equipment or facility. Specifically, institutions must assess the program using the sector-wide Ohio Manufacturing Competency Model and the industry-specific EV, Battery, and EVSE Competency Model available on the [Ohio Manufacturing Competency Model Landing Page](#).

Ohio TechNet is partnering with the OMA to host Office Hours, providing technical support and guidance to educators interested in conducting curriculum assessments. Office hours are currently scheduled throughout the month of July. See the schedule below and click [here](#) to register!

Technical Session Schedule:

- July 9th 8:30am - 9:30am
- July 10th 10:00am – 11:00am
- July 12th 12:00pm - 1:00pm
- July 17th 2:00pm – 3:00pm

- July 18th 4:00pm - 5:00pm
- July 23rd 12:00pm - 1:00pm
- July 25th 3:00pm – 4:00pm
- July 29th 9:00am – 10:00am

For More Information:
440-366-4217
ohiotechnet@lorainccc.edu

OhioTechNet



Ohio TechNet | 151 Innovation Drive | Elyria, OH 44035 US

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Try email marketing for free today!

Sylvia Rios

From: OMA Workforce Briefing <oma@ohiomfg.com>
Sent: Thursday, August 8, 2024 7:30 AM
To: Sylvia Rios
Subject: Welcome to the OMA Workforce Briefing

Follow Up Flag: Flag for follow up
Flag Status: Flagged

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Welcome to the Workforce Briefing



WORKFORCE BRIEFING



WELCOME



Thank you for opening the inaugural issue of the OMA's Workforce Briefing.

Here, our objectives are to keep our members who are a part of the OMA Workforce Community up-to-date on OMA's workforce initiatives, informed on calls to action and opportunities for engagement, and aware of

successful outcomes.

Please forward this briefing to those in your network with workforce responsibilities and encourage them to consider membership with the OMA to receive their issue.

Jessica Borza
Managing Director, Workforce Services

August 8, 2024

Tools / Resources



ADVOCACY AND CONVENING POWER

The Ohio Manufacturing Competency Model

Manufacturing Competency Model Endorsement

The Ohio Manufacturing Competency Model outlines critical skills needed by employers, based on industry input, addressing current and future talent needs.

Manufacturers' endorsement validates the model's effectiveness and demonstrates industry support, making it a trusted resource for state leaders and educators.

Endorsing manufacturers will be invited to annual review sessions with the Ohio Competency Model Working Group and listed among the model's participants.

[Learn more and submit](#) your endorsement.

TRAINING AND DEVELOPMENT



Untapped Talent Training Series Has a Spot for You

Join the OMA's Untapped Talent Training Series' open-forum sessions for Veterans and Justice-Impacted individuals. Gain insights from vetted experts on recruiting, retraining, and advancing untapped talent in manufacturing. Sessions are free for manufacturers.

Next Training focused on Veterans:
(10-11 a.m.)

The OMA-Endorsed
ISP Network
Map and Directory

My OMA
Workforce Dashboard

Calendar of Events

GBQuarterly - Innovation Roundtable: Tools, Trust, and Triumphs, webinar - 08/15/2024

Plante Moran - Preparing your organization for AI, webinar - 08/20/2024

OMA Safety and Workers' Comp Committee - Aug 2024, OMA Office or Zoom - 08/28/2024

CliftonLarsonAllen - 2024 Economic Outlook - 3rd Quarter Update, webinar - 09/04/2024

OMA/Safex-Steps to Effective Emergency Response, webinar - 09/05/2024

Vorys - Benefits Conference, Cincinnati - 09/10/2024

OMA Government Affairs Committee - Sep 2024, TBD or Zoom - 09/11/2024

OMA/Workforce-Recruiting & Retaining People of Color, webinar - 09/26/2024

- [Aug. 6 – Mental Health](#)

Next Training focused on Justice-Impacted:
(10-11 a.m.)

- [Aug. 13 – Research Spotlight: Statewide and Nationally](#)

[View all](#) upcoming OMA events.

OMA/Safex-Safety Training for New & Temp Workers, webinar - 10/03/2024

OMA Tax and Finance Committee - Oct 2024, OMA Office or Zoom - 10/09/2024

OMA Environment Committee - Oct 2024, OMA Office or Zoom - 10/30/2024



OMA Celebrates TechCred Success

In a [press release this week](#), OMA president Ryan Augsburger commended the leadership of Gov. DeWine and Lt. Gov. Husted for their commitment to developing a skilled workforce and applauded the recent [TechCred milestone announced](#) by the Ohio Governor's Office of Workforce Transformation.

With over 100,000 credentials awarded, the TechCred program has played a key role in equipping Ohio workers with technology-focused skills and credentials, further enhancing the competitive edge of Ohio's manufacturing sector.

For further details on the TechCred program or to participate, visit TechCred.Ohio.gov.

TALENT ATTRACTION AND RECRUITMENT



Manufacturing Summer Camps 2024

Manufacturing Summer Camp season is here, offering hands-on opportunities to introduce youth to manufacturing careers. As manufacturers project workforce needs over the next five to ten years, it becomes clear that future talent is currently in middle and high school.

For best practices and tools, refer to the [Summer Manufacturing Camps Guide](#) from Senator Brown's office.

Ensure your events and activities are listed on the [2024 Summer Manufacturing Camps](#) webpage.



New WorkAdvance Success Stories

Whether you read about [Ben Smith's](#) journey from substance abuse and homelessness to a career in manufacturing or [Isaiah Jones'](#) fight against becoming a high school dropout before transitioning to a manufacturing career, these [WorkAdvance success stories](#) highlight its impact and underscore the importance of intentional support in workforce initiatives.

THE OMA-ENDORSED ISP NETWORK



Industry Sector Partnerships (ISP) Spotlight

The [OMA-Endorsed Industry Sector Partnership \(ISP\) Network](#) consists of 19 ISPs, covering 76 of Ohio's 88 counties for its 2024-2026 endorsement cycle.

In each new edition of the Workforce Briefing, we will highlight recent activities and successes from a handful of ISPs from across the state.



Alliance for Working Together (AWT)

In addition to currently leading their [Summer Manufacturing Institute](#), AWT just concluded another successful year of their [RoboBots competition](#), which promotes manufacturing careers among high school students in collaboration with local companies and sponsors.



Dayton Region Manufacturing Workforce Partnership (DRMWP)

DRMWP took their recent [WorkAdvance success story](#) and produced a [video](#) version of the story, and they've been busy convening conversations with members and partners via their [Meet Up's](#), a [Happy Hour campaign](#), and their [Lunch-and-Learn](#) campaign.



Mahoning Valley Manufacturers Coalition (MVMC)

MVMC sponsored the [Advanced Manufacturing and Engineering Night](#) at a local minor league baseball game, which featured hands-on exhibits and career exploration with local manufacturers, free tickets for kids, virtual and augmented reality, robotics, 3D printers, and more. Additionally, they created their own WorkAdvance [success story](#) template.



Workforce Connect (MAGNET)

MAGNET received the National [Employer of the Year award](#) from the National Association of Workforce Development Professionals for positively impacting the community, workers, and other employers. They've been hosting many events, such as their [Neighborhood Meeting-and-Greet](#), and be sure to read the workforce [op-ed](#) in Forbes by their President Ethan Karp.



Advanced Manufacturing Industry Partnership (AMIP)

AMIP is currently hosting a [series of training workshops](#) for members and their guests about Veteran Hiring and Military Culture.

They also just celebrated the [successful graduation of a WorkAdvance cohort](#), have been involved in [regional partnership engagement](#), and are building [educator-industry alignment](#).



Raise the Bar (RTB)

RTB just celebrated the successful graduation of its [largest WorkAdvance cohort to date](#) as well as [apprenticeship completers](#), helped coordinate [mock interviews for high schoolers](#)

with manufacturers, and helped guide the K-12 [Career Exploration and Immersion Continuum](#).

THOUGHT LEADERSHIP



Workforce Summit Registration Opens Soon

The seventh annual Ohio Manufacturers' Workforce Summit, themed "Stellar Employer Strategies for Eclipsing the Competition," will spotlight innovative workforce solutions crucial for maintaining Ohio's competitive edge in manufacturing.

Be sure to save the date for November 14. Registration will open mid-August.

If this e-mail does not display properly, [click here](#) to view our online version.

To ensure continued delivery of this e-mail, please add OMA@informz.net to your e-mail address book.

FOLLOW US:



The Ohio Manufacturers' Association | 33 North High Street | Columbus, OH 43215

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Please [click here](#) to unsubscribe from all OMA emails, or write us at the above address.

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To update your OMA profile and email preferences, please [click here](#).





Ohio Manufacturing Workforce Partnership

Partner Sustainability Interviews and Feedback

May 2024

Contents

- Interview Goals
- Feedback Received by Topic
 - Earn & Learn Models
 - Working With ISPs/Training Providers
 - Employer Engagement
 - Successes
 - Challenges
 - Tips for Sustained Success



Interview Goals

Goal: Meet with OMWP partners from around the state for a 1-hour interview to discuss Success Stories, Challenges, and an OMWP Sustainability Plan post-grant

Specific Topics Covered

- Earn & Learn Strategies
- Working With ISPs/Training Providers
- Employer Engagement



Earn & Learn Strategies

- Grant dollars helped augment offerings and expand the employer base for existing earn and learn programs
- Some partners ran into difficulties with employers implementing a Registered Apprenticeship Model
- Partners reiterated the need to establish and maintain relationships with employers to determine training needs (current and future)



Working With ISPs/Training Providers

- Exposure to the wider ISP network was useful for sharing information (learning community)
- Need to determine training assets and gaps across regions/state
- Need for all ISPs to be more informed and actively seeking information regarding training resources
- Expressed challenges with managing project goals and expectations with training providers



Employer Engagement

- Multiple partners expressed the value in having at least one large-scale employer as a core partner
- Some partners described difficulty working with large-scale employers due to them having lengthier processes
- Necessary to determine a decision maker at employers to build and leverage a relationship



Successes

- Grant dollars were leveraged to augment staff, create additional programming, and connect with more employer partners
- Experienced growth over the life of the grant in terms of both organizational capacity and number of placements
- Partner organizations created new relationships with state-wide agencies, industry organizations, higher-ed institutions, and employers
- Providing ongoing technical assistance for data collection and program development was invaluable



Challenges

- Turnover at various organizations (employers, partner organizations, and schools) complicated the work
- Data needs were cumbersome for both project managers and employers
- COVID-related challenges caused partners to have to rework grant implementation early in the grant's life cycle
- Some partner organizations were new to managing federal grants



Tips for Sustained Success

- Continue providing technical assistance to project partners, and include grant dollars to be able to pay for this
- Connect with industry organizations and OMA to keep up to date with industry trends and best practices
- Collaborate with peer ISPs to learn about their challenges and successes
- Have a staff member at partner institutions specifically focused on student success for those in grant-affected services





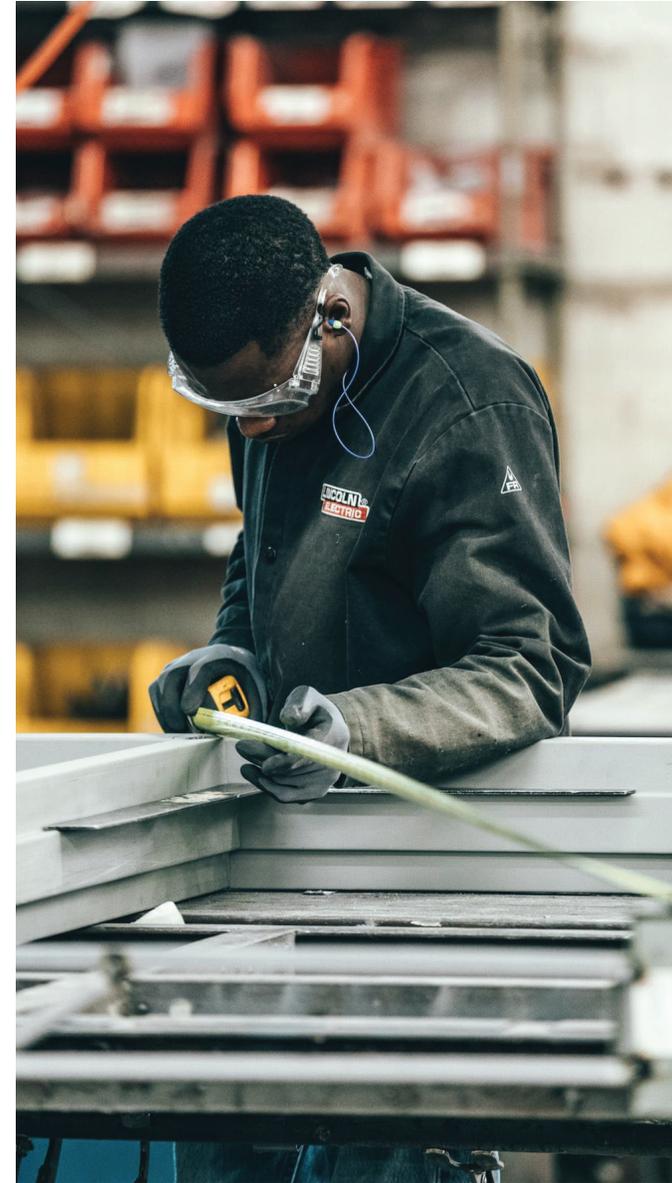
Workforce Transformed



OHIO MANUFACTURING WORKFORCE PARTNERSHIP

DEI Recruitment Training Session

December 2, 2022





Agenda

- 1 | **Welcome**
- 2 | **Using the toolkit**
- 3 | **Engaging CBOs for talent**
- 4 | **Engaging employers**
- 5 | **Working lunch**
- 6 | **Resources by population**
- 7 | **Ongoing support and technical assistance**



www.menti.com

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Interactive activity

5 minutes



Getting Started

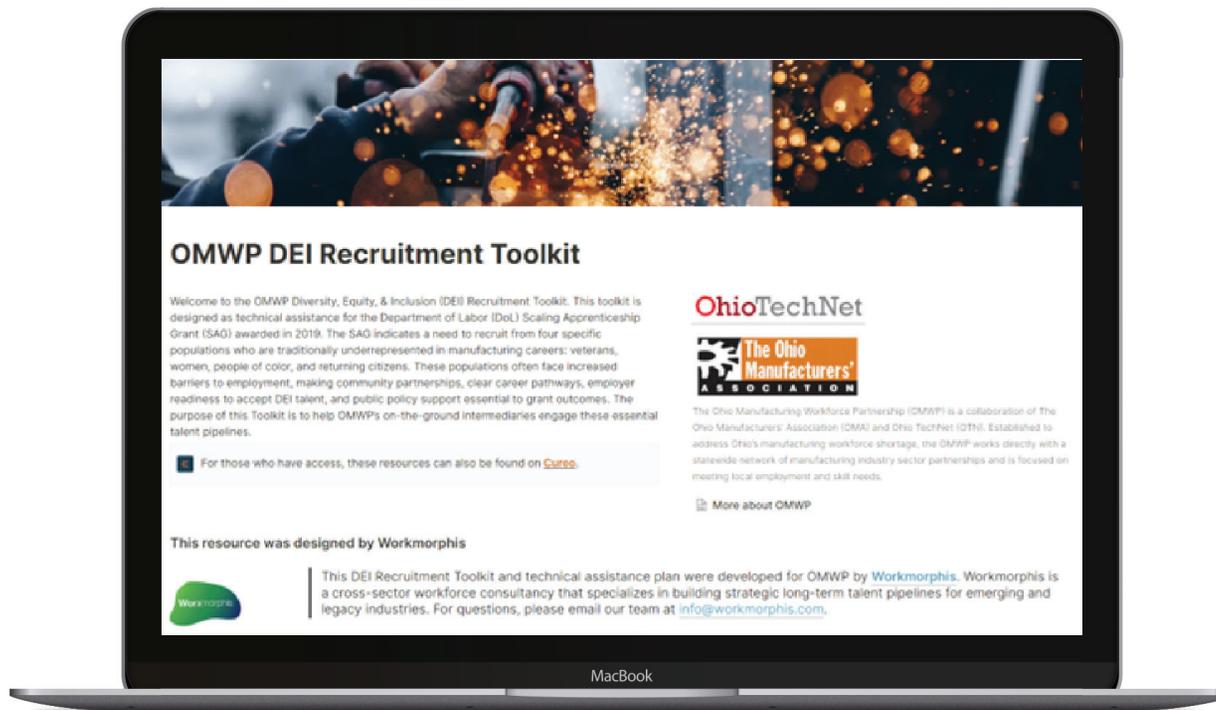
Using the toolkit

What we heard about resources

“It's almost as if, the tools are great, but they are structured, and you have to fit in the box. And none of this does.”

“Participants appreciated the wealth of information that OWMP provides but often found the materials to be too long, too technical, and of little use to external stakeholders. Two groups discussed a need for shorter materials that can be read easily on any size screen.”

Locating resources



✓ Curoo

We will upload these resources and subsequent updates to Curoo to make sure you'll always know where to find them.

✓ Notion landing page

We've created a customized landing page through Notion that you can return to for downloads, background information, and updates. The page is password protected for extra security!



Part 1

Engaging CBOs for talent

Community partnerships

“There is no silver bullet. It all has to be coordinated. You have to literally build relationships over and over again in order to get to efficient coordination.”

“A common frustration was that relationship building is both time and resource intensive. Some felt that the investment was risky because often, by the time you get to a working relationship or are ready to partner, the point of contact at the other organization leaves.”

Identifying CBOs in your area

Community-Based Organizations (CBOs) in Ohio

Developed by: Worx Software

647
Unique Organizations in selected Criteria

Organization Name	Population Served	State	County	OMIWP Region	GIC Region
Ohio Department of Veterans Services	Military/Veterans	Ohio	Ohio	Ohio	Ohio
Ohio Women Veterans Advisory Committee	Military/Veterans	Ohio	Ohio	Ohio	Ohio
Ohio Latino Affairs Commission	People of Color	Ohio	Ohio	Ohio	Ohio
Ohio Department of Rehabilitation and Connections	Remaining Criteria	Ohio	Ohio	Ohio	Ohio
Ohio Valley Goodwill Industries	Full Community	Ohio	Elbert	Region 04	Region 02
Ohio Valley Goodwill Industries	Full Community	Ohio	Hamilton	Region 04	Region 02
Ohio Valley Goodwill Industries	Full Community	Ohio	Warren	Region 04	Region 02
Ohio Valley Goodwill Industries	Full Community	Ohio	Columb	Region 04	Region 02
Ohio Valley Goodwill Industries	Full Community	Ohio	Critch	Region 03	Region 08
Ohio Valley Goodwill Industries	Full Community	Ohio	Highland	Region 06	Region 05
Ohio Valley Goodwill Industries	Full Community	Ohio	Adams	Region 06	Region 05
Ohio Valley Goodwill Industries	Full Community	Ohio	Brown	Region 04	Region 02
Ohio Workforce Association	Full Community	Ohio	Ohio	Ohio	Ohio
Ohio Office of Workforce Development	Full Community	Ohio	Ohio	Ohio	Ohio
Greater Warren - Youngstown Urban League	People of Color	Ohio	Trumbull	Region 12	Region 10
Greater Stark County Urban League	People of Color	Ohio	Stark	Region 10	Region 13
Urban League of Greater Southern Ohio	People of Color	Ohio	Hamilton	Region 04	Region 02
Urban League of Greater Cleveland	People of Color	Ohio	Cuyahoga	Region 08	Region 15
Columbus Urban League	People of Color	Ohio	Franklin	Region 05	Region 06
Lorain County Urban League	People of Color	Ohio	Lorain	Region 07	Region 09
Region Community Service Center and Urban League	People of Color	Ohio	Summit	Region 10	Region 07



Search

Search for community-based organizations in your area



Sort

Sort by county, region, or population served (e.g., veterans, people of color)



Contact

View contact name, phone, and email by organization



CBO Map

Hands-on activity

Pair up in groups of 2-4. **One participant will need a computer.**

Go to **omwp-dei.super.site** or **Cureo** to download the CBO map.

10-15 minutes

Inviting CBOs to partner



Develop partnerships

Share this one-page explanation of the Ohio Manufacturing Workforce Partnership with CBO partners or use the information as talking points



Part 2

Engaging employers

Engaging employers in DEI recruitment

“ We've had to focus on helping manufacturers understand how important it is to have that culture that's going to attract and retain these people.

It's going to do us no good to get people all hyped up and ready for a career pathway unless these manufacturers are able, ready, and willing.”

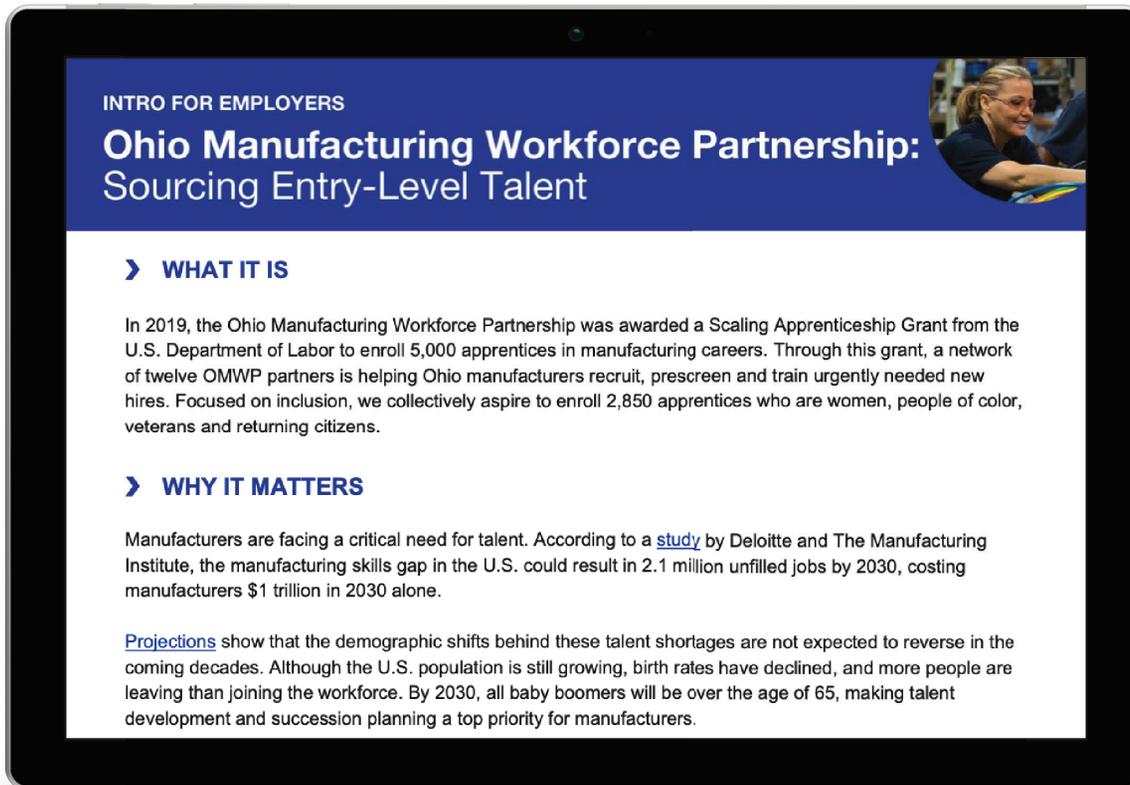
“ It's hard to recruit when it's the employer who chooses who goes into the program. We can suggest that we want more women or people of color in our program, but it's ultimately up to the employer.”

Resources to invite employer engagement



- ✓ **Executive summary**
Share this 1-page executive summary with company decision makers
- ✓ **Intro for employers**
Share this detailed overview with employer partners who are interested in the process and how to get started
- ✓ **Customize by region**
Customize with your organization name, contact information, and branding

Articulating value, purpose, and expectations



The image shows a tablet displaying a presentation slide. The slide has a blue header with the text 'INTRO FOR EMPLOYERS' and 'Ohio Manufacturing Workforce Partnership: Sourcing Entry-Level Talent'. There is a small circular inset photo of a woman working in a factory. Below the header, the slide is divided into three sections: 'WHAT IT IS', 'WHY IT MATTERS', and 'Projections'. Each section contains text describing the partnership's goals and the challenges in the manufacturing workforce.

INTRO FOR EMPLOYERS
**Ohio Manufacturing Workforce Partnership:
Sourcing Entry-Level Talent**

› WHAT IT IS

In 2019, the Ohio Manufacturing Workforce Partnership was awarded a Scaling Apprenticeship Grant from the U.S. Department of Labor to enroll 5,000 apprentices in manufacturing careers. Through this grant, a network of twelve OMWP partners is helping Ohio manufacturers recruit, prescreen and train urgently needed new hires. Focused on inclusion, we collectively aspire to enroll 2,850 apprentices who are women, people of color, veterans and returning citizens.

› WHY IT MATTERS

Manufacturers are facing a critical need for talent. According to a [study](#) by Deloitte and The Manufacturing Institute, the manufacturing skills gap in the U.S. could result in 2.1 million unfilled jobs by 2030, costing manufacturers \$1 trillion in 2030 alone.

[Projections](#) show that the demographic shifts behind these talent shortages are not expected to reverse in the coming decades. Although the U.S. population is still growing, birth rates have declined, and more people are leaving than joining the workforce. By 2030, all baby boomers will be over the age of 65, making talent development and succession planning a top priority for manufacturers.

✓ Articulating value

Help employers understand the value of engaging in learn-and-earn, and the support they can receive through OMWP

✓ Why DEI matters

Share projections and data to make the business case for prioritizing diversity, equity, and inclusion

✓ What to expect

Outline the steps required to get started, including exactly what employers will need and when



15-minute break

Working lunch

Up next: resources by population



www.menti.com

Enter code: 6637 2436

Interactive activity

5 minutes



Part 3

Resources by population

Recruiting key populations

“When you asked me, who have I had success with? It's strictly incumbent workers. We have not had much success reaching out to those other diverse populations.”

“When you talk to individuals who are out there in the community, their perspective is that employers are recruiting veterans, but you have to help them understand that it's not really keeping up with the number that's out there.”



Resources by population

Women

- WISE Pathways
- STEP Awards
- MI mentorship programs

People of Color

- Aspen Institute Shared Success Project
- MI/PwC Diversity & Inclusion Report

Veterans

- Bosslift
- Veteran Rapid Retraining Assistance Program
- Work Opportunity Tax Credit

Returning Citizens

- Honest Jobs platform
- OMJ Resume Access
- Second Chance Pell Grant Experiment



Part 4

Support and Technical Assistance

Support & technical assistance



Submit a CBO Map ticket

Submit a ticket before joining office hours or if you need independent assistance. We'll get back to you shortly!

Let us know what you need help with, if you have a suggestion, or information to share.

Join office hours

We are offering weekly office hours to support you:

1. Schedule via Calendly: calendly.com/debbycombs/30min
2. Fill out form to indicate topic for assistance

How we can help

- Partnering, demonstrating value, and navigating roadblocks with CBOs and employers
- Population-specific challenges
- Solving technical issues and supporting CBO Map usage

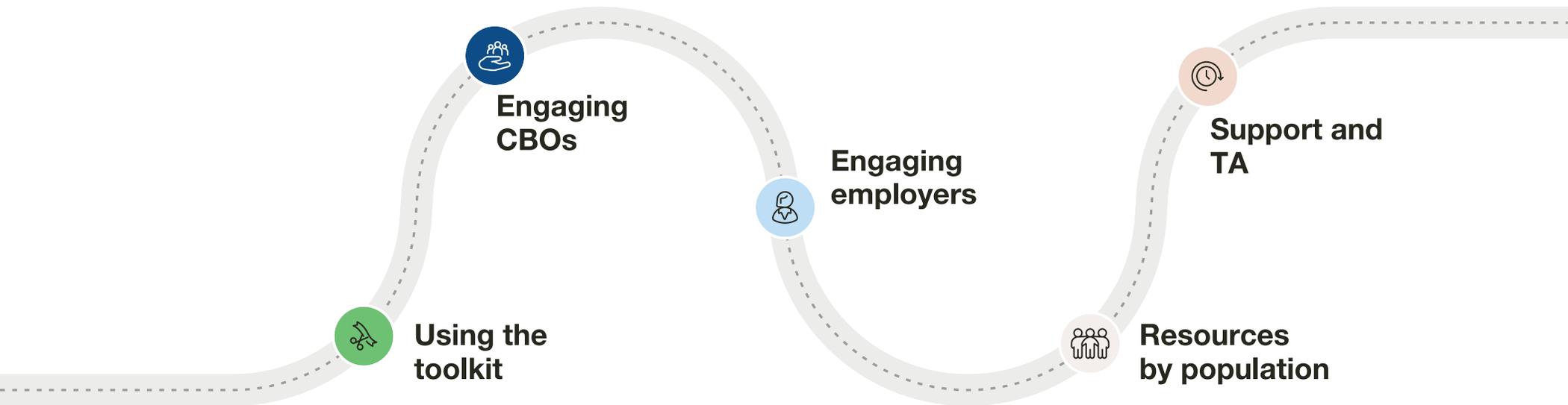


Alignment across grants

How can these resources be used for GJC?

- Same target populations for recruitment
- Participants can be co-enrolled in both grants
- Relationships built through OMWP benefit GJC
- Population-specific resources will help with learning communities and “cohort” strategy under GJC
- Summary of anonymous input session responses has been shared with OMA to help inform priorities under GJC

Recap and Final Q&A



OHIO MANUFACTURING **Workforce Partnership**

OhioTechNet



Overview: Best Practices and Learning



OHIO MANUFACTURING Workforce Partnership



OMWP is a collaboration between Ohio TechNet, a consortium of 40+ educational institutions, and The Ohio Manufacturers' Association, which facilitates a network of manufacturer-led sector partnerships.

Primary Strategies:

- Support the upskilling of incumbent workers
- Train entry-level workers through innovative earn & learn programs
- Develop tools and models for statewide and national replication



4612
Participants Served

362
Employers Engaged

198
New Programs

47
Expanded Programs

609
Women

380
Ex-Offenders

1276
People of Color

200
Veterans

PROGRAM & PARTICIPANT SPOTLIGHTS



Savana Cline
*MVMC WorkAdvance/WISE
Pathways*
<https://bit.ly/48k4mZR>

Savana and a few others from Choffin Career and Technical Center participated in a three-week WorkAdvance bootcamp, earning the ToolingU CMfgA. She was hired as a general laborer at Trivium.



Em Williams
TRAIN OH Earn & Learn
<https://bit.ly/3vIrVTr>

Em was trained in the LCCC MEMS program and became a STEM Intern at the White House. She was awarded two NASA Scholarships for her research work and an Intel Scholarship. Em is now employed at Ohio Aerospace Institute.



Patrece Scott, Machining
*ACCESS to Manufacturing Careers
& MW Pre- and Registered
Apprenticeship*
<https://bit.ly/3RHF2Wy>

Patrece was introduced to manufacturing through MAGNET's ACCESS program. After, WLS Stamping recommended Patrece for the Manufacturing Work's Pre-Apprenticeship program, and was then selected to become a full apprentice.

OMWP Resources & Toolkits



WISE Pathways SkillsCommons
<https://bit.ly/wiseskillscommons>



Entry-Level Learn-and-Earn Guide
<https://bit.ly/47rbClI>



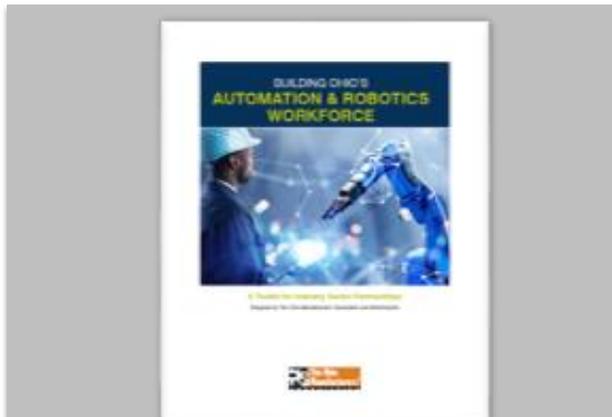
OMWP DEI Recruitment Toolkit
<https://omwp-dei.super.site/>



Earn-and-Learn Strategies Guide
<https://bit.ly/4aZ85xM>



Ohio TechNet SkillsCommons
<https://otn.skillscommons.org/>



A&R Workforce Toolkit
<https://bit.ly/3NTIW26>



EARN Replication Guide
<https://bit.ly/3RLnLfi>



MFG Competency Model
<https://bit.ly/48rGMKC>

Grant Primary Challenges

- COVID-related challenges affected grant implementation early in the grant's life cycle
- Navigated turnover at employers and partner organizations throughout the grant
- Data requirements for this grant were extensive
- Onboarding and technical assistance of grant partners was ongoing, due to varied levels of experience
- Experienced difficulty with managing project goals and expectations with training providers

Grant Learnings and Opportunities

- Identified a need to determine training assets and gaps across regions/state
- Multiple partners expressed the value in having at least one large-scale employer as a core partner
- Necessary to identify a decision maker at employers to build and leverage a relationship
- Connect with industry organizations and OMA to keep up- to-date with industry trends and best practices
- Collaborate with peer industry sector partnerships to learn about their challenges and successes
- Identify staff member at partner institutions specifically focused on student success for those in grant-affected services

Grant Successes & Best Practices

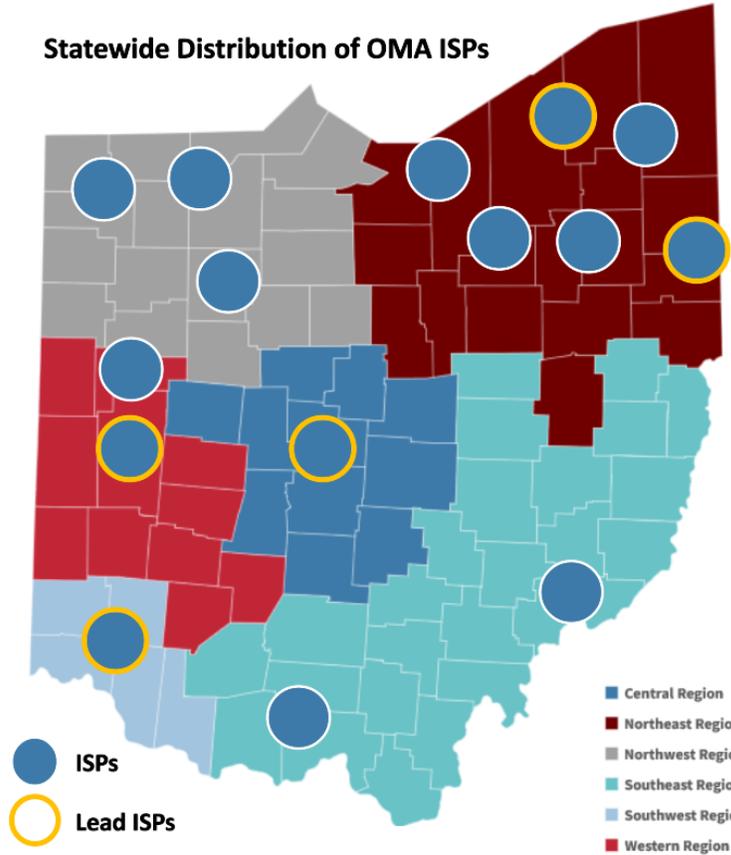
- Grant dollars were leveraged to augment staff, create additional programming, and connect with more employer partners
- Experienced growth over the life of the grant in terms of both organizational capacity and number of placements
- Partner organizations created new relationships with state-wide agencies, industry organizations, higher-ed institutions, and employers
- Providing ongoing technical assistance for data collection and program development was invaluable

Sustainability & Ongoing Collaboration

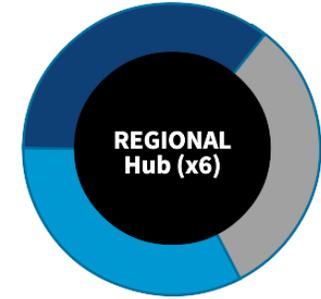


- Region 1 Northwest State CC
- Region 2 Rhodes State College
- Region 3 Ohio Manufacturers' Association
- Region 4 Ohio Manufacturers' Association
- Region 5 Columbus State CC
- Region 6 Shawnee State University
- Region 7 Lorain County Community College (LCCC)
- Region 8 MAGNET
- Region 9 Building Bridges to Careers
- Region 10 ConxusNEO
- Region 11 Manufacturing Works
- Region 12 Mahoning Valley Manufacturers Coalition

Statewide Distribution of OMA ISPs



OMA Director of Workforce Services coordinates each of the six regional Hubs and is accountable for driving the team towards accountability for actions as well as funding and reporting.



Economic Development (JobsOhio Regional Partner) convenes across local opportunities to shape region expectations and demand amongst major and minor employers

Lead Industry Sector Partnerships serve as the key coordinator of the workforce development, education, community and manufacturer partners to knit local efforts with existing advanced manufacturing initiatives.



GOOD JOBS CHALLENGE



- **\$23.5 million - September 2022 - June 2025**
- **Goal of 6000 people trained, 3600 placed in good jobs, 50% of the 3600 from untapped talent populations;**
- **Focus on recruitment innovation:**
 - Incorporates grassroots engagement, lead generation, nurturing, and conversion;
- **WorkAdvance via the ISPs**
 - Franchise model with accountability built in;
- **Upskilling and Technology Innovation; and**
- **80+ Implementation Partners:**
 - Extensive collaboration among state agencies, 19 Industry Sector Partnerships (ISPs), and local implementation partners.



2,058

Participants Enrolled
in WorkAdvance or Upskilling



1,386

Training
Completers



Hired

994 / 3,600

Goal

Placed into
Good Jobs

Job Placements of Untapped Talent Populations

People of Color	50%
Women	18%
Justice Impacted	16%
Veterans	5%

ADDRESSING THE TALENT IMPERATIVE THROUGH OHIO'S MANUFACTURING COMPETENCY BUILDING BLOCKS MODEL

Imperatives



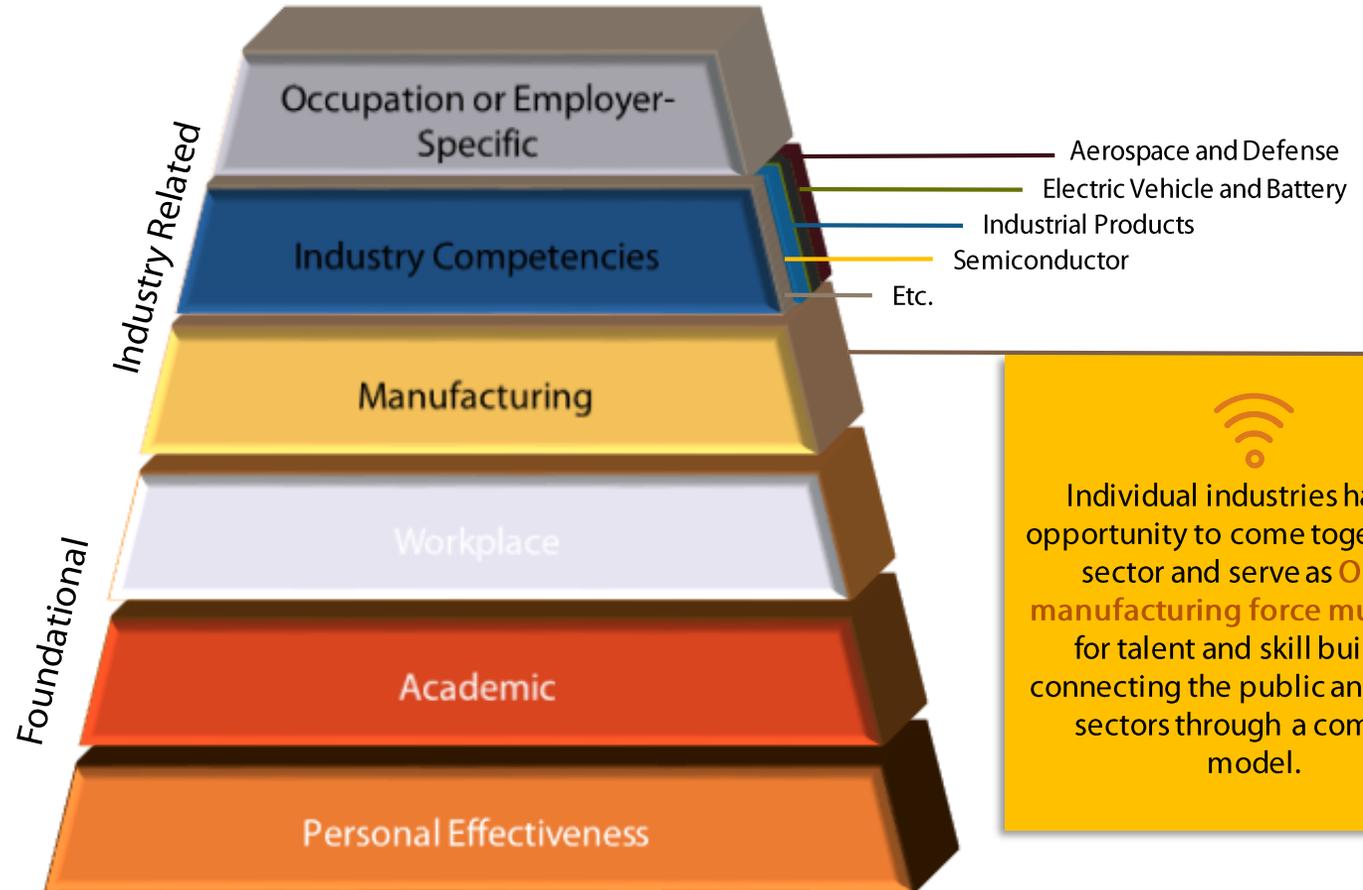
Ohio is growing across a number of manufacturing industries.



Education and workforce training providers are working across each industry to better meet their needs.



Separate approaches to discussing in-demand, critical competencies and skills needs across each industry.



Individual industries have an opportunity to come together as a sector and serve as **Ohio's manufacturing force multipliers** for talent and skill building, connecting the public and private sectors through a common model.

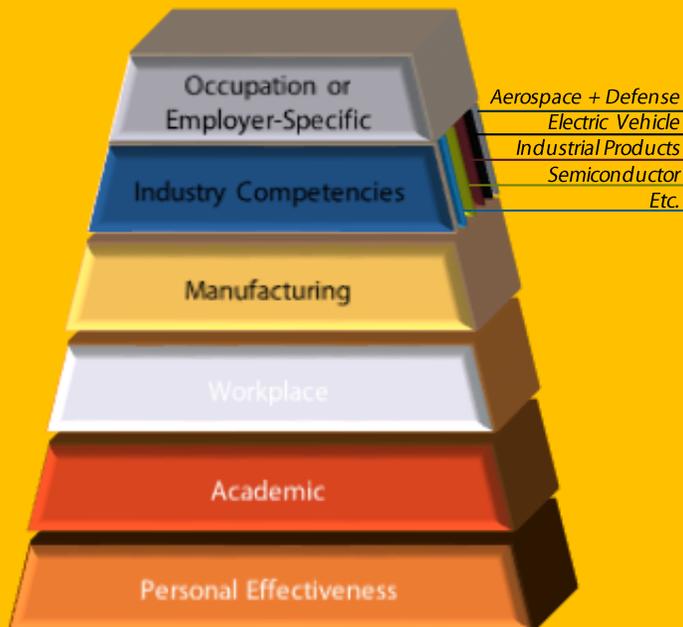


COMPETENCY MODEL APPLICATIONS

Once a competency model has been built, there are numerous applications, use cases, and paths for deploying the model in action. Below are key areas of application and supporting tools that can be used to encourage use of the competency model, once developed.

Competency Model Build

Building and customizing a competency model first involves collecting and synthesizing labor market information and then convenes employers and partners to assist in validating.



Competency Model Applications

Various use cases can be pursued after a competency model has been established, such as...



Career Pathways

- Identify advancement pathways within an organization or industry.
- Reference tool to develop stackable credentials.



Curriculum Assessment

- Align curriculum to employer and skilled labor needs.
- Highlight curriculum gaps or redundancies.



Regional Training Mapping

- Identify regional training strengths and gaps based on coverage of competencies.



Employee Assessment

- Communicate role-specific competency mastery expectations to employees.
- Gauge employee advancement readiness, succession planning.



Apprenticeship Development

- Identify work-based learning components.
- Delineate educator and employer competency "responsibility".



Credential Development

- Establish credential requirements.
- Identify existing credentialing gaps.



Employer & Educator Mapping

- Identify target institutions based on high competency overlap.



Talent Pipeline Management

- Consistency in job posting language.
- Source a broader pool of qualified candidates.

CURRICULUM ASSESSMENT



Conducted by Educators



Utilized by Educators



Promoted by OMA and ISPs

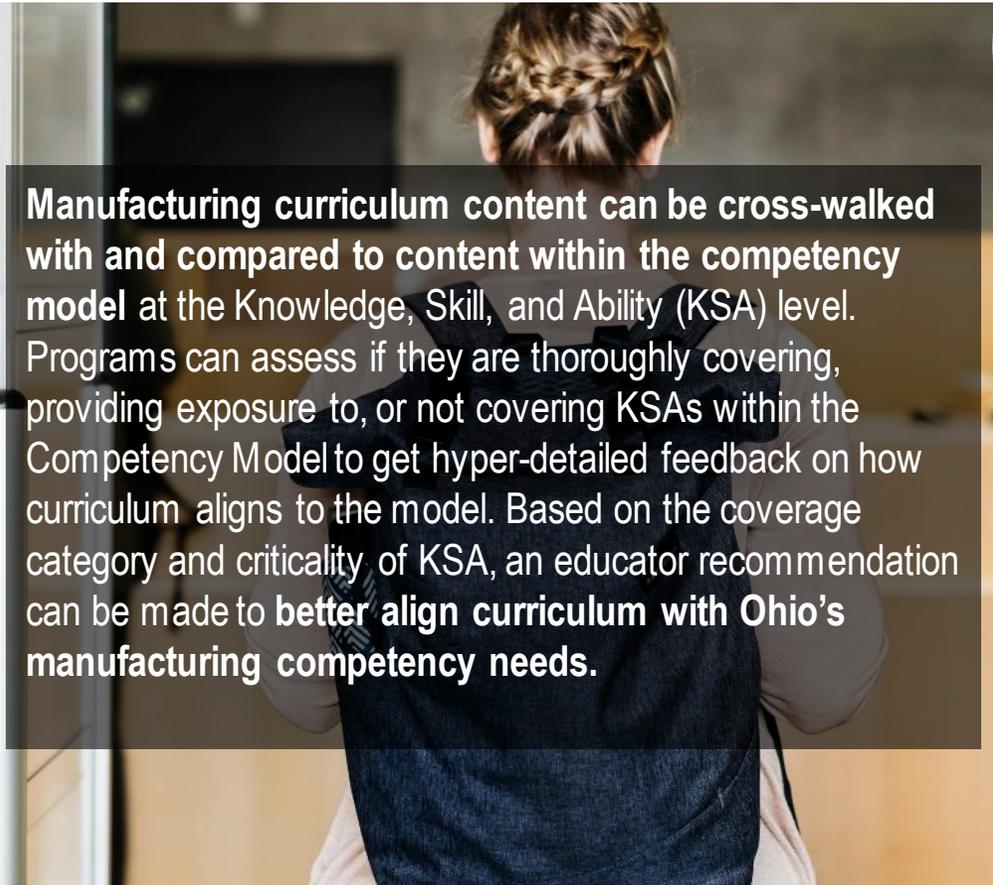
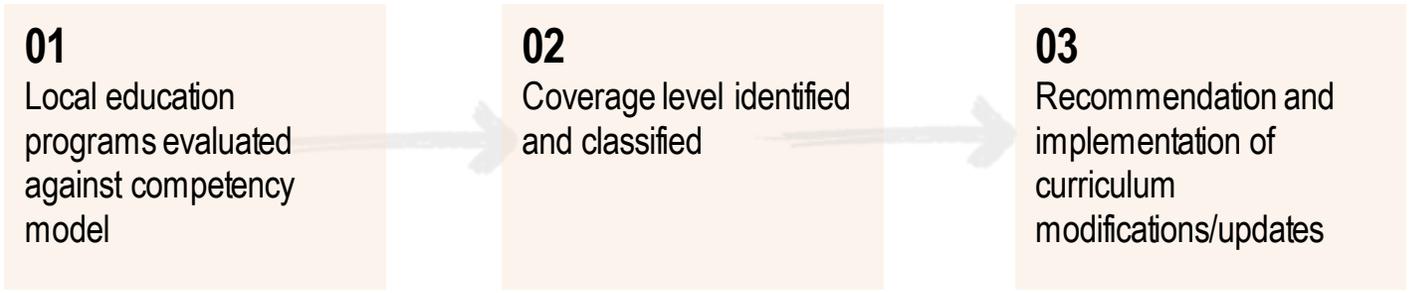
WHAT ARE THE BENEFITS?

- ✔ Promotes curricula across ISPs and employers.
- ✔ Highlights clear path for educators to pinpoint curriculum areas to enhance.
- ✔ Upskills students to be better prepared to enter the workforce.

WHAT QUESTIONS ARE ADDRESSED?

- ❓ How can curricula more closely align with Ohio manufacturers' designated competency needs?
- ❓ How can ISPs promote curricula that address critical employer needs?
- ❓ What additional content can supplement existing manufacturing curricula?

WHAT'S THE PROCESS?

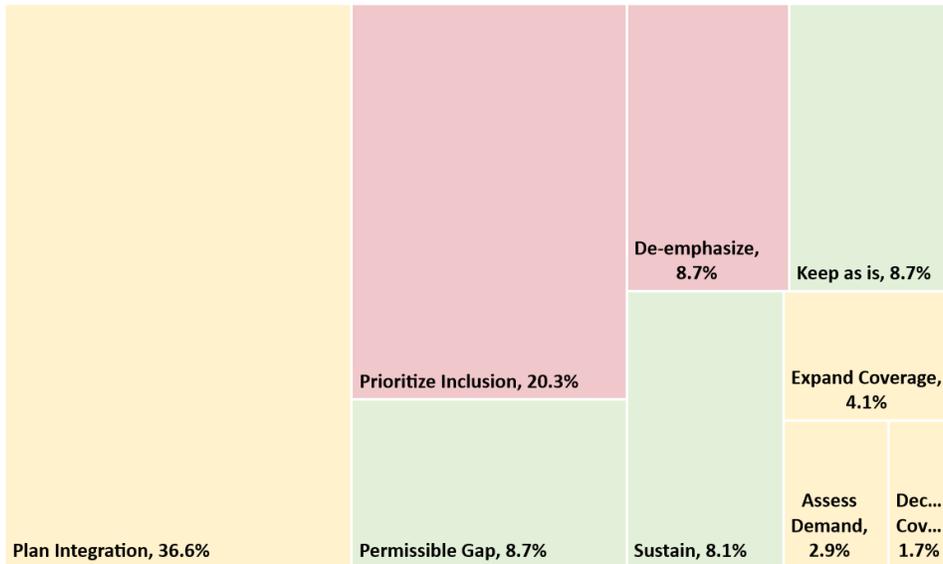


Manufacturing curriculum content can be cross-walked with and compared to content within the competency model at the Knowledge, Skill, and Ability (KSA) level. Programs can assess if they are thoroughly covering, providing exposure to, or not covering KSAs within the Competency Model to get hyper-detailed feedback on how curriculum aligns to the model. Based on the coverage category and criticality of KSA, an educator recommendation can be made to **better align curriculum with Ohio's manufacturing competency needs.**

OTN / OMA Support for the Competency Model

Curriculum Assessments are a key step in the 2024 Super RAPIDS process.

- Lead ISPs contact eligible educators.
- Educators conduct curriculum assessments with OTN support.
- Lead ISPs compile project proposals into a unified, regional application.



Register for technical support and guidance in conducting a curriculum assessment!

The Ohio MFG Competency Model

Creating a common language and framework addressing Ohio manufacturers' critical skill needs



As part of the Ohio Auto & Advanced Mobility (A&AM) Workforce Strategy, the Governor's Office of Workforce Transformation, the Ohio Department of Higher Education, and the Ohio Manufacturers' Association (OMA) are collaborating on the 2024 round of Super RAPIDS focused on supplying talent for A&AM in-demand occupations.

Before submitting a Super RAPIDS project proposal for equipment and related facility improvements, eligible institutions must complete and submit a curriculum assessment for each program that would be using the equipment or facility. Specifically, institutions must assess the program using the sector-wide Ohio Manufacturing Competency Model and the industry-specific EV, Battery, and EVSE Competency Model available on the [Ohio Manufacturing Competency Model Landing Page](#).

Ohio TechNet is partnering with the OMA to host Office Hours, providing technical support and guidance to educators interested in conducting curriculum assessments. Office hours are currently scheduled throughout the month of July. See the schedule below and click [here](#) to register!

Ohio Manufacturing Workforce Partnership

Building Ohio's Manufacturing Talent Pipeline Together

The Ohio Manufacturing Workforce Partnership is a collaboration of workforce development organizations working to build the pipeline of talent that our state's manufacturers need to staff the most in-demand positions.

Our Partners



Visit: <https://ohiomwp.com/>