

INNOVATIVE Earn-and-Learn Strategies

A project of the Ohio Manufacturing Workforce Partnership



OhioTechNet

OhioHigherEd
Department of Higher Education



KEY TO BUILDING OHIO'S MANUFACTURING WORKFORCE

To build Ohio's manufacturing talent pipeline, Ohio Manufacturing Workforce Partnership (OMWP) is leading a statewide initiative to upskill 5,000 Ohioans through innovative earn-and-learn (apprenticeship) strategies. The program is funded by a \$12 million, four-year U.S. Department of Labor grant.

OUR APPROACH:

Promote collaboration and resource sharing among manufacturers and their education and workforce partners through regional sector partnerships. Ohio's statewide network of regional sector partnerships provides a forum for manufacturers to identify shared workforce challenges that can more effectively be addressed collectively rather than as individual companies. Manufacturers work with area education and training providers to develop relevant training programs to maximize efficiency in developing talent in, initially, these in-demand skill areas:

- Production
- Machining
- Welding
- Industrial maintenance
- Automation and robotics

Develop flexible, innovative solutions. The program will adopt the best elements of traditional apprenticeship programs while

giving manufacturers the flexibility to focus on skills and outcomes most important to their success. Businesses can decide what works best for them while meeting five requirements:

- Provide paid, work-based learning delivered by the employer.
- Offer structured, on-the-job training and mentorship.
- Provide or arrange for technical instruction relevant to approved apprenticeship pathways.
- Ensure completion of a nationally portable, industry-recognized credential.
- Meet standards for safety, supervision and equal opportunity.

Ensure career readiness by connecting training to specific industry-recognized credentials. Earn-and-learn programs give employees specific skills they need to be effective in today's modern manufacturing. An industry-recognized credential is a third-party verification of an individual's competence and can take many forms, including certifications, certificates, licenses and degrees. Credentials also:

- **Align to well-defined career pathways for employees.** This is attractive to workers who desire a long-term development strategy, especially young people. This can be key to long-term retention.
- **Remove guesswork from hiring and promotion.** Match the right candidates with the right jobs and increase the skills of your existing workforce.
- **Reduce training time and costs.** Also, you will increase the speed at which the employee achieves full productivity.

Get Involved! Email workforce@ohiomfg.com to connect with your region's sector partnership.

The Ohio Manufacturing Workforce Partnership (OMWP) is a collaboration of The Ohio Manufacturers' Association (OMA) and Ohio TechNet (OTN). Established to address Ohio's manufacturing workforce shortage, the OMWP works directly with a statewide network of manufacturing industry sector partnerships, and is focused on meeting local employment and skill needs.

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