GATHERING INDUSTRIAL SKILL REQUIREMENTS IN RURAL AREAS
DRAMATIC CHANGES IN MANUFACTURING
Talent Pool Funnel
Gather Workforce Data
Rural Collaboration: Econ Dev + Mfg + Educ

DILEMMA: CONVERT LABOR POOL INTO TALENT POOL
CURRENT STATE OF ADVANCED MANUFACTURING SKILLS GAP IN OHIO 4-COUNTY REGION 2014

FOR THE REGION

Inability to attract/retain companies, grow economy
= Higher poverty & unemployment

FOR EMPLOYERS

Inability to find skilled workers to compete and grow

FOR INDIVIDUALS

Inability to secure good jobs, provide financial stability
LABOR POOL

Current Associates, Students, Unemployed, Underemployed, Associates Elsewhere, Military, Temp Agencies, Recruiters, General/Other

Collect Data

Collect Data

Collect Data

DEVELOP PORTFOLIO

Collect Data

TALENT POOL

Retention Culture

Wage & Benefit Pkg.
Performance Reviews

Serve on Advisory Board
Teach/Instruct
Speak/Present
Job Fairs
Career Expo
Other

Serve on Advisory Board
Teach/Instruct
Speak/Present
Job Fairs
Career Expo
Other

Education
Training
OJT
Job Shadow
Mentor
Coach
Apprentice
Co-op
Intern
Work Study

Curriculum
Job Aids
Lab/Mock Up
Formal or Informal

Tuition Assistance
Scholarship
Other Incentives

Upgrade Portfolio

Retain/Recruit
Culture

Upgrade Portfolio

Collect Data

Examining the Hiring Process

Collect Data

Previous Education, Training, Experience

Collect Data

Assessments, Testing (Written/Hands-On)

Collect Data

Gaps Identified

Collect Data

Skilled Trades Jobs, Job Descriptions, Skill Sets, Competencies Required, Job Profile, DACUM, Job Task Analysis, Document Work Instructions, KSAOs, Written Expectations

Collect Data

Collect Data

Collect Data

Collect Data

Collect Data

Collect Data

Collect Data

Collect Data
62% of all jobs in 2018 will require some education beyond high school.

Secure partners

Identify workforce skills

Determine training requirements & career pathways

Initiate virtual alliance

Create coordinated marketing plan

Evaluate project/adjust

**ACTION PLAN FOR 1ST YEAR**

- Partner with county economic development and educators
- ED select companies to survey
- Proprietary talent management software
- ED, educators, employers to access data
- ED, educators, employers to attract students
YOU WANT SUCCESS WE HAVE SOLUTIONS

alber.osu.edu 740.725.6325

Frank Gibson gibson.363@osu.edu
Myra Wilson wilson.2025@osu.edu