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# In-Demand Industry Sectors and Career Pathways

To continue the support of in-demand career pathways in Southwest Ohio, the SWORWIB has engaged in regional and national efforts to obtain grants and participate in collaboratives for pathway expansion and development of new career pathways.

## ADMINISTRATIVE PROFESSIONALS ACROSS VARIOUS SECTORS

In May 2015, the SWORWIB collaborated with the Ohio Department of Job and Family Services in a statewide application for a Sector Partnership National Emergency



Grant to retrain dislocated workers for burgeoning occupations and industry sectors. The State of Ohio won this grant and funded six Workforce Boards, including the SWORWIB, which has received over \$1 million total funding due to impressive outcomes for the dislocated workers eligible for this

grant opportunity. As of early 2017, 125 grant participants were enrolled in training programs including .NET, IT Security, Lean Administrative Office Management and Project Management. Fifty-five trainees have obtained employment due to their new skills, earning an average wage of \$26 per hour.

## ADVANCED MANUFACTURING

Partners for A Competitive Workforce inherited an earlier tri-state regional manufacturing consortium created by the Northern Kentucky and Cincinnati USA Regional Chambers and has advanced and expanded the sector partnership continuously since 2009.



Recently, the SWORWIB and OhioMeansJobs Centers in Butler and Hamilton County have collaborated in the creation of an employer-driven, competency-based Apprenticeship Program for Welders and Machine Operators in collaboration with Stephen Tucker of Partners for a Competitive Workforce. Now, as part of the America's Promise grant from the Midwest Urban Strategies group, the SWORWIB is working with manufacturing employers to re-embed apprenticeship programs in new operations.

The SWORWIB is also working with the Cincinnati Union Co-op Initiative to explore ownership options with manufacturing companies planning changes.

## CONSTRUCTION

The SWORWIB and OhioMeansJobs Center | Cincinnati - Hamilton County continue to support the regional Construction Careers Pathway Consortium and apprenticeship training programs of the Greater Cincinnati Apprenticeship Council as well as pre-apprenticeship training programs of the Greater Cincinnati Building Trades Council,



Allied Construction Industries and Ohio Valley Associated Builders and Contractors. The OMJ Center has assisted with the Annual Apprenticeship Fair conducted by the JATC and International Brotherhood of Electrical Workers with recruitment and assessment of potential apprenticeship candidates, as well as other organizational seasonal events.

Working through the Midwest Urban Strategies Consortium, the SWORWIB is also exploring North America's Building Trade Unions' Apprenticeship Readiness Programs to ascertain any appropriate adoption by the local construction associations into local efforts in the coming years, particularly focused on minority and women candidates for construction trades.

## HEALTHCARE

The Health Careers Collaborative (HCC) began in 1998 and was designed to build a dynamic healthcare careers pathway reflective of employer workforce needs. The HCC works with hospital and other healthcare employers to create and sustain educational opportunities for incumbent workers and new hires. They work closely with community-based organizations to assure that unemployed and under-employed citizens have access to assessments and training in the workplace skills required by employers.



In September 2015, Department of Labor Deputy Secretary Lu visited the OhioMeansJobs Center | Cincinnati - Hamilton County to discuss the Health Careers Collaborative of Greater Cincinnati. Secretary Lu met with members of the Collaborative and praised their work which

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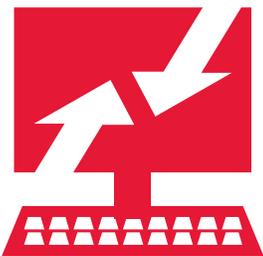
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was made possible in 2012 by a \$19.6 million grant from the Department of Labor's Trade Adjustment Assistance and Community College and Career Training (TAACCCT) program. Janice Urbanik, Executive Director of Partners for A Competitive Workforce and Sharron DiMario, HCC Executive Director, facilitated the site visit.

The SWORWIB continues to work with the HCC partners to promote healthcare training programs to meet the needs of local employers. In Cincinnati, Hamilton County and surrounding metro area, healthcare positions are consistently one of the top three in-demand jobs.

## INFORMATION TECHNOLOGY

Cincinnati (SWORWIB) was the first Ohio metro area recruited to join the Midwest Urban Strategies Collaborative. The Department of Labor encouraged the formation of the group, serving the Midwest Region, known as DOL Region 5. The group of urban cities has similar workforce challenges and



opportunities and offer unique, innovative practices to be replicated in other cities. The SWORWIB also successfully recruited Columbus and Cleveland to join the collaboration. One of the group's first efforts was to obtain TechHire funding to train jobseekers for high-paying employment. The Midwest Urban

Strategies Collaborative filed a TechHire grant application and "Compete Midwest" as a project approach was born, winning one of the nationally coveted grants. The Compete Midwest H-1B TechHire Partnership is focused on preparing a technically skilled workforce specifically in the metropolitan areas of Milwaukee, St. Louis and Cincinnati. The SWORWIB will share in best practices, strategies and methodologies for serving young adults age 17-29, incumbent workers and long-term unemployed jobseekers. IT as a career pathway effort

## LOOKING AHEAD

The Workforce Innovation and Opportunity Act (WIOA) encourages the development of career pathways – something the SWORWIB has been a leader in since 2001. Additionally, work experience for youth is now a requirement under WIOA, which supports the development of a career-ready talent pipeline.

The SWORWIB expects to collaborate with others to apply for future grants to expand existing career pathways and develop additional pathways to meet industry needs. Career pathways are recommended by the State of Ohio for all in-demand occupations. The SWORWIB continues to support credentials and certifications to support Hamilton County's current and emerging in-demand industries. New grants that support IT careers and manufacturing apprenticeships are currently available to local companies.

has been under way since 2002 in the Tristate area. Now, through Compete Midwest, Cincinnati's IT pathway methods can be shared with other metro areas, while also learning new strategies that may be replicable in the Tristate.

## TRANSPORTATION, DISTRIBUTION AND LOGISTICS

In collaboration with Partners for a Competitive for a Workforce (PCW), the SWORWIB won a joint application for an Industry Workforce Alliance Grant (IWAG) in early 2015. The focus of the IWAG was the Transportation, Distribution and Logistics (TD&L) Career Pathway. The goals for the grant were to build the talent pipeline for TD&L positions and to establish a process that would provide skill development for employees to secure positions with good paying jobs and career advancement opportunities.



The grant provided funds to develop a high school outreach program and complete the first cross-region TD&L (supply chain) curriculum baseline using a collaborative approach between education and business. Training was focused on critical soft and technical soft skills. Grant partners included Cincinnati State, Napier Trucking, YWCA, Easter Seals, Gateway Community College, Great Oaks Career Campuses, OhioMeansJobs | Cincinnati- Hamilton County, Sinclair Community College and Urban League in Ohio. The team worked together to define skills needed and develop consistent warehouse entry level and Commercial Driver License (CDL) training for the region. The SWORWIB managed 30 grant participants who received Commercial Driver License training through the IWAG. These individuals are now qualified for employment. The region has more than 4,000 heavy tractor trailer and truck driver related job postings monthly.



**Cincinnati -  
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