

KEY FINDINGS & RECOMMENDATIONS

AOMC Labor Market Study



Study Background

- Part of Ohio Manufacturing Workforce Partnership initiative
- Lack of manufacturing company data and directory in AOMC region
- Strengthen career pathways and guide skill attainment with education and training providers for good jobs, economic opportunity, and manufacturing growth
- Obtain labor market information that is relevant, objective, timely, and accurate
- Determine and quantify, where possible, key manufacturer needs and priorities



Study Process

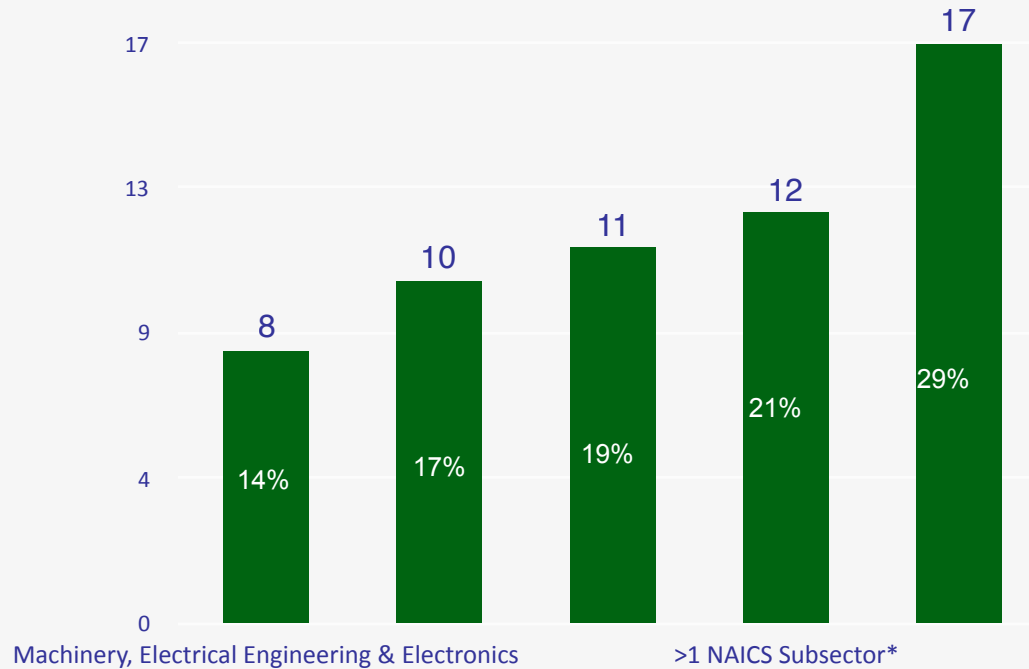
- Prepare list of manufacturing companies and contacts and enter into Zoho Survey
- Research labor market data in region and similar surveys completed statewide and nationwide
- Complete draft of survey and share with AOMC
- Communicate and engage with AOMC to refine and finalize survey content over multiple drafts
- Administer survey via Zoho Survey
- Track survey completion status
- Follow up with companies to drive completion via telephone calls, personalized emails, and email campaigns
- Compile survey results
- Complete key informant interviews
- Prepare final survey presentation and report

AOMC Survey Respondents

- Allnex
- American Heavy Plate Solutions, LLC
- Athens Mold and Machine, Inc,
- Caron Products & Services, Inc.
- Cimarron
- Contraxx Furniture
- Dimex, LLC
- Duke Energy
- E.I. DuPont De Nemours and Company
- Energizer Holdings
- Eramet Marietta Inc.
- EZG Manufacturing
- Farrar Scientific
- Ferroglobe (Globe Metallurgical, Inc.
- Global Cooling, Inc.
- Grimm Scientific Industries, Inc,
- Haessly Hardwood Lumber Co.
- Hi-Vac Corporation
- Inland Hardwood Corporation
- International Converter (A Novolex Company)
- Jax Mold and Machine
- Kraton Polymers U.S. LLC
- Ludowici Roof Tile
- Mahle Engine Components USA, Inc.
- Marietta Industrial Enterprises, Inc.
- Metaltech Steel Company
- Miba Bearings US, LLC
- Miba Sinter USA LLC
- Micro Machine Works, Inc.
- Mitutoyo America Corporation
- Mondo Polymer Technologies, Inc.
- Orion, Engineered Carbons, LLC
- PCC Airfoils LLC
- Pioneer Pipe/Pioneer Group
- Profusion Industries, LLC
- QuickLoadz Delivery System LLC
- Quidel Corporation (former Diagnostic Hybrids)
- Remram Recovery, LLC
- Shade Manufacturing LLC
- Shagbark Seed & Mill
- Shelly and Sands
- Skuttle Manufacturing Company
- Snowville Creamery, LLC
- Solvay Specialty Polymers
- Star Engineering, Inc.
- Stewart McDonald
- Stonebridge Operating
- Teikoku USA
- Terra Sonic International, LLC
- Terra Sonic International, LLC
- The AMES Companies, Inc.
- The Imperial Electric Company
- Thermo Fisher Scientific Inc.
- Vanguard Paints & Finishes, Incorporated

Company Characteristics (survey)

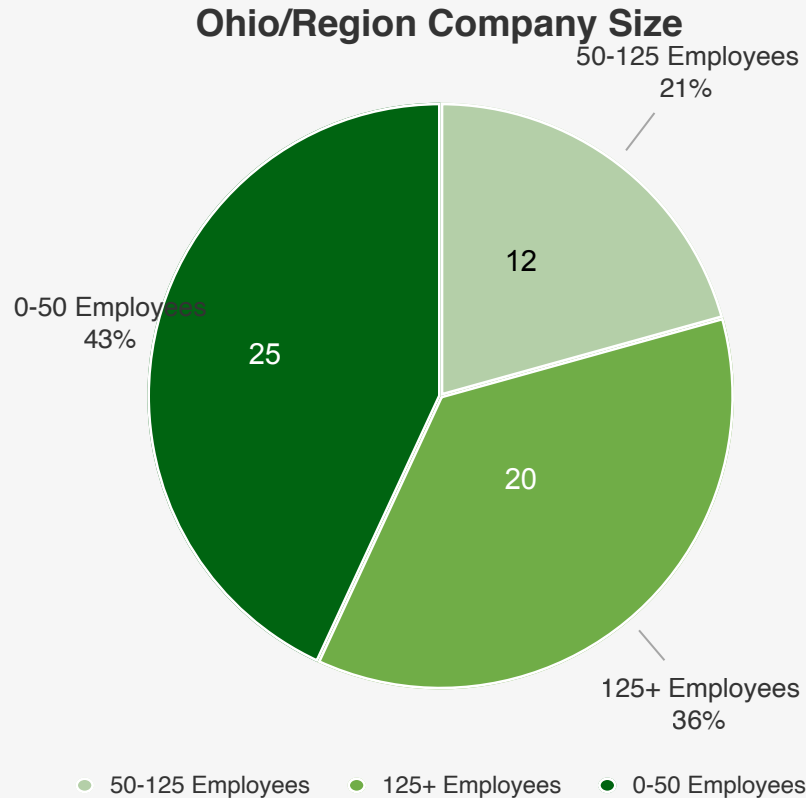
Manufacturing Company Type



*9 (75%) companies identified as at least one of the NAICS codes included in the previous three subsectors.

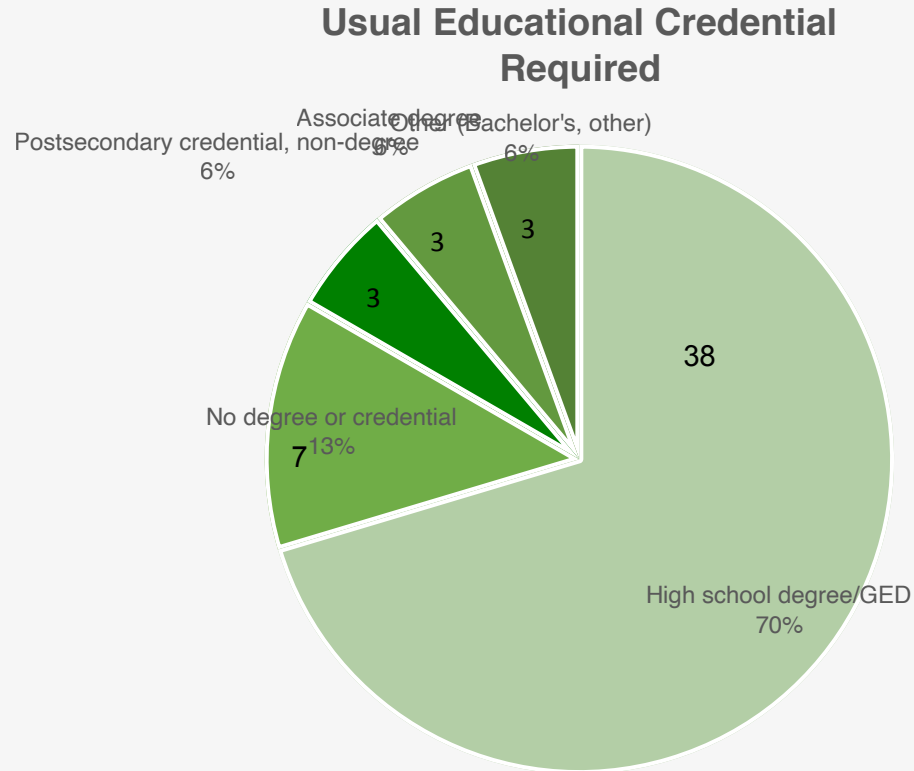
**Other manufacturing categories included food, wood products, medical device, furniture, transportation, nonmetallic mineral products, petroleum and coal, and single-product manufacturers.

Company Characteristics, cont. (survey)



One company's size data was not usable.

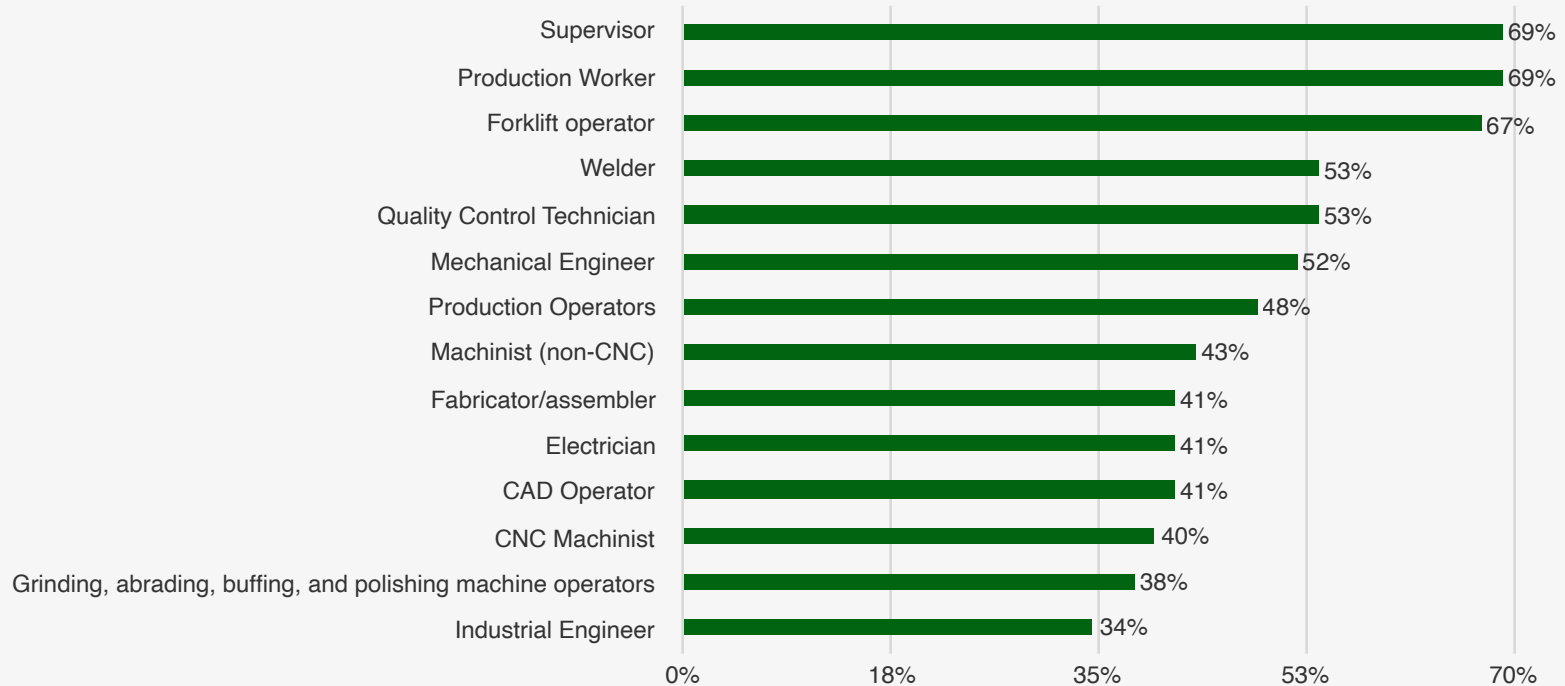
Company Characteristics, cont. (survey)



*Four companies did not answer the education credential required question.

Top Occupations

Most Commonly Employed Occupations



This table only shows occupations that greater than 33% of companies employed. Full data tables included in written report.

Top Occupations, cont.

Small (0-50 Employees)

- Forklift operator (64%)
- Production worker & supervisor (60%)
- Fabricator/assembler (52%)

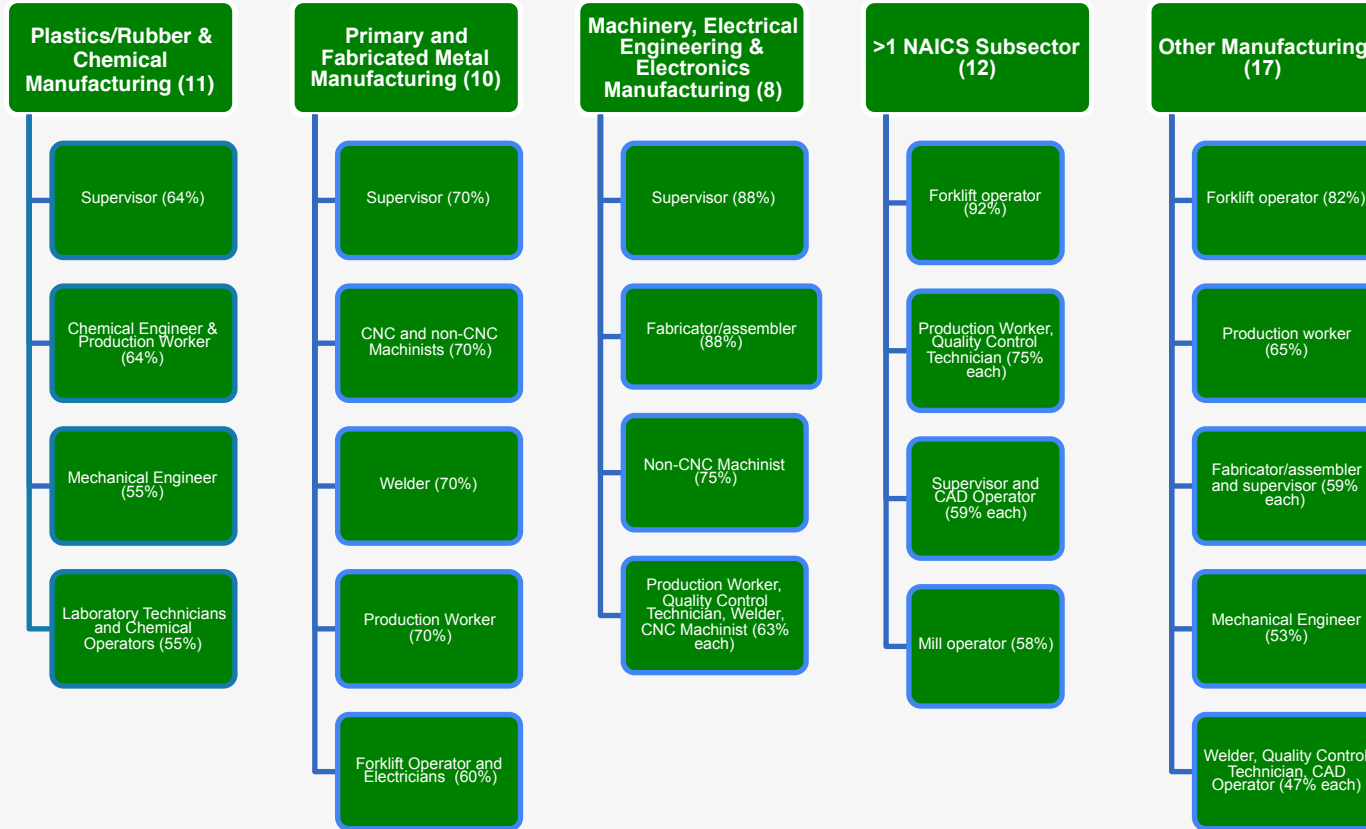
Medium (50-125 Employees)

- Supervisor (83%)
- Production Worker & Welder (75%)
- CAD Operator, Multicraft Maintenance, Production Operators, Mechanical Engineer, Quality Control Technician (50%)

Large (125+ Employees)

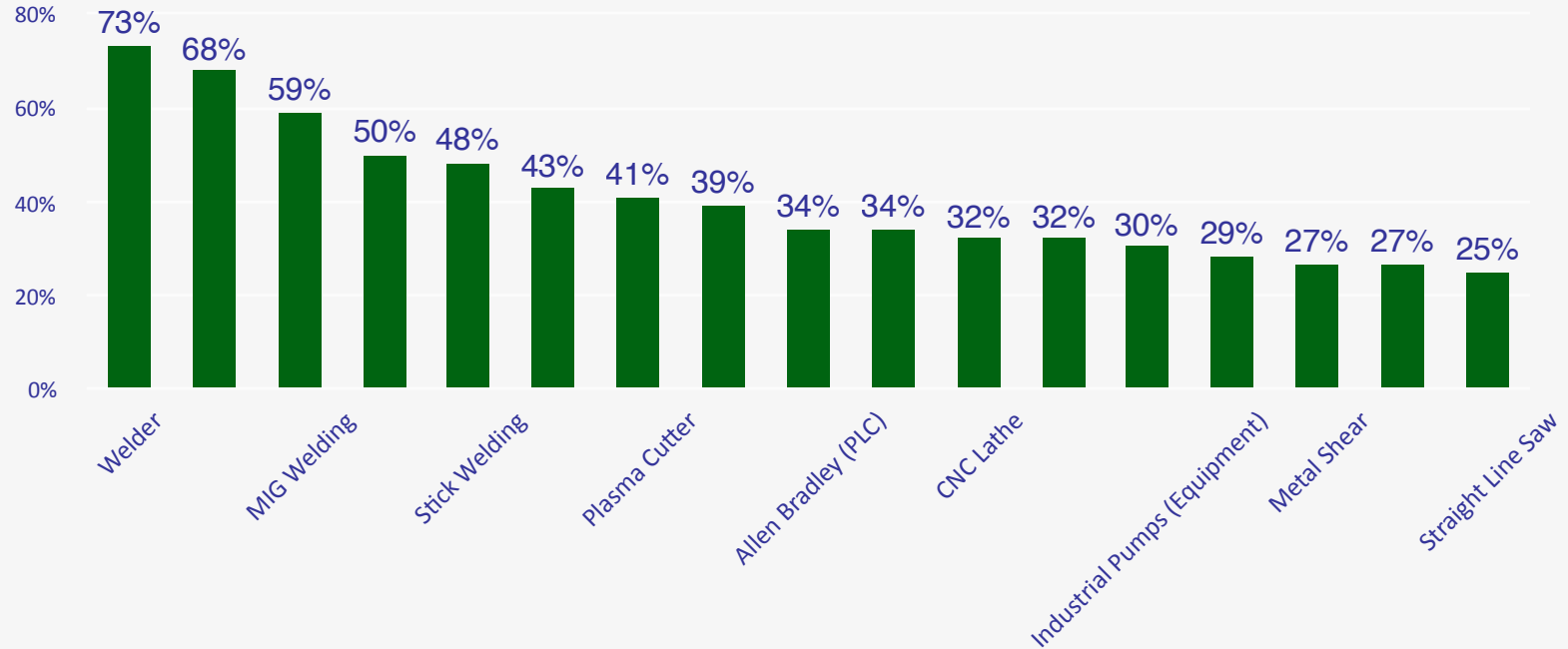
- Production Operators (85%)
- Forklift operator & Mechanical Engineer (80%)
- Production Worker, Quality Control Technician (75%)
- Supervisor (70%)
- Electrician (60%)
- Industrial Lab Technician, Industrial Engineer, and non-CNC machinist (50%)

Top Occupations, cont.



Top Equipment

Most Commonly Used Equipment



This table only shows occupations that greater than 33% of companies employed. Full data tables included in written report.

Top Equipment, cont.

Small (0-50 Employees)

- Welder (68%)
- TIG Welder (60%)
- Grinder (52%)

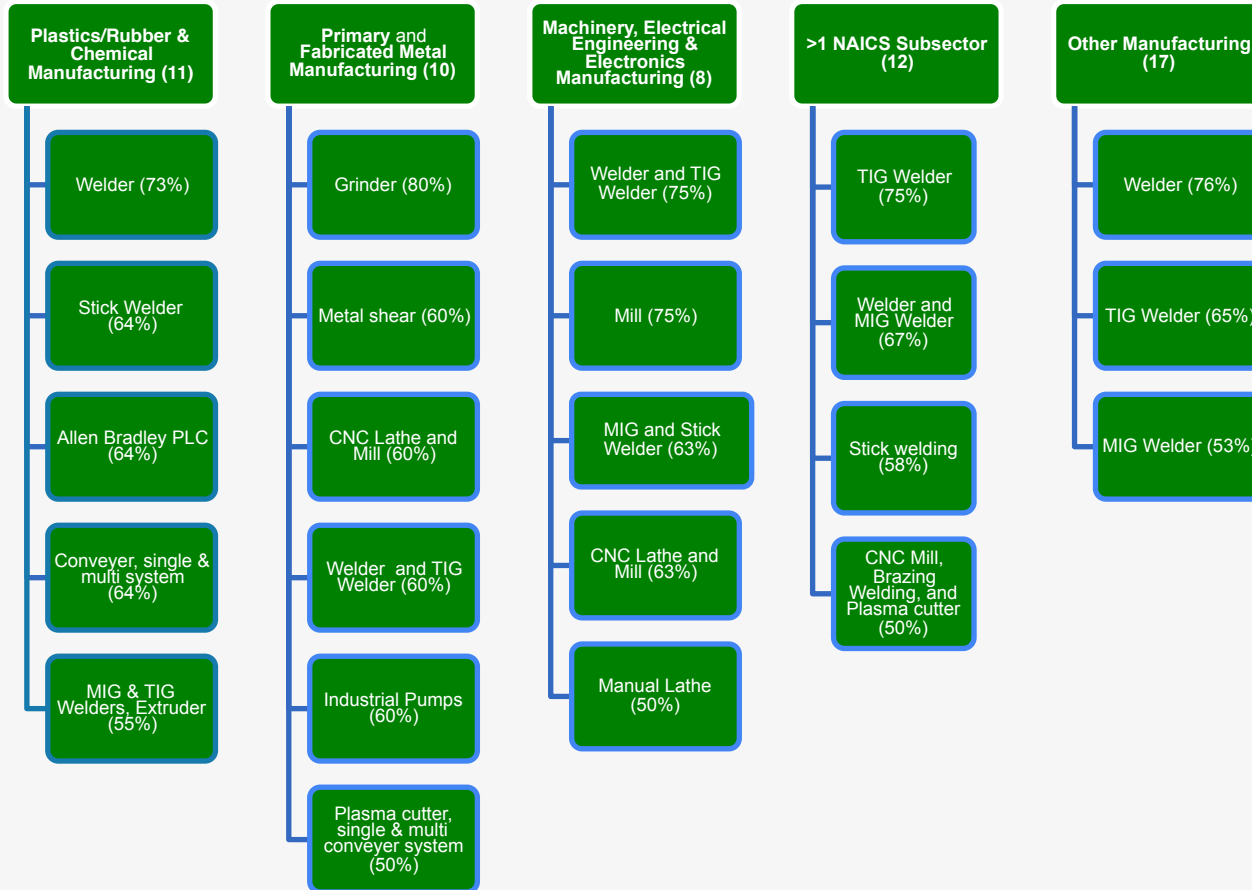
Medium (50-125 Employees)

- TIG Welder (83%)
- MIG Welder, Welder & Stick Welder (75%)
- Mill (67%)
- Plasma cutter (58%)
- Lathe & Allen Bradley PLC (50%)

Large (125+ Employees)

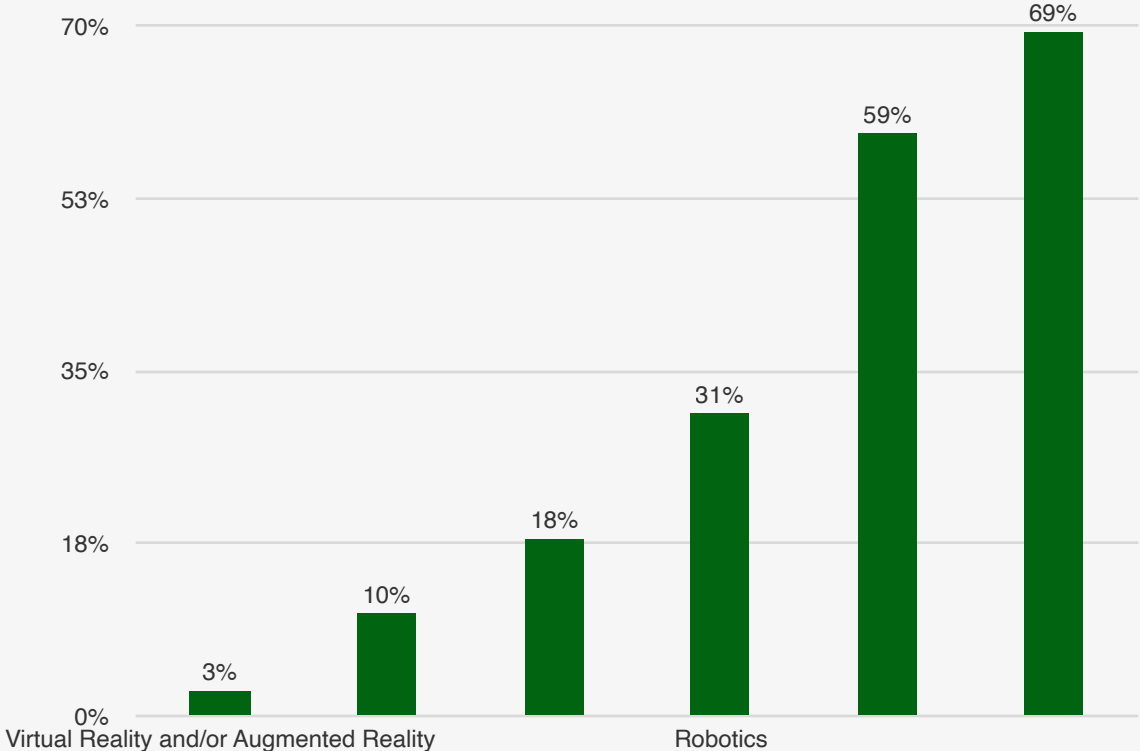
- Welder (70%)
- Grinder & TIG Welder (60%)
- Conveyer (single & multi system), Industrial Pumps, and MIG Welder (55%)

Top Equipment, cont.



Top Technologies

Most Applicable Technologies



Commonly Used Software

Subsector	Company Size Indicator
Communications and Graphics Software	
MS Word	93%
MS Excel	90%
MS Outlook	90%
MS PowerPoint	90%
Adobe Illustrator	31%
MS Project	31%
Adobe Photoshop	29%
Google Docs	29%
MS Access	29%
CAD/CAM Software	
Autodesk AutoCad	73%
Other	22%
Electronic Design Software	
SolidWorks PCB	50%
Other	42%

This table only shows software that greater than 25% of companies used. Full data tables included in written report.

Most Desired Competencies

- Dependability/reliability (95%)
- Integrity (93%)
- Adaptability/flexibility (89%)
- Initiative (82%)
- Interpersonal skills (54%)

- Communication (listening, speaking) (87%)
- Critical and analytical thinking (90%)
- Basic computer skills (88%)
- Reading (83%)
- Mathematics (67%)

- Teamwork (87%)
- Problem solving/creative thinking (81%)
- Working with tools and technology (69%)
- Personal health and safety (64%)
- Checking, examining, and recording (53%)

How Companies Find Employees

Employee Search Method	Percent of Companies*
Employee referrals and networks	69% (40)
Indeed	53% (31)
Advertise on your company website	52% (30)
Community/Technical Colleges	45% (26)
Four-year colleges/Universities	29% (17)
Temp Agency	29% (17)
Classified Ads	28% (16)
Headhunter/Recruiter	28% (16)
Ohio Means Jobs/Jobs and Family Services	28% (16)

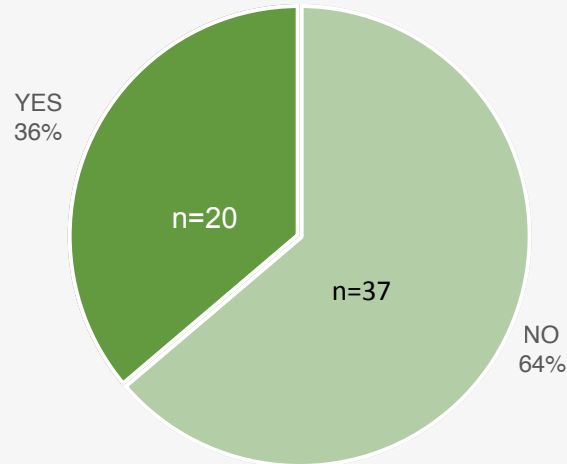
**This table only shows methods that greater than 25% of companies used. Full data tables included in written report.*

Key Findings, Hiring

- Retention can be an issue for smaller companies (difficult to compete on wages). On the other hand, some smaller companies only have difficulty with a specific position.
 - *“We always bring in new people. We’re at the bottom of the food chain and can’t afford to pay a lot so competition with wages is an issue. We’re always in training mode [because of this].”*
- Companies generally lack formal advancement processes, but say that advancement is possible for hard workers.
 - *“For people who do show initiative, the sky’s the limit.”*

Education and Training Partnerships

Active Partnerships with Education/Training Providers



**One company did not answer this question*

Top Three Education/Training Provider Partners*

- Washington County Career Center, Marietta (60%)
- Washington State Community College, Marietta (55%)
- Marietta College, Marietta (23%)

Satisfaction with Training Offerings

- Of the 20 companies that indicated they actively partner with education/training institutions to upskill incumbent workers:
 - 12 indicated that institutions offered needed training
 - 6 indicated that institutions did not offer needed training
 - 2 did not respond
- Of the 37 companies that indicated they don't actively partner with education/training institutions:
 - 15 indicated that institutions offered needed training
 - 14 indicated that institutions did not offer needed training
 - 8 did not respond

Education and Training Partnerships

Subsector	Do you actively partner with education/training providers?		
	Yes	No	Total
Plastics/Rubber & Chemical Manufacturing	6 (55%*)	5 (45%)	11
Primary and Fabricated Metal Manufacturing	4 (40%)	6 (60%)	10
Machinery, Electrical Engineering & Electronics Manufacturing	2 (25%)	6 (50%)	8
>1 NAICS Code	4 (33%)	8 (67%)	12
Other	4 (25%)	12 (75%)	16
Total	20	37	57**

Education and Training Partnerships

Company Size (Number of Employees in OH/ Region)	Do you actively partner with education/training providers?		
	Yes	No	Total
Small (0-50 employees)	5 (21*%)	19 (79%)	24
Medium (50-125 employees)	5 (42%)	7 (58%)	12
Large (125+ employees)	10 (50%)	10 (50%)	20
Total	11	17	57**

Education and Training Partnerships

Subsector	Do providers offer needed training? (all)		
	Yes	No	Total
Plastics/Rubber & Chemical Manufacturing	7 (64%*)	4 (36%)	11
Primary and Fabricated Metal Manufacturing	4 (57%)	3 (43%)	7
Machinery, Electrical Engineering & Electronics Manufacturing	3 (50%)	3 (50%)	6
>1 NAICS Code	3 (38%)	5 (62%)	8
Other	10 (63%)	6 (37%)	16
Total	27	21	48**

Education and Training Partnerships

Company Size (Number of Employees in OH/Region)	Do providers offer needed training? (all)		
	Yes	No	Total
Small (0-50 employees)	8 (42**%)	11 (58%)	19
Medium (50-125 employees)	9 (82%)	2 (18%)	11
Large (125+ employees)	10 (56%)	8 (44%)	18
Total	27	21	48**

**Due to rounding percentages may not total exactly 100%*
***Missing data*

Additional Topics of Interest

Topic of Interest	Percent of Companies
Funding Opportunities to Sustain Training & Development of Your Workforce	64%
Opportunities to engage with Education Partners (all levels) & Build Pathways	47%
Training Providers: How to Improve Outcomes & Strengthen Future Workforce Candidates	47%
AOMC Appalachian Ohio Manufacturers' Coalition	43%
Customized Internal Program for Development of Entry & Existing Workforce	36%
AOMC Membership	28%
How Nationally Recognized Credentials Align with Your Workforce Competency Needs for the Future	11%
Other (Please specify)	6%