LETTER FROM OUR EXECUTIVE DIRECTOR

The vision for Partners for a Competitive Workforce is to ensure employers in our tri-state region have the talent they need to compete, and people have the skills required to get good jobs and advance in their careers. This work is brought to life through deep engagement and collaboration by employers, educators, community based organizations, workforce investment boards, funders, chambers, economic developers, and many more.

Our 2017 results show what happens when the work in an industry like Supply Chain begins to hit its stride – more employers and more jobseekers get their needs met and our cumulative impact results accelerate. Since our inception in 2008, through the work of our many partners, over 13,000 people have received job training, job placement assistance, or advancement in their careers. In the last 2 years, over 31,000 youth were exposed to a wide variety of career opportunities in some cases including receiving paid work experience while still in school.

2017 also represented a new chapter in our work with employers. Through funding we received from the National Fund for Workforce Solutions in 2016, we worked with 3 manufacturers to improve their practices and policies for recruiting, retaining, and advancing their workers. At the same time, these employers built competitive advantage within their industries. Through this work, 270 jobs were improved through wage increases, more affordable health care coverage, training of frontline managers, and improved communication. PCW also convened the Employer Roundtable for the Child Poverty Collaborative. Over 30 employers from a wide variety of industries have been meeting quarterly to learn about and report on interventions they are making to improve their talent pipelines. Read more about this employer practice work inside.

2018 holds great promise for PCW as a new Executive Director takes the reigns and leads the organization to new heights. Working for and leading PCW has been a true honor and the opportunity of a lifetime. I cherish the last 10 years with PCW and have the utmost confidence in their future work. Thank you for your support of our work!

Sincerely,

Janice Urbanik
Executive Director
Partners for a Competitive Workforce convenes the Advanced Manufacturing Industry Partnership (AMIP) to meet the workforce development needs of employers and employees in the regional manufacturing industry. Led by Debby Combs, the AMIP consists of key stakeholders including employers, educators, community-based organizations and the workforce investment system to address the skills gap of the local labor pool and to provide businesses with a qualified workforce. The AMIP utilizes employer leadership to design career pathways with portable and stackable credentials that meet industry needs, engages education and workforce stakeholders to train the workforce, and utilizes industry intelligence to develop short and long-term strategies to improve the talent pipeline and workplace practices to assist in the recruitment and retention of employees.

**AMIP 2017 highlights include:**

- Continued the expansion of the machine operator apprentice program.
- Assisted manufacturers with developing work-based learning experiences such as apprenticeships and internships for high school students.
- Assisted with 19 Manufacturing Month events engaging more than 2,000 students, parents and educators.
- Implemented the Making it Real - Girls in Manufacturing summit engaging more than 150, 7th-12th grade female students.
- Successfully implemented the “What’s So Cool About Manufacturing?” Video Contest with 18 Ohio and Northern Kentucky schools & advanced manufacturing companies participating, generating over 7,000 votes.
- Facilitated 30 recruitment and awareness events in Northern Kentucky impacting over 2,000 parents, teachers and students.
- National Federation for Advanced Manufacturing Education (FAME) conference held with over 200 companies, schools and apprentices attending.
- In partnership with FAME, Northern Kentucky University and the Post Council for Education grant, implemented a yearlong teacher externship program resulting in curriculum development and implementation utilizing real world advanced manufacturing examples.
- Manufacturing Expo with 100 students specifically interested in advanced manufacturing in attendance.
The Health Careers Collaborative, led by Hope Arthur, is dedicated to aligning education with employer needs, developing robust career pathways, and using industry intelligence to increase and diversify the region’s healthcare talent pipeline and provide employers with the qualified workforce they need.

• New in 2017, the HCC partnered with The Health Collaborative at our employers’ request to launch a regional health career expo. The resulting HealthFORCE Expo, held in November at the Cintas Center, attracted almost 700 high school students and 24 exhibition booths, including regional hospitals and educational institutions. The event also featured a panel of diverse professionals from nursing, public health, health informatics and dental hygiene careers. Based on the fantastic feedback, and a desire to reach even more students, the Health Collaborative will also be offering a Spring HealthFORCE Expo, in northern Cincinnati.

• In 2017, Ohio’s legislature approved new high school graduation options allowing high school students to graduate by successfully earning an approved career certification, including completing a state-registered pre-apprenticeship linked to a registered apprenticeship. Fueled by this change, the HCC has begun working with its partners to build a regional Healthcare apprenticeship pathway that complies with this new graduation option. The new healthcare pre-apprenticeship program, co-created with regional employers and educators, promises to increase student completion and the number of high school graduates appropriately prepared for successful employment in in-demand healthcare careers, including: Sterile Processing Tech, Surgery Tech, Medical Assistant, Medical Coder, Health Unit Coordinator and Dental Assistant.

• Partly funded by PCW, Mercy Neighborhood Ministries (MNM) continues to develop and train dedicated individuals to care for those most in need through their Home Care Aide Training Program. In 2017, eighty-four individuals completed this month-long program, which includes completing 21 tests, mastering 21 nursing skills, and earning the Ohio Dept. of Aging Home Care Aide certificate. Upon completion, participants provide personal care and light duty for patients, such as cleaning and meal preparation. Graduates are highly-sought after by MNM’s partners agencies, including Hillebrand Home Health, Home Care by Blackstone and Superior Home Care Plus, LLC. New in 2017, MNM launched its Hospital Worker Readiness Program, developed in partnership with Mercy Health. Upon completion, the ten program graduates received preferential hiring consideration for entry-level roles with Mercy Health.

• In partnership with the United Way of Greater Cincinnati’s multi-generational efforts under a W. K. Kellogg STEPS grant, the HCC built and tested several new career pathway partnerships. Projects included building a Home Health Aide to State-Tested Nursing Assistant (STNA) pathway for moms served by Child Focus in the eastern region; creating a custom STNA cohort for entry-level employees of one of our long-term care employers; and an entry-level Sterile Processing Tech on-the-job training program for a hospital. All participants received wrap-around supports, including job coaching to assist them in navigating barriers and achieving success. The results and lessons learned from each effort are informing HCC partners on innovative and effective solutions to attracting, retaining and advancing their workforce.
PCW’s IT Pathway work continues to take a two-pronged approach: 1) work with employers and training providers to fill today’s open positions by finding talent from non-traditional sources, while 2) building a sustainable, long-term talent pipeline by focusing on high school students. Programs that produce entry-level IT positions from “non-traditional” sources continue to grow and produce solid results including Per Scholas, Cincy CodeIT, and Tech Elevator (new this year).

On the first “prong” of the strategy, we continue to have a meaningful impact on the Tech workforce and the local economy. In the 4 years of our pathway efforts, nearly 400 “non-traditional” candidates have been trained and hired into full-time IT positions and collectively these jobs represent over $12 million in annual wages.

On the second strategic “prong”, we now engage over 1,000 high school students per year in our programs and the matriculation rate of these students into an IT-related college major is 12 times the national average.

PCW’s IT Pathway highlights include:
- We are actively pursuing the creation of a formal, registered apprenticeship program for IT jobs with launch planned for 2018.
- We hosted a 2-day workshop for Working Investment Board leaders from Milwaukee and St. Louis to share our success stories as part of Midwestern Urban Strategies Collaborative. We are providing Technical Assistance for a multi-city TechHire/DOL grant.
- We worked closely with University of Cincinnati’s School of Information Technology to help launch a game-changing early-college program for high school students. This program will allow high school students to complete a full-year of college courses and enter UC as a sophomore upon graduation from high school.
- Over 500 high school students attended the Tech Olympics in February - a weekend of career workshops, seminars, contests, and resume/interviewing training.
- Over 50 INTERalliance students were hired for summer internships with most of these positions being with pillar companies in our region (e.g. P&G, Kroger, GE, etc.).
- On a regular basis, Saturday “master classes” were hosted at local colleges and attended by dozens of students, learning hands-on skills in application development.
Supply Chain Ohio Kentucky Indiana

Supply chain OKI Strategy
Our goal is to help prepare people for the 21st century economy. We help people get the high-quality education and training critical to the social and economic well-being of region. The most important role in educating tomorrow’s workforce is played by parents, teachers, mentors and community and business leaders. Our members work collaboratively to help give people the tools necessary to be employed in Supply Chain.

Supply chain OKI Focus
Led by Jesse Simmons, Supply Chain OKI’s focus is on helping businesses meet their workforce needs. The work is directed by the Business Partner Team and Supported by Education, Training and Community Partner Teams. The entire team met six times during the year to review progress on 2017/2018 goals of helping business partners fill 12,000 jobs. We hold career fairs and hiring events at high schools, colleges, community, Kentucky and Ohio Career Centers. In addition, we work to increase awareness across our region on supply chain careers and great paying jobs and benefits.

Youth Program
Our Youth Program has reached 3,500 students. This program makes students aware of supply chain career pathways and benefits. The supply chain career includes competitive wages and tuition reimbursement. We conducted Lunch & Learn, Career Fairs, Job Shadowing, Hiring Events and Co-Op Programs. The high schools that participated in the Co-Op programs are Dater and Oyler in Cincinnati and Lloyd High School in Erlanger, KY. We are also currently working with Anderson and Turpin High School, Anderson, OH. This will bring our total number of Co-Ops to 97. We also created a new partnership between Cincinnati Public Schools, DHL, PNC, Cincinnati State and Cincinnati Works. This partnership will result in 15 students getting Co-Op jobs at DHL, Certified Logistics Training that will lead to Certification in Logistics and 3 credit hours from Cincinnati State. Further, PNC will provide the students with financial management training.
In addition, they will receive job readiness training from Cincinnati Works and on the job coaching. Lastly, they will receive a full year free transportation that will be provided by DHL.

Community Team Outreach
Our Community Team Members from Cincinnati Community Agency, Urban League, Easter Seals, Talbert House, Rahma Center, Brighton Center, Kentucky Career Center and Cincinnati Works made people that they serve aware of supply chain career pathways and the great paying jobs and benefits. As a result of their work our Technical Training Centers, Butler Tech, Cincinnati State, Great Oaks, Gateway and Napier trained 566 people on forklift, certified logistics or CDL training. There were 490 people that completed the training and 401 got jobs.
The Construction Industry Partnership (CIP) is convened by Partners for a Competitive Workforce and Allied Construction Industries with the objective of providing the industry with a qualified construction workforce and building a talent pipeline for the future.

The Talent Pipeline Initiative, led by Sean Kelley, brings together the power of PCW, Greater Cincinnati STEM Collaborative (GCSC), and the University of Cincinnati (UC) to build a K-12 continuum of career-based learning experiences that lead more of our region’s students to graduate excited and prepared to enter the STEM workforce or pursue a STEM degree.

There are 383,000 K-12 students in our region: 80% are Caucasian, 12% are African-American, 3% are Hispanic/Latino. GCSC served 3,050 students in 2017: 66% girls, 60% African-American, Hispanic/ Latino, Native American and/or Mixed Race/Other, 70-75% Low-income.

Highlights:
- From 2014–2017, we have served over 60 schools/districts across our OH/KY/IN region.

The 2nd annual Summer of STEM grew to 29 partners and created opportunities for 2,100 students to explore STEM learning and careers and combat “summer slide.” GCSC focuses the most on students who are diverse, economically disadvantaged, and/or otherwise underserved.

Cincinnati Mayor John Cranley kicked off 2017 Summer of STEM for 300 female students at the “Greenlight for Girls” event on UC’s campus in conjunction with Procter & Gamble and other employer partners. Over 80 women scientists, engineers, and other professions led the young women through a day of engaging hands-on STEM experiments and challenges.

STEM Bike Club had 620 students and teachers reverse engineering a bicycle they got to keep in a 10-week “after school, at school” club at 12 different schools. Over 5,600 volunteer hours were contributed on behalf of these young people building their “STEM Confidence.”

There were twenty-five 3d Printers Clubs serving 450 students and it culminated in the first-ever “3d Printers Showcase” at UC in April. The more than 200 students and 100 teachers, parents, and club volunteers saw 19 student projects on exhibit and GE and P&G did demonstrations of their use of 3D printing in the workplace.

Highlights of our construction efforts include:
- Engaged in strategic discussions regarding attracting and retaining diverse workers.
- Executed a plan to raise awareness of construction jobs with students, educators and parents.
- Supported job fairs facilitated by the Greater Cincinnati Apprenticeship Council and Associated Builders and Contractors.
- Engaged more than 2,000 youth during Construction Career Days.
- PCW, NKY Home Builders Association and NKY Schools partnered to enroll students into the Norther Kentucky Home Builders Association Entrepreneurship Program.
PARTNERS FOR A COMPETITIVE WORKFORCE

BY THE NUMBERS 2008-2017

Manufacturing
- People Served: 2,663
- Completed Training: 80%
- Credentials Earned: 2,960
- % Obtained Employment: 73%

Construction
- People Served: 1,386
- Completed Training: 84%
- Credentials Earned: 2,241
- % Obtained Employment: 81%
- Youth Served (2016-2017 Only): 6,114

Healthcare
- People Served: 7,781
- Completed Training: 89%
- Credentials Earned: 6,497
- % Obtained Employment: 81%
- Youth Served (2016-2017 Only): 2,269
OUR PARTNERS COUNCIL

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Alkermes  
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American Fan  
American Financial Group  
Amstan Logistics  
AMYLIN  
The Andrew Jergens Foundation  
Armor USA  
Art Technologies  
Artswave  
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Ashland  
Ashley Ward  
Assured Patners  
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B Way Corp  
Baker Concrete  
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The Cincinnati Sub Zero  
The Cincinnati USA Regional Chamber  
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The Cintas  
The City Link  
The Cleaning Technologies Group  
The ComDoc  
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The Craftsman Electric  
The Cremer  
The Crescent  
The CSZ Inc  
The Cummins  
The Custom Tool  
The Dayton Freight  
The Defox  
The Denier  
The DHL  
The Diversified Composites  
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The Dunnhumby  
The E Technologies  
The E2RBS  
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The Enerfab  
The Episcopal Retirement Services  
The European Chamber of Commerce  
The EW Scripps  
The FedEx  
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The GE  
The GE Aviation  
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The Givaudan  
The GKN Aerospace  
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The Great American Insurance  
The Great Oaks Career Technical Centers  
The Greater Cincinnati Urban League  
The Greenlight For Girls  
The Grote Enterprises  
The Guardians LLC  
The DW Right Precision  
The HAHN Automation  
The Hamilton Caster  
The Harris - A Lincoln Electric Company  
The Hartkes  
The Health Care Access Now  
The Health Collaborative  
The HGC Construction  
The Hillebrand Home Health  
The Hilo Climbers  
The The Home Depot  
The Honeycomb Indy  
The Howden  
The Ignight Institute  
The Image Partners  
The Intellegated  
The JBM Envelope  
The Jet Machine  
The JFK Bens  
The John R. Jergens Co.  
The Jostin Construction  
The Journey Steel  
The JRN Jet  
The Junior Achievement  
The Jurgenksen Companies  
The KB Roof  
The Kentucky Career Center Florence  
The Kentucky Career Center Northern Kentucky  
The Kentucky Speedway  
The KES  
The Kingsgate  
The Kokosing  
The Krauss Maffei  
The Kroger  
The Kutol Products  
The L'Oreal  
The LeanCor  
The Legion  
The Life Enriching Communities  
The Life Learning Center  
The Link  
The Linkology  
The Logan, Lavelle and Hunt  
The Long Stanton  
The Luxottica  
The Macy's  
The Maple Knoll Communities  
The Maverick Moldings  
The Mazak  
The McAndrew Glass  
The McGregor Metal  
The Megen Construction  
The Mercy Health Partners  
The Mercy Neighborhood Ministries  
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The Meyer Tool  
The Miami University  
The Milacron  
The Model Group  
The Monti Inc.  
The Morris Tech  
The Mount Saint Josephs  
The Mubea  
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The Post Glover  
The Queen City Elder Care  
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The RodTechs  
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The Sinclair Community College  
The Skilcraft  
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The Southern Hills Career Technical Center  
The Southwest Ohio Regional Workforce Investment Board  
The St. Elizabeth Healthcare  
The St. Joseph Home  
The StandardAero  
The Stanley Black & Decker  
The Steinert US  
The Steinkamp Molding  
The Stober Drives  
The Stock Manufacturing  
The Superior Home Care  
The Supports to Encourage Low Income Families  
The Synchrony Financial  
The Talbert House  
The Tech Prep of Southwest Ohio  
The TechSolve  
The Terracon  
The Thomas More  
The Thyssenkrupp Bilstein  
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The University of Cincinnati Research Institute  
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The Butler, Clermont, Warren Counties Workforce One  
The Clermont County Workforce One of  
The Clmont County Workforce One of Butler County  
The Warren County Workforce One of Warren County  
The WorkOne - Lawrenceburg  
The Wright Precision  
The Walco  
The X Mil  
The Xtech  
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