

ANNUAL REPORT 2024



Labor Market Data (2024)

*Not Adjusted

Franklin County Workforce Metrics



Employed: 693,100



Labor Force: 722,300

As the number of jobs increased, the labor force participation rate increased from 67.0% to 68.5% between 2019 and 2024



Unemployed: 29,200



Unemployment Rate: 4.0%



Jobs: 853,164

From 2019 to 2024, jobs increased by 0.7% in Franklin County, OH, from 847,162 to 853,164

(Source: Ohio LMI)

In Demand Jobs



Total Job Postings (Unique): 234,735



Registered Nurses: 10,342



Software Developer: 5,738



Heavy Tractor Trailer: 5,192

(Source: Lightcast 2024)

In Central Ohio's fast-evolving economy, workforce development is both a necessity and a tremendous opportunity. The attainment of knowledge and skills has always been central to success in the workplace.

Emerging Talent



AMP participant engaged in certification program.

Engaging emerging talent in career exploration is foundational to the success of the region. Reaching youth at an early age helps them prepare for the future. This responsibility to emerging talent must be shared between the educators who guide them and the business community that will depend on their talent. Aspyr is leading the way in cultivating this collaboration.

Beginning this summer, in partnership with I Know I Can, we will place full-time career coaches in several area high schools. These coaches will be focused on connecting students and their families to career exploration activities, internships, and other work-related programs.

An example of an impactful program already in place is The Achieve More and Prosper program or AMP. In partnership with Franklin County Job & Family Services, Aspyr directs the AMP program to assist young adults aged 16 to 24 in Franklin County, Ohio, who face documented barriers such as low income, involvement with the foster care or justice systems, lack of a high school diploma, pregnancy or parenting responsibilities, homelessness, disabilities, or limited English proficiency.

AMP provides personalized support through assigned coaches, helping participants explore career interests, and gain hands-on experience, knowledge, and skills to pursue educational or employment goals. By offering comprehensive services, AMP empowers young adults to achieve personal and professional aspirations.



Students get firsthand knowledge of career pathways.



Students engaged in hands-on healthcare career exploration.



YOUTH 3,086 - Number of youth participants served



74.5% - of youth participants were employed or were in education 90 days after exit



275 youth received an industry-recognized credential



763 youth received a measurable skill

**Program Year Data (PY23 - July 2023 - June 2024)*

As technology reshapes industries, businesses require talent that is adaptable, innovative, and well-prepared. Aspyr recognizes that the key to meeting these demands lies in local communities. Central Ohio is home to incredible potential, and Aspyr's mission is to unlock it.

Industry Sector Partnerships

An Industry Sector Partnership (ISP) brings organizations within the same industry together to share employment data, standardize job descriptions, and assess training providers to build a strong talent pipeline. The award-winning Healthcare Career Collaborative of Central Ohio (HCCOCO), facilitated by Aspyr and led by four major healthcare employers in the greater Columbus area exemplifies a successful ISP by addressing the critical need for healthcare workers in the greater Columbus area.

HCCOCO designed and hosted an immersive healthcare career exploration event at the Ohio Expo Center welcoming nearly 2,000 high school students from 58 schools with 30 demonstration stations featuring Central Ohio's high priority, in-demand clinical occupations. Created and staffed by healthcare professionals, the stations entertained and engaged the students, drawing them into a world of interest and opportunity in healthcare careers.

Facilitated by Aspyr in collaboration with the Education Service Center of Central Ohio, the event provided hands-on experiences and career discussions, growing the region's much-needed and in high-demand healthcare talent pipeline.

HCCOCO serves as a model for other industries, demonstrating how ISPs can successfully bridge the gap between education and employment. Aspyr hopes to share expertise and best practices with other sector partnerships to greatly enhance workforce development activities in the region.



Industry sector partnerships like the Healthcare Career Collaborative of Central Ohio (HCCOCO) bridge the gap between education and employment, ensuring young people are equipped with the skills and knowledge businesses need. Integrating career education early gives emerging talent the tools to succeed and the ability to see pathways to fulfilling and impactful careers.



HCCOCO received the 2024 OEDA Workforce Excellence Award



The event highlighted five key healthcare careers: respiratory therapist, radiological technologist, surgical technologist, medical assistant, and registered nurse.



570 student surveys rate experience 4.8 out of 5.

"It was eye opening and provided greater insight to some career fields that I wasn't aware of."

"I think it was perfect and I wouldn't want to change anything about it."

"The summit was overall a 10/10 experience."

Apprenticeship Hub



Apprenticeships are structured, employer-driven workforce development programs that combine paid on-the-job training with mentorship and formal classroom instruction. They provide individuals with hands-on experience in a specific industry, earning a wage while developing valuable skills that lead to long-term career opportunities.

Aspyr serves as a centralized resource for employers, job seekers, and training providers to navigate the apprenticeship system. We help businesses create and implement apprenticeship programs that meet industry standards while assisting with recruitment efforts, regulatory compliance, and administrative procedures. We also share best practices with employers to enhance program effectiveness while helping to secure financial support, grants, and incentives to fund apprenticeship initiatives.

In 2024, Aspyr was awarded a \$4 million, multi-year grant from the U.S. Department of Labor to expand registered apprenticeships and recognized pre-apprenticeships in Central Ohio. In collaboration with the South Central Ohio Workforce Partnership (SCOWP), the Apprenticeship Resource Hub of Central Ohio (ARHCO) will support and expand apprenticeships in Franklin, Fairfield, Ross, Pickaway, Hocking, and Vinton Counties.

Funded through the Apprenticeship Building America (ABA) initiative, this grant focuses on high-demand sectors such as healthcare, manufacturing, and education.



Students trained for jobs in the expanding field of broadband technology.



Exploring apprenticeship pathways in healthcare.



Partners SCOWP open a new advanced manufacturing training facility in Lancaster



Engaged 28 employer/employer group partners to create or expand registered apprenticeship programs and recognized pre-apprenticeship programs.

These initiatives can include hands-on training, apprenticeships, work internships and mentorship opportunities, in partnership with local businesses to provide real-world experience and a robust talent pipeline.

Training

Nothing spells success better than graduation. The result of a talent's hard work and perseverance, we celebrate their achievement as they step into new careers. While opportunity awaits many if we can reach, support, and connect them to the possibilities, the key to success is the pursuit of knowledge and skills.

Aspyr prioritizes funding support for training programs and providers that align with the needs of business and industry. Certificate and degree-grantee training providers are carefully vetted and rigorously monitored to maintain high levels of post-training employment for our students.

Among the many in-demand careers in action are advanced manufacturing, healthcare, logistics, IT, and education.



Congratulations to Color Coded Labs graduates! This cohort was funded in part by the City of Columbus Income Support Pilot and Franklin County training funds. 12/2024



Congratulations to the Amazon Web Services Information Infrastructure Pre-Apprenticeship program graduates! This 4-week paid training program prepared individuals to enter high-demand careers that build, connect, power, and operate data centers. 11/2024.

Aspyr's emphasis on local talent isn't just a win for individuals—it's a win for businesses too. Companies and the entire Central Ohio community benefit immensely from a workforce that is both homegrown and highly skilled.

203 customers earned industry-recognized credentials, enhancing their skills and career opportunities



Over 100 customers have reported earning higher wages after successfully completing training programs."



Aspyr & Job Center Business Team

Aspyr Business Solutions provides comprehensive consulting services to employers, focusing on workforce development programs and strategies. By accessing, designing, and implementing innovative workforce programs such as industry sector partnerships, incumbent working training, and apprenticeship programs we can help drive results.

We also provide guidance to help employers navigate the nuances of applying for resources and program funding from the State of Ohio through OhioMeansJobs. Our expertise, robust business network, and community connections ensure employers can effectively implement these programs to enhance workforce capabilities and talent pipelines to drive business growth.

Working in tandem with Aspyr, our OMJCFC Business Services team offers employers comprehensive support in recruiting and training job candidates. Services include job posting and candidate screenings to match candidates to roles that align with their skills and experience and help optimize the search process.

OMJCFC regularly hosts events where employers can meet and connect with qualified job seekers, including weekly "Thursdates" with an employer and monthly virtual hiring events. By partnering with local businesses, we help build a skilled workforce that meets the specific needs of our community.



347 Employers engaged in business services



129 Employers who engaged with prospective talent through hiring events



626 number of referrals to employer partners.



Over 200 individuals moved from entry-level to mid-level employment



184 individuals were placed in employment in a high-priority occupation



Career seekers interested in the trades visited the Carpenters and Millwrights Union training center.



Employer discusses job opportunities with interested candidate



Job seekers learn more at one of many, in-person matching events at the OMJCFC

This symbiotic relationship between education and industry strengthens the regional economy and fosters community resilience. When businesses invest in their local talent pool, they cultivate loyalty, innovation, and a shared sense of purpose that drives success.

Central Ohio Workforce Development Network



In Ohio, the Central Ohio Workforce Development Network (COWDN) is transforming how employers connect with a skilled and diverse workforce. Comprised of 13 founding member organizations, this network streamlines job access and

economic mobility through a collaborative, no-wrong-door approach linking job seekers to the best opportunities and resources.

Community partners enhance this mission by providing coaching, skills training, and critical support services such as childcare, digital literacy, mental health, and housing assistance. These efforts help job seekers secure stable employment with family-sustaining wages. Employers engaging with COWDN gain access to a skilled workforce, reduced training costs, and higher employee retention rates.

COWDN's employer-supported Employee Resource Network (ERN), launching in the Summer of 2025, will place resource coaches on-site at member companies to help employees navigate life challenges that could impact job performance. The ERN model fosters a more supported and engaged workforce, enhancing productivity and job satisfaction while allowing companies to focus on the business.

By participating in COWDN, employers contribute to a larger community effort to empower individuals, both strengthening their business and enhancing corporate social responsibility. This collaborative approach not only benefits job seekers and employees but can also drive innovation, improve company culture, and ultimately boost the local economy.



Moreover, Aspyr's approach highlights the power of collaboration. By working with schools, businesses, and community organizations, we can create an ecosystem where education aligns seamlessly with economic needs. This holistic model ensures that every stakeholder—students, employers, and the community at large—benefits from the outcomes.



COWDN members' staff meet to network, share ideas, and best practices.



2000+ full-time staff,



500+ years of Experience,



70,000+ served annually

Job Center



For those looking for a career, or the right employer for their talents, the OMJCFC is

the place to be. Statistics for the Job Center lead the state in attracting candidates and providing one-on-one coaching to identify and start new careers.

With Artificial Intelligence on everyone's mind, our Job Center was an early AI adopter. On the OMJCFC website in July 2023 Chatbot Scott led the way, helping OMJCFC site surfers gain easy access to a variety of career assists. The AI revolution continues to help guide OMJCFC service offerings. Current customer options include AI-optimized resumes, career exploration, and job-matching services.

The Job Center is expanding access by locating coaches in libraries and schools and taking the Mobile Job Center RV to special events so that we can meet and reach job seekers in the communities where they are. As part of the Central Ohio Workforce Development network, OMJCFC can evaluate and then seamlessly connect customers to appropriate resources and services to meet their needs.

One of many in-person job matching events, OMJCFC hosted Ohio's largest record sealing and expungement event in 2024, with more than 600 job seekers served. Hosted in partnership with Franklin County Municipal Court, Columbus Urban League, Urban One, and the City of Columbus, this event successfully cleared justice records for hundreds of eligible individuals and, on the same day, connected them to dozens of welcoming employers.

Aspyr's initiatives are a blueprint for the future of workforce development. They demonstrate that the best investments businesses can make is not just in technology or infrastructure—it is in their people.



Job Center resources include computers, internet access, and printing to complement AI resume' workshops and other job seeker support services



Employer representative shares details of a Firefighter career path



OMJCFC launched Future Bound, aligning workforce services with correctional staff to provide four weeks of in-facility training and personalized career planning for returning residents.

Adult/Universal Customers



JOB SEEKERS 10,450 - Unique Visitors to our Franklin County OhioMeansJobs Center



64.7% (639) - of adult participants were employed 90 days after exit



95% - Overall customer satisfaction rating for individuals who visited the OhioMeansJobs Center



4,876 - Total Workshop Attendance



2,169 - Individuals attended Hiring Events



76.3% - of Dislocated Workers were employed 90 days after exit

Leadership

Federal, state, and local policy and funding shape the workforce development ecosystem. Aspyr optimizes investments in our workforce by prioritizing in-demand, industry-recognized credentials, evidence-based program outcomes, and contract models that base payment on performance.

Within the workforce ecosystem, Aspyr actively engages with decision-makers and partners, including representation in the National Association of Workforce Boards, the US Conference of Mayors Workforce Development Council, and the Ohio Workforce Association. Through these engagements, we bring our experience and our best practices to support policy, programs, funding, and innovation that develop and connect the workforce to job opportunities.



Kier Scott, Aspyr Director of Policy & Research speaks about SkillsFWD at the 2024 National Governors' Association Conference.



One example of this innovation is receiving national attention. The Aspyr-led SchoolLinks SkillsFWD pilot program, funded by Rockefeller Philanthropy Advisors, Ascendium Education Group, the Charles Koch Foundation, Strada Education Foundation, and the Walmart Foundation, connects youth work experience and credentials directly to employers seeking talent using verified digital learning and employment records or LERs.

SchoolLinks originally started as a college and career readiness platform, providing support and workflow for school districts and counselors to help students apply to college. Addressing the rapidly growing need for workforce and career preparation and work-based learning, SkillsFWD is creating tools to help guide employers to engage with school districts and students in a structured, privacy-compliant way.

Aspyr created programs allowing students to get a leg up in the job application process by deploying resumes, credentials, and school-related achievements that already existed in their SchoolLinks accounts, thus streamlining and standardizing candidate info on the hiring end.



Aspyr Board Chair Jim Negron and Vice Chair Nicole Kneedler present Workforce Professional of the Year award to Gina Shelton.

Aspyr's commitment to career education, training, and development ensures that the future of Central Ohio's workforce is bright, dynamic, and ready to meet the challenges tomorrow. By nurturing the region's talent today, Aspyr is laying the groundwork for a stronger, more prosperous community tomorrow.

Best Places to Work

The future is bright for Aspyr and Central Ohio. As we continue to innovate and develop new workforce programs, grow partnerships, and collaborate in the community, the goals are clear: to help individuals, businesses, and the community thrive in an ever-changing workforce environment.

Evidence of this commitment, and an example of practicing what we preach, Aspyr received recognition as a 2024 "Best Places to Work" by Columbus Business First.

We invite you to reach out and connect with Aspyr in meaningful ways. As a job seeker, an employer, a training provider, or a provider of human services, let us connect and work together to make Central Ohio a shining example of what is possible when business, education, government, and human service providers all work together to create greater prosperity for all.



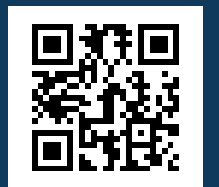
Aspyr CEO Lisa Patt-McDaniel makes remarks at a Career 500 awards announcement press conference.



Aspyr staff celebrate at the BPTW awards event



Courtney Thraen, Aspyr Director of Sector Partnership shows off the 2024 OEDA Workforce Excellence Award for HCCOCO.



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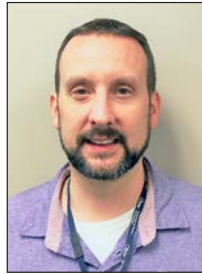
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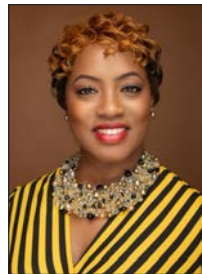
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