

ANNUAL REPORT 2025



EXECUTIVE SUMMARY

In 2025, Aspyr strengthened its role as Central Ohio's workforce intermediary by advancing system-wide coordination, expanding employer-driven initiatives, and launching new regional platforms designed to simplify access to opportunity. As the region experienced accelerated economic growth and employer investment, Aspyr focused on ensuring residents could connect more easily to in-demand careers, training, and support while employers have access to a reliable talent pipeline.

Workforce development works best when systems are aligned, employers are engaged, and people can clearly see pathways to opportunity.

A major milestone during the year was Aspyr's selection to lead Central Ohio's **WorkOhio Hub**, positioning the organization as a central point of access for career navigation, training resources, and coordinated workforce services across the region. This work reinforced Aspyr's commitment to a no-wrong-door approach that aligns state strategy with local delivery and employer demand.

At the same time, Aspyr deepened its investment in emerging talent by redesigning the Achieve More and Prosper (AMP) program to better align youth services with high-growth industries. Together, these efforts reflect Aspyr's continued focus on building a connected, accountable workforce ecosystem that supports individuals, strengthens businesses, and sustains Central Ohio's long-term competitiveness.



Lt. Gov Tressel announced Aspyr as the Central Ohio regional hub of WorkOhio.

FRANKLIN COUNTY WORKFORCE BY THE NUMBERS:



Employed: 699,509



Labor Force: 732,618
As the number of jobs increased, the labor force participation rate increased from 67.0% to 68.5% between 2019 and 2025



Unemployed: 33,109



Unemployment Rate: 4.5%



From 2019 to 2025, jobs increased by 0.7% in Franklin County, OH, from 847,162 to 853,164

(Source: Ohio LMI)



Strong workforce systems are built on trust, transparency, and shared responsibility.

WORKFORCE INNOVATION IN CENTRAL OHIO

In 2025, Aspyr continued to advance its role as the region's workforce intermediary, focused on aligning education, training, and employment systems with the evolving needs of employers and job seekers. As Central Ohio experiences rapid economic growth and transformation, Aspyr's work emphasized coordination, accountability, and innovation—ensuring that workforce investments translate into real opportunity and long-term economic resilience.

Throughout the year, Aspyr reinforced the value of public workforce funding by highlighting rigorous standards for training quality, employer alignment, and participant outcomes. Clear communication and data-informed decision-making remained central to strengthening trust among partners and stakeholders.



IN DEMAND JOBS BY THE NUMBERS:



**Total Job Postings:
221,623**



Registered Nurses: 11,141



Software Developer: 4,231



**Maintenance and Repair Workers,
General: 3,834**



Heavy Tractor Trailer: 3,290

(JobsEQ 2025)

EMERGING TALENT & CAREER EXPLORATION (ACHIEVE MORE AND PROSPER – AMP)

In 2025, Aspyr and **Franklin County Job and Family Services** implemented a focused redesign of the **Achieve More and Prosper (AMP)** program to strengthen how **young people** – emerging talent! - connect to education, training, and employment. Building on AMP's role within Ohio's Comprehensive Case Management and Employment Program (CCMEP), the updated approach sharpens alignment with Central Ohio's labor market and employer demand.

The refined AMP model centers on **career pathways with long-term value**, including advanced manufacturing, healthcare, construction, biotech, energy, and skilled trades. Participants receive integrated support that combines career exploration, access to vetted training providers, and wraparound services such as soft-skill development and assistance with job and training related transitions.

Delivery of AMP services emphasizes **access and consistency**, reaching young people through community-based providers, the OhioMeansJobs Columbus Franklin County Job Center, and directly within high schools. To support quality and alignment across the system, Aspyr convened providers through the inaugural AMP Forum, reinforcing shared expectations, strengthening partnerships, and grounding services in real-time industry insight.

Together, these efforts position AMP as a streamlined support system for young people navigating early career decisions and a reliable talent pipeline for Central Ohio's most in-demand industries.



A packed house to learn about the AMP revamp.



AMP connects young people to careers with purpose—aligning aspiration, training, and real opportunity in Central Ohio's fastest-growing industries.

EMERGING TALENT – AMP IMPACT BY THE NUMBERS:



3,518 - Number of young people participating



487 - Young people participating were employed or were in education 90 days after exit



359 - Young people received an industry-recognized credential



852 - Young people received a measurable skill

(Ohio Department of Job and Family Services 2025)

HEALTHCARE CAREER COLLABORATIVE OF CENTRAL OHIO (HCCOCO)

In 2025, the Healthcare Career Collaborative of Central Ohio (HCCOCO) continued to demonstrate the impact of an employer led industry sector partnership in addressing healthcare workforce needs while inspiring future talent. Facilitated by Aspyr and guided by major regional healthcare systems, HCCOCO advanced a coordinated approach that aligned education, workforce partners, and employers around shared talent priorities.

Through immersive career exploration experiences and close collaboration with schools, HCCOCO helped students gain a clearer understanding of the breadth of healthcare careers and the skills required to pursue them. Employer hosted healthcare engagement events provided hands on exposure to healthcare environments, broadening perceptions of the field and strengthening interest in healthcare pathways.

HCCOCO also continued to convene the region through the Central Ohio Healthcare Summit, reinforcing the collaboratives' role as a hub for employer engagement, student outreach, and sector alignment. Collectively, these efforts position HCCOCO as a leading model for how coordinated employer leadership can strengthen healthcare talent pipelines and connect education to employment across Central Ohio.



Hands-on career exploration at the 2025 Central Ohio Healthcare Summit.



Industry leadership is essential to building sustainable talent pipelines.

HCCOCO IMPACT BY THE NUMBERS:



4 major healthcare systems collaborating through an employer led sector partnership



Employer hosted healthcare bootcamps providing immersive career exploration for high school students



100+ students engaged in Summer 2025 healthcare bootcamps



Nearly 2,000 students reached through the Central Ohio Healthcare Summit



58 schools and 30 hands on demonstration stations represented at the Summit

APPRENTICESHIP

Over the past year, the Apprenticeship Resource Hub of Central Ohio (ARHCO) strengthened regional coordination around registered apprenticeship and pre-apprenticeship as core workforce solutions. Through close collaboration among employers, education and training providers, workforce partners, and state agencies, ARHCO advanced a more aligned and scalable apprenticeship system across Central Ohio. Ongoing coordination between Aspyr and the South Central Ohio Workforce Partnership ensured a unified regional strategy, while engagement with ApprenticeOhio and other partners supported alignment with state and national priorities.

ARHCO supported the development and expansion of apprenticeship programs across healthcare, manufacturing, skilled trades, and education, helping employers navigate both single employer and group sponsored models and reducing barriers to participation. Apprenticeship and pre apprenticeship pathways were strengthened to improve talent readiness and progression, while sector partnerships embedded apprenticeship more deeply into broader workforce strategies. Collectively, these efforts positioned ARHCO as a key driver of apprenticeship growth and system alignment in the region.



New apprenticeships for in-demand industries like Healthcare provide “earn and learn” career opportunities.



ARHCO APPRENTICESHIP IMPACT BY THE NUMBERS:



200+ stakeholders engaged across employers, education, workforce, and industry partners



7+ active Registered Apprenticeship Programs (RAPs) supported or expanded



10+ sponsor & signatory employers participating across priority sectors



30+ recognized pre-apprenticeship programs aligned to high-demand occupations



200+ pre-apprentices enrolled in the most recent reporting cycle



100% CCMA certification pass rate for a completed healthcare cohort



OHIO MEANS JOBS COLUMBUS FRANKLIN COUNTY (OMJCFC) - TRAINING & UPSKILLING

In 2025, Aspyr's leadership of the OMJCFC Job Center continued to be a model for innovation and a point of connection between job seekers and employers. A top performing Job Center in both visitors and outcomes OMJCFC remained focused on ensuring that workforce investments uplift job seekers and power business.

Training initiatives spanned multiple sectors, reflecting the diverse needs of Central Ohio's economy. By prioritizing high-quality providers and programs aligned with in-demand occupations, the Job Center team supported individuals in gaining the knowledge, skills, and credentials needed to advance in today's labor market.

In person hiring events, one-on-one career coaching, a variety of workshops and resources provide the region a full spectrum of job training and talent acquisition services reaching thousands of job seekers and hundreds of employers. Aspyr's emphasis on continuous improvement and accountability ensure that the regions workforce needs are addressed and remain innovative, accessible, relevant, and impactful.



Training providers meet with prospective students at one of many in-person event opportunities.



OhioMeansJobs.

Columbus-Franklin County

A proud partner of the American Job Center network

TRAINING IMPACT BY THE NUMBERS:



Customers who earned a credential 288 (WIOA Common Measure) 250 Pay-for-Performance



Customers earning higher wages (Customers Reporting a Wage increase upon the completion of training) 150



Customers that advanced from gateway employment to mid-level employment 271

OMJCFC IMPACT BY THE NUMBERS:



JOB SEEKERS 12,000 + - Unique Visitors to our Franklin County OhioMeansJobs Center



1,062 (72.2%) - of adult participants were employed 90 days after exit



2,000+ Surveys, 94% - Overall customer satisfaction rating for individuals who visited the OhioMeansJobs Center



1,811 - Total Workshop Attendance



3,992 - Individuals attended Hiring Events



107 (78.7%) - of Dislocated Workers were employed 90 days after exit

(Ohio Department of Job and Family Services 2025)

BUSINESS SOLUTIONS & EMPLOYER ENGAGEMENT

Aspyr Business Solutions and OMJCFC Business Services continued to provide employers with comprehensive workforce support in 2025. By combining talent recruitment, hiring events, and guidance on workforce funding opportunities, these teams helped businesses respond to changing labor demands and strengthen their talent pipelines.

Through close collaboration with employers, Aspyr supported workforce strategies that promote retention, advancement, and long-term organizational success - reinforcing the connection between a skilled workforce and a resilient regional economy.



Employers are essential partners in shaping a workforce system that works.

ASPYR & JOB CENTER BUSINESS TEAM BY THE NUMBERS:



290 Employers engaged in business services



155 Employers who engaged with prospective talent through hiring events



341 number of referrals to employer partners.



271 individuals moved from entry-level to mid-level employment



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



Employers and training providers gather for an information session provided by OMJCFC Business Services staff.



OhioMeansJobs.

Columbus-Franklin County

A proud partner of the
American Job Center network

CENTRAL OHIO WORKFORCE DEVELOPMENT NETWORK (COWDN)

The Central Ohio Workforce Development Network advanced its mission in 2025 by strengthening collaboration among workforce, education, and human services partners. The network's no-wrong-door approach continued to streamline access to employment, training, and support services for job seekers.

A major milestone in 2025 was the launch of THRIVE, our localized implementation of the Employee Resource Network (ERN-USA). THRIVE places trained Success Coaches onsite at participating employers to support workers facing life challenges that can affect job performance and continued employment.. This employer-supported model helps businesses improve retention and productivity while supporting employee stability, growth, and success.



CENTRAL OHIO WORKFORCE DEVELOPMENT NETWORK IMPACT BY THE NUMBERS:



2000+ full-time staff,



500+ years of
Experience,



70000+ served
annually

ORGANIZATIONAL LEADERSHIP & GOVERNANCE

Throughout 2025, Aspyr's executive leadership and Board of Directors remained actively engaged in guiding the organization's strategic direction. Regular CEO updates and Board meetings reinforced a shared focus on accountability, partnership, and long-term impact.

As Aspyr entered 2026, leadership emphasized continued alignment between strategy, operations, and community needs—ensuring the organization remains a trusted steward of workforce resources and a catalyst for regional prosperity.



LEADERSHIP, POLICY & INNOVATION

Aspyr's leadership continued to engage at the local, state, and national levels in 2025, contributing expertise to conversations about workforce policy, funding, and innovation. By participating in national associations and cross-regional collaborations, Aspyr helped shape best practices that strengthen workforce systems nationwide.

Innovation remained a central theme, particularly in the use of digital tools and credentials to better connect talent to opportunity. Initiatives focused on modernizing how skills, experience, and learning are recognized by employers, helping to create more transparent and efficient hiring pathways.



Lisa Patt McDaniel recognizes Sean Grant, CAO, One Columbus and CFO Columbus Partnership and Matt Habash, President & CEO Mid-Ohio Food Collective for their many years of service as Aspyr Board members.



2025 State of the Workforce Symposium featuring Doug Buchanan, Editor in Chief, Columbus Business First, Pat Tibiri, President & CEO Ohio Business Roundtable, Lisa Patt McDaniel, CEO Aspyr, and Steve Dackin, Director Ohio Dept. of Education and Workforce.

KEY PROGRAMS & STRATEGIES

Aspyr's work in 2025 was anchored by a portfolio of interconnected programs and strategies designed to strengthen the workforce system. These programs include emerging talent initiatives, sector partnerships, apprenticeships, employer services, system navigation, and innovation efforts that improve how people and business access opportunity.

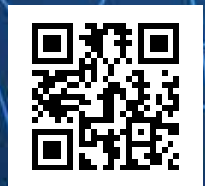
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LOOKING AHEAD

Aspyr's work in 2025 underscored the power of collaboration in workforce development. By bringing together employers, educators, policymakers, and community partners, Aspyr continues to build an ecosystem where talent and opportunity meet.

As Central Ohio grows and changes, Aspyr remains committed to helping individuals thrive, supporting businesses in accessing skilled talent, and strengthening the region's economic future through innovative, inclusive workforce solutions.



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