



## **Knox County Workforce Development Alliance: 2024 Annual Report**

A collaboration of dedicated professionals working to improve the workforce climate of Knox County by connecting qualified workers with in-demand career pathways.

### **WorkDev Members:**

Area Development Foundation  
Burrows Packaging Solutions  
Central Ohio Technical College  
Clear Fork Local Schools  
Coyne Graphic Finishing  
Danville Local Schools  
EPIC  
Fredericktown School District  
Heating & Cooling Products  
Knox Community Hospital  
Knox County Board of  
Developmental Disabilities

Knox County Career Center  
Knox County Educational  
Service Center  
Knox County Chamber of  
Commerce  
Knox County Foundation  
Knox County United Way  
Knox County - Ohio Means Jobs  
Knox Public Health  
Knox Technical Center  
Knox Touch Pointe

Kokosing  
Mauser Packaging  
Mount Vernon High School  
Ohio Eastern Star Home  
Ohio Means Jobs  
Opportunities for Ohioans with  
Disabilities  
Owens Corning  
Schafer Driveline  
Spherion Ohio  
State Support Team 7  
Ver-Mac Industries

### **WorkDev 2024 Operations:**

#### Meetings:

The Workforce Development Alliance is a group of local professionals dedicated to removing barriers to the success of workforce development for healthcare, manufacturing, and construction companies in Knox County. Activities include programming for students, resource development, management training, research, collaboration, and many more.

- WorkDev held 10 monthly meetings in 2024.
- WorkDev attend 2 tours: Burrows Packaging and Knox Community Hospital.
- WorkDev meetings included presentations from:
  - Area Development Foundation
  - Knox County Salvation Army
  - Greater Ohio Workforce Board
  - Knox Community Hospital

#### Knox ASPECT Program

Description: a coalition of Knox County manufacturers and WorkDev operate a program called Knox ASPECT, which is designed to prepare interested candidates for careers in manufacturing by teaching necessary skills for the industry. The payoff for the participants is that any candidate who completes the program will have a guaranteed job interview with 13 participating Knox County-based manufacturers, all of whom are seeking to hire for open positions.

- Spring 2023 Results: 22 high school seniors completed the program, receiving interviews with 13 local manufacturing companies.
- Knox ASPECT included tours of the manufacturing facilities as part of the curriculum, which greatly increased student interest and enabled them to make more educated employment decisions.

### Healthcare Expo:

Goal: To provide information to Knox County students about the diverse employment options available in healthcare and how they can become connected with local job and educational opportunities to ensure students are making educated decisions regarding their future career pathways.

- Over 20 healthcare professionals presented in four employment pathway stations focusing on Nursing, Technicians, Office & Emergency Services, and Support Services.
- Healthcare partners included Knox Community Hospital, Ohio Eastern Star Home, the Mount Vernon Developmental Center, Knox Public Health, and Knox Technical Center.
- Fredericktown High School hosted an expo on March 13th for all (high school) grade levels, reaching about 300 students.
- East Knox High School hosted an expo on October 24th for all (high school) grade levels, reaching about 275 students.
- Knox County Career Center hosted an expo on November 5th for 5 technical labs, reaching about 80 students.
- Below are the results from the student surveys from all three events combined:
  - 24.25% of students were not considering a healthcare career prior to the expo, but the expo introduced them to a healthcare career they would consider pursuing.
  - 51.5% of students were already considering a healthcare career prior to the expo, but the expo introduced them to a healthcare career they would consider pursuing.
  - 75.7% of students learned about a healthcare career that they did not know about prior to the event that they are now considering as a future career path.
  - When asked how helpful it was while planning their future career path, 86% of students rated the event a 3 or above out of 5.

### Knox County College Internship & Job Fair:

A college internship & job fair exclusively for Knox County employers.

- A partnership between Central Ohio Technical College, Kenyon College, Mount Vernon Nazarene University, Knox County Ohio Means Jobs, Knox County Chamber of Commerce, and WorkDev.
- The event was held on February 14th, 2024 10:30am-1pm.
- The event was for all college students, primarily Central Ohio Technical College, Kenyon College, and Mount Vernon Nazarene University.
- The event was held at Kenyon College and will be held at MVNU in 2025.

- The event had 20 businesses present to promote over 30 internship opportunities. Every business received applications for their positions.
- The event had 60 students attend.

Management Training: Multi-Generational Workforce

- To provide local businesses with the information they need to improve job quality throughout all industries in the county.
- Held on April 31st, 2024.
- SkillPath Trainers hosted an all-day event for 25 local business professionals from various industries to better understand how to manage a multi-generational workforce, specifically Generation Z.

Manufacturing Matters:

- To spread awareness about the positive impact of manufacturing in Knox County, WorkDev and Mount Vernon High School hosted Manufacturing Matters at a home football game on October 18th. There were seven manufacturing companies with booths that shared information about their facilities, products, culture, and career opportunities. Ohio Means Jobs and Area Development Foundation also had booths to share general information about manufacturing.

2024 Workforce Demand Study - Regionomics:

- Goal: Update the 2019 study and predict what new sectors could succeed in Knox County.
- Process: Sector-based approach, Data analysis, and Stakeholder interviews.
- 2022-2032 Workforce Demand:
  - Manufacturing & HC - 7,200 workers - 37% of county employment
  - Sectors:
    - Manufacturing - 4,353 jobs
    - Healthcare - 2,900 jobs
    - Local government - 2,400 jobs
    - Educational services - 1,330 jobs
    - Retail trade & accommodations - 4,000 jobs
  - The majority of this demand is the replacement for retirements.
  - Construction demand increased by 482 jobs.
- Top demand for **manufacturing** by job:

SOC	Occupation	2022	2032	Growth	Replacement	Total need
00-0000	Total, all occupations	3,469	3,488	19	3,328	3,347
	Total analyzed*	3,365	3,382	17	3,228	3,245
51-2090	Miscellaneous assemblers and fabricators	584	558	-26	594	568
51-4121	Welders, cutters, solderers, and brazers	194	202	7	189	196
53-7062	Laborers and freight, stock, and material movers, hand	113	116	3	150	153
51-1011	First-line supervisors of production and operating workers**	137	141	4	127	131
51-4041	Machinists**	111	115	4	109	113

- Top demand for **healthcare** by job:

SOC	Occupation	2022	2032	Growth	Replacement	Total need
00-0000	Total, all occupations	2,523	2,602	79	2,612	2,691
	Total analyzed*	2,460	2,537	77	2,547	2,624
31-1120	Home health and personal care aides	251	276	25	409	434
31-1131	Nursing assistants**	263	264	1	380	381
29-1141	Registered nurses**	453	468	15	250	266
31-9091	Dental assistants**	54	56	2	76	79
29-2061	Licensed practical and licensed vocational nurses	90	90	0	70	70
37-2012	Maids and housekeeping cleaners	49	50	1	69	70

- The most needed knowledge, skills, and abilities:
  - Knowledge: Customer Service, English Language, and Mental Processing.
  - Skills: Problem Solving, Speaking, and Critical Thinking.
  - Abilities: Oral Comprehension & Expression, Problem Sensitivity, and Good Vision.

Based on the results of the Workforce Demand Study, the WorkDev group conducted a member survey to determine priorities for the 2025 year. These priorities will be highlighted in the 2025 WorkDev strategy.

### **Conclusion:**

The Knox County Workforce Development Alliance has made significant strides in addressing the workforce needs of our community in 2024. Through targeted programs like Knox ASPECT and the Healthcare Expo, we have inspired students to consider meaningful career pathways, directly connecting them with local employers and educational resources. Initiatives such as the Management Training and Manufacturing Matters have fostered stronger connections between businesses, educators, and the workforce, highlighting the opportunities and challenges within our key industries.

Our updated Workforce Demand Study reaffirms the importance of investing in manufacturing, healthcare, and other critical sectors to ensure sustainable economic growth. The study's insights will guide our strategies for developing the knowledge, skills, and abilities most needed by our employers.

Looking ahead to 2025, the Knox County Workforce Development Alliance remains committed to building on this foundation, fostering collaboration among stakeholders, and addressing emerging workforce challenges. Together, we will continue to create opportunities, reduce barriers, and support a thriving, resilient workforce in Knox County.