

## Tomak Precision

- Small manufacturing facility located in Lebanon Ohio (half way between Cincinnati and Dayton)
- Our work is close tolerance and hard material (some characteristic .0002 or less and either hardened mat'l or aerospace alloy such as hast)

## Tomak Precision

- Consider our workforce draw more from Cincinnati rather than Dayton – less skilled at our type of work
- Consistently running add – paper, internet, etc
- Local trade school, no people and closed program
- New plan needed, not enough to fill pipeline

## Tomak Precision

- 3 approaches to workforce
  - Hire people with knowledge and desire
  - In house training
  - Involvement with trade school

## Tomak Precision

- Unskilled but willing to learn workforce
  - Best success, referrals
  - Define what they want to do
  - Sign contract
  - Tooling U
  - Outside education
    - High school or College

## Tomak Precision

- In house training
  - Must train each year
    - High school, machine tool training, ToolingU
  - Somewhat feeds itself
    - Not everyone jumping up for training
  - Training tied to wages
    - Labor market slightly tight but not incredible
  - Lead by example

## Tomak Precision

- More broad based involvement
  - Our local chapter making workforce development higher priority
    - Early stage
    - Trade school involvement

# Tomak Precision

- Conclusion
  - No magic bullet
  - Open to other ideas