

Workforce Instructor Keith Barga observes as Travis B. and Bryant M. of Abbott Nutrition bench test the motor windings during a class at the Piqua Campus in November 2024. Both are pursuing academic pathways while participating in a Registered Apprenticeship program for Maintenance Mechanics.

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WORKFORCE DEVELOPMENT

Our employer services and resources include:

- **Customized Training and Skill Development**
- **Leadership and Personal Enrichment Courses**
- **Job Posting and Recruitment Services**
- **Edison State Works**—Connect with students on our campus, in-person or virtual
- **Earn and Learn**—Apprenticeships, Internships and Co-ops

*To start a discussion on Workforce Development & Work-Based Learning options, contact **Brandi Olberding** at 937.381.1533 or bolberding@edisonohio.edu.*

Collaborating with Community Colleges to Address HR Priorities

In 2025, Human Resource leaders face critical challenges in leadership development, cultural alignment, workforce planning, change management, and optimizing HR technology. These focus areas are essential to navigating workforce complexities and positioning organizations for long-term success. Key strategic priorities include developing managers, embedding organizational culture, strategic workforce planning, managing change and optimizing HR Technology. Edison State highlights the following from the source reference:

Leadership and Supervisor Development

Organizations are emphasizing continuous learning models and real-world applications to prepare managers for evolving business challenges. Peer collaborations and leadership challenges are vital for developing skills needed in complex

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Collaborating with Community Colleges... *(continued)*

environments. Edison State Community College's Office of Workforce Development & Work-Based Learning can partner with employers to design custom leadership training programs. Ask about our Emerging Leaders Series designed to equip manufacturing team leaders with essential skills.

Managing Change

The rapid pace of organizational change often leads to burnout. Strategies like clear communication, supportive measures, and training in change management for leaders are necessary to maintain employee engagement. Edison State's change management workshops, e.g., Embracing Change and Driving Change, equip leaders with tools to guide teams effectively during transitions.

Optimizing HR Technology

Despite advanced tools, many organizations underutilize HR technologies. Generative AI is emerging as a transformative solution for streamlining processes and improving decision-making. To address this, Edison State Community College offers workshops, ensuring employees are equipped to maximize these tools. *Check out the Morning Mentor programs on page 5.*

Community Impact

Edison State Community College's Office of Workforce Development & Work-Based Learning serves as a bridge between academic learning and employer needs. By collaborating on customized training programs, certifications, and workshops, the college supports workforce readiness, reduces skills gaps, and enhances local economic growth. These partnerships help businesses stay competitive and employees succeed in their careers.

Source: Liana Passantino and Maggie Schroeder-O'Neal, www.gartner.com, October 21, 2024



2025 Summer Symposium for HR Professionals
Thursday | August 7, 2025
PIQUA CAMPUS

Join us for a day of networking and the sharing of best practices and partnerships all centered around a human resources strategy.

Breakout topics include:

- AI Technology for the HR Professional
- Employment Law
- Mental Health/Emotional Intelligence
- Recruiting and Retention Strategies

Top 5 Priorities for HR Leaders in 2025

- 01 Leader and manager development**
- 02 Organizational culture**
- 03 Strategic workforce planning**
- 04 Change management**
- 05 HR technology**

Source: Gartner
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C-PLEx
CREDIT FOR PRIOR LEARNING EXPERIENCE

College Credit for Prior Learning
Get credit for what you already know!

Get credit for workplace training, military training and service, professional certifications and volunteer activities. *For more information, contact Roger Fulk by calling 937.381.1547 or emailing fulk@edisonohio.edu.*

Workforce Training—Online Courses

Many online programs are TechCred-Approved.

Teaming up with , Edison State presents a range of online enrollment programs crafted to equip individuals with essential workplace skills. Visit www.ed2go.com/edisonohio to explore options or to register.

For more information or assistance with registration, contact **Roger Fulk** at **937.381.1547** or email rfulk@edisonohio.edu.

Featured courses include:

Six Sigma: Total Quality Fundamentals Learn the fundamentals, history and key concepts of the total quality movement. This course will teach you how to increase the value of your company through motivational models, leadership, teamwork and quality standards.

\$135 | 24 COURSE HOURS

START DATES | February 12, March 12, April 16

Computer Skills for the Workplace This course includes a great introduction to Windows 10 and Office 365 to provide the fundamental computer competencies you need to prosper in a modern workplace.

\$129 | 24 COURSE HOURS

START DATES | February 12, March 12, April 16

Introduction to Microsoft Excel Learn to quickly and efficiently use Microsoft Excel 2019 as you discover dozens of shortcuts and tricks for setting up fully formatted worksheets.

\$147 | 24 COURSE HOURS

START DATES | February 12, March 12, April 16

Introduction to QuickBooks Manage the financial aspects of your small business quickly and efficiently using QuickBooks Online. This course will give you

hands-on experience recording income and expenses; entering checks and credit card payments; tracking your payables, inventory and receivables and much more.

\$139 | 24 COURSE HOURS

START DATES | February 12, March 12, April 16

Fundamentals of Technical Writing Master the fundamental techniques to explain complex subjects in a way that makes them easy to understand.

\$135 | 24 COURSE HOURS

START DATES | February 12, March 12, April 16

Speed Spanish Learn six easy recipes to glue Spanish words together and engage in conversational Spanish.

\$125 | 24 COURSE HOURS

START DATES | February 12, March 12, April 16

 **Ohio College Tech Prep**
Building Quality Career Pathways

WEST REGION

If you would like to host a secondary student for a work-based learning experience, contact Edison State Tech Prep Coordinator, **Deb Holthaus** at **937.778.7891** or dholthaus@edisonohio.edu.

WORK-BASED LEARNING

 **INTERNSHIPS**

 **APPRENTICESHIPS**

 **CO-OPS**

 **VOLUNTEER OPPORTUNITIES**

For information or to start a discussion on work-based learning options, contact **Brandi Olberding** at **937.381.1533** or bolberding@edisonohio.edu.



CompTIA Security Certification Boost your cybersecurity career and yearly income by obtaining your CompTIA Security+ certification! According to CompTIA, five of the top six security jobs have annual salaries of \$90,000 or higher, with some exceeding \$127,000. The Security+ certification is widely recognized and well-respected in the IT industry and it will validate your skills and help you gain top-paying employment.

OPEN ENROLLMENT/SELF-PACED Voucher Included
\$1,995 | 85 COURSE HOURS—6 MONTH COURSE

Scan the code for more information and to register.



SCAN ME

SKILL DEVELOPMENT FOR YOUR ORGANIZATION

SPRING 2025

LEADERSHIP DEVELOPMENT SERIES

These workshops are designed for new supervisors or line leaders. The series will help supervisors develop leadership skills, learn how to supervise former peers and build communication and conflict resolution skills. Materials included.

Sign up for the series below for \$450/person or attend the session(s) of your choice for \$175/person.

Peer Today, Boss Tomorrow

Making the leap from peer to boss is never easy. New managers frequently struggle to balance their old coworker relationships with their new management responsibilities. This course presents four proven strategies that will help you navigate changing relationships and prepare for difficult situations that you are likely to encounter as you assume your new role.

Wednesday | February 19, 2025 | 8:30 a.m.–12:30 p.m.
PIQUA CAMPUS

Building and Sustaining Trust

This course introduces Trust Builders—actions leaders can take to build and sustain trusting relationships as well as those things that can erode or break trust. Leaders will learn to develop authenticity, aiming toward a culture of trust and applying the skills that enable you to take risks, identify and solve problems, and collaborate to achieve results.

**This workshop is worth 4 PDCs for SHRM-CP or SHRM-SCP.*

Wednesday | March 12, 2025 | 8:30 a.m.–12:30 p.m.
PIQUA CAMPUS

Resolving Workplace Conflict

Today's business environment challenges organizations to increase productivity, improve quality, shorten cycle time and reduce costs. An unfortunate but natural by-product of these challenges is conflict. This course will teach you how to recognize the signs of escalating conflict and take appropriate action to minimize damage. You will be introduced to two resolution tactics—coach and mediate—and will practice using the Interaction Essentials as you coach and then mediate to resolve a conflict.

**This workshop is worth 4 PDCs for SHRM-CP or SHRM-SCP.*

Wednesday | April 16, 2025 | 8:30 a.m.–12:30 p.m.
PIQUA CAMPUS



SHRM-CP/SCP Prep Course for the Human Resource Professional

Enhance your HR knowledge and skills to earn the advancement and recognition you deserve as an HR professional. Our expert instructors and premier learning materials will help fill your unique knowledge and skill gaps to maximize your chances for success on your SHRM-CP or SHRM-SCP exam. **Online classes meet just once a week!**



Tuesdays | January 21–April 15, 2025
6:00 p.m.–9:00 p.m. | ONLINE

\$1,495

**Includes books and a prepaid voucher to sit for the certifying exam upon eligibility.*

FREE
Virtual Information Session
Tuesday, January 7, 2025
6:00 p.m.–7:00 p.m.
Via Zoom

www.edisonohio.edu/SHRM

For more information, contact Trisha Elliott—SHRM Coordinator, at 937.778.7811 or email telliott2@edisonohio.edu.

MORE SPRING OFFERINGS

Microsoft Excel Spreadsheets for Beginners–Level 1

Friday | April 4, 2025
9:00 a.m.–12:00 p.m. | PIQUA CAMPUS

FEE \$89

Microsoft Excel Spreadsheets Intermediate–Level 2 | Look-Up Functions

Friday | May 2, 2025
9:00 a.m.–12:00 p.m. | PIQUA CAMPUS

FEE \$89

**Microsoft courses can be tailored for delivery at our site or at yours.*

Don't see a topic that meets your leadership development needs?

Call for a list of instructor-led leadership courses for onsite customized training. Contact **Trisha Elliott** at 937.778.7811 or email telliott2@edisonohio.edu.



Interns in Action

“During my internship, I’ve focused on supporting Crane’s philanthropic efforts by coordinating volunteering events with organization leaders. I assist with administrative tasks and handle office duties to ensure smooth daily operations. Another responsibility I have is planning employee events that foster community and engagement within the organization. This experience helps me develop valuable skills in organization, communication, and teamwork while making a meaningful contribution to a positive workplace culture and giving back to the community.”

Need an intern? For more information, contact **Roger Fulk** at **937.381.1547** or by emailing **rfulk@edisonohio.edu**.



Olivia Reeder—ESCC
A.A.B.—Human Resources
Class of 2025

INNOVATE & IGNITE: Evening Inspiration for Entrepreneurs In this workshop, we will delve into important factors to consider when evaluating the feasibility of starting a business, including barriers to entry, assessment of the market for your potential product/service, financial viability, and more. By the end of the session, you will have a clearer understanding of the challenges and opportunities that lie ahead, as well as the knowledge and tools to make an informed decision about starting your own successful business. To foster engagement and collaboration, we will facilitate a group brainstorming session where you will receive constructive feedback on your idea—giving you an opportunity to refine and enhance your concept with the input of your peers. *Presented by Kim Klopfenstein, Director, Miami Valley SBDC, Entrepreneurs’ Center*



Thursday, April 10, 2025 | 6:00 p.m.–7:30 p.m. | ONLINE

Morning Mentors Contact us today to register!

TechCred: A Guide to Understanding the Technical Training Reimbursement Program **FREE**

This FREE virtual workshop will help employers understand the TechCred training reimbursement program. We will explore the concept of the program, navigate the website, and gain tools to make the application process easy. Through TechCred, employers can identify the skills they need and collaborate with training providers to upskill their employees. When training is successfully completed, employers can receive a reimbursement of up to \$2,000 per credential/certificate earned. March is an open application period. *Presented by Derek Chancellor—Southwest Ohio Regional Liaison, Office of Lt. Governor Jon Husted and Brandi Olberding—Edison State*

Tuesday, February 18, 2025 | 9:00 a.m.–10:00 a.m. | ONLINE

Emotional Intelligence and Mental Health in the Workplace **\$10**

This virtual training explores the essential connection between emotional intelligence and mental health in professional settings. Participants will learn how to recognize and manage emotions effectively, foster empathy, and build supportive workplace relationships. The session will provide practical strategies for promoting mental well-being, reducing stress, and creating a positive and resilient work environment. Perfect for leaders, teams, and individuals aiming to enhance collaboration and mental health awareness. *Presented by Julia Rose (CHES, OCPS) and Brad Reed, Tri County Board of Recovery & Mental Health Services*

Thursday, March 6, 2025 | 9:00 a.m.–10:30 a.m. | ONLINE

AI at Work: Unlocking Productivity with ChatGPT **\$10**

Discover the potential of generative AI tools like ChatGPT in this engaging 1-hour virtual mentor session designed for professionals. Learn how to navigate and effectively use AI to streamline tasks, enhance creativity, and boost productivity. With hands-on exploration, you’ll gain practical insights to seamlessly integrate these powerful tools into your daily workflow. *Presented by Tommy Renfro, Learning & Development Manager, Shook Construction and Professional Educator*

Thursday, April 3, 2025 | 9:00 a.m.–10:00 a.m. | ONLINE

FLEX TECH  **Blended Learning for Manufacturing Training Solutions**

SPRING 2025

These programs are a blend of online learning and hands-on learning labs. When the online portion is completed, students proceed to a hands-on learning lab with an experienced instructor to validate and reinforce the online learning experience and to meet your specific training needs. *All programs are TechCred-approved.*

CNC MACHINE TOOL OPERATOR TRAINING PROGRAM

The CNC Machine Tool Operator Training Program equips employees with the skills needed to be successful CNC operators by offering a blend of online learning and hands-on validation learning labs. The program is divided into five subject areas:

- Safety, Math & Measurements
- Manual Mill
- Manual Lathe
- CNC Mill
- CNC Lathe

6-month program | In person once/month **\$2,495/person**
Classes designed to start anytime
College credit and funding available
All course modules are open to customization

MAINTENANCE TECHNICIAN ESSENTIALS PROGRAM

The Maintenance Technician Essentials Program equips employees with the skills needed to be successful maintenance technicians by offering a blend of online learning and hands-on validation labs. The program is divided into subject areas:

- Shop Practice & Measurements
- Maintenance Basics
- Mechanical Systems
- Hydraulics & Pneumatics
- Basic Electricity
- Industrial Controls
- Advanced Industrial Controls
- Programmable Logic Controllers (PLCs)
- Advanced Programmable Logic Controllers (PLCs)
- Robotics

9-month program | In person once/month **\$4,995/person**
Classes designed to start anytime
College credit and funding available
All course modules are open to customization

FUNDAMENTAL WELDING PROGRAM

This program familiarizes the participant to welding and cutting processes, including shielded metal arc (Stick), gas metal arc (MIG), gas tungsten arc (TIG) and validation lab experiences. Labs also introduce the participant to cutting processes, oxyacetylene and plasma cutting to develop welding and cutting skills by performing the basic processes on steel and aluminum. The program will guide the participant through the following subject areas:

- Safety Practices for Hot Work
- Welding Metallurgy Basics
- Plasma Cutting/Oxyacetylene
- Stick Welding
- MIG and TIG Welding
- Review and Practice

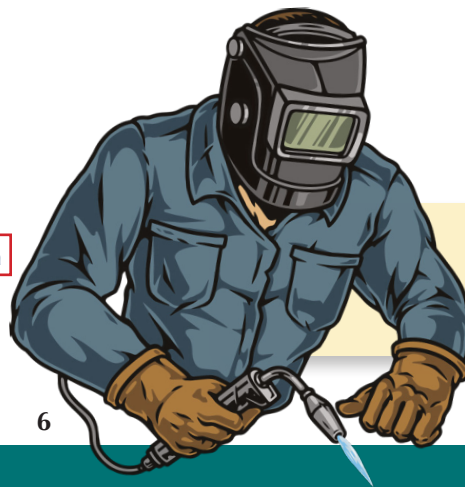
\$995/person

Registration can begin anytime. Modules are customizable and can be tailored to fit your specific training needs.

For information or to start a discussion on **Workforce Development**, contact **Brandi Olberding** at **937.381.1533** or **bolberding@edisonohio.edu**.

Edison State is a member of the West Central Ohio Manufacturing Partnership (WCOMP). WCOMP is a manufacturing-led 'industry sector partnership' created to solve the common workforce training, retention and recruitment challenges of its participating member manufacturers.

In partnership with



Learn more about the **TechCred Employer Reimbursement Program** See page 8.

UPSKILL AND RETAIN YOUR MANUFACTURING WORKFORCE

PROGRAMMABLE LOGIC CONTROLLER (PLCS) TRAINING

ControlLogix/Studio 5000 (16 hours)

This course will assist in developing and building a solid foundation with a fundamental knowledge of ControlLogix and other Logix5000™ systems. Participants will be introduced to basic Logix5000 concepts and terminology, as well as being exposed to Logix5000 system hardware, including hands-on experience with the ControlLogix platform, through a variety of hands-on exercises using a SMC FMS 200, flexible automation cell system workstation. *No prerequisite needed.*

\$795/person

TECHCRED-APPROVED

Friday | March 7 & 14, 2025 | 8:00 a.m.–4:00 p.m.
PIQUA CAMPUS

INDUSTRIAL ELECTRICAL CONTROLS FUNDAMENTALS (32 hours)

This course is designed to provide knowledge and skills required to install, maintain and troubleshoot machine controls. Participants will define uses and functions of push buttons and switches, relays and motors and demonstrate the reading of schematic diagrams and logic. Participants will learn to identify proper wiring configurations of a control transformer's primary current for 240v and 480v operation. Many other core competencies will be demonstrated during the 32-hour workshop. **TECHCRED-APPROVED**

\$995/person

Thursdays/Fridays | February 20–21 & 27–28, 2025 | 8:00 a.m.–4:00 p.m.
PIQUA CAMPUS
Thursdays/Fridays | April 3–4 & 10–11, 2025 | 8:00 a.m.–4:00 p.m.
PIQUA CAMPUS

For information on any of these topics, or to start a discussion on **Workforce Development**, contact **Brandi Olberding** at **937.381.1533** or **bolberding@edisonohio.edu**.

THE NEXT STEP: EMERGING LEADERS SERIES—SPRING 2025

This 3-step program is designed to equip manufacturing team leads with essential leadership skills using a blended learning model with interactive sessions. The leadership series includes workshops on *Peer Today, Boss Tomorrow, Coaching—Moving People Forward, Resolving Workplace Conflict*, and *Excel Levels 1 & 2*, along with online courses to supplement the in-person lessons.

Inquire about our special pricing for West Central Ohio Manufacturing Partnership (WCOMP) members.

EVERYTHING **DiSC**
WORKPLACE®

Understanding the Reports

Edison State can guide you in comprehending your Everything DiSC® Workplace profiles through interactive workshops facilitated by our group leaders. Contact us to learn more.

RAMSAY CORPORATION

Optimize Your Recruitment and Advancement Procedures SKILL MANAGEMENT THROUGH PROCTORING SERVICES

If you're seeking to bring a new technician on board, consider our RAMSAY proctoring services tailored for technical and aptitude assessments, serving both pre-employment and promotional purposes. RAMSAY tests evaluate a spectrum of technical and foundational skills, offering crucial insights for assessing maintenance, production and operator workforces—enabling you to refine and enhance your recruitment, training and promotion procedures.

We want to hear from you!

The **Office of Workforce Development & Work-Based Learning** is interested in learning how we can be of service to your organization. Edison State is dedicated to our community, and this survey will assist us in evaluating and meeting our stakeholders' needs. One lucky winner will receive a \$50 Speedway gas card and five lucky winners will be selected to receive a \$10 Winans gift card for completing the survey by March 1. **Scan the code to begin the survey. Thank you!** 🐾

SCAN ME



**WORKFORCE
DEVELOPMENT
& WORK-BASED
LEARNING**

Maximizing Potential

1973 Edison Drive
Piqua, OH 45356

Nonprofit Org.
U.S. Postage
PAID
Permit No. 386
Piqua, OH
45356

Contact us about your
 **training needs**
937.778.7811

Ohio

TechCred 

**Take Advantage of TechCred—
A Reimbursable Training Program for Employers**

With Edison State as a training partner, employers will have access to numerous short-term, technology-focused and industry-recognized credentials which qualify for funding by Ohio's TechCred program. In fact, employers can be reimbursed up to **\$2,000/per employee** for training costs once the employee has successfully completed a credential.

Edison State offers certificates that qualify for TechCred in the areas of Apprenticeships, Business Technology, Customized Training, Healthcare Technology, Information Technology, Cybersecurity, Manufacturing and Robotics/Automation.

*For more information or to start a discussion on **Workforce Development**, contact **Brandi Olberding** at **937.381.1533** or **bolberding@edisonohio.edu** or visit **www.edisonohio.edu/techcred**.*