

**Senate Finance Committee**  
Ohio Senate

Senator Matt Dolan, Chairman

House Bill 2 Testimony  
Shawn Hendrix  
October 1, 2019

Good afternoon. Chairman Dolan and members of the committee, my name is Shawn Hendrix, and I am the president of Nissen Chemitec America, located in London, Ohio. Nissen Chemitec is a family-owned, Japanese company headquartered in Niihama, Japan, and a tier-one supplier of plastic interior and exterior parts to Honda and Subaru. We began our operations here more than 30 years ago.

Today not only am I here testifying in support of House Bill 2 in my capacity as a manufacturing executive, but I also serve as the chairman of the Central Ohio Manufacturing Partnership (COMP). COMP is a manufacturing industry sector partnership that operates in conjunction with The Ohio Manufacturers' Association statewide sector partnership network. Our organization serves manufacturers and their workforce needs in Delaware, Fairfield, Franklin, Knox, Licking, Logan, Madison, Marion, Morrow, Pickaway, and Union counties. There are more than 1,700 manufacturers employing more than 86,000 people in the 11 counties that COMP covers.

The mission of COMP is to create a connected system to source qualified talent for manufacturers, and our vision is to establish alliances with our education and workforce partners to increase the number of qualified applicants available to manufacturers in the central Ohio region. I am passionate about COMP and our mission because I can't hire the technically trained, multi-craft mechanics that I need to keep our multi-million-dollar machines working. I must train them, and we are also training incumbent associates in industrial maintenance. I am spending money that I don't have budgeted because the necessary talent pipeline doesn't yet exist, but we are going to build it and we need your support.

COMP is just one of a growing number of manufacturing industry-led partnerships across the state. These partnerships, in various stages of formation, provide a valuable resource to the manufacturers that participate. Not only do our member companies communicate with each other within our own partnerships on workforce strategies, but we also network with the other manufacturing partnerships across Ohio to generate solutions and best practices on common problems and issues.

Sector partnerships are recognized as a proven strategy for meeting the employment and skill needs of workers and employers, and Ohio is just now beginning to foster the development and implementation of sector partnerships. That is why House Bill 2 is so exciting for COMP and other partnerships across the state. The funding provided by the

state budget and the language provided in this bill demonstrate the commitment that Ohio has for these partnerships and the belief that companies like mine can and will be part of the solution to Ohio's workforce dilemma. Ohio has the chance to be a national leader in workforce solutions.

The benefits of an industry working together cannot be overstated. Manufacturers and their workforce partners have one place to go to work on workforce strategy, get information, and ask questions. By working together, we can scale programs and maximize our resources. A well working partnership is capable of doing many things across a wide spectrum from providing a speaker to a local school for a manufacturing career day event, to working with a local education partner to create appropriate curriculum and drive participation in priority training programs.

Besides supporting industry sector partnerships, House Bill 2 bill also creates and funds the TechCred program and the Individual Micro-Credential Assistance Program which will support training and education that will lead to micro-credentials. Sector partnerships like mine can play a major role in supporting the implementation of such programs. COMP and others will be able to spread the word to manufacturers and partners in central Ohio and work with both to help create processes to train individuals more efficiently than if companies and education institutes work at it alone. With a goal of 10,000 micro-credentials, it is imperative we all work together to ensure success.

I'm certain that you are familiar with the names of some of my fellow founding members of COMP such as Honda of America Mfg., Inc., Anheuser-Busch, Advanced Drainage Systems, and, Ariel Corp. If the industry sector partnerships and House Bill 2 are perceived to be game changers to these large manufacturers, how important do you think it is for these founding members: Tool Technologies by VanDyke that employs fewer than 15 people, Midwest Molding that employs 100, or my company that employs 325?

Several years ago, I read a cartoon that shaped my view on training both incumbent and potential associates. The cartoon depicted the president of a company barging into the HR manager's office with a stack of training invoices in his hand. The president yells at the HR manager, "What if we spend all of this money on training and our associates leave?" The HR manager calmly replies, "What if we don't and they stay?" I thank you for your support of House Bill 2 and your vision that not only our fellow citizens stay in Ohio with technical skills and compensation that they are proud of, but that manufacturing remains sustainable and the largest economic sector, as well, in our great state.

Again I would like to thank Lt. Governor Husted for his strong support for partnerships and credentialing. I would also like to thank the sponsors of this bill, Representatives Cross and Lepore-Hagan, who both recognize the importance of this issue. Thank you. I would be happy to answer any questions you may have for me today.