



# PREPARING FOR PORTS SITE REINDUSTRIALIZATION FINAL SUMMARY AND WORKFORCE READINESS RECOMMENDATIONS

*PREPARED BY*

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**PORTSFUTURE PROGRAM**

*AND*

**REMINGTON ROAD GROUP**



# Identify Declining Occupations in the Region



We conducted a forecasting analysis to project employment levels for each occupation in the OVRDC region for the period 2023–2032, using historical employment data from 2012–2022.



Historical employment data is from obtained from IMPLAN employment database (IMPLAN® Model, 2022).



Occupations with a projected loss of at least **50 positions between 2022 and 2032** were classified as **declining**.



We identify 14 declining occupations (*Table 1*), many of which are concentrated in routine, lower-wage, and labor-intensive roles.

**For example:** *Cashiers, Home Health Aides, Stockers, and Order Fillers.*



# Declining Occupations in the OVRDC Region (2022–2032)

**Table 1:** Declining Occupations in the OVRDC Region (2022–2032)

SOC Code	Occupation Title	Occupation Group
43-5071.00	Shipping, Receiving, and Inventory Clerks	Engineers, Technicians, and Specialists
53-7064.00	Packers and Packagers, Hand	Engineers, Technicians, and Specialists
53-7061.00	Cleaners of Vehicles and Equipment	Skilled Trade Workers
49-9071.00	Maintenance and Repair Workers, General	Skilled Trade Workers
41-2011.00	Cashiers	Managers, Teachers, and Service Related Workers
31-1121.00	Home Health Aides	Managers, Teachers, and Service Related Workers
43-6014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Managers, Teachers, and Service Related Workers
25-2021.00	Elementary School Teachers, Except Special Education	Managers, Teachers, and Service Related Workers
43-4051.00	Customer Service Representatives	Managers, Teachers, and Service Related Workers
49-3023.00	Automotive Service Technicians and Mechanics	Managers, Teachers, and Service Related Workers
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Managers, Teachers, and Service Related Workers
35-3031.00	Waiters and Waitresses	Managers, Teachers, and Service Related Workers
53-7065.00	Stockers and Order Fillers	Managers, Teachers, and Service Related Workers
25-9042.00	Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	Managers, Teachers, and Service Related Workers



# Identify Future Emerging Occupations

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To identify emerging occupations, we surveyed PORTS developers.

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In the survey, developers were asked to indicate their anticipated hiring needs for the construction and operations phases of their projects.

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Survey responses were then mapped to their corresponding Standard Occupational Classification (SOC) codes for consistent classification.

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Based on the response, we identified **51 unique emerging occupations** necessary for the redevelopment.

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**Thirty** occupations associated with the construction phase. **Twenty-three** occupations tied to the operations phase. **Two** occupations—*Electricians* and *Security Guards*—appear in both phases. *(More details next slides)*



# Construction Phase Workforce Demand

## Construction Trades:

- Brickmasons and Blockmasons
- Cement Masons and Concrete Finishers
- Drywall and Ceiling Tile Installers
- Electricians
- Fence Erectors
- Glaziers
- Heating, Air Conditioning, and Refrigeration Mechanics and Installers
- Helpers—Electricians
- Helpers—Installation, Maintenance, and Repair Workers
- Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters
- Insulation Workers, Floor, Ceiling, and Wall
- Insulation Workers, Mechanical
- Millwrights
- Operating Engineers and Other Construction Equipment Operators
- Painters, Construction and Maintenance
- Plumbers, Pipefitters, and Steamfitters
- Riggers
- Roofers
- Sheet Metal Workers
- Structural Iron and Steel Workers
- Welders, Cutters, Solderers, and Brazers

## Technical / Engineering:

- Civil Engineers
- Database Administrators
- Nuclear Technicians
- Telecommunications Equipment Installers

## Safety / Security:

- Security and Fire Alarm Systems Installers
- Security Guards

## Healthcare-Related:

- Radiologic Technologists and Technicians

## Management & Administration:

- Administrative Services Managers
- Construction Managers



# Operation Phase Workforce Demand

## Operations & Maintenance Trades:

- Electricians
- Industrial Machinery Mechanics
- Nuclear Power Reactor Operators
- Power Plant Operators

## Technical & Scientific:

- Chemical Equipment Operators and Tenders
- Chemical Technicians
- Environmental Engineers
- Environmental Scientists and Specialists (Including Health)
- Industrial Engineers
- Inspectors, Testers, Sorters, Samplers, and Weighers

## Management & Administration:

- General and Operations Managers
- Purchasing Managers
- Accountants and Auditors
- Compliance Officers
- First-Line Supervisors of Office and Administrative Support Workers
- First-Line Supervisors of Production and Operating Workers
- First-Line Supervisors of Mechanics, Installers, and Repairers

## IT & Systems Support:

- Computer Network Support Specialists

## Safety & Security:

- First-Line Supervisors of Police and Detectives
- Security Guards
- Occupational Health and Safety Specialists
- Occupational Health and Safety Technicians

## Training & Workforce Development:

- Training and Development Specialists



# Identify Training Gaps

The workforce demand during the construction phase of the PORTS site redevelopment is overwhelmingly concentrated in the skilled trades.

Most of the projected jobs—such as *electricians, pipefitters, welders, equipment operators, and construction laborers*—require trade-specific technical training and certifications.

**Union-affiliated training centers across southern Ohio** offer programs closely aligned with the expected growing occupations.

**Notable gaps exist in labor union training pathways for *higher-level managers, engineers, and specialists***, such as *civil engineers, industrial engineers, environmental engineers and specialists, health and safety specialists, supervisors, and construction managers*.


# Occupations with Direct or Potential Support from Union-affiliated Training Centers

## Construction Phase

- **Brickmasons and Blockmasons\*** – Bricklayers and Allied Craftworkers Local 23 JATC (Batavia), Ohio Laborers Training Center
- **Cement Masons and Concrete Finishers\*** – Operative Plasterers and Cement Masons JATC (Ironton), Ohio Laborers Training Center
- **Drywall and Ceiling Tile Installers** – Indiana/Kentucky/Ohio Regional Council of Carpenters (Grayson Campus)
- **Electricians** – Electrical Training Academy (Portsmouth)
- **Fence Erectors** – Indiana/Kentucky/Ohio Regional Council of Carpenters (Grayson Campus), Ohio Laborers Training Center
- **Glaziers\*** – International Union of Painters and Allied Trades Finishing Trades Institute, Ohio Region
- **Heating, A/C, and Refrigeration Mechanics\*** – Plumbers and Pipefitters Local 577 JATC
- **Helpers—Electricians** – Electrical Training Academy (Portsmouth)
- **Helpers—Installation, Maintenance, and Repair Workers** – Ohio Laborers Training Center
- **Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters** – Plumbers and Pipefitters Local 577 JATC (Portsmouth)
- **Insulation Workers, Floor, Ceiling, and Wall\*** – International Association of Heat Frost Insulators and Allied Workers, Local 80 (Charleston), Ohio Laborers Training Center
- **Insulation Workers, Mechanical \*** – International Association of Heat Frost Insulators and Allied Workers, Local 80 (Charleston)
- **Millwrights** – Indiana/Kentucky/Ohio Regional Council of Carpenters (Grayson Campus)
- **Nuclear Technicians** – Appalachian Career Empowerment (ACE)
- **Operating Engineers and Other Construction Equipment Operators** – Ohio Operating Engineers Apprenticeship and Training Center (Logan)
- **Painters, Construction and Maintenance** – International Union of Painters and Allied Trades Finishing Trades Institute Ohio Region, Ohio Laborers Training Center
- **Plumbers, Pipefitters, and Steamfitters** – Plumbers and Pipefitters Local 577 JATC (Portsmouth)
- **Radiologic Technologists and Technicians** – Appalachian Career Empowerment (ACE)
- **Riggers** – Boilermakers Local 105 (Piketon), Iron Workers Local 172 JATC (Columbus), Ohio Laborers Training Center
- **Roofers\*** – Roofers and Waterproofers JATC, Ohio Laborers Training Center
- **Sheet Metal Workers\*** – Sheet Metal Workers Local 24
- **Structural Iron and Steel Workers** – Iron Workers Local 172 JATC (Columbus)
- **Welders, Cutters, Solderers, and Brazers** – Ohio Operating Engineers Apprenticeship and Training Center (Logan), Boilermakers Local 105 (Piketon), Plumbers and Pipefitters Local 577 JATC (Portsmouth)

\*Indicates the entity was not part of initial survey





# Occupations with Direct or Potential Support from Union-affiliated Training Centers

## Operations Phase

- **Chemical Equipment Operators and Tenders** – Appalachian Career Empowerment (ACE) (Piketon)
- **Chemical Technicians** – Appalachian Career Empowerment (ACE) (Piketon)
- **Electricians** – Electrical Training Academy (Portsmouth), Appalachian Career Empowerment (ACE) (Piketon)
- **Nuclear Power Reactor Operators** – Appalachian Career Empowerment (ACE) (Piketon)
- **Power Plant Operators** – Appalachian Career Empowerment (ACE) (Piketon)



# Occupations with **NO** Identified Union Training Center Support

## Construction Phase

- Administrative Services Managers
- Civil Engineers
- Construction Managers (*Not directly supported*)
- Database Administrators
- Security Guards
- Telecommunications Equipment Installers

## Operation Phase

- Accountants and Auditors
- Compliance Officers
- Computer Network Support Specialists
- Environmental Engineers
- Environmental Scientists and Specialists (Including Health)
- First-Line Supervisors of Mechanics, Installers, and Repairers (*Not directly supported*)
- First-Line Supervisors of Office and Administrative Support Workers
- First-Line Supervisors of Police and Detectives
- First-Line Supervisors of Production and Operating Workers (*Not directly supported*)
- General and Operations Managers (*Not directly supported*)
- Industrial Engineers
- Inspectors, Testers, Sorters, Samplers, and Weighers
- Occupational Health and Safety Specialists
- Occupational Health and Safety Technicians
- Purchasing Managers
- Security Guards
- Training and Development Specialists



# Recommendations

## Key takeaways from our skillshed analysis:

- Workers currently employed in the declining skilled trades are more likely to transition successfully into emerging skilled trade occupations due to transferable competencies and similar training requirements.
- Service-sector workers face greater barriers to entry into the skill trade sectors, as their skills are less aligned with the requirements of high-demand technical roles.

## Regional training centers should focus on TWO key populations.

- The first population is **skilled trade workers, who are employed in declining skilled trade occupations** – such as *maintenance and repair workers*. These individuals already have technical foundations that make them strong candidates for short-term upskilling or lateral movement into high-demand roles like welding, pipefitting, and equipment operation.
- The second group includes **workers from the service sector** – such as *cashiers, home health aides, and janitors*. These people face both significant projected job decline and greater barriers to entering skilled trades.

## Current gaps in training for essential trades

- Trades such as *Telecommunications Equipment Installers* are **not** currently supported by local union training centers. These gaps may require new programs or partnerships to ensure all project roles can be filled locally.

## Current gaps in training pathways for higher-level managers, engineers, and specialists.

- These positions typically require college degrees or advanced certifications that training centers do not offer. Stronger collaboration with regional colleges and universities is required to create educational pathways for these positions and fill these gaps.