



Impacting Poverty. Transforming Lives. Providing Business Results.

April 28, 2021

To whom it may concern,

It is my pleasure to provide this Letter of Support to you on behalf of Mr. Troy Shampel, RAMTEC Business Liaison at Tolles Career & Technical Center in Plain City, Ohio regarding the newly created Industrial Maintenance Program. While we appreciate their Industrial Automation//Maintenance training program, we know that manufacturers in central Ohio have more skilled positions going unfilled as a direct result of a lack of qualified individuals in the labor force.

We know that the labor participation rate in central Ohio is low at 63%, and that there are opportunities to engage the other 37% as well as to offer life-changing upskilling opportunities to our neighbors who are stuck in low-wage jobs only because of a lack of skills. This training provides opportunities for economic mobility for participants, which changes the trajectory of their life-time earnings and positively impacts the entire family. In fact, as Mr. Shampel through Tolles Career & Technical Center provides this training, it opens doors to not only in demand high wage jobs, but also is the economic pathway to important financial opportunities such as savings and homeownership, and that produces generational wealth.

The Industrial Maintenance Program will provide employers connections to viable, value-added, credentialed employees. This increases their people capability, which is really every company's competitive differentiator. And, by adding support such as soft skills training and workforce services to the specialized skill training the program produces higher retention rates for employers, increasing quality of hire while reducing cost of poor hire and turnover.

It is our pleasure to support Mr. Shampel and the RAMTEC program at Tolles Career & Technical Center as they endeavor to meet a growing business need, produce high quality talent, and impact the community and families in central Ohio in a positive way.

Sincerely,

A handwritten signature in black ink that reads "Beth A. Gifford".

Beth Gifford, SPHR, LSSBB, CCMP, MBA  
President & CEO