

Skilled Trades Professional Development Program

Transcript

[Skilled Trades Professional Development Program Video](#)

Sam: Quiet. I think they're here.

Hi there. Glad you could make it. I'm Sam. We've been expecting you. Please, come with me.

We have been busy collaborating and planning, securing resources and consulting subject matter experts, and designing and developing.

With leadership support, we have been creating a standardized training program for you.

Introducing the Skilled Trades Professional Development Program, sponsored by The Ohio State University and The Ohio State University Wexner Medical Center.

Created and managed by Facilities Operations and Development, this program fosters a pipeline of skilled, knowledgeable talent through alignment, efficiency, job integration, on-the-job practice, active learning, feedback, and choice.

This high-performance learning program is designed so employees can identify and achieve their professional career aspirations through relevant, engaging learning experiences.

Female Voice Narration: Standard Curriculum and On-the-Job Training

Sam: Employees will complete training courses on their own time, following a standard curriculum track, appropriate for a specific job level within a trade series.

Employees will learn theory and concepts primarily in an e learning format, which may include hands-on simulations, animations, knowledge checks, and assessments.

Courses may also include traditional instructor led classroom training.

Coursework is aligned and reinforced through structured on the job training in a controlled laboratory environment to learn essential skills. Employees will also receive practical on the job training performed in the field to develop their mastery of skills. Employees will complete their on-the-job training during their normal work shift.

Course and on-the-job assessments are conducted throughout the program. E learning and instructor led course assessments are knowledge-based tests. Employees must achieve 80 percent on each final assessment to pass the course.

Structured on the job training assessments are task based and designed for demonstrating competency. Employees must perform the task independently in the lab

environment under the supervision of their mentor and manager. The assessment criteria for these tasks are pass or fail.

Practical on the job training assessments are performance-based tasks designed for developing skill proficiency in an applied environment. Managers will evaluate employee performance in the field using key performance metrics as their criteria. The university will offer at least twenty-five training positions between 2024 and 2027. The quantity and type of training positions offered by each business unit will be determined by individual business needs.

Eligible employees will be able to apply for intra-series positions within their current trade series.

Employees may also apply for inter-series positions for entry into a new trade series.

Employees who complete all courses and the structured on the job training will receive a 2.5 percent base pay increase.

After completing the practical on the job training, they will be promoted to a new title. Additional pay increases are subject to agreements between the Ohio State University and the CWA Local 4501 Article 41.4. To be eligible for the program, employees

- Are able to perform the essential functions of their current position.
- Are not on probation.
- Are not in active corrective action, and
- Received a Meets or Exceeds on their last performance review.

Female Voice Narration: Selection Process

Interested employees will submit a completed application with one recommendation letter from a current or previous manager.

Applications will be reviewed to verify eligibility. Eligible applicants will be invited to participate in a panel interview. The interview panels will announce the names of the program participants. For specific dates, please refer to the Skilled Trades Professional Development Program promotional flyer or contact the F.O.D. Learning and Development Department.

Interested? Take the next step to advance in your career.

Next steps.

1. Submit your application online at [go.osu.edu forward slash skilled trades program](https://go.osu.edu/skilled-trades-program) application.
2. Request a letter of recommendation from your current or previous manager.

3. If you have additional questions, email the F.O.D. Learning and Development Department at ap-facilitiesd1@osu.edu.

Unlock your potential. Apply today!

Credits:

A special thank you to those who have committed their time and energies to the development and success of this program.

Facilities Operations and Development

Training and Development

Created by Debbie Hrubec, Ph.D.

Team Spirit by Mixaund.bandcamp.com

Music promoted by free-stock-music.com

Sound Effects by Freesound.org