

Ohio's **Urgent** Talent Gap Imperative

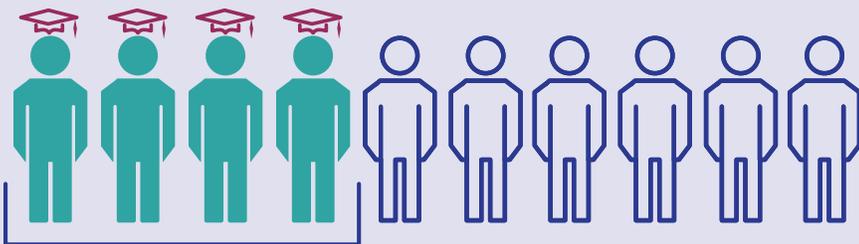
CONSENSUS STATE GOAL:

By 2025, 65 percent of Ohioans ages 25-64 will have a degree, certificate or other postsecondary workforce credential of value in the workplace.

WHY THE FOCUS ON INCREASING DEGREES AND OTHER CREDENTIALS?

- A higher concentration of Ohioans with postsecondary education credentials translates to increased career opportunities, stronger communities, more robust tax base, stronger economy and less reliance on public assistance programs.
- Ohio's ability to close the talent gap and provide an educated, innovative workforce will attract new business and innovation to our state.
- Ohio has a severe, current and projected shortage of workers prepared to fill the state's high-skilled, in-demand jobs: at the current rate of workforce development, that "talent gap" will be more than one million workers by 2025.
- Degrees, certificates and other industry-recognized credentials are a must for the majority of family-sustaining, well-paying jobs in the state: a high school diploma is no longer enough in our digital economy.
- Employability and average income increase with a postsecondary certificate or degree.

URGENT NEED FOR MORE POSTSECONDARY GRADUATES



Only **4 out of 10** Ohioans currently have the skills and credentials needed to fill future jobs.

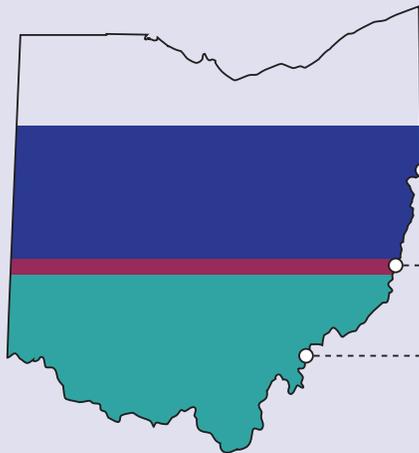
Source: Lumina Foundation

"Every young person needs a college degree or marketable credential. Young people's success—and Ohio's success—depend on meeting our 2025 Attainment Goal."

Colleen Ryan
President
Vectren Energy
Delivery of Ohio



OHIO FACES A SERIOUS TALENT GAP



64% Jobs requiring a postsecondary degree or credential by 2020

5% Estimated percentage of Ohioans with a high-quality credential

37% Workforce with associate degree or higher, as of 2014

On average, 37 percent of working-age Ohio residents (ages 25-64) have an associate degree or higher. By 2020, 64 percent of jobs will require a postsecondary degree or credential.

Source: Adapted from the College Affordability Diagnosis: Ohio, P 1. (2016). Institute for Research on Higher Education.

“Ohio’s future—and the economic vitality of our local communities—depends on having a highly educated workforce. Companies will grow and locate only where they’re confident they can hire talented and skilled employees.”

*Phillip L. Parker
President and CEO
Dayton Area Chamber of Commerce*

WHAT SHOULD WE BE DOING NOW?

Education & Workplace Alignment

- Invest in and support an aligned P-20 education system to ensure Ohioans have the solid educational foundation needed to succeed beyond high school and in life.
- Increase the number of high school graduates who are prepared for success by aligning high school expectations with the needs of career and college readiness to create a seamless pipeline.
- Encourage and support innovation and entrepreneurship among Ohio’s innovators, workers and employers in order to create a vibrant, diverse economy.

Increased Attainment

- Support and encourage more Ohioans ages 18–64 to earn credentials beyond a high school diploma. This includes 2- and 4-year degrees, graduate and professional degrees, workforce certificates, industry-recognized credentials, apprenticeships, etc.
- Focus on the needs of adult learners and their current employers to help more Ohioans achieve an advanced postsecondary credential or degree.
- Increase the number of high school students who participate in Advanced Placement (AP), International Baccalaureate (IB) and/or College Credit Plus.

Access & Affordability

- Establish an aggressive statewide FAFSA completion goal of 75 percent for all graduating high school seniors.
- Increase investments in state financial aid to ensure higher education remains accessible and affordable to all Ohioans, regardless of age, educational goals or socioeconomic background.

Reducing Inequities

- Eliminate attainment disparity gaps associated with racial, ethnic, socioeconomic, geographic and other barriers.

This document was prepared by members of a private-public partnership for increased education attainment levels in Ohio. Partners to date include:

- Association of Independent Colleges and Universities of Ohio
- Ohio Association of Career Technical Superintendents
- Ohio Cradle-to-Career Network
- Philanthropy Ohio
- Inter-University Council of Ohio
- Ohio Association of Community Colleges
- Ohio Federation of Teachers