

Business Advisory Council



educational service center
of Central Ohio



Today's Agenda

- ★ Welcome – Introduction
- ★ ESCCO and DEW Updates
- ★ Introduction to COWRC
- ★ Career Quest Tours
- ★ COHSP Event Announcement
- ★ BAC Updates
- ★ Networking Time



The possible...



The Whittier Peninsula in the 1980s Photo: David E. Lucas: <https://digital-collections.columbuslibrary.org/digital/collection/p1680...>



BAC Year in Review

The ESCCO BAC will...

- Develop Professional Skills for Future Careers
- Build Partnerships
- Coordinate Experiences



2022-2023 BAC Highlight of Accomplishments:

- 75% increase of recognized Pre-Apprentice programs
- 61% increase in Industry Recognized Credentials earned.
- 78% increase in Ohio Mean Jobs Readiness Seals
- 75% increase in Tech Internship participation



Ohio Department of Education

Emma Waymire

Office of Graduate Success
Work-Based Learning Coordinator



**The Center for
Achievement &
Leadership
presents...**

The graphic is a white rectangular card with a black border, tilted slightly to the right. It features a blue circular graphic at the top with the text "The Conversation" in white on a red speech bubble. Below this are two circular portraits: John Hambrick on the left and Rachel Daniels on the right. A central microphone icon is positioned between the portraits. Below the portraits, the names "JOHN HAMBRICK" and "RACHEL DANIELS" are written in white on blue rounded rectangles, with the word "with" in white between them. At the bottom, the text "LISTEN MONTHLY" is written in red, followed by a blue play button icon and the website "esc.co.org". The ESC logo is in the top left corner. Blue corner tabs are visible on the top right and bottom left. A black and white striped ribbon is attached to the bottom right corner.

ESC

The
Conversation

JOHN HAMBRICK with RACHEL DANIELS

LISTEN MONTHLY

esc.co.org





CONNECT WITH US!

christina.gradywatts@esc.co.org

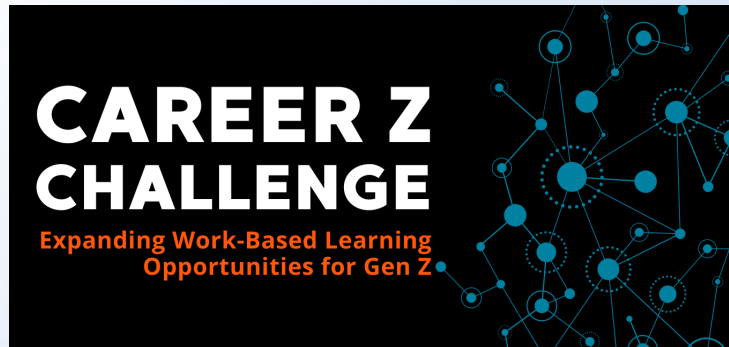
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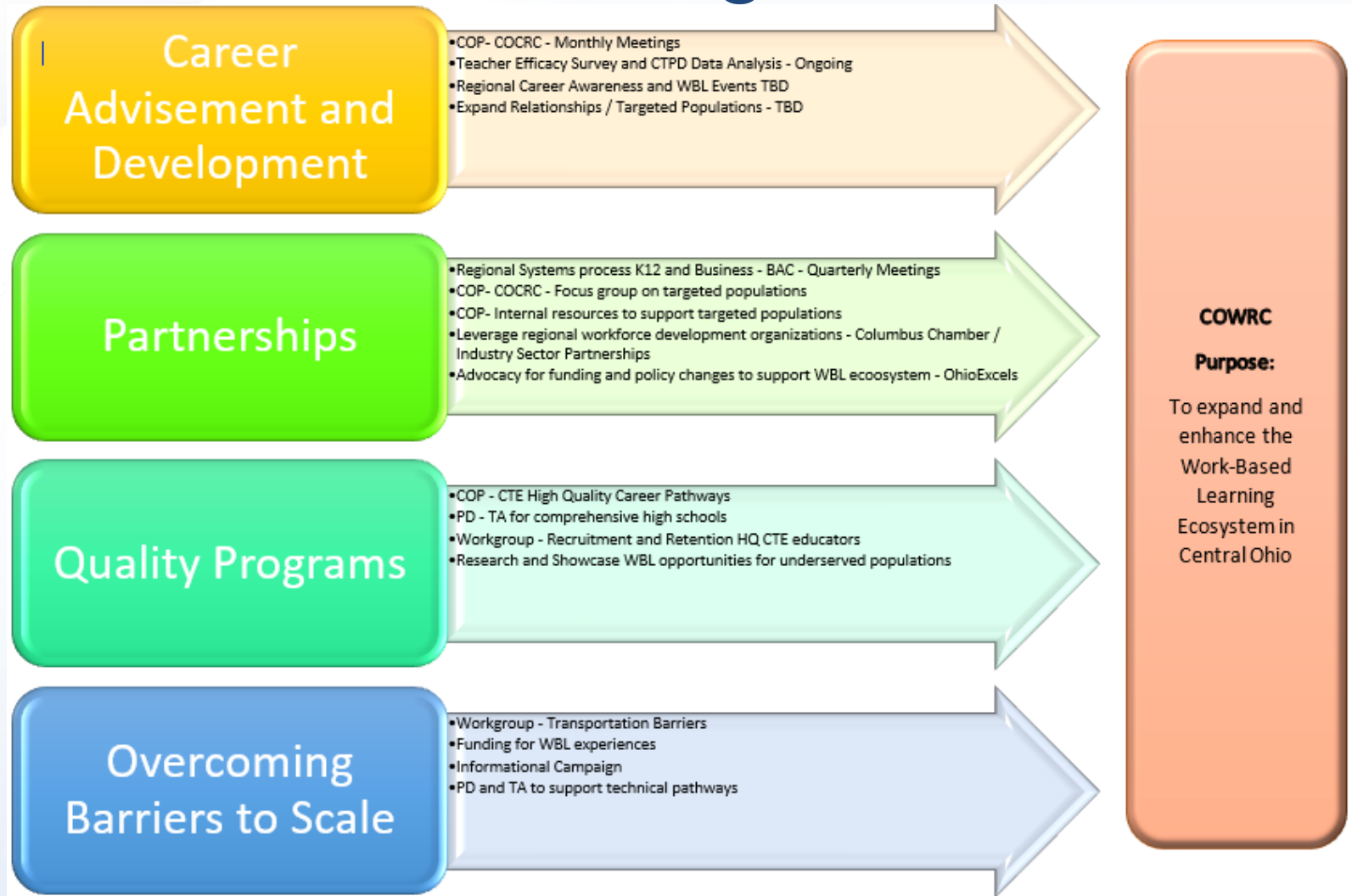
COWRC

Central Ohio Workforce Readiness Collaborative

Purpose: To expand and enhance the Work-Based Learning Ecosystem in Central Ohio



COWRC Logic Model





CAREER QUEST

Ohio
MEANS
Jobs
Columbus -
Franklin County

 **WDBCO**
WORKFORCE DEVELOPMENT BOARD OF CENTRAL OHIO



CAREER QUEST

A series of industry tours offered to job seekers, workforce development and educational professionals. The goal of the tours is to build awareness of in-demand industries and the many viable careers available in the Central Ohio Region.



Ohio
MEANS
Jobs
Columbus -
Franklin County

2



REPRESENTED IN-DEMAND INDUSTRIES

- Healthcare
- Advanced Manufacturing / Biotech
- Warehouse Distribution / Logistics
- Technology



Ohio
MEANS
Jobs
Columbus -
Franklin County



DELIVERABLES

What we will be providing...

- Pre-screening of interested job seekers.
- Assistance with resumes.
- Interview preparation.
- Supportive services to those who gain employment and meet the eligibility requirements for services.
- Busing to and from tour location.
- Job seekers will be surveyed after the tours. Survey results will be shared with the participating employer.

COMMITMENT

We are asking participating employers to...

- A signed partnership agreement with our OhioMeansJobs Center.
- A completed job order form utilized to recruit potential talent with attached job descriptions.
- Provide an engaging presentation on the advantages of working within your industry and for your organization.
- Interview attendees.
- A tour of your facility (made interactive when possible).
- Completion of a follow-up survey and success stories (how many people applied, how many were hired, etc.) to be shared via social media, newsletters, etc.



GOALS

Our goal is to connect job seekers with in-demand careers, we will use the information provided by your company to match job seekers to your employment opportunities.

In addition, the information provided during the tours will build our community workforce development partners and educators' knowledge of your industry and what it takes to be successful within your organization. This knowledge will assist them in educating their customers/students and aid them when making referrals to your business.



QUESTIONS?





THANK YOU!



WMURPHY@WDBCO.ORG



WWW.WDBCO.ORG



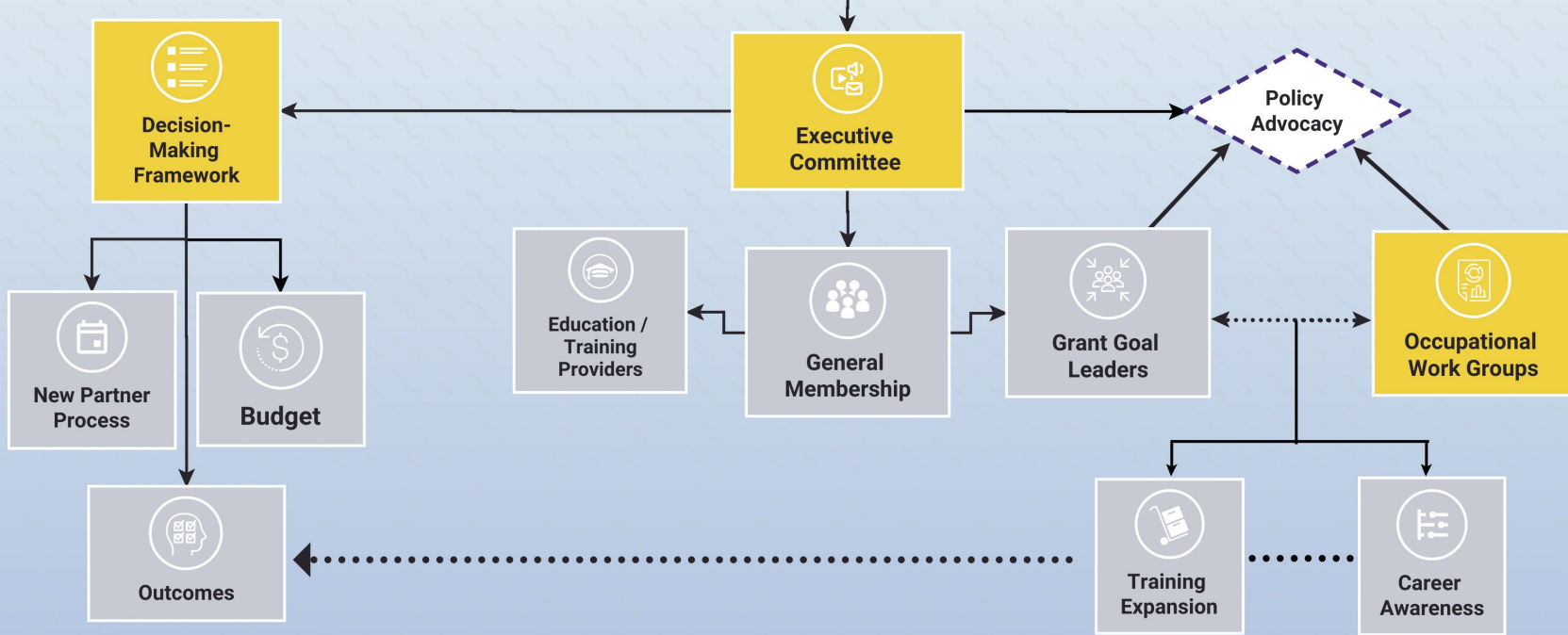


Central Ohio Healthcare Sector Partnership

Central Ohio Healthcare Sector Partnership



COHSP Framework






Central Ohio Healthcare Sector Partnership

Increase Talent Pool for 5 Priority Occupations in Central Ohio


● Training Expansion

● Career Awareness Campaign



Registered Nurse

Lead



Surgical Technologist

Lead




Respiratory Therapist

Lead



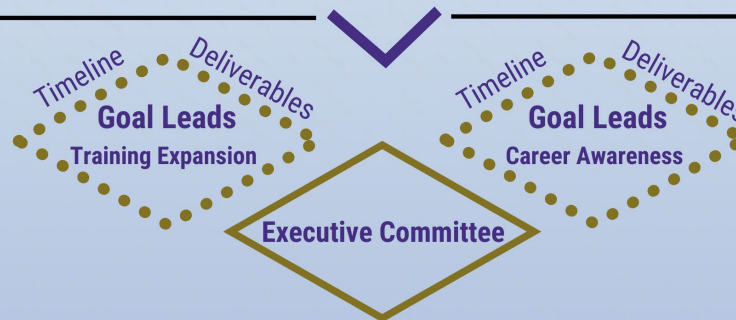
Radiologic Technologist

Lead



Certified Medical Assistant

Lead



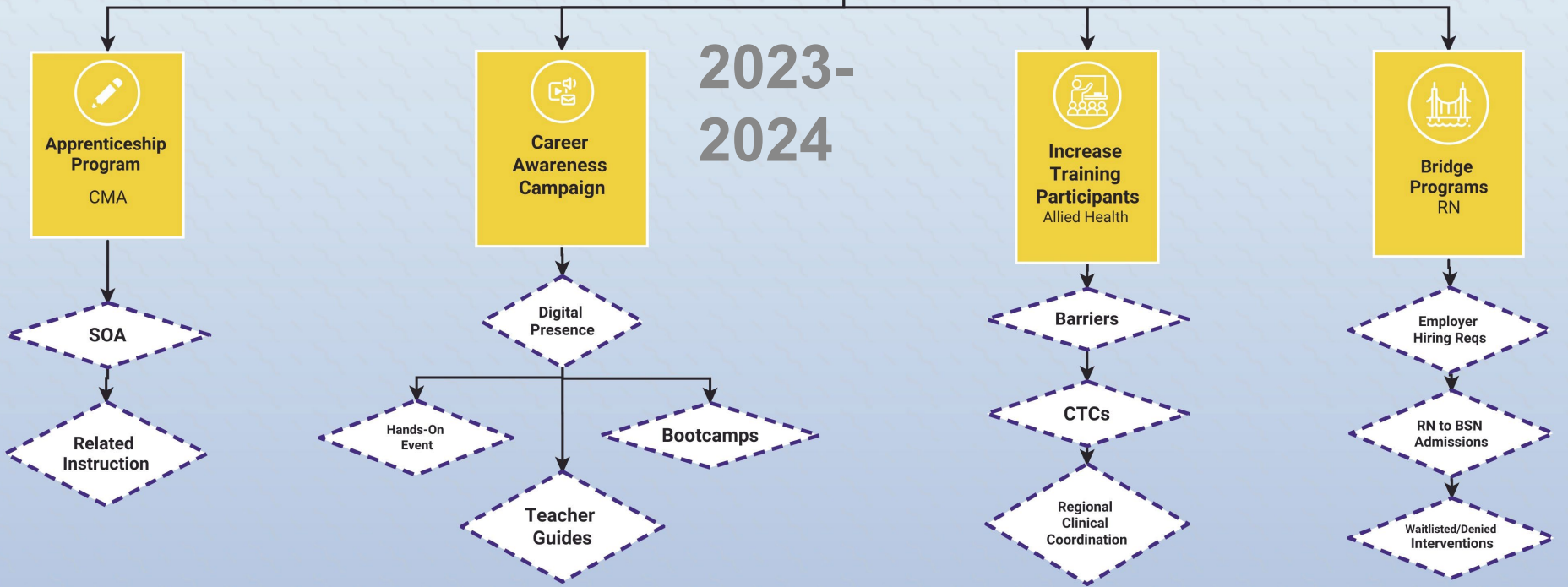


Central Ohio Healthcare Sector Partnership

Increase Talent Pool for 5 Priority Occupations in Central Ohio

Registered Nurse, Surgical Technician, Certified Medical Assistant, Radiologic Technician, and Respiratory Therapist

2023-2024





Central Ohio Healthcare Sector Partnership
Increase Talent Pool for 5 Priority Occupations in Central Ohio

Research and Design Phase Implementation Phase

May 2023



Occupational Work Groups

Expand Training

Evaluate Education & Training Programs

Design Upskilling, Bridge Program Pathways

Evaluate, Design Work-Based Learning Pathways

Identify Clinical, Preceptor Growth Opportunities

Career Awareness

Identify, Plan Interactive Content

Design Social Media Plan

Identify Website Content

Design, Plan K-12 Integration, Awareness

November 2023



Functional Work Groups

Expand Training

Partner with training / education providers to fill and expand programs.

Implement upskilling pathways

Implement work-based learning programs

Launch new clinical locations and preceptor training programs

Career Awareness

Contract Media Services

Build and Launch Website

Build and Launch Social Media Campaign

Plan and Launch K-12 Career Exploration Activities

June 2024

Education Readiness

Meeting Attendees
(Poll Respondents)

	<i>10 (5)</i>	<i>13 (10)</i>	<i>15 (6)</i>	<i>11 (6)</i>	<i>11 (5)</i>	
ST	CMA	Rad Tech	RT	RN		Total

**Education Readiness
is Hindered by:**

Financial Obligations	4	7	5	5	4	25
Family Obligations	4	8	5	5	3	25
Transportation	2	5	3	3	1	14
Unsupportive Home Environment	3	3	1	3	1	11
Comprehension of STEM-related Materials	1	2	2	2	1	8
Language Barriers	0	3	0	2	2	7
Support Specific to New Americans	1	2	2	0	1	6
Unrefined Study Habits	0	2	0	2	1	5

Employment Readiness

Meeting Attendees
(Poll Respondents)

Employment Readiness is
Hindered by:

10 (5) 13 (10) 15 (6) 11 (6) 11 (5)

	ST	CMA	Rad Tech	RT	RN	Total
Family Obligations	5	7	3	6	3	24
Prior Education Program was Not Satisfactory	2	5	5	5	2	19
Financial Obligations	4	6	4	2	2	18
Transportation	2	6	1	4	3	16
Interpersonal Skills	1	7	0	3	2	13
Unsupportive Home Environment	3	5	0	0	3	11
Language Barriers	0	2	2	2	1	7
Support Specific to New Americans	1	0	1	2	0	4
Support to Veterans Coming off Active Duty (VA)*	0	0	2	0	0	2

*Specific to Rad Tech program per work group lead request

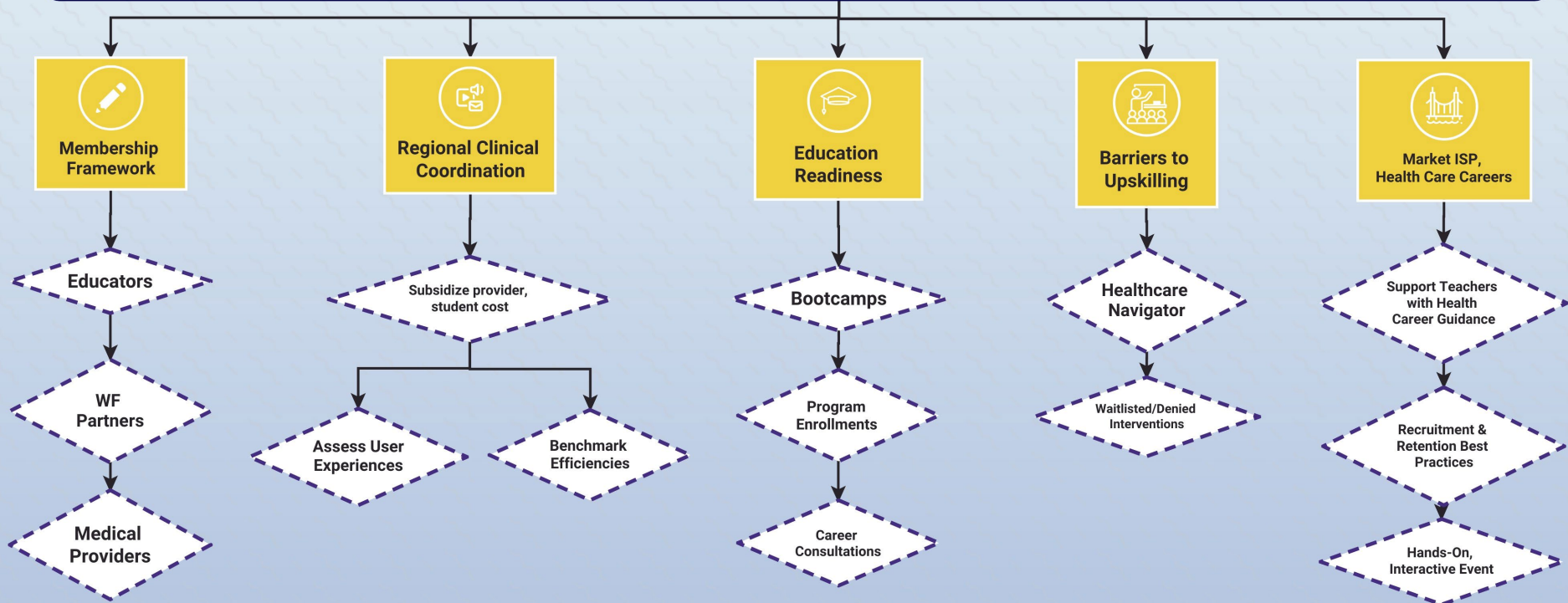


Central Ohio Healthcare Sector Partnership

2024-2025

Increase Talent Pool for 5 Priority Occupations in Central Ohio

Registered Nurse, Surgical Technician, Certified Medical Assistant, Radiologic Technician, and Respiratory Therapist



Research Phase

June - August 2023

Labor Market Dynamics

Compensation

Median Salary, Growth over Time



Regional Talent Leakage

Quantity from Area, Salary / COLA differences



Annual Employment Trends

Hires, Separations, Job Postings per Occupation



Career Pathway, Demographics

Age Group Breakdown, Feeder Jobs or Advancements

Education Provider Dynamics

Program Types

Degree Level, Certs, Bridge Program, Hybrid / On-Site



2019-21 Completions

Trends, Pre-Licensure / Incumbent Students



Accreditations

Program vs Institutional, Industry Standards, Comparisons



Relationship Building

Program vs Institutional, Industry Standards, Comparisons

Certificate & Credential Programs

Employer Partner Initiatives

Scalability, Length, Budgeting, Marketing



Nationwide Models

Enhance Ohio Rules & Regs, Scalability



Online Platforms

Two-ways systems (Handshake)



Apprenticeships, Fellowships

Tech Requirements, Cost, Consensus Building

Career Awareness & Exploration

Employer Partner Initiatives

Scalability, Budgeting



Nationwide Models

Effectiveness?, Pieces to Replicate



Target Influencers

Family, Peers, Young Adult Healthcare Employees (SchoolLinks)



COHSP Leverage

Online, In-Person Tactics, Branding, Influence

Remaining Challenges, MISC

Faculty Shortages, Unable to Plan

Scale Preceptor Initiatives, Review Related Challenges



Endorse Programs

Develop Process, Committee, Advocacy



Overcome Industry Perceptions

Strategies Tailored to Parents, Young Adults, Student Groups



Insufficient Clinical Opportunities

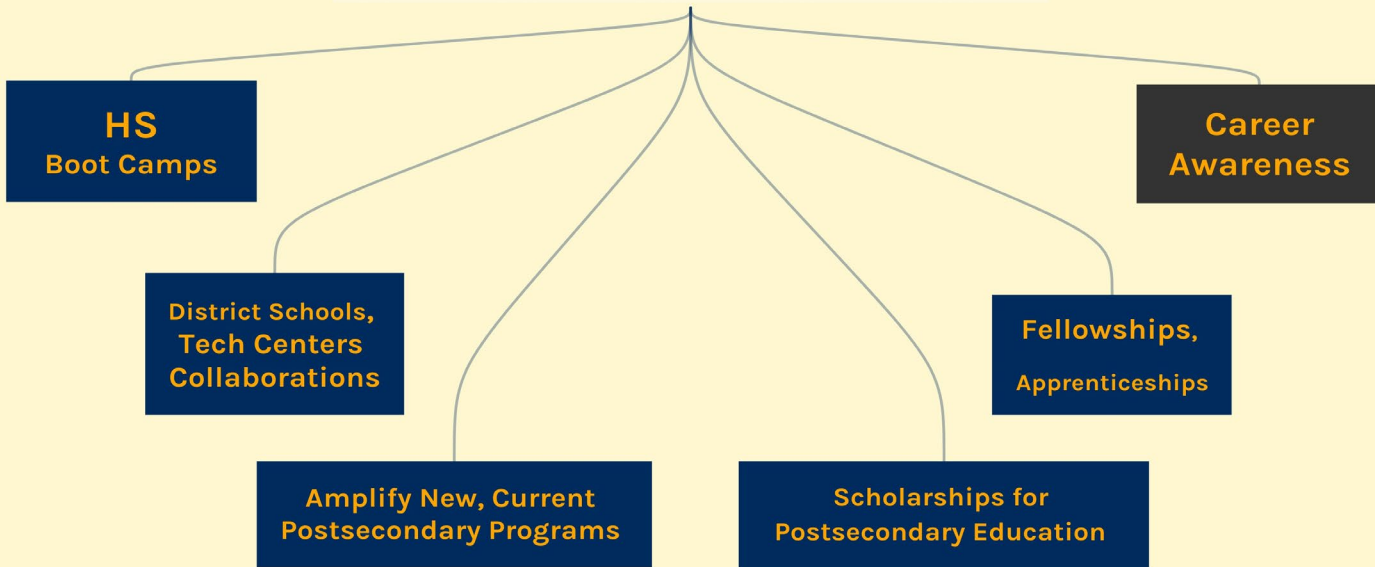
Assess Impact of Coordinating Clinicals

Employer Partner Data Collection

	A	B	C	D	E
1	Current FTE Vacancies			Current Date	<i>19-Jul-23</i>
2	Employer Name	<i>i.e. Mount Carmel Health System</i>			
3	RN	#			
4	CMA	#			
5	RT	#			
6	ST	#			
7	Rad Tech	#			
8					
9	Education Sources of RN Hires Past 3 Years	2021	2022	2023	
10	<i>Name of Institution</i>	#	#	#	
11	Ohio State Univresity	#	#	#	
12	Otterbein University	#	#	#	
13	Mount Carmel College of Nursing	#	#	#	
14	etc.	#	#	#	
15					
16	Education Sources of RT Hires Past 3 Years	2021	2022	2023	
17	<i>Name of Institution</i>	#	#	#	
18	Ohio State Univresity	#	#	#	
19	Columbus State Community College	#	#	#	
20	etc.	#	#	#	
21	etc.	#	#	#	

Design Phase

September - November 2023



Implementation

Barriers - Considerations

Timeline

Budget

Program Design Options

	ST	CMA	Rad Tech	RT	RN
Bootcamps	X	X	X	X	
Assess, Amplify CTC Enrollments from District Schools	X	X	X	X	X
Regional Clinical Coordination	X	X	X	X	X
Assess and Support Programs in Jeopardy (Succession)	X	X	X	X	X
Admission Readiness Support (HESI A2, Re-route Students)	X	X	X	X	X
Support New Education Programs	X	X		X	X
Apprenticeships, Paid Clinicals as Fellows	X	X			
Fund Exam Fees (GXMO, HESI A2)			X		X
Preceptorship, Earn-and-Learn Models	X	X			
Tuition Pre-Imbursement, Reimbursement					X
High Schoolers attend Classes at Colleges	X				
Colleges Host Classes at High Schools			X		
Scholarships for Secondary Education (front, back end)					X

Hands-on Event

Thursday, March 7 – Ohio Expo Center – Celeste Hall

- Wednesday, March 6 – prep day
- 1,500 High Schoolers
- Partner with ESCCO – already sought educator buy-in first
- 6 Activity Stations, Separate Educator Vendor Area
- Relatable Professionals
- **Prep Students for Event**
- Student Follow-up

BAC Advisory Board / Feedback

December 14, 2023 9:00-10:30am

Feedback and Advisory Board:



Networking

Courtney – COHSP

Emma – WBL-DEW

Windy - Workforce Development Board of
Central Ohio



ESCCO Team Contact Information



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