

Ohio's **Urgent** Talent Gap Imperative

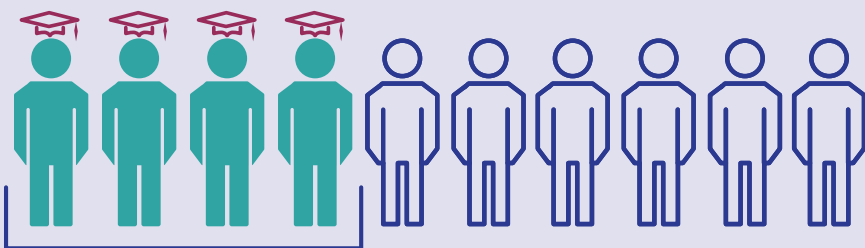
CONSENSUS STATE GOAL:

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