

FORGING THE FUTURE WORKFORCE - AGENDA

ENHANCING PARTNERSHIPS BETWEEN HIGH SCHOOLS, HIGHER EDUCATION, AND BUSINESS

- | | |
|--------------|--|
| 7:30 – 8:00 | Registration and Breakfast |
| 8:00 - 8:10 | Introduction by the College - Dorey Diab will highlight the importance of partnerships from middle school, to college, and to work and some of the outcomes achieved in the region |
| 8:10 – 8:30 | The Ohio Department of Education Perspective – Jeremy Varner will make the case for career technical education and career connected learning from middle school to high school to business |
| 8:30 – 8:50 | The Ohio Association of Community College Perspective - Katelyn Bowling will underscore the importance of Ohio community colleges as workforce partners |
| 8:50 – 9:10 | The State and Ohio Department of Higher Education Perspective – Cheri Rice will illustrate state programs that link higher education funding to industry needs (WBL, TechCred, RAPIDS...) |
| 9:10 – 9:30 | The National Perspective – John Fink will share CCRC findings on purposeful scaling of dual enrollment and career guided pathways as an onramp to college and career earnings |
| 9:30 – 10:00 | The Region’s Perspective – Questions and comments from the participants to the speakers’ panel |



THE WHY: MEETING COMMUNITY WORKFORCE NEEDS (EMPLOYERS ARE SHOUTING FOR TALENT AND SKILLS)



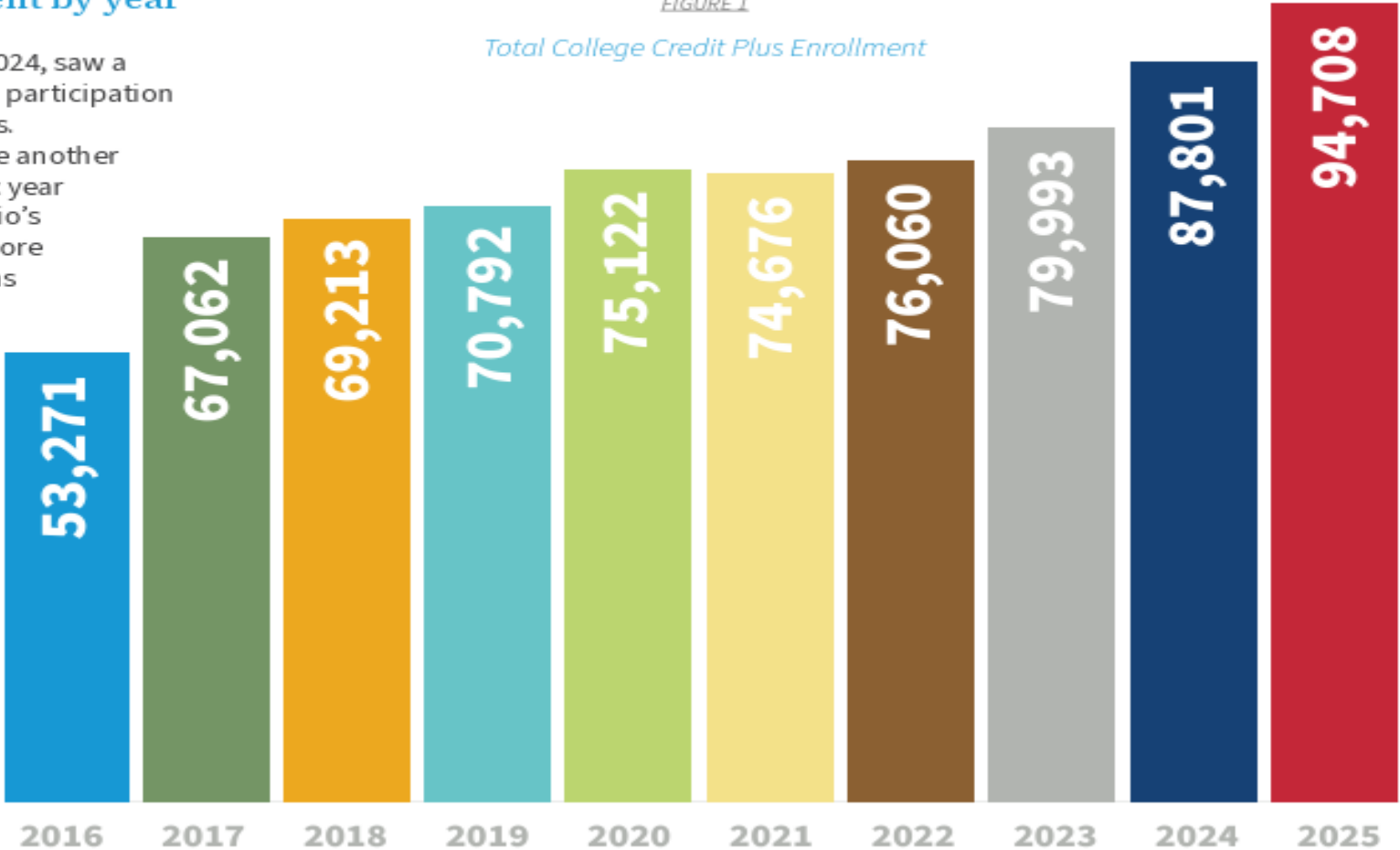
PARTICIPATION

Overall enrollment by year

Academic year 2023-2024, saw a nearly 10% increase in participation among Ohio's students. Participation rates rose another nearly 8% in academic year 2024-2025, putting Ohio's CCP participation at more than 90,000 students as reflected in figure 1.

FIGURE 1

Total College Credit Plus Enrollment





50 REGIONAL HIGH SCHOOLS + NCSC A PARTNERSHIP THAT BUILDS MOMENTUM



College credit. Clear pathways.
Stronger futures for local students.



THREE FULL YEARS OF IMPACT

2023-24 through 2025-26



3,253

unique students
participated in
NCSC College
Credit Plus



51,478

college credits earned
out of 52,289
attempted



98.5%

credits successfully
earned across the
three-year period



16

average CCP credits
completed per student,
saving \$3,428 in
tuition costs at
fall 2026 rates



CCP PARTICIPATION BY ACADEMIC YEAR

Student headcount

1,466

1,430

1,529

2023-24

2024-25

2025-26



PATHWAY SPOTLIGHT (2022-2026 GRADUATES)



386

graduates earned
an NCSC associate
degree in the same year
as high school completion.

An additional **21** students earned
an NCSC associate degree within a year
of high school graduation.



THE PARTNERSHIP CONTINUES AFTER HIGH SCHOOL (2022-2025 GRADUATES)



\$1.55 million
in combined Tuition
Freedom and Choose
Ohio First grants
awarded to
309 former CCP
students.



490
former CCP
students enrolled
at NCSC within
one year of
high school
completion.



Together, the regional high schools and NCSC turn
early college access into **earned credit**
and affordable next steps.



ABOUT THE DATA

Source: NCSC institutional data.
Includes high schools with at least 50
distinct CCP students at any point in time.



AREA REGIONAL HIGH SCHOOLS +
NORTH CENTRAL STATE COLLEGE
PARTNERSHIP IMPACT SNAPSHOT



North Central
State College

NORTH CENTRAL STATE COLLEGE:

— MEETING REGIONAL TALENT DEMAND —
AND DELIVERING ECONOMIC MOBILITY



NORTH CENTRAL
OHIO

1

REGIONAL WORKFORCE DEMAND EXCEEDS SUPPLY

HIGH-DEMAND OCCUPATIONS PAYING \$50,000+

OCCUPATIONAL GROUP	REGIONAL OPENINGS (2021-26)	MEDIAN EARNINGS	NET COMMUTERS
Management	7,788	\$ 71,050	-1,544
Educational Instruction & Library	4,317	\$ 60,311	-959
Business & Financial Operations	3,980	\$ 69,926	-1,331
Construction & Extraction	3,832	\$ 52,886	-562
Installation, Maintenance & Repair	3,608	\$ 52,681	-775
Healthcare Practitioners & Technical	3,539	\$ 77,501	-1,420
Protective Services	1,649	\$ 58,141	-270
Architecture & Engineering	1,037	\$ 80,904	-427
Life, Physical & Social Sciences	915	\$ 75,518	-27
Computer & Mathematical	703	\$ 77,636	-490
REGIONAL TOTAL	31,367 openings	Median wages exceed \$50,000 across all major occupational groups	53,680 jobs

COUNTIES REPRESENTED: ASHLAND, CRAWFORD, RICHLAND & HURON

TALENT DEMAND DRIVERS



REPLACEMENT DEMAND EXCEEDS GROWTH DEMAND

Most openings result from retirement
and workforce turnover rather than
new jobs.



NET COMMUTERS REDUCE AVAILABLE TALENT

Every occupational group shows negative
net commuting, meaning more local
residents leave the region for work
than commute in.

NCSC ALIGNMENT

North Central State prepares students for nearly
every major occupational category through:



APPRENTICESHIPS



CERTIFICATES



ASSOCIATE
DEGREES



BACHELOR'S
DEGREES

2

NCSC COMPLETION OUTPUT ALIGNS WITH HIGHER-WAGE CAREERS

GRADUATE PRODUCTION BY ACADEMIC DIVISION

Major Certificates, Associate Degrees
& Bachelor's Degrees
2023-24 through 2025-26



GRADUATE MEDIAN ANNUALIZED WAGE

(six months after graduation)

Police Academy
Certificate
\$55,420

Practical Nursing
Certificate
\$51,988

Engineering
Bachelor's
\$75,280

3

STRATEGIC OUTCOMES IMPROVING

BACHELOR'S COMPLETION AFTER TRANSFER & ASSOCIATE DEGREE

Bachelor's Completion Within 3 Years

COHORT	PERCENT	COHORT	MEDIAN WAGE
2019-20	23.3 %	2022-23	\$ 47,628
2020-21	31.3 %	2022-24	\$ 51,136
2021-22	38.9 %	2024-25	\$ 51,994



TARGET EXCEEDED
+15.6 percentage point
improvement over two cohorts



**ABOVE RICHLAND COUNTY
MEDIAN WAGE BENCHMARK
IN ALL YEARS**



38.9%
BACHELOR
ATTAINMENT



\$51,994
MEDIAN
GRADUATE WAGE



116 %
OF RICHLAND
COUNTY MEDIAN WAGE



800
APPLIED
GRADUATES
TRACKED

4

ECONOMIC MOBILITY THAT MATTERS

NCSC GRADUATE WAGE OUTCOMES COMPARE TO A
MEDIAN WAGE OF \$38,141 (2024) FOR RICHLAND COUNTY
ADULTS WITH A HIGH SCHOOL DIPLOMA.

DATA SOURCES: Section 1: Lightcast 2024.4 data; Section 2: NCSC institutional data;
Ohio Department of Job and Family Services; Section 3: National Student
Outcomes; Section 4: Annualized Graduate Wage; Section 5: Applied Graduates Tracked

THE BOTTOM LINE

NCSC graduates are achieving bachelor-level
economic gains at a fraction of traditional
university cost while filling critical workforce
shortages across North Central Ohio.

