



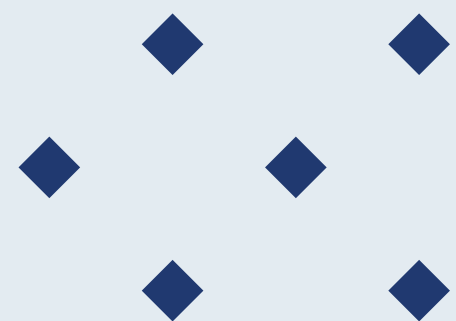
THE POWER OF PARTNERSHIPS

BUILDING PATHWAYS FROM CLASSROOMS TO CAREERS

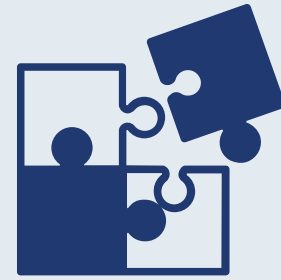


Presented by:

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Shaun Yoder, and Lindsay LaSala.*



ABOUT US



OUR MISSION

To provide an informed business perspective to dramatically improve and transform Ohio's education system so that it better prepares students to meet the demands of our evolving economy.



OUR VISION

All Ohio students have access to and are supported to excel in early childhood, K-12 and post-secondary experiences that prepare them for life and success in a changing economy.



OUR WORK



EVERY STUDENT | EVERY DAY | EVERYBODY'S BUSINESS



What We Do



ENGAGING BUSINESS

Elevating voices, making connections.



SHAPING POLICY

Smart policies, effective implementation.



COORDINATING SYSTEMS

Aligning early childhood, K-12, and postsecondary education.



IMPROVING OUTCOMES

Supporting educators, expecting results.



STRENGTHENING OHIO

Advocating for students, securing our future.

Discover Energy Made Simple

for Your Home

Explore a smarter approach to energy
that puts *you* in charge.

I'M INTERESTED IN ENERGY:

FOR MY HOME

FOR MY BUSINESS



Green
Electricity



Carbon-Neutral
Natural Gas



Solar



Home
Warranty

About IGS Energy



**BASED IN DUBLIN,
OHIO, SINCE 1989**



**FAMILY OWNED AND
OPERATED**



**1000+ EMPLOYEES
SERVICING OVER 30
STATES**



**APPROX.
2 BILLION
IN REVENUE**



**3rd LARGEST ENERGY
RETAILER**



**MULTI-YEAR WINNER
OF BEST PLACE TO
WORK**



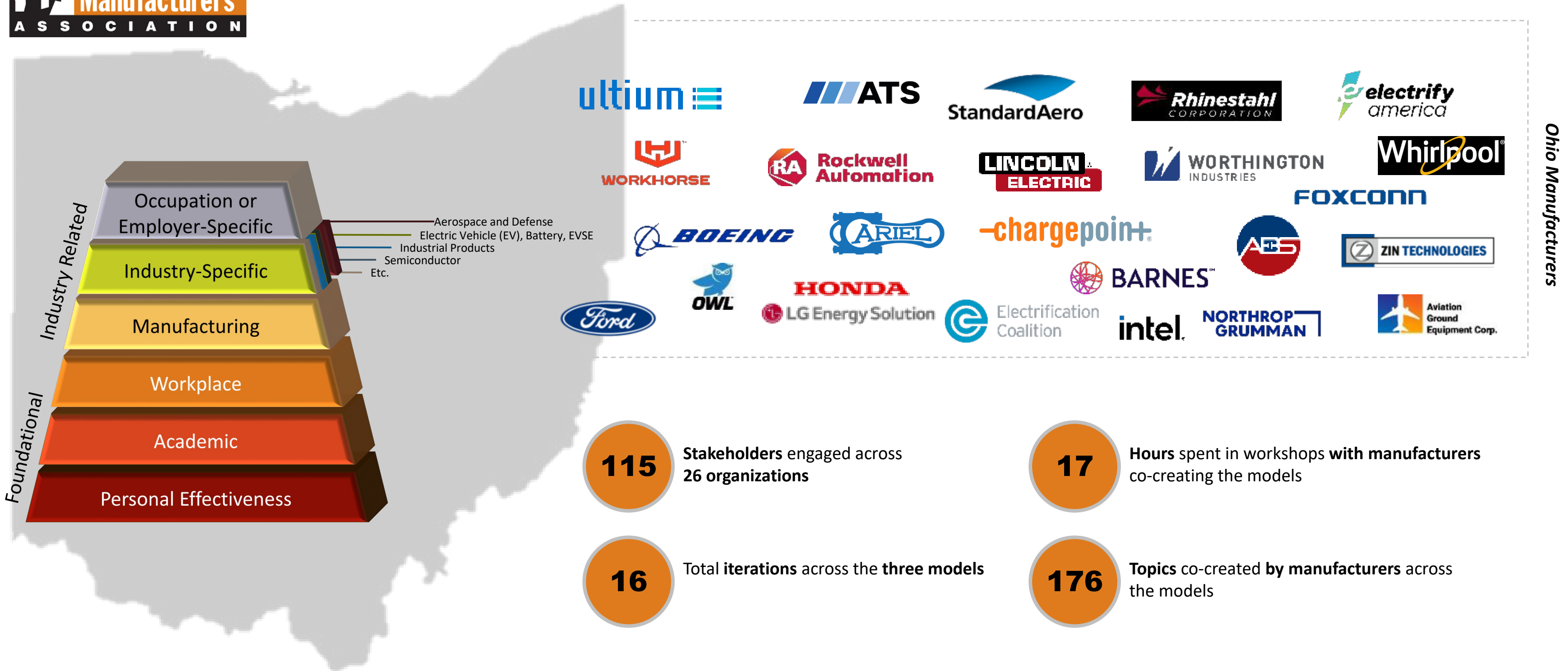
PULSED DEMAND AND EMERGING NEEDS

The Ohio Manufacturing Competency Model Initiative

The model initiative had an immense amount of support, participation, and feedback from stakeholders who have all played an invaluable role in modeling a unique representation of Ohio's Manufacturing Sector.



The Ohio Manufacturing Competency Model





KEY FINDINGS FROM MODELING

Many key takeaways and observations emerged through the development of the manufacturing sector-wide and industry-specific competency models.

MORE IN COMMON THAN APART

There is immense overlap in highly critical fundamental knowledge, skills, and abilities required across industries, presenting an opportunity to foster a common understanding of what works at the core for the entire manufacturing sector.

START WITH FUNDAMENTALS, CUSTOMIZE WITH INDUSTRY SPECIFIC MODULES

Foundational manufacturing curriculum – that trains for a common set of skills - can be complemented with specialized modules for industry-specific needs, offering flexibility and adaptability in education.

ALL-OF-MANUFACTURING APPROACH

Emphasize sector-wide applicable skills and continue working across industries, often through regional and sectoral partnerships, to build a future-proof workforce resilience to industry-specific fluctuations by being broadly skilled.

The background is a solid dark green color. On the right side, there are several overlapping, semi-transparent, lighter green geometric shapes. These shapes include curved lines and angular forms, resembling stylized leaves or abstract architectural elements. They are layered, with some appearing in front of others, creating a sense of depth and movement.

LAUNCH – Innovating Equitable Pathways

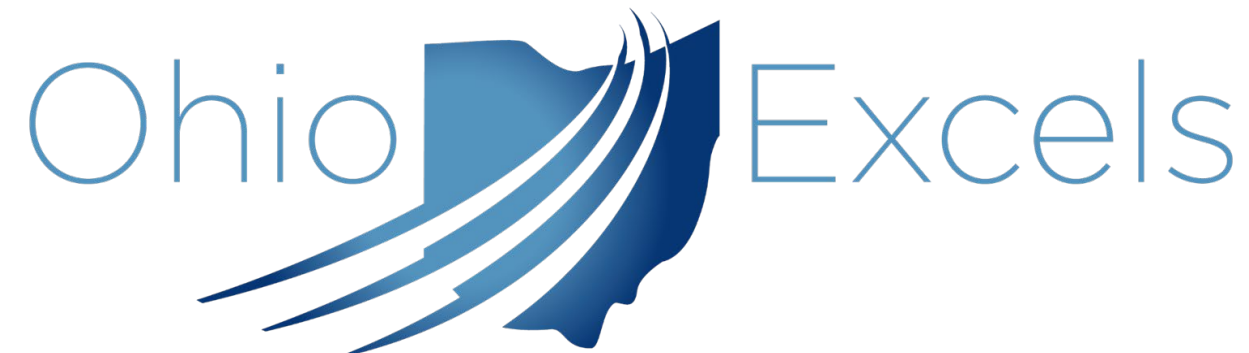
Launch Initiative Goals

- **Driving national priorities** for college and career pathways and advancing pathways policies and strategies that help achieve greater scale and sustainability
- Working with state and local partnerships to **expand access and equitable outcomes** by tackling entrenched inequities in education and workforce systems
- **Seeding and growing next-generation models** that will transform career pathways systems and dismantle entrenched barriers that perpetuate inequities in economic advancement

Our vision for a better system

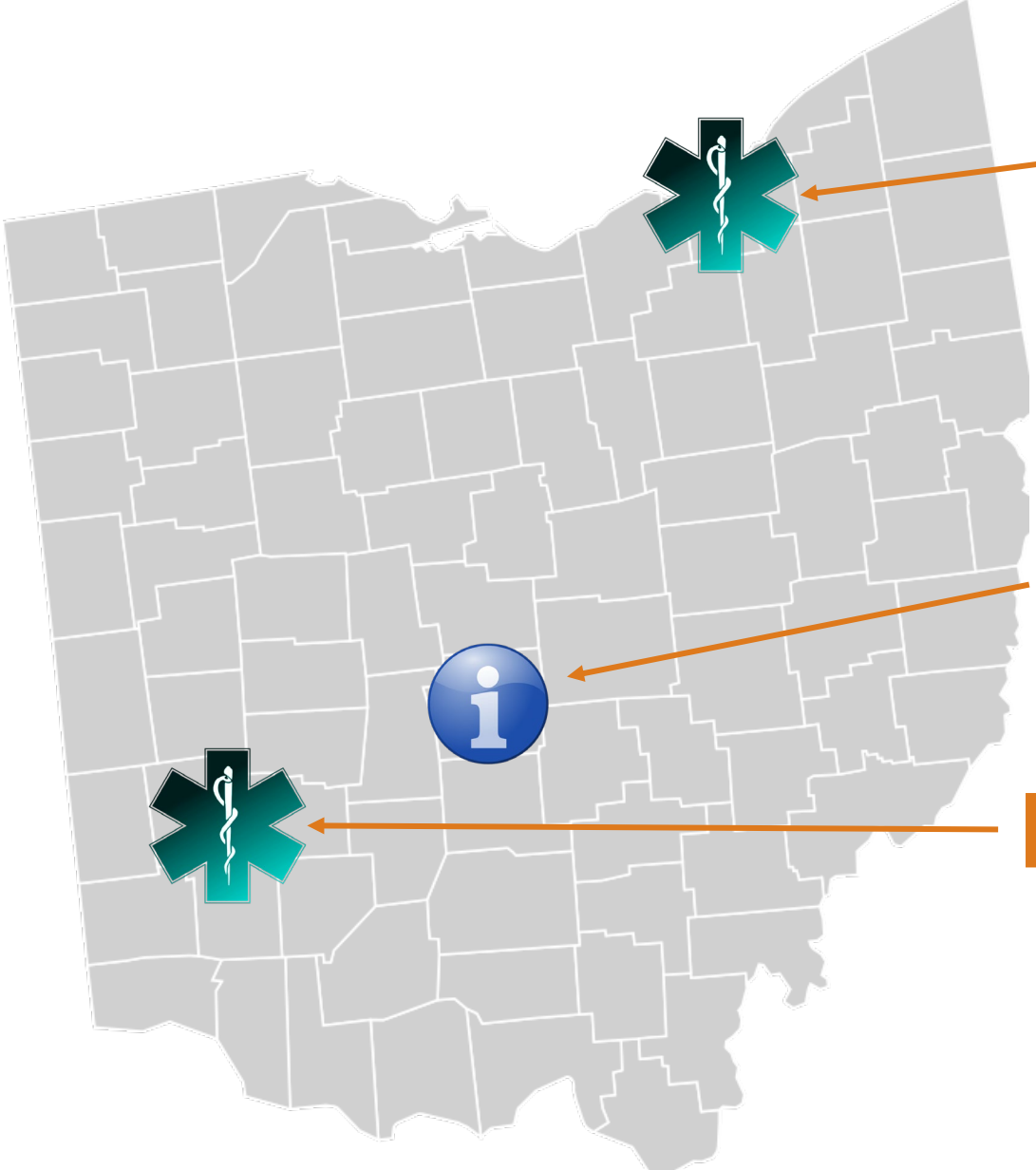
We hope to learn from pilot sites how to make **the transition between high school, training necessary for a good job, and landing a good job, more seamless by shifting administrative burdens to the system** and away from students and their families.

State Team



Local Teams

Serving a diverse array of underserved students & districts



Greater Cleveland Career Consortium
(Healthcare)

The PAST Foundation (Central Ohio; Early IT)

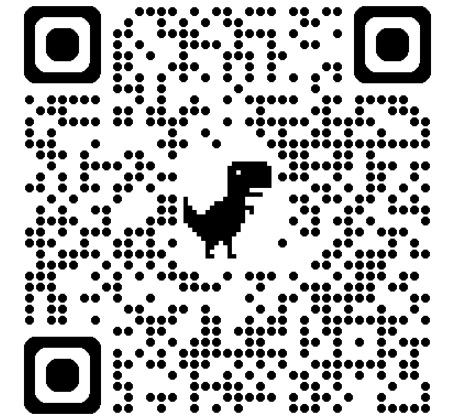
Montgomery County ESC (Dayton; Healthcare)



CONDITIONS FOR GREAT PARTNERSHIPS



Learn more about our social responsibility work:



Talent Innovation

With a vision to expand skills-based hiring and increase diversity within the organization, IGS Energy hired someone dedicated to developing and cultivating creative partnerships. Talent Relationship Partner Lindsay LaSala has now spent a year nurturing connections with Columbus State Community College, South-Western Career Academy, The Ohio State University, and more to help open doors to employment for candidates from nontraditional backgrounds. A noteworthy achievement? IGS has engaged with nine co-op students in roles in solar installation, IT, finance human resources, and facilities who work part-time and go to school. Here are innovative ways IGS is making progress:

Columbus Promise

Columbus Promise is a partnership between Columbus State Community College, Columbus City Schools, and local employers that gives district graduates access to tuition-free associate degrees from Columbus State as well as earn-and-learn opportunities. IGS proudly supports the program financially and has hired multiple students into earn-and-learn roles.

South-Western Career Academy

IGS Energy's acquisition of Ecohouse Solar meant IGS had a new job type to fill: solar installers. These roles call for electrical trade skills, which are taught at South-Western Career Academy, part of the South-Western City School District in Columbus. IGS and SWCA developed a relationship, resulting in students working for IGS part-time, honing their skills, with the chance to be hired when they graduate. Ecohouse employees also sit on the program's advisory council to inform curriculum and industry best practices.

IMPACT Community Action

IGS has supported the development of a solar installer program that is helping break down barriers that keep people in the community from working full-time. That includes education, training, food, housing, and transportation. Plus, IGS is an advisor on IMPACT's Career Development Workforce Advisory Council.

Columbus State Community College

IGS is a hiring partner of Columbus State's Information Technology Flexible Apprenticeship (ITFA) program.

The Ohio State University Office of Diversity and Inclusion

Going beyond typical college career fairs, IGS is getting in front of students from diverse backgrounds through an expanded relationship with Ohio State's Office of Diversity and Inclusion, enabling them to build relationships with students inside and out of the classroom.

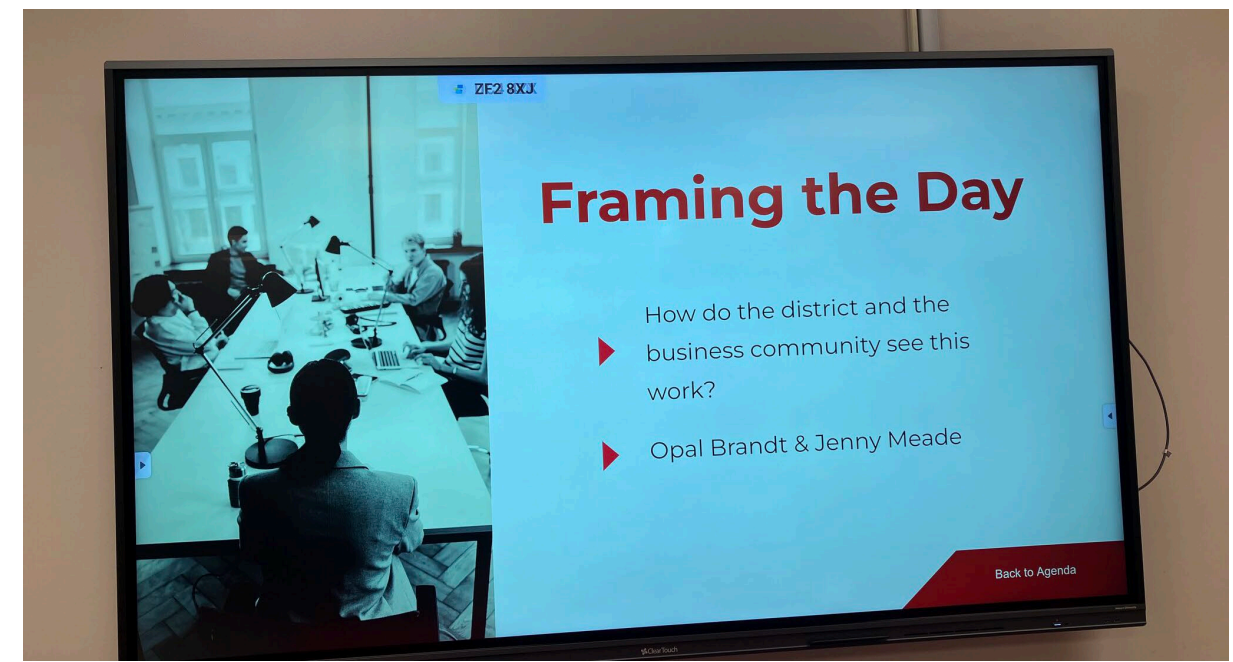
Alpha Phi Alpha Fraternity

IGS is building a presence with the historically African-American fraternity, attending career events, and posting jobs through its membership.

One Columbus

IGS has joined a business roundtable hosted by the regional economic development organization to look at ways to increase local employers' involvement with Columbus City Schools and better prepare our future workforce.

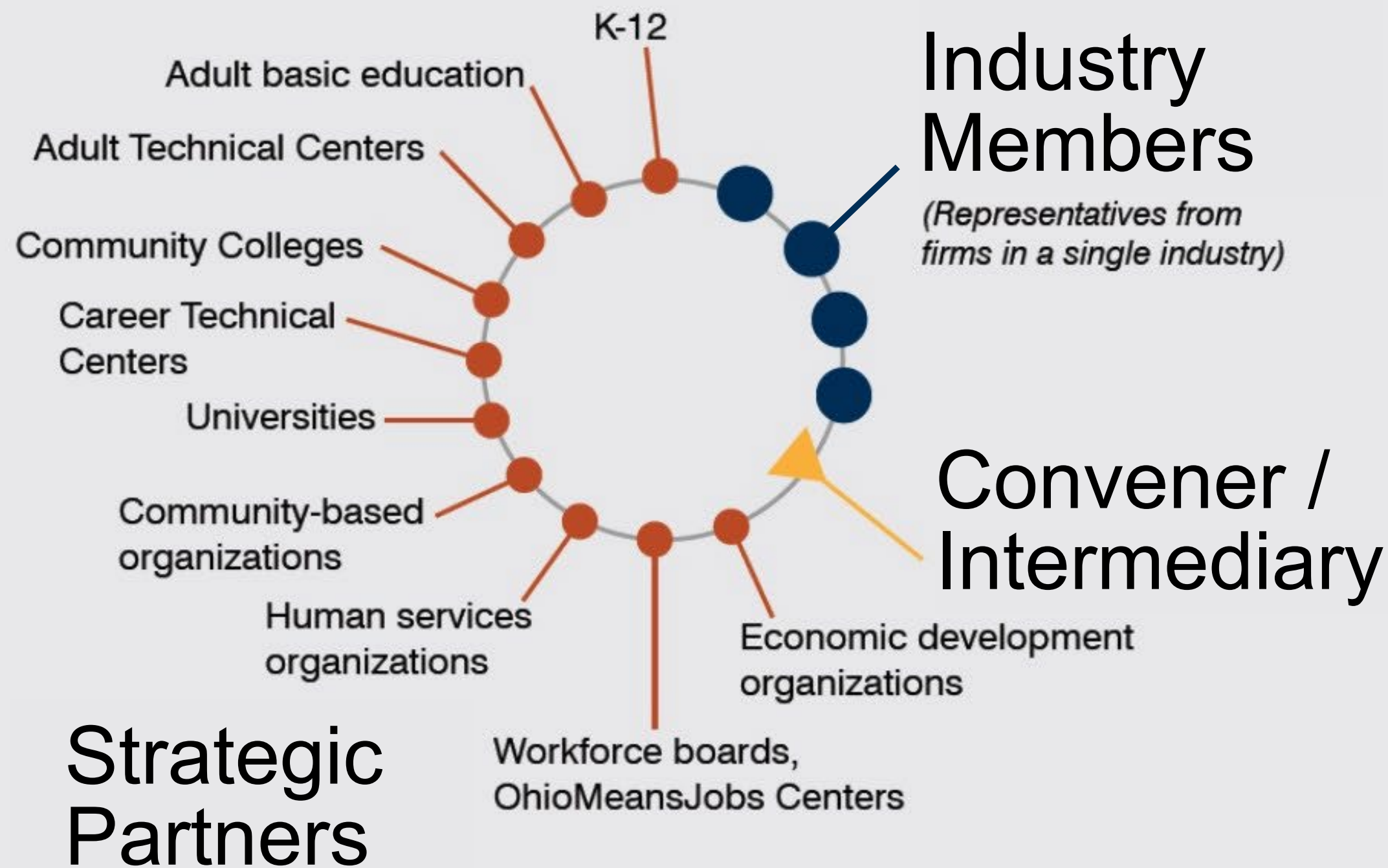






INDUSTRY SECTOR PARTNERS

Industry Sector Partnership 101



- Recognized best practice
- Industry-led, focused on manufacturing workforce issues
- Regional, collaborative approach
- Staffed by a neutral intermediary who develops relationships with local manufacturers, education, workforce, economic development, and other community-based organizations.

[ISPs: What Are They and Why Do They Work](#)

THE OMA-ENDORSED ISP NETWORK



- 19 OMA-Endorsed ISPs
- 79 / 88 counties covered in the network...and growing (*Lawrence, Hocking, Gallia just added*)
- 1,200 manufacturers involved in local ISPs across Ohio



CREATING CAREER OPPORTUNITIES

Essential Question

Can a shared commitment (*among employers, education, government, philanthropy*) to blurring the lines and ensuring learner success result in more underserved learners landing H3 jobs?



Supporting Questions

- What are **H3 (high wage, high demand, high demand) jobs**?
- What strategies enable **sustained employer engagement** and increased **success of underserved learners**?
- How do we **increase employer capacity** to support work-based learning that results in **high-demand, high-growth, and high-wage jobs** for underserved populations of learners?

What are “H3 Careers”?

H3 Means:

High Wage

An earning potential of at least \$70,000 in total compensation within 6 years of career entry

High Demand

Designated as “In Demand” by a local workforce entity, such as Team NEO, OMJ or O*Net

High Growth

Potential for an employee to earn at least one title change or pay increase within 6 years of career entry



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RESOURCE PAGE

