

Montgomery County Business and Management Pathway

Regional pathway models support the alignment of stakeholders, including employers, higher education, K–12, and workforce, to ensure pathways prepare young people for careers with family-supporting wages and build a robust talent pipeline for employers. Pathway models demonstrate a vision from grade 8 to career that includes high school coursework, college and career preparation activities, potential postsecondary programs, and in-demand jobs in the regional labor market. This is a living document that will need to be updated regularly to reflect current education programs and workforce needs.

Academic Coursework				
This general coursework is recommended for all students in the business and management pathway.				
Middle School/ Grade 8	Grades 9 and 10	Grade 11	Grade 12	CCP courses apply to a broad range of postsecondary programs in business. The credits apply to both high school and postsecondary requirements, saving students time and money.
Career Focused Courses	Foundational Business Services or College Credit Plus (CCP) course such as: ⊕ BIS 1120: Intro to Software Application or ⊕ MAN 1107: Foundations of Business*	Strategic Business Services or CCP course such as: ⊕ LAW 1101: Business Law or ⊕ MAN 1107: Foundations of Business	Strategic Business Services or CCP course such as: ⊕ ACC 1210: Accounting or ⊕ ECO 2180: Principles of Microeconomics	
English	Grade 8 English English I English II ⊕ ENG 1101: English Composition	English III	English IV ⊕ COM 2211: Effective Public Speaking	
Math	Grade 8 Math or Algebra 1 Algebra I Geometry ⊕ MAT 1120: Business Math	Algebra II ⊕ MAT 1460: Math for Business Analysis	⊕ MAT 2160: Business Calculus or ⊕ MAT 2270: Calculus and Analytic Geometry	
History	Social Studies	World History	U.S. History	
Science	Physical Science	Biology	Chemistry	

*Students taking Foundations of Business in grades 9 and 10 will be most successful if the course is paired with structured work-based learning opportunities.

College and Career Preparation

These additional activities support students in preparing for both college and career. Work-based learning enables students to apply their academic learning in a real-world setting. Advising supports students in making decisions that best align with their strengths and future goals. Competencies describe the technical skills students need for a successful career in business and management.

	Grade 8	Grades 9 and 10	Grade 11	Grade 12
Work-Based Learning	Career exploration: • Worksite tours • Power lunches • Pathways fairs	Career planning: • Job shadow • HR interview • Virtual pathway mentor • Resume prep	Career planning: • Internship • Career fair • Mock interview	Career planning: • Internship • Career fair • Mock interview
Advising	• YouScience (grade 8)	• Individualized college and career plan (ICCP) • Confirmation of pathway • Identification of credentials and college options • Revisit ICCP	• Financial literacy course • College application prep work • Industry-recognized credential examination	• Complete Free Application for Federal Student Aid (FAFSA) • Complete Ohio Means Jobs Readiness Seal • College and career signing day
Competencies (defined below)	• Employability skills	• Business operations • Customer care • Management principles • Principles of economics and business • Project management	• Data analysis • Entrepreneurship/business innovation • Finance • Marketing • Technical applications	• Individualized Specialization

Business and Management Technical Competencies

Business operations Students can use their understanding of how to plan, organize, and monitor business processes and functions to assess performance and recommend operational improvements.	Data analysis Students can objectively identify, analyze, and evaluate data and information to create a solution to a business challenge.	Finance Students can use their understanding of financial systems and accounting principles and procedures to examine and assess a business's financial information.	Marketing Students can use their understanding of marketing strategy, tactics, and decision-making to promote a product or service or create a marketing plan.	Project management Students can interpret project needs, set deadlines, and plan individual and team workflow and communications to effectively complete projects in a timely manner.
Customer care Students can use their understanding of market demands and professional communication skills to effectively respond to the needs of customers.	Entrepreneurship/business innovation Students can use their understanding of idea generation and business development to introduce entrepreneurial ideas for a business.	Management principles Students can use their understanding of interrelated functions of management and leadership abilities to make a strategic decision for a business.	Principles of economics and business Students can use their understanding of micro- and macroeconomics to understand how an economy functions and assess its impact on a business.	Technical applications Students can use their ability to rapidly learn and use new technological platforms to efficiently import, organize, and manipulate data for reporting and presentations.

Postsecondary Options

These selected postsecondary credentials in business and management, based on program options and transfer agreements at Sinclair Community College, lead to careers with wages that are more than \$24 per hour. In business services and management, there are a wide variety of subfields, including management, supply chain, and human resources. This diversity of subfields is represented in the variety of postsecondary programs included.

A bachelor's degree is the common point of entry for many business services and management positions. While some occupations in the business field can be obtained with an associate's or applied associate's degree, bachelor's degrees are necessary to help an individual specialize and progress in a career pathway.

Both Wright State University and the University of Dayton offer guided transfer programs, through the Sinclair College Wright Path program and the University of Dayton/Sinclair Academy, respectively. These partnerships allow a student to first obtain an associate's degree from Sinclair while receiving the academic and support benefits of being a student at their university. Upon completion, students transfer to the university to continue pursuing a bachelor's degree, making credit transfers seamless and degree attainment more affordable.

Cluster		 Potential Initial Credential	 Stackable Credentials Wright State University of Dayton	 Typical Occupational Outcome	
Business Management	Management	Guided Transfer: Business Administration Associate of Science	Management Bachelor of Science in Business Management Bachelor of Science in Business Administration	Master of Business Administration - Sales managers - Project management specialist - Management analyst	
	Business Operations/ Supply Chain		Supply Chain Management Bachelor of Science in Business Management Information Systems Bachelor of Science in Business Operations and Supply Chain Management Bachelor of Science in Business Administration	Logistics and Supply Chain Management Master of Science - Logistician - Operations research analyst - Business operations specialist	
Business Administration	Marketing		Marketing Bachelor of Science in Business Marketing Bachelor of Science in Business Administration	Marketing Analytics and Insights Master of Science Master of Business Administration	Market researcher
	Accounting		Accountancy Bachelor of Science in Business Accounting Bachelor of Science in Business Administration	Master of Business Administration Master of Professional Accountancy Master of Finance	Accountant
	Human Resources		Human Resource Management Bachelor of Science in Business	Master of Business Administration	- Compliance officers - Training and development specialists

Selected Occupations, Wages, and Job Growth

The table below includes labor market information about selected business and management careers, including median wages and typical education required. The living wage is derived from the MIT Living Wage calculator and is intended to be a sufficient wage to support one adult and one child living in the Dayton metropolitan statistical area. An entrepreneurship pathway is not captured within the data below due to the nature of the occupation. However, the skills required for these occupations can help prepare a student for entrepreneurial endeavors.

Typical job	Pays living wage (\$34.71)	Median hourly earnings	Number of positions (2023)	Expected growth (2023–2028)		Typical education level	% of workers age 55+
				Positions	Percent		
Accountants and auditors	Yes	\$35.00	2,674	16	1%	Bachelor's degree	28%
Business operations specialists, all other	Yes	\$43.25	4,234	68	2%	Bachelor's degree	28%
Compliance officers	No	\$31.02	618	40	7%	Bachelor's degree	29%
Logisticians*	Yes	\$44.60	1,413	78	6%	Bachelor's degree	22%
Management analysts	Yes	\$43.31	2,128	94	4%	Bachelor's degree	30%
Market research analysts and marketing specialists	No	\$28.19	1,667	49	3%	Bachelor's degree	17%
Operations research analysts	Yes	\$47.17	409	21	5%	Bachelor's degree	28%
Project management specialists	Yes	\$42.63	1,977	33	2%	Bachelor's degree	27%
Sales managers	Yes	\$58.85	917	32	3%	Bachelor's degree	23%
Training and development specialists	No	\$24.82	831	16	2%	Bachelor's degree	26%

*Those in logistician roles are also called production planners, supply chain analysts, and supply specialists.

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