



# FIND YOUR Career Pathway

TOOLKIT



## High school goes by fast!

To help students discover their path to a successful career in Ohio, they need to learn about all of their options.

This toolkit includes statistics, websites for next steps, student testimonials, and other resources to help Ohio students and families discover the best option for them.

- ✓ **STATISTICS**
- ✓ **WEBSITES FOR NEXT STEPS**
- ✓ **RESOURCES FOR TEACHERS, SCHOOL COUNSELORS, AND BUSINESSES**
- ✓ **STUDENT TESTIMONIALS**



**Governor's Office of  
Workforce Transformation**



## Governor's Office of Workforce Transformation



"There are many career pathways that help meet the diverse needs and backgrounds of Ohio's students, giving them the momentum and direction necessary to live up to their God-given potential. The future of our state rests in the hands of these young Ohioans, and we need to bring awareness to the many, many training opportunities available right now at our high schools and career centers."

A handwritten signature in blue ink that reads "Mike DeWine".

**Mike DeWine**  
Governor of Ohio



"As I've traveled the state, I've heard from students, parents, and teachers that they wish a resource like what we are announcing today existed that lays out the options available for kids so they can learn a skill and earn college credits without racking up student loan debt. Ohio's on the rise. We are landing some of the largest economic development deals in history, and we need to have a prepared workforce. This resource presents options available for Ohio's students so they can make the best decision for their future."

A handwritten signature in blue ink that reads "Jon Husted".

**Jon Husted**  
Lt. Governor of Ohio  
Director, Governor's Office of Workforce Transformation



## Mason Moreck

**Program:**

Microelectronics Manufacturing Systems (MEMS)

**Pathway:**

College Credit Plus

**School:**

Avon High School and Lorain County Community College

**Potential Career Opportunities with Median Salaries:**

Electronics Engineering Technician (\$65,240)

Electrical and Instrumentation Technician (\$77,840)

# College Credit Plus

Ohio's College Credit Plus (CCP) program helps students earn college and high school credits at the same time and for free! Credits they earn could count toward their two- and four-year college degree.



During the 2022-2023 school year, the College Credit Plus program saved Ohio families

**\$193.8M**  
in tuition costs

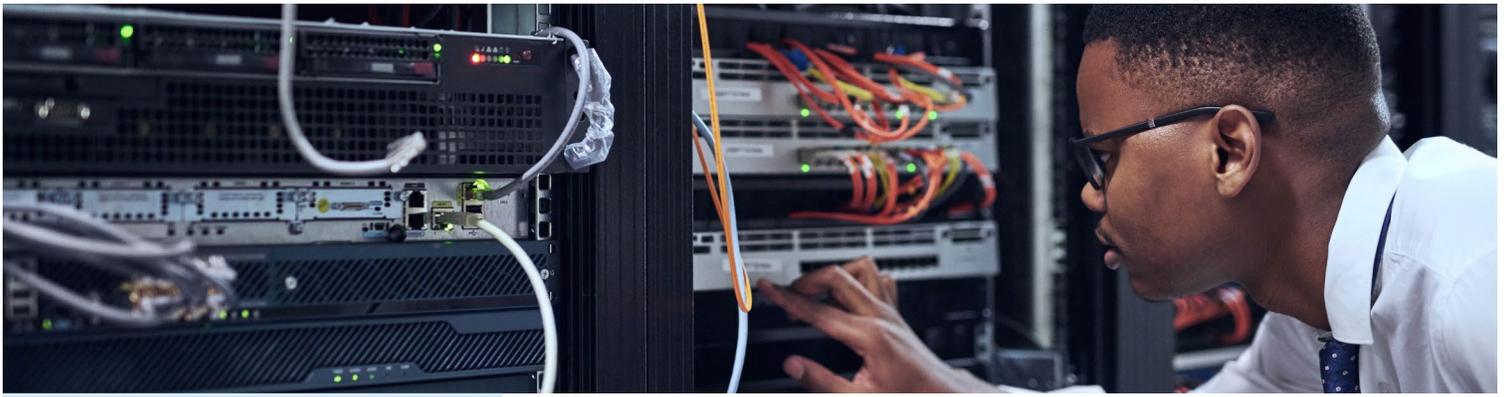


College Credit Plus is not just for high school students! In the 2022-2023 school year

**552**

7th and 8th grade Ohio students were enrolled in CCP, earning college credit.

**NEXT STEPS:** [HigherEd.Ohio.gov/CCP](https://HigherEd.Ohio.gov/CCP)



## Olivia Brossard

**Program:**  
IT Specialist

**Pathway:**  
Industry-Recognized Credentials

**School:**  
Polaris Career Center

.....

### Potential Career Opportunities with Median Salaries:

Computer Network Specialist  
(\$60,330)

Network Administrator (\$79,450)

# Industry-Recognized Credentials

Ohio's students have the opportunity to earn Industry-Recognized Credentials, which demonstrate to employers that a student has the skills, qualifications and competence to join the workforce. Students benefit from learning job-specific skills that employers are hiring for.



Over  
**29,000**

Ohio students in the graduating  
class of 2022 earned credentials

**78,000+**  
credentials

were earned by Ohio students in the  
graduating class of 2022

**NEXT STEPS:** [Education.Ohio.gov/Credentials](https://www.education.ohio.gov/Credentials)



**Governor's Office of  
Workforce Transformation**



**Abby  
Munoz**

**Program:**

Construction Project Manager

**Pathway:**

Career Technical Education

**School:**

Tolles Career & Technical Center

**Potential Career Opportunities  
with Median Salaries:**

Construction Foreman (\$68,230)  
Building Inspector (\$61,170)



**Heaven  
Angel**

**Program:** Welding

**Pathway:**

Career Technical Education

**School:**

Fort Hayes Career Center

**Potential Career Opportunities  
with Median Salaries:**

Sheet Metal Fabricator (\$58,750)  
Steel Worker (\$61,240)

# Career Tech Ohio

In Ohio, every high school student has the opportunity to enroll in a career technical education program that prepares them to join the workforce right after graduation or to give them a head start on their college education.

# 94%+

of Career Tech Ohio students were either employed, in training, in continuing education, or enlisted within six months of graduation



# 136,691

Ohio students participated in Career Tech Ohio courses in 2023

# 42.3%

of Career Tech Ohio students went on to pursue a college degree within two years of graduation

**NEXT STEPS:** [Education.Ohio.gov/CareerTech](https://www.education.ohio.gov/CareerTech)



**Governor's Office of  
Workforce Transformation**



# Pre-Apprenticeships

Pre-apprenticeships place students with companies where they learn technical and job-readiness skills, giving them industry knowledge for their future education or job. All pre-apprenticeships in Ohio allow you to earn while you learn!



## Hunter Stombaugh

**Program:**  
Robotics/CNC Technology

**Pathway:**  
Pre-Apprenticeship

**School:**  
Apollo Career Center

### Potential Career Opportunities with Median Salaries:

CNC Machine Operator (\$52,710)  
Automation Technician (\$50,450)



Ohio is ranked

# 1st

in the Midwest and  
3rd in the nation for  
number of apprentices



Ohio has over  
**21,000**  
apprentices



Right now, Ohio has  
**over 150**  
pre-apprentice programs

**NEXT STEPS:** [Education.Ohio.gov/Apprenticeships](https://www.education.ohio.gov/Apprenticeships)



## DID YOU KNOW?

The average annual median salary for a public university graduate in Ohio is **\$38,981**. The average loan debt of an Ohio public university graduate is **\$27,400**. To pay off this student debt, students will make payments from anywhere between **10-25 years**.

Many students who attend Career Technical Centers, use College Credit Plus, or are in pre-apprenticeship programs earn **\$38,981** or more as their starting salary — without the burden of student loan debt!

# Let's Talk **Finances**

Career pathways can help Ohio's students graduate from college sooner and at a lower cost or can prepare them to enter the workforce immediately upon graduation.

**WITHOUT STUDENT LOANS**

**\$38,981** salary

*Skip the student loan debt and save about \$3,783 per year!*



**WITH STUDENT LOANS**

**\$38,981** salary

**\$3,783** typical annual student loan payments

**\$35,198** salary remaining after loan payments

$$\$38,981 - \$3,783 = \$35,198$$



## HELPFUL LINKS

### For School Counselors:

- Career Connections Framework
- Specific Information for Counselors

### For Teachers:

- Specific Information for Teachers
- Information on Career Advising and Sample Career Pathways by Career Field
- Information Regarding Work-Based Learning

# Tips & Resources for Counselors & Teachers

For many students, they might not know what the businesses hiring in their own backyard do or what jobs are available in their community.



Help prepare students for the future by:

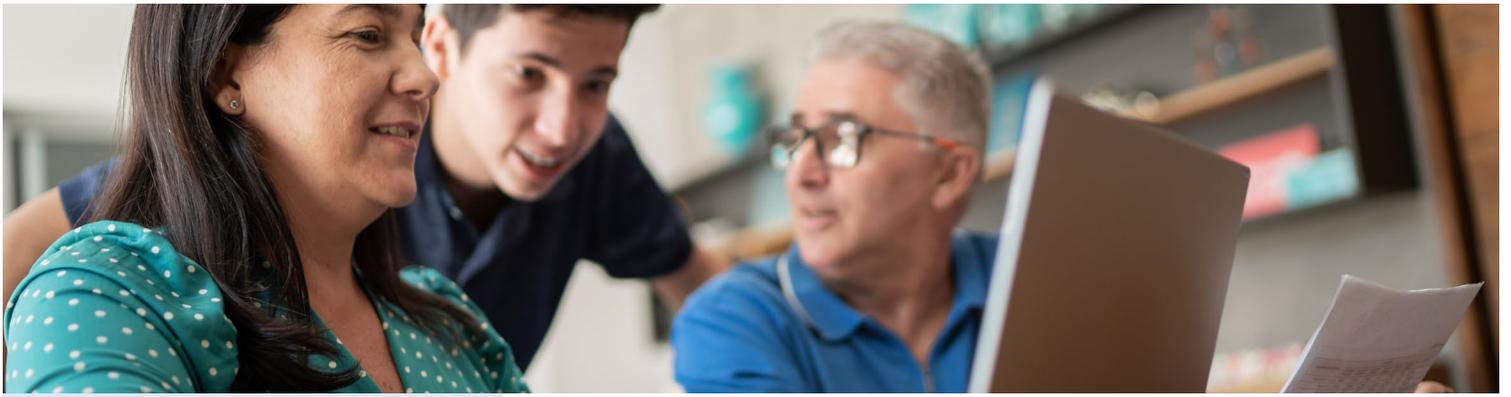
- Discussing career pathways with your students
- Showing your students the career pathways video
- Including career pathways information in parent newsletters
- Sharing career pathways information on your school's social media
- Inviting a business to the school to talk about their company and the jobs they offer
- Scheduling a field trip to a business to show students firsthand what a job in their community looks like
- Engaging your school's Business Advisory Council so businesses in your community can help you create curriculum that includes the skills they are hiring for.

### ONLINE RESOURCES:

[Workforce.Ohio.gov](http://Workforce.Ohio.gov)  
[OhioMeansJobs.com](http://OhioMeansJobs.com)  
[OACTS.com](http://OACTS.com)  
[Education.Ohio.gov/BAC](http://Education.Ohio.gov/BAC)



**Governor's Office of  
Workforce Transformation**



## HELPFUL LINKS

A career pathway offers an overview of the various career options along with education and training that can begin as early as grade 7.

Whether a student is interested in going to college or working right after high school, career pathways can be customized for their plan.

**VISIT:**  
[Education.Ohio.gov](http://Education.Ohio.gov)

# Parent Resources

It is never too early to discuss your child's future. If you aren't sure where to start, consider these conversation starters:

- What are some of your career interests?
- Do you have a career goal?
- Do you like learning with your hands?
- College isn't for everyone. Have you considered going to a career center?



**NEXT STEPS:**  
[Workforce.Ohio.gov](http://Workforce.Ohio.gov)  
[OhioMeansJobs.com](http://OhioMeansJobs.com)  
[OACTS.com](http://OACTS.com)



## Business Testimonial

*"We do hire students that have credentials as well as a skilled background. So, we work with our local career tech schools to hire in students that have received credentials or training in maintenance, machining, welding, and production."*



Midmark Corporation currently hires students from local career technical schools because of their experience and the credentials they have earned.

Midmark Corporation is a large manufacturing company in Versailles, Ohio, that is tapping into this powerful talent pipeline. You should too!

# Resources for Businesses

Are you an Ohio business looking to strengthen your workforce? Build your talent pipeline now by partnering with schools in your area that can help train students with the skills your business needs. From pre-apprenticeships to industry-recognized credentials, high school students are preparing for the workforce now, so what are you waiting for?

### Here's how you can start building your talent pipeline:

1. Connect with your local high school or career center and meet with students who are nearing graduation.
2. Start an internship or pre-apprenticeship program so students can experience what your business offers.
3. Join your local Business Advisory Council so you can help your area schools build curriculum around the skills your business needs.
4. Invite a school to tour your business and meet employees in the roles they could pursue.

### RESOURCES:

[Education.Ohio.gov/HSTI](https://www.education.ohio.gov/HSTI)

[TechCred.Ohio.gov](https://www.techcred.ohio.gov)

[Workforce.Ohio.gov/CareerPathways](https://www.workforce.ohio.gov/CareerPathways)



**Governor's Office of  
Workforce Transformation**



**Facebook**  
@OhioOWT



**Twitter**  
@OhioOWT



**LinkedIn**  
The Governor's Office of  
Workforce Transformation

## Social Media Examples



### Ohio Governor's Office of Workforce Transformation

There is more than one way to land a successful career here in Ohio. Watch this video that describes the different pathways students can take to find the perfect career for them. [#CareerPathwaysOH](#)



### OWT @OhioOWT

Check out these awesome career pathways available for you, today! [#CareerPathwaysOH](#)



Visit [Workforce.Ohio.gov/CareerPathways](http://Workforce.Ohio.gov/CareerPathways)