

Dayton Communities Center for Talent Development (DC²TD)

Ohio's workforce competitiveness challenges have been extensively documented in the economic development literature in our community. Ohio has enjoyed remarkable success in attracting top-tier employers to expand and/or relocate to various parts of the state. Across the Dayton Communities, we have recently witnessed announcements of expansions and the establishment of new high-tech industries, such as GM Duramax, Sierra Nevada Corporation, JOBY Aviation, Honda EV, Intel for defense applications, and new missions at Wright-Patterson AFB. The success of these new and expanding businesses will primarily hinge on the availability of a skilled workforce, which these premium employers will require. Without a skilled workforce, the economic vitality of the state and the success of these top employers will be compromised.

Several major factors influence Ohio's workforce competitiveness, including:

1. A declining population and the migration of young talent to other regions of the country.
2. Disparities in STEM-based exposure and educational experiences for underserved, underrepresented, and community members with limited access to technical careers and resources.
3. The absence of an effective immigration program and a strategy for engaging new Americans to pursue careers in science and technology.

Why should Ohioans care? The Dayton region, our state, and the nation are currently confronting substantial workforce challenges. Commencing in 2025, we will witness a decline in the size of high school graduating classes in the United States, a trend expected to persist through 2050 and potentially beyond. In tandem with this demographic shift, the aging baby boomer generation, the last of whom are now retiring from the workforce, and the resurgence of manufacturing industries through reshoring and in-shoring, coupled with the growth of new sectors like electric cars and electric air mobility systems in our region, present remarkable opportunities for workers in Ohio, regardless of age or background, who are willing to acquire, update, and enhance their skills to meet the evolving job demands.

Numerous in-demand career areas, including engineering, information technology, data analytics, health sciences, and cybersecurity, are projecting substantial job growth and foreseeing workforce shortages. These careers engage workers at various skill levels, from entry-level certificates and stackable credentials to professional 2 and 4-year college degrees. Meeting these workforce needs necessitates well-defined career pathways, with a crucial emphasis on ensuring that all students receive a solid STEM foundation and preparation, enabling them to pursue a diverse range of new career opportunities.

The data underscores the magnitude of talent needed to support the demand for jobs, projected at around 20,000 per year for the foreseeable future, across the Dayton region. This figure is in addition to an existing pool of nearly 30,000 unfilled vacancies that require annual replenishment. Many of these in-demand positions call for specific certificates, stackable credentials, or an associate degree to secure a sustainable wage job. The good news is that certificates and credentials can be attained, typically within 4 to 6 months, enabling individuals to start working while continuing their skill development through credential, associate or 4yr degree programs.

As previously mentioned, the absence of a skilled workforce could compromise the state's economic vitality and jeopardize the success of these premium employers, potentially leading to an exodus to regions of the United States equipped with a readily available skilled workforce.

The Way Ahead: To address these challenges, the Dayton Foundation, in collaboration with a coalition of community STEM-based partners, including General Motors, the Entrepreneurs Center, the Montgomery County Educational Service Center, the Wright-Patterson AFB Educational Outreach Office, Learn to Earn Dayton, the Strategic Council for Higher Education, the Dayton Regional STEM School, and Air Camp, has initiated an effort to expand our regional capacity through the establishment of the Dayton Communities Center for Talent Development (Dayton C²TD).

The Dayton region has been proactive in leveraging its assets and resources, positioning itself as a model to pilot a comprehensive Center for Talent Development for the region and state.

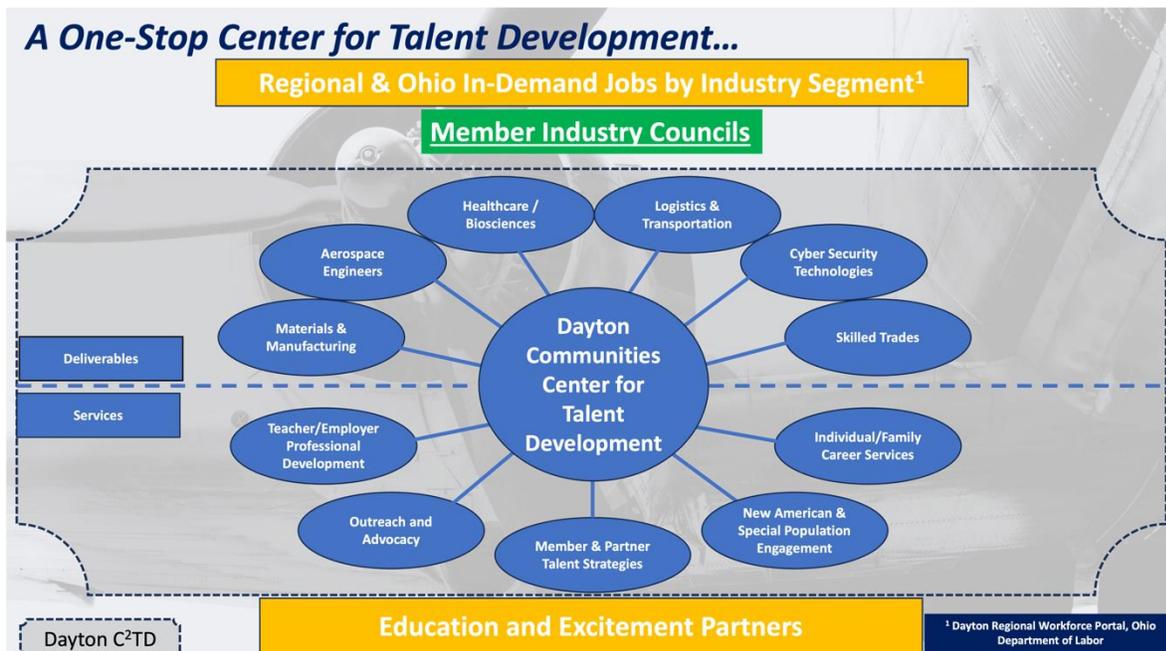
The Dayton C²TD will champion and facilitate equitable access to STEM education and opportunities, along with pathways to sustainable, well-paying STEM jobs, by collaborating with regional service providers. Initially, the C²TD will employ 12 individuals, including an Executive Director, five Functional Experts, and six Pipeline Champions specializing in technology areas supporting in-demand job sectors.

The Functional Experts will each specialize in areas such as Teacher/Employer Professional Development, Outreach and Advocacy, Member and Partner Strategies, New American and Special Population Engagement, and Individual and Family Career Services.

The Pipeline Champions will be a highly experienced team of experts drawn from their respective industries, potentially second career thought leaders capable of managing partners to achieve workforce goals and reach a potential workforce population. They will align with current in-demand job areas, including Materials and Manufacturing, Aerospace and Engineering, Healthcare and Bioscience, Logistics and Transportation, Cybersecurity and IT, and Skilled Trades.

To launch the Dayton Communities Center for Talent Development an investment of \$2.0M is required to stand-up and operate the center for its first two years of operation.

See the conceptual figure below for an illustration of this initiative.



The Dayton C²TD will:

- Facilitate the development of Daytonians by implementing a range of strategies aimed at equipping all Daytonians with the skills needed for employment in sustainable, well-paying In-Demand jobs.
- Serve as a key driver in expanding the pipeline for STEM-based educational programs (from P-20 and beyond), curbing attrition, and aligning industry demands with educational institutions to provide a talent pool for Ohio employers.
- Prioritize outreach to a diverse spectrum of students, including those from rural and inner-city backgrounds, at-risk individuals, economically disadvantaged students, newcomers (immigrants), those incarcerated, and traditionally marginalized students.
- Place additional emphasis on creating opportunities for transitioning from skilled trade positions to entry-level or "STEM Lite" roles.
- Forge a robust talent management ecosystem to foster enhanced collaboration among service providers, all dedicated to creating a larger talent pool.

The Dayton C²TD will actively promote and provide equitable access to STEM education resources and pathways leading to sustainable, well-paying STEM jobs by collaborating with regional service providers. Rather than duplicating existing services within our communities, the C²TD will concentrate on bridging any existing gaps, advocating for resources, policy changes, and offering support to individuals through navigators/coaches to help them access the services needed to embark on a path toward earning certificates and credentials and entering the workforce in sustainable, well-paying jobs.

The following strategic goals will be at the core of the C²TD 's focus. Performance metrics are provided for each strategic goal to gauge the C²TD's success.

Goal A: Transform the workforce for future in-demand jobs by engaging individuals at all levels with employers.

Performance Metrics:

1. Establishment of an agreed-upon alignment system for major regional career programs with in-demand job data targets.
2. Annual economic impact assessment.
3. The number of employers and workers involved in career-based training in the region on an annual basis.

Goal B: Foster the attraction, retention, and expansion of STEM degrees, certificates, and technical education and careers through outreach and advocacy efforts within and beyond Ohio.

Performance Metrics:

1. Substantial increase in careers, certificates, and technical internships.
2. Demonstrable talent attraction of new workers in the region.
3. Expanded workforce pipeline participation rates.
4. Annual employment and wage growth.
5. Increased program completion rates among partner programs.

Goal C: Establish a framework for intentional partnerships and collaborations among educational institutions, businesses, and non-profit organizations to expand the region's talent pool.

Performance Metrics:

1. Demonstration of solution sets for the annual number of solutions facilitated to address specific regional workforce challenges.
2. Annual level of state and national funds leveraged for regional workforce initiatives.

Goal D: Advocate for inclusivity, diversity, and visibility by actively engaging with New American, Refugee, and Special Populations and their non-profit service providers to promote workplace learning, career opportunities, and preparation.

Performance Measures:

1. Annual employment of New American, Refugee, and underrepresented Special Populations.
2. Number of second-generation children pursuing career pathways in the region.

Goal E: Assist individuals and their families in making informed decisions about education, training, and career pathways for target populations and demographics.

Performance Measures:

1. Shared financial and resource investment leveraged to support a career services network shared among regional providers.
2. Specific targeted population levels of career counseling services offered to each youth and adult cohort.

Amongst the most significant opportunities that the Dayton C²TD partners will collectively pursue is the establishment of a comprehensive resource center. This Center aims to cater to underserved, underrepresented, and immigrant populations, as well as those employed in skilled trades. Currently, these groups face various barriers preventing their access to these opportunities. This Center is meticulously designed to facilitate community engagement among STEM educators, excitors, and employers, with a primary focus on equipping all individuals who aspire to embark on careers in STEM fields with the skills needed to be successful.

