

Strengthening the Pipeline for Careers in Tech

Bryan Stewart



You Can Be ABCs - Sing Along Book Trailer



Penguin Kids
7.62K subscribers

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<https://www.youtube.com/watch?v=exJqAGYOa7o>





Bryan Stewart

Workforce Director

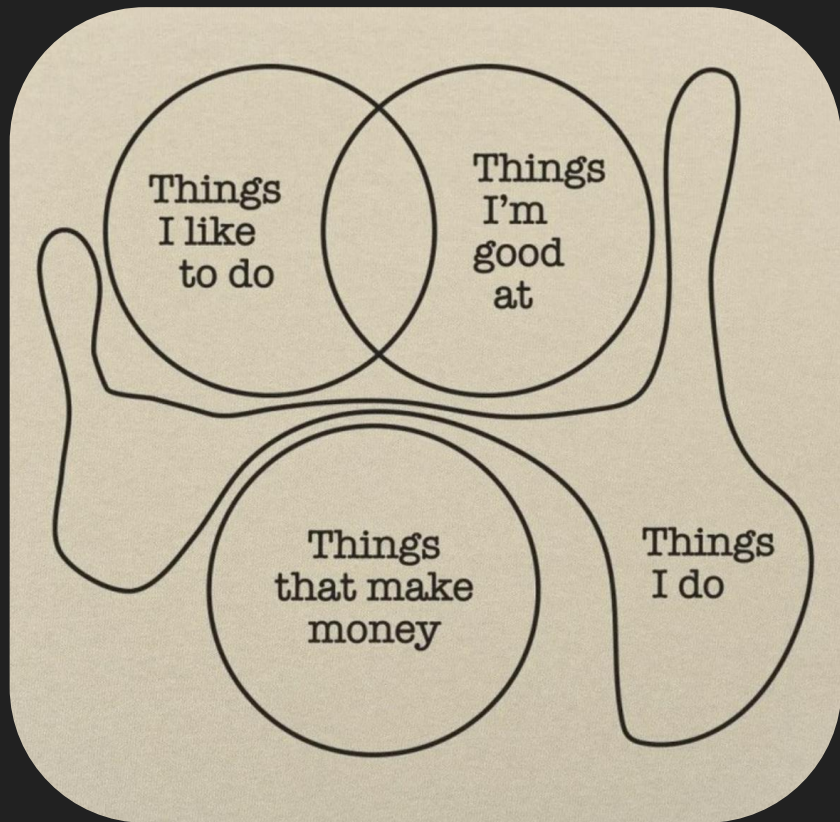
Montgomery County ESC
& Learn to Earn Dayton

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A little bit about me:

- Degree in Diplomacy & Global Politics from Miami
- Master of Public Administration from UD
- Die hard Cincinnati Bengals fan
- Science fiction lover
- I have an ecommerce retail business and love exploring our state's entrepreneur scene.



The Big Picture Challenge



Ohio will not be successful without a strong workforce.

Before the pandemic and even in 2023, our economic development partners highlight workforce is the number one challenge facing our local economy. We need to build a system that allows students to achieve their full potential and be career ready.



Intel is planning to invest more than \$20 billion in the construction of two new leading-edge chip factories in Ohio to boost production to meet demand for advanced semiconductors, power a new generation of innovative products from Intel, and serve the needs of foundry customers.

Spanning nearly 1,000 acres in Licking County, just outside of Columbus, the “mega-site” can accommodate a total of eight chip factories as well as supporting operations and ecosystem partners.

OHIO'S BIG WIN: Honda's new \$4.4B electric battery plant to bring 2,500+ jobs about 50 minutes from Dayton

Dayton Daily News

Complete. In-Depth. Dependable.



"Our operations here will play a key role as a new EV hub," Bob Nelson, executive vice president of American Honda Motor Co. Inc., said Tuesday at the Ohio Statehouse.

"It's another win for America and another win for Ohio, with Honda and LG committing more than \$5 billion toward electric vehicle battery manufacturing and factory retooling across the state," President Biden said in a statement.

Montgomery County ESC Business Advisory Council

Ensuring our workforce can compete by enhancing partnerships between schools, higher education and employers

- Ensuring student success and career-readiness
- Helping existing and new businesses thrive
- Keeping talent in our region
- Making Montgomery County & Warren County great places to live



Is anyone here today active in their region's Business Advisory Council?



Ohio's 2023 Three-Star Business Advisory Councils

- » Auglaize-Mercer Educational Service Center
- » Marion Area Workforce Acceleration Collaborative
- » Building Bridges to Careers
- » Muskingum Valley Educational Service Center
- » Cincinnati Public Schools
- » New Lexington City Schools
- » East Central Ohio Educational Service Center
- » Perry Local Schools
- » Educational Service Center of Eastern Ohio
- » Piqua City Schools
- » Educational Service Center of Northeast Ohio
- » Southern Ohio Educational Service Center
- » Goshen Local Schools
- » Tri-County Educational Service Center



Ohio's 2023 Four-Star Business Advisory Councils

- » Columbiana County Educational Service Center
- » Montgomery County Educational Service Center*
- » Educational Service Center of Central Ohio
- » Noble Local Schools*
- » North Point Educational Service Center



LEFT BEHIND AMERICA



Redefining Dayton's story. The Midwest's story.

WANT SOME ENLIGHTENING HOMEWORK? WRITE THESE DOCUMENTARIES DOWN!



Exploring how work is changing culturally due to globalization.

Theorizing what work will look like when our students are in leadership roles.



**Our overarching
foundational challenge:**
Better connect schools and
partners so students can
determine their next steps
after high school.

Montgomery County ESC Business Advisory Council

Ensuring our workforce can compete by enhancing partnerships between schools, higher education and employers

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- Keeping talent in our region
- Making Montgomery County & Warren County great places to live



Ohio | Department
of Education



**Business Advisory
Councils**

OHIO

The Buckeye State



careerconnections

K 1 2 3 4 5 6 7 8 9 10 11 12

What keeps young people in Ohio?



What are ways we can combat losing population?



How can we better strengthen our state's intellectual capital!



K

1

2

3

4

5

6

7

8

9

10

11

12

CAREER AWARENESS

Elementary Grades (K-5)

CAREER EXPLORATION

Middle Grades (6-8)

CAREER PLANNING

High School (9-12)

Ensuring Students Success From Cradle to Career

Ready to Learn. Explore. Earn.

| Age 5 | 3rd grade | 8th grade | 9th grade | 12th grade | Post High School | Job & Career |
|---|---|--|---|--|--|--|
| Ready to learn when entering Kindergarten | Proficient in reading | Proficient in math | Ready to learn throughout high school | Ready to graduate from high school | Ready to learn in college or earn a credential* | Ready to earn with a college degree or a credential* |
| | | | <i>Power Indicators</i> | | | |
| Increase the percentage of students who 'Demonstrate Readiness' on Ohio's Kindergarten Readiness Assessment | Increase the percentage of students scoring at or above proficient on the 3rd-grade Ohio Reading Assessment | Increase the percentage of students scoring at or above proficient on the 8th-grade Ohio Math Assessment | Increase the percentage of students earning 5 credits their freshman year, with at least 1 in math and 1 in English | Increase the percentage of students graduating from high school within 4 years | Increase the percentage of students enrolling at a post-secondary institution any time during the first 2 years after HS | Increase the percentage of students graduating with a 2- or 4-year degree within 6 years |



Learn to Earn Dayton

Ready to Learn. Explore. Earn.



Montgomery County's
{ Big Goal } 60%

We need 60% of working-age adults to have at least a 2-year college degree or a high quality post-secondary credential

Urgency



**Long Term
Planning**



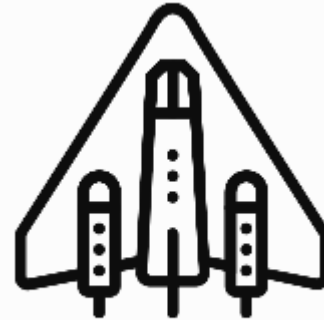
Our BAC represents 89,000+ students



Our regions In-Demand Sectors



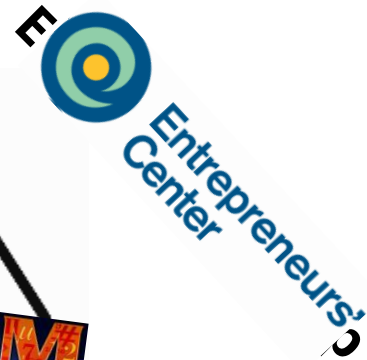
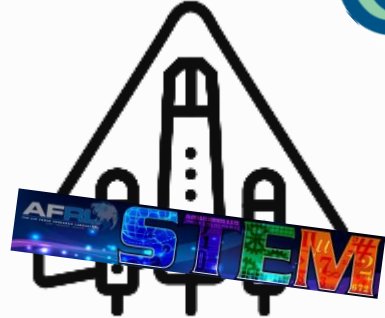
Education



Entrepreneurship

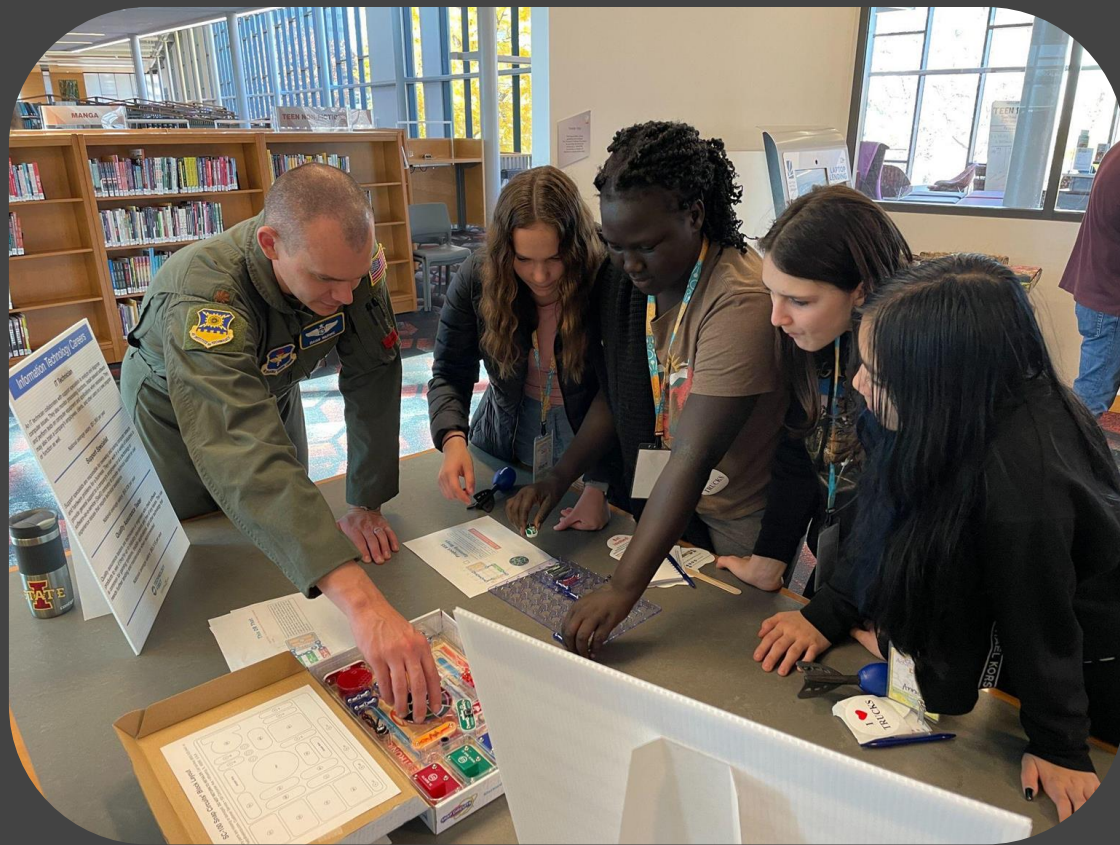
EMS/Fire/Police

We scale by focusing on industry groups and supporting their member driven efforts.



**How many of you
have connected
with your region's
industry trade
organizations?**





2022 Dayton Metro Library Career Adventure Days

Sharing out Engineering Your Future Videos



The image shows three video thumbnails arranged horizontally. Each thumbnail features a 'Video' icon and a duration. The first thumbnail shows two women, with a duration of 5:29. The second shows two women, with a duration of 5:37. The third shows two women, with a duration of 4:50. Below the thumbnails is a navigation bar with the 'Engineering Your Future' logo and six circular icons representing different engineering fields: a purple gear and speech bubble, a green computer monitor with a gear, a red square with a pencil and eraser, a blue gear and speech bubble, a green laptop with a gear, and a blue circuit board.

Environmental Engineer: Jasmine | Engineering Your Future
Meet Jasmine Walker, an Environmental Engineer at GHD, whose love for...

Research & Development Engineer: Germara | Engineering Your Future
Meet Germara Villalongo Andino, a Research & Development...

Industrial Engineer: Jada | Engineering Your Future
Meet Jada Cooper-Taylor, an Industrial Engineer and Operations Manager for...

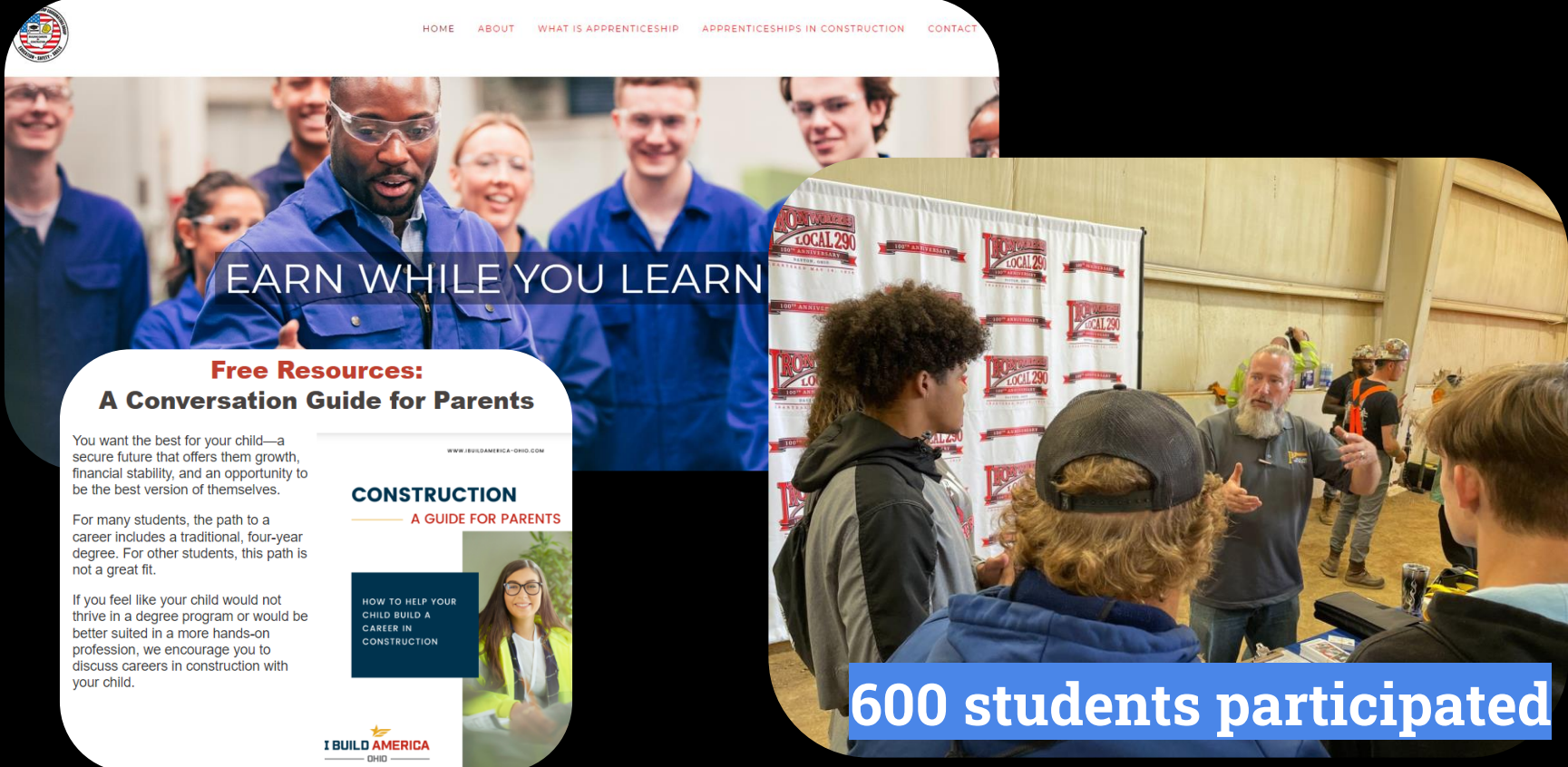
Engineering Your Future

Engineering

These videos feature real stories from young professionals who want to inform and inspire students about in-demand engineering careers.

7 videos featuring local companies and partners!

Skilled Trades Appreciation Month - September



HOME ABOUT WHAT IS APPRENTICESHIP APPRENTICESHIPS IN CONSTRUCTION CONTACT

EARN WHILE YOU LEARN

Free Resources: A Conversation Guide for Parents

You want the best for your child—a secure future that offers them growth, financial stability, and an opportunity to be the best version of themselves.

For many students, the path to a career includes a traditional, four-year degree. For other students, this path is not a great fit.

If you feel like your child would not thrive in a degree program or would be better suited in a more hands-on profession, we encourage you to discuss careers in construction with your child.

WWW.IBUILDAMERICA-OHIO.COM

CONSTRUCTION — A GUIDE FOR PARENTS



HOW TO HELP YOUR CHILD BUILD A CAREER IN CONSTRUCTION

I BUILD AMERICA
OHIO

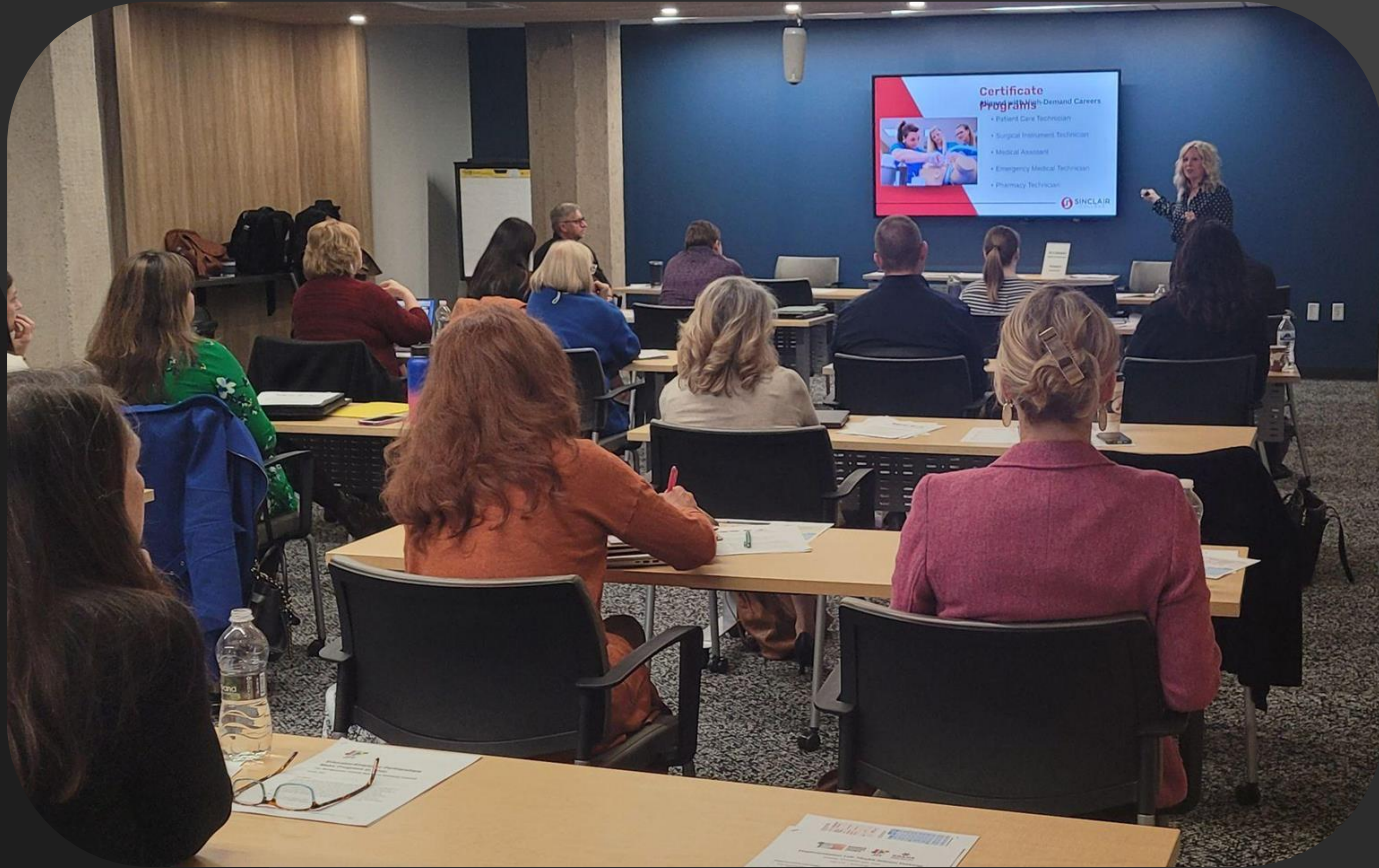
600 students participated

Partnered with UD to create an asset map of local programs



| Organization/Program Name | Career Awareness | Career Exploration | Career Planning | Employability Skills | Financial Literacy | Future Self | Social Emotional Learning | STEM | Other |
|--|------------------|--------------------|-----------------|----------------------|--------------------|-------------|---------------------------|------|-----------------|
| Adventure Central | | | | | | | | | |
| Adventure Central Day Camp | x | x | x | x | | | x | x | |
| Adventure Central After School Program | x | x | x | x | | | x | x | |
| Air Camp | | | | | | | | | |
| Elementary Air Camp | x | | | | x | | | x | Significance of |
| Middle School Camps | x | | | | x | | | x | |
| High School Camps | x | x | x | | | | | x | |
| Boys and Girls Club of Dayton | | | | | | | | | |
| Career Launch | x | x | x | x | x | | | | |
| Brixalated | | | | | | | | | |
| Brixalated Builders Academy | | x | x | x | | | | x | x |
| Chaminade Julienne Catholic High School | | | | | | | | | |
| STEM Summer Camp | x | x | | | | | x | x | |
| Dakota Center, Inc. | | | | | | | | | |
| Dakota Leadership | x | | | | x | | | x | |
| Dayton Regional STEM Center | | | | | | | | | |
| Science Saturdays | x | | | | | | | x | |
| Delightfully Understandable, LLC | | | | | | | | | |
| STEM Whisperers | x | x | x | | | | x | x | x |
| Huber Heights City Schools | | | | | | | | | |
| STEM Camp | x | | | | | | x | x | |
| Huber Heights City Schools | | | | | | | | | |
| STEM Camp | x | | | | | | x | x | |
| Junior Achievement of OKI Partners | | | | | | | | | |
| Virtual Career Exploration Fair | x | x | x | x | x | | | x | |
| JA More than Money | x | x | x | | x | | | | |
| JA Our Nation | x | x | x | x | x | | | x | |
| JA Our Community | x | x | x | x | x | | | x | |
| JA Our City | x | | x | | x | | | x | |
| Miami Valley Urban League | | | | | | | | | |
| EMERGE | x | x | | x | x | x | | x | Mental health |

Healthcare Careers Implementation Lab



Montgomery County Health Science 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 8th grade to career including 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 health science pathway.

| | Grade 8 | Grades 9 and 10 | Grade 11 | Grade 12 | |
|------------------------|-------------------------------|--|---|--|---|
| Career Focused Courses | Health Science and Technology | Foundational Health Science or CCP Course such as: + ALH 1101-Introduction to Healthcare Delivery | Strategic CCP Course such as: + HIM 1101-Medical Terminology | Strategic CCP Course such as: + PSY 1100-General Psychology | College Credit Plus (CCP) courses apply to a broad range of postsecondary programs in health science. The credits apply to both high school and postsecondary requirements, saving students time and money. |
| English | Grade 8 English | English I, English II + ENG 1101-English Composition | English III + COM 2206-Interpersonal Communication | English IV + COM 2206-Interpersonal Communication | |
| Math | Grade 8 Math or Algebra I | Algebra I, Geometry + MAT 1470-College Algebra | Algebra II | Trigonometry/Calculus + MAT 1470-College Algebra | |
| History | Social Studies | World History | US History | US Government | |
| Science | Physical Science | Biology + BIO 1107-Human Biology | Chemistry | Physics + BIO 1141-Principles of Anatomy & Physiology I | |

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 align best with their strengths and future goals. Competencies describe the technical skills students need for a successful career in the health sciences.

| | Grade 8 | Grades 9 and 10 | Grade 11 | Grade 12 |
|---------------------|--|---|--|---|
| Work-Based Learning | Career Exploration: • Career Adventures • Course—Healthcare • Work-Site Tours • Power Lunches • Pathway 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 | • 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 | • Free Application for Federal Student Aid (FAFSA) • Complete Ohio Means Jobs (OMJ) Readiness Seal • College and Career Signing Day |
| Competencies | • Employability Skills | • Computer Applications, Records, and Data Recording • Professional Working Environments • Healthcare Rules and Regulations • Healthcare Industry Ethics • Healthcare Confidentiality | • Medical Terminology • Customer Service and Patient Focus • Healthcare Safety Systems and Environment • Healthcare Professional Licensure • Healthcare Sanitation | • Individualized Specialization |

Health Science Technical Competencies

Computer Applications, Records, and Data Recording
Use understanding of keyboarding, data entry, and word processing to accurately record information on health technology systems.

Professional Working Environments
Use understanding of the importance of a sequence of tasks, cross-functional working environments, and professional communication to successfully work as part of a team.

Healthcare Rules and Regulations
Use understanding of basic laws and regulations (Patient Bill of Rights, CLIA, HIPAA, OSHA, etc.) to meet accreditation standards and obey the law.

Healthcare Industry Ethics
Use understanding of confidentiality, morality, and legal concepts to evaluate and apply the merits, risks, and social concerns to workplace decisions.

Healthcare Confidentiality
Use understanding of HIPAA in order to adhere to legal requirements and maintain confidentiality.

Medical Terminology
Use understanding of basic medical terminology, including abbreviations, acronyms, and diagnostic terms, to communicate effectively with healthcare personnel and patients.

Customer Service and Patient Focus

Use understanding of communication, active listening, and conflict resolution to identify and meet the needs of a patient or customer.

Healthcare Safety Systems and Environment

Use understanding of health and safety procedures and protocols to ensure a safe, secure, and healthy work environment.

Health Professional Licensure
Use understanding of appropriate industry education requirements, licensure, and certification to ensure adherence to regulations that guide service delivery.

Healthcare Sanitation
Use understanding of health cleanliness regulations and sanitation procedures to ensure that healthcare facilities and tools meet standards for cleanliness.

Selected Postsecondary Options

The selected postsecondary credentials in health science are based on program options and transfer agreements at Sinclair Community College. Some education paths have credentials that easily stack or build from the previous credential, while others are not as easily stackable. Stackable credentials can help an individual progress in their career pathway or move up a career ladder to different or higher paying jobs.

| | Potential Initial Credential | Stackable Credentials | Typical Occupational Outcome | |
|--|--|--|---|-------------------------------|
| Allied Health | Radiographer | Associate of Applied Science in Radiologic Technology—students eligible to take the ARRT exam | Advanced Imaging Certifications e.g.: Computed Tomography (CT), Magnetic Resonance Imaging (MRI), and Mammography Bachelor of Radiation Science Technology Bachelor of Science in Healthcare Administration | Radiologic Technician |
| | State Tested Nurse Aide (STNA) | Associate of Applied Science in Respiratory Care | Bachelor of Science in Respiratory Care Bachelor of Health Sciences Bachelor of Science in Healthcare Administration | Respiratory Therapist |
| | Certified Dental Assistant | Associate of Applied Science in Dental Hygiene—students eligible to take state board exams and apply for state licensing | Expanded Function Dental Auxiliary (EFDA) Continuing Education Programs e.g.: Local Anesthesia and Nitrous Oxide for Dental Hygiene | Dental Hygienist |
| Nursing | State Tested Nurse Aide (STNA) Licensed Practical Nurse (LPN) | Associate of Applied Science (AAS) in Nursing—students eligible to take RN exam | Bachelor of Science in Nursing (BSN) Master of Science in Nursing (MSN) | Nurse |
| Guided Transfer (pre-med, pre-dentistry, or other advanced degree track) | State Tested Nurse Aide (STNA) | Associate of Science in Pre-Professional Studies | Bachelor of Science Doctoral Degree | Physician (Doctor or Dentist) |

Selected Occupations, Wages, and Job Growth

The health science careers listed below are projected to grow in the region. The living wage (\$23.16/hour) is from the MIT Living Wage Calculator for one adult and one child in Montgomery County in 2021. Note that some jobs in the table do not pay a living wage and do not easily stack to further credentials, making economic advancement difficult.

| Typical Job | Pays Living Wage (\$23.16) | Median Hourly Earnings | Preferred Education | Stackable Credential | Expected Growth (2020-2030) | | |
|--|----------------------------|------------------------|--|---|-----------------------------|-----------|---------|
| | | | | | Positions (2020) | Positions | Percent |
| Home Health and Personal Care Aides | | \$11.33 | Short-Term Home Health Aide Certificate | | 3,458 | 860 | 25% |
| Medical Assistants | No | \$16.53 | Medical Assistant Technology (AAS) | Not typically stackable | 1,701 | 432 | 25% |
| Emergency Medical Technicians and Paramedics | | \$16.53 | Emergency Medical Services (AAS) | | 502 | 159 | 32% |
| Phlebotomists | | \$16.85 | Short-Term Phlebotomy Certificate | | 742 | 144 | 19% |
| Medical and Health Services Managers | | \$47.22 | Health Information Management/ Administration (BS) | Health Administration (MS) | 808 | 116 | 14% |
| Respiratory Therapists | | \$28.60 | Respiratory Care (AAS) | Respiratory Care (BS) | 584 | 71 | 12% |
| Radiologic Technicians | Yes | \$28.24 | Radiologic Technology (AAS) | Radiation Science Technology (BS) | 626 | 43 | 7% |
| Diagnostics Medical Sonographers | | \$35.77 | Diagnostic Medical Sonography (AAS) | Diagnostic Medical Sonography (BS) | 284 | 39 | 14% |
| Dental Hygienists | | \$34.00 | Dental Hygiene (AAS) | Expanded Function Dental Auxiliary (EFDA) License | 644 | 20 | 3% |
| Registered Nurses | Yes | \$32.61 | Nursing (BS) | Nursing (MS) | 10,190 | 611 | 6% |
| Nurse Practitioners | Yes | \$51.02 | Nursing (MS) | Terminal degree for this occupation | 672 | 174 | 26% |
| Physicians | Yes | \$101.08 | Doctor of Medicine (MD) | Terminal degree for this occupation | 1,220 | 141 | 12% |

Advanced Manufacturing Implementation Lab





Miami Valley Intern Academy

An opportunity for 11th and 12th graders to have a paid internship in the following industries:

- Aerospace
- Agriculture
- Business Operations
- Construction
- Engineering
- Information Technology
- Healthcare
- Logistics
- Automotive
- Manufacturing



Career Champions & Counselors Academy



Expanding access to resources like:



So we can track and support our partners better! This is how we will scale!



Presented By



Bryan Stewart

Workforce Director at Learn to Earn Dayton

Alternative Titles

Child Welfare Services Director, Social Services Director, Transitional Care Director, Vocational Rehabilitation Administrator

What they do

Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.

[Learn More](#) [View Profile](#)

Let's Explore Careers-Virtual Career Day Session-Government

748 views - Published

Related Videos



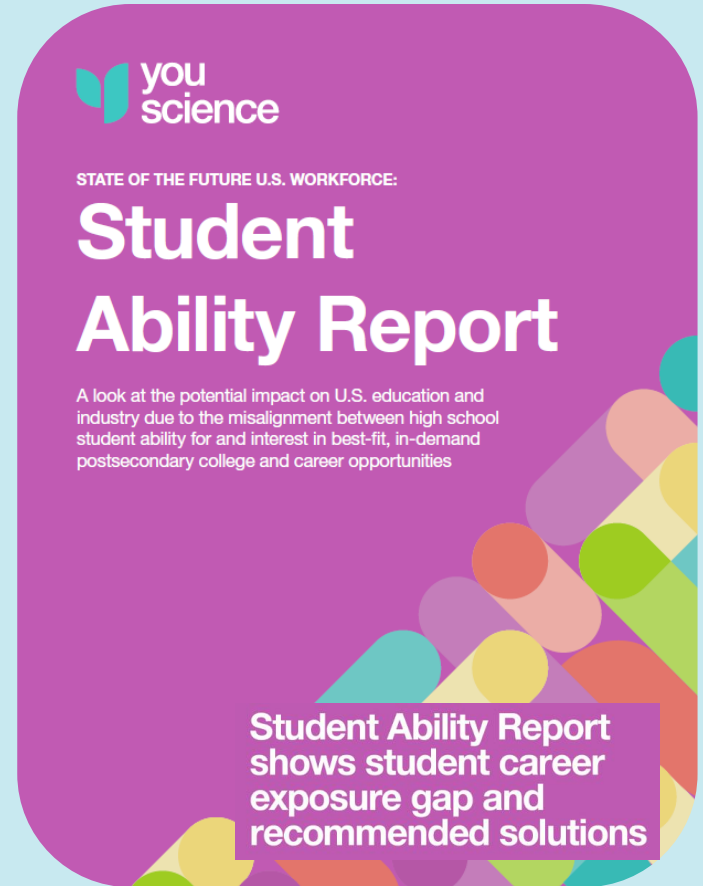
Need Help?

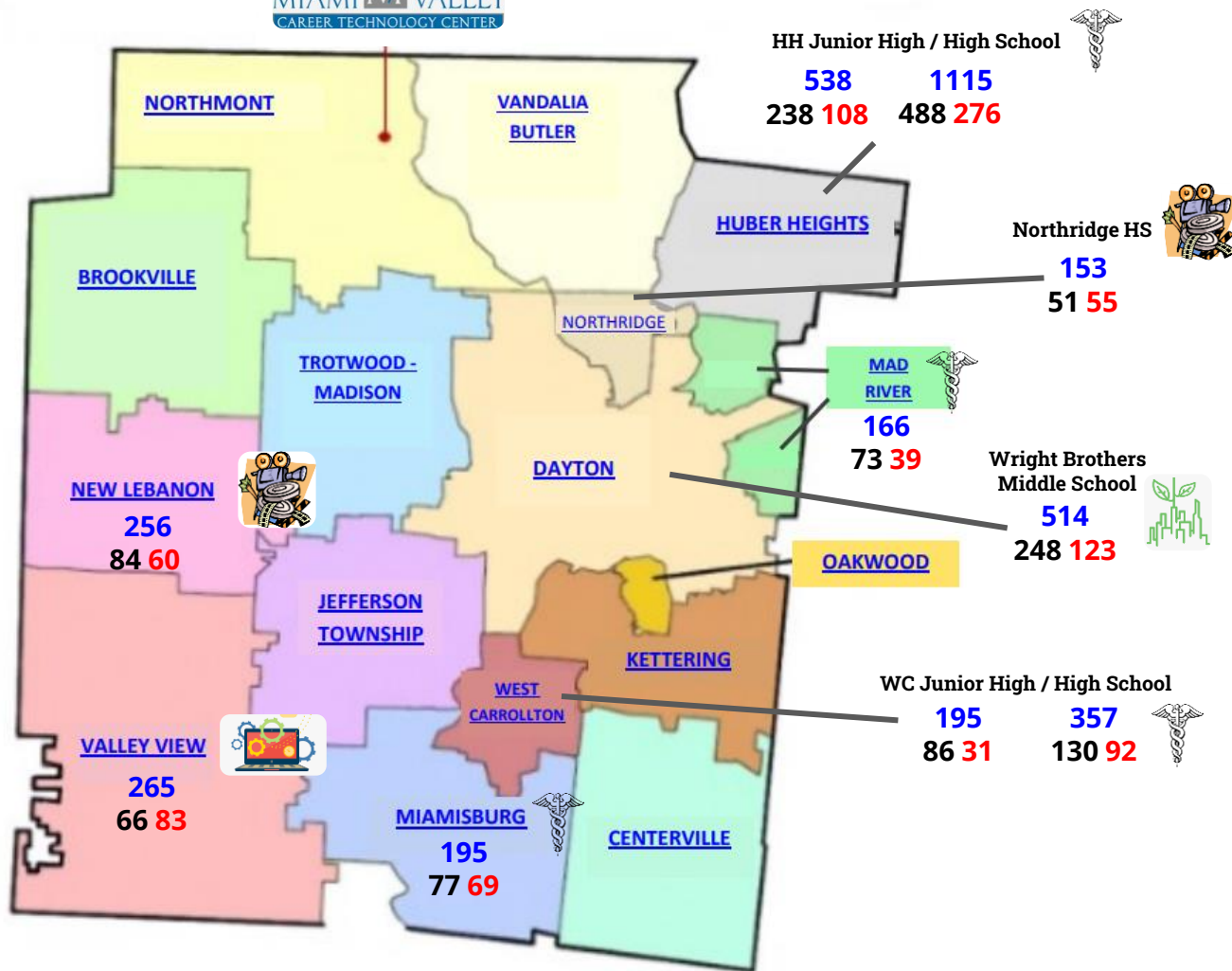
**Who's taken a career
exploration survey
before?**



Who's heard of YouScience?

Nationally: Almost 2x the aptitude for health science careers than interest.





2022-2023 you science Healthcare Aptitude Interest Snapshot

| YouScience District Power Mapping 11 23 2022 | | | | |
|--|------------------|-------------|------------|--------------------------------|
| District (Building) | Total # Surveyed | Aptitude | Interest | Aptitude to Interest Fit Ratio |
| DPS (Wright Brothers Middle School) | 514 | 248 | 123 | 2.77 |
| Huber Heights (Junior High) | 538 | 238 | 108 | 2.2 |
| Huber Heights (High School) | 1115 | 488 | 276 | 1.77 |
| Mad River | 166 | 73 | 39 | 1.87 |
| Miamisburg | 195 | 77 | 69 | 1.12 |
| New Lebanon | 256 | 84 | 60 | 1.4 |
| Northridge | 153 | 51 | 55 | 0.93 |
| Valley View | 265 | 66 | 83 | 0.8 |
| West Carrollton (Junior High) | 195 | 86 | 31 | 2.77 |
| West Carrollton (High School) | 357 | 130 | 92 | 1.41 |
| YouScience Totals as of 11/1/22 | 3754 | 1541 | 936 | |

Out of **3,754** local students surveyed,

1541 (41%) have an aptitude in healthcare careers and

936 (25%) have an interest in working in healthcare.

**Show me something
better than YouScience
and I'll shout from the
rooftops about it...**





Discover Your Aptitudes and Interests



Aptitudes

Bookmarks

0

Download Aptitudes

Bryan, you crushed it!

You have some serious talent and awesome career opportunities!

Click on each piece of the pie to explore more about your talents.



You are a Brainstormer

- You think on your feet, respond quickly, and enjoy engaging in brainstorming sessions.
- You're likely to enjoy creative environments where the work is fast-paced and not routine.
- You can talk about any topic, whether or not you know or care much about it.

Explore >

View Career Matches

Personal Approach





Browse, Save and Rank Careers

Search



All Careers Saved Careers ★ 2

Filter by Educational Investment

Sort by Fit Type

- All
- 0-3yrs
- 4yrs
- 5+yrs
- Overall Fit
- Aptitude Fit
- Interest Fit

Arbitrator/Mediator/Conciliator

Edu. Investment: 4+YRS
 Pos. Openings: 2000
 Avg. Salary: 69k



Strong Overall Fit

★ Save Career

Secondary School Teacher

Edu. Investment: 4+YRS
 Pos. Openings: 284k
 Avg. Salary: 60k



Strong Overall Fit

★ Save Career

Elementary and Secondary School Education Administrator

Edu. Investment: 6+YRS
 Pos. Openings: 84k
 Avg. Salary: 93k



Strong Overall Fit

★ Unsave

Preschool and Childcare Education Administrator

Edu. Investment: 4+YRS
 Pos. Openings: 23k
 Avg. Salary: 53k



Strong Overall Fit

★ Save Career

Producer

Edu. Investment: 4+YRS
 Pos. Openings: 51k
 Avg. Salary: 90k



Strong Overall Fit

★ Save Career

Director

Edu. Investment: 4+YRS
 Pos. Openings: 51k
 Avg. Salary: 90k



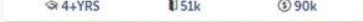
Social and Community Service Manager

Edu. Investment: 4+YRS
 Pos. Openings: 50k
 Avg. Salary: 69k



Program Director

Edu. Investment: 4+YRS
 Pos. Openings: 51k
 Avg. Salary: 90k



Public Relations and Fund-Raising Manager

Edu. Investment: 4+YRS
 Pos. Openings: 27k
 Avg. Salary: 119k



Broadcast News Analyst

Edu. Investment: 4+YRS
 Pos. Openings: 1600
 Avg. Salary: 89k



Interpersonal Style continued...

You may find these things:

**EASIER
FOR YOU**

Meeting several new people at once and interacting with them immediately

Speaking about any topic with anyone at any time in a strong, clear voice

Acting as a social facilitator. You're great at connecting people whose interests are similar

**DIFFICULT
FOR YOU**

Recharging by yourself

Being out of the loop from what's going on with others

Noticing when others want to interject

Sharing intimate details with others

Expressing your ideas formally in writing

Your Friends & Co-workers

Recognizing this aptitude in others

Extrovert - YOU

Extroverts are sociable and expressive, outwardly focused, communicate by talking and thinking out loud, learn by discussing, and enjoy group work as a way to get energized. They tend to be outgoing, gregarious, enthusiastic, and social. They naturally initiate and sustain interactions that can lead to a broad range of friends and interests.

Extroverts tend to respond quickly when you speak to them because they process their thoughts out loud instead of internally. They seem generally interested in you while getting to know you by asking a range of surface level and personal questions. In fact, they seem to walk away with your life story shortly after you've met them.

Blended Energizer

Blended Energizers balance the traits of introversion and extroversion. They can do well in a group setting and active interaction, but they also need time to recharge their inner batteries. They tend to be flexible in how they communicate with others. They can talk openly about a wide range of topics, but also like to take time to process their thoughts before expressing them.

While Blended Energizers might hold back in a large crowd, they're assertive and easily assume leadership roles if necessary. They may seem guarded in initial introductions, but they quickly open up as others become more familiar to them.

Introvert

Introverts are introspective and quiet, enjoy working alone or one-on-one, and are reflective and private. They require time to themselves to recharge the energy drained by interacting with others, especially strangers. They often prefer observing others to interacting and tend to process thoughts internally rather than verbally. In large group settings, they often appear shy and reserved because they find it hard to interject into a conversation unless invited. They might seem shy or insecure, they often don't feel the need to share their thoughts with others.

Introverts easily direct their energy toward the inner world of experience and ideas. They might be comfortable with only a few close and deep friendships.



Impact on Daily Life SOCIAL

Bring on the party! You'll find pleasure and energy in groups, even outside the organized communities at work or school.



Work Approach

Use your life outside work or school to balance your need for variety with your need for the chance to dig deep and master a topic that intrigues you. You can do both.



Inductive Reasoning

Your problem-solving knack makes you a good leader in your community and volunteer groups.



Idea Generation

You're full of ideas. Your community needs them! Find a volunteer project that can use your brainstorming energy.



Spatial Visualization

Life outside work or school might be where you can most enjoy your knack with concrete objects and physical space.



Sequential Reasoning

Your life outside work or school will likely be organized. Even if you can't control everyone and everything in your home environment, you can try to make your own space and activities reflect your gift for order.

INTERESTS VARY, BUT APTITUDES REMAIN CONSISTENT

The University of Missouri compared 7,222 (3,619 female and 3,603 male) high school students' self-reported interests and assessed natural aptitudes in four rapidly-growing industries: manufacturing, computer technology, construction and healthcare (direct patient care and technical).

According to the university's research, interests are influenced by perceived societal norms, which can limit the scope of students' career exploration. While interests vary by gender, both males and females demonstrate equal aptitudes for careers across the four study industries.

- Male students demonstrated a greater interest in manufacturing, construction, computer technology and tech-focused health care jobs, while females were more likely to demonstrate a high interest in patient-centered health care.
- However, aptitude assessments helped identify seven times more female students with the natural talent for careers in construction and technical health care, four times more females with the talent for jobs in the manufacturing field, and twice as many females with the talent for jobs in computer technology.
- Aptitude assessments also helped identify nearly twice as many males with the talent to pursue jobs in patient-centered health care.

As the research concludes, "In a post-COVID world, there will be slack in the labor markets. As a result, the risk increases for students as they move from educational pathways to careers. Without making intentional decisions to align aptitudes, interests, educational pathways, and labor market needs, students could suffer real economic harm." Helping all students – especially females and others who may have constrained visions of opportunity – better understand how their unique aptitudes align with 21st century careers, opens the door to a more meaningful discussion on talent, increased salary opportunities, improved self-efficacy in high-demand occupational fields, and, in turn, a significantly larger and more diverse workforce that will be integral to a broad and lasting economic recovery.

MANUFACTURING

4.1x more females identified

CONSTRUCTION

7.1x more females identified

COMPUTER TECHNOLOGY

2.0x more females identified

HEALTH CARE-PATIENT CARE

1.6x more males identified

HEALTH CARE-TECHNICAL

7.6x more females identified

Exposing students earlier to our in-demand career fields in healthcare



Students take on future careers to Dress For Success

by WHAM | Thursday, February 1st 2018



5

[VIEW ALL PHOTOS](#)

As part of Catholic Schools Week, students at Nazareth Elementary School wore the outfits of what careers they aspired to have when they grow up. (Photo: Nazareth Elementary School)

Jobs that help people!



Miamisburg Student Listening Session 1 - Nov. 1st, 2019

Multigenerational



Trotwood-Madison Parent Listening Session 2 - Nov. 13th, 2019

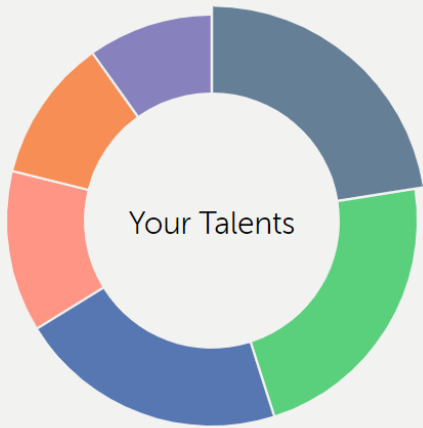
Action Item 1:



Bryan, you crushed it!

You have some serious talent and awesome career opportunities!

Click on each piece of the pie to explore more about your talents.



You are a Sequential Thinker

- You can easily organize ideas and concepts in your head.
- You're good at fitting steps into a process, or activities into a schedule, so you excel as a planner.
- Developing systems that do not exist or making existing systems more efficient is where you will shine.

Explore >

[View Career Matches](#)

Familiarize yourself with YouScience & contacting Bryan to take the assessment

Action Item 2:



Subscribe to this email newsletter!

Hiring the Class of 2023

College students [are anxious](#) about their job searches in this [mold-breaking labor market](#), understandably. Handshake is one of many companies that are tracking these economic shifts. But the career networking platform also is producing an unusual blend of data on hiring and [how college students](#) are approaching their job searches.

Handshake connects roughly 12M college student users across 1,400 colleges and universities with internship and job opportunities at its more than 750 employer partners. The company is using this huge

Action Item: Follow the innovation that's happening across the country!

ACTION ITEM #3

Be a part of the conversation. Explore this article on the most-regretted college majors.

The most-regretted (and lowest-paying) college majors

Almost half of humanities and arts majors regret their choice — and enrollment in those disciplines is shrinking rapidly

The Washington Post
Democracy Dies in Darkness



Analysis by [Andrew Van Dam](#)
Staff writer | + Follow

September 2, 2022 at 6:00 a.m. EDT



<https://www.washingtonpost.com/business/2022/09/02/college-major-regrets/>

ACTION ITEM #4



ACTION ITEM #5



UX

HUMAN-FIRST APPROACH
TO PRODUCT DESIGN

UI

HUMAN-FIRST APPROACH TO
DESIGNING THE AESTHETIC
EXPERIENCE OF A PRODUCT

Consider ways you can get your staff or district leaders out to meet with tech industry partners.

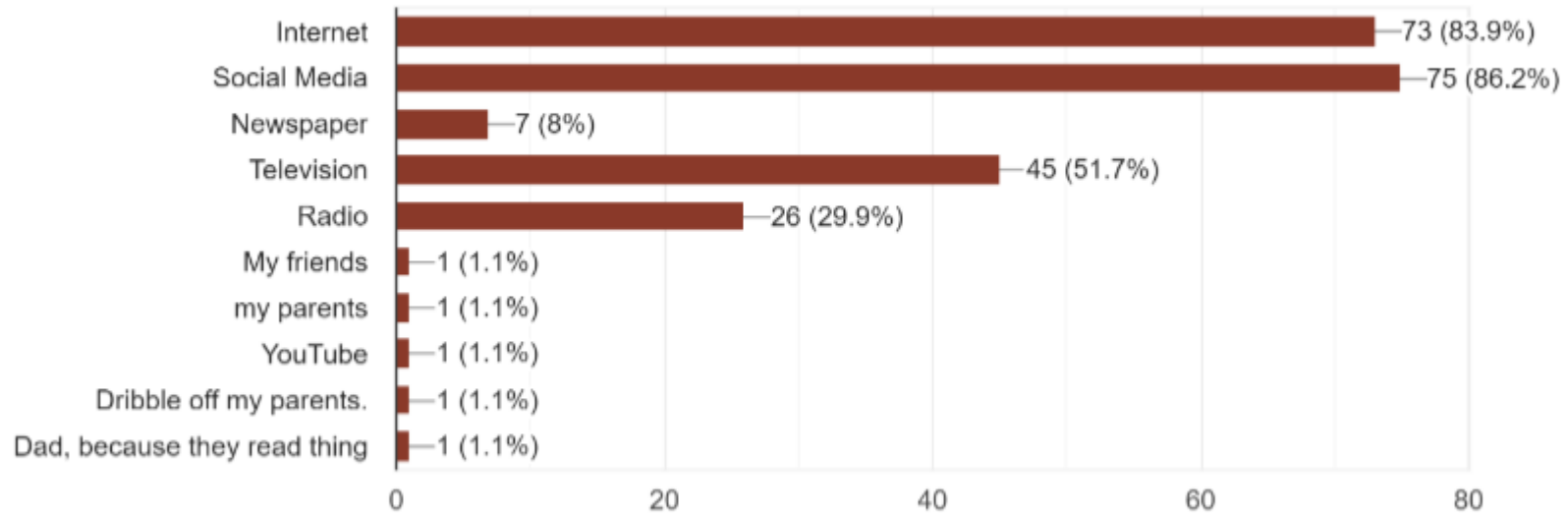
ACTION ITEM #6

Pick an in-demand sector and begin looking at what a formal (or informal) pathway design lab could look like for your region!



I get "news and information" from the following sources:

87 responses



ACTION ITEM #7

Commit to incorporating student voice!

ACTION ITEM #8

Begin designing system level tools like Career Fair Google Forms or implementing job shadow packets for careers in tech!

Email me for a touch a truck guide!



ACTION ITEM #9

DECEMBER 4-10

2023

Join us



CSEdWeek

COMPUTER SCIENCE EDUCATION WEEK IS AN ANNUAL CALL TO ACTION TO INSPIRE K-12 STUDENTS TO LEARN COMPUTER SCIENCE, ADVOCATE FOR EQUITY, AND CELEBRATE THE CONTRIBUTIONS OF STUDENTS, TEACHERS, AND PARTNERS TO THE FIELD.



Help your region participate more deeply in weeks of career exploration like In-Demand Jobs Week in May!

ACTION ITEM #10



*As part of Catholic Schools Week, students at Nazareth Elementary School wore the outfits of what careers they aspired to have when they grow up.
(Photo: Nazareth Elementary School)*

Commit your community/district to host a Dress for Success or Touch a Truck event for your elementary school students this spring.



We must engage students earlier to address our the needs of our talent pipeline.



Bryan Stewart

Workforce Director

Montgomery County ESC
& Learn to Earn Dayton

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