

CAREERS TO CLASSROOMS/EDUCATOR WORKFORCE BOOT CAMP

THOUGHT LEADERSHIP



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Although students in k-12 spend most of their time with their friends and parents/guardians, equally present and influential, are their educators. As we invest time, resources, and energy into helping families gain knowledge of career pathways for their children, it is equally important that we instruct our educators so that they can better connect a student's gifts, abilities, and interests to a career. Raising this awareness among teachers requires us to proactively bridge the gap from a teacher's current understanding of essential career skills and opportunities to what employers actually need and how students can put their interests, talents, and passions to work.

In June of 2023, the Columbus Chamber and the Educational Service Center of Central Ohio partnered to offer a week long immersive boot camp for educators, the inaugural Careers 2 Classroom/Educator Workforce Boot Camp was made possible by generous donors: AT&T Foundation; AWS; Ingram White Castle Foundation; NiSource Charitable Foundation/Columbia Gas and the Ohio Contractors Association.

Chamber businesses opened their doors to allow local educators to experience career pathways in the fields of construction, modern manufacturing, information technology and healthcare. Participants created and presented lesson plans and/or projects that will be implemented into the classroom, bridging educator's current comprehension of those essential career skills to the industry needs. Educators gained valuable insight to the skills, training and education needed to help prepare their students for the workforce, while connecting those careers to their content.

Our gracious corporate partners included CGI, EasyIT, Fluvitex, Kokosing, OhioHealth, The Ohio State University Wexner Medical Center, and Worthington Industries. Corporate partners benefit greatly from participating in this program as it allows them to strengthen and cultivate their future talent pipelines.

The State of Ohio recently published an [Employer Guide to Work-Based Learning](#) to support businesses who are interested in exploring how to best partner with school districts throughout the state.



“My role is to bridge the gap between education the workforce pipelines. Educators spend 16,000+ hours with students, obviously they have a big impact and influence over the students. The Boot Camp made sense as a way to connect those educators to the businesses.”

**Jama Cobb, Work Based Learning Coordinator,
Educational Service Center of Central Ohio**

CAREER AWARENESS

According to the World Economic Forum’s February The Future of Jobs Report 2023, we will experience significant changes and challenges in our workforce and workplace in the coming years. Helping educators understand what career pathways and industries are expected to grow and those which will decline, is critical to preparing the talent pipeline.

From the Report:

“The fastest-growing roles relative to their size today are driven by technology, digitalization and sustainability. The majority of the fastest growing roles are technology-related roles. AI and Machine Learning Specialists top the list of fast-growing jobs, followed by Sustainability Specialists, Business Intelligence Analysts and Information Security Analysts. Renewable Energy Engineers, and Solar Energy Installation and System Engineers are relatively fast-growing roles, as economies shift towards renewable energy.

- The fastest-declining roles relative to their size today are driven by technology and digitalization. The majority of fastest declining roles are clerical or secretarial roles, with Bank Tellers and Related Clerks, Postal Service Clerks, Cashiers and Ticket Clerks, and Data Entry Clerks expected to decline fastest.
- Large-scale job growth is expected in education, agriculture and digital commerce and trade. Jobs in the Education industry are expected to grow by about 10%, leading to 3 million additional jobs for Vocational Education Teachers and University and Higher education Teachers. Jobs for agricultural professionals, especially Agricultural Equipment Operators, are expected to see an increase of around 30%, leading to an additional 3 million jobs. Growth is forecast in approximately 4 million digitally-enabled roles, such as E-Commerce Specialists, Digital Transformation Specialists, and Digital Marketing and Strategy Specialists.

CAREER AWARENESS CONT.

- The largest losses are expected in administrative roles and in traditional security, factory and commerce roles. Surveyed organizations predict 26 million fewer jobs by 2027 in Record-Keeping and Administrative roles, including Cashiers and Ticket Clerks; Data Entry, Accounting, Bookkeeping and Payroll Clerks; and Administrative and Executive Secretaries, driven mainly by digitalization and automation.

Analytical thinking and creative thinking remain the most important skills for workers in 2023. Analytical thinking is considered a core skill by more companies than any other skill and constitutes, on average, 9% of the core skills reported by companies. Creative thinking, another cognitive skill, ranks second, ahead of three self-efficacy skills – resilience, flexibility and agility; motivation and self-awareness; and curiosity and lifelong learning – in recognition of the importance of workers’ ability to adapt to disrupted workplaces. Dependability and attention to detail, ranks seventh, behind technological literacy. The core skills top 10 is completed by two attitudes relating to working with others – empathy and active listening and leadership and social influence – as well as quality control.”



“My biggest a-ha moment of the Boot Camp came when David White of One Columbus shared at the kick off. He talked about all of the opportunities for young people in Ohio, as they prepare for the jobs of the future with great companies...Businesses and jobs that didn’t exist here in the past.”

Casey Martin, Assistant Principal Groveport Madison Schools

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CONNECTING EDUCATION AND BUSINESS

The most engaging and impactful way businesses can help support k-12 teachers and students is to begin a partnership that will help the students in their career development. Many schools have students (particular in their junior and senior years of high school) that are looking for a way to get work-experience during their education or pursue their career interest to see if its right for them.

Schools and businesses need to be better aligned. From the beginning of the pandemic, and the subsequent years of disruption in both the classroom and the workplace, both business leaders and educators are struggling. The pandemic cut a lot of connections between schools and businesses and many of these have yet to be re-established.



“When planning the curriculum and experience for the educators, we wanted to make it meaningful and relevant. As a former first grade teacher, I had in the back of my mind: ‘what do teachers need?’ and ‘what do teachers want?’. We provided specific activities they could take back to their classrooms and share with their students.”

Erica Bachman, Consultant/Great Lakes CGI



“We have developed a curriculum centered around Ohio Means Jobs, using the skills and competencies of the readiness seal. We are coaching on professionalism and skills like interviewing and how to dress on the job.”

Anthony Murphy, Executive Director, Lead the Way Learning Academy

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Under Ohio's long-term graduation requirements, students must demonstrate readiness as a part of their pathway to earning a high school diploma. To demonstrate readiness, students must earn at least two seals, one of which must be a state-defined seal.

The Ohio Means Jobs Readiness Seal is designation for high school students. Its purpose is to allow students to document professional skills that have value in the workplace and can contribute to success in higher education. To earn the seal, motivated high school students must demonstrate 15 particular professional skills required for success in the workplace. High schools can print the seal on students' transcripts and diplomas to show students are ready for work.

Students who earn the seal demonstrate they are ready to work. The Ohio Department of Education is working with its partners to increase awareness among business and higher education communities about the value of the seal. Students who obtain the seal will be at a competitive advantage when applying for jobs or higher education.

Click on these links to learn more about the Educator Workforce Bootcamp:

- [Educator Workforce Boot Camp Experience Series](#)
- [Careers 2 Classrooms Boot Camp](#)
- [Feedback from the Educators and Business](#)

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