THE NORTHEAST OHIO TALENT DIVIDEND IS ESSENTIAL TO THE REGION'S ECONOMY

The urgent need to improve Northeast Ohio's talent pool was reaffirmed in 2013 by a Georgetown University report showing that 64 percent of all jobs in Ohio would require at least some college education by 2020. NOCHE and its Steering Committee of business, civic, education, nonprofit and philanthropic leaders continue to elevate college completion to the top of the regional agenda, and the effort is producing results.

Through the coordinated and complementary activities of K-12 schools, colleges, universities, chambers of commerce, businesses and other organizations, the Northeast Ohio Talent Dividend is achieving success across the educational attainment spectrum. A variety of strategies aimed at the same goal are securing the region's economic future.

Talent is the engine that drives the region forward, and the Northeast Ohio Talent Dividend dashboard shows that the region is building its talent pool. NOCHE tracks the institution-level and county-level metrics that comprise the regional view, which in turn guide decision makers who are implementing strategies to increase educational attainment. A robust regional economy requires a college-educated workforce, and the Northeast Ohio Talent Dividend provides the metrics and structure to make great strides in developing the region's talent.

PROGRESS BY DEGREES

The Northeast Ohio Talent Dividend focuses attention and action on college completion since more jobs will require postsecondary education. NOCHE and its Steering Committee partners have elevated college success to the top of the regional agenda with a vision of increasing the number of degree holders from 897,000 in 2009 to 1,000,000 in 2014. With more than 226,000 degree-seeking students enrolled in Northeast Ohio's colleges and universities, the region has ample capacity to generate more than one million college degree holders. We are making progress, since the region's colleges and universities are awarding more and more degrees annually—increasing the number of degree holders to 955,000 in 2013.

TOTAL DEGREES AWARDED IN NORTHEAST OHIO

Year	Degrees
2010	31,260
2011	32,989
2012	33,524

OhioMeansSuccess.org

For the past year, NOCHE and WVIZ/WCPN ideastream have partnered with the Ohio Board of Regents to promote a website to help students, parents, families and educators prepare for, search for and pay for college in Ohio. OhioMeansSuccess helps students personalize their career and college pathways with interactive features designed to make the college going process easier to navigate.

Northeast Ohio Council on Higher Education

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NORTHEAST OHIO
TALENT DIVIDEND
2013 ANNUAL REPORT

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STRENGTHENING NORTHEAST OHIO'S TALENT PIPELINE

The Northeast Ohio Talent Dividend's broad cross-sector approach emphasizes collective action, accountability, continuous communication and a combination of both short-term actions and long-term strategy. Through the Northeast Ohio Talent Dividend Steering Committee, regional community leaders have assessed the educational attainment and economic competitiveness landscape and established goals to improve the entire postsecondary education continuum. The Steering Committee has set forth goals to **improve college and career readiness, increase student retention to degree completion and increase degree attainment among adults with some college and no degree.**

PARTNERS IN REGIONAL AND STATEWIDE COLLEGE COMPLETION

Lorain County Community College and **Stark State College**, through the Completion by Design initiative, have implemented data-based best practices that accelerate students through a college-career pathway, redesigned academic programs and improved student support services.

The **Summit Education Initiative** has created models to predict college readiness among pre-college students. These models inform school leaders of the student achievement milestones that might lead to a score of at least a 21 on the ACT, one indicator of college readiness.

The **Youngstown/Warren Regional Chamber** has been educating its business members about the importance of college and career readiness and the need for employers to educate their employees about pursuing college degrees and certificates.

Hiram College has implemented MapWorks, a student retention tool that matches student survey responses with other student data such as GPA. MapWorks predicts which students may not return to college, allowing faculty and staff to personally respond early and directly.

The **Lake/Geauga Educational Assistance Foundation** (LEAF) has partnered with Jimmy Malone from WMJI 105.7 for College Chats at Lake and Geauga County high schools. During these chats, LEAF provided college scholarships to many of the attending students.

The **Stark Education Partnership** has promoted dual credit courses at Stark County high schools, which reached an all-time high of 3,335 for an estimated 1,500 students in the 2012-2013 academic year. These course enrollments represent a substantial college cost savings for students and families.

The **University of Phoenix** has trained Student Advocates who encourage students through their first four courses in college and has redesigned the entire program curricula to serve the needs of non-traditional students.

College Now Greater Cleveland has provided college access and financial aid counseling to more than 23,500 students in more than 100 school- and community-based settings and has awarded $2.29 million in need-based, renewable scholarships to more than 1,300 college students.

Eastern Ohio Education Partnership has helped secondary and postsecondary teachers engage in conversation around the new Ohio assessment, which has led to better understanding and appreciation of each other among the secondary school and higher education participants.

Cleveland State University has intensified its efforts to improve student success and degree completion by initiating a program of "intrusive" advising for incoming first-year students, implementing an early alert system to identify students having academic problems and placing first-year students into courses that count toward their major area of study.

The **Higher Education Compact of Greater Cleveland** has supported Cleveland Metropolitan School District graduates in college. Higher education partners participated in a reverse transfer program with Cuyahoga Community College whereby 119 students who had transferred from Tri-C to a four-year school were awarded associate degrees.

The University of Akron continues its commitment to student academic success by focusing scholarship funds on underserved populations and reducing debt, recruiting students who left college to finish a degree, creating early start bridge programs and awarding associate degrees to students who have met those degree requirements. The university is emphasizing learning outcomes assessment, course and curriculum redesign and progress through gateway courses as important attributes of student academic success.

"In any region, there are four critical metrics of increased postsecondary attainment: the on-time high school graduation rate, the college continuation rate, the rate at which working adults without previous postsecondary credentials enroll in college, and the college completion rate. Moving the needle in any one of these measures – even if the others remain constant – will increase attainment in the region."

— Brian Bosworth, President, FutureWorks

KEY PERFORMANCE INDICATOR	BASELINE (2009)	CURRENT (2012)	GOALS (2014)
Number of degree holders	897,482	955,254	1,000,000
College completion rate	39.05%	39.87%	50%
Adult postsecondary participation rate	4.20%	4.83%	8%
College continuation rate	40.80%	40.65%	51%
On-time high school graduation rate*	82.00%	82.20%	97%
Yearly change in degrees awarded	+591	+535	+5,000/year
Regional attainment rate	28.89%	30.70%	32.30%

*The Ohio Department of Education has changed the methodology for calculating the on-time high school graduation rate. The baseline data represent the old methodology, which is based on a seven-year graduation rate. The new methodology is based on a four-year graduation rate.