



Division of Educational Engagement and Workforce Development

*Creating intentional college and career
pathways for Toledoans*

Current Division Focus

Educational Engagement

Support a successful and thriving education system in our city.

Goal 1: Education & Leadership Exploration

- Additional learning and personal development opportunities tailored to youth needs.

Goal 2: Partner with youth services providers, education partners, and local business leaders on understanding educational gaps and opportunities.

- Establish opportunities to convene individuals and organizations that align with focuses above.

Job Preparedness

Bolster and expand job preparedness programs.

Goal 1: Job & Workforce Development

- Create a pathway for entry level employment with the COT.
- Development opportunities for job preparedness activities withing various city departments.

Goal 2: Partner with local businesses and community organizations to develop work exploration activities.

- Establish a network of community partners.
- Create a pathway for entry level employment with local businesses.

A photograph of two women sitting at a conference table in a meeting room. The woman on the left is older with short, wavy hair, wearing a light-colored short-sleeved shirt. The woman on the right is younger with dark curly hair, wearing a denim shirt over a patterned top and a necklace. They are both smiling and looking towards the right. The room has a large window, a potted plant, and a television on the wall. The entire image is overlaid with a blue tint.

**City of Toledo aligning with the
State of Ohio**

career connections

Career Connections is a joint initiative among the Governor's Office of Workforce Transformation, Ohio Department of Higher Education, OhioMeansJobs and Ohio Department of Education and Workforce. Career Connections began in 2012 by providing a framework by which students develop a vision and realistic plan for their futures – during K-12 and beyond. Learning strategies are embedded into Ohio's New Learning Standards for English language arts, math, science and social studies. Career Connections aligns the many efforts around college and career readiness to support students in becoming productive and engaged citizens.



Career Awareness

Elementary Grades (K-5)

Students become familiar with careers through learning that connects classroom instruction to future work. Career awareness strategies show students various types of careers and stimulate interest in future work.

Career Exploration

Middle Grades (6-8)

Students explore their career interests through embedded activities. Career exploration strategies are opportunities for students to discover work environments and understand the various aspects of the workplace. Strategies include tools and instruments that help students understand and appreciate their strengths and interests. Students start plans for their future with career information and postsecondary education data. Plans include course selection and planning as well as career aspirations and goals.

Career Planning

High School (9-12)

Students continue career exploration while focusing on career planning. Activities provide advanced experiences that offer hands-on opportunities in a workplace. Career planning strategies focus on making clear links between career options and educational decisions. Students develop the skills to revisit previous exploration and planning strategies as they face career changes throughout life.



Department of
Education &
Workforce

career connections **FRAMEWORK**

ELEMENTARY GRADES

Career Awareness (e.g.: describe careers, identify career information, interpret connections between school and future work)

- Workplace visits with career interviews
- Career connections learning strategies
- Classroom career speakers
- Introduction to Ohio career fields and pathways

MIDDLE GRADES

Career Exploration & Interests (e.g.: identify interests, develop self-awareness, determine personal motivations related to work and income)

- Advanced academic and technical education
- Student Success Plan
- Career connections learning strategies
- Workplace visits with career interviews
- Career courses
- Career mentorships
- Career research
- Service learning
- Career-technical student organizations
- OhioMeansJobs K–12
- Career pathways

HIGH SCHOOL

Career Planning, Decision-Making, & Transition (e.g.: understand career interests, engage in career-based learning experiences, explore and identify education and training options beyond high school aligned with career interests, learn how to adjust career plans according to shifts in the economy and interests)

- Advanced academic and technical education
- College Credit Plus
- Career academies
- Career connections learning strategies
- Career pathways
- Career-technical student organizations
- Industry-recognized credentials
- Student Success Plan
- Internships
- Career mentorships
- Pre-apprenticeship programs
- Part-time work
- Service learning
- Cooperative education programs
- OhioMeansJobs K–12

LIFELONG LEARNING

Career Preparation and Fulfillment (e.g.: pursue career interests, engage in career-based learning related to established goals, access and navigate resources that lead to continued growth and development, reflect on goals and adjust plans according to economic and interest changes)

- Advanced education and training programs
- Apprenticeships
- Career mentorships
- Cooperative education programs
- Economic viability
- Industry credentials
- Internships
- Professional development
- Reflective career evaluation and changes
- Service learning
- Successful work experiences
- OhioMeansJobs



Connection + Collaboration + Creation

Building Connections

Education

- Toledo Public Schools
- Glass City Academy
- Discovery Academy
- Toledo Preparatory Academy
- Ternion Training Education Center
- Central State University - Northwest Ohio Extension Team
- Owens Community College
- University of Toledo

Community

- Urban Wholistics
- Toledo Tomorrow
- Junior Achievement
- ESC of Lake Erie West
- Habitat for Humanity
- Women of Toledo
- GapQuest
- Future Plans
- E.S.T.E.A.M.
- BESN X Community

Industry

- Toledo Regional Chamber of Commerce
- Lucas County Workforce Development
- Habor, Inc.
- UToledo Family Business Center
- Assets Toledo

Current Initiatives

Toledo Preparatory Academy - K-8 Charter school on the east side of Toledo. The school provides opportunities for their 7th and 8th grade students to engage in career exploration opportunities in the areas of Culinary, Broadcasting, Cosmetology, and Design & Production.

- Guest speaker engagement with local professional
- Field Trips to local businesses
- *Future engagement:* Habitat for Humanity- Playhouse Project Priming

December 6th – 32 students and 4 teachers participated in guest speaker activity

December 12th – 18 students and 2 teachers engaged in a field trip to Urban Wholistics Farm. Learned about the use of crops in make personal and household items.

Discovery Academy – K-6 Charter school in Toledo. Discovery services students from all across Toledo. The teachers and administrators do an amazing job of providing project-based learning, integration of life skills into the classroom, and supporting students with a variety of academic needs.

- Provided a child-focused trauma-informed care training. A total of 52 teachers and administrators participated in the training on **December 19th**.
- Additional career awareness programming collaborations for the students will be explored this year.

Current Initiatives

Glass City Academy – This is a dropout recovery center that serves students ages 15-22. The school serves students who are at least a year behind on high school credits.

- *Primary Population:* Youth in group homes, pregnant teens, youth who can't thrive in traditional schools, youth involved in the justice system, military bound youth
- *Current Activities:* Planning site visit opportunities for students; developing a CCMEP Application event; and connecting students to post-graduation job and/or education options.

Toledo Public Schools –

- *Career Technical Education Program:* Working with the CTE Team to explore workforce development opportunities for students in their programs. I was asked to serve as a member of their **CTE Middle Grades Advisory Committee** and the **Entrepreneurship CTE Program Advisory Committee**.
- *Homeless/Foster Student Program:* Facilitated exploratory discussions with the Executive Director, Community Engagement and Student Supports, Heather Baker regarding education and workforce opportunities post-high school for this students population.



2025 Strategic Plan and Engagement Strategies

PROMEDICA

EEWD Strategic Plan

Purpose

- Identify gaps in the community as it pertains to services to youth in the areas of college and workforce readiness;
- Bring educational systems and industry together to create and/or clarify pathways that will lead to career attainment; and
- Engage youth in understanding the pathway opportunities of interest that could lead them to choose to college and workforce opportunities within the City of Toledo.

Timeline

- Identified strategic plan consultant, Dr. Zakiya T. Brown of Pivotal Growth Consulting, LLC. (December 2024)
- Facilitate 1 on 1 virtual interviews with key stakeholders (January 2025)
- Host stakeholder focus groups (February 2025)
- Create and disseminate stakeholder survey (March 2025)
- Strategic plan framework completed (May 2025)

Engagement Strategies

Workforce Engagement

- **Junior Achievement:** Hosting students for site visits with various city departments, also it is the goal to serve as a future internship site for *5th Year Program*.
- **Youth Workforce Convening:** In partnership with Educational Service Center of Lake Erie West, Chamber of Commerce, Junior Achievement, and others, we are planning a youth workforce programs convening.

Community Engagement

- **Youth Entrepreneurship Program:** Working collaboratively with a couple of community organizations, local charter schools, and Toledo Public School to offer training and support for youth interested in learning about becoming an entrepreneur.
- **Save Our Community Program:** Working in concert with Malcolm Cunningham on building our case load management model and ongoing workforce development support for identified youth.

Youth/School Engagement

- Job Shadowing opportunities within City of Toledo departments and local companies for high school students.
- Host guest speakers and career exploration field trips with local schools
- Training and professional development workshops for educators
- Build relationships with additional schools across the city.