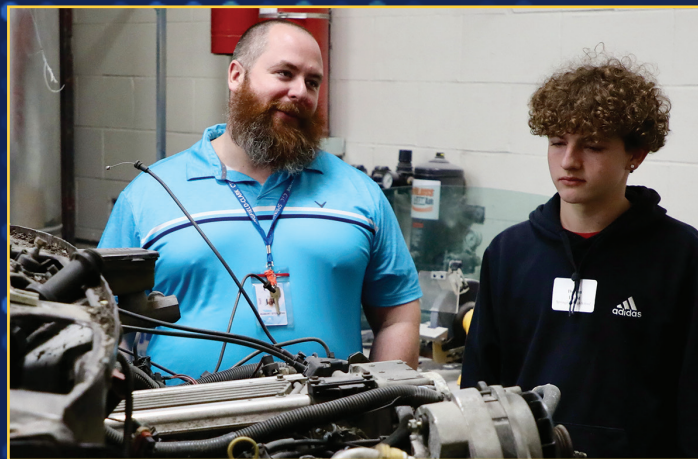


# Business Advisory Council

## JOINT STATEMENT

MARCH 1, 2026



*Where Classrooms and Careers Intersect*



Springfield  
CITY SCHOOL DISTRICT

FOLLOW US   

[www.scsdoh.org](http://www.scsdoh.org)

The Springfield City School District's Business Advisory Council (BAC) is committed to strengthening the workforce by fostering collaborations among schools, higher education institutions, and employers. Our BAC partnerships aim to ensure that our students are well-equipped to compete in the evolving job market.

**The Springfield City School District Business Advisory Council strives to:**

- Foster academic achievement and prepare students for future careers
- Support the growth and success of established and emerging businesses
- Retain skilled individuals within our local area
- Contribute to the development of Clark County as an attractive location for living and professional endeavors



In 2025, we built on the successes of 2023 & 2024, continuing to grow and expand the initiatives that earned our Business Advisory Council (BAC) a three-star rating. We are proud to highlight the continued progress and impact we've made in workforce development and student career-readiness.



In 2024, the Springfield City School District celebrated significant strides made by its Business Advisory Council in its first year of award submission. In 2025, the Council's innovative efforts to cultivate professional skills and build strong industry partnerships were recognized with a three-star rating from the Ohio Department of Education and Workforce.



As we look to 2026 and beyond, our commitment to broadening real-world opportunities for students remains steadfast. We continue to prioritize early engagement with industry-relevant experiences, ensuring that our students are well-equipped for success in the workforce.





## SPRINGFIELD CITY SCHOOL DISTRICT

### VISION

**One Community:**

Inclusive. Compelled. Future Ready.

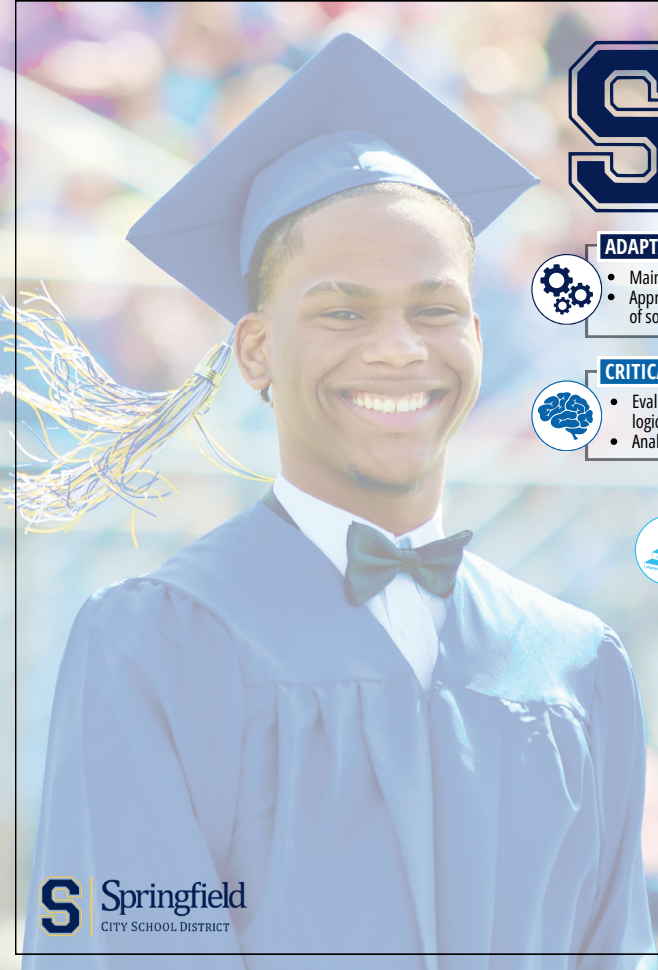
### MISSION

Foster a consistent, collaborative learning culture where each student is **engaged, encouraged** and **empowered** to achieve full potential.

### VALUES

- W** Well-rounded
- I** Inclusive
- L** Learners
- D** Dedicated
- C** Collaborative
- A** Ambitious
- T** Trustworthy
- S** Service Oriented

# S PORTRAIT OF A GRADUATE



**S** Springfield  
CITY SCHOOL DISTRICT

## ADAPTABLE



- Maintains a global perspective and values diversity within a multicultural society.
- Approaches life with a positive mindset and a willingness to grow and learn from a variety of sources.

## CRITICAL THINKER



- Evaluates information from multiple sources, identifies credible sources and draws logical conclusions.
- Analyzes information, makes educated decisions and creates solutions.

## LIFELONG LEARNER



- Fosters a desire to learn, is intrinsically motivated to continue learning and connects that knowledge to meaningful employment and productive citizenship.
- Commits to lifelong learning with actions that expand on-going knowledge and skills.

## COMMUNITY-ORIENTED



- Supports their community through acts of service and strives to maintain healthy relationships with coworkers, family and community members.
- Respects the values of others while offering support to those in need, whether academic, emotional or through service.

## EMPLOYABLE



- Collaborates as a team player, communicating effectively and solving problems while remaining flexible and open-minded when giving or receiving constructive feedback.
- Maintains a positive work ethic and demonstrates a willingness to improve while being open to new ideas and experiences.

*Enrolled*

Tell us your E!

*Employed*

Tell us your E!

*Enlisted*

Tell us your E!

# READINESS FOR SUCCESS

## Noncognitive skills, behaviors, and dispositions



### WORK HABITS

In a task-related environment, work habits are acquired behavior patterns regularly followed until they have become almost involuntary, dominant or regular dispositions or tendencies, prevailing character or qualities.

- Consistently demonstrates respectful and helpful behavior
- Always punctual and prepared
- Consistently displays a positive attitude
- Spends extra time to ensure tasks are well done
- Adheres to organizational protocol related to behavior, appearance, and communication



### LEARNING STRATEGIES

Learning strategies are the megacognitive, self-regulatory, and task-oriented activities in which students engage to facilitate thinking, remembering, and understanding.

- Utilizes information, media, and/or digital literacy required to complete tasks
- Uses multiple strategies to recall facts, monitor comprehension, and self-correct confusion or errors
- Consistently shows evidence of actively seeking, identifying, and using feedback to revise work to high quality
- Eager to explore new things and shows an active interest in learning



### COLLABORATION

A student's capacity to work and communicate with other people in a process that requires interdependence to solve a problem, achieve a goal, or complete a task.

- Completes tasks assigned or agreed upon by the group
- Encourages the ideas, opinions, and contributions of others, leveraging individual strengths
- Seeks to obtain resolution of disagreements/conflicts to achieve a common goal
- Asks questions to deepen and/or clarify one's understanding when listening to others
- Actively participates and takes initiative on the activity/discussion, team meeting, or independent time and has personal strategies for staying focused

# The Business Advisory Council Collaboration

The Business Advisory Council (BAC) Plan is developed by the Steering Committee, which regularly revises the plan based on feedback before submitting it to both the Ohio Department of Education and the Governor's Office, in accordance with the mandates of the Ohio Revised Code.

The Steering Committee is a joint effort between the Springfield City School District and the City of Springfield. Within this committee, a specialized workforce sub-committee is responsible for investigating, assessing, and advising on the community's immediate labor needs. This sub-committee also plays a crucial role in identifying real-world challenges for our high school pathway courses and developing solutions. Additionally, a dedicated STEAM (Science, Technology, Engineering, Arts, Mathematics) sub-committee has been formed to support Springfield High School in achieving STEAM accreditation.

Established in 1995, the Award of Excellence sub-committee recognizes students who excel academically, exhibit strong character and leadership, and contribute significantly to their community. This award honors students with a GPA of 3.3 or higher who also make notable contributions to community service. The sub-committee reviews over 150 applications annually and, for the second year, will provide \$10,000 in scholarships to students pursuing further education in either a trade or a college setting.



## Mission

The purpose of the Springfield City School District BAC is to facilitate a collaborative partnership between the local business community and the District to support college or career readiness and personal success for every student by examining changes in the economy and job market; advocating for the employment skills most critical to business and industry; developing a working relationship among its members; and advocating for public education and the District within the greater Springfield community.



# MEMBERSHIP

## 2025-2026 SPRINGFIELD CITY SCHOOL DISTRICT BUSINESS ADVISORY COUNCIL

MEMBER	EMPLOYER	INDUSTRY
Andrew Birch	Park National Bank	Banking/Finance
Kristen Haughey	Topre America Corporation	Manufacturing
Bryan Heck	City of Springfield	City Government
Kristy Kohl McCready	Mercy Health Foundation	Healthcare
Mike McDorman	Greater Springfield Partnership	Economic Development / Chamber of Commerce
Dave Myers	McGregor Metalworking	Manufacturing
Erin Neely	Dayton Development Coalition	Regional Economic Development
Pete Noonan	Midland Properties	Real Estate
Katy Osborn	Bricker Graydon	Legal Practitioners
Toni Overholser	Dayton Development Coalition	Regional Economic Development Nonprofit
Patrick Sheehan	Sheehan Brothers Vending	Vending Machine Operations
Chris Williams	Yaskawa America, Inc.	Robotics Automation

## 2025-2026 SPRINGFIELD CITY SCHOOL DISTRICT BUSINESS ADVISORY COUNCIL

MEMBER	SCHOOL BUILDING, DISTRICT OR ESC	TITLE
Nicole Cottrell, CPA	Springfield City School District	Chief Financial Officer
Carol Dunlap	Springfield City School District	Board Member
Joan Elder	Springfield City School District	Board Member
Ron Gordon, Ed.D.	Springfield City School District	Director of Community Initiatives
Robert F. Hill, Ed.D.	Springfield City School District	Chief Executive Officer
Malia Johnson	Springfield City School District	CBI Instructor
Sarah Lemon	Springfield City School District	Business Outreach Coordinator
Kelli Liebherr	Springfield City School District	Transition Coordinator
Amy Stacy	Springfield City School District	Chief Strategy Officer

## BUSINESS EDUCATIONAL LEAD

NAME	EMAIL	PHONE
Amy Stacy	stacyad@scsdoh.org	(937) 505-2828

# SUMMER INTERNSHIPS

## for Springfield High School Students

- ✓ Paid Opportunities
- ✓ Diverse Internship Fields
- ✓ Deadline to Apply: **MARCH 14**

APPLY AT: [clarkcounty.jobs](https://clarkcounty.jobs) → Student Internship Application



## WORKFORCE SUBCOMMITTEE MEMBERS

MEMBER	EMPLOYER	INDUSTRY
Andrew Birch	Park National Bank	Banking/Finance
Logan Cobb	City of Springfield	City Government
Pamela Crosby	7-Eleven	Retail
Adam Groshans	Mercy Health	Healthcare
Jessimi Jones	Springfield Museum of Art	Arts
Kevin Matthies	Hauck Brothers HVAC	Construction Trades
Lindsay McKenna	City of Springfield	City Government
Chris Moore	City of Springfield	City Government
Jeannie Seery	Sheehan Brothers Vending	Vending Machine Operations
Kara Williams	McGregor Metalworking	Manufacturing

## STEAM SUBCOMMITTEE MEMBERS

MEMBER	EMPLOYER	INDUSTRY
Lisa Cunningham	Springfield City School District	Secondary Education
Ron Gordon, Ed.D.	Springfield City School District	Secondary Education
Craig Myers, Ed.D.	Springfield City School District	Secondary Education
Chad Kaltenbach	Springfield City School District	Secondary Education
Kevin Schalnaf	Springfield City School District	Secondary Education
Tyler Wallin	Springfield City School District	Secondary Education
Amy Korpieski	Springfield Museum of Art	Arts, Entertainment, and Recreation
Karissa Lisch	Woeber Mustard Company	Food Production
Rosie Matthies	Clark State College	Higher Education
Jamie McGregor	McGregor Metalworking	Manufacturing
Chad Wilson	United Way of Clark, Champaign and Madison Counties	Digital Marketing and Advertising
Kaitlyn Tyler	Greater Springfield Partnership	Economic Development / Chamber of Commerce
Carolyn Young	Bon Secours Mercy Health	Health Care
Kristen Haughey	Topre America Corporation	Manufacturing
Lindsay McKenna	City of Springfield	Government
Ashley Conrad	Select Tech	Aerospace & Defense / Advanced Manufacturing
Donovan Geer	Springfield Arts Council	Arts, Entertainment, and Recreation
Levi Duncan	Liberty Remodeling	Construction Trades/Entrepreneurship

## SCHEDULE OF MEETINGS

The Springfield City School District Business Advisory Council meets on a quarterly basis. The planned meeting dates for the 2025-26 school year include:

- September 24, 2025
  November 19, 2025
  February 18, 2026
  April 21, 2026



**Class of 2025**

**Alexandra Tuttle**  
University of Findlay - Pre Veterinary Medicine

ENROLLED ENLISTED EMPLOYED



**Class of 2025**

**Zyrell Cosby**  
Army - Mechanic

ENROLLED ENLISTED EMPLOYED



**Class of 2025**

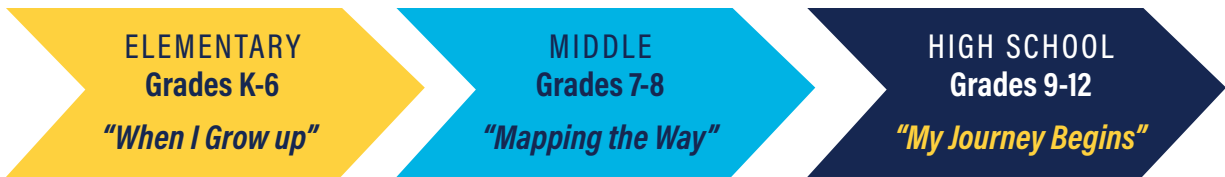
**Julianne Lookabaugh**  
Clark State - Management Marketing • Kohl's - Retail Sales Associate

ENROLLED ENLISTED EMPLOYED

# Responsibilities

The council shall advise and provide recommendations to the Board on matters specified by the Board including, but not necessarily limited to, the delineation of employment skills and the development of curriculum to instill these skills; changes in the economy and in the job market, and the types of employment in which future jobs are most likely to be available; and suggestions for developing a working relationship among businesses, labor organizations, and educational personnel to develop a pipeline for a local future workforce.

## CAREER READINESS PROGRESSION



**When I grow up...**  
SCSD CAREER RESOURCES

**S Springfield**  
CITY-SCHOOL DISTRICT

**Accountant**  
K-2

**Description**  
They help us keep up with our money

**Where do they work?**  
They work in an office  
They work in schools  
They work in hospitals

**What is cool about their job?**  
They help people take care of their money

**What skills/classes do they need?**  
They need to know math  
They need good listening and communication skills

**Plumber**  
K-2

**Description**  
They use tools to make sure that we have water in our sinks and bathrooms

**Where do they work?**  
They work at people's homes

**What is cool about their job?**  
They get to do people's homes

**What skills/classes do they need?**  
They need math skills  
They need to be able to work with their hands  
They need to be able to carry heavy/lift heavy things

**Teacher**  
K-2

**Description**  
They teach us how to read and play with others

**Where do they work?**  
They work in a public school, or at home

**What is cool about their job?**  
They can work all over the world

**What skills/classes do they need?**  
They need to have good communication skills and good listening skills

# Meeting Minutes

September 24, 2025

November 19, 2025

February 18, 2026

April 21, 2026

# 2025-26 CAREER CALENDAR

## AUGUST '25 **National Back to School Month**

- JA Career Exploration Curriculum Roll Out
- Youscience Assessment
  - MS Career Exploration Course
- High School and SOI STEAM course (*YouScience*)

## SEPTEMBER '25 **International Update Your Resume Month**

- Discovery Days (*Greater Springfield Partnership*)
  - September 30th Business, IT, and Finance
- Resume workshop - School of Innovation
- Middle School Career Leadership Program Introduction/Tie into Career Exploration Class
  - Apply for MSCL - Middle School Job Fair Prep
- Career Tables (*at SOI and SHS*)
- Bottom Line (*Program Launch*)

## OCTOBER '25 **Manufacturing Month**

- Start of next MS Career Exploration Course
- JA Inspire (*October 22*)
- Wit and Wisdom (*K-6*)
- Workshop with Masonic Home
- Career Tables (*at SOI and SHS*)
- Community Speakers
- Legacy 24 Kickoff
- Bottom Line (*College Prep Advising*)

## NOVEMBER '25 **National Career Development Month**

- Discovery Days (*Greater Springfield Partnership*)
- Healthcare (*November 12*)
- Middle School Career Leadership (*MSCL*)
  - Job Fair for Parent/Teacher
- Planning Sessions
- Career Table (*Visits at SOI and SHS - 2 at each location*)
- Legacy 24 - K-12
- Bottom Line (*College Prep Advising*)

## DECEMBER '25 **National Write A Business Plan Month**

- Discovery Days (*Greater Springfield Partnership*)
- Agriculture and Manufacturing (*December 10*)
- Legacy 24 (*K-12*)
- Bottom Line (*College Prep Advising*)

## JANUARY '26 **What is Your Ideal Career**

- Start of next MS Career Exploration Course
- Career Tables (*at SOI and SHS*)
- Legacy 24 (*K-12*)
- GSP - Internship Application Opens and
- Promotion of Available Positions
  - Application Open: January 6, 2026
- Bottom Line (*College Prep Advising*)

## FEBRUARY '26 **Career Progression Month**

- Career Tables (*at SOI and SHS*)
- Legacy 24 (*K-12*)
- Bottom Line (*College Prep Advising*)

## MARCH '26 **National Social Work Month/National Disability Month**

- JA Inspire Montgomery County
- Resume Workshop High School
- Discovery Days (*Greater Springfield Partnership*)
  - Public and Social Services (*March 11*)
- Magnify Internship
  - Parent Meeting: March 3, 2026
  - Application Close: March 13, 2026
  - Acceptance Letters sent: March 20, 2026
- Start of next MS Career Exploration Course
- Tell Us Your "E" Video Shoot (*Senior Class*)
- Career Tables (*at SOI and SHS*)
- Industry Tour (*at SOI*)
- Clark State College Informational Fair (*at SHS*)
- Legacy 24 (*K-12*)
- Bottom Line (*College Prep Advising*)

## APRIL '26 **National Occupational Therapy Month**

- GSP - Career Fair (*April 14*)
- GSP Internship
  - Training Day: April 7, 2026
  - Interview Day: April 30, 2026
- District-Wide Service Day
- SHS Career Fair
- Legacy 24 - K-12
- Bottom Line (*College Prep Advising*)

## MAY '26 **National Military Appreciation Month**

- In Demand Jobs Week
- Governor's Office of Workforce Transformation
  - <https://topjobs.ohio.gov/week>
- GSP 8th Grade Career Exploration (*May 12*)
- Internship Interview Day GSP
- Legacy 24 (*K-12*)
- Commencement for Graduates
- Bottom Line (*College Prep Advising*)

# Student ENGAGEMENT

To effectively plan their careers, students need to explore a wide range of local and global opportunities. Understanding the requirements for these careers is crucial. By gaining insight into various professions, they can better prepare for the future, aligning their education and skills with their career aspirations.



**SCHOOLS MUST** provide students with both in-school and external career experiences, aiding them in crafting suitable post-high school plans. This involves guiding students through the exploration of various career paths and educational opportunities.



**INDUSTRY MUST** offer career experiences that allow students to discover potential paths and advise both schools and students on effectively transitioning towards chosen careers. This partnership is vital for preparing students for future success.



## ACCOMPLISHMENTS

The Springfield City School District has made significant strides in advancing student career readiness:

- **Career Exposure Growth:** Career exposures increased this year due to YouScience the exposures were tailored to each student's aptitudes.
- **Career Aptitude Assessments:** The YouScience program has a 17% increase in life time user, with 2,477 students completing career aptitude assessments.
- **Student Employment Support:** 160 more students (a 10% increase) obtained employment and work permits, supported through guided application assistance.
- **Internship Opportunities:** 30 students secured higher-level employment through the **Magnify Internship program**, in collaboration with community partners.
- **Hands-On Learning:** Innovative programs like **Makerspace (380 student visits)** and **YOUmedia (2,729 middle school and 4,295 high school student visits)** enhanced technical skills and digital literacy.
- **Career Event Participation:** 11,100 students (a 22% increase) engaged in career-related events, including fairs, career visits internal and external, college resources day, resume and interview workshops.
- **Targeted Support:** The **Career Advocacy Program** provided personalized career guidance to 37 at-risk middle school students, a 23% increase from last school year.
- **Health Care Exposure:** Nearly 30 students engaged with The Ohio State University "Medical Mentors" and 16 students enrolled in the SCSD CNA pathway.
- **Drone / UAS & Robotics Programming** hosts 63 students
- 77 Students have enrolled and on their way to completing **Construction, Welding and/or Electrical courses.**
- **Afterschool programming** supports 209 unique students and 336 visits on a weekly basis.



## GOALS LIST IN THE 2025-26 PLAN

*Relates to Accomplishments*

**Focus on YouScience Career Assessment:** SCSD has fully integrated YouScience since the 2022-23 school year. All students in grades 7 through 9 will participate in the YouScience career assessment program. This will be complemented by a 13-week course that introduces students to various industry clusters. Early exposure through this program will help students choose career pathways that align with their interests and aptitudes. Assessment results will be used to guide course selection and inform career planning starting in high school.

**Industry Engagement:** Students will have opportunities to connect with industry partners through new career based courses, in-house career visits, industry tours, and career fairs. This hands-on approach aims to ensure that 100% of students make meaningful career connections based on their skills and interests.

**Health Care Programming:** For the upcoming 2025-26 school year, SCSD is adding more Health Career pathway options, including State Tested Nursing Aide (STNA) courses for juniors and seniors. The district also added space (labs) to support hands-on healthcare training. A new "Medical Mentors" extracurricular program has also launched, connecting high school students with medical students from Ohio State University for mentoring and real-world exposure.

**Drone / UAS & Robotics Programming:** Drone/UAS programming is expanding in response to feedback from industry partners. High school students at Springfield High School & School of Innovation are now able to earn UAS Levels 1 & 2 certifications through these courses. Robotics programming has also been introduced at SHS

**Growth in Construction, Welding, and Electrical Pathways:** SOI has expanded its offerings: in addition to construction and welding programs, it now includes electrical/electronics courses.

**Innovative After School Programs:** Programs such as Makerspace, Middle School Achievement, and YOUmedia will enhance students' hands-on skills and digital literacy. These initiatives provide practical experiences and foster skills relevant to the modern workforce.

**Career Advocacy Program:** This program will focus on 15 at-risk middle school students from each of our three middle schools. By offering personalized career guidance and support, we aim to provide these students with a clearer understanding of available opportunities and pathways.

Through these efforts, we are dedicated to providing students with the tools and experiences needed to explore and pursue meaningful career opportunities.

## CONCLUSION

Through strategic partnerships, innovative programming, and targeted career readiness initiatives, the Springfield City School District continues to expand opportunities for students at all levels. By increasing career exposures, strengthening hands-on learning experiences, and fostering meaningful employment connections, the district remains committed to preparing students for successful futures in an evolving workforce.

# Parent & Community ENGAGEMENT

Enhancing parental and community understanding of available educational and career pathways is vital. Empowering them as advocates for student success is imperative for leveraging our region's abundant opportunities effectively.



**SCHOOLS MUST** transparently communicate current initiatives preparing students for their futures. Emphasizing the diverse range of industries leading to successful careers is crucial in engaging parents and the community effectively.



**INDUSTRY MUST** facilitate opportunities for community exposure to local career options. Such initiatives enhance understanding and promote the availability of diverse career pathways within the community.

## DATA FROM THE 2025-26 PLAN

- SCSD will post a Career Calendar on the district website that shows monthly career themes and all upcoming career-related events (fairs, open houses, etc.). Staff and families will get regular reminders via weekly internal emails and newsletters, ensuring everyone sees what's coming and can plan to participate.
- We will also hold Career Open Houses at every level—elementary, middle, high school, and SOI—where students can connect with industry leaders, see real career tools/technologies, and families will be offered resources to help guide their student's path. Attendance and family feedback will be tracked to show how engaged our community is.



## ACCOMPLISHMENTS

- **Career Events Calendar & Engagement Menu:** Developed and launched a district-wide career events calendar and career engagement menu, enhancing accessibility through our website and social media channels.
- **"Tell Us Your E" Campaign:** Introduced an initiative highlighting post-graduate student successes in **Employment, Enlistment, and Enrollment**, fostering a culture of celebration and inspiration. This event hosts over 300 students describing their plans following high school.
- **CatChat Podcast:** Produced and hosted over **15 episodes** of the **CatChat Podcast**, featuring community connections, distinguished alumni, and **CatDen** updates to strengthen collaboration and engagement. CatChat has over 3,000 YouTube views and streaming downloads since its launch in 2023.
- **CAP Program:** Launching in Spring, this program supports at-risk students, helping them finish the school year strong while preparing them for the next year with renewed career aspirations.
- **Open Houses hosted at all levels to share career tools and opportunities for students**

## CONCLUSION

Through these initiatives, the district continues to expand opportunities for students, celebrate their achievements, and strengthen community connections. By fostering engagement and accessibility, we are committed to empowering students for success in their future careers and education.



# Industry ENGAGEMENT

Efficient career experiences like internships require a centralized hub for industry-school connections, streamlining opportunities such as job shadowing and apprenticeships.



**SCHOOLS MUST** offer flexible scheduling to enable student participation in career experiences, ensuring they can engage effectively in opportunities beyond the classroom.



**INDUSTRY MUST** forge meaningful partnerships and invest in providing students with valuable career experiences during their schooling years, fostering early career exploration and readiness.



## ACCOMPLISHMENTS

- Designed and Implemented with industry support three new pathway courses at the high school level STNA, Robotics & Drone and Electrical.
- Conducted an annual resume workshop tailored for Springfield High School (SHS) and School of Innovation (SOI) students, equipping them with essential skills for future career opportunities.
- Hosted the 8th annual career fair, which continues to expand each year, with more than 40 businesses participating—driven by positive feedback and support from the Business Advisory Council (BAC).
- Hosted four BAC meetings and four subcommittee meetings to assess goals developed in the BAC plan and create implementation teams to support students in career readiness and workforce development.
- Actively collaborating as part of the Greater Springfield Partnership Jobs and Job Readiness Committee and Internship Program. This initiative connects students with high-level summer employment, and we anticipate doubling student involvement this year due to increased marketing efforts targeting parents.
- Engaged over 1,300 students in both the Junior Achievement Inspire Career Exposure event and the Greater Springfield Partnership 8th Grade Career Fair. These events are available to students upon completing the YouScience Aptitude assessment, ensuring they are matched with opportunities that align with their strengths and interests.
- Clark State College continues its college visit day. Student Affairs and faculty provide guidance on enrollment and curriculum for juniors and seniors.
- Industry led professional development session for district staff.

## DISTRICT PLAN:

The district will work closely with our industry partners through the Business Advisory Council to ensure courses and pathways are aligned with current workforce demands, integrating business input into course summaries that clearly document what students will learn and which skills and credentials industry partners value. Each course summary will include a “Community Partner Potential” section so industry is aware of what support or resources are needed (equipment, mentors, site visits, etc.). The district will also continue expanding hands-on career experiences labs, simulations, internships, and field visits so students get real work exposure before graduation.

## INDUSTRY PLAN:

Industry partners will advise on curriculum design to ensure classroom learning mirrors actual job tasks and expectations, helping the district shape modules that teach both technical and soft skills relevant to local employers. They will provide hands-on experiences through site tours, mentorship, internships/apprenticeships, equipment donations, guest lectures, and feedback on student projects. By contributing to the “Community Partner Potential” portion of course summaries, they ensure their support directly addresses the gaps schools identify and enhances student readiness for employment.

---

## CONCLUSION

Through these initiatives, we are providing students with meaningful career exposure, skill development, and employment opportunities. As we continue these efforts through the end of the year, we remain committed to expanding student engagement, strengthening community partnerships, and enhancing workforce readiness for Springfield’s future leaders.

# Educator ENGAGEMENT

Educators play a pivotal role in guiding students towards career success. With adequate training, curriculum tools, and industry support, they enhance their own awareness, knowledge, and skills to effectively assist students in career planning.



**SCHOOLS MUST** offer educators opportunities to connect with careers and curriculum aimed at providing students with practical experiences to aid in post-high school planning.



**INDUSTRY MUST** dedicate time and resources to support the region's career connections initiatives, recognizing and addressing the challenges educators encounter in facilitating these efforts effectively.

## DISTRICT PLAN:

The district will offer professional development sessions for career-advising teachers, counselors, and instructional coaches that include site visits to local industry employers so educators can deepen their understanding of current business operations and workforce needs. These training sessions will also include tools and curriculum-resources to help educators guide students more effectively in selecting career paths and preparing for post-high school success.

## INDUSTRY PLAN:

Our industry partners will commit time and resources to host educator field visits, mentor teachers and counselors, and provide input on PD content that aligns school curriculum with real business demands. They will work collaboratively with SCSD to ensure that educators' training reflects what students will encounter in the workforce, and help support hands-on learning opportunities tied to real industry practice.



## ACCOMPLISHMENTS

- **Facilitated Professional Development Opportunities** – Industry leaders presented their workforce needs to Career Exploration instructors and Counselors. The professional development opportunities provide educators with industry updates they can share with students.
- **Expanded Industry Collaboration for Educators** – Career Exploration teachers, and guidance counselors visited local businesses in an effort to learn how their industry operates. Educators had the opportunity to share their operations and what skills they focus on when making new hires.
- **Career Exploration Curriculum Enhancements** – Educators were offered training sessions to support the assessment tool, YouScience. Virtual modules and informational links were provided to teachers and counselors as a way to enhance the student career exploration experience.
- **Family and Community Engagement** - Middle school teachers and staff collaborated to offer career showcases with the intent to display their students' career exploration topics to families and community members. Students used their YouScience assessment results to create their career exhibit.

## CONCLUSION

Through these initiatives, we are strengthening educator engagement with industry partners, equipping teachers with the knowledge and resources needed to guide students toward successful career pathways. By continuing to build these connections, we ensure that our educators remain informed and empowered to integrate real-world workforce trends into their teaching, ultimately benefiting both students and the local economy.



# Policy & Advocacy

A statewide strategy is essential for effectively addressing the evolving demands of the workforce landscape, ensuring comprehensive solutions that can adapt to ongoing changes and meet the diverse needs of all stakeholders.



**SCHOOLS MUST** actively communicate with policymakers to articulate the needs and challenges faced by K-12 partners, facilitating informed decision-making and collaborative solutions for educational advancement.



**INDUSTRY MUST** play a crucial role in informing policymakers about the specific requirements of our future workforce, facilitating informed decision-making and effective policy development.



## ACCOMPLISHMENTS

- As a member of the **Greater Springfield Partnership Expand 2029** campaign, the Springfield City School District (SCSD) contributed to a community-wide effort that successfully raised **\$6.6 million** to strengthen school-business partnerships. A key pillar of this initiative is increasing the time business partners spend in Clark County schools, reinforcing the connection between education and workforce development. One major outcome is the planned implementation of **career navigators** for all **8th, 10th, and 12th-grade students**, utilizing the **YouScience assessment** to help guide students in exploring and planning their futures.
- As an active participant in the **Jobs and Job Readiness Committee** within the Greater Springfield Partnership and the Springfield 2051 advisory group, SCSD prioritizes key policy initiatives such as **expanding transportation access** and strengthening collaboration between businesses and education. These efforts ensure students have the necessary resources and opportunities to succeed in the workforce.
- SCSD has also partnered with the **Greater Springfield Partnership** to establish a **citywide education committee** that meets **quarterly** to focus on improving student outcomes. By bringing together local businesses, educators, and community leaders, this initiative fosters coordinated strategies to address systemic challenges, pool resources, and provide comprehensive support for students' academic and career success.

## CONCLUSION

Through strong partnerships and advocacy, SCSD continues to drive meaningful policy changes that expand opportunities for students and strengthen workforce readiness. These collaborative efforts ensure sustained community investment in education, equipping students with the tools and support they need to thrive in their future careers.

# STEAM Group

The Springfield High School STEAM re-accreditation group ensures adherence to the Ohio Department of Education and Workforce quality standards, fosters interdisciplinary learning, and enhances innovation in science, technology, engineering, arts, and mathematics education.

## INITIATIVES & ACHIEVEMENTS

- Through collaboration with industry partners, the Springfield City School District (SCSD) has **co-created six career pathways** and a **career exploration curriculum** aligned with workforce demands. This partnership ensures that students receive relevant education and training, equipping them with the skills needed to succeed in evolving career fields.
- To further support career readiness, SCSD implemented a **mandatory STEAM Foundations course for freshmen**, integrating **YouScience** to help students explore potential career pathways. This course empowers students to make informed decisions about their academic and professional futures, fostering individualized learning and career alignment.
- To accommodate this critical addition, SCSD **adjusted graduation credit requirements from 20 to 21 credits**, ensuring students receive enhanced career-focused learning opportunities while maintaining rigorous academic standards. Additionally, the district leverages **YouScience and STEM curriculum** to connect students with local industry leaders, who provide valuable insights and real-world career exposure.



## KEY ACCOMPLISHMENTS

- Facilitated over 50 career visits**, giving students first hand exposure to various industries.
- Hosted mock interviews and resume workshops for more than 200 students**, equipping them with essential job-seeking skills.
- Convened the STEAM Advisory Committee twice**, ensuring goals are outlined and strategic plans are in place to meet workforce and educational needs.

## CONCLUSION

SCSD remains committed to strengthening STEAM education by aligning curriculum with industry demands, increasing career exploration opportunities, and fostering strong business partnerships. These initiatives not only enhance student learning experiences but also build a workforce-ready community that benefits both students and local employers.



# What We Learned

In the Dayton region, employers consistently highlight a significant skills gap, particularly in non-cognitive abilities among job seekers. This disparity underscores the critical need for ongoing collaboration between employers and educators to bridge this gap effectively. The Business Advisory Council (BAC) serves as a vital conduit, offering valuable resources and seeking partnerships with the district to bolster workforce readiness efforts. Within the BAC, discussions have underscored the importance of educational pathways, certifications, and stackable certificates in equipping students with the skills necessary for in-demand jobs and enriching their work-based learning experiences.

Moreover, BAC council members emphasize the significance of early intervention in addressing this gap, advocating for proactive engagement with students and families, beginning from the elementary level. This approach aims to increase exposure to various career clusters, facilitate effective career planning, and provide essential education on the skills and resources imperative for future career success. By fostering collaboration between educators and industry leaders and implementing targeted interventions at an early stage, the district aims to equip students with the competencies needed to thrive in the workforce and contribute meaningfully to the region's economic prosperity. Individuals seeking further details and resources are encouraged to explore the Business Advisory Council (BAC) website.



## INDEX

Business Pathway.....	20
Construction Pathway .....	22
Culinary Pathway.....	24
Digital Media Pathway.....	26
Engineering Pathway .....	28
Robotics Pathway .....	30
Healthcare Pathway.....	32
Exercise Science Pathway .....	34
Unmanned Aerial Systems Pathway .....	36



*Road to*  
**SUCCESS**

*Where Classrooms & Careers Intersect*



Springfield  
CITY SCHOOL DISTRICT



# BUSINESS



Business careers can offer an exciting, rewarding career path for anyone. With sufficient training and experience, business professionals can work in various fields, including accounting, marketing, finance and management. There are plenty of promising careers to choose from in the business sector, and many have excellent job outlooks, so it's important to understand your choices.

**9TH  
GRADE**

**STEAM Foundations**

**1 semester**

A course helping students explore their interests and careers that align with their aptitudes.

**10TH  
GRADE**

**Entrepreneurship**  
1 semester

**11TH  
GRADE**

**Accounting**  
2 semesters

**Marketing**  
1 semester

## BUSINESS CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
General and Operations Managers	\$41.20	\$23.32	953	Bachelor's degree
Customer Service Representatives	\$18.51	\$13.94	850	High school diploma or equivalent
Office Clerks, General	\$19.23	\$14.18	758	High school diploma or equivalent
Secretaries and Administrative Assistants, (Except Legal, Medical, and Executive)	\$19.47	\$15.63	557	High school diploma or equivalent
Bookkeeping, Accounting, and Auditing Clerks	\$20.48	\$15.72	494	Some college, no degree
First-Line Supervisors of Office and Administrative Support Workers	\$28.89	\$19.90	383	High school diploma or equivalent
Shipping, Receiving, and Inventory Clerks	\$18.70	\$15.72	341	High school diploma or equivalent
Receptionists and Information Clerks	\$15.91	\$12.74	320	High school diploma or equivalent



**IN-DEMAND CAREERS**

- Data Analysts
- Digital Marketing Specialist
- Financial Analysts
- Human Resource Manager
- Management Consultants
- Supply Chain Managers
- IT Project Managers
- Market Research Analysts
- Sales Managers
- Cybersecurity Analysts
- Healthcare Administrators
- E-Commerce Managers
- Customer Success Manager
- Compliance Officer
- Risk Manager

**12TH GRADE**

**BEYOND**

**Customer Service & Retail**  
2 semesters  
IC: RISE Up Customer Service and Sales (6)  
IC: RISE Up Retail Industry Fundamentals (6)

---

**Lean Six Sigma**  
2 semesters  
IC: Lean Six Sigma Yellow Belt (3)  
IC: Lean Six Sigma Green Belt (6)

---

**Career-Based Experience**  
Apprenticeship / Internship / Work Experience

**POSTSECONDARY**

---

**Accounting**  
Clark State Program

---

**Business Transfer - Wright State**  
Clark State Program

---

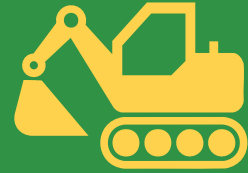
**Management**  
Clark State Program

**BUSINESS CAREER WAGES**

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Farmers, Ranchers, and Other Agricultural Managers	\$30.58	\$19.95	319	High school diploma or equivalent
Human Resources Specialists	\$27.88	\$18.65	305	Bachelor's degree
Business Operations Specialists	\$30.96	\$20.38	260	Bachelor's degree
Software Developers	\$54.71	\$35.34	212	Bachelor's degree
Managers	\$50.53	\$37.64	190	Bachelor's degree
Project Management Specialists	\$40.91	\$25.67	182	Bachelor's degree
Market Research Analysts and Marketing Specialists	\$32.07	\$21.06	181	Bachelor's degree
Financial Managers	\$59.18	\$34.86	180	Bachelor's degree



# CONSTRUCTION



**9TH  
GRADE**

**STEAM Foundations**  
1 semester

A course helping students explore their interests and careers that align with their aptitudes.

**10TH  
GRADE**

**Intro to Engineering Design**  
2 semesters

**11TH  
GRADE**

**Carpentry 1**  
1 semester

*CITF Career Connection  
Certificates Level 1 (4)*

**Electrical Level 1**  
1 semester

*CITF Career Connection  
Certificates Level 1 (4)*

**Carpentry 2**  
1 semester

*CITF Career Connection  
Certificates Level 2 (4)*

**Welding Level 1**  
1 semester

*IC: AWS - GMAW  
& GTAW (15)*

## CONSTRUCTION CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Construction Laborer / Helper	\$23.04	\$18.00	700+	HS Diploma; on-the-job training or apprenticeship
Carpenter	\$28.50	\$20.00	Many	HS Diploma + apprenticeship or trade certificate
Electrician	\$28.00	\$22.00	Many	HS Diploma + apprenticeship/licensure
Plumber / Pipefitter	\$28.00	\$21.00	Many	HS Diploma + apprenticeship + licensure
HVAC Technician / Installer	\$28.00	\$18.00	Many	Certificate or Associate Degree; trade licensure
Construction Equipment Operator	\$28.00	\$20.00	Many	HS Diploma + training/certification
Mason / Bricklayer	\$27.00	\$19.00	Moderate	HS Diploma + apprenticeship or trade school
Construction & Building Inspector	\$30.00	\$22.00	High	Associate or Bachelor + licensure/certification



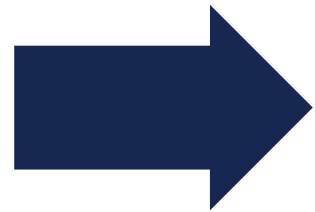
### IN-DEMAND CAREERS

- Construction Laborer / Helper
- Carpenter
- Electrician
- Plumber / Pipefitter
- HVAC Technician / Installer
- Construction Equipment Operator
- Mason / Bricklayer
- Construction & Building Inspector
- Ironworker / Structural Steel Worker
- Sheet-metal Worker
- Concrete Finisher / Cement Mason
- Construction Project Manager
- Millwright / Industrial Mechanic
- Roofer / Roofing Technician
- Construction Safety Coordinator

**BEYOND**

**12TH  
GRADE**

**POSTSECONDARY**



#### **Carpentry 3**

2 semesters

*CITF Career Connection Certificates Level 3 (4)*

#### **Career-Based Experience**

Apprenticeship / Internship / Work Experience

### CONSTRUCTION CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Ironworker / Structural Steel Worker	\$28.00	\$20.00	Good	HS Diploma + apprenticeship/training
Sheet-metal Worker	\$26.00	\$18.00	Moderate	HS Diploma + apprenticeship or trade certificate
Concrete Finisher / Cement Mason	\$27.00	\$19.00	Frequent	HS Diploma + apprenticeship/training
Construction Project Manager	\$43.00	\$30.00	Many	Bachelor's in Construction Management or related
Millwright / Industrial Mechanic	\$25.00	\$22.00	Strong	HS Diploma + apprenticeship / technical certificate
Roofer / Roofing Technician	\$25.47	\$17.00	Frequent	HS Diploma + on-the-job training
Construction Safety Coordinator	\$32.00	\$25.00	Strong	Bachelor's in Safety, Construction, or related
Financial Managers	\$59.18	\$34.86	180	Bachelor's degree



# CULINARY ARTS



Culinary arts covers everything from the preparation, cooking, plating, presentation and serving of food. If you are passionate about food and want to turn that into a profession, a culinary education can be the perfect springboard for an exciting career.

**9TH  
GRADE**

### STEAM Foundations

1 semester

A course helping students explore their interests and careers that align with their aptitudes.

**10TH  
GRADE**

### Introduction to Culinary Arts

1 semester

**11TH  
GRADE**

### Hospitality & Tourism (Culinary)

Springfield Clark CTC

#### Culinary Arts

1 semester

IC: ServSafe Food Handler (1), ServSafe Allergens (1), ServSafe Manager (1)

#### Sports Nutrition

1 semester

## CULINARY ARTS CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Waiters and Waitresses	\$11.88	\$23.32	606	None
First-Line Supervisors of Food Preparation and Serving Workers	\$17.26	\$13.94	463	High school diploma or equivalent
Cooks, Restaurant	\$14.95	\$14.18	402	None
Cooks, Institution and Cafeteria	\$16.97	\$15.63	236	None
Cooks, Fast Food	\$13.85	\$15.72	231	None
Bartenders	\$11.92	\$19.90	152	None
Food Servers, Nonrestaurant	\$13.51	\$15.72	145	None
Food Service Managers	\$29.47	\$12.74	125	High school diploma or equivalent



### IN-DEMAND CAREERS

- Chefs and Head Cooks
- Nutritionists and Dieticians
- Event Planners
- Sous Chefs
- Food and Beverage Managers
- Food Entrepreneurs
- Pastry Chefs/Bakers
- Catering Managers
- Research and Development Chefs
- Culinary Educators
- Hospitality and Culinary Consultants
- Corporate Chefs
- Food Scientists
- Food Safety Inspectors
- Food Stylists

**12TH  
GRADE**

**Hospitality & Tourism (Culinary)**  
Springfield Clark CTC

**Career Based Experience**  
Apprenticeship/Internship/  
Work Experience

**BEYOND**

### POSTSECONDARY

**Culinary Entrepreneurship**  
Sinclair Community College

**Culinary Management**  
Sinclair Community College

**Culinary Skills and  
Food & Beverage Operations**  
Sinclair Community College

### CULINARY ARTS CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Dining Room and Cafeteria Attendants and Bartender Helpers	\$12.40	\$19.95	117	None
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$11.25	\$18.65	116	None
Bakers	\$14.95	\$20.38	94	None
Cooks, Short Order	\$11.88	\$35.34	81	None
Chefs and Head Cooks	\$22.60	\$37.64	43	High school diploma or equivalent
Meeting, Convention, and Event Planners	\$21.97	\$25.67	29	Bachelor's degree
Dietitians and Nutritionists	\$30.72	\$21.06	23	Bachelor's degree



# DIGITAL MEDIA



Digital media involves the creation of audio, video, websites, social media and applications using technology such as the internet and electronics. Electronic devices can help design, update and transmit digital media.

**9TH  
GRADE**

### STEAM Foundations

1 semester

A course helping students explore their interests and careers that align with their aptitudes.

**10TH  
GRADE**

**Introduction to  
Digital Media**  
1 semester

**11TH  
GRADE**

### Art & Communications Career

Springfield Clark CTC

### Adobe Photoshop

2 semesters

IC: Adobe Photoshop (4)

### Adobe Animate

2 semesters

IC: Adobe Animate (4)

### Video Production

2 semesters

## DIGITAL MEDIA CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Art Directors	\$37.74	\$27.07	18	Bachelor's degree
Computer Systems Analysts	\$47.60	\$34.95	115	Bachelor's degree
Data Scientists	\$43.13	\$27.02	26	Bachelor's degree
Floral Designers	\$13.08	\$10.72	21	High school diploma or equivalent
Graphic Designers	\$24.86	\$16.39	51	Bachelor's degree
Information Security Analysts	\$50.05	\$32.07	21	Bachelor's degree
Marketing Managers	\$61.88	\$40.05	49	Bachelor's degree
Music Directors and Composers	\$29.81	\$17.88	18	Bachelor's degree



### IN-DEMAND CAREERS

- Digital Marketing Manager
- Social Media Manager
- Content Creator
- Digital Strategist
- Graphic Designer
- Video Editor
- Web Developer
- UX/UI Designer
- Digital Media Analyst
- E-Commerce Specialist
- Virtual Reality Content Creator
- Data Scientist
- Augmented Reality Creator
- Live Streaming Producer
- Digital Media Sales

**12TH  
GRADE**

**BEYOND**

**POSTSECONDARY**



**Art & Communications Career**  
Springfield Clark CTC

**Graphic Design**  
Clark State Program

**New Media**  
Clark State Program

**Career Based Experience**  
Apprenticeship / Internship /  
Work Experience

**New Media - Web Design**  
Clark State Program

### DIGITAL MEDIA CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Musicians and Singers	\$23.56	\$13.65	53	None
Photographers	\$16.97	\$12.31	27	High school diploma or equivalent
Printing Press Operators	\$17.60	\$14.28	42	High school diploma or equivalent
Sales Managers	\$64.04	\$34.71	105	Bachelor's degree
Software Quality Assurance Analysts and Testers	\$42.36	\$28.61	29	Bachelor's degree
Web and Digital Interface Designers	\$37.79	\$20.38	24	Bachelor's degree
Writers and Authors	\$23.99	\$17.16	25	Bachelor's degree



# Engineering & Manufacturing ENGINEERING



Engineering is the practice of using natural science, mathematics, and the engineering design process to solve technical problems, increase efficiency and productivity, and improve systems. Manufacturing specific activities used to convert raw materials into finished products, such as milling, grinding, turning, and welding, are known as manufacturing processes.

**9TH  
GRADE**

### STEAM Foundations

1 semester

A course helping students explore their interests and careers that align with their aptitudes.

**10TH  
GRADE**

### Autodesk CAD / 3D Design

2 semesters

IC: Autodesk CAD Fusion 360 (4)

**11TH  
GRADE**

### Material Science & Technology

2 semesters

## ENGINEERING & MANUFACTURING CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Architectural and Engineering Managers	\$47.69	\$43.37	42	Bachelor's degree
Computer Network Support Specialists	\$32.69	\$26.30	42	Associate's degree
Computer Numerically Controlled Tool Operators	\$19.52	\$15.67	121	High school diploma or equivalent
Computer Occupations, All Other	\$41.97	\$26.97	45	Bachelor's degree
Computer Systems Analysts	\$47.60	\$34.95	115	Bachelor's degree
Computer User Support Specialists	\$22.60	\$16.92	167	Some college, no degree
First-Line Supervisors of Production and Operating Workers	\$30.91	\$22.74	294	High school diploma or equivalent
Industrial Engineers	\$41.49	\$29.81	165	Bachelor's degree



### IN-DEMAND CAREERS

- Mechanical Engineer
- Electrical Engineer
- Software Engineer
- Robotics Engineer
- Industrial Engineer
- Automation Engineer
- Supply Chain Engineer
- Biomedical Engineer
- Aerospace Engineer
- CNC Machinist
- Welding Technician
- Electrical Technician
- Logistics Coordinator
- CAD/CAM Engineer
- Machine Operator

**12TH  
GRADE**

**BEYOND**

### POSTSECONDARY

**Manufacturing Engineering Technology**  
Clark State Program

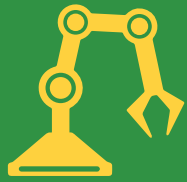
**Mechanical Engineering Technology**  
Clark State Program

**Computer-Aided Design Technology**  
Clark State Program

**Career Based Experience**  
Apprenticeship / Internship / Work Experience

### ENGINEERING & MANUFACTURING CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Logisticians	\$37.88	\$25.63	61	Bachelor's degree
Machinists	\$23.41	\$16.88	239	High school diploma or equivalent
Mechanical Engineers	\$35.38	\$25.72	125	Bachelor's degree
Network and Computer Systems Administrators	\$40.91	\$30.82	113	Bachelor's degree
Project Management Specialists	\$40.91	\$25.67	182	Bachelor's degree
Software Developers	\$54.71	\$35.34	212	Bachelor's degree
Welders, Cutters, Solderers, and Brazers	\$20.91	\$18.65	217	High school diploma or equivalent



# Engineering & Manufacturing ROBOTICS



Engineering is the practice of using natural science, mathematics, and the engineering design process to solve technical problems, increase efficiency and productivity, and improve systems. Manufacturing specific activities used to convert raw materials into finished products, such as milling, grinding, turning, and welding, are known as manufacturing processes.



**Introduction to Engineering Design/Computer Integrated Manufacturing**  
2 semesters



**Introduction to Coding**  
1 semester

---

**Intermediate Coding**  
1 semester  
*IC: Information Technology Specialist - Python (1)*



**Robotics 1**  
1 semester  
*Operation and programming of collaborative robots*

---

**Robotics 2**  
1 semester  
*IC: Certified Robot Operator (3)*

## ENGINEERING & MANUFACTURING CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Architectural and Engineering Managers	\$47.69	\$43.37	42	Bachelor's degree
Computer Network Support Specialists	\$32.69	\$26.30	42	Associate's degree
Computer Numerically Controlled Tool Operators	\$19.52	\$15.67	121	High school diploma or equivalent
Computer Occupations, All Other	\$41.97	\$26.97	45	Bachelor's degree
Computer Systems Analysts	\$47.60	\$34.95	115	Bachelor's degree
Computer User Support Specialists	\$22.60	\$16.92	167	Some college, no degree
First-Line Supervisors of Production and Operating Workers	\$30.91	\$22.74	294	High school diploma or equivalent
Industrial Engineers	\$41.49	\$29.81	165	Bachelor's degree



### IN-DEMAND CAREERS

- Mechanical Engineer
- Electrical Engineer
- Software Engineer
- Robotics Engineer
- Industrial Engineer
- Automation Engineer
- Supply Chain Engineer
- Biomedical Engineer
- Aerospace Engineer
- CNC Machinist
- Welding Technician
- Electrical Technician
- Logistics Coordinator
- CAD/CAM Engineer
- Machine Operator

**12<sup>TH</sup>  
GRADE**

**Robotics 3**  
1 semester  
*IC: Handling Tool Operation  
and Programming (6)*

**BEYOND**

### POSTSECONDARY

**Manufacturing Engineering Technology**  
Clark State Program

**Mechanical Engineering Technology**  
Clark State Program

**Computer-Aided Design Technology**  
Clark State Program

### ENGINEERING & MANUFACTURING CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Logisticians	\$37.88	\$25.63	61	Bachelor's degree
Machinists	\$23.41	\$16.88	239	High school diploma or equivalent
Mechanical Engineers	\$35.38	\$25.72	125	Bachelor's degree
Network and Computer Systems Administrators	\$40.91	\$30.82	113	Bachelor's degree
Project Management Specialists	\$40.91	\$25.67	182	Bachelor's degree
Software Developers	\$54.71	\$35.34	212	Bachelor's degree
Welders, Cutters, Solderers, and Brazers	\$20.91	\$18.65	217	High school diploma or equivalent



# Health Sciences HEALTHCARE



This pathway prepares you to pursue health-related degrees and professions, offering a foundation of knowledge and skills. Areas of focus are ethics, professionalism, prevention (wellness), diagnostics, therapeutics and rehabilitation.

**9TH  
GRADE**

### STEAM Foundations

1 semester

A course helping students explore their interests and careers that align with their aptitudes.

**10TH  
GRADE**

**Principles of  
Biomedical Science PLTW**  
2 semesters

**11TH  
GRADE**

### CNA Certification Course

1 semester - 1 credit

*IC: State Tested Nurse Assistant STNA (12)*

### Medical Terminology

1 semester

## HEALTHCARE CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Dental Assistants	\$22.26	\$16.73	118	Postsecondary non-degree award
Dental Hygienists	\$36.63	\$28.37	79	Associate's degree
Home Health Aides	\$13.94	\$11.63	199	High school diploma or equivalent
Licensed Practical and Licensed Vocational Nurses	\$25.96	\$23.37	450	Postsecondary non-degree award
Medical and Health Services Managers	\$51.49	\$33.75	153	Bachelor's degree
Medical Assistants	\$18.08	\$15.63	221	Postsecondary non-degree award
Medical Records Specialists	\$19.33	\$16.06	67	Postsecondary non-degree award
Medical Secretaries and Administrative Assistants	\$18.41	\$15.38	225	High school diploma or equivalent



**IN-DEMAND CAREERS**

- Registered Nurse
- Physician Assistant
- Nurse Practitioner
- Physical Therapist
- Occupational Therapist
- Pharmacist
- Medical Technologist
- Respiratory Therapist
- Dental Hygienist
- Physical Therapy Assistant
- Radiologic Technologist
- Diagnostic Medical Sonographer
- Medical Assistant
- Health Information Manager
- Speech Language Pathologist

**12TH  
GRADE**

**BEYOND**

**Medical Laboratory Technology**  
Clark State Program

**Occupational Therapy Assistant**  
Clark State Program

**Physical Therapy Assistant**  
Clark State Program

**Registered Nursing**  
Clark State Program

**Anatomy & Physiology CCP**  
2 semesters

**Principles for Allied Health**  
2 semesters  
*IC: Certified Phlebotomy Technician (12)*

**Career Based Experience**  
Apprenticeship / Internship /  
Work Experience

**HEALTH CAREER WAGES**

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Nurse Practitioners	\$51.78	\$48.89	93	Master's degree
Nursing Assistants	\$16.68	\$14.86	765	Postsecondary non-degree award
Pharmacists	\$63.65	\$33.61	106	Doctoral or professional degree
Pharmacy Technicians	\$18.51	\$14.47	149	High school diploma or equivalent
Physicians, All Other	\$90.48	\$28.46	107	Doctoral or professional degree
Radiologic Technologists and Technicians	\$32.98	\$27.79	68	Associate's degree
Registered Nurses	\$37.60	\$30.24	1,031	Bachelor's degree

## Health Sciences



# EXERCISE SCIENCE



This pathway prepares you to pursue health-related degrees and professions, offering a foundation of knowledge and skills. Areas of focus are prevention (wellness), diagnostics, therapeutics and rehabilitation.

### 9TH GRADE

#### STEAM Foundations 1 semester

A course helping students explore their interests and careers that align with their aptitudes.

### 10TH GRADE

#### Health 1 semester

### 11TH GRADE

#### Strength & Conditioning 1 semester

#### Sports Nutrition 1 semester

## EXERCISE SCIENCE CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Exercise Physiologist	\$27.96	\$20.00	100+	Bachelor's in Exercise Science/Physiology
Athletic Trainer	\$28.97	\$22.00	300+	Master's; State License
Fitness Trainer / Instructor	\$22.20	\$14.00	1000+	High School Diploma or Certification
Physical Therapist (PT)	\$48.57	\$35.00	4000+	Doctor of Physical Therapy (DPT); License
Physical Therapist Assistant (PTA)	\$31.49	\$21.00	400-700	Associate's; State License
Occupational Therapist (OT)	\$47.28	\$31.00	800-900	Master's; State License
Occupational Therapy Assistant (OTA)	\$32.86	\$23.00	300-500	Associate's; State License
Recreational Therapist	\$28.98	\$19.00	100+	Bachelor's (Recreational Therapy)



**IN-DEMAND CAREERS**

- Exercise Physiologist
- Athletic Trainer
- Fitness Trainer / Instructor
- Physical Therapist (PT)
- Physical Therapist Assistant (PTA)
- Occupational Therapist (OT)
- Occupational Therapy Assistant (OTA)
- Recreational Therapist
- Dietitian / Nutritionist
- Massage Therapist
- Chiropractor
- Respiratory Therapist
- Diagnostic Medical Sonographer
- Cardiovascular Technologist / Technician
- Coach / Strength & Conditioning

**12TH  
GRADE**

**BEYOND**

**Medical Laboratory Technology**  
Clark State Program

**Occupational Therapy Assistant**  
Clark State Program

**Physical Therapy Assistant**  
Clark State Program

**Registered Nursing**  
Clark State Program

**Exercise Science**

1 semester

**Anatomy & Physiology CCP**

2 semesters

**Career Based Experience**

Apprenticeship / Internship /  
Work Experience

**HEALTH CAREER WAGES**

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Dietitian / Nutritionist	\$35.50	\$22.00	500-700	Bachelor's/Master's; License
Massage Therapist	\$27.86	\$16.00	500-900	Postsecondary Certificate; License
Chiropractor	\$37.98	\$26.00	100-200	Doctor of Chiropractic (D.C.); License
Respiratory Therapist	\$38.68	\$29.00	1000+	Associate's or Bachelor's; License
Diagnostic Medical Sonographer	\$42.95	\$31.00	500-800	Associate's/Certificate; Registry
Cardiovascular Technologist / Technician	\$32.34	\$20.00	200-400	Associate's/Certificate; Registry
Coach / Strength & Conditioning	\$22.08	\$14.00	1000+	Bachelor's (Kinesiology or Exercise Science)

# UNMANNED AERIAL SYSTEMS



UAS are air vehicles and associated equipment that do not carry a human operator, but instead are remotely piloted or fly autonomously.

**9TH GRADE**

## STEAM Foundations

1 semester

A course helping students explore their interests and careers that align with their aptitudes.

**10TH GRADE**

**Aerospace Engineering PLTW**  
2 semesters

**11TH GRADE**

**Unmanned Aerial Systems 1**  
2 semesters

IC: FAA 107 Remote Pilot Certification (6)  
IC: Small Unmanned Safety (6)

## UNMANNED AERIAL SYSTEMS CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Hydrologists	\$39.86	\$27.45	1	Bachelor's degree
Geoscientists, Except Hydrologists and Geographers	\$35.43	\$23.85	2	Bachelor's degree
Environmental Scientists and Specialists, Including Health	\$33.61	\$23.41	9	Bachelor's degree
Cartographers and Photogrammetrists	\$32.16	\$23.61	2	Bachelor's degree
Agricultural Inspectors	\$29.18	\$23.85	2	Bachelor's degree



### IN-DEMAND CAREERS

- Drone Pilot
- UAS Technician/Engineer
- Remote Sensing Specialist
- Geographic Information System Analyst
- Agricultural Drone Specialist
- Drone Software Developer
- UAS Safety Officer
- Drone Delivery Specialist
- Forensic Drone Analyst
- Environmental Monitoring Specialist
- UAV Traffic Management
- Precision Landing System Engineer
- Defense and Security Specialist
- Drone Photographer
- Aerial Surveyor

**12TH  
GRADE**

#### Unmanned Aerial Systems 2

2 semesters

IC: Visual Line of Sight Systems: Flight Training (6)

IC: Visual Line of Sight Systems: Ground School (6)

**BEYOND**

#### POSTSECONDARY

**Unmanned Aerial Systems**  
Sinclair Community College

**Geospatial Technology**  
Clark State Program

**UAS Operations & GIS Technology**  
Clark State Program

#### UNMANNED AERIAL SYSTEMS CAREER WAGES

Typical Job	Median Hourly Earnings	Entry Level Wages	Local Positions (2024)	Typical Work Experience Required
Surveyors	\$25.91	\$18.85	5	Bachelor's degree
Electro-Mechanical and Mechatronics Technologists and Technicians	\$24.04	\$20.43	6	Associate's degree
Photographic Process Workers and Processing Machine Operators	\$22.79	\$16.15	1	High school diploma or equivalent
Agricultural Equipment Operators	\$20.72	\$17.55	27	None
Agricultural Technicians	\$17.50	\$13.70	4	Associate's degree



# CAREER PASSPORT

## YouScience: My Discovery Profile Summary

### MY APTITUDES

*An aptitude is a natural talent that comes more easily to you than others.*

My aptitudes tell me that I am:

---

---

---

---

---

---

### MY INTERESTS

*An interest is something that peaks your curiosity and you would like to try and explore.*

I am interested in things that are:

---

---

---

---

---

---

### MY TIMEFRAME ORIENTATION

*Timeframe Orientation affects the kinds of goals you set for yourself and how you approach them.*

My TimeFrame Orientation is:

---

### MY WORK APPROACH

*A work approach is how you respond to your environment, solve problems, and manage your interpersonal relationships.*

My Work Approach is:

---

### MY INTERPERSONAL STYLE

*Interpersonal Style are habits that are unique to your way of perceiving the world and of interacting with it.*

My Interpersonal Style is: \_\_\_\_\_

### MY TOP 3 CAREER CLUSTERS

*Career Clusters are groups of occupations with similar features, knowledge and skills sets.*

---

---

---

### MY TOP 5 CTE PATHWAYS

---

---

---

---

---

---

### MY TOP 5 RECOMMENDED CAREERS

---

---

---

---

---

---



