



Workforce Development Board #1

WDB #1

Crystal Keaton, Director

4057A Gallia Pike
Franklin Furnace, OH 45629
740-259-6941

“CB” Herrmann, WDA #1 Chair
Daryll Gray, Chief Elected Official

www.omjwda1.org

GRIT Project RFQ

Summer GRIT Programs 2024

Released: October 14th, 2024

Proposal Due: November 15th, 2024

Under the auspices of the Workforce Innovation and Opportunity Act (WIOA), the Workforce Development Board #1 covering Adams, Brown, Pike and Scioto Counties (hereafter referred to as “WDB #1”) works in partnership with the Chief Elected Officials of Adams, Brown, Pike and Scioto Counties (hereafter referred to as “CEO”) to set the workforce policies for Local Workforce Area 1. Per the Area’s Intergovernmental Agreement, the CAO of Scioto County, Inc. is designated as the fiscal agent.

The WDB #1 is issuing this Request for Quotes (RFQ) to solicit proposals from post-secondary training providers and apprenticeships/pre-apprenticeships interested in serving as a training provider for the Summer GRIT (Growing Rural Independence Together) Programs. Summer GRIT Programs will be operated within a window of time between June 2, 2025 to August 1, 2025; with the understanding that short 3 to 6-week training programs are the preference of the GRIT Summer Programs.

Respondents must propose to provide services for counties designated by the Ohio Dept of Development to be served by GRIT (Ohio’s 32 Appalachian Counties)

Workforce Development Board Area 1’s GRIT Project invites proposals for the 2025 high school summer workforce training programs. The purpose of these programs is to empower rising and graduating high school seniors through workforce credential certifications, internship/job placement opportunities, and robust job retention tracking. Our objective is to equip students with short term training and certified workforce credentials that align with in-demand fields, preparing them for further postsecondary education and training or direct entrance into the workforce.

The Summer GRIT Programs has a budget up to \$500,000 for Summer 2025. Up to 6 (six) training providers/apprenticeships will be selected through this RFQ.

As we enter the fourth grant cycle for the Summer GRIT Programs, our primary emphasis is on achieving in-demand and critical workforce credentials for young people with measurable outcomes. The GRIT Project will allocate funding for workforce training experiences through a braided funding stream, in collaboration where available with our OhioMeansJobs and Comprehensive Case Management and Employment Program (CCMEP) Youth Program partners.

As a reference, here is a link to the program offerings from summer 2024 -

<https://www.gritohio.org/summer-training/>



A proud partner of American Job Center network

Locations: Adams County

Brown County

Pike County

Scioto County

19221 St. Rt. 136
Winchester, OH 45697

406 W. Plum Street
Georgetown, OH 45121

941 Market Street
Piketon, OH 45661

433 Third Street
Portsmouth, OH 45662

937-695-0316
800-233-7891

937-795-0316
800-553-7393 Ext 261

740-289-2371

740-354-7544

Proposals must provide a comprehensive summary of how your organization plans to implement these programs, addressing the following key areas:

- **Program Overview:**
 - Describe the program's structure and its alignment with the overarching mission of your organization.
- **Program Selection:**
 - Explain how your program aligns with the GRIT career data regarding youth interest and abilities; and how it ties to in-demand workforce opportunities across Ohio's Appalachian region. See "Exhibit A"-Youth GRIT Data.
- **Marketing:**
 - Detail your marketing strategy to promote these programs, including target audiences and outreach channels.
 - Specify the team or department within your organization responsible for overseeing these marketing efforts.
- **Enrollment:**

The GRIT Project will take lead on promoting the summer program offerings across participating high schools

 - Explain how your organization plans to support the recruitment and enrollment efforts. Include which staff/staff roles that will serve as points of contact.
 - How will your organization support the retention and completion of the program by participants? What wrap-around support services will be provided to support this outcome
 - In support of using a braided funding stream with the primary being GRIT grant funds, and where available funding through the OhioMeansJobs Centers and Comprehensive Case Management and Employment Program (CCMEP) and other appropriate and available workforce development funds, how will your organization collaborate with local OhioMeansJobs Centers?
- **Course Delivery:**
 - Provide insights into the delivery methods and instructional approaches that will be employed during the programs.
- **Credential Completion:**
 - Share your strategies for ensuring that students successfully complete their certifications in line with program goals.
 - Share your current completion rate for students served in similar or same program.
 - It will be the training providers responsibility to share and report students' credentialing and any next steps to Workforce Development Board Area 1 and GRIT Project. Provide the process you envision to share this required information.
- **Internships/Job Placements:**
 - Present the range of internships and job placement services your organization can offer to participants.
 - Describe your process for collaborating with local OhioMeansJobs Centers to ensure that students are connected with local workforce development services and employment opportunities.
 - Share your current placement data for students in same or similar programs
- **Follow-up:**
 - Outline your process for post-program follow-up, including methods for tracking job retention and assessing the overall impact of the initiative.

- **Performance:**

Workforce Development Board Area 1 and The GRIT Project will measure impact and success of these summer programs by:

- Percentage of students passing the industry credential
 - Concrete next steps determined by the student to either continue training, enter an internship or enter full time employment.
 - Students follow through with the next steps as measured at the 90 and 180-day mark post-program completion.
 - Student outcome tracking to be performed by the selected training providers/apprenticeships.
- Provide acknowledgement of the requirement to provide the above performance information. Provide the process you envision to share this required information.

- **Areas of Support:**

- Specify any areas where your organization may require additional support or collaboration to ensure the success of these programs.

Cost Proposal:

Respondents must include responses to the following items.

- Submit a line item budget and narrative budget to provide a Cost Proposal for the services proposed in the Narrative Proposal.
- Discuss your organization's primary funding sources and how cash flow is sufficient to operate the program on a cost reimbursement basis.

Attachment 1:

- Cover Sheet must be completed, signed and submitted with Proposal.

Attachment 2:

- The Respondent shall agree to the items listed in in **Attachment 2** of this RFP - Assurances and Certifications. This Assurances and Certifications document shall be signed and dated.

Acceptance and Rejection of Proposals

WDB #1 reserves the right to

- A. Reject any proposal, or any part thereof; and

- B. Waive any informality in the proposals.

The decision by the full WDB #1 shall be final. Waiver of an immaterial defect in the proposal shall in no way modify the RFQ documents or excuse the Respondent from full compliance with its specifications if Respondent is awarded the contract.

Proposal Evaluation

The review process shall be conducted in four steps. Although it is hoped and expected that a Respondent will be selected as a result of this process, WDB #1 reserves the right to discontinue the procurement process at any time.

Step 1: Preliminary Review

Step 2: Evaluation Committee Review

Step 3: Request for Additional Information (if deemed necessary)

Step 4: Recommendation to the Board

Proposal Selection

Proposal selection does not guarantee that a contract for services will be awarded. The selection process includes:

- A. All proposals will be evaluated in accordance to the Proposal Evaluation steps.
- B. Based upon the results of the evaluation and the Review Committee's recommendation(s), WDB #1 will select the Provider for the services that it determines to be the most advantageous, with price and other factors being considered.
- C. The WDB #1 and Fiscal Agent (CAO of Scioto County, Inc.) will work with the selected Provider(s) to finalize details of the contract to be executed.
- D. If the WDB #1, Fiscal Agent, and selected Provider are able to successfully agree with the contract terms.
- E. If the WDB #1, Fiscal Agent and selected Provider are unable to come to terms regarding the contract in a timely manner as determined by WDB #1 then WDB #1 will terminate the contract discussions with the Provider. In such event, the WDB #1 reserves the right to (1) select another Provider from the RFQ process, (2) cancel the RFQ altogether, or (3) reissue the RFQ as deemed necessary.

Additional Information:

- Respondent must disclose any existing or pending or threatened court actions and/or claims against the Respondent, parent company, or subsidiaries. This information will not necessarily be cause for rejection of the proposal; however, withholding the information may be cause to reject the proposal and/or contract.
- By submitting a proposal, the Respondent certifies the proposal and pricing will remain in effect for 180 calendar days after the proposal submission date. Additionally, the Respondent will be held accountable to know the specifications and conditions under which the resulting contract will be accomplished, including, but not limited to the contents of all proposal documents, regulations and applicable laws.
- Materials received constitute public information as a matter of statutory law and will be made available for public inspection and copying upon request by members of the public pursuant to Ohio Revised Code (ORC) 149.43. Any portion of the proposal to be held confidential should be marked "PROPRIETARY" in the upper right corner and will not be considered public record if it clearly falls within an exemption enumerated in ORC 149.43. Cost proposal pages of the document shall be considered public information.
- No costs will be paid to the Respondent to cover the cost of preparing a proposal or procuring a contract for services or supplies pursuant to this RFP. All materials submitted in response to the RFP will become the property of the WDB #1 and may be returned only at the WDB #1's option and at the Respondent's expense.
- If, in the opinion of the WDB #1, information included within Respondent's proposal was intended to mislead the WDB #1 in its evaluation of the proposal, the proposal will be rejected.

Submission Information:

Please submit detailed responses to the above areas as well as complete Attachment 1 and Attachment 2 through email at wda1rfp@gmail.com by **November 15th 2024 at 4:00 p.m.** Late submissions will not be reviewed. Submissions longer than 12 pages (excluding Attachment 1 & 2 from the page count) will not be reviewed.

Workforce Development Board Area 1 anticipates selecting multiple proposals that best align with The GRIT Project's mission and vision. We look forward to reviewing innovative and impactful proposals that will contribute to the success of the Summer 2025 GRIT Programs. Selections will be made on December 4, 2024 and all proposals will be notified in writing of the selections.

Point of Contact: Crystal Keaton, Workforce Development Board Area 1 Director
4057A Gallia Pike, Franklin Furnace, OH 45629
wda1rfp@gmail.com
740-259-6941

Proposal Cover Sheet/Signature Page

GRIT Summer Programs 2025

Workforce Investment Board | Adams ▪ Brown ▪ Pike ▪ Scioto
951 Vern Riffe Drive
Lucasville, OH 45648

Training Provider: _____
Street address: _____ P.O. Box: _____ City, State, Zip: _____ Phone: _____ Fax: _____
Person authorized to represent the training provider: Name: _____ Title: _____ Phone #: _____ E-mail address: _____
Total Funds Requested \$ _____
Tax, Tax exempt, or non-profit I.D. number: _____ In compliance with the RFQ and subject to the conditions thereof, the undersigned offers to furnish the services requested and certifies he has read, understands, and agrees to all term, conditions, and requirements of this proposal and is authorized to contract on behalf of the firm named above. Typed/Printed Name: _____ Signature: _____ Date _____ Title: _____

Assurances and Certifications

GRIT-Growing Rural Independence Together-Through Jobs

Workforce Development Board # 1 Adams-Brown-Pike-Scioto

1. **Federal Debarment Requirements** — Respondent certifies that neither it nor any of its principals or subcontractors are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in covered transactions by any Federal department or agency, as set forth in 29 CFR 98. Respondent also affirms that within 3 years preceding this agreement neither it nor any of its principals or subcontractors:

a. Have been convicted of, or had a civil judgment rendered against them for commission of fraud or other criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or contract under a public transaction; for violation of federal or state antitrust statutes; for commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements; or for receiving stolen property;

b. Are presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) for the commission of any of the offenses listed in this paragraph and have not had any public transactions (federal, State, or local) terminated for cause or default.

2. **Mandatory Disclosures** – Pursuant to 2 CFR 200.113, Respondent must disclose in writing all violations of federal criminal law involving fraud, bribery, or gratuity violations potentially affecting the federal award.

3. **Qualifications to Conduct Business** – Respondent affirms that it and any and all subcontractors have all of the approvals, licenses, or other qualifications needed to conduct business in Ohio and all are current. If at any time during the Agreement period, the Respondent or its subcontractors, for any reason, becomes disqualified from conducting business in the State of Ohio, Respondent assures it will immediately notify the Board in writing and will take measures to ensure that the disqualified party immediately ceases performance of contracted activities.

4. **Unfair Labor Practices**—Respondent affirms that neither it, nor its principals or any of its subcontractors, are on the most recent list established by the Ohio Secretary of State, pursuant to ORC 121.23, which would identify the Respondent as having more than one (1) unfair labor practice contempt of court finding.

5. **Finding for Recovery**—Respondent affirms that it, its principals, and subcontractors are not subject to a finding for recovery under ORC 9.24; or it has taken the appropriate remedial steps required, or otherwise qualifies under ORC 9.24 to contract with the State of Ohio.

6. **Americans with Disabilities** – Respondent, its officers, employees, members, and subcontractors hereby affirm current and ongoing compliance with all statutes and regulations pertaining to The Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973.

7. **Fair Labor Standards and Employment Practices.**

a. Respondent certifies that it is in compliance with all applicable federal and state laws, rules, and regulations governing fair labor and employment practices.

b. Respondent does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, military status, disability, age, genetic information, or sexual orientation, in making any of the following employment decisions: hiring, layoff, termination, transfer, promotion demotion, rate of compensation, and eligibility for in-service training programs.

c. Respondent certifies that it posts notices affirming compliance with all applicable federal and state non-discrimination laws in conspicuous places accessible to all employees and applicants for employment.

d. Respondent certifies that it collects and maintains data necessary to show compliance with nondiscrimination and will incorporate these requirements in all of its subcontracts for the workforce development activities funded hereunder.

8. **Ethics Laws** – Respondent certifies that it has reviewed, knows, and understands the State of Ohio’s ethics and conflict of interest laws, which includes ORC Sections 102.01 et seq., 2921.01, 2921.42, 2921.421, 2921.43, and 3517.13 (I) and (J), and (2) pertaining to ethics. Respondent further affirms that it will not engage in any action(s) inconsistent with Ohio ethics laws..

9. **Conflict of Interest** – In addition to the restrictions listed in item 8 above, Respondent affirms it complies with the following, as applicable:

a. Respondent affirms that neither it, nor principals or its subcontractors, shall, prior to the completion of such work, voluntarily or involuntarily acquire any personal interest, direct or indirect, which is incompatible or in conflict with the discharge or fulfillment of his or her functions or responsibilities with respect to the completion of the work contemplated under the contract.

Attachment 2.0

Respondent shall immediately disclose in writing to WDA 1 any such person who, prior to or after the execution of GRIT funds, acquires any personal interest, voluntarily or involuntarily. Respondent shall cause any such person who, prior to or after the execution of contract, acquires any personal interest, voluntarily or involuntarily, to immediately disclose such interest to WDA 1 in writing. Thereafter, such person shall not participate in any action affecting the work under the contract unless Grantor determines that, in light of the personal interest disclosed, his or her participation in any such action would not be contrary to the public interest

10. **Lobbying Restrictions.**

a. Respondent affirms that it will include the language of this certification for all subcontracts, and that it will require all subcontractors to certify and disclose accordingly.

b. ORC 121.60 to 121.69 - Respondent certifies compliance with the Ohio executive agency lobbying restrictions contained in ORC 121.60 to 121.69.

11. **Child Support Enforcement** – Respondent certifies to cooperate with the Board and any child support enforcement agency in ensuring that the Respondent, its employees, and subcontractors meet child support obligations established by state and federal law including present and future compliance with any court or valid administrative order for the withholding of support issued pursuant to the applicable sections of ORC Chapters 3119, 3121, 3123, and 3125.

12. **Pro-Children Act** – If any activities funded hereunder call for services to minors, Respondent affirms that it will comply with the Pro-Children Act of 1994 (45 CFR 98.13) that requires smoking to be banned in any portion of any indoor facility owned, leased, or contracted by an entity that will routinely or regularly use the facility for the provision of health care services, day care, library services, or education to children under the age of 18.

13. **Drug-Free Workplace** – Respondent, its principals, and subcontractors, certify that it complies with 29 CFR 94 and all other applicable state and federal laws regarding a drug-free workplace and to make a good faith effort to maintain a drug-free workplace. Respondent will make a good faith effort to ensure that none of its officers, employees, members, or subcontractors will purchase, transfer, use, or possess illegal drugs or alcohol or abuse prescription drugs in any way while working or while on public property.

14. **Work Programs** – Respondent affirms it will not discriminate against individuals who have or are participating in any work program administered by any county department of Job and Family Services under ORC Chapters 5101 or 5107.

Attachment 2.0

15. **Jobs for Veterans Act** (38 USC 4215), as implemented by 20 CFR 1010 – Respondent affirms to provide priority of service to veterans and covered spouses for any qualified job training program.

16. **Buy American Requirements** (41 USC 10a) – To the greatest extent practicable, per WIOA Section 502, Respondent affirms it will use funds provided by the Board to purchase American made equipment and products.

17. **Environmental Protections** – Respondent affirms it will comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401- 7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387). Violations must be reported to the Federal awarding agency and the Regional Office of the United States Environmental Protection Agency (USEPA) and ODJFS. Respondent affirms it will comply with all applicable standards, orders or regulations issued pursuant to the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act in accordance with 42 U.S.C. 6201.

18. **The Transparency Act** (2 CFR 170) - Respondent affirms it will comply with the reporting requirements found in Appendix A of The Transparency Act (2 CFR 170).

19. **Increasing the Use of Seat Belts in the United States** (Presidential Executive Order 13043 on April 16, 1997) - The Respondent affirms it has in place, or will explore adopting and enforcing, on-the-job seat belt policies and programs for its employees when operating vehicles, whether organizationally owned or rented or personally owned.

20. **Text Messaging While Driving by Government Contractors, Subcontractors, and Recipients and Subrecipients** (Presidential Executive Order 13513: Section 4) – Respondent affirms it has in place, or will explore adopting and enforcing policies that ban text messaging while driving company-owned or rented vehicles or government- owned or government-leased, or government-rented vehicles when on official government business or when performing any work for or on behalf of the government, and to conduct initiatives of the type described in Section 3(a) of the Executive Order.

21. **Civil Rights Assurance** – The Respondent affirms that it will comply with Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.) and the Age Discrimination Act of 1975 (42 U.S.C. § 6101 et seq.).

22. **Certification of Compliance** – The Respondent certifies that it is in compliance with all other applicable federal and state laws, regulations, and rules and will require the same certification from its subcontractors.

On behalf of _____, I hereby agree to the listed Assurances and Certifications.

Attachment 2.0

Name and Title of Authorizing Individual: _____

Signature of Authorizing Individual: _____

Date: _____



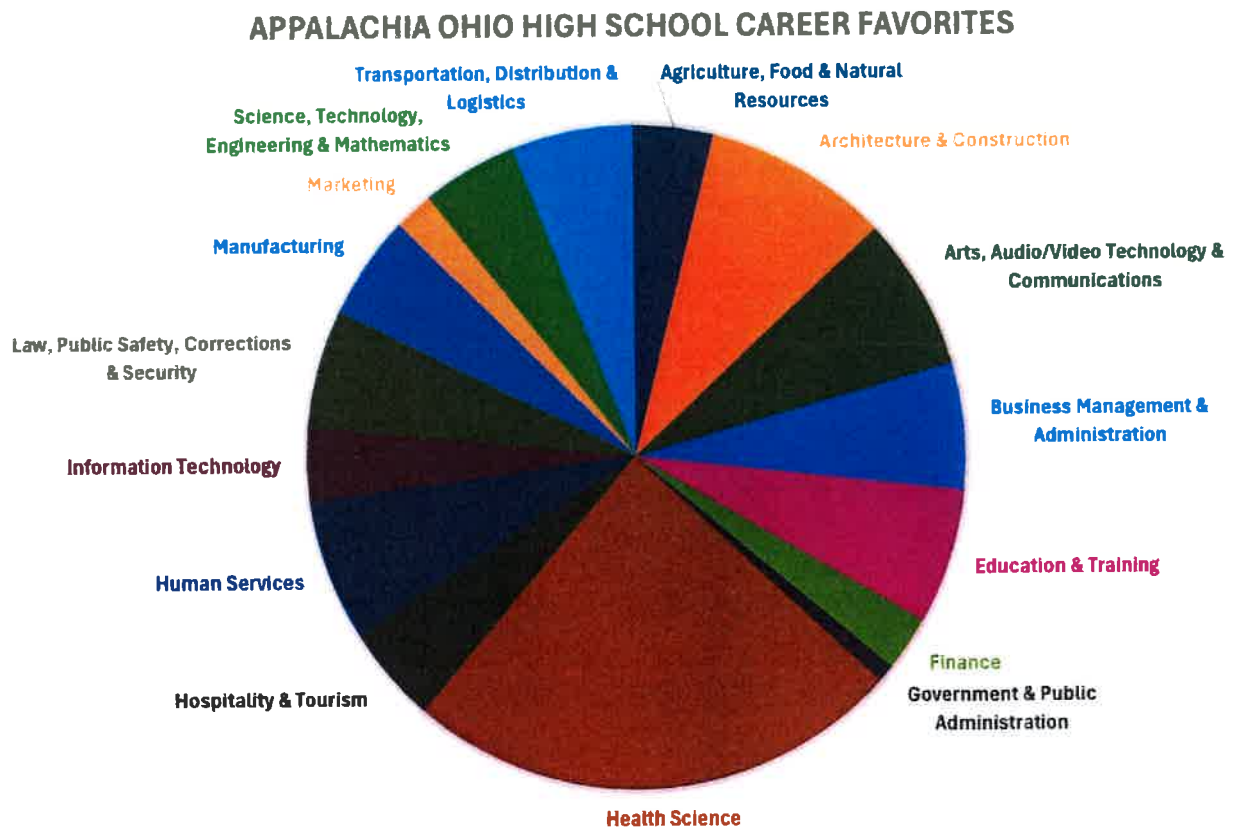
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Appalachia High Schools Career Summary

Over 10,000 students from schools from Appalachia Ohios have completed the career assessment and then met with a career coach. During the coaching session, students explored their strengths and investigated career pathways based on their individualized results. Each student selected 3 career favorites. The data graphed below is a summary of the career clusters that students selected in this process.





Students selected specific career titles from the career clusters indexed in the Department of Labor database. There are over 1,000 career titles with data from which students can choose. The below chart shows the number of students who selected a career title as a favorite – listed under “Student Career Favorites.” It also shows the number of students who are a match for a particular career title based on the student’s strengths data identified during the assessment process - listed under “Ability Match of Students for Career.” These students may or may not have selected this as a favorite but represent the number of individuals who have the strengths / abilities to perform well in this career.

Job Title	Favorites	Abilities Match
Nurse Practitioners	512	1468
Registered Nurses	441	1497
Police and Sheriff's Patrol Officers	433	2356
Medical and Health Services Managers	355	1920
Physical Therapist Assistants	345	2598
Farmers, Ranchers, and Other Agricultural Managers	322	2082
Financial Managers	305	1722
Critical Care Nurses	292	1795
Anesthesiologist Assistants	282	1708
Elementary School Teachers, Except Special Education	281	1579
Electricians	276	1838
Physician Assistants	263	1242
Computer and Information Research Scientists	248	1514
General and Operations Managers	244	2553
Hairdressers, Hairstylists, and Cosmetologists	218	1130
Acute Care Nurses	208	1692
Childcare Workers	207	1225
First-Line Supervisors of Construction Trades and Extraction Workers	201	2441
Investment Fund Managers	201	1400
Secondary School Teachers, Except Special and Career/Technical Education	192	1517
Automotive Service Technicians and Mechanics	187	905
Treasurers and Controllers	186	1259
Athletes and Sports Competitors	178	937
Solar Energy Installation Managers	165	2721
Advanced Practice Psychiatric Nurses	160	1228
Carpenters	160	831
Preschool Teachers, Except Special Education	156	1350
Occupational Therapy Assistants	149	2213
Athletic Trainers	145	643
Actors	137	851
Film and Video Editors	137	788
Wind Energy Operations Managers	119	1444
Business Intelligence Analysts	119	1341
Human Resources Specialists	117	1552



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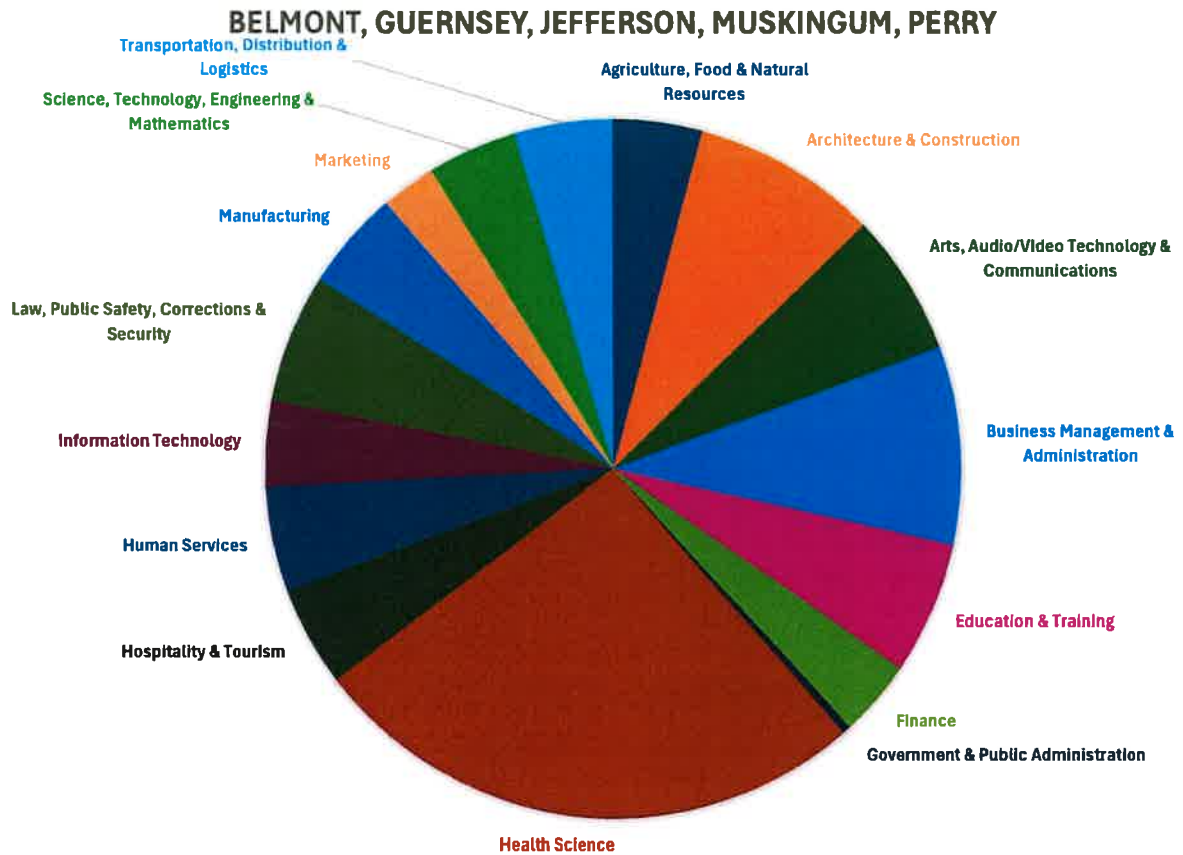
Job Title	Favorites	Abilities Match
Coaches and Scouts	115	750
Physical Therapists	115	264
Animal Caretakers	114	447
Software Quality Assurance Analysts and Testers	113	1540
Online Merchants	110	2072
Landscaping and Groundskeeping Workers	107	1389
Cooks, Restaurant	105	1594
Makeup Artists, Theatrical and Performance	104	810
Information Security Analysts	102	1511
Exercise Trainers and Group Fitness Instructors	102	1222
Construction Laborers	102	977
Clinical Data Managers	98	1639
Nannies	98	1330
Heavy and Tractor-Trailer Truck Drivers	94	735
Producers and Directors	88	570
Computer User Support Specialists	86	2269
Biostatisticians	82	797
Nursing Assistants	82	543
Chefs and Head Cooks	81	624
Wind Turbine Service Technicians	79	2711
Epidemiologists	79	956
Wind Energy Development Managers	76	1425
Licensed Practical and Licensed Vocational Nurses	74	1711
Skincare Specialists	73	912
Clinical Nurse Specialists	72	914
Maintenance and Repair Workers, General	71	1025
Actuaries	68	909
Statisticians	65	962
Security Guards	65	632
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	62	885
Compliance Managers	61	1037
Light Truck Drivers	61	977
Animal Trainers	61	772
Market Research Analysts and Marketing Specialists	60	1310
Industrial Truck and Tractor Operators	60	900



High Schools Career Summary

Belmont, Guernsey, Jefferson, Muskingum, Perry

Over 1400 students from Athens, Monroe, Noble, and Washington Schools have completed the career assessment and then met with a career coach. During the coaching session, students explored their strengths and investigated career pathways based on their individualized results. Each student selected 3 career favorites. The data graphed below is a summary of the career clusters that students selected in this process.





Students selected specific career titles from the career clusters indexed in the Department of Labor database. There are over 1,000 career titles with data from which students can choose. The below chart shows the number of students who selected a career title as a favorite – listed under “Student Career Favorites.” It also shows the number of students who are a match for a particular career title based on the student’s strengths data identified during the assessment process - listed under “Ability Match of Students for Career.” These students may or may not have selected this as a favorite but represent the number of individuals who have the strengths / abilities to perform well in this career.

Career Cluster	Job Title	#Favorites	#Ability Match
Health Science	Physical Therapist Assistants	127	889
Law, Public Safety, Corrections & Security	Police and Sheriff's Patrol Officers	112	663
Health Science	Anesthesiologist Assistants	93	617
Health Science	Registered Nurses	93	518
Agriculture, Food & Natural Resources	Farmers, Ranchers, and Other Agricultural Managers	79	723
Architecture & Construction	Electricians	79	604
Education & Training	Elementary School Teachers, Except Special Education	72	523
Health Science	Physician Assistants	71	354
Finance	Financial Managers	67	389
Health Science	Nurse Practitioners	67	300
Health Science	Occupational Therapy Assistants	64	829
Health Science	Acute Care Nurses	59	644
Health Science	Medical and Health Services Managers	58	469
Architecture & Construction	First-Line Supervisors of Construction Trades and Extraction Workers	54	876
Education & Training	Secondary School Teachers, Except Special and Career/Technical Edu	52	543
Business Management & Administration	Wind Energy Operations Managers	50	656
Science, Technology, Engineering & Mathematics	Computer and Information Research Scientists	49	232
Health Science	Critical Care Nurses	47	451
Business Management & Administration	General and Operations Managers	45	735
Finance	Treasurers and Controllers	45	234
Business Management & Administration	Investment Fund Managers	44	320
Business Management & Administration	Human Resources Specialists	41	651
Information Technology; Information Technology	Software Quality Assurance Analysts and Testers	40	684
Information Technology	Information Security Analysts	40	670
Hospitality & Tourism	Athletes and Sports Competitors	38	131
Business Management & Administration	Online Merchants	37	750
Health Science	Advanced Practice Psychiatric Nurses	35	426
Health Science	Licensed Practical and Licensed Vocational Nurses	34	807
Architecture & Construction	Solar Energy Installation Managers	33	766
Business Management & Administration	Wind Energy Development Managers	31	556
Human Services	Childcare Workers	31	104
Information Technology	Computer User Support Specialists	29	818
Business Management & Administration	Loss Prevention Managers	28	680
Information Technology	Business Intelligence Analysts	27	311



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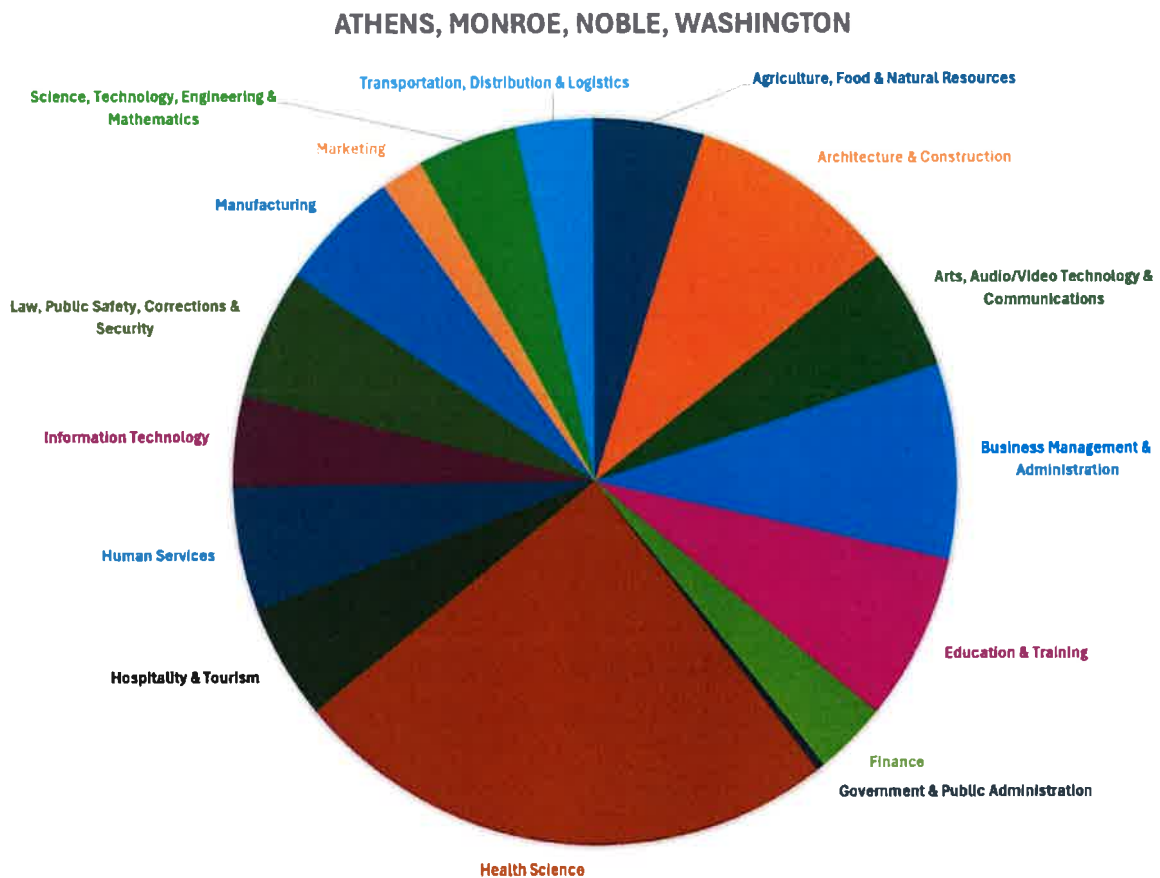
Career Cluster	Job Title	#Favorites	#Ability Match
Arts, Audio/Video Technology & Communications	Actors	26	87
Arts, Audio/Video Technology & Communications	Musicians and Singers	25	138
Business Management & Administration	Compliance Managers	23	462
Human Services	Exercise Trainers and Group Fitness Instructors	21	153
Arts, Audio/Video Technology & Communications	Makeup Artists, Theatrical and Performance	21	96
Manufacturing	Wind Turbine Service Technicians	19	824
Health Science	Clinical Nurse Specialists	19	358
Health Science	Dental Hygienists	19	90
Information Technology	Search Marketing Strategists	18	615
Marketing	Sales Representatives, Wholesale and Manufacturing, Except Techni-	16	767
Law, Public Safety, Corrections & Security	Customs and Border Protection Officers	16	732
Health Science	Physical Therapist Aides	16	118
Health Science	Nursing Assistants	16	68
Manufacturing	First-Line Supervisors of Production and Operating Workers	15	816
Business Management & Administration	Business Continuity Planners	15	613
Business Management & Administration	Management Analysts	14	315
Agriculture, Food & Natural Resources	Farm Labor Contractors	14	120
Health Science	Epidemiologists	14	119
Human Services	Barbers	14	101
Science, Technology, Engineering & Mathematics	Clinical Data Managers	13	467
Business Management & Administration	Brownfield Redevelopment Specialists and Site Managers	13	307
Hospitality & Tourism	Dishwashers	13	204
Law, Public Safety, Corrections & Security	Security Guards	13	57
Health Science	Athletic Trainers	13	30
Business Management & Administration	Sustainability Specialists	12	640
Business Management & Administration	Regulatory Affairs Managers	12	527
Finance	Accountants and Auditors	12	388
Hospitality & Tourism	Cooks, Fast Food	12	161
Architecture & Construction;Transportation, Distrib	Loading and Moving Machine Operators, Underground Mining	12	57
Arts, Audio/Video Technology & Communications	Writers and Authors	12	18
Education & Training	Criminal Justice and Law Enforcement Teachers, Postsecondary	12	6
Arts, Audio/Video Technology & Communications	Dancers	11	164
Hospitality & Tourism	Waiters and Waitresses	11	154
Agriculture, Food & Natural Resources	Animal Caretakers	11	49
Architecture & Construction	Roofers	11	42



High Schools Career Summary

Athens, Monroe, Noble, Washington

Over 544 students from Athens, Monroe, Noble, and Washington Schools have completed the career assessment and then met with a career coach. During the coaching session, students explored their strengths and investigated career pathways based on their individualized results. Each student selected 3 career favorites. The data graphed below is a summary of the career clusters that students selected in this process.





Students selected specific career titles from the career clusters indexed in the Department of Labor database. There are over 1,000 career titles with data from which students can choose. The below chart shows the number of students who selected a career title as a favorite – listed under “Student Career Favorites.” It also shows the number of students who are a match for a particular career title based on the student’s strengths data identified during the assessment process - listed under “Ability Match of Students for Career.” These students may or may not have selected this as a favorite but represent the number of individuals who have the strengths / abilities to perform well in this career.

Career Cluster	Job Title	#Favorites	#Ability Match
Health Science	Physical Therapist Assistants	47	281
Law, Public Safety, Corrections & Security	Police and Sheriff's Patrol Officers	42	238
Health Science	Registered Nurses	40	196
Finance	Financial Managers	34	157
Agriculture, Food & Natural Resources	Farmers, Ranchers, and Other Agricultural Managers	33	254
Education & Training	Elementary School Teachers, Except Special Education	32	195
Health Science	Nurse Practitioners	32	137
Health Science	Medical and Health Services Managers	31	201
Architecture & Construction	Electricians	29	213
Health Science	Anesthesiologist Assistants	28	212
Education & Training	Secondary School Teachers, Except Special and Career/Technical Ed	28	188
Health Science	Physician Assistants	26	143
Business Management & Administration	Investment Fund Managers	26	140
Health Science	Occupational Therapy Assistants	23	256
Science, Technology, Engineering & Mathematics	Computer and Information Research Scientists	23	105
Health Science	Critical Care Nurses	19	178
Hospitality & Tourism	Athletes and Sports Competitors	19	55
Business Management & Administration	General and Operations Managers	18	251
Business Management & Administration	Wind Energy Operations Managers	17	230
Health Science	Acute Care Nurses	16	224
Health Science	Advanced Practice Psychiatric Nurses	16	153
Information Technology; Information Technology	Software Quality Assurance Analysts and Testers	15	243
Business Management & Administration	Wind Energy Development Managers	14	210
Architecture & Construction	Solar Energy Installation Managers	13	256
Business Management & Administration	Human Resources Specialists	13	218
Health Science	Licensed Practical and Licensed Vocational Nurses	12	256
Business Management & Administration	Online Merchants	12	235
Human Services	Childcare Workers	12	51
Law, Public Safety, Corrections & Security	Customs and Border Protection Officers	11	239
Information Technology	Information Security Analysts	11	228
Finance	Treasurers and Controllers	11	107
Architecture & Construction	First-Line Supervisors of Construction Trades and Extraction Worker	10	284
Manufacturing	Wind Turbine Service Technicians	10	265
Business Management & Administration	Loss Prevention Managers	10	227



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Career Cluster	Job Title	#Favorites	#Ability Match
Information Technology	Business Intelligence Analysts	10	136
Science, Technology, Engineering & Mathematics	Biostatisticians	10	45
Agriculture, Food & Natural Resources	Animal Caretakers	10	33
Information Technology	Computer User Support Specialists	9	253
Business Management & Administration	Compliance Managers	9	157
Arts, Audio/Video Technology & Communications	Musicians and Singers	8	77
Architecture & Construction	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	8	25
Law, Public Safety, Corrections & Security	Lawyers	8	3
Information Technology	Search Marketing Strategists	7	216
Finance	Accountants and Auditors	7	153
Transportation, Distribution & Logistics	Cleaners of Vehicles and Equipment	7	92
Human Services	Exercise Trainers and Group Fitness Instructors	7	73
Science, Technology, Engineering & Mathematics	Clinical Data Managers	6	196
Education & Training	Preschool Teachers, Except Special Education	6	57
Architecture & Construction	Landscaping and Groundskeeping Workers	6	53
Architecture & Construction	Roofers	6	16
Arts, Audio/Video Technology & Communications	Writers and Authors	6	9
Education & Training	Criminal Justice and Law Enforcement Teachers, Postsecondary	6	3
Marketing	Sales Representatives, Wholesale and Manufacturing, Except Technicians	5	244
Business Management & Administration	Management Analysts	5	135
Marketing	Market Research Analysts and Marketing Specialists	5	125
Health Science	Epidemiologists	5	74
Science, Technology, Engineering & Mathematics	Statisticians	5	45
Agriculture, Food & Natural Resources	Farm Labor Contractors	5	43
Architecture & Construction	Construction Laborers	5	40
Human Services	Hairdressers, Hairstylists, and Cosmetologists	5	32
Architecture & Construction	Roof Bolters, Mining	5	30
Transportation, Distribution & Logistics	Automotive Service Technicians and Mechanics	5	30
Arts, Audio/Video Technology & Communications	Actors	5	28
Arts, Audio/Video Technology & Communications	Fine Artists, Including Painters, Sculptors, and Illustrators	5	21
Architecture & Construction	Tapers	5	16
Human Services	Social and Human Service Assistants	5	12
Business Management & Administration	Regulatory Affairs Managers	4	190
Health Science	Clinical Nurse Specialists	4	142
Hospitality & Tourism	Recreation Workers	4	68

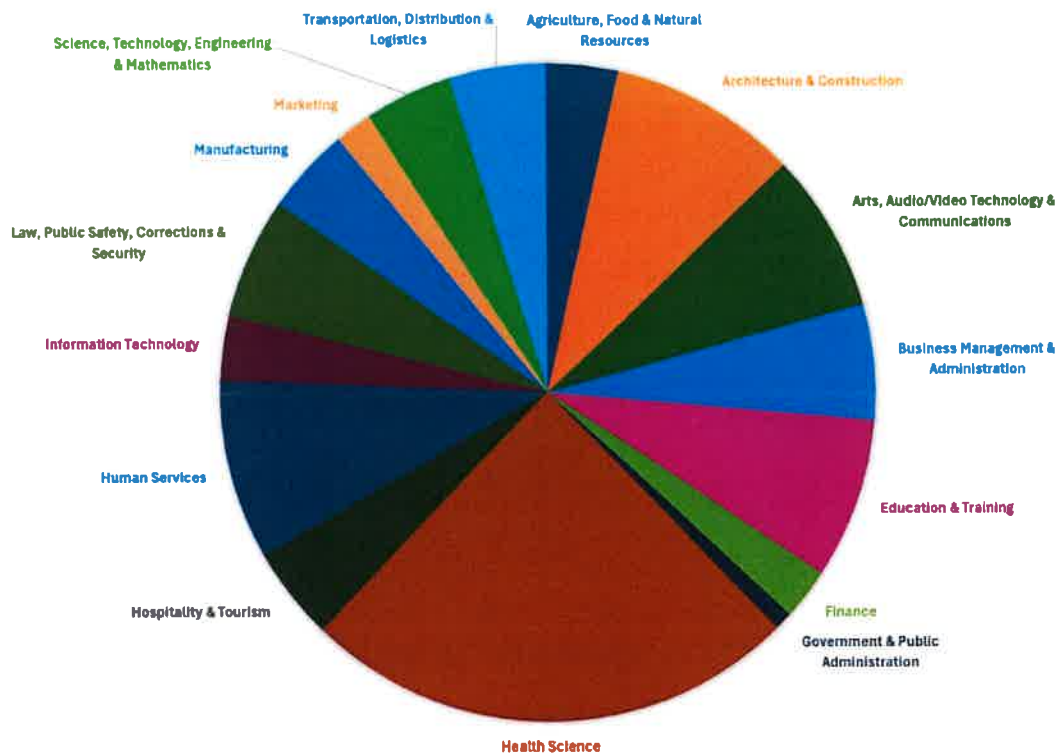


High Schools Career Summary

Athens, Gallia, Jackson, Meigs

Over 450 students from Athens, Gallia, Jackson, Meigs Schools have completed the career assessment and then met with a career coach. During the coaching session, students explored their strengths and investigated career pathways based on their individualized results. Each student selected 3 career favorites. The data graphed below is a summary of the career clusters that students selected in this process.

ADAMS, BROWN, CLERMONT, HIGHLAND, PIKE, SCIOTO, LAWRENCE, JACKSON





Students selected specific career titles from the career clusters indexed in the Department of Labor database. There are over 1,000 career titles with data from which students can choose. The below chart shows the number of students who selected a career title as a favorite – listed under “Student Career Favorites.” It also shows the number of students who are a match for a particular career title based on the student’s strengths data identified during the assessment process - listed under “Ability Match of Students for Career.” These students may or may not have selected this as a favorite but represent the number of individuals who have the strengths / abilities to perform well in this career.

Career Cluster	Job Title	#Favorites	#Ability Match
Law, Public Safety, Corrections & Security	Police and Sheriff's Patrol Officers	24	119
Health Science	Registered Nurses	21	92
Agriculture, Food & Natural Resources	Farmers, Ranchers, and Other Agricultural Managers	17	116
Health Science	Critical Care Nurses	17	87
Health Science	Acute Care Nurses	14	107
Education & Training	Elementary School Teachers, Except Special Education	14	89
Health Science	Nurse Practitioners	14	75
Health Science	Anesthesiologist Assistants	12	97
Health Science	Physical Therapist Assistants	11	147
Architecture & Construction	Electricians	10	97
Health Science	Advanced Practice Psychiatric Nurses	10	85
Finance	Financial Managers	10	69
Architecture & Construction	First-Line Supervisors of Construction Trades and Extraction Workers	9	138
Health Science	Licensed Practical and Licensed Vocational Nurses	9	119
Health Science	Medical and Health Services Managers	9	93
Architecture & Construction	Solar Energy Installation Managers	8	129
Business Management & Administration	General and Operations Managers	8	123
Information Technology	Information Security Analysts	8	104
Business Management & Administration	Human Resources Specialists	8	102
Health Science	Physician Assistants	8	80
Science, Technology, Engineering & Mathematics	Computer and Information Research Scientists	8	54
Manufacturing	Wind Turbine Service Technicians	6	138
Information Technology	Computer User Support Specialists	6	132
Information Technology; Information Technology	Software Quality Assurance Analysts and Testers	6	112
Education & Training	Secondary School Teachers, Except Special and Career/Technical Ed	6	91
Hospitality & Tourism	Dishwashers	6	68
Business Management & Administration	Investment Fund Managers	6	59
Agriculture, Food & Natural Resources	Animal Caretakers	6	23
Health Science	Occupational Therapy Assistants	5	137
Manufacturing	First-Line Supervisors of Production and Operating Workers	5	126
Law, Public Safety, Corrections & Security	Customs and Border Protection Officers	5	111
Business Management & Administration	Online Merchants	5	110
Business Management & Administration	Wind Energy Operations Managers	5	102
Finance	Treasurers and Controllers	5	45



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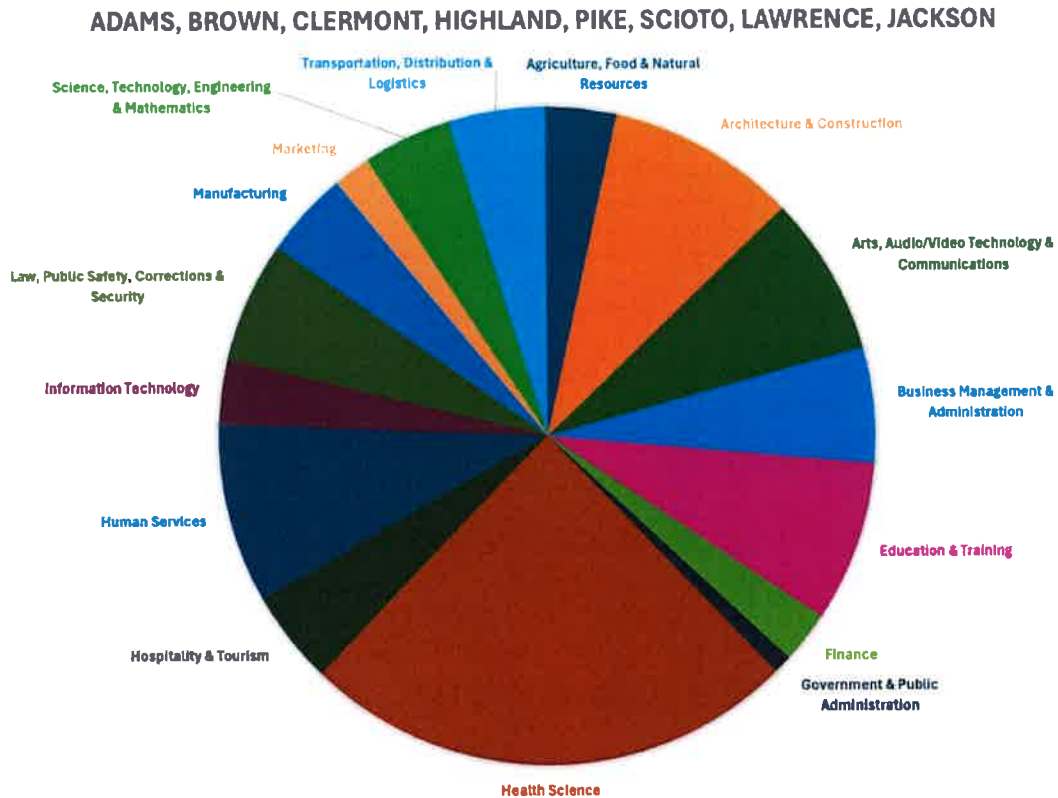
Career Cluster	Job Title	#Favorites	#Ability Match
Health Science	Epidemiologists	5	41
Hospitality & Tourism	Athletes and Sports Competitors	5	29
Health Science	Nursing Assistants	5	25
Architecture & Construction;Transportation, Distribution & Logistics	Loading and Moving Machine Operators, Underground Mining	5	16
Arts, Audio/Video Technology & Communications	Writers and Authors	5	6
Information Technology	Search Marketing Strategists	4	96
Business Management & Administration	Management Analysts	4	66
Transportation, Distribution & Logistics	Light Truck Drivers	4	34
Human Services	Childcare Workers	4	29
Science, Technology, Engineering & Mathematics	Biostatisticians	4	24
Law, Public Safety, Corrections & Security	Security Guards	4	19
Government & Public Administration	Transportation Vehicle, Equipment and Systems Inspectors, Except Aircraft	4	18
Business Management & Administration	Business Continuity Planners	3	101
Business Management & Administration	Wind Energy Development Managers	3	87
Business Management & Administration	Compliance Managers	3	75
Transportation, Distribution & Logistics	Cleaners of Vehicles and Equipment	3	67
Human Services	Exercise Trainers and Group Fitness Instructors	3	44
Architecture & Construction	Landscaping and Groundskeeping Workers	3	38
Architecture & Construction	Construction Laborers	3	34
Education & Training	Preschool Teachers, Except Special Education	3	31
Hospitality & Tourism	Cooks, Restaurant	3	29
Architecture & Construction	Roof Bolters, Mining	3	27
Science, Technology, Engineering & Mathematics	Statisticians	3	24
Transportation, Distribution & Logistics	Heavy and Tractor-Trailer Truck Drivers	3	23
Transportation, Distribution & Logistics	Automotive Service Technicians and Mechanics	3	21
Arts, Audio/Video Technology & Communications	Musicians and Singers	3	17
Health Science	Dental Hygienists	3	12
Architecture & Construction	Hoist and Winch Operators	3	12
Arts, Audio/Video Technology & Communications	Actors	3	10
Hospitality & Tourism	Chefs and Head Cooks	3	10
Architecture & Construction	Electrical Power-Line Installers and Repairers	3	5
Arts, Audio/Video Technology & Communications	Poets, Lyricists and Creative Writers	3	3
Law, Public Safety, Corrections & Security	Lawyers	3	1
Marketing	Sales Representatives, Wholesale and Manufacturing, Except Technical Sales	2	119



High Schools Career Summary

Adams, Brown, Clermont, Highland, Pike, Scioto, Lawrence, Jackson

Over 2,000 students from Adams, Brown, Clermont, Highland, Pike, Scioto, Lawrence, Jackson Schools have completed the career assessment and then met with a career coach. During the coaching session, students explored their strengths and investigated career pathways based on their individualized results. Each student selected 3 career favorites. The data graphed below is a summary of the career clusters that students selected in this process.





Students selected specific career titles from the career clusters indexed in the Department of Labor database. There are over 1,000 career titles with data from which students can choose. The below chart shows the number of students who selected a career title as a favorite – listed under “Student Career Favorites.” It also shows the number of students who are a match for a particular career title based on the student’s strengths data identified during the assessment process - listed under “Ability Match of Students for Career.” These students may or may not have selected this as a favorite but represent the number of individuals who have the strengths / abilities to perform well in this career.

Career Cluster	Job Title	#Favorites	#Ability Match
Health Science	Nurse Practitioners	416	1,144
Law, Public Safety, Corrections & Security	Police and Sheriff's Patrol Officers	314	1,640
Health Science	Registered Nurses	313	918
Health Science	Medical and Health Services Managers	267	1,381
Health Science	Critical Care Nurses	233	1,285
Finance	Financial Managers	218	1,302
Human Services	Hairdressers, Hairstylists, and Cosmetologists	214	1,096
Agriculture, Food & Natural Resources	Farmers, Ranchers, and Other Agricultural Managers	213	1,288
Business Management & Administration	General and Operations Managers	195	1,772
Health Science	Physical Therapist Assistants	192	1,652
Science, Technology, Engineering & Mathematics	Computer and Information Research Scientists	186	1,210
Education & Training	Elementary School Teachers, Except Special Education	185	1,010
Architecture & Construction	Electricians	184	1,191
Health Science	Anesthesiologist Assistants	184	1,042
Health Science	Physician Assistants	178	838
Human Services	Childcare Workers	175	1,136
Architecture & Construction	First-Line Supervisors of Construction Trades and Extraction Wo	156	1,470
Business Management & Administration	Investment Fund Managers	152	1,052
Transportation, Distribution & Logistics	Automotive Service Technicians and Mechanics	150	830
Architecture & Construction	Carpenters	149	758
Health Science	Acute Care Nurses	148	984
Education & Training	Preschool Teachers, Except Special Education	142	1,294
Health Science	Athletic Trainers	140	642
Arts, Audio/Video Technology & Communications	Film and Video Editors	139	805
Finance	Treasurers and Controllers	138	986
Hospitality & Tourism	Athletes and Sports Competitors	133	810
Education & Training	Secondary School Teachers, Except Special and Career/Technica	127	939
Arts, Audio/Video Technology & Communications	Actors	124	809
Architecture & Construction	Solar Energy Installation Managers	121	1,930
Health Science	Physical Therapists	120	292
Health Science	Advanced Practice Psychiatric Nurses	112	773
Education & Training	Coaches and Scouts	102	782
Arts, Audio/Video Technology & Communications	Makeup Artists, Theatrical and Performance	99	775
Hospitality & Tourism	Cooks, Restaurant	97	1,558



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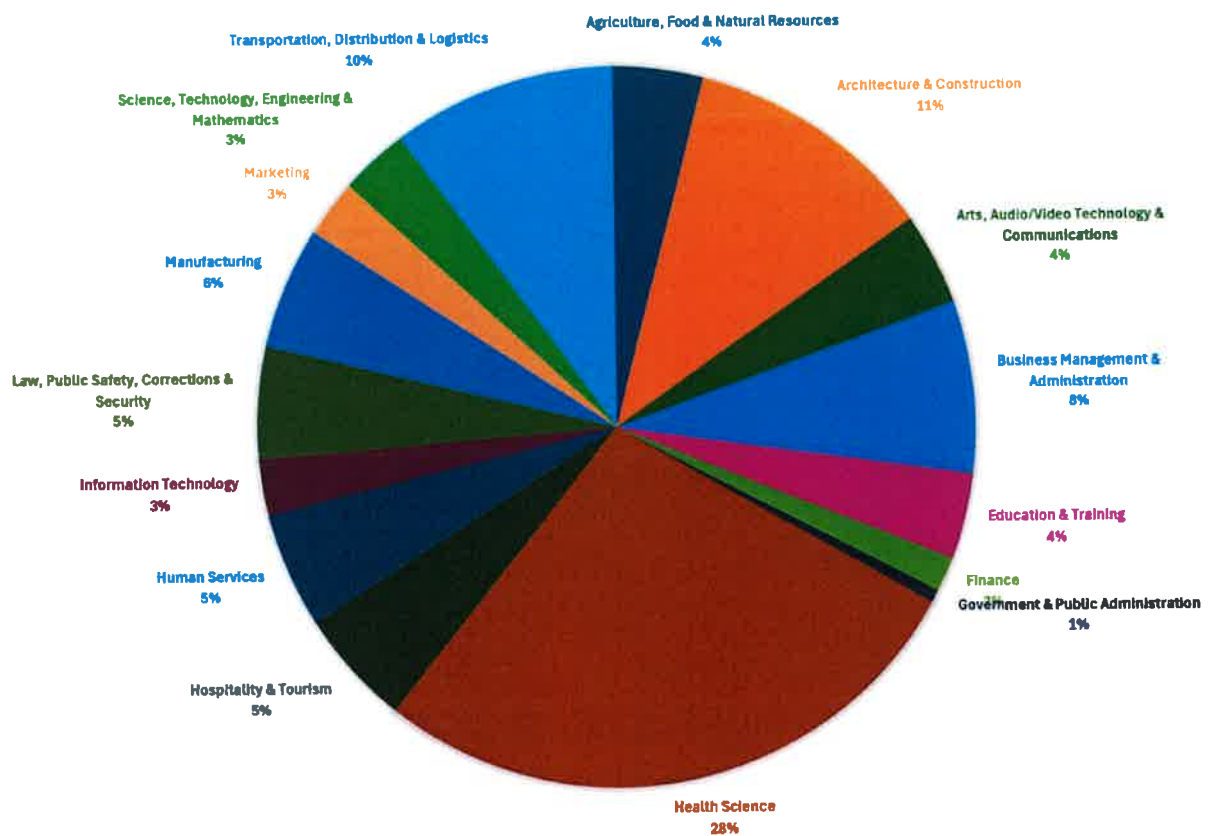
Career Cluster	Job Title	#Favorites	#Ability Match
Arts, Audio/Video Technology & Communications	Producers and Directors	92	598
Human Services	Nannies	90	1,299
Information Technology	Business Intelligence Analysts	86	971
Architecture & Construction	Construction Laborers	82	911
Health Science	Occupational Therapy Assistants	79	1,329
Architecture & Construction	Landscaping and Groundskeeping Workers	79	1,279
Transportation, Distribution & Logistics	Heavy and Tractor-Trailer Truck Drivers	78	681
Agriculture, Food & Natural Resources	Animal Caretakers	77	350
Information Technology; Information Technology	Software Quality Assurance Analysts and Testers	74	756
Hospitality & Tourism	Chefs and Head Cooks	73	664
Human Services	Exercise Trainers and Group Fitness Instructors	72	1,074
Human Services	Skincare Specialists	72	880
Business Management & Administration	Human Resources Specialists	70	845
Science, Technology, Engineering & Mathematics	Clinical Data Managers	67	1,082
Architecture & Construction	Rotary Drill Operators, Oil and Gas	65	1,009
Finance	Actuaries	65	770
Information Technology	Information Security Analysts	63	751
Hospitality & Tourism	Animal Trainers	62	718
Health Science	Nursing Assistants	62	453
Science, Technology, Engineering & Mathematics	Biostatisticians	61	706
Education & Training	Nursing Instructors and Teachers, Postsecondary	60	777
Manufacturing	Maintenance and Repair Workers, General	59	942
Business Management & Administration	Online Merchants	58	1,268
Arts, Audio/Video Technology & Communications	Media Technical Directors/Managers	58	915
Business Management & Administration	Wind Energy Operations Managers	58	697
Health Science	Clinical Nurse Specialists	58	505
Health Science	Epidemiologists	57	809
Agriculture, Food & Natural Resources	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	54	761
Manufacturing	Wind Turbine Service Technicians	53	1,799
Arts, Audio/Video Technology & Communications	Camera Operators, Television, Video, and Film	52	636
Information Technology	Computer User Support Specialists	50	1,340
Hospitality & Tourism	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	50	919
Science, Technology, Engineering & Mathematics	Statisticians	50	864
Marketing	Market Research Analysts and Marketing Specialists	49	987
Business Management & Administration	Wind Energy Development Managers	49	780



Ashtabula County High Schools Career Summary

580 students from Ashtabula County Schools have completed the career assessment and then met with a career coach. During the coaching session, students explored their strengths and investigated career pathways based on their individualized results. Each student selected 3 career favorites. The data graphed below is a summary of the career clusters that students selected in this process.

ASHTABULA CAREER FAVORITES BY CLUSTER





Students selected specific career titles from the career clusters indexed in the Department of Labor database. There are over 1,000 career titles with data from which students can choose. The below chart shows the number of students who selected a career title as a favorite – listed under “Student Career Favorites.” It also shows the number of students who are a match for a particular career title based on the student’s strengths data identified during the assessment process - listed under “Ability Match of Students for Career.” These students may or may not have selected this as a favorite but represent the number of individuals who have the strengths / abilities to perform well in this career.

Job Title	#Favorites	#Ability Match
Registered Nurses	86	107
Nurse Practitioners	55	110
Electricians	38	115
Police and Sheriff's Patrol Officers	37	175
Critical Care Nurses	36	126
Automotive Service Technicians and Mechanics	32	118
Physical Therapist Assistants	28	209
Medical and Health Services Managers	28	155
Childcare Workers	25	136
Solar Energy Installation Managers	24	180
Farmers, Ranchers, and Other Agricultural Managers	24	146
Carpenters	23	128
Acute Care Nurses	23	112
Nursing Assistants	23	51
Landscaping and Groundskeeping Workers	21	132
Anesthesiologist Assistants	20	113
Wind Energy Operations Managers	20	107
Physician Assistants	20	94
Animal Caretakers	20	62
Clinical Data Managers	19	161
Elementary School Teachers, Except Special Education	19	124
Human Resources Specialists	19	94
General and Operations Managers	18	195
Occupational Therapy Assistants	18	181
Online Merchants	18	177
Heavy and Tractor-Trailer Truck Drivers	18	91
Light Truck Drivers	17	97
Maintenance and Repair Workers, General	16	148



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Job Title	#Favorites	#Ability Match
Computer and Information Research Scientists	16	141
Wind Turbine Service Technicians	15	227
First-Line Supervisors of Construction Trades and Extraction Workers	15	206
Retail Salespersons	15	122
Investment Fund Managers	15	116
Veterinary Technologists and Technicians	15	63
Secondary School Teachers, Except Special and Career/Technical Educat	14	106
Advanced Practice Psychiatric Nurses	14	82
Financial Managers	13	128
Preschool Teachers, Except Special Education	13	115
Hairdressers, Hairstylists, and Cosmetologists	13	109
Cooks, Fast Food	13	106
Construction Laborers	13	95
Clinical Nurse Specialists	13	74
Cleaners of Vehicles and Equipment	12	206
Computer User Support Specialists	12	163
Cashiers	12	131
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	12	94
Waiters and Waitresses	12	66
Wind Energy Development Managers	11	153
Cooks, Restaurant	11	139
Treasurers and Controllers	11	113
Licensed Practical and Licensed Vocational Nurses	11	111
Epidemiologists	11	95
Veterinary Assistants and Laboratory Animal Caretakers	11	60
Customs and Border Protection Officers	10	115
Information Security Analysts	10	101
Compliance Managers	10	91
Inspectors, Testers, Sorters, Samplers, and Weighers	9	179
Exercise Trainers and Group Fitness Instructors	9	125