

Cincinnati Talent Dividend Summit

What do you believe is your best opportunity for achieving the Talent Dividend within 24-36 months?

The Strive Partnership has been working for the last three years to 1) effectively organize cross-sector leaders in our community around a unified cradle to career vision with corresponding goals for educational improvement, 2) identify and report on core metrics to monitor progress, and 3) commit to specific strategies to improve these metrics by coordinating existing resources and building on what works. Most of this work has focused on preparation of students that will lead to improved outcomes further in the future. But three related efforts should help achieve the talent dividend in the next two to three years:

- Increasing the number of college enrollees by enabling Pell eligible students to go to the local public two- and four-year public colleges for free.
- Creating and supporting the implementation plans at each postsecondary campus in the region to ensure current students are retained.
- Enabling adult workers to expedite the coursework they need to take to get a degree in a high demand field through the Greater Cincinnati Workforce Network.

What are the next three steps you need to take now to achieve the Talent Dividend for your community?

- Develop a concrete communications plan that uses the talent dividend as a primary reason for action and more effectively communicates both the short- and long-term strategic actions for increasing the number of college graduates. This would include highlighting successful individuals and their paths to obtaining a degree.
- Disaggregate the data in our community to better understand the populations at each step toward obtaining a college diploma and analyzing what the key barriers are to advancing so we can develop appropriate strategies for improved outcomes.
- Customize retention services more on each campus to ensure those who are enrolled in college are retained.

What would you like to know that you don't currently know that would make your pursuit more effective?

Support our region by digging deeper into the local talent dividend data. Help us to better understand the data about students who have some college degrees, but did not finish so we can better target this population.

What can the CEOs for Cities network do to support your efforts?

- Continue to inform policy leaders about the dividend and report on progress to keep the pressure on to make improvements. Be sure the parameters of the calculations are crystal clear so there are no questions raised about the need
- Highlight local communities that are models for acting on the data to inform local work and help us and others avoid making unnecessary missteps.
- Help develop user friendly and interactive videos that connect local postsecondary learning opportunities with high demand careers to make not only the need for a degree clear, but make getting a degree more accessible.