



Kindergarten Readiness = Workforce Readiness



WELCOME

LINE-UP

Welcome

- Dr. Laura Justice, Executive Director of the Crane Center for Early Childhood Research & Policy
- Dean Donald Pope-Davis, College of Education and Human Ecology at The Ohio State University

Opening Remarks

- Tanny Crane, President and Chief Executive Officer of Crane Group

Ohio's Future: A look at Ohio's economy and workforce

- Ohio Lieutenant Governor Jon Husted

Workforce

- Kenny McDonald, President and CEO of the Columbus Partnership

Kindergarten Readiness = Workforce Readiness

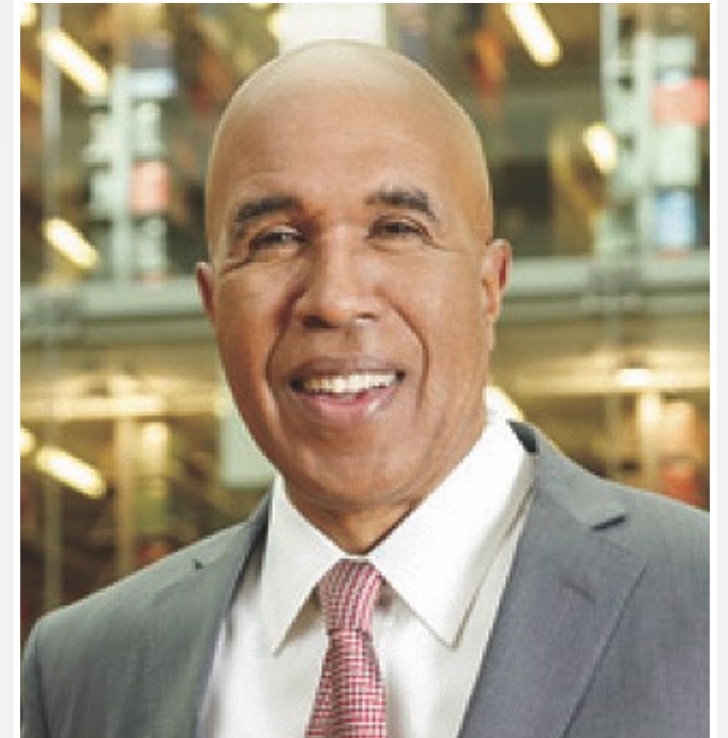
- Dr. Laura Justice, Executive Director of the Crane Center for Early Childhood Research & Policy
- Jamie O'Leary, Associate Director of Policy & External Affairs of the Crane Center for Early Childhood Research & Policy

WELCOME



Dr. Laura Justice

Executive Director of the Crane
Center for Early Childhood
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Dean Donald Pope-Davis

College of Education and Human
Ecology at The Ohio State
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OPENING REMARKS



Tanny Crane

President and Chief Executive
Officer of Crane Group

OHIO'S FUTURE

A look at Ohio's
economy and workforce



Ohio Lieutenant
Governor Jon Husted

WORKFORCE



Kenny McDonald

President and CEO of the
Columbus Partnership

**KINDERGARTEN
READINESS =
WORKFORCE
READINESS**



Jamie O'Leary

Associate Director of the Crane
Center for Early Childhood
Research & Policy



Dr. Laura Justice

Executive Director of the Crane
Center for Early Childhood
Research & Policy

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Ohio's Workforce Today



Department of
Job & Family
Services

LABOR MARKET REVIEW

Mike DeWine, Governor | Jon Husted, Lt. Governor | Matt Damschroder, Director

August 2023

Employment Situation: Ohio and U.S. (Seasonally Adjusted)

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Ohio's Workforce Today

5.8 million Ohioans in the labor force

- Trade, transportation, and utilities (1.2 million)
- Educational and health services (943,000)
- Health care and social assistance (832,000)
- Professional and business services (738,000)
- Government (781,600)
- Manufacturing (689,000)

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Ohio's Workforce Tomorrow



FORBES > LEADERSHIP

Nine Predicted Trends For A Changing Workplace

 **Melissa Leich** Former Forbes Councils Member
Forbes Coaches Council
COUNCIL POST | Membership (Fee-Based)

Chipotle has another robot helper. This one makes salads and bowls.

 **Mike Snider**
USA TODAY

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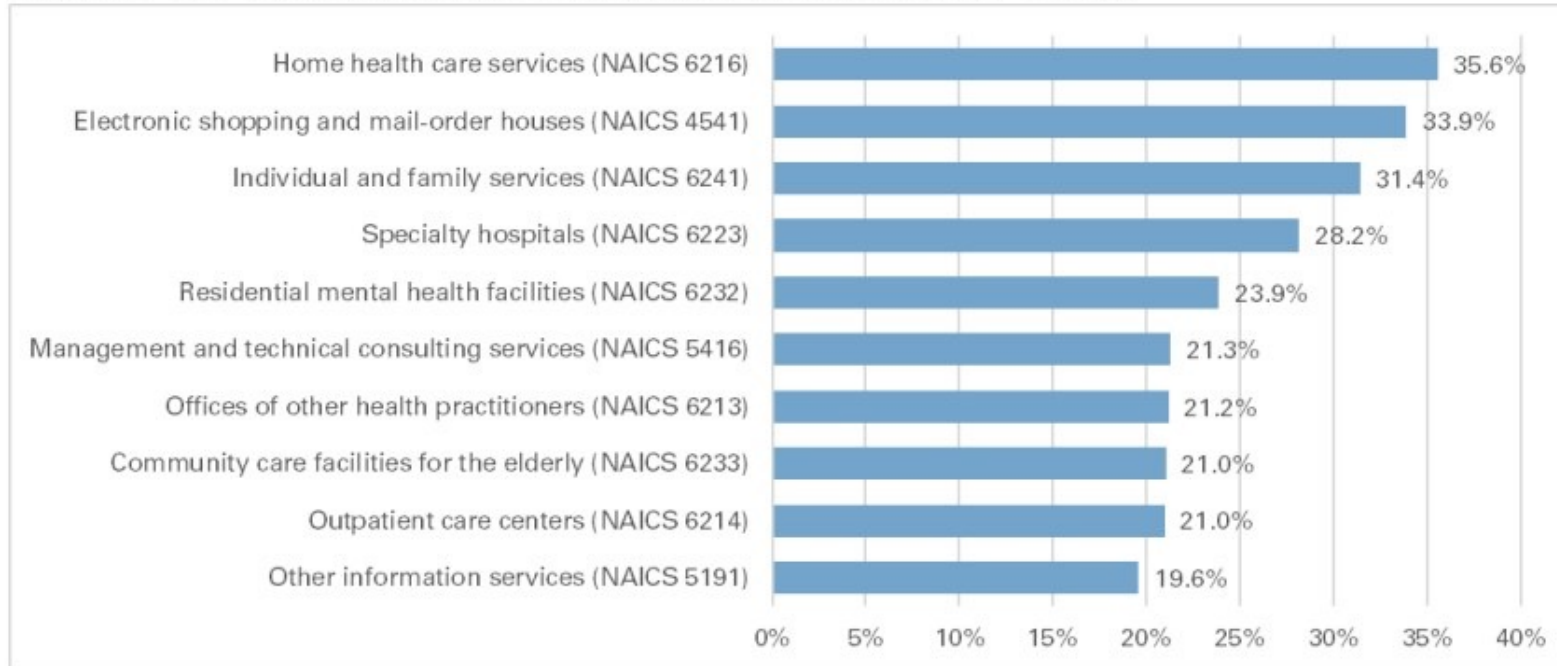
Ohio's Workforce Predictions



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Ohio's Workforce Predictions

Figure 7. Top 10 Ohio Industry Groups with the Fastest Job Growth



Source: Ohio Bureau of Labor Market Information

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21st Century Skills for the Workplace

- ✓ Collaborate
- ✓ Problem-solve and think critically
- ✓ Communicate (oral and written)
- ✓ Adaptability
- ✓ Creativity
- ✓ Professionalism
- ✓ Time-management/self-direction
- ✓ Social intelligence

(Rios et al., 2020)

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Most In-Demand 21st Century Skills

Identifying Critical 21st-Century Skills for Workplace Success: A Content Analysis of Job Advertisements

Joseph A. Rios^{1,2}, Guangming Ling², Robert Pugh², Dovid Becker², and Adam Bacall²

This article extends the literature on 21st-century learning skills needed for workplace success by providing an empirical examination of employers' direct communication to potential employees via job advertisements. Our descriptive analysis of 142,000 job advertisements provides two contributions. First, this is one of the first studies to empirically rank-order skill demand. In doing so, it is clear that oral and written communication, collaboration, and problem-solving skills are in high demand by employers, with particular emphasis on the pairing of oral and written communication. Furthermore, it is apparent that many of the skills suggested in the literature as being critical for workplace success are in very low demand by employers, and some were not found to be mentioned at all (e.g., social responsibility). Second, this study explicitly examined whether 21st-century skill demand varied by job characteristics, which was found to be the case, with differences being noted for both education level and degree field requirements. Results were replicated with a sample of roughly 120,000 job advertisements collected 1 year from the initial data collection. Implications for developing educational standards around 21st-century skill development are discussed.

Keywords: collaboration; communication; content analysis; critical thinking; descriptive analysis; problem solving; social processes/development; textual analysis

Rios, Ling, Pugh, Becker &
Bacall (2020)

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Most In-Demand 21st Century Skills

73% of 142,000 postings: 1+ 21st-century skill

- Oral (28%), written (23%), and general communication (14%)
- Collaboration (22%)
- Problem solving (19%)
- Social intelligence (12%)
- Self direction (10%)

Rios, Ling, Pugh, Becker & Bacall (2020)

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Employer Concerns

- Individuals coming out of education are not prepared to succeed in the workplace (Plasman, 2019)
- New hires lack general employability skills: problem solving, critical thinking, communication, and collaboration (Plasman, 2019; Plasman & Thompson, 2023)

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Kindergarten Readiness = Workforce Readiness

Ohio Kindergarten Readiness Assessment (Start of education journey)	Workforce Standards (End of education journey)
Language and literacy	Oral and written communication
Social foundations	Collaboration, self direction, & social intelligence
Mathematics	
Motor development	
Age: 5 years	Age: 18+ years

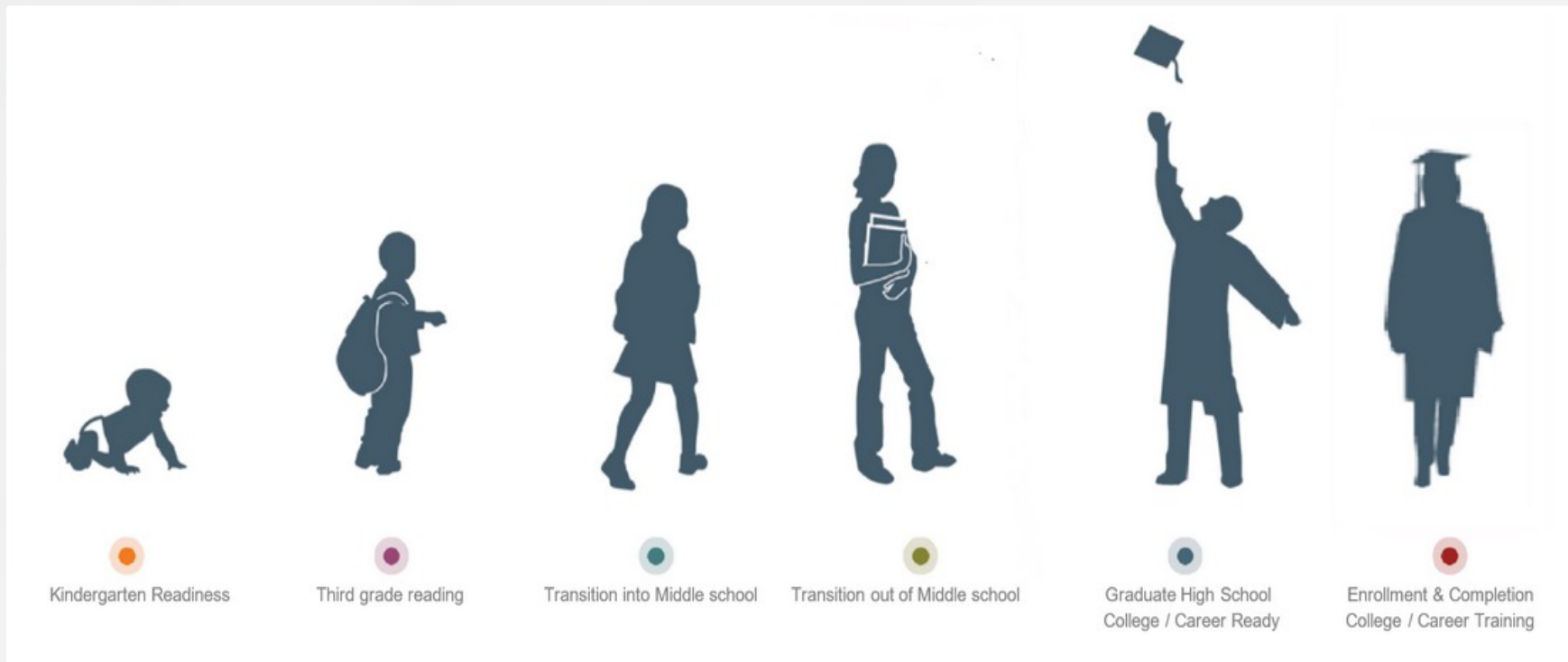


Strong, positive relationship over time

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Cradle to Career: Skills Beget Skills

Start of
educational
journey



(Cradle to career alliance)

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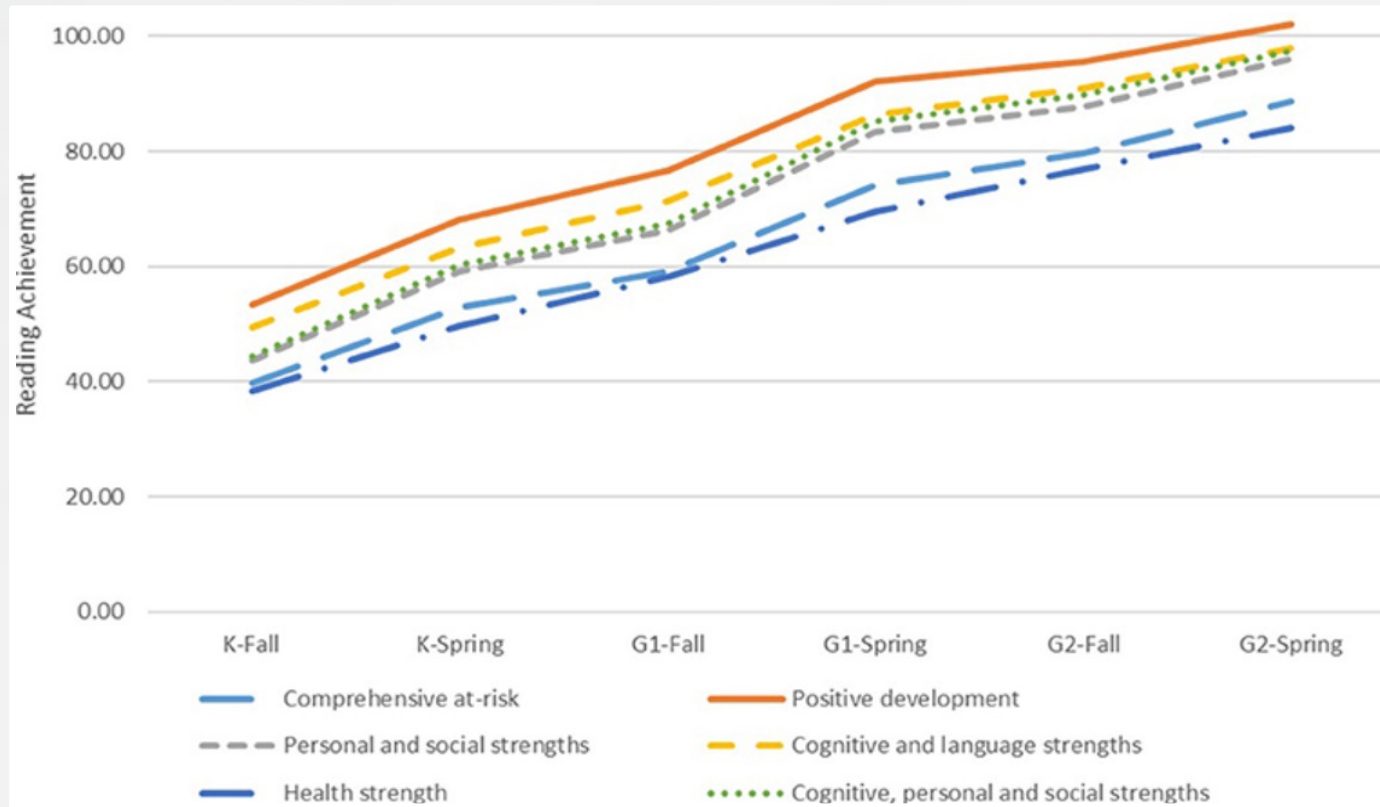
Ohio Kindergarten Readiness = Ohio Workforce Readiness

Ohio Kindergarten Readiness Assessment	Fourth Grade Reading and Math	Eight Grade Reading and Math	High School Graduation/College Readiness	Ohio Workforce Needs
<p>65% of children not kindergarten ready</p> <p>(ODE, 2022)</p>	<p>65% not proficient in math</p> <p>68% not proficient in reading</p> <p>~20% in special education</p> <p>(NAEP, 2022)</p>	<p>74% not proficient in math</p> <p>71% not proficient in reading</p> <p>~20% in special education</p> <p>(NAEP, 2022)</p>	<p>80% not proficient across four benchmarks (English, Reading, Math, Science)*</p> <p>(ACT, 2022)</p>	<p>Communication</p> <p>Collaboration</p> <p>Problem solving</p> <p>Social intelligence</p> <p>Self direction</p>

* ACT College Readiness Benchmarks = the “minimum ACT test scores required for students to have a reasonable chance of success in first-year credit-bearing college courses at the typical college” (ACT, 2017)

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Kindergarten Sets the Stage



Pan, Trang, Love,
& Templin, 2019

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Promoting Kindergarten Readiness: The Workforce Pay-Off

Investment in Child Care Subsidy and ECE Programs



Availability of Affordable, Quality Child Care



Maternal Employment
Family Earnings
Disposable Income



Family Quality Time
Family Stability
Child Time in Quality Environment

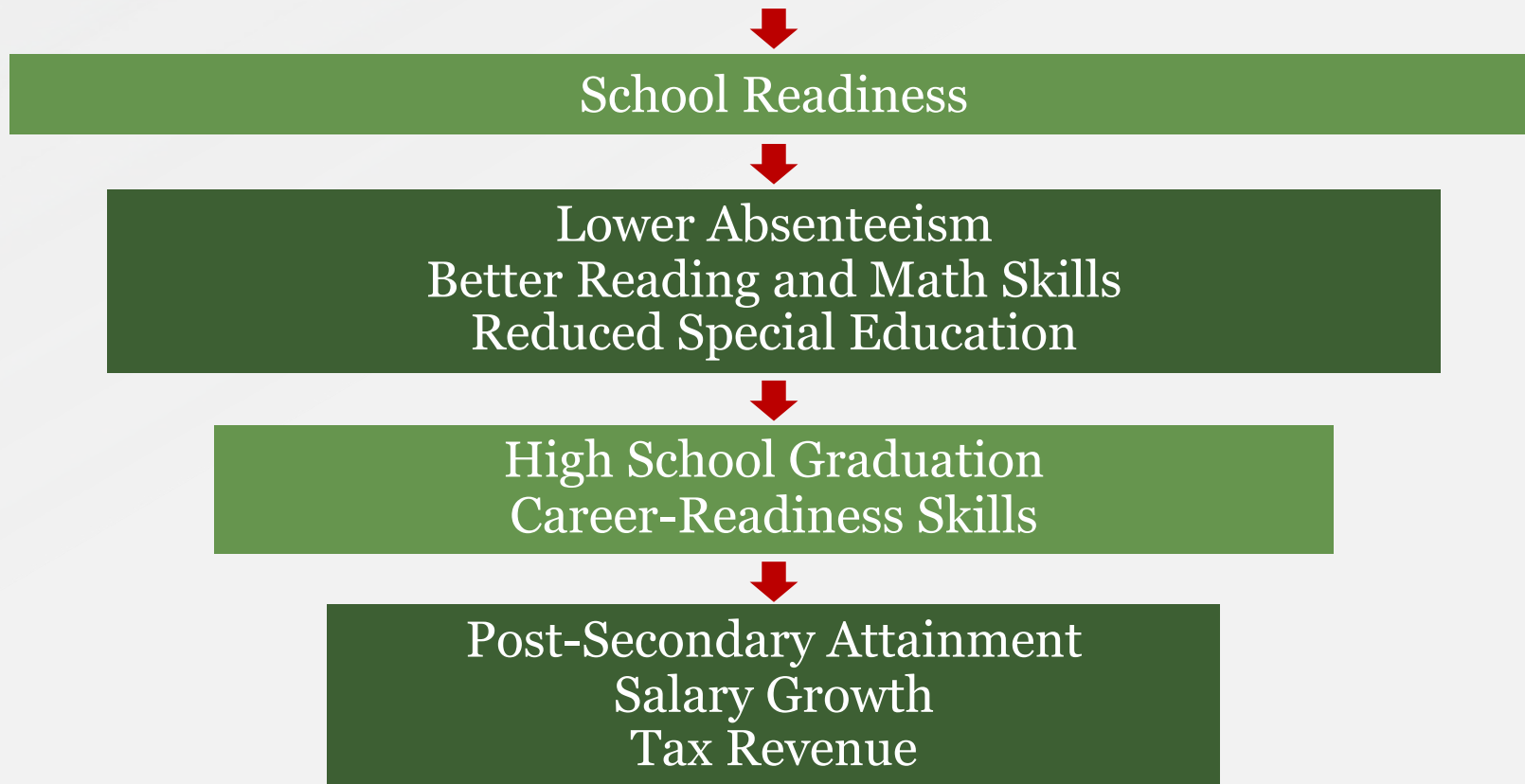


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Promoting Kindergarten Readiness: The Workforce Pay-Off

...continued



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Virginia Case Study



Early Investment, a Lifetime of Returns:

Articulating the Value of Early Childhood
Investments in Virginia

SEPTEMBER 2023



Governor's Office of
Workforce Transformation



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QUESTIONS?

THANK YOU!