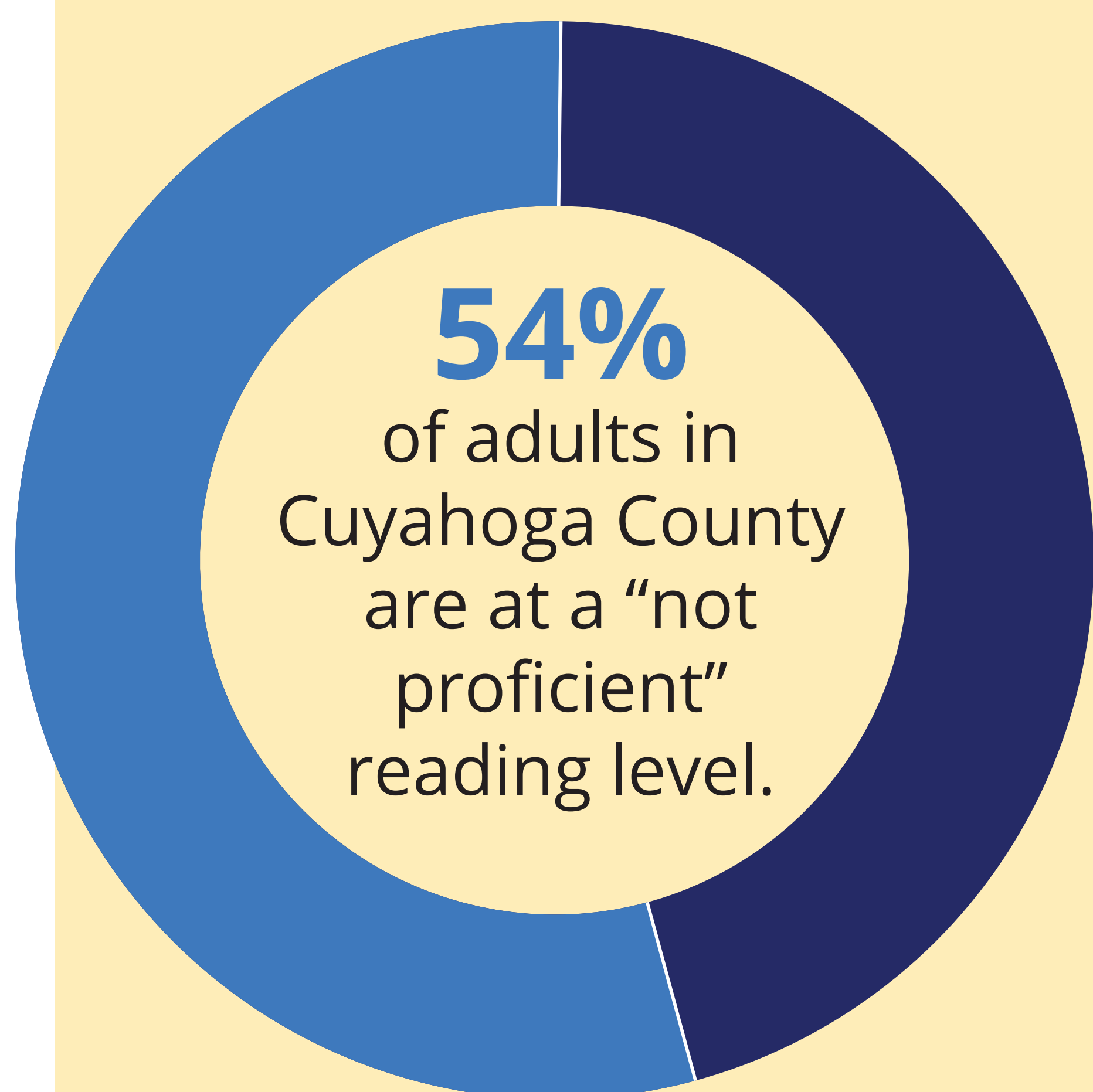
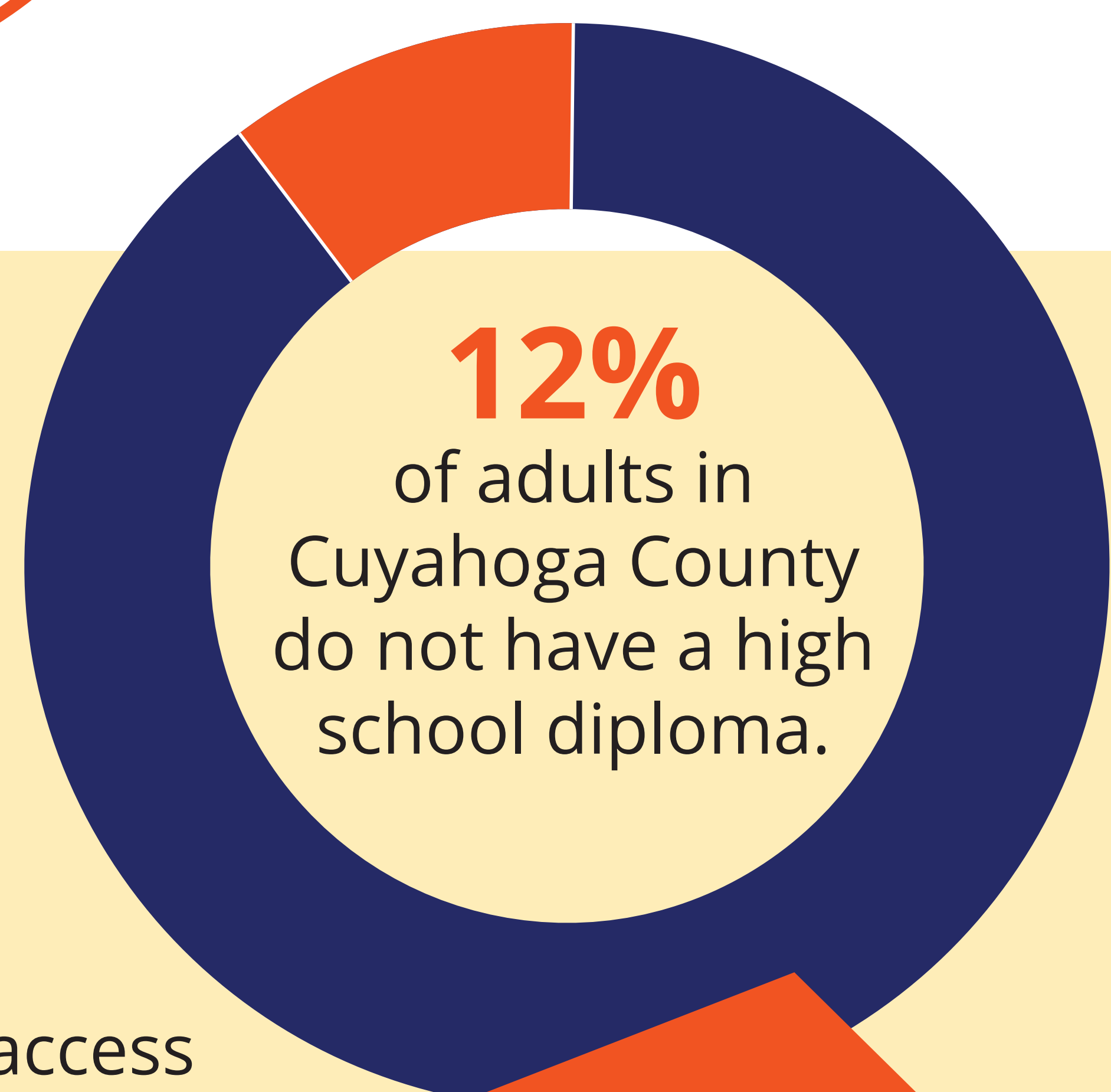




SUSTAINED EDUCATION

DATA:

Adults without a high school diploma are less likely to have the literacy and other skills required to access in-demand jobs that offer paths to prosperity.¹



1/4 of workers in Northeast Ohio said they needed more training or education to get ahead.²



POTENTIAL SOLUTIONS:

Employer Practices

- Create earn and learn opportunities, like apprenticeships.
- Provide employees with training opportunities to upskill for promotion or for anticipated future labor demands.

Policies

- Allow state and federal subsidized tuition programs for certification programs, i.e. Pell Grant, OCOG, subsidized loans.

LOCAL SPOTLIGHT:

Cleveland Builds (earn and learn) is a non-profit founded in 2021 by the Construction Employers Association and the Cleveland Building and Construction Trades Council. The organization advances the construction industry's ability to recruit, develop, and retain a diverse trades workforce. Since programming launched in the summer of 2021, dozens of men and women have begun careers in 13 different trades. Cleveland Builds promotes careers in construction, provides participants with an opportunity to prepare for success in a union apprenticeship, and works closely with unions and contractors to get participants placed in apprenticeships.



[Clevelandbuilds.com](https://clevelandbuilds.com)



¹The Literacy Cooperative; State and County indicators of Adult Literacy and Numeracy (2020)
²dashboard.wheretheworkers.com/#what-workers-want