CENTER ON EDUCATION AND TRAINING FOR EMPLOYMENT

THE OHIO STATE UNIVERSITY

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ANNUAL REPORT 2024

Center on Education and Training for Employment

## Where Research Meets Reality

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THE VISION

The Center on Education and Training for Employment (CETE) has excelled for over 60 years, with a vision to propel expertise in workforce, community engagement, and education toward healthy urban and rural communities that support well-being and economic prosperity. The center occupies a unique position as a translational research center within The Ohio State University's College of Education and Human Ecology.

The center's approach to underline translational research includes problem definition and goal setting, development of alternative solutions, setting up criteria for selection, solution selection, implementation, and monitoring and evaluation.

In bridging research and practice, CETE continues to push the boundaries of possibilities through the work of seven program areas: assessment; curriculum, and training; Developing a Curriculum (DACUM); equity, engagement, and evaluation; family engagement; online learning; and professional learning for educators.

Since 2006, CETE has served as an International United Nations Educational, Scientific, and Cultural Organization (UNESCO)/International Center for Technical and Vocational Education and Training Center (UNEVOC).

PROGRAM AREA ACTIVITIES
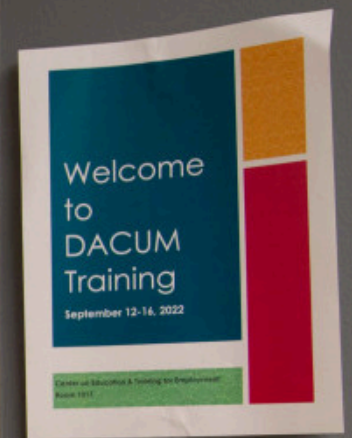
ASSESSMENT

showcases over 30 years of experience in the creation, refinement, and delivery of assessments through multiple formats

CETE's Assessment program area is a longstanding leader in high-stakes testing. For over thirty years, the program has partnered with workforce development programs to design, develop, and deliver high-quality measures of critical skills.

Through the support of a $3.8 million grant from the Ohio Department of Education and Workforce the program creates and administers assessments for Ohio public schools' 300+ postsecondary career and technical education courses.

This work follows recommendations for test development from the Association of Test Professionals and the National Commission for Certifying Agencies.

The Assessment program also provides documentation of work that can be utilized in accreditation applications to the Institute for Credentialing Excellence and other similar accrediting bodies.

ASSESSMENT CONT.

Besides test content creation and administration, the Assessment program supports credentialing organizations.

Assessment consulting services include:

- Developing and administering job analysis validation surveys to determine what tasks or content areas should be included in the assessment
- Creating blueprint and other test specification documents
- Facilitating committee meetings to generate a certification scheme
- Providing item and other analysis of test taker data
- Determining a valid and defensible passing score through standard-setting
- Creating balanced test forms from existing item banks
- Delivering customized reports for instructors, trainers, or other stakeholders

The Curriculum and Training program area's efforts are designed to improve outcomes for learners in evolving educational and workplace environments and assist organizations in improving practices through collaboration, evidence-based translational research practices, and state-of-the-art technologies.

This program is highly involved in the Ohio Broadband & 5G Sector Partnership, established and housed at The Ohio State University's 5G-OH Broadband and 5G Connectivity Center. The Partnership seeks to increase broadband and 5G industry career awareness, establish and scale education and training programs across the state, and raise awareness of state and federal funding programs to leverage those resources to reduce or eliminate education and training costs.

To support the achievement of the stated goals, members of the program area team serve on the Sector Partnership Management Team. The Team coordinates activities at the state and regional levels, managing projects through a working group structure focused on curriculum and program development, outreach, marketing, and awareness, internship, apprenticeship, and entry-level employment, and data collection, analytics, and evaluation.

CURRICULUM AND TRAINING CONT.

Since 1995, the Curriculum and Training program has provided leadership and coordination of statewide adult education activities in collaboration with the state Aspire office at the Ohio Department of Higher Education, local programs, and a network of professional development providers. Through the Aspire Professional Development Network, the program assists local Aspire programs in developing the skills and knowledge of their workforce to increase the successful transition of adult learners to postsecondary education, training, and employment. The program team develops, implements, and evaluates training programs aligned to standards for Ohio Aspire professionals. Ohio's Aspire programs provide free services for individuals who need assistance acquiring the skills to succeed in postsecondary education, training, and employment.

The Skilled Trades Professional Development Program modernizes job classifications and career progressions for current and future facilities personnel across The Ohio State University's campuses and departments.

The program team led the work to define the body of knowledge for new classification series/job titles, customize job analysis, create assessments, partner with technical training providers to deliver skilled trades coursework, and develop the infrastructure and operating procedures necessary to support a one-of-a-kind training system. In addition, the team administers assessments of occupational knowledge, develops tailored assessment reports, and produces on-the-job training manuals and performance checklists for Ohio State's skilled trades personnel.

THE OHIO STATE UNIVERSITY
COLLEGE OF ENGINEERING

Ohio Governor's Office of Workforce Transformation

DEVELOPING A CURRICULUM (DACUM)

is a research-based job analysis method used worldwide for more than 40 years and in over 58 countries

DACUM (an acronym for Developing a Curriculum) program is an effective and relatively low-cost method of analyzing jobs and occupations used worldwide for more than 40 years and in over 58 countries provided by the DACUM International Training Center.

In the last few years, the DACUM team reimagined their work to provide DACUM workshops and facilitator training virtually. This new delivery method has been successful in reaching more clients in higher education institutions, companies, and government agencies across the world.

Some of the international clients include those in Liberia, Kenya, Jamaica, the United Arab Emirates, and Singapore.

The DACUM International Training Center has also been providing in-person training to participants on how to develop a competency-based curriculum, known as SCID (Systematic Curriculum and Instructional Development), offers individualized feedback and training in basic instructional design practices such as task analysis and development of competency-based training materials.

The center conducts in-person DACUM workshops and provides facilitator training for clients in multiple settings.

EQUITY, ENGAGEMENT, AND EVALUATION

designs, implements and evaluates projects to achieve outcomes based on evidence-based quality standards in an efficient and cost-effective manner

The mission of the CETE's Equity, Engagement, and Evaluation program area is to assist university partners, organizations, and communities to achieve desired outcomes in an efficient and effective manner.

To fulfill this mission, the program team offers a variety of planning and evaluation services ranging from strategic planning to logic model development to outcomes definition to random assignment, experimental evaluations.

Current sponsors include the Ohio Departments of Education and Workforce and Mental Health and Addiction Services, the OSU College of Public Health, and a variety of other non-profit agencies including the Ohio Head Start Association, Inc.

The program team regularly customizes evaluation tools and procedures to meet the needs of sponsors and is uniquely positioned to contribute to new and continuing interventions based upon numerous and productive working relationships with state and local partners.

EQUITY, ENGAGEMENT, AND EVALUATION CONT.

A variety of research and evaluation methods (e.g., surveys, interviews, focus groups, database applications, content analysis, archival data analysis) are used to clarify goals, build logic models, and identify appropriate methods for addressing priority issues. The program team uses its knowledge and experience to offer facilitated, virtual logic modeling sessions for research projects, programs, and interventions designed to support program development, implementation, management, and evaluation. The virtual facilitation of logic modeling innovation has provided essential program development. It is a valuable evaluation tool to support community partners' ongoing efforts to design and improve programs and projects toward the achievement of priority outcomes.

The work of serving vulnerable populations (including special education students, marginalized populations, and early learners) is embedded in our day-to-day work and practices. Social justice practices are designed to address the negative impacts of the role of inequity. The Equity, Engagement, and Evaluation program team brings to bear collective assets and content expertise in this area with an interest in addressing the intersections of inequity and education. As such, the team utilizes a translational research approach to assisting organizations and collaboratives in 1) identifying the explicit and implicit ways in which inequity operates, 2) uncovering the impacts of inequity, and 3) addressing the social consequence of inequity by implementing research-based strategies.

The team has led and completed a key initiative sponsored by the Ohio Department of Education and Workforce, Advancing Ohio's English Learners, that generated several web-based resources to enhance and strengthen a comprehensive system of support for Ohio's multilingual learners and their families.

FAMILY ENGAGEMENT

inspires and equips schools, community organizations, and families to work together

Family engagement is families, education programs, and community partners working together to help children and youth learn, grow, and prepare for their future. For many years, the CETE's Family Engagement program area has worked with the Ohio Department of Education and Workforce across projects to support schools in implementing practices to support family-school partnerships.

The Family Engagement program received its second Statewide Family Engagement Center grant award from the US Department of Education in 2023. This new, $4.6 million five-year grant will expand the Ohio Statewide Family Engagement Center initiatives offering a range of resources and research for educators, families, and community organizations.

One featured initiative involves providing professional learning for school counselors over the next four years to improve mental and behavioral health programs and family engagement in over 40 Ohio middle and junior high schools. This collaboration with Dr. Brett Zyromski, Associate Professor in the Educational Studies department, is focused on improving the sense of students' hope and belonging to student attendance and achievement.

FAMILY ENGAGEMENT CONT.

The Family Engagement program also provides professional learning for out-of-school-time professionals for improving family-program engagement. This work, directed at improving student learning and well-being, is a partnership with the Ohio Department of Education and Workforce. All Ohio schools and community agencies receiving federal 21st Century Community Learning Center grants participate in this multi-year program.

The work of the program team also supports Ohio families. Family resources developed by the team include workforce development tools like Middle Years to Careers. Resources for building family-school engagement for grandparents and other kinship caregivers raising school age children were also developed.

Outreach and partnerships supporting families of multilingual students is one featured initiative. The team is partnering with schools and community agencies serving multilingual families and their children across Ohio to provide tools for supporting their child's education. A multimedia Roadmap for Families of English Learners developed by the Family Engagement team is being widely distributed and used in the state.

Money Talks, a family financial literacy tool also developed by the team is another resource being shared in workshops and online.

The Family Engagement program area, working with state agencies, local schools and organizations, is working with districts and families residing in all counties of Ohio, most United States and several international partners.

U.S. Department of Education

Ohio Department of Education & Workforce

ONLINE LEARNING

offers a collection of self-paced online learning modules, instructor-moderated/guided instruction, and virtual instructor-led training

The Online Learning program is a center-wide program that leverages the center's expertise in learning design and educational technology.

A catalog of self-paced online modules designed by the center's award-winning learning designers is available to meet the evolving needs of Human Resources and Learning and Development professionals, and educators. These bring content to life in a dynamic and flexible format without the constraints of scheduled times and in-person meetings.

This program has grown in a time that meeting in the classroom and training room is no longer a requirement for learning and fulfilled development as a professional.

The online learning offerings are based on learning design principles. Learning theories are created for learners to apply new knowledge and skills to hands-on projects that showcase expertise. The bronze ribbon received at the International e-Learning Awards speaks about the quality of these offerings.

GºDIGITAL
TRAINING COLLECTION

AWARDED
BRONZE
RIBBON

International
E-Learning Awards

PROFESSIONAL LEARNING FOR EDUCATORS

provides PreK-12 educators on Ohio's Alternative Resident Educator pathway with training in order to meet initial teacher licensure

The Professional Learning for Educators program area provides prospective and current PreK-12 educators on Ohio's Alternative Resident Educator pathway with training in order to meet initial teacher licensure. This allows students, schools, and communities to benefit from the candidates' content-related knowledge, life experience, and successful career experience. The program also provides pre-service and in-service teachers in high needs school districts with professional learning to improve instruction for English learners through Helping English Learners and Partners Excel With Research-Based Practices and Support (HELPERS).

Sponsored by the US Department of Education and Office of English Language Acquisition, teachers in Ohio, Texas, and the District of Columbia are served.

Recently completed the Educators & Families for English Learners (EFs4EL) project delivered a research-driven, technology-rich infrastructure of intentional professional development and coaching. It was designed to help its partner schools and districts build the capacity of teachers, administrators, and parents to support the English language proficiency and academic success of English Learners.

RESEARCH

GRANTS & CONTRACTS

CETE continues receiving awards of grants and contracts from federal and statewide sponsors such as the US Department of Education, the National Science Foundation, the Ohio Department of Education and Workforce, and a variety of individuals, corporations, and organizations.

These awards support CETE to lead groundbreaking discoveries that significantly impact and shape the fields of education, family and community engagement, and workforce development.

FISCAL YEAR 2024 TOTAL EXPENDITURE

$5.8 MILLION

SCHOLARLY WORK

As a translational research center, scholarly work serves as a unifying priority. Center research is translated and disseminated through publications, presentations at national and international conferences, and professional meetings to help inform and impact the fields of education, workforce development, and family and community engagement.

In 2024 alone, CETE associates, research scientists, faculty associates, and graduate students published 35 articles and gave over 60 conference presentations and invited talks.

Presentations given included but are not limited to the *American Educational Research Association*, *Association for Educational Communications and Technology*, *American Psychological Association*, and The Ohio State University's *Education and Human Ecology Research Forum.*

Articles were published in top-ranking journals like *Higher Education*, *Distance Education*, *International Journal of Selection and Assessment*, *Education Sciences*, and I*nternational Journal of Management and Applied Science* just to mention a few.
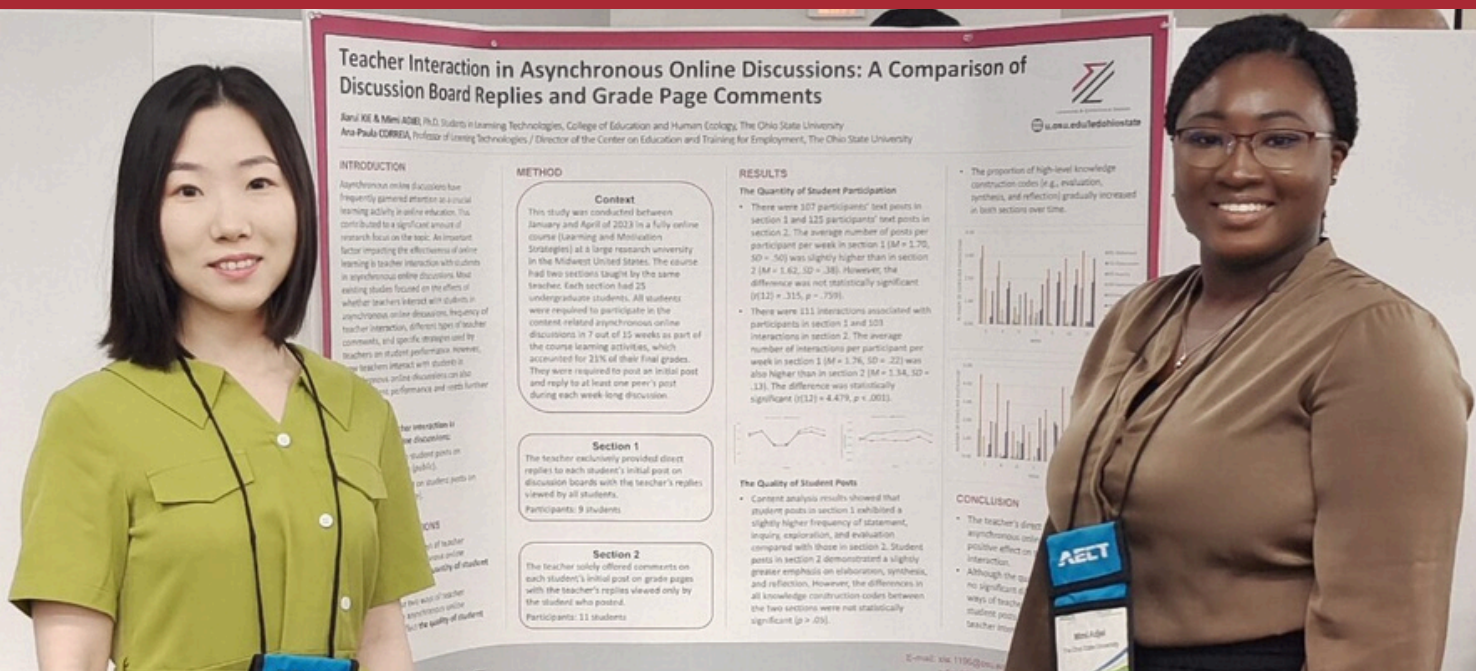
A recently published article in the *Online Learning Journal* investigated the impact of different instructor participation approaches in asynchronous online discussions on student performance (Xie, Adjei, & Correia, December 2024).

FACULTY & STUDENT ENGAGEMENT

Faculty engagement is one of CETE's strategic foci. It offers reciprocal opportunities to conduct research and produce scholarship and educational interventions to support its mission.
Faculty Associates, Faculty Affiliates, graduate students, and undergraduate students are part of CETE's community. The center's four Faculty Associates and seven Faculty Affiliates have successfully collaborated with the center's program areas to develop innovative and transformative work with local communities and schools.

"Working with CETE has created multiple partnership opportunities to serve the students and families in Ohio by creating a wide array of resources and services. The ability to provide mental health support to families and students in Ohio through CETE's program offerings has been professionally and personally rewarding."

Dr. Brett Zyromski, CETE Faculty Associate

CETE employed 12 graduate students in 2024. These are doctoral-level students that work on a variety of topics from psychometrics and school counseling to learning technologies and financial education.

Graduate students work in partnership with center associates and researchers to advance the academic mission of the College of Education and Human Ecology and bring current perspectives and innovative methodologies to the center.

DR. BRETT ZYROMSKI

DR. BO HYUN LEE

ZACK BATSAIKHAN

NEW PARTNERSHIPS & PROJECTS

OHIO STATEWIDE FAMILY ENGAGEMENT CENTER (OHIOLEADS)

The US Department of Education has awarded a $4.6 million, five-year grant to the center to continue the Ohio Statewide Family Engagement Center.

Directed by Barbara Boone, the Statewide Family Engagement Center provides technical assistance and training to the Ohio Department of Education and local schools in the implementation of systemic and effective family engagement policies, programs, and activities. The goal is to improve student academic achievement and development.

With this new award, the center will conduct outreach and develop resources for Ohio families, including 2,000 families of multilingual students, to assist them in supporting their children's education and working with their children's schools.

In collaboration with faculty of the college of Education and Human Ecology, CETE will implement a professional learning program for Ohio school counselors for improving school-family supports for student mental health. The team will also lead a network of Ohio schools who are striving to improve opportunities for family-school partnerships to support student learning

OHIO BROADBAND AND 5G REGIONAL NODE

Sponsored by the Ohio Department of Jobs and Family Services, the Ohio Broadband and 5G Regional Node project is based on the JobsOhio six-region map. These six regions each have a node to support the implementation of Ohio's broadband and 5G strategy on a local level including a four-year university, a two-year community college, a local workforce development board, and a community action agency.

Each node is also tasked with supporting career awareness, implementing education and training programs, and leveraging state and federal funding to reduce participants' education and training costs within its region.

The center serves as the university partner for central Ohio's broadband and regional node, assisting with setting the overall project vision, goals, and deliverables. Center associates provide project management, data collection, and coordination with the Statewide Sector Partnership.

GENERATIVE ARTIFICIAL INTELLIGENCE IN EDUCATION AND TRAINING

Looking into the future ...

The rise of generative artificial intelligence (AI) presents opportunities and challenges for education and training, and CETE is committed to preparing educational communities to engage with AI responsibly.

Over the past years, CETE has built expertise in generative AI, becoming a leader in its use and education while contributing to the scholarly community through research, conference presentations, and publications.

Projects like "Artificial Intelligence Literacy for Families and Schools" have made a tangible impact by delivering workshops, developing AI literacy curricula, and ensuring educational value through design-based research studies.

Looking ahead, CETE plans to establish an AI Education Institute, a key step in advancing AI literacy and education an to enhance Ohio's educational landscape. By promoting AI literacy, CETE is equipping Ohio communities to navigate the challenges and opportunities of an AI-powered future with confidence.
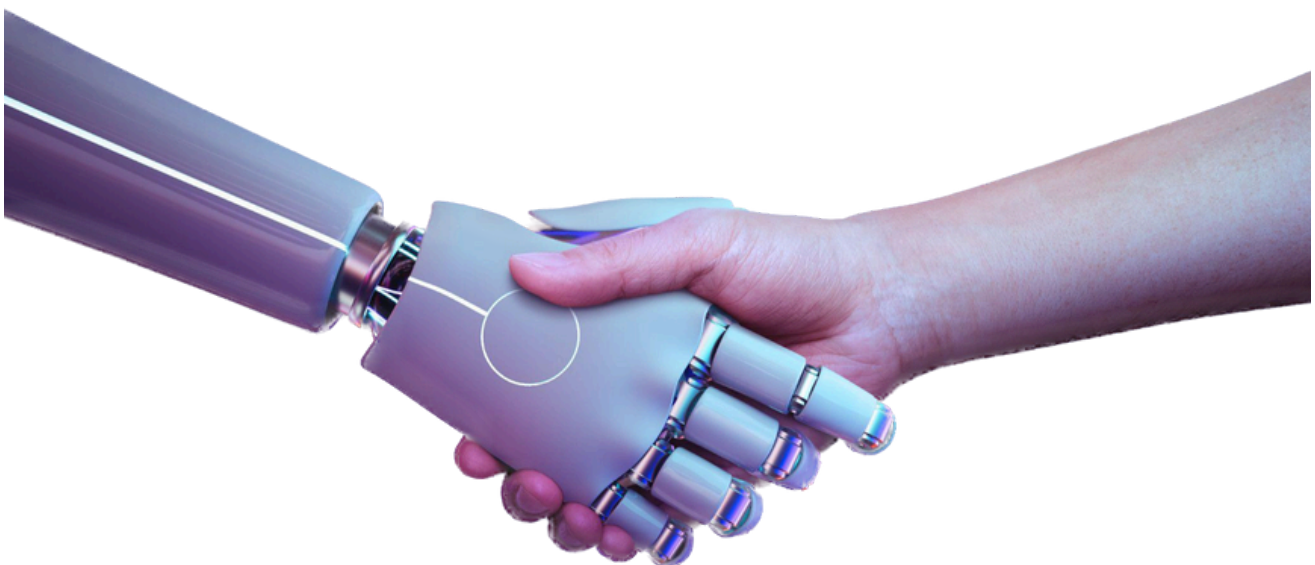
ACKNOWLEDGEMENTS

WE THANK YOU
FOR YOUR CONTINUED SUPPORT

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