# Careers and Education

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### Variables to consider when deciding where to apply for college

Students' college decisions are among the most significant choices they will make over the course of their lifetimes. Many students lay the foundations for rewarding careers during college, and the friendships formed during university years often last a lifetime.

Students cannot utilize a magic formula to ensure they choose the right college or university. However, oncampus visits and discussions with current and former students can provide invaluable insight into what life is like at a given college or university. In addition, students and their families can consider a host of variables as they try to decide where to apply for college.

• Cost: The high cost of college is well documented, but prices vary significantly. According to the Trends in College Pricing 2023 report from the College Board, the average cost of tuition and fees at a public, fouryear, in-state school was \$11,260 in the 2022-23 school year. The average cost of tuition and fees and a private, nonprofit, four-year school during that same academic year was \$41,540. That's a price difference of more than \$30,000 annually. Many students borrow money to finance their college educations, and high schoolers must consider the amount of debt they're willing to take on when making this pivotal life decision.

• Campus life: The atmosphere on and around campus is another variable to consider when deciding where to apply to college. College is the first taste of independence many young people experience. Though students are often excited by that prospect, it's important to recognize that the atmosphere on campus will go a long way toward determining how enjoyable life at a given college or university may be. For example, students who are looking forward to living on campus may not find that transition as enjoyable if a school has more commuter students than resident students. In addition, some students may prefer an insulated college environment, while others may be looking for opportunities to engage in city life that goes beyond campus activities. Students can identify what they want out of campus life and then choose schools based on how closely their environments align with those priorities.

• Curriculum: Curriculum merits ample consideration, even among students who are uncertain about what they want to study. For those who know what they want to study, arrange to speak with department faculty and current students when visiting the campus to identify if a given program aligns with your academic interests. Curriculums are designed differently at each university, so programs under the same major can be vastly different from one school to the next. Students who are not sure what they want to study can look for colleges and universities that offer a wide range of majors, minors and concentrations.

• Reputation: A school's reputation is another factor that merits consideration. Reputation is a somewhat fluid variable, and it's not always the best barometer to use when assessing a college or university. However, if a school has an especially strong reputation among businesses and professionals in the field a student hopes to enter, then this can be a crucial variable when deciding where to apply.

These are just a handful of the variables students and their families can consider as they try to decide where young men and women will end up during the next phase of their academic journeys.

### 3 tips to update a resume to align with the modern job market

The job market can be unpredictable. Though reports on jobs suggest the market is now flooded with openings, working professionals looking to change careers or switch firms know the reality of modern job hunting is no walk in the park.

Reports indicate that there was an average of one opening for every two applicants on the professional social networking site LinkedIn at the onset of summer 2023. Professionals also are contending with a job market in which firms that hurried to hire applicants during the pandemic are now being more deliberate with their hiring process, sometimes interviewing candidates as many as six times before concluding the process. In addition, a 2023 survey from TIME/Harris Poll found that 52 percent of applicants with a bachelor's degree or higher completed an interview process without receiving a job offer.

There's no denying the difficulty professionals seeking new jobs face when they begin their search. Though there's no guarantee the right opportunity will come along quickly, professionals can update their resumes in three notable ways to increase the chances their applications are seen.

#### 1. Write a new summary.

The professional resources experts at Indeed recommend individuals write a new summary of their work history that reflects their qualifications for any job they intend to apply for. Consider past accomplishments, tasks and responsibilities that are applicable to each opening and emphasize those in the summary. For example, individuals aspiring to move up to management level can emphasize past experiences in which they took on a supervisory role to complete a project.

#### 2. Include important keywords.

The frustration many modern professionals feel when looking for new opportunities may stem from how easy it can be to apply for a job but never hear back. Indeed notes that many hiring managers utilize applicant tracking system (ATS) software when considering applications. Such programs scan resumes for predetermined keywords, discarding applications that do not include them. Reading each listing carefully can shed light on which keywords to include, as the right terms tend to be right there in the job description. Indeed also advises mentioning the company's name and exact position title in the summary statement or career objective section.

#### 3. Don't forget the person who will read your resume.

Though ATS software plays an integral role in modern hiring, eventually a human being will see the resume if it gets past the ATS portion of the vetting process. Before submitting a resume, read it several times to ensure it reflects your accomplishments, talents and aspirations and not just the keywords that will get the document seen by human eyeballs. Numerous resumes will get past the ATS software, so it's imperative that the resume illustrates a candidate's qualifications and talents.

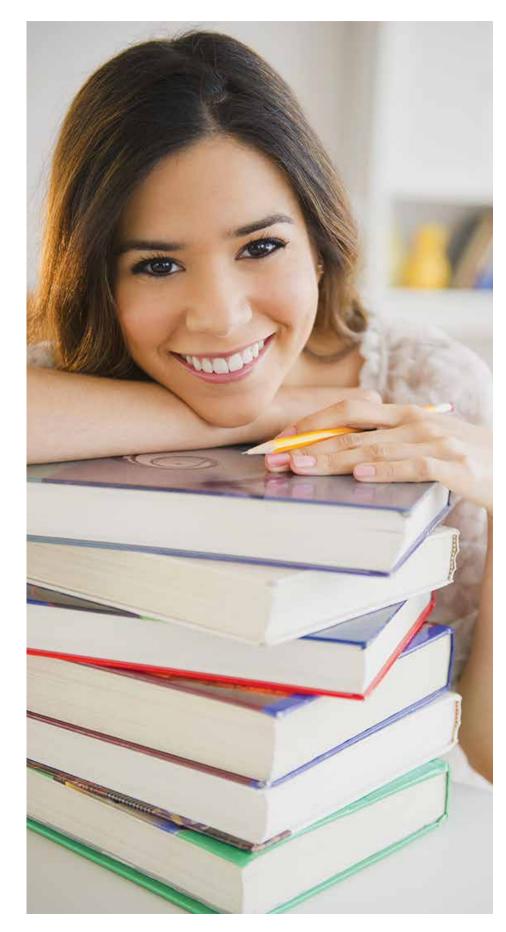
Modern job seeking is time-consuming and often frustrating. Getting past the vetting process involves updating a resume so applicants can use the modern hiring process to their advantage.











# Tips to help students choose a college major

Millions of students attend college after high school. The Education Data Initiative says there were 18,939,568 people enrolled in colleges in the United States in 2023.

At some point in their pursuit of post-secondary education, students will need to choose a major. Choosing a major can be challenging for students who have various interests and/or did well in multiple subjects in high school. The good news is that once a major is chosen, it isn't set in stone. Many students change their majors as they are exposed to different coursework in college. Here are a few ideas for choosing a major.

- Don't be pressured by family. Some students simply choose "the family business" route and select the same school and major as one or both of their parents. Make this a wellinformed choice that considers various aspects and not just what Mom or Dad do for a living.
- Select a subject you enjoy. You do not want to be slugging through the next four or more years of school studying topics that bore you. Avoid potential burnout by choosing a major that interests you and offers a future.
- Research a related industry. Investigate which jobs have higher rates of openings and compare other factors like earning potential. While the goal is not simply to select the major that will lead to a job with the highest earning potential, you should consider majors that will lead to jobs that are stable and offer growth potential. The U.S. Bureau of Labor Statistics is a good start for data. It currently lists wind turbine service technicians and nurse

practitioners as the fastest-growing occupations.

- Determine how rigorous coursework will be. Some majors feature more rigorous coursework than others. If you know that marathon study sessions and lots of research or writing projects are going to lead to extensive stress, it is probably best to consider another course of study. Indiana University Bloomington determined the most difficult majors based on the average time students spent per week preparing included architecture, chemical engineering and aeronautical engineering. Public relations, communications and criminal justice were among the less demanding majors, though it's important to note that excelling in any course of study requires hard work and commitment.
- Check in with your academic advisor. Academic advisors can guide you by offering career assessment quizzes and going over your grades. Such assessments may reveal skills that align well with certain fields of study.
- Delay the decision. If you truly do not know what you want to study, enroll in school undeclared. This will give you a chance to explore some general education "core" classes and feel out a school before making a larger commitment. Typically colleges will require a declaration of major by the end of sophomore year to allow enough time for completing that major's required courses.

When choosing a major, students should weigh various factors to find a course of study that suits their interests and career goals.



# Popular majors among modern college students

College students' choice of majors can set them on a path toward rewarding and lucrative careers. Though a career may not be foremost on the minds of students as they graduate high school and inch closer to the start of college, choice of major merits consideration, even among students who have yet to receive their high school diplomas.

Many college students enroll in school as undeclared, while others may pick a major without realizing what it requires and which career path it might set them on. That might explain why it's so common for college students to switch majors. Though data indicating how many students switch majors is somewhat dated, one study from the U.S. Department of Education indicated about one in five students changed their majors at least once while pursuing a bachelor's degree. With that in mind. students may want to consider some popular majors as they try to determine which path to take in college. According to the National Center for Education Statistics, more than half of the 2.1 million bachelor's degrees awarded at United States colleges and universities in the 2020-21 school year were concentrated in six fields of study. In addition, the NCES reports that the following are the six most popular degrees from that academic year.

- 1. Business: Almost one in five bachelor's degrees awarded in 2020-21 were in the field of business.
- 2. Health professions: This field accounted for 13 percent of all bachelor's degrees awarded in 2020-21. Common specializations include health sciences, health care administration, nursing, and sports medicine.
- 3. Social sciences and history: NCES data indicates nearly one in 10 students majored in a social science in 2020-21. This includes specializations such as history, political science and sociology.
- 4. Engineering: Demand for engineers is expected to rise in the coming decades, and that should

- bode well for the 126,000 students who earned bachelor's degrees in engineering in 2020-21.
- 5. Biological and biomedical sciences: Bachelor's degrees awarded in biological and biomedical sciences increased by 46 percent between the 2010-11 and 2020-21 school years.
- 6. Psychology: NCES data indicates degrees in psychology accounted for 6 percent of all bachelor's degrees awarded in 2020-21.

Choice of major is a significant decision for college students. Students are urged to discuss potential majors with their parents as they seek to lay the foundation for their professional futures.

### **Consider these community college benefits**

College is the next natural step for many ing at community colleges can earn acastudents after they finish high school. The process of finding a school begins in junior year of high school, and students and their parents may visit many different colleges and universities throughout the next year. Even though the bulk of the focus might be on four-year schools, students who may not vet have everything all figured out should not overlook the many benefits of community colleges.

The United States Department of State's Education USA says community colleges offer two-year programs that lead to the Associate of Arts (AA) or Associate of Science (AS) degree. Some community colleges also have vocational programs. Community colleges are a viable option for students interested in continuing their education. Undergraduate students study-

demic credit that will eventually go toward a bachelor's degree should they choose to continue schooling. The following are some of the benefits of community college.

• Flexible admissions process: Community colleges do not have the same time restrictions and other requirements as schools offering four-year degrees. Interested parties may be able to register for classes at any time and not have to worry about being accepted or not.

• Part-time scheduling: Community colleges often offer part-time academic coursework, which means students do not have to take a set number of credits each semester to remain enrolled. This allows students to attend college classes according to their own schedules and work at their own pace.

• More affordable tuition: Lower tuition is one of the major draws to community colleges. The career planning resource Indeed says that many community colleges further discount their offerings to in-state students. This helps make post-secondary education much more affordable, particularly for those who are not sure about what they want to study.

• Relationships with four-year schools: A number of community colleges have partnerships with sister schools to facilitate the transfer of associate degree credits for a student working toward a four-year degree. Education USA says in this "2+2" process," a student can earn a bachelor's degree with two years of community college, followed by two years of university study. Some community

colleges also serve as satellite locations for other schools, meaning one can take classes for a four-year school right on the community college campus if the location is more convenient.

• Smaller class sizes: Many community colleges have smaller class sizes that make it easier for students to adjust to the pace of college life.

• Proximity to home: As the name implies, community college is a school that serves a particular community. That means it is likely close to home for the majority of students. Students who may not be willing or able to go away to school may appreciate the convenience and proximity of a community college.

Community college is an option that students may want to explore as they pursue post-secondary education.





# **Career paths in the field of CTE**

Career Technical Education (CTE) programs offer students access to a wide range of career paths. If high school students were once advised to focus primarily on traditional four-year universities as their next step after graduation, more and more of today's students are considering CTE programs as they seek to find rewarding, lucrative career paths.

Students considering CTE may be intrigued to learn that employment prospects figure to be substantial in the years to come. In fact, the Association for Career & Technical Education (ACTE) projects a deficit of 6.5 million skilled workers by 2030, which suggests students who enroll in CTE programs should encounter a thriving job market upon graduation. With that in mind, students wondering if a CTE program could be the next step in their academic journeys can explore a number of different career tracks.

- Agriculture: Farming may come to mind when individuals think of the agricultural sector, but there are many additional pathways within the industry as well, and various CTE programs can prepare individuals for such careers. The career resources experts at Indeed note that CTE programs may focus on agribusiness systems, environmental service systems, food products and processing systems, and plant systems, among other paths. Aspiring farmers, agricultural inspectors, park rangers, wildlife administrators, and others can look into CTE agricultural programs as they consider the next step in their academic careers.
- Business: Indeed notes that business courses are popular CTE

courses because they teach students the ins and outs of business operations. That's vital knowledge for students who ultimately aspire to own their own business. In addition to the technical training students receive in CTE programs, the focus on business ensures students also are well-trained in the everyday tasks necessary to run a successful business, including general management, human resources and operations.

• Construction and architecture: According to Indeed, CTE programs focusing on construction and architecture teach students about the principles of designing and drafting structures. Construction technician, construction inspector and project estimator are some of the popular career paths among students who enroll in construction and architecture CTE programs.

• Health science: Careers in health science also may appeal to students who want to find rewarding careers in in-demand fields in the years ahead. Health science CTE programs are wide-ranging. A program that offers instruction on biotechnology can prepare students for a career as an emergency medical technician. Various other specialties can prove equally beneficial to students interested in working in a health care setting, and those jobs figure to be in demand in the decades to come as the aging population continues to grow.

CTE programs can prepare students for careers in various industries, making this option worthy of consideration for students pondering their next move after high school.



### **Southern State Voted Best Local Community College**

The 2024 Family Choice Awards, organized by Cincy Magazine – a locally, veteran, family-owned publication that covers news in the Cincinnati area, recently named Southern State Community College winner in the following category: Local Community College.

Southern State prides itself on being the community's college. Whether a student is graduating from one of the area's high schools, making the choice to return to college for better job prospects, or deciding to finish something started long ago, Southern State is here to provide an affordable, accessible, highquality education.

Students can pursue a two-year technical degree that can put them directly to work, or a two-year associate's degree that can take them to another college for their bachelor's degree – all at a fraction of the cost of a larger university. With small class sizes, hybrid learning options, and friendly and knowledgeable faculty and staff, Southern State strives to be the first and best choice in the area.

Southern State offers associate degree programs in the areas of business, computer technology, engineering, education, human and social services, health sciences, and law enforcement, as well as certificate programs in accounting, aviation: general, airframe and powerplant, medical assistant technology, phlebotomy, practical nursing, and real estate. Students can also enjoy bachelor's degree completion opportunities through on-site partnership agreements, adult basic literacy courses, and workforce training programs.

Spring Semester at Southern State begins on January 13, 2025, with registration opening for current and new students on October 29.

For additional questions, or to learn more about Southern State, please visit www.sscc.edu today.



With two campuses and a low tuition rate, we know you may choose Southern State because we are **close to home** and **affordable**. **There is so much more to us**. Above all, **our students make meaningful connections** at Southern State, and that is what sets us apart. Check us out by visiting **www.sscc.edu**. Connect with us today!

#### Registration for next semester begins October 29 -- Start planning now!





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### **Bucking the Trend in Ohio: Wilmington College Sees Enrollment Surge**

WC Offers Affordable Premier Destination for Area Students

Wilmington College is enjoying its highest enrollment since the pandemic, bucking a trend among independent Midwest colleges of declining numbers of students.

The College's 1,042 total students in its programs represent the most since the nation emerged from the COVID-19 crisis and includes 7.5 percent growth from last fall. The favorable enrollment complements several other achievements realized in recent months. WC completed the 2023-24 fiscal year in June with a balanced budget and the Higher Learning Commission awarded the institution 10-year, "gold-standard" status for the re-accreditation of its programs. Also, the largest residence halls on campus underwent major renovations in time for student move-in and the installation of a new track is nearly completed. A new academic area in Watson Library is now online and a student-focused Business Center will debut later this fall.

President Corey Cockerill stressed the College community's dedication and cando attitude in recruiting and retaining the larger student body. This is especially impressive when this part of the country is experiencing the so-called "enrollment cliff" in which there have been fewer high school graduates over the past decade and a smaller percentage of those graduates are attending traditional colleges.

"Our admission staff, coaches and faculty present the proven value of a Wilmington College education to prospective students and their families — not only in terms of earning potential but through our practical, hands-on approach," she emphasized. "We don't just teach theory; we immerse students in real-world experiences that prepare them for a life of service and success."

Cockerill also noted the attraction of "signature experiences" offered at the College for students, such as a strong sense of community, appealing student/ faculty ratios, opportunities for conduct-

ing research and engaging in travel and study-away ventures.

This year's new main campus students come from across Ohio, 19 states and seven other countries. The College continues to attract a diverse student body and has realized increased numbers of Hispanic students. Also, The emerging Master of Science in Occupational Therapy program, which graduated its first cohort in May, has the most students ever studying WC's unique curriculum geared toward aspiring professionals serving rural areas.

WC also enjoys a significant niche as one of only a few institutions in Ohio to offer programs in agriculture leading to bachelor's degrees. Indeed, nearly a third of main campus students major in agriculture and equine business management. More than 70 percent of agriculture majors are women — WC's graduates are recruited for good jobs in the industry.

Where many other schools are cutting academic programs, WC is adding them, going into this fall with new degrees in public health, sports nutrition, cybersecurity management, and logistics and supply chain management.

#### WC Online Gaining Popularity

The College also is experiencing growth in its online offerings, especially from its Master of Organizational Leadership (MOL) program. Because of WC's extensive knowledge in serving nontraditional students for close to four decades, it strives to make earning a degree as transparent, easy and gratifying as possible. In addition to MOL, the College offers totally online, bachelor's degree courses of study in accounting, business administration and strategic organizational leadership.

Scholarships are available for online students as well as those enrolled in main campus programs.

"Wilmington College is an affordable institution in which the financial invest-





ment is manageable," said Adam Lohrey, vice president for enrollment management and marketing, noting that essentially all students earn some type of financial assistance. "The College makes higher education accessible."

#### More Than \$50 Million in Economic Impact

The three-day Westheimer Peace Symposium held earlier this month is one of the College's latest contributions to

enriching the area community through offerings in the arts, humanities, athletics, workforce development and public discourse. Also, The College plays a foundational role in the area's economy by contributing more than \$50 million annually.

Look for upcoming programs at the College in art, theatre, music, Quaker influence, and much more. Most are free of charge.

Check out www.wilmington.edu.

### EXPERIENCE WILMINGTON COLLEGE



Whether you are interested in learning about exercise science, sustainable farming practices, the world of finance or another area of study altogether, no other liberal arts college takes you from book learning to hands-on learning like WC. With us, you are thoroughly equipped to enter the working world with practical skills and confidence.



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# Demand is rising for career and technical education

A four-year college degree is not necessarily the next step for students after they graduate from high school. The rising cost of college tuition has revitalized interest in career and technical education (CTE).

According to data from the National Student Clearinghouse, enrollment at community colleges rose 2.6 percent in 2023 compared with a year earlier, enhanced by a 16 percent surge at schools with a focus on CTE. Similarly, a survey by Edge Research commissioned by the Bill & Melinda Gates Foundation found on-the-job training seems to be more valuable to both high school students and non-enrolled graduates than a four-year degree, with 83 percent of the former stating it is excellent or good in value, compared to 80 percent for college. Favor for CTE schools is up 63 percent from the previous year.

The New England Association of Schools and Colleges says CTE has evolved from a traditional vocational school model to one that offers academics and skills for higher education and careers in skilled trades, technology and applied sciences. Demand for this type of education continues to grow, with various state superintendents and directors of CTE programs indicating they can only accommodate a fraction of the applicants they get for CTE programs.

"Since 2004, Vermont has seen a decrease in its overall student population, however we have had an increase in CTE students in that same period," says Jay Ramsey, Vermont State Director for Career and Technical Education.



While a traditional four-year university might be the right path for some individuals, CTE has proven ideal for many others. New York City schools Chancellor David Banks has said it's a sentiment being shared across the nation, that there is another way and another track for students to be successful. CTE may help students get more excited about school and view themselves in careers they may not otherwise be exposed to.

The National Center for Education Statistics puts the average annual tuition for a four-year degree at a private institution in the United States at roughly \$35,000 (and public at approximately \$10,000. Room and board costs also must be considered, and those can increase the overall cost by a significant amount. The average tuition for a trade school can be around \$17,600 a year, but rates vary based on the trade. Most of the CTE schools do not require students to reside on campus, which helps to save money.

Exploring the Career and Technical Education route can be highly satisfying and financially rewarding. Careers are diverse, and students can find a track that enables them to start training and working by investing less than they would if they were to attend a traditional college.

### Did you know?

Interest in career and technical education (CTE) programs continues to grow as students look for alternatives to the high tuition costs and rising student loan debt associated with fourvear degree programs. CTE certifications and degrees typically do not cost as much as four-year degrees, but still provide students with a valuable education in fields that are in high demand. In fact. certain trades are among the highest-paid occupations. According to the United States Bureau of Labor Statistics, here is the average salary expected and grow rate of these five highpaying trade jobs expected from 2022 to 2032.

- 1. Ultrasonographer: \$131,161 per year; 10 percent job growth rate
- 2. Respiratory therapist: \$104,437 per year; 13 percent job growth rate
- 3. Dental hygienist: \$99,013 per year; 7 percent job growth rate
- 4. Construction manager: \$88,319 per year; 5 percent job growth rate 5. Aircraft mechanic:
- \$82,476 per year; 4 percent job growth rate



# How to navigate a remote interview

Not so long ago, job interviews were conducted almost exclusively in person. Hiring managers were able to assess candidates during these interviews, getting an idea about everything from the applicant's skill set to how he or she affected the energy in the room to body language and the confidence of a handshake.

Today a growing number of interviews are virtual. Many are conducted via popular video conferencing apps like Zoom. In a recent survey of talent leaders and recruiters conducted by the tech firm Talview, 80 percent of respondents said their hiring process is now fully remote. There are many advantages to remote/virtual interviews. They tend to be more convenient for screening applicants for remote positions because the applicant pool may be coming from anywhere around the world. Remote interviews also can be less time-consuming.

As useful as they can be, remote interviews are not foolproof. Technical snarls or uncooperative conditions at home can affect remote interviews. Virtual interviews also may not give candidates an accurate idea of the culture at a given firm. But remote interviews are likely here to stay, so here's how candidates can put their best (virtual) foot forward.

#### Test the technology

Open the conferencing app and test links to make sure that you can get on the service and understand how it functions. Log in early, even if it means sitting in a virtual waiting room until the meeting organizer arrives. At least you'll be ensured of being on time.

#### Have a cheat sheet at the ready

A remote interview gives candidates a distinct advantage, as they can utilize notes without it being obvious. Place them just above the device camera or off to the side slightly so you can refer to them like one may read a teleprompter or cue cards on television.

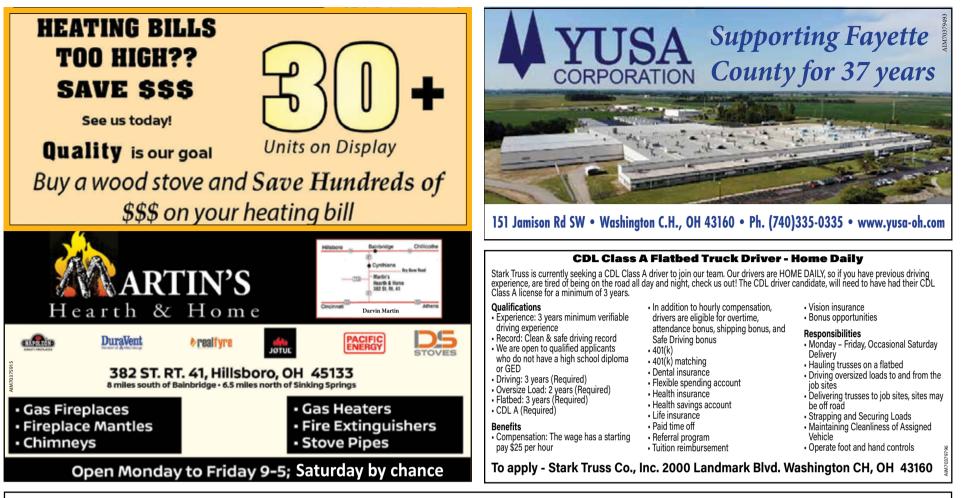
#### Use your space wisely

If you'll be on video, set up your space and your appearance so that it is professional but engaging. Use your home office environment to make a strong impression. Keep background clutter to a minimum. If necessary, use a virtual office backdrop, which was preferred by 97 percent of the 513 recruiters that Harvard Business Review observed and interviewed over an eight-month period in 2020.

#### Engage with the interviewer and avoid distractions

Distractions can knock you off of your game and make you come across as less engaging to recruiters. Ask housemates to make themselves scarce during the interview and lock pets out of the room. Silence your phone (if it isn't the device being used for the interview) and look into the camera while speaking. Maintaining eye contact is a sign of respect and confidence. If the interviewer is speaking at length, utilize the mute button on your phone or conferencing app to silence ambient noise.

Remote interviews are a large part of modern working environments. Mastering an ability to interview remotely can help candidates ace their next interview.





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# The Clinton County Workforce Collaborative: Making Critical Connections for Our Future

The Clinton County (Ohio) Workforce Collaborative tackles critical and multi-faceted workforce needs by bringing together business, education, non-profit, government, and economic and community development leaders to create solutions that work for Clinton County and our surrounding region.

Through conversation with local business, education, and service agency leadership, the Collaborative identified three overarching areas of focus and established correlating Working Groups, each with specific projects and goals:

Barriers to Work—Bringing employers and service providers together to explore cooperative solutions to the challenges of workforce mobility, childcare, housing, and broadband accessibility.

Education & Training—Identifying skill needs and assisting individuals and employers in finding appropriate training and credentialing to meet those needs.

School & Community Connections—Connecting employers and schools to bridge workforce development gaps by attracting and retaining students for the current and future workforce.

At the heart of this Collaborative is the active participation of our members - businesses, schools, and agencies right here in Clinton County and the surrounding region - voicing current obstacles, identifying priority solutions and projects, and assisting with and participating in the implementation of said projects.

Since the Collaborative's creation in 2021, we have impacted over 75+ employers, over 2,000 students, and countless community members through efforts like the now annual Career Exploration Fair, the annual Job and Community Resource Fair, Student Immersion Tours, the School & Community Connections Resource Guide, a Community Childcare Guide, and a variety of surveys and research targeted at those currently employed and those currently unemployed in our community to best identify and assist with common barriers that keep individuals from not only getting a job, but maintaining one.

Through our work, schools and businesses are making stronger connections that will help keep our students, our future pipeline of employees, rooted right in Clinton County. Businesses are being exposed to more potential employees as we raise awareness of the impressive career opportunities in our community and work with educators to provide the adult skill and certificate training needed to succeed in our available industries. Students are not only seeing the possibilities available to them right here at home, but are gaining immediate employment directly from our initiatives.

In 2024, through the collective efforts of the Collaborative, its leading organizations, and community investors, we were proud to launch a formal Clinton County Workforce Development program led by Conner Wyatt in the newly created Clinton County Workforce Development Director position. Wyatt works with the existing Collaborative to implement initiatives that further enhance local career opportunity awareness, current industry skill and credentialing needs, and employee recruitment and retention efforts.

We are excited for the future of the Collaborative and our community, and invite you to follow along with our initiatives as we continue to create collaborative solutions to current workforce challenges. The Collaborative meets on a monthly basis and is open to anyone from the business, education, non-profit, government, and economic/ community development sectors. Learn more at www.wccchamber.com/workforce-collaborative.

The Clinton County Workforce Collaborative is an initiative of the Clinton County Port Authority, OhioMeansJobs Clinton County, the Southern Ohio Educational Service Center, and the Wilmington-Clinton County Chamber of Commerce.



### **Early detection MAMMOGRAPHY** *That's why we're here.*

The CDC refers to mammograms as "the best tests doctors have to find breast cancer early, sometimes up to three years before it can be felt."

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