



ASSOCIATION OF
PUBLIC &
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University of
CINCINNATI



CECE

INNOVATION AND ECONOMIC PROSPERITY UNIVERSITIES
AWARDS PROGRAM

CASE
STUDY
2021

IEP CATEGORY – TALENT

University of Cincinnati: Taking Responsibility for Cradle-To- Grave Talent Development

HOW UNIVERSITY OF CINCINNATI IS TAKING RESPONSIBILITY FOR CRADLE-TO-GRAVE TALENT DEVELOPMENT

UC recognizes that there is not only a fierce industrial competition for talent, but that satisfying that talent tap requires universities to ignite talent development both well before and after college. In this case study, we highlight our efforts with not only a first example on pre-college talent development, but also second example on adult re-skilling with special emphasis on digitally fluent talent development.

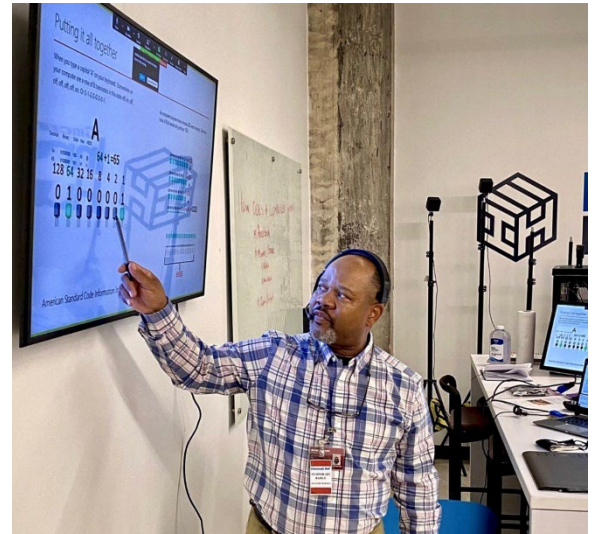
Creating Education Momentum Early

As a first example, we have formed a strategic partnership with our Cincinnati Public School (CPS) system under the ‘CPS Strong’ program ([Link to Program](#)). CPS Strong is a partnership across UC, Cincinnati Public Schools, and the broader community to support **readiness**, create **access**, and foster **success** for CPS students by aligning and co-designing programs and services in order to facilitate a more robust, system-wide ecosystem of support with the student at the center.

Among the programs supporting college-readiness UC operates the UC Scholars program consisting of Breakthrough Cincinnati (BTC) and Bearcats Academy (BA). BTC is a four-year program, with an annual summer enrichment program and regular school-year experiences for over 200 students grades six through nine.

- 93% of BTC participants graduate school on time and have enrolled in college
- 100% of graduating high school seniors in the UC Scholars Program applied to college

Another program, CPS Ambassadors, provides current UC students serving as peer navigators and mentors for students in the 9th-12th grades



Professor of Kable Academy teaching American Standard Code in the university's 1819 Innovation Hub

- CPS Ambassadors reduced summer melt by 9%

UC also provides Cincinnati Pride Grants ensuring that Pell-eligible CPS students with a 2.2 GPA in high school may go to UC tuition-free.

100% of incoming freshman also receive a success coach. This has resulted in a 10.4% improvement in fall-to-spring retention in the current academic year compared to the previous year.

As part of CPS Strong, UC provides a variety of additional support programs and services – community building and engagement activities, success coaches, a social worker, laptops for loan, mental health support, and emergency funds for simple but important matters such as bus cards, car repairs, late bills, book expenses, and winter coats.

Targeting Adult Reskilling

Our second example of cradle-to-grave talent development focuses on adult reskilling and is powered by industry-university partnership. Kable Academy's classes for coding, web development and cybersecurity technology skilling is symbolic of the Cincinnati Innovation District's mission: **to solve the talent crisis**. In partnership with Cincinnati Bell and the Cincinnati Innovation District (CID), Kable Academy now has a home in the University of Cincinnati's 1819 Innovation Hub — the nerve center of the CID — for people ready to accelerate their careers and transform their lives by acquiring job-ready technical skills.

Kable Academy hosts at the University a coding and cybersecurity academy created for people who are ready to accelerate their careers and transform their lives by acquiring job-ready tech skills. By working with regional and state government agencies and corporate partners, Kable Academy graduates have a clear path to gain the skill sets necessary to transform their lives through our cybersecurity and software development programs.

“It is critical that organizations lean in to develop a pipeline of talent that will support the growing demand for skilled IT resources in Greater Cincinnati and beyond,” says Kevin Murray, senior vice president and CIO at Cincinnati Bell. “Cincinnati Bell is proud to partner with and support Kable Academy, which is on the front lines of developing this talent and connecting its students with technology jobs.”

“The 1819 Innovation Hub in the Cincinnati Innovation District is not only a beautiful space for our academy, it is a fast-paced, frictionless system that has allowed us to deliver for our students and staff,” says Josh Guttman, president of Kable Academy. “They support our mission to its core and that accord has provided opportunities to connect throughout the district — from our partnership with Cincinnati Bell and delivering first access to our graduates to university-wide coordinated efforts to benefit future Kable Academy programming. We move fast and so do they. **It’s a breath of fresh air.**”

LINKS TO FURTHER INFORMATION

Partner Organizations:

- [Cincinnati Public Schools](#)
- [Cincinnati Innovation District](#)
- [Cincinnati Bell](#)

Programs Developed:

- [CPS Strong](#)
- [UC Scholars](#)
 - [Breakthrough Cincinnati](#)
 - [Bearcats Academy](#)
- [CPS Ambassadors](#)
- [Kable Academy](#)
- [University of Cincinnati’s 1819 Innovation Hub](#)

Articles:

- [CID, Kable Academy alliance empowers individuals to transform](#)
- [Cincinnati Bell and UC Create a Win-Win Partnership](#)

ABOUT APLU

The Association of Public and Land-grant Universities (APLU) is North America's oldest higher education association. APLU is a research, policy, and advocacy organization dedicated to strengthening and advancing the work of public universities in the U.S., Canada, and Mexico. The association's membership consists of public research universities, land-grant institutions, state university systems, and affiliated organizations.

APLU's mission is to: expand access and improve student success to deliver the innovative workforce of tomorrow; advance and promote research and discovery to improve society, foster economic growth, and address global challenges; and build healthy, prosperous, equitable, and vibrant communities locally and globally.

Based in Washington, DC, the association's work is furthered by an active and effective advocacy arm that works with Congress and the administration as well as the media to advance federal policies that strengthen public universities and benefit the students they serve.

ABOUT THE IEP UNIVERSITIES PROGRAM

APLU and its **Commission on Economic and Community Engagement (CECE)** established the Innovation and Economic Prosperity (IEP) Universities Program to help higher education institutions codify, elevate, and advance their campus enterprise supporting economic and community development.

The **IEP designation program** recognizes institutions that have demonstrated a meaningful, ongoing and substantial commitment to economic and community development, growth, and economic opportunity.

The **IEP awards program** recognize exemplary and innovative projects in university-based economic and community engagement:

- **Talent** and workforce development
- **Innovation**, entrepreneurship, and tech-based economic development
- **Place** development through public service, outreach, and community engagement

Learn more at: www.APLU.org/IEP

