



OnTrack

Washington County

Cradle to Career Readiness Report



2017-2018

ontrackwc.org



**“Empowering
individuals to
maximize their
potential through
educational
and vocational
endeavors”**



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LEARN TODAY, SUCCEED TOMORROW

A letter from the OnTrack team

The economic landscape has dramatically changed over the last four decades as technology and globalization impact our world. Our community, like most in the nation, has struggled to keep up with the educational and training demands of a high-tech, knowledge-based economy.

In 1980, nearly 3 out of 4 jobs required only a high school diploma, and these jobs provided a living wage for many in our community. Today, nearly two thirds of jobs require some college or post-secondary career credential and the wage gap between degreed learners and non-degreed learners has doubled, eroding our middle class. With only 28% of Washington County's population having a two-year degree or more, **our community must act quickly and aggressively to double the number of degreed and credentialed workers in order to sustain a diverse, vibrant local economy.**

OnTrack Washington County was founded as a result of the research and work of the Greater Hagerstown Committee (GHC) - a non-profit organization that has spent the last 30 years working to improve the quality of life in our county. In 2015 GHC convened a coalition of community stakeholders to formulate a plan to raise the educational attainment levels of our citizens to ensure we have the skilled workforce needed for the future. A quality job with a living wage is the best way to provide our citizens with the means necessary to live productive and happy lives, and education and vocational training provide the pathway to a rewarding career.

As a result of this work, OnTrack Washington County was born. It is modeled after the Strive Together partnership network that uses a collective impact approach to improve college and career readiness in 70 different communities across the country.

OnTrack operates on three basic principles: First, we can accomplish more working together than apart. Second, in order to have our children college and career ready, we must begin at birth – providing a network of support from cradle to career. And third, we must use data-driven decision making to ensure our limited resources are used wisely and effectively.

For the last 18 months, our stakeholder organizations have met monthly to create a brand, establish a shared mission and vision, and create the policies and framework needed for this initiative to succeed in our community. They researched local, state, and national data and collaborated to identify key college and career readiness benchmarks, our community's strengths and weaknesses, barriers to our success, and strategies to move us forward.

With a coalition of 35 local stakeholder organizations, an engaged board of directors, as well as families, companies, and volunteers passionate about creating opportunities for local youth, the momentum built around the OnTrack initiative has been awe-inspiring. However, for our long-term success, we need the community as a whole to come together to advance education and career training in Washington County.

Our inaugural report serves as both a call to action and a roadmap for change. As you read it, we encourage you to think about how you can contribute to our mission, raise public awareness, and support us as we work together to keep Washington County **"ONTRACK"** for a brighter future.



BOARD OF DIRECTORS

**JAMES F. KERCHEVAL,
ACTING EXECUTIVE DIRECTOR**

Executive Director, The Greater Hagerstown
Committee, Inc.

TERRI GWIZDALA, CHAIR

Council Coordinator, Early Childhood Advisory
Council of Washington County

MARK HALSEY, VICE CHAIR

Executive Director, University System of
Maryland - Hagerstown

WILLIAM VON ALT II, SECRETARY

OAR Travel Agency and SPLUNK

ERIN CLARK, TREASURER

Smith Elliott Kearns & Company, LLC

BERNARD (BUTCH) ADAMS

Campus Director, Pittsburgh Institute of
Aeronautics, Hagerstown

DR. DAVID WARNER

Vice-President of Academic Affairs and Student
Services, Hagerstown Community College
(representing Dr. Guy Altieri, President, HCC)

MARY BAYKAN

Director, The Washington County Free Library

KATIE CLUTZ

Agent, Keller Stonebraker Insurance

PAUL FREY

President & CEO, Washington County Chamber
of Commerce

DR. STACY HENSON

Coordinator - Early Learning, Washington County
Public Schools

CHRISTOPHER MOTZ

President, Kaplan University, Maryland Campuses

DONNA NEWCOMER

Acting Executive Director, United Way of
Washington County

MATTHEW SEMLER

Director of Elementary Education & Early
Learning, Washington County Public Schools

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Chair, The Greater Hagerstown Committee (GHC)

DR. BOYD MICHAEL

Superintendent, Washington County
Public Schools

CHRISTINA WILLIAMS

Manager, Washington County Public Schools
Education Foundation

KATRINA WYAND-YURISH

Director of Human Resources,
Plamondon Companies

WE ARE ONTRACK



OUR VISION

Every person in Washington County is prepared to thrive in a 21st Century workforce, producing self-reliant and engaged individuals who strengthen our local economy and community.



OUR MISSION

Align public, private, and non-profit resources and opportunities from cradle to career, empowering individuals to maximize their potential through educational and vocational endeavors.



OUR ROLE IN THE COMMUNITY

With significant input from community stakeholders and relying on local and national research, data, and best practices, OnTrack Washington County's role is to:

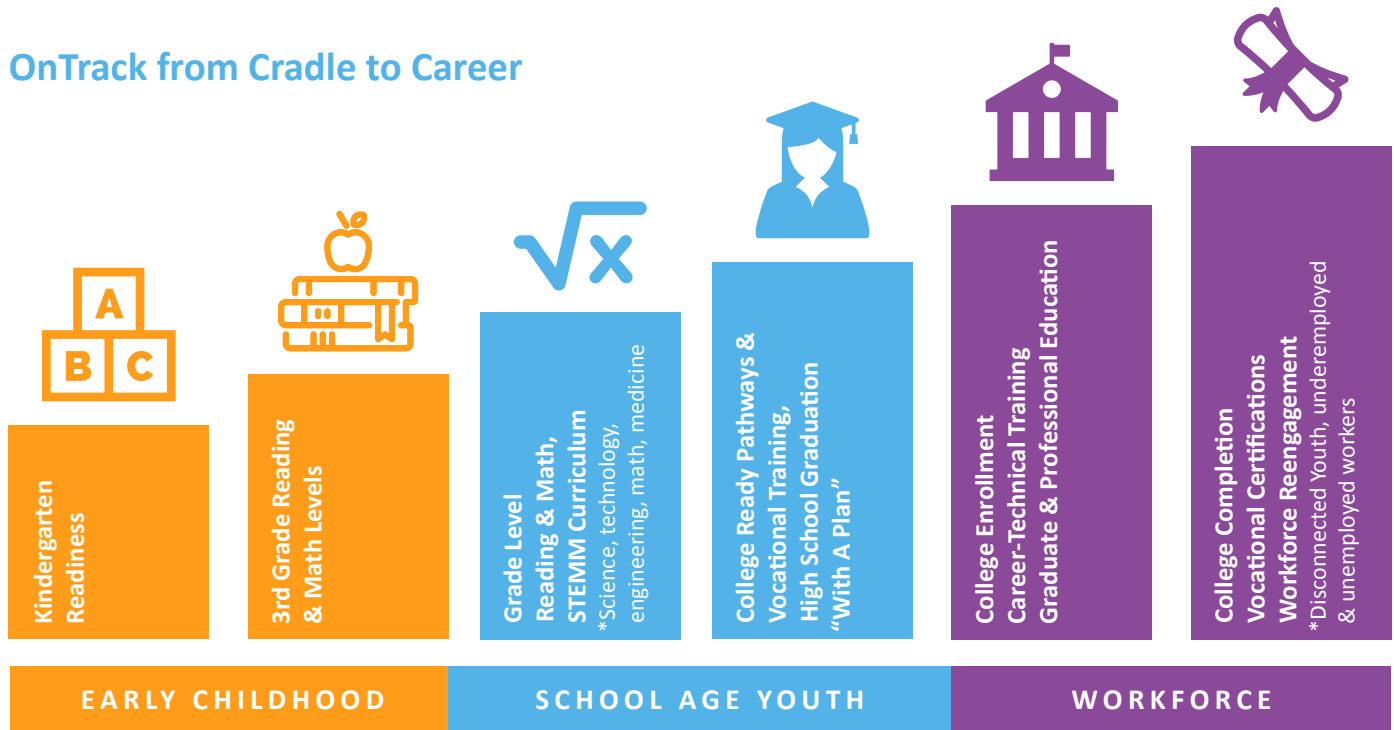
- Facilitate a community vision and agenda for college and career readiness
- Define and articulate the educational and career challenges facing our community
- Establish shared measurements and local benchmarks for college and career readiness
- Share this annual data with the community to openly track our progress, and use the data to advance evidence-based decision making among stakeholder organizations
- Encourage and facilitate collaborations and strategic action designed to address our educational and vocational challenges



OUR AFFILIATION

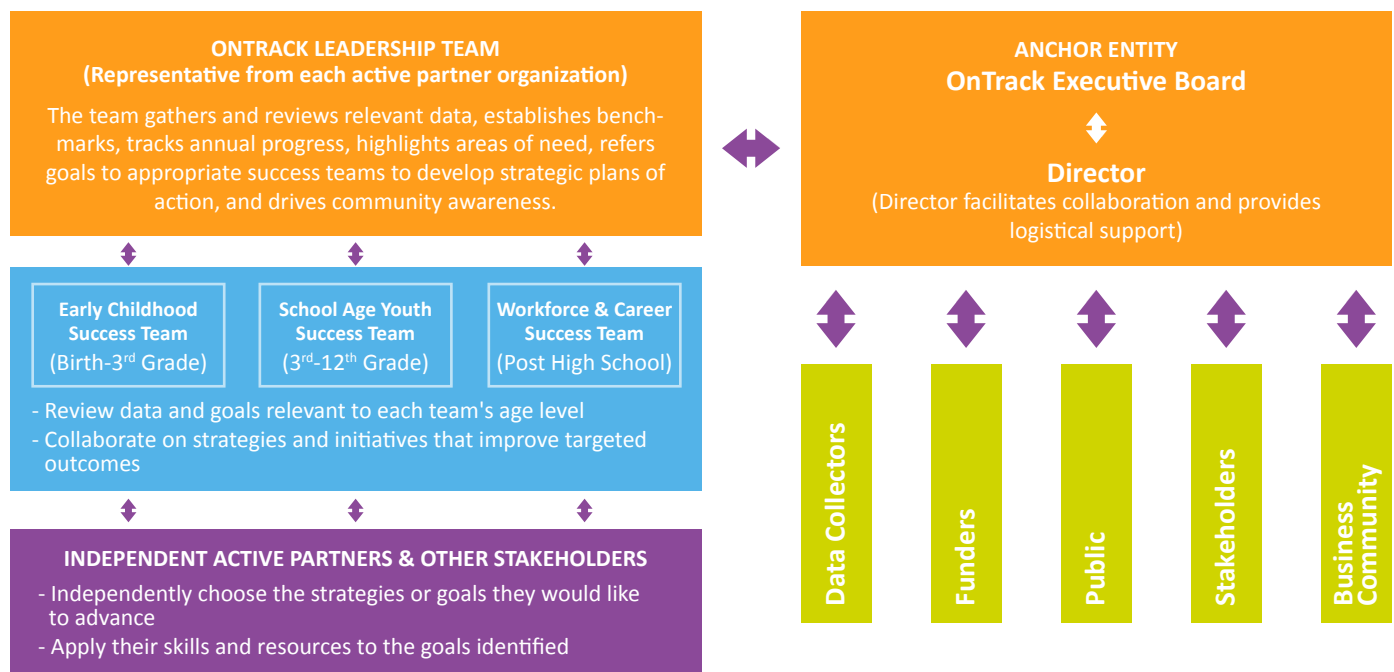
To advance our mission and support our role, OnTrack Washington County has affiliated with **Strive Together**, a national, non-profit network of more than 70 community partnerships across 32 states, working to ensure that every child succeeds from cradle to career, regardless of race, income, or zip code. Strive Together helps communities identify and scale what works in education. They provide coaching, connections, and resources to help partnerships like OnTrack Washington County share data, align resources, and shape policy. (Baltimore's Promise is the only other "Strive Together" community in Maryland.)

OnTrack from Cradle to Career



OUR STRUCTURE

OnTrack's umbrella structure is a bottom-up approach designed to keep stakeholders engaged and focused on a shared vision for educational improvement and workforce development. The OnTrack staff facilitates the discussion and provides logistical support that allows the Active Partners to work collaboratively to develop every aspect of the initiative. While OnTrack is independently managed by its own board of directors, the Chamber of Commerce (one of OnTrack's Active Partners) serves as an anchor entity providing office space and logistical support.



WHY THE URGENCY?

Washington County must double its educational attainment levels over the next 10 years to have the skilled workers needed for tomorrow's economy.

WORKFORCE COMPOSITION IS DRASTICALLY CHANGING

40 Years Ago



Jobs requiring High School Diploma or less

72%



Jobs requiring some college or college degree

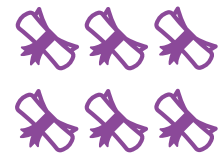
28%

Today



Jobs requiring High School Diploma or less

34%



Jobs requiring some college or college degree

66%

GROWING WAGE DISPARITY IS ERODING OUR MIDDLE CLASS

1979



Those with a High School Diploma made **25% Less**



People with at least a Bachelor's Degree made **\$17,411* more per year**

*In 2012 dollars

2012



Those with a High School Diploma made **50% Less**



People with at least a Bachelor's Degree made **\$34,969* more per year**

*In 2012 dollars

JOB CREATION HEAVILY FAVORS DEGREED LEARNERS

Since 1989



Jobs hiring High School or less **Lost 13%**



Jobs hiring some college or AA Degree **Grew 47%**



Jobs hiring Bachelor's Degree or Higher **Grew 107%**

Since 2007 (recession)



Jobs hiring High School or less **Net Loss 5.5M**

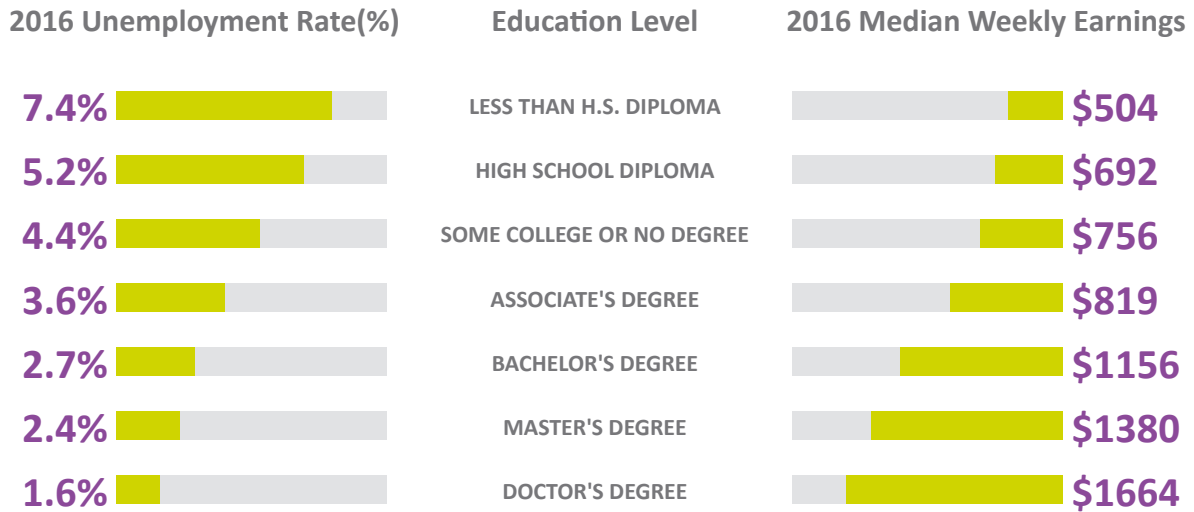


Jobs hiring some college or AA Degree **Net Gain 1.3M**



Jobs hiring Bachelor's Degree or Higher **Net Gain 8.6M**

EDUCATION EMPLOYS & EDUCATION PAYS



*Source: 2017 Bureau of Labor Statistics

Employment By Industries In Washington County

Retail Trade	13.0%
Healthcare & Social Assistance	12.8%
Manufacturing	8.7%
Educational Services	8.1%
Public Admin	8.1%
Construction	7.3%
Transportation	6.4%
Accommodation & Food Service	6.2%
Finance & Insurance	6.1%
Other Services, Except Public Admin	5.6%
Professional, Scientific, Tech Services	5.4%
Admin., Support, Waste Management	4.0%
Wholesale Trade	2.4%
Information	2.1%
Arts, Entertainment, Recreation	1.5%
Real Estate, Rental & Leasing	1.3%
Agriculture, Forestry, Fishing	1.0%

*Source: DATAUSA- Washington Co, MD 2015

DID YOU KNOW? Since 2010, over 11.5M out of the 11.6M Jobs Created Went To Workers With At Least Some College Education

*Source: 2016 Georgetown University Report "America's Divided Recovery"

Jobs Most Likely To Be Replaced By Technology

Telemarketer	99.0%
Tax Preparer	98.7%
Bookkeeper	97.6%
Cashier/ Teller	97.0%
Retail Salesperson	92.3%
Highway Maintenance	87.4%
Real Estate Sales	86.4%
Medical Services	81.5%
Carpenters	72.4%
Architect/ Civil Drafter	52.3%

*Source: Fortune Magazine, 2015

National research* says 60% of Americans will need at least 2 years of post-secondary education or career credentials by 2025 to meet the demand for high skilled labor.

*Source: Lumina Foundation GOAL 2025

OUR TOP FIVE PRIORITIES

COLLABORATION: FAMILY, SCHOOL, COMMUNITY

To jumpstart the rate at which we produce degreed learners and highly skilled workers, all facets of our community must mobilize around the urgent and complex issues surrounding workforce readiness. By building community awareness and strategically aligning public, private, and non-profit resources around targeted areas of need, we can ensure every resident of Washington County has the education or training necessary for upward economic mobility and an enhanced quality of life.

CHILDREN ENTER KINDERGARTEN READY TO SUCCEED

By improving access to quality early childhood education – whether through increased public Pre-K or enhancing existing childcare services in our community – more of our children can enter kindergarten with the foundational knowledge, skills, and behaviors that allow them to fully participate and succeed in school. Currently, only 1 out of 3 children in our community meet Kindergarten Readiness standards.

STUDENTS ACHIEVE GRADE LEVEL READING AND MATH

From Kindergarten to 3rd Grade children “Learn to Read.” From 4th Grade on children “Read to Learn”. Ensuring that children maintain grade level reading keeps them from falling behind in all their other studies. Jobs in STEMM (Science, Technology, Engineering, Math, Medicine) represent the fastest growing occupations in our country and they all require knowledge of critical math concepts.

STUDENTS & ADULTS ACQUIRE SKILLS, DIRECTION, AND ACCESS TO POST-SECONDARY EDUCATION AND CAREER CREDENTIALS

The whole community must play an active role in educating our students at an early age about career options and the education and training required for these careers. In addition, we must work collaboratively to break down the barriers to post-secondary education and training, and ensure our workforce development programs align with employer needs.

HIGH PERCENTAGE OF WORKFORCE HAS THE EDUCATION & TRAINING TO BE EMPLOYED IN A REWARDING CAREER

A highly-trained workforce is the backbone of a strong, diverse, and stable economy which is the lifeline for our community. Like much of the nation, our community has not kept up with the workforce demands of today’s high-tech, global economy. We must be proactive, and take an aggressive approach in order to double the number of degreed learners over the next ten years and provide pathways and training for the underemployed and disconnected.



WHAT WE MEASURE AND TRACK

	ELEMENTARY SCHOOL		MIDDLE/HIGH SCHOOL				POST-SECONDARY	ADULTHOOD		
OUTCOMES	Enter Kindergarten ready to succeed	Reading proficiently by end of 3 rd Grade	Master critical math concepts (college ready)	Master critical english concepts (college ready)	Enroll and succeed in Career Ready Programs (CTE Programs) while attending High School <i>(Does not include UMD Completer Program for College Readiness)</i>		Graduate from High School	Enroll in college or trade school	Workforce has the education and skills necessary to obtain a quality career	
INDICATORS	Kindergarten Readiness Assessment (KRA) data 2016	3rd Grade PARCC 2016	% of seniors that were college ready in math 2016/17	% of seniors that were college ready in english 2016/17	% of grads that completed a CTE Program for 2016/17 (non UMD)	% grads that completed a CTE Program for 2016/17 (non UMD) and passed exam	% of students juniors/seniors taking college level courses for 2016/17 (ESSENCE or middle college)	Graduation rate 2015	College enrollment rates 2015	% of 25yrs+ population with AA Degree or higher (2015)
OVERALL	¹ 33.4%	² 32.3%	³ 59.9%	³ 70.3%	⁴ 50.6%	⁴ 76.3%	⁵ 14%	⁶ 92.2%	⁷ 61%	⁸ 27.5%
2025 GOAL	70%	70%	75%	80%	60%	80%	30%	94%	75%	35%

To measure progress, OnTrack's active partners identified multiple community-wide indicators for student success to be tracked and reported annually. These indicators help us facilitate meaningful conversation, create actionable goals, make evidence-based decisions, and strategically allocate resources. Our aim is to be transparent about the outcomes and disparities and hold ourselves accountable for closing the educational gaps. Above are the major benchmarks we are working to improve.

1 *WCPS used a partial sampling method to calculate 2016. Future assessments will use a full sampling
 2 *Source: MD Report Card, 2016 PARCC scores of students "meeting or exceeding expectations" out of 1797 students (MD 37.5%)
 3 *Source: WCPS—"College Ready" reflects test indicating students will not need remedial courses in college
 4 *Source: WCPS
 5 *Source: Hagerstown Community College— All courses provided by HCC
 6 *Source: MD Report Card WCPS Graduation Rate for 2015 (5-yr cohort)— WCPS ranks higher than state and national average
 7 *Source: Based on MD Report Card Data for 2015
 8 *Source: U.S. Census Bureau— ACS 2015— 5-year estimates



EARLY CHILDHOOD

THE WINDOW OF OPPORTUNITY

The first five years of life are critical to a child's lifelong development and set the stage for future success in school and career. This time provides a limited window of opportunity for children to develop primary skills that form the foundations for reading, math, and social interaction. Children who fail to get the human interaction and secure environment needed in the early years enter school behind their peers, and are less likely to perform at grade level as they progress through school.



ONTRACK'S EARLY CHILDHOOD PRIORITIES

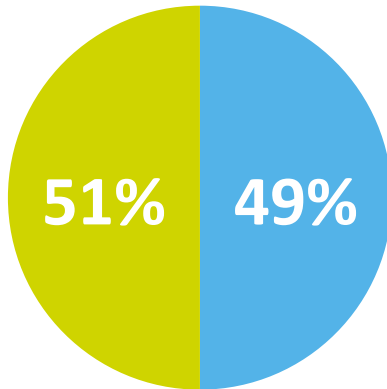
OnTrack's Early Childhood Success Team has identified the following top five priorities for Washington County children from birth through 3rd Grade to get our children off to a great start:

1. Raise community awareness of the importance of early childhood development and the resources available
2. Improve access to and quality of childcare in our community and expand public Pre-K opportunities
3. Work towards all children entering Kindergarten ready for success
4. Work towards all students reading at or above grade level Kindergarten to 3rd Grade
5. Work towards all students performing mathematics at or above grade level

KINDERGARTEN DEMOGRAPHICS

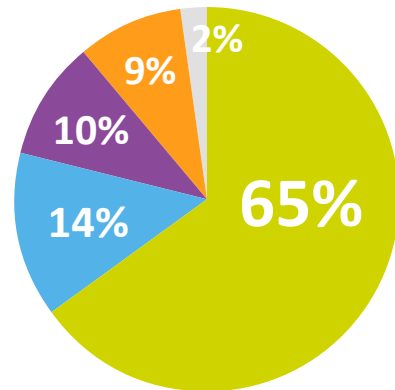
KINDERGARTEN ENROLLMENT (SEPT. 2016): 1627 STUDENTS

Gender



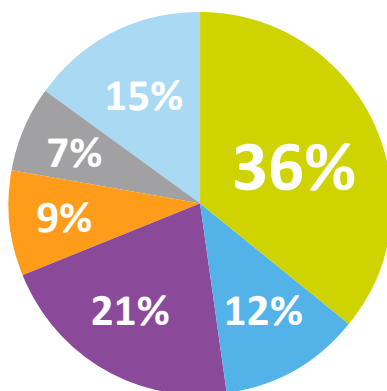
- MALE
- FEMALE

Race/ Ethnicity



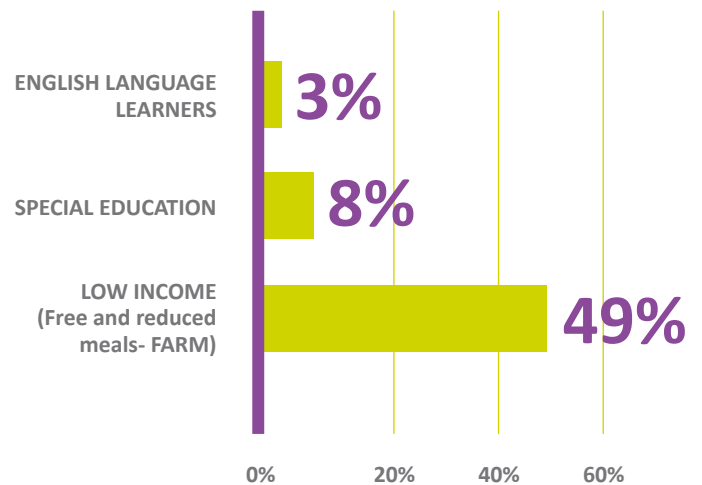
- WHITE
- BLACK/ AFRICAN AMERICAN
- TWO OR MORE RACES (Non-hispanic)
- HISPANIC/ LATINO
- OTHER

Child Care Prior to Kindergarten



- PUBLIC PRE-K
- NON-PUBLIC NURSERY
- HOME/ INFORMAL CARE
- HEAD START
- FAMILY CHILD CARE
- CHILD CARE CENTER

Other Key Subgroups



*Source: ReadyAtFive.org

KINDERGARTEN READINESS ASSESSMENT

The Kindergarten Readiness Assessment (KRA) is part of Maryland's state mandated Early Childhood Comprehensive Assessment System that is administered to incoming public school kindergarteners. The KRA assesses the knowledge, skills, and behaviors of kindergarteners across four domains: Language & Literacy, Mathematics, Social Foundations, and Physical Well-being and Motor Development.

The KRA assesses Kindergarteners as:



DEMONSTRATING READINESS
Consistently demonstrates the skills & behaviors to fully participate in the Kindergarten curriculum



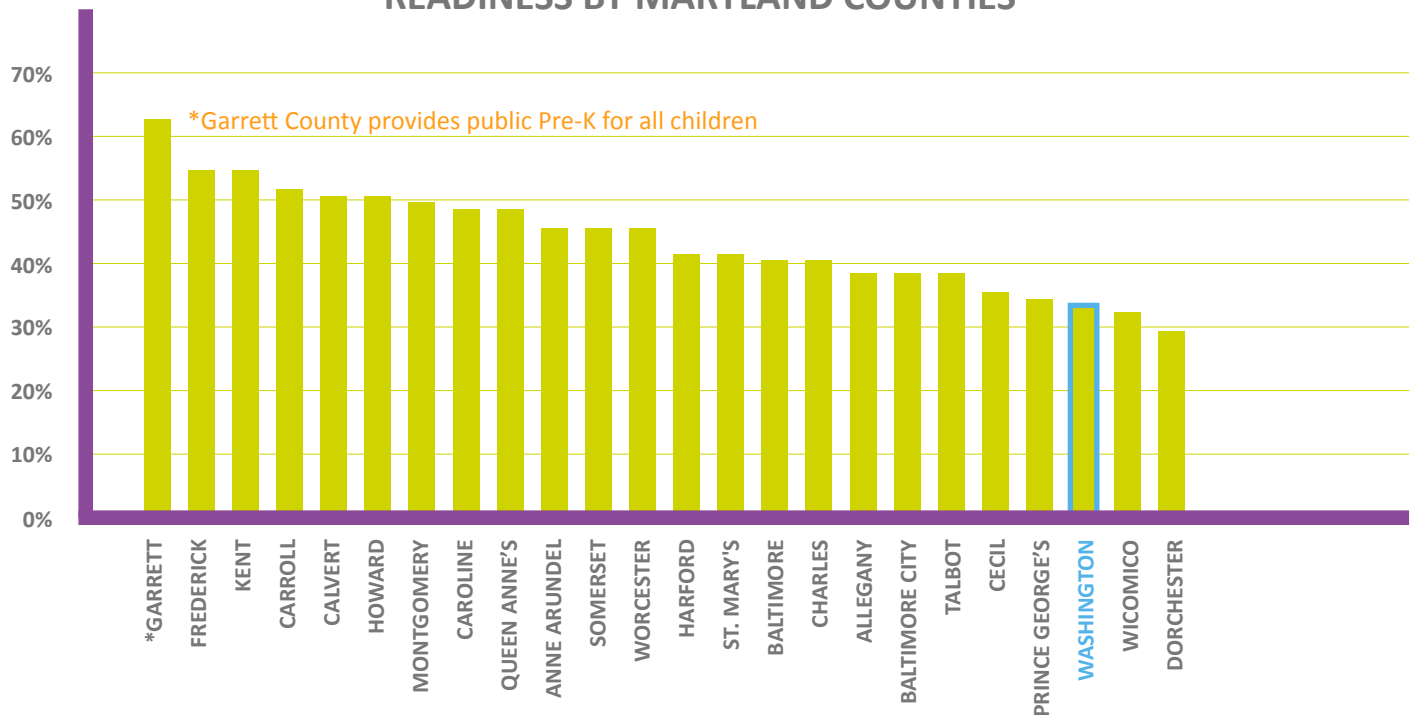
APPROACHING READINESS
Exhibits some skills and behaviors needed to participate in the Kindergarten curriculum



EMERGING READINESS
Displays minimal skills and behaviors needed to successfully meet Kindergarten expectations

ONLY 1 OUT OF 3 CHILDREN IN WASHINGTON COUNTY ARE KINDERGARTEN READY

READINESS BY MARYLAND COUNTIES



*Source: ReadyAtFive.org

WHAT DOES THE KRA ASSESS?

The new Kindergarten Readiness Assessment (KRA) measures skills in four domains:

1. Social Foundational Skills
2. Language and Literacy Skills
3. Mathematic Skills
4. Physical Development Skills

In order to be "fully ready," the following are some of the skills essential for school readiness that children entering Kindergarten should possess:

Social Foundational Skills

- Understands emotions and looks to adults and peers for support and guidance
- Persists through a task
- Cooperates with peers
- Understands and follows responsible rules and behaviors, and persists through a task
- Understands and demonstrates safety and personal hygiene at both school and home

Language and Literacy Skills

- Comprehends both fiction and non-fiction texts
- Retells stories
- Identifies letters and letter sounds
- Identifies beginning and ending sounds
- Writes first name legibly
- Produces letters, symbols, or shapes to convey meaning through writing
- Uses correct verbs, nouns, and prepositions in language
- Sorts and classifies objects
- Identifies shapes in the real world

Mathematic Skills

- Counts to 20 or higher
- Counts objects one at a time
- Understands beginning addition and subtraction skills

Physical Development Skills

- Uses both small and large muscles in learning situations
- Retains and applies information

*Source: WCPS



WHAT DOES THE KRA ASSESS?

ARE WE KINDERGARTEN READY?

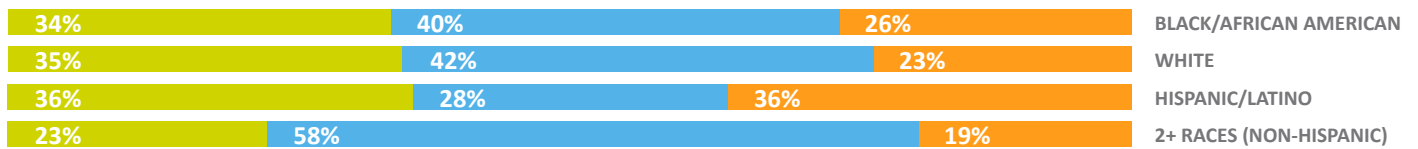
OVERALL



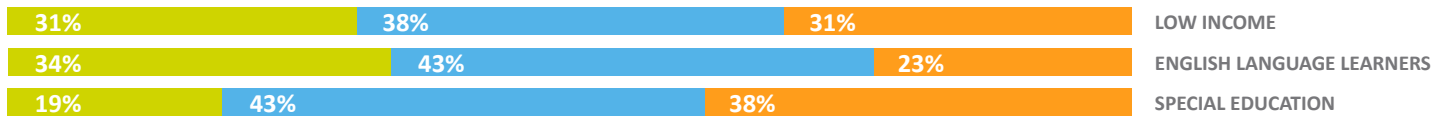
GENDER



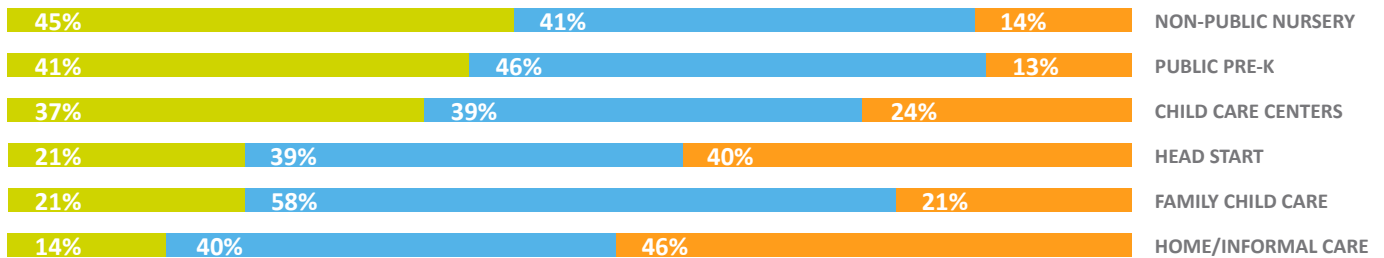
RACE/ETHNICITY



MISC.



PRIOR CHILD CARE



● DEMONSTRATING READINESS
 ● APPROACHING READINESS
 ● EMERGING READINESS

CURRENT LEVEL
33.3%
 DEMONSTRATE
 READINESS

2025 GOAL
70%
 WILL DEMONSTRATE
 READINESS

*Source: ReadyAtFive.org



10+1 Ways to Prepare Your Child for School

- 1. Read, read, read!:** Read with your child daily (beginning at infancy) to develop necessary language and literacy skills.
- 2. Model social skills:** Skills such as sharing, taking turns, seeking adult help when needed, using positive words, and managing anger.
- 3. Practice counting and number recognition:** Count aloud as you swing, walk up stairs, etc., and take time daily to count objects like your child's snack, toys, and other items to promote number sense. Point out numbers in public places and at home. Teach your child to count to 20 or more.
- 4. Build self-esteem!:** Praise your child often. His/her brain is still growing, and all the positive words you instill will be a great encouragement to your child.
- 5. Teach basic writing:** Teach your child how to write his/her first name and other simple words.
- 6. Exercise fine motor skills:** Give your child many opportunities to use their fine motor skills such as holding a pencil, coloring, zipping and buttoning, and cutting with scissors.
- 7. Practice letter and sound recognition:** After practicing letter and sound recognition, look for those letters and the sounds they make in the books you are reading.
- 8. Teach your child responsibility skills:** Examples include cleaning up messes, dressing themselves, getting their own snacks, and other self-help skills.
- 9. Talk with your child daily:** This helps him/her develop a great vocabulary.
- 10. Explore and observe:** Allowing your child to interact with nature is a natural fit for giving him/her opportunities to explore and observe their environment.
- 11. Play, play, play!:** Play is a developmentally appropriate way for children to grow and learn. Play with your child, and allow your child to play with others.

*Source: WCPS



SCHOOL AGE YOUTH ON PACE FOR GRADUATION

A child's successful progression through school involves building on skills learned from year to year. Maintaining grade level for reading and math is critical to keeping students on pace for graduation.

Technological advancements demand stronger and more continuous connections between education and employment, and lifelong learning is becoming an economic imperative. The curriculum taught at all levels needs to be responsive to a job market that is constantly evolving. In addition, soft skills such as critical thinking, communication, self-motivation, time management, leadership, and teamwork need to be incorporated into everyday learning to provide students with the foundation for a successful career.

Jobs in the STEMM fields (Science, Technology, Engineering, Math, and Medicine) continue to be the sectors of strongest growth paying above average wages. Students need to be exposed to STEMM at early ages to spark their interests in these rapidly growing industries that will lead them to rewarding careers.

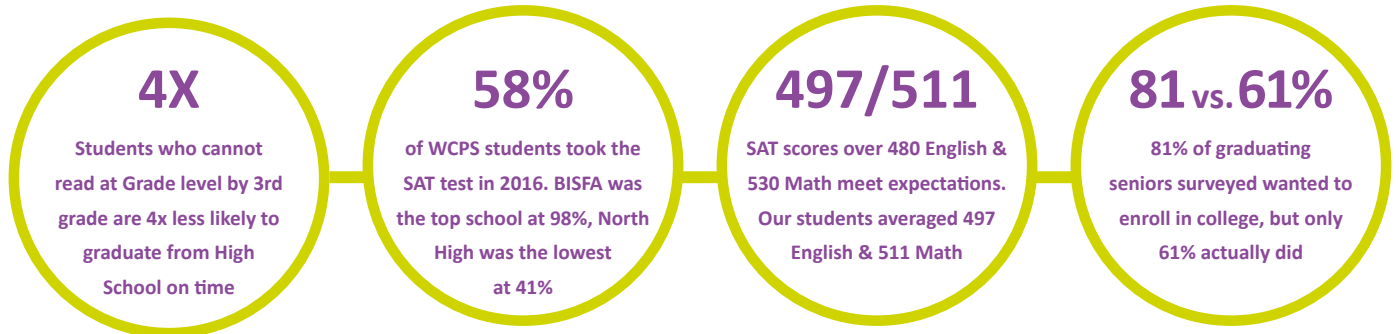
Parents and caregivers need to closely follow their child's performance, particularly in grades 3, 4, and 8; and take proactive steps if their child falls behind. When choosing school courses, students should be cognizant of college requirements, career training needs, and the opportunities offered in high school. Course decisions made as early as the middle school years can impact college and career readiness at graduation. Students not interested in going to college may participate in a variety of magnet programs and career and technical education courses (CTE's) that can provide them exposure to jobs that do not require a degree.

ONTRACK'S SCHOOL AGE YOUTH PRIORITIES

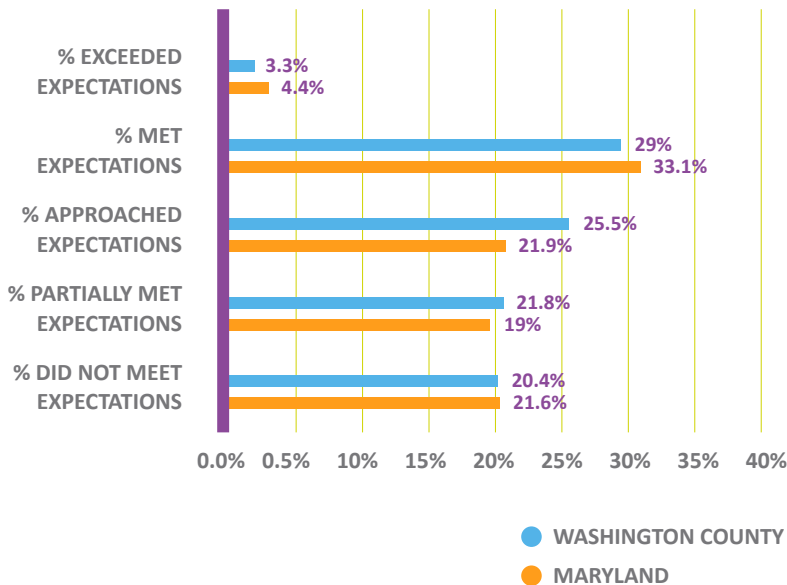
OnTrack's School Age Youth Success Team has identified the following top five priorities for Washington County children from 4th Grade through High School graduation to positively impact their future success:

- 1. Students achieve grade level in reading and math**
- 2. Soft skills, critical thinking skills, and financial literacy are incorporated into the learning curriculum**
- 3. Students participate in curriculum that prepares them to be college and career ready**
- 4. Expose students early and often to career options and paths, with an emphasis on growing occupations such as STEMM**
- 5. Students graduate from High School with the skills to be college and career ready and with a post-secondary plan relevant to the current job market**

SCHOOL AGE YOUTH STATISTICS



2016 PARCC 3rd Grade Reading Scores Comparison



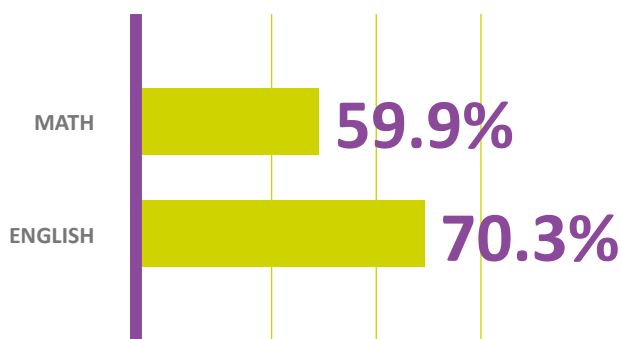
*Children who are not reading at grade level by 4th Grade fall behind in multiple classes as reading is integrated into the curriculum of all other courses of study.

CURRENT LEVEL
32.3%
DEMONSTRATE READINESS

2025 GOAL
70%
WILL DEMONSTRATE READINESS

*Source: WCPS

Mastery of English and Math Skills Upon Graduation



Percentage of Seniors that are College Ready 2016-17

CURRENT LEVELS
70.3%
COLLEGE READY IN ENGLISH

2025 GOALS
85%
WILL DEMONSTRATE READINESS

CURRENT LEVEL
59.9%
COLLEGE READY IN MATH

2025 GOAL
75%
WILL DEMONSTRATE READINESS

*Source: WCPS



WORKFORCE & CAREER

DEVELOPING OUR FUTURE

At our current rate of improvement, it will take more than 30 years for Washington County to have 60% of our population hold a degree or a post-secondary career credential to meet tomorrow's workforce needs. In order to nearly double the community's educational attainment levels, we'll need to work on multiple fronts to increase public awareness of the need for more degreed workers, inspire our young people to reach beyond the status quo, break down barriers to post-secondary education, and re-engage or retrain those in our community who are unemployed or underemployed.

To increase our post-secondary enrollment rates, OnTrack is working closely with our community to expose students of all ages to regional career options and inform them of the education and training needed for these careers, whether it be a degree or an apprenticeship, internship, or job in the trades. In addition, we are monitoring the region's current and projected workforce needs and working with the local educational institutions to align their curriculum accordingly.

Our work cannot stop with increased post-secondary enrollment. Nationally, only 4 out of 10 students graduate from college within 4 years (less than 60% graduate within 6 years). Barriers to college completion include college readiness, academic rigor, time management skills, transportation, mental health issues, social and life distractions, lack of student support, and lack of funds. By working with our many partners, OnTrack is identifying strategies to break down these barriers and offer more services and support to our students so that acquiring a degree can be affordable and attainable.

Finally, our community needs a concerted effort to re-engage those who have dropped out of school or are unemployed or underemployed. The community can either make an investment now to get these individuals back on track and into a sustainable career with a living wage, or spend exponentially more later in public assistance to combat the effects of unemployment, poverty, and community disengagement.

\$13,900/YR

The cost to taxpayers for each disconnected youth from age 18-24 (no degree, not working and not in school)

\$5,920/YR

Qualifying students can receive up to \$5,920 in Federal Aid for college— the cost to attend HCC full time for one year is under \$4k

\$1 MILLION

The average person with a Bachelor's Degree earns \$1M more in their lifetime than a person with a High School Diploma

45%

of all American undergraduate students attend a community college with 41% being first time freshmen

ONTRACK'S WORKFORCE & CAREER PRIORITIES

OnTrack's Workforce and Career Success Team has identified the following top five priorities for developing our future workforce:

1. Expand connection between the business community and school age youth to explore career paths and opportunities
2. Increase enrollment rates to post-secondary education
3. Break down barriers to post-secondary degrees and credentials
4. Align curriculum and delivery of post-secondary education to workforce needs
5. Reengage displaced workers, the underemployed, and disenfranchised youth

10 High-Paying Skilled Trades in America

1. Construction Manager
Average hourly pay: \$46.88 | Top-end hourly pay: \$74.61+
2. Rotary Drill Operator (Oil & Gas Industry)
Average hourly pay: \$29.03 | Top-end hourly pay: \$44.65+
3. Boilermaker
Average hourly pay: \$29.16 | Top-end hourly pay: \$41.49+
4. Aircraft Mechanic
Average hourly pay: \$28.92 | Top-end hourly pay: \$42.81+
5. Avionics Technician
Average hourly pay: \$28.94 | Top-end hourly pay: \$42.10+
6. Pile-Driver Operator
Average hourly pay: \$26.51 | Top-end hourly pay: \$44.58+
7. Plumber, Pipefitter or Steamfitter
Average hourly pay: \$26.49 | Top-end hourly pay: \$43.13+
8. Electrician
Average hourly pay: \$26.73 | Top-end hourly pay: \$42.37+
9. Crane Operator
Average hourly pay: \$26.23 | Top-end hourly pay: \$39.79+
10. Wind Turbine Technician
Average hourly pay: \$25.50 | Top-end hourly pay: \$34.53+

*Source: U.S. Dept. of Labor, 2nd Qt. 2016

***Washington County average wage is \$19.18/hr.**

% of Population with a Bachelor's Degree or Higher (2015)

Washington County	19.9%
Hagerstown	15.5%
Maryland	37.9%
United States	29.8%
Howard (Highest MD County)	60.6%
Somerset (Lowest MD County)	14.8%

*Source: American Community Survey – Ages 25 or over (2015)



% of Population with an Associate's Degree or Higher

Washington County	27.5%
Hagerstown	23.4%
Maryland	44.3%
United States	37.9%
Howard (Highest MD County)	66.3%
Somerset (Lowest MD County)	19.0%

*Source: American Community Survey – Ages 25 or over (2015)



10 Ways

TO PAY FOR COLLEGE

1. FAFSA (Free Application for Federal Student Aid): <https://fafsa.ed.gov/>

The FAFSA is used to apply for federal financial aid, such as grants, work-study programs, and loans, and is required to apply for state aid. ALL STUDENTS who plan to continue their education after High School should complete the FAFSA beginning October their senior year, even if they think their family income is too high to qualify for federal aid. Free assistance can be found at your High School guidance office and local FAFSA Frenzy events.

2. Federal Grants: Options include Pell Grants, Academic Competitiveness Grants, and National SMART Grants. Consult with your high school guidance counselor for more information.

3. State Grants and Scholarships: <http://mdgo4it.mhec.maryland.gov/> Complete the FAFSA, then the MHEC Application(s).

4. Local Scholarships:

- WCPS Naviance Family Connections: <http://www.yourfuturestartsnowwcps.com/naviance.html>
- Local Washington County Scholarships: <http://washingtoncountyscholarships.org/>
- Community Foundation of Washington County: <http://www.cfwcmd.org/scholarships/>
- College Board Scholarship Search: <https://bigfuture.collegeboard.org/scholarship-search>
- FastWeb Scholarship Search: <https://www.fastweb.com/>
- HCC Promise Pathway Program: <http://www.hagerstowncc.edu/admissions/promise-pathway-program>

5. Work-study Jobs: Colleges may offer work study jobs as part of their financial aid package. You must complete the FAFSA and check the box that indicates you're interested in student employment in order to qualify.

6. Official Benefactors: AmeriCorps, Peace Corps, National Health Services Corps, Military and ROTC programs offer college money in exchange for a service commitment.

7. Employer Reimbursement Programs: Many employers offer tuition reimbursement, even to part-time employees

8. Student Loans: The typical family uses loans to cover 20% of the cost of college. Avoid borrowing more for a 4-year degree than the entry level salary you expect to earn your first year after receiving that degree. Make sure to start with Federal student loans and avoid turning to a private lender. Federal student loans offer lower interest rates and more borrower protections.

9. Tax Credits: The American Opportunity Tax Credit allows you to reduce your taxes after paying for tuition, fees, books, and room and board -- up to \$2,500 a year per child.

10. Negotiations with your college of choice: Yes, you can haggle over financial aid. Experts suggest having the student write a formal appeal letter and then follow up with a phone call if their college's financial aid package does not meet their needs. It's worth reemphasizing why you're a good fit for the school, and whether or not you received more aid from a comparable college.

Consider learning a Skilled Trade like this –

Within 150 miles of Hagerstown, there are: 5 international airports, 16 regional airports, 17 military air bases, 191 FAA repair stations. In addition, there are many regional aviation and non-aviation manufacturing jobs to which these skills are applicable.

Pittsburgh Institute of Aeronautics (PIA)

Location

Hagerstown Regional Airport

Total Program Cost

\$28,000 (Tuition, books, tools and supplies)

Program Length

Graduation in 16 months

Financial Aid Assistance

Financial aid is available; Eligible for G.I. Bill

Salary

Average starting salary: \$36,000 | Early Career Salary: \$52,900

Ranked No. 11 on Forbes

Ranked No. 11 on Forbes' List for TOP 30 two-year trade schools in US (June, 2017)


High Employment Rate

Hagerstown campus boasts employment rate of 95%

30,000+ Openings Coming

Expect 30,000 aviation mechanics and service tech job openings by 2024

*Source: PIA website and Crossroads Biz Journal (July 2017)



"OVER 30,000 AVIATION MECHANICS AND SERVICE TECH JOB OPENINGS ARE EXPECTED BY 2024"



LOOKING FORWARD

Learn today, Succeed tomorrow.

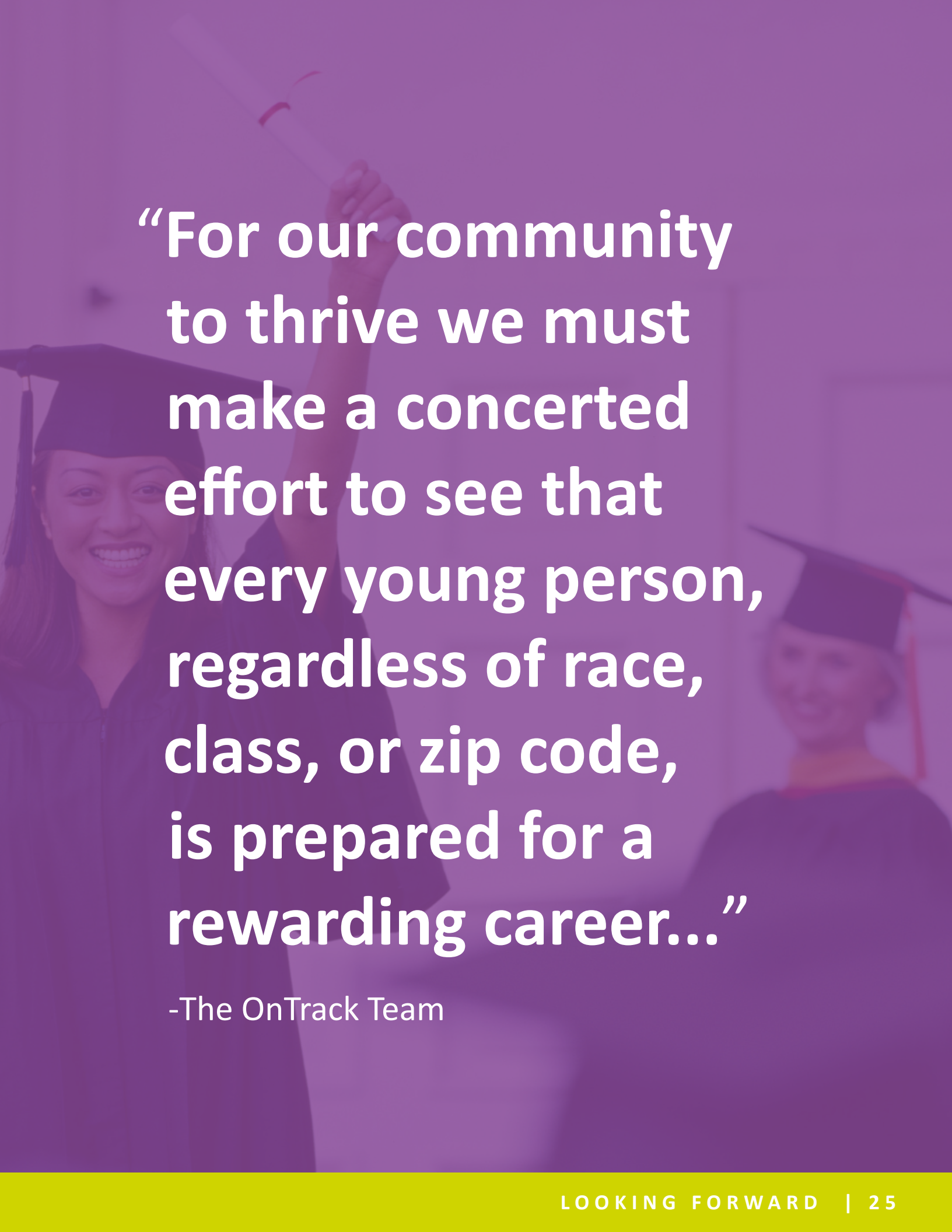
An educated, engaged, and productive citizenry fuels the economy and promotes vibrancy for a region. For our community to thrive, we must make a concerted effort to see that every young person, regardless of race, class, or zip code, is prepared for a rewarding career and to contribute to our civic infrastructure. We must adapt to an ever-changing, global economy that demands a more educated and trained workforce and acknowledge that the jobs that have, in the past, provided a middle class income are not the jobs that will do so in the future. We must recognize that there is both a monetary and societal cost associated with every child we leave behind. Investments in education and career training are the best way to combat poverty and community disengagement.

Jumpstarting an educational movement in our community will not be easy, and improvements will not happen overnight. OnTrack's focus on collective impact, coupled with data driven decision-making, will help the community ensure its limited resources are being used efficiently and effectively to improve targeted outcomes.

OnTrack will be a resource for college and career readiness data and the forum in which our partners develop a community-supported educational pipeline that transitions our children from cradle to career.

We ask for your help in sharing our message and garnering the resources needed to construct this educational pipeline so that together, we can keep Washington County's educational efforts "ONTRACK".

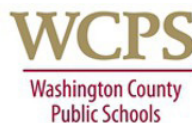
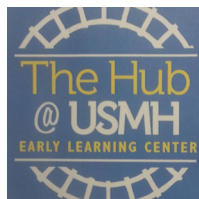
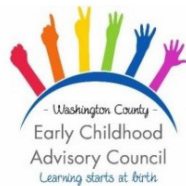




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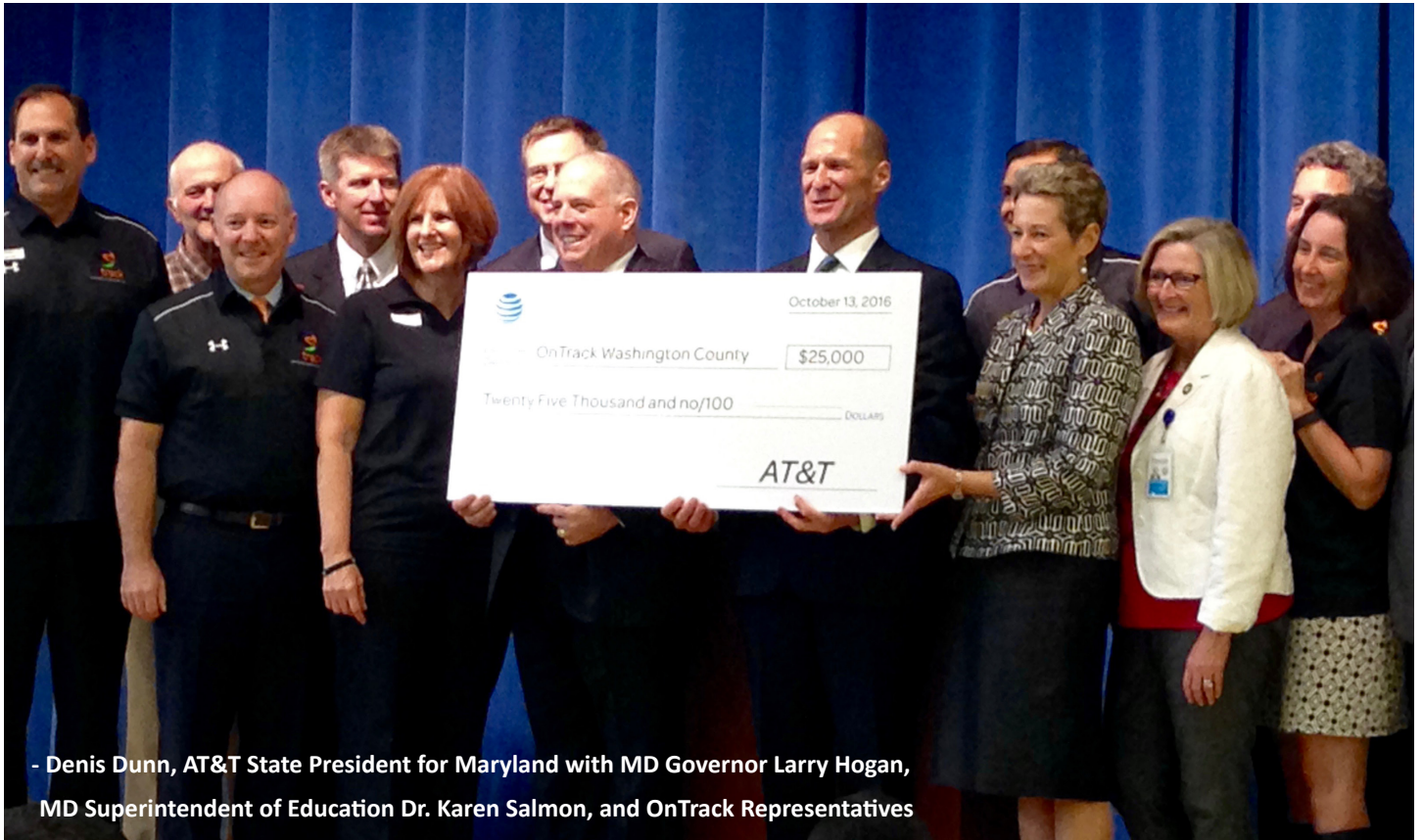
-The OnTrack Team

THANK YOU TO OUR ACTIVE PARTNERS





AT&T is proud to be a Premier Corporate Sponsor for ontrack



- Denis Dunn, AT&T State President for Maryland with MD Governor Larry Hogan, MD Superintendent of Education Dr. Karen Salmon, and OnTrack Representatives

"AT&T is proud to support organizations like OnTrack, where communities work together for the benefit of the common good. OnTrack is the recognition that no one single entity can do it alone, that the key to preparing our children for the jobs of tomorrow is strategic collaboration from cradle to career."



**"Education is the
most powerful weapon
which you can use to
change the world."**

-Nelson Mandela



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ontrackwc.org