

The Future Plans' vision is to end poverty 1 person at a time by developing a skilled, in-demand workforce and stimulating economic growth. In Ohio's Appalachian and neighboring counties this work is supported by the state legislature under the name, the GRIT Project. Originally launched in Adams, Brown, Highland, Pike, and Scioto counties (2019), the GRIT Project has expanded ambitiously across all 32 Appalachian counties (2025) and 3 neighboring counties.



Over the past five years, **GRIT has guided more than 30,000+ individuals** through assessments, personalized coaching, and career planning. As a result of the GRIT Project, over **87% of participating high schools now boast comprehensive career education programs**, nurturing both a career & life ready student body. For high-risk participating high school seniors, **84% have earned credentials and progressed to further education or employment** in careers in healthcare and manufacturing.

The GRIT mission of empowering participants towards financial independence through meaningful employment can best be illustrated by initiatives such as:

#### **Tailored Pathways**

- Career guidance and training provided for traditional and remote work settings.
- Creation of strategic workforce pipelines by using a common career assessment (Future Plans) to build the pipeline dataset

#### **State Focused Education and Training Initiatives**

- Recruited 25 students into the Ohio University social work program to address behavioral health worker shortages.
- Placed 135 adults in the Electrical Training Academy to meet skilled worker demands for projects like Intel.

#### **Collaborative Efforts**

- Partnered with economic leaders to build skills for a Honda pipeline and fulfill upskilling needs for 78 General Mills' employees in 90-days.
- Demonstrated agility during the COVID-19 "great resignation" by collaborating with OhioMeansJobs to recruit and place 40 correction workers in under 4 weeks.

#### **Wage Improvement**

- Broadened job opportunities to focus on better than living-wage paying employers.
- Partnered with Pearl Interactive Contact Center in hiring 60 workers at wages 44% above the regional average wage for similar educational qualifications.

GRIT has achieved remarkable outcomes such as a **25% increase in adults seeking job training** and a **14% higher job placement than state average** for the unemployed and underemployed. As the GRIT coalition leads the initiative forward, it is ready to extend its impact in the next biennium by targeting over **20,000 additional individuals** and fostering sustainable growth throughout Ohio's Appalachian communities.

# HELPING OTHERS DISCOVER THEIR GREATNESS



## Achievements at a Glance



**THE GRIT  
PROJECT**

*We had a student who was going to drop out of high school. We had him take the Future Plans career assessment and work with a career coach. Because he had a focus for the first time, he completed 4 years worth of school work in a semester and was academically successful for the very first time in his life. He graduated from high school with a CDL and with his high school diploma which he wouldn't have been able to do if it wasn't for GRIT.* – **BROCK BREWSTER – PIKE WESTERN SCHOOLS SUPERINTENDENT**



	PROJECTS	DETAILS	OUTCOME
<b>30,000+</b> High school students developed a career plan	90 school districts participated in the Future Plans career assessment and coaching	28 high schools piloted a common career approach by implementing career navigators	5,062 students from pilot participated in career events & 1,444 students earned industry credentials
<b>29</b> Counties offered summer workforce training programs	Expanded from 0 to 5 locations for seniors without a plan summer workforce credential training	50% of students attending had an ACEs score of 5 or higher compared to the Ohio mean of 1.87*	87% of students in healthcare and manufacturing tracks earned certificates and placed into the workforce or into additional training
<b>7,000+</b> Adults with workforce barriers gained training & placement support	Established OhioMeansJobs partnerships to open 19 new community access points for adults to gain local workforce support	Locations include: 3 corrections facilities, 8 SUDS treatment providers, 8 workforce outreach centers	14% higher job placement rate for adults and 26.4% higher success rate for displaced workers compared to state averages

