



2026 NASPE Awards Program

Eugene H. Rooney, Jr. Award Nomination Innovative State Human Resource Management Program

Submission Deadline: April 17, 2026

Submission Method: Submit via the 2026 NASPE Awards Nomination Form.
Upload this completed template and the required one-page summary within the form.

Nominations from dues-paying states are considered for eligibility. Nominated programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months prior to nomination and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

PROGRAM INFORMATION

Program Title: Career Technical Education Program

State: OH

Contact Person: Aimee Cavazos

Contact's Title: Career Technical Education Liaison

Agency: Ohio Department of Administrative Services

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NOMINATOR INFORMATION

Nominator: Nancy Hyme-Brewer Title: State Chief Human Resources Officer

State: OH

Agency: Ohio Department of Administrative Services

Telephone: 614-466-6023

E-mail: Nancy.Hyme-Brewer@das.ohio.gov

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- Meet all eligibility requirements
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DETAILS

Please attach a one-page summary of the program (**see page six below**). Narrative responses should generally not exceed 4–6 pages (based on regular 8 1/2 x 11-inch paper, double-spaced in 12-point font). The 4–6 page guidance does not include the required one-page summary.

1. Please provide a brief description of this program.

Ohio's Career Technical Education Program was required by Executive Order 2023-10D, signed by Governor Mike DeWine on May 15, 2023. Specifically, the Executive Order charged the Ohio Department of Administrative Services with "identifying and appointing a coordinator to collaborate and liaison with Ohio's Career Technical Education (CTE) programs and establish a partnership with those programs to identify, circulate, publish, and/or recruit CTE students and recent graduates for vacant positions in all state agencies, departments, boards, and commissions within the executive branch."

This program began as consultations between the CTE Liaison and Ohio's Career Technical Education centers to identify career fields &/or courses of study that align with the recruiting needs of Ohio agencies, boards and commissions. In the first year, the CTE Liaison coordinated placements between the most applicable career fields and agencies (such as Mechanics for the Ohio Department of Transportation) and more recently the CTE program has been able to match specific career field programs with state agencies (such as a Food Service Program at a CTE in Northeast Ohio with the Ohio Department of Veterans Services). Over the last three years, Ohio's CTE program has evolved to include overhauling the state's classification plan to more strongly emphasize skills in hiring, while also minimizing degree requirements in most instances and partnering with the Opportunities for Ohioans with Disabilities (OOD) to provide guidance and support at skills-based hiring events for OOD clients. The skills partnership with OOD aligns with Executive Order 2019-03D, Establishing Ohio as a Disability Inclusion State and Model Employer of Individuals with Disabilities. A more recent addition to the CTE program has been to provide CTE-related training to agency-based recruiters, outlining CTE basics and the impact that CTE has on the state's workforce. These trainings are aimed at equipping agency-based recruiters to build stronger relationships between the state and CTE providers.

2. How long has this program been operational (month and year)?

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The Career Technical Education program started with the issuance of Executive Order 2023-10D on May 15, 2023. Ohio's first CTE Liaison was hired on July 31, 2023, with the sole purpose of standing up this statewide program.

3. Why was this program created? (What problem[s] or issues does it address?)

This program was created by Executive Order 2023-10D, signed by Governor Mike DeWine on May 15, 2023. This Executive Order built upon the long history of Ohio supporting a skills-based hiring approach to state government employment and sought to strengthen the State of Ohio's position in the employment of students who are preparing for the workforce through Ohio's CTE programs.

Officially creating this program by Executive Order has enabled the State of Ohio to identify and engage with a broader range of talent, providing opportunities for those with non-traditional educational backgrounds or practical experience to contribute meaningfully to the state's workforce. Additionally, it is in the state's best interest to build upon this approach and ensure that its workforce remains competitive and innovative by recognizing the value of various types of education, training, and practical experience.

Finally, this program created a conduit from CTE to the state by way of a single point of contact. Within Ohio's government, recruitment practices are decentralized; historically, agencies needed to create recruitment pipelines independently. With this program, however, the state's CTE Liaison builds relationships with the CTEs, and is able to connect career field &/or courses of study with applicable state agencies.

4. Why is this program a new and creative method?

Because of Ohio's decentralized recruiting practices, agencies have historically needed to build relationships with CTEs on their own, potentially leading to multiple agency contacts for each school. By centralizing these practices via the Liaison, agency recruiters' time is freed up for other activities. The CTE Liaison can also assist agencies with hard to fill recruitments by sharing information about the career fields &/or courses of study offered by the CTE centers across the state. While the CTE program was initially considered as a pipeline for high school students entering the workforce, we have also gained access to the adult students participating the

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post-secondary program offerings at Ohio's CTECs.

Additionally, this program fills an education gap for state agencies. The state's CTE Liaison has developed and deployed a 3-hour training session for agency recruiters that helps them better understand the overall purpose and benefits of CTE along with enhancing their skills in speaking with CTE students.

5. What were the startup costs? (Provide detailed information about specific purchases for this program, staffing needs and other expenditures, as well as existing materials, technology, and staff already in place.)

No special purchases (e.g., technology) were necessary to begin this program. The chosen Liaison's salary upon entering the position was an annualized \$119,620. Due to the nature of the position, extensive statewide travel is required, so a state car was provided upon hire with fixed costs of approximately \$7,000 per year.

6. What are the program's operational costs?

The ongoing costs for this program include the salary for the CTE Liaison (currently annualized at \$137,009), the use of a state vehicle (approximately \$7,000 per year), and any ad hoc conference / event fees for the CTE Liaison.

7. How is this program funded?

The Ohio Department of Administrative Services State Human Resources Division operating fund covers the program costs through normal salary and benefits paid to the CTE Liaison.

8. Did this program originate in your state? Yes ☒ No ☐

9. Are you aware of similar programs in other states? Yes ☐ No ☒

If yes, how does this program differ?

Click or tap here to enter text.

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10. How do you measure the success of this program?

We are currently tracking the number of CTE students hired, how many transition into permanent employment, and in how many counties the CTE students live.

For example, in June 2024, agencies had hired CTE students from 22 of Ohio's 88 counties; in July 2025, that had increased to 49 counties (increasing by 113%).

Additional measures since program launch include:

Employed 140+ students and recent graduates

Hired 45 full-time permanent employees

Hired employees into 14 different classifications

Built relationships with 92 CTEs

11. How has the program grown and/or changed since its inception?

This program began with a simple charge laid out by the Executive Order: "collaborate and liaison with Ohio's Career Technical Education (CTE) programs and establish a partnership with those programs to identify, circulate, publish, and/or recruit CTE students and recent graduates for vacant positions in all state agencies, departments, boards, and commissions within the executive branch."

Upon inception, the Liaison's time was spent forging inroads and relationships with CTEs to build the state's brand awareness as an employer and build bridges between those CTEs and executive branch agencies. As the program has evolved over the last three years, the Liaison has represented the state alongside agency recruiting partners at CTE-based events, such as job fairs and classroom visits. Additionally, in late 2025, the Liaison deployed a three-hour training session to enhance agency recruiters' general knowledge of CTE as well as to practice key skills necessary when interacting with CTE students. The Liaison also represents the state as a subject matter expert during events germane to the program (e.g., conference panelist).

Building upon the CTE program success, in October 2025 Ohio created an Information Technology Apprentice classification to further enhance our pipeline for IT recruiting. The qualifications for the Information Technology Apprentice are 1 course or two months experience in Information Systems or Information Technology. After successfully completing an apprenticeship of up to one year, apprentices can be reassigned to permanent employees as Infrastructure Specialist or Software Development Associates. At

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the associate level, the employee continues to grow and develop their IT skills to transition into full-performance IT positions

Finally, as a result of the CTE Program, the state has added a work experience equivalency to minimum qualifications for CTE students and graduates (one year of CTE is equivalent to six months of work experience).

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ONE-PAGE SUMMARY: Ohio's Career Technical Education Program

Program Description

Ohio's Career Technical Education Program connects the state with candidates who are currently or have already obtained skills through routes other than higher education. Since mid-2023, this has been done through the efforts of the state's Career Technical Education Liaison.

Intention & Goals

Pursuant to [Executive Order 2023-10D](#), the program's goals are to:

- Collaborate and liaison with Ohio's Career Technical Education (CTE) programs.
- Establish partnerships between the state and CTE providers to identify, circulate, publish, and/or recruit CTE students and recent graduates for vacant positions within the Executive branch.

Work Examples

- Connect with CTE leadership, instructors, and students in the classroom to talk about how their experience can be applied to state employment.
- Act as a bridge between agency human resources staff and CTE centers, establishing mutually beneficial connections between the parties.
- Attend onsite CTE-based events as requested, such as job fairs, seminars, and conferences to connect state resources with upcoming and current job seekers.
- Facilitate a three-hour course entitled "Career Technical Partnership Basics" as a way to educate state human resources partners on key aspects of CTE.

"Career Technical Partnership Basics" Course Learning Outcomes

- Explain the purpose and benefits of the CTE program; addresses questions such as:
 - What is CTE?
 - How has the perception of CTE changed?
 - Why is CTE important?
 - What are the benefits and impact of CTE?
- Examine the underlying influences on the CTE program; covers concepts such as:
 - Employment of CTE students
 - Classification and compensation details
- Explore communication skills to enhance CTE-based events; covers skills such as:
 - DISC preferences
 - Elevator pitches
 - Generational considerations
- Demonstrate learning via skill-based activities; covers skill application opportunities such as:
 - Visiting a classroom
 - Attending job fairs
 - Utilizing observational checklists
 - Celebrating CTE success stories