



**Ohio Senate Education Committee
House Bill 432
November 12, 2024**

**Testimony of the Career-Technical Education
Associations (Ohio ACTE, Ohio CCS)
Dr. Joe Glavan, Lakeland Community College/Mentor Public Schools**

Good Afternoon Chairman Brenner, Vice Chair O'Brien, Ranking Member Ingram, and members of the Ohio Senate Education Committee.

My name is Joe Glavan, and I am the Director of Workforce Development at Lakeland Community College and Mentor Schools. I am also a proud member of the Ohio Association of Comprehensive and Compact Career Technical Schools, which represents 40 career-technical planning districts across Ohio. Thank you for the opportunity to testify today. I want to begin by expressing my appreciation for your efforts to expand the pool of teachers in the career-technical field through House Bill 432.

One of our biggest challenges in career-technical education is not a shortage of qualified instructors, but rather the obstacles within the licensing process that prevent skilled professionals from entering the classroom. This bill directly addresses that issue, and we believe it will significantly improve our ability to connect talented individuals with students eager to learn from them.

To illustrate this need, I'd like to share a specific example from Mentor Schools. We are currently preparing for the largest career-technical education expansion in our district's history, which includes a partnership to create a new health care program with University Hospitals. However, we face a significant challenge in persuading experienced professionals to transition from their careers into teaching. Many of these individuals are not only being asked to take a pay cut but are also required to invest considerable personal funds in meeting additional credential requirements. In conversations with several interested professionals, they appeared discouraged that they would, in essence, be paying for the privilege to take a pay cut.

House Bill 432's provisions allow lead districts to establish mentorship systems that provide guidance and support to these prospective educators, easing their transition without imposing undue financial burdens. This mentorship model represents a forward-thinking approach, helping skilled professionals choose the noble path of education without incurring unnecessary costs.

While preserving current licensure pathways, House Bill 432 creates new avenues for qualified individuals to become licensed career-technical educators by empowering local lead districts to develop solutions suited to their regional needs and workforce.

House Bill 432 is more than a solution to our staffing challenges; it's a commitment to ensuring Ohio students have access to high-quality career-technical education programs. By removing barriers for skilled instructors, this bill will increase opportunities for students across Ohio to engage in impactful career and technical training.

Thank you for your time and consideration. I am happy to answer any questions the committee may have.