

# OFT Career Technical Education Committee

## 2026 Resolution

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### 1                   **RESOLUTION SUPPORTING INDUSTRY-TO-EDUCATION TRANSITION**

2   WHEREAS, Career and Technical Education (CTE) programs rely on highly skilled educators,  
3   many with real-world industry experience, to prepare students for in-demand careers; and

4   WHEREAS, building strong partnerships among labor, education, local communities, and  
5   industry is essential to recruiting, training, and retaining high-quality CTE teachers; and

6   WHEREAS, professionals from industry face significant barriers to entering the teaching  
7   profession, including complex licensure requirements, lack of structured support, and limited  
8   financial incentives to leave the workforce; and

9   WHEREAS, individuals transitioning into CTE from industry or other education licensure benefit  
10  from mentoring, a reduced number of courses to prepare or additional preparation time,  
11  manageable teaching loads, and professional learning that connects pedagogy with technical  
12  expertise; and

13  WHEREAS, continuous, relevant professional development ensures that CTE educators remain  
14  informed about evolving technologies, emerging industries, and postsecondary and workforce  
15  pathways available to students, as well as relevant professional development on best practices  
16  for classroom instruction; therefore,

17  BE IT RESOLVED, the Ohio Federation of Teachers (OFT), including its locals and affiliated  
18  organizations, shall advocate for “industry-to-education transition supports,” including:

- 19           ● Paid induction or mentorship programs for new CTE teachers.
- 20           ● Manageable teaching loads, including a reduced number of students and/or a reduced  
21           number of lesson preparations or additional preparation time, during the first year to  
22           allow for training and professional development.
- 23           ● Salary credit for prior industry experience; and
- 24           ● Access to professional learning that integrates pedagogy with industry practice; and

25  BE IT FURTHER RESOLVED, the OFT, including its locals and affiliated organizations, shall  
26  advocate for transparency and accountability from districts and at the state level regarding the  
27  job expectations and requirements for educators transitioning from an industry position. This  
28  includes clear language in job postings that educators from industry will need to take additional  
29  coursework to be fully licensed; and

30  BE IT FURTHER RESOLVED, the OFT, including its locals and affiliated organizations, shall  
31  advocate for funding, from either the state, local level, or a combination of the two, to fully cover  
32  the cost of required coursework needed for licensure; and

33  BE IT FURTHER RESOLVED, the OFT, including its locals and affiliated organizations, shall  
34  advocate for fully funding CTE programs, both in Career Tech Centers and in traditional or  
35  comprehensive school districts. Fully funding CTE programs would include, but not limited to,

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36 ensuring programs have adequate equipment and supplies and ensuring equitable funding  
37 across all programs and Career Tech Student Organizations (CTSO). This is critical to  
38 incentivize and retain quality educators that come from industry; and

39 BE IT FURTHER RESOLVED, the OFT, including its locals and affiliated organizations, shall  
40 advocate for full reimbursement, from either the state, local level, or a combination of the two,  
41 for all staff licensure renewals and any related certifications required for or meant to enhance  
42 the position; and

43 BE IT FINALLY RESOLVED, the OFT, including its locals and affiliated organizations, shall look  
44 for additional ways to support and retain all staff in Career Tech Centers and comprehensive  
45 school districts. Possible means of support could include, but not limited to: additional  
46 preparation time, dedicated mentorship time, job shadowing, relevant professional development,  
47 and extended days.