

ASHLAND UNIVERSITY

EAGLE COMMUNITY PARTNERS

NEWSLETTER

June 2025 | Issue #3

Coming Up Next

- **July 8**
Physician Assistant Recruiting & Networking Event
- **Sept. 3**
Meet the Accountants Night (Recruiting & Networking)
- **Sept. 30**
College of Business & Economics Career Day (Employer Panels & Career Fair)

If you are interested in attending upcoming career events, tabling on campus or meeting students at Ashland University, reach out to cclc-au@ashland.edu.

All previous editions of the Eagle Community Partners Newsletter

www.ashland.edu/ecp

Eagle Community Partners

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EMPLOYER FEATURE: FASTENAL



Fastenal is proud to partner with Ashland University, offering students and faculty opportunities to engage with real-world applications of supply chain management and industrial solutions. As a global leader in industrial and construction supplies, Fastenal

empowers businesses, universities and manufacturers to streamline operations, reduce costs and achieve their goals through innovative solutions.

For Ashland students, Fastenal provides a unique pathway to professional growth through its internship program. Unlike traditional short-term internships, Fastenal hires students into paid, part-time roles that align with their academic majors. This hands-on experience in sales and supply chain management helps students develop valuable skills.

Additionally, Fastenal actively engages with Ashland through classroom presentations integrating the curriculum and sharing insights into practical experiences. Fastenal's commitment to fostering relationships with universities ensures that students not only learn about the company but also envision themselves as part of its innovative and dynamic team.

CAMPUS FEATURE: WORKFORCE DEVELOPMENT



Investing in workforce development boosts profit by 24% and increases employee retention by at least 30% ("Employee Training Statistics: Cost of Progress in 2024." TeamStage. <https://teamstage.io/training-statistics/>).

The Office of Workforce Development at Ashland University offers affordable, customized training in leadership, communication, time management and conflict resolution. Our partners, ED2GO and

ZSCHOOL, provide flexible, non-credit courses available on-demand, online and in hybrid formats during work hours or off-hours.

We identify tailored training solutions, funding opportunities, credentialing pathways and professional development programs to enhance employee skills and optimize your workforce. We offer non-credit courses and credentials in Leadership Development Programs and Professional Skills Courses.

Cost Incentives for Eagle Community Partners:

- Free Consultation: Meet with our team to customize solutions based on your training needs and industry requirements.
- Gold and Silver ECP Benefits can be applied toward training costs
- Workforce Funding Programs: Ohio TechCred, for example, reimburses eligible company training up to \$30,000 per round! We can help you apply!

Questions?

Visit our website AU Workforce Development or email us at workforcedevelopment@ashland.edu

RECAP OF EMPLOYER ROUNDTABLE/ RECRUITING TRENDS

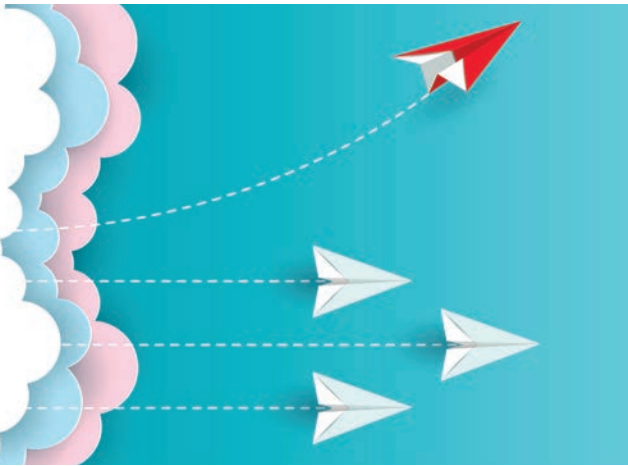
The April 2025 ECP webinar was for us to learn about our partners and improve our understanding of your needs. The workshop was a collaborative forum for employers to share insights into their hiring challenges, skills they look for in potential candidates and feedback they want Ashland University students to know about entering the workforce.

Purpose & Key Themes:

The meeting aimed to strengthen employer-university partnerships, explore hiring trends and support student career readiness. A key focus was addressing Ohio's shrinking population and workforce challenges, especially in rural areas like Ashland County.

Recruitment Challenges:

Employers reported facing declining applicant numbers, especially for licensed roles in healthcare and education. Rural employers have found that they must not only promote the job but also the community, while urban areas (e.g., Cleveland) report stable applicant flow due to strong healthcare infrastructure. Another challenge employers noted was that new grads often have unrealistic expectations (e.g., salary, shifts) and lack key soft skills like communication and professionalism. Employers noted a mismatch between student self-perception and actual proficiency in soft skills, as well as the need for preparing students for workplace expectations beyond technical knowledge.



Trends & Solutions:

Our office, in collaboration with employers present, discussed current trends and solutions in the workplace:

- Early talent is looking for the ability to upskill and achieve internal mobility
- Employers are seeing a shift to skills-based hiring, rather than degree requirements
- Rising use of AI in recruitment raises concerns about candidate authenticity
- There is an increasing demand from graduating students for salary transparency
- Brand-building and multiple candidate touchpoints (8+ interactions) are essential for successful hiring

We encourage employer involvement in recruitment and hiring, especially in continued dialogue. Shared strategies are needed to prepare students for evolving workforce demands.

RECAPS OF 2025 EVENTS



Education Mock Interview and Networking

The Annual Career Center for Life Calling + College of Education Mock Interview Days and Education Networking Event took place February 2025 at the Schar College of Education on Ashland University's main campus. The event served as an opportunity to build student confidence in their interview skills, as they connect with area school district professionals in a mock interview setting. A total of 27 mock interviews were conducted, and students had a chance to network one evening with the five participating school districts.



Career & Internship Fair

The Annual AU/Career Center for Life Calling Career & Internship Fair was held on Ashland University's main campus in March 2025. The event had an outstanding turnout from employers and students alike, and targeted all majors at Ashland University. From 126 student check-ins to 29 employers/organization tables present, this Career & Internship Fair was an elevated experience for all in attendance.



Career Center for Life Calling & Ashland University's College of Nursing and Health Sciences

The Career Center for Life Calling & Ashland University's College of Nursing and Health Sciences hosted a vibrant networking event in April 2025, bringing together nearly 30 students and six prominent employers for a meaningful exchange of career insights, internship opportunities and professional connections. The event created a welcoming space for students to explore pathways in healthcare and allied industries. Employers shared valuable information on full-time roles, career pipelines and graduate pathways, while offering advice on what makes candidates stand out in a competitive healthcare job market. Students engaged in one-on-one conversations, asked insightful questions and gained firsthand knowledge about the wide range of opportunities available across Ohio's health systems.

Handshake

HANDSHAKE FEATURE

Instructions on using Handshake as an employer and links to helpful sources:

[Account Management and Branding Page](#)

EAGLE COMMUNITY PARTNERS MEMBERS

A-B	Ashland Board of Realtors Ashland City Schools Ashland Home Care Avita Health System Barbasol Brethren Care Buehler's Fresh Foods
C-E	Charles River Labs Charter Next Gen Chippewa Local Schools Christian Children's Home of Ohio Cloverleaf Schools Colonel Crawford Local Schools Columbus City Schools Crestview Local Schools
F-J	Fastenal Fin Feather Fur Outfitters Fisher-Titus Health Systems Gosh Enterprises Hedstrom/Ball Bounce & Sport J.M. Smucker Co.
K-N	Knox Community Hospital Licking Memorial Hospital Lippert Enterprises Louisville City School District Lutheran SS/Good Shepherd MK Metal Products Northwest Local School District Northwestern Local Schools (Wayne Co.)
O-P	Ohio Health Ohio Virtual Academy Olentangy Schools Olmsted Falls City Schools Orrville City Schools Park National Pioneer Career & Technology Center
Q-Z	Sandusky City Schools Southwest General Hospital The Inn at Ashland Woods Vitamix Westfield Insurance Whitcomb & Hess Wooster Brush Wooster City Schools

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