



# Business Advisory Councils

## 2023-2024 Plan

### MID OHIO ESC BUSINESS ADVISORY COUNCIL (RICHLAND, MORROW, CRAWFORD COUNTIES)

Identify the Structure and Name of the Business Advisory Council: [Educational Service Center](#)

List all member districts Represented by the Business Advisory Council:

	District	District Primary Contact (Superintendent)
1	Cardington-Lincoln Local Schools	<a href="#">STEVE MAZZI</a>
2	Crestline Exempted Village Schools	<a href="#">JAMES SAXER</a>
3	Crestview Local Schools	<a href="#">JIM GRUBBS</a>
4	GOAL Digital Schools	<a href="#">TISH JENKINS</a>
5	Highland Local Schools	<a href="#">NATE HUFFMAN</a>
6	<b>*Lexington Local Schools</b>	<a href="#">JEREMY SECRIST</a>
7	Lucas Local Schools	<a href="#">BRAD HERMAN</a>
8	Madison Local Schools	<a href="#">ROB PETERSON</a>
9	Mansfield City Schools	<a href="#">STAN JEFFERSON</a>
10	Mount Gilead Exempted Village Schools	<a href="#">ZACK HOWARD</a>
11	Northmor Local Schools	<a href="#">CHAD REDMON</a>
12	Plymouth Shiloh Local Schools	<a href="#">BRAD TURSON</a>
13	Shelby City Schools	<a href="#">MICHAEL BROWNING</a>
14	<b>*Mid Ohio ESC</b>	<a href="#">KEVIN KIMMEL</a>
15	Clear Fork Valley Local Schools	<a href="#">JANICE WYCOFF</a>
16	Ontario Local Schools	<a href="#">KEITH STRICKLER</a>

List business advisory council leads (both business and education). List industries represented on the business advisory council based on [Ohio's Top Jobs](#) classification. Include workforce boards, economic development, higher education and community partners.

Business Advisory Council Lead Member	Title	Industry
Nichole Scott	Director of Nursing	Ohio Health
Clint Knight	Executive Director	Area 10 Workforce Development Board
Dr. Kelly Gray	V.P. Academic Services	North Central State College
Matt McClester	Field Representative	Bricklayers Union & Allied Craftworkers
Zoi Romanchuk	Vice President	PR Machine Works
Pam Stimpert	Career Coach	SPARC Council talent Development
Jeff Miller	RMC Director	Regional Manufacturing Council
Jeremy Secrist	Superintendent	Lexington Local Schools
Kevin Kimmel	Superintendent	Mid-Ohio ESC
Business Representatives	Title	Industry
Cindy Truex	Workforce Development Director	Richland County Economic Development
Lisa Marcum	Workforce Development Manager	Crawford Partnership & Crawford County BAC
Tyler Shinaberry	SPARC Council Chair	SPARC Council
Gene Gompf	Director, CFSP	Gompf Funeral Homes
Jim Ferriman	Employment Specialist	OMJ Morrow County
Miranda Jones	Director	Galion-Crestline Chamber
Angela Powell	Workforce Coordinator	Morrow County Development Office
Holly Dawson	Development Director	Junior Achievement
Lori McCleese	President NC Region	Junior Achievement

LuAnn Cooke	Liaison	Lt. Governor's Office
Kodey Kreglow	Manager Service & Support Administrators	Richland New Hope
Julie Lawson	Business Development Coordinator	North End Community Improvement Collaborative
Jenny Reed	H.R. Director	Mid-Ohio ESC
Jamie Brucker	Director	Morrow County Development
Melanie Kitchen	Director Chapter Development	Ohio Contractors Association
Mary Hastiings	Liaison	Lt. Governor's Office
Col. Kenneth Kmetz	Colonel USAF 179th	USAF 179th Cyber Defense
Kelly Carey	Workforce Specialist	Office of Workforce Development
Ann Artrip	Transitions Manager	Morrow County Board of DD
Frank Gibson	Intermediary	Regional Manufacturers Workforce Alliance
David Zak	Executive Director	Crawford Partnership
Amber Wertman	Executive Director	United Way of North Central Ohio
Gina Stewart	Recruitment/Retention Specialist	Clearwater Council of Governments
Ben Rietschlin	Owner	Rietschlin Construction
Gary George	Employment Navigation	Richland New Hope DD
Holly Dawson	Development Officer	Junior Achievement
Maj. Zach Davis	R Maj ANG 179 AW	USAF 179th Cyber Defense
Amber Wertman	Executive Director	United Way

#### Mid Ohio Business Advisory Council Education Members

Education Member	Title	Organization
Bethany Rachel	Career Coach & Junior Achievement	Ontario Local Schools & Junior Achievement
Greg Nickoli	Superintendent	Pioneer Career Center
Kevin Foreman	Site Coordinator	Ready for Hire (Sparc Council)
Karrie Davison	Site Coordinator	Ready for Hire (Sparc Council)
Becky McKinniss	Site Coordinator	Ready for Hire (Sparc Council)
Julie Frankl	Consultant	SST7
Sonja Pluck	Director	Madison Adult Career Center
Lisa Brown	School Counselor	Crestview Local Schools
Angie Cirone	Foundation Director	Mansfield Richland Area Educational Foundation
Amanda Staley	Extension Educator	OSU Extension Morrow

#### Schedule of Meetings

Planning meetings for the (Academic Year) school year include:

Quarter 1 Meeting: September 27, 2023	Quarter 2: November 29, 2023
Quarter 3 Meeting: February 28, 2024	Quarter 4: April 24, 2024

Action Planning teams for each county (Morrow, Crawford & Richland) will meet at least once in the months of October, December, January and March. Dates are TBA.

Note: Some business advisory councils may choose to meet more frequently; include the planned dates for those meetings in the schedule.

#### Business Advisory Council Mission and Vision for the 2023-2024 School Year:

Mission: To advocate an active partnership between business and education in Crawford, Morrow, and Richland Counties through open communication, strategic collaboration, and specific emphasis on workforce readiness, leadership development, and civic engagement for all students in our region.

Business advisory councils operate under [three quality practices](#): **Develop Professional Skills for Future Careers, Build Partnerships** and **Coordinate Experiences**.

Describe how the business advisory council plans to **Develop Professional Skills for Future Careers** for the 2023-2024 school year.

- Describe the plan, including initiatives, projects or events. Include specific districts impacted by initiative(s) and list all businesses involved.
- Use the template as a guide to list all initiatives, projects and events used to develop professional skills for future careers (include business input in curriculum alignment with skills needed for in-demand professions, educator engagement and development, employers in classroom involvement). Also include existing programs and how they will be sustained and scaled.

<b>Initiative 1: Teacher Manufacturing Bootcamps</b>
Equip teachers with the skills, insights, and resources necessary to effectively teach students about manufacturing processes, technologies and career opportunities.
<b>What collaborative action steps are required to facilitate achieving outcomes?</b> Convene a workgroup from the BAC and County Workforce Development Partners to plan for educator (teachers, guidance counselors) bootcamp implementation in summer 2024. Collaboration with Ashland University for graduate credit hours and the Lt. Governor’s Office of Workforce Transformation will take place.
<b>List all districts impacted.</b> This opportunity will be made available to all school districts in Richland, Morrow and Crawford Counties.
<b>List all businesses involved.</b> Jay Industries, Phillips Tube, Jones, Inc., Gorman Rupp, Skybox, GRI Bellville, Major Metals, DarPro Storage Solutions, Lincoln Center Manufacturing, Lubrication Specialties Inc. Dollar Tree, Cardington Yutaka Technologies, Ballie Lumber, Imasen Bucyrus Technology Inc., Crossroads Factory Store, Carter Machine, Covert Manufacturing, CTR Holdings, Elliott Machine Works, Integrated Systems Technologies.
<b>List all related timelines for each phase of plan development and associated deadlines.</b> January 2024-event flyers emailed to school districts, application process opens. February 2024-Contacts made to secure funding from Lt. Governor’s Office March 2024- Selection committees meet to review applications and select participants April 2024 Participants notified of selection May 2024 Planning & coordination between Business Advisory Council and Workforce Development Partners May 2024-Orientation meeting for businesses June 2024- Boot Camps held
<b>List the resources needed for implementation (funding, manpower, tools, etc.).</b> Funding from Lt. Governor’s Office Personnel to staff the Boot Camp tours Resources from Ashland University, Adjunct instructor
<b>Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?</b> Personnel to staff the Boot Camp tours at manufacturers is a challenge. The Business Advisory Council will partner with workforce development partners and the Ready for Hire Program to overcome these challenges.
<b>Identify existing data and set measurable outcomes to achieve a plan. If data is unavailable, identify steps being taken to acquire this data.</b> The Business Advisory Council will track and report the number of teachers completing the Boot Camp at the end of June 2024.
<b>Initiative 2: Business Advisory Council Expert Advisors</b>
Each Business Advisory Council Meeting will include experts from business, economic and workforce development, workforce boards, Ohio Means Jobs Centers, industry sector partnerships, higher education, etc. Experts will advise the Business Advisory Council, providing input on curriculum alignment with the skills needed for in-demand professions and on topics and programs that will benefit students and businesses. This will include site visits to local businesses. Student focus

group input from the Student Leadership Challenge Leaders (represents all school districts) will be used to inform Business Advisory Council plans.

**What collaborative action steps are required to facilitate achieving outcomes?**

Engagement with appropriate personnel from each identified entity, and the Business Advisory Council membership to identify experts in each county and the state of Ohio who can serve in the capacity to advise on the skills needed for in-demand professions.

**List all districts impacted.**

Cardington-Lincoln Local Schools, Crestline Exempted Village Schools, Crestview Local Schools, GOAL Digital Schools, Highland Local Schools, Lexington Local Schools, Lucas Local Schools, Madison Local Schools, Mansfield City Schools, Mount Gilead Exempted Village Schools, Northmor Local Schools, Plymouth Shiloh Local Schools, Shelby City Schools, Ontario Local Schools, Clear Fork Valley Local Schools and Mid Ohio Educational Service Center.

**List all businesses involved.**

Business Advisory Council Businesses: Ohio Health, Area 10 Workforce Development Board, North Central State College, Bricklayers Union & Allied Craftworkers, PR Machine Works, SPARC Council, Regional Manufacturing Council, Richland County Economic Development, Crawford Partnership (EDC), Morrow County Development Office, Gompf Funeral Homes, Ohio Means Jobs, Junior Achievement of Northwest Ohio, State Support Team 7.

Additional experts already scheduled, The Ohio State University, Ohio Governor's Office of Workforce Transformation, Ohio Excels

**List all related timelines for each phase of plan development and associated deadlines.**

Ongoing engagement of stakeholders and experts to gauge their interest and willingness to participate in Business Advisory Council Meetings, communicating the purpose and benefits of their involvement. Experts and site visits must be scheduled at least one week prior to each Business Advisory Council Meeting.

**List the resources are needed for implementation (funding, manpower, tools, etc.).**

Networking resources (including marketing and outreach materials) to reach out to potential experts and stakeholders as well as to maintain relationships with industry partners, educational institutions and other relevant organizations.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

Finding the right experts who have the relevant knowledge and experience in the specific industries or professions targeted for this endeavor can be a challenge. Leveraging professional networks, industry associations and educational partnerships will help identify potential experts.

Coordinating the schedules of busy professionals can be a logistical challenge. We will use scheduling and virtual meeting tools to find common meeting times to plan.

**Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.**

The Business Advisory Council will engage expert advisors during each (4 of 4) meetings to provide resources and critical data and information on conditions impacting the labor force, living wages, Ohio's investments and programs in workforce development, high growth high wage jobs, employer trends and priority workforce initiatives and programs.

Describe how the business advisory council plans to **Build Partnerships** for the 2023-2024 school year.

- Describe how the business advisory council will grow partnerships in alignment with in-demand careers in the region with representation from industry, workforce boards, port authority, Ohio Means Jobs Centers, industry sector partnerships, higher education, etc.
- Use the template as a guide to list all initiatives, projects and events used to build partnerships. Include information on partnership alignment, effectiveness, initiatives spearheaded by these collaborations. Demonstrate cooperative efforts between districts and partners to benefit students and businesses.

<p><b>Initiative 1: Identify and Select a Business Partner Co-Chair for the BAC</b></p>
<p>To continue partnership growth, The Business Advisory Council aims to appoint a Co-Chair from the business community as a collaborative partner.</p>
<p><b>What collaborative action steps are required to facilitate achieving outcomes?</b>                  The BAC will collaborate with council members to define the skills, knowledge and dispositions needed in an Expert Business Advisory Council Member. The Business Advisory Council will identify Co-Chair candidates by collaborating with existing council members and partners to identify potential candidates from the business community who have the necessary expertise as defined by the BAC and commitment to serve as Co-Chair. Outreach efforts will be established to engage business leaders including personal invitations, meetings and presentations. A selection committee will review Co-Chair nominations, collaboratively selecting the Co-Chair. An orientation to the council's activities, responsibilities and expectations will take place.</p>
<p><b>List all districts impacted.</b>                  All Business Advisory Council districts.</p>
<p><b>List all businesses involved.</b>                  A variety of businesses in Richland, Crawford and Morrow Counties will be engaged for the search, to be determined.</p>
<p><b>List all related timelines for each phase of plan development and associated deadlines.</b>                  September 2023-BAC defines the the skills, knowledge and dispositions needed in an Expert Business Advisory Council Member. Members are asked to volunteer for the position, and complete an interest form.                  October-March- BAC Facilitator will conduct outreach efforts                  March- Co-Chair selection and orientation                  April- Co-Chair announced at the final BAC meeting of the year</p>
<p><b>List the resources are needed for implementation (funding, manpower, tools, etc.).</b>                  The BAC facilitator and BAC members will conduct outreach efforts, in collaboration with workforce development and community partners.</p>
<p><b>Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?</b>                  Availability and time commitment, which includes competing initiatives or priorities may create difficulty in engaging experts to lead the Business Advisory Council Effectively. Clarifying roles, responsibilities and time commitments expected from the Co-Chair will help ensure the candidate understands the expectations. Flexible scheduling options for planning meetings including adjusting meeting times, allowing for remote participation or meeting at the business location can support time constraints. The Mid-Ohio ESC BAC Facilitator will provide strong support for planning and facilitating meetings.</p>
<p><b>Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.</b>                  The Business Advisory Council does not currently have a Co-Chair. The BAC will secure a Co-Chair who is a business partner by the end of the 2023-24 school year.</p>

<p><b>Initiative 2: Participate in Cooperative Partnership Endeavors</b></p>
<p>The Business Advisory Council is committed to actively engaging in cooperative partnership endeavors, fostering collaboration with diverse stakeholders and working collectively to advance our shared goals and initiatives.</p>
<p><b>What collaborative action steps are required to facilitate achieving outcomes?</b>                  -Regular updates provided to Superintendent and at BAC an other similar working groups during meetings in Richland, Crawford and Morrow Counties                  -Participation in the following partnership initiatives and programs being offered by partners:</p>

- Crawford Partnership Business Advisory Council Activities ( i.e. Community Opportunity, CEO Program, WAGE tours, etc.)
- Mansfield Richland Area Educational Foundation Tech Spark Initiative (Crawford and Morrow Counties)
- RMC Manufacturing Days
- Community Opportunity (Richland & Crawford)
- NECIC Work Based Learning, Goodwill Work Based Learning (Ready for Hire Program)
- MOESC Student Leadership Challenge

-Developing a data collection plan for collecting information about career activities across all counties

**List all districts impacted.**

All Business Advisory Council districts.

**List all businesses involved.**

Regional Manufacturing Coalition, Crawford Partnership, Crawford County BAC, Mansfield Richland Area Educational Foundation, NECIC, Goodwill Industries and many more TBA.

**List all related timelines for each phase of plan development and associated deadlines.**

Each initiative operates according to individual scopes of work and timelines determined by the partnership facilitating the activity.

**List the resources are needed for implementation (funding, manpower, tools, etc.).**

BAC members and schools to participate in collaborative endeavors

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

Effective communication among diverse stakeholders can be a challenge to collaboration. The complexity of the stakeholder landscape can impact successful implementation, or cause duplication of efforts or lead to gaps. Defining and communicating clear metrics to stakeholders can help alleviate these challenges.

**Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.**

Each initiative operates according to individual scopes of work and data collection processes and deadlines determined by the partnership facilitating the activity. The BAC will work to develop a data collection plan for collecting information about career activities across all counties.

Describe how the business advisory council plans **Coordinate Experiences** for the 2023-2024 school year.

- Describe how the business advisory council will connect students to experiential learning to show competency of skills learned through hands-on demonstration (for example, internships, problem-based learning, pre-apprenticeships and apprenticeships).

<b>Initiative 1: Ready for Hire After School and Summer Program</b>
The Ready for Hire Program is an afterschool and summer career readiness program taking place in Richland, Crawford and Morrow Counties, aligned to the BAC quality practices, offered in partnership with SPARC Council (Talent Development). The activities include STEM, 3-D Printing, career readiness curriculum, soft skills, financial literacy, etc. Additional activities include paid internships, and industry recognized credentials programs.
<b>What collaborative action steps are required to facilitate achieving outcomes?</b> Collaboration with SPARC Council and site locations in Richland, Morrow and Crawford Counties
<b>List all districts impacted.</b> All school districts in Richland, Morrow and Crawford Counties.
<b>List all businesses involved.</b> SPARC Council and a variety of businesses in each county. This varies by year.
<b>List all related timelines for each phase of plan development and associated deadlines.</b> Program takes place from the second week of October-the second week of April and for 100 hours in the summer.
<b>List the resources are needed for implementation (funding, manpower, tools, etc.).</b> After School and Summer Learning Grant Funds (supplies, curriculum, personnel, etc.) Site Coordinators and sites in each county
<b>Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?</b> Recruiting high school students can be challenging due to competing priorities such as athletics, employment, etc. Transportation is also a barrier for many students. The programs are located centrally (such as libraries and schools) to support maximizing student engagement.
<b>Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.</b> The program will measure student participation, attainment of employment skills, participation in work based learning, and attainment of industry recognized credentials.

<b>Initiative 2: Action Teams in Richland, Crawford and Morrow Counties</b>
Business Advisory Council Action Teams will continue to convene local business and education partners to plan and provide student activities for the schools in each county.
<b>What collaborative action steps are required to facilitate achieving outcomes?</b> Action Teams chaired by workforce development and chamber partners in each of 3 counties (Richland, Morrow and Crawford) consisting of businesses and educators (“Career Champions”) from each school will review Career Connections Framework, Quality Practices Rubric, Local Data, and plan or continue at least 1 career activity for the 23-24 school year or summer.
<b>List all districts impacted.</b> All Business Advisory Council districts.
<b>List all businesses involved.</b> A variety of businesses in Richland, Crawford and Morrow Counties will be engaged for this work, to be determined.
<b>List all related timelines for each phase of plan development and associated deadlines.</b> Each Action Team operates according to individual scopes of work and timelines determined by the Chairs and Co-Chairs facilitating the activity.
<b>List the resources are needed for implementation (funding, manpower, tools, etc.).</b> Action Team Chairs and Co-Chairs, BAC members and schools and businesses to participate in collaboratively designed activities for students.
<b>Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?</b> Effective communication among diverse stakeholders can be a challenge to collaboration. The complexity of the stakeholder landscape can impact successful implementation, or cause duplication of efforts or lead to gaps. Defining and

communicating clear metrics to stakeholders can help alleviate these challenges. Action Team Chairs and Co-Chairs who work in the spirit of collaboration rather than competition are another successful ingredient for overcoming challenges that may impact the work of the plan.

**Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.**

Each initiative operates according to individual scopes of work and data collection processes and deadlines determined by the Action Team facilitating the activity. The BAC will work to develop a data collection plan for collecting information about career activities across all counties.

**Initiative 3: State Recognized Pre-Apprenticeship Program**

Mid-Ohio Educational Service Center is a new Provider of State Recognized Pre-Apprenticeship that is an alternative pathway to graduation. The BAC will engage partner schools to enroll students who have this need in order to graduate.

**What collaborative action steps are required to facilitate achieving outcomes?**

- Identify partner schools who have students that would benefit from the program
- Schedule meetings with school counselors and administrators to introduce the program and enroll students
- Train teacher facilitators at the school sites
- Monitor mechanisms to track the progress of enrolled students
- Communicate results with the BAC and Apprentice Ohio

**List all districts impacted.**

All school districts in Richland, Morrow and Crawford Counties.

**List all businesses involved.**

- Ohio Contractors Association
- North Central State College
- Integrated Systems Technologies
- Various manufacturers in Richland, Crawford and Morrow Counties

**List all related timelines for each phase of plan development and associated deadlines.**

- September-October: Schools will be provided with the program overview and enrollment information. Additional business partners will be recruited for the work based learning experiences for students.
- October-November: School personnel will be trained to deliver the curriculum.
- December-May: Students participate in the program and associated work based learning experiences
- May-Students complete the program.

**List the resources are needed for implementation (funding, manpower, tools, etc.).**

- Transportation for students to the work based learning activities
- Teacher training
- Personnel to coordinate between the schools, businesses and the Pre-Apprenticeship Provider.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

The program may become too big too fast. This may mean that for year one, enrollment may be limited until more support can be put into place.

**Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.**

The number of students completing the State Recognized Pre-Apprenticeship (an alternative graduation competency pathway), graduating from high school, and those matriculating to an Apprenticeship will be collected and reported to the BAC.