

**East Central Ohio Educational Service Center
Business Advisory Council Plan Joint Statement
School Year 2020-2021
February 23, 2021**

Mission:

The East Central Ohio Educational Service Center (ECOESC) Business Advisory Council will support the Member Districts, Community, Industry, and Higher education in teaching and igniting students to create better futures for themselves and their communities by providing strategic guidance in how to achieve the team's mission statement and main objectives.

"Helping Schools Help Children". This purpose will be evaluated at the first meeting of each year and subsequent meetings to ensure that it is current, given the evolving nature of ECOESC and its BAC. Current trends in the local industry and economy will be evaluated and each member will have meaningful input toward the BAC Plan.

Membership:

2020-2021 East Central Ohio Educational Service Center

Member	Company- Location	SD/ IHE/ BUSINESS TYPE
Bob Alsept	Buckeye Career Center	SCHOOL DIST
David Brand	New Philadelphia Schools	SCHOOL DIST
Dan Christian	ECOESC – Career Navigator Belmont Co.	WORKFORCE DEV.
Dan Coffman	Cambridge City Schools	SCHOOL DIST.
Derek Conrad	Rea & Associates – Tuscarawas & Guernsey Co.	ACCOUNTING
Paul Dyksoorn	Kent State -Tuscarawas, Engr. Technology Dir.	IHE
Ed Good	Mead Township Trustee; Jobs & Family Services	WORKFORCE DEV / GOV
Kathleen Good	Southeast Region Chief Administrator Tech Prep	IHE
Todd Herman	Conotton Valley Union Local School District	SCHOOL DISTRICT
Justin Higgenbotham	New Towne Mall	RETAIL / COMM. PROP.
Angela Hicks	ECOESC / Shadyside School District	SCHOOL DISTRICT
Jennie Koch	Northeast Region Chief Administrator Tech Prep	IHE
Aaron Kuntzman	Peterman Plumbing- Tuscarawas Co.	INDUSTRIAL TRADES
Randy Lucas	ECOESC – Superintendent	SCHOOL DISTRICT
Mark Murphy	Tusky Valley Local School District	SCHOOL DISTRICT
Kim Nathan	Dover City Schools / Cleveland Clinic, Union Hosp.	HEALTH CARE
Lovel Quinn	Cambridge City Schools	CAREER DEV.
Andrew Reeves	Eleet Cryogenics – Tuscarawas Co.	MANUFACTURING
Brian Rentsch	Claymont School District	SCHOOL DISTRICT
Brent Ripley	Bridgeport School District	SCHOOL DISTRICT
Richard Schoene	Belmont Harrison Career Center	SCHOOL DISTRICT
Gary Sears	Eleet Cryogenics Tuscarawas Co.	MANUFACTURING
A.J. Smith	Hull Engineering	ENGINEERING
Sarah Spies	ECOESC – Programming & Communications Coord.	SCHOOL DISTRICT
Trever Strawn	Bourque Sales & Service – Belmont Co.	SALES & SERVICE
Jeremy Vittek	Belmont College	IHE
Justin Wallace	Wallace & Associates – Tuscarawas Co.	FINANCIAL SERVICES

Meetings Held: East Central Ohio Education Service Center

Date 1: September 29, 2020	Date 2: December 1, 2020
Date 3: February 22, 2021	Date 4: May 3, 2021

Responsibilities

Business advisory councils foster cooperation among schools, businesses and the communities they serve. This work ensures that the work of educators aligns with the needs of businesses. This cooperation can make a local education system more aware of the local labor market; promote work-based experiences within businesses; and help students prepare for successful learning and employment opportunities. Business advisory councils include regional business leaders who are familiar with business and industry needs. Members partner with district leaders to plan and carry out the council's work.

The Business Advisory Council (BAC) is responsible for:

1. To advise local school districts on changes in the economy and job market and the area in which future jobs are most likely to be available;
2. To advocate for the employment skills most critical to business and industry and the development of curriculum to teach these skills;
3. To aid and support local school districts by offering suggestions for developing a working relationship among businesses, labor organizations and educators.

Additionally, Business Advisory Board members may be requested to participate in other events throughout the year. Such events include:

- Networking events open to the public
- Presentation team selection events and practice presentations
- Events requiring facilitators, mentors, judges, etc.
- Events entailed in participation on BAC committees
- Other events as scheduled

Delineation of Employment Skills:

- Goal / Expected Outcome: Increase awareness of in demand jobs skills / Disseminate information to school districts**

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Provide Review of Programs and in demand jobs and skills required including soft skills	Randy Lucas & ESC Staff & BAC Members	2020-2021 school year	OMJ website; info from J&FS; input from members	Attendance at meetings;	Information obtained to be shared with school districts
Survey BAC members twice per year	Randy Lucas & ESC Staff	2020-2021 year	On Line Survey Tools	Response from members	Members have been surveyed concerning Industry Recognized Credentials
Compile results and release to school districts as available	Randy Lucas, ESC Staff, BAC Members	2019-2020 school year	Email and possible presentation to school districts	Time and awareness	Information has been shared with school districts

ECOESC Employment Skills Plan – Overview

The goal of the ECOESC Employment Skills Program is to have the members of the BAC work in conjunction with Jobs and Family Services and Ohio Means Jobs website to keep track of in demand jobs in the region. At every meeting report what jobs are in demand and have the BAC give ideas on skills set that are required for those particular jobs. In addition, survey the BAC twice per year on what they are seeing in their job market and what skill set they are needing to grow their business. Report that information back to the school districts.

The business members of the ECOESC BAC have been asked for their opinion of the availability of qualified applicants to fill vacancies in the workforce during the three meetings held this year. Health care careers are at the forefront of the largest need in the three counties the ECOESC operates. The consensus is that having enough qualified applicants is challenging at all skill levels. Building Trades, warehouse workers, and professional services like accounting continue to be in high demand.

The Business Advisory Council was surveyed in regards to Industry Recognized Credentials that could be earned online. This survey was part of the data that was collected for a RemotEDx grant that the ECOESC has applied to receive. These results were shared in a joint meeting with Superintendents, Principals and Curriculum Counselors. The ECOESC BAC provided a letter of support in regard to the RemotEDx grant.

The ECOESC applied and received funding for Bellaire High School as part of a 21st Century Grant After Hours Academy. The grant has funding for Industry Recognized Credentials offered through NC3 in conjunction with Snap-On Corporation for Precision Measurement. This portion of the grant was in response to a number of BAC members stating that students do not know how to use a ruler or tape measure. This program will be offered through an existing after school and summer program.

Development of Curriculum to Instill Employment Skills:

- Goal / Expected Outcome:** Implement a change to the *ECOESC Middle School Career Connection Program* into a virtual experience for the students

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Results
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Provide Review of Program	Randy Lucas & ESC Staff	2020-2021 school year	Time, Attendance of Superintendents,	Internet Access by students, participation by school districts	7 th and 8 th grade students have access to virtual job shadows
Introduce On Line Programs to allow MS Students to Job Shadow Virtually to all MS students in participating districts	Randy Lucas & ESC Staff	2020-2021 School year	Time to meet with teachers to explain and for students to engage in the program	Internet access, time, student participation due to virtual burnout	School Districts that have participated in the past have not committed as of yet

Add additional districts that participate in the MS Job Shadowing program	Randy Lucas, ESC Staff, BAC Committee Members	2020—2021 school year	Superintendents, Teachers, Guidance Counselors	May be challenging to get MS students to commit to program	One new school has participated in February, with 1 school district planning to participate & 1 considering

ECOESC JOB SHADOWING PROGRAM - Overview

The goal of the ECOESC Job Shadowing Program is to provide college and career readiness and career connections opportunities for middle school students through exploration of potential career interests in multiple career pathways.

Due to the pandemic this program is virtual in nature this year. Students and Teachers seem to have reached a point of virtual burnout. School Districts have not officially declined but have yet to schedule a time to offer this program to their students. STAR School who is new to the program is currently participating in the program which will be completed in March. Another new school district (Cambridge City Schools) has agreed to participate in the program later in the spring and Conotton Valley is considering it.

3. Goal / Expected Outcome: *Rising Manufacturers Scholars Program in Tuscarawas County. Provide mentoring process for up 12 middle school students with barriers.*

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Continuation of Program 1 st Cohort from 2019-2020 school year	Paul Dykshoorn	Year ending 2021	Internet as program will be virtual; new mentors from KSU-Tusc	Making connections virtually with students may be difficult	Students connect and stay engaged with program
Keep connectivity with students	Paul Dykshoorn; School Administrator s; teachers		Teachers may have to be more engaged to help students with virtual projects	Teachers / Administrator s time	Students actively participate

Establish Virtual projects	Paul Dyskhoorn	Winter / spring 2021	Use of NASA 's on line projects; recommendations from BAC members in industry	May be challenging to go from hands-on to virtual	Online Components are being developed
Identify 1 business partner per participating district (to sponsor at least 1 student)	District Superintendents	2020-2021 school year	Assistance from ESC staff & BAC to coordinate communication, etc.	Getting businesses to understand the benefit (to student and to business) of being a partner	Ongoing as program to last up to 6 years
Continue with 1st Cohort & begin 2 nd Cohort of students in program	Paul Dykshoorn, Randy Lucas, Superintendents	2020-2021 school year	KSU Tuscarawas Funding, District Partnerships	Sustainability of program will be challenging in a virtual environment	Cohort 2 has been put on hold due to lack of access to students

RISING MANUFACTURING SCHOLARS PROGRAM - Overview

The goal of the Rising Manufacturing Scholars Program is to identify students in the greater Tuscarawas county area and support them to move to a college environment. The incentive is paid college tuition to Kent State University with no out of pocket expenses. Tuition will be funded through Pell Grants, Kent State University Tuscarawas, and business partners. Other funding sources could include scholarships from local donors, Grants through the Governor's Office of Appalachia, and other grants, etc.

Other program expenses include a program coordinator, mentor reimbursement, and program costs.

Things we are able to leverage in Tuscarawas County are the: College for Kids program, Tuscarawas County Dale Lauren Foland Manufacturing Camp for Kids, Project lead the Way program.

Partnerships – Scanning the community for potential team partners; contacting potential partners and providing a liaison for team members; and reviewing materials used for recruitment of supporters. Other committees may be formed to provide guidance on specific projects or initiatives.

External analysis – Assisting the team in identifying and addressing areas of opportunity, potential risks and challenges and emerging local trends advising the team on issues of strategic importance.

The Rising Manufactures Program has stalled because of restricted access to students due to COVID 19. The focus of the program this year has been changed to developing online components to offer to students. Until new components are developed and tested with Cohort 1, Cohort 2 will not be brought into the program.

4. Goal / Expected Outcome: Attempt to employ 1-2 Career Navigators for Tuscarawas to guide MS/HS Students in career exploration through mentoring, internships, and job shadowing / To be implemented summer 2021.

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Results
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Pursue Funding for ESC to fund Career Navigators	Lori Robson & ESC Staff	July 2021	Time, Data, Program Knowledge, ESC grant writers	Time, Unfamiliarity with grant format	Find Funding to support Career Navigators
Review potential grants components and district commitments (if awarded)	Lori Robson & ESC Staff	As Indicated by grants	Time & Access to District Leadership	Grant may not be awarded which would result in seeking other funds	Some funding for CN has been applied for via grants;
Identify participating districts	Randy Lucas, Lori Robson, ESC Staff, District Superintendents	Spring 2021	Superintendents, Teachers, Guidance Counselors	May be challenging to get MS/HS students to commit to program.	Schools Districts have expressed interest
Identify local business partners willing to mentors, provide job shadowing & internships	Career Navigators, Superintendents	Spring 2021	Assistance from ESC staff to coordinate communication, etc.	Must get businesses to understand the benefit (to student and to business) of being a partner	Multiple job sites lead to better career exploration
Implement Program	Career Navigators, Superintendents	Fall 2021	District Personnel, ESC Personnel, Grant Funds, Business Partners	Sustainability of program will be challenging	Success of program will promote sustainability

CAREER NAVIGATORS PROGRAM - Overview

The goal of the Career Navigators Program is to assist students to navigate the post-secondary opportunities to enrollment, enlistment, employment or entrepreneurship. By employing College and Career Navigators who will work directly with community-based organizations, businesses, higher educational institutions, trade schools, local educational agencies, and families it will give students the opportunity to better understand the careers that are available to them.

This is an ongoing program. Some Funding has been built into the RemotEDx grant as Career Navigators would be a key component of delivering services to remote learners. The awarding of these grants is still to be determined. School Districts have expressed interest in having career navigators however determining how to best fund those positions continues.

5. Goal / Expected Outcome: Put in place the elements needed to implement a Problem-Based Learning with participating school districts for the 2021-2022 school year.

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Results
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Provide information to school districts about PBL instruction	Randy Lucas & ESC Staff	2020-2021 school year	Time, attendance of ESC staff & S.D.	Acceptance by School Districts of PBL	Superintendents & principals have been informed
Provide Professional Development to interested School districts	Randy Lucas, ESC Staff, BAC	Spring / Summer 2021	Trained PBL professional development instructors	Time for teachers / administrators to attend PD	A survey is being prepared to be sent to school districts to further gauge interest & to plan on dates to Train teachers

Identify businesses that would participate in PBL	Randy Lucas, ESC Staff, BAC Committee Members	2021-2022 school year	Time to meet with businesses to explain program	Access to business decision makers is not always easy to obtain	Have enough mentors from the business community for interested SD
Have at least 1 district that is willing to participate in PBL in 2021-2022 school year.	Randy Lucas, ESC Staff, BAC Members	2021-2022 school year	Superintendents, teachers, guidance Counselors	May be challenging to get any SD to Commit to any new programs this year	Implementation of PBL in 2021-2022 school year

Problem Based Learning- Overview

The goal of Problem Based Learning allows students to take complex real-world problems as a vehicle to promote student learning of facts and concepts. The problem is given from an actual business or organization and the students work in groups along with professional mentors to come up with solutions to the problems. It teaches students real world skills such as teamwork, investigation, creativity, and general problem-solving skills outside of a classroom environment.

Problem Based Learning seems to have initially been well received from a large portion of the school districts that the ECOESC serves. The next step is to prepare a survey to allow school districts the opportunity to share with teachers who are willing to participate. From this information, training dates for teachers will be established. Building Bridges 2 Careers will be providing the training. Based on initial interest the number of schools to participate will be capped at 15 for the 2021 -2022 school year. Once the schools have been confirmed the BAC will work to provide business partners to provide support for PBL program.

Changes in the Economy, Job Market and Future Job Availability

- 6. Goal / Expected Outcome: Monitor and Increase Awareness in Current and Future Job Availability to enable schools to adjust as needed. / Increased awareness of job markets**

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>

Members to review at meetings from networking and job functions	Randy Lucas & ESC Staff & BAC Members	2020-2021 school year	OMJ website; info from J&FS; Media	Attendance at meetings	Information obtained to be shared with school districts
Members to attend civic meetings, job fairs	Randy Lucas & ESC Staff	2020-2021 school year	Chamber of Commerce; Safety; Workforce development	Time for members to attend	Information obtained and shared
Compile results and release to school districts as available	Randy Lucas, ESC Staff, BAC Members	2020-2021 school year	Email and possible presentation to school districts	Time and awareness	Increased awareness in school districts

BAC Members Survey of Current and Future Job Market -Overview

It is important to keep updated on the current and future job markets as the world is changing quickly due to the Covid-19 Pandemic. The BAC members will be surveyed at every meeting concerning the economy, and any developments that would impact job availability.

The BAC members are surveyed at every meeting concerning the economy, and any developments that would impact job availability. Health Care careers continue to be in great demand. The COVID Pandemic continues to hit some business sectors very hard including retail and hospitality. The retail industry continues to change as more purchases are made online. Big Box Department stores are struggling and seem to be going away. These spaces are being replaced by smaller specialty stores. The extraction industries of Oil & Gas and Coal continue but demand for workers is down to due market prices and potential new federal regulations. Some alternative energy sources are being evaluated in the region but are in the very beginning of the planning stages. Construction continues in the area which seems to be driven by low interest rates and projects that are on-going. New large-scale industrial projects are slowing but this may just be a seasonal lull. Accounting continues to grow in the region and the use of remote employees will continue even as effects of Covid-19 becomes less. This is a cost reduction measure as large office buildings are shown not to be a necessity.

Developing Relationships

- 7. Goal / Expected Outcome:** Develop Sustaining relationships with Business Partners / Outcome to be long term relationship with businesses growing in the region.

Action Steps	Responsible	Deadline	Resource	Potential Barriers	Result
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Business Members to get into at least one school during the school year	Randy Lucas & ESC Staff & BAC Members	2020-2021 school year	Superintendents; Principal's	Time	Limited by COVID to date
Continue to make BAC viable by bringing in new ideas	Randy Lucas & ESC Staff – Career Navigators	2020-2021 year	Best Practices from other BAC's	Access & time to meet with other BAC's	Added 4 new members to date
Recognize business that participate in BAC programs	Randy Lucas, ESC Staff, BAC Members	2020-2021 school year	Set up Social media pages; media press releases from the ECOESC that recognizes BAC members for their time	Time	Increased awareness to the public about their local business' support of local schools
Recognized Business partners at the end of the year with a thank you event	Randy Lucas, ESC staff, BAC members	Spring / Summer 2021	Set a location and host a picnic of similar event, invite local media to cover	Time, ability to congregate without Covid	Business partners to feel appreciated by the BAC School members

The ECOESC Business Advisory Council has tried to utilize its members in a number of different ways to help establish long term relationships with the BAC and individual school districts. Increased involvement of members and public acknowledgement of their participation.

The ECOESC Business Advisory Council has tried to utilize its members in a number of different ways to help establish long term relationships with the BAC and individual school districts. Due to the COVID-19 Pandemic this year, access to students and faculty has been greatly limited.

BAC members are being asked to participate in Problem Based Learning. The Guernsey County Schools will be having a Career Day on May 12th. This is being done in conjunction with OhioMeansJobs, the ECOESC's and East Guernsey School District's Business Advisory Council. Students will complete an interest inventory so they can be match with speakers for their virtual meeting sessions. Speakers c

All BAC partners are thanked and every meeting for their time and participation. The Superintendent and the Chairperson from the ECOESC continue to look to add more business partners and maintain the existing relationships with all the BAC members.

MEMBERS E-MAIL ADDRESSES

Member	Email
Bob Alsept	balsept@buckeyecareercenter.org
David Brand	brandd@npschools.org
Dan Christian	dan.christian@ecoesc.org
Dan Coffman	dan.coffman@cambridgecityschools.org
Derek Conrad	derek.conrad@reacpa.com
Paul Dyksoorn	pdykshoo@kent.edu
Ed Good	edgood1@comcast.net
Kathleen Good	kgood@belmontcollege.edu
Todd Herman	Todd.Herman@cvul.org
Justin Higgenbotham	justin.higgenbotham@washingtonprime.com
Angela Hicks	<u>angela.hicks@ecoesc.org</u>
Jennie Koch	jroyer5@kent.edu
Aaron Kuntzman	aaron@petermanphc.com
Randy Lucas	randy.lucas@ecoesc.org
Mark Murphy	mark.murphy@tvtrajans.org
Kim Nathan	nathank@dovortornadoes.com
Lovel Quinn	lovel.quinn@cambridgecityschools.org
Andrew Reeves	areeves@eleectcryogenics.com
Brian Rentsch	brentsch@claymontschools.org
Brent Ripley	brent.ripley@bridgeportschools.net
Richard Schoene	richard.schoene@omeresanet.net
Gary Sears	gsears@eleectcryogenics.com
A.J. Smith	ajsmith@hullinc.com
Sarah Spies	sarah.spies@ecoesc.org
Trever Strawn	trever@bourquesales.com
Jeremy Vittek	jvittek@belmontcollege.edu
Justin Wallace	justin.wallace@american-national.com

BUSINESS ADVISORY COUNCIL DISTRICT PARTICIPANTS
2020-2021 school year

- | | |
|---|-------------|
| 1) Indian Valley Local School District | IRN# 050286 |
| 2) St. Clairsville City School District | IRN# 045997 |
| 3) Dover City School District | IRN# 043893 |
| 4) Barnesville Exempted Village School District | IRN# 045203 |
| 5) Martins Ferry City School District | IRN# 044347 |
| 6) Claymont City School District | IRN# 043778 |
| 7) Shadyside Local School District | IRN# 046003 |
| 8) Bridgeport Exempted Village School District | IRN# 045237 |
| 9) Tuscarawas Valley Local School District | IRN# 050302 |
| 10) Conotton Valley Local School District | IRN# 047548 |
| 11) Union Local School District | IRN# 046011 |
| 12) Bellaire Local School District | IRN# 043570 |
| 13) Garaway | IRN# 050278 |
| 14) New Philadelphia | IRN# 044487 |
| 15) Quaker Digital Academy | IRN# 000241 |
| 16) Cambridge City School District | IRN# 043695 |
| 17) Rolling Hills Local School District | IRN# 047308 |



Superintendent Signature

02/22/2021
Date