

GEAUGA COUNTY BUSINESS ADVISORY COUNCIL

Tuesday, September 13, 2022 8:00 - 9:30 AM

Geauga Growth Partners

12373 Kinsman Road, Building C, Newbury, Ohio

AGENDA

1. Motion to begin meeting at 8:06 Kimm Leininger second by Richard Markwardt
2. Roll Call - Jennifer Felker, Nancy Santilli, Chris Mitchell, John Stoddard, Mike Hall, Kelly Moran, Richard Markwardt, Angela Spalsbury, Dave Enzerra, Becky Oliver, Julie Gorenc, Margo Reda, Betsy Covington, Kimm Leininger, Craig Sernik, Dan Wilson
3. Invited Guests
 - a. Maggie Carpenter, Klara Muster
4. Approval of the March 10, 2022 Meeting Minutes by John Stoddard second by Kimm Leininger
5. **GGP Updates – Betsy Covington, Maggie Carpenter, Klara Muster**
 - a. Introduce Maggie Carpenter, Youth Workforce Programs Manager and Klara Muster, Incubator Program Coordinator
 - b. GGPYouthWorkforce.com - launch is Sept 30th, October 4th is a training of how this will work with getting the Readiness seals
 - c. Incubator Debrief & Planning - (get information off hand out)
 - d. January Career Open House - (get information off hand out)
 - i. West G has a new Chamber - Kimm Lwininger is attending a meeting in Oct that she would like Jennifer Felker to attend so they can talk about joining the BAC
6. **Roles and Responsibilities of Members of the BAC**
 - a. Review [Bylaws](#)
 - b. Approve new BAC Members (moved to Nov meeting)
7. **FY23 BAC Plan**
 - a. Review BAC Plan for 22/23
 - i. Plan due September 30th, Amy Dawson will send out information to Districts on how to submit the Plan, once the ESC has submitted it.
8. **2022-2023 Geauga BAC initiatives and small group discussion**
 - a. Corporate challenge - Berkshire was the first to work with this last year.
 - i. Kenetico and DA surgery are looking to partner this year.
 - b. Things to consider adding to the BAC Plan and how does the BAC work with GGP in collaboration to assist the schools.
 - i. Richard M - at west G looking for a partnership to get more internships. Working with the new West G Chamber.
 - ii. Cardinal is looking at exploring areas of agriculture, and 4H. These things are more common in our Eastern area schools.

1. GGP assisted with a breakfast that had a lot of agriculture involved, we will look into doing something like this again if needed.
- iii. Kelly Moran - Corporate challenge and how to compare Kenitico and school classrooms. How issues and other areas are the same in both. Also, discusses how to work with the schools/students on getting students involved and brought into a classroom in 30 minutes.
- iv. John Stoddard - Corporate challenge; teachers are already asking what business partners they can work with. Berkshire is also working on building a benefits accountability system.
 1. The hard thing is the schools/students are being taken away from what they are being held accountable for based on state report cards. If the school report card is bad then the school is looked at as if they are not doing what they should be based on this grading system. Even if they are preparing students for the workforce.

9. School Updates - All

- a. Chris Mitchell - Auburn Career Center - This year they are at a record for first year students. They are always looking at what local companies are looking for so they can add new programs as needed.
 - i. Going to work with Kimm Leininger with a new company that is coming into the area. This is a computer technology company, Kimm Leininger and Chris Mitchell are going to meet with them when they come to the area in mid October.
- b. John Stoddard - Berkshire - Started the year off by challenging the teachers on how to get their students ready for a Gig economy (getting students ready to be independent contractors)
 - i. Started an intro do diesel class, 27 students in the class so far.
 - ii. Started an alternative school program, and a special needs work study program. These students are out of the class working ½ the day.
 - iii. Outsourcing for some of their staffing needs, like using another company for bus drivers and cleaning. Since they made the switch they have not had any issues.
 - iv. Moved into their new prek - 12 school and things have been going great. They did have a little struggle at first with drop off and pick up, but now they are down to 15 minutes for each.
 - v. Old school is being turned into a visual effects studio. They have reached out to see if local schools would want to work with them.
- c. Mike Hall - Cardinal - They have gone through a lot of change this past year. They have a new superintendent, who is at another meeting.
 - i. New schedule at the High school so it is more in line with the middle school
 - ii. STEM program at the middle school is being run by someone new, hired someone at the high school who has those skills so they are able to merge these together. 3D printing, laser printing and water cutting. Working with local businesses to get students internships.
 - iii. They can only send 24 students to ACC so they are working on ways to still get students ready for the workforce who are not going to head to college after high school.
- d. Kelly Moran - ESCWR - expanded our team and welcomed new employees, we have a bigger and better curriculum team with staff specialized in key areas.
 - i. We are here to assist with PD, coach your teachers and help the administration get the training completed.
 - ii. Looking at offering a speaker series that will work with businesses coming to the classroom to talk about their company and what they do to educate not only the students but also the teachers.
- e. Richard Markwardt - West Geauga - West G defended the chicken flying championship!
 - i. Nearing the completion of absorbing Newbury, so far they have not had any staffing issues. They have a ready pool of candidates because they were laid off during the merger.
 - ii. Board approved the demolition of the smaller building at Newbury.
 - iii. 5 yr lease on the athletic fields in Newbury.
 - iv. Keeping the back property that has a lot of wetlands and exploring at STEM program
 - v. 16 students got National Honors

10. Higher Ed Updates - All

- a. Angela Spalsbury - Kent State Geauga - See a decline in enrollment in the last two years. During COVID

enrollment went up. About 17% decline in enrollment last year and still low this year but not as bad as last year. It seems to be more of the JR and SR that have not come back to school.

- i. Having trouble hiring staff, they are constantly looking for posting and hiring.
- b. Dave Enzerra - Lakeland Community College - Enrollment is down about 5% this year over last year and last year was down about 6%. Exploring ways to do more deep recruiting and how to reach out to the local high schools to get more students.
 - i. Working with ACC to do outreach and partner in serving students.
 - ii. Part of their strategic plan - Exploring ways to work with more businesses and how to partner with them to train students to enter the workforce.
- c. Jennifer Felker and Richard Markwardt where at a meeting yesterday and one of the discussions was; some local colleges are looking at consolidating their campus and possibly selling property because of the low enrollment

11. Business Updates - All

- a. John Epprecht and Becky Oliver - Great Lakes Cheese - Their turn over has been really good, they are adding between 36-40 jobs. They are holding career fairs to get more employees for thiers new jobs.
 - i. They offer a great retirement, but feel the younger generation is not as interested in those things at this time.
 - ii. Working on employee incentives to help with retaining new employees. But feel that if an employee is offered something more or better at the time employees are leaving.
 - iii. 920 employees at the Hiram site in the plant want to be at 950-975 by the end of the year.
 - iv. Wants to talk to Auburn and Lakeland offline (Jennifer Felker and Kimm Leininger to set up).
- b. Julie Gorenc - Kinetico - Hiring skilled labor to work on installments. Also working on employee incentives to keep people engaged and wanting to stay.
 - i. Trying to figure out how to work with the blend of employees who are working from home engaged since they are not in the office.

12. Ohio Means Jobs Geauga- Margo Reda and Craig

- a. They are also seeing the same issues as the local businesses.
- b. Baby boomers turned 62 in 2008, so we are still feeling that effect in the workforce.
- c. Where are the workers survey - During COVID labor market froze (ppl were not leaving their jobs), about a year ago that changed. 25% of people changed jobs 1 out of 4 people (last year). ½ of them left their old job without having a new job.
 - i. People want flexibility, work from home, higher pay are the main reasons people are leaving their jobs.
- d. Seeing a rise in self employment. The department of labor does not measure this.
- e. Local Companies are using OMJ and grant money to train employees - During covid paid \$150,000 in tution, this year already paid \$175,00 in tution. So they are seeing people wanting to go back to school to learn new skills for a job.
- f. Seeing an uptick in CDL training mostly with older employees
- g. Looking at doing a Job/Career Fair at Cardinal again
- h. Auburn doing a reverse job fair, focusing on the JRs.

13. County Updates - Jennifer Felker - State of the schools Nov 4th 8am start

- a. Extended Learning Plan Grant Funds
- b. Scholarships for student lunches - partnering with UnitedWay to assist families with paying for lunch since the government is no longer providing school lunches.
- c. Page turners tutoring program - this will be starting soon to assist families with tutoring after school
- d. Rock on the Road Academy - this was opened at Harvey High School and opened this school year.
- e. Moozoom - Virtual student wellness product that is out there for teachers and guidance counselors to use for groups or one on one. Teaching students life skills Best for grades 1-6.
- f. Geauga Tutoring Center - Berkshire Schools - worked with over 150 students this summer.
- g. How is Hiring going for schools

- i. ESC is still looking for employees and are looking at the option of paying more so they are competitive with what people are being paid at other locations, schools, or businesses.
- ii. This new generation is not working at one place for e20 -30 yrs like people used to do, we are now seeing employees work for 2-5 yrs.
- iii. This year we are able to have a non 4 yr degreed teacher as a teacher in a class
 - 1. Work with universities to get grant dollars to train some of these staff members to get the degree needed to keep teaching these classes.

14. Future Meeting Dates

- a. November 1, 2022
- b. January 10, 2023
- c. March 7, 2023
- d. May 9, 2023
- e. Location(s)
 - i. What businesses would like to host meetings and have a tour of their facilities?

15. Motion to adjourn at 9:46 Kimm Leininger and John Stoddard