

Educational Service Center of the Western Reserve (ESCWR) Business Advisory Council (BAC) Plan: 2023-2024

Welcome to the ESCWR comprehensive Business Advisory Council Plan for Geauga County, designed to address the pivotal aspect of workforce development within our area schools. In today's rapidly evolving career landscape, an adept and motivated workforce is the cornerstone of sustainable success. This plan aims to leverage the collective wisdom of school officials, industry leaders, experts, and community stakeholders to offer strategic insights and actionable recommendations that will empower the students of tomorrow to develop professional skills for future careers via building partnerships and coordinating experiences. By fostering an environment of collaboration, innovation, and adaptability, we aspire to drive to increase professional skills and career trend data.

The following plan will describe and showcase the distinctive action steps in order to meet goals aligned to developing professional skills for future careers, building partnerships, and coordinating experiences. These action steps will be oriented around: educator engagement, professional development, employer involvement. In order to meet the goals put forth in this plan, a collaborative approach to placing students in work-based learning experiences to earn industry-recognized credentials and OhioMeansJobs Readiness Seals. Furthermore, partnerships in cultivating high-quality work-based learning and mentoring experiences for students will yield increases in the annual growth of students earning industry-recognized credentials and the OhioMeans Jobs Readiness Seal.

Highlights and examples of this work include:

Geauga Growth Partnership Incubator Program and Online Career Curriculum:

The Geauga Growth Partnership Youth Summer Incubator Program was designed to increase opportunities for youth seeking career experience and the chance to develop key employability skills that helps ensure long-term career success. By combining Career Development Workshops and a PAID Summer Internship, Geauga County youth exit this program with the skills and experience they need to enter the workforce.

<https://ggpyouthworkforce.com/>

<https://www.geaugamapleleaf.com/community/ggp-continues-to-prepare-the-workforce-of-the-future/>

Geauga Growth Partnership online Career Curriculum comprises five units that teachers, guidance, counselors, and students can work through to expose students to knowledge, skills, and concepts that will help prepare them for future careers. The five learning units are: career awareness, career exploration, career readiness, career experience, and youth entrepreneurship.

<https://ggpyouthworkforce.com/career-exploration/>

Cardinal Corporate Collaboration

This collaborative project establishes membership benefits to area businesses such as involvement in future curriculum development, invitation to exclusive job fairs, advertisement banners, and access to district facilities. The project highlights two manufacturing and one engineering graduation pathway on the school campus.

Cardinal Local Schools Mock Interview Day

Ohio Means Jobs, Cardinal Local Schools, and the support of the Business Advisory Council helped to assist in a successful Mock Interview Day at Cardinal High School benefitting approximately 90 area Juniors and Seniors. Fourteen employers provided feedback and coaching to young adults as they prepare for advancement in future careers. Data points: 90 students, 14 business partners

Berkshire Diesel & Allied Health Programs

An advanced and beginners class are both offered. The class starts off with the basics of safety and moves students all the way through to working on diesel trucks in a controlled environment. Data points: 23 students were enrolled in the program in 2022-2023, and 26 students are enrolled in 2023-2024. Every senior in the program in 2023-2023 who wanted to pursue a job in the field was offered a job by one of the local businesses.

The Allied Health program aims to provide students a pathway into the healthcare field. The district is in year 1 of a CPT program for students who want to move towards a manufacturing pathway and there is also an internship course for students who want to start to experience other careers. Data points: 4 students enrolled in the Allied Health program in 2023-2024.

Geauga Schools Job Fair

This annual job fair held in May provides transportation for interested students as well as offers employment opportunities that are full time, part time, and seasonal. In addition there are internship opportunities presented to students. Highlighted areas of employment include: retail, manufacturing, food service, construction, hospitality, and recreation. Data points: 430 students, 45 community partners (business, military, community agencies, apprenticeships, and resources)

West Geauga BridgED Partnership and new Maker Space

ESCWR, West Geauga Local Schools and BridgED have begun formalizing internship partnerships and have honed in on Medical, Bioscience, and Manufacturing business partners with the following 5 companies: Cleveland Clinic, Forge Biologics, Goodyear, Swagelok, and Sherwin Williams. An engagement timeline for parents, teachers and students is drafted. Immediate next steps are parent communications: development of a website, newsletters, and a State of the Workforce Seminar.

ESCWR is working with West Geauga Local School District to design a High School Innovation Lab (Makerspace/Hackerspace) to create STEAM curriculum connections and pathways. ESCWR is working to create a series of STEAM Professional Development opportunities to be hosted in the High School Innovation Lab to support educators across Northeast Ohio. The foci will be: STEAM ENGAGE for those teachers new to STEAM education and STEAM Excite for experienced STEAM practitioners.

Teacher Business Bootcamp (Professional Development)

The ESCWR first ever Business Bootcamp for Educators was a huge success. Area teachers came together for 3 days in the summer to review data from student development assessment profiles, hear from state leaders on job market trends and in-demand jobs, networked with small businesses owners, and toured 7 businesses. To culminate the experience, on the final day of the Bootcamp the participants developed resources, curriculum, and plans to roll out career development supports in their schools next school year.

**Educational Service Center of the Western Reserve (ESCWR)
Geauga Business Advisory Council (BAC) Plan: 2023-2024**

Mission Statement (Per ORC 3313.84): The mission of the ESWR Business Advisory Council (BAC) is to foster cooperation among our member schools, businesses, and the communities they serve to make our 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.

2023-2024 ESCWR Business Advisory Council Members: Business Representatives

Member	Employer	Industry	Email Address
Kimm Leininger	Geauga Growth Partnership	Network for Businesses	kleininger@geaugagrowth.com
Monica Bricker-Thompson	Geauga Growth Partnership	Network for Businesses	mthompson@geaugagrowth.com
Dave Patterson	Patterson Farms	Agriculture	dave@pattersonfarm.com
John Epprecht	Great Lakes Cheese	Cheese Manufacturer	epprechjt@greatlakecheese.com
Becky Oliver	Great Lakes Cheese	Cheese Manufacturer	Oliverb@greatlakescheese.com
Margo Reda	Ohio Means Jobs	Job Center Network	margo.reda@jfs.ohio.gov
Craig Sernik	Ohio Means Jobs	Job Center Network	craigsernik@neohio.twcbc.com
Suzanne LaRocca	Mercury Plastics	Manufacturing	riverra0513@gmail.com
Teresa Simons	Alliance for Working Together	Job Center Network	teresa_simons@thinkmfg.com
Brittain Paul	Ravenwood	Mental Health	paulb@ravenwoodhealth.org
Maggie Zock	DA Surgical	Medical	margaritemarie@yahoo.com
Ned Sherry	Kinetico Water Systems	Water Softening and Filtration	nsherry@kenetic.com
Tiffany Smetana	Solid Rock	Mental Health	tiffany.smetana@solidrock-llc.com
Kevin Hagen	ISSquared	Technology	kevin.hagen@issquaredinc.com
Craig Berman	Geauga Mechanical	Mechanical	cberman@geaugamechanical.com
Joshua Wallace	Ohlman Family Living	Assisted Living	
Tonia Bertolone	The Learning Cafe		
Tama Justen	Cabinet Works	Manufacturing	tama.justen@cabinetworksgroup.com

2023-2024 ESCWR Business Advisory Council Members: Educator Representatives

Member	School, District or ESC	Title	Email Address
Jennifer Felker	Educational Service Center of the Western Reserve	Superintendent	jfelker@escwr.org
Nancy Santilli	Educational Service Center of the Western Reserve	Assistant Superintendent	nsantilli@escwr.org
Jack Cunningham	Cardinal School District	Superintendent	jack.cunningham@cardinalschools.org
Richard Markwardt	West Geauga School District	Superintendent	richard.markwardt@westg.org
Tamee Tucker	iSTEM Geauga Early College High School	Chief Academic Officer	ttucker@istemghs.org
Christopher Mitchell	Auburn Career Center	Dir of High School	cmitchell@auburncc.org
Angela Spalsbury	Kent State University – Geauga	Dean and Chief Administrative Officer	aspalsbu@kent.edu
David Enzerra	Lakeland Community College	Executive in Residence	denzerra1@lakelandcc.edu
Kelly Moran	Educational Service Center of the Western Reserve	Dir of Instructional Programs	kmoran@escwr.org
David Toth	Crestwood	Superintendent	dtoth@crestwoodschoos.org
Tim Snyder	ESCWR Governing Board		snyderatlaw@netscape.net

Schedule of Meetings

The ESCWR BAC meeting schedule will be determined annually. The BAC will meet at least once per quarter as required by Ohio law.

The planned meeting dates for the 2023-2024 school year include:

Date 1: September 19th, 2023	Date 2: November 7th, 2023
Date 3: February 13th, 2024	Date 4: April 9th, 2024
Date 5: May 7th, 2024	

Sunshine Laws: The ESCWR BAC will comply with Ohio’s public records and open meetings laws, collectively known as the “Sunshine Laws” as required by law.

Member Appointments:

- County Superintendent (permanent member) serves as Executive Chair.
- 5 Superintendents and representatives from ESCWR Member Districts (permanent members)
- 1 Representative from Geauga Growth Partnership (permanent member).
- 1 Representative from Auburn Career Center (permanent member).
- 1 Representative from Higher Education – Kent State (permanent member).

- At least 8 members from local or regional businesses and industries that represent diversity in the business communities (staggered terms).
- Additional At-large Members may be added at the discretion of the BAC in multiples of 2 (3 year) terms.
- Representative from workforce development. At the discretion of the BAC for 3 year term.
- Voting authority – two members from same entity – 1 vote.

Roles of the BAC (Per ORC 3313.84):

1. To *advise* local school districts on changes in the economy and job market and the area in which future jobs are most likely 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;
4. To *advise* workforce development on how to be responsive to Northeast Ohio job market.

Appointment & Responsibility of Officers:

Officers for the following offices: Chairperson, Vice-Chairperson, and Secretary shall be appointed by the ESCWR Superintendent each year. Officers shall be appointed from active Board members and will be appointed for 1 year terms.

The responsibilities of each office are as follows:

- Chairperson – Superintendent of County:
 - Provide leadership to ensure the committee functions properly
 - Promote full participation during the meetings
 - Ensure that all relevant matters are discussed and that effective decisions are made and implemented
 - Lead and Facilitate each meeting
- Vice Chairperson:
 - Assume the responsibilities of the Chairperson in his/her absence
- Secretary (Assumed by ESCWR Representative):
 - sends out meeting agenda
 - records notes at meetings

Terms of Service:

2 Businesses – 1 year

3 Businesses – 2 year

3 Businesses – 3 year

Thereafter all 3 years

The BAC shall avoid potential conflicts of interest when appointing BAC members. The ESCWR Superintendent has the right to remove BAC members due to potential conflicts of interest, lack of attendance/participation, lack of cooperative spirit, or any other reason as determined by ESCWR in partnership with GGP.

Amendment of Bylaws: Bylaws of the ESCWR BAC may be amended at any official BAC meeting by a majority vote of BAC members present at the meeting.

Plan Goals

The ESCWR Geauga BAC operates under three quality practices:

Develop Professional Skills for Future Careers

Build Partnerships

Coordinate Experiences

Initiative 1
Professional Skills Development for Future Careers
<p>What collaborative action steps are required to facilitate achieving outcomes?</p> <ol style="list-style-type: none"> 1. Industry Credential Training 2. BridgEd Pilot 3. Educator Summer Bootcamp 4. Education on Ohio Means Jobs online tools
<p>List all districts impacted.</p> <ol style="list-style-type: none"> 1. Cardinal 2. West Geauga
<p>List all businesses involved.</p> <ol style="list-style-type: none"> 1. Alliance for Working Together 2. DA Surgical 3. Geauga Growth Partnership (GGP) 4. Geauga Mechanical 5. Great Lakes Cheese 6. ISSQUARED 7. Kinetico Water Systems 8. Masco Cabinetry 9. Mercury Plastics 10. Ohlman Family Living 11. Patterson Farms 12. Ravenwood 13. Solid Rock 14. Tarkett 15. The Learning Cafe
<p>List all related timelines for each phase of plan development and associated deadlines.</p> <ol style="list-style-type: none"> 1. Industry Credential Training: ongoing August 2023 - June 2024 2. BridgEd Pilot: ongoing August 2023 - June 2024 3. Educator Summer Bootcamp: Planning starts in October 2023 through event date taking place in June 2024

4. Education on Ohio Means Jobs online tools: initial planning begins in fall 2023 for training opportunities in spring 2024

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

1. Commitment from stakeholders
2. Buy in from area teachers and school leaders
3. Presenter availability
4. Locations for trainings, events, presentations, experiences
5. Incentives to participate

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

Challenges:

1. Competing schedules and priorities
2. Commitment and follow through to participate
3. Time to coordinate, plan, generate programming, execution

How to overcome:

1. Share the vision, create purpose, meaning and urgency
2. Show the value to stakeholders
3. Engage project managers and committee groups to take action and report out regularly

Identify existing [data](#) and set measurable outcomes to achieve plan. If data is unavailable, identify steps being taken to acquire this data.

Existing Data:

1. Industry Credential Trainings: facilitated 2 trainings in 2022-2023 (Locations: Crestwood, PSE)
2. BridgeEd Pilot: completed 0 projects with Bridge Ed in 2022-2023, planned partnerships with Bridge Ed in 2023-2024 = 1 (West Geauga)
3. Educator Summer Bootcamp: Completed inaugural event in June 2023 which included 9 businesses and 3 educators
5. Education on Ohio Means Jobs online tools: Completed 1 training in 2022-2023 (Location: Lakeland Holden Center, 13 participants)

Measurable Outcomes:

1. Industry Credential Trainings: facilitate a minimum of 2 trainings in 2023-2024
2. BridgEd Pilot: complete 1 full pilot projects in 2023-2024 (West Geauga)
3. Educator Summer Bootcamp: Orchestrate annual event with increased educator participation to a minimum of 6 educators in summer 2024
4. Education on Ohio Means Jobs online tools: Offer two trainings in 2023-2024 school year and increase participation to a minimum of 15 participants

Initiative 2

Building Partnerships

What collaborative action steps are required to facilitate achieving outcomes?

1. Non Profit Partnerships
2. Health Care Partnerships
3. Family Involvement, Awareness, and Education
4. Create regional partnerships to provide mentoring opportunities for industry recognized credentials

List all districts impacted.

1. Cardinal
2. West Geauga

List all businesses involved.

1. Alliance for Working Together
2. DA Surgical
3. Geauga Growth Partnership (GGP)
4. Geauga Mechanical
5. Great Lakes Cheese
6. ISSQUARED
7. Kinetico Water Systems
8. Masco Cabinetry
9. Mercury Plastics
10. Ohlman Family Living
11. Patterson Farms
12. Ravenwood
13. Solid Rock
14. Tarkett
15. The Learning Cafe

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

1. Recruit potential new members to the BAC: ongoing August 2023 - June 2024
2. Seek out, sponsor, and attend networking events: ongoing August 2023 - June 2024
3. Establish meetings/conversations with stakeholders that represent the medical field: ongoing August 2023-June 2024

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

1. Commitment from stakeholders
2. Buy in from BAC members
3. Time and availability to invest in and attend meetings, and networking events

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

Challenges:

1. Competing schedules and priorities
2. Commitment and follow through to engage with community partners
3. Time to coordinate, plan, generate programming, execution of programming

How to overcome:

1. Share the vision, create purpose, meaning and urgency
2. Show the value to stakeholders
3. Engage project managers and committee groups to take action and report out regularly

Identify existing [data](#) and set measurable outcomes to achieve plan. If data is unavailable, identify steps being taken to acquire this data.

Existing Data:

1. Establishment of Non Profit Partnerships: 1 new Non Profits joined in 2022-2023 (Solid Rock)
2. Establishment of Health Care Partnerships: 0 new Health Care partnerships in 2022-2023
3. Develop, plan, and execute programming/event in coordination with school districts and community partners that informs parents of opportunities for workforce development: 0 parent events took place in 2022-2023
4. Regional Partnerships to provide mentoring opportunities for students: number of industry recognized credentials earned:

Cardinal School District,	graduation class of 2021 = 41
	graduation class of 2022 = 85
West Geauga School District,	graduation class of 2021 = 49
	graduation class of 2022 = 57

Measurable Outcomes:

1. Expand Non Profit Partnerships: Invite and approve membership of at least 2 new Non Profits in 2023-2024

2. Expand Health Care Partnerships: Invite and approve membership of at least 1 new Health Care partnership in 2023-2024
3. Develop, plan, and execute programming/event in coordination with school districts and community partners that informs parents of opportunities for workforce development: 0 parent events took place in 2022-2023
4. Increase the number of regional partnerships to provide mentoring opportunities for students as a means to increase number of industry recognized credentials earned in 2023-2024 by 10%.

Initiative 3

Coordinating Experiences

What collaborative action steps are required to facilitate achieving outcomes?

1. Corporate Challenge
2. Preapprenticeships/Apprenticeships
3. Manufacturing summer camps/summer experiences
4. Expansion of makerspace and STEM opportunities for students

List all districts impacted.

1. Cardinal
2. West Geauga

List all businesses involved.

1. Alliance for Working Together
2. DA Surgical
3. Geauga Growth Partnership (GGP)
4. Geauga Mechanical
5. Great Lakes Cheese
6. ISSQUARED
7. Kinetico Water Systems
8. Masco Cabinetry
9. Mercury Plastics
10. Ohlman Family Living
11. Patterson Farms
12. Ravenwood
13. Solid Rock
14. Tarkett
15. The Learning Cafe

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

1. Pair businesses and classrooms to facilitate Corporate Challenges: ongoing August 2023 - June 2024
2. Connect businesses with school personnel to expose students to Preapprenticeships/Apprenticeships: ongoing August 2023 - June 2024
3. Connect AWT and area businesses with school personnel to expose students to manufacturing summer camps/summer experiences: ongoing August 2023 - June 2024
4. Secure resources and location to develop new makerspace labs and increase participation in annual STEM day: ongoing August 2023 - June 2024

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

1. Commitment from stakeholders
2. Buy in from BAC members
3. Funding to purchase supplies for makerspace
4. Funding to secure transportation for students to attend STEM day as well as provide goodie bags
5. Time and availability for business leaders to invest in and support Corporate Challenges, preapprenticeships/apprenticeships
6. Time to speak to students about manufacturing opportunities taking place in the summer
7. Student engagement and interest

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

Challenges:

1. Competing schedules and priorities
2. Commitment and follow through to lift Corporate Challenges
3. Time to coordinate, plan, generate required elements for apprenticeships
4. Time to market and educate students on apprenticeships and manufacturing opportunities

How to overcome:

1. Share the vision, create purpose, meaning and urgency
2. Show the value to stakeholders
3. Engage project managers and committee groups to take action and report out regularly
4. Set and adhere to micro goals and benchmark dates

Identify existing [data](#) and set measurable outcomes to achieve plan. If data is unavailable, identify steps being taken to acquire this data.

Existing Data:

1. Corporate Challenges completed in 2022-2023
 - a. Chardon High School: 1 business, 3 classes
 - b. Cardinal High School: 1 business, 2 classes
2. Events geared at exposing students to preapprenticeships/apprenticeships in 2022-2023:
0
3. Number of students participating in AWT and area business manufacturing summer camps/summer experiences in 2022-2023
 - a. ThinkMFG expo - 55
 - b. SMI - 2

c. Robots / Junior Bots - 13

4. Number of Makerspaces/fablabs created in 2022-2023: 0

5. Number of schools and students participating in annual STEM Day at Lake Erie College in 2022-2023:

a. Schools: 3 (Geauga County Schools), 13 schools total

b. Students: 54 (Geauga County Students), 273 students total

c. Sponsors: 7 (LEC and ESCWR as main, 2 cash in Is squared and Medical Mutual, and 3 more in-kind)

Measurable Outcomes:

1. Expand Corporate Challenges in 2023-2024 to include a minimum of 3 businesses.

2. Expand number of events/marketing strategies to inform and expose students to preapprenticeships/apprenticeships in 2023-2024 to at least 2.

3. Expand the number of students participating in AWT and area business manufacturing summer camps/summer experiences in 2023-2024 by 10%

a. ThinkMFG expo - increase to 60

b. SMT - increase to 3

c. Robots / Junior Bots - increase to 15

4. Grow the number of sponsors and community partners involved in STEM day 2023 from 7 to 10.