

Welcome to the ESCWR comprehensive Business Advisory Council Plan for Lake 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:

AWT Summer Manufacturing Institute:

The Summer Manufacturing Institute is a collection of two week-long day camps. Each camp connects Science, Technology, Engineering, and Mathematics (STEM) concepts to local careers throughout Lake and Geauga Counties. Campers complete hands-on STEM projects to showcase to parents and local businesses. The Lake & Geauga Summer Manufacturing Institute (SMI) is operated by the Alliance for Working Together Foundation in partnership with Auburn Career Center, OhioMeansJobs Geauga County, Swagelok, iSTEM Geauga Early College High School, and various local Geauga County and Lake County businesses.

Youth Virtual Month Long Job Fair (Envision Ed Plus)

This month long job fair was established as a county focused event aimed at aligning students with local jobs in their immediate geographical area. The event was targeted for permanent, post-high school employment. Over 50 Lake County students participated.

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)
Lake 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
Cory Vojack	LCOPEDA	Workforce Development Board	cory.vojack@lakecountyohio.gov
Emily Caballero	Component Repair Technologies	Turbine Engine Repairs	emilycaballero@componentrepair.com
Maureen Burkhart	Avery Dennison	Manufacturing	maureen.campbellburkhart@averydennison.com
Ted Cudak	Lyondellbasell	Manufacturing	thaddeus.cudak@lyondellbasell.com
Ray Paganini	Cornerstone IT	Software Technical Support	RPaganini@CornerstoneIT.com
Cathy Bierterman	City of Painesville	Municipality	cbieterman@painesville.com
John Stoneback	JM Performance	Manufacturing	jstoneback@jmppinc.com
Chris Ciolli	Lubrizol	Manufacturing	Chris.Ciolli@lubrizol.com
Eric Wachob	MJM Industries	Manufacturing	ewachob@mjmindustries.com
John Rampe	Torque Transmission	Automotive	jnr@torquetrans.com
Teresa Simons	AWT	Job Center Network	teresa_simons@thinkmfg.com
Margo Reda	Ohio Means Jobs	Job Center Network	Margo.Red@jfs.ohio.gov
Patrick Mohorcic	LCOPEDA	Economic Development Agency	pmohorcic@lcport.org
Robert Kehres	Federal Hose	Manufacturing	kehres@federalhose.com
Juliana Petti	Leadership Lake County	Private Education Non-Profit	jpettie@leadershiplc.org
Craig Sernik	Ohio Means Jobs	Workforce Development	craig@noccog-area19.com
Jeff Tomblin	Jeff's Garage	Automotive	jeffgarage@aol.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
Josh Englehart	Painesville School District	Superintendent	josh.Englehart@pcls.net
Bill Billington	Fairport Harbor School District	Superintendent	bbillington@fhevs.org
Tamee Tucker	iSTEM Geauga Early College High School	Chief Academic Officer	ttucker@istemghs.org
Christopher Mitchell	Auburn Career Center	Dir Innovative Programs	cmitchell@auburncc.org
Geoffrey Kent	ESCWR Governing Board	Board President	gkent@escwr.org
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
Angela Smith	Madison Local School District	Superintendent	angela.smith@madisonschools.net
Chris Raetano	Riverside Local Schools	Superintendent	christopher.rateno@riversideschools.nnet
Pat Ward	Willoughby Eastlake Schools	Superintendent	pat.ward@weschools.org

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 14th, 2023	Date 2: November 2nd, 2023
Date 3: February 15th, 2024	Date 4: April 4th, 2024
Date 5: May 9th, 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).
- County Superintendent (permanent member) serves as Executive Chair.
- 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 Lake 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. Educator Summer Bootcamp 3. Education on Ohio Means Jobs online tools
<p>List all districts impacted.</p> <ol style="list-style-type: none"> 1. Fairport Harbor Exempted School District 2. Madison Local Schools 3. Painesville City School District 4. Riverside Local Schools
<p>List all businesses involved.</p> <ol style="list-style-type: none"> 1. Component Repair Technologies 2. Avery Dennison 3. Lyondellbasell 4. Cornerstone IT 5. JM Performance 6. Lubrizol 7. MJM Industries 8. Torque Transmission 9. AWT
<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. Educator Summer Bootcamp: Planning starts in October 2023 through event date taking place in June 2024 3. 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. Educator Summer Bootcamp: Completed inaugural event in June 2023 which included 9 businesses and 3 educators
3. 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
 - a. Location: AWT, date: TBD

2. Educator Summer Bootcamp: Orchestrate annual event with increased educator participation to a minimum of 6 educators in summer 2024
3. 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. Fairport Harbor Exempted School District
2. Madison Local Schools
3. Painesville City School District
4. Riverside Local Schools

List all businesses involved.

1. Component Repair Technologies
2. Avery Dennison
3. Lyondellbasell
4. Cornerstone IT
5. JM Performance
6. Lubrizol
7. MJM Industries
8. Torque Transmission
9. AWT

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. 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: 0 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:

Fairport Harbor,	graduation class of 2021 = 63 graduation class of 2022 = 76
Madison Local,	graduation class of 2021 = 76 graduation class of 2022 = 169
Riverside,	graduation class of 2021 = 148 graduation class of 2022 = 196
Painesville,	graduation class of 2021 = 112 graduation class of 2022 = 123

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 the 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. Fairport Harbor Exempted School District
2. Madison Local Schools
3. Painesville City School District
4. Riverside Local Schools

List all businesses involved.

1. Component Repair Technologies
2. Avery Dennison
3. Lyondellbasell
4. Cornerstone IT
5. JM Performance
6. Lubrizol
7. MJM Industries
8. Torque Transmission
9. AWT

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. Funding to purchase supplies for makerspace
3. Funding to secure transportation for students to attend STEM day as well as provide goodie bags
4. Time and availability for business leaders to invest in and support Corporate Challenges, preapprenticeships/apprenticeships
5. Time to speak to students about manufacturing opportunities taking place in the summer
6. 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 microgoals 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. Fairport Harbor: 0 businesses, 0 classes

- b. Madison High School: 1 business, 1 class
 - c. Painesville High School: 0 businesses, 0 classes
 - d. Riverside High School: 0 businesses, 0 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 - 551
 - b. SMI - 56
 - c. Robobots / Junior Bots - 92
 - d. preapprenticeship - 26
 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: 10 (Lake County Schools), 13 schools total
 - b. Students: 201 (Lake 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 and 3 schools.
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 5%
 - a. ThinkMFG expo - increase to 558
 - b. SMT - increase to 58
 - c. Robobots / Junior Bots - increase to 97
 - d. preapprenticeships - 28
4. Grow the number of sponsors and community partners involved in STEM day 2023 from 7 to 10.