



Business Advisory Council Joint Statement

The Council's Plan and Implementation Progress

Lake County Educational Service Center Business Advisory Council Bylaws

Participating School Districts in Lake County: Fairport Harbor Exempted Village Schools, Painesville City Local Schools and the Lake County Educational Service Center (LCESC)

Mission Statement (Per ORC 3313.84): The mission of the LCESC 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.

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 the Northeast Ohio job market.

Member Appointments:

- County Superintendent (permanent member) serves as Executive Chair
- 2 Superintendents and representatives from LCESC Member Districts (permanent member)
- 1 Representative from Lake County Ohio Port & Economic Development Authority (LCOPEDA) (permanent member)
- 1 Representative from Auburn Career Center (permanent member)
- 1 Representative from Higher Education – Lakeland Community College (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.

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 LCESC 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 LCESC in partnership with LCOPEDA.

Appointment & Responsibility of Officers: Officers for the following offices: Chairperson, Vice-Chairperson, and Secretary shall be appointed by the LCESC Superintendent at the annual BAC Business Meeting in July or August 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
 - Prepare an agenda for each meeting
- Vice Chairperson:
 - Assume the responsibilities of the Chairperson in his/her absence
- Secretary: Assumed by ESC Representative

Meeting Schedule: The BAC meeting schedule will be determined annually at the Business Meeting to be held in July or August of each year. (The BAC will meet at least once per quarter as required by Ohio law.)

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

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

Lake County Business Advisory Council Plan

The Lake County Educational Service Center (LCESC) will convene the Business Advisory Council members on a quarterly basis prior to a scheduled Governing Board meeting. At such meeting, the Lake County Ohio Port & Economic Development Authority (LCOPEDA) will share business development plans that impact the employment status and training needs of Lake County. In Lake County, the LCOPEDA is developed by the Lake County Commissioners as a critical component of the business community and often leads the conversation in Lake County. It will also connect the LCESC to various business leaders and efforts across the County. This will provide the opportunity to inform the school districts.

The LCESC BAC will meet quarterly beginning September of 2018. The quarterly meetings will focus on understanding the data which has already been collected, researching best practices in other cities across the nation, identifying existing gaps, and devising a communication plan. After the initial meeting, the required plan will be submitted via LCESC's SAFE Account to the Ohio Department of Education.

As part of the communication plan, minutes of each BAC meeting will be distributed to LCESC BAC members for dissemination to each member's stakeholders as appropriate in order to keep regular communication and updates available to all members.

Annual LCESC BAC Schedule: The LCESC BAC will meet quarterly beginning 9/4/2018 at the Auburn Career Center, Technology Learning Center.

Business Advisory Council meeting schedule 2018-2019:

September 4, 2018 at 5:45PM (changed to October 2, 2018 @ 5:30PM)

December 4, 2018 at 5:15PM

April 2, 2019 at 4PM

June 4, 2019 at 4PM

Lake County ESC Governing Board meeting schedule 2018-2019:

August 7, 2018 at 5:45PM

September 4, 2018 at 6:00PM

October 2, 2018 at 5:45PM

November 8, 2018 at 5:45PM

December 4, 2018 at 5:30

January 17, 2019 at 5:45PM

February 5, 2019 at 5:45PM

March 5, 2019 at 5:45PM

April 2, 2019 at 5:45PM

May 7, 2019 at 5:45PM

June 4, 2019 at 5:45PM

June 25, 2019 at 5:45PM

Meetings conducted by the Council:

October 2, 2018 at 5:15PM

Brief summary of specific activities:

The LCOPEDA presented statistical data as surveyed by Skoda Minotti regarding the labor shortage in northeast Ohio. The data indicated that there was a 56% shortage in skilled labor and approximately 1,000 new construction employees were hired; however, had the skilled labor been available, twice that many would have been added.

A BAC member undertook the task of visiting 10% of manufacturing companies in Lake County (about 80 organizations). During these on-site visits, it was determined that 22% of the organizations need skilled machinists (CNC, CNP), and another 21% in specialized metal and plastics skilled labor. These represent approximately half of the labor needs of the companies visited. An additional note was made that there are 800 – 900 manufacturing companies within Lake County.

Additional discussion was had surrounding the concerns that Lake County is not attracting enough new talent across all industries to fill the anticipated number of jobs, creating a shortage over the next decade. With this information, the BAC members began to brainstorm how to attract individuals into the Lake County workforce to overcome this deficit.

The overall competition for employees in northeast Ohio is becoming harder as mega companies like Amazon increase their base wage up to \$15/hour and plan to add 3,000 jobs over a six month period. While these jobs are welcomed for the region, this further creates a deficit in Lake County unskilled workers for mid to small businesses, such as cooks, clerks, cashiers, etc.

As the BAC membership consists of K-12, Career Tech, and higher education institutions, among others, we recognize that not only must this committee not only look at how to better prepare students for future employment, but also how to meet the needs of adults not currently in the workforce, in unskilled positions, or looking for second careers to overcome the anticipated deficit in Lake County in years to come.

Action steps:

Develop a strategy and marketing to increase recruiting of individuals into skilled labor jobs by using the BAC partnership members such as LCOPEDA, our K-12 school districts, and our higher education institutions.

A plan has been implemented to connect with individuals in middle management jobs who leave Lake County via commuter transportation to recruit them back to middle management jobs in Lake County.

Work to create a dual program where individuals who have left the workforce or are unskilled can return to complete their high school diploma while receiving a skilled job credential.

Formulate a plan to continue to remove the stigma of graduating and not going on the secondary education but graduating with skilled credentialing that allows individuals to immediately enter the workforce, fulltime or on a part-time basis, which would allow for them to obtain more education.

Business Advisory Council District Participants

2018-2019 School Year

Lake County ESC

IRN#047860

Fairport Harbor Exempted Village Schools

IRN#045369

Painesville City Local Schools

IRN#044628

Superintendent Signature

Date