

A photograph of three children in a classroom. On the left, a girl is wearing a VR headset. In the center, a boy is looking at her hands, which are raised in a gesture. On the right, another girl is resting her chin on her hand and looking towards the boy. The background is a blurred classroom.

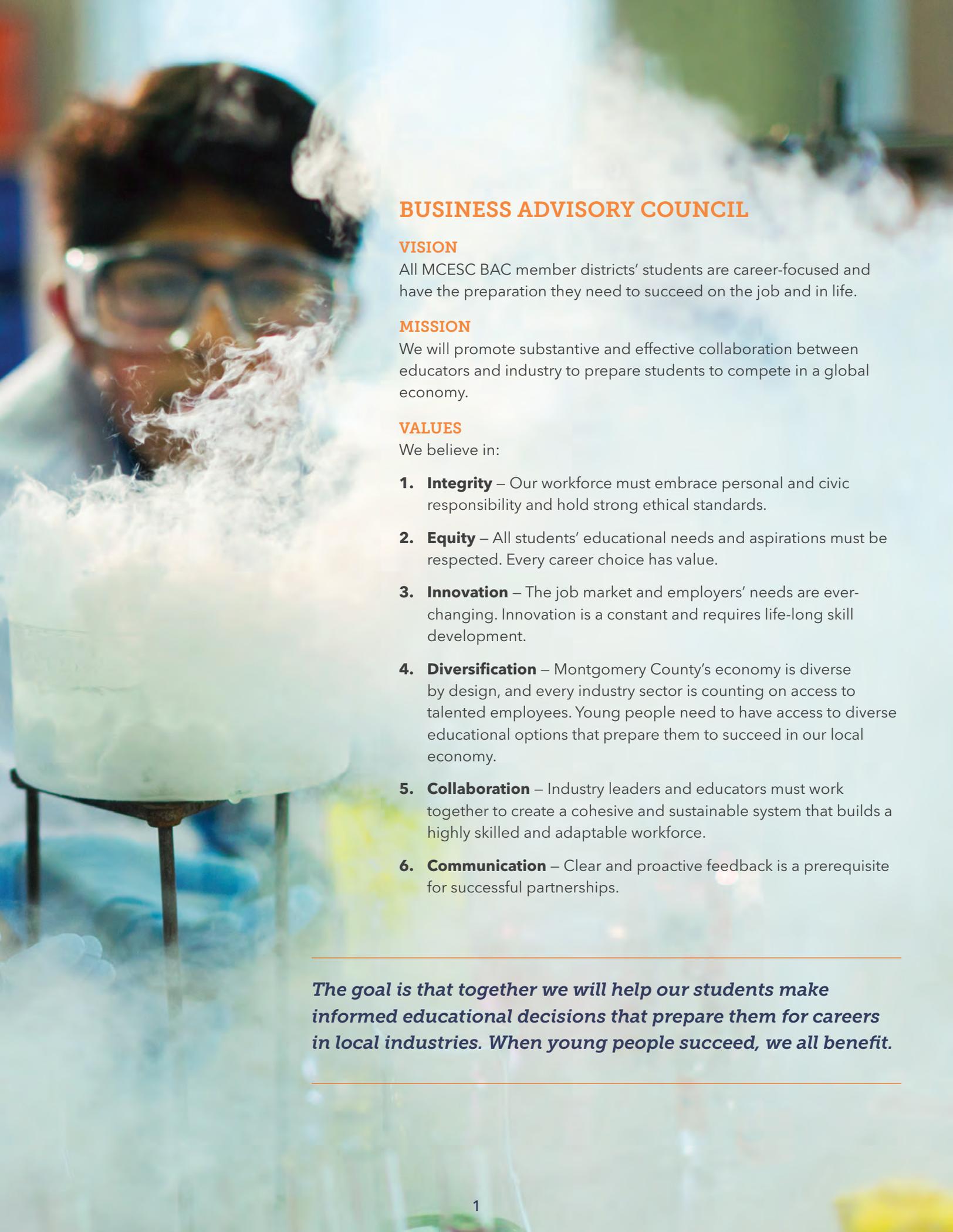
Tomorrow's workers ... They are right here

Joint Statement of Work
for the Montgomery County ESC
Business Advisory Council
2019



Montgomery County ESC Business Advisory Council
Ensuring our workforce can compete by enhancing partnerships
between schools, higher education and employers

- Ensuring student success and career-readiness
- Helping existing and new businesses thrive
- Keeping talent in our region
- Making Montgomery County a great place to live and work



BUSINESS ADVISORY COUNCIL

VISION

All MCEC BAC member districts' students are career-focused and have the preparation they need to succeed on the job and in life.

MISSION

We will promote substantive and effective collaboration between educators and industry to prepare students to compete in a global economy.

VALUES

We believe in:

- 1. Integrity** – Our workforce must embrace personal and civic responsibility and hold strong ethical standards.
- 2. Equity** – All students' educational needs and aspirations must be respected. Every career choice has value.
- 3. Innovation** – The job market and employers' needs are ever-changing. Innovation is a constant and requires life-long skill development.
- 4. Diversification** – Montgomery County's economy is diverse by design, and every industry sector is counting on access to talented employees. Young people need to have access to diverse educational options that prepare them to succeed in our local economy.
- 5. Collaboration** – Industry leaders and educators must work together to create a cohesive and sustainable system that builds a highly skilled and adaptable workforce.
- 6. Communication** – Clear and proactive feedback is a prerequisite for successful partnerships.

The goal is that together we will help our students make informed educational decisions that prepare them for careers in local industries. When young people succeed, we all benefit.

OBJECTIVES

1) Student Engagement – For students to be well-equipped to make a career plan, they must be aware of the diverse career opportunities that exist locally and beyond and understand what it takes to prepare for these careers.



Schools must offer opportunities for career experiences for students both inside and outside of school and assist students in making appropriate plans for after high school.



Industry must provide career experiences that help students explore their career opportunities and help advise schools and students on how to move effectively toward careers.



Accomplishments

- Partnering schools **hosted 6 Power Lunches** to promote local in-demand careers and help students understand educational and training pathways to careers that interest them.
- We engaged several schools and community organizations, resulting in the **creation of 52 demonstration accounts for the YouScience tool** that matches students' interests and aptitudes with in-demand careers.
- We held the **first annual Career Adventure Camp in Summer 2018**. In partnership with Dayton Metro Library, the Dayton Area of Chamber of Commerce and numerous industry and community partners, the Montgomery County ESC developed and implemented this week-long summer camp to expose 30 local middle-school students to 6 of our community's in-demand industries.

2) Parent and Community Engagement

Our region is rich in career and educational opportunities, but our parents and community need to better understand how they can be advocates for students' success.



Schools must share with parents and the community what is already occurring to help prepare students for their futures. They must highlight the diversity of industries that can lead to successful careers.



Industry must collaborate with schools to create opportunities for industry exposure that elevates the community's understanding of locally available careers.



Accomplishments

- We partnered with ThinkTV, our local public television affiliate, to create parent-facing videos to **help families understand different educational and career opportunities** for their students. The videos are in production.
- We received funding to hold **parent and student listening sessions** to learn what information and support families need to help students achieve their career goals.

STUDENT ENGAGEMENT | PARENT AND COMMUNITY ENGAGEMENT | INDUSTRY ENGAGEMENT



3) Industry Engagement – For efficient and productive career experiences (i.e. internships, job shadowing, apprenticeships) to be feasible, we need a one-stop shop for industry and schools to connect.

 **Schools must** provide flexibility in scheduling to allow students to participate in career experiences.

 **Industry must** engage in meaningful partnerships and invest in opportunities for students to have career experiences while they are still in school.

★ **Accomplishments**

- After tapping employers' and educators' input, the Southwestern Ohio Council on Education developed **SOCHE Engage**, a one-stop portal to connect local employers with high-school students seeking internships.
- We **created sample job descriptions** for employers that offer paid internships to share with local high-school students.
- We created an **Employability Readiness Skills Evaluation** that aligns with the Ohio Readiness Seal for use in assessing skills and opportunities for growth of prospective high-school interns.

4) Aligned Curriculum – Curriculum must be engaging to students and relevant to industry needs to ensure that all students have the knowledge, skills and resources to be college- and career-ready.

 **Schools must** implement rigorous curriculum that incorporates the technical and soft skills identified by industry as necessary for students to be career-ready.

 **Industry must** invest time and resources in schools, lending expertise in developing coursework and advising on projects that prepare students for the world of work.

★ **Accomplishments**

- **We promoted implementation of locally-developed, industry-supported career curriculum** that aligns with the Ohio Career Connections framework. Specifically, this curriculum fosters:
 - Career Awareness: K-5 A to Z Career Posters (a tool that was recognized by the Ohio Department of Education)
 - Career Exploration: Career Adventures (Aerospace, Healthcare)
 - Career Planning: Industry Courses (Advanced Manufacturing, IT, Healthcare, Aerospace, Construction Trades) and Life Skills Courses (Digital Literacy, Financial Math, Employability Skills)
- **We surveyed K-12 school districts** regarding resources they are using to address Ohio's mandate for career connections. Fourteen districts provided valuable insight regarding common practices and identified resources they need to support their ongoing work.
- **We fostered awareness of career connections work and resources** at monthly Miami Valley Regional Curriculum Directors meetings. Topics included the Ohio Readiness Seal (with a presentation by an Ohio Department of Education representative) and Business Advisory Council updates.

OBJECTIVES, continued

5) Professional Development for

Stakeholders – Educators are well-positioned to guide our students on a path toward career success if they have tools and support from industry to increase their own awareness, knowledge and skills to support students' career planning.



Schools must provide opportunities for educators to connect to careers and receive training about resources available to assist students in making plans after high school.



Industry must understand the constraints and challenges of schools and be both a partner and advocate in support of educators and schools.

★ Accomplishments

- The Montgomery County ESC hosted 3 Career Connections Champions and Counselors Meetings that included **tours of local in-demand industries** to help educators understand career opportunities and workforce expectations of local companies. Each tour was attended by approximately 45 educators from districts across the region. Participants visited The Dayton Foodbank (Logistics), Kettering Medical Center (Healthcare) and GEMCITY Engineering (Manufacturing), among other employers.
- In October 2018, 10 partners from industry, the community, and K-12 and higher education **attended the Pathways to Prosperity Fall Institute in Cambridge, MA, to learn about best practices** that will advance the goals and outcomes of the Business Advisory Council plan.
- The Montgomery County ESC **created a Master List of College and Career Fairs in the area** to promote to students, parents, and teachers.

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CAREER AWARENESS

Elementary Grades (K-5)

CAREER EXPLORATION

Middle Grades (6-8)

CAREER PLANNING

High School (9-12)

PATHWAYS TO PROSPERITY

On behalf of the Business Advisory Council, the Montgomery County ESC in Fall 2018 joined the Pathways to Prosperity Network to support the implementation of the Council's goals. Pathways to Prosperity is an initiative of Jobs for the Future at the Harvard Graduate School of Education. Its data-driven work is focused on creating meaningful career pathways for students to complete high school and earn a high-value credential or degree in order to be career-ready for local jobs.

Benefits of this membership include technical assistance, access to best practices and the opportunity to attend the Pathways to Prosperity Fall and Spring Institutes that bring together network members from across the United States.

THE WAY FORWARD *Full BAC meetings take place at the ESC*

(200 S. Keowee St., Dayton, Ohio 45402)

May 7, 8:30-10am

September 9, 8:30-10am

November 14, 8:30-10am

Montgomery County ESC Business Advisory Council

Student Engagement For students to be well-equipped to make a career plan, they must be aware of the diverse career opportunities that exist locally and beyond and understand what it takes to prepare for these careers.



Schools must offer opportunities for career experiences for students both inside and outside of school and assist students in making appropriate plans for after high school.



Industry must provide career experiences that help students explore their career opportunities and help advise schools and students on how to move effectively toward careers.

Strategy		Actions	Responsibility	Timeframe	Metric
1. Utilize social media to expand awareness of careers & educational opportunities	Schools	Develop & deploy social media engagement plan in conjunction with County Communications Collaborative	<ul style="list-style-type: none"> Student Engagement Parent & Community Engagement County Communications Collaborative All Districts 	<ul style="list-style-type: none"> Hold joint BAC/CCC planning meeting in Jan 2019 Deploy in 2019-2020 school year 	% of districts utilizing social media for career awareness
	Industry	Provide info/photos/etc. for social media engagement	Chamber/Trades org/etc.	By the end of the 2018-2019 school year	
2. Increase understanding or students' aptitude in relation to in-demand careers	Schools	Implement career aptitude tool, YouScience	MCESC/All Districts	By the end of the 2019-2020 school year	<ul style="list-style-type: none"> % of districts utilizing YouScience Fully funded for member districts
	Industry	Fund YouScience implementation	DDC/Chamber/Trade Orgs	Commitment by 1st Quarter of 2019	
3. Increase career engagement opportunities within schools	Schools	Provide career activity time (Power Lunch, Career Fair, Visits, etc.)	MCESC/All Districts	Ongoing	<ul style="list-style-type: none"> # of activities % of districts participating # of businesses involved % of businesses involved in our in-demand sectors
	Industry	Resource career activities (provide speakers, open for tours, etc.)	Trade Orgs/Businesses/MVHRA	Ongoing	
4. Develop career videos for each of the local in-demand industry sectors	Schools	Deploy career videos through classes and other communications channels	MCESC/All Districts	<ul style="list-style-type: none"> Develop by end of 2019 school year Deploy in 2019-2020 (in conjunction w/ Social Media plan) 	<ul style="list-style-type: none"> # of videos in each Sector % of districts utilizing the videos # of careers covered # of sectors covered
	Industry	Identify companies and employees for career videos	Trade Orgs/Businesses/MVHRA	By 1st Quarter of 2019	
5. Organize student listening sessions to understand what they believe & where there are gaps	Schools	Execute student listening session (embedded into class/school time)	L2ED/MCESC	By end of 2018-2019 school year	<ul style="list-style-type: none"> # of students participating % of districts engaged
	Industry	Provide information on industries for student listening sessions	Trade Orgs/Businesses	By 1st Quarter of 2019	

Montgomery County ESC Business Advisory Council

Parent & Community Engagement Our region is rich in career and educational opportunities, but our parents and community need to better understand how they can be advocates for students' success.



Schools must share with parents and the community what is already occurring to help prepare students for their futures. They must highlight the diversity of industries that can lead to successful careers.



Industry must collaborate with schools to create opportunities for industry exposure that elevates the community's understanding of the careers available locally.

Strategy		Actions	Responsibility	Timeframe	Metric
1. Utilize social media to expand awareness of careers & educational opportunities	Schools	Develop & deploy social media engagement plan in conjunction with County Communications Collaborative	<ul style="list-style-type: none"> Student Engagement Parent & Community Engagement County Communications Collaborative All Districts 	<ul style="list-style-type: none"> Hold joint BAC/CCC planning meeting in Jan 2019 Deploy in 2019-2020 school year 	% of districts utilizing social media for career awareness
	Industry	Provide info/photos/etc. For social media engagement	Chamber/Trades org/etc.	By the end of the 2018-2019 school year	
2. Create parent-facing videos that address in-demand industry sectors, college affordability, options for education beyond HS	Schools	Deploy videos through social media and other communications channels	MCESC/All Districts	<ul style="list-style-type: none"> Develop by end of 2019 school year Deploy in 2019-2020 (in conjunction w/ Social Media plan) 	<ul style="list-style-type: none"> # of videos % of districts utilizing the videos
	Industry	Provide necessary information for video content	Trade Orgs/Businesses/MVHRA		
3. Organize parent listening sessions to understand what they believe & where there are gaps	Schools	Execute parent listening sessions	L2ED/MCESC	By end of 2018-2019 school year	<ul style="list-style-type: none"> # of parents participating % of districts engaged
	Industry	Provide information on industries for parent listening sessions	Trade Orgs/Businesses	By 1st Quarter of 2019	

Montgomery County ESC Business Advisory Council

Industry Engagement

Engage high school students, parents, industry and educators to provide efficient and productive career experiences (i.e. internships, job shadowing, apprenticeships) through a one-stop shop digital platform.



Schools must provide flexibility in schedules to allow students to participate in career experiences.



Industry must engage in meaningful partnerships and invest in opportunities for students to have career experiences while they are in school.

Strategy	Schools	Industry	Actions	Responsibility	Timeframe	Metric
1. Create digital platform to educate students, parents and industry and promote occupational opportunities	Schools		Provide input on designing the digital platform including materials and important links to standardize messaging for both students, parents and employers	MCESC/All Districts	4Q 2018	<ul style="list-style-type: none"> Design website for standardized messaging for K-12 workforce opportunities and career paths exploration Create centralized application for job posting and searching
	Industry		<ul style="list-style-type: none"> Provide input on design of digital platform which houses information on K-12 workforce pathways Create centralized application to post and search workforce opportunities 	SOCHE/ Business/ Trade Organizations	4Q 2018	
2. Create sample job descriptions with student qualifications and desired learning outcomes in key industries	Schools		Confirm student qualifications and desired learning outcomes defined in sample job descriptions	MCESC/All Districts	1Q 2019	Upload and maintain sample job descriptions to resource page
	Industry		<ul style="list-style-type: none"> Define skill sets and work tasks required for an internship Post sample job descriptions on resources page 	SOCHE/ Business/ Trade Organizations	1Q 2019	
3. Establish partnerships which will provide opportunities for engaging students	Schools		<ul style="list-style-type: none"> Partner with SOCHE Identify companies for partnerships 	MCESC/All Districts	1Q 2019 / ongoing	Develop list of industry and education partners
	Industry		<ul style="list-style-type: none"> Partner with SOCHE Establish relationships with companies and provide them on opportunities for managing their workforce demand 	SOCHE/ Business/ Trade Organizations	1Q 2019 / ongoing	
4. Increase # of students in internships	Schools		<ul style="list-style-type: none"> Report current number of internships Develop list of "intern ready" students Students complete online employment application in SOCHEIntern 	MCESC/All Districts	4Q 2019 / ongoing	Increase # of internships by 20%
	Industry		<ul style="list-style-type: none"> Analyze operations to determine areas in organization that can benefit from an intern Hire K-12 interns 	SOCHE/ Business/ Trade Organizations	2Q 2019 / ongoing	

Montgomery County ESC Business Advisory Council

Aligned Curriculum Curriculum must be engaging to students and relevant to industry needs to ensure that all students have the knowledge, skills and resources to be college- and career-ready.



Schools must implement rigorous curriculum that incorporates the technical and soft skills identified by industry as necessary to be career-ready.



Industry must invest time and resources in schools, lending expertise in developing coursework and advising on projects that prepare students for the world of work.

Strategy	Actions	Responsibility	Timeframe	Metric
1. Align existing programs and resources to meaningfully meet the ODE career connections requirements	Share OMJ Readiness seal at the MVRCD meeting	Curriculum Alignment Team, with ODE Representative	Sept 2018	# of districts participating
	Survey schools on existing Career Connections implementation	Curriculum Alignment Team	Dec 2018	# of districts participating
	Share examples of Career Connections at MVRCD meetings	MCESC Staff	Ongoing Quarterly Mtgs	# of districts participating
	Create an adaptable career connections planning tool for districts that identifies requirements by band, aligns available resources, and identifies gaps	Curriculum Alignment Team	Spring 2019	
2. Utilize data to drive decision-making and increase career readiness across the educational continuum	Partner with schools to help plug identified gaps with industry-relevant opportunities (speakers, tours, lunches, projects, etc)	TBD as gaps are identified	2019-2020 academic year	# of industry partners activities
	<ul style="list-style-type: none"> Build awareness of Learn to Earn indicators of success by sharing Clearinghouse data with MVRCD, Building Admin, Counselors, Teachers Create and share protocols to use for data walks in districts 	<ul style="list-style-type: none"> MCESC/L2ED Staff & Curriculum Alignment Team MCESC/L2ED Staff & Curriculum Alignment Team 	<ul style="list-style-type: none"> Spring 2019 Fall 2018- Spring 2019 	<ul style="list-style-type: none"> # of districts participating # of districts reporting use of data walks
3. Build authentic classroom experiences/ activities connected to careers	Develop career activities and identify career tasks (technical and soft skills) that align with content standards	All districts, MCESC staff	Spring 2019 & 2019-2020 academic year	# of activities
	Attend focus groups to develop career activity ideas and identify career alignment with content standards	Chamber & Trade Orgs to identify key employers to participate	2019-2020 academic year	# of focus groups
4. Create plug-and-play structural course alignment options for workforce (for example, the PTECH program)	Work with P2P to identify career pathways structures - research existing options within and beyond the local districts and draft local pathway option	MCESC & L2ED in coordination with the Curriculum Alignment Team	Spring 2019 & 2019-2020 academic year	Career pathways options
	Work with schools (K-12 & HE) to identify targeted pathways, coursework, and credentials	Chamber, Trade Orgs & Key business leads in identified pathways	Spring 2019 & 2019-2020 academic year	

Montgomery County ESC Business Advisory Council

Professional Development

Educators are well-positioned to guide our students on a path toward career success if they have the tools and support form industry to increase their own awareness, knowledge and skills to support students' career planning.



Schools must provide opportunities for educators to connect to careers and receive training about resources available to assist students in making plans after high school.



Industry must understand the constraints and challenges of schools and be both a partner and invest in support of educators and schools.

Strategy	Actions	Responsibility	Timeframe	Metric
1. PD Opportunities ALL BAC districts Attach the schools' schema for PD	Schools Schedule PD - half day (can offer as AM or PM)	<ul style="list-style-type: none"> All Districts PD committee (use Career Champion/College group format) Format is: <ul style="list-style-type: none"> Pre-visit information Visit to in-demand Industry Lunch and Debrief Principals & Superintendents Kelly, Laura, Amy 	<ul style="list-style-type: none"> Put together frame work by December Trial PD Industry visits with a few schools Present to Superintendents at a First Quarter (2019) meeting 	Number of teachers participating and districts
	Industry Provide speakers and information for school PD	<ul style="list-style-type: none"> Coordinates schedules to allow educators a Combined PD Day to focus on non-obvious careers in the In Demand areas Identify staff from each level to attend Bring to Superintendents' meeting at ESC Develop PD - with industry 	Chamber/Trade Orgs	
2. Implement Career Awareness into Core Courses	Schools Provide training for teachers to use HS English/Math/other subject-matter areas to introduce careers - particularly Non College Prep English - Work with teachers of grades 11 & 12	PD group and Curriculum Alignment group have crossover		Number of teachers/school districts
	Industry Provide information to inform content that can be implemented into core courses	Work with Chambers and Trade Org		
3. Create a Master list of College/Career Fairs in area – promote to students, parent, and teachers	Schools Provide dates to local college and career fairs for the 2018/2019 school year	ESC/All Districts		<ul style="list-style-type: none"> Number of college and career fairs listed
	Industry Attend and support local college and career fairs	Chamber/Trade Orgs		<ul style="list-style-type: none"> Distribution to partners

MONTGOMERY COUNTY BUSINESS ADVISORY COUNCIL PARTICIPANTS

Thank you to the members of the Business Advisory Council. The group includes representatives from 21 school districts, 6 major industries, higher education, local government, local economic development organizations and other community partners.

To join the Council or to learn more about how your school or business can participate, contact Bryan Stewart, Workforce Director at Bryan.Stewart@mcesc.org.

Brookville Local Schools	Miami Valley Career Technology Center
Carlisle Local Schools	Montgomery County
Centerville City Schools	Montgomery County Educational Service Center
Dayton Area Chamber of Commerce	New Lebanon Local Schools
Dayton Area Logistics Association	Northmont City Schools
Dayton Business Committee	Northridge Local Schools
Dayton Development Coalition	Oakwood City Schools
Dayton Metro Library	Rack Processing
Dayton Region Manufacturers Association	Rush Transportation & Logistics
Dayton Public Schools	Sinclair College
Franklin City Schools	Southwestern Ohio Council for Higher Education
GEMCITY Engineering and Manufacturing	Technology First
Greater Dayton Area Hospital Association	Tenet3 Cybernetics
Huber Heights City Schools	Trotwood-Madison City Schools
Jefferson Township Local Schools	Valley View Local Schools
Kettering City Schools	Vandalia-Butler City Schools
Learn to Earn Dayton	Wayne Local Schools
Mad River Local Schools	West Carrollton City Schools
Miamisburg City Schools	Wright-Patterson Air Force Base

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