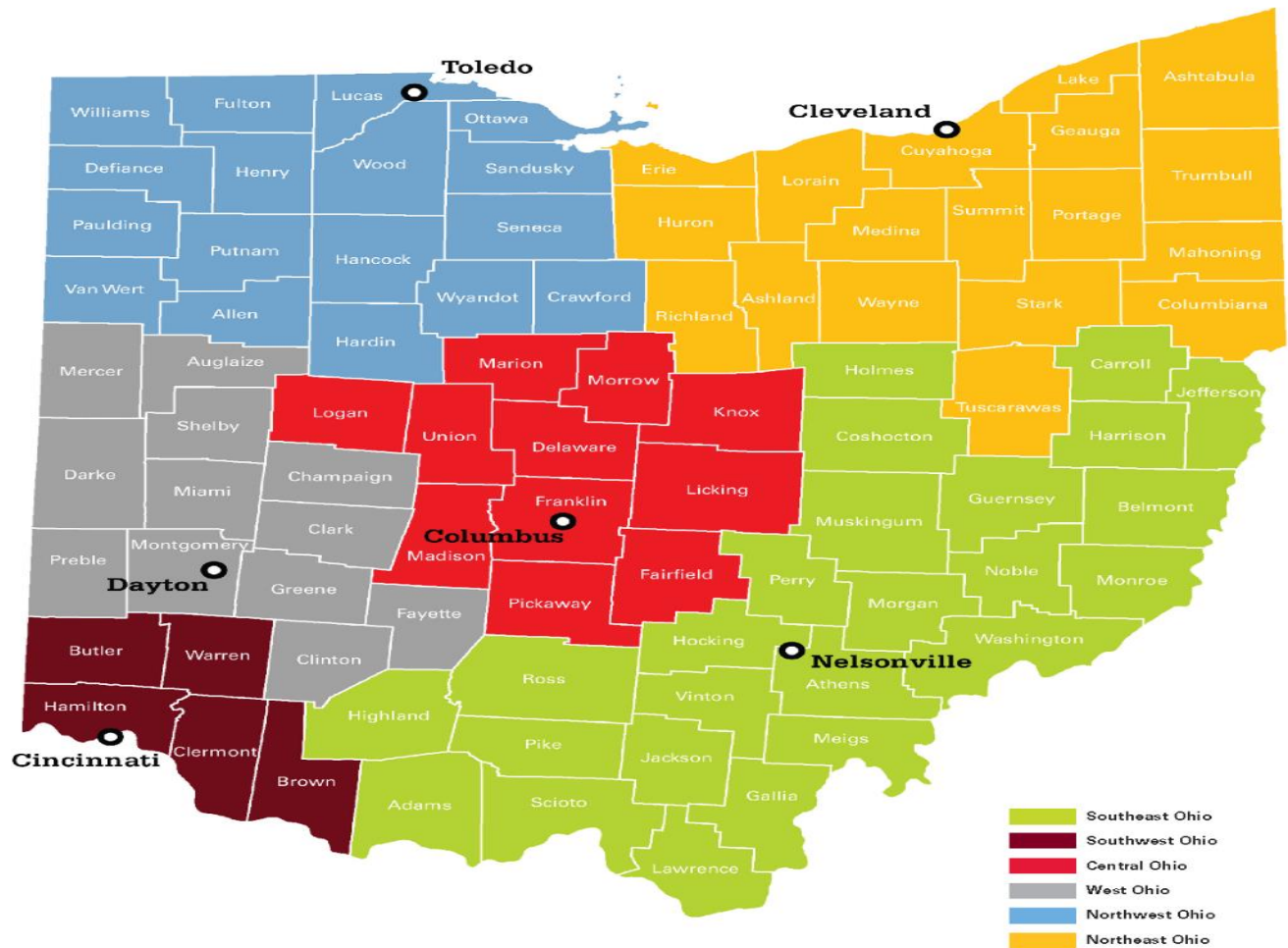


2024-2025 Business Advisory Council

Plan Template

The Ohio Department of Education and Workforce recommends using this template and the optional award addendum for your Business Advisory Council plan. However, feel free to use any extra space for additional initiatives that you list based on how much space is allocated in the template. You can add extra rows to the tables to include more than two initiatives for each quality practice.

Identify the Structure and Name of the Business Advisory Council: (School District, Educational Service Center, Joint Vocational School District or independent cooperative)



Paulding County Business Advisory Council

Northwest Ohio JobsOhio Region

List all member districts Represented by the Business Advisory Council:

District	District Primary Contact and Role	Primary Contact Email	District Secondary Contact and Role	Secondary Contact Email
Antwerp Local	Dr. Martin Miller, Superintendent	Miller_M@Antwerpschools.org	Elyse Boyer, Curriculum Coordinator	Boyer_E@Antwerpschools.org
Paulding EV	Chris Etzler, Superintendent	c_etzler@pauldingschools.org	Shawn Brewer, Workforce Coordinator	S_Brewer@Pauldingschools.org
Wayne Trace Local	Paul Jones, Superintendent	Jonesp@Waynetrace.org	Angie Stokes, Art Teacher	Stokesa@waynetrace.org
Western Buckeye ESC	Thomas Taylor, Superintendent	Thomas.Taylor@WBESC.org	Rachel Eicher, Curriculum Coordinator	Reicher@WBESC.org
Vantage Career Center	Rick Turner, Superintendent	Turner.r@vantagecareercenter.com	Ben Winans, HS Director	Winans.b@vantagecareercenter.com

List business advisory council members (business, higher education, community partners, for example). List industries represented on the business advisory council based on [Ohio's Top Jobs](#) classification. Include workforce boards, economic development, higher education, and community partners.

Business Advisory Council Member	Title	Email	Industry
Aaron Schwarzbek	Business Development Advisor	aaron@sherwood.bank	Financial
Agnes Coldwell	Dean of Academic Affairs	acoldwell@defiance.edu	Education
Alexandra Shelton	Transportation Manager	Alexandra.shelton@dot.ohio.gov	ODOT

Angie Fahy	Education Director	Fahy.a@Vantagecareercenter.com	Education
Angie Stokes	Art Teacher	Stokesa@waynetrace.org	Education
Brad Harsha	Financial Wellness Coach	Brad.harsha@bankatfirst.com	Financial
Chris Etzler	Superintendent	C_etzler@pauldingschools.org	Education
Cody Mabis	Logistics	Cody@mercerlandmark.com	Agriculture
Dallas Doppler	Workforce Recruiter	dallasd@cooperfarms.com	Agriculture
Darrell Handy	Business Partnership Specialist	dhandy@team-meta.net	Manufacturing
Doug Etzler	Production Manager	doug@baughmantile.com	Manufacturing
Ed Stuart	STEAM Teacher	stuarte@waynetrace.org	Education
Elyse Boyer	Curriculum Coord.	Boyer_e@antwerpschools.org	Education
Erika Johanns	Program Assistant	Johanns.14@osu.edu	Education
Fahyth Griner	HR Manager	fgriner@haaviland-drainage.com	Manufacturing
Jeremy Dasher	Loan Officer	jdasher@antwerpexchangebank.com	Financial
Jessica Stechschulte	Administer Assistant	office@pced.net	Economic Development
Jon Tomlinson	Dean of Students	jtomlinson@northweststate.edu	Education
Joshua Duslak	Oakwood Mayor	jdduslak@gmail.com	Government
Kim Wannemacher	HR Manager	kwannemacher@pauldingcountyhospital.com	Healthcare
Martin Miller	Superintendent	Miller_m@antwerpschools.org	Education
Megan Sierra	ADA workforce Coord.	msierra@pcworkshop.org	Business/Education
Michael Rutherford	Plant Manager	Micharl.rutherford@spartech.com	Manufacturing
Michelle Gawronski	Administrator	Michelle.gawronski@spartech.com	Manufacturing
Rick Turner	Superintendent	Turner.r@vantagecareercenter.com	Career Center

Shawn Brewer	Workforce Coord.	S_brewer@pauldingschools.org	Education
Taylor VanCleve	Staffing Coord.	taylorv@cooperfarms.com	Agriculture
Thomas Taylor	Superintendent	Thomas.taylor@wbesc.org	Education
Tiffany Rockhold	OMJ Workforce	Tiffany.rockhold@jfs.ohio.gov	Government
Tim Copsey	Director	director@pced.net	Economic Development
Tim Manz	Curriculum Coord.	manzt@waynetrace.org	Education

Schedule of Meetings

Planning meetings for the (Academic Year) school year include:

BAC Steering Committee Meetings

Quarter 1 Meeting: August 21, 2024	Quarter 2 Meeting: November 13, 2024
Quarter 3 Meeting: February 12, 2025	Quarter 4 Meeting: May 14, 2025

BAC Committee Meetings

Quarter 1 Meeting: September 11, 2024	Quarter 2 Meeting: December 11, 2024
Quarter 3 Meeting: March 12, 2025	Quarter 4 Meeting: June 11, 2025

Paulding County Summary

The Paulding County portion of the ESC includes 3 school districts; Antwerp Local, Paulding Exempted Village (PEVS), Wayne Trace Local schools, an Opportunity Center and is part of the Vantage Career Center coverage area. Paulding covers 176.64 square miles. Wayne Trace covers 176.07 square miles. These are the 30th and 31st largest school districts by area in Ohio in the same county. Antwerp is 64.32 sq. miles. The Wayne Trace school district encompasses 7 villages and PEVS includes 3 villages. Getting students to and from school is an event itself. Getting students to be involved in after school workforce events is a challenge as is allowing students to get back their home communities during the school day for work related opportunities.

Through the Panthers for Careers program, a senior student thought that perhaps she would enjoy working in an office. She was placed in the office of Dr. Mott, DDDS. The student did extremely well in the office and started to gain an interest in the dental side of the business. The staff realized the interest and encouraged it. Upon graduation from high school the student decided to pursue dentistry. The office helped offset some tuition costs so that she would return to their office upon graduation.

Limitless by PC Workshop

PC Workshop is a non-profit workshop focuses on individuals with developmental disabilities that teach job skills with the end goal of community employment. This program has been around since the 1970's but has recently evolved and started paralleling and working alongside the Business Council Advisory goals as well.

PC Workshop currently employs around 65 clients from five counties in northwest Ohio, the vast majority from Paulding County. The program is split into the retail store called Limitless, in downtown Paulding, and the warehouse workshop where clients are split into supporting departments and also a Leadership area where clients take part in immersive learning experiences along with the work training.

PC Workshop partners with Paulding County schools that have identified needs of specific students, who many need extra support to participate in transitions from school to work. The students may start at age 14 and go well up past students with more advanced needs than what a traditional school environment can offer. PC staff are trained individually to individual needs and goals.

In the paid work portion of the program, clients receive hands-on demonstration in all aspects of the retail environment. Current jobs at our warehouse facility include sorting of hard goods, pricing of products, building of household furniture, sorting and hanging of clothing items and many other jobs that assist with the retail back-end environment. If clients are able to show competency and improvement in the tasks given, they are able to work up to various tasks such as operating machinery and more demanding problem-based learning opportunities.

At our storefront (also paid), workers help with stocking shelves, using register systems to check out customers, store cleaning, answering customers questions, and other “soft-skill” tasks such as problem-solving, looking people in the eye, conversation skills, and more.

In Leadership area which is currently unpaid, clients are exposed to pre-apprenticeships and the opportunities available now to them at area industries. Clients have visited Cooper Farms, InSource, privately owned small businesses such as boutiques, shake shops, etc. various fast-food chains and even embarked in their own entrepreneur experiences (crocheting, artistry, content creation). In visiting these places, hands-on learning is taking place, and the potential to

work at these locations with further supports in now possible. The Business Advisory Council can streamline this process even more by matching clients with varying abilities with students without neurodivergent issues through a larger pool of entities and businesses in the council or paralleled with the Council.

The hope for the partnership between the BAC and PC Workshop is that more opportunities and experiences can keep happening and expand in Paulding County not only to give people with developmental disabilities great experiences, but also to build our community with “out of the box” tactics for greater personal and professional LIMITLESS growth!

Business Advisory Council Mission and Vision for the 2024-2025 School Year

Business advisory councils operate under [three quality practices](#): **Develop Professional Skills for Future Careers, Build Partnerships, and Coordinate Experiences.**

DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

Describe how the business advisory council plans to **Develop Professional Skills for Future Careers** for the 2024-2025 school year.

- Describe the plan, including initiatives, projects, or events. Include specific districts impacted by initiative(s), and list all businesses involved.
- Use the template as a guide to list all initiatives, projects, and events used to develop professional skills for future careers (include business input in curriculum alignment with skills needed for in-demand professions, educator engagement and development, employers in classroom involvement, etc.). Be sure to include existing programs and how they will be sustained and scaled.
- When describing initiatives, please tie them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

Initiative 1 - Developing Professional Skills - YouScience Utilization Program

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

One of our practices is utilizing a program called *YouScience*.

This is a program which offers 3 main models that students take to help narrow down 2 things:

- The career opportunities each student has interest in.
- What career paths the students best fit for based on the results from their assessments.

Having each student break down each module into 30 min a day increments, this allows each student to complete and utilize each segment with 100 % focus.

Upon each completion of assessments, each student then will be able to look at completed data and narrow down 2 things:

- Which careers they have the highest interest in.
- Show where their actual interests and knowledge are based off assessment branches to other careers they never thought of or knew about.

List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?

- Paulding Exempted Village School; 100% of 8th & 12th grade year
- Wayne Trace; 100% of 12th grade
- Antwerp; 100% of 8th & 12th grade year
- Vantage Career Center – 100%

List all businesses involved.

- | | | |
|---|--|----------------------------------|
| * CHP Home Care & Hospice | * North American Stamping Group | * Ohio Department of Transport. |
| * Miller Precision | * Western Buckeye Educational Service Center | * |
| Paulding County Engineer's Office | * Schweller Electric | * Straley Insurance |
| * The Ohio State University Extension | * H.E Orr Company | * BRSW |
| * Baughman Tile | * Haviland Drainage Products | * Paragon Tempered Glass |
| * Cooper Farms | * Haviland Plastic Products | * Paulding County Hospital |
| * First Financial Bank | * West Bend Printing & Publishing Inc. | * Logisticize |
| * Northwest State Community College | * Ben Kauser Excavating LLC. | * Family Health Care |
| * Little Sprouts Early Learning Center | * Paulding County Municipal Court | * Modern Plastic recovery |
| * Mansfield Welding Services LLC | * Braun Industries | * VW Chamber of Commerce |
| * GKN Freight Services | * City of Van Wert | * Vantage Career Center |
| * Alliance Automation | * Greve Chrysler Jeep Dodge | * Mercer Residential Services |
| * Central Insurance | * KAM Manufacturing | * Laing Family Dental |
| * National Door & Trim | * Trucent | * Bee Gee Realty & Auction |
| * Alexander & Bebout | * Statewide Ford Lincoln | * Van Wert Works |
| * Danfoss | * E&R Trailer | * Keller Logistics Group |
| * Ken-Feld Group LLC. | * Redline Equipment | * Vancrest |
| * Antwerp Pharmacy | * Paulding County Economic Development | |
| * Leland Smith Insurance | * Universal Lettering Co. | * Teijin Automotive Technologies |
| * Van Wert Job & Family Services | * PHD Precision Tool & Grinding | * Van Wert Manor |
| * Unverferth Manufacturing | * Grammer Americas | |
| * Manufactured Housing Enterprises Inc. | | |

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

YouScience is introduced to students beginning of school year and utilized all through that year.

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

Vantage Career Center finances the *YouScience* program for all 3 school districts to use through all our county schools.

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

The challenges that may impact the BAC would be if Vantage Career Center stopped financing *YouScience* program. We want to continue utilizing this program and help our teachers and students understand how important the data is in preparing each student for their future.

BAC continues to share success stories with businesses and school officials throughout the county. The BAC should continue to engage with new businesses and contacts to grow the network and get additional businesses involved.

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

The percentage of students that use *YouScience* in the years 2023-24:

Paulding Exempted Village School: 96%

Antwerp Local School: 89%

Wayne Trace Local School: 99%

How does this initiative help to develop relevant in-demand skills for students and educators.

By being able to match student's aptitudes with BAC businesses and industry partners, the BAC can more accordingly match likeminded students with relevant business thus cutting down in wasted efforts by students finding their path and wasted time and resources sending students to meet with those businesses they do not have aptitude for.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

With our local resource, Limitless who works with students with disabilities, joining the BAC we hope to get their input with students with disabilities.

Initiative 2 - Developing Professional Skills - Future Farmers of America

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Paulding Exempted Village School FFA program is a national gold star rated program. They continue to do incredible in the greater Paulding County community. The program is lead by a young homegrown teacher that is a Teacher Bootcamp alum and works hard to instill in-demand skills and soft skill training with all of her students.

List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?

- Paulding Exempted Village Schools;
- 2023/24: 322 high school students total - of which 41 students attended Vantage Career Center
 - 100 students participated in FFA out of 281 students – for 35% participation
 - 2024/25: 367 high school students total – of which 63 students attended Vantage Career Center
 - 130 students participated in FFA out of out of 284 students – for 45% participation

List all businesses involved.

- Ag Credit
- Cooper Farms
- Williamson Insurance
- InSource Technologies
- Becks Hybrids
- Paulding Chamber of Commerce
- Paulding County Area Foundation
- Mercer Landmark

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

- March 2024 – Students begin signing up for classes with Agriculture Education
- June 2024 – Officer team plans a Program of Activities for year (POA)
- August 2024 - FFA Agriculture classes begin.
- September 2024 – Implementation of the Oakwood Youth for Ag 8th Grade Program to teach students about agriculture industry
- All Year for high school students – Promoting the program through 2 semesters of 8th grade Ag Classes.

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

- Classroom teacher to facilitate the programming and education of students funding for the many local, state and national trips to participate in FFA functions.
- Dedicated school district administration to allow the program to take place.
- Education to provide continuing new agriculture related technology opportunities to our students.

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

Available time for educator to provide lab time for FFA as the program continues to grow and increasing number of students enroll in the program.

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

- Tracking number of students participants and hours logged.

How does this initiative help to develop relevant in-demand skills for students and educators.

The programming provided these students through the National FFA program allows students to learn hands-on and soft skills. The students compete in challenges at local, state and national levels to help prepare them for real life after high school.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Students with any ability can join FFA and participate in any of the FFA opportunities provided. There are so many programs available that everyone can find a niche they best feel comfortable with.

Initiative 3 - Developing Professional Skills - BAC Council

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The School Administrations, in collaboration with local business partners will take the following action steps to facilitate the achievements of outcomes:

- Form a working group consisting of school administrators, teachers and businesses, Paulding County Economic Development and local human service providers.
- Establish communication channels between all partners to help and encourage future growth of student development. This in collaboration with business partners will help develop the skilled and engaged workforce of the future.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding Exempted Village Schools
Wayne Trace Local Schools
Antwerp local Schools
Vantage Career Center

100% of all engaged students from each school will be impacted.

List all businesses involved.

Sherwood Bank, ODOT District 1, First Financial Bank, Mercer Landmark, MetaLink Technologies, Baughman Tile, Paulding County OSU Extension, Haviland Drainage, Paulding County Economic Development, Village of Oakwood, Paulding County Hospital, PC Workshop, Spartech, Cooper Farms and Ohio Means Jobs.

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

The BAC will meet quarterly for both Steering Committee meeting and for actual BAC group meetings (for a total of 8 annual meetings) throughout the year. The group will review presented initiatives to see if they can internally grade the success of the initiatives and see what collaboration can be developed as new initiatives are added or removed.

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

Time will be spent by the Steering Committee who will initiate and facilitate the BAC meetings and will prepare the actual hard copy agenda for all BAC participants. The Western Buckeye ESC needs to dedicate time for a strong participation to keep all schools engaged

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

The BAC could get soft if steering committee and WBESC leadership doesn't encourage participation by all members and encouraging everyone involved to offer best practice opinion and participate on a regular basis.

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

2023/24

Paulding County Economic Development attended all three county schools and met with both junior and senior classes. #PauldingCountyStrong t-shirts and career event booklets were provided to senior students. Junior class students received a local college informational booklet.

2023/24 seniors 166 juniors 186 100% of students in these grades were eligible to receive information

2024/25 seniors 186 juniors 243 100% of students in these grades were eligible to receive information

How does this initiative help to develop relevant in-demand skills for students and educators.

The BAC Committee collaborates together to come up with ideas to help students prepare for their future. School administrators that attend share their challenges about educating students for their future workforce training. The business leaders share their wants and needs for a future workforce. Together the BAC comes up with resolutions to overcome these obstacles and challenges.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#)

With our Limitless partners and local resources for students with disabilities now joining the BAC, we hope to get their input and the input of students with disabilities for future programing.

Initiative 4 - Developing Professional Skills - Youth Business Showcase Event

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

In fall of 2023 it was decided to offer a youth entrepreneur showcase. Students that are 18 and under are offered the opportunity to market their business wares at the Paulding County Flat Rock Creek Fall Festival. It is impressive to see what the young entrepreneur are able to make or services offered to the community. The projects are judged by a group of judges including our Ohio Regional Small Business Development Consultant. The judges choose the best business of the day. Two additional awards are given by people's choice votes. The event has been very well attended and supported over the past two years.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

All youth 18 years old and up are encouraged to participate from all county schools and homeschool students. In 2024 we had total of 20 entrepreneurs sign up. Of those 20, we had 10 businesses and 14 youth participate. 100% of all Paulding County youth are invited to attend. 10 of 20 (50 %) actually showed up for the event.

List all businesses involved.

- First Financial Bank
- Northwest State Community College
- Small Business Development Center of Ohio
- Paulding County Economic Development
- Paulding Area Chamber of Commerce
- OSU Extension Building

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

Three months ahead of the event, we launch a marketing campaign for youth business applications. Ten days before the event we hold a pre-event meeting with the young entrepreneurs and guardians to explain rules and expectations. At that time, we also intensify our marketing efforts on social media and in newspapers. Lastly, we hold the one-day event itself.

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

- People's Choice and first place Judges Choice award sponsors
- Display space at the Flat Rock Fall Creek Festival.
- Willing judges to participate.
- Tables/Chairs/speaker system/marketing signage at event.
- Pre-established rubrics for judges to grade on individual participating businesses.
- Materials for community members to vote for People Choice award.

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

Navigating Food Regulations: One challenge is understanding and complying with food regulations set by the health department, particularly concerning the production and sale of food for any student business providing food items.

Participant Commitment: Another challenge was related to participant commitment. Since the event is sponsored without financial commitment from participating youth, there was uncertainty about whether all 10 businesses that signed up would follow through and actively participate.

The BAC can help facilitate the event by continuing to promote to the community and follow up with entrepreneurs after sign up to see how their projects are developing and if they could use any help, guidance or assistance. This may help our percentage of active participation.

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

In our inaugural event in 2023, 21 young entrepreneurs actively participated. In 2024, we had 14 youth entrepreneurs participate for a downward trend. However, it was noted by the small business development consultant that this year the entrepreneurs were more engaged and relevant. Moving forward, we plan to continue and enhance our program, with a potential metric being number of votes cast for the People's Choice Award.

How does this initiative help to develop relevant in-demand skills for students and educators.

This event teaches youth how to interact with people and learn the soft skills it takes to market their business and learn about planning and handling finances which also teaches youth the value of how hard work pays off in end.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

The Youth Business Showcase event is an opportunity for students of all abilities as it is open to any student who has the aptitude and desire to develop, implement and run their own business.

Initiative 5 - Developing Professional Skills - Paulding High School Welding Program

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Paulding County Economic Development office conducts business, retention and expansion visits throughout the year at existing businesses within the county. Through these visits a reoccurring theme developed in the need for maintenance technicians and specifically welders. The opportunity to train students to weld was discussed in former HR Manager meetings (this group morphed into the BAC). The Paulding County Economic Development office, Ohio Means Job representative and the Custom Training Solutions team at Northwest State Community College developed a template to make welding training happen if they could find a training location. The Paulding Exempted Village School administration offered their FFA department and welding booths. The FFA instructor became certified through Northwest State and was able to provide certified credentials for welding, blueprint reading, OSHA 10 and Yellowbelt education. Ohio Means Jobs help fund the program for students that qualified for funding assistance.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding Exempted Village Schools

List all businesses involved.

- Mansfield Welding
- Zuber Welding

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

- November 2024- talk to prospective students about the opportunity of taking the class.
- December 2024- finalize list of students and send information to Ohio Means Jobs for review. Share information with Northwest State Community College to assign trainers.
- January-May 2025- course is taught from 3:30-6:00 on Tuesdays and Thursdays.
- May 2025 - bring local business leaders in to talk with students

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

- Credential certified instructors
- Ohio Means Jobs funding resources for qualifying students
- Welding booth equipment and supplies
- PPE safety equipment
- Donated steel from area businesses

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

Monitoring student progress ensures the sustainability of the program and requires continuous efforts from Ohio Means Jobs, Northwest State Community College and Paulding Exempted Village Schools administration to maintain regular follow-up. This is crucial for verifying that students are maintaining positive academic

performance, which is a prerequisite for their continued participation in the program. The BAC needs to also track this data to open the door for this and potential other programing at all schools.

Attracting and retaining students' interest in the program from the outset is another challenge. We need to find effective strategies to engage and inspire students to participate enthusiastically in the program.

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

2022 – started the class with 7 students, 6 completed the program with credentials in welding, blueprint reading and OSHA 10. All students are required to fulfill 40 hours to complete the class, providing 18 credentials.

2023 – started the class with 5 students, 5 completed the program, providing 15 credentials.

2024 – started the class with 6 students, 5 completed the program, providing 15 credentials.

How does this initiative help to develop relevant in-demand skills for students and educators.

The welding program introduces required introductory skills to students and gives them a head start for in demand job opportunities.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).
Opportunities are available to students with any ability to join and participate in the program.

Initiative 6 - Developing Professional Skills - Wayne Trace STEAM Center

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

Since 2022 the Wayne Trace Local School district has been developing STEAM related school curriculum and slowly acquiring small equipment that allows students to work on projects with community partners and learn hands on trade skills in addition to building soft skills while communicating with customers.

In 2023 the equipment outgrew the high school library space that the equipment was housed in. A grant was applied for and in March 2024 it was announced through the Ohio Department of Education and Workforce that a \$2.4 million grant was approved for the new school STEAM center.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Wayne Trace Local Schools

List all businesses involved.

Mercer Landmark, Haviland Drainage, Baughman Tile, Lifewise Academy, Wassenberg Art Center, Paulding County Chamber of Commerce, Village of Payne, Payne American Legion and Veterans of Foreign Wars, Paulding County Carnegie Library – Payne branch, Paulding County Economic Development, Greentop Acres Dairy, Grounded Coffee and Crumbs,

Maranatha Industries, Paulding Chief Supermarket, Canal Junction Farm, InSource Technologies, J & J Ag Equipment, Antwerp Manor.

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

The curriculum continues to evolve based on available educators and equipment. The district recently met with Haviland Tile to develop CTE engineering design for students to use CAD to create 3D drawings and model of their smooth dual-wall fittings. Program directors are enrolled in BGSU career technical development licensure courses for teachers to learn more.

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

Funding for materials and equipment is in place today. The funding from the school district side of investment TBD. The district is trying to identify ways to charge according for projects with businesses to make it cost affordable for both the school and business. Donations from local businesses for materials has been outstanding. The school district is trying to help the art teacher on staff by funding a part-time STEAM director who is a engineer and teacher bootcamp alumni.

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

The challenge is getting school district approval of a tax levy to be able to move forward with the grant funding. \$2.4 million is a great start but is not the full amount needed for this building growth. Additionally, more staff will be required to make sure all students are able to receive adequate coverage to learn and understand equipment. The BAC will be able to facility new opportunities shared by businesses, networking and encouraging teachers from the district to attend teacher bootcamp.

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

In the 2024/25 school year, the class will be tracking the number of projects completed. There will also be ability to track student enrollment in the programs year over year.

How does this initiative help to develop relevant in-demand skills for students and educators.

The classes are doing outstanding things in the local community. They recently partnered with the American Legions and VFW in their school district and created banners for veterans to hang in their respective communities. Not only are the students learning hands on in-demand skills for their future use of CNC programing, they learned about some of the local veterans and history of their communities. Additionally soft skills were learned as they communicated and heard the stories from many veterans themselves. This program is huge in growing the future workforce of Paulding County.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Opportunities are available to students with any ability to join and participate in the program.

Initiative 7 - Developing Professional Skills - Construction Basics Program

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Paulding County Economic Development office conducts business, retention and expansion visits throughout the year at existing businesses within the county. Through these visits a reoccurring theme developed in the need for maintenance technicians. The opportunity to train students for maintenance technician work begins with basic carpentry skills. This was discussed in BAC meetings. The Paulding County Economic Development office, Ohio Means Jobs representative and the Custom Training Solutions team at Northwest State Community College in conjunction with Paulding Exempted Village School administrations revised the welding template to make a carpentry class training happen if they could find an educator. The Paulding Exempted Village School administration owned the Opportunity Center which provided a space for this training. A local business man became certified through Northwest State and was able to provide certified credentials for Construction Basics I, Construction Basics II, blueprint reading, OSHA 10 and Yellowbelt education. Ohio Means Jobs help fund the program for students that qualified for funding assistance.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding Exempted Village Schools
Paulding County Opportunity Center

List all businesses involved.

Jon's Handyman Service, Schlatter's Heating and Cooling, CC Seamless Gutters, Schweller Electric

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

- October 2024- talk to prospective students about the opportunity of taking the class.
- November 2024- finalize list of students and send information to Ohio Means Jobs for review. Share information with Northwest State Community College to assign trainers.
- January-May 2025- course is taught from 3:30-6:00 on Tuesdays and Thursdays.
- May 2025 - bring local business leaders in to talk with students

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

- Credential certified instructors
- Ohio Means Jobs funding resources for qualifying students
- Tools power and non-power equipment and construction materials and supplies
- PPE safety equipment
- Donated materials from area businesses

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

Monitoring student progress ensures the sustainability of the program and requires continuous efforts from Ohio Means Jobs, Northwest State Community College and Paulding Exempted Village Schools administration to maintain regular follow-up. This is crucial for verifying that students are maintaining positive academic performance, which is a prerequisite for their continued participation in the program. The BAC needs to also track this data to open the door for this and potential other programing at all schools.

Attracting and retaining students' interest in the program from the outset is another challenge. We need to find effective strategies to engage and inspire students to participate enthusiastically in the program.

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

2023 – started the class with 6 students, 6 completed the program with credentials in Construction Basics I, Construction Basics II, blueprint reading and OSHA 10. All students are required to fulfill 80 hours to complete the class.

2024 – started a during school class at the Opportunity Center with 7 students, 5 completed the credential program. Additionally, 7 students from Paulding Exempted Village School completed the credential during school hours.

How does this initiative help to develop relevant in-demand skills for students and educators.

The carpentry program introduces required introductory skills to students and gives them a head start for in demand job opportunities.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Opportunities are available to students with any ability to join and participate in the program. .

Initiative 8 - Developing Professional Skills - Limitless

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

PC Workshop is a non-profit workshop focuses on individuals with developmental disabilities that teach job skills with the end goal of community employment. This program has been around since the 1970's but has recently evolved and started paralleling and working alongside the Business Council Advisory goals as well.

PC Workshop currently employs around 65 clients from five counties in northwest Ohio, the vast majority from Paulding County. The program is split into the retail store called Limitless, in downtown Paulding, and the warehouse workshop where clients are split into supporting departments and also a Leadership area where clients take part in immersive learning experiences along with the work training.

PC Workshop partners with Paulding County schools that have identified needs of specific students, who many need extra support to participate in transitions from school to work. The students may start at age 14 and go well up past students with more advanced needs than what a traditional school environment can offer. PC staff are trained individually to individual needs and goals.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Wayne Trace Local School, Antwerp Local School, Paulding Exempted Village School and many more school districts from other counties around the region. Limitless currently has 30 high school students attending from around the region. It is believed these 33% of students who could be eligible.

List all businesses involved.

Cooper Farms, InSource Technologies, Grounded Coffee and Crumbs, Fuel Good Energy, McDonalds and Dairy Queen

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

A timeline is difficult to put on students that have disabilities. The hope is to help as many of these students learn enough to move on to the next step in the learning process.

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

The program takes immense support from the local community. It also requires patient [It also requires patient and caring individuals to help career coach individuals but also drive transportation vehicles.](#)

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

The Business Advisory Council can streamline this process even more by matching clients with varying abilities with students without neurodivergent issues through a larger pool of entities and businesses in the council or paralleled with the Council.

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

Two students have moved on into positions outside of PC Workshop so far.

How does this initiative help to develop relevant in-demand skills for students and educators.

In the paid work portion of the program, clients receive hands-on demonstration in all aspects of the retail environment. Current jobs at our warehouse facility include sorting of hard goods, pricing of products, building of household furniture, sorting and hanging of clothing items and many other jobs that assist with the retail back-end environment. If clients are able to show competency and improvement in the tasks given, they are able to work up to various tasks such as operating machinery and more demanding problem-based learning opportunities.

At our storefront (also paid), workers help with stocking shelves, using register systems to check out customers, store cleaning, answering customers questions, and other “soft-skill” tasks such as problem-solving, looking people in the eye, conversation skills, and more.

In Leadership area which is currently unpaid, clients are exposed to pre-apprenticeships and the opportunities available now to them at area industries. Clients have visited Cooper Farms, InSource, privately owned small businesses such as boutiques, shake shops, etc. various fast-food chains and even embarked in their own entrepreneur experiences (crocheting, artistry, content creation).

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

The hope for the partnership between the BAC and PC Workshop is that more opportunities and experiences can keep happening and expand in Paulding County not only to give people with developmental disabilities great experiences, but also to build our community with “out of the box” tactics for greater personal and professional LIMITLESS growth!

Initiative 9 - Developing Professional Skills - Freshman English

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The purpose of the assignment was to help students develop verbal and written skills through emailing and conducting interviews with businesses. The goal was for students to learn about different career paths for the future while developing soft skills.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding Exempted Village Schools freshman and high school students.

List all businesses involved.

Marcos Pizza, Payne Post Office, Limitless (by PC Workshop), Keepsake beads by EAW and Boutique & Salt Cave, Hybrid Performance, Mighty Cube, Fiesta Habaneros, InSource Technologies, Embassy Theater, Red Angel Pizza, Paulding Automotive, Past Time Café, Kauser Trucking and Excavating, Dangler Excavating, Paulding Animal Shelter, Oakwood Landing Strip, Vantage Career Center, McDonalds, Subway, CHP Home Care & Hospice, DenHerder Funeral Home, Fuel Good Energy, The Rusty Blade Barbershop, Paulding Exempted Village Schools , Grounded Coffee and Crumbs, Paulding County Sheriff Department, MTJ Farms, Spartech and VFW Post #587.

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

This project required an extremely large amount of time. Students were required to research and interview a business, then create a project based on information collected. Timeline was a nine _week quarter.

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

Students needed time allowed for the research and needed a mode of communication to communicate with the business contacts ie: phone, internet, laptop, transportation

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

The outcome was not good. The freshman English teachers have decided not to take this project on again with this grade. It is just too difficult to get 15-year-old students in connection with the businesses without transportation. Many businesses were great to work with and accessible but this project would be a better fit for a grade who can drive. Because of the chaos with the freshman, they will do a research paper this year. The BAC could help facilitate a better outcome with older students in the future.

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

86 students were tasked with this assignment. 100% of them completed the task in some way. Only 82% of them completed the task to its full intent.

How does this initiative help to develop relevant in-demand skills for students and educators.

This project in its full context would have provided valuable information about local employment positions, help develop both written and communication skills through email and conducting interviews with businesses. The students did learn about different career paths for their future, while also developing needed soft skills.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Students of all abilities were included in the assignment and were able to fulfill the tasks as required.

BUILD PARTNERSHIPS

Describe how the business advisory council plans to **Build Partnerships** for the for the 2024-2025 school year.

- Describe how the business advisory council will grow partnerships in alignment with in-demand careers in the region with representation from industry, workforce boards, port authority, Ohio Means Jobs Centers, industry sector partnerships, higher education, etc.
- Use the template as a guide to list all initiatives, projects, and events used to build partnerships. Include information on partnership alignment, effectiveness, and initiatives spearheaded by these collaborations. Demonstrate cooperative efforts between districts and partners to benefit students and businesses.
- When describing initiatives, please tie them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

Initiative 1 - Build your Partnership - YouScience Trainings

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

One of our practices is utilizing a program called *YouScience*.

This is a program which offers 3 main models that students take to help narrow down 2 things:

- The career opportunities each student has interest in.
- What career paths the students best fit for based on the results from their assessments.

Having each student break down each module into 30 min a day increments, this allows each student to complete and utilize each segment with 100 % focus.

Upon each completion of assessments, each student then will be able to look at completed data and narrow down 2 things:

- Which careers they have the highest interest in.
- Show where their actual interests and knowledge are based off assessment branches to other careers they never thought of or knew about.

List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?

- Paulding Exempted Village School; 100% of 8th & 12th grade year
- Wayne Trace; 100% of 12th grade
- Antwerp; 100% of 8th & 12th grade year
- Vantage Career Center – 100%

List all businesses involved.

- | | | |
|---|--|----------------------------------|
| * CHP Home Care & Hospice | * North American Stamping Group | * Ohio Department of Transport. |
| * Miller Precision | * Western Buckeye Educational Service Center | * Straley Insurance |
| * Paulding County Engineer’s Office | * Schweller Electric | * BRSW |
| * The Ohio State University Extension | * H.E Orr Company | * Paragon Tempered Glass |
| * Baughman Tile | * Haviland Drainage Products | * Paulding County Hospital |
| * Cooper Farms | * Haviland Plastic Products | * Logisticize |
| * First Financial Bank | * West Bend Printing & Publishing Inc. | * Family Health Care |
| * Northwest State Community College | * Ben Kauser Excavating LLC. | * Modern Plastic recovery |
| * Little Sprouts Early Learning Center | * Paulding County Municipal Court | * VW Chamber of Commerce |
| * Mansfield Welding Services LLC | * Braun Industries | * Vantage Career Center |
| * GKN Freight Services | * City of Van Wert | * Mercer Residential Services |
| * Alliance Automation | * Greve Chrysler Jeep Dodge | * Laing Family Dental |
| * Central Insurance | * KAM Manufacturing | * Bee Gee Realty & Auction |
| * National Door & Trim | * Trucent | * Van Wert Works |
| * Alexander & Bebout | * Statewide Ford Lincoln | * Keller Logistics Group |
| * Danfoss | * E&R Trailer | * Vancrest |
| * Ken-Feld Group LLC. | * Redline Equipment | |
| * Antwerp Pharmacy | * Paulding County Economic Development | * Teijin Automotive Technologies |
| * Leland Smith Insurance | * Universal Lettering Co. | * Van Wert Manor |
| * Van Wert Job & Family Services | * PHD Precision Tool & Grinding | |
| * Unverferth Manufacturing | * Grammer Americas | |
| * Manufactured Housing Enterprises Inc. | | |

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

YouScience is introduced to students beginning of school year and utilized all through that year.

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

Vantage Career Center finances the *YouScience* program for all 3 school districts to use through all our county schools.

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

The challenges that may impact the BAC would be if Vantage Career Center stopped financing *YouScience* program. We want to continue utilizing this program and help our teachers and students understand how important the data is in preparing each student for their future.

BAC continues to share success stories with businesses and school officials throughout the county. The BAC should continue to engage with new businesses and contacts to grow the network and get additional businesses involved.

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

The percentage of students that use *YouScience* in the years 2023-24:

Paulding Exempted Village School: 96%

Antwerp Local School: 89%

Wayne Trace Local School: 99%

How does this initiative help to develop relevant in-demand skills for students and educators.

By being able to match student's aptitudes with BAC businesses and industry partners, the BAC can more accordingly match likeminded students with relevant business thus cutting down in wasted efforts by students finding their path and wasted time and resources sending students to meet with those businesses they do not have aptitude for.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

With our local resource, Limitless who works with students with disabilities joining the BAC we hope to get their input with students with disabilities.

Initiative 2 - Build your Partnership - Vantage Career Center Open House

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Vantage Career Center includes Junior and Senior students from all 3 of our county high schools.

Once a year the career center hosts an open house for students, their parents and the local community to attend and see what opportunities are available for incoming students. Vantage collaborates with local businesses, economic development offices and industries to provide hand on in-demand skills.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

2024/25 academic school year

Wayne Trace Local Schools - 69 students attend Vantage out of 166 students in the junior & senior class – 41%

Paulding Exempted Village Schools - 63 students attend Vantage out of 177 students in the junior & senior class – 35%

Antwerp Local Schools - 42 students attend Vantage out of 86 students in the junior & senior class – 48%

List all businesses involved.

Paulding County Hospital, Mercer Landmark and Cooper Farms

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

This is a one-night event annually but discussion and plannings takes place throughout the entire school year for this February event.

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

Vantage Career Center invests hours of man power to prepare, organize and schedule this event. The Paulding County economic development office takes a 40-hour work week prior to event to ensure county businesses are connected and all material is ready and available to market Paulding County to all that attend.

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

Challenges exists if local businesses chose not to attend. The BAC can help overcome the challenges by sharing success stories of students that attended Vantage and came home to go to work for local businesses in Paulding County. It is crucial to keep Vantage Career Center representatives involved at our BAC table. Follow up with teacher bootcamp scheduling to make sure attendees are visiting Vantage Career Center.

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

In 2024/25 academic school year, 174 Paulding County students are attending Vantage Career Center. In 2023/24 academic school year 144 students attended Vantage Career Center. This is a 18% increase of students learning in-demand hands-on skills year over year.

How does this initiative help to develop relevant in-demand skills for students and educators.

The sole purpose of Vantage Career Center is to create in-demand job skills. All students that attend will receive training for these valuable skills. It is important to make sure we continue to bring our teacher bootcamp participants to Vantage Career Center to understand the usefulness of these skills and to help guide students that could benefit from this opportunity to the career center.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Sophomore students with disabilities will be guided with this tour to show the options given for skill trades as well as options for overcoming disabled barriers.

Initiative 3 - Building Partnerships - Podcast

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

During Covid, we were not able to take businesses into schools or take students on business tours. A plan was developed in collaboration with Ohio Means Jobs office, Paulding County Economic Development and local radio station, MY102.7 FM. It was decided to develop a Podcast recording with local businesses to introduce and explain their business and relevance of it in the community, region, state, national and international economy, and how students might fulfill open employment opportunities for the future.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

- Wayne Trace Local School
- Paulding Exempted Village School
- Antwerp Local School
- Vantage Career Center
- *Opportunity Center
- *Homeschool Students

List all businesses involved.

- *Insource
- *Paulding Economic Development
- *Paulding County Hospital
- *Pioneer Lines
- *Roberts Manufacturing
- *Paulding County Sheriff's Office
- *Paulding Putnam Electric Cooperative
- *Natural Design & Graphics
- *Strong Tower Fitness
- *Petals and Vines
- *Northwest State Community College
- *Auglaize Canoe & Kayak
- *AG Credit
- *Five Star Deck Building & Fencing
- *Logisticize
- *Roy Klopfenstein (82nd Ohio House District)
- *RGP
- *Paulding County Common Pleas Court
- *The Upper Nine
- *Hormann's Plumbing & Heating
- *Rustic Comfort Photography
- *Holistic Wizard Wellness
- *WMEA
- *Hidn Treasures
- *Ohio Means Jobs
- *Lapham-Hickey Steel
- *PC Workshop
- *Spartech
- *The Gerken Companies
- *Willamson Crop Insurance
- *Paulding County Progress
- *BRSW
- *Mysports.Live
- *Mansfield Welding
- *Youth Professionals of Paulding County
- *MyFarms
- *Haviland Drainage Products
- *NASG
- *Patriot Rail
- *PC Senior Center
- *Schlatter's Plumbing & Heating
- *Kuhn Truck & RV
- *Bittersweet Inn
- *Mighty Cubes & Dumpsters
- *Nini's Ice Cream
- *Union Bank Co.
- *Mercer Landmark
- *Wagner Metals
- *Lippert Components Plant #112
- *Baugman Tile Co
- *Schweller Electric
- *West Bend Printing & Publishing
- *Relay for Life
- *R&B Fabrications
- *Double D Dairy Bar
- *Vantage Career Center
- *ALCO
- *Bielharz Architects Incorporated
- *State Bank
- *ACE Hardware
- *Keepsake Beads by EAW
- *TRT Sinn Dairy
- *The Antwerp Exchange Bank
- *Custom Assembly
- *Back Wall Archery
- *Charloe Snow-Cone
- *ORR H.E. Orr Company
- *Cooper Farms
- *Paragon Tempered Glass
- *First Financial Bank
- *Brown Made Media
- *Junque
- *Memories by Tawnya
- *Paulding EMA
- *Flat Rock Creek
- *United Way
- *Small Town Bliss
- *Greater OH Workforce Board
- *Hands of Hope
- *CHP Hospice
- *Maid to Achieve
- *Something Brave
- *VFW
- *Gorrell Bros.
- *GenFed Financial

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

Once contact is established with businesses to record, the podcast recording takes 45 min to hour. Editing takes additional hour per episode.

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

Ohio Means Jobs helped with initial funding for podcast equipment. The radio station allows the air time for the recording to be broadcast.

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

Continuing to find participants to share their business story. The BAC will continue building with businesses to ensure their business stories are shared.

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

Podcast is aired on radio 8 times over a two-week period. It is also added to Google, Spotify and Apple Podcast play list for future play. The radio station is available to all 18850 county residents.

How does this initiative help to develop relevant in-demand skills for students and educators.

These podcasts allow students the opportunity to learn about local business from the inside leaders to determine if their aptitude correlates to this business.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

This podcast is available to all who are listening. This is a benefit to those with disabilities to learn about opportunities for them as well.

Initiative 4 - Building Partnerships - Teacher Bootcamp Event

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

Paulding County Teacher bootcamp allows educators in our school districts to get out into the employers to see how industry and businesses have changed over time. This has been a especially informational for teachers with long tenure. This initiative helps us develop ambassadors in the school to help students realize the opportunities right here in our county. For life's sustaining employment in our county. Either after high school or college.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

- Wayne Trace Local School
- Paulding Exempted Village School
- Antwerp Local School
- Vantage Career Center
- Four County Career Center

List all businesses involved.

- Paragon Tempered Glass
- Paulding County Hospital
- North American Stamping Group
- Ohio Business Development Center
- Paulding County Sheriff's Office
- Paulding Water Plant
- Robert's Manufacturing
- Cooper Farms
- Mercer Landmark
- Baughman Tile
- Vantage Career Center
- Wessler Engineering
- Ohio Means Jobs
- Miller Bros
- Western Buckeye ESC
- Paulding County Commissioner's office
- Paulding County OSU Extension office
- First Financial Bank
- PC Workshop
- Westwood Behavior Health
- Paulding County Area Foundation

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

The development of our schedule and agenda takes about 90 days but is discussed throughout the year during BAC meetings. The actual bootcamp and tours take 40 hours, 32 hours of introductions and tours, 8 hours of teachers presenting data.

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

The State of Ohio allowing Teacher Bootcamp this to be funded as continuing education credits for the educators is critical for this program to continue to entice educators to participate.

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

Challenges would be if state would no longer fund the program or if businesses would not be open to hosting educators. The BAC helps facilitate collaborate between businesses and educators. We are excited that to this point, this is not an issue.

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

34 teachers participated within 2022-2024 year.

How does this initiative help to develop relevant in-demand skills for students and educators.

By educators gaining this new knowledge to share with students, we are able to better match students to related businesses fields through *YouScience* assessments and educators reenforcing data. We must get the teacher bootcamp attendees to Vantage Career Center every year to gain knowledge of in demand skills training.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

The education partners that are associated with our disabled students are also invited to attend to learn about positions that disabled students could fill, along with building new relationships with businesses for potential future employment positions.

Initiative 5 - Building Partnerships - Mercer Landmark/Teacher Bootcamp Event

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

For the past two years our BAC business partner, Mercer Landmark, has hosted our teacher bootcamp for our June BAC meeting. This state-of-the-art facility located in our county allows us the opportunity not only to host meeting but also a space for our bootcamp educators to engage and communicate with Mercer Landmark and other business leaders. The experience always includes a guided tour of the agriculture related facility and is a great networking event.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

- Wayne Trace Local School
- Paulding Exempted Village School
- Antwerp Local School
- Vantage Career Center
- *Opportunity Center
- *Four County Career Center

List all businesses involved.

Sherwood Bank, ODOT District 1, First Financial Bank, Mercer Landmark, MetaLink Technologies, Baughman Tile, Paulding County OSU Extension, Haviland Drainage, Paulding County Economic Development, Village of Oakwood, Paulding County Hospital, PC Workshop, Spartech, Cooper Farms and Ohio Means Jobs.

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

This is a one-time annual event that is discussed over quarterly BAC meetings and organized as part of the teacher bootcamp agenda.

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

Mercer Landmark invests manpower developing tour guides within company and rents golf carts to get attendees around the large facility. They also invest into goody bags and Mercer Landmark keepsakes for attendees.

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

The challenges that could come from this opportunity would go away if Mercer Landmark was no longer involved. It is imperative to keep Mercer Landmark involved within the BAC.

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

100% of bootcamp participants and all BAC members are invited to attend.

How does this initiative help to develop relevant in-demand skills for students and educators.

This opportunity continues to educate our educators on in-demand skills and the importances of CDL development and training. This has led to new CDL training opportunities at Northwest state Community college and Vantage Career Center.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

The training and education of our teacher bootcamp participants at the Mercer Landmark event allows our educators to see the opportunities of employment at Mercer Landmark for anyone with any ability.

Initiative 6 - Building Partnerships - Grover Hill Elementary Event

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Grover Hill Elementary hosts a community night for students and parents to come into school and be introduced to and learn about the community employment and business opportunities in the area. The Village of Grover Hill is a low to moderate community.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Grover Hill Elementary

List all businesses involved.

Wayne Trace Local Schools, Haviland Drainage, InSource Technologies, Paulding-Putnam Electric Cooperative, Paulding County 4H, Paulding County Economic Development, Rhodes State Community College and Greentop Acres.

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

This is a one-night event in the school district. Planning and marketing take about 60 days and is discussed among business leaders with Grover Hill Elementary educators during BAC meetings.

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

The Grover Hill elementary school is used to host this event. Other resources are the businesses and representatives that participate and educators that share resources in their rooms.

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

The potential challenges are getting businesses to cooperate by bringing their resources and story to the event to present to the community. The BAC helps facilitate this by keeping the school and businesses collaborating.

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

The entire elementary school student body is invited to attend the event. We struggle to understand how to achieve and acquire viable data.

How does this initiative help to develop relevant in-demand skills for students and educators.

This initiative can help identify open and in-demand skills so students have an awareness prior to attending junior high and high school.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

The opportunity is available to all students and their families at any ability level within the Grover Hill elementary school district.

Initiative 7 - Building Partnerships - Vantage Career Center BAC

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Vantage Career Center has 21 programs available to students. Each program is required to host a BAC meeting with area businesses related to their program. The intent is to share current practices and learn changes or new techniques related to their industry. Paulding County Economic Development has developed communication with each program director so we can inform county business leaders related to these programs and invite them to attend BAC meetings. This develops relations between county business leaders and program directors so they have confidence to send students out to into the work force opportunities provided in Paulding County.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

- Wayne Trace Local School
- Paulding Exempted Village School
- Antwerp Local School
- Vantage Career Center

List all businesses involved.

Paulding County Hospital, Mercer Landmark, Redline Equipment, Truland Equipment, Schweller Electric, Paragon Tempered Glass, Custom Assembly, Haviland Plastics, Spartech and Gordon Tool

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

These BAC meetings take place throughout the school year but the benefit is to complete introductions between program directors and businesses before the county students get to the summer break going into their senior year. This allows them to work summer help and be placed for school year opportunities during their senior school year.

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

The resources are from the program directors and business leaders giving up their time so they can meet and discuss their pertinent programs.

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

The challenge is getting business leaders to take time to attend and meet with program directors. The BAC will overcome this challenge by continuing collaborating and inviting these business leaders to BAC meetings and encourage them remain involved.

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

Vantage Career Center offers 21 programs to our local county students. Through the Paulding County Economic Development office, we are trying to get Paulding County businesses represented on all 21 programs. Last year we had 10 businesses attend five program meetings. This year the goal is to match up more businesses with their programs.

How does this initiative help to develop relevant in-demand skills for students and educators.

The entire premise of Vantage Career Center is to teach students relevant in-demand skills. It is more beneficial if these students are aware of the opportunities that are available to them in their own county. Having the program directors meet directly with local businesses helps build a relationship that allows these directors to promote the business to students.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Any disabled students that attend Vantage Career Center will be included in any discussions between program directors and business leaders. These discussions must take place as to what businesses have opportunities for the disabled and how additional opportunities can be developed.

Initiative 8 - Building Partnerships - Community Service Day

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

One of the directors in the Paulding County OSU Extension office previously worked in an Ohio county where there was a county wide community day. Every school in that county collaborated to do designed work in and around the county. In spring 2024 Paulding Exempted Village schools, with guidance from the OSU Extension director decided to partner with the local business community and Paulding Area Chamber of Commerce to reach out and provide community help outreach to those businesses that wanted to be involved. The results were incredible and the students behaved and performed outstanding. The planning for a spring 2025 event is already under way.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding High School – 100% of 322 students participated.

List all businesses involved.

State Bank, Fuel Good Energy, Grounded Coffee and Crumbs, Paulding County Carnegie Library, Caring & Sharing Food Pantry, Paulding County Senior Center, Paulding County Clerk of Courts, Nini's Ice Cream, Paulding County Juvenile Court, Paulding County OSU Extension, The Gardens, Paulding County Historical Society, Village of Cecil, Bargain Bin and Paulding County Fairgrounds.

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

Planning and business inquiries for the event begin in the fall to plan the spring event.

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

Businesses provided the tools necessary to complete the isolated jobs at their location. Paulding Exempted Village Schools provide the student list and transportation. School brown bag lunches are supplied.

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

The biggest challenge was to get students placed in businesses that fit their interests and ability to work. The BAC is the facilitator for discussions of the student success and failure that will help future placement and a more accurate fit for students and businesses.

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

The Paulding Area Chamber created a follow-up video with quotes from local businesses that were assisted by students. Based on the recorded responses they deemed the day a success.

How does this initiative help to develop relevant in-demand skills for students and educators.

We attempted to connect students with businesses who had occupations/careers that the students may have shown interest in based on *YouScience* data.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

High school students of all abilities that attend Paulding Exempted Village School were able to participate in activities conducive to their abilities.

Initiative 9 - Building Relationships - Business, Industry and College Showcase

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

This event is developed to introduce regional business, financial, manufacturing and education leaders to students. This year we used the student YouScience data to color code their individual top three aptitudes with businesses and industries. Students are asked to meet with a minimum of five business and industry attendees. The business and industry representatives are asked to sign a card for the student if they believed they had engaging and productive conversation in regard to a student future and the potential they have to fulfill future open positions within the company. Those that get the five signatures are eligible for a drawing to win a prepaid gas card sponsored by one of our local businesses.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Antwerp Local, Wayne Trace Local, Paulding Exempted Village, Paulding County Opportunity Center, Paulding County Homeschool students, Vantage Career Center and select students from Continental High School in Putnam County.

List all businesses involved.

Paulding County Economic Development, Ohio Means Jobs, Northwest State Community College, Spartech, Mercer Landmark, Gerken Asphalt, InSource Technologies, Antwerp Exchange Bank, Cooper Farms, First Financial Bank, Truland Equipment, Lincoln Tech, Logisitize, MetaLink, North America Reel Company, ODOT District 1, McDonalds, Union Bank, Haviland Companies, Midwest Community Credit Union, North American Stamping Group, Rhodes State Community College, Vancrest Healthcare, Dr. Mott, DDS, Vantage Career Center, Roberts Manufacturing, Premier Bank, Defiance College, Baughman Tile, The Gardens Nursing Home, The Shelly Company, Holcim, State Bank, Paragon Tempered Glass, Paulding Putnam Electric Cooperative, OSU Lima, Paulding County United Way, Paulding County Hospital, Huntington University, Paulding Progress, Paulding County Foundation Behavioral Health, BGSU, Paulding County Hands of Hope, University of Northern Ohio, Ag Credit and Paulding County Sheriff's Department.

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

The event is planned for one day for all junior high and senior high students but the schools generally just bring junior and senior class students due to scheduling issues.

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

This event is organized by the Paulding County Economic Development Office and staff. They prepare the event agenda, invites, schedule and site.

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

One of the challenges is getting more participating grades to attend from each school. The BAC is working on these connections and hoping to encourage the schools to be more engaging. The schools still content these cuts into students' preparation time to meet their expected state testing scores.

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

344 out of 375 - 91% of students attended the event

How does this initiative help to develop relevant in-demand skills for students and educators.

This initiative helps introduce students to in-demand positions within the county and is a first step introducing local employers to students.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

We have just brought on Limitless to our Business Advisory Council. This should help assist our students with disabilities and look forward to working with them to understand a future path for these individuals.

Initiative 10 - Build you Partnerships - Future Farmers of America

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Paulding Exempted Village School FFA program is a national gold star rated program. They continue to do incredible in the greater Paulding County community. The program is led by a young homegrown teacher that is a former Teacher Bootcamp alum and works hard to instill in-demand and soft skill training with all of her students. These students operate and manage a greenhouse during the school year and handle all the marketing and sell starter plants as a fundraiser at the end of the school year.

List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?

Paulding Exempted Village Schools;

- 2023/24: 322 high school students total - of which 41 students attended Vantage Career Center 100 students participated in FFA out of 281 students – for 35% participation
- 2024/25: 367 high school students total – of which 63 students attended Vantage Career Center 130 students participated in FFA out of out of 284 students – for 45% participation

List all businesses involved.

- Ag Credit
- Cooper Farms
- Williamson Insurance
- InSource Technologies
- Becks Hybrids
- Paulding Chamber of Commerce
- Paulding County Area Foundation
- Mercer Landmark

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

- March 2024 – Students begin signing up for classes with Agriculture Education
- June 2024 – Officer team plans a Program of Activities for year (POA)
- August 2024 - FFA Agriculture classes begin.
- September 2024 – Implementation of the Oakwood Youth for Ag 8th Grade Program to teach students about agriculture industry
- All Year for high school students – Promoting the program through 2 semesters of 8th grade Ag Classes.

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

- Classroom teacher to facilitate the programming and education of students funding for the many local, state and national trips to participate in FFA functions.
- Dedicated school district administration to allow the program to take place.
- Education to provide continuing new agriculture related technology opportunities to our students.

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

Having available time for educators to provide lab time for FFA as the program continues to grow and increasing number of students enroll in the program.

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

- Tracking number of students participants and hours logged.

How does this initiative help to develop relevant in-demand skills for students and educators.

The programming provided these students through the National FFA program hands-on and soft skills. The students compete in challenges at local, state and national levels to help prepare them for real life after high school.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Students with any ability can join FFA and participate in any of the FFA opportunities provided. There are so many programs available that everyone can find a niche they best feel comfortable with.

Initiative 11 - Building Partnerships - Wayne Trace STEAM Center

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

Since 2022 the Wayne Trace Local School district has been developing STEAM related school curriculum and slowly acquiring small equipment that allows students to work on projects with community partners and learn hands on trade skills in addition to building soft skills while communicating with customers.

In 2023 the equipment outgrew the high school library space that the equipment was housed in. A grant was applied for and in March 2024 it was announced through the Ohio Department of Education and Workforce that a \$2.4 million grant was approved for the new school STEAM center.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Wayne Trace Local School

List all businesses involved.

Mercer Landmark, Haviland Drainage, Baughman Tile, Lifewise Academy, Wassenberg Art Center, Paulding County Chamber of Commerce, Village of Payne, Payne American Legion and Veterans of Foreign Wars, Paulding County Carnegie Library – Payne branch, Paulding County Economic Development, Greentop Acres Dairy, Grounded Coffee and Crumbs, Maranatha Industries, Paulding Chief Supermarket, Canal Junction Farm, InSource Technologies, J & J Ag Equipment, Antwerp Manor.

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

The curriculum continues to evolve based on available educators and equipment. The district recently met with Haviland Tile to develop CTE engineering design for students to use CAD to create 3D drawings and model of their smooth dual-wall fittings. Program directors are enrolled in BGSU career technical development licensure courses for teachers to learn more.

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

Funding for materials and equipment is in place today. The funding from the school district side of investment TBD. The district is trying to identify ways to charge according for projects with businesses to make it cost affordable for both the school and business. Donations from local businesses for materials has been outstanding. The school district is trying to help the art teacher on staff by funding a part-time STEAM director who is a engineer and teacher bootcamp alumni.

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

The challenge is getting school district approval of a tax levy to be able to move forward with the grant funding. \$2.4 million is a great start but is not the full amount needed for this building growth. Additionally, more staff will be required to make sure all students are able to receive adequate coverage to learn and understand equipment. The BAC will be able to facility new opportunities shared by businesses, networking and encouraging teachers from the district to attend teacher bootcamp.

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

In the 2024/25 school year, the class will be tracking the number of projects completed. There will also be ability to track student enrollment in the programs year over year.

How does this initiative help to develop relevant in-demand skills for students and educators.

The classes are doing outstanding things in the local community. They recently partnered with the American Legions and VFW in their school district and created banners for veterans to hang in their respective communities. Not only are the students learning hands on in-demand skills for their future use of CNC programing, they learned about some of the local veterans and history of their communities. Additionally soft skills were learned as they communicated and heard the stories from many veterans themselves. This program is huge in growing the future workforce of Paulding County.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Opportunities are available to students with any ability to join and participate in the program.

Initiative 12 - Building Partnerships - Freshman English

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The purpose of the assignment was to help students develop verbal and written skills through emailing and conducting interviews with businesses. The goal was for students to learn about different career paths for the future while developing soft skills.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding Exempted Village School freshman and high school students.

List all businesses involved.

Marcos Pizza, Payne Post Office, Limitless (by PC Workshop), Keepsake beads by EAW and Boutique & Salt Cave, Hybrid Performance, Mighty Cube, Fiesta Habaneros, InSource Technologies, Embassy Theater, Red Angel Pizza, Paulding Automotive, Past Time Café, Kauser Trucking and Excavating, Dangler Excavating, Paulding Animal Shelter, Oakwood Landing Strip, Vantage Career Center, McDonalds, Subway, CHP Home Care & Hospice, DenHerder Funeral Home, Fuel Good Energy, The Rusty Blade Barbershop, Paulding Exempted Village Schools , Grounded Coffee and Crumbs, Paulding County Sheriff Department, MTJ Farms, Spartech and VFW Post #587.

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

This project required an extremely large amount of time. Students were required to research and interview a business, then create a project based on information collected. Timeline was a nine _week quarter.

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

Students needed time allowed for the research and needed a mode of communication to communicate with the business contacts ie: phone, internet, laptop, transportation

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

The outcome was not good. The freshman English teachers have decided not to take this project on again with this grade. It is just too difficult to get 15-year-old students in connection with the businesses without transportation. Many businesses were great to work with and accessible but this project would be a better fit for a grade who can drive. Because of the chaos with the freshman, they will do a research paper this year. The BAC could help facilitate a better outcome with older students in the future.

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

86 students were tasked with this assignment. 100% of them completed the task in some way. Only 82% of them completed the task to its full intent.

How does this initiative help to develop relevant in-demand skills for students and educators.

This project in its full context would have provided valuable information about local employment positions, help develop both written and communication skills through email and conducting interviews with businesses. The students did learn about different career paths for their future, while also developing needed soft skills.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Students of all abilities were included in the assignment and were able to fulfill the tasks as required.

Initiative 13 - Building Partnerships - PFC/Work Study Program

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Paulding High School Panthers for Careers (PFC)program is an opportunity to allow Paulding High School seniors a opportunity to work and engage with local businesses. Paulding High School uses the PFC program, along with our Work Study program to connect students with these learning opportunities.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding High School
PFC - 15 (2023-2024); Work Study - 32 (2023-2024) 79.6% of the senior class participated; 100% of qualifying seniors
PFC - 18 (2024-2025); Work Study - 32 (2024-2025) 73.5% of the senior class participated; 100 % of qualifying seniors

List all businesses involved.

Paulding County Hospital, Paulding Exempted Village School Administration, ProMedica, Paulding Animal Clinic, West Bend News, Mercy Hospital, Solid Ground Landscaping, Paulding-Putnam Electric Cooperation, Manz Accounting, Cooper Farms, Hybrid Performance, Vancrest Healthcare, Mercer Landmark, Grounded Coffee and Crumbs, InSource Technologies, Den Herder Funeral Home and Edward Jones Financial.

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

PFC Program director begins discussions with business leaders in the school district in spring and summer prior to the school year to establish open mentoring opportunities. During the second school semester students register for PFC & Work Study for the following year. The director then connects students with businesses. Students go to businesses first semester of the next school year.

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

Businesses are required to provide the materials and tools needed for the students. School administration adjusts and reviews schedules to make the opportunity work for students.

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

Placement of students in appropriate businesses can be challenging. Students may realize quickly their aptitude does not fit the business they have been placed in. Businesses may realize quickly the student is not a good fit. The BAC can be a conduit with businesses to help bridge communication and now review and analyze the YouScience data that provides the actual data that each students aptitudes match up with.

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

Evaluations are done by the PFC director & the businesses to determine success.
Student's complete reflections in regard to what they learn & their placement.

How does this initiative help to develop relevant in-demand skills for students and educators.

Students gain knowledge and acquire skills through their placement to determine whether or not they will pursue the career.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

We have students with disabilities who have participated in our PFC program. We have connections with Limitless and PC workshop to place students there as well.

COORDINATE EXPERIENCES

Describe how the business advisory council plans **Coordinate Experiences** for the 2024-2025 school year.

- Describe how the business advisory council will connect students to experiential learning to show competency of skills learned through hands-on demonstration (for example, internships, problem-based learning, pre-apprenticeships, and apprenticeships).
- When describing initiatives, please tie them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

Initiative 1 - Coordinating Experience - Build your Future Event	
Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?	
<p>The Build your Future event provides in-demand hands-on experiences for students. Students are able to participate by learning hands on skills with participating businesses. These businesses allow each student to experience skills such as carpentry, masonry, welding, operating heavy equipment, electrical and HVAC.</p> <p>Businesses identify these as in-demand skills. Each participating business guides students through real life experiences and provides each student hands- on experiences to help educate on what these businesses do. Any educators that go along as chaperones begin to understand how students can relate to these hands-on skills. This is a great opportunity to introduce. This year all three Paulding County schools were invited to attend this event.</p>	
List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.	
*Crestview High School (69 Freshman)	*Van Wert High school (107 Freshman)
*Lincolnview High School (75 Sophomores)	*Antwerp High School (60 Sophomores)
*Paulding High School (110 Freshman)	*Parkway High School(40 Sophomores)
*Wayne Trace High School (90 Freshman)	
Total of 551 students all together	

Initiative 1 - Coordinating Experience - Build your Future Event

List all businesses involved.

*Alexander & Bebout *OSU Extension Van Wert County *Van Wert Area Economic Development
*ATR Contractors *Overholt Moorman Electric *Van Wert County Foundation
*Ayers Mechanical *Paulding County Economic Development *Vantage Career Center
*OMJ – Van Wert County *Schroeder Masonry

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

This annual event is a collaboration of all businesses involved beginning in October for the following September.

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

This 2024 event received a grant from Van Wert County Area Foundation among other monetary material and labor donations from local businesses. The students were trained on the use of select tools. The funding was used for purchasing this tools and PPE items that the participating students were able to take home.

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

With 7 separate schools being invited there is a challenge weather delays and cancelations. Alternative dates must be scheduled of which even those are susceptible to the weather. Getting local businesses to participate in this event.

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

This is the first year all 3 Paulding County schools have been invited to attend this event. A total of 260 Sophomores were invited from the county. Due to inclement weather canceling the event, we were not able to get feedback. Plans are now taking place for the 2025 event.

How does this initiative help to develop relevant in-demand skills for students and educators.

Students are able to participate by learning hands on skills with businesses. The business allows each student to experience skills such as carpentry, masonry, welding, operating heavy equipment, electrical and HVAC. Businesses identify these as in-demand skills. Each participating business guides students through real life experiences and provides each student hands- on experiences to help educate on what these businesses do. Any educators that go along as chaperones begin to understand how students can relate to these hands-on skills.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Sophomore students with disabilities will be guided with this tour to show the options given for skill trades as well as options for overcoming disabled barriers.

Initiative 2 - Coordinating Experiences - PFC/Work Study Program

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Paulding High School Panthers for Careers (PFC) program is an opportunity to allow Paulding High School seniors a opportunity to work and engage with local businesses. Paulding High School uses the PFC program, along with our Work Study program to connect students with these learning opportunities.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding High School

PFC – 15 (2023-2024); Work Study – 32 (2023-2024) 79.6% of the senior class participated; 100% of qualifying seniors
PFC - 18 (2024-2025); Work Study - 32 (2024-2025) 73.5% of the senior class participated; 100 % of qualifying seniors

List all businesses involved.

Paulding County Hospital, Paulding Exempted Village School Administration, ProMedica, Paulding Animal Clinic, West Bend News, Mercy Hospital, Solid Ground Landscaping, Paulding-Putnam Electric Cooperation, Manz Accounting. Cooper Farms, Hybrid Performance, Vancrest Healthcare, Mercer Landmark, Grounded Coffee and Crumbs, InSource Technologies, Den Herder Funeral Home and Edward Jones Financial.

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

PFC Program director begins discussions with business leaders in the school district in spring and summer prior to the school year to establish open mentoring opportunities. During the second school semester students register for PFC & Work Study for the following year. The director then connects students with businesses. Students go to businesses first semester of the next school year.

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

Businesses are required to provide the materials and tools needed for the students. School administration adjusts and reviews schedules to make the opportunity work for students.

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

Placement of students in appropriate businesses can be challenging. Students may realize quickly their aptitude does not fit the business they have been placed in. Businesses may realize quickly the student is not a good fit. The BAC can be a conduit with businesses to help bridge communication and now review and analyze the YouScience data that provides the actual data that each students aptitudes match up with.

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

Evaluations are done by the PFC director & the businesses to determine success.
Student's complete reflections in regard to what they learn & their placement.

How does this initiative help to develop relevant in-demand skills for students and educators.

Students gain knowledge and acquire skills through their placement to determine whether or not they will pursue the career.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

We have students with disabilities who have participated in our PFC program. We have connections with Limitless and PC workshop to place students there as well.

Initiative 3 - Coordinating Experiences - Green Day Event

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Paulding County Soil and Water conservation district hosts an annual Green Day (Growing Resources in Education Exploration in Nature) event. Students learn from experts who present on topics of water quality, soil health, forestry and wild life.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding Elementary
Oakwood Elementary
Grover Hill Elementary
Divine Mercy Elementary
Antwerp Elementary

250 total 5th grade students (all 100% of 5th graders in the county) are transported and invited to attend.

List all businesses involved.

Paulding County Soil & Water
ODNR
Paulding High School FFA students

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

This is a one-day annual event that is improved on annually review of the event. The scheduling is done in the spring for the following fall event so schools can get the event on their calendar.

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

There needs to be presenters willing to share their knowledge. They will each provide their own equipment. Soil and Water presents all students with a T-Shirt to remember the event and lunch is provided so those costs are covered by the Paulding County Soil and Water conservation district.

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

It will take the school administrators to continue to support this event with teachers and transportation. There are a lot of young students at this event so it takes many volunteers to keep the children herded together and occupied. There could always be more volunteers.

The BAC can use this event to collaborate and try and grow this with more similar businesses which could provide additional stations and more volunteers.

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

We will begin to watch future YouScience data to see if the aptitude category of agriculture food and natural resources continue to grow following this annual event.

How does this initiative help to develop relevant in-demand skills for students and educators.

This is initial introduction in Paulding County for quality water. As the population of our water treatment plant workers in the county age, we must begin to find students interested in learning more about our water systems to backfill these positions to keep quality water in perspective.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

All 5th grade students are invited. The demonstrations and presentations should show students of any ability the potential opportunity in their related fields.

Initiative 4 - Coordinating Experiences - Lead 4 Change Program

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

Former Boot Camp teacher, Emily Remaklus, teaches the Paulding HS personal growth and positive mindset class. This past year she took the knowledge she gained from the camp and had the 12 students in the class work with the OSU Extension office to be trained in Youth Mental Health and First Aid.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Paulding Exempted Village Schools
12 students are in this specific class out of 86 freshmen students 100% of the 12 participated in the class and received credentials.

List all businesses involved.

Paulding County OSU Extension
National Lead 4 Change program

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

The class worked directly with the Paulding County OSU Extension office weekly. They were instructed through the modules of a program called Lead 4 Change. In the spring they were then guided through leadership projects.

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

Training supplies and text books were required for the class.
The OSU Extension team provided a grant for the needed materials. This alleviated any cost to the students.
Paulding County OSU extension also provided the training educators.

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

One of the Paulding High School projects judged on the national level was ranked in the top 13% of Lead 4 Change projects in the nation and received a \$1000 grant to further the project.

How does this initiative help to develop relevant in-demand skills for students and educators.

Having 12 certified mental health professionals amongst student peers is very important with the growing mental health issues in high school students.

This program also helps develop critical leadership skills that they will carry through life.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Students with all abilities can have mental health issues. Regardless of any students' abilities, this class is offered to all students. This opportunity can help assist with having peer support for any ability of student.

Initiative 5 - Coordinating Experiences - YouScience Collaboration with Businesses

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

This initiative helps introduce in demand positions within in the county and is the first step to introducing students to employer. Event is developed to introduce regional business financial manufacturing and education leaders to students. This year we use the students *YouScience* data to color code their individual top 3 aptitudes with business and industry. Expanding career opportunities for students through the Career Day event.

- Collaborating with School Administration and Business Advisory Council members to achieve successful career goals for our students for year 2024-2025.
- Build Partnerships with local businesses and continue educating students on available careers in local communities.
- Implementing hands on career focused lessons during business demonstrations.
- Creating environments that allow students to demonstrate proficiency in building necessary skills needed for future careers.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

- Paulding Exempted Village School; 100% of 8th & 12th grade year
- Wayne Trace; 100% of 12th grade
- Antwerp; 100% of 8th & 12th grade year
- Vantage Career Center – 100%

List all businesses involved.

- | | | |
|---|-----------------------------------|----------------------------------|
| * AgCredit, ACA | * North American Stamping Group | * Ohio Department of Transport. |
| * Antwerp EMS & Fire Department | * PC Habitat for Humanity | * Gardens of Paulding |
| * Antwerp Manor Assisted Living | * Hand of Hope Pregnancy Services | * OMJ Defiance & Paulding County |
| * Baughman Tile | * Haviland Drainage Products | * Paragon Tempered Glass |
| * Cooper Farms | * Haviland Plastic Products | * Paulding County Hospital |
| * First Financial Bank | * Insource Technologies | * Paulding Putnam Electric |
| * Foundations Behavioral Health Services, INC | * Premier Bank | * Rhodes State College |
| * State Bank | * Antwerp Exchange Bank | * The Gerken Companies |
| * The Shelly Company | * Union Bank Company | * Vantage Career Center |

Initiative 5 - Coordinating Experiences - YouScience Collaboration with Businesses

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

February 2024 – April 2024

This event is organized by the PCED office and staff in collaboration with the schools, businesses and Colleges.

This discussion takes place throughout the year during BAC council meetings.

- All schools submit number of students attending
- Submission on all businesses and Colleges attending event

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

- Instructors from Vocational School
- Career Coaches, Counselors or Educators from local schools
- Career Coordinators/Educators from participating colleges
- Representatives from participating businesses
- Carpentry/ /Electric/Plumbing Program volunteers

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

One of the challenges is getting the schools to allowing more grades to participate. The BAC is developing relationships with the schools in hopes to encourage more interaction. The schools contend this cuts into students preparing and time to meet their expected state testing scores.

Another challenge is the lack of businesses willing to participate in the BAC committee meetings. There needs to be a better focus of educating businesses on the benefits of participating in these meetings by incorporating YouScience data.

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

Utilizing You Science data to identify each individual student with their main career interests.

The percentage of students that utilized *YouScience* in the years 2023-24:

Paulding Exempt Village school: 96%

Antwerp Local School: 89%

Wayne Trace Local School: 99%

How does this initiative help to develop relevant in-demand skills for students and educators.

By being able to match student's aptitudes with BAC businesses and industry partners, the BAC can more accordingly match likeminded students with relevant business thus cutting down in wasted efforts by students finding their path and wasted time and resources sending students to meet with those businesses they do not have aptitude for.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

We have just brought on our local Limitless from PC Workshop team to incorporate their resources for students with disabilities onto our BAC team. We look forward to working together with them to help us understand a future path for individuals with disabilities.

Initiative 6 - Coordinate Experiences - Future Farmers of America

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

The Paulding Exempted Village School FFA program is a national gold star rated program. They continue to do incredible in the greater Paulding County community. The program is led by a young homegrown teacher that is a former Teacher Bootcamp alum and works hard to instill in-demand and soft skill training with all of her students. These students operate and manage a greenhouse during the school year and handle all the marketing and sell starter plants as a fundraiser at the end of the school year.

List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?

Paulding Exempted Village Schools;

- 2023/24: 322 high school students total - of which 41 students attended Vantage Career Center 100 students participated in FFA out of 281 students – for 35% participation
- 2024/25: 367 high school students total – of which 63 students attended Vantage Career Center 130 students participated in FFA out of out of 284 students – for 45% participation

List all businesses involved.

- Ag Credit
- Cooper Farms
- Williamson Insurance
- InSource Technologies
- Becks Hybrids
- Paulding Chamber of Commerce
- Paulding County Area Foundation
- Mercer Landmark

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

- March 2024 – Students begin signing up for classes with Agriculture Education
- June 2024 – Officer team plans a Program of Activities for year (POA)
- August 2024 - FFA Agriculture classes begin.
- September 2024 – Implementation of the Oakwood Youth for Ag 8th Grade Program to teach students about agriculture industry
- All Year for high school students – Promoting the program through 2 semesters of 8th grade Ag Classes.

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

- Classroom teacher to facilitate the programming and education of students funding for the many local, state and national trips to participate in FFA functions.
- Dedicated school district administration to allow the program to take place.
- Education to provide continuing new agriculture related technology opportunities to our students.

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

Having available time for educators to provide lab time for FFA as the program continues to grow and increasing number of students enroll in the program.

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

- Tracking number of students participants and hours logged.

How does this initiative help to develop relevant in-demand skills for students and educators.

The programming provided these students through the National FFA program hands-on and soft skills. The students compete in challenges at local, state and national levels to help prepare them for real life after high school.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Students with any ability can join FFA and participate in any of the FFA opportunities provided. There are so many programs available that everyone can find a niche they best feel comfortable with.

Initiative 7 - Coordinate Experience - Wayne Trace STEAM Center

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

Since 2022 the Wayne Trace Local School district has been developing STEAM related school curriculum and slowly acquiring small equipment that allows students to work on projects with community partners and learn hands on trade skills in addition to building soft skills while communicating with customers.

In 2023 the equipment outgrew the high school library space that the equipment was housed in. A grant was applied for and in March 2024 it was announced through the Ohio Department of Education and Workforce that a \$2.4 million grant was approved for the new school STEAM center. Students developed products with the current equipment provided and recently marketed and sold them at the Mercer Landmark AGrow event.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

Wayne Trace Local School

List all businesses involved.

Mercer Landmark, Haviland Drainage, Baughman Tile, Lifewise Academy, Wassenberg Art Center, Paulding County Chamber of Commerce, Village of Payne, Payne American Legion and Veterans of Foreign Wars, Paulding County Carnegie Library – Payne branch, Paulding County Economic Development, Greentop Acres Dairy, Grounded Coffee and Crumbs, Maranatha Industries, Paulding Chief Supermarket, Canal Junction Farm, InSource Technologies, J & J Ag Equipment, Antwerp Manor.

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

The curriculum continues to evolve based on available educators and equipment. The district recently met with Haviland Tile to develop CTE engineering design for students to use CAD to create 3D drawings and model of their smooth dual-wall fittings. Program directors are enrolled in BGSU career technical development licensure courses for teachers to learn more.

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

Funding for materials and equipment is in place today. The funding from the school district side of investment TBD. The district is trying to identify ways to charge according for projects with businesses to make it cost affordable for both the school and business. Donations from local businesses for materials has been outstanding. The school district is trying to help the art teacher on staff by funding a part-time STEAM director who is a engineer and teacher bootcamp alumni.

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

The challenge is getting school district approval of a tax levy to be able to move forward with the grant funding. \$2.4 million is a great start but is not the full amount needed for this building growth. Additionally, more staff will be required to make sure all students are able to receive adequate coverage to learn and understand equipment. The BAC will be able to facility new opportunities shared by businesses, networking and encouraging teachers from the district to attend teacher bootcamp.

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

In the 2024/25 school year, the class will be tracking the number of projects completed. There will also be ability to track student enrollment in the programs year over year.

How does this initiative help to develop relevant in-demand skills for students and educators.

The classes are doing outstanding things in the local community. They recently partnered with the American Legions and VFW in their school district and created banners for veterans to hang in their respective communities. Not only are the students learning hands on in-demand skills for their future use of CNC programing, they learned about some of the local veterans and history of their communities. Additionally soft skills were learned as they communicated and heard the stories from many veterans themselves. This program is huge in growing the future workforce of Paulding County.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Opportunities are available to students with any ability to join and participate in the program.

Ohio Business-Education Leader Awards for Excellent Business Advisory Councils Overview

The Ohio Business-Education Leader Awards for Excellent Business Advisory Councils recognize educators, businesses, business partners, staff, schools, educational service centers, joint vocational school districts, and communities who come together to create dynamic, career-focused learning environments for students. The Ohio Business-Education Leader Awards for Excellent Business Advisory Councils recognize educators, businesses, business partners, staff, schools, educational service centers, joint vocational school districts, and communities who come together to create dynamic, career-focused learning environments for students.

Business advisory councils that demonstrate excellence in ensuring Ohio students are prepared for successful career paths, including college, industry credentials, apprenticeships, military enlistment, or any combination of these. Business advisory councils pursuing this recognition will be considered for awards of excellence and star ratings.

SELECTION CRITERIA

- **Enrollment Eligibility:** Business advisory councils must submit their annual plans, joint statement and required addendum using the approved template from the Department's from the Department's Microsoft Forms by **Sept. 30, 2024**.
- **Data Considerations:** Data metrics may include, but are not limited to, trend data on previous school-year graduation cohorts earning the OhioMeansJobs-Readiness Seal, completing work-based learning, and earning industry-recognized credentials.
- **Conditional Selection:** The award is subject to the Department's review of the accuracy of the business advisory council's submission. The award review committee will consist of Department staff and business and education leaders.
- **Awards:** In addition to a star rating, state business and education leaders will select one of the following award categories based on the submission materials provided:
 - Excellence in Developing Professional Skill for Future Careers
 - Excellence in Building Partnerships
 - Excellence in Coordinating Experience

Quality Practices

The business advisory council award is based on the implementation of the following quality practices. During the recognition year, the business advisory council, in consultation with the local governing board, should:

1. **Develop Professional Skills for Future Careers** – Work together to define key professional skills needed for the future job market. Develop a curriculum that instills these skills while advising on changes in the economy and job market.
2. **Build Partnerships** – Develop and increase collaborative relationships among businesses, labor, and education personnel. Partnerships should align with in-demand industries in the region.
3. **Coordinate Experiences** – Create environments that allow students to demonstrate proficiency in critical professional and specialized skills that will aid in future employment.

In addition to the addendum to the Business Advisory Council Plan, the following information is requested from the submitting organization to qualify:

- A link to the previous year’s joint statement or a copy of the joint statement.
- Local data measuring the implementation of the Quality Practices. Data may be obtained from the school counselor, administration, career navigators, etc.
- If the business advisory council represents multiple school districts, specify initiatives and objectives for each district, and provide data for each district served.
- Responses to the following questions:

1. How has the business advisory council helped students prepare and successfully enter the local workforce?

The BAC has helped bridge what was once two separate local meetings, the Human Resource meeting and the school Superintendent meeting. Combining the two has opened up the opportunity for more collaboration and open discussions.

a. Include any curriculum changes influenced by the business advisory council (state-specific initiatives, outcomes, and data).

Within the newly developed BAC, the discussions determined a need for welding help. The BAC organized Ohio Means Jobs, Paulding County Economic Development and the education teacher with Paulding FFA at Paulding Exempted Village School, along with

Northwest State Community College. Together in collaboration, the after-school welding program was created. The program provides students credentials in basic blueprint reading, basic welding and OSHA 10. The students that complete this training have been offered summer and full-time employment immediately after graduation. Those that do not go to college remain employed.

b. Include how the business advisory council is preparing students with both technical and professional skills needed to address local business needs.

The success of the welding program over the last three years led to the same opportunity in carpentry/electrical/plumbing/HVAC. This program was first offered in an after-school program during 2022/23 school year. Upon the success, the program was then offered during school class time for credit during the 2023/24 school year for both the Paulding Exempted Village School students as well as the Opportunity School students who are struggling with attendance, credits or attention during school. This program would have continued but the educator was hired away by Northwest Community College and a replacement has not been found at this time. The credentials acquired in this class were Basic Carpentry I & II, blue print reading and OSHA 10.

2. How has the business advisory council and its members supported students in work-based learning (internships, apprenticeship and pre-apprenticeship) opportunities? (NOTE: Career exploration activities such as job shadowing, mock interviews, and mentoring should not be included in data.)

a. What percentage of students within the BAC have been placed in work-based learning experiences?

22% of Paulding County student have been placed in some sort of work-based learning experience.

b. What are some examples of high-quality, [work-based learning](#) supported by your business advisory council?

Many of our BAC members are starting to realize the impact of letting students participate in hands on learning experiences. Paulding Exempted Village Schools has hired Workforce Development Career Advisor for a program developed at the school called “Paulding “Panthers for Careers.” His position

allows him the time to meet with businesses in the area and organize a schedule for senior students that have met state credit requirements to go out and work in local businesses. Some of the students actually get to experience more than one business for a short period of time to allow them to get a feel for different industry sectors. The Paulding County Hospital, Dr. Mott DDS, Paulding County Economic Development office, Edward Jones Financial and insurance companies have all allowed students to do actual work in their respective offices to get a feel for business today. Other students, that have the aptitude of manufacturing are getting experience at Baughman Tile and Cooper Farms.

c. How many of your business partners have accepted students into work-based learning experiences?

16 business partners accepted 15 Panther for Career (PFC) students or 32 work-based learning experiences during 2023/24. One additional business only accepted PFC only. For the 2024/25 school year there are 32 work-based learning experiences.

d. How has work-based learning benefited students and employers?

Work based learning is absolutely benefitting students and employers. One of the successful students started in a dental office as office personnel. She became inquisitive about the dental work and was allowed some additional in-depth training in the office. She became so interested and intrigued she decided to pursue dentistry. The employer is now letting her work part time and is offsetting some college tuition costs.

e. What percentage of students have earned an in-demand, [Industry-Recognized Credential](#) because of the work-based learning experience with employers within the BAC?

104 credentials were earned at the Paulding Exempted Village School in 2023/24. There were 322 high school students at that time. A few of the students received multiple credentials.

1853 total credentials were earned at Vantage Career Center in the 2023/24 school year. There are 550 students that attend Vantage Career Center, of which 32% were Paulding County students in 2023/24.

3. How has the business advisory council supported mentorship programs and/or provided networking opportunities for students and professionals?

Paulding Exempted Village School has developed a “Panthers for Careers” program that allows students in good credit standing to go out and work in the community at a host business that allow the opportunity through discussion during BAC meetings. The success has opened the door for the Antwerp High School to begin the same program as well.

a. What career activities have been influenced by the business advisory council? (Include districts involved and data on students involved in each activity.)

The career activities that have been influenced by the BAC are the new credentialed programs of basic welding training and construction basics.

2022 – started the class with 7 students, 6 completed the program (85%) with credentials in welding, blueprint reading and OSHA 10. All students are required to fulfill 40 hours to complete the class, providing 18 credentials.

2023 – started the class with 5 students, 5 completed the program (100%), providing 15 credentials.

2024 – started the class with 6 students, 5 completed the program (83%), providing 15 credentials.

2023 – started the class with 6 students, 6 completed (100%) the program with credentials in Construction Basics I, Construction Basics II, blueprint reading and OSHA 10. All students are required to fulfill 80 hours to complete the class.

2024 – started a during school class at the Opportunity Center with 7 students, 5 completed the credential program (71%) . Additionally, 7 students from Paulding Exempted Village School completed the credential during school hours for graduation credit.

b. What professional development opportunities are available through the business advisory council for teachers? (Include teacher bootcamps, externships, and tours.)

For the past 3 years Paulding County has offered the Ohio Teacher Boot Camp opportunity to the teachers in our county schools. The BAC helps organize the schedule and agenda for the bootcamp and then BAC businesses offer opportunities to engage the educators in tours and learning. Paulding Exempted Village School has just established a 2-hour school day delay every Wednesday during the school year to allow for educator development throughout the school year.

4. What major decisions has the business advisory council influenced for the member school districts, and how have decisions impacted students, educators, and curriculum?

Based on conversations that took place within the BAC, the Antwerp Local School district developed an Innovation and Aquaponics Center. The program director was hired in 2022-23 school year to begin developing curriculum for the center.

In 2024, the Wayne Trace Local School district received a \$2,400,000 grant to begin the development of a STEAM center at the JH/HS campus. The school has a curriculum and equipment for students to develop business related and requested projects. The host schools for these projects them up to advise updated during quarterly BAC meetings which encourages continued discussions about improvement or additions.

5. How are the members of the business advisory council representative of the job market of the area you serve? (Specify industries represented on the business advisory council reflective of in-demand occupations in the area.)

The BAC is comprised of many of our larger employers in the county. There are representatives from agriculture, healthcare, manufacturing, social services and other industries. These are also representatives for hiring the most in-demand positions in the Paulding County. Together the BAC members discuss like positions that need to be filled. Recently the local school districts have developed an Innovation and Aquaponics Center and soon a STEAM Center.

This is in addition to the national gold rated FFA program at Paulding Exempted Village School. Together in conjunction with BAC members, educators are having discussions at quarterly meetings in regard to creating a trained and credential skilled labor workforce.

6. How is the business advisory council collecting, implementing, and responding to feedback and industry trends in the region in which it operates? Include samples of feedback (business, educator and student)?

The BAC, in cooperation with Paulding County Economic Development data gathered from business retention and expansion meetings, is listening to business leaders in the community about industries that have voids. A recent void that has surfaced is in legal counsel attorneys. Paulding County has seven attorneys and only two that are under 60 years of age. With the BAC identifying this as a need and are using the YouScience data that identifies 112 students that had aptitude of government and public administration. We are networking now to match these students up with attorneys in the county. We will continue to follow this trend and review other aptitude assessments as well.

7. What barriers has your business advisory council encountered in implementing these quality practices?

There are barriers in both education and businesses.

On the education side, we still get occasional pushback from teachers and the union that believes we are taking classroom time to introduce workforce opportunities and believe this cuts down on the time they need to get students up to speed for state testing that affects their state school grade card.

On the business side we continue to hear that there is not an available workforce to hire from so businesses continue to reach out to help find employees. Some of these same businesses hesitate to get involved with the BAC and discussions citing a lack of time.

Additionally, the BAC does not get the support of all school district superintendents. We wish all of them took a keen interest into the BAC and took the success of it seriously. We continue to remind ourselves we can only help those who want to help themselves.

a. How has it overcome these barriers or what needs to occur to overcome these barriers?

With the teacher bootcamp continuing year after year, we are developing a group of education ambassadors that are helping us convince the education nay-sayers that we can find a satisfactory medium between workforce development and education that meets state testing standards. It would be beneficial get the Ohio Department of

Education and Workforce to assist us in this endeavor. The BAC continues to put educators and businesses in same room to continue discussing how to overcome these obstacles.

We are starting to see successes in matching up students with open positions. This is proving to business leaders that investing time and effort into a future workforce can help ease their future workforce pain.

8. What additional information would you like to share about how the business advisory council develops professional skills for future careers? Please provide any details on how the work of the business advisory council is shared within the community.

In finding ways to share success within the community, we invited one of the senior students who completed both the welding, basic construction I & II, blueprint reading and OSHA 10 credentials to share his story at a quarterly BAC meeting about the education and how he believed it helped prepare him for his future. He completed his story and as the committee began to applaud, many of the human resource managers were knocking each other over trying to get to him to hand him a business card and introduce their business.

The Paulding County BAC committee also shares the communication from the meetings through media press releases and social media. The BAC also tracks meeting minutes for those who may miss a meeting due to conflict.

9. What additional information would you like to share on how your business advisory council works collaboratively on initiatives to build partnerships and enhance experiences for students?

The extensive work that the BAC has done thus far has started the ball rolling on building the collaborative relationships between educators and business partners. Some of the positive results come from the YouScience data the group is now sharing at the BAC meeting. It is encouraging new collaboration, new businesses to sit at the table, and developing new outside the box thinking for businesses that haven't changed hiring habits or marketing efforts in years. This in turn is opening new experiences for students to tour, experience and communicate with businesses.

Recently students in the 3rd & 4th grade social studies class at Divine Mercy Catholic Elementary school discussed natural resources. Two students made a presentation about propane, its uses and how it is produced from two natural resources and the importance it is to the community.

Through the BAC, a connection was made with A+ Propane, a local propane provider. A+ Propane brought the delivery truck to the school and shared information and verify the report and debunk myths about propane. This was a great experience for student learning, although the most memorable part of the experience was probably the cookies shared by A+ Propane with their business logo. A logo that all of these students will now remember and associate with a Paulding County business in the future. Great Marketing!!

10. What additional information would you like to share about how career readiness experiences are coordinated? How have these experiences benefited students and employers?

The career readiness experiences through the Business Advisory Council are generally coordinated through meetings with Paulding Exempted Village School, Ohio Means Jobs, Northwest Community College and local businesses. Paulding County Economic Development goes out into the community and meets with businesses through business, retention and expansion visits. Notes are taken on company needs. If there are like needs at multiple companies, our partners Ohio Means Jobs and Northwest Community College are brought into the discussion to see what type of career readiness certificates or experiences might match up. If there is a consensus of opportunity, the BAC then tries to decide which school systems best match up to the opportunity.

There is also discussion with our partners on funding pieces. This is exactly how our welding and basic construction I & II classes developed. 2024/25 will be the 4th year of welding class (with 17 credentialed welders over last 3 years) and the 3rd year for basic construction I & II (with 14 credentialed carpenters).

These meetings continue to take place. A CDL void has recently been identified. Both Vantage Career Center and Northwest State Community College have received recent state grants to enhance their CDL programs with lighted designated driving lots to allow training hours later in the day. Although Northwest Community College is for adult learners, the Vantage Career Center CDL program will expand the opportunity for CDL certification for more high school students to take in conjunction with their current programs.

11. Which business partner has been the most influential on the business advisory council and why?

Cooper Farms has been the most influential business partner on the BAC. As one of the largest employers in Northwest Ohio, and the largest in Paulding County, they have had to learn to

adapt to today's labor market in real time to stay competitive. They are not the highest paying employer in the region but their family-oriented treatment of employees is a winner.

Cooper Farms hires students as young as 16 years old for select positions. They listen to the needs of today's youth and try to compensate around sports schedules, family functions, illness and mental stability. Because of these students' opportunities, they are able to share the positive experience with others and the applications grow. Last year we held a signing ceremony at the Paulding County Economic Development office after graduation where three graduating students from Paulding High School signed on as new full-time employees with Cooper Farms.

This positivity is encouraging other local employers to step out of the box. Baughman Tile has had a stringent policy of not hiring anyone less than a high school graduate. Based on discussion with Cooper Farms and understanding how to overcome obstacles, Baughman Tile hired an 18-year-old senior still in high school for part time work during the 2023/24 school year. The student became very versed in the work and showed leadership skills. The student graduated and went to college but has built a resume with hands on skills. The trial was successful enough another student has been hired for the 2024/25 school year.

Cooper Farms has an extensive apprenticeship program for college students. The success of this program is now going to be tested in the high school student program. Through discussion of how this might work in BAC meetings, Mercer Landmark is now looking to do the same. YouScience data shows agricultural aptitude is prevalent in Paulding County so we will look to match best aptitudes with these positions to trial in the future.