Educational Service Center of the Western Reserve (ESCWR)
Business Advisory Council (BAC) Plan: 2024-2025

Welcome to the ESCWR comprehensive Business Advisory Council Plan for Lake and Geauga Counties, designed to address the pivotal aspect of workforce development within our area schools. In today's rapidly evolving career landscape, an adept and motivated workforce is the cornerstone of sustainable success. This plan aims to leverage the collective wisdom of school officials, industry leaders, experts, and community stakeholders to offer strategic insights and actionable recommendations that will empower the students of tomorrow to develop professional skills for future careers via building partnerships and coordinating experiences. By fostering an environment of collaboration, innovation, and adaptability, we aspire to drive to increase professional skills and career trend data across K-grade 12. The council works with governing boards and member districts to collect and analyze the changing needs of the workforce landscape.

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

Highlights and examples of this work include the following that are all described in the accompanying award application addendum:

Geauga Growth Partnership Incubator Program and Online Career Curriculum
Cardinal Corporate Collaboration
Cardinal Local Schools Mock Interview Day
Berkshire Diesel & Allied Health Programs
Geauga Schools Job Fair
West Geauga BridgED Partnership and new Maker Space
Teacher Business Bootcamp (Professional Development)

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

Mission Statement (Per ORC 3313.84): The mission of the ESWR Business Advisory Council (BAC) is to foster cooperation among our member schools, businesses, and the communities they serve to make our education system more aware of the local labor market; promote work-based experiences within businesses; and help students prepare for successful learning and employment opportunities.

Vision: Empowering students with the skills, knowledge, and experiences necessary to excel in the evolving global workforce.

Goal: Ensure students excel in a chosen career path beyond graduation.

2024-2025 ESCWR Business Advisory Council Members: Geauga Business Representatives

Member	Employer	Industry	Email Address
Kimm Leininger	Geauga Growth Partnership	Network for Businesses	kleininger@geaugagrowth.com
Kate Gehlfuss	Ravenwood Health	Health Care	GehlfussK@ravenwoodh
Dave Patterson	Patterson Farms	Agriculture	dave@pattersonfarm.com
John Epprecht	Great Lakes Cheese	Cheese Manufacturer	epprechjt@greatlakecheese.com
Becky Oliver	Great Lakes Cheese	Cheese Manufacturer	Oliverb@greatlakescheese.com
Margo Reda	Ohio Means Jobs	Job Center Network	margo.reda@jfs.ohio.gov
Craig Sernik	Ohio Means Jobs	Job Center Network	craigsernik@neohio.twcbc.com
Suzanne LaRocca	Mercury Plastics	Manufacturing	riverra0513@gmail.com
Teresa Simons	Alliance for Working Together	Job Center Network	teresa_simons@thinkmfg.com
Brittain Paul	Ravenwood	Mental Health	paulb@ravenwoodhealth.org
Lynn Keller	DA Surgical	Medical	lynn@da-surgical.com
Amanda Barcon	Kinetico Water Systems	Water Softening and Filtration	abarcon@kinetico.com
Tiffany Smetana	Solid Rock	Mental Health	tiffany.smetana@solidrock-llc.com
Crystall Thomas	Mercury Plastics	Manufacturing	Riverrat0513@gmail.com
Jacqueline Auer	HC Companies	Mechanical	jauer@hc-companies.com
Brian Cunningham	HC Companies	Mechanical	bcunningham@hc-companies.com
Mckenna Walker	Bloc Digital	Technology	mckenna.walker@bloc.digital
Halle Wilkerson	Cabinet Works Group	Manufacturing	halle.wilkerson@cabinetworksgroup.com
Gail Jollimore	Tarkett USA, Inc.	Manufacturing	gail.jollimore@tarkett.com

ESC of the WESTERN RESERVE
Inspiring Learning Through Innovation

2024-2025 ESCWR Business Advisory Council Members: Lake Business Representatives

Member	Employer	Industry	Email Address
Cory Vojack	LCOPEDA	Workforce Development Board	cory.vojack@lakecountyohio.gov
Emily Caballero	Component Repair Technologies	Turbine Engine Repairs	emilycaballero@componentrepair.com
Maureen Burkhart	Avery Dennison	Manufacturing	maureen.campbellburkhart@averydennison.com
Ted Cudak	Lyondellbasell	Manufacturing	thaddeus.cudak@lyondellbasell.com
Ray Paganini	Cornerstone IT	Software Technical Support	RPaganini@CornerstoneIT.com
Eric Lewis	Signature Health	Health Care	elewis@shinc.org
Patrick Newby	Lubrizol	Manufacturing	patrick.newby@lubrizol.com
Keith Cox	Block Digital	Manufacturing	keith@bloc.digital
Eric Wachob	MJM Industries	Manufacturing	ewachob@mjmindustries.com
John Gallagher	Component Repair Technologies, Inc.	Technology	johngallagher@componentrepair.com
Teresa Simons	AWT	Job Center Network	teresa_simons@thinkmfg.com
Margo Reda	Ohio Means Jobs	Job Center Network	Margo.Reda@jfs.ohio.gov
John Stoneback	JM Performance	Automotive	jstoneback@jmppinc.com
Robert Kehres	Federal Hose	Manufacturing	kehres@federalhose.com
Juliana Petti	Leadership Lake County	Private Education Non-Profit	jpettie@leadershiplc.org
Craig Sernik	Ohio Means Jobs	Workforce Development	craig@noccog-area19.com
Jeff Tomblin	Jeff's Garage	Automotive	jeffgarage@aol.com

ESC of the WESTERN RESERVE
Inspiring Learning Through Innovation

2024-2025 ESCWR Business Advisory Council Members: Geauga Educator Representatives

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

2024-2025 ESCWR Business Advisory Council Members: Lake Educator Representatives

Member	School, District or ESC	Title	Email Address
Jennifer Felker	Educational Service Center of the Western Reserve	Superintendent	jfelker@escwr.org
Nancy Santilli	Educational Service Center of the Western Reserve	Assistant Superintendent	nsantilli@escwr.org
Josh Englehart	Painesville School District	Superintendent	josh.englehart@pcls.net
Bill Billington	Fairport Harbor School District	Superintendent	bbillington@fhevs.org
Allen Wilson	iSTEM Geauga Early College High School	Chief Academic Officer	awilson@istemghs.org
Christopher Mitchell	Auburn Career Center	Dir Innovative Programs	cmitchell@auburncc.org
Tom Hach	ESCWR Governing Board	Board Member	thach@escwr.org
David Enzerra	Lakeland Community College	Executive in Residence	denzerra1@lakelandcc.edu
Kelly Moran	Educational Service Center of the Western Reserve	Dir of Instructional Programs	kmoran@escwr.org
Angela Smith	Madison Local School District	Superintendent	angela.smith@madisonschools.net
Chris Rateno	Riverside Local Schools	Superintendent	christopher.rateno@riversideschools.nnet

Patrick Ward	Willoughby Eastlake Schools	Superintendent	patrick.ward@weschools.org

Schedule of Meetings

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

The planned meeting dates for the 2024-2025 school year include:

Geauga	Lake
September 17, 2024	September 17, 2024
November 19, 2024	November 14, 2024
February 18, 2025	February 13, 2025
April 8, 2025	April 3, 2025
May 13, 2025	May 8, 2025

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

Member Appointments:

- County Superintendent (permanent member) serves as Executive Chair.
- Superintendents and representatives from ESCWR Member Districts (permanent members)
- 1 Representative from Geauga Growth Partnership (permanent member).
- 1 Representative from Auburn Career Center (permanent member).
- Representatives from Higher Education:Kent State, Lake Erie, Hiram (permanent members).
- At least 8 members from local or regional businesses and industries that represent diversity in the business communities (staggered terms).
- Additional At-large Members may be added at the discretion of the BAC in multiples of 2 (3 year) terms.
- Representative from workforce development. At the discretion of the BAC for 3 year term.
- Voting authority – two members from same entity – 1 vote.

Roles of the BAC (Per ORC 3313.84):

1. To *advise* local school districts on changes in the economy and job market and the area in which future jobs are most likely available;
2. To *advocate* for the employment skills most critical to business and industry and the development of curriculum to teach these skills;
3. To *aid* and *support* local school districts by offering suggestions for developing a working relationship among businesses, labor organizations, and educators;
4. To *advise* workforce development on how to be responsive to Northeast Ohio job market.

Appointment & Responsibility of Officers:
Officers for the following offices: Chairperson, Vice-Chairperson, and Secretary shall be appointed by the ESCWR Superintendent each year. Officers shall be appointed from active Board members and will be appointed for 1 year terms.
The responsibilities of each office are as follows:

- Chairperson – Superintendent of County:
  - Provide leadership to ensure the committee functions properly
  - Promote full participation during the meetings
  - Ensure that all relevant matters are discussed and that effective decisions are made and implemented
  - Lead and Facilitate each meeting

- Vice Chairperson:
  - Assume the responsibilities of the Chairperson in his/her absence

- Secretary (Assumed by ESCWR Representative):
  - sends out meeting agenda
  - records notes at meetings

Terms of Service:
2 Businesses – 1 year
3 Businesses – 2 year
3 Businesses – 3 year
Thereafter all 3 years

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

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

Plan Goals

The ESCWR Geauga BAC operates under three quality practices:
Develop Professional Skills for Future Careers
Build Partnerships
Coordinate Experiences

Initiative 1

Professional Skills Development for Future Careers

Describe in detail the plan associated with implementing this quality practice.

- **Objective**: To educate and engage council members and educators on the impact, opportunities, and challenges of AI in the business landscape so that they may use this knowledge to help design curriculum and experiences to benefit students pursuing careers in this area.
- **Goals**:
  - Increase awareness and understanding of AI technologies.
  - Explore AI applications specific to the industry.
  - Discuss ethical considerations and AI governance.
  - Foster networking and collaboration opportunities.

What collaborative action steps are required to facilitate achieving outcomes?

1. Industry Credential Training/CTE In Your Neighborhood Events
2. AI Summit
3. Educator Business Bootcamp
4. Education on Ohio Means Jobs online tools
5. Development of Workforce Development Coordinators PLC
6. Participation in the Career Advising Community of Practice

List all districts impacted.

Geauga:

1. Berkshire
2. Cardinal
3. Chardon
4. iStem
5. Kenston
6. West Geauga

Lake:

1. Auburn Career Center
2. Fairport Harbor

3. Kirtland
4. Madison
5. Mentor
6. Painesville
7. Perry
8. Riverside
9. Wickliffe
10. Willoughby-Eastlake

List all businesses involved.

Geauga:

1. Alliance for Working Together
2. Geauga Growth Partnership (GGP)
3. Geauga Mechanical
4. ISSQUARED
5. Ravenwood
6. Solid Rock

Lake:

1. Component Repair Technologies
2. Avery Dennison
3. Cornerstone IT
4. JM Performance
5. Lubrizol
6. Bloc Digital
7. AWT

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

1. Industry Credential Training/CTE In Your Neighborhood Events: ongoing August 2024 - June 2025
2. AI Summit: planning for event summer/early fall 2024, event scheduled for October 2024
3. Educator Business Bootcamp: Planning begins October 2024, event held March-June 2025
4. Education on Ohio Means Jobs online tools: initial planning begins in fall 2024 for training opportunities in spring 2025
5. Workforce Development Coordinators PLC, introduce at initial Sept meeting, collect buy in and names of identified participants, schedule meetings for late fall/early winter and for early spring, monitor implementation throughout spring/summer 2025

6. Career Advising Community of Practice: meetings taking place summer/fall 2024, utilize network for further learning and collaboration throughout spring/summer 2025

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

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

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

Challenges:

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

How to overcome:

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

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

Existing Data:

1. Industry Credential Trainings/CTE In Your Neighborhood Events:
    a. 2023-2024, 2 trainings
    b. 2024-2025, To be scheduled

2. AI Summit:
    a. 2024-2025, October 2024

3. Educator Business Bootcamp:
    a. 2022-2023, 9 businesses, 3 educators
    b. 2023-2024, 9 businesses, 12 educators
    c. 2024-2025

4. Education on Ohio Means Jobs online tools
    a. 2022-2023, 1 training, 13 participants
    b. 2023-2024, 1 training, 12 participants
    c. 2024-2025, training scheduled for Jan 22, 2025

5. Development of Workforce Development Coordinators PLC, new initiative
    a. 2024-2025

6. Participation in Career Advising Community of Practice, new initiative
    a. 2024-2025: 4 meetings (Jun 27, Jul 25, Aug 29, Sept 26), 44 members

Measurable Outcomes:

1. Industry Credential Trainings/CTE In Your Neighborhood Events: facilitate a minimum of 2 trainings in 2024-2025
    a. support districts (Madison, Mentor, Riverside, Kirtland) in implementation of their ODEW CTE grants

2. AI Summit: hold a statewide summit with keynote speaker and minimum of 25 participants

3. Educator Business Bootcamp: Orchestrate annual event with increased educator participation to a minimum of 15 educators in 2025

4. Education on Ohio Means Jobs online tools: Offer two trainings in 2024-2025 school year and increase participation to a minimum of 15 participants

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

The AI training summit for teachers can have a significant impact on students by equipping educators with the knowledge and tools to integrate AI into their teaching practices. This, in turn, helps students develop relevant, in-demand skills that are crucial for success in the modern workforce. This initiative helps via teacher empowerment, student skill development, preparation for future careers, real world application, equity and inclusion. Information technology is also one of the 13 core sectors of jobs in Northeast Ohio.

How does this initiative impact students with disabilities?

The AI summit for teachers will have a profound and positive impact on students with disabilities by equipping educators with the knowledge and tools to leverage AI technologies for more inclusive, personalized, and effective teaching practices. The summit will equip educators with knowledge on personalized learning, enhanced communication tools, accessibility in learning materials, emotional and behavioral support, and promoting independence.

Initiative 2

Building Partnerships

Describe in detail the plan associated with implementing this quality practice.

Expanding partnerships with the military and healthcare sectors can provide significant benefits for a business advisory council, including access to new markets, resources, and innovations.

Objective: To establish strategic partnerships with the military and healthcare sectors that align with the council's mission and business goals.
Goals:

- Identify and engage with key stakeholders in both sectors.
- Develop mutually beneficial partnership agreements.
- Leverage partnerships to drive innovation, improve services, and expand market reach.

What collaborative action steps are required to facilitate achieving outcomes?

1. Military Partnerships
2. Health Care Partnerships
3. Family Involvement, Awareness, and Education
4. Create regional partnerships to provide expanded mentoring and training opportunities

List all districts impacted.

Geauga:

1. Berkshire
2. Cardinal
3. Chardon
4. iStem
5. Kenston
6. West Geauga

Lake:

1. Auburn Career Center
2. Fairport Harbor
3. Kirtland
4. Madison
5. Mentor
6. Painesville
7. Perry
8. Riverside
9. Wickliffe
10. Willoughby-Eastlake

List all businesses involved.

Geauga:

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

Lake:

1. Component Repair Technologies
2. Avery Dennison
3. Lyondellbasell
4. Cornerstone IT
5. JM Performance
6. Lubrizol
7. MJM Industries
8. Torque Transmission
9. AWT
10. Bloc Digital
11. Army
12. Air Force

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

1. Military Partnerships: recruit potential new members summer/early fall 2024
2. Health Care Partnerships: recruit potential new members summer/early fall 2024
3. Family Involvement, Awareness, and Education: fall 2024 review opportunities to plan and run an in-person or virtual event for parents to grow awareness of workforce opportunities for their children, spring 2025 run event

4. Create regional partnerships to provide expanded mentoring and training opportunities, join Career Advising Community of Practice summer 2024, establish a Workforce Development PLC in early fall 2024, evaluate the success of the PLC in late spring 2024

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

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

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

Challenges:

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

How to overcome:

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

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

Existing Data:

1. Military Partnerships
    a. 2023-2024, 0 partnerships

2. Health Care Partnerships
    a. 2022-2023, 1 partnerships
    b. 2023-2024, 2 partnerships
    c. 2024-2025,

3. Family Involvement, Awareness, and Education
    a. 2023-2024, 4 (Cardinal, Auburn Job Fair, Painesville Job Fairs, West Geauga STEM makerspace Open House)
    b. 2024-2025,

4. Create regional partnerships to provide expanded mentoring and training opportunities
    a. 2023-2024, 0 regional partnership events
    b. 2024-2025, joined Career Advising Community of Practice summer 2024

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

These sectors offer unique resources, expertise, and opportunities that can enhance educational experiences and better prepare students for the workforce. These partnerships will allow for access to real world expertise and resources. New members representing these fields can serve as guest speakers and provide resources for curriculum enrichment. Additionally, these partnerships could provide for more hands-on learning and simulation based learning. Expanding to include greater representation in these in-demand job fields will help students develop technical and soft skills through curriculum advisement and enhance diversity and inclusion.

Measurable Outcomes:

1. Military Partnerships: Invite and approve membership of at least 2 new Military Partnerships in 2024-2025
2. Expand Health Care Partnerships: Invite and approve membership of at least 2 new Health Care partnerships in 2024-2025
3. Develop, plan, and execute at least 1 new program/event in coordination with school districts and community partners that informs parents of opportunities for workforce development in 2024-2025
4. Increase the number of regional partnerships to provide at least 1 new mentoring or training opportunity for students or staff in 2024-2025

How does this initiative impact students with disabilites?

An initiative to partner with new members from the military and healthcare sectors on a business advisory council can have a profoundly positive impact on students with disabilities. These sectors bring unique resources, expertise, and perspectives that can be leveraged to create more inclusive, supportive, and effective educational environments for these students. Both of these fields have access to cutting edge assistive devices. They are equipped to provide advanced physical and mental health support. In addition they are well versed in how to provide specialized training and model enhanced inclusivity and accessible learning environments.

Furthermore, these new partners representing military and health care can inform other council members on best practices for transition support, advocacy, and policy influence.

Initiative 3

Coordinating Experiences

Describe in detail the plan associated with implementing this quality practice.

This plan aims to bridge the gap between education and industry, offering students hands-on experiences that can lead to meaningful career pathways.

Objective:

The primary objective is to provide students with opportunities to explore career options, gain practical skills, and learn about pre-apprenticeship programs through direct engagement with corporate challenges and events. This plan will also help businesses identify and nurture future talent.

Goals:

- Design industry-specific challenges
- Integrate challenges into coursework
- Organize pre-apprenticeship information sessions

What collaborative action steps are required to facilitate achieving outcomes?

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

List all districts impacted.

Geauga:

1. Berkshire
2. Cardinal
3. Chardon
4. iStem
5. Kenston
6. West Geauga

Lake:

1. Auburn Career Center
2. Fairport Harbor
3. Kirtland
4. Madison
5. Mentor
6. Painesville
7. Perry
8. Riverside
9. Wickliffe
10. Willoughby-Eastlake

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6. ISSQUARED
7. Kinetico Water Systems
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9. Mercury Plastics
10. Ohlman Family Living
11. Patterson Farms
12. Ravenwood
13. Solid Rock
14. Tarkett
15. The Learning Cafe

Lake:

1. Component Repair Technologies
2. Avery Dennison
3. Lyondellbasell
4. Cornerstone IT
5. JM Performance
6. Lubrizol
7. MJM Industries
8. Torque Transmission
9. AWT
10. Bloc Digital
11. Army
12. Air Force

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

1. Corporate Challenge: pair businesses and classrooms to facilitate Corporate Challenges, ongoing August 2024-spring 2025

2. Preapprenticeships/Apprenticeships: connect businesses to school leaders to expose students to available preapprenticeships/apprenticeships, ongoing August 2024 - August 2025

3. Manufacturing summer camps/summer experiences: Connect Alliance for Working Together with students and families to increase participation in summer manufacturing camps and training experiences, ongoing August 2024-August 2025

4. Expansion of makerspace and STEM opportunities for students: expand newly established Maker Space in 2024 to allow for greater use by students, teachers, and families as well as provide professional development in the space, ongoing August 2024-August 2025, work with area schools to redesign middle school STEM classes to investigate STEM career pathways (modeled after STEM major pathways that can be obtained through The Ohio State University)

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

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

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

Challenges:

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

How to overcome:

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

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

Existing Data:

1. Corporate Challenges completed
    a. 2022-2023:
        i. Chardon High School: 1 business, 3 classes
        ii. Cardinal High School: 1 business, 2 classes
    b. 2023-2024:
        i. Cardinal High School, 1 business, 2 classes
        ii. Painesville High School, 1 business, 2 classes

2. Preapprenticeships/apprenticeships:
    a. 2022-2023:
    b. 2023-2024:
    c. 2024-2025:

3. Manufacturing summer camps/summer experiences:
    a. 2022-2023:
        i. ThinkMFG expo - 55
        ii. SMI - 2
        iii. Robobots / Junior Bots - 13
    b. 2023-2024:
        i.

4. Number of Makerspaces/fablabs created:
    a. 2022-2023: 0
    b. 2023-2024: 1

Measurable Outcomes:

1. Expand Corporate Challenges in 2024-2025 to include a minimum of 3 businesses.

2. Expand number of events/marketing strategies to inform and expose students to preapprenticeships/apprenticeships in 2024-2025 to at least 2.

3. Expand the number of students participating in AWT and area business manufacturing summer camps/summer experiences in 2024-2025 by 10%
    a. Summer Youth Flight Camp - 20 students last year, increase to 22
    b. SMI Mad Scientist camp (girls only) - 46 students last year, increase to51
    c. AWT STEM YMCA day -15 students last year, increase to 17

4. Grow the number of trainings and professional learning opportunities in area Maker Spaces to 3 events in 2024-2025.

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

This plan focused on creating more corporate challenges and information sessions on pre-apprenticeships helps develop relevant, in-demand skills for students and educators by providing real-world problem solving, getting students exposure to industry-specific skills, aligning curriculum with industry needs, providing enhanced career readiness, fostering industry connections, and encouraging diversity in skill development.

How does this initiative impact students with disabilities?

Providing more corporate challenges and information sessions on pre-apprenticeships can significantly benefit students with disabilities by creating inclusive opportunities that cater to their unique needs and strengths. Through this initiative students with disabilities will gain access to tailored learning experiences, development of relevant soft skills, inclusive career exploration, building confidence and self-advocacy, access to assistive technology, and pathways to inclusive employment.

AWARD ADDENDUM

Educational Service Center of the Western Reserve (ESCWR)
Geauga and Lake County Business Advisory Council (BAC)
Award Addendum: 2024-2025

Joint Statement 2023 Geauga: Geauga County BAC 2023-Joint Statement.pdf
Joint Statement 2024 Lake: Lake County BAC 2023-Joint Statement.pdf

Contextual information:

Nestled in northeast Ohio, our students are receiving an education and life experiences in a hub of workforce opportunities. The council relies on reports such as this one from the Department of Job and Family Services to gauge the trends of in demand jobs and job market changes.

"Among the state's regions, the highest projected growth is in Central Ohio (8.0%); followed by Southwest Ohio (6.0%), West Ohio (4.1%), Southeast Ohio (4.0%), Northeast Ohio (3.0%), and Northwest Ohio (2.7%)" (page 1).

In addition, knowing the core career sectors of Northeast Ohio as referenced from sources such as JobsOhio primes our Business Advisory Council to curate quality practices and experiences for all students.

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

The Business Advisory Council serves as the bridge between educational institutions and the local workforce, helping students acquire the skills, knowledge, and connections they need to thrive in career selection and in their chosen careers. The collaboration between academia, community partners, and industry through the BAC has led students to more successful transitions from education to employment. Through annual goal setting, role refinement, industry insights, feedback loops, curriculum alignment , and ongoing and intentional collaboration the BAC has helped, student prepare by providing programming to them that includes: skill development, mentoring, mock interviews, resume review, internships, job placement, and workforce readiness programs.

The Business Advisory Council has spanned its sphere of influence to discuss and coordinate more experiences for students in grades K-12 versus previously focusing on developing opportunities for middle and high school students only. The Council has taken action through ongoing and intentional collaboration to review more closely

professional career trend data to inform programming. Data is shared from Ohio Means Job, Area 19, and National Student Clearninghouse, DEW District and Student Recovery Dashboards, and LinkedIn Workforce data and research, and National Association of Workforce Boards repository.

It is through the result of relationships that the Business Advisory Council has fostered that experiences, programming, and services that students are placed in work-based learning experiences and can earn industry recognized credentials (see data below in this award application) and earn OhioMeansJobs Readiness Seals. To grow in the area of helping students prepare and successfully enter the local workforce the Business Advisory Council is committed to developing new relationships (see Initiative 2 Building Partnerships in the aforementioned plan). Having a diverse membership and cadre of relationships representative of local in demand fields (ex: nonprofit, manufacturing, and technology). In 2023-2024 the Business Advisory Council welcomed new nonprofit members (Solid Rock), manufacturing (Lubrizol), and technology partners (Bloc Digital).

By leveraging new partnerships, expanding membership, and refining BAC initiatives to be more K-12 student focused the Council has been able to improve the annual growth in the number of students earning industry-recognized credentials and earning the OhioMeansJobs Readiness Seal.

By participating in events such as the State of the Workforce Event, November 8, 2023 our BAC expands in knowledge and awareness to better design curriculum, programming, and experiences for students.

The Appendix includes specific examples of how the Business Advisory Council has helped students prepare and successfully enter the local workforce.



AWT provides opportunities to train educators on machinery to inform them of career pathways for students. AWT also offers the same opportunities to students to come in and explore the machinery as well as participate in training workshops.

Supporting districts in applying for State Department of Education and Workforce CTE grants has been another avenue in which the BAC is helping students prepare and successfully enter the workforce. Two of our districts, Madison, Riverside, Mentor and Kirtland were awarded CTE grants. The BAC will continue to support these districts as they work through implementation of their respective grant projects that will afford students more onsite learning and training opportunities for future careers.

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

The following curriculum changes have been influenced by the business advisory council:

Initiative / Quality Practices	Quality Practices / Outcomes	Data
West Geauga Maker Space	Creation of a High School Innovation Lab (Makerspace/Hackerspace) to create STEAM curriculum connections and pathways	Established in 2023-2024 school year # of students engaged in STEAM courses/curriculum in the lab:

		approximately 20 6th graders and approximately 14 7th/8th graders depending on time of year and seasons of extracurriculars students were involved in Parents and children were invited into the space for an Open House celebration in which they received information and awareness on STEM equipment and future career pathways
West Geauga Career Exploration CCP Personal Development and Planning	Creation of a Career Exploration course Students are engaged in personal development and planning for future career pathways	Data will be collected in the 2024-2025 school year
Berkshire Schools Diesel Program	Advanced and beginners classes are offered. The class starts off with the basics of safety and moves students all the way through to working on diesel trucks in a controlled environment.	23 students were enrolled in the program in 2022-2023 Every senior in the program in 2022-2023 who wanted to pursue a job in the field was offered a job by one of the local businesses 26 students enrolled in 2023-2024 19-20 students enrolled in Diesel I and II in 2024-2025 school year 2 students enrolled in medical assisting for 2024-2025 school year
Berkshire Schools Allied Health Program	This curriculum program aims to provide students a pathway into the healthcare field.	4 students enrolled in 2023-2024

Cardinal Corporate Collaboration	This collaborative project establishes membership benefits to area businesses such as involvement in future curriculum development, invitation to exclusive job fairs, advertisement banners, and access to district facilities. The project highlights two manufacturing and one engineering graduation pathway on the school campus.	The project is in its first year of implementation in 2023-2024 and participation data will be collected and analyzed.
Kirtland Middle School STEM	The redesign of the sixth grade STEM course involves investigate STEM career pathways (modeled after STEM major pathways that can be obtained through The Ohio State University)	This project is in its first year of implementation in 2024-2025 and participation data will be collected and analyzed.
Feedback and data gathering tool.	The Educational Service Center of the Western reserve created a Google Form in 2024 to capture feedback and local data from the schools	
ACC's new Director of Career Development and Enrollment	Through regional discussions among school district members a need for a new position employed at the Career Center arose. Auburn Career Center hired a new Director of Career Development and Enrollment to expand programming available to students, to create more work based learning opportunities, and develop curriculum aligned to current workforce needs.	This project is in its first year of implementation in 2024-2025 and data will be collected and analyzed.

New Courses at Fairport Harbor Exempted Village School District	An online Career Exploration class and a STEM Career Exploration class in person	This project is in its initial stages of implementation in 2024-2025 and data will be collected and analyzed.
New Program at Painesville Local Schools	Creation of a Production Tech Lab for students.	This project is in its initial stages of implementation in 2024-2025 and data will be collected and analyzed.
New Program at Madison Local Schools	Creation of an Advanced Manufacturing program for students.	This project is in its initial stages of implementation in 2024-2025 and data will be collected and analyzed.
New Job Shadowing and Internship program between Cardinal Local Schools and HC Companies	Creation of a 2 phase partnership. Phase 1 includes Job Shadowing. Phase 2 includes Internship and Interview. The job shadowing is a 4 week phase that includes 1 week for each department. Students spend 3 days a week for 2 hours each day shadowing in each department. Phase 2 includes 4 hours each day in one department and includes paid time with focused project work.	This project is in its initial stages of implementation in 2024-2025 and data will be collected and analyzed. The first group (phase one) will have 8-10 in October 2024. Phase two (paid internship) will be 8-10 in January 2025.

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

The Business Advisory Council utilizes integration of trend data and collaboration to drive professional skills development for students and quality practices. This is evidenced by educator engagement, professional development, and employer involvement in the classroom. The council continuously works with business level leadership via ongoing and intentional collaboration to understand and address needs for skill development. The council reviews local graduation data, higher education enrollment trend data, National Student Clearinghouse data, employment data from Ohio Means Jobs and Area 19, DEW District and Student Recovery Dashboards, and LinkedIn Workforce data and research, and National Association of Workforce Boards repository.

Council members provide input in small group discussions and reporting out sessions. Subcommittees also engage in identifying skills needed for future and current job. Schools are responding to advisement and recommendations by increasing attention and amount of events and engagement activities and training for students.

From there student opportunities such as the following are put into place for skill development:

Corporate Challenge (pairing a local business with a classroom to provide students with a work based problem to solve such as using 3-D printers to develop a new device to be used in surgeries of patience that is eco-friendly and economical.

Alliance for Working Together (AWT): on site training of manufacturing equipment for students such as workshops and seminars. AWT leads workshops to teach specific technical skills, such as machinery operation, which are in demand locally.

Geauga Growth Partners runs an Incubator Program since 2012 that has reached more than 10,500 students through Workforce Development programs. This program is open to all Geauga County Schools. This summer internship program matches high school students with a paid internship experience that encompasses over 35 local companies.

Geauga Growth Partners also launched online career awareness curriculum in 2023. There are over 30 educators who are registered to use the content and curriculum at: www.GGPyouthworkforce.com

Feedback Loops**:** The council has established regular feedback mechanisms where local businesses provide input on the effectiveness of training programs and curriculum, ensuring that the skills taught remain relevant and up-to-date.

Job Fairs: Job Fairs were offered at Painesville Local Schools and Riverside Local Schools in spring of 2024.

Resource Sharing: Local businesses share resources such as guest lectures, training materials, or even access to their facilities for practical learning experiences with area students in both Lake and Geauga counties.

Lake Shore Compact includes Mentor, Wickliffe, and Euclid Schools. There are over 900 students enrolled in 91 CTE programs in the 2024-2025 school year. After six months students enrolled in the Lake Shore Compact are surveyed and 98.7% reported that they were either employed, enrolled, and enlisted.

Number of industry recognized credentials earned

Geauga:

1. Berkshire - 539
2. Cardinal - 322
3. Chardon - 539
4. iStem -
5. Kenston - 271
6. West Geauga - 260

Lake:

1. Auburn Career Center
2. Fairport Harbor - 336
3. Kirtland - 158
4. Madison - 689
5. Mentor - 1,671
6. Painesville - 625
7. Perry - 222
8. Riverside - 1,137
9. Wickliffe - 265
10. Willoughby-Eastlake - 900

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

In 2022-2023 the Business Advisory Council held a 3 part series to educate school leaders and business partners on internships, apprenticeships, and preapprenticeships. Informing others of how to organize and support apprenticeships was a pivotal step to exploring greater utilization of relationships, and utilization of local talent as well as growing the number of students placed in work-based learning opportunities.

2023-2024
BAC members continued to collaborate with educators in an ongoing and intentional manner to ensure that curriculum and quality practices align with industry needs, helping students acquire relevant skills. Regular feedback from BAC members on emerging trends and skills requirements have helped shape the curriculum and keep it up-to-date. Members have also served as mentors, offering guidance, career advice, and support to students, helping them navigate their career paths.

Internship/apprenticeship data

Geauga:

1. Berkshire -
2. Cardinal -
3. Chardon -
4. iStem -
5. Kenston -
6. West Geauga - 80% of students participate in a robust internship program

Lake:

1. Auburn Career Center
2. Fairport Harbor - 4
3. Kirtland -
4. Madison - 5
5. Mentor -
6. Painesville - 16
7. Perry -
8. Riverside - 10
9. Wickliffe -
10. Willoughby-Eastlake -

a. How many students have been placed in work-based learning experiences?

As a result of the time invested by the BAC to educate members on the importance of work-based learning opportunities the following districts had students placed in internships, apprenticeships, and pre-apprenticeships.

2023-2024

Geauga:

1. Berkshire -
2. Cardinal -
3. Chardon -
4. iStem -
5. Kenston -
6. West Geauga -

Lake:

1. Auburn Career Center
2. Fairport Harbor -
3. Kirtland -
4. Madison - 15
5. Mentor -
6. Painesville - 39 in CTE programs offered
7. Perry -
8. Riverside - approximately 250

9. Wickliffe -
10. Willoughby-Eastlake -

Number of students participating in AWT and area business manufacturing summer camps/summer experiences, work placed learning, career days, and job fairs.

1/15/2024	STEM Day AM & PM	50	STUDENTS
2/2/24	Ridgeview Elementary School Career Day	150	STUDENTS
2/19/2024	STEM Day AM & PM	50	STUDENTS
2/29/2024	STEM Days Homeschool	35	STUDENTS
3/1/24	Life Point Homeschool Group	40	STUDENTS
3/7/2024	LGRC Job Fair	20	ADULTS
3/19/2024	Perry High School Design & Fabrication	12	STUDENTS
3/21/2024	Madison High School WorkAdvance part 2	30	STUDENTS
3/29/2024	STEM Day AM	25	STUDENTS
4/3/24	North High School Career Fair	50	STUDENTS
4/8/2024	Eclipse Day - Lake County Executive Airport	300	ADULTS + STUDENTS
4/9/2024	Eclipse Day - City of Mentor	4,000	ADULTS + STUDENTS
4/12/2024	Successbound : Educational Partnerships to Employment and Beyond	120	ADULTS
4/24/2024	RoboBots Setup	15	ADULTS + STUDENTS
4/26/2024	RoboBots Interview and Safety Check Day	160	ADULTS + STUDENTS
4/27/2024	RoboBots Competition Day	1,700	ADULTS + STUDENTS
4/30/2024	LEC & AWT Teacher Bootcamp Planning	12	ADULTS + STUDENTS
5/1/2024	Riverside Senior Only Career Fair	25	STUDENTS
5/3/2024	Lakeshore Career Day	120	STUDENTS
5/8/2024	Gaurdians STEM Day	4,000	ADULTS + STUDENTS
5/10/2024	STEM Night @ Captain's	3864	ADULTS + STUDENTS

5/15/2024	Jefferson Elementary Career Day	177	STUDENTS
5/15/2024	EmpowerHer Navigating Pathways in Engineering	210	STUDENTS
5/22/2024	Kingsville Elementary Career Day	175	STUDENTS
5/24/2024	Gateway Elementary School Career Day	188	STUDENTS
6/9/2024	SMI CAMP - ROBOTECH	50	STUDENTS
6/14/2024	RoboTech Celebration Luncheon	100	ADULTS + STUDENTS
6/19/2024	Lake Erie College Teacher Bootcamp - Manufacturing	3	ADULTS
6/20/2024	SMI Mad Scientist Week All Girls	46	STUDENTS
6/21/2024	Mad Scientist Celebration Lunch	91	ADULTS + STUDENTS
6/21/2024	EmpowerHer	20	ADULTS + STUDENTS
6/24/2024	EAA Chapter 5 Summer Youth Camp	25	STUDENTS
6/24/2024	ProjectHope Outreach	30	ADULTS + STUDENTS
6/24/2024	Summer Youth Flight Camp - Lunar Lander Project	20	STUDENTS
6/25/2024	AWT STEM Days - YMCA	15	STUDENTS
6/26/2024	LEC Teacher Bootcamp	5	ADULTS
6/27/2024	AWT STEM Days YMCA	15	STUDENTS
7/16/2024	GSNEO STEM Advisory Committee Meeting	75	ADULTS
7/16/2024	YMCA STEM Days	30	STUDENTS
7/17/2024	Salvation Army Day Camp	21	STUDENTS
7/18/2024	YMCA STEM Day	30	STUDENTS
7/30/2024	YMCA STEM Day	18	STUDENTS

b. What are some examples of high-quality work-based learning supported by your business advisory council?

Our ESCWR Geauga Job Training Program offers Students With Disabilities multiple opportunities to practice their soft skills in a variety of employment settings. A concrete example

would include how our business partners at Drug Mart consistently provides work based opportunities to our students.

Component Repair Technologies preapprenticeship program would be another example of high-quality work based learning that is offered to our students. This program supports students as they explore the skills and workplace environment specific to manufacturing. Details on this program can be reviewed here:
https://jobs.lever.co/componentrepairtechnologies/681d40e5-1cee-4f14-91ce-1e21de5c059f

Mika Metals also works with our area schools to provide on onsite workbased learning for students who are interested. Their involvement in the BAC has developed pipelines for students to gain access to the facility and step into positions of job shadowing and employment preparing them for successful futures in manufacturing.
https://www.mikafab.com/?gad_source=1&gbraid=0AAAABxwfYXLJs-zbWydIHzfYbQtdzZys&gclid=CjwKCAjw8fu1BhBsEiwAwDrsjIWHA0uLRm8pv-tJtZ6V_Wab0RzDIZSvtm0vKjp1y31thf0BlnT9-xoCqisQAvD_BwE

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

It is only through ongoing and intentional collaboration that work-based learning partnerships are established and fostered. These quality practices offer area students invaluable learning and training experiences that will propel them into future success.

Student Incubator Program
2023 - 10 Businesses had student internships this past summer
2024 - 7 Businesses had student internships this past summer (7 students)

2023-2024
Geauga Job Training Program - 17 employers currently for this year where students are placed.
In Lake county - 12 employers have accepted students into work-based learning experiences.

2024-2025
Geauga Job Training Program - 20 employers currently for this year where students are placed.
In Lake county - 12 employers have accepted students into work-based learning experiences.

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

Read the news article (link) below that highlights the benefits of the work-based learning opportunities of the business advisory council.

https://www.geaugamapleleaf.com/news/ggp-prepares-the-workforce-of-the-future/

Student Benefits: experience on the manufacturing floor, see/touch/feel all parts of the business, access and awareness of job opportunities, feedback, understanding how to craft resumes and develop employability skills. Students have developed both hard and soft skills including technical abilities. Work based learning has helped students to explore different career paths and industries as a means to identify their strengths and and areas of interest.

Employer benefit: build connections with future workforce, develop a greater sense of community presence and branding, refining what skills future employees need most. Our business employers have built a pipeline of connections and networks. Employers now have more attractive candidates that are coming in with a proven ability to apply their skills in a real-world context. This leads to better job prospects.

Unique Like Me: storefront vocational skills training site located at 184 Main Street, Painesville, Ohio

Annual Open House took place on Sept 18.

The store is operated solely by the ESC of the Western Reserve staff and students from Lake County school districts. The program currently partners with the following school districts; Broadmoor School, Mentor, Painesville City, Perry, & Madison. On average, we currently service 25-30 students per school year.

Unique Like Me features hand-made products created by our vocational students. This work opportunity provides our students with on the job training skills that will lead to integrated community employment. Students learn retails skills to include; production skills, communication with customers, adaptability, problem solving, and teamwork.

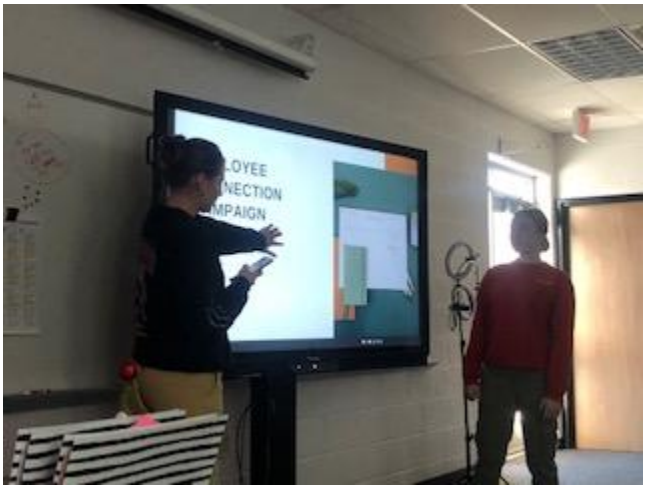


BAC member from Lubrizol educates the audience on the skills needed to perform successful in the manufacturing industry.

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

The business advisory councils plays a crucial role in supporting mentorship programs and providing networking opportunities for students and professionals. Some of the ways in which this has been done include: recruitment (identifying potential members to match with students), program design (contribute to the design of mentorship programs), event development (create workshops, events, and training materials), monitoring (evaluating the success or areas of refinement needed in the mentoring and networking opportunities offered to students and professionals.

Mentorship programs in place at Painesville Schools for example provide onsite mentoring and job interviewing practice. BAC business members have also conducted Corporate Challenges at schools such as Painesville (Cardinal, Chardon, and Madison are a few other examples) so that students can engage in real-world business problem solving by working in teams and then presenting solutions to business leaders who come to their classrooms.





Thank you to BAC members such as Logically IT an HC Companies who go out into the schools and provide Corporate Challenge experiences to our students.

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

A complete list of activities can be referenced in the appendix of this document.

Districts involved are listed below.

2023-2024

Geauga:

1. Berkshire
2. Cardinal
3. Chardon
4. iStem
5. Kenston
6. West Geauga

Lake:

1. Auburn Career Center
2. Fairport Harbor
3. Kirtland
4. Madison
5. Mentor
6. Painesville
7. Perry
8. Riverside
9. Wickliffe
10. Willoughby-Eastlake

A few highlights of influenced career activities include:

GGP Incubator Program

Since 2012, GGP has reached more than 10,500 students and educators through Youth Workforce Development Programs and continues to offer opportunities to all Geauga County schools. GGP aims to increase awareness of career opportunities and engage students in learning future workplace skills by introducing them to local companies and colleagues who can share their own career journey. The Summer Incubator (Internship) Program has matched over 230 high school students with a paid 8-week experience, partnering with 39 Geauga County companies.

In addition, GGP launched www.GGPyouthworkforce.com in 2023. This online programming supports educators and school counselors with content aligned to: Career Awareness, Exploration, Readiness, and Experiences. To date, there are 30 educators in Geauga County registered to use the content & curriculum on www.GGPyouthworkforce.com

Perry offers an internship course for juniors and seniors and facilitates career exploration programming in grades 5-12. Student interns are matched with a local business partner on their interests and aptitudes. In 2023-2024 7 students engaged with a State Tested Nursing Assistant course through Lakeland Community College on the school campus. Perry also has a partnership with UH Geneva where 3 students work with the ICU and the Emergency Room. Additionally, Perry has a student interning at TriPoint with a Physician Assistant and one with UH Physical Therapy. Perry also has student interns at Great Day Daycare, Perry Elementary School, local golf courses, and manufacturers. Each semester the mix of interns varies based on the interests and aptitudes of students. Perry also collaborates with other area schools to offer a wider range of experiences. For example, two Perry students go to Wickliffe schools to participate in the EMT program. Additionally, two Perry students were dual enrolled in 2023-2024 in Lake Erie College's HVAC program. Simultaneously, 9 other students were dual enrolled in Lakeland Community College's welding program. At the end of the 2023-2024 school year 11 seniors stepped into the AWT Work Advance program designed to match students with meaningful manufacturing careers upon graduation.

Corporate Challenges

2022-2023
Chardon High School: 1 business, 3 classes
Cardinal High School: 1 business, 2 classes

2023-2024
Painesville Local Schools: 1 business, 2 classes
Cardinal High School: 1 business, 2 classes

AWT mentorship/networking/education programs

2022-2023:
ThinkMFG expo - 55
SMI - 2
Robobots / Junior Bots - 13

Makerspaces created:
2023-2024: 1, students to benefit approximately 1,100

STEM day with speaker panel, networking, and mentoring/feedback

2022-2023
Schools: 3 (Geauga County Schools), 13 schools total
Students: 54 (Geauga County Students), 273 students total

Sponsors: 7

Mock Interviews and mentoring
2022-2023
90 students, 14 employers
2023-2024

Job Fairs
2022-2023
430 students, 45 business and community partners
2023-2024
450 students, 50 business and community partners, plus military



Tours of Bloc Digital provide authentic and memorable exposure for students and educators to learn more about the technology industry. Attendees were able to talk directly to personnel to learn about unique and distinct jobs within the organization.

All seniors at Fairport Harbor are required to complete a senior project in either researching or job shadowing.

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

Listed below are just a few examples of the professional development opportunities and trainings available through the business advisory council for teachers developed as a result of ongoing and intentional collaboration.

AWT STEM to Careers Professional Development

The AWT Transformation Open House is for teachers to learn how the STEM concepts/activities that are taught in the classroom are connected to the manufacturing programs/careers offered by AWT partners. The participants will get a chance to tour AWT's new Transformation Center, learn about work-based opportunities from local companies, and hear from schools with established, career-based alternative pathways.

Educator Business Bootcamp

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

STEAM Training

Do you have a 3D printer collecting dust? Ran out of ideas for your Cricut? Have a bunch of toilet paper rolls just laying around and the lightbulb just isn't turning on? Join ESCWR STEAM Specialist Glenn Bailey and fellow educators as we unpack a process for deeper inquiry in your classroom, share knowledge and resources for intentional MakerEd, and develop a plan for improving our instructional practices in our classroom.

STEM Symposium (2 days) at Lake Erie College

Organizers and presenters will share best practices with teachers and administrators on an array of topics, including establishing a mindset of innovation on campuses, developing STEAM playbooks, and discussing new project-based courses in math being introduced to high schools through the Ohio Department of Education.



The Educator Business Bootcamp takes educators and school leaders out of the school and gets them in the spaces of manufacturing, technology, and health care. These immersion experiences give educators hands on training and robust learning experiences that fuel their own local work based learning curricula.

Career Advising Project

The purpose of this proposal is to build capacity of ESCs, to improve coherence, dissemination, implementation and monitoring of Career Advising Policy across Ohio. The Career Advising Community of Practice will identify, prioritize and share strategies through a statewide community of practice that foster success and mitigate challenges in implementing and monitoring career advising activities and outcomes critical to long-term sustainability.

CBI Ohio

Through our networks, professional development sessions, and school support meetings Business Advisory Council members inform teachers of the free professional development opportunities through CBI Ohio.
https://education.ohio.gov/getattachment/Topics/Career-Tech/Career-based-Intervention-CBI/Career-Based-Intervention-Curriculum-Resources-2024.pdf.aspx?lang=en-US

Kent State Alternative Licensure Partnership

Through Business Advisory Council membership with higher ed partners area educators are afforded the opportunity to join cohorts for advanced professional development. The Kent State Alternative Licensure Partnership provides for educators on an alternative license to transition to a 5 year professional license through a cohort module. This collaborative opportunity kicked on in FY 25 with an initial meeting with interested stakeholders in August of 2024.

4AI Summit

The BAC understands that educators need to be apprised of changes in the technological landscape and the careers in the tech field. The BAC was heavily involved in the planning, sponsoring, and orchestration of a cross county 4AI Summit. Information regarding the summit and session topics can be found here and here. _____ Educators representing _____ districts attended the event in October 2024.

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

The business advisory council has helped the member school districts to make the following curriculum/programming decisions:

Decision / Quality Practice	Description	Student Impact
West Geauga Maker Space	Creation of a High School Innovation Lab (Makerspace/Hackerspace) to create STEAM curriculum connections and pathways	To be established in 2023-2024 school year # of students engaged in STEAM courses/curriculum in the lab: 2023-2024: approx 40 2024-2025: TBD # of teachers engaged in the STEAM PD opportunities to be hosted in the lab: 2023-2024: redesigned to a parent open house (approx 20 attendees) 2024-2025:
Berkshire Schools Diesel	Advanced and beginners classes are offered. The class starts off with the	23 students were enrolled in the program in 2022-2023

Program	basics of safety and moves students all the way through to working on diesel trucks in a controlled environment.	Every senior in the program in 2022-2023 who wanted to pursue a job in the field was offered a job by one of the local businesses 26 students enrolled in 2023-2024 19-20 students enrolled in Diesel I and II in the 2024-2025 school year 2 students enrolled in medical assisting in the 2024-2025 school year
Berkshire Schools Allied Health Program	This curriculum program aims to provide students a pathway into the healthcare field.	4 students enrolled in 2023-2024
Cardinal Corporate Collaboration	This collaborative project establishes membership benefits to area businesses such as involvement in future curriculum development, invitation to exclusive job fairs, advertisement banners, and access to district facilities. The project highlights two manufacturing and one engineering graduation pathway on the school campus.	The project is in its first year of implementation in 2023-2024 and participation data will be collected and analyzed.
Corporate Challenges	The Corporate Challenge pairs a local business/industry with a classroom of students. The business proposes a real, or hypothetical problem, that they are experiencing and then challenges the students to work either individually or in small groups for a few weeks (under the direction of their teacher) to come up with a solution. The students then share their solutions either in a document/slide format, during a virtual meeting, or to the business reps in person in their classroom. The business reps then follow up with feedback for the students.	Benefits of student impact: -problem based learning on a topic aligned to your content -exposure to students on careers that exist locally -understanding of "real world" worklife problems -development of soft skills employers are looking for The businesses benefit from tapping into the source of their future employee base by getting their name and organization out.
STEM curriculum redesign for	Work with area schools to redesign middle school STEM classes to	91 sixth grade students in a pilot program will benefit from this

grade 6	investigate STEM career pathways (modeled after STEM major pathways that can be obtained through The Ohio State University)	curriculum redesign in 2024-2025
Grade 4 entrepreneurship	4th grade students engage in developing a business idea in social studies to learn about entrepreneurship	



These decisions are made with our stakeholders at the table. In person synergistic meetings provide the space and focused attention to make pivotal decisions for our students and their workforce futures.

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.)*

Industries represented include:

- Economic development
- Agriculture
- Food Manufacturing
- Flooring
- Job Center / Business Networking
- Cabinetry
- Mental Health
- Medical
- Water Softening and Filtration
- Technology

The BAC reviews data from Ohio Department of Job and Family Services via ongoing and intentional collaboration to determine the most in demand jobs in Lake and Geauga counties.

For the month of August 2023 the top five occupations with the most area job ads include:

Geauga - registered nurses, first-line supervisors of retail sales workers, nurses assistants, retail salespersons, cashiers

Lake - Healthcare practitioners and technical occupations, sales and related occupations, healthcare support occupations, office and administrative support occupations, food preparation and serving occupations

For the month of August 2024 the top five in demand jobs (as reported by BAC member representing the Lake County Workforce Development Board) include:

Northeast Ohio:

1. Software Developers and Software Quality Assurance Analysts and Testers
2. Laborers and Freight, Stock, and Material Movers
3. Registered Nurses
4. Market Research Analysts and Marketing Specialists
5. Industrial Machinery Mechanics

Statewide:

1. Home Health and Personal Care Aides
2. Laborers and Freight, Stock, and Material Movers
3. Registered Nurses
4. Software Developers and Software Quality Assurance Analysts and Testers
5. Heavy and Tractor-Trailer Truck Drivers

6. How is the business advisory council collecting, implementing and responding to feedback? Include samples of feedback (business, educator and student)?

In the summer of 2024 the BAC created a new feedback tool to share with stakeholders to capture even more accurate and telling data. The BAC plans to set a system in place for regular review of the new data collected. The tool can be accessed here. A link to the most recent feedback captured is here:

Corporate Challenge showcase - students provide oral feedback to the business advisory members

present. This feedback is then shared back at meetings.

Student intern invited to participate in Business Advisory Council meeting to share insights and feedback.

AWT is working on developing a survey tool to capture students' feedback on ThinkMFG, robotos, and SMI.

STEM day - students provide oral feedback in small groups.

Businesses provide feedback from job fair/mock interviews/feedback sessions for students in an open assembly forum at end of day.

Teachers provide feedback from Corporate Challenge and Business Bootcamp experience at the culmination of the event and in email communications following.

Internally feedback sessions are included as part of meetings for members to submit comments anonymously.

Employers/agencies participating in the job fair are asked to fill out a survey afterwards. This information reviewed to drive future planning.

Educators participating in the Educator Business Bootcamp complete a survey to provide the Business Advisory Council with feedback. A link to the feedback can be accessed here:
Educator Business Bootcamp Feedback (Responses)

The BAC also records notes from each meeting and sends back in a feedback loop to members to provide transparency, accountability, and feedback.

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

Finding time to meet and implement new programming in a way that accommodates everyone's schedules and already full workloads is a challenge. Also, the group would always benefit from having more time together, yet competing priorities of professional work unrelated to the business advisory council are barriers.

Some other barriers include:

staff turnover - when new individuals step into positions they may lack the background knowledge and historical knowledge of programming, goals, and objectives

immediate concerns taking precedence over long-term planning

limited budget - this restricts the council's ability to function most effectively and serving the maximum capacity of students/schools

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

To address these barriers the business advisory council has increased from 4 meetings a year to 5 as well as developed committees within the council to work on plan goals, projects, initiatives outside of regular meetings.

In addition, the council has developed clearer objectives, stronger plans, and more concrete goals.

The establishment of subcommittees also helps to see projects through to their finality and empower the skills and expertise of members.

The council also worked together in 2023-2024 to apply for grants (STEM Ecosysytem and ODEW CTE grants). Multiple districts were awarded CTE grants for FY25 including Madison, Riverside, Mentor, and Kirtland.

Furthermore, the BAC has established a feedback collection tool that will provide more accurate and consistent data to drive programming aligned to focus areas adding clarity and efficiency to the group's decision making.

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.

The business advisory council develops professional skills for future careers by engaging in curriculum and program design, skill identification, workshops and trainings, mentorship/coaching, real-world projects, internships, industry insights, networking, facility tours, soft skills development, and advocacy.

The work of the business advisory council is shared with the community in the following ways: 3 part speaker series open to the public, website and online presence, social media engagement, attending public events, cohosting events such as NEOEA day offerings, showcasing in newsletters, email distribution lists.

Additionally, the work of the BAC is highlighted in social media posts, in quarterly ESC newsletters, and at conferences.

Parent education is another major area of focus for the Business Advisory Council. Painesville schools ran parent open houses in 2023-2024 for each program offered.

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?

This business advisory council serves as a bridge between education and industry, helping our students develop the skills required for successful careers. We aim to give students a more practical understanding of the business landscape. We utilize trend data to inform decisions and prioritize educator engagement and employer involvement. We are continuously evaluating the most in-demand skills and changing needs to inform programming and action steps.

Council members also share their knowledge and bring diverse expertise and industry experience, which helps identify potential partners. Business members understand market dynamics and help to develop partnership strategies.

Members collaboratively work on initiatives to build networks through their extensive professional networks. These network connections enable them to connect the organization with potential partners or facilitate introductions.

The Business Advisory Council also takes action to communicate value to stakeholders. All members play a role in in communicating the value of the partnership to internal and external stakeholders, ensuring broad support.
The Superintendent of the ESC of the Western Reserve holds an annual Superintendents retreat in which area Superintendents gather together to discuss the state's initiatives and priorities including WorkForce Development. This year's retreat hosted area legislators to discuss workforce development. BASA and OESCA's presence were also included. This intentional collaboration allowed for robust discussion and planning for quality workforce development practices for all students.

This year Business Advisory Council members are grouping together in similar skill/trade areas to collaborate and work more intentionally with projects that are aligned with their line of work to better inform and influence local curriculum and experiences.

This year the focus is to hold more small group discussion and committee meetings related to initiatives for expansion in middle school and high school. The council has welcomed a new Director of Career Development and Enrollment at Auburn Career Center who is focused on expanding programming and enrollment for middle school students.

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

It is because of the focus and emphasis placed on relationship building within the business advisory council and community partners that the number of students placed inwork-based learning experiences and earning industry-recognized credentials and OhioMeansJobs Readiness Seals has increased. The business advisory council preserves time to discuss how to host activities aimed at developing new relationships and how to expand relationships to be continuously reflective of the local job market and service area. Businesses benefit from the local talent that is being enhanced and refined through the high-quality and work-based learning and mentoring experiences crafted and facilitated by the council.

Number of OMJ Seals
https://reports.education.ohio.gov/report/report-card-data-ohio-means-jobs-readiness-seal-attainment-%E2%80%93-masked-version

2023-2024

Geauga:

1. Berkshire
2. Cardinal
3. Chardon
4. iStem
5. Kenston
6. West Geauga

Lake:

1. Auburn Career Center
2. Fairport Harbor
3. Kirtland
4. Madison
5. Mentor
6. Painesville
7. Perry
8. Riverside
9. Wickliffe
10. Willoughby-Eastlake

APPENDIX

Below is a detailed description of many of the evidence artifacts and experiential learning opportunities that have resulted from influence and collaboration of the Business Advisory Council.

AWT Summer Manufacturing Institute:

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

AWT Work Advance Program

https://awt-workadvance.squarespace.com/

Guaranteed Interviews with Local Manufacturers
Variety of engaging instruction in Technical and Career Skills
Hands-on projects and experiences with actual machines
Industry Recognized Credentials available
Support provided through your first year of employment
High School AWT WorkAdvance program for Perry and Fairport Harbor Schools
Think Manufacturing Career Expo 2023
WorkAdvance
Apprenticeship

Educator Business Bootcamp (Professional Development)

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

Cardinal Corporate Collaboration

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

Cardinal Local Schools Mock Interview Day

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

Career Advising Community of Practice

The purpose of this proposal is to build capacity of ESCs, to improve coherence, dissemination, implementation and monitoring of Career Advising Policy across Ohio. The Career Advising Community of Practice will identify, prioritize and share strategies through a statewide community of practice that foster success and mitigate challenges in implementing and monitoring career advising activities and outcomes critical to long-term sustainability.

Berkshire Diesel & Allied Health Programs

An advanced and beginners class are both offered. The class starts off with the basics of safety and moves students all the way through to working on diesel trucks in a controlled environment. Data points: 23 students were enrolled in the program in 2022-2023, and 26 students are enrolled in 2023-2024. Every senior in the program in 2023-2023 who wanted to pursue a job in the field was offered a job by one of the local businesses. In the 2024-2025 school year there are 19-20 students enrolled in Diesel I and II and 2 students enrolled in the medical assisting program.

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

Geauga Growth Partnership Incubator Program and Online Career Curriculum:

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

https://ggpyouthworkforce.com/

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

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

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

Geauga Schools Job Fair

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

Middle School CBI (Perry Local Schools)

Middle school students are engaged with career exploration opportunities that spark interests for future aspirations. Fifth graders work with Lake Metroparks, Lake County Waste Management, and the Water Treatment plant to learn more about their environment. The 6th graders engage in Share Your Genius Day in which all sixth graders went to one of the following themed field trip trips: Fire/ Emergency Services, Environment, Manufacturing/Trades, Hair/ Fashion, Aviation, Performing Arts. Click below for more information about this special day.https://www.perry-lake.org/about/communications/news/1776477/share-your-genius-day-2023

Seventh graders use YouScience to begin to measure their aptitudes and interests. An Economic Simulation Day with The Ohio State Agriculture Extension and Auburn Career Center offers Microcredential in Tape and Rule through our science classrooms. Eight graders have a chance to visit high school electives prior to registration, they visit Auburn Career Center, and culminate the year with a Shadow Day.

Perry Service Learning

Perry Service Learning program is a senior elective that combines English and social studies curricula with volunteer service to promote social involvement through education and service. Students will be volunteering for an instructor approved social service agency, community organization, or government office position that will enhance their classroom discussions and projects. Students will provide their own transportation when volunteering. The volunteer placement expectations will involve students in significant tasks that will enhance their ability to understand social and community issues. The classroom expectations will be supported by a rigorous social issues curriculum and allow students to make connections between what they learn in class and experience in the community. Social and community issues will come alive for students through their experiences, classroom discussions and projects. Community partners include United Way, Project Hope, Salvation Army, and Karpos. Perry Service Learning Webpage.

West Geauga BridgED Partnership and new Maker Space

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

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

Workforce Development Professional Learning Community (new in 2024-2025)

The Workforce Development Professional Learning Community (PLC) is a dynamic and collaborative space designed specifically for school leaders and guidance counselors to come together, share insights, and develop strategies that bridge the gap between education and employment. This working group will collaborate to develop programming and events that enhance career readiness, promote industry connections, support data-driven decision making, and allow for

greater equity and access for all students to career opportunities and resources that support their professional aspirations.

Youth Virtual Month Long Job Fair (Envision Ed Plus)

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