

# BUSINESS ADVISORY COUNCIL

*2025 Annual Dinner & Meeting*

# Tonight's Agenda

5:30 pm | Welcome

Dinner

Joint Statement of Work

7:55 pm | Closing Remarks





**Shannon Cox**

Superintendent



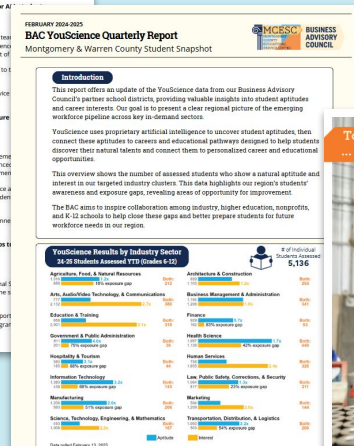
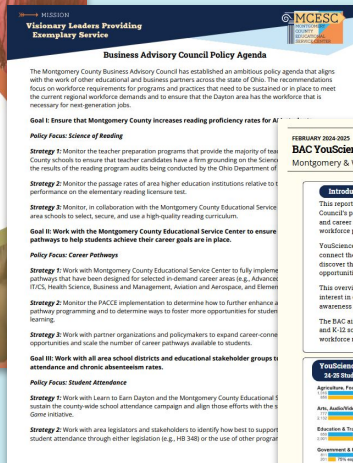
**Bryan Stewart**

Workforce Development Director

# What's in the folder?



## BUSINESS ADVISORY COUNCIL





**slido**



**Join at [slido.com](https://slido.com)  
#6044885**



# What do you most enjoy about being a BAC member?



# DINNER

# JOINT STATEMENT OF WORK





Department of  
Education &  
Workforce



Business Advisory  
Councils

**OHIO**  
*The Buckeye State*

**careerconnections**

K 1 2 3 4 5 6 7 8 9 10 11 12



Industry  
Group  
Collaboration

Elevating  
Student Voice

Expanding K-5  
Engagement

2025



**BUSINESS ADVISORY COUNCIL**

**Excellence in**

Coordinating  
Career  
Development  
Experiences

Building  
Partnerships

Developing  
Professional  
Skills for the  
Future

Utilizing  
Tools Like  
YouScience

Sharing  
Regional  
Education  
Data

Our community clearly prioritizes this work!



**THANK  
YOU**

to all of our partners  
in the room for helping  
us put on virtual and  
in-person events!

# OUR BIG GOAL

for Montgomery County

**60%**

of working-age adults  
in the Dayton Region  
will have a recognized  
postsecondary  
credential.



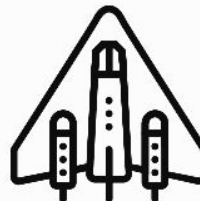
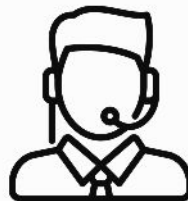


# Ensuring Students Success From Cradle to Career

Ready to Learn. Explore. Earn.

Age 5	3rd grade	8th grade	9th grade	12th grade	Post High School	Job & Career
Ready to learn when entering Kindergarten	Proficient in reading	Proficient in math	Ready to learn throughout high school	Ready to graduate from high school	Ready to learn in college or earn a credential*	Ready to earn with a college degree or a credential*
Increase the percentage of students who 'Demonstrate Readiness' on Ohio's Kindergarten Readiness Assessment	Increase the percentage of students scoring at or above proficient on the 3rd-grade Ohio Reading Assessment	Increase the percentage of students scoring at or above proficient on the 8th-grade Ohio Math Assessment	Power Indicators		Increase the percentage of students enrolling at a post-secondary institution any time during the first 2 years after HS	Increase the percentage of students graduating with a 2- or 4-year degree within 6 years
			Increase the percentage of students earning 5 credits their freshman year, with at least 1 in math and 1 in English	Increase the percentage of students graduating from high school within 4 years		

# Our Region's In-Demand Sectors



# Our Regions In-Demand Sectors



# OBJECTIVES & WORK GROUPS



# Educator Engagement

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



**Schools must** provide opportunities for educators to connect to careers and curriculum designed to give students experiences to help them design plans after high school.



**Industry must** invest time and resources in our region's career connections work while acknowledging the challenges educators face.

## Accomplishments



**40+ Career Champions and Counselors participated in three site visits to local employers including Public Health, Think Patented, and Dayton Children's Hospital to learn about career opportunities in our region.**



149 professional development career-centered opportunities offered

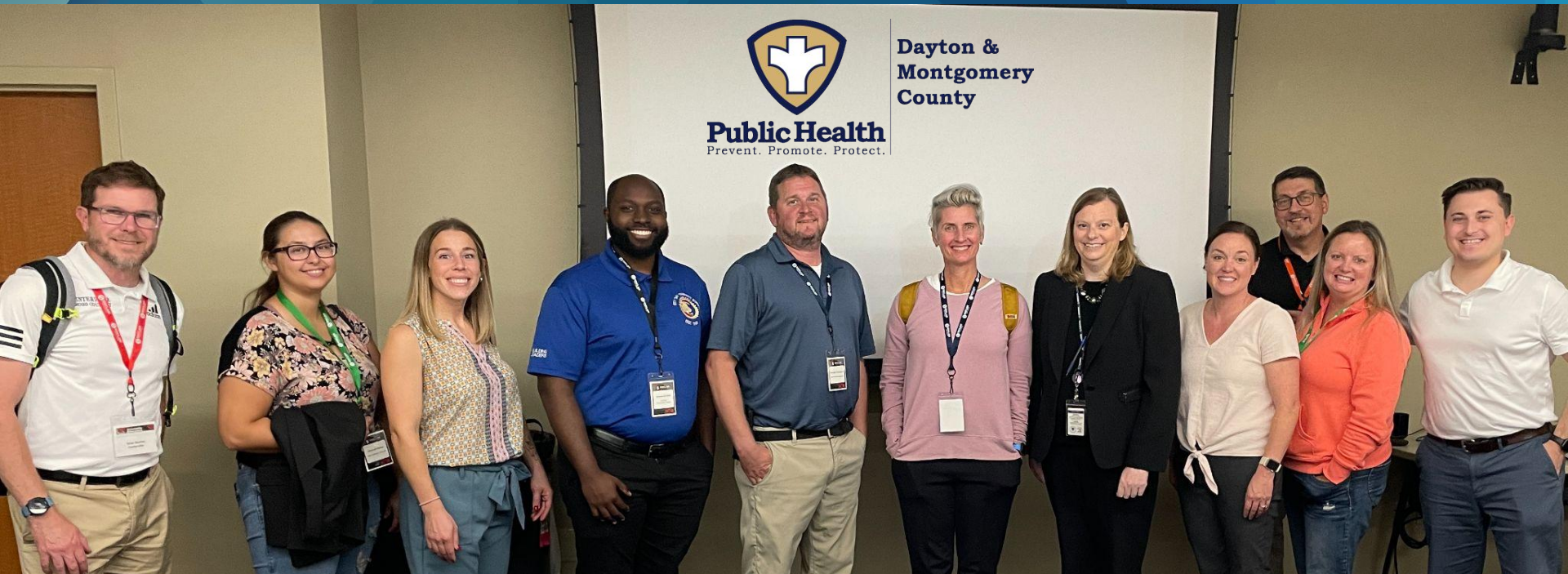


1,765 educators impacted by professional development opportunities across our BAC

**Co-Chairs:**  
Tommy Renfro  
& Nicole Will



# OBJECTIVES



# Career Champions & Counselor Academy Site Visits '24-'25



Dayton &  
Montgomery  
County

**Public Health**  
Prevent. Promote. Protect.



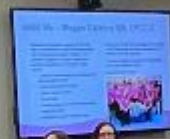
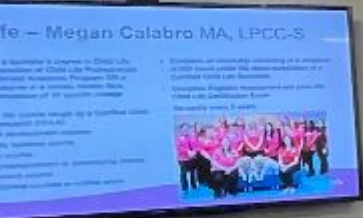












dayton  
children's

# Thank you to all the local businesses who have hosted our counselors over the years!



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**Co-Chairs:**  
Tommy Renfro  
& Nicole Will



# OBJECTIVES



**Mindy McCarty-Stewart**  
Kettering City Schools  
Superintendent



# Policy & Advocacy

A statewide approach is critical in addressing the needs of an ever changing workforce landscape.



**Schools must** inform policymakers on the needs and challenges of K-12 partners.



**Industry must** Inform policymakers on the specific needs of our future workforce.

## Accomplishments



**10 partners from education, industry, and the community attended the Pathways to Prosperity Fall Institute in October 2024.**



3-pronged policy focus developed in support of and aligned workforce agenda that meets the needs of the current regional workforce demands

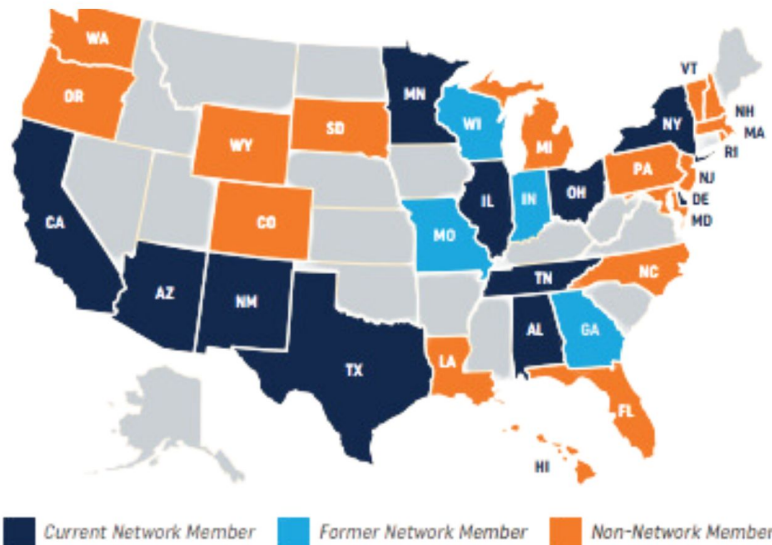
**Co-Chairs:**  
Stephanie Keinath &  
Rick Wegmann



# OBJECTIVES



# Pathways to Prosperity Partnership



Every young person has clear goals for college and career and the support to achieve them.

Every employer has a talent pipeline of young professionals with the skills needed to contribute to and lead the workforce.

Every regional and state economy is thriving and provides its citizens with opportunities for economic advancement.

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# OBJECTIVES

MISSION

**Visionary Leaders Providing Exemplary Service**



**Business Advisory Council Policy Agenda**

The Montgomery County Business Advisory Council has established an ambitious policy agenda that aligns with the work of other educational and business partners across the state of Ohio. The recommendations focus on workforce requirements for programs and practices that need to be sustained or in place to meet the current regional workforce demands and to ensure that the Dayton area has the workforce that is necessary for next-generation jobs.

**Goal I: Ensure that Montgomery County increases reading proficiency rates for ALL students**

**Policy Focus: Science of Reading**

**Strategy 1:** Monitor the teacher preparation programs that provide the majority of teachers to Montgomery County schools to ensure that teacher candidates have a firm grounding on the Science of Reading...request the results of the reading program audits being conducted by the Ohio Department of Higher Education.

**Strategy 2:** Monitor the passage rates of area higher education institutions relative to teacher candidate performance on the elementary reading licensure test.

**Strategy 3:** Monitor, in collaboration with the Montgomery County Educational Service Center, the work of area schools to select, secure, and use a high-quality reading curriculum.

**Goal II: Work with the Montgomery County Educational Service Center to ensure that workforce pathways to help students achieve their career goals are in place.**

**Policy Focus: Career Pathways**

**Strategy 1:** Work with Montgomery County Educational Service Center to fully implement the career pathways that have been designed for selected in-demand career areas (e.g., Advanced Manufacturing, IT/CS, Health Science, Business and Management, Aviation and Aerospace, and Elementary Education).

**Strategy 2:** Monitor the PACCE implementation to determine how to further enhance and scale career pathway programming and to determine ways to foster more opportunities for student work-based learning.

**Strategy 3:** Work with partner organizations and policymakers to expand career-connected learning opportunities and scale the number of career pathways available to students.

**Goal III: Work with all area school districts and educational stakeholder groups to address student attendance and chronic absenteeism rates.**

**Policy Focus: Student Attendance**

**Strategy 1:** Work with Learn to Earn Dayton and the Montgomery County Educational Service Center to sustain the county-wide school attendance campaign and align those efforts with the statewide *Stay in the Game* initiative.

**Strategy 2:** Work with area legislators and stakeholders to identify how best to support efforts to encourage student attendance through either legislation (e.g., HB 348) or the use of other program incentives.

**We've set a bold policy agenda, collaborating with educational and business partners to enhance reading proficiency, career pathways, and student attendance!**



# Incorporating local voice into our region's workforce development strategies!



# Industry Engagement

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



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



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

## *Accomplishments*



**337 industry partners providing direct support to district career connections activities.**



2,068 students engaged in work-based learning opportunities

**Co-Chairs:**  
Cassie Barlow &  
Amanda Byers



# OBJECTIVES



# Industry Partner Spotlight



Quality Quartz Engineering





# Industry Partner Spotlight



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# OBJECTIVES



# Expanding on MFG Day, and building focused career exploration weeks of action!



***2025 In-Demand Jobs Week is May 5th-9th***

# Warren County Working Group

This special committee serves as a resource for Warren County member districts to apply the larger efforts of our BAC to their localized framework.

## *Accomplishments*



**3 informational meetings regarding local workforce opportunities were held.**

**Co-Chairs:**  
Tom Isaacs &  
Chad Brigman



# OBJECTIVES



## October

Chad Hilliker and Donna Lauver from Hamilton County ESC provided an overview and demo of their locally developed Linked Up Connect software.

## December

Dr. Joseph Tadlock from the Southern Regional Education Board led a workshop on Career Pathways and researching local labor market trends.

## February

The Warren County Career Center hosted an overview and update on new developments on campus and beyond. The visit included a tour of all labs located on the Main Campus.





Warren County  
Educational Service Center



# Parent & Community Engagement

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



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



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



## Co-Chairs:

Marita Abrams Ed.D.  
& Lisa Rindler

## Accomplishments



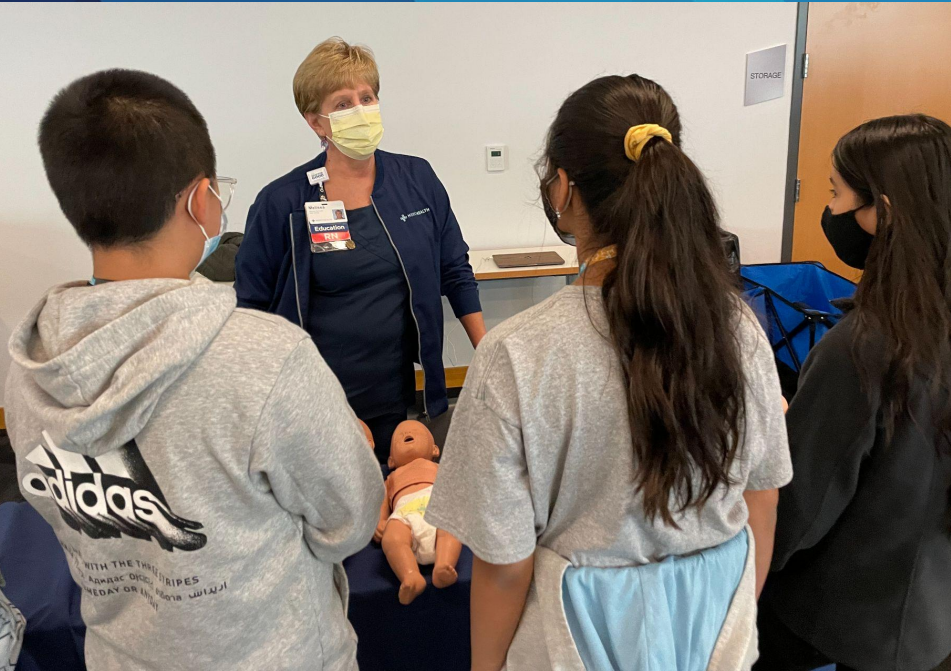
74% of districts are highlighting alumni and recent graduates' stories to encourage students as they explore career options.



74% of districts utilize career connections content for parent and community outreach to help build understanding of educational and career opportunities for students.

# OBJECTIVES

Our big goal for the rest of this school year is to work to share these opportunities with families





**Marita Abram Ed.D.**

Parent & Sub-Committee  
Co-Chair

# Student Engagement

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



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



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



**Co-Chairs:**  
Kelsey Turner &  
Stephanie Hinds

## Accomplishments



**23 partnering schools hosted 1,468 career exploration experiences for our region's students.**



12 partner districts hosted career fairs during the first half of the school year, with 5 more districts set to hold careers fairs in 2025.



96% of our partner school districts administered assessments to help them make better-informed education and career choices. 70% of our districts leverage an aptitude and interest assessment.



3 days of Career Adventure Days were held in Nov. 2024, at the Dayton Metro Library reaching over 900 students from 6 member districts.

# OBJECTIVES





Reimagine Education

**STEAM Lab**  
Kinder Intermediate

Blainville City Schools



# Student Engagement

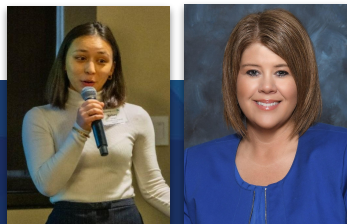
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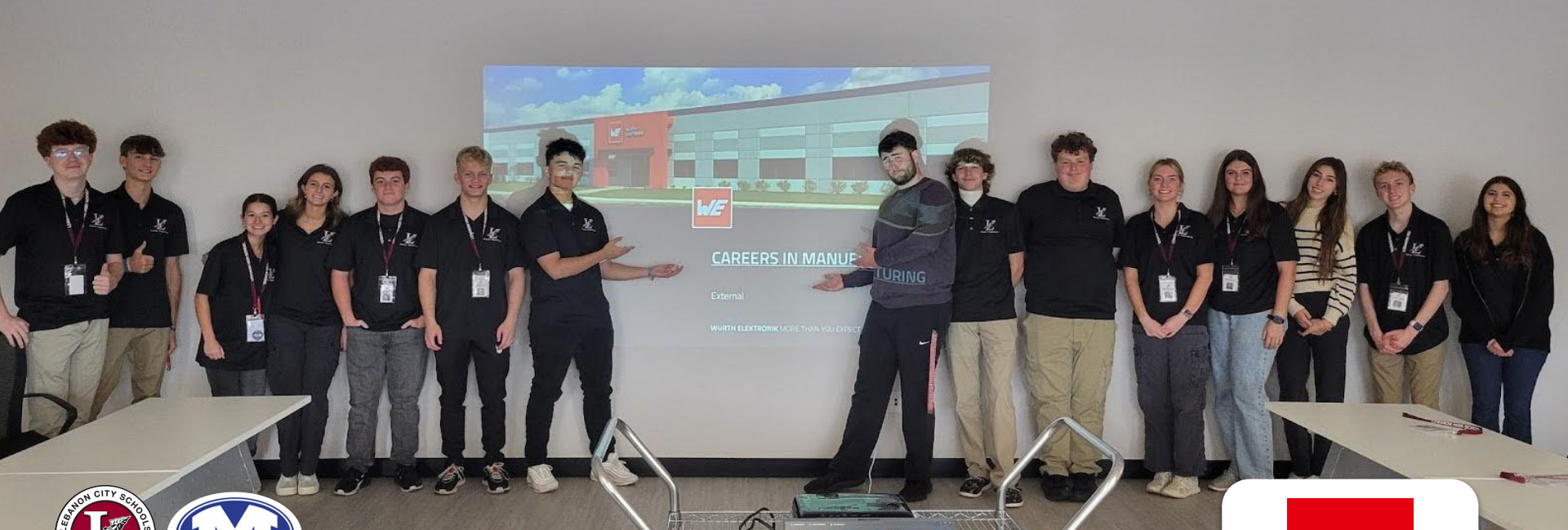
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# OBJECTIVES





## 2024 Career Adventures Days

Over the 3 days, we saw over 900 middle school students from:

**Brookville Local**  
**DPS International School**  
**Jefferson Twp Local**  
**Mad River Local**  
**Northridge Local**



The Slido logo is displayed in a dark blue arrow-shaped banner pointing to the right. The word "slido" is written in a green, lowercase, sans-serif font.

**Join at [slido.com](https://slido.com)  
#6044885**



# What most excites you from the Joint Statement of Work?



Presenting with animations, GIFs or speaker notes? Enable our [Chrome extension](#)



# Familiarize yourself with our newest YouScience Quarterly Report and explore ways you can take advantage of this data!

FEBRUARY 2024-2025

## BAC YouScience Quarterly Report

Montgomery & Warren County Student Snapshot



### Introduction

This report offers an update of the YouScience data from our Business Advisory Council's partner school districts, providing valuable insights into student aptitudes and career interests. Our goal is to present a clear regional picture of the emerging workforce pipeline across key in-demand sectors.

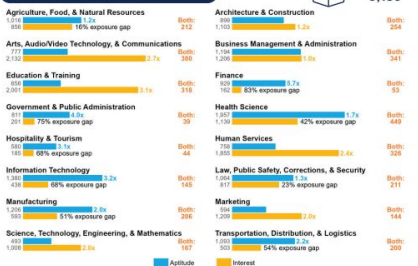
YouScience uses proprietary artificial intelligence to uncover student aptitudes, then connect these aptitudes to careers and educational pathways designed to help students discover their natural talents and connect them to personalized career and educational opportunities.

This overview shows the number of assessed students who show a natural aptitude and interest in our targeted industry clusters. This data highlights our region's students' awareness and exposure gaps, revealing areas of opportunity for improvement.

The BAC aims to inspire collaboration among industry, higher education, nonprofits, and K-12 schools to help close these gaps and better prepare students for future workforce needs in our region.

### YouScience Results by Industry Sector 24-25 Students Assessed YTD (Grades 6-12)

# of Individual Students Assessed  
5,136



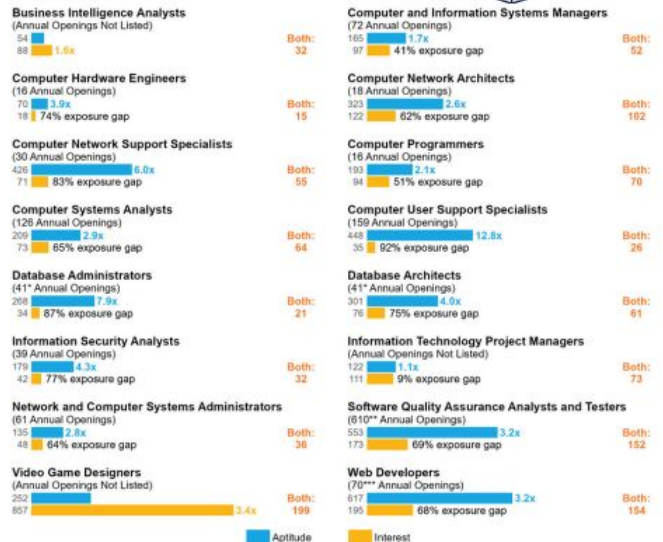
Data pulled February 13, 2025

### YouScience Computers & Technology Career Results

All Active Assessed Students Grades 6-12



# of Individual Students Assessed  
10,349



Data pulled February 13, 2025

Annual Openings are from ODJFS's Dayton MSA Employment Projections Report (2020-2030)

\*Combined Projection for Database Administrators and Architects

\*\*Combined Projection for Software Developers and Software Quality Assurance Analysts and Testers

\*\*\*Combined Projection for Web Developers and Digital Interface Designers

# ACTION ITEM 1



**Explore our BAC's Policy Agenda and consider ways you can help us advocate at the local or state level!**

**ACTION ITEM 2**

**Provide feedback for tonight's dinner and sign up to serve on one of our BAC Working Groups!**



**Feedback**



**Working Groups**

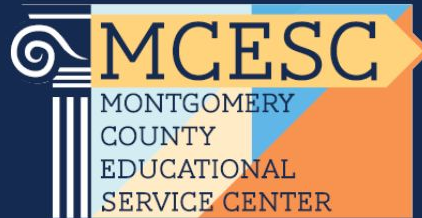


**ACTION ITEM 3**



# *Thank you for joining us!*

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## **BUSINESS ADVISORY COUNCIL**

**Raise awareness about your efforts and the work of our  
BAC team by sharing on social using [#MCESCBAC](#)**