



Business Advisory Council

2025-2026



ESC of Central Ohio's Business Advisory Council

Our Story

In 2011, the Central Ohio Compact was established, convened by the ESC of Central Ohio and Columbus State Community College. It included public and private districts and schools, higher education institutions, industry partners, and other stakeholders. Through this regional approach, the Compact created

a model of collaboration focused on increasing college success for Central Ohio students and positioning the region as a leader in economic growth, per-capita income, and quality of life.



Soon after, the state of Ohio passed House Bill 59 requiring each school district to appoint a business advisory council (BAC) to convene education and business leaders to engage in dialogue, build trust, and identify strategies that transform the student learning experience. To provide flexibility and allow for regional approaches similar to the Compact, school districts were given the option of entering into an agreement with an educational service center (ESC)-led council instead. During those early years, the ESC of Central Ohio's BAC was composed of 18 workforce partners and 18 school district partners. This was seeded by the work of the Compact, focusing on student skills development, changes in the economy and job market, and strengthening relationships among business, labor organizations, and education personnel.

Fast forward to 2025 and the ESC of Central Ohio's Business Advisory Council now comprises of 33 school districts and career technical centers and over 130 community, business, and government partners. The goals of the BAC center around developing professional skills for all students in future careers, building partnerships among all members, and creating coordinated experiences for students. Additionally, the BAC focuses on networking and providing support as the workforce landscape of the Central Ohio region continues to expand, ensuring a robust workforce that has the education and training to meet current and future demands.

BAC Mission

To leverage regional partnerships to connect all students with career opportunities and support workforce development in Central Ohio.

BAC Vision

To make Central Ohio a leader in workforce innovation, equipping all students with the skills and connections for career success.



2025-2026 BAC Meeting Schedule		
October 23, 2025	9:00-10:30 – Main Meeting	10:30-11:30 Focus ISP Committee Work*
December 11, 2025	9:00-10:30 – Main Meeting	10:30-11:30 Focus ISP Committee Work*
February 19, 2026	9:00-10:30 – Main Meeting	10:30-11:30 Focus ISP Committee Work*
April 16, 2026	9:00-10:30 – Main Meeting	10:30-11:30 Focus ISP Committee Work*

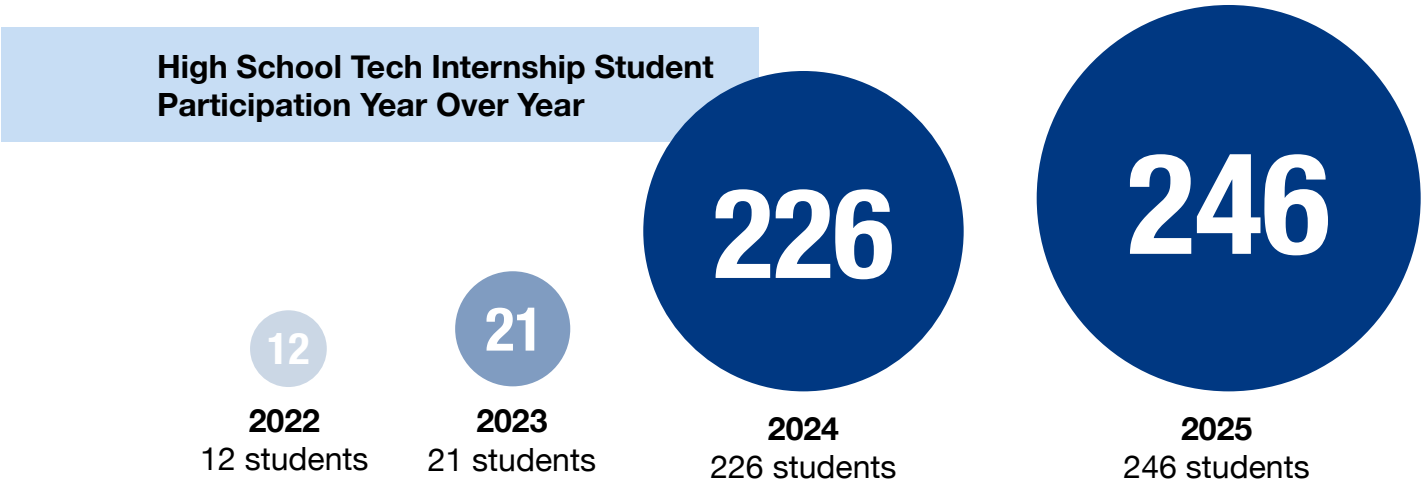
**Focus Committee Work will be facilitated by K-12 and Business leaders around the topics of Developing Professional Skills, Building Partnerships, and Coordinating Experiences. Additional meetings will be scheduled as programming is developed throughout the 2025-2026 school year.*

Regional Strategy

To meet the wide-ranging needs of BAC members, the ESC has adopted a regional strategy to leverage and connect with ongoing efforts across Central Ohio. This work is conducted in partnership with the Central Ohio Compact, workforce development boards, the Central Ohio Pre-Apprenticeship Hub, non-profit organizations, area chambers of commerce, and workforce development agencies. Regional programs and plans have been developed to expose students to in-demand careers, scale internship and pre-apprenticeship opportunities, support mentoring programs that connect students directly with business and industry mentors and provide professional development opportunities and technical assistance.

To showcase this regional alignment, the BAC worked with various local and state organizations focused on increasing awareness and opportunities for students. Highlighted in this plan are the High School Tech Internship Initiative from the 2024-2025 school year, Careers2Classrooms educator workforce boot camp, coordinated experience events, and pre-apprenticeships. These examples would not have been possible without our K-12 and business members collaborating to create unique Central Ohio experiences for all stakeholders.

High School Tech Internship: The ESC, in partnership with BridgED, applied for and received a High School Tech Internship Intermediary Grant through the Governor’s Office of Workforce Transformation. This grant covered the administration, marketing, and recruitment for student interns. A total of 246 student interns were placed in 70 BAC businesses in 14 counties representing an 8.85% increase in participants compared to the 2023-2024 school year in Central Ohio.



Careers2Classrooms Educators Workforce Bootcamp: In partnership with the Columbus Chamber of Commerce, the ESC held its third annual Careers2Classrooms Educator Workforce Boot Camp in Central Ohio for K-12 educators. In 2024-2025, educators engaged with fourteen industry partners within eight industry sectors (construction, healthcare, manufacturing, technology, bioscience, energy, supply chain and logistics, and transportation.) Educators learned about in-demand jobs and workforce entry points for students’ post-graduation. Additionally, through sponsorship by AT&T all participants will be able to check out from the ESC Transfr VR goggles which has embedded career exploration software pre-loaded ready to use with students and staff. The goal of the entire bootcamp is for educators to integrate lesson plans, projects, and professional development into their classrooms to better connect career opportunities with classroom content. Educators presented their capstones, which focused on direct impact, to their building administrators, community members, business partners, and elected officials for feedback at one of partners location COSI on June, 13, 2025.

Coordinated Experience Events

Health Care Collaborative of Central Ohio: The Healthcare Collaborative of Central Ohio event brought together four regional healthcare providers (Mount Carmel Health System, Nationwide Children's Hospital, OhioHealth, and The Ohio State University Wexner Medical Center) adding one more occupation: The featured careers were respiratory therapist, registered nurse, surgical technologist, radiology technologist, certified medical assistant, and medical laboratory technician. Students engaged in interactive skills from each of these six priority careers.



Lifestyle Fair: On May 22, 2025, Hilliard City Schools, in partnership with the Educational Service Center of Central Ohio and Find Your Grind, hosted an innovative Lifestyle Fair at Tolles Career and Technical Center, drawing over 1,200 seventh grade students. Departing from traditional booth style expos, the event featured immersive, hands on activations tied to FYG's 16 lifestyle archetypes such as building and launching rockets, coding robots, testing circuits, and learning to DJ, allowing students to step into future career scenarios rather than just learning about them. Local businesses and organizations contributed interactive stations, enriching the program with real world industry insight and fostering a strong connection between education and the local workforce. Educators, students, and community partners praised the day's energy and emphasis on curiosity, purpose, and future readiness, calling it a celebration of students imagining and engaging with what is possible.



Drone Discoveries: The Drone Discoveries project led by the Educational Service Center of Central Ohio brought hands on drone programming and technology experiences to middle school students at Columbus City School's Sherwood Middle School in May 2025. Over a two-hour interactive session, students rotated through five stations featuring drone pilots and industry partners including representatives from Ohio State University, Columbus State, American Electric Power, Elford Construction, Marcraft, Drive Ohio, and the Unmanned Safety Institute. Students learned to code drones, observed live demonstrations, and explored real world applications across fields such as construction, agriculture, emergency response, and infrastructure monitoring. Participants gained an appreciation for the range of careers supported by drone technology as they engaged in activities like coding drones, viewing sensor equipped models in action, and connecting the tools to careers in firefighting, surveying, and inspections. The program demonstrated how early exposure to emerging technology can inspire students to pursue drone pilot licensure, strengthen STEM skills, and build career readiness through meaningful partnerships across the region.



Business Advisory Council Participants

- AT&T
- Advance Auto Parts
- American Electric Power
- Aspyr Workforce Innovation
- AWS InCommunities
- Big Brothers Big Sisters of America
- Capital City Trailers Inc.
- Cardinal Health
- Central Ohio Transit Authority
- CGI
- City Barbeque
- Columbus Chamber Foundation
- Columbus Chamber of Commerce
- Columbus Regional Airport Authority
- Communiti Shelter Board
- DriveOhio
- Ease
- EastIT
- EcoPlumbers
- Federal Reserve Bank of Cleveland
- Fluvitex USA
- FlyOhio
- Franklin County Job and Family Services
- FST Logistics
- G&J Pepsi
- Goodwill
- Hamilton Parker
- Honda
- Ignite Industrial Professionals
- Independent Electrical Contractors Central Ohio Chapter
- Kokosing Construction Company
- MedVet
- Mid-Ohio Food Collective
- Nationwide Children's Hospital
- NetSteady
- NIFCO
- NiSource
- Ohio Contractors Association
- OhioHealth
- One Columbus
- OSA Technology Partners
- Otterbein University
- Path Robotics
- Performance Automotive Network
- PerryProTech
- R.T. Moore Mechanical Contractors
- Root Insurance
- Rosati Windows
- Roto
- State Support Team 11
- TechCorps
- The Ohio State University
- Wexner Medical Center
- The Rickenbacker Employer Assistance Network
- The Strait & Lamp Group
- Transfr
- Turner
- Wendy's
- Ingram-White Castle Foundation
- Worthington Industries
- Yellow Weld LLC



Benefits of the ESC's Business Advisory Council

Business advisory councils, mandated by law since 1995, offer significant benefits to every Ohio school district. The inclusion of business advisory standards in HB49 has heightened the state's focus on these councils, underscoring their vital role in today's economy. The BAC will provide guidance to local school districts on economic and job market changes by:

- Identifying new and emerging careers
- Aligning career pathways with current careers
- Offering recommendations on necessary knowledge, skills, and competencies
- Advocating for effective curricula
- Providing work-based learning opportunities
- Advising on facilities and equipment needed for teaching work-based skills and career exploration
- Supporting local school districts by fostering collaborative relationships among businesses, labor organizations, and educators



Business Advisory Council Participants



2025-2026 ESC BAC Initiatives

The 2025-2026 Business Advisory Council will focus on three key quality practices:

- Developing Professional Skills for Future Careers
- Building Partnerships
- Coordinating Experiences

To achieve these objectives, the ESC of Central Ohio Business Advisory Council (BAC) meets quarterly. Additionally, the BAC has established work groups consisting of our regional industry sector partners. These work groups will meet regularly after each quarterly meeting to advance the BAC's initiatives. All school districts and business partners will have the opportunity to engage with all initiatives unless a particular in-demand career sector is singled out for a particular event. It should be noted that the ESC's BAC is focused on its mission and vision to include all students with the opportunities listed in the initiatives for the 2025-2026 school year. A focused effort will be made to reach, engage and serve targeted populations. Target populations include, but are not limited to, gender, economically disadvantaged, race, ethnicity, individuals with disabilities, foster youth, and English learners (EL).



Developing Professional Skills for Future Careers

Initiative 1

Conduct career pathway audits for interested BAC member school districts to explore possibilities to expand work-based learning opportunities for all students.

 **Intended Outcome:** Creation of the “what” and “why” for non-funded, partial-funding, and fully funded college and career pathways.

 **Data Measurement:** Number of audits conducted, and instructional pathways and programs implemented.

Initiative 2

Identify the top 5 skills needed by students across eight Industry Sector Partnerships in the Central Ohio Region.

 **Intended Outcome:** School district partners will be able to align current portraits of a graduate/ learner and Ohio Means Job Readiness Seal skills to current in-demand careers.

 **Data Measurement:** Evidence will include meeting agendas, a finalized list identified skills, and professional learning sessions for member districts delivered during the scheduled quarterly BAC meetings.

Initiative 3

Provide regional educator professional development through the Central Ohio Career Readiness Council's (COCRC) and Tech Talk Tuesday Communities of Practice.

 **Intended Outcome:** Identification of barriers and developing solutions for all students accessing work-based learning opportunities throughout their academic careers.

 **Data Measurement:** Number of meetings held participants, barriers, and solutions implemented during the 2025-2026 school year.





Build Partnerships

Initiative 1

Coordinate with the Central Ohio Compact to facilitate committee work involving community, government, business, and K-12 partners.

 **Intended Outcome:** Enhance educational quality and workforce alignment in Central Ohio through collaborative efforts among community, government, business, and K-12 partners.

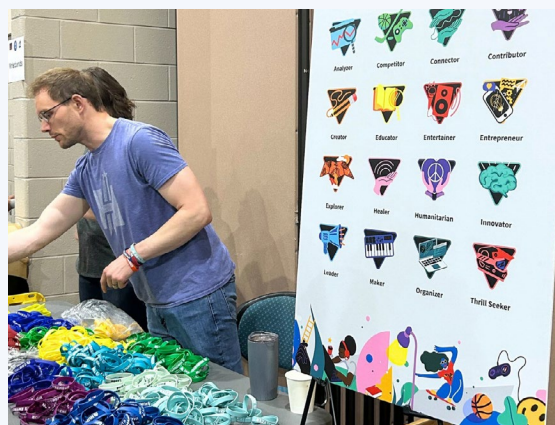
 **Data Measurement:** Measured through metrics such as partnership engagement, student performance, workforce readiness, community involvement, and continuous improvement feedback along with Lumina Foundation's Credentials of Value Goal.

Initiative 2

Partner with Columbus Chamber of Commerce and 16 BAC businesses to hold the fourth annual Careers2Classroom Educator Workforce Boot Camp for 48 educators from Central Ohio school districts.

 **Intended Outcome:** Equip 48 Central Ohio educators with industry insights and practical skills through the third annual Careers2Classroom Educator Workforce Boot Camp in partnership with the Columbus Chamber of Commerce and 16 BAC businesses.

 **Data Measurement:** Measured by tracking educator participation, feedback on the boot camp's effectiveness, and subsequent integration of industry knowledge into classroom teaching.



Initiative 3

Host regional Chamber of Commerce events to enhance networking and sharing of program information happening through area career technical centers, the ESC, industry sector partnerships, and individual businesses.

 **Intended Outcome:** Expand regional Academic Alliance for regional Chambers of Commerce to enhance networking and disseminate program information through area career technical centers, the ESC, industry sector partnerships, and individual businesses.

 **Data Measurement:** Measured by tracking event happenings, attendance, participant feedback, the number of new partnerships formed, and subsequent engagement in the highlighted programs.

Coordinate Experiences

Initiative 1

Develop systems that align to the newly formed Career Pathway Support Network to enrich student work-based experiences in multiple career fields.



Intended Outcome: Develop systems to facilitate and support student work-based experiences across multiple career fields to enhance practical learning and career readiness.



Data Measurement: Measured by tracking the number of work-based experiences offered, student participation rates, employer feedback, and student post-internship employment or educational advancements.

Initiative 2

Partner with Industry Sector Partnerships and community organizations to create and implement student events and resources.



Intended Outcome: Expose high school students in the Central Ohio area to in-demand careers in those fields.



Data Measurement: Number of events and focused sectors as well as students involved in the activities (grade levels, numbers of students).

Initiative 3

Facilitate the continued expansion and sustainability of youth pre-apprenticeships as part of the Central Ohio Pre-Apprenticeship Hub.



Intended Outcome: Sustain and expand youth pre-apprenticeships within the Central Ohio Pre-Apprenticeship Hub to provide more students with hands-on training and career readiness.



Data Measurement: Measured by tracking the number of new pre-apprenticeships opportunities created, student enrollment and completion rates, and post-program employment or further education placements.

Supplemental Work for BAC 2025-2026

- Explore individual recognition for BAC districts that align to the three main pillars of the BAC plan as exemplars for our region.
- Create a design challenge for a BAC member school district to create the 2025-2026 BAC Community Connector Award to be presented to winners at the last meeting of the school year.
- Study and explore AI's influence on in-demand careers and how it will impact student career participation.



Work-Based Learning Experiences (ORC 3313.6112)

ORC 3302.03

(viii) Earning an OhioMeansJobs-readiness seal established under section 3313.6112 of the Revised Code and completing two hundred fifty hours of an internship or other work-based learning experience that is either:

(I) Approved by the business advisory council established under section 3313.82 of the Revised Code that represents the student's district;

Or

(II) Aligned to the career-technical education pathway approved by the department in which the student is enrolled.

Below is a list of approved Business Advisory Council (BAC) work-based learning activities that align with ORC 3302.03 VIII (I). If your district offers additional work-based learning experiences not included on this list, please contact BAC Business Lead John Hambrick at john.hambrick@escoco.org. We are happy to review them and, if appropriate, add them to the approved list.

ESC of Central Ohio's BAC Approved Work-Based Learning Activities:

- Career-Based Intervention (CBI) instruction and work-based learning activities
- Recognized Pre-Apprenticeships
- Registered Apprenticeships
- High School Tech Internship Program
- School-based enterprises that utilize the ODEW Work-Based Learning (WBL) template (Click here for template: [NEW-Work-Based-Learning-Agreement-10-15-2020 \(1\).docx](#)) and are implemented and monitored by the school district.
- Simulated Work-Based Learning experiences that utilize the ODEW WBL template (Click here for template: [NEW-Work-Based-Learning-Agreement-10-15-2020 \(1\).docx](#)) and are implemented and monitored by the school district.
- Any work-based learning activity that follows the ODEW WBL template (Click here for template: [NEW-Work-Based-Learning-Agreement-10-15-2020 \(1\).docx](#)) and is implemented and monitored by the school district.

Resources

- ESC of Central Ohio: [Business Advisory Council](#)
- ESC of Central Ohio: [Business Advisory Council | Parent & Community Awareness](#)
- ESC of Central Ohio: [Educator Workforce Boot Camp](#)
- ESC of Central Ohio: [Workforce Readiness Collaborative](#)
- Columbus State Community College: [Industry Demand & Engagement](#)
- MORPC: [insight2050 Report](#)
- Ohio Department of Education and Workforce: [Ohio Business Advisory Councils – Next Steps](#)
- Ohio Laws & Rules: [Ohio Revised Code 3313.82: Business Advisory Councils](#)
- Ohio Laws & Rules: [Ohio Revised Code Chapter 4109 | Employment of Minors](#)
- [One Columbus](#)



educational service center
of Central Ohio



Education Lead

Robb Gonda
Robb.Gonda@esc.co.org
614.542.4123

Business Lead

John Hambrick
John.Hambrick@esc.co.org
614.753.4645

Central Office & State Support Team 11

2080 Citygate Drive
Columbus, OH 43219
614.445.3750

Glenmont Office & OCALI

470 Glenmont Avenue
Columbus, OH 43214
614.410.0321

North Office

7840 Graphics Way
Lewis Center, OH 43035
740.657.5060

Integrity Office

1565 Integrity Drive East
Columbus, OH 43209
614.445.3750

Northgate Office

7207 Northgate Way
Westerville, OH 43082
614.445.3750