



CAREER
EXPLORATION

WORK-BASED
LEARNING

SKILLS +
CREDENTIALS

BUSINESS +
EDUCATION

CRAWFORD • MORROW • RICHLAND COUNTIES

MID-OHIO
Educational Service Center

**BUSINESS
ADVISORY
COUNCIL**

2026-2027 PLAN

*Stronger Partnerships.
Brighter Futures.*

STUDENTS | **BUSINESSES** | **COMMUNITY**

The Mid-Ohio ESC Business Advisory Council (BAC) serves as a collaborative partnership between businesses, educators, and community leaders across Crawford, Morrow, and Richland counties. We cultivate robust relationships between education and the workforce by enhancing communication, fostering strategic partnerships, and emphasizing workforce readiness, leadership development, and civic engagement for all students in our region.



Mission

We strive to create an education system that is responsive to regional economic needs, providing students with career readiness learning experiences that are locally focused and impactful.



Excellence

Recognized for our high standards and exceptional performance, our Business Advisory Council was honored with a prestigious 3-Star Rating of Excellence by the Ohio Department of Education and Workforce in 2026. This rigorous rating, just shy of the highest 4-star rating, reflects our commitment to excellence in fostering education and business partnerships.

- **Economic Excellence Award:** The Mid-Ohio ESC Business Advisory Council was recognized by the Richland Area Chamber & Economic Development through the Economic Excellence Award for significant contributions to workforce development. This award is given to those who have made meaningful impacts on the local economy. The Business Advisory Council's partnerships and programs have resulted in valuable student programs and collaborative partnerships that have improved student access to careers in the region.
- **Workforce Development Award:** The Mid-Ohio ESC Business Advisory Council is the proud recipient of the Crawford Partnership Workforce Development Award. The Workforce Development Award is presented to individuals, organizations, or collaborative projects that have shown a strong commitment to advancing workforce development and have significantly contributed to preparing a skilled workforce to meet the needs of growing companies.
- **State of Ohio Senate Outstanding Accomplishment Recognition:** The Mid-Ohio ESC Educator Boot Camps were honored by Senator Matt Huffman, President of the Ohio Senate, and Senator Bill Reineke of the 26th Senatorial District for their outstanding contributions to the community. This recognition highlights how the program effectively connects teachers with local businesses, enabling educators to bring valuable real-world insights back to their classrooms. The Ohio Senate commended our program for its positive impact on local quality of life and the widespread respect it has garnered among the business community.

We focus our work on Three Quality Practices:



Develop Professional Skills for Future Careers

We are committed to equipping students with the essential skills required for success in the evolving job market. This includes integrating business insights into curriculum development, offering educator professional development, and directly involving employers in classroom activities.



Build Strong Partnerships

By cultivating meaningful partnerships with local businesses, industry leaders, workforce boards, and educational institutions, we aim to create opportunities that align with in-demand careers in our region. Our collaborative efforts ensure that students are prepared for diverse career pathways, including college, industry credentials, apprenticeships, and military enlistment.



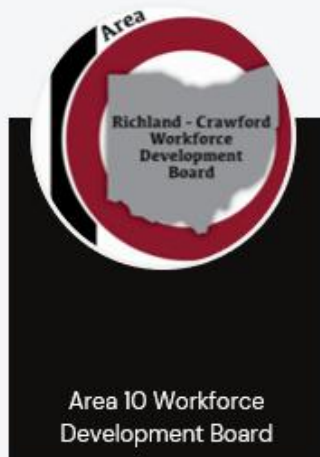
Coordinate Experiential Learning Opportunities

We connect students to hands-on learning experiences such as internships, apprenticeships, and job shadowing, allowing them to apply their knowledge in real-world settings and gain valuable insights into their chosen career paths.



Action Teams

Our Action Teams bring together local business and education partners to develop and deliver career activities tailored to the specific needs of each county. These teams organize experiential career learning opportunities, helping students explore various career options and build essential skills. By focusing on community-specific programs, career readiness and local workforce development is enhanced.



Business Advisory Council Geographic and Demographic Information

Structure and Name of the Business Advisory Council	Educational Service Center (Mid-Ohio ESC)
JobsOhio Regions in which Business Advisory Council Operates	Northwest, Central, and Northeast (Crawford, Morrow, and Richland Counties)



Schedule of Meetings

Mid-Ohio ESC Business Advisory Council
Meetings 2026-2027 School Year



Quarter 1 Meeting
September 30, 2026



Quarter 2 Meeting
November 18, 2026



Quarter 3 Meeting
February 24, 2027



Quarter 4 Meeting
April 21, 2027



Action Planning teams
for each county
(Morrow, Crawford, Richland)



OUR EDUCATION PARTNERS

School District Participants

School district participation in the Mid-Ohio ESC Business Advisory Council is vital for aligning educational programs with industry needs. By collaborating closely, we ensure that curricula are tailored to prepare students effectively for the job market. This partnership provides valuable insights into both educational challenges and workforce requirements, fostering a more cohesive approach to student development and career readiness.

Type	BAC Member	Title	Name of Business
Representing School Districts	Barb Green	Superintendent	Buckeye Central Local Schools
	Robert Britton	Superintendent	Bucyrus City Schools
	Todd Spinner	Superintendent	Cardington-Lincoln Local Schools
	Cody Reese	Superintendent	Clear Fork Valley Local Schools
	James Saxer	Superintendent	Crestline Exempted Village Schools
	Jim Grubbs	Superintendent	Crestview Local Schools
	Jeff Hartmann	Superintendent	Galion City Schools
	Tish Jenkins	Superintendent	GOAL Digital Schools
	Nate Huffman	Superintendent	Highland Local Schools
	Kevin Young	Superintendent	Lexington Local Schools
	Brad Herman	Superintendent	Lucas Local Schools
	Rob Peterson	Superintendent	Madison Local Schools
	Kevin Kimmel	Superintendent	Mid-Ohio ESC
	Jeremy Froehlich	Superintendent	Mount Gilead Exempted Village Schools
	Chad Redmon	Superintendent	Northmor Local Schools
	Keith Strickler	Superintendent	Ontario Local Schools
Superintendent Co-Chair/ Lead	Brad Turson	Superintendent	Plymouth Shiloh Local Schools
	Michael Browning	Superintendent	Shelby City Schools
	Steve Mohr	Superintendent	Wynford Local Schools
Education Members	Nate Harvey	Director	Crawford Success Center
	Lisa Brown	School Counselor	Crestview Local Schools
	Sonja Pluck	Director	Madison Adult Career Center
	Angie Cirone	Foundation Director	Mansfield Richland Area Educational Foundation
	Mike Augenstein	Director of Workforce Solutions	Marion Technical College
	Kevin Fourman	Coordinator - TurboCert Program	Mid-Ohio ESC
	Dr. Kelly Gray	V.P. Academic Services	North Central State College
	Cindy Wood	Director of Community Relations	Ohio State University Mansfield
	Cathy Gerber	Director of Community Relations	Ohio State University Marion
	Kelly Leonhardt	Career Coach & Junior Achievement	Ontario Local Schools
	Amanda Staley	Extension Educator	OSU Extension Morrow
	Greg Nickoli	Superintendent	Pioneer Career Center
	Karrie Davisson	Workforce Development Coordinator	Pioneer Career Center
	Julie Frankl	Career Tech Consultant	SST7



OUR BUSINESS & WORKFORCE PARTNERS

Business Member Participants

Business participation in the Mid-Ohio ESC Business Advisory Council is essential for ensuring that educational programs meet current industry demands. By contributing their expertise, businesses help align curricula with real-world job requirements, providing valuable insights into skills and knowledge needed for career success. This collaboration bridges the gap between education and employment, enhancing student preparedness and fostering a stronger connection between the classroom and the workforce.

Industries represented include education, manufacturing, healthcare, logistics & distribution, robotics, construction, financial & insurance services, non-profit, and economic development.

Business Member Participants	Kara Ault	Opportunities Manager	Abilities in Action	Health Care
	Fred Brong	Plant Manager	Adalet	Manufacturing, Electrical Equipment
	Adam Weiser	Plant Manager	Advanced Fiber Technologies	Manufacturing, Building Materials
	Steve Wolford	Human Resources Director	Avita Health	Health Care
	Matt McClester	Field Representative	Bricklayers Union & Allied Craftworkers	Construction
	Casey Pollock	Human Resources Director	Cardington Yutaka Technologies	Manufacturing, Automotive
	Annie Carter	President	Carter Machine Hydraulics	Manufacturing, Industrial Equipment
	Jessica Berry		Catalyst	Health Care
	Ron Bise	Plant Manager II	Charter Next Generation (CNG)	Manufacturing
	Gina Stewart	Recruitment/Retention Specialist	Clearwater Council of Governments	Individual and Family Services
	Jennifer Wolfe	Human Resources Director	Covert Manufacturing	Manufacturing, Precision Machining
Action Team Leader	Crystal Dean	Workforce Development Manager	Crawford Partnership	Non-profit, Economic Development
	Carl Cole	Plant Manager	Diamond Wipes	Manufacturing, CPG
	Carla Pell	HR Generalist	Dollar Tree Distribution Center	Logistics, Warehousing, & Distribution
	Jon Pierce	Owner	DRM Productions	Digital Marketing & Technology
	Amanda Webb	V.P. Human Resources	Eagle Crusher	Manufacturing, Machinery
	Chris McKinniss		ES Consultants	Information Technology
	Breann Klug	Senior Business Operations Specialist	FANUC	Robotics, Factory Automation
	Gene Gompf	Director, CFSP	Gompf Funeral Homes	Death Care and Funeral Services
	Bryce Butler	Youth Programs Manager	Goodwill	Non-profit, Social Enterprise, Retail Thrift
	Regina Miller	Human Resources Director	IB Technologies	Manufacturing, Automotive
	Frank Gibson	Regional Manufacturers Workforce Alliance	Intermediary	Manufacturing
	Joshua Lehman	President NC Region	Junior Achievement	Non-profit, Education and Youth Development
	Michelle Smith	Director of Human Resources	Lubrication Specialties, Inc.	Manufacturing, Automotive
	Kerrie Karte	Director GLCAP	Manufacturing Industry Sector Partnership	Manufacturing
	Jenny Reed	H.R. Director	Mid-Ohio ESC	Education and Training
	Ann Artrip	Transitions Manager	Morrow County Board of DD	Health Care & Social Assistance
	Jamie Brucker	Director	Morrow County Development Office	Government Administration & Public Sector
Action Team Leader	Randi Spoon	Workforce Coordinator	Morrow County Development Office	Government Administration & Public Sector
	Kelly Carey	Workforce Specialist	Office of Workforce Development - JFS	Public Administration, Human Services, Social Assistance
	Mindy Sanford	Senior Advisory Workforce Development	Ohio Health	Health Care
	Nichole Scott	Director of Nursing	Ohio Health	Health Care
	Todd Boyer	VP Corporate Communications	Ohio Mutual Insurance	Insurance and Finance
	Jessica Angelas	Managing Director	One Table Strategy	Marketing and Business Consulting
	Zoi Romanchuk	Vice President	PR Machine Works	Manufacturing, Industrial Equipment and Machinery
	Ann Downs	RMC Director	Regional Manufacturing Council	Manufacturing
Action Team Leader	Clint Knight	Workforce Development Manager	Richland Area Chamber & Economic Development	Non-profit, Economic Development
	Gary George	Employment Navigation	Richland New Hope DD	Non-profit, Human Services
	Ben Rietschlin	Owner	Rietschlin Construction	Construction
	Tyler Shinaberry	SPARC Council Chair	SPARC Council	Education and Training, Workforce Development
	Pam Stimpert	Career Coach	SPARC Council Talent Development	Education and Training, Workforce Development
	Shayla Agin	HR Resource Manager	Stellar Industries	Manufacturing, Heavy Duty Truck and Industrial Machinery
	Cyndi Miller	Human Resources Director	Timken	Manufacturing, Automotive
	Chris Robinette	Plant Manager	Tramec Sloan	Manufacturing, Trucking
	Keith Hummel	Controller CMI Division	Tramec Sloan	Manufacturing, Trucking
	Natalie Longmeier	Executive Director	United Way of North Central Ohio	Non-profit, Human Services
	Capt. Melissa Steele	USAF 179th	USAF 179th Cyber Defense	Military, Defense, National Security
Business Co-Chair/Lead	Christine Ashe	Marketing Manager	Warren Rupp, Inc.	Manufacturing, Industrial Machinery



ACTIVITIES & INITIATIVES

Business Advisory Council

Activities & Initiatives for the 2026-2027 School Year

QUALITY PRACTICE 1: DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

Initiative 1	Business Advisory Council Expert Advisors
Describe, in detail, the plan associated with implementing this quality practice.	Each Business Advisory Council Meeting will include experts from business, economic and workforce development, Workforce Alliances, Ohio Means Jobs Centers, industry sector partnerships, higher education, etc. Experts will advise the Business Advisory Council at each meeting, providing input on curriculum alignment with the skills needed for in-demand professions and on topics and programs that will benefit students and businesses. Advising will include site visits to local businesses. The Business Advisory Council will engage expert advisors during each meeting to provide resources, critical data, and information on conditions impacting the labor force, living wages, Ohio's investments in workforce development, high growth potential and high-wage jobs, employer trends, and priority workforce initiatives and programs. Student input from surveys, YouScience, Pathful, and the focus group from the Mid-Ohio ESC Student Leadership Challenge Leaders (represents all school districts) will be used to inform Business Advisory Council plans.
List all participating school districts. What percentage of students within the business advisory council will be impacted by this initiative?	100 percent of BAC school districts will be impacted. Bucyrus City Schools, Cardington-Lincoln Local Schools, Crestline Exempted Village Schools, Crestview Local Schools, GOAL Digital Schools, Highland Local Schools, Lexington Local Schools, Lucas Local Schools, Madison Local Schools, Wynford Local Schools, Mount Gilead Exempted Village Schools, Northmor Local Schools, Plymouth Shiloh Local Schools, Shelby City Schools, Ontario Local Schools, Clear Fork Valley Local Schools, and Mid-Ohio Educational Service Center.
List all businesses and specify industries involved. What role does the business play in implementation?	Please see the list of BAC members involved. The BAC Business Leader Co-Chair (Warren Rupp, Inc.) will provide collaboration and engagement with appropriate personnel from each identified entity, and the Business Advisory Council membership to identify and schedule experts in each county, region and the state of Ohio who can serve in the capacity to advise on the skills needed for in-demand professions.
How does this initiative help support or teach relevant, in-demand technical and professional skills for students and educators?	Experts will advise the Business Advisory Council, providing input on curriculum alignment with the skills needed for in-demand professions and on topics and programs that will benefit students and businesses.
What skill gap or talent pipeline challenge does this initiative address to help your area/region? What data supports the identified skill gap or pipeline challenge?	Crawford (28.6%), Richland (29.2%), and Morrow (22.8%) counties trail far behind Ohio's postsecondary attainment rate of 52.8%, creating a talent shortage in key industries such as manufacturing (14.1%), healthcare (12.5%), and retail (11%). By engaging industry experts directly in advising the BAC, we can enhance this initiative: Identify local, current skill needs in real time, ensure career advising and curriculum pathways reflect employer expectations, and build a stronger talent pipeline by exposing students early to the opportunities that exist locally.
How does this initiative impact students with disabilities.	Incorporating expert advice and student feedback ensures that career programs are accessible and tailored to the needs of students with disabilities, aligning curriculum and workplace readiness with inclusive practices. Experts such as Abilities in Action, Clearwater COG, State Support Team 7 and more will advise on accommodations, workforce trends, and support systems to ensure students with disabilities gain relevant skills and access to employment opportunities.



Initiative 2	Educator Summer Boot Camps (3: Richland, Morrow, Crawford)
Describe in detail the plan associated with implementing this quality practice.	This initiative empowers educators to bring real-world industry knowledge into the classroom. Our Teacher Manufacturing & Technology Bootcamps are designed to provide teachers with firsthand experience and training in manufacturing processes, technologies, and career opportunities. We will convene a workgroup from the BAC and County Workforce Development Partners to continue implementation of this program for summer 2027 in each county - Richland, Crawford, and Morrow. We will collaborate with Ashland University for graduate credit hours and for funding from the Lt. Governor's Office of Workforce Transformation. Business partners will be secured to cover any additional expenses for educators who wish to attend.
List all participating school districts. What percentage of students within the business advisory council will be impacted by this initiative.	This program is available to all school districts in Richland, Morrow, and Crawford Counties. This BAC typically is awarded at least 45 seats from Lt. Governor's Office/Ashland University for this initiative.
List all businesses and specify industries involved. What role does the business play in implementation.	Businesses vary slightly each year and have included the following: Jay Industries, Phillips Tube, Jones, Inc., Gorman Rupp, Skybox, GRI Bellville, Major Metals, DarPro Storage Solutions, Lincoln Center Manufacturing, Lubrication Specialties Inc., Dollar Tree, Cardington Yutaka Technologies, Ballie Lumber, Carter Machine, Tramec Sloan, Imasen Bucyrus Technology, Timken, Advanced Fiber Technology, and Elliott Machine Works. Businesses co-plan and facilitate the bootcamp tours and workforce presentations.
How does this initiative help develop relevant, in-demand skills for students/educators	Educators get firsthand experience with current manufacturing technologies and work processes, work environments, and employees. This helps them understand the practical applications of the concepts they teach. This exposure allows them to bring real-world examples back to the classroom, making lessons more engaging and relevant.
What skill gap or talent pipeline challenge does this initiative address to help your area/region? What data supports the identified skill gap or pipeline challenge?	This initiative directly addresses the misalignment between classroom learning and the skills employers need in high-demand industries across our region. Employers in advanced manufacturing and healthcare consistently report challenges in finding candidates who understand both the technical competencies and the workplace expectations required for success. At the same time, teachers, our daily career readiness advisors, often lack first-hand exposure to local industries, making it difficult for them to prepare students with accurate, relevant guidance. By immersing educators in workplace tours, labor market workshops, and hands-on learning with industry professionals, the Boot Camps strengthen the talent pipeline at its foundation. At the end of the program, teachers participate in a report-out and prepare a lesson plan, which they present to stakeholders in the program. Teachers report high satisfaction and value, often stating that they were unaware of the variety of jobs available at the organizations they toured. They also share that they now have a better understanding of necessary workplace skills – both technical and soft skills, can better connect what they teach to the real world, and have a clearer picture of workplace environments. Additionally, data demonstrating a decline in properly credentialed educators, decreasing enrollment in teacher preparation programs, and a rising mismatch between classroom instruction and regional workforce needs supports the creation of the Educator Bootcamp program.
How does this initiative impact students with disabilities.	By stepping into professional settings outside the classroom, a teacher bridges the gap between academic theory and real-world application. Teachers can witness how professionals utilize items like advanced speech-to-text software or screen readers. This allows teachers to return to their classroom with an understanding of how to integrate these types of tools into daily lesson plans. Teachers now also have a better understanding of the specific skills that are mandatory for career success and independence. Thus, educators can shift beyond standard curriculum to teaching skills such as self-determination, task initiation, and communication skills that their students explicitly need to navigate the workforce with a disability. Moreover, in an industry setting, teams succeed by capitalizing on what individuals do best rather than what they cannot



Initiative 2	Educator Summer Boot Camps (3: Richland, Morrow, Crawford)
	do, reinforcing the mindset of focusing on strengths and abilities rather than disabilities. With this mindset, teachers are more likely to design projects around Universal Design for Learning (UDL), allowing students to choose how they demonstrate mastery.

QUALITY PRACTICE 2: BUILD PARTNERSHIPS

Initiative 1	Participate in Cooperative Partnership Endeavors
Describe in detail the business advisory council plans to strengthen and expand business and industry representation and partnerships. Describe how the council identifies new industry and business partners to address the talent pipeline business skills gap.	The Business Advisory Council is committed to actively engaging in cooperative partnership endeavors, fostering collaboration with diverse stakeholders, and working collectively to advance our shared goals and initiatives. Specific actions include: - Regular updates provided to Superintendents, BAC members, and other similar working groups during meetings in Richland, Crawford, and Morrow Counties - Representatives from each initiative report their work at each Mid-Ohio ESC BAC meeting - Developing a data collection plan for collecting information about career activities across all counties - The BAC provides partnership connections, planning, logistical, and data support to each shared endeavor - Engagement in the following partnership initiatives and programs being offered by partners: - Crawford Partnership Business Advisory Council Activities - YouScience data sharing - CEO Program - WAGE Tours - Mansfield Richland Area Educational Foundation Initiatives - Leader Richland - Employmentpalooza - Career Institute - Aviation Career Day - Young Leaders Institute - Morrow County Career Expo - RMC Manufacturing Days - Richland, Crawford, and Morrow Counties - Pioneer Career Center - Information sharing during BAC meetings - YouScience data sharing - Tri-Rivers Career Center - YouScience data sharing - Goodwill Work-Based Learning, Catalyst Life Services, and Richland New Hope Youth work-based learning programs - MOESC Student Leadership Conference The council identifies new industry and business partners to address the talent pipeline business skills gap via the following methods: - Reviewing labor market data with the assistance of regional workforce partners. This assists us in finding growing organizations and industries with severe skill shortages. - Engaging existing networks to assist with connecting with current business contacts, chamber of commerce directories, and other economic development boards. - Utilizing our BAC meetings as an outreach event to attract interested employees. - Connecting with trade associations, such as manufacturing alliances. - Collaborating with schools, colleges, and vocational programs, which companies already use to hire their graduates or sponsor training.



Initiative 1	Participate in Cooperative Partnership Endeavors
What is the business advisory council's plan to utilize feedback and guidance from business and industry partners to increase skills for students and educators.	The Business Advisory Council leverages insights from business and industry partners to guide program planning, curriculum alignment, and professional learning for both students and educators across Crawford, Morrow, and Richland counties. Specifically, the BAC will: • Use surveys and listening sessions to determine which technical and soft skills are missing and convey this information back to educators. • Use data from YouScience to understand student aptitudes and to align their strengths with in-demand careers. • Group feedback by industry sector to determine if multiple companies struggle with the same problem, such as basic computer literacy or communication. • Work with schools to determine programming based upon the identified skills. • Create additional credentials utilizing IWIP (today we already have credential programs under our TurboCert program). • Continue to bring speakers and real-world insights into the classroom for the benefit of both teachers and students, allowing them to understand and teach in-demand skills that are learned. • Utilize the Business Advisory Council meetings for collaborative ideation.
How will identified industry partners co-develop relevant in-demand skills for students and educator?	Industry partners will co-develop skills for students and educators via the following initiatives and programs: • We will have local industry experts in the classroom at Crestline High School to hold resume and interview workshops and to explain current trends and job expectations. • Local businesses assist us with coordinating our Educator Bootcamps. • Local businesses assist us in the development of new credentials via IWIP • Develop a real-world project for students to complete in school or on-site.
How will partners impact career readiness for students with disabilities.	Tools like YouScience help identify individual aptitudes, allowing students with disabilities to find career options that suit their unique abilities. Career coaches involved in the initiative provide personalized guidance for students with disabilities, ensuring they have access to resources and opportunities that match their abilities. This targeted support helps students navigate career pathways and overcome potential barriers to employment. Additionally, we will work with partners to explore and develop work-based learning programs, mentorship initiatives, and tailored training workshops that fit the needs of students with disabilities.



QUALITY PRACTICE 3: COORDINATE EXPERIENCES

Initiative 1	Action Teams in Richland, Crawford and Morrow Counties
Describe in detail how the BAC plans to increase work-based learning for students.	Business Advisory Council Action Teams convene local business and education partners to plan and provide student activities for the schools in each county. Action Teams chaired by workforce development and chamber partners in Richland, Morrow, and Crawford counties in addition to educators (“Career Champions”) from each school regularly review the Career Connections Framework, Quality Practices, local YouScience and labor market/workforce development data, planning a continuum of career readiness experiences each year. Utilization of the Career Pathway Support Network (CPSN) will provide additional ideas, initiatives, and collaboration opportunities.
List all school districts and number of students that will benefit from this initiative.	All Business Advisory Council districts will benefit from this initiative. The initiative's county-specific approach allows for career activities tailored to the unique job markets of Richland, Morrow, and Crawford counties. Students benefit from hands-on experiences directly related to local industry needs, such as job shadowing, internships, and site visits to local businesses, helping them acquire skills that employers are seeking.
List all businesses and industries that will be involved.	A variety of businesses in Richland, Crawford and Morrow Counties will be engaged in this work, which is determined by each county's individual Action Team scope of work.
What role does business play in planning and implementation?	Each Action Team operates according to individual scopes of work and timelines determined by the Chairs and Co-Chairs facilitating the activity. Action Team Chairs and Co-Chairs, BAC members, schools, and businesses participate in action team planning meetings to collaboratively design activities for students.

Initiative 2	State Recognized Pre-Apprenticeship Program (Workforce Academy)
Describe in detail how the business advisory council plans to increase work-based learning for students.	Mid-Ohio Educational Service Center is a provider of state-recognized Pre-Apprenticeship that is an alternative pathway to graduation. The BAC engages partner schools to enroll students who have this need. The Pre-Apprenticeship Program provides students with practical experience in high-demand fields like manufacturing and construction, allowing them to build industry-relevant skills that are directly transferable to the workforce. Research has consistently shown that access to vocational opportunities and alternative pathways to graduation (Pre-Apprenticeship paired with the Ohio Means Jobs Readiness Seal is one such alternative pathway), especially for students identified as economically disadvantaged or students with disabilities can mitigate disparities in high school graduation and their negative impacts. Collaboration is needed to identify partner schools who have students that would benefit from the program. The BAC will schedule meetings with school counselors and administrators to introduce the program and enroll students. Mid-Ohio ESC will train teacher facilitators at the school sites, monitor mechanisms to track the progress of enrolled students, and communicate results with the BAC and Apprentice Ohio. The BAC will present during Mid-Ohio ESC School Counselor Network meetings and leverage Mid-Ohio ESC personnel to meet with individual school counselors to explain the benefits of the program and highlight how it aligns with graduation requirements. To further expand access in the 2026-2027 school year, each student enrolled in the TurboCert Program will be offered the Pre-Apprenticeship.
Participating school districts and the number of students that will benefit from this initiative.	All school districts in Richland, Morrow and Crawford Counties. Impact can be determined once students have enrolled.
Businesses involved	Ohio Contractors Association, Carter Machine, Stellar Industries, OSU Extension, Adena, Goodwill, Abilities in Action, North Central State College, Integrated Systems Technologies and



Initiative 2	State Recognized Pre-Apprenticeship Program (Workforce Academy)
	Various manufacturers and construction companies in Richland, Crawford, and Morrow Counties.
What role does business play in planning and implementation?	Businesses play a critical role in planning and implementing the Pre-Apprenticeship Program by providing the real-world experiences that bring learning to life for students. Their involvement ensures that the program is not just theoretical but directly connected to the skills and expectations of the workplace. Business partners contribute by offering guest speakers from apprenticeship programs and local industries who share their expertise and career journeys, designing hands-on and simulated activities that allow students to practice technical skills in realistic scenarios, and hosting field trips and site visits that give students a behind-the-scenes look at operations and workplace culture.

Initiative 3	TurboCert Expedited Industry Recognized Credential Program
Describe in detail how the business advisory council plans to increase work-based learning for students.	The TurboCert Program was a pilot in the 24-25 school year, developed exclusively by the Mid-Ohio ESC Business Advisory Council. TurboCert provides high school students the opportunity to earn industry-recognized credentials across multiple career pathways (Advanced Manufacturing, Advanced Mobility, Information Technology, and Healthcare). The program operates one day per week across 16 total weeks. It includes workshops and the obtainment of in-demand credentials (Innovative Workforce Incentive Program Credentials). The Business Advisory Council provides Program Coordination and development while partners provide equipment, facilities, and instructors to offer cost-neutral credential programs to school districts. In 26-27, the program includes: -One additional pathway in Healthcare in Crawford County -The continuation of a 2025-2026 pilot program in Morrow County -One new pilot program in Richland County In collaboration with North Central State College, the program is hosted at the Crawford Success Center (Crawford County), the Miller Center (Morrow County), and Mid-Ohio ESC (Richland County). It offers students in-demand skills and certifications. We are currently working to develop new, credential bundles for our programs under the redesigned IWIP list.
List all school districts that will benefit from this initiative.	This initiative is available to students from all Crawford, Morrow, and Richland County schools during the 2026-2027 school year, regardless of BAC affiliation. This is an expansion from one county originally (Crawford County) to now three counties.
List all businesses and industries that will be involved.	Current industries involved include manufacturing, healthcare, utilities, and those that utilize drones. All other industries are involved during the lunch-and-learns, site visits, and hands-on activities.
What role does business play in planning and implementation?	Business partners provide lunch-and-learns, reverse career fairs, site visits, hands-on activities and career mentoring.



Initiative 4	Speech-Language Pathologist (SLP) and School Psychologist Student Mentorship Program
Describe how the BAC plans to connect students to work based learning.	To meet the demand for Speech Language Pathologists and School Psychologists, we will coordinate a mentorship program to build a pipeline of students who are actively preparing for these career fields. The High School Student SLP Mentorship Program was new in the 2024-2025 school year, developed exclusively by the Mid-Ohio ESC Business Advisory Council to address workforce shortages of SLPs in educational settings. This program expanded in the 2025-2026 school year to include a School Psychologist pathway. This expansion will continue for the 2026-2027 school year. Students will partner with mentors who are currently employed in these two career fields. They will also visit a college/university that offers degree programs for these career fields.
Participating school districts that will benefit from this initiative.	This initiative is available to students from all Crawford, Richland, and Morrow County schools.
Businesses involved	Mid-Ohio ESC employs the School Psychologists and Speech Language Pathologists (SLPs) that act as mentors. For the 2026-2027 school year, we will take the students to visit the University of Toledo, which offers both School Psychologists and SLP graduate programs. Additionally, the Ohio Speech and Hearing Professionals Board, the Ohio Department of Education and Workforce Office of Exceptional Children, and the Ohio School Speech Pathology Educational Audiology Coalition are resources for our program.
What role does business play in planning and implementation?	Business partners serve in an advisory committee capacity, guiding program elements, certifications, curriculum, and implementation. Partners also provide access for students to attend professional learning events at college campuses and Mid-Ohio ESC Professional network events .

The Mid-Ohio ESC also serves as the Career Pathway Support Network (CPSN) Lead ESC for the Mid-Ohio Cluster. Our work entails serving as the primary convener of school districts, CTPDs, community schools, public and postsecondary partners, workforce development boards, and business and economic development partners; Facilitating local planning and coordination by facilitating regular cluster meetings, establishing collaborative structures that promote cross-sector alignment, and sharing shared regional planning conversation; and Developing a Cluster Action Plan that ensures alignment with CPSN regional goals, state deliverables, and steering committee priorities.

Together We Make a Difference



The Mid-Ohio ESC Business Advisory Council is committed to building strong partnerships, creating meaningful opportunities, and preparing students for successful careers and lifelong learning.

*Today's Partnerships...
Tomorrow's Leaders*



STUDENTS



BUSINESSES



COMMUNITY