

**East Central Ohio Educational Service Center  
Business Advisory Council Plan Joint Stament  
School Year 2019 -2020  
February 26, 2020**

**Mission:**

---

The East Central Ohio Educational Service Center (ECOESC) Business Advisory Council will support the Member Districts, Community, Industry, and Higher education in teaching and igniting students to create better futures for themselves and their communities by providing strategic guidance in how to achieve the team's mission statement and main objectives.

"Helping Schools Help Children". This purpose will be evaluated at the first meeting of each year and subsequent meetings to ensure that it is current, given the evolving nature of ECOESC and its BAC. Current trends in the local industry and economy will be evaluated and each member will have meaningful input toward the BAC Plan.

**Membership:**

**2019 -2020 East Central Ohio Educational Service Center (Updated)**

<b>Name</b>	<b>Company- Location</b>	<b>SD/ IHE/ BUSINESS TYPE</b>
Bob Alsept	Buckeye Career Center	SCHOOL DIST
David Brand	New Philadelphia Schools	SCHOOL DIST
Dan Christian	ECOESC – Career Navigator Belmont Co.	WORKFORCE DEV.
Derek Conrad	Rea & Associates – Tuscarawas & Guernsey Co.	ACCOUNTING
Paul Dyksoorn	Kent State -Tuscarawas, Engr. Technology Dir.	IHE
Ed Good	Mead Township Trustee; Jobs & Family Services	WORKFORCE DEV / GOV
Kathleen Good	Southeast Region Chief Administrator Tech Prep	IHE
Todd Herman	Conotton Valley Union Local School District	SCHOOL DISTRICT
Angela Hicks	ECOESC / Shadyside School District	SCHOOL DISTRICT
Aaron Kuntzman	Peterman Plumbing- Tuscarawas Co.	INDUSTRIAL TRADES
Randy Lucas	ECOESC – Superintendent	SCHOOL DISTRICT
Mark Murphy	Tusky Valley Local School District	SCHOOL DISTRICT
Andrew Reeves	Eleet Cryogenics – Tuscarawas Co.	MANUFACTURING
Brian Rentsch	Claymont School District	SCHOOL DISTRICT
Brent Ripley	Bridgeport School District	SCHOOL DISTRICT
Richard Schoene	Belmont Harrison Career Center	SCHOOL DISTRICT
Gary Sears	Eleet Cryogenics Tuscarawas Co.	MANUFACTURING
Sarah Spies	ECOESC – Programming & Communications Coord.	SCHOOL DISTRICT
Trever Strawn	Bourque Sales & Service – Belmont Co.	INDUSTRIAL SALES & SERVICE
Jeremy Vittek	Belmont College	IHE
Justin Wallace	Wallace & Associates – Tuscarawas Co.	FINANCIAL SERVICES

**Meetings Held: East Central Ohio Education Service Center**

Date 1: September 19, 2019	Date 2: December 11, 2019
Date 3: February 24, 2020	Date 4: May 18, 2020 (Scheduled)

## Responsibilities

Business advisory councils foster cooperation among schools, businesses and the communities they serve. This work ensures that the work of educators aligns with the needs of businesses. This cooperation can make a local 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. Business advisory councils include regional business leaders who are familiar with business and industry needs. Members partner with district leaders to plan and carry out the council's work.

The Business Advisory Council (BAC) is responsible for:

1. To advise local school districts on changes in the economy and job market and the area in which future jobs are most likely to be 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.

Additionally, Business Advisory Board members may be requested to participate in other events throughout the year. Such events include:

- Networking events open to the public
- Presentation team selection events and practice presentations
- Events requiring facilitators, mentors, judges, etc.
- Events entailed in participation on BAC committees
- Other events as scheduled

## Delineation of Employment Skills:

1. **Goal / Expected Outcome: Increase awareness of in demand jobs skills / Disseminate information to school districts**

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Provide Review of Programs and in demand jobs and skills required including soft skills	Randy Lucas & ESC Staff & BAC Members	2019-2020 school year	OMJ website; info from J&FS; input from members	Attendance at meetings;	Information obtained to be shared with school districts

Survey BAC members twice per year	Randy Lucas & ESC Staff	2019-2020 year	On Line Survey Tools	Response from members	Information obtained from business partners at meetings. On line survey to go out in March & June
Compile results and release to school districts as available	Randy Lucas, ESC Staff, BAC Members	2019-2020 school year	Email and possible presentation to school districts	Time and awareness	Information has been shared at Curriculum Counselors meetings

### ECOESC Employment Skills Plan – Overview

The goal of the ECOESC Employment Skills Program is to have the members of the BAC work in conjunction with Jobs and Family Services and Ohio Means Jobs website to keep track of in demand jobs in the region. At every meeting report what jobs are in demand and have the BAC give ideas on skills set that are required for those particular jobs. In addition, survey the BAC twice per year on what they are seeing in their job market and what skill set they are needing to grow their business. Report that information back to the school districts.

The business members of the ECOESC BAC have been asked for their opinion of the availability of qualified applicants to fill vacancies in the workforce. The consensus is that having enough qualified applicants is challenging at all skill levels. Most of the skills that are referenced are soft skills. In an effort to help education students on these skills the ECOESC has partnered with All Choices Matters to help with the production of videos highlighting the importance of the 15 skills needed to obtain the OMJ Job Readiness Seal. These videos are scheduled to be in production sometime in March for release later in the 2019-2020 school year.

A concern for the BAC and a continuing social problem is ongoing drug related issues. There seems to be much misunderstanding about the effects of marijuana by the workforce. In many cases employees and applicants are further confused by what is considered to be its legal and illegal uses. The effects of the opioid epidemic within all families continues to affect everyone. As a result, the ECOESC sponsored a program for parents entitled "In Plain Sight" on September 30<sup>th</sup> to educate parents on spotting their children's potential drug use. The members and school districts are updated and share any programs that are sponsored by civic groups or other individual schools as way to education students on the negative consequences of drug use.

There was discussion of when students are taking Algebra. Many of the students are taking Algebra in the 8<sup>th</sup> grade and as freshman in high school so that they can take upper division math classes. Many college courses are not Calculus based, and students have forgotten their Algebra when entering College or when doing skilled labor which require calculations. This information was passed along to the Curriculum Counsel and the general consensus was that they need to follow the O. D.E. standards.

## Development of Curriculum to Instill Employment Skills:

2. **Goal / Expected Outcome:** *Increase Awareness and Participation of ECOESC Middle School Job Shadowing Program Tuscarawas County / Increased participation*

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Results
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Provide Review of Program	Randy Lucas & ESC Staff	2019-2020 school year	Time, Attendance of Superintendents,	Transportation – Business participation	Student participation has increased.
Identify at least 2 new business partners that will provide job shadowing opportunities for MS students	Randy Lucas & ESC Staff	2019-2020 school year	Time to meet with businesses to explain program	Access to business decision makers is not always easy to obtain	business partnership as increased participation from 2018-2019
Add a minimum of 2 additional districts that participate in the MS Job Shadowing program	Randy Lucas, ESC Staff, BAC Committee Members	2019-2020 school year	Superintendents, Teachers, Guidance Counselors	May be challenging to get MS students to commit to program / Transportation	Added 1 new district for a total of 4. Increased participation from only gifted students to all 7 <sup>th</sup> & 8 <sup>th</sup> grade students in participating districts

## ECOESC JOB SHADOWING PROGRAM - Overview

The goal of the ECOESC Job Shadowing Program is to provide college and career readiness and career connections opportunities for middle school students through exploration of potential career interests in multiple career pathways.

Participating School Districts include Tusky Valley, Indian Valley, Claymont City and Conotton Valley. The biggest change this year is that all middle school students from participating school districts will be open to participate, not just the gifted students who participated in 2018-2019. Tusky Valley Middle School completed their Career Connections day on November 22, 2019. Indian Valley is scheduled for March 27. Claymont City and Conotton Valley Middle Schools will be held on the same day in April.

Prior to the field trip, the students complete an in-class career exploration day where they complete an OhioMeansJobs Career Profile to help them determine which career pathway sparks their interest. After the field trips, students who have participated fill out reflections forms and write thank you notes to their host at the end of the day.

There are 8 career pathways that are represented including Engineering / Technology, Agribusiness / Environment, Health / Medicine, Civil Services and Government, Finance, Hospitality / Human Services, Arts and Communications. Including many of the companies and organizations that are represented on the BAC.

**3. Goal / Expected Outcome:** *Implement Rising Manufacturers Scholars Program in Tuscarawas County/ Provide / begin mentoring process for up 12 middle school students with barriers.*

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Introduce Rising Mfr. Scholars Program	Paul Dykshoorn	Year ending 2019	Time on agenda at meeting	Superintendents absent from meeting,	Completed
Identify a minimum of 4 districts willing to participate	Paul Dykshoorn & Randy Lucas	10/31/2018	District Superintendents	Must educate parents to get approval for students to participate	(3) school districts are involved
Identify 1-3 7th grade students from each participating district	District Superintendents	Spring / Summer 2019	Superintendents, Teachers, Guidance Counselors	May be challenging to get MS students to commit to	(12) total students enrolled

				program.	
Identify 1 business partner per participating district (to sponsor at least 1 student)	District Superintendents	2019-2020 school year	Assistance from ESC staff to coordinate communication, etc.	Getting businesses to understand the benefit (to student and to business) of being a partner	Ongoing
Start first Cohort of students in program	Paul Dykshoorn, Randy Lucas, Superintendents	2019-2020 school year	KSU Tuscarawas Funding, District Partnerships	Sustainability of program will be challenging	Have students' complete program & attend Kent State

## **RISING MANUFACTURING SCHOLARS PROGRAM - Overview**

The goal of the Rising Manufacturing Scholars Program is to identify students in the greater Tuscarawas county area and support them to move to a college environment. The incentive is paid college tuition to Kent State University with no out of pocket expenses. Tuition will be funded through Pell Grants, Kent State University Tuscarawas, and business partners. Other funding sources could include scholarships from local donors, Grants through the Governor's Office of Appalachia, and other grants, etc.

Other program expenses include a program coordinator, mentor reimbursement, and program costs.

Things we are able to leverage in Tuscarawas County are the: College for Kids program, Tuscarawas County Dale Lauren Foland Manufacturing Camp for Kids, Project lead the Way program.

Partnerships – Scanning the community for potential team partners; contacting potential partners and providing a liaison for team members; and reviewing materials used for recruitment of supporters. Other committees may be formed to provide guidance on specific projects or initiatives.

External analysis – Assisting the team in identifying and addressing areas of opportunity, potential risks and challenges and emerging local trends advising the team on issues of strategic importance.

The first Cohort was launched this fall with three participating school districts, New Philadelphia, Indian Valley, and Conotton Valley. There was a total of 12 students enrolled, however one student has had to drop out due to family issues. Participating students come to KSU-Tusc at regularly schedule times. KSU-Tusc Engineering Students serve as mentors to the students and meet with their students weekly.

KSU-Tusc is in conversations with a number of companies concerning offering finance and other types of support to the students. Many of the local manufactures have responded and details are being worked out with each company. Recruiting for the second cohort will begin later this spring by quarrying sixth grade teachers around the greater Tuscarawas County area to see if any qualified incoming 7<sup>th</sup> grade students can be identified for the second cohort.

**4. Goal / Expected Outcome:** *Employ 1-2 Career Navigators for Tuscarawas to guide MS/HS Students in career exploration through mentoring, internships, and job shadowing / To be implemented summer 2020.*

<b>Action Steps</b>	<b>Responsible</b>	<b>Deadline</b>	<b>Resources</b>	<b>Potential Barriers</b>	<b>Results</b>
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Pursue Funding for ESC to fund Career Navigators	Lori Robson & ESC Staff	Fall 2019 / Winter 2020	Time, Data, Program Knowledge, ESC grant writers	Time, Unfamiliarity with grant format	Find Funding to support Career Navigators
Review potential grants components and district commitments (if awarded)	Lori Robson & ESC Staff	Fall 2019- Winter 2020	Time & Access to District Leadership	Grant may not be awarded which would result in seeking other funds	Ongoing Funding will be sourced
Identify participating districts	Randy Lucas, Lori Robson, ESC Staff, District Superintendents	Spring 2020	Superintendents, Teachers, Guidance Counselors	May be challenging to get MS/HS students to commit to program.	Participating Districts will lead to number of CN's needed
Identify local business partners willing to mentors, provide job shadowing & internships	Career Navigators, Superintendents	Spring / Summer 2020	Assistance from ESC staff to coordinate communication, etc.	Must get businesses to understand the benefit (to student and to business) of being a partner	Multiple job sites lead to better career exploration
Implement Program	Career Navigators, Superintendents	Fall 2020	District Personnel, ESC Personnel, Grant Funds, Business Partners	Sustainability of program will be challenging	Success of program will promote sustainability

## CAREER NAVIGATORS PROGRAM - Overview

The goal of the Career Navigators Program is to assist students to navigate the post-secondary opportunities to enrollment, enlistment, employment or entrepreneurship. By employing College and Career Navigators who will work directly with community-based organizations, businesses, higher educational institutions, trade schools, local educational agencies, and families it will give students the opportunity to better understand the careers that are available to them.

This is an ongoing program.

**5. Goal / Expected Outcome:** *Increase Awareness and Promote Participation of ECOESC Middle School Job Shadowing Program in **Belmont County** / To be implemented in 2020 -2021 school year.*

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Results
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Provide Review of Program from Tuscarawas Co.	Randy Lucas & ESC Staff	2019-2020 school year	Time, Attendance of Supers	Acceptance of School Districts	Keep components of successful Tusc. Co. program in place, but modify as needed
Identify business partners that will provide job shadowing opportunities for MS students	Randy Lucas & ESC Staff	2019-2020 school year	Time to meet with businesses to explain program	Access to business decision makers is not always easy to obtain	Have enough business for students to job shadow potential careers of interest



Have at least 1 district that participate in the MS Job Shadowing program	Randy Lucas, ESC Staff, BAC Committee Members	2019-2020 school year	Superintendents, Teachers, Guidance Counselors	May be challenging to get MS students to commit to program / Transportation	Participants have successful Job Shadowing day to give program further momentum.

### ECOESC JOB SHADOWING PROGRAM - Overview

The goal of the ECOESC Job Shadowing Program is to provide college and career readiness and career connections opportunities for students through exploration of potential career interests in multiple career pathways.

The ECOESC Middle School Job Shadowing program is scheduled to be introduced to the Belmont County School Districts later this spring.

### Changes in the Economy, Job Market and Future Job Availability

#### 6. Goal / Expected Outcome: Monitor and Increase Awareness in Current and Future Job Availability to enable schools to adjust as needed. / Increased awareness of job markets

Action Steps	Responsible	Deadline	Resources	Potential Barriers	Result
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Members to review at meetings from networking and job functions	Randy Lucas & ESC Staff & BAC Members	2019-2020 school year	OMJ website; info from J&FS; TV & news radio	Attendance at meeting to	Information obtained to be shared with school districts
Members to attend civic meetings, job fairs	Randy Lucas & ESC Staff	2019-2020 year	Chamber of Commerce; Safety; Port Authority Meetings	Time for members to attend	Information obtained and shared

Compile results and release to school districts as available	Randy Lucas, ESC Staff, BAC Members	2019-2020 school year	Email and possible presentation to school districts	Time and awareness	Increased awareness in school districts

The BAC members are surveyed at every meeting concerning the economy, and any developments that would impact job availability. The view from the business partners is the economy is strong. There is some hesitancy in some sectors on decision making on large projects and investment due to possible election outcomes. The potential announcement for a cracker plant in Belmont County still looms as a game changer as site work continues but no official announcement as of yet.

The Finance members believe the stock market has been over valued for some time and is due for a correction. This correction may have occurred the week of February 24<sup>th</sup>, time will tell.

Consensus is there is a shortage of qualified workers in most sectors within the regions that the ECOESC serves. Health care, construction trades, and need for general help in the hospitality industries seem to be in the most notable.

## Developing Relationships

- 7. Goal / Expected Outcome:** Develop Sustaining relationships with Business Partners / Outcome to be long term relationship with businesses growing in the region.

Action Steps	Responsible	Deadline	Resource	Potential Barriers	Result
<i>What Will Be Done?</i>	<i>Who Will Do It?</i>	<i>By When?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of task completion? How will you overcome them?</i>	<i>What is the outcome of the task?</i>
Business Members to get into a school at least once	Randy Lucas & ESC Staff & BAC Members	2019-2020 school year	Superintendents; Principal's	Time	Ongoing Business members to be energized by enthusiastic

					youth
Continue to make BAC viable by bringing in new ideas	Randy Lucas & ESC Staff – Career Navigators	2019-2020 year	Best Practices from other BAC's	Access & time to meet with other BAC's	Ongoing Added 1 new member;
Recognize business that participate in BAC programs	Randy Lucas, ESC Staff, BAC Members	2019-2020 school year	Set up Social media pages; media press releases	Time	Increased awareness to the public about their local business' support of local schools

The ECOESC Business Advisory Council has tried to utilize its members in a number of different ways to help establish long term relationships with the BAC and individual school districts.

In August, BAC members participated in Back to School Events that were held at Barnesville Exempted Village School District, Union Local School District and Bridgeport Exempted Village School District.

BAC members have supported Career Days by helping obtain speakers as well as serving as speakers at Barnesville High School and Bridgeport High School in November. BAC members will also be participating and speaking at Buckeye Career Center's Career Week.

ECOESC Superintendent Randy Lucas has given a standing invitation to any BAC member that would like to tour a school to get in contact with him as a way to establish a more human connection.

**BUSINESS ADVISORY COUNCIL DISTRICT PARTICIPANTS  
2019-2020 school year**

1) Indian Valley Local School District	IRN# 050286
2) St. Clairsville City School District	IRN# 045997
3) Dover City School District	IRN# 043893
4) Barnesville Exempted Village School District	IRN# 045203
5) Martins Ferry City School District	IRN# 044347
6) Claymont City School District	IRN# 043778
7) Shadyside Local School District	IRN# 046003
8) Bridgeport Exempted Village School District	IRN# 045237
9) Tuscarawas Valley Local School District	IRN# 050302
10) Conotton Valley Local School District	IRN# 047548
11) Union Local School District	IRN# 046011
12) Bellaire Local School District	IRN# 043570
13) Garaway	IRN# 050278
14) New Philadelphia	IRN# 044487
15) Quaker Digital Academy	IRN# 000241

\_\_\_\_\_  
Superintendent Signature

\_\_\_\_\_  
Date