

MARCH 1, 2020

# BUSINESS ADVISORY COUNCIL

TRI-COUNTY EDUCATIONAL SERVICE CENTER  
BUSINESS ADVISORY COUNCIL CONSORTIUM



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*Joint Statement Issued by  
the Tri-County Educational  
Service Center Governing  
Board and the Business  
Advisory Council  
representing Tri-County  
Educational Service Center  
and its member districts.*

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## Tri-County Educational Service Center Business Advisory Council Consortium

This consortium was formed in accordance with the provisions of Ohio law (Ohio Revised Code Section 3313.82) requiring every school district and educational service center to have a Business Advisory Council and to meet the requirements of Ohio law (Ohio Revised Code Section 3313.821) which directs the development of standards for the operation of Business Advisory Councils.



# School District Membership

## Ashland City Schools

Douglas J. Marrah, Ed.D.  
Superintendent

## Chippewa Local Schools

Todd S. Osborn  
Superintendent

## East Holmes Local Schools

Erik H. Beun  
Superintendent

## Green Local Schools

Dean Frank  
Superintendent

## Hillsdale Local Schools

Steven Dickerson  
Superintendent

## Loudonville-Perrysville Exempted Village Schools

Catherine Puster  
Superintendent

## Mapleton Local Schools

Scott Smith  
Superintendent

## Norwayne Local Schools

Karen O'Hare  
Superintendent

## Northwestern Local Schools

Jeff Layton  
Superintendent

## Orrville City Schools

Jon Ritchie  
Superintendent  
Brett Lanz  
Assistant Superintendent

## Rittman Exempted Village Schools

Jon Ritchie  
Superintendent

## Southeast Local Schools

Jon Ritchie  
Superintendent

## Tri-County Educational Service Center

Jon Ritchie  
Superintendent  
Beth Gaubatz  
Consultant

## Triway Local Schools

Nate Schindewolf  
Superintendent

## West Holmes Local Schools

Bill Sterling  
Superintendent

## Wooster City Schools

Michael L. Tefs, Ed.D.  
Superintendent



MARCH 1, 2020

## Business Partnership: North Central Workforce Alliance of Ohio Executive Board

### Troy Snyder

President  
Brethren Care Village



### Dan Moore

Vice President  
Simonson Construction



### Matt Miller

Board Member  
Mayor of Ashland



### Bill Stanton

Secretary  
Consultant



### Erv Howard

Executive Director  
North Central Workforce Alliance of Ohio

The North Central Workforce Alliance of Ohio is recognized by the State of Ohio as one of seven Regional Collaboration Sector Partners.

MARCH 1, 2020

## Business Partnership: Wayne Economic Development Council

**Tom Pukys**

President



**Myranda Kiester**

Economic Development  
Coordinator

**Kelly Haer**

Director of Business  
Retention and Expansion



**Christine Harris**

Executive Assistant



The Wayne Economic Development Council is a public-private partnership dedicated to the economic development of Wayne County and Northeast Ohio. In serving the interests of the local community, the WEDC's primary role is to stimulate new capital investment and job growth through business expansion and attraction initiatives.



## Tri-County Educational Service Center Business Advisory Council Consortium

### Mission Statement:

The Business Advisory Council is committed to building curriculum and broadening exposure to the business world in order for students to extend their learning beyond the classroom by gaining valuable input from members regarding essential skills students need to be successful in the 21st century and beyond.

### Purpose:

The Business Advisory Council will provide a partnership between member schools and the business communities of Ashland, Holmes, and Wayne counties.

The partnership will:

- Advise local districts on changes in the economy and job market
- Advocate for the employment skills most critical to business and industry and the development of curriculum to teach these skills
- Aid and support local districts by offering suggestions for developing a working relationship among businesses and educators



**"An investment in our young people is an investment in Ohio's future."  
Ohio Governor, Mike Dewine**

## Meetings Summary

*The following meetings have taken place involving the Business Advisory Council or significant factions of its membership.*

### **Tri-County Educational Service Center Governing Board Meetings:**

- March 11th, 2019
- April 8th, 2019
- May 20th, 2019
- June 10th, 2019
- August 12th, 2019
- September 9th, 2019
- October 14th, 2019
- November 4th, 2019
- January 13th, 2020
- February 10th, 2020

### **North Central Workforce Alliance of Ohio Executive Board Meetings:**

- March 12th, 2019
- June 11th, 2019
- September 10, 2019
- December 18th, 2019

### **Wayne Economic Development Council:**

- Informal meetings bi-monthly throughout 2019-2020





## Plan

**The plan of the Tri-County Educational Service Center Business Advisory Council is to make recommendations on the following items:**

- The delineation of employment skills
- The development of curriculum to instill employment skills
- Changes in the economy and in the job market
- Types of employment in which future jobs are most likely to be available
- Suggestions for developing a working relationship among businesses and education personnel
- Suggestions for improvement of annual events, professional development sessions, and student activities including, but not limited to: Manufacturing Day, Healthcare Day, Senior Work Expo, Vital Connections
- Career Awareness Days/Events
- Student Success Plan Development
- OhioMeansJobs-Readiness Seal and OhioMeansJobs.com website
- Support in drug-free programming
- Support in employability skills and soft-skills training
- Mentoring and apprenticeships/internships
- Parent engagement activities
- Data analysis and information describing changes in economy, job market, student skills and deficiencies
- Identifying community, business, and student educational needs (academic, nonacademic, employment skills, and skills needed for success in higher education and careers)

**"Those who collaborate are the ones who win."  
Ohio Lt. Governor, Jon Husted**

## Implementation & Progress

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Throughout the 2019-2020 school year, Tri-County Educational Service Center Business Advisory Council continued to implement its mission and purpose.

The Business Advisory Council recognizes the importance and significance of the Ohio Department of Education's Strategic Plan for Education: 2019-2020, *"Each Child, Our Future"*. The shared plan for ensuring each student is challenged, prepared, and empowered for his or her future by way of an excellent prekindergarten through grade 12 (preK-12) education is fully supported by the Business Advisory Council. Further, with the passage of HB 166 and new permanent graduation pathways for students in the class of 2023 and beyond, the Business Advisory Council will strive to improve business and education relationships to support students in connecting their current learning to future work.

The Business Advisory Council believes that the focus for career awareness, exploration, and planning must be tailored for each individual student. New policies requiring graduation plans to be developed for ALL students beginning in ninth grade will help set the stage for learners as they begin the journey to being college and career ready. Students will be able to investigate their personal strengths and interests and align them with career pathways. Further, identifying students in grades six through twelve who are at risk of dropping out will provide additional supports and services to help students reach their full potential.

The Business Advisory Council intends to shift the mindset of a "college for all" approach that has been the focus and message sent to parents, educators, and students for almost two decades. It is increasingly clear that education, apprenticeship, and training strategies need to invest more time and attention toward assisting students with an upfront look at what interests them as individuals. Further, it is of the utmost importance to align student interests and their strengths with an occupation. The final step is the placement of students on appropriate career pathways according to those interests, skill sets, and strengths. Informed career exploration can broaden students career options toward numerous viable pathways to occupational success.

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## Events, Activities, & Programs

**Tri-County Educational Service Center Business Advisory Council member districts, business partners, community, and area workforce development entities partnered throughout the school year for events, activities, and programs that support and uphold the mission and purpose of the Business Advisory Council.**

Specifically, the Business Advisory Council school districts and business partners participated in:

- Wayne County Health Care Day: March 2019
- Wooster City Schools LiTech Conference: March 2019
- Wayne County Career Expo - Senior Career Exploration Event: May 2019
- Ashland, Holmes, and Wayne Counties In-Demand Jobs Week Events: May 2019
- Ashland City Schools Middle School Career Day: May 2019
- Ashland, Holmes, and Wayne Counties Vital Connections Teacher Immersion Bootcamp: June 2019
- North Central Workforce Alliance of Ohio 2 B.E. Connected Teacher Immersion Bootcamp: August 2019
- Ashland County-West Holmes Career Center STEM Camp: Summer 2019
- Tri-County Educational Service Center VEX IQ STEM Camp: Summer 2019
- Ashland County - West Holmes Career Center Guys With Gloves Event: October 2019
- Wayne County Manufacturing Day: October 2019
- Teacher Professional Development Day (Industrial Arts, Physical Education, School Counselors, Family and Consumer Sciences): October 2019
- North Central Workforce Alliance of Ohio Workforce Summit: October 2019
- OhioMeansJobs-Readiness Seal Educator Training: October & November 2019
- Ohio's New Graduation Requirements Educator Training: November 2019
- Northeast Ohio Transition Symposium (State Support Team): December 2019
- chARTer Creative Arts Workshop (Orrville): December 2019
- Ashland County- West Holmes Career Fair: January 2020
- Graduation Requirement Training: Local Graduation Seals: February 2020
- Drug Free Club Programs: throughout 2019-2020 School Year
- Various Field Trips, Speakers, Career Days at Membership School Districts: throughout 2019-2020 School Year

## Advice & Recommendations

### Employment Skills and Curriculum Development

Today's job markets and in-demand skills are vastly different than the ones of 10 or even five years ago and the pace of change is only set to accelerate. According to the World Economic Forum's 2018 *"Future of Jobs Report"*, governments, businesses and individuals alike are increasingly concerned with identifying and forecasting skills that are relevant not just today but that will remain or become so in the future to meet business demands for talent and enable those that possess them to seize emerging opportunities.

### Top 10 Skills Employers Seek

2020	2015
• Complex Problem Solving	• Complex Problem Solving
• Critical Thinking	• Coordinating with Others
• Creativity	• People Management
• People Management	• Critical Thinking
• Coordinating with Others	• Negotiation
• Emotional Intelligence	• Quality Control
• Judgement and Decision Making	• Service Orientation
• Service Orientation	• Judgment and Decision Making
• Negotiation	• Active Listening
• Cognitive Flexibility	• Creativity

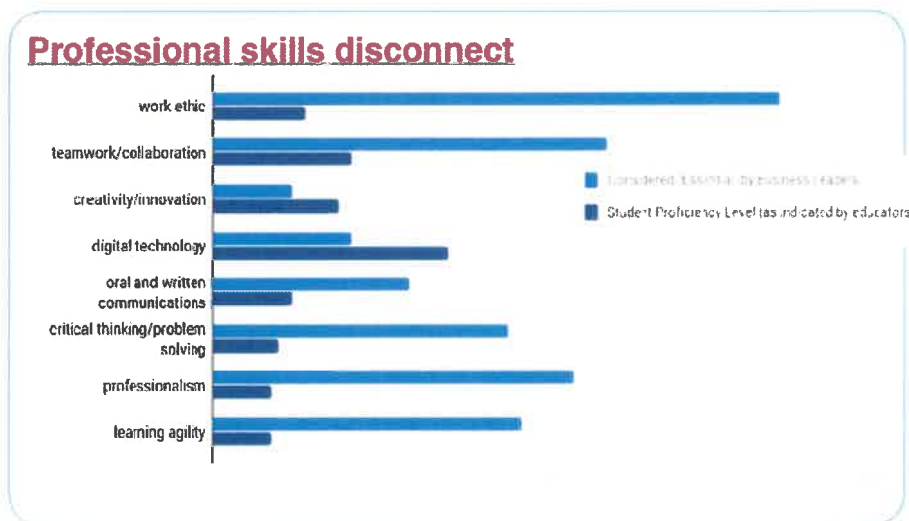
Source: *Future of Jobs Report*, World Economic Forum



## Advice & Recommendations Continued

### Employment Skills and Curriculum Development (continued)

Tri-County Area businesses and employers frequently cite a skills gap — a gap between the skills employers are seeking in applicants and the skills applicants possess — as a barrier to talent acquisition. According to a survey conducted by the Ohio Department of Education and Governor’s Office of Workforce Transformation between the months of September and December, 2017, a clear disconnect exists between the skills employers value and the skills being addressed in school.



The Ohio Department of Education: *OhioMeansJobs-Readiness Seal Professional Skills Survey*

A goal of the Business Advisory Council is for schools, community partners, and businesses to collaborate in helping youth to develop the professional skills that students need to gain employment, enter into an apprenticeship, go on to post-secondary schooling, or enter the military. Students should be provided with ample opportunity to learn about the soft-skills needed in order to be successful. Further, they need to be given time with mentors who model these skills and be offered experiences in which they can practice and hone their skills. For this to happen in a real-world capacity, schools and businesses can partner together to develop programming like career days and job shadow experiences for students. Educators can learn more about the skills needed by meeting with employers touring businesses and spending time learning about them. The OhioMeansJobs-Readiness Seal will provide students the chance to document the work they have done towards being ready.

## Advice & Recommendations Continued

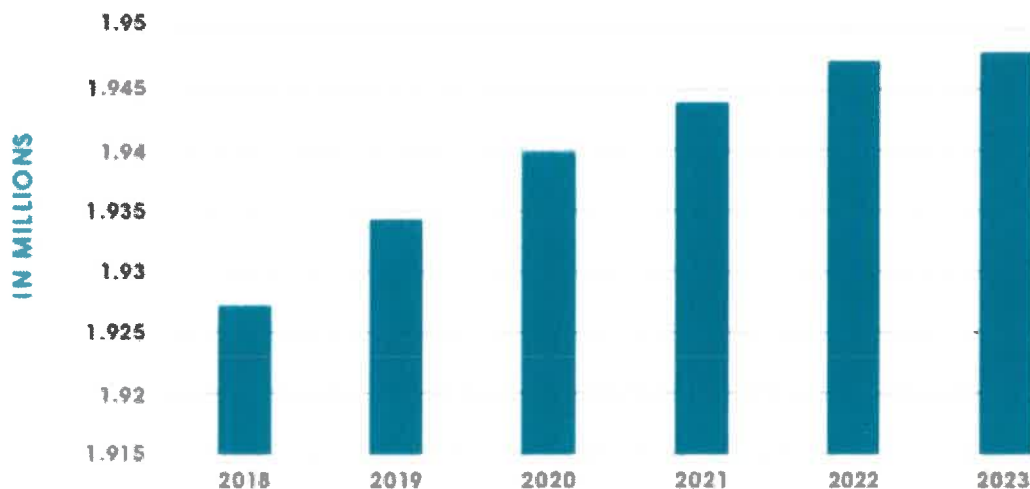
### Job Market Changes and Employment/Future Job Availability

According to information published by JobsOhio and TeamNEO the top ten occupations with projected new growth in Northeast Ohio from 2018-2023 are as follows:

- Building and Grounds/Cleaning and Maintenance
- Business and Financial Operations
- Community and Social Service
- Construction and Extraction
- Computer and Mathematical
- Management
- Healthcare Practitioners and Technicians
- Personal Care and Service
- Healthcare Support
- Food Preparation and Related Service

Projected job & employment growth in the Northeast Ohio area is expected to continue to increase.

### Projected Total Employment Growth in NEO: 2018-2023



## Advice & Recommendations Continued

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### **Furthering Relationships among Businesses, Labor Organizations, and Educational Personnel**

The Business Advisory Council recommends the continued collaborative efforts between workforce development entities including North Central Workforce Alliance of Ohio and Wayne Economic Development Center. Continued relationships with local chambers of commerce such as Ashland Area Chamber of Commerce, Orrville Area Chamber of Commerce and Wooster Area Chamber of Commerce have proven beneficial for local school districts.

The Tri-County Educational Service Center Business Advisory Council will continue to connect business and education in order to develop individuals with knowledge, skills, competencies and credentials that meet the needs of employers, especially those seeking to fill in-demand jobs.

#### **RESOURCES:**

Ohio Department of Education  
<http://education.ohio.gov/>

Ohio Governor's Office of Workforce Transformation  
<https://workforce.ohio.gov/>

Team NEO  
<https://www.clevelandplus.com/teamneo/>

OhioMeansJobs  
<https://jobseeker.ohiomeansjobs.monster.com/>

World Economic Forum  
[weforum.org](http://weforum.org)

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