

2023 - 2024

# BUSINESS ADVISORY COUNCIL

TRI-COUNTY EDUCATIONAL SERVICE CENTER  
BUSINESS ADVISORY COUNCIL CONSORTIUM



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*Business Advisory Council  
Plan 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.



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

### Mission Statement:

The Business Advisory Council (BAC) is committed to building collaborative partnerships among education, business, and community. The BAC will advise school districts on curriculum and broadening exposure to the world of work in order for students to extend their learning beyond the classroom and gain the valuable essential skills needed for success after graduation.



*STEAM campers learn about  
CNC Machining with  
Instructor Bruce Steiner*

### Purpose & Responsibilities:

The Business Advisory Council will support 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 as well as projected in-demand jobs in the region
- 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

"The best way to predict the future, is to create it."

-Abraham Lincoln

# School District Members

## Ashland City Schools

Steve Paramore  
Superintendent  
Linda McKibben  
Deputy 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

Catherine Trevathan  
Superintendent

## Loudonville-Perrysville Exempted Village Schools

Jennifer Allarding  
Superintendent

## Mapleton Local Schools

Scott Smith  
Superintendent

## Northwestern Local Schools

Jeff Layton  
Superintendent

## Norwayne Local Schools

Kevin Leatherman  
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

Eric Jurkovic  
Superintendent

## Wooster City Schools

Gabe Tudor  
Superintendent  
Brian Madigan  
Assistant Superintendent

# Business, Community & Workforce Partners

## Appleseed Community Mental Health Center

Steve Black  
Case Manager

## Ashland Area Chamber of Commerce

Amy Daubenspeck  
President

## Ashland Area Economic Development | Grow Ashland

Cameo Carey  
Executive Director

## Ashland Comfort Control

Joe Reep  
President

## Artiflex

Tammy Hendershott  
HR Manager

## Aultman Health Foundation

Jen Kessel  
Sr. Vice President, Human Resources

## Aultman Orrville Hospital

Pete Kandis  
Vice President, Operations

## Aultman Orrville Hospital

Renee Alfred

## Brethren Care Village

Mindy Scurlock  
Executive Director

## Centerra Co-Op

Karen Alsop  
Human Resources Director

## Certified Angus Beef

Jen Eichel  
Executive Administrative Manager

## Charles River Labs

Maribeth Eckert  
Director, Human Resources

## City of Ashland

Matt Miller  
Mayor

## Dirt Dawg Excavating

Kevin Kaeser  
Founder & President

## Goodwill Industries

Sue Gorman  
Vice President of Human Resources and Mission Services

## Holmes County Chamber of Commerce

Tiffany Gerber  
Executive Director

## Intec Consultants

Tim Zarovacki  
Solutions Architect

## Junior Achievement

Lori McCleese  
President

## Junior Achievement

Tyler Adams  
Vice President of Development

## MOOG, Inc

Bryan Troyer, PMP  
Senior Program Manager

## McElroy Packaging

Steve McElroy  
President



# Business Partners (continued)

## North Central Workforce Alliance of Ohio

Erv Howard  
Executive Director

## Orrville Area Chamber of Commerce

Dan Franks  
President

## Packaging Corporation of America

Rick Geething  
Ashland Plant Controller

## Sarchione Chrysler Dodge Jeep Ram

Ray Spencer  
Dealer

## Simonson Construction

Dan Moore  
President

## Transformation Network

Kelly Smith  
Executive Director

## Wayne Center for The Arts

Sara Brink  
Executive Director

## Next Home Next Step

Barbie Lange  
Realtor

## Orrvilon Inc

Barbie Lange  
Realtor

## PFI Displays

Vince Tricomi  
President

## Schaeffler/Luk

Carrie McKelvey  
Training and Academy  
Leader

## Spherion Ohio

Heather Ogi  
Branch Manager

## University Hospitals - Samaritan

Stephen Carroll  
Community Outreach

## Wayne County Department of Job and Family Services

Rich Owens  
Director

## Orrville Area Boys & Girls Club

Josh Nolan  
Executive Director

## O'Huddle

Sara Reith  
Executive Director

## Rayco

Jim Pindell  
Human Resources Manager

## Schantz Organ

Vic Schantz  
President

## Sutton Bank

Dennis Miller  
Vice President

## Venture Products

Denver Steiner  
Chief Executive Officer

## Wayne County Schools Career Center

Kristin Foy-Samson  
Work Based Learning  
Manager

# Business Partners (continued)

## Wayne County Schools Career Center

Lynn Moomaw  
Director of Adult Education

## Wayne County Schools Career Center

Lynette Boggs  
Supervisor

## Wayne Economic Development Council

Maribeth Burns  
President

## Wayne Economic Development Council

Traci Carmony  
Marketing and Development  
Coordinator

## The Will-Burt Company

Dana Schauer  
Director of Supply Chain

## Wooster Area Chamber of Commerce

Samira Zimmerly  
President

## Wooster Community Hospital

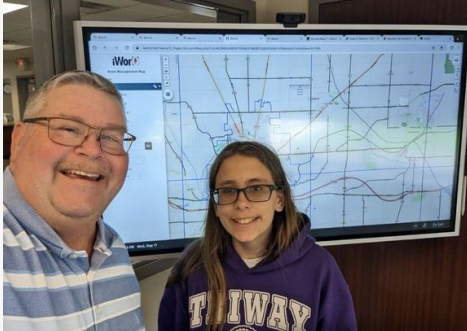
Tina Meyers  
Vice President, Human  
Resources

## Wooster Police Department

Scott Rotolo  
Assistant Chief of Police



*Mapleton Local Schools National Junior Honor Society spends time with the Inn at Ashland Woods residents*



*Triway Local Schools Junior High 2023 Career Week*



*Hiland High School Seniors celebrate their graduation*



*Chippewa Local Schools Senior, Hanna Schade, is the 2024 Ohio Music Association All-State Chair*

# Higher Education Partners

## The College of Wooster

APEX

Advising and Academic Resources Experiential Learning

## Hocking College

Amanda Lemke

Associate Dean, Workforce Development and Community Engagement

## Ohio State University ATI

Dr. Kristina Boone

Assistant Dean and Director

## Sinclair Community College

Todd K. Schilling

Pre-Apprenticeship Coordinator, Work-Based Learning

## The University of Akron Wayne College

Heather Howley

Director of Regional Campuses

Wendy Cundiff

Manager of Academic Advising



*Hillsdale Local Schools Captains' Leadership Council reads stories to 2nd grade students*



*Northwestern Local Schools FFA Student works with cows in the barn*



# Roles & Responsibilities of Partners

## Roles of the Partners:

- Advise school districts on changes in the economy and job market
- Identify future jobs that will be available and in-demand
- Advocate for the employment skills most critical to business and industry, and the development of curriculum to teach these skills
- Aid and support school districts by offering suggestions for developing a working relationship among businesses, labor organizations, workforce development entities, and educators



*Educators tour McElroy Packaging in Orrville, Ohio during the Vital Connections Program*

*Educators tour Rayco Manufacturing, LLC in Wooster, Ohio during the Vital Connections Program*





# Business Advisory Council Subcommittees

## Envision Your Future Committee - Learning Series for 9th & 10th Graders

- Melissa Siburt - The Apple Creek Banking Co.
- Lexi Nussbaum - Jarrett
- Bryan Troyer - Moog, Inc.
- Josh Nolan - The Orrville Area Boys and Girls Club
- Nicolina Nolletti - The Orrville Area Boys and Girls Club
- Landre McCloud - Orrville Area Chamber of Commerce
- Dan Franks - Orrville Area Chamber of Commerce
- Beth Gaubatz - Tri-County Educational Service Center

## Vital Connections Committee:

- Beth Gaubatz - Tri-County Educational Service Center
- Lynn Moomaw - Wayne County Schools Career Center
- Brett Lanz - Heartland Education Foundation/Orrville City Schools
- Traci Carmony - Wayne Economic Development Council
- Carrie McKelvey - Schaeffler
- Pete Kandis - Aultman Orrville Hospital
- Jim Pindell - Rayco/Morbark
- Tina Meyers - Wooster Community Hospital
- Assistant Chief Scott Rotolo - Wooster Police Department
- Steph Martinez - Wooster Brush
- Tammy Hendershot - Artiflex

## Pre-Apprenticeship Programs Committee:

- Beth Gaubatz - Tri-County Educational Service Center
- Andrew Johnson - Tri-County Educational Service Center
- Karen O'Hare - Tri-County Educational Service Center
- Erik Beun - East Holmes Local Schools
- Noah Boyd - East Holmes Local Schools
- Eric Jurkovic - West Holmes Local Schools
- Alison Gardner - West Holmes Local Schools

## Data Committee:

- Beth Gaubatz - Tri-County Educational Service Center
- Matt Brown - Wayne County Schools Career Center
- Craig Raber - Tri-County Computer Services Association

## Workforce Summit Committee:

- Erv Howard - North Central Workforce Alliance of Ohio
- Amy Daubenspeck - Ashland Area Chamber of Commerce
- Cameo Carey - Ashland Area Economic Development Council
- Lindsey Hoover - Simonson Construction
- Matt Miller - Mayor, City of Ashland

# Business Advisory Council Subcommittees (continued)

## STEAM Summer Camp Committee:

- Beth Gaubatz - Tri-County Educational Service Center
- Andrew Johnson - Tri-County Educational Service Center
- Tiffany Miller - Tri-County Educational Service Center
- Lynn Moomaw - Wayne County Schools Career Center
- Drew Fuller - Wayne County Schools Career Center
- Nate Gaubatz - Wayne County Schools Career Center
- John Schantz - Schantz Makerspace
- Vic Schantz - Schantz Makerspace
- Traci Carmony - Wayne Economic Development Council
- Denver Steiner - Venture Products

## College and Career Ready Committee:

- Sara Reith - O'Huddle
- Brett Lanz - Heartland Education Foundation/Orrville City Schools
- Beth Gaubatz - Tri-County Educational Service Center
- Kris Boone - OSU/ATI
- Sue Corfman - The J.M. Smucker Company
- Matt Birkbeck - Chief of Police, City of Orrville
- Sue Gorman - Goodwill Industries
- Heather Howley - The University of Akron Wayne College
- Heather Ogi - Spherion Mid-Ohio
- Josh Nolan - Orrville Area Boys and Girls Club
- Lori McCleese - Junior Achievement of North Central Ohio

## 2 B.E. Connected Business and Educator Tours:

- Beth Gaubatz - Tri-County Educational Service Center
- Erv Howard - North Central Workforce Alliance of Ohio
- Karen Alsop - Centerra Co-op.
- Dan Moore - Simonson Construction
- Joe Reep - Ashland Comfort Control
- Faith Langston - Charles River Labs
- Dennis Miller - North Central Workforce Alliance of Ohio

# Meeting Schedule

*The following meetings are scheduled to take place involving the Business Advisory Council or significant factions of its membership.*

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

- January 10th, 2023
- February 13th, 2023
- March 13th, 2023
- April 3rd, 2023
- May 15, 2023
- June 12th, 2023
- July 10th, 2023
- August 14th, 2023
- September 11th, 2023
- October 9th, 2023
- November 6th, 2023
- December 11th, 2023



*Justin Winget, an award-winning director with the Detroit Pistons, welcomes students to the bi-annual chARTer event.*

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

- March 15th, 2023
- June 14th, 2023
- September 13th, 2023
- November 29th, 2023

## Wayne Economic Development Council:

- Informal meetings bi-monthly throughout 2023-2024

## Tri-County Area Superintendent Meetings:

- September 29th, 2023
- October 23rd, 2023
- November 28th, 2023
- January 1st, 2024
- February 23rd, 2024
- March 22nd, 2024
- April 26th, 2024
- May 7th, 2024



*The chARTer event featured a crew of creative professionals and students eager to find their path in creative arts. The chARTer event is a day with keynote speakers, q+a sessions, interactive roundtable discussions, and opportunities for students to speak to college representatives*



# Communication

- Career Connections Coordinator will attend NCWA Executive Board Meetings Quarterly, Wayne Economic Development Council (WEDC), and Orrville Area Chamber Executive Board meetings to share updates on district curriculum, programs, and events. The coordinator will also gather input from business leaders.
- Career Connections Coordinator will provide a summary each quarter to the Tri-County ESC Superintendent, Tri-County ESC Governing Board, and Member District Superintendents regarding:
  - quarterly meetings
  - programs, activities, and events
  - information on the economy and job market
  - employment skills and career awareness
  - business and education partnerships
- Written documentation of meeting minutes and updates on recommendations and needs will be provided:
  - Summer Quarter – September 1
    - June, July, August
  - Fall Quarter – December 1
    - September, October, November
  - Winter Quarter – March 1
    - December, January, February
  - Spring Quarter – June 1
    - March, April, May
- Career Connections Coordinator will report back to the Tri-County ESC Superintendent and Tri-County ESC Governing Board monthly in-person at board meetings or via a written report on:
  - the economy and job market
  - employment skills and career awareness
  - business and education partnerships
- A joint statement from BAC and ESC Governing Board will be issued by March 1st each year and will include:
  - Meetings conducted
  - Summary of activities/events conducted by BAC
  - Synopsis of the BAC advice and recommendations regarding needed employment skills, economic and job market changes, job outlook, and developing working relationships between businesses, labor organizations, and educational personnel



# Plan

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

- The delineation of employment skills
- The development of a 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
- Supporting the Tri-County Educational Service Center Pre-Apprenticeship Program
- 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 planning and support
- Graduation Plans and Student Success Plans Education
- Training on new Graduation Requirements
- Support in drug-free programming
- Support in employability skills and soft-skills training
- Mentoring, job shadowing, apprenticeships/pre-apprenticeships, internships
- Parent Education and Awareness regarding Career Planning
- 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)

**“The best way to find out if a career is for you is to try it out. Allowing students to learn the ins and outs of these jobs in the workplace will help them decide what career pathway is best for them and better prepare them for their futures.”**

**- Ohio Lt. Governor Jon Husted**

# Events, Activities, & Programs

Tri-County Educational Service Center Business Advisory Council member districts, business partners, and higher education partners work together 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 plan to participate in:

- Tri-County Educational Service Center Pre-Apprenticeship Programs
- Envision Your Future Program - for 9th and 10th graders
- Wayne County Career Expo - Senior Career Exploration Event
- Ashland, Holmes, and Wayne Counties In-Demand Jobs Week Events
- Ashland, Holmes, and Wayne Counties Vital Connections Teacher Immersion Bootcamp
- North Central Workforce Alliance of Ohio 2 B.E. Connected Teacher Immersion Bootcamp
- Tri-County Educational Service Center VEX IQ STEAM Camp
- Ashland County-West Holmes Career Center Gloves & Goggles Event
- Wayne County Manufacturing Day Event
- Tri-County Educational Service Center and Buckeye Book Fair Young Author Event
- Teacher Professional Development Day (Industrial Arts, Physical Education, School Counselors, Family, and Consumer Sciences)
- North Central Workforce Alliance of Ohio Workforce Summit (Spring and Fall)
- Ohio's New Graduation Requirements Educator Training
- Northeast Ohio Transition Symposium (State Support Team)
- chARTer Creative Arts Workshop (Orrville)
- Ashland County-West Holmes Career Fair
- Graduation Requirement Training: Local Graduation Seals
- Various Field Trips, Speakers, Career Days at Membership School Districts



*Students participate in a site tour at Frito-Lay during the Wayne County MFG Day Event*

*Students at Wayne County Schools Career Center participate in Drug Free Clubs*



# 2023-2024 Priority Goals and Actions

Develop and implement a Pre-Apprenticeship Program for Tri-County Educational Service Center Business Advisory Council Consortium Members.

- *Why:*
  - Youth pre-apprenticeship programs provide students with a first look at a possible career. With the implementation of Ohio's New Permanent Graduation Requirements, it is more important than ever to provide students with options for multiple pathways to graduation.
  - Member districts need support in developing a pre-apprenticeship program.
  - In the Ashland, Holmes, Wayne County two of the most in-demand careers are in the areas of Manufacturing and Hospitality & Tourism.
  - In the Spring of 2022, data from the OhioMeansJobs.com Career Cluster Inventory Results for students in the graduating classes from 2022-2023 was compiled and analyzed.
  - Only 3.3% of students are interested in Manufacturing as their top career choice.
  - Only 3.9% of students are interested in Hospitality & Tourism as their top career choice.
- *Action Leaders:* Beth Gaubatz, Andrew Johnson, Erik Beun, Noah Boyd, Eric Jurkovic, Alison Gardner, Karen O'Hare, Tiffany Miller
- *Resources/Tasks:*
  - The program will kick off during the 2023-2023 school with the East Holmes and West Holmes school districts
  - Meet with interested school districts to develop application procedures and courses of study for pre-apprenticeship pathways
  - Establish relationships with Registered Apprenticeship Programs for linkage
  - Develop and submit an operating plan to ApprenticeOhio for approval (program approved 4.18.2023: AO-PA-OH000160)
  - Enroll students in pre-apprenticeship program
  - Students will complete program requirements and career experiences
  - Evaluate outcomes and results for students and program completers
  - To view the Pre-Apprenticeship Program details, visit:  
[www.tinyurl.com/tricountypreapp](http://www.tinyurl.com/tricountypreapp) or click the picture below



Click Photo To View Pre-Apprenticeship Program Details



# 2023-2024 Priority Goals and Actions

## Increase Opportunities for Students in 9th and 10th Grades to Explore Potential Careers by Engaging in Business and Community Partnerships.

- *Why:* Research suggests that young people's career pathways are formed early, with career aspirations often following traditional gender stereotypes, and tending to reflect students' interest and achievement in traditional school subjects.
- *Action Leaders:* Beth Gaubatz, Dan Franks, Landre McCloud, Heather Howley, Melissa Siburt, Lexi Nussbaum, Bryan Troyer, Josh Nolan, Nicolina Nolletti
- *Resources/Tasks:*
  - Establish a workgroup to develop the program
  - Establish a mission statement, objectives, and learning targets for students
  - Collaborate with business and community leaders to plan each session's content and enlist session facilitators
  - Secure sponsors for the program to help cover the costs
  - Secure transportation to and from school districts for students who have transportation barriers
  - Contact school districts to educate them about the new program and to enroll students
  - Sessions will occur during the 2023-2024
  - The program is entitled "Envision Your Future" and will have 15 students participating
  - For details, [click the link here \(link\)](#) or see the photos below

**ENVISION YOUR FUTURE**

**WHAT IS ENVISION YOUR FUTURE?**

The Orrville Area Chamber of Commerce "Envision Your Future" program is a series of learning sessions that feature experiential and hands-on learning focusing on the personal development of local students. The Orrville Area Chamber is partnering with school districts, area municipalities, elected officials, and business leaders to turn all of Wayne County into a classroom.

The program will focus on the "3 E's: Enrollment/Education, Employment/Apprenticeship, and Enlistment" and help to build each student's confidence as they explore where their path will take them.

**WHO IS ENVISION YOUR FUTURE FOR?**

This program is an option for all 9th and 10th grade high school students. Specifically, the program will focus on students who want to explore their future career choice and are contemplating next steps after school.

**WHY PARTICIPATE?**

1. Learn about yourself and identify future goals
2. Improve your collaboration skills, communication skills, critical thinking skills, goal setting and time management
3. Celebrate different businesses in the community and network for future job shadowing opportunities, internships, and jobs
4. Be inspired by dynamic speakers
5. Recognize the power of your own experiences and empower you to take charge of your future
6. Meet students from other schools in Wayne County and find out what you have in common

Logos: ORRVILLE AREA CHAMBER OF COMMERCE, The Apple Creek BANKING CO., TRI-COUNTY EDUCATIONAL SERVICE CENTER, SERPENTINI of Orrville

**ENVISION YOUR FUTURE**

**DETAILS & SCHEDULE**

Topic	Date	Time	Location	Presenters
Planning for Success Beyond High School	October 10	9:00 - 11:00	Orrville Area Boys and Girls Club	Tyler Adams & Bethany Rachel Junior Achievement of North Central Ohio
The 3 E's: Employment, Education, Enlistment	November 14	9:00 - 11:00	Orrville Area Boys and Girls Club	Virtual Reality Headsets & WCSCC Presentations
Soft Skills, Resumes, & Interviewing	January 9	9:00 - 11:00	Orrville Area Boys and Girls Club	Goodwill of Wayne & Holmes County (Lou Carpenter & Makayla Jacobs)
Personal Growth & Emotional IQ	February 13	9:00 - 11:00	Orrville Area Boys and Girls Club	Rod Welker: Eagle Advisor Group, Melanie Garcia: Wayne County Community Foundation & Darrell Wesley: Orrville Councilman
Community Leaders & Young Professionals	March 12	9:00 - 11:00	Orrville Area Boys and Girls Club	Orrville Chamber Young Professionals
Graduation & Dessert Reception	March 13	6:00 - 7:00	Orrville Area Boys and Girls Club	Envision Your Future Participants

**SIGN UP HERE**

**QUESTIONS?**  
Contact Beth Gaubatz  
tesc\_bgaubatz@tocs.net



# Business Advisory Council Joint Statements

Joint Statements of the Tri-County Educational Service Center Business Advisory Consortium can be found posted online at the Tri-County Educational Service Center Website.

<http://www.youresc.k12.oh.us/career-connections>

**Tri-County Educational  
Service Center Joint  
Statement  
March 1, 2023**



**Tri-County Educational  
Service Center Joint  
Statement  
March 1, 2022**



**Tri-County Educational  
Service Center Joint  
Statement  
March 1, 2021**



**Tri-County Educational  
Service Center Joint  
Statement  
March 1, 2020**



**Tri-County Educational  
Service Center Joint  
Statement  
March 1, 2019**



# Business Advisory Council Plan Resources

## 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)

Connecting Worlds of Learning and Work - The Mitchell Institute  
<https://www.vu.edu.au/mitchell-institute/schooling/connecting-the-worlds-of-learning-and-work>

**Business Advisory Council  
 Plan Creation:**  
 8/2018

**Business Advisory Council  
 Plan Revisions:**  
 9/10/2019  
 8/12/2020  
 12/3/2020  
 3/1/2021  
 3/11/2021  
 9/8/2021  
 8/25/2022  
 9/11/2023



*Elementary students learn about career pathways at the Ashland County-West Holmes Career Center's Guys with Gloves and Girls with Goggles Day*

*Students look on as Author and Young Author Conference Presenter, Marcy Campbell, signs copies of her book*

