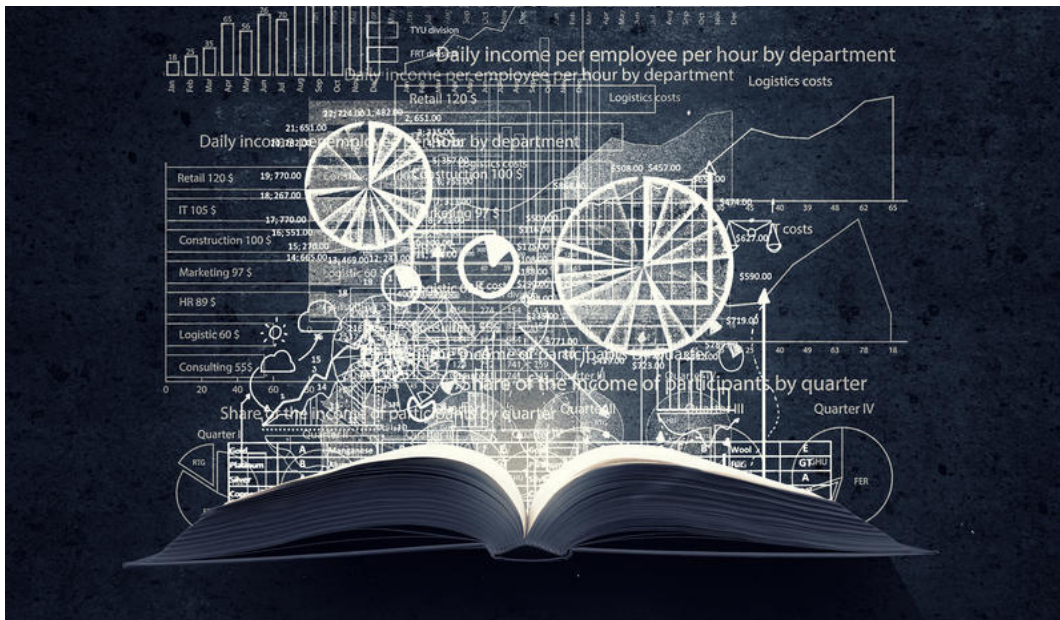


MARCH 1, 2021

BUSINESS ADVISORY COUNCIL

TRI-COUNTY EDUCATIONAL SERVICE CENTER
BUSINESS ADVISORY COUNCIL CONSORTIUM



*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.*

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

John Thomas
Superintendent

Wooster City Schools

Michael L. Tefs, Ed.D.
Superintendent



Business Partnership: North Central Workforce Alliance of Ohio Executive Board

Erv Howard

Executive Director
North Central Workforce
Alliance of Ohio



Joe Reep

President
Ashland Comfort Control,
Vice-President



Dan Moore

Vice President
Simonson Construction
Service, Inc., President



Dennis Miller

Treasurer
Sutton Bank, Vice-President



Beth Gaubatz

Secretary
Tri-County Educational Service
Center, Consultant



Matt Miller

Advisor - Ashland City
Mayor



Barbie Lange

Advisor - Realtor

Barbie Lange

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

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



**"No other investment yields as great a return as the investment in education. An educated workforce is the foundation of every community and the future of every economy."
Brad Henry**

Ohio's Business-Education Leader Awards for Excellent Business Advisory Councils

Tri-County Educational Service Center is a Three-Star Business-Education Leader Award in March of 2021.

Ohio is proud to be home to more than 120 Business Advisory Councils that engage with schools and collaborate about business and workforce needs, as well as educational programming that responds to those needs. To highlight the work of these councils, the Ohio Department of Education, in partnership with the Ohio Business Roundtable, Ohio Chamber of Commerce, Ohio Chapter of the National Federation of Independent Business, Ohio Farm Bureau, Ohio Manufacturers' Association, Ohio Excels, Ohio Restaurant Association and Ohio Council of Retail Merchants, developed Ohio's Business-Education Leader Awards for Excellent Business Advisory Councils. This application-based set of awards recognizes applicants that demonstrate excellence in the three Quality Practices:

- Excellence in developing professional skills for future careers;
- Excellence in building partnerships; and
- Excellence in coordinating career development experiences.

“Ohio’s Business Advisory Councils work with students, educators, and business leaders to set students up for success,” Lt. Governor Husted said. “This collaborative effort ensures that students have the tools they need to prepare for a future in-demand career through initiatives that promote career exploration, workforce development, and work-based learning.” “We’re so proud of the work these Business Advisory Councils are doing, together with their partner schools, to nurture leadership qualities and important workplace readiness skills in students and contribute to the talent pipeline for businesses. It’s a real win-win proposition,” said DeMaria.



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 9th, 2020
- April 13th, 2020
- May 18th, 2020
- June 8th, 2020
- August 10th, 2020
- September 14th, 2020
- October 12th, 2020
- November 2nd, 2020
- December 14th, 2020
- January 11th, 2021
- February 18th, 2021

North Central Workforce Alliance of Ohio Executive Board Meetings:

- March 10th, 2020
- May 27th, 2020
- September 15th, 2020
- December 8th, 2020

Wayne Economic Development Council:

- Informal meetings bi-monthly throughout 2020-2021



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 (virtual and in-person)
- Graduation Plan and Student Success Plan Development
- OhioMeansJobs-Readiness Seal and OhioMeansJobs.com website training
- 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)

**"Coming together is a beginning, staying together is progress, and working together is success."
Henry Ford**

Implementation & Progress

Throughout the 2020-2021 school year, Tri-County Educational Service Center Business Advisory Council continued to implement its mission and purpose.

The Business Advisory Council continues to recognize the importance and significance of the Ohio Department of Education's Strategic Plan for Education: 2019-2024, *"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. The Business Advisory Council will strive to improve business and education relationships to support students in connecting their current learning to future work. Further, the recent release of *"Each Child, Means Each Child: Ohio's Plan to Improve Experiences and Outcomes for Students with Disabilities"* (March 2021), stresses the idea that ALL students should have the opportunity to be prepared for success after high school. The Business Advisory Council will endeavor to ensure that career activities are accessible for ALL students.

The Business Advisory Council believes that the focus for career awareness, exploration, and planning must be tailored for each individual student.

Continuing the focus of previous years, 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. Many students do not know where their education can lead or what it means beyond the diploma or degree. Students go to school because it is expected or required of them, not because they see the larger reasons and purpose behind their schooling. Many students are unaware of how their schooling is connected to opportunities in the future and moving into the workforce or a future career can seem like a distant concept.

The Business Advisory Council will seek to collaborate with educators, workforce development trainers, employers, and parents to help young people understand the big picture story so students can envision their future successes. 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.

The goal of the Business Advisory Council is to create a spark, capture student interest, and ignite student motivation so they can actively pursue and plan for the many different pathways and opportunities that await them in the future.

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.

Many signature events and activities planned throughout the year were negatively impacted by the COVID-19 Global Pandemic and the health and safety guidelines set forth by the State of Ohio

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

- Tri-County Educational Service Center Remote Learning Resources Website/Career Connections Remote Learning Resources Site Created: Spring 2020
- Wayne County Career Expo - Senior Career Exploration Event: May 2020 (*cancelled*)
- Ashland, Holmes, and Wayne Counties In-Demand Jobs Week Events: May 2020
- Ashland City Schools Middle School Career Day: May 2020 (*cancelled*)
- Ashland, Holmes, and Wayne Counties Vital Connections Teacher Immersion Bootcamp: June 2020 (*cancelled*)
- North Central Workforce Alliance of Ohio 2 B.E. Connected Teacher Immersion Bootcamp: August 2020 (*cancelled*)
- Ashland County-West Holmes Career Center STEM Camp: Summer 2020 (*cancelled*)
- Tri-County Educational Service Center VEX IQ STEM Camp: Summer 2020 (*cancelled*)
- Wayne County Manufacturing Day: October 2020 (*cancelled*)
- Teacher Professional Development Day (Industrial Arts, Physical Education, School Counselors, Family, and Consumer Sciences) - Virtual: October 2020
- North Central Workforce Alliance of Ohio Workforce Summit: October 2020 (*postponed*)
- National Retail Federation (NRF) RISE Up Credentials Presentation: February 2021
- Ashland County-West Holmes Career Center Guys With Gloves and Girls with Goggles Virtual Events: March 2021
- Business Advisory Council Updates Presentations (Various School District Boards of Education: Spring 2021
- OhioMeansJobs-Readiness Seal Educator Training: offered virtually throughout 2020-2021 School Year
- Ohio's New Graduation Requirements Educator Training: offered virtually throughout 2020-2021 School Year
- Drug-Free Club Program Support: throughout 2020-2021 School Year
- Virtual Career Speakers at Membership School Districts: throughout 2020-2021 School Year

Advice & Recommendations

Employment Skills and Curriculum Development

Today's job markets and in-demand skills are vastly different from 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, greater adoption of technology will mean in-demand skills across jobs change over the next five years. Critical thinking and problem-solving top the list of skills that employers believe will grow in prominence between 2020 and 2025. These skills have been consistent since 2016. Newly emerging this year are skills in self-management such as active learning, resilience, stress tolerance, and flexibility.

Top 10 Skills of 2025

- Analytical thinking and innovation
- Active learning and learning strategies
- Complex problem-solving
- Critical thinking and analysis
- Resilience, stress tolerance, and flexibility
- Creativity, originality, and initiative
- Leadership and social influence
- Reasoning, problem-solving, and ideation
- Emotional intelligence
- Technology design and programming

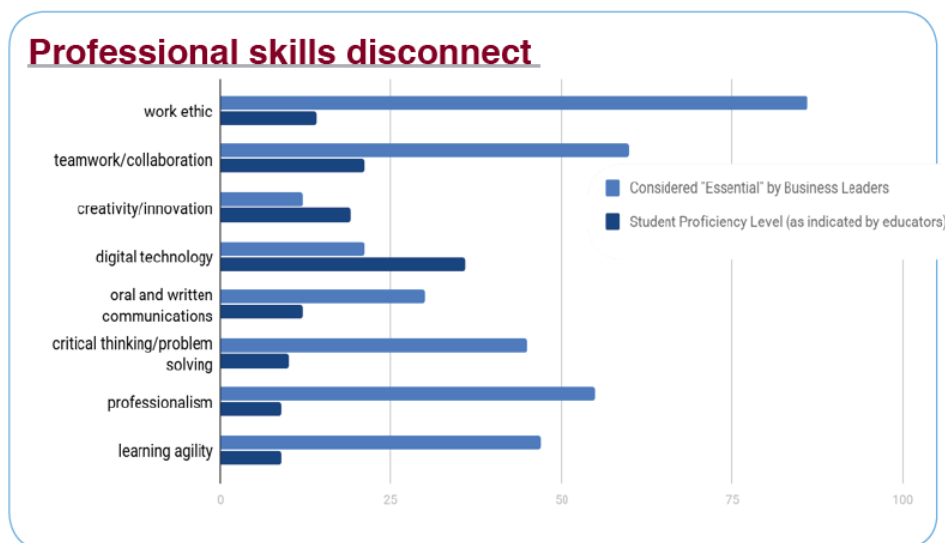
Source: Future of Jobs Report, World Economic Forum, October 2020



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. Graduation Plans will allow for students to plan classes and activities that will support their chosen pathway. The OhioMeansJobs-Readiness Seal will provide students the chance to document the work they have done towards being ready.

Advice & Recommendations Continued

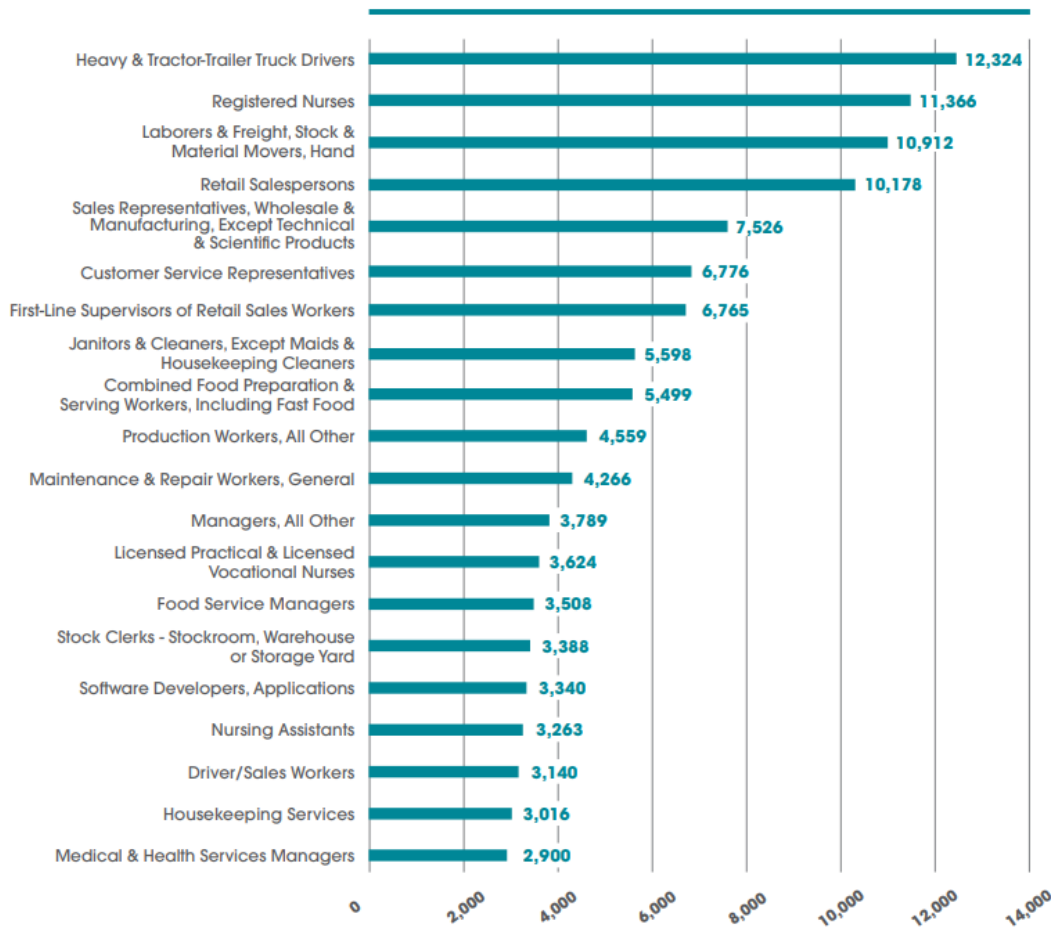
Job Market Changes and Employment/Future Job Availability

TeamNEO released the Top Job Postings by Occupation from March 2020 - October 2020 in the "Navigating the Next Normal" Report(December 2020). Northeast Ohio experienced notable shifts in its labor market as a result of the COVID-19 pandemic.

Some sectors, like leisure and hospitality, as well as certain segments of manufacturing, have been hard-hit. However, others have held steady or benefited from new opportunities for growth. Job openings have increased in some industries that have been responsive to changing consumer behaviors and needs, and demand for talent is still strong among in-demand sectors such as health care and information technology.

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

**Top Job Postings by Occupation:
March 2020-October 2020**



Source: Burning Glass Labor Insight/Jobs

Advice & Recommendations Continued

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/>

http://education.ohio.gov/Media/Media-Releases/Ohio-s-Business-Education-Leader-Awards-for-Excell#.YEj_LGhKiUk

Ohio Governor's Office of Workforce Transformation

<https://workforce.ohio.gov/>

Team NEO

<https://teamneo.org/>

OhioMeansJobs

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

World Economic Forum

weforum.org

Delivering The Big Picture of Employment

Marc C. Pena

<https://www.tfsresults.com/delivering-the-big-picture-in-education-and-employment/>
