

# Mid-Ohio ESC Business Advisory Council

## Plan 2024-2025

The Mid-Ohio ESC Business Advisory Council (BAC) serves as a collaborative partnership between businesses, educators, and community leaders across Richland, Morrow, and Crawford counties. Our mission is to foster a robust relationship 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.

### 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 2024. This rigorous rating, just shy of the highest 4-star rating, reflects our commitment to excellence in fostering education and business partnerships.

- **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.

### Our Mission

Our goal is 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.

### We focus our work on Three Quality Practices:

1. **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.
2. **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.

3. Coordinate Experiential Learning Opportunities: The BAC connects 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, we aim to enhance career readiness and support local workforce development.

## Business Advisory Council Structure

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, North East and Central (Richland, Morrow and Crawford Counties)

## Schedule of Meetings

Mid-Ohio ESC Business Advisory Council Meetings 2024-2025 School Year	
Quarter 1 Meeting: September 25, 2024	Quarter 2 Meeting: November 20, 2024
Quarter 3 Meeting: February 26, 2025	Quarter 4 Meeting: April 23, 2025
Action Planning teams for each county (Morrow, Crawford & Richland) meet monthly.	

## School District Participants

School district participation in the 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.

Member School Districts Represented by the Business Advisory Council			
	School District	District Superintendent	Superintendent Email
1	Bucyrus City Schools	Robert Britton	rbritton@bucyrusschools.org
2	Cardington-Lincoln Local Schools	Todd Spinner	todd.spinner@cardington.k12.oh.us
3	Crestview Exempted Village Schools	James Saxer	saxer.james@crestlinebulldogs.org
4	Crestview Local Schools	Jim Grubbs	grubbs.jim@crestviewschools.net
5	GOAL Digital Schools	Tish Jenkins	tjenkins@mygda.org
6	Highland Local Schools	Nate Huffman	nate_h@hlsd.us
7	Lexington Local Schools	Jeremy Secrist	secrist.jeremy@lexington.k12.oh.us
8	Lucas Local Schools	Brad Herman	herman.brad@lucascubs.org
9	Madison Local Schools	Rob Peterson	rpeterson@madisonrams.net
10	Mansfield City Schools	Stan Jefferson	jefferson.stan@mansfieldschools.org
11	Mount Gilead Exempted Village Schools	Zack Howard	zackhoward@mgschools.org
12	Northmor Local Schools	Chad Redmon	redmon.chad@northmor.k12.oh.us
13	Plymouth Shiloh Local Schools	Brad Turson	bturson@plymouthk12.org
14	Shelby City Schools	Michael Browning	browning.michael@shelbyk12.org
15	Mid Ohio ESC	Kevin Kimmel	kimmel.kevin@moesc.net
16	Clear Fork Valley Local Schools	John Thomas	thomasj@cfc Colts.org
17	Ontario Local Schools	Keith Strickler	strickler.keith@olsohio.org

Mid Ohio Business Advisory Council Education Members		
Education Member	Title	Organization
Bethany Rachel	Career Coach & Junior Achievement	Ontario Local Schools & Junior Achievement
Greg Nickoli	Superintendent	Pioneer Career Center
Kevin Foreman	Coordinator	Turbo Cert Program
Julie Frankl	Career Tech Consultant	SST7
Sonja Pluck	Director	Madison Adult Career Center
Lisa Brown	School Counselor	Crestview Local Schools
Angie Cirone	Foundation Director	Mansfield Richland Area Educational Foundation
Amanda Staley	Extension Educator	OSU Extension Morrow

## Business Member Participants

Business participation in the 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.

Participating Businesses		
Business Advisory Council Member	Title	Industry
Nichole Scott	Director of Nursing	Ohio Health
Mindy Sanford	Senior Advisory Workforce Development	Ohio Health
Dr. Kelly Gray	V.P. Academic Services	North Central State College
Mike Augenstein	Director of Workforce Solutions	Marion Technical College
Matt McClester	Field Representative	Bricklayers Union & Allied Craftworkers
Zoi Romanchuk	Vice President	PR Machine Works
Pam Stimpert	Career Coach	SPARC Council Talent Development
Ann Downs	RMC Director	Regional Manufacturing Council
Frank Gibson	Intermediary	Regional Manufacturers Workforce Alliance
Clint Knight	Area 10 Workforce Development Director	Area 10 Workforce Development Board
Lisa Marcum	Workforce Development Manager	Crawford Partnership & Crawford County BAC
Randi Spoon	Workforce Coordinator	Morrow County Development Office
Tyler Shinaberry	SPARC Council Chair	SPARC Council
Gene Gompf	Director, CFSP	Gompf Funeral Homes
Breann Klug	Senior Business Operations Specialist	FANUC
Mary Hastiings	Liaison	Lt. Governor's Office
Col. Kenneth Kmetz	Colonel USAF 179th	USAF 179th Cyber Defense
Kelly Carey	Workforce Specialist	Office of Workforce Development
Lori McCleese	President NC Region	Junior Achievement
LuAnn Cooke	Liaison	Lt. Governor's Office
Kodey Kreglow	Manager Service & Support Administrators	Richland New Hope
Ann Artrip	Transitions Manager	Morrow County Board of DD
Jenny Reed	H.R. Director	Mid-Ohio ESC
Jamie Brucker	Director	Morrow County Development
Amber Wertman	Executive Director	United Way of North Central Ohio
Gina Stewart	Recruitment/Retention Specialist	Clearwater Council of Governments
Ben Rietschlin	Owner	Rietschlin Construction
Gary George	Employment Navigation	Richland New Hope DD
Nate Harvey	Director	Crawford Success Center
Kara Ault	Opportunities Manager	Abilities in Action
Amanda Webb	V.P. Human Resources	Eagle Crusher
Adam Weiser	Plant Manager	Advanced Fiber Technologies
Chris Robinette	Plant Manager	Tramec Sloan
Regina Miller	Human Resources Director	IB Technologies
Ben Blubaugh	Pattern Division Plant Manager	Covert Manufacturing
Traci Oswald	Senior Human Resources Manager	Ohio Mutual Insurance
Bryce Butler	Youth Programs Manager	Goodwill
Casey Pollock	Human Resources Director	Cardington Yutaka Technologies
Michelle Smith	Director of Human Resources	Lubrication Specialities, Inc.
Carla Pell	HR Generalist	Dollar Tree Distribution Center
Fred Brong	Plant Manager	Adalet

# Business Advisory Council

## Activities & Initiatives for the 2024-2025 School Year

### QUALITY PRACTICE 1: DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

Initiative 1	Educator Summer Boot Camps (3: Richland, Morrow, Crawford)
Details of the plan associated with implementing this quality practice including collaborative action steps required to facilitate achieving outcomes	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 plan for educator (teachers, guidance counselors) bootcamps implementation in summer 2025 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.
Participating school districts. Percentage of students within the BAC to be impacted by this initiative	This program is available to all school districts in Richland, Morrow, and Crawford Counties. Once enrollment is complete, we can calculate the percentage of students who would be impacted by this initiative.
Businesses involved	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, Imasen Bucyrus Technology Inc., Crossroads Factory Store, Carter Machine, Covert Manufacturing, CTR Holdings, Elliott Machine Works, Integrated Systems Technologies, ES Consulting, Stoneridge, DRM Productions, Schmidt Security Pro, Avita Health System and 179th Cyberspace Wing.
Timelines for each phase of plan development and associated deadlines	January 2025-event flyers emailed to school districts, application process opens. February 2025-Contacts made to secure funding from Lt. Governor’s Office March 2025- Selection committees meet to review applications and select participants April 2025 Participants notified of selection. May 2025 Planning & coordination between Business Advisory Council and Workforce Development Partners. Business tour locations secured. May 2025-Orientation meeting for businesses June 2025- Boot Camps held
List of resources needed for implementation	Funding from Lt. Governor’s Office Personnel to staff the Boot Camp tours Resources from Ashland University Adjunct instructor Lunches for participants Businesses to sponsor 3D Printer giveaway for teachers
Challenges that may impact this plan with proposed solutions	Personnel to staff the Boot Camp tours at manufacturers is a challenge. The Business Advisory Council will partner with workforce development partners and overcome these challenges.
Data and measurable outcomes to achieve the plan.	The Business Advisory Council will track and report the number of teachers completing the Boot Camp at the end of June 2025. We expect to be awarded 15 seats per county, potentially impacting 45 educators.
How this initiative helps to develop relevant in-demand skills for students and educators	Educators get firsthand experience with current manufacturing technologies and processes, which 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.
How this initiative impacts students with disabilities and aligns to the State Systematic Improvement Plan.	Will serve to better prepare the area educators to address the needs of students with disabilities and assist in a quality transition plan for students entering the workforce or post-secondary education.

<b>Initiative 2</b>	<b>Business Advisory Council Expert Advisors</b>
Details of the plan associated with implementing this quality practice including collaborative action steps required to facilitate achieving outcomes	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. Collaboration and engagement with appropriate personnel from each identified entity, and the Business Advisory Council membership to identify experts in each county and the state of Ohio who can serve in the capacity to advise on the skills needed for in-demand professions. 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. Student input from surveys, YouScience 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.
Participating school districts. Percentage of students within the BAC to be impacted by this initiative	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, Mansfield City 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.
Businesses involved	Business Advisory Council Businesses; Area 10 Workforce Development Board, North Central State College, Marion Technical College, Bricklayers Union & Allied Craftworkers, PR Machine Works, SPARC Council, Regional Manufacturing Council, Richland County Economic Development, Crawford Partnership (EDC), Morrow County Development Office, Gompf Funeral Homes, Ohio Means Jobs, Junior Achievement of Northwest Ohio, State Support Team 7, Abilities in Action, DD Board, Clearwater COG.. Additional experts already scheduled, Ohio Governor’s Office of Workforce Transformation, Drive Ohio, Ohio Health, EagleCrusher.
Timelines for each phase of plan development and associated deadlines	Ongoing engagement of stakeholders and experts to gauge their interest and willingness to participate in Business Advisory Council Meetings, communicating the purpose and benefits of their involvement. Experts and site visits must be scheduled at least one week prior to each Business Advisory Council Meeting.
List of resources needed for implementation	Networking resources (including marketing and outreach materials) to reach out to potential experts and stakeholders as well as to maintain relationships with industry partners, educational institutions and other relevant organizations.
Challenges that may impact this plan with proposed solutions	Finding the right experts who have the relevant knowledge and experience in the specific industries or professions targeted for this endeavor can be a challenge. Leveraging professional networks, industry associations and educational partnerships will help identify potential experts. Coordinating the schedules of busy professionals can be a logistical challenge. We will use scheduling and virtual meeting tools to find common meeting times to plan.
Data and measurable outcomes to achieve the plan.	The Business Advisory Council will engage expert advisors during each (4 of 4) meetings to provide resources and critical data and information on conditions impacting the labor force, living wages, Ohio’s investments and programs in workforce development, high growth high wage jobs, employer trends and priority workforce initiatives and programs.
How this initiative helps to develop relevant in-demand 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.
How this initiative impacts students with disabilities and aligns to the State Systematic Improvement Plan.	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 can advise on accommodations, workforce trends, and support systems to ensure students with disabilities gain relevant skills and access to employment opportunities. Student input ensures personalized, equitable pathways, empowering them for success in in-demand careers.



## QUALITY PRACTICE II: BUILD PARTNERSHIPS

Initiative 3	Identify and Select a Business Partner Co-Chair for the BAC
Details of the plan associated with implementing this quality practice including collaborative action steps required to facilitate achieving outcomes	To continue partnership growth, The Business Advisory Council aims to appoint a Co-Chair from the business community as a collaborative partner. The BAC has collaborated with council members to define the skills, knowledge and dispositions needed in an Expert Business Advisory Council Member, and Co-Chair. The Business Advisory Council will identify Co-Chair candidates by collaborating with existing council members and partners to identify potential candidates from the business community who have the necessary expertise as defined by the BAC and commitment to serve as Co-Chair. Outreach efforts will be established to engage business leaders including personal invitations, meetings and presentations. A selection committee will review Co-Chair nominations, collaboratively selecting the Co-Chair. An orientation to the council's activities, responsibilities and expectations will take place.
Participating school districts. Percentage of students within the BAC to be impacted by this initiative	All Business Advisory Council districts.
Businesses involved	A variety of businesses in Richland, Crawford and Morrow Counties will be engaged for the search, to be determined. The Richland Source, an independent journalism organization will be secured to support the search.
Timelines for each phase of plan development and associated deadlines	September-October 2024: Collaborate with Workforce Development Partners in each county to develop a clear outline of Co-Chair responsibilities, expectations and qualifications. November-December 2024: Begin discussions with council members and partners to identify potential Co-Chair candidates from the business community. Create a list of potential candidates based on expertise and commitment to the role. January 2025: Initiate outreach efforts to engage business leaders. Send personal invitations to potential Co-Chair candidates and arrange meetings and presentations to discuss the role and its importance. February 2025: Accept nominations from council members and partners, finalize the list of nominated candidates based on outreach and consultations. March 2025: The selection committee reviews Co-Chair nominations April 2025: Select Co-Chair based on the committee's review and discussions, notify the chosen Co-Chair and prepare onboarding materials. May 2025: Conduct Orientation for the newly selected Co-Chair.
List of resources needed for implementation	Selection committee, council members, administrative support for communication and coordination Email systems for outreach & tracking Meeting platforms (Zoom/Teams) and presentation materials for engaging candidates Access to business networks and contacts Invitation templates 7 promotional materials Meeting space, technology, etc. Funding for media related items
Challenges that may impact this plan with proposed solutions	Time constraints for business leaders may be a challenge. We will offer flexible participation options, such as virtual meetings and a clear time commitment breakdown.
Data and measurable outcomes to achieve the plan.	20-30 Business leaders will be targeted for contact with the goal of at least 10 expressing interest in the role.
How this initiative helps to develop relevant in-demand skills for students and educators	By appointing a Co-Chair from the business community, the Business Advisory Council gains direct input from industry leaders who understand current and emerging workforce trends. This ensures that the curriculum and training programs reflect the skills in demand by employers, helping both students and educators stay aligned with market needs.
How this initiative impacts students with disabilities and aligns to the State Systematic Improvement Plan.	A business leader Co-Chair can bring firsthand knowledge of inclusive hiring practices and workplace accommodations, ensuring that discussions and initiatives prioritize the needs of students with disabilities. They can advocate for businesses to actively support and hire individuals with disabilities, ensuring that career pathways are inclusive and accessible.

Initiative 4	Participate in Cooperative Partnership Endeavors
<p>Details of the plan associated with implementing this quality practice including collaborative action steps required to facilitate achieving outcomes</p>	<p>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.</p> <ul style="list-style-type: none"> <li>-Regular updates provided to Superintendent and at BAC an other similar working groups during meetings in Richland, Crawford and Morrow Counties</li> <li>-Representatives from each initiative report at each Mid-Ohio ESC BAC meeting</li> <li>-Participation in the following partnership initiatives and programs being offered by partners: <ul style="list-style-type: none"> <li>● Crawford Partnership Business Advisory Council Activities <ul style="list-style-type: none"> <li>○ You Science data sharing</li> <li>○ Community Opportunity, CEO Program</li> <li>○ WAGE Tours</li> </ul> </li> <li>● Mansfield Richland Area Educational Foundation Tech Spark Initiatives (Crawford and Morrow Counties) <ul style="list-style-type: none"> <li>○ You Science data sharing</li> </ul> </li> <li>● RMC Manufacturing Days</li> <li>● Pioneer Career Center <ul style="list-style-type: none"> <li>○ Career Coaches located in participating BAC high schools, You Science data sharing</li> </ul> </li> <li>● Tri-Rivers Career Center <ul style="list-style-type: none"> <li>○ You Science data sharing</li> </ul> </li> <li>● NECIC Work Based Learning, Goodwill Work Based Learning, Richland New Hope</li> <li>● MOESC Student Leadership Challenge</li> </ul> </li> <li>-Developing a data collection plan for collecting information about career activities across all counties</li> </ul>
<p>Participating school districts. Percentage of students within the BAC to be impacted by this initiative</p>	<p>All Business Advisory Council districts.</p>
<p>Businesses involved</p>	<p>Regional Manufacturing Coalition, Crawford Partnership, Crawford County BAC, Mansfield Richland Area Educational Foundation, NECIC, Goodwill Industries and many more TBA.</p>
<p>Timelines for each phase of plan development and associated deadlines</p>	<p>Each initiative operates according to individual scopes of work and timelines determined by the partnership facilitating the activity.</p>
<p>List of resources needed for implementation</p>	<p>BAC members and schools participating in collaborative endeavors</p>
<p>Challenges that may impact this plan with proposed solutions</p>	<p>Effective communication among diverse stakeholders can be a challenge to collaboration. The complexity of the stakeholder landscape can impact successful implementation, or cause duplication of efforts or lead to gaps. Defining and communicating clear metrics to stakeholders can help alleviate these challenges. Developing a data collection plan for collecting information about career activities across all counties will also help.</p>
<p>Data and measurable outcomes to achieve the plan.</p>	<p>Each initiative operates according to individual scopes of work and data collection processes and deadlines determined by the partnership facilitating the activity. The BAC will refine it's data collection plan for collecting information about career activities across all counties.</p>
<p>How this initiative helps to develop relevant in-demand skills for students and educators</p>	<p>Tools like YouScience provide data on students' aptitudes, aligning their strengths with in-demand careers. This data is shared across educational institutions and career centers, helping educators tailor their teaching and guidance to meet both student needs and workforce demands. Educators benefit from participation in shared programs these initiatives give teachers insights into evolving industry trends and technologies, allowing them to adjust their curriculum and teaching strategies to prepare students for careers in fields like manufacturing, technology, and business.</p>
<p>How this initiative impacts students with disabilities and aligns to the State Systematic Improvement Plan.</p>	<p>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.</p>



## Quality Practice III. Coordinate Experiences

Initiative 5	Action Teams in Richland, Crawford and Morrow Counties
Details of the plan associated with implementing this quality practice including collaborative action steps required to facilitate achieving outcomes	Business Advisory Council Action Teams will continue to 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 each of 3 counties (Richland, Morrow and Crawford) consisting of businesses and educators (“Career Champions”) from each school will review Career Connections Framework, Quality Practices Rubric, Local Data, and plan or continue at least 1 career activity for the 24-25 school year or summer.
Participating school districts. Percentage of students within the BAC to be impacted by this initiative	All Business Advisory Council districts.
Businesses involved	A variety of businesses in Richland, Crawford and Morrow Counties will be engaged for this work, to be determined.
Timelines for each phase of plan development and associated deadlines	Each Action Team operates according to individual scopes of work and timelines determined by the Chairs and Co-Chairs facilitating the activity.
List of resources needed for implementation	Action Team Chairs and Co-Chairs, BAC members and schools and businesses to participate in collaboratively designed activities for students.
Challenges that may impact this plan with proposed solutions	Effective communication among diverse stakeholders can be a challenge to collaboration. The complexity of the stakeholder landscape can impact successful implementation, or cause duplication of efforts or lead to gaps. Defining and communicating clear metrics to stakeholders can help alleviate these challenges. Action Team Chairs and Co-Chairs who work in the spirit of collaboration rather than competition are another successful ingredient for overcoming challenges that may impact the work of the plan.
Data and measurable outcomes to achieve the plan.	Each initiative operates according to individual scopes of work and data collection processes and deadlines determined by the Action Team facilitating the activity. The BAC will work to develop a data collection plan for collecting information about career activities across all counties.
How this initiative helps to develop relevant in-demand skills for students and educators	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.
How this initiative impacts students with disabilities and aligns to the State Systematic Improvement Plan.	Localized planning allows the Action Teams to create career activities that cater to the specific needs of students with disabilities. These activities can be customized with accommodations or adaptive strategies to ensure that students with disabilities have equal opportunities to develop relevant in-demand skills

Initiative 6	State Recognized Pre-Apprenticeship Program (Workforce Academy)
Details of the plan associated with implementing this quality practice including collaborative action steps required to facilitate achieving outcomes	<p>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 in order to graduate.</p> <p><i>Research has consistently shown that <b>access to vocational opportunities and alternative pathways to graduation</b> (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. The Workforce Academy State Recognized Pre-Apprenticeship Program will provide an alternative pathway to graduation, and provide linkages for students with vocational opportunities in manufacturing and construction, including exposure to Registered Apprenticeship.</i></p> <p>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.</p>
Participating school districts. Percentage of students within the BAC to be impacted by this initiative	<p>All school districts in Richland, Morrow and Crawford Counties.</p> <p>Impact can be determined once students have enrolled.</p>
Businesses involved	<p>Ohio Contractors Association, Carter Machine, OSU Extension, Goodwill, Abilities in Action North Central State College, Integrated Systems Technologies</p> <p>Various manufacturers in Richland, Crawford and Morrow Counties</p>
Timelines for each phase of plan development and associated deadlines	<p>September-October: Schools will be provided with the program overview and enrollment information. Additional business partners will be recruited for the work based learning experiences for students.</p> <p>October-November: School personnel will be trained to deliver the curriculum.</p> <p>December-May: Students participate in the program and associated work based learning experiences</p> <p>May-Students complete the program.</p>
List of resources needed for implementation	<p>Transportation for students to the work based learning activities</p> <p>Teacher training</p> <p>Personnel to coordinate between the schools, businesses and the Pre-Apprenticeship Provider.</p>
Challenges that may impact this plan with proposed solutions	<p>It may be challenging to enroll students based on limited awareness in school districts. 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 both graduation requirements and career opportunities.</p>
Data and measurable outcomes to achieve the plan.	<p>The BAC will track the number of students completing the State Recognized Pre-Apprenticeship (an alternative graduation competency pathway) graduating from high school, and those matriculating to an Apprenticeship will be collected and reported to the BAC. The number and percentage of students earning the Ohio Means Jobs Readiness Seal as part of the Pre Apprenticeship Program will also be tracked and reported to the BAC.</p>
How this initiative helps to develop relevant in-demand skills for students and educators	<p>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. This exposure prepares students for Registered Apprenticeships and career opportunities that align with market needs.</p>
How this initiative impacts students with disabilities and aligns to the State Systematic Improvement Plan.	<p>WFA provides practical, skill-based learning opportunities in the fields of manufacturing and construction, which can be adapted to meet the needs of students with disabilities. This helps them develop valuable job skills in a supportive environment.</p>

Initiative 7	Turbo Cert Expedited Industry Recognized Credential Program
<p>Details of the plan associated with implementing this quality practice including collaborative action steps required to facilitate achieving outcomes</p>	<p>The TurboCert Program is new in the 24-25 school year, developed exclusively by the Mid-Ohio ESC Business Advisory Council.</p> <p>Turbo-Cert provides high school students the opportunity to earn industry-recognized credentials across multiple career pathways. In collaboration with North Central State College, the program is hosted at the Crawford Success Center and offers students valuable skills and certifications that are highly sought after by employers. This initiative is available to students from all Crawford County schools.</p> <p>The BAC will collaborate with North Central State College who will provide classroom space at the Crawford Success Center, and adjunct instructors, where the program will be housed. Mid-Ohio ESC will provide a FANUC Robot and instructor, and a Coordinator for the program. The Coordinator will collaborate with all Crawford County Schools to recruit and enroll students for the program.</p>
<p>Participating school districts. Percentage of students within the BAC to be impacted by this initiative</p>	<p>All school districts in Crawford Counties regardless of BAC affiliation. Impact can be determined once students have enrolled.</p>
<p>Businesses involved</p>	<p>Manufacturers in Crawford County. As this is a new program, these partners are being added as of this time of plan submission.</p>
<p>Timelines for each phase of plan development and associated deadlines</p>	<p>August-October 2024:Grants secured for funding, recruitment at districts, application process November-December: Planning and enrollment January-May 2025-Program Operation May 2025 Program Completion</p>
<p>List of resources needed for implementation</p>	<p>Funding for: Instructors (NC State, Mid-Ohio ESC), Curriculum and equipment (NC State &amp; Mid-Ohio ESC, Timken Foundation), TurboCert Coordinator (Mid-Ohio ESC) Businesses mentors IWIP reimbursement funds from ODEW</p>
<p>Challenges that may impact this plan with proposed solutions</p>	<p>Students may face difficulties traveling to the Crawford Success Center for the TurboCert Program. The BAC will explore partnerships with local transportation providers or seek funding for a shuttle service to transport students from various districts to the Crawford Success Center.</p>
<p>Data and measurable outcomes to achieve the plan.</p>	<p>The program expects to enroll 10 students in year 1, as this is a small pilot. If the ODEW grant application is funded, more will be served.</p>
<p>How this initiative helps to develop relevant in-demand skills for students and educators</p>	<p>The program equips students with certifications that are highly sought after by employers across various career pathways. By earning these credentials, students develop the technical and practical skills needed to enter the workforce immediately after graduation or pursue further education.Educators involved in the program benefit from ongoing collaboration with North Central State College and local employers. This keeps teachers informed of the latest industry trends and technologies, allowing them to integrate relevant skills into their teaching practices and better prepare students for modern career demands.</p>
<p>How this initiative impacts students with disabilities and aligns to the State Systematic Improvement Plan.</p>	<p>The program’s emphasis on hands-on, practical experience helps students with disabilities develop real-world skills in supportive environments. This experiential learning approach can be more engaging and accessible, allowing them to build confidence and competence in their chosen career fields.</p>

Initiative 8	Speech Learning Pathologist (SLP) Student Internship Program
Details of the plan associated with implementing this quality practice including collaborative action steps required to facilitate achieving outcomes	The High School Student SLP Internship Program is new in the 24-25 school year, developed exclusively by the Mid-Ohio ESC Business Advisory Council to address workforce shortages in SLPs in educational settings. Students will receive direct mentorship from experienced SLPs, including 20 hours of job shadowing in schools and regular coaching sessions with their mentor. Content aligned to the Ohio Speech & Hearing Professionals Board SLP Aide License and Ohio Means Jobs Readiness Seal are balanced with interactive work sessions facilitated by university partners, focused on college & career preparation. Interns collaborate with their SLP mentors to design and implement a project related to speech-language pathology practice, then present their work to an audience of peers and professionals in a culminating event. Using Brightpath YouScience data, a coordinator for the program will work with high school counselors to identify, recruit and enroll students with an aptitude and interest in the program. Students will be paired with an experienced SLP who will provide work based learning for students in school sites. Organized regular coaching sessions will help students process experiences, and career and college preparation. University partners will collaboratively provide work sessions and facilitate content for students to earn the SLP Aide License. Mentors will guide students through the development of the culminating project. The BAC, partners and mentors will work together to facilitate the final culminating event where students will present their work to an authentic audience.
Participating school districts. Percentage of students within the BAC to be impacted by this initiative	All school districts in Richland, Morrow and Crawford Counties. Impact can be determined once students have enrolled.
Businesses involved	Ohio Speech and Hearing Professionals Board, Ohio Department of Education and Workforce Office of Exceptional Children, Ohio School Speech Pathology Educational Audiology Coalition, Ohio State University, Kent State University, University of Akron, Baldwin Wallace, Mt. Vernon Nazarene University, Cleveland State University, Mt. St. Joseph University, Ohio Speech-Language Hearing Association, State Support Team 7, Case Western Reserve, Miami University, Ohio Speech and Hearing Professionals Board & State Dyslexia Committee, University of Cincinnati.
Timelines for each phase of plan development and associated deadlines	October: Recruitment and Selection November: Mentor Pairing and Program Kickoff December: Internship and Coaching, Content for licensure preparation January: Workshops with University partners February: Project check in, mentor check ins March: Finalize internship hours, projects April: Culminating event, project presentations, licensure attainment
List of resources needed for implementation	Program coordinator, SLP mentors, university partners, school counselors, school settings for internship training materials for students, workshop content, presentation venue, tracking tools, presentation tools, transportation.
Challenges that may impact this plan with proposed solutions	Challenges include limited availability of SLP mentors, scheduling conflicts, and student transportation issues, which can be addressed by expanding the mentor pool, offering flexible scheduling, and arranging transportation support. To maintain engagement and manage the short January-May timeframe, interactive activities, clear milestones, and early prioritization of key tasks are essential. Consistent communication through a centralized platform will keep all stakeholders aligned and ensure smooth coordination.
Data and measurable outcomes to achieve the plan.	Target enrollment of 10-15 students in the first year.

<p>How this initiative helps to develop relevant in-demand skills for students and educators</p>	<p>This initiative helps students develop relevant in-demand skills by offering hands-on experience in speech-language pathology through job shadowing and mentorship with experienced professionals. Students gain practical skills in communication, problem-solving, and clinical practice, which are valuable in healthcare and education fields. Educators also benefit by staying connected to industry standards, learning how to better guide students toward careers in speech-language pathology, and incorporating real-world applications into their teaching.</p>
<p>How this initiative impacts students with disabilities and aligns to the State Systematic Improvement Plan.</p>	<p>This initiative positively impacts students with disabilities by offering them access to mentorship, job shadowing, and hands-on experiences in a supportive, real-world environment, ensuring they can explore careers like speech-language pathology, which is closely aligned with communication and language development. The program provides individualized support and accommodations as needed, making the learning experience accessible and inclusive.</p>