

**Mid-Ohio Educational Service Center (ESC)
Business Advisory Council (BAC)
Joint Statement**

KEY FOCUSES

1. Delineation of Employment Skills

Explain the process that business advisory council will use to research (either formally or informally) in-demand employment skills and how the council will provide recommendations on those employment skills to the governing board.

- It has been recognized by the BAC that strong interpersonal, as well as, professional skills are necessary for our students to be prepared for success in the workplace. Effective work habits, showing self-control, displaying essential critical thinking skills, have collaborative teamwork abilities, being reliable and dependable, exercising strong decision-making skills, and being an effective communicator are demonstrated proficiency skills important to encourage among our youth.
- The BAC will develop a survey for the partnering school districts to complete. This survey will gather comprehensive information regarding the needs and recommendations of the educational staff relative to youth needs (soft skills, technical skills, career exploration, etc.). Staff, students and families will be included in this activity.
 - SPARC / Transitional Workforce Development Surveys that were sent out to 16 school Superintendents;
 - 9 out of 16 responded
 - May 2nd career fair was a well-received idea and should be continued
 - Overall needs can be supported by:
 - Exposing students to what is right here in our counties
 - Contacts and supports from local business to support internships
 - Job shadowing in the community
 - Continue with career coaches
 - WAGE Tours
 - Credentialing programs
 - Programs for students unsure of pathway and not on a college prep path
 - Transportation for students (lift or bus tickets)
 - Soft skills training
 - Continued exposure to information- manufacturing nights and tours, career coaches, etc.
 - North Central State College – Superintendents & Counselors Meeting being held on October 4th and Survey regarding key education topics of mutual interest. Potential discussion topics; strategies to help minimize CCP costs on all institutions, school district capacity to provide credentialed CCP faculty from their high school instructors, aligning “wrap-around” services between the secondary and post-secondary levels, development of academic certificate pathways at the high school, helping inspire seniors who are “undecided” on their path after high school, helping students better understand (and prepare for) the

rigor and cost of post-secondary education, helping students to be better aware of local career opportunities.

- The BAC will develop a survey for regional business and higher education institutions to complete. This survey will gather comprehensive information regarding their needs and recommendations for our school/youth/families, relative to curriculum, soft skills, etc.
 - A request has been made to the Career Connections Department at ODE for a sample survey. This survey will be given to our regional business and high education partners to complete. This gathered data will assist the BAC to identify and recommend employment, educational activities and programs to address the changes in the economy, job market and postsecondary opportunities.

2. Development of a Curriculum to Instill Employment Skills

Identify goals and develop a comprehensive plan for how employability skills will be taught and reinforced in kindergarten through grade 12. Provide recommendations on how the employment skills identified above will be integrated into and taught through existing curricula and/or the creation of new curricula. This plan should include both classroom instruction, as well as activities, events and programs. Address how existing programs will be sustained, and new, innovative programs will be initiated and supported.

Example activities, events and programs may include; Speaker Series, Job Shadowing, OhioMeansJobs, WIOA CCMEP, Business Training Centers, Career Exploration Courses, Work-based Learning, Mentoring Programs, Career Expos, Site Visits, Internships, Career Pathways

- Information on the completed activities by our region and the BAC will be shared and publicized in our area. Specifically, our districts are conducting numerous career exploration student activities, students are receiving an internship assignment, collaboration with business are occurring, and staff professional development experiences have occurred, with future professional learning events planned for this school year.
 - RMC supports educating both students and companies of manufacturing career/employment opportunities through the following programs; SPARC, Career / Job Fairs, Stellar Robotics, Manufacturing Days. This year RMC is coordinating tours for 1152 students, STEM Program Financial Scholarships, NCSC Scholarships for students enrolling in manufacturing related study, Educating RMC members on internship and apprenticeship programs.
 - Job Fair - Over 90 business participated with 170 students attending the job fair. Discussion included what schools / career coaches can do to prepare students for the job fair ahead of time. It was reported there were students that accepted a follow up interview with potential employers and did not show up for the interview. This will need to be a focus to address with the students for future job fairs.
 - Career Awareness and Career Days, along with WAGE and manufacturing tours throughout our BAC districts.

- Pioneer / SPARC Career Coaches in 16 school districts across the Mid-Ohio region. The goal going forward is to add an internship coordinator that will serve as a liaison between business and education.
- 2019 Workforce Summit – October 25, 2019 Kehoe Center, NC State College. Cultivating the Next Generation through student work experiences and Strategies for Retaining Entry-Level Employees.

3. Changes in the Economy, Job Market and Future Job Availability

Explain how the business advisory council will identify essential data elements to study historical and future changes to the economy and job market. The pan should include recommendations to the governing board on how districts will address these changing needs and what future jobs are likely to be available. Identify resources and partners, both regionally and/or nationally, that will inform the review process.

- Data will continue to be recorded and analyzed relative to the districts' student activities of Capstone Projects, career student surveys, information sessions with students and parents, assisting students and families with the Ohio Means Jobs online support and Readiness Seal, counseling sessions with students, Career Awareness and Career Day activities, collaboration activities with higher education to identify technical and professional skills needs, College Fairs, staff trainings and in-services regarding job opportunities, etc.
 - The Mid-Ohio ESC BAC had a presentation on local in-demand jobs by Clint Knight, Director of Workforce Development

4. Developing Relationships

Describe the process of how the business advisory council will develop and sustain relationships among the business community, labor organizations and education personnel in the area it represents. Preparation of our students cannot be accomplished without partnerships between these key stakeholders.

- The Mid-Ohio region has a commitment to workforce development groups and organizations. The SPARC Council is a connection and partner of Mid-Ohio ESC. SPARC is a 501 (c)(3) and works with the Talent Development Committee with the Richland County Development Group (RCDG), and partners with the Richland Area Chamber of Commerce to strengthen business opportunities and economic development in the region. The RCDG and the SPARC organizations are committed to bolstering our workforce, economic and community development. SPARC provides specific activities and programs for students and district staff members relative to career awareness, exploration, assessment, internships and career planning. Pioneer Career and Technology Center (PCTC) along with Madison Local School District in cooperation with school districts, employ Career Coaches to work alongside the school guidance counselors. The Career Coaches provide students with information and activities on work readiness, career and college planning, knowledge regarding high demand jobs, in addition to understanding all postsecondary opportunities. The Career Coaches are current in all job skill development areas for future employment experiences and trends providing guidance to students in their employment and educational opportunities.

Additionally, the Regional Manufacturing Coalition (RMC) supports educating both students and companies of manufacturing career/employment opportunities.

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