



**Business Advisory
Councils**



2023 Joint Statement - NwOESC Business Advisory Council

Name of Business Advisory Council: Northwest Ohio ESC Business Advisory Council

Primary Contact: Kerri Weir – NwOESC Superintendent and BAC Co-Chair

Secondary Contact: Mike Remer – NwOESC Business Education Liaison and BAC Co-Chair

1. Are there any changes to your Business Advisory Councils' structure or leadership since you submitted your plan for this academic year?

There are no changes in structure or leadership since our previous submission.

The following District Boards of Education and the Northwest Ohio ESC agree that the NwOESC's Business Advisory Council shall represent the business of the school districts consistent with the authority granted by the Ohio General Assembly. This agreement is in effect until the Board(s) or ESC terminates the same by formal resolution.

Archbold-Area Local	Fulton
Ayersville Local	Defiance
Bryan City	Williams
Central Local	Defiance
Defiance City	Defiance
Edgerton Local	Williams
Edon Northwest Local	Williams
Evergreen Local	Fulton
Fayette Local	Fulton
Hicksville Exempted Village	Defiance
Holgate Local	Henry
Liberty Center Local	Henry
Millcreek-West Unity Local	Williams
Montpelier Exempted Village	Williams
Napoleon Area City	Henry
North Central Local	Williams
Northeastern Local	Defiance
Patrick Henry Local	Henry
Pettisville Local	Fulton
Pike-Delta-York Local	Fulton
Stryker Local	Williams
Swanton Local	Fulton
Wauseon Exempted Village	Fulton

1. **Membership:**

- a. The Superintendent of the NwOESC;
- b. The Economic Development Directors from each of Defiance, Fulton, Henry, and Williams Counties;
- c. The Superintendent of School for each School District passing a resolution indicating that it has elected to have the NwOESC BAC serve as its BAC;
- d. The Superintendent from Four County Career Center;
- e. A Representative from Northwest State Community College, as selected by the President or Dean of Academic Affairs.
- f. Up to three (3) Representatives from the NwOESC/NWOCA STEAM panel, as selected by the NwOESC Superintendent.
- g. Up to two (2) Representatives for the Advanced Manufacturing Consortium (AMC), as selected by the NwOESC Superintendent.
- h. Members of the Ohio Legislature Representative of our Northwest Ohio area will be encouraged

2. **BAC Mission, Vision, and Structure:**

- a. NwOESC BAC Vision: A well-prepared workforce that contributes to the economic growth and development and improved quality of life throughout the Northwest Ohio region.
- b. NwOESC BAC Mission: The mission of the Northwest Ohio BAC is to bring together on a regional level the leaders in business, education, and government to advise, support and enhance the awareness, instruction and experiences students are provided in striving to gain relevant, in-demand job skills as part of their preparation for future career success.
- c. Structure:
 - i. Economic Development Director updates at each meeting – an opportunity for each county director or designee to provide information and updates to connect business and education stakeholders. A key focus is on communicating local economy and job information.
 1. Matt Gilroy – Fulton County
 2. Erika Willitzer/Paige Johnson/Hannah Waterman – Defiance County
 3. Ashley Epling/Keira Christman – Williams County
 4. Jennifer Arps – Henry County
 - ii. NwOESC BAC Liaison – Investment in personnel to support regional endeavors and further education/business linkages. Growth and expansion continue with the goal to build capacity across all four counties.
 1. Mike Remer serves part-time as liaison
 - iii. An email distribution list makes it convenient for BAC members to pass along information about events and offerings that would be beneficial for the group.
- d. BAC meetings were held at NwOESC on the following dates:
 - i. March 8, 2022
 - ii. May 11, 2022
 - iii. September 13, 2022
 - iv. December 13, 2022

3. **Of goals submitting in your 2023 Business Advisory Council Plan, on a scale of 1-10 with 10 being goal accomplished. What goals were you able to accomplish?**

- a. **Goal: Educator Boot Camp** – Enhancing our Future Workforce by Inspiring Educators Score: 8
 - i. With tremendous support from the Governor’s office, we planned and executed our first

Educator Boot Camp in June, 2022. This weeklong event was the result of great cooperation from our regional business leaders, Economic Development Directors, NwOESC administrative staff, and our regional educators. Educators toured and participated in activities at select businesses in our region to learn how to better incorporate business acumen in their curriculum and lesson plans. The participating educators then came back 2 weeks later to present their findings to the team and specifically speak to how they plan to accomplish their goals. Educators received college credit through Ashland University; business leaders are more excited about educator partnerships; and most of all, students win big in the classroom being more exposed to how and what they are learning applies to life after graduation.

b. Goal: Fostering collaboration, beyond the Council, among business, labor, and education personnel. Score: 9

- i. Business and Education Spotlights at each BAC quarterly meeting – Business spotlights provide opportunity for area businesses and to share information related to operations, challenges, and successes as partnerships are strengthened with education. Education spotlights provide opportunity for education entities to share practices and initiatives designed to bring awareness, experiences, and instruction to students as they prepare for future career success.
 1. Bill and Stephanie Lammers – Defiance County Dream Center; “Uncover your purpose – Unleash your potential.
 2. Bob Morton – Defiance City Schools Superintendent: How DCS partnered with the Dream Center to graduate “at-risk” students.
 3. Tony Nighswander – Vice President, APT Manufacturing Solutions; How ATP has grown and what they have learned from their long-term partnership with Hicksville Schools.
 4. Jeff Slattery – Principal, Hicksville High School; Best practice sharing about how to partner with local business leaders and win big with student engagement.
 5. Kim Edwards - HR VP & Renee Patterson, HR Director – The Gerken Companies; Careers available to area students immediately upon graduation.
 6. Nate Johnson – Superintendent, Stryker Local Schools – Hosted our meeting and had his students demonstrate their Elementary STEAM and HS AgTech Center capabilities and partnerships with local business leaders.

4. What challenges have you experienced implementing your goals?

- a. The challenges we face from an education perspective are about the difficulty we have in our ability to help students with workforce readiness. Our overarching goal is to have a positive impact on the workforce dilemma. Finding and retaining qualified employees in manufacturing, health care, etc. has become a significant challenge. Just like in education, finding and retaining qualified employees is trending downward in Northwest Ohio. In some school districts, entire programs like band and choir are in jeopardy because of the workforce shortage. There are fewer candidates available for open positions in the region in all industries. Those candidates who are qualified and available have more options so are much more difficult to attract and retain.

5. What new partnerships have your Business Advisory Council formed for the SY23?

- a. The NwOESC BAC has spurred the following partnerships:
 - i. Future of Fulton County – This effort, led by Ohio Means Jobs – Fulton County and funded through Fulton County JFS, is a successful and growing initiative. The Future of Fulton County initiative provides a true ROI measured in dollars for local businesses by taking “at risk” high school students through the Manufacturing Skill Standards Council (MSSC) certification program. Local manufacturing company HR leaders are partners in this program and work closely with these students. A career coach is contracted through the NwOESC to provide direct student support. Upon completion of the four modules/four-month program these

students have the initial training they need to accelerate through the employment process. Students get a high school diploma and a great job upon graduation. Business leaders get an ROI due to access to highly qualified manufacturing candidates directly out of high school. This model could be replicated in other counties if backing from Ohio Means Jobs is harnessed.

- ii. Advanced Manufacturing Consortium (AMC) – We have added AMC Representation to the NwOESC BAC. The Advanced Manufacturing Consortium (AMC) is an employer-driven sector partnership that strives to bring together stakeholders within the manufacturing industry. Through collaboration with manufacturers, K-12, higher education, private, government, and economic agencies, the AMC serves as the voice of manufacturing in Northwest Ohio. The AMC’s mission is to provide an efficient and effective network with proven solutions to manufacturing’s most challenging issues. The AMC was recently awarded a grant for \$930,000 to advance the manufacturing workforce in Northwest Ohio as part of the Good Jobs Challenge. This will provide great opportunities for students, communities, and businesses in the area.

6. Have you added or removed any goals submitted in your SY23 Business Advisory Council Plans? If so, please provide details.

- a. No

7. Have you received any media coverage or participated in any case studies as a Business Advisory Council? If so, please share.

- a. The Educator Bootcamp had excellent social media coverage. A video of the week’s events was created and used for further promotion.

8. The nature of the council’s advice and recommendations, if any, on needed employment skills and curriculum development to instill those skills:

- a. Continue to focus on the development of basic employment skills/soft skills – reliable attendance, coworker interactions, problem solving, organization, conflict resolution, etc.
- b. Build upon efforts that promote work ethic and civic pride.
- c. Drug free – prevention efforts remain critical.
- d. Providing youth with opportunities to expand upon strengths and interests through avenues such as robotics clubs, eSports, STEAM learning labs, are vital as student grow and develop.
- e. Continue to increase credentialing and apprenticeship opportunities for students.
- f. Continue to provide student opportunities for job placements through the vocational school as applicable.
- g. Tap into Community College opportunities and resources to build the workforce: Tech Cred; Strengthening Community College Training Grant; Choose Ohio First program and Earn and Learn programs.
- h. Ensure students K-12 have access to technology and devices.
- i. Identify creative approaches to get manufacturing in schools to increase awareness/exposure.
- j. Expand and strengthen career awareness efforts K-12.

9. The nature of the council’s advice and recommendations, if any, on economic and job market changes and the types of employment in which future jobs are most likely to be available:

- a. Manufacturing continues to be a huge industry sector in NW Ohio. Parents and students need information on how this sector has evolved over time, with many employment opportunities for skilled and high paying positions. Parents need to see and experience the vocational school and business/industry settings to better understand what they offer. There is a continual struggle to bridge the gap between career, college, and workplace.
- b. Retail and the Construction industry are other large sectors.
- c. Utilize available data on in demand jobs/labor pool needs in critical conversations with employers, students, families, and other stakeholders.

- d. Continue to build upon and further develop STEAM activities and initiatives across the four-county area at all levels P-16. Shift toward bringing in business that offers more 'quality positions,' i.e., higher pay
- e. Job and Manufacturing fairs are critical and valuable events.
- f. Need to retain young families by analyzing and developing amenities appealing to them in small town/rural settings.
- g. Conduct and review wage and benefits surveys across the five-county area to stay competitive.
- h. Area business expansions continue - AquaBounty, broadband efforts, solar field development, etc.
- i. Demand for employees is high and is expected to last for at least several years.
- j. Workforce demand is high with concerns for attraction and retention.

10. The nature of the council's advice and suggestions, if any, for developing working relationships among businesses, labor organizations and educational personnel:

- a. Work to build capacity to strengthen the connections between education and business & industry. Ideally, there would be resources to support one person/position per county to ensure students are aware of and connected to regional opportunities and businesses and education is better aligned to meet area work force demands. Funding is needed to make this happen.
- b. Housing study and impact on the labor pool in the area – continue to share information.
- c. Continue to use the NwOESC BAC meetings as an opportunity to share successful strategies, network and learn from one another, and build understanding and respect for the challenges faced by education and business/industry in Northwest Ohio.
- d. Economic development agencies value the role education/schools play in attracting new businesses and residents to our area.
- e. Northwest State Community College is a great asset to the area providing access to excellent and affordable education, training, and services to improve the lives of individuals and strengthen communities.
- f. County Career Center provides experienced based education to prepare students to excel in college, secondary education, and a range of careers. High school students have the opportunity to enroll in thirty rewarding career and technical programs in their junior and senior years. The enrollment at Four County has exceeded over 1,000 students and accounts for approximately 28% of the area's juniors and seniors.
- g. Four County Career Center also offers a range of adult programming and business services to improve the employability and productivity of the surrounding community. Approximately 2,000 Adult students every year make use of the school's adult programming, including programs in Health, Public Safety, Industrial Training, Information Technology and Human Resources.
- h. Leverage the AMC Manufacturing Grant (Good Jobs Challenge) through collaborative efforts.
- i. Continue to offer and expand an educator Bootcamp offering.
- j. Strategize how to engage/involve small business owners in NwOESC BAC presentations/activities.

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BAC Co-Chair

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