| Suggestion	Frequency
Continue consistent group dialogue	8
Create an action-oriented, measurable plan	7
Continue assigned, mixed seating	4
Distribute contact sheet	4
Hold more informal, open meetings	3
Increase awareness of BAC	3
Allocate more time for discussion	2
Invite more teachers	2
Invite more businesses	2
Share success stories and best practices (newsletter)	2
Distribiute agenda in advance	1
Invite students	1

*Poll results regarding best time of day for meetings (41 responses):
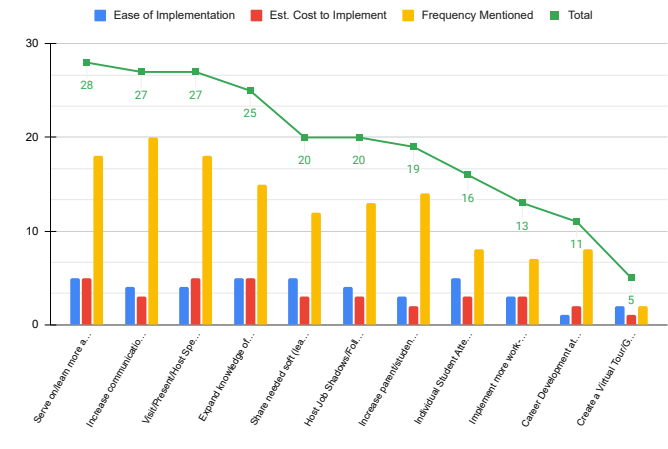
80% Early Morning

15% Late Afternoon

5% Lunch

Suggestions
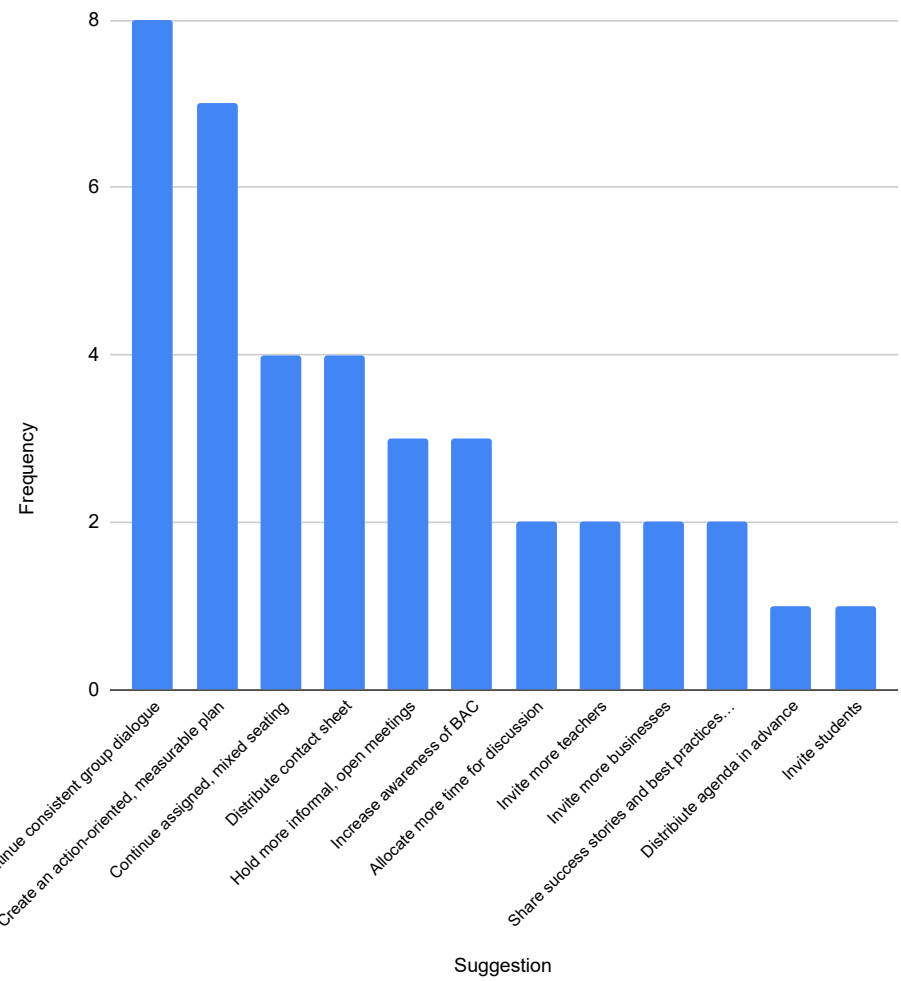
Commitment	Ease of Implementation	Est. Cost to Implement	Frequency Mentioned	Total
Serve on/learn more about/be involved with the BAC	5	5	18	28
Increase communication between schools (+Tri Star) and businesses (HTO)	4	3	20	27
Visit/Present/Host Speakers at Schools/Career Days-Fairs	4	5	18	27
Expand knowledge of graduation seals (OMJ), industry-credentials	5	5	15	25
Share needed soft (leadership) skills/Implement soft skills into classroom	5	3	12	20
Host Job Shadows/Follow-up and Survey Students	4	3	13	20
Increase parent/student/teacher/awareness/access (Transportation, Tours, Career	3	2	14	19
Individual Student Attention/Undecided Career Development	5	3	8	16
Implement more work-based learning/Internships	3	3	7	13
Career Development at Younger Grades (Field Trips, Hands-On)	1	2	8	11
Create a Virtual Tour/Gen Z Social for Our Business	2	1	2	5

Outlier Committments/Specific Ideas:		5 = Easiest, Low Cost	
Share BAC Plan with Students		1 = Difficult, High Cost	
Reach out to Van Wert re CEO Program			
Develop a job board for internships/ job shadows for students to scroll thru rather than finding their own			
Develop an experience on the benefits of travel			
Host state reps/officials/Lake Campus in tours at FR (local) schools			
Talk with principals about their expectations for career connections in classrooms			
Create a speed interviewing day			
Include career highlights/videos in daily announcements (2)			
Talk with teachers/students to share the positives and improvements on entering the real world while collaborating with business			
Continue to work on The Game of Life curriculum and share with districts			
Communicate with our recruiting team on the feedback we received today			
By the conclusion of 23-24 SY, FRLS will have a plan for a robust, local internship program			
Willing to serve as BAC Tech SME (HTO)			
Work with Sandi to build job shadow opportunities, networking with students, and show students new opportunities			
Work with Sandi to develop a business survey			
Work with Sandi to create an opportunity for all students to receive feedback from local businesses			
I'm going to reach out to Sandi to learn more about how she can help students at FRHS			
After Meeting: Shelby Co Mobile Career Trailer (from Lindsey)			
After Meeting: Tri Star Career Pathways Tours for Students (from Amy/Wendee)			

Commitment Overview

SWOT ANALYSIS: Developing Professional Skills

	Opportunities (Ideas to Improve)	Threats (Other Pain Points)	
Plan Goal: Develop measurable, action-oriented strategies that address how to execute ideas.	Internships, Work-Based Learning, Pre-Ceptor and Pre-Apprenticeships	Low unemployment rates	
Which opportunities should we pursue?	Awareness is never-ending	Lack of systematic way to connect to businesses/ inconsistent schedules from school-to-school	
How can we use our strengths to help us succeed?	Businesses can provide input on academic needs/ curriculum gaps	Housing/Infrastructure	
Which weaknesses can be worked on to help maximize success?		Generational Changes	
What strategies can we put into place to be prepared for threats?		Remote work opportunities for those living here	
Strengths (What we are doing well?)	*S-O Ideas [2]*	*S-T Ideas [1]*	
Tri Star Enrollment	Start conversations earlier (Elem, Middle School) BEFORE Tri Star decision process - also a MAJOR TAKEAWAY	Better understanding of barriers students face and how to overcome (MAJOR TAKEAWAY)	
High Quality Academics (3) and Athletics, STEM classes, advanced classes, CCP, ag classes	Enhance Business, FCS, Career Class, Financial Literacy Enrollment		
Srong work ethic (3), sense of pride/independence, caring/kindess	Create more hands-on tours/exposure opportunities		
Existing Tours, Career Fairs (3)	Get to know kids individually to help reach their own goals (MAJOR TAKEAWAY)		
Parent Involvement			
Diverse indisutries in the region			
Weaknesses (Internal Improvements)	*W-O Ideas [3]*	*W-T Ideas [4]*	
Lack of Critical Thinking and Soft Skills/Inability to overcome/manage failure	Prioritize and emphasize prof. skill development thru competitive events	Identify career trend data to share among all stakeholders	
Understanding of Application of Soft Skills (workplace etiquette, structures, customer service)	Soft Skills forum and follow-up?	Use skills/aptiude inventory to make a career plan for all kids	
Higher Performance Expectations			
Graduation requirements and scheduling conflicts			
Businesses are not aware of industry-recognized credentials and other work-based programs	Host an info night/session/PD		

SWOT ANALYSIS: Build Partnerships

	Opportunities (Ideas to Improve)	Threats (Other Pain Points)
Plan Goal: Develop measurable, action-oriented strategies that address how to execute ideas. **Which opportunities should we pursue?** **How can we use our strengths to help us succeed?** **Which weaknesses can be worked on to help maximize success?** **What strategies can we put into place to be prepared for threats?**	Systematic interactions/connections/dialogues, uniform process, consistency (3)	Unrealistic expectations
	Parent engagement	Misperceptions (some negative) about some careers in the area
	Better communication among all stakeholders	Transportation
		Time at school is limited; schedules are complicated
		Skilled Labor Shortages (grad requirements, age req
		Negative social media influences
Strengths (What we are doing well?)	*S-O Ideas [2]*	*S-T Ideas [1]*
Schools are more informed, willing to share job info	Develop and maintain a contact system/speakers bureau (HTO?)	More work-based learning/internships/etc.
Businesses are willing to engage (2), host job shadows (attendance at this meeting)	Add videos and enhance info on HTO; Dashboard of school-related activities, add business guide info Use social media to reach students where they are	
Good websites (HTO) help connect the dots	BAC Newsletter/Business School Directory (Multiple ways to communicate - MAJOR TAKEAWAY)	
ESC, AMBE, Tri Star, many invested partners		
Weaknesses (Internal Improvements)	*W-O Ideas [3]*	*W-T Ideas [4]*
Lack ot turnout at scheduled events/so many time committments	Virtual Tours, bring more businesses into schools	Targeted experiences
Awareness of what programs schools offer and what careers businesses offer	Teacher Externships (see Tammy email)	"Real-world" curriculum input
Lack of parent understanding/engagement/ involvement		Customize what businesses can offer - MAJOR TAKEAWAY

SWOT ANALYSIS: Coordinate Experiences

	Opportunities (Ideas to Improve)	**Threats (Other Pain Points)**	
Plan Goal: Develop measurable, action-oriented strategies that address how to execute ideas. **Which opportunities should we pursue?** **How can we use our strengths to help us succeed?** **Which weaknesses can be worked on to help maximize success?** **What strategies can we put into place to be prepared for threats?**	Hands-on (not just speakers) - demos and engagement (3) Career planning is so diverse at each school, at every grade Implement more at younger grade levels (2) Create opportunities for creativity, problem-solving, critical thinking Better understanding of drawbacks for students and how to help educators overcome (?)	Lack of balance between electives and CCP classes that support career development Scheduling for businesses to come to multuple caree events at multiple schools	
Strengths (What we are doing well?)	*S-O Ideas [1]*	*S-T Ideas [2]*	
Job Shadows (5), real-life STEM at some schools	Help connect to job shadows		
Summer hires (3), some work-release options		More work-release options that are measurable and give evidence that businesses benefit	
Career Courses (4)/Career Days/Guest speakers (3)	Create a menu of engagement opportunities	County-wide Job Shadow weeks or career events to share resources/transportation	
Workforce Readiness Seals (1)	Explain/communicate better		
Tours (Parent. student, teachers) (4)			
HTO - for students and for businesses	Utilize HTO to better build awareness of BAC, incl. mentorships, how-to videos, etc - MAJOR TAKEAWAY		
Tri Star (2)			
Career Inventory/Assessments with Individual Students	Implement at more schools, more systematic	More career counselor assistance	
Weaknesses (Internal Improvements)	*W-O Ideas [3]*	*W-T Ideas [4]*	
Preparation for Quality Job Shadows	Micro-events, "speed interviewing", help with practice interviews		
Lack of formal mentoring program	Can this be ID'd on HTO as well?		
Lack of conflict management	Rely on businese for input on needed soft skills		
Lack of exposure to non-college options			