



Business Advisory Councils

2023-2024 Plan

Identify the Structure and Name of the Business Advisory Council:

- Northwest Ohio ESC Business Advisory Council (NwOESC BAC)

List all member districts Represented by the Business Advisory Council:

District	District Primary Contact	Primary Role	Primary Contact Email
Archbold Area Schools	Jayson Selgo	Superintendent	jselgo@archboldschools.org
Ayersville Local Schools	Beth Hench	Superintendent	bhench@ayersvillepilots.org
Bryan City Schools	Mark Rairigh	Superintendent	mrairigh@bryanschools.net
Central Local Schools	Steve Arnold	Superintendent	steve.arnold@centrallocal.org
Defiance City Schools	Robert Morton	Superintendent	rmorton@defianceschools.net
Edgerton Local Schools	Kermit Riehle	Superintendent	kriehle@edgertonschools.org
Edon-NW Local Schools	Anthony Stevens	Superintendent	astevens@edon-nw.org
Evergreen Local Schools	Eric Smola	Superintendent	esmola@evgvikings.org
Fayette Local Schools	Angie Belcher	Superintendent	abelcher@fayettesch.org
Four County Career Center	Jeff Slattery	Superintendent	jslattery@fcanywhere.net
Hicksville Ex Village Schools	Keith Countryman	Superintendent	countrymank@hicksvilleschools.org
Holgate Local Schools	Jessica Schuette	Superintendent	jschuette@holgateschools.org
Liberty Center Local Schools	Richie Peters	Superintendent	rpeters@libertycenterschools.org
Millcreek-WU Local Schools	James Wyse	Superintendent	jwyse@hilltopcadets.org
Montpelier Ex Village Schools	Jamie Grime	Superintendent	jgrime@montpelier-k12.org
Napoleon Area City Schools	Erik Belcher	Superintendent	erik.belcher@napoleonareaschools.org
North Central Local Schools	Michael Bute	Superintendent	mbute@northcentralschool.org
Northeastern Local Schools	Nicole Wells	Superintendent	nwells@tinora.org
Patrick Henry Local Schools	Josh Biederstedt	Superintendent	jbiederstedt@phpatriots.org
Pettisville Local Schools	Josh Clark	Superintendent	jclark@pettisvilleschools.org
Pike-Delta-York Local Schools	Jon Burke	Superintendent	Jburke@pdys.org
Stryker Local Schools	Nate Johnson	Superintendent	njohnson@strykerpanthers.net
Swanton Local Schools	Chris Lake	Superintendent	chris.lake@swantonschools.org
Wauseon Ex Village Schools	Troy Armstrong	Superintendent	tarmstrong@wauseonindians.org

List business advisory council leads (both business and education). List industries represented on the business advisory council based on Ohio's Top Jobs classification. Include workforce boards, economic development, higher education, and community partners.

BAC Member Name	Position	Email Address	Industry
Kylie Ziegler	Administrative Assistant	kziegler@henrycountyed.com	Healthcare, Manufacturing, Farming, Construction, Service/Hospitality, Education
Jaclyn Lovejoy	Administrative Assistant	office@wedco.com	Healthcare, Manufacturing, Farming, Construction, Service/Hospitality, Education
Paige Johnson	Assistant Executive Director	paige@defiancecountyed.com	Healthcare, Manufacturing, Farming, Construction, Service/Hospitality, Education
Michael Remer	Business-Education Liaison/Co-Chair	mremmer@nwoesc.org	Education
Homer Hendricks	CFO/BAC Secretary	hhendricks@nwoesc.org	Education/Finance
Chad Rex	Director	crex@nwoesc.org	Information Technology/STEAM Education
Andrew Hunter	Director	ahunter@nwoesc.org	Professional Learning/STEAM Education
Ashley Epling	Executive Director	economic@wedco.info	Healthcare, Manufacturing, Farming, Construction, Service/Hospitality, Education
Erika Willitzer	Executive Director	ewillitzer@defecon.com	Healthcare, Manufacturing, Farming, Construction, Service/Hospitality, Education
Jennifer Arps	Executive Director	jarps@henrycountyed.com	Healthcare, Manufacturing, Farming, Construction, Service/Hospitality, Education
Matthew Gilroy	Executive Director	matt@fcedc-ohio.com	Healthcare, Manufacturing, Farming, Construction, Service/Hospitality, Education
Tori Atkinson	Executive Director	tatkinson@northweststate.edu	Manufacturing/Higher Education
Ruth Baumgartner	Guest Services	Ruth@fcedc-ohio.com	Healthcare, Manufacturing, Farming, Construction, Service/Hospitality, Education
LuAnn Cooke	NW Ohio Regional Liaison	Luanne.Cooke@governor.ohio.gov	Government
Todd Hernandez	President	thernandez@northweststate.edu	Higher Education
James Hoops	Representative	jim.hoops@ohiohouse.gov	Government
Angie Belcher	Superintendent	abelcher@fayettesch.org	Education

Anthony Stevens	Superintendent	astevens@edon-nw.org	Education
Beth Hensch	Superintendent	bhensch@ayersvillepilots.org	Education
Chris Lake	Superintendent	chris.lake@swantonschools.org	Education
Eric Smola	Superintendent	esmola@evgvikings.org	Education
Erik Belcher	Superintendent	erik.belcher@napoleonareaschools.org	Education
James Wyse	Superintendent	jwyse@hilltopcadets.org	Education
Jamie Grime	Superintendent	jgrime@montpelier-k12.org	Education
Jayson Selgo	Superintendent	jselgo@archboldschools.org	Education
Jeff Slattery	Superintendent	jslattery@fcanywhere.net	Education
Jessica Schuette	Superintendent	jschuette@holgateschools.org	Education
Jon Burke	Superintendent	jburke@pdys.org	Education
Josh Biederstedt	Superintendent	jbiederstedt@phpatriots.org	Education
Josh Clark	Superintendent	jclark@pettisvilleschools.org	Education
Keith Countryman	Superintendent	countrymank@hicksvilleschools.org	Education
Kermit Riehle	Superintendent	kriehle@edgertonschools.org	Education
Mark Rairigh	Superintendent	mrairigh@bryanschools.net	Education
Michael Bute	Superintendent	mbute@northcentralschool.org	Education
Nate Johnson	Superintendent	njohnson@strykerpanthers.net	Education
Nicole Wells	Superintendent	nwells@tinora.org	Education
Richie Peters	Superintendent	rpeters@libertycenterschools.org	Education
Robert Morton	Superintendent	rmorton@defianceschools.net	Education
Steve Arnold	Superintendent	steve.arnold@centrallocal.org	Education
Troy Armstrong	Superintendent	tarmstrong@wauseonindians.org	Education
Kerri Weir	Superintendent/Co -Chair	KWeir@nwoesc.org	Education
Tod Hug	Executive Director	hug@nwoca.org	Information Technology/Education
John Mansel-Pleydell	Supervisor	mpleydell@nwoca.org	Information Technology/STEAM Education

NORTHWEST OHIO EDUCATIONAL SERVICE CENTER (“NwoESC”) BUSINESS ADVISORY COUNCIL (“BAC) GUIDELINES

NwoESC is required to appoint a business advisory council, in accordance with Ohio Revised Code sections 3313.82 and 3313.821. The following guidelines shall govern the administration and operation of the BAC.

BAC Composition

The BAC shall be composed of the following persons:

- The Superintendent of the NwoESC;
- The Economic Development Directors from each of Defiance, Fulton, Henry, and Williams Counties;
- 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;
- The Superintendent from Four County Career Center;
- A representative from Northwest State Community College, as selected by the President or Dean of Academic Affairs.
- Up to three (3) representatives from the NwoESC/NWOCA STEAM panel, as selected by the NwoESC Superintendent.
- Up to two (2) representatives for the Advanced Manufacturing Consortium (AMC), as selected by the NwoESC Superintendent.

The Superintendent of the NwoESC shall serve as chairperson of the BAC and shall further serve as the contact point for the BAC. The CFO/Treasurer of the NwoESC or designee shall serve as the Secretary of the BAC.

The composition of the NwoESC may be adjusted by the NwoESC Board of Education, upon recommendation of a majority vote of the BAC.

Council appointees shall serve on an on-going basis, unless the composition is altered by the NwoESC in the manner described above.

Members of the Ohio Legislature representative of our Northwest Ohio area are considered standing members and will be encouraged to attend meetings as their schedule allows.

BAC Meetings

The BAC shall meet Quarterly at the NwoESC. These meetings shall occur prior to the NwoESC Superintendents meetings in September, December, March, and June.

Meetings of the BAC shall be governed by, and conducted in accordance with, the Ohio Sunshine Laws. Notice of all meetings shall be made by the Superintendent of the NwoESC in the same manner as notification of meetings of the NwoESC. The NwoESC shall be responsible for taking and maintaining the minutes of the BAC.

Schedule of Meetings

Quarter 1 Meeting: September 19, 2023	Quarter 2: December 12, 2023
Quarter 3 Meeting: March 5, 2024	Quarter 4: May 14, 2024

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.

NwoESC BAC Mission:

The mission of the Northwest Ohio BAC is to bring together on a regional level key stakeholders in business and education 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.

BAC Duties/Plan:

The BAC shall develop a plan by which it will report to and/or advise the local school districts of those matters addressed by Ohio Revised Code section 3313.81, which may include but not be limited to:

1. The schedule of required joint meetings.
2. A schedule of additional meetings of the business advisory council or of council subcommittees.
 - a. To be determined as needed
3. Data analysis or other information that describes changes in the economy and job market, the types of employment in which future jobs are most likely to be available, and student skills or deficiencies and other information that informs the plan.
 - a. Regular updates from County Economic Development Directors will inform the work and discussion of the NwoESC BAC
4. Ongoing assessment, based on data analysis that helps inform business community needs as well as students' educational needs.
 - a. Data and statistics are available on the respective County Economic Development/CIC websites.
 - i. Defiance: <https://www.defiancecountyed.com/>
 - ii. Fulton: <https://fcedc-ohio.com/>
 - iii. Henry: <https://henrycountyed.com/>
 - iv. Williams: <https://wedco.info/>
 - b. Periodic surveys will be used to collect information on activities related to three quality practices: Developing Professional Skills for Future Careers, Building Partnerships, and Coordinating Experiences.
5. A schedule and description of events, activities or programs conducted by the business advisory council to address the identified business or student needs. Initiatives include:

- a. Business Spotlights at each meeting – an opportunity for area businesses to share information related to operations, challenges, and successes as partnerships are strengthened with education; 4 per year.
 - b. Education Spotlights at each meeting – an opportunity for education to share practices and initiatives designed to bring awareness, experiences, instruction to students as they prepare for future career success; 4 per year.
 - c. Economic Development/CIC Executive Director updates at each meeting – an opportunity for each county director to provide information and updates to connect business and education stakeholders.
 - d. Membership updates from Northwest State Community College, Four County Career Center, NWOCA/STEAM, Advanced Manufacturing Consortium, K-12 Districts, and Legislative as applicable
 - e. NwOESC BAC Liaison – Investment in personnel to support regional endeavors and further education/business linkages.
 - f. Educators’ Boot Camp – A shared initiative with the goal of enhancing the future workforce by inspiring educators as well as building education/business and industry connections. The Bootcamp experience provides educators in-depth learning opportunities with area businesses and promotes classroom application of learned skills. The Bootcamp experience also affords business leaders valuable insights into the education arena and opens doors for further collaborative efforts.
 - i. Boot Camp has been offered in June 2022 and June 2023
 - g. Ongoing sharing of information among NwOESC BAC members at each meeting; email distribution list maintained by NwOESC.
6. Fostering collaboration, beyond the Council, among business, labor, and education personnel.
- a. Spotlights bring in a variety of personnel - ongoing opportunities for career tech, community college, STEAM representatives, AMC representatives, school districts and economic development directors to collaborate.

Once established the Plan will be filed with the Ohio Department of Education.

No later than March 1st of each year following the institution of the BAC, the BAC, in conjunction with the local school districts utilizing the NwOESC BAC as its statutorily required BAC, shall issue a joint statement describing the manner in which the BAC and school district have fulfilled its responsibilities. The manner in which that statement is published shall be determined by the BAC and the local school district.

Business advisory councils operate under three quality practices:

- **Develop Professional Skills for Future Careers**
- **Build Partnerships**
- **Coordinate Experiences.**

Description of NwoESC BAC Activities for 2023-24 that align to the quality practices:

<p>Educator Bootcamp Experience – Development of Professional Skills for Future Careers; Building Partnerships</p>
<p>The Northwest Ohio Educational Service Center and the Williams, Henry and Fulton County Economic Development Organizations hosted an opportunity for educators to view local businesses and industries, learn about future career opportunities for students, enjoy hands-on and interactive experiences at a variety of businesses and industries and develop relationships with company officials for mutual future benefit. We plan to continue this effort and expand to include all counties, increase the number of participating businesses, and the number of educators who take advantage of the program.</p>
<p>What collaborative action steps are required to facilitate achieving outcomes?</p> <p>In order to make this event happen there is a lot of coordination between the NwoESC, the four-county economic development offices, businesses in the area, Ashland University, and school districts. It is an event that requires a lot of discussion, conversation of best practices, and detailed planning to make this successful.</p>
<p>List all districts impacted.</p> <p>June 2023 - Liberty Center, Evergreen, Ayersville, Defiance City, Bryan City Schools, Patrick Henry, Pettisville, NwoESC, Edon June 2024 – TBD – Potential for: Archbold Area Schools, Ayersville Local Schools, Bryan City Schools, Central Local Schools, Defiance City Schools, Edgerton Local Schools, Edon-NW Local Schools, Evergreen Local Schools, Fayette Local Schools, Four County Career Center, Hicksville Ex Village Schools, Holgate Local Schools, Liberty Center Local Schools, Millcreek-WU Local Schools, Montpelier Ex Village Schools, Napoleon Area City Schools, North Central Local Schools, Northeastern Local Schools, Patrick Henry Local Schools, Pettisville Local Schools, Pike-Delta-York Local Schools, Stryker Local Schools, Swanton Local Schools, Wauseon Ex Village Schools</p>
<p>List all businesses involved.</p> <p>June 2023 - Miller Brother Construction, Sauder Woodworking, Sauder Manufacturing, Worthington Steel, Fulton County Health Center, Wauseon Machine, Haas Door, Automatic Feed, Napoleon Machine, Dental Excellence, The Gerken Companies, City of Napoleon, Campbell Soup Company, Silgan Containers, Wieland Chase, Pioneer Industrial Systems, Parkway, L.E. Smith, Tru Fast</p> <p>June 2024 - TBD</p>
<p>List all related timelines for each phase of plan development and associated deadlines.</p> <p>On-going planning throughout the 2023-24 school year by the Bootcamp committee; with the Bootcamp being offered in early June 2024</p>
<p>List the resources needed for implementation (funding, manpower, tools, etc.).</p> <p>It takes support from businesses in each county, manpower from the NwoESC, each of the four-county economic development offices, support from Ashland University, and buy-in from teachers to make it happen.</p>
<p>Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?</p> <p>The biggest challenges are time, money, and manpower. We are constantly looking at best practices, surveying participant responses, and open to ideas and suggestions to make the event better and more successful for educators and businesses alike.</p>
<p>Identify existing data and set measurable outcomes to achieve a plan. If data is unavailable, identify steps being taken to acquire this data.</p>

We survey participants on the power and impact of the boot camps. We also have them provide presentations that they are able to actionably show how they will utilize this information in their classrooms when they return to school.

Quarterly Spotlights of Regional Education and Business Initiatives and Collaborations – Building Partnerships

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 opportunities for education entities to share practices and initiatives designed to bring awareness, experiences, and instruction to students as they prepare for future career success.

What collaborative action steps are required to facilitate achieving outcomes?

Mike Remer, Business-Education Liaison, coordinates our quarterly Business and Education Spotlights with assistance from the county Economic Development Directors.

List all districts impacted.

Archbold Area Schools, Ayersville Local Schools, Bryan City Schools, Central Local Schools, Defiance City Schools, Edgerton Local Schools, Edon-NW Local Schools, Evergreen Local Schools, Fayette Local Schools, Four County Career Center, Hicksville Ex Village Schools, Holgate Local Schools, Liberty Center Local Schools, Millcreek-WU Local Schools, Montpelier Ex Village Schools, Napoleon Area City Schools, North Central Local Schools, Northeastern Local Schools, Patrick Henry Local Schools, Pettisville Local Schools, Pike-Delta-York Local Schools, Stryker Local Schools, Swanton Local Schools, Wauseon Ex Village Schools

List all spotlights (include businesses as applicable):

Previous (2019-present):

- STEAM Coalition updates – NwoESC and NWOCA
- Worthington Industries presentation
- Mike Tisovic, CEO of Chase Brass
- Niki Mosier, Director of Human Capital of Spangler Candy
- Peter Beck, CEO of Automatic Feed
- Pam Mohler, NW Ohio Skilled Trades
- Matt Gilroy - Amazing Shake; Fulton County implementation
- Larry Freshour – NwoESC/Stryker Local Schools – Career and Employability district initiative
- Doug Lange – North Star Steel
- Jim Drewes and C.J. Pierce – Northwest State Community College – Project Alura
- Cara Leininger – OhioMeansJobs|Fulton County Coordinator
- Nathan Keel and Veronica Arthur - Bryan City Schools; unique Workforce Development programming
- Brian Feeney and Beth Behrman -ALG Health Business model in response to COVID 19
- The Gerken Companies - Alan C. Bostelman, Workforce Development/Marketing Coordinator; workforce opportunities
- Karlee Badenhop and Grace Schnitkey - Four County Career Center; Early Job Placement Program
- John Mansel-Pleydell – M. ED NWOCA - Professional Learning Group Supervisor; STEAM Coalition, Career Champions List, and Advanced Manufacturing Consortium; Hands on activity with coding/programming
- Dr. Todd Hernandez - President/ CEO at Northwest State Community College; Strategic plan; new programs in Agribusiness, Skilled Trades, Entrepreneurial and Marketing certificates; expanded scholarship opportunities.
- Holgate Local Schools Adulting 101 class; Instructor Cheryl Sonnenberg and several high school students provided an overview and highlighted partnership with business partner Martha Gebers, Employment Manager from Sauder Woodworking
- Bill and Stephanie Lammers – Defiance County Dream Center; “Uncover your purpose – Unleash your potential.
- Bob Morton – Defiance City Schools Superintendent: How DCS partnered with the Dream Center to graduate “at-risk” students.
- Tony Nighswander – Vice President, APT Manufacturing Solutions; How ATP has grown and what they have learned from their long-term partnership with Hicksville Schools.
- Jeff Slattery – Principal, Hicksville High School; Best practice sharing about how to partner with local business leaders and win big with student engagement.
- Kim Edwards - HR VP & Renee Patterson, HR Director – The Gerken Companies; Careers available to area students immediately upon graduation.

- 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.

List all related timelines for each phase of plan development and associated deadlines.

On-going throughout the 2023-24 school year.

List the resources are needed for implementation (funding, manpower, tools, etc.).

Time; coordination

Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?

Working to get a good variety and mix of Business and Education spotlights; Including both large and small business owners; moving the BAC meeting offsite to visit a business or school has proven beneficial but has some logistical challenges. There is no funding in place to support the work needed for coordination. NwOESC funds a position at .5 FTE (Business-Education Liaison) to assist.

Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.

Complete at least 8 spotlights per year.

Career Canvas Project - Expansion of Swanton Mural Project - Building Partnerships

Building on the very successful culture shift at Swanton Local Schools around workforce readiness, the Swanton Parents Club has funded an immersive experience that will connect our middle school students directly with local businesses through an interactive mural painted on the expansive wall in the Middle School Career Center.

Nationally recognized muralist Dave Rickerd has been commissioned to create the interactive experience which will be revealed during an open house to kick off the new exciting school year on August 15th from 6-6:30. Dave was also commissioned to paint the 3D mural on the old Rupp Furniture building in Archbold just as you approach the tracks from the South on Rt 66.

The mural painted on the large western facing wall in the Career Center includes 200 area businesses as you face west from the Lucas/Fulton Co line. The interactive mural will include a QR code. Upon scanning the code, an electronic replica of the mural will appear on your device. Each business will be a hot link. Tap it and you immediately are immersed in that company's customized experience created to reach our young people while they're still in middle school.

It's clear that if our young people are more exposed to opportunities right in their own backyard, we will keep our best and brightest right here in our region. Remote users will enjoy the same experience through the solution provided by Northwest Ohio ESC.

Embedded in the mural are "There's no place home" images as a fun way to remind our young people about the great opportunities that await them right here in our region when they graduate from High School or College.

The new consortium formed organically immediately after the Swanton Parents Club announced their decision to fund the mural. Instead of requesting donations from our very generous business partners, we are very pleased to use this as our way of demonstrating that Educators and Community Members are stepping up in a big way to do more than their fair share to help solve the workforce dilemma.

The Fulton County Economic Dev Corp Office immediately began to actively assist as well as the Ohio Means Job office. The NwOESC is funding and hosting the electronic experience behind the QR code.

What collaborative action steps are required to facilitate achieving outcomes?

We have worked hard to establish very close collaborative relationships with our regional business leaders. All the steps have been developed and we have our first Beta Site successfully implemented. The final step is to make a case to be awarded state funding.

List all districts impacted.

Archbold Area Schools, Ayersville Local Schools, Bryan City Schools, Central Local Schools, Defiance City Schools, Edgerton Local Schools, Edon-NW Local Schools, Evergreen Local Schools, Fayette Local Schools, Four County Career Center, Hicksville Ex Village Schools, Holgate Local Schools, Liberty Center Local Schools, Millcreek-WU Local Schools, Montpelier Ex Village Schools, Napoleon Area

<p>City Schools, North Central Local Schools, Northeastern Local Schools, Patrick Henry Local Schools, Pettisville Local Schools, Pike-Delta-York Local Schools, Stryker Local Schools, Swanton Local Schools, Wauseon Ex Village Schools</p>
<p>List all businesses involved.</p> <p>Every business, county office, police, and fire dept, library, health care facility, etc. in the counties we serve and beyond.</p>
<p>List all related timelines for each phase of plan development and associated deadlines.</p> <p>Our target is to have 4 murals completed by August of 2024. To finish in August, we need to begin the project planning phase in April of 2024.</p>
<p>List the resources are needed for implementation (funding, manpower, tools, etc.).</p> <p>The cost of each mural is between \$35,000 - \$50,000. Our plan is to find State funding to absorb this cost. The ROI for our taxpayers will be measured in months regarding the concrete improvement in the workforce shortage. In Fulton County alone, if we hired every single student from 9-12 grade to fill the open positions in the county, there would still be unfilled positions.</p>
<p>Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?</p> <p>Challenges include ability to get state funding as number 1. In addition, we need professional Project Managers who are skilled at creating complex project plans with milestones and dates and managing the care and feeding of the project through completion including the marketing, media, and social media planning.</p>
<p>Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.</p> <p>We are using the analytic data sets that we compile using web traffic on the “Career Canvas” website:</p> <p>www.nwoesc.org/careercanvas</p> <p>This data will tell us how people are interacting with the mural over time. We will use this data to share with our business partners that will help guide us as we continue to work together on student workforce readiness. The reports, charts and graphs are impressive, and we may be able to offer this data in a form that would be valuable enough to our business leaders such that we can offer this knowledge for a fee or trade.</p>

<p>Advanced Manufacturing Consortium - Expansion of Collaboration - Building Partnerships, Coordinating Activities</p>
<p>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. Industry Sector Partnerships are a proven workforce development strategy that puts employers in the driver’s seat and have demonstrated effectiveness across the country. Manufacturers within a regional labor market work together to influence alignment around common solutions with education and training, economic and workforce development, and community organizations.</p>
<p>What collaborative action steps are required to facilitate achieving outcomes?</p> <p>The NwoESC BAC will prioritize AMC initiatives that have a direct impact on students: WORK-BASED LEARNING - develop work-based learning opportunities for prospective employees and students. SKILLS GAP CHALLENGES – short and long-term solutions to the emerging skills gap issue. TALENT PIPELINE – working to improve or establish career pathways that support needs regionally.</p> <p>The NwoESC BAC will recruit and provide representation onto AMC subcommittees that support the Good Jobs Challenge Grant, Pre-apprenticeship Development, Internships, etc. with the goal of leveraging increased student participation and access to employment opportunities/pathways.</p> <p>The NwoESC BAC will collaborate with AMC to offer expanded educator training/series on awareness of businesses in our region, opportunities for students, and curricular and professional skills development.</p>

List all districts impacted.

Archbold Area Schools, Ayersville Local Schools, Bryan City Schools, Central Local Schools, Defiance City Schools, Edgerton Local Schools, Edon-NW Local Schools, Evergreen Local Schools, Fayette Local Schools, Four County Career Center, Hicksville Ex Village Schools, Holgate Local Schools, Liberty Center Local Schools, Millcreek-WU Local Schools, Montpelier Ex Village Schools, Napoleon Area City Schools, North Central Local Schools, Northeastern Local Schools, Patrick Henry Local Schools, Pettisville Local Schools, Pike-Delta-York Local Schools, Stryker Local Schools, Swanton Local Schools, Wauseon Ex Village Schools

List all businesses involved.

Current List: Allied Molded Products, Haas Door, Spangler Candy, Pioneer Industrial Systems, Sauder, Wieland Chase, Powertrain Plastics, Worthington Industries, North Star BlueScope, Napoleon/Lynx, Creative Liquid Coatings, Automatic Feed Company, Northern Buckeye Education Council, Ohio Means Jobs Fulton County, Northwest State Community College

Additional may join.

List all related timelines for each phase of plan development and associated deadlines.

Planning Discussion (September 2023), Subcommittee Representation (Identify by 11/1/2023); then ongoing participation; Educator training/series discussion 1st semester; offer at least 1 training in 2nd semester.

List the resources are needed for implementation (funding, manpower, tools, etc.).

Time, facility, staff/participants

Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?

The AMC has so much to offer. How will the BAC promote opportunities here in NW Ohio that schools can implement? Schools have so much on their plates, it is a matter of capacity and focus.

Identify existing [data](#) and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.

This will be our first effort in collaboration directly with the AMC, which is a newer consortium in our area that is still growing/developing. AMC grants will collect the metrics needed for their reporting. Participation in subcommittees will be measured by attendance. Training will capture number of educators attending/participating.

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

The Ohio Business-Education Leader Awards for Excellent Business Advisory Councils recognize educators, business partners, staff, schools, businesses, educational service centers, joint vocational school districts and communities who come together to create dynamic, career-focused learning environments for students.

Selected business advisory councils demonstrate excellence in ensuring Ohio students are prepared for successful career paths, including college, industry credentials, apprenticeships, military enlistment or a combination of these. Business advisory councils pursuing this recognition will be considered for awards of excellence and star ratings.

SELECTION CRITERIA

- **Enrollment Eligibility:** Business advisory councils seeking the award must submit their annual plans and required addendum using the approved template in the Ohio Department of Education's Forms Submission Application by **Sept. 30**.
- **Data Considerations:** Data metrics can include, but are not limited to, trend data on previous school-year graduation cohorts earning the OhioMeansJobs-Readiness Seal, completing work-based learning and earning industry-recognized credentials.
- **Conditional Selection:** The award is subject to the Ohio Department of Education's review of the accuracy of the business advisory council's submission. The award review committee will consist of Department staff and business and education leaders.
- **Awards:** In addition to a star rating, state business and education leaders will select the following:
 - Excellence in Developing Professional Skill for Future Careers
 - Excellence in Building Partnerships
 - Excellence in Coordinating Experience

QUALITY PRACTICES

The business advisory council award is based on implementation of the following quality practices. During the recognition year, the business advisory council, in consultation with the local governing board, should:

1. **Develop Professional Skills for Future Careers** – Work together to delineate key professional skills needed for the future job market. Develop a curriculum that instills these skills while advising on changes in the economy and job market.
2. **Build Partnerships** – Develop and increase collaborative relationships among businesses, labor and education personnel. Partnerships should align with in-demand industries in region.
3. **Coordinate Experiences** – Create environments that allow students to demonstrate proficiency in critical professional and specialized skills that will aid in future employment.

In addition to the addendum to the Business Advisory Council Plan, the following information is requested from the submitting organization to qualify:

- A link to the previous year's joint statement or a copy of the joint statement.
- Local data measuring the implementation of the Quality Practices. Data may be obtained from the school counselor, administration, career navigators, etc.

- If the business advisory council represents multiple school districts, specify initiatives and objectives for each district and provide data for each district served.
- Responses to the following questions:

How has the business advisory council helped students prepare and successfully enter the local workforce?

Membership Responses:

- Several school districts have implemented efforts to collaborate with businesses to provide experiences to students to enhance skill development.
- More emphasis on STEM and STEAM
- "Addition of Personal Finance as a Graduation Requirement
- Addition of STEM courses in grades 3-8
- Addition of Internships for students in grades 11-12
- Implementation of CTE Pathways"
- We added a Work Study program in the 2022-2023 school year and have continued it in the 2023-2024 school year.
- We've incorporated a STEAM Lab facility and curriculum for K-12 students.
- We have added a career coach at our middle school and created a workforce mural in the middle school media center. We have also added the Future of Fulton Co. (MSSC) program in conjunction with Ohio Means Jobs in addition to expanding our internship program.
- We have added finance classes, expanded our senior seminar course to include additional visits to manufacturing business and area colleges and universities, and have threaded career development throughout the curriculum in JH and HS.
- We have started an Ag program and we are in the process of starting an FFA program.
- Digital art and graphic design; STEM class
- We added a 2nd grade job and career unit. We added personal finance and adult skill classes at the high school level. Middle school does a career day.
- We have added additional engineering classes at the high school and middle school levels.
- We have established a work-based learning program that is available for our juniors and seniors, we have transitioned from a family consumer science course structure to a business course structure that reaches grades 7-12, and we have built a program that provides students in grades 7 and 8 with opportunities to explore area organizations to learn about jobs.
- The district increased its financial literacy course offerings and worked with Fulton County OhioMeansJobs to provide an on-site course for high school students.
- Added Transitions and Careers Course using the Rise Up curriculum. All 10th grade students will earn an industry recognized credential and corresponding graduation seal. We also added an elective course, Introduction to Business and Marketing.

How is the business advisory council preparing students with skills needed to address local business needs (technical and professional skills)?

Membership Responses:

- By providing schools with information and data to help them make decisions about how to address local business needs.
- Providing STEAM programming and support to teachers that want to implement it in their classrooms.

- Bryan City Schools regularly meets with businesses and business representatives to gauge our curriculum offerings to ensure they meet the 21st century needs of our local economy. We host CEO interview days, a large Career Exposure Fair with nearly 50 participating businesses, participate in JA in a Day, host a Manufacturing tour day, host a College and Career Day, hold our own local Business Advisory Meetings, and partner with local business representatives to support our district initiatives.
- Four County Career Center, Job Shadowing, Bringing Businesses into our buildings.
- As we hire new positions (ag, math, etc.) we have an eye toward what skills community businesses are asking for.
- Many of our students wishing to pursue trade work choose to attend Four County. For those not attending Four County we offer a Work Study Program that allows seniors who are on pace to earn all needed credits the opportunity to attend school for a half day and work for the other half.
- We have a School-To-Work program with 12 students participating.
- We are doing this through our Swanton 7 program, career coaching, adulthood day, new life skills class, MSSC, and internship program.
- We offer agricultural classes which include metal fabrication, mechanical principles, and greenhouse management, implement mock interviews with local employers and all of our senior students attend Manufacturing Day which highlights local manufacturers. During the year planned visits of local businesses, agencies, and healthcare facilities are scheduled.
- We are creating work release programs with several local businesses through the Ag program. We also do senior interviews and senior seminars for soft skills and in English they do resume writing.
- Our entire high school experience is based on preparing graduates for preparing students for their future, both locally and in other endeavors.
- School counselor has joined community-based groups (e.g., manufacturing consortium) to learn more of the needs to be implemented within our district.
- We have launched a "Prepared" initiative for our District. We have held a local business luncheon to receive information from our local business to better prepare our students for the workforce.
- We offer an array of elective courses in technology, business, and engineering.
- Our work-based learning programs allow junior and senior students to earn credit through our CTE programs for working for area businesses. We actively seek opportunities to connect students with employers and we have partnered with WEDCO to grow these relationships.
- Through a survey the district included local businesses to determine district strengths and areas for improvement associated with the district's mission, vision, and values. The district is planning meeting time with local businesses to develop career readiness options for all students.
- Computer skill development courses in grades K-8, local business leaders present in High School courses, students attend job fairs, 20 students attend Four County which is a 1/3 of our student population in grades 11 & 12, Superintendent Meet and Greet Business surveys outlining top 5 skills students need to experience success in the workforce.
- Tenth grade students can earn the following Industry Recognized Credentials: Customer Service & Sales Certified Specialist; Retail & Industry Fundamentals Specialist; and FFA students can earn an Industry recognized Credential in Agribusiness.

How has the business advisory council and its members supported students in work-based learning (internships, apprenticeship, and pre-apprenticeship) opportunities? (Career exploration activities such as job shadowing, mock interviews and mentoring should not be included in data.)

Membership Responses:

- Yes, we have nearly 80 students participating in our internship program this school year. Students go into the field to study, observe, practice, and shadow a variety of professions and careers. These experiences have also led to student employment.
- Yes. We have a school to work program and CBI.
- Yes. Students participate in work release.
- Work-based learning was our model, but per the state guidelines we do not meet all the requirements of a work-based learning program. We've modeled our program after that and hope to keep adding to it each year. We have our second teacher in as many years as the program has been around and are adding to the curriculum component of the course to go along with the hours of work required to earn elective credit.
- Yes, STW program.
- Yes, we have run an internship program for several years at our high school.
- Yes. We have a Capstone program which gives students an opportunity to earn and elective credit for leaving school to work.
- Yes, we are in the early stages of doing this. We hope to progress rapidly.
- Yes - 2 students continued into apprenticeship programs.
- Yes. We have several work-base opportunities through our Ag and Special Ed departments.
- Yes, through our career center.
- Yes. See above.
- Yes. These opportunities are part of our Ag Business course where students work part of the day and come to school for part of the day. These students are monitored by 1 teacher.
- Yes, we have a school to work program for students in our VoAg program as well as students in the Opportunities for Ohioans with Disabilities.
- We offer internship opportunities where students can work in career interest fields and earn high school credit.

How many students have been placed in work-based learning experiences?

Membership Responses:

- (Fulton ED) - we have hired seven interns over the past five years. Interns have been both high-school and college level students.
- Approximately 60-70
- 5
- 5
- 10
- 15
- Most juniors and seniors take part in an internship.
- 27% of seniors and 10% of juniors were placed in a work-based learning experience.
- 12 students
- All juniors and seniors who self-select.
- 5
- 25
- 5
- 9
- 14

- 5
- 2 - 4CCC and 1-locally through our HS

What are some examples of high-quality work-based learning supported by your business advisory council?

Membership Responses:

- Business & Educator Bootcamp
- CEO interview days, a large Career Exposure Fair with nearly 50 participating businesses, participate in JA in a Day, host a Manufacturing tour day, host a College and Career Day, offer STEM classes.
- School to work program.
- We are working on the "high-quality" component as we develop the course. This year we've partnered with Wildfire Leadership to incorporate their curriculum to be used in the lecture portion of the class.
- STW and Four County juniors and seniors
- All of our juniors and seniors have the opportunity to take on an internship, some of which are paid positions.
- Capstone, job shadowing, agriculture career skills training (welding and greenhouse) visits to the welding lab at Northwest State, STEAM-robotics and coding, RiseUp Program, customer service and retail industry.
- Partnering with APT to explore manufacturing skills, VanCrest Health Care for STNA.
- Dream Center, school to work program, school approved job shadow days.
- We partner with Holiday Inn Express, Liberty Chapel, and Wide Water Retreat to create quality work-based experiences.
- When it's necessary for students to participate in these programs, we support their efforts.
- We had a student employed at the Kenn-Feld Group.
- Students work in various fields within the community. Keeping logs of time and earnings that are shared with the supervising teacher. Students also receive job skill training in the work area they are most interested in.
- School to work program for students in our VoAg program as well as students in the Opportunities for Ohioans with Disabilities.
- Work release for 4CCC students; Internship and school - to - work; Agribusiness & Production systems CTE courses.

How many of your business partners have accepted students into work-based learning experiences?

Membership Responses:

- We have nearly 80 students in approximately 20-30 career settings participating in our internship program this school year. Students go into the field to study, observe, practice, and shadow a variety of professions and careers.
- 3
- Pettisville Grain
- Currently, our students must have a job to be part of the program. Our long-term goal would be to have a "bank" of employers that students could reach out to if they want to be part of the program but do not have a job.
- 12
- Several

- Sauder's, Walmart, Savvy Dog, Fulton County Health Center, Restaurants in the area.
- 2 - again it is early in our program, but we anticipate fast growth with this new program
- All juniors partner with local agencies for placements. The number changes each year based on the selection by the kids.
- 5; 5 students work within community during the school day
- 25 of our students work with local businesses.
- Approximately 20 over two years. Most of these have been places the students have had prior connections to, and we would like to have more community business partners communicate with us about their needs.
- 14
- 5
- 3 - 4CCC and 1-locally

How has work-based learning benefited students and employers?

Membership Responses:

- Networking and awareness of local opportunities has expanded. We even held a networking event to help our upperclassmen meet local business representatives and employers.
- Allowed students to enter and stay in the workforce.
- It's a win-win for both students and community businesses, and students develop the skills, and the businesses retain the workers.
- Our students have several different motivations for joining the program. Some want to earn money for college, others are planning to join the workforce after high school and have taken care of business in high school and don't need additional credits, and others are working in the profession they plan to pursue. It is a way to get our students working, while earning credits, benefiting them financially while earning credits. It also gets our students into local businesses during the year.
- Develop and enhance skill trades, as well as financial literacy.
- It has helped students to explore potential careers and given businesses a chance to recruit students before they graduate.
- Work-based learning benefits our students by providing financial support, learned responsibility and graduation requirements. It benefits community employers by filling a much-needed depleted work force in our area. Additionally, the employer has the opportunity to train and prepare students with job-ready skills in their company/organization.
- Students are able to explore different work-based experiences while staying local in the community. They are also earning money for after graduation and potential employment with those companies. Local businesses are eager to receive these students.
- Provides real-life experience.
- bridging the gap of the transition between high school student and adulthood; students gain work experience and employers gain workers.
- Help make connections for our students and gain real world applications for future employment.
- A handful of students need to work during the school day. As a result, both our students and their employers benefit from the cooperation.
- It has provided students with the opportunity to pursue work opportunities while receiving high school credit. Students are able to earn money and gain valuable experience while also serving as an important work force component for those employers.
- As a district one of our students worked in our operations department and was hired full time after graduation. The same exists for the community.

- It provides practical skills and career clarity. Employers gain a talent pipeline, and it is a cost-effective recruitment. It is a win-win for both parties.
- Students get the opportunity to work in an interest area career field prior to making the financial decision to receive post-secondary training or earn a college degree in that career field. Students earn money that can be used on career related credentials or degrees. Businesses can fill positions without having to hire full-time employees. Businesses have the opportunity to work with potential employees prior to hiring them for more advanced positions.
- Students are able to find career opportunities and develop skills that are beneficial to them individually. Employers are able to find employees in a challenging labor market and train him or her based on the work at hand.

How has the business advisory council supported mentorship programs and/or provided networking opportunities for students and professionals?

Membership Responses:

- Fulton County Career Exploration Day - 200 to 300 senior level students
- AMC put on MFG days in October (315 students) and MiniMFG days in May (150 students)
- Bryan City Schools regularly meets with businesses and business representatives to gauge our curriculum offerings to ensure they meet the 21st century needs of our local economy. We host CEO interview days, a large Career Exposure Fair with nearly 50 participating businesses, participate in JA in a Day, host a Manufacturing tour day, host a College and Career Day, hold our own local Business Advisory Meetings, and partner with local business representatives to support our district initiatives. The listed activities involve entire grade levels of students.....over 150 at a time.
- Wildfire Leadership curriculum. We are also building additional components of the curriculum to include workplace etiquette, resume building, interview assistance, etc.
- Business/Merchants Mock Interview event with Seniors (last 2 years)
- The careers class at our middle school serves all 7th and 8th grade students. The Future of Fulton Co. course provides students with direct access to many area employers.
- All seniors participate in Mock Interviews, Manufacturing Day, and visits to area businesses, agencies, and healthcare facilities. All students in grades 6-12 have created an Ohio Means Jobs backpack.
- Annual senior interview day where students interview for potential career opportunities there were 39 students involved. Manufacturing tours for seniors of area businesses, and real money real world for seniors and sophomores.
- Job shadowing- all juniors
- Career fairs 2x per year; field trips into the community provided by Defiance County Economic Development; Amazing Shake Competition; Manufacturing Day participation; Partner with Ohio Means Jobs; employer visits to schools to connect with students; juniors and seniors attend soft skill workshops (resume building & interview skills)
- We start as early as the eighth grade introducing our students to various careers through an elaborate ELA unit that includes a job fair.
- We have established and grown a career fair opportunity for our students in grades 7-12.
- Career Fair with 20-25 businesses from multiple career fields. Students interview with 3 businesses. Soft skill training also takes place. This brings local business into the high school for direct contact with our students.
- Each month we implement a 7-12 activity designed to spark student interest in future careers. Examples are Ohio Means Jobs interest survey; soft skills training; resume writing; business/industry site visits, dedicated 7-12 career exploration Days, job shadowing, guest speakers, and student success plans.

What professional development opportunities are available through the business advisory council for teachers? (Include teacher bootcamps, externships and tours.)

Membership Responses:

- Bootcamps
- STEAM coalition has done tours of both Schools (makerspaces) and Businesses (factory tours) all were prior to COVID.
- Business Tours have been big. Bryan City takes teachers on tours to local businesses during our Teacher/Staff Workdays. BCS also holds our own Business Advisory meetings to allow our educators to meet and vision with local business representatives.
- Educator Bootcamp
- Wildfire Leadership PD
- Our teachers are encouraged to take part in workforce bootcamp opportunities in the county.
- Professional Development offered to teachers includes tours of local manufacturing companies and colleges. Agricultural and STEAM teachers have attended workshops and seminars such as the Dave Ramsey Institute.
- Our Ag teacher visited several schools and area businesses.
- School counselors attended graduation bootcamp through the ESC; district employees attended community business tours as coordinated through Defiance County Economic Development; collaboration with 4CCC and training with FFA; school counselors attended Manufacturing Consortium meetings regularly throughout the year.
- Educator Boot Camp
- We allow our teachers to take classes on field trips to visit various businesses.
- Educator Bootcamp; WEDCO Education Business Advisory Committee
- During the 2022-2023 school year the district did not provide specific professional development opportunities for teachers, yet teachers have in the past and will again this year participate in these PD opportunities. Specifically, the Ag Business teacher will participate in the Fulton County Leadership Academy.
- Teachers participate with students on business tours at the 9th or 10th grade level.

How are the members of the business advisory council representative of the job market of the area you serve? (Specify industries represented on the business advisory council reflective of in-demand occupations in the area.) *

Membership Responses:

- Direct reliance on our county economic development leaders to inform the BAC of this information and trends based on data.
- Economic Development corporations represent the business community in BAC.
- Continue to build direct relationships with businesses – both large and small
- The AMC represents manufacturing, a huge sector in our area.

How is the business advisory council collecting, implementing, and responding to feedback? Include samples of feedback (business, educator, and student)?

- Data and statistics are available on the respective County Economic Development/CIC websites.

- o Defiance: <https://www.defiancecountyed.com/>
- o Fulton: <https://fcedc-ohio.com/>
- o Henry: <https://henrycountyed.com/>
- o Williams: <https://wedco.info/>
- Periodic surveys have been used to collect information on activities related to quality practices: Developing Professional Skills for Future Careers, Building Partnerships, and Coordinating Experiences.

What barriers has your business advisory council encountered in implementing these quality practices?

Membership Responses:

- Resource barriers (financial and time primarily)
- Schools are hyper focused on testing and do not think that there is room for STEM and STEAM.
- Time and money are always the biggest limiting factors.
- finances
- Personnel and funding
- Time - we are in our second year implementing the program and are building relationships. We've had businesses reach out to us wanting our students to work for them or wanting to come in and speak to our students. Logistically, this can be difficult to arrange at times without pulling from other class time.
- Our district offers elective classes in Ag. Education/Career Tech, Art, Financial Literacy, and Business Education.
- It always comes down to having enough funds to run these programs.
- Lack of personal and public transportation and resources needed to get to and from work in another town. The lack of career/job opportunities within Fayette Village limits. Placing students in union manufacturing companies and agencies. Another barrier is age/education requirements.
- For students it is a lack of driver's license. Staffing is also a concern.
- Time out of the classroom, scheduling, transportation.
- time; student interest - students unsure of future plans
- Funding, Staffing, Transportation, and Time
- The students who attend the career center have fewer barriers. The students who remain in our high school building don't seem interested in taking part in this type of program.
- Lack of availability for large groups (20+ students) to tour facilities and difficulty connecting with businesses when we reach out to engage (they typically are not calling us).
- The biggest barrier is affording the staff necessary to provide opportunities to more students.
- Being a small rural community, we do not have many local businesses so it is difficult to find volunteers to come into the building to partner with us to provide programming to our students.
- Obtaining staff who are licensed to provide Career Technical Education, offering courses that meet the educational needs of students, and becoming more career focused for students.

What additional information would you like to share about how the business advisory council develops professional skills for future careers? Please provide any details on how the work of the business advisory council is shared within the community.

Membership Responses:

- Ohio Means Jobs has been a great resource for us when a student needs more documentation for graduation purposes. Businesses can communicate with OMJ, whom we work with as well. A central location for opportunities rather than one-offs all the time makes this more manageable on our part.

- We have all been working to open doors for our students to find rewarding careers here at home. Swanton's partnership with the ESC to support the career coach position and the new interactive career mural are evidence of that.
- We have used the Defiance Economic Development team and Educator Boot Camp. Also, a list of businesses and if they would be willing to accept job shadowing students.
- Continue education on how professional skills/world are evolving and how we can help our students prepare.
- We continually encourage students to pursue post-graduate training, either in college, trade schools, or on-the-job.
- We are continually reviewing our course offerings and programs to ensure that students are being provided relevant opportunities that match their needs and desires across the spectrum of career opportunities to the best of our ability.
- Additional funding at the district level is needed to provide more opportunities to students.

What additional information would you like to share on how your business advisory council works collaboratively on initiatives to build partnerships and enhance experiences for students?

Membership Responses:

- The Northwest Ohio Educational Service Center (NWOESC) and the Northern Buckeye Education Council (NBEC) jointly fund a STEAM lab for Northwest Ohio schools. The lab provides students with hands-on experiences in science, technology, engineering, arts, and mathematics (STEAM), helping them to discover their interests and explore possible careers in these fields.
- We have a business breakfast each year.
- Districts are receptive to bringing businesses into school settings and connecting directly with students. Guidance departments may be the best avenue. In addition to meeting with all students, they can come talk to a work study program during their assigned period (typically 40 minutes long).
- The work of the BAC has helped to open the lines of communication with area businesses and provided opportunities for students to get a jump start on their careers.
- If businesses would be willing to come to schools more frequently and condense the timeframe of presentations, it may be more beneficial (i.e., present 3 times for 20 minutes instead of 1 time for an hour)
- Our ESC does a nice job providing an array of speakers from the business community who address area superintendents at the quarterly BAC meetings.
- We continue to look at regional trends in workforce development and education which provide for programmatic developments that support student opportunities across various career fields.
- The NWOESC BAC does a great job networking the 4 county area schools and businesses. The quarterly meetings provide opportunities for each county to share its school/business opportunities. These meetings are often held on-site for the best understanding of the programming.

What additional information would you like to share about how career readiness experiences are coordinated? How have these experiences benefited students and employers? *

Membership Responses:

- Numerous Career Development Events through our Edgerton FFA Chapter involve nearly 1/3 of our high school students. As example; Public Speaking, Ag. Mechanics, Parliamentary Procedure, Animal

Husbandry, Food Science, and Agricultural Production. We also established a Speech and Debate team two years ago, for all 9-12 students to participate.

- We have worked hard to open lines of communication with area businesses and create connections with our schools and students to promote careers.
- We have been sending students to Defiance Hospital for health care.
- The ESC has done a fine job providing several learning experiences through the BAC program.
- I believe it has enhanced the connection between what we do in schools and our local economies/businesses. There has definitely been a shift in the awareness of career path opportunities which has benefited our students. The more that we are aware of the opportunities that exist, the better we can support our students as they make decisions about their futures.
- The best benefit is when students get real life work experiences and increase their employability skills. Our students often get hired by the businesses they work for.
- Staff members coordinate the career day activities for grades 7 - 12. This is done during the school year using professional development time.
- Student participation in STEAM activities helps to foster the important ""Soft Skills"" needed to be successful in any career namely:
 - Critical Thinking: STEAM education teaches students to think critically and solve problems.
 - Creativity: STEAM education encourages students to be creative and think outside the box.
 - Communication: STEAM education teaches students to communicate effectively, both verbally and in writing.
 - Collaboration: STEAM education teaches students to collaborate with others. This is an essential skill for many careers.