

2023 - 2024

BUSINESS ADVISORY COUNCIL

TRI-COUNTY EDUCATIONAL SERVICE CENTER
BUSINESS ADVISORY COUNCIL CONSORTIUM



*Business Advisory Council
Plan Issued by the Tri-
County Educational Service
Center Governing Board and
the Business Advisory
Council representing
Tri-County Educational
Service Center and its
member districts.*

Tri-County Educational Service Center Business Advisory Council Consortium

This consortium was formed in accordance with the provisions of Ohio law (Ohio Revised Code Section 3313.82) requiring every school district and educational service center to have a Business Advisory Council and to meet the requirements of Ohio law (Ohio Revised Code Section 3313.821) which directs the development of standards for the operation of Business Advisory Councils.



Tri-County Educational Service Center Business Advisory Council Consortium

Mission Statement:

The Business Advisory Council (BAC) is committed to building collaborative partnerships among education, business, and community. The BAC will advise school districts on curriculum and broadening exposure to the world of work in order for students to extend their learning beyond the classroom and gain the valuable essential skills needed for success after graduation.



*STEAM campers learn about
CNC Machining with
Instructor Bruce Steiner*

Purpose & Responsibilities:

The Business Advisory Council will support partnership between member schools and the business communities of Ashland, Holmes, and Wayne counties.

The partnership will:

- Advise** local districts on changes in the economy and job market as well as projected in-demand jobs in the region
- Advocate** for the employment skills most critical to business and industry and the development of curriculum to teach these skills
- Aid and support** local districts by offering suggestions for developing a working relationship among businesses and educators

"The best way to predict the future, is to create it."

-Abraham Lincoln

School District Members

Ashland City Schools

Steve Paramore
Superintendent
Linda McKibben
Deputy Superintendent

Chippewa Local Schools

Todd S. Osborn
Superintendent

East Holmes Local Schools

Erik H. Beun
Superintendent

Green Local Schools

Dean Frank
Superintendent

Hillsdale Local Schools

Catherine Trevathan
Superintendent

Loudonville-Perrysville Exempted Village Schools

Jennifer Allarding
Superintendent

Mapleton Local Schools

Scott Smith
Superintendent

Northwestern Local Schools

Jeff Layton
Superintendent

Norwayne Local Schools

Kevin Leatherman
Superintendent

Orrville City Schools

Jon Ritchie
Superintendent
Brett Lanz
Assistant Superintendent

Rittman Exempted Village Schools

Jon Ritchie
Superintendent

Southeast Local Schools

Jon Ritchie
Superintendent

Tri-County Educational Service Center

Jon Ritchie
Superintendent
Beth Gaubatz
Consultant

Triway Local Schools

Nate Schindewolf
Superintendent

West Holmes Local Schools

Eric Jurkovic
Superintendent

Wooster City Schools

Gabe Tudor
Superintendent
Brian Madigan
Assistant Superintendent

Business, Community & Workforce Partners

Appleseed Community Mental Health Center

Steve Black
Case Manager

Ashland Area Chamber of Commerce

Amy Daubenspeck
President

Ashland Area Economic Development | Grow Ashland

Cameo Carey
Executive Director

Ashland Comfort Control

Joe Reep
President

Artiflex

Tammy Hendershott
HR Manager

Aultman Health Foundation

Jen Kessel
Sr. Vice President, Human Resources

Aultman Orrville Hospital

Pete Kandis
Vice President, Operations

Aultman Orrville Hospital

Renee Alfred

Brethren Care Village

Mindy Scurlock
Executive Director

Centerra Co-Op

Karen Alsop
Human Resources Director

Certified Angus Beef

Jen Eichel
Executive Administrative Manager

Charles River Labs

Maribeth Eckert
Director, Human Resources

City of Ashland

Matt Miller
Mayor

Dirt Dawg Excavating

Kevin Kaeser
Founder & President

Goodwill Industries

Sue Gorman
Vice President of Human Resources and Mission Services

Holmes County Chamber of Commerce

Tiffany Gerber
Executive Director

Intec Consultants

Tim Zarovacki
Solutions Architect

Junior Achievement

Lori McCleese
President

Junior Achievement

Tyler Adams
Vice President of Development

MOOG, Inc

Bryan Troyer, PMP
Senior Program Manager

McElroy Packaging

Steve McElroy
President

Business Partners (continued)

North Central Workforce Alliance of Ohio

Erv Howard
Executive Director

Next Home Next Step

Barbie Lange
Realtor

Orrville Area Boys & Girls Club

Josh Nolan
Executive Director

Orrville Area Chamber of Commerce

Dan Franks
President

Orrvilon Inc

Barbie Lange
Realtor

O'Huddle

Sara Reith
Executive Director

Packaging Corporation of America

Rick Geething
Ashland Plant Controller

PFI Displays

Vince Tricomi
President

Rayco

Jim Pindell
Human Resources Manager

Sarchione Chrysler Dodge Jeep Ram

Ray Spencer
Dealer

Schaeffler/Luk

Carrie McKelvey
Training and Academy
Leader

Schantz Organ

Vic Schantz
President

Simonson Construction

Dan Moore
President

Spherion Ohio

Heather Ogi
Branch Manager

Sutton Bank

Dennis Miller
Vice President

Transformation Network

Kelly Smith
Executive Director

University Hospitals - Samaritan

Stephen Carroll
Community Outreach

Venture Products

Denver Steiner
Chief Executive Officer

Wayne Center for The Arts

Sara Brink
Executive Director

Wayne County Department of Job and Family Services

Rich Owens
Director

Wayne County Schools Career Center

Kristin Foy-Samson
Work Based Learning
Manager

Business Partners (continued)

Wayne County Schools Career Center

Lynn Moomaw
Director of Adult Education

Wayne Economic Development Council

Traci Carmony
Marketing and Development
Coordinator

Wooster Community Hospital

Tina Meyers
Vice President, Human
Resources

Wayne County Schools Career Center

Lynette Boggs
Supervisor

The Will-Burt Company

Dana Schauer
Director of Supply Chain

Wooster Police Department

Scott Rotolo
Assistant Chief of Police

Wayne Economic Development Council

Maribeth Burns
President

Wooster Area Chamber of Commerce

Samira Zimmerly
President



Mapleton Local Schools National Junior Honor Society spends time with the Inn at Ashland Woods residents



Triway Local Schools Junior High 2023 Career Week



Chippewa Local Schools Senior, Hanna Schade, is the 2024 Ohio Music Association All-State Chair



Hiland High School Seniors celebrate their graduation

Higher Education Partners

The College of Wooster

APEX

Advising and Academic Resources Experiential Learning

Hocking College

Amanda Lemke

Associate Dean, Workforce Development and Community Engagement

Ohio State University ATI

Dr. Kristina Boone

Assistant Dean and Director

Sinclair Community College

Todd K. Schilling

Pre-Apprenticeship Coordinator, Work-Based Learning

The University of Akron Wayne College

Heather Howley

Director of Regional Campuses

Wendy Cundiff

Manager of Academic Advising



Hillsdale Local Schools Captains' Leadership Council reads stories to 2nd grade students



Northwestern Local Schools FFA Student works with cows in the barn

Roles & Responsibilities of Partners

Roles of the Partners:

- Advise school districts on changes in the economy and job market
- Identify future jobs that will be available and in-demand
- Advocate for the employment skills most critical to business and industry, and the development of curriculum to teach these skills
- Aid and support school districts by offering suggestions for developing a working relationship among businesses, labor organizations, workforce development entities, and educators



Educators tour McElroy Packaging in Orrville, Ohio during the Vital Connections Program

Educators tour Rayco Manufacturing, LLC in Wooster, Ohio during the Vital Connections Program



Business Advisory Council Subcommittees

Envision Your Future Committee - Learning Series for 9th & 10th Graders

- Melissa Siburt - The Apple Creek Banking Co.
- Lexi Nussbaum - Jarrett
- Bryan Troyer - Moog, Inc.
- Josh Nolan - The Orrville Area Boys and Girls Club
- Nicolina Nolletti - The Orrville Area Boys and Girls Club
- Landre McCloud - Orrville Area Chamber of Commerce
- Dan Franks - Orrville Area Chamber of Commerce
- Beth Gaubatz - Tri-County Educational Service Center

Vital Connections Committee:

- Beth Gaubatz - Tri-County Educational Service Center
- Lynn Moomaw - Wayne County Schools Career Center
- Brett Lanz - Heartland Education Foundation/Orrville City Schools
- Traci Carmony - Wayne Economic Development Council
- Carrie McKelvey - Schaeffler
- Pete Kandis - Aultman Orrville Hospital
- Jim Pindell - Rayco/Morbark
- Tina Meyers - Wooster Community Hospital
- Assistant Chief Scott Rotolo - Wooster Police Department
- Steph Martinez - Wooster Brush
- Tammy Hendershot - Artiflex

Pre-Apprenticeship Programs Committee:

- Beth Gaubatz - Tri-County Educational Service Center
- Andrew Johnson - Tri-County Educational Service Center
- Karen O'Hare - Tri-County Educational Service Center
- Erik Beun - East Holmes Local Schools
- Noah Boyd - East Holmes Local Schools
- Eric Jurkovic - West Holmes Local Schools
- Alison Gardner - West Holmes Local Schools

Data Committee:

- Beth Gaubatz - Tri-County Educational Service Center
- Matt Brown - Wayne County Schools Career Center
- Craig Raber - Tri-County Computer Services Association

Workforce Summit Committee:

- Erv Howard - North Central Workforce Alliance of Ohio
- Amy Daubenspeck - Ashland Area Chamber of Commerce
- Cameo Carey - Ashland Area Economic Development Council
- Lindsey Hoover - Simonson Construction
- Matt Miller - Mayor, City of Ashland

Business Advisory Council Subcommittees (continued)

STEAM Summer Camp Committee:

- Beth Gaubatz - Tri-County Educational Service Center
- Andrew Johnson - Tri-County Educational Service Center
- Tiffany Miller - Tri-County Educational Service Center
- Lynn Moomaw - Wayne County Schools Career Center
- Drew Fuller - Wayne County Schools Career Center
- Nate Gaubatz - Wayne County Schools Career Center
- John Schantz - Schantz Makerspace
- Vic Schantz - Schantz Makerspace
- Traci Carmony - Wayne Economic Development Council
- Denver Steiner - Venture Products

College and Career Ready Committee:

- Sara Reith - O'Huddle
- Brett Lanz - Heartland Education Foundation/Orrville City Schools
- Beth Gaubatz - Tri-County Educational Service Center
- Kris Boone - OSU/ATI
- Sue Corfman - The J.M. Smucker Company
- Matt Birkbeck - Chief of Police, City of Orrville
- Sue Gorman - Goodwill Industries
- Heather Howley - The University of Akron Wayne College
- Heather Ogi - Spherion Mid-Ohio
- Josh Nolan - Orrville Area Boys and Girls Club
- Lori McCleese - Junior Achievement of North Central Ohio

2 B.E. Connected Business and Educator Tours:

- Beth Gaubatz - Tri-County Educational Service Center
- Erv Howard - North Central Workforce Alliance of Ohio
- Karen Alsop - Centerra Co-op.
- Dan Moore - Simonson Construction
- Joe Reep - Ashland Comfort Control
- Faith Langston - Charles River Labs
- Dennis Miller - North Central Workforce Alliance of Ohio

Meeting Schedule

The following meetings are scheduled to take place involving the Business Advisory Council or significant factions of its membership.

Tri-County Educational Service Center Governing Board Meetings:

- January 10th, 2023
- February 13th, 2023
- March 13th, 2023
- April 3rd, 2023
- May 15, 2023
- June 12th, 2023
- July 10th, 2023
- August 14th, 2023
- September 11th, 2023
- October 9th, 2023
- November 6th, 2023
- December 11th, 2023



Justin Winget, an award-winning director with the Detroit Pistons, welcomes students to the bi-annual chARTer event.

North Central Workforce Alliance of Ohio Executive Board Meetings:

- March 15th, 2023
- June 14th, 2023
- September 13th, 2023
- November 29th, 2023

Wayne Economic Development Council:

- Informal meetings bi-monthly throughout 2023-2024

Tri-County Area Superintendent Meetings:

- September 29th, 2023
- October 23rd, 2023
- November 28th, 2023
- January 1st, 2024
- February 23rd, 2024
- March 22nd, 2024
- April 26th, 2024
- May 7th, 2024



The chARTer event featured a crew of creative professionals and students eager to find their path in creative arts. The chARTer event is a day with keynote speakers, q+a sessions, interactive roundtable discussions, and opportunities for students to speak to college representatives

Communication

- Career Connections Coordinator will attend NCWA Executive Board Meetings Quarterly, Wayne Economic Development Council (WEDC), and Orrville Area Chamber Executive Board meetings to share updates on district curriculum, programs, and events. The coordinator will also gather input from business leaders.
- Career Connections Coordinator will provide a summary each quarter to the Tri-County ESC Superintendent, Tri-County ESC Governing Board, and Member District Superintendents regarding:
 - quarterly meetings
 - programs, activities, and events
 - information on the economy and job market
 - employment skills and career awareness
 - business and education partnerships
- Written documentation of meeting minutes and updates on recommendations and needs will be provided:
 - Summer Quarter – September 1
 - June, July, August
 - Fall Quarter – December 1
 - September, October, November
 - Winter Quarter – March 1
 - December, January, February
 - Spring Quarter – June 1
 - March, April, May
- Career Connections Coordinator will report back to the Tri-County ESC Superintendent and Tri-County ESC Governing Board monthly in-person at board meetings or via a written report on:
 - the economy and job market
 - employment skills and career awareness
 - business and education partnerships
- A joint statement from BAC and ESC Governing Board will be issued by March 1st each year and will include:
 - Meetings conducted
 - Summary of activities/events conducted by BAC
 - Synopsis of the BAC advice and recommendations regarding needed employment skills, economic and job market changes, job outlook, and developing working relationships between businesses, labor organizations, and educational personnel

Plan

The plan of the Tri-County Educational Service Center Business Advisory Council is to make recommendations on the following:

- The delineation of employment skills
- The development of a curriculum to instill employment skills
- Changes in the economy and in the job market
- Types of employment in which future jobs are most likely to be available
- Supporting the Tri-County Educational Service Center Pre-Apprenticeship Program
- Suggestions for developing a working relationship among businesses and education personnel
- Suggestions for improvement of annual events, professional development sessions, and student activities including, but not limited to: Manufacturing Day, Healthcare Day, Senior Work Expo, Vital Connections
- Career Awareness Days/Events planning and support
- Graduation Plans and Student Success Plans Education
- Training on new Graduation Requirements
- Support in drug-free programming
- Support in employability skills and soft-skills training
- Mentoring, job shadowing, apprenticeships/pre-apprenticeships, internships
- Parent Education and Awareness regarding Career Planning
- Data analysis and information describing changes in economy, job market, student skills, and deficiencies
- Identifying community, business, and student educational needs (academic, nonacademic, employment skills, and skills needed for success in higher education and careers)

“The best way to find out if a career is for you is to try it out. Allowing students to learn the ins and outs of these jobs in the workplace will help them decide what career pathway is best for them and better prepare them for their futures.”

- Ohio Lt. Governor Jon Husted

Events, Activities, & Programs

Tri-County Educational Service Center Business Advisory Council member districts, business partners, and higher education partners work together throughout the school year for events, activities, and programs that support and uphold the mission and purpose of the Business Advisory Council.

Specifically, the Business Advisory Council school districts and business partners plan to participate in:

- Tri-County Educational Service Center Pre-Apprenticeship Programs
- Envision Your Future Program - for 9th and 10th graders
- Wayne County Career Expo - Senior Career Exploration Event
- Ashland, Holmes, and Wayne Counties In-Demand Jobs Week Events
- Ashland, Holmes, and Wayne Counties Vital Connections Teacher Immersion Bootcamp
- North Central Workforce Alliance of Ohio 2 B.E. Connected Teacher Immersion Bootcamp
- Tri-County Educational Service Center VEX IQ STEAM Camp
- Ashland County-West Holmes Career Center Gloves & Goggles Event
- Wayne County Manufacturing Day Event
- Tri-County Educational Service Center and Buckeye Book Fair Young Author Event
- Teacher Professional Development Day (Industrial Arts, Physical Education, School Counselors, Family, and Consumer Sciences)
- North Central Workforce Alliance of Ohio Workforce Summit (Spring and Fall)
- Ohio's New Graduation Requirements Educator Training
- Northeast Ohio Transition Symposium (State Support Team)
- chARTer Creative Arts Workshop (Orrville)
- Ashland County-West Holmes Career Fair
- Graduation Requirement Training: Local Graduation Seals
- Various Field Trips, Speakers, Career Days at Membership School Districts



Students participate in a site tour at Frito-Lay during the Wayne County MFG Day Event

Students at Wayne County Schools Career Center participate in Drug Free Clubs



2023-2024 Priority Goals and Actions

Develop and implement a Pre-Apprenticeship Program for Tri-County Educational Service Center Business Advisory Council Consortium Members.

- *Why:*
 - Youth pre-apprenticeship programs provide students with a first look at a possible career. With the implementation of Ohio's New Permanent Graduation Requirements, it is more important than ever to provide students with options for multiple pathways to graduation.
 - Member districts need support in developing a pre-apprenticeship program.
 - In the Ashland, Holmes, Wayne County two of the most in-demand careers are in the areas of Manufacturing and Hospitality & Tourism.
 - In the Spring of 2022, data from the OhioMeansJobs.com Career Cluster Inventory Results for students in the graduating classes from 2022-2023 was compiled and analyzed.
 - Only 3.3% of students are interested in Manufacturing as their top career choice.
 - Only 3.9% of students are interested in Hospitality & Tourism as their top career choice.
- *Action Leaders:* Beth Gaubatz, Andrew Johnson, Erik Beun, Noah Boyd, Eric Jurkovic, Alison Gardner, Karen O'Hare, Tiffany Miller
- *Resources/Tasks:*
 - The program will kick off during the 2023-2023 school with the East Holmes and West Holmes school districts
 - Meet with interested school districts to develop application procedures and courses of study for pre-apprenticeship pathways
 - Establish relationships with Registered Apprenticeship Programs for linkage
 - Develop and submit an operating plan to ApprenticeOhio for approval (program approved 4.18.2023: AO-PA-OH000160)
 - Enroll students in pre-apprenticeship program
 - Students will complete program requirements and career experiences
 - Evaluate outcomes and results for students and program completers
 - To view the Pre-Apprenticeship Program details, visit:
www.tinyurl.com/tricountypreapp or click the picture below



Click Photo To View Pre-Apprenticeship Program Details

2023-2024 Priority Goals and Actions

Increase Opportunities for Students in 9th and 10th Grades to Explore Potential Careers by Engaging in Business and Community Partnerships.

- **Why:** Research suggests that young people's career pathways are formed early, with career aspirations often following traditional gender stereotypes, and tending to reflect students' interest and achievement in traditional school subjects.
- **Action Leaders:** Beth Gaubatz, Dan Franks, Landre McCloud, Heather Howley, Melissa Siburt, Lexi Nussbaum, Bryan Troyer, Josh Nolan, Nicolina Nolletti
- **Resources/Tasks:**
 - Establish a workgroup to develop the program
 - Establish a mission statement, objectives, and learning targets for students
 - Collaborate with business and community leaders to plan each session's content and enlist session facilitators
 - Secure sponsors for the program to help cover the costs
 - Secure transportation to and from school districts for students who have transportation barriers
 - Contact school districts to educate them about the new program and to enroll students
 - Sessions will occur during the 2023-2024
 - The program is entitled "Envision Your Future" and will have 15 students participating
 - For details, [click the link here \(link\)](#) or see the photos below



ENVISION YOUR FUTURE

WHAT IS ENVISION YOUR FUTURE?

The Orrville Area Chamber of Commerce "Envision Your Future" program is a series of learning sessions that feature experiential and hands-on learning focusing on the personal development of local students. The Orrville Area Chamber is partnering with school districts, area municipalities, elected officials, and business leaders to turn all of Wayne County into a classroom.

The program will focus on the "3 E's: Enrollment/Education, Employment/Apprenticeship, and Enlistment" and help to build each student's confidence as they explore where their path will take them.

WHO IS ENVISION YOUR FUTURE FOR?

This program is an option for all 9th and 10th grade high school students. Specifically, the program will focus on students who want to explore their future career choice and are contemplating next steps after school.

WHY PARTICIPATE?

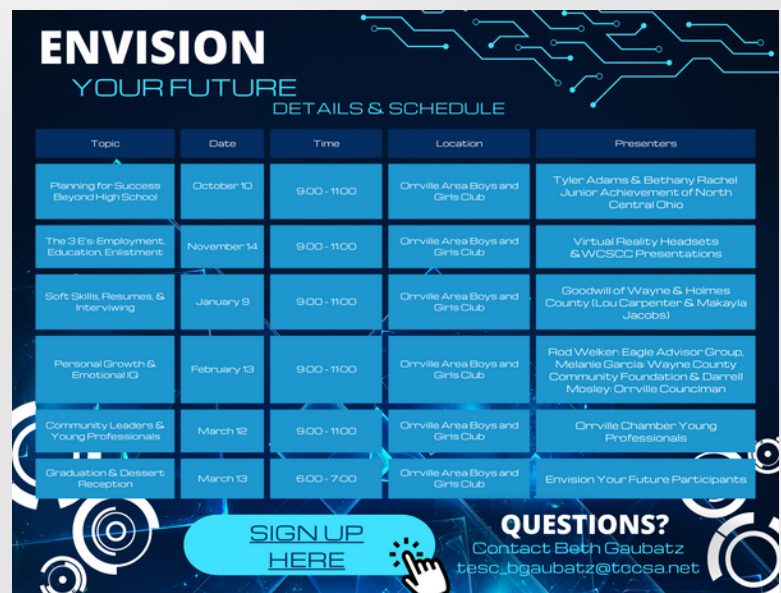
1. Learn about yourself and identify future goals
2. Improve your collaboration skills, communication skills, critical thinking skills, goal setting and time management
3. Celebrate different businesses in the community and network for future job shadowing opportunities, internships, and jobs
4. Be inspired by dynamic speakers
5. Recognize the power of your own experiences and empower you to take charge of your future
6. Meet students from other schools in Wayne County and find out what you have in common

ORRVILLE AREA CHAMBER OF COMMERCE

The Apple Creek BANKING CO.

TRI-COUNTY

SERPENTINI of Orrville



ENVISION YOUR FUTURE

DETAILS & SCHEDULE

Topic	Date	Time	Location	Presenters
Planning for Success Beyond High School	October 10	9:00 - 11:00	Orrville Area Boys and Girls Club	Tyler Adams & Bethany Rachel Junior Achievement of North Central Ohio
The 3 E's: Employment, Education, Enlistment	November 14	9:00 - 11:00	Orrville Area Boys and Girls Club	Virtual Reality Headsets & WCSCC Presentations
Soft Skills, Resumes, & Interviewing	January 9	9:00 - 11:00	Orrville Area Boys and Girls Club	Goodwill of Wayne & Holmes County (Lou Carpenter & Makayla Jacobs)
Personal Growth & Emotional IQ	February 13	9:00 - 11:00	Orrville Area Boys and Girls Club	Rod Welken Eagle Advisor Group, Melanie Garcia Wayne County Community Foundation & Darrell Mosley Orrville Councilman
Community Leaders & Young Professionals	March 12	9:00 - 11:00	Orrville Area Boys and Girls Club	Orrville Chamber Young Professionals
Graduation & Dessert Reception	March 13	6:00 - 7:00	Orrville Area Boys and Girls Club	Envision Your Future Participants

SIGN UP HERE

QUESTIONS?
Contact Beth Gaubatz
tesc_bgaubatz@tccsa.net

Business Advisory Council Joint Statements

Joint Statements of the Tri-County Educational Service Center Business Advisory Consortium can be found posted online at the Tri-County Educational Service Center Website.

<http://www.youresc.k12.oh.us/career-connections>

Tri-County Educational Service Center Joint Statement March 1, 2023



Tri-County Educational Service Center Joint Statement March 1, 2022



Tri-County Educational Service Center Joint Statement March 1, 2021



Tri-County Educational Service Center Joint Statement March 1, 2020



Tri-County Educational Service Center Joint Statement March 1, 2019



Business Advisory Council Plan Resources

RESOURCES:

Ohio Department of Education
<http://education.ohio.gov/>

Ohio Governor's Office of Workforce Transformation
<https://workforce.ohio.gov/>

Team NEO
<https://www.clevelandplus.com/teamneo/>

OhioMeansJobs
<https://jobseeker.ohiomeansjobs.monster.com/>

World Economic Forum
weforum.org

Connecting Worlds of Learning and Work - The Mitchell Institute
<https://www.vu.edu.au/mitchell-institute/schooling/connecting-the-worlds-of-learning-and-work>

**Business Advisory Council
 Plan Creation:**
 8/2018

**Business Advisory Council
 Plan Revisions:**
 9/10/2019
 8/12/2020
 12/3/2020
 3/1/2021
 3/11/2021
 9/8/2021
 8/25/2022
 9/11/2023



Elementary students learn about career pathways at the Ashland County-West Holmes Career Center's Guys with Gloves and Girls with Goggles Day

Students look on as Author and Young Author Conference Presenter, Marcy Campbell, signs copies of her book

