

# BUSINESS ADVISORY COUNCIL

Joint Statement | March 1, 2023







The ESC of Central Ohio's Business Advisory Council (BAC) issues the following Joint Statement to report on progress outlined in its plan for the 2022-23 school year, summarize actions taken and actions pending, and specify how the BAC, the ESC Governing Board, and the boards of BAC member school districts have fulfilled their responsibilities under state law.

For more information regarding the ESC of Central Ohio Business Advisory Council, please visit: <https://www.escco.org/BusinessAdvisoryCouncil>



# MEETINGS SUMMARIES

**October 20, 2022**

## [BAC Presentation Agenda](#) | [BridgED Presentation](#)

The meeting opened with a welcome from Dr. Tom Goodney, Superintendent of the ESC of Central Ohio. This was followed by an OhioMeansJobs Job Center Services overview from Scott Johnson. He shared the many services the job center provides and how they are working with educational organizations through their outreach office to share the resources they have available for schools to use, including their career pathway programming and career exploration resources.

Christy Bertolo and Chris Svec, co-founders of BridgED, Todd Meyer, chief operating officer of Olentangy Schools, and Tom Pool, talent acquisition director of The Ohio State University Medical Center, shared the process and results of their work to help “bridge the gap” between K-12 and the business community. They shared the playbook and process for K-12 districts to implement when building and developing relationships with industry to enhance the student experience. Corporate engagement efforts which resulted in several career awareness opportunities for staff and students were highlighted. The BAC is supporting the work of BridgED to expand beyond the pilot in Olentangy into other member districts and engaging additional business partners.

Jessica Weithman, Workforce Development Board pre-apprenticeship coordinator, shared information about the Central Ohio Pre-Apprenticeship Hub. This included information on the requirements of a recognized pre-apprenticeship program as well as funding supports available for developing new preapprenticeships.

Christine Galvin ended the meeting by introducing new ESC team members, sharing impact data of BAC projects, discussing parent/community awareness resources available through the Parent Awareness work group, upcoming career chat opportunities, internship opportunities, new preapprenticeship programs, upcoming opportunities for BAC engagement, and a call to action.



**December 15, 2022**

## BAC Presentation and Agenda

The meeting began with a discussion regarding data from an industry credential study completed by ExcelinEd and Lightcast. The study contained data on the types of industry credentials that Ohio students earned, the credentials that are being requested from employers in job listings, and the misalignment that currently exists. The BAC discussed the importance of employers signaling what industry credentials are required and what credentials are preferred for their business/industry. The importance of alignment with employer needs, focusing on outcomes for students, and connecting industry credentials to industry pathways was also discussed.

Representatives from OSA shared information on their summer IT student internship program. OSA is a software engineering and IT managed services provider headquartered in Columbus, Ohio. They created a nine week internship program that offered industry credentialing opportunities for students. Eric Leach, deputy director of the Office of Workforce Transformation then shared information on upcoming opportunities for hosting student internships and receiving wage reimbursements as well as available upskilling through the Tech Cred program.

The meeting then broke into work groups to discuss the following topics:

- What is currently on the ODE credential list? What are schools offering? What would employers like to see?
- How can we incorporate earning industry credentials into our curriculum/internships/preapprenticeship programs?
- Accessing resources/funding through OWT (TechCred, H.S. tech internships, IRCs)
- STEM exploration- how can we use STEM to build career awareness and prepare for credentials?

Christine Galvin wrapped up the meeting reminding participants of the ongoing work groups and potential involvement as well as an exit survey to gather feedback.





**February 7, 2023**

## Pre-apprenticeship Forum

The pre-apprenticeship forum was held in partnership with the Workforce Development Central Ohio Preapprenticeship Hub. The forum began with a welcome, review of the work to date, and feedback from the previous forum. The agenda was then shared as participants could choose from several work sessions.

Two panels were held - one focused on IT and one focused on construction pre-apprenticeship. Both panels included practitioners that were currently implementing pre-apprenticeship programs, registered apprenticeship providers and work-based learning (WBL) business/industry partners. They shared their experiences and answered questions on how to build an effective pre-apprenticeship program.

Two work sessions were held for districts and business partners that wanted to create new pre-apprenticeship programs. Competencies/curriculum was identified, WBL experiences were outlined, and alignment to registered apprenticeship programs was discussed.

The Central Ohio Pre-apprenticeship Hub and the Ohio Department of Education shared funding information and opportunities to support the development of new pre-apprenticeship programs. ApprenticeOhio also shared information on the group apprenticeship model and shared resources. The forum closed by outlining next steps and sharing an exit survey.



**COMING UP**

Next Meeting: April 2023

# PLAN AND IMPLEMENTATION PROGRESS

In order to meet the wide needs of our BAC members, we have taken a regional approach to leverage and connect to the work that is happening across Central Ohio. We have done this by working in partnership with the Central Ohio Compact, Workforce Development Boards, the New Skills for Youth Initiative, the Central Ohio Pre-Apprenticeship Hub, non-profit organizations, and workforce development agencies. We have created regional programs and plans to expose students to in-demand careers, earn industry recognized credentials, scaled internship and pre-apprenticeship opportunities for students as well as supported regional mentoring programs to connect students directly to business and industry mentors.

The Business Advisory Council has done this work through focusing on three quality practices:

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

Business Advisory Council work for academic year 2022-2023 to Develop Professional Skills for Future Careers

- BridgED Pilot | Buckeye Valley Local School District, Delaware City School District, and Olentangy Local Schools participated in a pilot with BridgED to bridge the gap between K-12 education and the business community. Through the partnership, BridgED connected the districts with nearly a dozen Delaware County and Central Ohio businesses that have an interest in supporting education and a desire to fulfill workplace needs. The companies represent a diverse range of industries to ensure students, teachers and parents know what's available in the marketplace, and how to best prepare for future opportunities. For example, the program infused teacher externships, work-based learning, parent communication, career days, classroom engagement, capstone programs and more. The BAC plans to expand this partnership to other districts based on data outcomes from the pilot.
- Middle School Speaker Series | The BAC will hold career events targeted for middle school students. Six in demand industries will be highlighted including Information Technology, Healthcare, Advance Manufacturing, Retail/ Logistics, HQ/Business Services, and Non-Profit/Human Services. Twenty-one companies will be involved in the series and will share multiple career opportunities in their industry, their personal career pathways, allow students to tour their facilities, and answer student questions. This series was developed in partnership with Columbus City Schools for their 9,769 middle school students. All of the sessions are also available for all BAC member schools to join and to utilize with their middle school students.
- CTE Program Support/Alignment | BAC members supported CTE programs located in member district comprehensive high schools by serving on pathway-specific advisory councils, providing feedback on curriculum and valued recognized industry credentials and providing WBL experiences.
- Regional Virtual Pathway Events | The first event was the Virtual Healthcare Pathway Event held in September 2022. All Central Ohio juniors and seniors and parents had the opportunity to connect directly with career training programs and employers who are hiring students directly out of high school. Students utilized the virtual platform to connect with training providers and employers while learning about the different career pathways in healthcare and to be confident in how to prepare for employment in the healthcare fields.
- Regional Mentoring Opportunities | The BAC has partnered with Big Brothers Big Sisters to expand their Big Futures program into Delaware and Union Counties. The Big Futures program provides support and resources to high school-aged students as they work towards graduation. Big Brothers Big Sisters of Central Ohio partners with community businesses and organizations to promote career and college readiness and mentoring for students and their families as they explore post-graduation opportunities.
- Regional Industry Credentialing Opportunities | The BAC has partnered with Goodwill Industries to provide industry credentialing training to Franklin and Delaware County school districts resulting in over 200 students earning customer service and IT recognized industry credentials.
- Regional Teacher Boot Camp Experience | The BAC is planning a week-long teacher boot camp to be held the first week of June 2023. This Boot Camp will promote modern manufacturing, healthcare, information technology, and construction pathways in Central Ohio. During the Boot Camp, educators will have an opportunity to tour and learn from industry leaders throughout Franklin County. BAC business/industry partners will share what they do, what skills are needed, and how to prepare students to help fill workforce needs.

Business Advisory Council work for academic year 2022-2023 to Build Partnerships

- Central Ohio Compact | The BAC worked in partnership with the Central Ohio Compact to plan and facilitate conversations/events to connect K-12, business and industry, and higher education.
- New Skills for Youth | The BAC worked in partnership with the JP Morgan Chase New Skills for Youth initiative by providing support for career awareness and WBL experiences.
- Pre-apprenticeship Hub | In partnership with the Central Ohio Pre-apprenticeship Hub, pre-apprenticeship programs were expanded to six additional school districts and 10 additional industry partners.
- Non-profit Partnerships to Provide Mentoring and Credential Training | Partnerships with Goodwill, Smart Mobility, and Big Brothers Big Sisters were developed to provide industry credentialing training, mentoring, and STEM education.
- Family Awareness Messaging Work Group- resources (videos, social media campaigns, etc.) have been developed in partnership with several Central Ohio organizations to utilize with students and families to promote the many pathways to in demand jobs in the region.

Business Advisory Council plans for year 2022-2023 to Coordinate Experiences

- Development of Pre-apprenticeship Programs | Six additional districts have developed ApprenticeOhio recognized preapprenticeship programs. The BAC has also had 10 additional business/industry partners participating in preapprenticeship programs.
- Regional Internship Supports | The BAC promoted and participated in the tech internship program through the Governor’s Office of Workforce Transformation.
- Piloting ODE WBL Guide with Employers | A BAC member volunteered to pilot the ODE WBL guide and provide feedback and suggestions for improvement.



CENTRAL OHIO BUSINESS ADVISORY COUNCIL PARTICIPANTS

# ACTIVITY SUMMARIES

- Held quarterly meetings ([See meeting agendas and notes](#))
- Connected participants to regional initiatives focused on Business Advisory Council goals, Central Ohio Compact, and Ohio Department of Education's SuccessBound.
- Supported district councils by attending their meetings for information sharing and providing needed information and resources. (Many districts participate in the ESC BAC and also have local smaller employer advisory councils.)
- Built capacity by hiring additional staff focused on the BAC work.
- Facilitated conversations between districts and business partners for WBL program development.
- Held ESC of Central Ohio Success Network events:
  - Professional development session focused on developing business and industry partnerships and developing best practice work-based learning opportunities for students.
  - Ongoing professional development and support in creating and facilitating effective career-based intervention programs.
  - Partnered with ODE to promote their newly created Career Advising Toolkit with BAC members
  - Virtual regional College Credit Plus (CCP) informational events were coordinated, providing parents and students CCP information. Higher education partners included The Ohio State University, Otterbein University, Columbus State, Kenyon College, COTC, and Franklin University.
  - Onsite technical assistance was provided by ESC of Central Ohio staff with individual Business Advisory Council districts and business/industry partners coordinating pathway development including needed employment skills and curriculum, access to grant opportunities, and facilities





# ADVICE AND RECOMMENDATIONS

Throughout the Central Ohio region, there continues to be a “skills gap” due to a mismatch between job seeker skills and employer needs. To fill this gap, the region must continue to focus on promoting collaboration between education and business and industry, establishing regional workforce and career exploration and counseling collaborations, expanding business engagement opportunities for students, and more. Much of this information and related resources focused on economic and job market changes may be found on the Business Advisory Council (BAC)’s [website](#) and specifically within resources referenced in the BAC’s [purpose document](#).

BAC council members have emphasized the importance of responding to the economic needs of their communities as new large employers are moving into the Central Ohio region. Although work has begun in the area of developing educational pathways that give students the skills they need for in-demand jobs, more work needs to be done to increase the scale of WBL experiences available, the number of employers involved, and the industry credentialing opportunities that are available. They also continue to emphasize reaching students and families at the middle school level to assist in exposing younger students to all types of career clusters, in planning for their future careers, and in taking stock of what skills and resources they need for those careers. They would like to see the parent awareness work continue as part of this effort.

BAC council members have emphasized the importance of taking a regional approach to the goals identified in the BAC’s purpose document while still emphasizing the need for local outreach and involvement in order to implement the information that is shared at the regional meetings.

## Central Ohio Workforce Partners





educational service center  
*of Central Ohio*

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