

MAHONING COUNTY EDUCATIONAL SERVICE CENTER

Business Advisory Council Plan: 2020-2021

Mission: To advise, support and empower Mahoning Valley educators in delivering the instruction and experiences students need to develop relevant, in-demand employment skills as part of their academic and technical preparation for college, careers and/or military service.

Membership: The Mahoning Valley Business Advisory Council (BAC) represents schools and districts throughout a four-county region. The council is convened and supported by the Mahoning County Educational Services Center, on behalf of 21 schools and school districts under established service agreements. These school districts and schools include: Austintown Local Schools, Boardman Local School District, Brookfield Local School District, Campbell City School District, Canfield Local School District, East Palestine City School District, Lowellville Local School District, Mahoning County Career and Technical Center, Poland Local School District, Rootstown Local School District, Sebring Local School District, South Range Local School District, Southeast Local School District, Springfield Local School District, STEM+ME2 Academy, Struthers City School District, Valley Virtual Academy, Warren City School District, West Branch Local School District, Western Reserve Local Schools, and Windham Exempted Village School District.

Members of the BAC were nominated by officials from represented schools and school districts and appointed by the Mahoning County Educational Service Center Board of Education in January 2018. The membership represents key industry sectors in Northeast Ohio, as well as economic development agencies and trades associations.

FY21 Business Advisory Council Members:

Member	Employer	Industry
Mahoning Valley Manufacturers Coalition	Various: over 100 members that represent private industry, development organizations, area trade schools	Various: skilled trades, manufacturing, continuing and adult education, builders
Member School Districts	<ul style="list-style-type: none"> ● Austintown Local Schools ● Boardman Local School District ● Brookfield Local School District ● Campbell City School District ● Canfield Local School District ● East Palestine City School District ● Lowellville Local School District ● Mahoning County Career and Technical Center ● Poland Local School District, ● Rootstown Local School District ● Sebring Local School District ● South Range Local School District ● Southeast Local School District ● Springfield Local School District ● STEM+ME2 Academy 	K-12 Education

	<ul style="list-style-type: none"> ● Struthers City School District ● Valley Virtual Academy ● Warren City School District ● West Branch Local School District ● Western Reserve Local Schools ● Windham Exempted Village School District 	
Ohio Means Jobs		Career Services Agency
Junior Achievement of Mahoning Valley		Education/Student Services
Youngstown Warren Regional Chamber		Economic Development, Advocacy and Business Services
The Builders Association	<ul style="list-style-type: none"> ● Boilermakers ● Bricklayers ● Electricians ● Elevator Constructors ● Insulators ● Ironworkers ● Carpenters ● Laborers ● Operating Engineers ● Painters ● Plasterers ● Plumbers ● Roofer ● Sheet Metal ● Teamsters 	Skilled Trades
Youngstown Air Reserve Station		Military
Workforce Development Board		Employment, Education, Training, and Support Services Agency
Member Continuing Education Partners	<ul style="list-style-type: none"> ● Eastern Gateway ● Youngstown State University ● Kent State University Trumbull, Adult Ed. 	Education
OH WOW! Children's Museum		STEM Education

FY21 Mahoning County ESC Partner District Business Advisory Council Members:

Member	School District	Title
Dave Cappuzzello	Austintown Local Schools	Superintendent
Tim Saxton	Boardman Local Schools	Superintendent
Toby Gibson	Brookfield Local Schools	Superintendent
Matt Bowen	Campbell City Schools	Superintendent

Joe Knoll	Canfield Local Schools	Superintendent
Chris Neifer	East Palestine City Schools	Superintendent
Geno Thomas	Lowellville Local Schools	Superintendent
John Zehentbauer	Mahoning County CTC	Superintendent
Dave Janofa	Poland Local Schools	Superintendent
Andrew Hawkins	Rootstown Local Schools	Superintendent
Toni Viscounte	Sebring Local Schools	Superintendent
Bethany Carlson	South Range Local Schools	Superintendent
Bob Dunn	Southeast Local Schools	Superintendent
Tom Yazvac	Springfield Local Schools	Superintendent
Mara Banfield	STEM+ME2	Superintendent
Pete Pirone	Struthers City Schools	Superintendent
Sue Pavalko	Valley Virtual Academy	Principal
Steve Chairo	Warren City Schools	Superintendent
Timothy Saxton	West Branch Local Schools	Superintendent
Dallas Saunders	Western Reserve Local Schools	Superintendent
Aireane Curtis	Windham Exempted Village Schools	Superintendent

Schedule of Meetings

The Mahoning County ESC Business Advisory Council meets on a monthly basis. The planned meeting dates for the 2020-2021 school year include:

• September 17, 2020	• February 18, 2021
• October 15, 2020	• March 18, 2021
• November 19, 2020	• April 15, 2021
• December 17, 2020	• May 20, 2021
• January 21, 2021	

Responsibilities: The council shall advise and provide recommendations to the board on matters specified by the board including, but not necessarily limited to, the delineation of employment skills and the development of curriculum to instill these skills; changes in the economy and in the job market, and the types of employment in which future jobs are most likely to be available; and suggestions for developing a working relationship among businesses, labor organizations, and educational personnel.

Delineation of Employment Skills: The Mahoning County Educational Service Center Business Advisory Council (MCESC BAC) will work collaboratively with members of the Mahoning Valley Manufacturers' Coalition, Ohio Means Jobs, Junior Achievement, The Builders Association, Vallourec, Workforce Development Board, Youngstown Air Reserve Station, OH WOW! Children's Museum, school districts, superintendents and the Youngstown Warren Regional Chamber to analyze regional in-demand employment opportunities and the skills that are necessary for successful employment. The MCESC BAC will hold formal and informal discussions with BAC Committee Members to determine what skills are necessary for employment and make recommendations to superintendents and boards on an as needed basis.

Project/Initiative/Event Name: *Title II Grant - \$50,000 for one year*

- a. **Grant Description:** *To implement Botvin Life Skills Training (LST), an evidence-based substance abuse and violence prevention program for schools, families, and communities, throughout twenty-one school districts serviced through the MCESC in*

four different counties, with Mahoning County having the greatest number of serviced districts.

- b. **Goal/Expected Outcome:** *The goal is to offer these youth an insight into planning their future to become a successful, functioning, member of society. The MCECSC Career Counselors will also meet with and share career based planning with all of the youth participants, encouraging them to further their education, obtain certification for a skilled trade, and/or enter the military. Through instilling hope of a future and giving these youth a career goal to work towards, they will have additional motives to not engage in substance abuse and/or youth violence.*

Action Steps	Responsible Party	Deadline	Resources	Potential Barriers	Result/Metric of Success
<i>What action steps are required to meet the goal or expected outcome?</i>	<i>Who will complete the task?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of this task completion? How will you overcome these barriers?</i>	<i>What is the desired outcome of this task? How will you measure success?</i>
Collect information and data to write grant application	Grant Writer, Career Counseling Supervisor	June 2020	Completed		
Submit Grant	Grant Writer, Career Counseling Supervisor	June 30, 2020	Completed		
Grant Approval	Ohio Department of Youth Services	Waiting on Approval		Grant not awarded	Grant approval by the Ohio Department of Youth Services for a one year, \$50,000 award to implement Botvin Life Skills in twenty-one school districts across four counties.

Project/Initiative/Event Name: Workforce Opportunity for Rural Communities (WORC) Grant for school districts located in the Appalachian Area. - \$77,000 per year for three years

- a. **Description:** *To design and implement innovative service delivery strategies that significantly expand access to career readiness training with an emphasis on blended or virtual experiences; work-based learning including simulated workplace experiences, industry recognized credential courses and pre-apprenticeships; and support services including substance use disorder support.*
- b. **Goal/Expected Outcome:** *By 2023, 92% of participants will meet at least one of the following outcomes, within one year of high school graduation:*
- *Enrolled and succeeding in a post HS learning experience (certificate, credential, or degree)*

- *Serving in a military branch*
- *Employed in a regionally in-demand career field*
- *Engaged in a meaningful, self-sustaining vocation, earning a living wage*

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Collect information and data to write grant application	Grant Writer, Athens Meigs ESC, East Central Ohio ESC, Mahoning County ESC, Logan-Hocking Local School District, Foxfire Schools, Unlimited Future, Tri-State STEM+M	July 25, 2020	Completed		
Submit Grant	Grant Writer	July 29, 2020	Completed		
Grant Approval	U.S. Department of Labor Employment and Training Administration	Waiting on Approval		Grant not awarded	Grant approval by the U.S. Dept. of Labor Employment and Training Administration for \$77,000 per year for three years to implement career readiness training, work-based learning, industry recognized credential courses, pre-apprenticeships and support services including substance use disorder support.

Project/Initiative/Event Name: Future Scholars for Science, Technology, Engineering, and Mathematics (STEM) Workforce Development Programs Grant - \$5 million per year for five years

- a. **Description:** *This grant supports STEM Workforce Development programs or projects that align with the Federal STEM Strategy and the Department of Defense STEM Mission.*

- b. **Goal/Expected Outcome:** *The goal is to encourage programs or projects that improve the capacity of education systems and communities to create impactful STEM educational experiences for students and teachers, and prepare the 21st century STEM workforce. Air Force Research Laboratory Workforce Development programs or projects include, but are not limited to:*
- a. *Internships (High School through Doctoral)*
 - b. *Fellowship Apprentice/Residency Programs*
 - c. *College or University project-based learning programs*
 - d. *Formal or informal workforce development programs or projects that align with the Federal STEM Strategy and Department of Defense STEM Mission*

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Establish grant committee to aid with writing the grant	Grant Writer, Business Partners, MCESC BAC, Career Counselors, Air Force Reserve Station	July 2020	Complete		
Collect information and data to write Letter of Intent	Grant Writer, Business Partners, MCESC BAC, Air Force Reserve Station	September 2020	Create Google Form to collect data from business partners and school districts about STEM programs, internship and pre-apprenticeship programs	Lack of response from Google Form survey	School districts and business partners provide information regarding their STEM programs and internship/pre-apprenticeship programs
Submit Letter of Intent	Grant Writer, Director of MVRCOG	September 2020			
Letter of Intent Approval	Air Force Research Laboratory (AFRL) at Kirtland Air Force Base, New Mexico	November 2020			Approval by AFRL to submit a grant application
Grant Application Process	Grant Writer, Business Partners, MCESC BAC, Career Counselors, Air Force Reserve Station	November/December 2020	Data, budget, detailed curriculum for STEM programs, Business partners to provide an outline and objective for their		

			internship and pre-apprenticeship experiences, participating school districts.		
Submit Grant	Air Force Research Laboratory (AFRL) at Kirtland Air Force Base, New Mexico	January 2021		Grant not awarded.	

Project/Initiative/Event Name: Junior Achievement (JA) and MCEC Virtual Career Exploration Conference

- a. **Description:** *On November 19, 2020, this event will bring together students, career counselors, educators and business sectors for a dynamic career development experience that will give students access to high-growth careers and area employers, post-secondary education opportunities, and interactive career activities. Volunteer mentors from the community will teach the students lessons in branding, career exploration, how to get and keep a job, interview skills, resume writing and more.*
- b. **Goal/Expected Outcome:** *The goal is to provide students and employers a chance to meet one another, establish professional relationships, discuss potential job and/or internship opportunities and learn employability skills needed to obtain and keep a job/career.*

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Establish Planning Committee	Career Counselors, MCEC BAC, JA Staff	July 2020	Completed		
Contract with VFair for web-based virtual conference	Junior Achievement	August 2020	Completed		
Design VFair Platform for virtual Career Fair/Soft Skill Conference	Career Counselors, MCEC BAC, JA Staff	September 2020	Have VFair Event Planner lead us through the setup process for the virtual event	Need to schedule meeting with VFair Event Planner	Complete virtual platform layout for presenters and vendors
Organization of presenters and	Career Counselors, BAC	October 2020	Businesses to represent		

exhibitors for event	Committee, Junior Achievement Staff		career fields, vendors, employability skills and soft skills		
Market event to media, school districts, parents, business	Career Counselors, BAC Committee, JA Staff, Business Partners	October 2020	Advertise event through social media, news, websites, school postings		
Disburse student account information for virtual event	Career Counselors	November 2021	Communicate login process to virtual event with school staff and students		

Project/Initiative/Event Name: Second Annual Mahoning Valley Skilled Trades Expo

- a. **Description:** *In May 2021, during a two-day event, over 4,000 students from 40 schools spanning four Ohio counties and one district from Pennsylvania will converge on the Canfield Fairgrounds to participate in hands-on, skilled trades' activities and demonstrations.*
- b. **Goal/Expected Outcome:** *Students will be introduced to several skilled trades. The purpose of this event is to diminish the stigma associated with the skilled trades and to become familiar with training requirements, apprenticeships and employment opportunities.*

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Planning	Career Counselors, BAC Committee, The Builders Association, Skilled Trades	Completed			
Organization of presenters/exhibitors	Career Counselors, BAC Committee, The Builders Association, Skilled Trades	Completed			

Meetings with school districts to give the detailed information about the skilled trades event	Career Counselors, Principals, Guidance Counselors and Superintendents	March 2021	Staff meetings to communicate event information		
Bus Drivers	Superintendents and Principals	April 2021	School District Transportation Department	Bus driver shortage, fiscal – overcome with donations and grant funds	
Organizing with Canfield Fair	Career Counselors, Canfield Fair Board	April 2021			

Development of a Curriculum to Instill Employment Skills: Overall, the Ohio economy is expected to add 253,000 additional jobs between 2016 and 2026, with an expected 664,000 job openings annually. The health care and social assistance services industries are expected to add the most jobs, and a large portion of job growth will come from health care occupations. The Mahoning Valley is projected to have the third highest rate of job growth in Ohio, according to the Ohio Department of Job and Family Services 2016 Job Outlook, with 17,000 jobs available by 2022. The greatest growth is expected in mining, real estate, construction, professional services, administrative waste, education and healthcare. The BAC is committed to career exploration and career alignment opportunities that will enable districts to award relevant credentials to students.

1. Project/Initiative/Event Name: *Career Pathways*
 - a. **Description:** *The MCECSC will recruit and support five high school pathway teams for a 2 year pilot. These pathway teams will design and prepare to pilot career pathway programs within regionally in-demand fields that allow students to complete one or more experiences: earn industry credentials, complete 120 hours of work-based learning, present a portfolio of learning experiences, document completion of a capstone or culminating experience.*
 - b. **Goal/Expected Outcome:** *The goal is to increase graduation rates and fill the regional work demands with qualified workers.*

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Stakeholder Engagement	MCESC BAC	Ongoing monthly meetings	Partnerships with business, higher ed., manufacturers, skilled trades, and career tech	Scheduling conflicts – barriers are removed by frequent engagement allowing for flexibility, messages between entities being cohesive and shared at multiple venues	Cohesive message and collaboration. Success is measured by the partnerships that are formed and sustained.
Design career pathways that increase student participation	MCESC, EnvisionEd Plus, Career Counselors, partnering districts	Pilots begin August, 2020. Full design and implementation by 2021.	The MCESC was awarded an EOEC grant in 2019. Each team will receive approximately \$23,000 to purchase key pathway equipment and supplies. The grant will be utilized to provide human and fiscal resources to participating districts as a pilot. MCESC staff will work with HS staff in participating districts to design pathways while Career Counselors monitor student progress.	Scheduling conflicts in schools, challenges districts face with implementing new programs in existing, tight schedules. Can be overcome through design discussion and creative implementation	Expand career pathway opportunities within regionally in-demand/emerging fields. Performance based assessments will measure growth in career readiness, social/emotional, academic, leadership, and reasoning skills.
Career advising and support	Career Counselors	Ongoing support delivered weekly to districts	Career Counselors, fiscal resources, district buy in	Financial barriers exist. Career counselor salaries and	The goal is to increase graduation rates and employability. It will be

				benefits are vastly supported by grants. A declining economy impacts districts' per pupil funding and their abilities to implement programming.	measured by an increase in graduation rate.
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Planned Activities:

Guest Speakers	Student Employability Workshops	Career Expos
Job Shadowing	Career Exploration Virtual Tours	Site Visits
OhioMeansJobs	Work-based Learning	Career Signing Day
Career Pathways	Stakeholder Engagement	Mentoring Programs
Internships	Pre-apprenticeships	Industry Credentials

Changes in the Economy, Job Market and Future Job Availability: The MCECSC BAC will identify essential data elements to study historical and future changes to the economy and job market by working with partners, specifically The Youngstown Warren Regional Chamber. Results of the findings as well as recommendations for local districts will be shared with boards at the All Boards' Meeting in January, 2021.

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Collaboration	MCECSC, Regional Chamber,	Ongoing	Human Resources, Career Counselors		The desired outcome is to understand the current and projected regional job needs so that students who choose to do so are prepared to

					enter the workforce
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Developing Relationships: Describe the process of how the business advisory council will develop and sustain relationships among the business community, labor organizations and education personnel in the areas it represents. Preparation of our students cannot be accomplished without partnerships between these key stakeholders.

1. Project/Initiative/Event Name: *Collaborative Engagement*

- a. Description: *The Mahoning County ESC BAC meets monthly with local businesses and groups to discuss the regionally in-demand job market and how to prepare students to enter the workforce. Partners, listed below, work collaboratively to break down the stigma of manufacturing fields and career-tech education, to introduce students and teachers to the new style of manufacturing (including additive and subtractive manufacturing), and to increase interest in current and projected fields.*

The [Mahoning Valley Manufacturers Coalition](#):

- Has established comprehensive plan and existing services to support recruitment and training for careers in advanced manufacturing;
- Coordinates apprenticeships; and
- Is part of the Oh-Penn Manufacturing Collaborative, which has a mission to stimulate interest in manufacturing careers among young people of eastern Ohio and western Pennsylvania across multiple disciplines, and connect them with opportunities available.

The [Ohio Means Jobs Center of Columbiana, Mahoning and Trumbull Counties](#):

- Participates in a strong network that includes public libraries, educational service centers, career technical centers and higher education;
- Provides linkages between employers and job seekers; and
- Manages federal workforce dollars in the region.

The [Youngstown-Warren Regional Chamber of Commerce](#):

- Is the leading provider of regional economic development services;
- Employs an education director whose job duties include outreach and service to area schools; and
- With Ohio Community Connectors grant funding, has initiated mentoring and job placement services for students in Austintown, Warren and Youngstown schools.

The [Mahoning County Career and Technical Center](#):

- Provides diverse and relevant career pathways within the evidence-based career academy model;
- Provides comprehensive adult training and retraining programs; and
- Has business advisory boards for each of its programs, with a combined membership of more than 300 industry and employer representatives.

The [Builders Association](#):

- Is a contractor association that represents more than 150 reputable, successful firms across northeast Ohio and western Pennsylvania. Provides comprehensive adult training and retraining programs;
- Offers training programs in safety topics and OSHA standards along with our training programs to keep member contractors ready for more work opportunities – staying ahead of the game with formalized instruction.

Engaged institutions of higher education including Eastern Gateway Community College, Kent State University Trumbull, and Youngstown State University.

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Collaboration	MCESC, MVMC	Schedule for 2020-2021 complete	Partnerships, location for meetings, financial support (currently through EOEC grant) to fund initiatives that arise from collaboration.		The goal of monthly BAC and MVMC meetings is to create a cohesive message and implement a strategic plan to introduce students and families to possible career choices available in the Valley.