



Business Advisory Councils

2022-2023

Hancock County Business Advisory Council

BAC School Districts and Contacts:

District	Primary Contact & Role	Email	Secondary Contact & Role	Email
Hancock County ESC	Jeff Young, Superint. & BAC Co-Chair	youngj@hancockesc.org		
Arcadia Local	Dave Golden, Superint.	goldend@arcadiaschools.org		
Arlington Local	Kevin Haught, Superint.	haughtk@arlingtonlocal.org		
Cory-Rawson Local	Molly Hosler, Director of Curriculum	hosler@cory-rawson.org	Jay Clark, Superint.	clark@cory-rawson.org
Findlay City	Krista Miller, Superint.	kristamiller@fcs.org		
Findlay Digital Academy	Mary Rood, WBL Coord.	mrood@fcs.org	Rosemary Rooker, Superint.	rrooker@fcs.org
Liberty-Benton Local	Susan Allen, Career Coord.	sallen@liberty-benton.org	Mark Kowalski, Superint.	mkowalski@liberty-benton.org
Mccomb Local	Tony Fenstermaker, Superint.	fenstermakert@mccombschool.org		
Millstream Career Center	Pam Hamlin, Director	phamlin@fcs.org		
Riverdale Local	Greg Rossman, Superint.	grossman@riverdalefalcons.org		
Van Buren Local	Brian Bratt, Career Coord.	bbratt@vbschools.net	Jason Inkrott, Superint.	jinkrott@vbschools.net
Vanlue Local	Traci Conley, Superint.	conleyt@vanlueschool.org		



Employer, Economic Development, and Community Partner Members:

Member	Employer	Email	Industry
Tricia Valasek (Co-Chair)	Raise the Bar	tvalasek@raisethebarhancock.org	Workforce Dev.
Ken Rood	DNC Hydraulics	ken@dnchdraulics.com	Manufacturing
Tawonne Lawson	Valgroup	Tawonne.lawson@valgrouppco.com	Manufacturing
Damian Inbody	GROB	dinbody@grobssystems.com	Manufacturing
Mark Reed	GROB	mreed@grobssystems.com	Manufacturing
Lara Beltz	Beltz	lara@beltzhomeservice.com	Plumbing/HVAC
Chad Parkes	Parkes Power Equip	info@parkespower.com	Sales and Service
Zach Thomas	ADAMHS	zthomas@yourpathtohealth.org	Human Services
James Wellman	BVHS	jwellman@bvhealthsystem.org	Health Sciences
Jason Broerman	Marathon Petroleum	jmbroerman@marathonpetroleum.com	Logistics

Schedule of Meetings:

Quarter 1: October 2022	Quarter 2: January 2023
Quarter 3: March 2023	Quarter 4: May 2023

Note: This BAC may meet more frequently than once per quarter due to membership interest and activity progress.

Mission and Activities for 2022-2023:

Hancock County BAC Mission: To assist in building a viable and productive relationship between the schools and employers in Hancock County through increased awareness, cooperation, and involvement.

This BAC will operate under [three quality practices](#):

1. **Develop Professional Skills for Future Careers**
2. **Build Partnerships**
3. **Coordinate Experiences**



The Hancock County BAC will **Develop Professional Skills for Future Careers** by fostering conversations and facilitating engagement via the following activities:

	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
Crosswalk School-Based Soft Skill Development Strategies with Workplace Expectations and OMJ-Readiness Seal	<p>This activity strives to build understanding of strategies schools use to hone essential workplace soft skills as well as to supplement school strategies with workplace context to strengthen the connection on “why” soft skills matter, now and into the future. Each district will present details on their soft skill initiatives. Employers will then provide input on how to better connect the “why” of soft skill development in schools to real-world contexts and expectations.</p>	All Hancock County Districts	BAC Membership Companies	<p>Presentations and crosswalk at Q3 BAC meeting, followed by formal recommendations from the BAC on how to communicate soft skill interventions to community members/parents/students through media outlets, including, but not limited to, student handbooks, newsletters, social media, etc. Outcomes to include modifications to handbooks and increase in OMJ-Readiness Seal attainment.</p>	<p>This is a low-investment but high-value activity for the BAC. Resources needed include staff time to develop and present a 10-15 minute presentation, technology, handouts, and a facilitator. With multiple districts deploying similar strategies, joint presentations will afford more time for discussion. All resources needed for this activity are already available through Raise the Bar.</p>	<p>The greatest challenge is ensuring all districts provide a non-administrator staff member to present. Additional barriers may include ensuring all schools adopt employer recommendations. Finally, the OMJ-Readiness Seal is not widely used at this time, thus, making connections with it more challenging.</p>	<p>Existing data: OMJ Readiness Seal Completion by District in County</p> <p>New Data: Number of Districts Connecting Soft Skill Development Language in Handbooks to Workforce-Readiness Conversations</p> <p>Proposed Measurable Outcome: At least 50% of districts work toward amending handbooks with work-based language (the “why”) for the 23-24 academic year</p>



	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
Expand use and applicability of digital career resources (i.e., Transeo and Pathful Explore) to help students understand professional skills	Building upon existing availability of multiple digital career-based learning platforms in Hancock County, specifically Transeo and Pathful Explore, the BAC will review the resources and make recommendations on how to maximize their use in K-12 classrooms. Expansion of these resources to additional classrooms may open conversations about careers and/or highlight local careers with greatest demand for wages and openings.	All Hancock County Districts	BAC Membership Companies	This activity will occur in the Q2 of the academic year. The BAC meeting will consist of demoing the two primary resources for BAC members and designing a list of recommended videos, resources, and/or tools for educators to use in grades K-12. The BAC will also explore the cost to bring the resources to more districts and how to financially cover the expense.	RTB has access to both Transeo and Pathful Explore, which will enable RTB to conduct the demonstrations. Additional resources necessary for this activity will include meeting at a location with high technology accessibility for streaming purposes and product costs.	The greatest challenge will be overcoming any financial constraints districts have to provide at least one of the resources for classrooms and students. Technology resources are expensive and fundraising the costs to make them affordable for all districts will be essential.	<p>New Data: Number of Districts Using Transeo and/or Pathful Explore</p> <p>Number of Students, by grade level, Exposed to Career and Skill Information Via Transeo and/or Pathful Explore</p> <p>Proposed Measurable Outcome: One (1) list of recommended videos and tools that provides suggestions for each grade level (K-12)</p> <p>One (1) fundraising document that explains intent of digital resources for career-readiness</p>



The Hancock County BAC will **Build Partnerships** by fostering conversations and facilitating engagement via the following activities:

	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
Expand BAC membership to include more industries and sectors representatives	RTB will use its existing relationships with area employers to ensure adequate representation and participation in the BAC. In addition, the BAC will seek to travel to different employer locations for each meeting to tour facilities and learn about employers & industries, which will then bridge more interactions between educators and employers.	All Hancock County Districts	Addition of Members Representing Nonprofits, Retail, Warehousing, Agriculture, Hospitality, and Finance	The BAC seeks to add members prior to the Q1.	The BAC will use the Hancock County Alliance’s divisions, specifically the Chamber of Commerce and the Convention and Visitors Bureau (CVB), to identify and secure additional members. The Chamber and CVB include committees from these targeted areas. The BAC may also rely on RTB’s partnerships to secure other industry representatives, as needed.	The BAC does not expect any challenges to securing additional members. Minor barriers to completing this activity may include securing individuals with meeting availability as well as connections within their industry to move employers to become as engaged as possible.	Existing data: Number of employers and relevant industries Proposed Measurable Outcome: Add a minimum of five (5) additional members, one (1) per industry



<p>Establish process to connect educators with employer-related information, opportunities, and points of contact</p>	<p>Each district will assign one (1) staff member to be the point of contact for receiving employer-based information and opportunities. The district's point of contact will be communicated to the BAC and recorded in a document to be shared with participating employers and industries</p>	<p>All Hancock County Districts</p>	<p>All BAC Members</p>	<p>Districts will identify and communicate their point of contact within Q1. The BAC will share contact information with BAC members and other interested employers through a communication channel that is accessible and consistently updated.</p>	<p>A web-based platform, such as Google Drive, will provide disseminate contact information. RTB will link to the resource from its website.</p>	<p>Potential barriers may include a point of contact not being the ideal person within a district to field inquiries and opportunities, keeping the resource up to date and accessible, as well as the point of contact not wishing to have their information shared.</p>	<p>Proposed Measurable Outcome: One (1) digital resource sharing each district's point of contact</p>
<p>Create mechanism for employers to receive materials on ways to support schools and student learning</p>	<p>Employers must receive information about local school districts to understand how the districts are teaching career-readiness skills. The BAC will create a document to be distributed to area employers that highlights topics of interest as recommended by the BAC.</p>	<p>All Hancock County Districts</p>	<p>All BAC Members</p>	<p>The first document will be distributed at end of 2Q. Additional documents will be distributed quarterly thereafter. Topics will likely reflect the BAC's key activity of that quarter.</p>	<p>Resources needed include a writer and graphic design to create and distribute the quarterly document; digital access to the document, which can also support archiving past editions; and district communication.</p>	<p>Potential barriers may include delay in obtaining each district's information as well as securing a writer who can synthesize information into a user-friendly format for distribution.</p>	<p>Proposed Measurable Outcome: One (1) quarterly document to be printed and/or digitally shared with employers communicating school needs and student learning strategies</p>



The Hancock County BAC will **Coordinate Experiences** by fostering conversations and facilitating engagement via the following activities:

	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
Coordinate at least one (1) county-wide educator professional development day for the 23-24 academic year that engages employers	As districts prepare academic calendars for the next school year, the BAC can assist with coordinating a one-day experience during which all Hancock County educators engage with employers to learn about different industries and in-demand occupations. The county-wide professional development day will likely occur at the beginning of the 23-24 academic year.	All Hancock County Districts	Goal will be to focus on Hancock County's top 2 in-demand industries, specifically manufacturing and healthcare. Therefore, employers in these industries will be most involved.	Initial conversations will begin during Q2 when districts are beginning to formulate the upcoming academic calendar. Once common PD dates are established in Q3, the BAC will begin to communicate the opportunity with area employers to lock in programming and participation.	Resources needed include meeting among district leaders to design an academic calendar that includes at least one (1) county-wide professional development day as well as district funding to transport educators to local employers for tours and engagement.	Barriers may include inability for all districts to agree on one professional development day as well as organizing enough area employers to host the number of educators in the county on one day. The latter challenge will require a high quantity of employers to participate and dividing educators into groups so as K-12 staff participate at different locations and then cross-share experience details.	Proposed Measurable Outcome: One (1) meeting among district leadership to agree to county-wide professional development day One (1) day secured for the 23-24 academic year tailored to educator and employer interactions



<p>Create process to support more area employers sharing career information with students while hosting field trips</p>	<p>The goal of this activity is to provide typical field trip locations (e.g., Mazza Museum, Marathon Center for Performing Arts, Hancock Historical Museum) with a list of recommended topics to highlight while Hancock County's students are there, thus increasing awareness of area occupations and career pathways. Districts will provide the BAC a list of annual field trip locations, and the BAC will send the trip locations a recommendation on how to teach visiting students and educators about career opportunities.</p>	<p>All Hancock County Districts</p>	<p>All BAC Members</p>	<p>Districts will provide the BAC a list of routine field trip locations for the 22-23 academic year, by grade level, in Q1. The BAC will develop a script of information to be shared with the field trip host locations that help them communicate details about careers, pathways, and skillsets.</p>	<p>This activity will require districts to provide details of field trip locations and timing. In addition, this activity will require the BAC to develop a document that can be shared with employers that highlights specific themes for career-readiness and awareness, such as soft skills, technical skills, career openings, and other considerations.</p>	<p>Potential barriers to this activity include lack of field trip hosts using the recommendations /requests as well as a variation in who delivers the information to visitors depending on day/time of year.</p>	<p>Proposed Measurable Outcome:</p>
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<p>Design and coordinate monthly industry exposure events for high school students and educators</p>	<p>With the assistance of RTB, the BAC will design and coordinate at least four (4) industry exposure events for students and educators to engage with relevant employers. The industries and associated employers highlighted will include a variety of settings and occupations. Each opportunity will be opened to districts on a first-come-first-served basis. The companies will provide a facility tour and talk about a variety of career positions and their respective training and skill demands.</p>	<p>All Hancock County Districts</p>	<p>All BAC Members</p>	<p>The BAC will determine the four (4) most important industries to highlight in the 22-23 academic year by the end of Q1. Programming will be communicated to districts in Q2 and the events will occur in Q3 and Q4.</p>	<p>Resources necessary include hosting employer locations, busing for participating districts, lunches, and possibly other giveaways. The BAC will budget expenses and seek financial assistance, if needed, to cover attendee costs for meals and other promotional items. Furthermore, the BAC will need an event coordinator to plan each event with employers and districts.</p>	<p>Potential barriers may include higher interest in each event than spots available due to employer limitations, lack of interest in a particular industry, and inability for districts to staff the exposure event and/or transport number of students. This first year will be on a pilot basis, with intent to expand the program to monthly experiences in the 23-24 academic year.</p>	<p>Proposed Measurable Outcome: Offer at least four (4) exposure events to highlight different industries, occupations, and pathways.</p> <p>Expose at least 100 students and staff to additional employers and workplace settings in the 22-23 academic year.</p>
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