



Business Advisory Councils

2023-2024 Plan



**HANCOCK COUNTY
EDUCATIONAL
SERVICE CENTER**



Hancock County Business Advisory Council

BAC School Districts and Contacts:

District	Primary Contact & Role	Email	Secondary Contact & Role	Email
Hancock County ESC	Jeff Young, Superintendent & Co-Chair	[Redacted]		
Arcadia	Dave Golden, Superintendent	[Redacted]		
Arlington	Kevin Haught, Superintendent	[Redacted]		
Cory-Rawson	Molly Hosler, Director of Curriculum	[Redacted]	Jay Clark, Superint.	[Redacted]
Findlay City	Dr. Andy Hatton, Superintendent	[Redacted]	Krista Miller, Assistant Superint.	[Redacted]
Findlay Digital Academy	Mary Rood, WBL Coord.	[Redacted]	Rosemary Rooker, Superint.	[Redacted]
Liberty-Benton	Susan Allen, Career Coord.	[Redacted]	Bruce Otley, Superint.	[Redacted]
McComb	Jeremy Herr, Principal	[Redacted]	Glenn Miehl, Board Member	[Redacted]
Millstream Career Center	Pam Hamlin, Director	[Redacted]	Kyle Watts	[Redacted]
Riverdale	Greg Rossman, Superintendent	[Redacted]		
Van Buren	Brian Bratt, Career Coordinator	[Redacted]	Jason Inkrott, Superint.	[Redacted]
Vanlue	Traci Conley, Superintendent	[Redacted]		

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	[REDACTED]	Manufacturing
Tawonne Lawson	Valgroup	[REDACTED]	Manufacturing
Damian Inbody	GROB	[REDACTED]	Manufacturing
Mark Reed	GROB	[REDACTED]	Manufacturing
Lara Beltz	Beltz	[REDACTED]	Plumbing/HVAC
Chad Parkes	Parkes Power Equip	[REDACTED]	Sales and Service
Zach Thomas	ADAMHS	[REDACTED]	Human Services
Eric Proctor	Blanchard Valley Health System	[REDACTED]	Health Sciences
Amy Hayslett	City of Findlay	[REDACTED]	Government
Alissa Preston	Hancock CVB	[REDACTED]	Hospitality/Tourism
Jenny Fall	Women in Trucking	[REDACTED]	Logistics/Distribution
Matt Ibarra	Garner Trucking	[REDACTED]	Logistics/Distribution
Tammy Spoon	Kirk Corporations	[REDACTED]	Construction
Erin Alava	University of Findlay	[REDACTED]	Agri-Business
Kari Colman	Hitchings Insurance	[REDACTED]	Agri-Business
Chase Rose	Hixon Zuercher	[REDACTED]	Finance
Judith Ennis	NW Ohio Tech Prep	[REDACTED]	Education/Career Tech

SCHEDULE OF MEETINGS:

Planning meetings for the 2023-2024 school year include:

Quarter 1 Meeting: October 2023	Quarter 2: January 2024
Quarter 3 Meeting: March 2024	Quarter 4: May 2024

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

Business Advisory Council Mission and Vision for the 2023-2024 School Year:

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

The Hancock County BAC will operate under [three quality practices](#):

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

Hancock County Business Advisory Council plans to **Develop Professional Skills for Future Careers**

<p>Initiative 1: Expand use and applicability of digital career resources (i.e., Pathways^{OS}, Pathful Explore, and YouScience) to help students understand professional skills.</p>
<p>Building upon existing availability of multiple digital career-based learning platforms in Hancock County, specifically Transeo and Pathful Explore, the BAC will advocate for use of digital career resources 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.</p> <p>The BAC will demo each product and offer feedback regarding the products’ alignment with real workplace expectations. Employers will also be encouraged to demo any software they use at their companies for fostering professional skills. The BAC will discuss how to advantageously integrate digital career resources (those demoed and potentially others) into their curriculum/particular grade bands.</p>
<p>Districts Impacted</p> <p>All Hancock County Districts</p>
<p>Businesses Involved</p> <p>All BAC Members</p>
<p>Timeline</p> <p>Q1</p>
<p>Resources needed for implementation (funding, manpower, tools, etc.)</p> <p>RTB has access to Transeo, YouScience, 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. Employers will also need to provide access to their learning software.</p>
<p>Challenges that may impact this plan</p> <p>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. Quotes for single-year use among three levels as high as \$12,500 for a district.</p>
<p>Identify existing data and set measurable outcomes to achieve plan. If data is unavailable, identify steps being taken to acquire this data.</p> <p>New Data: Number of Districts Using Digital Career Resources and Number of Students, by grade level, Exposed to Career and Skill Information</p> <p>Data can be collected by usage information gathered via individual district’s platforms. Information will be gathered by RTB’s Workforce Development Specialist.</p>

Initiative 2: Communicate Workplace Trends and Expectations to Hancock County’s K-12 Educators

Educators throughout the county lack the opportunity to learn about careers and workplaces outside of the traditional education environment. Through Raise the Bar’s Summer Educator Experience, educators have heard from employers in all industries and sectors that certain skillsets (i.e., enduring/soft) are continuing to be most important to employers. Unfortunately, not all educators participate in the summer experience and thus don’t hear this information directly from employers.

To assist with communicating workplace trends and expectations, BAC members will share workplace stories and data that portray industry skills and gaps. BAC members will be asked to provide industry-specific data on topics such as in-demand credentials, degrees vs. certificates, skill level expectations, current and future hiring practices, etc. Raise the Bar will compile this information and present it to Hancock County educators through its routine “On the Rise” Newsletter.

Districts Impacted

All Hancock County Districts

Businesses Involved

All BAC Members

Timeline

- Q1: Assign topics to BAC members
- Q2: Collect stories/data
- Q3: Share information in On the Rise

Resources needed for implementation (funding, manpower, tools, etc.)

Raise the Bar is prepared to fund these editions of On the Rise using Industry Sector Partnership Funds courtesy of the Governor’s Office of Workforce Transformation. Raise the Bar will provide funds to contract a newsletter writer and print copies for all educators.

Challenges that may impact this plan

Raise the Bar has already released multiple editions of this newsletter without challenges. The only anticipated issues may relate to (1) ensuring all BAC employers share some form of information and (2) having enough space in the newsletter to share all the trends and data. The contracted writer may need to determine how to synthesize and best present content to reach the educator audience.

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

The State does not currently collect data on this strategy. However, Raise the Bar does have baseline data regarding the number of educators impacted. Raise the Bar currently prints and distributes 1,000 copies of each On the Rise edition to educators, and this same outcome will be accomplished this academic year.

Hancock County Business Advisory Council plans to **Build Partnerships.**

Initiative 1: Diagram Existing Employer:Employer and Employer:Education Relationships
<p>Employers often have extensive networks and interactions with peers in their industry. Many employers also belong to groups and associations in the community that allow them to serve as natural liaisons to an even greater number of employers with whom education can engage.</p> <p>The BAC will, thus, participate in diagramming existing employer:employer relationships/interactions to subsequently identify ideal points of connection for educators. Examples may include homebuilder associations, industrial park meetings, business-to-business networking events, etc. The BAC will then identify the ideal point of contact for these larger groups to whom information can filter from schools to employers regarding engagement opportunities.</p> <p>The diagram process will also ask districts to identify their most prominent employer partnerships. Districts will be asked to list the employers with whom they routinely invite for school events (e.g., career days, career fairs, job shadowing, etc.) and when the events occur. The BAC will note overlapping experiences and any data about common employers and/or opportunities to engage missing industries.</p>
<p>Districts Impacted</p> <p>All Hancock County Districts</p>
<p>Businesses Involved</p> <p>All BAC Members</p>
<p>Timelines</p> <p>Q2 Introduce Process to Allow Members to Collect Data Q3 Facilitate Diagramming Q4 Share Final Map Version with Districts and Employers</p>
<p>Resources needed for implementation (funding, manpower, tools, etc.).</p> <p>All BAC members will need to collect and report information for this initiative to work. This will require district representatives to work internally with staff and administrators to collect information. Employers will also need to connect with their peers to identify relevant partnerships and interactions. In addition, the BAC will need a template to share among members that collect relevant information in an easy-to-use format.</p>
<p>Challenges that may impact this plan.</p> <p>This initiative will not be as robust as possible if individual industry reps nor districts collect and report information. One of the greatest challenges may be fitting this effort into the academic year, alongside all other responsibilities. It may also be challenging to identify the right person within a district who can complete the template of data.</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>New Data: Number of Unique and Duplicated Connections Identified among Employers and Districts Data will be available by counting the connections within produced diagrams</p> <p>New Data: Number of Opportunities at Districts Involving Employers Data will be available by counting opportunities listed by districts</p>

Initiative 2: Ask BAC Employer Members to Share their BAC Experience with Other Employers
<p>Countless opportunities exist in the county, region, and state for employer representatives on Hancock County’s BAC to share their experience with others. Each employer will be asked to participate in one (1) meeting where they share their experience and lessons learned with other employers. Through this process the Hancock County BAC will continue to generate awareness of its efforts among various industries and sectors, as well as raise awareness that school districts are eager to connect with employers to benefit students and staff.</p>
<p>Districts Impacted</p> <p>All Hancock County Districts</p>
<p>Businesses Involved</p> <p>All BAC Members</p>
<p>Timelines</p> <p>Q1 Introduce Ask to Employers Q2-Q3 Employers share experience with others Q4 Collect data on presentations and attendance/conversations</p>
<p>Resources needed for implementation (funding, manpower, tools, etc.).</p> <p>No resources are needed for this awareness initiative. Individuals will be asked to give up a portion of their time to share their experience with others.</p>
<p>Challenges that may impact this plan.</p> <p>Everyone gets busy, and it is easy for tasks outside of day-to-day operations to become low priority. The greatest challenge to this initiative is keeping employers accountable for sharing their experience with others.</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>New Data: Number of Presentations, Number of Attendees, Qualitative Feedback on Messages</p> <p>BAC members will be provided a survey via SurveyMonkey to provide data. This survey will be designed and implemented by Raise the Bar.</p>

Hancock County Business Advisory Council plans to **Coordinate Experiences.**

<p>Initiative 1: Continue Implementing Elements of Hancock County’s K-12 Career Preparation Continuum</p>
<p>During the 2022-2023 academic year, the Hancock County BAC created a career preparation continuum that outlines expected workplace-preparation activities for all Hancock County students in grades K-12. The continuum scaffolds experiences and employer interactions over time, allowing students to eventually participate in small group/1-on-1 programming during which they can demonstrate proficiency in critical professional and specialized skills.</p> <p>The BAC will listen to educator feedback regarding the implementation of this continuum within districts. The BAC will strategize programming that maximizes student outcomes and interactions.</p>
<p>Districts Impacted</p> <p>All Hancock County Districts</p>
<p>Businesses Involved</p> <p>All BAC Members</p>
<p>Timeline</p> <p>Quarterly conversations regarding progress, barriers, and resource needs</p>
<p>Resources needed for implementation (funding, manpower, tools, etc.).</p> <p>Districts need funding to employ personnel dedicated to managing career development experiences. Hancock County already notes positive differences among districts when there is a person (e.g., career specialist) focused on scheduling experiences, assigning students to participate in experiences, and assisting students with understanding their personal strengths and aptitudes. Therefore, funding is necessary to ensure districts can cover this person for their district.</p>
<p>Challenges that may impact this plan.</p> <p>Lack of school personnel time for career conversations and experiences is a known challenge within the districts. Additionally, the career specialists may not be interacting with district curriculum designers to effectively weave career experiences in with curriculum. One additional challenge may be finding space within a strict curriculum to add career-development activities and conversations.</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>New Data: Number of Districts Employing Employee Dedicated to Career Exploration and Development Number of Districts Working to Implement Career Preparation Continuum</p>

Initiative 2: Participate in District’s Career-Related Experiences for Students

With the assistance of RTB, the BAC will design and coordinate at least four (4) industry exposure events, “Career Expo Series,” 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.

The BAC will also participate in district-specific career fairs and other student-led/designed initiatives. Many of Hancock County’s districts offered their high school students a career day/fair during the 2022-2023 academic year, and the BAC anticipates districts continuing to offer these events. The BAC members and/or their network of employer partners will participate in the events.

The BAC will also explore the potential to offer a single county-wide mock interview day for high school seniors. The event would likely occur in spring 2024. The BAC would co-design the day and ensure districts bring students to a central location to meet with employers in their prospective industry/field.

Districts Impacted

All Hancock County Districts

Businesses Involved

All BAC Members

Timeline

Q1-Q2 for preparation
Q3-Q4 for events

Resources needed for implementation (funding, manpower, tools, etc.).

Individual building/district events require manpower and employer participation.

Career Expo Series events are funded currently by Raise the Bar’s grant with the Governor’s Office of Workforce Transformation.

Significant resources needed for a countywide mock interview day. Busing, employers, rental space large enough to accommodate hundreds of attendees, tables and chairs, technology, and basic hospitality.

Challenges that may impact this plan.

Challenges may arise like they do with all events. The biggest challenge likely relates to the countywide mock interview day and securing enough employers and space to accommodate student head count. The mock interviews will need to be heavily supported by Raise the Bar to ensure employers are comfortable with their expectations and students come prepared for answering employer questions.

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

New Data: Number of Employers Participating in Events, Diversity of Employer Participation, Number of Students Participating in Events, Number of Districts Participating in Events

Data will be collected and analyzed by Raise the Bar. Raise the Bar will generate a method to collect information.