



# Business Advisory Councils 2023-2024 Plan

## Southern Ohio Educational Service Center Business Advisory Council Adams, Clinton, Fayette, and Highland Counties

Member Districts and other Educational Institutions represented by the Business Advisory Council:

District	District Primary Contact and Role	Primary Contact Email
<b>ADAMS COUNTY</b>		
Adams County Ohio Valley Schools	Dawn Wallace, Superintendent	<a href="mailto:dawn.wallace@ovsd.us">dawn.wallace@ovsd.us</a>
Shawnee State University/Rio Grande Community College	Harmoni Keller, Southeast Tech Prep Regional Coordinator	<a href="mailto:hkeller@shawnee.edu">hkeller@shawnee.edu</a>
Southern Ohio Educational Service Center	Beth Justice, Superintendent	<a href="mailto:bjustice@southernohioesc.org">bjustice@southernohioesc.org</a>
	Curt Bradshaw, Assistant Superintendent	<a href="mailto:cbradshaw@southernohioesc.org">cbradshaw@southernohioesc.org</a>
	Kristan Cover, Family & Community Partnership Liaison	<a href="mailto:kcover@southernohioesc.org">kcover@southernohioesc.org</a>
Southern State Community College	Nicole Roades, President	<a href="mailto:nroades@sscc.org">nroades@sscc.org</a>
<b>CLINTON COUNTY</b>		
Blanchester Local Schools	Randy Dunlap, Superintendent	<a href="mailto:dunlapr@blan.org">dunlapr@blan.org</a>
Clinton-Massie Local Schools	David Moss, Superintendent	<a href="mailto:david.moss@cmfalcons.org">david.moss@cmfalcons.org</a>
East Clinton Local Schools	Eric Magee, Superintendent	<a href="mailto:eric.magee@eastclinton.org">eric.magee@eastclinton.org</a>
Great Oaks/ Laurel Oaks Career Campus	Andy McCool, Dean of Instruction	<a href="mailto:mccoola@greatoaks.com">mccoola@greatoaks.com</a>

	Shea Havens-White, Assistant Dean of Instruction <i>Clinton County Workforce Collaborative, School &amp; Community Connections Working Group Team Lead</i>	<a href="mailto:havensws@greatoaks.com">havensws@greatoaks.com</a>
Southern Ohio Educational Service Center	Beth Justice, Superintendent	<a href="mailto:bjustice@southernohioesc.org">bjustice@southernohioesc.org</a>
	Curt Bradshaw, Assistant Superintendent <i>Clinton County Workforce Collaborative Steering Committee</i>	<a href="mailto:cbradshaw@southernohioesc.org">cbradshaw@southernohioesc.org</a>
Southern State Community College	Dr. Erika Goodwin, Vice President of Academic Affairs	<a href="mailto:egoodwin@sscc.edu">egoodwin@sscc.edu</a>
Wilmington City Schools	Jim Brady, Superintendent	<a href="mailto:jim.brady@wilmington.k12.oh.us">jim.brady@wilmington.k12.oh.us</a>
Wilmington College	Sylvia Stevens, Vice President for Community and Business Relations/Development <i>Clinton County Workforce Collaborative Education &amp; Training Working Group Team Lead</i>	<a href="mailto:sylvia_stevens@wilmington.edu">sylvia_stevens@wilmington.edu</a>

**FAYETTE COUNTY**

Miami Trace Local Schools	Kim Pittser, Superintendent	<a href="mailto:kpittser@mtpanthers.org">kpittser@mtpanthers.org</a>
	Rob Enochs, Assistant Superintendent	<a href="mailto:renochs@mtpanthers.org">renochs@mtpanthers.org</a>
Washington Court House City Schools	Tom Bailey, Superintendent <i>Fayette County BAC Vice Chair</i>	<a href="mailto:tom.bailey@wchcs.org">tom.bailey@wchcs.org</a>
	Andrea Faulkner, Assistant Superintendent	<a href="mailto:andrea.faulkner@wchcs.org">andrea.faulkner@wchcs.org</a>
Southern Ohio Educational Service Center	Beth Justice, Superintendent	<a href="mailto:bjustice@southernohioesc.org">bjustice@southernohioesc.org</a>
	Curt Bradshaw, Assistant Superintendent	<a href="mailto:cbradshaw@southernohioesc.org">cbradshaw@southernohioesc.org</a>
Southern State Community College	Jeff Montgomery, Dean of Technical Studies and Central Campus Director	<a href="mailto:jmontgo@sscc.edu">jmontgo@sscc.edu</a>

**HIGHLAND COUNTY**

Bright Local Schools	Jason Iles, Superintendent	<a href="mailto:jason.iles@blsd.us">jason.iles@blsd.us</a>
Fairfield Local Schools	Kesia McCoy, Superintendent	<a href="mailto:kesia.mccoy@fairfieldlocal.org">kesia.mccoy@fairfieldlocal.org</a>
Greenfield Exempted Village Schools	Quincey Gray, Superintendent	<a href="mailto:quincey.gray@greenfieldmclain.org">quincey.gray@greenfieldmclain.org</a>
	Mark Bihl, Teacher	<a href="mailto:mark.bihl@greenfieldmclain.org">mark.bihl@greenfieldmclain.org</a>
Highland County ACCESS	Tim Dettwiller, Director <i>Highland/Adams County BAC Chair</i>	<a href="mailto:tdettwiller@southernohioesc.org">tdettwiller@southernohioesc.org</a>

Highland County Board of Developmental Disabilities	Molly Warnock, Transition Manager	<a href="mailto:mwarnock@hidd.org">mwarnock@hidd.org</a>
Hillsboro City Schools	Tim Davis, Superintendent	<a href="mailto:tdavis@hillsboro-indians.org">tdavis@hillsboro-indians.org</a>
Lynchburg-Clay Local Schools	Jack Fisher, Superintendent	<a href="mailto:jack.fisher@lclsd.org">jack.fisher@lclsd.org</a>
Shawnee State University/Rio Grande Community College	Harmoni Keller, Southeast Tech Prep Regional Coordinator	<a href="mailto:hkeller@shawnee.edu">hkeller@shawnee.edu</a>
Southern Ohio Educational Service Center	Beth Justice, Superintendent	<a href="mailto:bjustice@southernohioesc.org">bjustice@southernohioesc.org</a>
	Curt Bradshaw, Assistant Superintendent	<a href="mailto:cbradshaw@southernohioesc.org">cbradshaw@southernohioesc.org</a>
	Kristan Cover, Family & Community Partnership Liaison	<a href="mailto:kcover@southernohioesc.org">kcover@southernohioesc.org</a>
Southern State Community College	Nicole Roades, President	<a href="mailto:nroades@sscc.org">nroades@sscc.org</a>

List business advisory council leads (both business and education). List industries represented on the business advisory council based on [Ohio's Top Jobs](#) classification. Include workforce boards, economic development, higher education and community partners.

Business	Business Primary Contact & Role	Primary Contact Email
<b>ADAMS COUNTY</b>		
<b>Industry: Agriculture</b>		
Ohio Farm Bureau - Adams, Brown, Clermont, and Highland Counties	Heather Utter, Organization Director	<a href="mailto:hutter@ofbf.org">hutter@ofbf.org</a>
<b>Industry: Finance</b>		
Atomic Credit Union	Andy Eisnaugle	<a href="mailto:meisnaugle@atomiccu.com">meisnaugle@atomiccu.com</a>
<b>Industry: Manufacturing</b>		
Arrick's Propane	Josh Hawk	<a href="mailto:joshhawk@arrickspropane.com">joshhawk@arrickspropane.com</a>
<b>Industry: Media</b>		
C103 Radio	Don Bowles, President and General Manager	<a href="mailto:donbowles@c103.fm">donbowles@c103.fm</a>

<b>Local Government Partners</b>		
<i>Southeast Ohio Regional Liaison for Lt. Governor Husted's Office</i>	Bryn Stepp, Southeast Ohio Regional Liaison for Lt. Governor Husted's Office	<a href="mailto:bryn.stepp@governor.ohio.gov">bryn.stepp@governor.ohio.gov</a>
<b>Workforce Development Partners</b>		
Adams County Economic Development	Paul Worley, Director	<a href="mailto:paul.worley@adamscountyoh.gov">paul.worley@adamscountyoh.gov</a>
BESTOhio	Jack Everson, Executive Director	<a href="mailto:jeverson@shawnee.edu">jeverson@shawnee.edu</a>
Future Plans	Kristy Amy, Strategic Implementation Director	<a href="mailto:kristya@futureplans.com">kristya@futureplans.com</a>
GRIT/Ohio Valley School District	Amy Jo Queen, Adams County Community Outreach Partner and Career Catalyst	<a href="mailto:amyq@futureplans.com">amyq@futureplans.com</a>
Leadership Adams	Jeff Foster, Executive Director	<a href="mailto:jdfoster1960@gmail.com">jdfoster1960@gmail.com</a>
OhioMeansJobs Adams & Brown Counties	Matheau (Matt) Reno, Account Executive	<a href="mailto:mreno@omjadamsbrown.org">mreno@omjadamsbrown.org</a>
Southern Ohio Public Consultant Group	Robyn Bastin, Consultant	<a href="mailto:rbastin@pcgus.com">rbastin@pcgus.com</a>
Workforce Development Board #1: Adams, Brown, Pike, and Scioto Counties	Dwayne Alexander, Business Assistant	<a href="mailto:dwayne.alexander@sciototech.org">dwayne.alexander@sciototech.org</a>
<b>CLINTON COUNTY</b>		
<b>Industry: Aviation, Manufacturing</b>		
Air Transport Services Group <i>Major County Employer Critical/In-Demand Employer</i>	Debbie Loveless, Vice President of Human Capital	<a href="mailto:debbie.loveless@atsginc.com">debbie.loveless@atsginc.com</a>
<b>Industry: Education</b>		
Clinton County Community Action Program <i>Critical/In-Demand Employer</i>	Jane Newkirk, CEO	<a href="mailto:janenewkirk@clintoncap.org">janenewkirk@clintoncap.org</a>
<b>Industry: Healthcare</b>		
Clinton Memorial Hospital <i>Major County Employer Critical/In-Demand Employer</i>	Stephanie Butler, Director of Marketing & Communications <i>Clinton County Workforce Collaborative Barriers to Work Working Group Team Lead</i>	<a href="mailto:stephanie.butler@cmhregional.com">stephanie.butler@cmhregional.com</a>
HealthSource of Ohio <i>Critical/In-Demand Employer</i>	Shannon Holbert, Practice Manager	<a href="mailto:sholbert@hsohio.org">sholbert@hsohio.org</a>

<b>Industry: Logistics &amp; Trucking</b>		
Amazon Prime Air <i>Major County Employer</i>	Abby Gilbert, Staffing Coordinator	<a href="mailto:gilbeabi@amazon.com">gilbeabi@amazon.com</a>
R+L Carriers <i>Major County Employer</i>	Appointee TBD	
<b>Industry: Manufacturing</b>		
FERNO <i>Major County Employer Critical/In-Demand Employer</i>	Eric Salyers, Vice President of Human Relations	<a href="mailto:esalyers@ferno.com">esalyers@ferno.com</a>
<b>Industry: Social Services and Mental Health</b>		
BrightView <i>Critical/In-Demand Employer</i>	Michele Ricketts, Director of Outreach	<a href="mailto:m.ricketts@brightviewhealth.com">m.ricketts@brightviewhealth.com</a>
Talbert House <i>Critical/In-Demand Employer</i>	Barbara Adams Marin, Supervisor	<a href="mailto:barbara.adamsmarin@talberthouse.org">barbara.adamsmarin@talberthouse.org</a>
<b>Local Government Partners</b>		
City of Wilmington	Brad Reynolds, Director of Human Resources	<a href="mailto:breyolds@wilmingtonoh.org">breyolds@wilmingtonoh.org</a>
Clinton County	Mike McCarty, Commissioner	<a href="mailto:mccarty.mike@clintoncountyohio.us">mccarty.mike@clintoncountyohio.us</a>
<b>Workforce Development Partners</b>		
Clinton County Port Authority	Ruth Brindle, Workforce & Data Specialist <i>Clinton County BAC Chair Clinton County Workforce Collaborative Steering Committee</i>	<a href="mailto:rbrindle@ccportauthority.com">rbrindle@ccportauthority.com</a>
OhioMeansJobs Clinton County	Tammy Keller, Job Developer <i>Clinton County BAC Notetaker Clinton County Workforce Collaborative Steering Committee</i>	<a href="mailto:tistvan@wsu-inc.org">tistvan@wsu-inc.org</a>
Wilmington-Clinton County Chamber of Commerce	Dessie Rogers, Executive Director  <i>Clinton County BAC Vice Chair Clinton County Workforce Collaborative Steering Committee</i>	<a href="mailto:dbuchanan@wccchamber.com">dbuchanan@wccchamber.com</a>
<b>FAYETTE COUNTY</b>		
<b>Industry: Automotive Manufacturing</b>		
YUSA Corporation	Vince Allgeier, Vice President of Research & Development	<a href="mailto:vince.allgeier@yusa-oh.com">vince.allgeier@yusa-oh.com</a>

<b>Industry: Manufacturing</b>		
Crest Industries/Dis-Tran Steel	Kara McCormick, HR Generalist	<a href="mailto:kara.mccomick@yahoo.com">kara.mccomick@yahoo.com</a>
Red Collar Pet Foods	Nick Pierce, Director of Manufacturing	<a href="mailto:nick.pierce@redcollarpet.com">nick.pierce@redcollarpet.com</a>
SugarCreek Packing	Tom Bollinger, Chief Financial Officer	<a href="mailto:tbollinger@sugar-creek.com">tbollinger@sugar-creek.com</a>
Valero Energy Corporation	Zach Beversdorf, Plant Manager	<a href="mailto:zach.beversdorf@valero.com">zach.beversdorf@valero.com</a>
	Candace Horton, Office Coordinator	<a href="mailto:candace.horton@valero.com">candace.horton@valero.com</a>
Wingate Packaging	Ed Rodden, CEO	<a href="mailto:edward.rodde@wingate-packaging.com">edward.rodde@wingate-packaging.com</a>
<b>Industry: Recreation/Fitness</b>		
YMCA	Doug Saunders, CEO	<a href="mailto:dsaunders@cacfayettecounty.org">dsaunders@cacfayettecounty.org</a>
<b>Industry: Retail</b>		
Destination Outlets	Jennifer Snyder, General Manager	<a href="mailto:jsnyder@destinationoutlets.com">jsnyder@destinationoutlets.com</a>
<b>Industry: Construction</b>		
Accurate Heating and Cooling (HVAC)	Michael Linton, Co-Owner	<a href="mailto:mlinton@accuratehvac.com">mlinton@accuratehvac.com</a>
Remington Electric, Ltd.	Shawn Remington, Owner	<a href="mailto:remingtonelectric@gmail.com">remingtonelectric@gmail.com</a>
Hastings Digital	Sam Gebhardt	<a href="mailto:samgebhardt@gmail.com">samgebhardt@gmail.com</a>
Enterprise Advisory Group	Jamie Gentry, Partner	<a href="mailto:jgentry@eagohio.com">jgentry@eagohio.com</a>
<b>Industry: Education</b>		
Carnegie Public Library	Sarah Nichols, Director	<a href="mailto:snichols@seolibraries.org">snichols@seolibraries.org</a>
<b>Industry: Food Service and Hospitality</b>		
Platform Coffee	Chris Paisley, Co-Owner	<a href="mailto:chris@con2sol.com">chris@con2sol.com</a>
<b>Industry: Healthcare</b>		
Adena Health Systems	Whitney Gentry, Manager of Community Relations <i>Fayette County BAC Notetaker</i>	<a href="mailto:wgentry@adena.org">wgentry@adena.org</a>

Benchmark Case Management	Tom Buscemi, Disability Field Case Manager	<a href="mailto:tom.buscemi@benchmarkcasemgt.com">tom.buscemi@benchmarkcasemgt.com</a>
<b>Industry: Transportation</b>		
Community Action Transportation	Joy Stanforth, Transportation Director	<a href="mailto:istanforth@cacfayettecounty.org">istanforth@cacfayettecounty.org</a>
<b>Local Government Partners</b>		
City of Washington Court House	Dale Lynch, Vice Chairperson	<a href="mailto:dlynchwch@gmail.com">dlynchwch@gmail.com</a>
Fayette County	Jim Garland, Fayette County Commissioner	<a href="mailto:jim.garland@fayette-co-oh.com">jim.garland@fayette-co-oh.com</a>
<b>Workforce Development Partners</b>		
OhioMeansJobs-Fayette County	Lana Pavey, Eligibility Specialist	<a href="mailto:lane.pavey@jfs.ohio.gov">lane.pavey@jfs.ohio.gov</a>
Fayette County Chamber of Commerce	Kristy Bowers, Executive Director <i>Fayette County BAC Chair</i>	<a href="mailto:kristy@fayettecountyohio.com">kristy@fayettecountyohio.com</a>
City of Washington Court House, Economic Development	Chelsie Baker, Director	<a href="mailto:cbaker@cityofwch.com">cbaker@cityofwch.com</a>
<b>HIGHLAND COUNTY</b>		
<b>Industry: Agriculture</b>		
Carraher Farms	Angie Wright, Office Manager	<a href="mailto:angiekwright411@gmail.com">angiekwright411@gmail.com</a>
<b>Industry: Construction</b>		
Shafer Heating & Cooling	Ashley Dunseith, Human Resources and Marketing	<a href="mailto:ashleyd@shaferhvac.us">ashleyd@shaferhvac.us</a>
<b>Industry: Healthcare</b>		
Adena Greenfield Medical Center	Josh McCoy, Vice President of West Market	<a href="mailto:jmccoy3@adena.org">jmccoy3@adena.org</a>
Dr. Matthew Chiropractic, LLC	Rindy Matthews, Owner	<a href="mailto:drmatthews1@yahoo.com">drmatthews1@yahoo.com</a>
HealthSource of Ohio	Chelsie Hornsby, Senior Director of Business Development	<a href="mailto:chornsby@hsohio.org">chornsby@hsohio.org</a>
Highland District Hospital	Amanda Knauff, Human Resources Director	<a href="mailto:aknauff@hdh.org">aknauff@hdh.org</a>
<b>Industry: Manufacturing</b>		

Abbott Signs/City of Hillsboro	Brianne Abbott, Owner of Abbott Signs/Safety & Service Director for City of Hillsboro)	<a href="mailto:babbott@hillsboroohio.net">babbott@hillsboroohio.net</a>
Adient US, LLC	Melanie Spangler, Human Resources Manager	<a href="mailto:melanie.spangler@adient.com">melanie.spangler@adient.com</a>
Corvac Composites	Brandon Cade, Human Resources Manager	<a href="mailto:brandon.cade@corvaccomp.com">brandon.cade@corvaccomp.com</a>
Greenfield Research, Inc.	Aaron Penn, Production Manager	<a href="mailto:apenn@greenfield-research.com">apenn@greenfield-research.com</a>
Highland Computer Forms	Steve Patton, Co-Owner	<a href="mailto:spatton@hcf.com">spatton@hcf.com</a>
Hobart/ITW Food Equipment Group	Kim Dye, Human Resources Manager	<a href="mailto:kim.dye@itwfeg.com">kim.dye@itwfeg.com</a>
Lumenix Home Décor and Fragrance	Jason Stevens, General Manager	<a href="mailto:jastevens@candle-lite.com">jastevens@candle-lite.com</a>
Weastec, Inc.	Debbie Everhart, Human Resources Manager	<a href="mailto:debbie.everhart@weastec.com">debbie.everhart@weastec.com</a>
<b>Industry: Media</b>		
Times-Gazette/Aim Media	John Hackley, Journalist/Reporter	<a href="mailto:jhackley@aimmediamidwest.com">jhackley@aimmediamidwest.com</a>
<b>Industry: Real Estate</b>		
Nationwide Auctions & Realty	Klayton Juillerat, Auctioneer and Realtor	<a href="mailto:klaytonsells@yahoo.com">klaytonsells@yahoo.com</a>
<b>Industry: Transportation</b>		
Willey & Son Trucking	Shawn Willey, Owner	<a href="mailto:swilley33@me.com">swilley33@me.com</a>
<b>Local Government Partners</b>		
City of Greenfield	Todd Wilkin, City Manager	<a href="mailto:citymanager@greenfieldohio.net">citymanager@greenfieldohio.net</a>
Highland County	Brad Rodes, County Commissioner	<a href="mailto:commissioners@co.highland.oh.us">commissioners@co.highland.oh.us</a>
Highland County Prosecutor's Office	Molly Bolek, Assistant Prosecutor	<a href="mailto:mbolek@hcprosecutor.org">mbolek@hcprosecutor.org</a>
Highland County Soil & Water Conservation District	Pam Bushelman, District Operations Manager	<a href="mailto:pam.bushelman@oh.nacdnet.net">pam.bushelman@oh.nacdnet.net</a>
Southwest Ohio Regional Liaison for Lt. Governor Husted's Office	Derek Chancellor, Southwest Ohio Regional Liaison for Lt. Governor Husted's Office	<a href="mailto:derek.chancellor@governor.ohio.gov">derek.chancellor@governor.ohio.gov</a>
Village of Leesburg	Amy Palmer, Village Administrator	<a href="mailto:amy.palmer@leesburgohio.org">amy.palmer@leesburgohio.org</a>



<b>Workforce Development Partners</b>		
BB2C: Building Bridges to Careers	Jeremy Ward, Network Director	<a href="mailto:jward@bb2careers.org">jward@bb2careers.org</a>
BestOhio	Jack Everson	<a href="mailto:jeverson@shawnee.edu">jeverson@shawnee.edu</a>
Future Plans	Ashlie Webster, County Community Liaison Manager <i>Highland/Adams County BAC Vice Chair</i>	<a href="mailto:ashliew@futureplans.com">ashliew@futureplans.com</a>
Highland County Chamber of Commerce	Jamie Wheeler, Executive Director	<a href="mailto:jamie@thehighlandchamber.com">jamie@thehighlandchamber.com</a>
Highland County Economic Development	Julie Bolender, Director	<a href="mailto:jbolender@co.highland.oh.us">jbolender@co.highland.oh.us</a>
OhioMeansJobs Highland County/Highland County Community Action	Tara Campbell, Deputy Director <i>Highland/Adams County BAC Notetaker</i>	<a href="mailto:tcampbell@hccao.org">tcampbell@hccao.org</a>
Public Consultant Group	Rebecca Bennington, Provider Expansion Supervisor	<a href="mailto:rbennington@pcgus.com">rbennington@pcgus.com</a>

## Schedule of Meetings

Planning meetings for the (Academic Year) school year:

### ADAMS COUNTY COUNCIL MEETINGS

*Note: Joint Meetings with Highland County Council Meetings.*

Quarter 1 Meeting: September 29, 2023	Quarter 2: November 9, 2023
Quarter 3 Meeting: February 26, 2024	Quarter 4: April 18, 2024

### CLINTON COUNTY COUNCIL MEETINGS

*Note: Subcommittee meeting dates will be scheduled, as needed, throughout the course of the school year. In addition, the Clinton County Workforce Collaborative, an extension of the Clinton County BAC, meets monthly.*

Quarter 1 Meeting: September 21, 2023	Quarter 2: November 16, 2023
Quarter 3 Meeting: February 15, 2024	Quarter 4: April 25, 2024

### FAYETTE COUNTY COUNCIL MEETINGS

*Note: The Fayette County council meets every other month on the first Thursday of the month. In addition, subcommittee meeting dates will be scheduled, as needed, throughout the course of the school year.*

Quarter 1 Meeting: September 7, 2023	Quarter 2: November 2, 2023
Quarter 3 Meeting: March 7, 2024	Quarter 4: May 2, 2024

### HIGHLAND COUNTY COUNCIL MEETINGS

*Note: Joint Meetings with Adams County Council Meetings.*

Quarter 1 Meeting: September 29, 2023	Quarter 2: November 9, 2023
Quarter 3 Meeting: February 26, 2024	Quarter 4: April 18, 2024

**REGIONAL BUSINESS ADVISORY COUNCIL MEETINGS  
(Adams, Clinton, Fayette, & Highland Counties Joint Regional BAC Meetings)**

Quarter 1 Meeting: October 30, 2023 (Southern Ohio ESC)	Quarter 2: December 11, 2023 (Hopewell Center)
Quarter 3 Meeting: March 19, 2024 (Southern Ohio ESC)	Quarter 4: May 15, 2024 (Hopewell Center)

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

The Southern Ohio Educational Service Center Business Advisory Council serves Adams, Clinton, Fayette, and Highland Counties. It is a partnership of the Southern Ohio ESC, local K-12 and post-secondary educators, area businesses, and economic and community development and workforce development agencies who work together to assess the workforce needs and employability skills for student and community success in the regional economy.

**Adams County**

Because of the similarities in demographic, geographic, and workforce needs, Adams and Highland counties currently have a joint council with the vision of working to position this region as a healthy and relevant workforce ecosystem. The mission of the collaborative council is to coordinate and sustain efforts among schools, businesses, and communities to build a stronger workforce in the region by identifying and cultivating the strengths of individuals and aligning them to the needs of existing and emerging industries.

The collaborative council is established to bring workforce development stakeholders together to ensure coordination of their efforts. The council has created work groups for each of the areas of focus (*data and research, education for work, barriers to work, internships and job shadowing, finance, and communication*). The work groups are working to address the action steps as laid out in the collaborative council’s strategic plan linked [here](#) and provide information and recommendations for action to the joint Adams/Highland county council.

**Clinton County**

The Clinton County Workforce Collaborative – an initiative of the Clinton County Port Authority, OhioMeansJobs Clinton County, Southern Ohio Educational Service Center, and the Wilmington-Clinton County Chamber of Commerce – tackles critical and multi-faceted workforce needs by bringing together business, education, non-profit, government, and economic and community development leaders to create solutions that work for Clinton County. Through conversation with local business, education, and service agency leadership, the Workforce Collaborative identified three overarching areas of focus and established correlating Working Groups, each with specific projects and goals. The Barriers to Work Working Group brings employers and service providers together to explore cooperative solutions to the challenges of workforce mobility, childcare, housing, and broadband accessibility. The Education & Training Working Group identifies skill needs among the existing workforce and assists individuals and employers in finding appropriate training and credentialing to meet those needs. The School & Community Connections Working Group connects employers and schools to bridge workforce development gaps by attracting and retaining students for the current and future workforce.

As of September 21, 2023, the Clinton County Workforce Collaborative has secured funding for the creation of a [Clinton County Workforce Development Program](#), which includes hiring a full-time

Workforce Development Director as an employee of the Southern Ohio Educational Service Center. This position will staff the Clinton County Workforce Collaborative, increasing the capacity for the Collaborative as a whole, while enabling the Steering Committee Members, Working Group Team Leads, and Working Group Members to continue their involvement with the Workforce Collaborative in a more efficient and effective manner. Of particular interest to the stakeholders who have committed funding to the Program is the creation of an online presence which would allow employers, educators, students, and those currently in the workforce to more easily access the workforce development resources they need. This platform will ultimately benefit all of the Clinton County BAC members.

## Fayette County

The mission of the Fayette County council is to bridge the needs of our community's education with the required skills of our local employers to create a thriving workforce. Our vision to guide our work is to provide each community member with the skills necessary to succeed in the workforce, while providing employers with a continually growing employment pool of viable candidates. The county council is composed of three subcommittees, each working to continually address needs and building action plans to execute goals and gather meaningful data to continue the continuous improvement process of the council. The three subcommittees (working groups) of the county council include: (1) School to Business Bridges, (2) Barriers to Work, and (3) Working Training.

The council has established the following overarching goals for the 2023-2024 school year:

1. Develop Professional Skills for Future Careers
  - a. Continue to survey students for interest in military, college/vocational training, or employment.
  - b. Build career/work exploration experiences for students in their areas of professional interest.
  - c. Create direction for those who want to work, so they have jobs upon graduation.
2. Build Partnerships
  - a. BAC Subcommittees (*School to Business Bridges, Barriers to Work, and Workforce Training*) will come together to work towards building partnerships that will benefit both students and businesses.
3. Connecting with Tomorrow's Workforce
  - a. Build a strategic plan to address employment retention challenges by educating students on employment benefits beyond pay and the long-term benefits of sustained employment.

## Highland County

Because of the similarities in demographic, geographic, and workforce needs, Adams and Highland counties currently have a joint council with the vision of working to position this region as a healthy and relevant workforce ecosystem. The mission of the collaborative council is to coordinate and sustain efforts among schools, businesses, and communities to build a stronger workforce in the region by identifying and cultivating the strengths of individuals and aligning them to the needs of existing and emerging industries.

The collaborative council is established to bring workforce development stakeholders together to ensure coordination of their efforts. The council has created work groups for each of the areas of focus (*data and research, education for work, barriers to work, internships and job shadowing, finance, and communication*). The work groups are working to address the action steps as laid out in the collaborative council's strategic plan linked [here](#) and provide information and recommendations for action to the joint Adams/Highland county council.

Business advisory councils operate under [three quality practices](#):

- (1) **Develop Professional Skills for Future Careers**
- (2) **Build Partnerships**
- (3) **Coordinate Experiences**

**Describe how the business advisory council plans to Develop Professional Skills for Future Careers for the 2023-2024 school year.**

- Describe the plan, including initiatives, projects or events. Include specific districts impacted by initiative(s) and list all businesses involved.
- Use the template as a guide to list all initiatives, projects and events used to develop professional skills for future careers (include business input in curriculum alignment with skills needed for in-demand professions, educator engagement and development, employers in classroom involvement). Also include existing programs and how they will be sustained and scaled.

## DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

### Initiative 1 – Clinton County: Access to Childcare – Ongoing Initiative

In 2021-2022, the Barriers to Work Working Group of the Clinton County Workforce Collaborative conducted “Understanding the Needs of the Local Workforce,” a survey of the Clinton County workforce which identified access to childcare as one of the barriers to work faced by Clinton County residents. In 2022-2023, the Working Group conducted a “Focus on Childcare” second phase of the survey to define the priority childcare needs in the community (i.e.: birth to 3, after-school, 3rd shift, etc.).

#### *PART I*

As a result of that second phase of the survey, the Working Group initiated a [Child Care Awareness Campaign](#) to address the issue that not all current licensed child care providers in the County are at capacity. The community awareness campaign was designed to connect those in need of child care with those providers who could have the capability of expanding, once their current capacity is met. As a part of this campaign, over the summer months [posters](#) and [printed guides](#) were distributed to locations and events in the community where those in the target audience would see them – community pools, gymnastics and martial arts and dance studios, retail locations, public libraries, vacation bible schools, County and social service agency offices, healthcare providers, community events, school newsletters, etc.

This coming winter current child care providers will once again be surveyed for their enrollment figures to determine the impact of the awareness campaign. Based on those results, the Working Group will determine if an expanded awareness campaign with adjusted target demographics is necessary.

#### *PART II*

At the same time, the Working Group, in collaboration with Clinton County Community Action (the only provider of Early Head Start, Head Start, and non-in-home childcare in the county), Southern State Community College, and Wilmington College, will explore the creation of program to provide before- and after-school care under the guidance and supervision of Clinton County Community Action while utilizing the labor of students in the early childhood education programs at Southern State Community College and Wilmington College, an arrangement which would not only provide quality affordable care for school-age children but would also provide workforce

training opportunities for current post-secondary students while developing a talent pipeline for Clinton County Community Action.

**What collaborative action steps are required to facilitate achieving outcomes?**

See related timeline for collaborative action steps

**List all districts impacted.**

- Southern State Community College
- Wilmington College

**List all businesses involved.**

- Clinton County Community Action

**List all related timelines for each phase of plan development and associated deadlines.**

*PART I*

- November-December 2023: Conduct post-campaign childcare provider enrollment survey
- Early January 2024: Determination of need for expanded community awareness campaign
- Late January 2024: Planning for expanded community awareness campaign, including updates to the printed guide (if deemed necessary)
- February-May 2024: Implementation of expanded community awareness campaign (if deemed necessary)
- June 2024: Conduct second post-campaign childcare provider enrollment survey

*PART II*

- October-November 2023: Investigation of requirements (supervisory, educational, State regulations, etc.) for Clinton County Community Action, Southern State Community College, and Wilmington College to participate in a collaborative childcare program
- December 2023-January 2024: Feasibility study of a collaborative childcare program, based on the investigation of requirements and resources needed for implementation
- February-March 2024: Development of a plan for the creation of a collaborative childcare program (if determined to be feasible)
- April-July 2024: Implementation of the creation plan (if determined to be feasible)
- August 2024: Launch of before- and after-school collaborative childcare program (if determined to be feasible)

**List the resources needed for implementation (funding, manpower, tools, etc.).**

*PART I*

- People-power: To conduct the survey and develop and implement the second phase of the awareness campaign (if deemed necessary)
- Funding: Printing costs for posters and printed guide

*PART II*

- People-power: To conduct the investigation of requirements, the feasibility study, the development of the plan, the implementation of the plan, and the launch of the program
- Funding: TBD

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

- Feasibility: It is possible that the requirements for the participating organizations, the results of the feasibility study, or the cost to implement the program may mean that the project can not be completed as initially proposed. If this is the case, the BAC and Working Group members will reconvene to discuss options for moving forward with a revised program.

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

- [Understanding the Needs of the Local Workforce Survey Responses](#)
- [Childcare Provider Enrollment Data](#)

**Initiative 2 – Clinton County: Middle School Career Exploration Curriculum – New Initiative**

In connection with the Student Immersion Tours (see the Coordinate Experiences section of the BAC plan,) the School & Community Connections Working Group and the Workforce Development Director of the Clinton County Workforce Collaborative will collaborate with educational leaders, school counselors, curriculum specialists, regional workforce development professionals, and staff at the Southern Ohio ESC to explore options and build capacity for the implementation of career exploration curriculum at the middle school level.

**What collaborative action steps are required to facilitate achieving outcomes?**

- Gather input from middle school partners regarding their goals for said curriculum.
- Research existing curriculum in use in other school districts.
- Compare existing curriculum examples with stated goals from middle school partners.
- Build a Clinton County-specific curriculum based on that comparison.

**List all districts impacted.**

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

**List all businesses involved.**

- TBD – Collaboration opportunities will be open to all Clinton County businesses.

**List all related timelines for each phase of plan development and associated deadlines.**

- TBD - Pending start date of Workforce Development Director and timeline of other assigned tasks.

**List the resources needed for implementation (funding, manpower, tools, etc.).**

- People-power: Early phases of the initiative depend on the capacity of the identified partners and individuals to devote time to the initiative.
- Other resources will be identified as the initiative progresses.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

Since early phases of the initiative depend on the capacity of the identified partners and individuals to devote time to the initiative, the BAC may have to expand the network of partners involved in the initiative in order to command the time needed to complete each phase of the initiative.

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

- Existing Data: At this point there is no applicable data, as no curriculum is currently in use.
- Measurable Outcomes: After the curriculum is developed and introduced to the schools, qualitative data on usage in each district will be gathered. Additionally, feedback from classroom educators will be gathered to assess the need for changes and improvements to the curriculum.

**Initiative 3 – Fayette County: Current Workforce Trends Needs Assessment – Ongoing Initiative**

**What collaborative action steps are required to facilitate achieving outcomes?**

A survey has been co-created by the county council and distributed to local businesses to gain knowledge about their employment trends and projections, expected education or training needed, and challenges for retention of employees and recruiting tactics utilized over the past three years (2020-2023).

**List all districts impacted.**

- Miami Trace Local Schools
- Washington Court House City Schools

**List all businesses involved.**

- Accurate Mechanical, Inc.
- Adena Health System
- Anytime Fitness
- Area Heating & A/C
- Bumpus Trucking, Inc.
- Carnegie Public Library

- City of Washington Court House (employer in the county)
- Community Action Commission of Fayette County
- Complete Floor Care
- Concrete Contracting Solutions, Inc.
- Custom Landscape Contractors
- Destination Outlets
- Dis-Tran Steel
- Domtar Paper, LLC
- Donatos Pizza
- Embassy of Valley View
- Fayette County Sheriff's Ohio
- Fayette County Family YMCA
- Fayette Progressive Industries
- Fiber-Tech Industries, Inc.
- Flagway
- Four Seasons of Washington
- Fresenius Medical Care
- Frisch's Restaurant
- GL Pettit, LLC
- H & R Block
- Heritage Memorial Church
- Horizon Athletic
- Jacks Manufacturing, Inc.
- Key Realty
- La Ella Lanes
- Lebanon Citizens National Bank (LCNB)
- Miami Trace Local Schools (employer in the county)
- Mid Atlantic Storage Systems, Inc.
- Nutrien Ag Solutions
- Ohio Ag Equipment
- Parrett Insurance Agency, Inc.
- Plastilene, Inc.
- Ranchers Roast Beef
- Red Collar Pet Food/Hills Pet Nutrition
- Riten Industries, Inc.
- Signature Healthcare of Fayette County
- Southern State Community College (employer in the county)
- Streetside 62 Restaurant
- The Little Bear Group, LLC
- The Reserves Network
- Valero Energy Corporation
- Washington Court House City Schools (employer in the county)

**List all related timelines for each phase of plan development and associated deadlines.**

A marketing campaign for completion of the survey was completed in Spring 2023, and the results have been compiled over the course of Summer 2023. The data and responses were presented to the county council in September 2023, and the following recommendations have been made to the council, which will guide subcommittee work for the 2023-2024 school year.

Recommendations presented to the council county based on survey responses:

- A comprehensive database of businesses/employers in Fayette County should be built.
- There are businesses that have an interest in engaging with students and the greater community based on feedback from the survey, and the BAC needs to take action based on this survey.



The county council will be acting upon these recommendations during the 2023-2024 school year. The Barriers to Work subcommittee will be working collaborating with the Fayette County Chamber of Commerce to build a comprehensive database of businesses/employers. The School to Business Bridges subcommittee will be utilizing the interest data from the survey to engage interested businesses in Teacher Bootcamps planned for the 2023-2024 school year. In addition, the county council will cross-reference this survey data with the In-Demand jobs for the region to ensure there is representation from the In-Demand job sectors and industries in county council work.

**List the resources needed for implementation (funding, manpower, tools, etc.).**

The survey development and distribution took the subcommittee many hours to complete. These volunteers developed the questions, identified a tool best suited to create the online survey, gathered the distribution lists, and distributed the survey through their developed marketing campaign. The subcommittee will be sharing the survey responses with participating businesses in Fall 2023.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

The subcommittee has found it to be challenging to obtain a comprehensive distribution list. The subcommittee is working with the Fayette County Chamber of Commerce to co-develop a more comprehensive database that the council will be able to utilize to support future projects and initiatives of the Business Advisory Council.

**Identify existing data and set measurable outcomes to achieve the plan. If data is unavailable, identify steps being taken to acquire this data.**

152 surveys were distributed. 57 employer responses were collected. As a part of next steps, the council is partnering with the school districts in the county to increase the use of the Naviance System as we collaboratively identify the curriculum components that instill the skills identified in the survey responses, while advising on changes in the economy and job market.

**Initiative 4 – Adams/Highland County: Strategic Planning – Ongoing Initiative**

**What collaborative action steps are required to facilitate achieving outcomes?**

A clear plan of action was needed to align all efforts of the counties' workforce development stakeholders. The BAC has endorsed the Strategic Plan created by the Highland County Workforce Leadership Council. The following link will take you to the strategic planning document. There you will find the Goals, Actions Steps, and timelines for completion.

[Strategic Plan- Highland County Workforce Leadership Council](#)

**List all districts impacted.**

- Adams County Ohio Valley Schools
- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools

- Lynchburg-Clay Local Schools
- Southern Ohio Educational Service Center

**List all businesses involved.**

- Abbott Signs
- Adams County Economic Development
- Adena Greenfield Medical Center
- Adient US LLC
- Arrick's Propane
- Atomic Credit Union
- BB2C (Building Bridges to Careers)
- BESTOhio
- C103 Radio
- City of Greenfield
- Dr. Matthews Chiropractic, LLC
- Future Plans
- Greenfield Research, Inc.
- GRIT - Ohio Valley School District
- HealthSource of Ohio
- Highland Computer Forms
- Highland County Chamber of Commerce
- Highland County Commissioners
- Highland County Economic Development
- Highland County Prosecutor's Office
- Highland County Soil & Water Conservation District
- Highland District Hospital
- Hobart
- Leadership Adams
- Lumenix
- Nationwide Auctions & Realty
- Ohio Farm Bureau
- OhioMeansJobs Adams & Brown Counties
- OhioMeansJobs Highland County
- Shafer Heating & Cooling
- Southern Ohio/Public Consulting Group
- Times-Gazette/Aim Media
- Village of Leesburg
- Weastec, Inc.
- Willey & Son Trucking

**List all related timelines for each phase of plan development and associated deadlines.**

See [Strategic Plan- Highland County Workforce Leadership Council](#).

**List the resources needed for implementation (funding, manpower, tools, etc.).**

See [Strategic Plan- Highland County Workforce Leadership Council](#).

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

See [Strategic Plan- Highland County Workforce Leadership Council](#).

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

See [Strategic Plan- Highland County Workforce Leadership Council](#).

**Describe how the business advisory council plans to Build Partnerships for the 2023-2024 school year.**

- Describe how the business advisory council will grow partnerships in alignment with the in-demand careers in the region with representation from industry, workforce boards, port authority, OhioMeansJobs centers, industry sector partnerships, higher education, etc.
- Use the template as a guide to list all initiatives, projects and events used to build partnerships. Include information on partnership alignment, effectiveness, initiatives spearheaded by these collaborations. Demonstrate cooperative efforts between districts and partners to benefit students and businesses.

## BUILD PARTNERSHIPS

### Initiative 1 – Clinton County: Career Exploration Fair – Annual Initiative

In recruiting businesses for the annual Clinton County Career Exploration Fair (see Clinton County Career Exploration Fair under the Coordinate Experiences section of the BAC plan for a complete description of the event), to be held on Wednesday, October 11, 2023, special attention is paid to those businesses which align with the Critical and In-Demand jobs for the region, as well as those Major County Employers who may fall outside of those designations: Aviation, Construction, Education, Healthcare, Logistics & Trucking, Manufacturing, and Social Services & Mental Health. The recruiting process utilizes the existing Clinton County Workforce Collaborative network to expand the reach of the BAC. As a result, not only are target employers registered as participants in the Career Exploration Fair, but the BAC develops new relationships with dozens of businesses, relationships which can then be relied upon when further outreach into the business community is needed.

**What collaborative action steps are required to facilitate achieving outcomes?**

All BAC and Clinton County Workforce Collaborative partners will be involved in:

- business recruitment and orientation
- pre-event planning
- solicitation of sponsorships
- communication with exhibitors and schools before, during, and after the event
- day-of tasks to ensure a successful event

**List all districts impacted.**

- Blanchester Local Schools
- Clinton County Juvenile Resource Center GED Program
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Great Oaks Career Campuses – Laurel Oaks
- Southern Ohio Learning Center
- Wilmington Christian Academy
- Wilmington City Schools

**List all businesses involved.**

- Accurate Mechanical
- Air Transport Services Group (ABX Air, Airborne Maintenance & Engineering Services, Air Transport International, LGSTX Services)
- Amazon Prime Air
- BrightFarms
- City of Wilmington (Fire Department, Police Department, Wilmington Transit System)
- Clinton County Early Learning Center
- Clinton County Farm Bureau
- Clinton Memorial Hospital
- Crown Staffing
- Diverse Building Solutions
- FERNO
- HealthSource of Ohio – Wilmington Family Practice
- Innovative Engineered Solutions
- LG ES & Honda Joint Venture Electric Battery Plant
- Merchants National Bank
- Nippon Seiki North America
- Nutrien Ag Solutions
- Ohio Living Cape May
- OhioMeansJobs Clinton County
- Ohio State Highway Patrol
- Ohio Valley Electrical Services
- Orchard Veterinary Care
- Peoples Bank
- R+L Carriers
- SFM Insurance
- Shafer Heating & Cooling
- Southern State Community College
- Wilmington College
- Wilmington Public Library
- Wilmington Savings Bank

**List all related timelines for each phase of plan development and associated deadlines.**

- August-September 2023: business recruitment
- September 2023: business orientation
- October 11, 2023: event
- October-November 2023: follow-up to gather feedback from businesses
- December 11, 2023: Discussion at Regional BAC Meeting about expansion of the 2024 Career Exploration Fair into a regional event, including employers and school districts from all four counties.

- December 2023-July 2024: regular outreach to participating businesses to share resources and maintain relationships

**List the resources needed for implementation (funding, manpower, tools, etc.).**

- Funding: Expenses related to the venue rental, printed event guides, volunteer t-shirts, exhibitor lunches, signage, and miscellaneous supplies will all be covered by sponsorships from participating businesses and workforce development partners and by exhibitor registration fees.
- People-power: BAC members with time to commit to recruitment, orientation, event execution, participant follow-up, and regular outreach

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

In the lead-up to the 2022 Career Exploration Fair, there were concerns about the ability of the BAC members to commit the time needed to carry out the recruitment, orientation, event execution, participant follow-up, and regular outreach required for a successful event. The experience of that event led to a stream-lining of many of the tasks related to the 2023 Career Exploration Fair, resulting in a less time-consuming process for event execution. That fact, combined with the successful execution of the 2022 event, mean that there are no concerns among BAC members about the ability to execute a successful event for 2023.

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

- Existing Data:
  - [Career Exploration Fair - Comparative Business Registration](#)
  - [2022 Career Exploration Fair - Business Questionnaire Responses](#) - This questionnaire will again be distributed to businesses to gather qualitative and quantitative data on their experiences.
- Measurable Outcomes:
  - Increased number of returning businesses
  - Increased number of new businesses

**Initiative 2 – Clinton County: School & Community Connections Resource Guide – Ongoing Initiative**

The School & Community Connections Working Group maintains an online [School & Community Connections Resource Guide](#). This Guide makes it easier for employers, local schools, and community agencies to identify and expand workforce development opportunities for youth in Clinton County. Begun in Fall 2021, the Guide continues to be a project of the Working Group as connections and relationships between employers and educators in the County grow and evolve. Currently, the Guide is being expanded to include information about the main employment opportunities for each employer, such as the relevant career clusters and education levels required for those positions.

**What collaborative action steps are required to facilitate achieving outcomes?**

See related timeline for collaborative action steps

**List all districts impacted.**

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Southern State Community College
- Wilmington Christian Academy
- Wilmington City Schools
- Wilmington College

**List all businesses involved.**

- Accurate Heating, Cooling, & Plumbing (Construction)
- Ahresty Wilmington Corporation (Manufacturing)
- Airborne Maintenance & Engineering Services (Aviation, Manufacturing)
- Air Transport International (Aviation)
- Air Transport Services Group (Aviation)
- Amazon Prime Air (Logistics)
- AZEK/TimberTech (Construction, Engineering, Manufacturing, Production, Recycling)
- BrightFarms (Agriculture)
- City of Wilmington (Government, Public Services, Safety)
- Clinton County (Government, Public Services)
- Clinton County Community Action (Administrative, Childcare, Education, Elderly Services, Food Services, Social Services)
- Clinton Memorial Hospital (Healthcare)
- Cox Automotive (Business Process Outsourcing)
- Crown Staffing (Staffing Agency)
- Custom Molded Products (Manufacturing)
- D&E Equipment (Agriculture, Construction)
- DIS-Tran Steel (Manufacturing, Production)
- Domtar Paper Company (Manufacturing, Production)
- FERNO (Manufacturing)
- Groves Tire & Service (Agriculture, Automotive, Retail, Transportation)
- Hood Packaging Corporation (Manufacturing)
- Innovative Engineered Solutions (Engineering, Manufacturing)
- Merchants National Bank (Finance)
- New Life Clinic (Healthcare, Non-Profit)
- Nippon Seiki North America (Manufacturing)
- Northland Court Apartments (Housing, Property Management)
- Ohio Farm Bureau Federation (Agriculture)
- OhioMeansJobs Clinton County (Employment and Training)
- Orchard Veterinary Care (Veterinary)
- Peoples Bank (Finance, Financial Services)
- Reserves Network (Staffing Agency)
- ServiceMaster by Angler (Construction)
- SFM Insurance (Insurance)
- Solutions Community Counseling Recovery Center (Addiction Services, Mental Health)
- South Street Gallery (Arts)
- Strategic Ohio Council for Higher Education (Workforce Development)
- UFPI Blanchester (Manufacturing)
- Wilmington Iron & Metal (Recycling)
- Wilmington Nursing & Rehab (Healthcare)

**List all related timelines for each phase of plan development and associated deadlines.**

- July 2023-June 2024: monthly checks on the online submission form to ensure the Guide remains up to date
- July 2023-June 2024: quarterly outreach to the business community through BAC member networks (particularly the Clinton County Port Authority and the Wilmington-Clinton County Chamber of Commerce) to encourage businesses to submit listings
- July 2023-June 2024: quarterly outreach to the BAC educational partners to remind them of how the Guide can be used to the benefit of their students
- November-December 2023: outreach to employers to gather information about main employment opportunities for each employer, such as the relevant career clusters and education levels required for those positions, and integrate that information into the Guide
- December 2023 and May 2024: biannual outreach to the BAC educational partners asking about their utilization of the Guide to collect feedback and gather usage data

**List the resources needed for implementation (funding, manpower, tools, etc.).**

- People-power: BAC members with the time to commit to maintaining the Guide and carrying out the quarterly outreach
- Web Presence: The Guide is posted on the Clinton County Workforce Collaborative webpage, which is hosted on the Wilmington-Clinton County Chamber of Commerce website free of charge as part of its partnership in the Clinton County Workforce Collaborative

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

While BAC members were able to carry out the monthly submission checks and quarterly outreach tasks, and while feedback was gathered informally throughout the year at a variety of Clinton County Workforce Collaborative meetings and events, there was no internal capacity to gather the biannual usage data. This year, in partnership with the Clinton Community Fellows and students from Wilmington College, the BAC will utilize student interns to implement the expansion of the guide and collection of the required data.

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

- Existing Data: No mechanism currently exists to track communication between the BAC and businesses.
- Measurable Outcome: As a partner in the Clinton County Workforce Collaborative, and as a member of the BAC, the Clinton County Port Authority will begin tracking BAC communication as part of its own Business Retention & Expansion program, making that data available to the BAC.
- Existing Data: No mechanism currently exists to gather data from the BAC's educational partners about their utilization of the Guide.
- Measurable Outcome: With the recent publication of the Wilmington-Clinton County Chamber of Commerce's new website, traffic can now be monitored to gauge how often, and by whom, the Guide is accessed. That data will be collected and assessed in July 2024.

**Initiative 3 – Clinton County: BAC Membership Audit – Annual Initiative**

*PART I*

Each year, the BAC leadership team conducts an audit of the membership of the BAC to ensure that the stakeholders involved align with the Critical and In-Demand Jobs and Major Employers in the county and surrounding region. Where gaps are found between the BAC membership and the Critical and In-Demand Jobs and Major Employers, the BAC leadership team recruits new members to ensure representation. The Membership Audit for the 2022-2023 year resulted in the addition of new BAC members representing the City of Wilmington (Local Government Partner), Amazon Prime Air (Major County Employer - Logistics), Clinton County Community Action Program (Critical/In-Demand Employer - Education), HealthSource of Ohio (Critical/In-Demand Employer - Healthcare), BrightView (Critical/In-Demand Employer - Social Services & Mental Health), and Talbert House (Critical/In-Demand Employer - Social Services & Mental Health).

*PART II*

In addition to conducting the annual membership audit for employers, for the 2023-2024 year, the BAC leadership team, in partnership with the Education & Training Working Group of the Clinton County Workforce Collaborative, will also examine the industry-recognized credentials earned by local schools to ensure alignment with the Critical and In-Demand Jobs and Major Employers in the county and surrounding region. Where gaps are found between the earned credential and the education needs of the Critical and In-Demand Jobs and Major Employers, the Education & Training Working Group will work with local educators to draft a plan to address those gaps.

**What collaborative action steps are required to facilitate achieving outcomes?**

See related timeline for collaborative action steps.

**List all districts impacted.**

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Southern State Community College
- Wilmington Christian Academy
- Wilmington City Schools
- Wilmington College

**List all businesses involved.**

See Business Advisory Council membership list for Clinton County.

**List all related timelines for each phase of plan development and associated deadlines.**

*PART I*

- March 2024: Gather data on Critical/In-Demand Jobs for West and Southwest Regions.
- April 2024: Analyze Critical/In-Demand Jobs list in comparison to current BAC members.
- May 2024: Recruit new BAC members to fill gaps as identified by that comparison, to formally join the BAC at the beginning of the 2024-2025 year.



*PART II*

- November 2023-January 2024: Draft and conduct survey of currently-awarded industry-specific credentials by school district.
- February-April 2024: Draft and conduct survey of industry-specific credentials required by Clinton County employers.
- May 2024: Analyze the results of the two sets of data, looking for gaps.
- June-July 2024: Begin outreach to school administrators to review the survey analysis and discuss each school's ability to address the industry needs.

**List the resources needed for implementation (funding, manpower, tools, etc.).**

People-power: While PART I of the audit takes relatively little time on the part of the BAC members, PART II will be a more intensive and time-consuming process, requiring the participation and cooperation of multiple BAC members.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

People-power: While PART I of the audit takes relatively little time on the part of the BAC members, PART II will be a more intensive and time-consuming process, requiring the participation and cooperation of multiple BAC members. The Education & Training Working Group will have to strategize and plan accordingly to ensure appropriate time is dedicated to the initiative.

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

*PART I*

- [2023-2024 BAC Membership Audit](#)

*PART II*

- Since this part of the audit is a new process, no data has been gathered as yet.

**Initiative 4 – Clinton County: Cooperative Transition Exposition – New Initiative**

Leveraging its partnerships outside of Clinton County, the Clinton County Workforce Collaborative will be working with Cynthia Crews, Business Relations Specialist with Opportunities for Ohioans with Disabilities, to bring Clinton County employers into the planning and execution of the Highland County Hopewell Center's Transition Exposition (held each year in March) to bring awareness of employment opportunities for specific populations of students (i.e., students with disabilities) to Clinton County. The Clinton County Workforce Collaborative will also be responsible for extending invitations to schools in Clinton County to attend the event.

This partnership will expand career exploration and workforce development opportunities for students with disabilities in Clinton County.

**What collaborative action steps are required to facilitate achieving outcomes?**

- TBD - The Clinton County Workforce Collaborative will defer to the Hopewell Center’s planning needs for the event.

**List all districts impacted.**

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Southern Ohio Learning Center
- Wilmington City Schools

**List all businesses involved.**

- TBD – Collaboration opportunities will be open to all Clinton County businesses.

**List all related timelines for each phase of plan development and associated deadlines.**

- TBD - The Clinton County Workforce Collaborative will defer to the Hopewell Center’s planning timeline for the event.

**List the resources needed for implementation (funding, manpower, tools, etc.).**

- TBD - The Clinton County Workforce Collaborative will defer to the Hopewell Center’s planning needs for the event.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

Since this is a new event for Clinton County, and a topic that may be difficult to understand for some employers and educators, the Clinton County Workforce Collaborative members will be working with Hopewell Center to develop talking points to use with both businesses and educators to encourage their participation in the event.

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

As this opportunity was just presented to the Clinton County Business Advisory Council within a week of the deadline of the 2023-2024 BAC Plan, no data has been gathered at this time. The Clinton County Workforce Collaborative will be working with Hopewell Center to learn the types of data they collect for Highland County, and will pattern data collection for Clinton County based on that.

**Initiative 5 – Fayette County: Teacher Bootcamp Experience – Ongoing Initiative****What collaborative action steps are required to facilitate achieving outcomes?**

Organizing Teacher Bootcamps in collaboration with area businesses requires a well-structured plan and effective collaboration among various stakeholders. The intended outcomes include providing teachers with practical skills and exposure to local career opportunities for students, enhancing collaboration between schools and businesses, and improving education relevance in the classroom. Outlined below are the collaborative action steps to achieve these outcomes:

1. Needs Assessment and Goal Setting
  - a. Conduct a needs assessment involving teachers, schools, and businesses to identify the in-demand jobs in the county and the specific skills and knowledge needed for these in-demand jobs.
  - b. Set clear goals for the Teacher Bootcamps in terms of skill development, collaboration, and overall impact on education quality.
2. Establish Partnerships
  - a. Identify and establish partnerships with local businesses, educational institutions, and relevant government agencies to co-sponsor and support the Teacher Bootcamps.
  - b. Engage educational experts and industry professionals to co-design and execute the experiences.
3. Curriculum Design and Development
  - a. Collaborate with educators and industry experts to design a comprehensive and tailored curriculum that aligns with the needs identified during the needs assessment.
  - b. Ensure the Teacher Bootcamp tours include hands-on experiences and practical applications relevant to educators and their students, so that the teachers may then design lessons and experiences for their students.
4. Logistics and Facilities
  - a. Work with partner businesses to secure appropriate venues and facilities for the Teacher Bootcamps.
  - b. Coordinate logistical aspects such as scheduling, transportation, materials, and equipment needed for the experiences.
5. Execution of Teacher Bootcamps at Businesses
  - a. Implement the designed bootcamps to include interactive learning sessions between the industry professionals and educators.
  - b. Encourage active participation, networking, and collaboration among teachers and business professionals to foster a dynamic learning environment.
6. Feedback and Evaluation
  - a. Collect feedback from participating teachers, business representatives, and school district representatives (including curriculum directors) to evaluate the effectiveness of the bootcamps.
  - b. Use this feedback to make necessary adjustments and improvements for future Teacher Bootcamps.
7. Monitoring and Follow-Up
  - a. Establish a follow-up mechanism to track the impact of the Teacher Bootcamps on teachers' teaching practices and students' learning outcomes.
  - b. Monitor and evaluate the long-term benefits and effects of the Bootcamps on teacher performance, student engagement, and school-business collaboration.
8. Promotion and Awareness
  - a. Develop a marketing and promotion strategy to raise awareness about the Teacher Bootcamps, targeting both teachers and businesses in the area.
  - b. Utilize various communication channels such as social media, local newspapers, school newsletters, and community events to promote the initiative.
9. Documentation and Knowledge Sharing

- a. Document the success stories, best practices, and lessons learned from the Teacher Bootcamps to share with other educational institutions and businesses during Regional Business Advisory Council Meetings..
  - b. Encourage a culture of knowledge sharing and collaboration among educators and businesses to drive continuous improvement in education.
10. Advocacy and Policy Support
- a. Advocate for policies that support ongoing collaboration between educational institutions and local businesses to enhance education relevance and teacher development.
  - b. Engage with policymakers, other county BAC councils, and other educational service centers to gain their support and involvement in sustaining and scaling these collaborative initiatives into regional opportunities for educators.

**List all districts impacted.**

- Miami Trace Local Schools
- Washington Court House City Schools

**List all businesses involved.**

The following businesses have agreed to participate in this initiative:  
 SugarCreek Packing, Adena Health System, Wingate Packaging, Valero Energy Corporation, YUSA Corporation, and Lebanon Citizens National Bank (LCNB)

**List all related timelines for each phase of plan development and associated deadlines.**

The goal is for each participating school district to provide professional learning release time for up to 10 staff members per each day of the scheduled Teacher Bootcamps throughout the 2023-2024 school year. We will need to coordinate the dates with the district’s professional development calendars to help minimize the need for substitute teachers, which are limited in both of the districts. The BAC will continue planning during the fall semester with plans to schedule the Teacher Bootcamp days for late fall and throughout the spring semester of the 2023-2024 school year. The participating teachers will work throughout the course of the school year to complete their lessons and/or curricular unit that they will carry out with their students during the spring of the 2023-2024 school year and present during the BAC showcase in early May 2024.

Six employers have committed to Teacher Bootcamp tours. We will coordinate morning and afternoon tours each day of the bootcamp experiences. There will be a daily orientation each day from 8:00 AM to 8:30 AM, with morning tours from 8:30 AM to 11:30 AM, lunch and travel between employers from 11:30 AM and 12:30 PM, afternoon tours from 12:30 PM to 3:30 PM, and return to the rally point and daily debrief from 3:30 PM to 4:00 PM.

**List the resources needed for implementation (funding, manpower, tools, etc.).**

Financial responsibility for the districts for any substitute teacher coverage  
 Financial responsibility for the participating businesses for activities facilitated during bootcamps

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

Time is always a hurdle to overcome for professional development for educators. Substitute teacher availability will also be a challenge to overcome.

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

Data is currently unavailable, however measurable outcomes for this initiative will include the total number of educators participating in the bootcamps, the total number of students who will be impacted through career awareness and exploration activities designed for the classroom by participating teachers, and the number of students who may attain (1) job shadowing experiences, (2) internship opportunities, and/or (3) employment with the partnering businesses after engaging in the specific classroom activities that teachers design after completing the bootcamp experience.

Educators participating in this Teacher Bootcamp experience will be required to create a unit, project, or activity to use with their students during the 2023-2024 school year. This unit, project, or activity should be creative, informative, and provoke questions and discussion. This activity or unit should align with specific content and Ohio's Learning Standards. During the Project Presentation Day in May 2024, each participant will be provided 20-25 minutes to highlight the project created for use with their students. Representatives from each participating business, school district administrators, and other members of the Fayette County Business Advisory Council will be invited to engage in the educator presentations.

Educators will be encouraged to consider the following questions as they design teaching activities for their students.

- How does the information you learned during your Teacher Bootcamp experience transfer to your content?
- How will you change or adapt instruction, or guide students differently, as a result of your bootcamp experience?
- What would students want to know about a career in a field you learned about and/or the businesses you visited?
- What information will you share with your students to help them connect this real-life experience to your class content?
- What information might help your students with future career planning?

Participating teachers from the same school building and/or grade level may elect to collaboratively design a multi-disciplinary project or unit. In this case, both educators will be expected to co-present on the showcase/presentation day.

Reflection sheets/note-catchers will be provided to participating educators to help them capture observations and their learning during each business tour. Teachers will also be encouraged to reflect upon what tasks they see demonstrated at each business and what skills are used to perform these tasks. Additional reflection questions will include:

- What are the primary jobs or career paths you saw at each business?
- How did the use of communication affect safety, quality, productivity, and/or morale?
- What traits or aptitude would you look for in students that would make it more likely that you would recommend a particular job path to a particular student?
- What did you learn about each business that you do not know prior to your tour?
- How does the information learned from your tour relate to the content you teach?
- What are your big takeaways from this tour you can share in your classroom?

**Initiative 6 – Adams/Highland Counties: Software Communication Tool Adoption – Ongoing Initiative****What collaborative action steps are required to facilitate achieving outcomes?**

Acquire and implement a software communication tool to be used by the school districts in Highland County and Adams County, the business partners, students, and community agencies.

**List all districts impacted.**

- Adams County Ohio Valley Schools
- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools
- Southern Ohio Educational Service Center

**List all businesses involved.**

- Abbott Signs
- Adams County Economic Development
- Adena Greenfield Medical Center
- Adient US LLC
- Arrick's Propane
- Atomic Credit Union
- BB2C (Building Bridges to Careers)
- BESTOhio
- C103 Radio
- City of Greenfield
- Dr. Matthews Chiropractic, LLC
- Future Plans
- Greenfield Research, Inc.
- GRIT - Ohio Valley School District
- HealthSource of Ohio
- Highland Computer Forms
- Highland County Chamber of Commerce
- Highland County Commissioners
- Highland County Economic Development
- Highland County Prosecutor's Office
- Highland County Soil & Water Conservation District
- Highland District Hospital
- Hobart
- Leadership Adams
- Lumenix
- Nationwide Auctions & Realty
- Ohio Farm Bureau
- OhioMeansJobs Adams & Brown Counties
- OhioMeansJobs Highland County
- Shafer Heating & Cooling
- Southern Ohio/Public Consulting Group
- Times-Gazette/Aim Media

- Village of Leesburg
- Weastec, Inc.
- Willey & Son Trucking

**List all related timelines for each phase of plan development and associated deadlines.**

The communication software tool [PATHWAYos](#) has been in place for less than a year. Our school districts started by using the software to track student hours on job sites and internship hours. Now, in the 2023-2024 school year, districts are using software to share work experiences with local business partners through the student job board within the portal. The expectation is that all districts will be fully utilizing all components of the [PATHWAYos](#) software by the end of the 2024-2025 school year.

**List the resources needed for implementation (funding, manpower, tools, etc.).**

Time and training for school career readiness staff to fully utilize the software.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

- Lack of time for career readiness school staff to learn the software.
- Business partners learning to use the software.
- Students being exposed to the [PATHWAYos](#) portal during school hours.

These challenges will be overcome through continued training that will be offered by the ACCESS Director as well as the [PATHWAYos](#) client relations representatives.

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

The [PATHWAYos](#) portal provides metrics of the following: number of students participating, number of work experiences in the portal, number of business partners actively utilizing the portal, and the number of hours students are working in work-based learning experiences. The portal will be used to acquire this data during the 2023-2024 school year for reporting in the spring BAC Joint Plan.

**Describe how the business advisory council plans to Coordinate Experiences for the 2023-2024 school year.**

- Describe how the business advisory council will connect students to experiential learning to show competency of skills learned through hands-on demonstration (for example, internships, problem-based learning, pre-apprenticeships, and apprenticeships).

**COORDINATE EXPERIENCES**

**Initiative 1 – Clinton County: Career Exploration Fair – Annual Initiative**

The Clinton County Career Exploration Fair is a high energy, hands-on event designed to expose students to high-growth and in-demand careers available in Clinton County. By showing the students what a career with any number of local companies can entail, rather than telling them, the students can begin to plan for their future based on their interests, aptitudes, and goals.

In recognition of the fact that workforce needs do not follow municipality boundaries, invitations to the 2023 Career Exploration Fair - to be held on Wednesday, October 11 - have been extended to school districts in Fayette and Highland Counties as well.

**What collaborative action steps are required to facilitate achieving outcomes?**

All BAC and Clinton County Workforce Collaborative partners will be involved in:

- pre-event planning
- solicitation of sponsorships
- communication with schools before, during, and after the event
- day-of tasks to ensure a successful event

**List all districts impacted.**

- Blanchester Local Schools
- Clinton County Juvenile Resource Center GED Program
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Great Oaks Career Campuses – Laurel Oaks
- Miami Trace Local Schools
- Southern Ohio Learning Center
- Washington Court House City Schools
- Wilmington Christian Academy
- Wilmington City Schools

**List all businesses involved.**

- Accurate Mechanical
- Air Transport Services Group (ABX Air, Airborne Maintenance & Engineering Services, Air Transport International, LGSTX Services)
- Amazon Prime Air
- BrightFarms
- City of Wilmington (Fire Department, Police Department, Wilmington Transit System)
- Clinton County Early Learning Center
- Clinton County Farm Bureau
- Clinton Memorial Hospital
- Crown Staffing
- Diverse Building Solutions
- FERNO
- HealthSource of Ohio – Wilmington Family Practice
- Innovative Engineered Solutions
- LG ES & Honda Joint Venture Electric Battery Plant
- Merchants National Bank
- Nippon Seiki North America
- Nutrien Ag Solutions



- Ohio Living Cape May
- OhioMeansJobs Clinton County
- Ohio State Highway Patrol
- Ohio Valley Electrical Services
- Orchard Veterinary Care
- Peoples Bank
- R+L Carriers
- SFM Insurance
- Shafer Heating & Cooling
- Southern State Community College
- Wilmington College
- Wilmington Public Library
- Wilmington Savings Bank

**List all related timelines for each phase of plan development and associated deadlines.**

- August-September 2023: school recruitment
- September 2023: school orientation, including overview of pre-event classroom curriculum ([Career Exploration Fair Educator Guide](#))
- October 11, 2023: event
- October-November 2023: follow-up with schools to gather feedback from teachers and students about the event itself and the pre-event classroom curriculum
- Spring 2024: revision of pre-event classroom curriculum as determined by feedback from teachers

**List the resources needed for implementation (funding, manpower, tools, etc.).**

- Funding: Expenses related to the venue rental, printed event guides, volunteer t-shirts, exhibitor lunches, signage, and miscellaneous supplies will all be covered by sponsorships from participating businesses and workforce development partners and by exhibitor registration fees.
- People-power: BAC members with time to commit to school recruitment and orientation, event execution, teacher and student follow-up, and pre-event curriculum revision for 2024

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

In the lead-up to the 2022 Career Exploration Fair, there were concerns about the ability of the BAC members to commit the time needed to carry out the recruitment, orientation, event execution, participant follow-up, and regular outreach required for a successful event. The experience of that event led to a stream-lining of many of the tasks related to the 2023 Career Exploration Fair, resulting in a less time-consuming process for event execution. That fact, combined with the successful execution of the 2022 event, mean that there are no concerns among BAC members about the ability to execute a successful event for 2023.

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

- Existing Data:
  - [Career Exploration Fair - Comparative School Registration](#)
  - [2022 Career Exploration Fair - School Counselor & Teacher Questionnaire Responses](#) - This questionnaire will again be distributed to schools to gather qualitative and quantitative data on their experiences.
- Measurable Outcomes:

- Increased number of students and participating schools
- Qualitative and quantitative feedback related to the pre-event classroom curriculum

## Initiative 2 – Clinton County: Student Immersion Tours – Ongoing Initiative

Before students can engage in in-depth internship and mentorship experiences, immersion experiences assist students in exploring possible careers as a first step in the process. Student Immersion Tours with Clinton County businesses last a maximum of 3 hours, and include time with business leaders, tours of various departments within each business, and a hands-on activity. At the discretion of the host business, tours may also include lunch for the students.

Building on the success of the tours for high school students in Spring 2022 and for middle and high school students in the 2023-2024 year, the School & Community Connections Working Group will recruit additional employers as tour hosts to provide a wider variety of immersion experiences, and will recruit additional schools as tour participants to provide immersion opportunities to more students throughout the county.

### What collaborative action steps are required to facilitate achieving outcomes?

- BAC and Clinton County Workforce Collaborative members volunteer their time to recruit for, coordinate, execute, and follow-up on the tours.

### List all districts impacted.

- Blanchester Local Schools
- Clinton County Juvenile Resource Center - *new invitee for 2023-2024*
- Clinton County Youth Council - *new invitee for 2023-2024*
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Great Oaks Career Campuses – Laurel Oaks
- Southern Ohio Learning Center - *new invitee for 2023-2024*
- Wilmington Christian Academy
- Wilmington City Schools

### List all businesses involved.

- Air Transport Services Group - includes ABX Air, Airborne Global Solutions, Air Transport International, Airborne Maintenance & Engineering Services, Airborne Training Services, Cargo Aircraft Management, and LGSTX Services (Advanced Manufacturing, Aviation)
- BrightFarms (Agriculture)
- Clinton Memorial Hospital (Healthcare)
- FERNO (Manufacturing - Healthcare) - *new host for 2023-2024*
- HealthSource of Ohio (Healthcare) - *new host for 2023-2024*
- Innovative Engineered Solutions (Manufacturing) - *new host for 2023-2024*
- Nippon Seiki North America (Manufacturing - Automotive) - *new host for 2023-2024*

**List all related timelines for each phase of plan development and associated deadlines.**

- September 2023: Initiate discussions with each school
- September 2023-April 2024: schedule and execute tours, collect qualitative and quantitative data and feedback from students, educators, and businesses
- May 2024: Begin planning for 2024-2025 tours

**List the resources needed for implementation (funding, manpower, tools, etc.).**

- Funding: There was some concern in the 2022-2023 year that schools would need assistance with funding for bus transportation, but that was never necessary.
- People-power: Staff at each host business will have to be made available to conduct the tours and interact with the students.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

- Staff time at host businesses is always a concern. Members of the School & Community Connections Working Group, as well as businesses that have hosted tours before, are continually available to talk about the long-term benefits of career exploration as a talent pipeline development tool, and on the advantage over regional competitors by having access to Clinton County students.
- Time out of the classroom for students is always a concern. Members of the School & Community Connections Working Group, as well as counselors and teachers who have participated in tours before, are continually available to talk about the importance of career exploration both as a tool to help students plan their future, but also an an interdisciplinary opportunity to address the importance of soft/power skills for all students, regardless of their post-graduation trajectory.

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

- [Student Immersion Tour Data](#)

**Initiative 3 – Clinton County: Structured Internship Program – New Initiative**

The Education & Training Working Group of the Clinton County Workforce Collaborative, in partnership with OhioMeansJobs Clinton County, school counselors, and the Workforce Development Director, will explore possibilities for the creation of a county-wide structure of coordinated internships and apprenticeships for K-12 students in Clinton County with Clinton County businesses. The framework would help to streamline coordinated apprenticeship and internship experiences across multiple employers, working to move away from “one-off” experiences in singular situations.

**What collaborative action steps are required to facilitate achieving outcomes?**

- Gather input from high school and business partners regarding their goals for said program.
- Research existing programs in use in other school districts.
- Compare existing program examples with stated goals from high school and business partners.
- Build a Clinton County-specific program based on that comparison.

**List all districts impacted.**

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Great Oaks Career Campuses – Laurel Oaks
- Wilmington Christian Academy
- Wilmington City School

**List all businesses involved.**

- TBD – Collaboration opportunities will be open to all Clinton County businesses.

**List all related timelines for each phase of plan development and associated deadlines.**

- TBD - Pending start date of Workforce Development Director and timeline of other assigned tasks.

**List the resources needed for implementation (funding, manpower, tools, etc.).**

- People-power: Early phases of the initiative depend on the capacity of the identified partners and individuals to devote time to the initiative.
- Other resources will be identified as the initiative progresses.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

Since early phases of the initiative depend on the capacity of the identified partners and individuals to devote time to the initiative, the BAC may have to expand the network of partners involved in the initiative in order to command the time needed to complete each phase of the initiative.

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

- Existing Data: At this point there is no applicable data, as there is no structured internship program in place.
- Measurable Outcomes: As the program is tested and rolled out, quantitative and qualitative data related to student and business involvement will be gathered. Additionally, feedback from students, classroom educators, and businesses will be gathered to assess the need for changes and improvements to the program.

**Initiative 4 – Fayette County: Manufacturing Camp for Students – Annual Initiative****What collaborative action steps are required to facilitate achieving outcomes?**

The school districts in Fayette County, manufacturing businesses, and the Fayette County Chamber of Commerce work collaboratively to coordinate planning a Manufacturing Camp for students as an annual initiative of the Business Advisory Council. Collaborative action steps include scheduling camp dates between all involved parties, marketing and promoting the opportunity to children and families in the community, and co-designing appropriate hands-on learning activities that demonstrate real-life use of technical skills in the manufacturing trades.

**List all districts impacted.**

- Miami Trace Local Schools
- Washington Court House City Schools

**List all businesses involved.**

Businesses involved in the 2022-2023 Manufacturing Camp held in June 2023 included SugarCreek Packing, Valero Energy Corporation (dba Valero Renewables of Bloomingburg), YUSA Corporation, and the Fayette Chamber of Commerce. The BAC will be working alongside these manufacturing companies to plan the Manufacturing Camp for the 2023-2024 year to be held in the summer of 2024. Other businesses in the region will be invited to participate in this camp as the BAC works with the Chamber of Commerce to scale and expand this year's Manufacturing Camp to impact more students and more businesses.

**List all related timelines for each phase of plan development and associated deadlines.**

- Select date for 2024 Manufacturing Camp by November 1, 2023.
- Host convening of interested manufacturing businesses in early February 2024 to begin planning for 2024 summer camp.
- Secure commitments from participating businesses by February 15, 2024.
- Facilitate hands-on learning sessions for each participating school to promote the Manufacturing Camp and market the opportunity in early April 2024.
- The 2024 Manufacturing Camp will take place in June 2024.

**List the resources needed for implementation (funding, manpower, tools, etc.).**

- Teachers to host and facilitate lessons during manufacturing camp sessions.
- Manufacturing teams from area businesses who have been trained on working with young children to engage them in hands-on learning activities during camp sessions.
- Lunch and snacks are needed to be provided to all participants each day of camp.
- Photographer to capture student experiences for showcasing and promotion of the 2024 Manufacturing Camp.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

Identifying dates that work around other summer activities involving children continues to be a challenge. In order to help overcome this challenge, we will engage in open communication with both school districts to identify the optimal time that will yield the greatest number of student participants.

Another challenge that may impact this plan is addressing the time in which the manufacturing teams will need to allocate to be out of their workplaces and away from their daily responsibilities while participating in the Manufacturing Camp. In order to help overcome this challenge, we will engage in discussion with the participating businesses to remind them of the long-term benefits the businesses will realize by exposing our local youth, today, to their companies and the skills they can grow and develop as they plan for their futures.

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

June 2023 Manufacturing Camp Data (June 12-14, 2023)

- Number of Manufacturing Companies: 3 (SugarCreek Packing, Valero Energy Corporation, YUSA Corporation)
- Number of Participating Students: 20 students in grades 4-8

Because this event is now an annual initiative of the Business Advisory Council and Chamber of Commerce, the BAC will be working to increase both the number of participating businesses and participating elementary and middle school students. Measurable outcomes for the 2024 Manufacturing Camp will include participation numbers of both businesses and students and learning impact reported by participating students/families through exit surveys.

**Initiative 5 – Adams/Highland Counties: Software Communication Tool Adoption – Ongoing Initiative**

**What collaborative action steps are required to facilitate achieving outcomes?**

Acquire and implement a software communication tool to be used by the school districts in Highland County and Adams County, the business partners, students, and community agencies.

**List all districts impacted.**

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**List all businesses involved.**

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- Adient US LLC
- Arrick's Propane
- Atomic Credit Union
- BB2C (Building Bridges to Careers)
- BESTOhio
- C103 Radio

- City of Greenfield
- Dr. Matthews Chiropractic, LLC
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- OhioMeansJobs Adams & Brown Counties
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- Southern Ohio/Public Consulting Group
- Times-Gazette/Aim Media
- Village of Leesburg
- Weastec, Inc.
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**List the resources needed for implementation (funding, manpower, tools, etc.).**

Time and training for school career readiness staff to fully utilize the software.

**Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?**

- Lack of time for career readiness school staff to learn the software.
- Business partners learning to use the software.
- Students being exposed to the [PATHWAYos](#) portal during school hours.

These challenges will be overcome through continued training that will be offered by the ACCESS Director as well as the [PATHWAYos](#) client relations representatives.

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