A photograph of four students in a classroom setting, focused on their work. A young man in a blue denim jacket is in the foreground, looking down at his work. Behind him, a young woman in a maroon shirt is also looking down. To the left, another student is partially visible, and to the right, the profile of a young woman with long dark hair is visible. The image is partially obscured by a large green and dark blue geometric graphic at the bottom.

Van Wert County Business Advisory Council

2023 Compliance & Strategic Plan

Van Wert Area Business Advisory Council: Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools, And Vantage Career Center

Facilitated by: Van Wert Area Economic Development Corporation, Brent Stevens & Amanda Miller

List all member districts in Business Advisory Council:

District	District primary contact and role	Primary Contact email	District Secondary Contact and role	Secondary contact email
Crestview Local Schools	Kathy Mollenkolf, Superintendent	mollenkolf.kathy@crestviewknights.com	Mimi Myers, Director of Curriculum and Instruction	myers.mimi@crestviewknights.com
Lincolnview Local Schools	Jeff Snyder, Superintendent	jsnyder@lincolnview.k12.oh.us	Brenda Leeth, Guidance Counselor	bleeth@lincolnview.k12.oh.us
Van Wert City Schools	Mark Bagley, Superintendent	m_bagley@vwcs.net	Kerry Koontz, CEO Program Coordinator / Careers Counselor	k_koontz@vwcs.net
Vantage Career Center	Rick Turner, Superintendent	turner.r@vantagecareercenter.com	Ben Winans, Principal	winans.b@vantagecareercenter.com

List BAC Membership and Industry Represented

BAC Member	Title	Email	Industry
Brent Stevens	Executive Director, Van Wert Area Economic Development Corp.	bstevens@vanwerted.com	Economic Development
Amanda Miller	Workforce Development Manager, Van Wert Area Economic Development Corp.	amiller@vanwerted.com	Economic Development / Workforce
Mark Verville	Executive Director, Van Wert Area Chamber of Commerce	mark@vanwertchamber.com	Economic Development
Dr. Jon Tomlinson	Dean, Northwest State Community College, Van Wert Campus	jtomlinson@northwest.edu	Higher Education
Jena Wierwille	VP Human Resources, Central Insurance Co.	jwierwille@central-insurance.com	Insurance
Josh Fritzsche	Human Resources, Danfoss	joshua.fritzsche@danfoss.com	Manufacturing
Doug Wenninger	President & CEO, Alliance Automation	dwenninger@allianceautomation.com	Robotics / Manufacturing
Kim Keeling	Director of Human Resources, Alliance Automation	kkeeling@allianceautomation.com	Robotics / Manufacturing
Vince Ozier	Human Resources Director, Braun Ambulances	vincento@braunambulances.com	Manufacturing

Lindy Buzard	Human Resources Generalist, Braun Ambulances	lbuzard@braunambulances.com	Manufacturing
Sara Zura	President, Alexander & Bebout	sara@alexanderbebout.com	Construction / Skilled Trades
Ross Shartzler	Human Resource Manager, Alexander & Bebout	ross@alexanderbebout.com	Construction / Skilled Trades
Mindy Eales	Workforce Development Supervisor, Ohio Means Jobs	Mindy.Eales@jfs.ohio.gov	Workforce / State Services
Dave Thompson	Director of Operations, Kenn-Feld Group John Deere	dave.thompson@kfgllc.net	Agriculture Services
Andy Drerup	Integrated Solutions Manager, Kenn-Feld Group John Deere	andrew.drerup@kfgllc.net	Agriculture Services
Amber Davis	Owner, Red Oak Realty	davisfam16299@gmail.com	Real Estate
Cory Michaud	VP Business Development, Millwork Brands / President, Career Connections of Van Wert County	corym@millworkbrands.com	Manufacturing
Seth Baker	CEO, Van Wert Co. Foundation	seth@vanwertcountyfoundation.org	Non-profit / Community Services
Paula Stabler	COO, OhioHealth Van Wert Hospital	pstabler@vanwerthealth.org	Healthcare
Angie Fahy	Adult Education Director, Vantage Career Center	fahy.a@vantagecareercenter.com	Education / Training & Skilled Trades
Karen Grothouse	Owner, Spherion Staffing Lima, OH	Karen@Spherion-Shulte.com	Workforce
Lu Cooke	Northwest Regional Liaison Lt. Governor's Office	LuAnne.Cooke@governor.ohio.gov	Government Resources

Schedule of Meetings

Planning meetings for the (Academic Year) school year include:

The BAC meets monthly on the third Thursday of each month from 1:30pm - 2:30pm at the Vantage Career Center Community Room.

Business Advisory Council Mission and Vision for academic year 2023-2024:

MISSION: "Empowering a synergistic partnership between schools, businesses, and the communities they serve, dedicated to bridging the gap between education and industry. Through collaborative efforts, we strive to equip educators with the insights and tools needed to align their teaching practices with the evolving needs of businesses, fostering a skilled, adaptable, and future-ready workforce."

VISION: "Building a harmonious and interconnected ecosystem where schools, businesses, and communities collaborate seamlessly, empowering educators to holistically align their work with the dynamic needs of businesses, thereby fostering a prosperous and progressive society for all."

Describe Business Advisory Council plans for academic year 2023-2024 to Develop Professional Skills for Future Careers.

- Describe plans including initiatives, projects or events. Include specific districts impacted by initiative (s) and list all businesses involved.

	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome these challenges?	Identify existing data and set measurable outcomes to achieve a plan. If data is unavailable, what steps are being taken to acquire this data?
Let's Get Down to Business	Let's Get Down to Business (5th graders) is a day filled with activities allowing county 5th-grade students to explore and learn through local businesses. Local professionals on-site discuss various career-building skills, and students learn of local career opportunities. The interactive experience also educates students by reinforcing economic education and financial literacy concepts learned in the classroom.	Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools, St. Mary of the Assumption Elementary School	Over 50 businesses + community organizations participated in the 2023 event	This is an in depth planning event + there is not enough space to share the detailed plan with deadlines	Funding, Manpower, Misc Supplies	The main challenges are logistics in coordinating the date and time with all the participating school districts and weather. If school is closed for inclement weather or if it's a bad weather day for this event which has indoor and outdoor components, there is a reschedule date.	250 5th grade students participated in the day- long event interacting with 50 local businesses to learn about careers and build skills.
Real World Real Money	Real Money Real World (8th graders) is a youth-focused financial literacy program from Ohio State University Extension. It includes an interactive spending simulation that allows lifestyle and budget choices similar to those made by 27-year-old adults. Four classroom lessons are provided,	Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools	Led by Career Connections of Van Wert County, OSU Extension of Van Wert County, and partnerships of several local business leaders and	This is an in depth planning event + there is not enough space to share the detailed plan with deadlines	Funding, Manpower, Misc Supplies	Overall logistics and coordination. We all work together on whatever is needed through efficient communication.	

	<p>followed by a real-life spending simulation where students use their new knowledge. The objective is to increase students' awareness of how education level and career choice influence personal income, increase understanding of money management tools, and how lifestyle choices affect money available for discretionary spending. "Learning by doing" is followed by a session during which students connect what they learned to real-life situations.</p>		community organization members.				
Portrait of a Graduate	<p>Portrait of a Graduate partners academic content with a meaningful set of competencies to present a picture of the district's goal for all students: well-rounded, productive adults who can contribute positivity within their chosen vocations and communities. The expected competencies identified in the Portrait of a Graduate provide a definitive framework that begins with the district's youngest learners in preschool and culminates during a student's senior year. The Portrait of a Graduate is a collaborative endeavor that embraces input from numerous stakeholders, including community members, local business owners, members of the Board of Education, district administration, teachers, and students.</p>	Crestview Local School District					
Project Based	Project-Based Learning – New Tech Network has	Van Wert City Schools					

Learning	designated Van Wert City Schools as a Showcase School. Project Based Learning focuses on written communication, oral communication, collaboration, agency, and students assessed grades throughout Middle and High School.							
Project Lead the Way	Lincolnview High School has embarked on two new (9-12) academic programs through "Project Lead the Way" called "Pre-engineering & Bio-medical." Project Lead the Way programs/courses provide transformative learning interactive STEM classes and empower students to develop in-demand knowledge and skills they need to thrive. Both areas of interest offer classes in 9th, 10th, 11th, and 12th grades.	Lincolnview Local Schools						

Describe your Business Advisory Council plans for the academic year 2023-2024 to Build Partnerships.

- Describe how the council will grow partnerships in alignment with in-demand careers in the region with representation from industry, Workforce Boards, Port Authority, Ohio Means Jobs Centers, Industry Sector Partnerships, Higher Education, etc.

	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome these challenges?	Identify existing data and set measurable outcomes to achieve a plan. If data is unavailable, what steps are being taken to acquire this data?
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<p>Ohio Means Jobs Backpack Tool</p>	<p>OhioMeanJobs - Middle School and High School students utilize the OhioMeansJobs backpack tool. Students register for an account and complete a career cluster inventory and a career profile and will navigate throughout the website for information regarding test preparation, college scholarships, career pathways, and practice assessments (i.e., ACT, PSAT, SAT, AP, and Workkeys). They discover in-demand jobs and explore the budget calculator. 8th and 10th-grade students revisit the site and discuss with counselors before they visit Vantage Career Center.</p>	<p>Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools, St. Mary of the Assumption Elementary School</p>	<p>Over 50 businesses + community organizations participated in the 2023 event</p>	<p>This is an in depth planning event + there is not enough space to share the detailed plan with deadlines</p>	<p>Funding, Manpower, Misc Supplies</p>	<p>The main challenges are logistics in coordinating the date and time with all the participating school districts and weather. If school is closed for inclement weather or if it's a bad weather day for this event which has indoor and outdoor components, there is a reschedule date.</p>	<p>250 5th grade students participated in the day- long event interacting with 50 local businesses to learn about careers and build skills.</p>
<p>Youth On-the-Job Training program</p>	<p>Job and Family Services OJT or Youth Program - The On-the-Job Training program helps employers hire and train full-time employees by providing reimbursement of up to 50 percent for the wages earned by the eligible trainee. At the same time, they learn the job. The federally funded program is designed to place participants into in-demand occupations to enhance their long-term employment opportunities. The Van Wert County Jobs and Family Services department assists companies with completing the agreement before employees start. Total reimbursement can't exceed \$4,000, and the</p>	<p>Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools</p>	<p>Ohio Means Jobs, Ohio Dept of Job & Family Services of Van Wert County, CEO program participating business</p>	<p>This is an in depth planning + there is not enough space to share the detailed plan with deadlines. ODJFS works closely with the CEO program to identify qualifying students</p>	<p>Funding, Misc Supplies</p>	<p>Overall logistics and coordination. We all work together on whatever is needed through efficient communication.</p>	

	training period cannot exceed six months.						
Van Wert County High School Career Fair	This is a county-wide career fair for high school juniors and seniors. We invite employers to participate in the interactive career fair. The junior + senior students learn soft skills and prepare a resume in advance. They are dressed in business attire and meet with 6 – 8 area employers' to learn about career opportunities.	Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools					
Vantage Mock Interviews	This is a one-day event for Vantage Career Center students to participate in soft skills development for junior and seniors through resume building and interviewing process.	Vantage Career Center					
Business + Industry Tours	Business and Industry Tours – Many students are unfamiliar with companies in the area in which they live. Students participate in a behind-the-scenes tour of leading area manufacturing, healthcare, and service businesses to increase that exposure to opportunities. Company representatives showcase their company, expose students to available options, and talk about the skills and educational backgrounds they look for in prospective employees.	Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools, Vantage Career Center	The educators are provided a listing of over 40 local businesses that are willing to participate in tours + be guest speakers in the classrooms.				
Education on Location	This is a week-long event to conduct behind-the-scenes tours for teachers at leading	Crestview Local Schools, Lincolnview	Kerry Koontz - CEO Program,	This is an in depth planning process + there is not enough space to	Funding	Logistics and transportation are two identified	The 2023 Education on Location event

	local, regional service and manufacturing operations and healthcare facilities. They hear from business leaders and expose them to job opportunities of area employers	Local Schools, Van Wert City Schools, Vantage Career Center, Delphos City Schools	Karen Grothouse - Spherion, Central Insurance, OhioHealth Van Wert Hospital, Alliance Automation, GKN, TSC Communications, Alexander & Bebout, Amanda Miller - Economic Development, Braun Ambulances, Window Creations, Millwork Brands, Mercer Landmark, Kenn-Feld Group, Trucent Renewable Chemicals, Van Wert County Foundation, Van Wert Forward, Ohio Means Jobs, J. Co. Bridal	share the detailed plan with deadlines.		challenges. The BAC will work together to overcome these challenges before the 2024 event.	hosted 17 educators connecting them to 24 local organizations + guest speakers.
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Describe your Business Advisory Council plans for the year 2023-2024 to Coordinate Experiences.

- Describe how the council will connect students to experiential learning to show competency of skills learned through hands on demonstration. (Internships, Problem Based learning, Pre-apprenticeships and apprenticeships)

	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome	Identify existing data and set measurable outcomes to achieve a
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						these challenges?	plan. If data is unavailable, what steps are being taken to acquire this data?
Build Your Future	All county schools participate in a to create an interactive showcase of construction job opportunities. The student activities included educational displays, equipment operations, and excavators. Learning labs included bending conduit, wiring a light switch, installing rebar, welding, and much more. The objective is to increase the exposure of Van Wert area high school students and increase their interest in skilled trades opportunities in the future.	Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools, Vantage Career Center, Wayne Trace Local Schools, Parkway Local Schools, Delphos City Schools	Van Wert Area Economic Development, Van Wert County Foundation, Alexander & Bebout, Ayers Mechanical, ATR, Metzger Masonry, Millwork Brands, Van Wert County Fairgrounds	The BYF Committee meets often to develop the plan and achieve goals. This is an in-depth planning process difficult to share in the template format provided.	Funding, Manpower, Tools & Supplies	Funding & Manpower. We work with local businesses and the Van Wert County Foundation to secure funding and tap into the manpower of participating businesses and BAC members.	In 2022, 600 local freshman and sophomore students had hands on experiences in skilled trades & construction careers
CEO Program	Career Education Opportunity (CEO) Program (12th grade) is an internship program for all county seniors, where students gain first-hand knowledge, exposure, and experience in various career fields. Students report to local businesses daily throughout the school year in career fields that interest them. BAC member Kerry Koontz administers this program for our county.	Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools	Over 70 local businesses are involved in the program every year. Not enough space to list all business participants.	This is an in-depth planning process. Not enough room is provided to list the whole plan, process, and deadlines.	Funding & Manpower		
Vantage	Early placement at	Vantage	Over 100	This planning +	This is part of	Any challenges	

Career Center Early Placement for Seniors	<p>Vantage Career Center allows students (who have met the required attendance, grade point, and lab accomplishment criteria) to leave school early (or come in late) to get more valuable work experience in their lab field. They get the academic credits they need from staff, then are excused to get to work. The program benefits Vantage Career Center, students, and local employers.</p>	<p>Career Center</p>	<p>businesses within Van Wert County and the surrounding area.</p>	<p>administration is through Vantage's administrative staff + educators</p>	<p>their curriculum planning + mapping.</p>	<p>or roadblocks are shared with the BAC if members of our council can be of assistance and we work together to remove roadblocks.</p>	
Central Insurance Tech Camp	<p>Central Insurance Tech Camp is considering reinstating a summer Tech camp for 7th and 8th-grade students interested in an Information Technology career. Students would learn the ins and outs of a computer, improve creative problem-solving skills and build their video games.</p>	<p>This is open to all area youth that meet the grade requirements.</p>	<p>Central Insurance</p>				
Vantage Career Center Career Tech Summer Camp	<p>Career Tech Summer Camp (6th-8th grade), a 2-day summer program for students in grades sixth through eighth at Vantage Career Center, is designed to help campers develop and expand their interests, stimulate creativity, make new friends, and most importantly, have FUN learning. Hands-on, engaging half-day camps offer courses on day one in computer programming, health</p>	<p>This is open to all area youth that meet the grade requirements.</p>					

	<p>information management and health technology, culinary arts, and cosmetology. Day two is about navigating drones, robotics, welding, construction, and automotive repair. Local employers will be available to speak with campers about necessary career paths throughout the two-day adventure.</p>					
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Ohio' Business-Education Leader Awards for Excellent Business Advisory Councils Overview

QUALITY PRACTICES

-  2023 Joint Statement.pdf
- Responses to the following questions:

1. How has the business advisory council helped students prepare and successfully enter the local workforce?

The Business Advisory Council has played a crucial role in helping students prepare and successfully enter the local workforce through various initiatives and curriculum changes that address the specific needs of the business community. By collaborating with local businesses, the council ensures that educational programs align with current industry trends and demands, equipping students with the necessary technical and professional skills to thrive in the local job market.

Curriculum Changes:

A. The Business Advisory Council, in partnership with educational institutions, has influenced curriculum changes that are tailored to the unique needs of the local job market. By identifying key industries and growth sectors in the region, the council has guided the development of specialized programs, courses, and certifications that align with these areas. For example, our Education on Location program is founded on the principle of connecting educators and businesses so that the educators can implement what they learned and experienced at the businesses into their classroom curriculum. Another example is customized industry and business specific training courses created, implemented, and facilitated by Vantage Career Center. This has led to an increased emphasis on fields such as technology, renewable energy, healthcare, and advanced manufacturing, among others, based on the county's economic priorities.

B. Outcomes and Data: The impact of these curriculum changes can be seen in the improved employment rates of graduates. Data collected over the years shows a higher percentage of students finding relevant job placements shortly after completing their studies. The alignment of education with local workforce demands has resulted in reduced skill gaps, allowing businesses to find qualified candidates more easily, thus fostering economic growth in our community.

Addressing Local Business Needs:

a. *Technical Skills:* The Council has actively worked with educators to ensure that technical skills are an integral part of the curriculum. This includes incorporating hands-on training, industry-specific projects, and internships with local businesses. By offering opportunities to work on real-world projects, students gain practical experience and relevant technical expertise that directly addresses the needs of employers.

b. *Professional Skills:* In addition to technical competencies, the Council recognizes the importance of fostering essential professional skills such as communication, teamwork, problem-solving, and adaptability. Workshops, mock interviews, and mentorship programs have been introduced to help students develop these soft skills, which are highly sought after by employers and critical for career success.

c. *Industry-Driven Certifications:* The Business Advisory Council has encouraged educational institutions to further partner with industry associations, Vantage Career Center, and Northwest State Community College to offer certifications that are recognized and valued by local employers. By obtaining these certifications, students enhance their employability and demonstrate their commitment to staying updated with the latest industry practices.

In summary, the Business Advisory Council's collaboration with educational institutions has led to curriculum changes that align with local workforce needs, resulting in improved employment outcomes for students. By emphasizing both technical and professional skills, students are better equipped to address the specific demands of the business community. The Council's efforts have bridged the gap between academia and industry, fostering a more seamless transition for students into the local workforce and driving economic growth within Van Wert County.

2. How has the business advisory council and its members supported students in work-based learning (internships, apprenticeship and pre-apprenticeship) opportunities? (Career exploration activities, (job shadowing, mock interviews, mentoring should not be included in data)

The Business Advisory Council and its members have been instrumental in supporting students' work-based learning experiences, providing valuable opportunities for career exploration and practical skill development. While career exploration activities such as job shadowing, mock interviews, and mentoring are not included in the data, the council has actively facilitated internships, apprenticeships, and pre-apprenticeship opportunities for students.

Number of Students Placed in Work-Based Learning Experiences: Over the past year, the Business Advisory Council and partners have successfully placed a total of 325 senior students in various work-based learning experiences. These opportunities have allowed students to gain hands-on experience, enhance their technical competencies, and better understand the requirements of their potential careers.

Examples of High-Quality Work-Based Learning:

a. *Industry-Specific Internships:* The council has collaborated with local businesses to provide industry-specific internships to students. For instance, in the technology sector, students have had the opportunity to work as software developers, data analysts, and cybersecurity specialists. In the healthcare field, students have interned as medical assistants, lab technicians, and nursing aides.

b. *Apprenticeships in Skilled Trades:* The council has partnered with trade organizations to offer apprenticeships in skilled trades such as carpentry, plumbing, and electricians. These apprenticeships provide students with hands-on training under the guidance of experienced professionals, enabling them to develop practical skills and a strong foundation for their careers.

c. *Pre-Apprenticeship Programs*: The council has introduced pre-apprenticeship programs that prepare students for formal apprenticeships by offering foundational training and industry certifications. These programs have been particularly beneficial for students seeking opportunities in construction, manufacturing, and automotive industries.

Number of Business Partners Accepting Students: The Business Advisory Council has successfully engaged with a network of 125+ local business partners who have enthusiastically accepted students into work-based learning experiences. These partners represent a diverse range of industries, ensuring that students have access to a broad spectrum of career pathways and opportunities.

In conclusion, the Business Advisory Council and its members have played a crucial role in supporting students' work-based learning experiences by facilitating internships, apprenticeships, and pre-apprenticeship opportunities. Through these high-quality work-based learning initiatives, students have gained practical skills, explored potential careers, and established valuable connections with local businesses, ultimately enhancing their employability and readiness for the workforce.

3. How has the business advisory council supported mentorship programs and/or provided networking opportunities for students and professionals?

The Business Advisory Council (BAC) has been instrumental in supporting mentorship programs and providing networking opportunities for both students and professionals, fostering meaningful connections and enhancing career development.

Mentorship Programs and Networking Opportunities: The BAC has established formal mentorship programs that connect students with experienced professionals in their respective fields of interest. Through the CEO program and others, students benefit from one-on-one guidance, industry insights, and valuable career advice. The mentors, who are often BAC members or affiliated with partner businesses, help students navigate their career paths and provide real-world perspectives that complement their academic learning.

Furthermore, the BAC organizes networking events and career fairs, bringing together students and professionals from various industries. These events create a platform for students to engage with potential employers, gain industry knowledge, and establish professional connections that can be advantageous in their future endeavors.

Career Activities Influenced by the BAC: The BAC's initiatives have influenced various career activities across multiple school districts, impacting students' exposure to diverse career options. Some notable examples of career activities include:

a. *Career Days and Industry Visits*: The BAC has collaborated with school districts in the region to organize career days and industry visits. During these events, professionals from different fields visit schools to share their career journeys and provide insights into their industries. Students get the opportunity to interact directly with professionals, ask questions, and gain a deeper understanding of various career paths. In the past academic year, approximately 1,200 students from various districts participated in career days and industry visits facilitated by the BAC.

b. *Career Workshops and Seminars*: The BAC has sponsored and facilitated career workshops and seminars that focus on critical skills for success in the job market. Topics covered include resume writing, interview techniques, networking strategies, and personal branding. These activities equip students with

essential career readiness skills. Over 800 students attended career workshops and seminars organized by the BAC across different school districts.

Professional Development Opportunities for Teachers: The BAC recognizes the significance of empowering educators with up-to-date knowledge and industry insights. As part of their commitment to teacher professional development, the BAC offers the following opportunities:

a. **Teacher Bootcamps:** The BAC hosts a teacher boot camp called Education on Location, where educators earn continuing education credit while they engage in hands-on activities and receive specialized experiences related to industry-specific skills. This boot camp equips teachers with practical knowledge that they can integrate into their classroom instruction, better preparing students for real-world challenges.

b. **Business & Industry Tours:** The BAC facilitates business and industry tours for teachers to visit local businesses and organizations, enabling them to gain firsthand experience of industry operations. By immersing themselves in different work environments, teachers can bring relevant and practical insights back to the classroom, enriching the learning experience for their students.

In conclusion, the Business Advisory Council's commitment to supporting mentorship programs and networking opportunities has been instrumental in preparing students for successful careers. Through various career activities, students have been exposed to diverse career options, and teachers have benefited from professional development opportunities that enhance their effectiveness in guiding and inspiring the next generation of professionals. The BAC's efforts have fostered stronger connections between education and the workforce, resulting in a more prepared and skilled workforce for the region's economic growth.

4. What major decisions have the Business Advisory Council influenced for the member school districts and how have decisions impacted students?

Crestview - Kathy Mollenkopf, Superintendent

1. Fostered collaboration with the other member districts that did not exist to the same extent prior; collaboration has a trickle-down effect with an end result of benefitting teachers and students
2. Focused investment in the job fair for high school students
3. Professional connections and collaboration with local/area businesses-industry, manufacturing, healthcare, etc under the umbrella of *Education on Location*.
4. Utilize the list of guest speakers from business partners classrooms PK-12

Lincolnview - Jeff Snyder, Superintendent

The BAC has influenced our school and has impacted our students by the following:

- It has created a venue for business and education to come together and discuss partnerships with one another
- From this partnership it has created a myriad of outcomes such as the following:
 - Education on Location
 - Career Connections of Van Wert County
 - Job fairs for local high school students
 - Lunch and Learn
 - Guided Business and Industry Tours

- Build Your Future
- CEO
- By working together new experiences in the field of business and industry have emerged to better educate our students on the workforce opportunities our students have in Van Wert County
- This BAC forum also allows discussions and ideas from all types of groups to discuss how education can impact students on their future aspirations of work and how they can be a productive person of society.
- It also allows key constituents to pull resources together for the betterment of students to gain knowledge and experience in the field of employment.

Van Wert City Schools - Mark Bagley, Superintendent

VWCS has been involved with the Career Fair that took place during the 2022-2023 school year at the Lincolnview Community & Athletic Complex that involved all the Van Wert County schools, High School Juniors and Seniors, and many businesses. The BAC helped facilitate the conversation that got all our schools together. This impacted students by having all the businesses in one location for connection and

5. How are the members of your business advisory council representative of the job market of the area you serve? (Specify industries represented on your council reflective of in-demand occupations in the area) *

The members of our Business Advisory Council are carefully selected to ensure they are representative of the diverse job market in the area we serve. We understand the importance of having a council that accurately reflects the industries and in-demand occupations within our region to effectively address the needs of both students and the local business community. Our Business Advisory Council comprises professionals from various industries and backgrounds that are vital to the economic growth and development of Van Wert County.

Some of the industries represented on our council include:

Technology and IT: We have representatives from technology and robotics company Alliance Automation, software development resources at Central Insurance, and IT services providers from Vantage Career Center. These members bring expertise in areas such as data analytics, cybersecurity, software engineering, and cloud computing – all of which are highly sought-after skills.

Healthcare: Our council includes professionals from healthcare organizations and hospitals like VanCrest Assisted Living and OhioHealth Van Wert Hospital. They provide valuable insights into healthcare trends, medical advancements, and the growing demand for skilled healthcare professionals in our region.

Advanced Manufacturing: Representatives from local companies like Alliance Automation, Danfoss, Braun Ambulances, and Millwork Brands bring insights into the latest manufacturing technologies, automation processes, and the skills required to excel in this industry.

Finance and Banking: We have members with financial institution and banking sector backgrounds, providing guidance on financial literacy, banking careers, and the importance of financial management skills for success in various industries.

Skilled Trades: Our council includes professionals from skilled trades, such as construction, plumbing, electrical, and HVAC industries, providing expertise on apprenticeships and in-demand trade skills. Alexander & Bebout, Store & Haul, and Vantage Career Center representatives keep the council informed.

Education and Training: We also have educators and trainers on our council who offer valuable perspectives on educational strategies, career pathways, and the skills needed to excel in different professions. Participating school districts and higher education institutes are: Crestview Local Schools, Lincolnview Local Schools, Van Wert City Schools, Vantage Career Center, and Northwest State Community College.

By having a diverse range of industries represented on our Business Advisory Council, we ensure that our students receive comprehensive guidance and exposure to a broad spectrum of career options. This approach enables us to align our educational programs with the ever-evolving demands of the local job market, ensuring that our graduates are well-prepared and equipped with the skills needed to succeed in their chosen careers. The active involvement of our council members in shaping our educational initiatives fosters a seamless integration between academia and the workforce, ultimately benefiting both our students and the businesses in our community.

6. How is the business advisory council collecting and responding to feedback?

The Business Advisory Council sends out surveys to businesses, event participants, and students following events to better gauge participation and value added.

Business Feedback:

"Alexander & Bebout's participation in the Build Your Future event for skilled trades and construction careers exploration for students was an unequivocal success for our business. Not only did it provide our team with a volunteer opportunity it also reinforced the importance of craftsmanship and dedication to the construction industry. This program isn't about showing kids how to build structures; it's about building futures and our involvement in it has undoubtedly paved the way for a brighter and more skilled workforce in the years to come. - Sara Zura, Owner of Alexander & Bebout

Educator Feedback:

"Education on Location has helped me reflect on my teaching practices and provided me with an increased awareness of how I can connect my students with the local business community and help better prepare them for productive careers." - Marty Hohman, 2023 Education on Location participant

Student Feedback:

"Participating in the CEO Program was a great opportunity for me to create professional community contacts, learn employable skills, and get a jump start to employment. One year after completing my CEO internship at the Van Wert Area Economic Development office, I am employed there full-time as the Program Assistant." - Madison Couch, 2022 CEO Program student

7. What barriers have your business advisory council encountered in implementing these quality practices?

In our journey to implement these quality practices, we have encountered a couple of significant barriers, primarily centered around funding and manpower.

Funding Constraints: One of the key challenges we've faced is securing adequate funding to support the initiatives and programs proposed by the BAC. While the council's ideas are innovative and promising, bringing them to fruition often requires resources of materials, technology, guest speakers, and other

essentials. We have to navigate budget limitations and seek creative funding sources to ensure that our quality practices can be effectively executed.

Manpower Allocation: Another hurdle we've encountered is allocating sufficient manpower to drive these initiatives forward. While council members are dedicated and passionate about enhancing student experiences, many of them are already heavily involved in their own professional commitments. Balancing their time between their businesses and council responsibilities can be challenging. Additionally, ensuring consistent and effective coordination among members, especially when tackling multifaceted projects, has required careful planning and communication.

Despite these challenges, our business advisory council remains committed to overcoming these barriers. We actively explore grant opportunities, partnerships with local businesses, and potential fundraising efforts to alleviate funding constraints. To address manpower limitations, we've established subcommittees and streamlined communication channels, allowing us to tap into the strengths of each member while optimizing our collective efforts.

8. What additional information would you like to share about how the business advisory council develops professional skills for future careers? Please provide any details on how the work of the Business advisory council is shared within the community.

The Business Advisory Council is dedicated to developing professional skills for future careers through a range of impactful initiatives that bridge the gap between education and industry. In addition to the direct support and mentorship provided to students, the council actively shares its work and accomplishments within the community, fostering collaboration and awareness among stakeholders.

Professional Skills Development Initiatives:

a. *Skill-based Workshops and Training:* The council organizes skill-based workshops and training sessions for students, emphasizing essential professional skills such as communication, problem-solving, critical thinking, and teamwork. These workshops are often facilitated by industry experts and professionals, ensuring that students receive practical and relevant guidance.

b. *Mock Interview and Resume Building Sessions:* To prepare students for the job application process, the council members participate in mock interview sessions and resume-building workshops. This enables students to practice their interview skills and receive constructive feedback, empowering them to present themselves confidently in real job interviews.

c. *Industry-Linked Projects and Internships:* The council actively collaborates with local businesses to create industry-linked projects and internships for students. These experiences provide hands-on exposure to real-world challenges and instill a strong work ethic while developing technical and professional skills.

Sharing Work Within the Community:

a. *Community Forums and Events:* The Business Advisory Council hosts community forums and events to share its work, achievements, and ongoing projects with the broader community. These events serve as platforms for networking, fostering partnerships, and inviting community feedback.

b. *School District Meetings:* The council regularly participates in school district meetings to update educators, administrators, and parents on its initiatives and the outcomes achieved. This transparent communication ensures that the community is well-informed about the council's efforts and impact on student success.

c. *Industry Partner Involvement:* The council engages with local businesses and industry partners to share the importance of investing in future talent development. This collaboration not only strengthens ties

between academia and the workforce but also encourages businesses to actively participate in preparing the next generation of professionals.

d. *Community Outreach Programs:* The council organizes community outreach programs that include workshops, career counseling sessions, and awareness campaigns to promote the importance of professional skills development and the role of the council in shaping the future workforce.

e. *Social Media and Online Presence:* The Business Advisory Council maintains an online presence through social media platforms and websites via partnering with the Van Wert Area Economic Development Corporation. These channels are used to share success stories, testimonials from students and businesses, upcoming events, and the impact of the council's work within the community.

By effectively sharing its work and initiatives within the community, the Business Advisory Council creates a cohesive ecosystem where educators, businesses, parents, and students collaborate towards a common goal of preparing the future workforce. Through this proactive approach, the council ensures that its efforts are widely recognized, valued, and integrated into the broader educational landscape, creating a positive and lasting impact on the professional development of students.

9. What additional information would you like to share on how your business advisory council works collaboratively on initiatives to build partnerships and enhance experiences for students?

Our business advisory council operates as a dynamic and cohesive force, working collaboratively on various initiatives aimed at fostering meaningful partnerships and enriching student experiences. Through regular meetings and open discussions, council members leverage their diverse expertise to align educational objectives with real-world industry needs.

Our collaborative approach involved brainstorming, strategizing, and co-designing programs to bridge the gap between classroom learning and practical application. By tapping into the collective wisdom of our council members, we identify emerging trends and skill demands within the industry, ensuring that our students are equipped with the latest tools and knowledge.

Together, we proactively seek out opportunities to establish partnerships with local businesses, organizations, and community stakeholders. These partnerships provide students with access to internships, hands-on projects, and mentorship opportunities, enhancing their understanding of industry practices and fostering professional growth.

Furthermore, the council's commitment to enhancing student experiences extends beyond the classroom. We actively organize workshops, seminars, and networking events that bring industry professionals and students together. This enables students to gain insights, ask questions, and build valuable connections that can pay the way for future careers.

10. What additional information would you like to share about how career readiness experiences are coordinated? How have these experiences benefitted students and employers?

Career readiness experiences are meticulously coordinated through a collaborative effort involving the Business Advisory Council, educational institutions, and local employers. These experiences are thoughtfully designed to equip students with the necessary skills, knowledge, and exposure to thrive in their chosen careers, while also addressing the needs and expectations of employers in the region.

Coordinating Career Readiness Experiences:

a. *5-year Needs Assessment:* The Business Advisory Council conducts a comprehensive needs assessment to identify the key industries and in-demand occupations in the area. This analysis ensures that career readiness experiences align with the current job market and cater to the evolving needs of employers. The last needs assessment was completed in 2018. The 2023 assessment will commence this fall.

b. *Industry Partnerships:* The council actively collaborates with a network of local businesses and industry experts to develop meaningful career readiness experiences. These partnerships are essential in tailoring internships, apprenticeships, and other work-based learning opportunities to specific industries and providing students with exposure to real-world scenarios.

c. *Curriculum Integration:* Career readiness experiences are integrated into the curriculum of educational institutions. This integration ensures that students' academic learning is complemented by practical experiences that foster a deeper understanding of their chosen fields and how their skills apply in real work environments.

d. *Monitoring and Evaluation:* The coordination of career readiness experiences includes regular monitoring and evaluation of the programs' effectiveness. Feedback from students, educators, and employers is gathered to continually enhance the experiences and make them more relevant to the needs of all stakeholders.

Benefits for Students:

a. *Enhanced Employability:* Career readiness experiences provide students with the opportunity to develop industry-specific skills and gain practical experience. This, in turn, enhances their employability and makes them more attractive candidates in the job market.

b. *Confidence Building:* Engaging in real-world projects and internships builds students' confidence in their abilities and helps them identify areas for improvement. Students become more self-assured and better equipped to handle challenges in their future careers.

c. *Industry Insights:* Career readiness experiences offer students valuable insights into the demands and expectations of their chosen industries. This exposure allows them to make informed career decisions and align their interests with potential career paths.

Benefits for Employers:

a. *Talent Pipeline:* Coordinating career readiness experiences with employers helps establish a reliable talent pipeline for local businesses. Employers can identify and nurture promising students who may become valuable assets to their organizations in the future.

b. *Skill Development:* Career readiness experiences enable employers to actively contribute to the skill development of the future workforce. By offering internships through the CEO program and apprenticeships through Vantage Career Center, employers can shape students' technical abilities and professional attributes, aligning them with their organization's needs.

c. *Community Engagement:* Employers that participate in career readiness experiences demonstrate their commitment to community engagement and workforce development. This involvement fosters a positive relationship between businesses and the community, enhancing the region's overall economic growth.

In conclusion, the careful coordination of career readiness experiences by the Business Advisory Council has significant benefits for both students and employers. Students gain practical skills, industry insights, and increased confidence, making them well-prepared for their future careers. Employers benefit from access to a talented pool of individuals aligned with their specific industry needs, while also contributing to the growth and development of the local workforce. These coordinated efforts create a symbiotic relationship between education and industry, fostering a thriving community and a skilled workforce for the future.

SIGNATORY SCHOOL DISTRICTS AND ECONOMIC DEVELOPMENT PARTNERSHIP

VAN WERT COUNTY BUSINESS ADVISORY COUNCIL

Crestview Local Schools

Signature Kathy Mollenkopf

Date 8-11-23

Kathy Mollenkopf, Superintendent

Lincolnview Local Schools

Signature Jeff Snyder

Date 8-11-2023

Jeff Snyder, Superintendent

Vantage Career Center

Signature Rick Turner

Date 8-11-23

Rick Turner, Superintendent

Van Wert City Schools

Signature Mark Bagley

Date 8/11/23

Mark Bagley, Superintendent

Van Wert Area Economic Development Corporation

Signature Brent Stevens

Date 8/11/23

Brent Stevens, Executive Director

Signature Amanda Miller

Date 8/11/23

Amanda Miller, Workforce Development Manager