

ECOESC- BUSINESS ADVISORY COUNCIL

Regular Meeting Minutes (approved March 14, 2022)

December 14, 2021 2:30 PM

East Central Ohio ESC – New Philadelphia Office (and via Zoom)

834 East High Street

New Philadelphia, OH 43950

CHAIRPERSON PROCEDURES:

- 1. Call to Order:** 2:34 PM by Dan Christian

Introductions: Dan Christian - ECOESC Career Navigator Belmont County; Keri Rosser - ECOESC Lead Career Navigator; Katie Good - South East Tech Prep Chief Administrator; Valerie Reed -Tech Prep Coordinator at Belmont College; John Kelly-Director of Business Development & Administration of Tuscarawas Economic Development Corp.; Mark Murphy-Superintendent Tuscarawas Valley; Paul Dyskhoorn-Engineering Professor at Kent State Univ. at Tuscarawas; Frank Polen-Director of Curriculum Buckeye Career Center Jennifer Meek-Eells-Stark Tuscarawas Workforce Development Board OhioMeansJobs Stark and Tuscarawas Counties; Lori Robson-ECOESC Director of Educational Services; Randy Lucas-Superintendent ECOESC; Brian Rensch-Superintendent Claymont Schools; Sandy Doudna-OVESC & ECOESC (Belmont County) Career Pathways Specialist; Angela Hicks- Curriculum Coordinator-Shadyside School District & ECOESC; Rob Guentter-Workforce Development Area 16; Lovel Quinn- Career Navigator Cambridge City Schools; A.J. Smith-Civil Engineer at Hull and Associates; Guest Hrishue Mahalaha - Community & Economic Development Partner with Innovation Economy Partners

- 2. Approval of minutes September 15th meeting:** Motion to approve minutes as presented by Jennifer Meek-Eels; Seconded by Katie Good. **Motion passed by unanimous vote.**

4. Introduction to the Tuscarawas County Job Portal Jennifer Meek-Eells shared the Tuscarawas County Jobs Web Portal with the counsel. The Portal was established in Stark County as a result of a report prepared for the Strengthening Stark Commission and paid for by the Stark Community Foundation. The report showed the county was getting older, poorer, and less populated which is the wrong direction for economic development. Approximately four years ago, the Strengthening Stark Commission pulled together key partners in workforce development in an effort to keep young talent in the local workforce and better coordinate service delivery. One of the things they did was to partner with Hrishue. He wanted to know more about the jobs available in Stark County, so Jennifer showed him the OhioMeansJobs website. It is a wonderful resource which shows the jobs that are available in Stark County, but to drill down into the data is difficult. Jennifer received permission to allow Hrishue to tap into the program and background data that drives the OMJ website and this allowed them to better look at the availability of the jobs, what education level is needed, what the job pays, and what sectors are growing at any point in time. This information is now available in the job portals in both Stark and Tuscarawas Counties. Hrishue worked with the Stark County Auditor's Office to develop a public spreadsheet / database that was shared among the community partners. Jennifer's board has contracted with Hrishue's company to maintain the website and make it available in both counties. As an example, as of the morning of December 14th, there were 11,988 jobs listed on the OhioMeansJobs Website within a 30 mile radius of New Philadelphia. Jennifer then turned the meeting over to Hrishue to show what can be done concerning those jobs by looking at the portal and how school districts can better assess those jobs with students and job seekers as to what is actually available to them.

Hrishue Mahalaha started by saying that the whole reason that they developed the platform is that they could not answer a few basic questions that they knew they needed to tackle this beast we call the workforce. The first was how many jobs are open in our county right now? What types of jobs are available? How many jobs are available in a specific field such as manufacturing? Which companies are hiring in a specific field? What does a career look like with a given company and my background? What type of skills or training is needed? How much do these jobs pay? If they were to answer these questions, we could sit down with a job seeker, a parent or a student and have a very specific conversation about what they may want to do for a career. We can advise them to go to talk to "Company A" as they have a job opening right now and let us figure out how we can make those connections happen. Those are the fundamental questions we have tried to answer. Hrishue then brought up the website to share which is

www.tusccountymeansjobs.net

This is a public access website and no password is needed and is free of charge. The Top Banner shows Resources which has a drop down box broken into resources: For Students; For Job Seekers; For Employers. The tab that Hrishue finds most interesting is the Explore Jobs. Under the Explore Jobs, Hrishue displayed the Local Jobs tab which shows jobs that are available as of September 2, 2021. (They are working through some technical issues with the state on getting more up to date data which they hope to have rectified soon.) The tab shows there are 1,163 jobs available in Tuscarawas County. The page shows the number of jobs by educational requirement which is represented by a pie chart which shows that 60% of the available jobs require a high school diploma or less. There is a bar graph that shows the number of job openings by occupational range. By clicking on the wedge of the pie chart of education requirements or on a wage range in the bar graph, it will allow you to drill down into more specific information of who is hiring, type of job, job titles, where the job is located, and salary range. Clicking on Top Trending Employers will show the top 50 employers that added jobs month over month. By clicking on the bars on the various graphs, it will allow you to drill down into specific jobs from specific employers. For schools this is a powerful tool as it shows which companies should I be engaging with more.

John Kelly shared a success story. He meets with Jennifer and others involved with economic development monthly. Hrishue supplies them with a summary of the information. Hrishue had mentioned a company that was hiring a couple of times and John reached out to them. The result is that that company is hoping to invest \$110 million dollars over the next 5 years in expansion which will include 125 new jobs with a wage range of \$80,000 to \$120,000 per year. John has connected them with their township, county, Jobs Ohio, and Team NEO officials to potentially get them incentives to proceed with their expansion plans. John said that was all due to information from Hrishue that he gleaned off the website.

Hrishue returned to his favorite part of the website which is Jobs By Industry, the dashboard that shows real time job information and trending. You can look at job openings, jobs by industry, jobs by occupation, etc. For example if you click on the healthcare bar from the graph, click on nursing this will give a result of who is hiring. We probably could name the hospitals, but there are also needs at local doctor's offices and clinics, etc. that we may or may not know of. These are great discussions to have with students who may not understand all of the jobs and careers that are available locally.

Hrishue stated that their goal was to use the data in such a way to help us make decisions and understand what is going on in our community. By using the data it allows us to talk tactics to our employers. As an example they met with a major manufacturing company in Stark County and the manufacturer said they need 70 to 80 people to work in their factory. They brought up the information from the portal and told them at present

there are only 15 jobs posted presently by their company. The committee asked the company if they were seeing all of their data. So it turned out the company did not have 70 openings but 15. It is a great way to have direct conversations with employers where the conversation goes from being nebulous to being more precise. This allows the employers to work with the OMJ centers to be more specific about what they are looking for in the way of employees and the OMJ centers can monitor what is being displayed on the OhioMeansJobs website.

Jennifer mentioned that they do a monthly update with Hrishue and that meeting takes place on the Third Wednesday of each month at 11:00 AM for Tuscarawas County. It is a 30 minute meeting where you can hear Hrishue talk about the trends he is seeing on the platform. The meeting concerns Tuscarawas County, but if other county representatives are interested you can contact Hrishue and he can add you to the invite list. hrishuem@inoecp.com

Frank Polen asked Jennifer if this portal brings in all the jobs. Jennifer stated that the way that the Ohiomeansjobs.com website works is that it has a spidering algorithm where it pulls in job posts from not only the OMJ website, but company websites, job boards where they have agreements, etc. so it has the ability to pull in a lot of job postings but not all. The Portal has been super helpful since it was established, as John had mentioned. It allows us to drill it down so we understand what jobs are open, what is needed, what education is needed and when talking with students this is a job you can get right now once you graduate, or here is a job you can get with a career tech credential that would start at say \$17 per hour, why not stay here? .

Frank commented that it gives employers more reason to post job openings online so that jobs will spider into the portal.

John stated that this information will be very helpful to career navigators and educator leaders as it will be helpful in looking at future training.

Hrishue was thanked for his time and presentation.

Mark Murphy added that this information is fascinating and really exciting to see this information. He stated that just a week or so ago, Scott Robinson was at our school district and one of the points of discussion was keeping our young people here. He believes that we do a wonderful job admiring the problem of workforce development at a high level and we need to attract talent and keep them here, but that is where it stops. It becomes a spiral with partners saying "we need schools to do this and we need to reach out to business, or to do this...". This portal gives us the information that we need. Scott Robinson had asked Tusky Valley to help create a system where we have this in one place. Potentially pilot a program where you reach out to the businesses and

industry and find out what jobs they need, what jobs are in demand, what they pay, etc. That information is available on this portal. Mark asked John if Scott knew of this website and John said yes, and the portal was what Scott was referring to. Mark stated this is a great tool, especially for our Juniors and Seniors that don't quite know for sure what they want to do, or if they don't have a plan to get them plugged in.

Dan added that this conversation has come up in the last two or three meetings. There are three or four hundred high school graduates that just seem to disappear. They are not going to higher education, not enlisting, and not engaging in full time employment. Where are they, and what happens to them? This is happening in all counties and we need to help them as there are a lot of open career opportunities.

Mark added that our school districts know our kids. If we know what the community needs in terms of businesses, industry and the workforce then we can solve these issues in a number of ways. For example, based on this information can the career center potentially offer a specific program or add something to an existing program to meet the needs based on the data?

Lori Robson added that this is where Career Navigators are the next step. School personnel are so overwhelmed with everything else. The counselors would tell the student to go talk with the Career Navigator about their expectations, and they can put them in contact with career centers or businesses that can get you experiences, job shadows, etc.. We are trying to find that niche.

Mark reiterated that the Career Navigators can be that piece. The superintendents know the kids, the principals know the kids, and if we know all the businesses, it is just a matter of plugging in the kids. He stated that everything "sounds nice, even if I have the intent to, but the reality is we do not have the time and we need Career Navigators."

Katie asked if there was an intent to expand the portal in Belmont and Guernsey Counties, and Lori asked if they could take this presentation on a tour.

Frank added that having this information takes out the personal bias that he might have when he is having conversations with students. The conversation is not about what he wants you to do, or what you want to do, but here are the opportunities: what looks like it would work best for you? Instead of just posting jobs, explain why this job might work for you. Here is the opportunity.

Lori referenced the 11,000 jobs reported by the Ohiomeansjob.com website in a 30 mile radius of New Philadelphia is overwhelming. If the real number is 1,100 and then you can continue to sort and drill down to what interests the student it is much less daunting.

Sandy added that as a Career Navigator, she conducts career assessments that can give results in sixteen different career pathways. The information from the portal would give the student the opportunity to explore. For example, say a student scores well in engineering, this gives them the opportunity to look at the types of engineering jobs available locally. The availability to drill down would be beneficial for any career pathway. As well as helping students who do not have a plan after graduation for available jobs in the area.

John stated that it also helps connect people to specific companies and help people learn about companies that they did not know exist. Lori added that once the smaller businesses are known it also opens up the opportunity to have these smaller companies the opportunity to raise their awareness through job shadowing.

Randy followed up on Katie's question and asked if this website is grant funded. Jennifer answered that the project was not grant funded, and it was done via volunteers who contributed their time. The Stark County Auditor's office had someone that understood Tableau and worked with Hrishue. The platform was created with very little cost. Jennifer's Board now pays Hrishue a quarterly fee to maintain and enhance the platform. The plan is to keep the platform as long as they have permission from the state to use the background data. There is an expense, but in Jennifer's opinion, it is not huge for what they get out of it. This does not replace ohiomeansjobs.com but it is a tool that allows users to drill down further to get more information. For example, to help a student to determine if they would like to apply at Cleveland Clinic's Dover Hospital or a smaller clinic who has the same type of position open. Once they make their decision they then go back to the OMJ website to apply.

5. Pre-Apprenticeships Keri Rosser talked about graduation requirements and talked specifically about Pre-Apprenticeships being a way to meet graduation requirements for students that are choosing the route of Workforce Readiness. Earning an Industry Recognized Credential that totals 12 points will help qualify a student for graduation. A student that completes a Pre-Apprenticeship program will earn a 12 Industry Recognized Credential as well an Industry Recognized Credential Seal. Both of these will help a student working towards graduation. When we think of an apprenticeship program most of us think of union building trades or in a manufacturing setting. We have learned that pre-apprentice programs can take place in any industry and that the ECOESC can be a registered pre-apprenticeship sponsor. The ECOESC is in the process of writing plans if schools are interested. Last week there was a kick-off meeting in Guernsey County at the Pritchard-Laughlin Civic Center where community members were invited to come and discuss pre-apprenticeships and how they can run. Some pre-apprenticeship programs can be run utilizing existing programs that are already being offered within the schools and matching them up with businesses that can

offer job shadowing, tours of facilities, and or internships. As an example, a school that offers an I.T. program or computer classes then the ECOESC can put together a pre-apprenticeship program. Once the student passes the class with a "C" or better then they will be matched up with a business for work based learning. The ECOESC is working to secure linkage letters to a registered apprenticeship program. Currently we have secured linkage letters for education, Information technology, manufacturing, healthcare. Keri is working on linkage letters for agriculture and construction. Keri mentioned that in many rural American counties school districts are some of the largest employers, and we can utilize the schools to provide work based learning in many cases. If school districts are interested in learning more about Pre-Apprenticeships, you can contact Keri. Any business or organization that would be willing to provide work based learning by providing job shadowing opportunities please let or any of the career navigators know.

Lori Robson mentioned that at the Guernsey County meeting, two-thirds of those present were businesses, and they were told that current graduation requirements take 65 pages to explain how a student may graduate. We need business partnership to make certain student populations will graduate and in return many of those students will be their next employees and will establish an employee pipeline. The response for industry has been really good as they need a pipeline for employees. Randy Lucas and Lori both mentioned that the ECOESC is willing to do the paperwork to get the Pre-apprenticeship programs established and oversee them which is a win for both the school districts and the businesses.

Keri mentioned that there would be the same type of meeting in Belmont County toward the end of January and a meeting in Tuscarawas County in late February or early March.. This will be a meeting for community members, businesses, and school districts.

Katie Good asked if there is a requirement from a mentor side or on the job training point of view. Keri replied there has to be content and there has to be work based learning that the Registered Apprenticeship program agrees to and is aligned with the Apprenticeship program's pathway. There is not a set number of hours, content and type of work based learning as set by ODE. All of that is left to the discretion of the Registered Apprenticeship. That allows the ECOESC to be creative in developing the Pre-Apprenticeships to help meet business needs and making sure that the requirements of the Registered Apprenticeships are being followed. Lori mentioned that the Plumbers & Pipefitters Local 495 in Cambridge has a Pre-Apprenticeship program that they developed on their own. They are an Approved Apprenticeship and they work with nine of ten different school systems to have students fill openings for approximately 12 students per year in their Pre-Apprenticeship program. That is a very competitive

program for the students to be accepted into and school districts get one, maybe two students per year enrolled. Hopefully other trades will hear about this model and will follow along this practice to allow this opportunities for more students. Sandy Doudna stated that the cost of the Local 495 Pre-Apprenticeship program is \$3,250 per student per year to their school district. Keri mentioned that for school districts that are members of the ECOESC, they will be charged \$250 for each industry plan developed for each school district and a cost of \$500 per student per year once the student is enrolled into a Pre-Apprenticeship program through the ECOESC.

Jennifer mentioned that she loves the idea of this program as all of our counties are getting older, poorer, and less populated. We have to find ways to keep our businesses humming along. Getting the students involved early and getting money in their pockets earlier brings awareness on multiple levels and establishes that feeder program that industries need. Lori mentioned that the Pre-apprenticeship program is an extended job interview. Sandy noted that students enrolled in the Plumbers & Pipefitters and attend the Pre-Apprenticeship classes one day a week. When they complete the program and if they are accepted into the Apprenticeship program, they will have one year of their Apprenticeship program already completed. Keri noted that "if" is the key as it is up to the Plumbers & Pipefitters to invite the Pre-Apprentices to become Apprentice but the Plumbers and Pipefitter nor the students are obligated to do so. It will be the same with the business partners that align with the ECOESC.

Dan mentioned that a student will meet a graduation requirement by completing the Pre-apprenticeship program even if he or she is accepted into an Apprenticeship program. Lori mentioned that attendance is a big issue for many students and that being in a Pre-apprenticeship program could be a big motivator for students and improve their attendance. Frank mentioned that work based learning will become a component of all of the Career Tech Education classes next year.

Randy mentioned that he believes that it is a win-win situation. Businesses develop a pipeline to the students. As for the students that are not going to the career centers, are not planning on going to college or the military, they have an additional pathway to graduation.

6. Report on future economic outlook and workforce needs

John Kelly mentioned that he has had over 50 meetings this year with various businesses. The workforce shortages and supply chain issues that he spoke about at the last meeting are still factors. John spoke about opportunities that he is seeing in the electric vehicle market. Northern Ohio has always been part of the automotive market because of our proximity to Detroit. There is a lot of money coming into the area for the electric vehicle market. Battle Motors (a California based company) purchased Crane

Carrier Company, a local manufacturer of primarily garbage and municipal trucks in January - February, 2021. Battle Motors will now be making electric versions of these vehicles. Another company in Newcomerstown that makes components for Samsung that are used in Jeep vehicles told John that Jeep has informed them that in the next five years, 80% of new Jeeps will be either hybrid or fully electric vehicles. They are getting leads for industrial sites from companies that are in the electric vehicle market, specifically companies that are battery manufacturers. They have not landed any of those companies but they are still working with them. John mentioned that Ford is rolling out their F-150 Lightning in 2022. If that vehicle is successful, John believes that will facilitate the acceptance of all electric vehicles across the market. John would like to see our region as being a major supply chain for the electric vehicle market. This market includes cars, trucks, scooters, bicycles, golf carts, and 4-wheelers. There are a lot of possibilities. There are many existing manufacturers that supply parts to the combustion engine vehicles. This question is can we become a key player in the electric vehicle market. Please keep that in mind when you think about the future and potential needs for the manufacturing sector. .

Dan asked John what education needs to be teaching to the students to support the growth of this industry in our area. John stated that they need to lean into technology, engineering, and electrical engineering. Paul Dykshoorn mentioned that he thought that students would benefit from physics based electronics classes so they have an understanding between alternating current (AC) and direct current (DC). Paul also mentioned that Kent State at Tusc hosted a Sumo-Bot competition this past Friday. The students had to program the Arduino boards themselves to have their robot push the other robot out of the square. The amount of programming that the students have to do is intensive, so they are understanding some things and it is exciting. While physics classes may not be all that exciting, physics labs are a different story when students start to swing things around their heads to learn about gravity and centrifugal force. Physics is the basis of all technical things, so Paul would encourage more students to take physics. John also followed up with taking classes in robotics, CNC machining and programming, and computer coding. The electric vehicle industry requires more precise manufacturing techniques. The use of CNC machines has replaced large hammers.

Dan asked Frank what Buckeye Career Center offers in the way of electric and electronics. Frank stated that BCC offers Construction Electrical Systems Technology, CAD, Project Lead the Way for engineering and computer tech prep. Paul talked about the equipment that is available to the students enrolled in the Project Lead the Way at BCC. They have a FANUC Robot, they are in the process of getting some Programmable Logic Controllers, (PLC's) and BCC was one of the competitors in the Sumo-Bot competition. One of KSU at Tusc's engineering students is a former BCC student who presented his 15 pages of coding for his robot to his class. Paul stated that

the training is available locally in Tuscarawas County, and it aligns very well with what John has stated. Paul went on to say that he was invited to go to a local business to help with a FANUC robot and he stated to one of his classes that any one of his students could have helped them out just by being in his class. Frank stated that both the Precision Machining and the Welding programs have added robotics and programming to their curriculum. The Haas Training program and plasma cutters have been included thanks to funding from people in this room through a grant project for automation.

Randy Lucas pointed out the need for more good math and science teachers. Finding good instructors is getting more difficult as time goes on. This has an impact on the cycle if we do not have good teachers to instruct the students.

Paul mentioned that the trend now is to have many students take algebra in middle school so students can take Calculus in high school. Paul wonders if we are not teaching Algebra too soon. By the time he sees students in college, it has been so long since they used algebra they have forgotten it. Potentially they may need a refresher course as seniors. While a four year engineering degree requires four semesters of calculus, most engineers never really use calculus in their careers, but they use algebra on a daily basis. Randy mentioned that many students are finishing Algebra II as Freshmen. Lori mentioned that ODE is changing the math requirements on some graduation pathways just because of what Paul stated. Students have passed math classes and even state tests, but they cannot apply it once out of high school. So, ODE seems to be listening and these classes will be piloting over the next several years.

Frank mentioned that if students set up their Ohio Means Jobs Profile before high school, it can help them understand what classes they need to take not out of convenience but out of what will help the student achieve their career goals.

7. Update of the 2021-2022 ECOESC BAC PLAN

Middle School Career Connections update was provided by Keri Rosser. Career Connections is designed for middle school students and was developed originally for Tuscarawas County area schools by the ECOESC. This program continues to move forward and is back to being an in person experience. Four schools that signed up for the program this year are Indian Valley, Tusky Valley, Conotton Valley and Claymont. Sarah Spies is currently working with the schools to establish dates.

Guernsey County plans to launch Career Connections this year. East Guernsey, Rolling Hills and Cambridge have all signed up. Since this is the first year of the program, it will be launched with eighth graders only.

Career Connections occurs by having the students completing a Career Clusters Inventory on the OMJ website. This survey yields possible career pathways based on the students interest. The student's top pathways are given to Sarah who then contacts businesses that will align with the pathways. The students then go off campus to meet with the businesses and potentially tour their facilities. The businesses offer a real world problem based scenario to the students who work in teams to resolve the problem and report back to the business all in the course of one day. Students then reflect and report what they learned about the business and themselves.

Angela Hicks asked if there are plans to bring this program to Belmont County. Lori said that it can be done. Dan mentioned that it was supposed to be explored in the spring of 2020, but that got derailed by COVID. Lori agreed that the program needs to be looked at potentially implemented in the 2022-2023 school year.

Katie Good asked if these programs are connected with the Middle School Career Tech Career Connection programs. She asked if many of the middle schools in the counties have middle school career programming. Frank Polen answered that most of the school districts are involved with Project Lead the Way. Keri answered that in Guernsey County, most of the middle schools are involved with IT programs, Vo-Ag and STEM programs.

P.I.I.R.C. (Partners Increasing Industry Recognized Credentials) was reported on by Keri. The grant was awarded to the ECOESC for Belmont County and is a one year grant. The grant is broken down into three parts. One is an awareness campaign to schools, teachers, students and the community about the importance of IRC's. The second is professional development to train teachers to help them prepare students for the opportunity to receive IRC's. The third part is the outcome of having more IRC's being earned by students.

We are roughly half way through the grant year. We have had nine teachers that have attended training for Leadership Excellence that is a three point IRC that can be used in any career pathway. We are working with N.C.C.E.R.(construction pathway) on training from Hocking College for a train the trainer program. This training should be occurring soon. These IRC's are worth 6 points, so if a student earns two of these IRC's they have received 12 points that can be applied toward graduation.

There were four individuals that went through the Real World Problem Based Scenario Training provided by Building Bridges 2 Careers.. This is where a teacher is matched

with a business. The business then talks to the class about their business, gives them a real world problem to solve, and the class comes up with a solution that they present back to the business.

Career Navigators have gone into seven school districts in Belmont County and have had over 1,100 students complete the Career Clusters Inventory and report back what jobs and careers they are interested in learning about. Sandy and Dan are working on processing this data and finding ways to facilitate the students learning about potential careers of interest.

Belmont College has been a wonderful partner in the grant as we have had a number of students enroll in their STNA (nursing assistant) and AWS (welding) certification programs.

Rising Manufacturers Scholars Program was reported on by Paul Dykshoorn for KSU-Tusc. They are back on track as far as being in person. They are getting new students involved while trying to reconnect with old students. They are still having difficulty getting access to students in some of the schools but are continuing to work toward a resolution. One of the things that has been done to generate interest was that Paul gave middle and high school students computers and screwdrivers, and he asked them to take the computers apart. This was a blast and the students got done in record time. It was a really good event, and they are looking to do more and add more schools. They are still in need of more college student mentors as they have had difficulty in hiring like most industries now, but he has come up with an idea as to how to attract more mentors to the program.

College and Career Fairs was reported on by Dan Christian. There were an additional 13 businesses and organizations that attended career fairs in Martins Ferry and Barnesville High Schools. Dan mentioned to Jennifer that they followed up on her suggestion from the last meeting to have representatives from the local OMJ Offices to be at these events. The OMJ Center in Martins Ferry sent representatives to both events to talk with the students about all the help that can be provided by them when it comes to job and career searches.

Dan also reported that all other parts of the plan are ongoing, and if anyone has any specific questions, they could speak with him after the meeting.

8. Updates on current economic conditions and current in demand jobs

Rob Guntter reported that they have been working for a year and half on an incumbent workers policy so they can invest some of their money in helping businesses upscale their current employees. The board approved their policy and so they will be starting incumbent worker training soon.

Jennifer reported that even with the extra federal money having run out, people are not returning to the workforce. Anecdotally she doesn't know if it is out of a fear factor or if people have other supports they are able to lean on financially. She references "The Big Resignation" where people that resigned jobs at the start of COVID - especially in the service industries - and they have not returned to those jobs. In Stark and Tuscarawas Counties, the number of people that are training to increase their skills has not dropped. These individuals are taking advantage of training funds and are learning to do something else. As an example, students who were working in retail are now working on getting their LPN because they see healthcare as a more viable option long term. She believes that many retail and service businesses are going to have difficulties in obtaining and retaining long term employees because of this, even though they have increased their wages. You are already seeing this in reduced operating hours as places like Walmart and Starbucks, and she believes that this trend will continue.

Rob Guentter stated that he is seeing another trend of entrepreneurship among younger people. He said that younger people know they need to work, but they are not going to a traditional job and are figuring out ways to make things or provide a service in order to make money. It will be interesting to see how this works through the data set with more entrepreneurs and more independent work. Dan stated that he is seeing more of this when he is talking with students. One of his challenges is finding these newer entrepreneurs to speak with students to explain how they go about running their business. There seems to be a disconnect between what it takes to be an entrepreneur and what it takes to be your own boss. Randy Lucas stated they are learning everything from YouTube and Keri mentioned that a typical job has become their back up plan.

9. Discussion

A. Career Pathway Planning:

Lovel Quinn stated that there is a lot going on at Cambridge. The Workforce Collaborative meeting last week was met with enthusiasm after a year and a

half of preparation. They currently have a student on a paid internship in partnership with Rural Action. They had Shawn Toy with OOGEEP in to talk to 43 students about the opportunities that exist in the Oil & Gas industries. Lovell stated that there are so many opportunities that exist for the students, but they do not seem excited about any of them. Trying to get them excited about anything seems to be a struggle. While this seems to be an issue at every school, she believes it would be nice if they were excited about the opportunities as she is about the opportunities for them. To try and solve this issue she is including freshman and sophomores, as well as juniors and seniors, in as many meetings as possible to get them thinking early about the possibilities and trying to get them to understand that it is up to the students to supply the want to. All we can do is to keep plugging away and telling them of these wonderful opportunities that exist for our students.

Sandy Doudna echoed Lovell's remarks. She has been busy arranging for job shadowing opportunities, working to the pre-apprenticeship program, and arranging for speakers at various schools. Sandy works in 12 school districts and every school is different. Learning the administration, teachers, and students and developing relationships takes some time, but she is moving forward to continue to make connections with the students and businesses. She asked everyone to be patient.

Dan Christian also echoed Lovell's comments and referenced a Mark Perna term of being "stuck in a tunnel". There is no reason that the students can't move forward. These students are either comfortable in the present situation or afraid to move forward. Part of our job is to get these students to understand they need to move forward and we have to be flexible enough to allow them to move forward at their own pace.

B. Members Input

Paul Dykshoorn wanted to talk about his regular job at Kent State University at Tuscarawas. It is the only college in Tuscarawas County. He is a professor of the Engineering Technology Program that feeds into the local manufacturers. They used to draw students from all the high schools, and now they are not seeing students from some of the schools. Some are sending more students, but he is not sure what is going on. Paul stated that if you want to keep students local, there are many manufacturing jobs and schools need to be sending their students to KSU-Tusc, and specifically his program. He will teach them to be engineers. Paul stated that they offered a

"two plus two" engineering degree with students that have an engineering technology degree. Most of the last two years can be on line. KSU-Tusc has an articulation agreement with Belmont College, and KSU's Bachelor's degree in engineering is structured as a two plus two program. The first two years the students get their Associates degree and the curriculum is very hand-ons. The last two years are more classroom based. About 50% is online, but if needed, they can take 100% of their technical classes online. There are also articulation agreements with Zane State and Stark State so there are opportunities for transferability. One of the issues is that if students leave the area to go to Akron University, Ohio University or Ohio State, then there is a high probability that they will not return back to the area. Paul stated he has connections with local manufacturers and he answers to an advisory board. He presents them with the curriculum and he asks them what do you want to see added or changed. For instance they just added an electronic drawing class as part of the electronic engineering degree. The board wanted lean manufacturing and statistical analysis so those were added. Paul said they are responsive to the employers needs. For instance, if they need more plastics background they can teach that or whatever, but they need students to teach.

Paul then spoke on how the Manufacturing Readiness Program is designed to work with local companies and individuals who work three days a week at job and two days a week they receive training through the KSU-Tusc Community Development Group. The training is a polishing process for the individuals. Paul teaches them about modern manufacturing tools and hydraulics. They also learn CPR, receive Lean Six Sigma white belt training, machining, tools, measurement, shop math, etc. They have had five cohorts complete the course at Rivenna, and they are starting one in New Philadelphia.

Jennifer stated this program was implemented as a best practice from another OMJ area after having a proven success. She would like to potentially see this utilized by some seniors in high school that may be teetering on graduation. The program consists of 20 classes, which are basic introduction level classes and may be paid for through OMJ workforce funds. The student while taking the classes is placed with an employer.

Keri Rosser stated that this program could very well mesh with a Pre-Apprenticeship program. Jennifer stated that the curriculum is ready and would like to move forward with the schools to get some seniors enrolled in the program starting in March.

C. Announcements

Katie Good announced that CTE 26 Workshops will be taking place in January. There will be a BAC Leaders Roundtable in December. There will be a Success Bound Conference in April, dates to be determined.

Dan Christian thanked everyone for their attendance. The goal of the BAC is to be a Win-Win for everyone involved. If the members think the BAC is good work in progress, please reach out to any business or organizations that could benefit from being involved and ask them to please contact Dan. He will reach out to them. There are many opportunities where education can assist businesses with potential employees.

Brian Rentsch mentioned that in addition to Scott Robinson, to also add Denna Watts from the Twin Cities Chamber of Commerce. Both would be good additions to the BAC.

Dan mentioned that Kristina Estle from the Underground Railroad Museum in Flushing has agreed to join the BAC. She was unable to attend today's meeting due to conflict. Kristina is also on the board of the Belmont County NAACP. There is information about an upcoming MLK Day event at Ohio University Eastern and a book study that is being conducted by Hayden Cook. These were included in your packets. She also wants to be sure to let everyone know that the Underground Railroad Museum is accepting reservations for class tours to visit the museum. For reservations you can call Kristina's cell phone at 740-391-3135. We look forward to seeing Kristina at upcoming meetings.

10. Adjournment

Motion to adjourn at 4:18 PM by Paul Dykshoorn; seconded by Jennifer Meek-Eells

Motion passed by unanimous vote