



ESC OF NORTHEAST OHIO BUSINESS ADVISORY COUNCIL

Joint Statement | March 1, 2024



The ESC of Northeast Ohio's Business Advisory Council (BAC) issues the following Joint Statement to report on progress outlined in its plan for the 2023-2024 school year, summaries, actions taken, and actions pending, and specifically how the BAC, the Educational Service Center of Northeast Ohio and its Governing Board and the boards of BAC member school districts have fulfilled their responsibilities under state law.

For further information regarding the ESC of Northeast Ohio's Business Advisory Council, please visit www.escneoworks.org or www.escneo.org



The ESC of Northeast Ohio's Business Advisory Council has received the 2024 Business-Education Leader Award for Excellent Business Advisory Councils three-star award from the Ohio Department of Education and Workforce. In addition, the ESC also received a special award, the 2024 Award of Excellence in Building Partnerships. Three-star councils implement many quality practices throughout the year to create a culture of career-focused opportunities for all students.



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VISION:

The vision of the Northeast Ohio Business Advisory Council is to unite K-12 educational agencies, businesses, organizational groups, community organizations, institutions of higher education, professional organizations and individuals who are committed to building a stronger Northeast Ohio.

MISSION:

The mission of the Educational Service Center of Northeast Ohio's Business Advisory Council (NEO-BAC) is to provide opportunities where students, educators, and business and community leaders can network, collaborate and partner together in creating programs and opportunities that support and develop a stronger Northeast Ohio workforce.



THE ESC OF NORTHEAST OHIO BUSINESS ADVISORY COUNCIL (BAC) MEMBER SCHOOL DISTRICTS 2023-2024



The Steering Committee of the Educational Service Center of Northeast Ohio's Business Advisory Council (ESCNEO-BAC) will advise local school districts about the NEO economy and workforce needs by:

1. Discussing changes in the economy and job market and, identifying new and emerging careers
2. Providing guidance, support, and share recommendations on needed skills, knowledge, and competencies
3. Identify, share, coordinate, and provide Work-Based Learning Opportunities for students and educators, and
4. Identify and share national, state, and local best-practices for developing working relationships among businesses, labor organizations, non-profits, and educators.

BAC Steering Committee 2023-2024 Dates

Meeting minutes can be found at: www.escneo.org

October 10, 2023

January 16, 2024

March 6, 2024

June 25, 2024

BAC Member Leadership Committee Meetings

Meeting Information can be found at: www.escneo.org

October 6, 2023 – Hosted at Swagelok Industries

December 1, 2023 – Hosted at the Cleveland Clinic

February 9, 2024 – Virtual with the Girl Scouts of Northeast Ohio

**Northeast Ohio Adult Education Advisory Committee
2023-2024 Meeting Dates**

August 29, 2023

October 18, 2023

February 5, 2024

April 15, 2024

**Northeast Ohio Adult Education Provider Network
2023-2024 Meeting Dates**

November 17, 2023

March 20, 2024

May 10, 2024

**Northeast Ohio Career Leaders Network
2023-2024 Meeting Dates**

September 27, 2023

November 30, 2023

February 29, 2024

April 25, 2024

NORTHEAST OHIO BUSINESS ADVISORY COUNCIL STEERING COMMITTEE 2023-2024

The Northeast Ohio Business Advisory Council has representation from business, community agencies, education, economic development, healthcare, information technology, and manufacturing sectors.

Committee Member Name	Title	Email	Representative Industry/Sectors
Ms. Michelle Cassetty-Collins, Executive Director	ConxusNEO	mcollins@conxusneo.jobs	ConxusNEO (Manufacturing, Information Technology, and Healthcare)
Mr. Tom Miller, Director, Tech Prep Programs	The Greater Cleveland Partnership (GCP)	tmiller@greatercle.com	Information Technology Community Business Partner
Ms. Naima Lusane, Executive Director	College & Career Readiness Chief Administrator	naima.lusane@tri-c.edu	Northeast Ohio Tech Prep
Mr. Al DiFranco, President	Junior Achievement	adifranco@jacleveland.org	Community Partner
Dr. Eric Gordon, Senior Vice President	Student Development and Education Pipeline, Cuyahoga Community College (Tri-C)	eric.gordon@tri-c.edu	Higher Education and Community Partner
Mr. Dave Mangas, Superintendent	Cuyahoga Valley Career Center	dmangas@cvccworks.com	Career Center
Ms. Teresa Simons, Executive Director	Alliance for Working Together (AWT)	teresa.simons@thinkmfg.org	Manufacturing
Ms. Kimm Leininger, President and CEO	Geauga Growth Partnership	kleininger@geaugagrowth.com	Community Partner
Dr. Cameron Ryba, Superintendent	Strongsville City Schools	cryba@strongnet.org	Cuyahoga County, K-12 Education
Ms. Karen L. Brown	Euclid City Schools	kbrown@euclidschools.org	Cuyahoga County, K-12 Education
Dr. John Stoddard, Superintendent	Berkshire Local Schools	john.stoddard@berkshireschools.org	Geauga County, K-12 Education
Dr. Patrick Ward, Superintendent	Willoughby-Eastlake City Schools	patrick.ward@weschools.org	Lake County, K-12 Education
Dr. Laura Hebert, Superintendent	Ravenna Local Schools	laura.hebert@ravennaschools.us	Portage County, K-12 Education
Mr. Jeffrey Ramnytz, Superintendent Mr. Mike Andric, Assistant Director of Curriculum	Barberton City Schools	jramnytz@barbertonschools.org mandric@barbertonschools.org	Summit County, K-12 Education
Ms. Paula Kucinic, Director of Professional Learning and Workforce Development Dr. Jennifer Dodd, Assistant Superintendent	ESC of Northeast Ohio	paula.kucinic@escneo.org jennifer.dodd@escneo.org	Co-Chairs
Ms. Nadine Grimm, Coordinator of 21st Century Learning	ESC of Northeast Ohio	nadine.grimm@escneo.org	Coordinator, 21st Century Learning

The 2023-2024 Northeast Ohio Business Advisory Council (BAC) Member School Districts represents 45 districts, spanning 5 counties.

Cuyahoga County	First	Last	Title	Email
Bay Village City Schools	Scot	Prebles	Superintendent	scot.prebles@bayschoolsohio.org
Beachwood City Schools	Robert	Hardis	Superintendent	rph@beachwoodschoos.org
Bedford City Schools	Cassandra	Johnson	Superintendent	cjohnson@bedfordschools.org
Brecksville-Broadview Heights City Schools	Jeffrey	Harrison	Superintendent	harrisonj@bbhcsd.org
Brooklyn City Schools	Ted	Caleris	Superintendent	ted.caleris@bcshurricanes.org
Chagrin Falls Exempted Village Schools	Jennifer	Penczarski	Superintendent	jennifer.penczarski@chagrinschools.org
Cleveland Hts.-University Hts. City Schools	Elizabeth	Kirby	Superintendent	e_kirby@chuh.org
Cleveland Metropolitan School District	Warren	Morgan	CEO	warren.morgan@clevelandmetroschools.org
Cuyahoga Heights Local Schools	Tom	Evans	Superintendent	tevans@cuyhts.org
East Cleveland City Schools	Henry	Pettiegrew II	CEO	hpettiegreww@eastclevelandschools.org
Euclid City Schools	Christopher	Papouras	Superintendent	cpapouras@euclidschools.org
Fairview Park City Schools	Keith	Ahearn	Superintendent	kahearn@fairview.k12.oh.us
Garfield Heights City Schools	Richard	Reynolds	Superintendent	rreynolds@ghbulldogs.org
Independence Local Schools	Ben	Hegedish	Superintendent	bhegedish@independence.k12.oh.us
Lake Erie International High School	Lyniece	Bradford	C.T.E. Coordinator	lyniece.bradford@leihsedu.org
Lakewood City Schools	Maggie	Niedzwiecki	Superintendent	maggie.niedzwiecki@lakewoodcityschools.org
Maple Hts. City Schools	Charles	Keenan	Superintendent	charlie.keenan@mapleschools.com
Mayfield City Schools	Michael	Barnes	Superintendent	mbarnes@mayfieldschools.org
North Olmsted City Schools	David	Brand	Superintendent	david.brand@nolmsted.org
North Royalton City Schools	Michael	Laub	Superintendent	michael.laub@northroyaltonsd.org
Orange City Schools	Lynn	Campbell	Superintendent	lcampbell@orangecsd.org
Parma City Schools	Charles	Smialek	Superintendent	smialekc@parmacityschools.org
Richmond Heights Local Schools	Marnisha	Brown	Superintendent	mbrown@richmondheightsschools.org
Rocky River City Schools	Michael	Shoaf	Superintendent	shoaf.michael@rrcs.org
Shaker Heights City Schools	David	Glasner	Superintendent	glasner_d@shaker.org
Solon City Schools	Fred	Bolden	Superintendent	fbolden@solonboe.org
South Euclid-Lyndhurst City Schools	Linda	Reid	Superintendent	reid@sel.k12.oh.us
Warrensville Heights Schools	Donald	Jolly II	Superintendent	donald.jolly@whcsd.org
Westlake City Schools	Scott	Goggin	Superintendent	goggin@wlake.org

Geauga County	First	Last	Title	Email
Berkshire Local Schools	John	Stoddard	Superintendent	john.stoddard@berkshireschools.org
Chardon Local Schools	Michael	Hanlon, Jr.	Superintendent	michael.hanlon@chardonschools.org
Kenston Local Schools	Steve	Sayers	Superintendent	steve.sayers@kenstonapps.org
Lake County	First	Last	Title	Email
Kirtland Local Schools	Chad	VanArnhem	Superintendent	chad.vanarnhem@kirtlandschools.org
Wickliffe City Schools	Joseph	Spiccia	Superintendent	joseph.spiccia@wickliffeschools.org
Willoughby-Eastlake City Schools	Patrick	Ward	Superintendent	patrick.ward@weschools.org
Portage County	First	Last	Title	Email
Aurora City Schools	Mike	Roberto	Superintendent	mroberto@aurora-schools.org
Crestwood Local Schools	Toth	David	Superintendent	dtoth@crestwoodschools.org
James A. Garfield Local Schools	Ted	Lysiak	Superintendent	tlysiak@jagschools.org
Ravenna City Schools	Laura	Hebert	Superintendent	laura.hebert@ravennaschools.us
Streetsboro City Schools	Michael	Daulbaugh	Superintendent	mdaulbaugh@scsrockets.org
Waterloo Local City Schools	Terella	Angela	Superintendent	aterella@waterloovikings.org
Summit County	First	Last	Title	Email
Akron Public Schools	C. Michael	Robinson	Superintendent	mrobinson@apslearns.org
Barberton City Schools	Jeffrey	Ramnytz	Superintendent	jramnytz@barbertonschools.org
Revere Local Schools	Michael	Tefs	Superintendent	mtefs@revereschools.org
Twinsburg City Schools	Kathi	Powers	Superintendent	kpowers@twinsburg.k12.oh.us



NORTHEAST OHIO BUSINESS PARTNERS



The Educational Service Center of Northeast Ohio's Business Advisory Council (ESCNEO-BAC) is a regional ecosystem that spans a five-county region (Cuyahoga, Geauga, Lake, Portage, and Summit) representing more than 40 NEO districts and schools, and over 100 business, non-profit organizations, community agencies, career centers and compacts, and institutions of higher education.

As we strive to meet the diverse and wide range of workforce development needs in our region, the ESCNEO-BAC has initiated in 2023 the Northeast Ohio BAC Steering Committee to advise and guide their work. The Steering Committee is comprised of representation from K-12 districts, career centers, regional community partners, institutions of higher education, tech prep, and business and non-profit organizations. A focus is on high-demand careers in our region—healthcare, manufacturing, information technology, retail/services.

THE ESCNEO-BAC FOCUSES ON THREE QUALITY PRACTICES:

- 1. Developing Professional Skills for Future Careers
- 2. Building National, State, and Regional Partnerships, and
- 3. Coordinating and Providing Opportunities and Experiences

Over the past year, the ESCNEO-BAC has been working with national, state, and local businesses, career centers and compacts, community partners, institutions of higher education, and tech prep organizations to identify, develop, coordinate and provide an array of services and programs in our efforts to support a stronger Northeast Ohio workforce.

1. Professional Skills and Curriculum for Future Careers

Regional Work-Based Learning (WBL) Opportunities for Educators	Work-based learning initiatives provide Northeast Ohio area educators with opportunities to learn from area business leaders, representing NEO Ohio in-demand careers (healthcare, information technology, manufacturing, retail/services) about current needs, jobs of the future, and preparatory skills in real-world application. In this year-long program, educators engage with and learn from business leaders from Northeast Ohio and national companies with Ohio locales, including Delta Dental of Michigan, Indiana and Ohio; Holiday Inn, an IHG Hotel; MAGNET (Manufacturing Advocacy and Growth Network), and the City of Lakewood. Educators are integrating knowledge and lessons learned in their classrooms. For example, emphasizing foundational mathematics necessary for life and careers; establishing a reading program with local doctors and students interested in health careers; creating a new high school pathway in manufacturing, etc. Additional work-based learning opportunities will be offered in summer 2024 through a partnership with Ashland University. Additional NEO businesses and organizations will be invited to participate in WBL opportunities.
Regional Global Competencies for the Workforce Pilot Program	Chardon Local Schools, Mayfield City Schools, and Shaker Heights City Schools are participating with the ESC NEO in the Global Competencies for the Workforce Pilot. Partners include the ESCNEO, BAC, Community Catalysts, and the Cleveland Council on World Affairs. The BAC hopes to expand this pilot in 2024-2025 with other statewide partners and districts. Research findings, data and recommendations will be shared in a white paper.

Regional Project Based Learning (PBL) Opportunities	Open to all Northeast Ohio educators, the regional project-based learning (PBL) opportunities engage both beginner and advanced learners in design for authentic student learning with real-world applications. These regional sessions provide educators with the opportunity to gain the knowledge and skills essential for explore the research and process for PBL curriculum development that has emerged from other PBL practicing teachers and researchers. Educators gain knowledge about PBL alignment to career skills development.
CTE Alignment Support: Pre-Apprenticeships, Ohio Means Jobs Readiness Seals, Pathways and Certificates.	Regional informational sessions throughout 2023-2024 have already connected over 40 NEO districts to employers and agencies for the purpose of expanding or developing pre-apprenticeship programs, obtaining Ohio Means Jobs Readiness Seals, or creating new pathways and certificates for high demand job areas in healthcare, information technology, and cutting-edge opportunities, such as MEMS (micro electrical mechanical systems) for employment with Intel and its vendors. BAC members and ESCNEO staff provided support in developing new career pathways in these high-demand areas. Focus groups are scheduled in winter and spring 2024 to explore opportunities for expanding career pathways in healthcare areas. Career experts from the ESCNEO and its BAC provide direct support to districts and their educators advising about curriculum and creation of pre-apprenticeships, career pathways, and certificates.
Regional Opportunities to Develop Professional Skills for Future Careers	The ESC and its BAC are offering a program focusing on development of personal and professional attributes, <i>Character Education: Developing Student Leadership for Life and Careers</i> . Character education teaches habits of thought and deed that help people live and work harmoniously and collaboratively by learning about and acting on core ethical values that help form personal and professional attributes, attitudes, and actions conducive to safe, healthy schools, businesses, and communities. This program provides strategies to: improve social-emotional skills, behaviors, and academic performance; enhance character qualities highly valued in careers; motivate self-efficacy and actions through examples of positive role models from diverse backgrounds and careers.
Skills for Success: Building Your Toolkit Pilot	The ESC and Northeast Ohio BAC are creating a life-skills curriculum focused on executive functioning skills and training that responds to a recognized need for support of these skills based on the needs of diverse learner audiences ranging from students in the classroom, to those at risk or in transition, to adult learners. Module themes emphasize foundational skills as well as evidence-based strategies and practices essential for success in life and careers. In its initial phase, educators from several districts are engaged in reviewing materials, giving editorial feedback, piloting with students, and making recommendations. In the next phase, BAC districts will engage broader educator and student audiences in the roll-out of materials, feedback, and outcomes.
Ohio Teacher Bootcamp Program: Manufacturing for the 21st Century and Beyond	In partnership with Ashland University, the Ohio Governor's Office of Workforce Transformation, and several Northeast Ohio area business and non-profits, the Northeast Ohio BAC will host up to 16 Northeast Ohio area educators during the summer of 2024. Participating teachers will dedicate several days to advanced manufacturing, including site visits to companies, non-profits, and trade organizations that support or have a role in manufacturing. To showcase their newfound knowledge and skills, all teachers will be required to create a unit, lesson(s) presentation that will be implanted in their classrooms in alignment with their grade level and subject matter.

2. Building Partnerships

Adult Education	<p>Nationally, 80% of all job openings in 2024 require more than a high school diploma. In Ohio, approximately 874,499 working adults (18-64) lack a high school diploma or equivalent. Northeast Ohio has the highest number of adults (18+) without a diploma (344,937). [Data source: ODEW 2023]. Responding to this need, and collaborating with ODEW, ODHE, and the Governor's Office of Workforce Transformation, the ESC and BAC conducted research and an asset inventory, wrote a white paper, presented information sessions, hosted Ohio 2023 NEO Adult Education Week event, and organized and facilitated the Northeast Ohio Adult Education Providers Network and its Advisory Council, the first such regional entity established in the state focusing on the adult education and workforce continuum. Adult education audiences range from K-12 students at risk, dropped out, in transition, to adult learners engaged in basic literacy/numeracy, Aspire, English language learning, GED/HiSET, CTE, employment skills and training, to those pursuing associate, bachelor or advanced degrees. Members of the NEO Adult Education Providers Network and Advisory Council include the ESC staff and BAC representatives, libraries, career centers, community colleges, universities, non-profits, and other agencies passionate about networking together and working toward a systems approach for adult education.</p>
Educational Service Center of Northeast Ohio Business Advisory Council (ESCNEO-BAC) Networks	<p>The ESC of Northeast Ohio, its BAC members, and representatives of partnering businesses meet four times per year to review changes in the economy and job market, understand sector needs, assess future job opportunities, develop working relationships among businesses, labor organizations, and educators, and delineate the employment skills most critical to business and industry. The BAC identifies and recommends curricular priorities, needs or changes to support student content knowledge and skills acquisitions relevant to careers and employment. All Northeast Ohio districts are invited to participate in the Northeast Ohio BAC Network. Meetings provide opportunities for networking and collaboration with businesses for the benefit of educators and students. For example, after the December 2023 BAC presentation by the Cleveland Clinic Center for Youth and College Education, three BAC districts connected to new career exploration and pathway opportunities for their students with the Cleveland Clinic.</p>
The Northeast Ohio Career Leaders Network	<p>The Northeast Ohio Career Leaders Network provides college and career readiness professionals and career tech representatives from over 60 Northeast Ohio school districts, businesses, and agencies with opportunities to network, collaborate, and share resources related to college and career readiness as well as workforce development. Leaders from area businesses, community agencies, and non-profits, such as Junior Achievement, Swagelok, Team NEO, ODEW, etc. provide timely and relevant resources and information about creating a stronger NEO workforce. Members collaborate and share knowledge about curricular resources, career fairs, pathways, certificates, and pre-apprenticeship development, among other topics.</p>
Northeast Ohio Success Bound Conference Regional Partnership	<p>The ESC of Northeast Ohio and its BAC Steering Committee Members are partnering with the Northeast Ohio Regional Tech Prep Center on planning their Annual Success Bound 2024 Conference. Members from the ESC of Northeast Ohio BAC Steering Committee as well as BAC aligned school districts will participate in presentations at the Annual Success Bound Conference to be held in April 2024. The annual success bound conference aims to provide networking opportunities for regional professionals to gain further insights into the challenging needs of the workforce. The event will empower education professionals and industry leaders to enhance student engagement and work-based opportunities and supports building a pipeline of qualified employees.</p>

Apprenticeships, Certificates, and Ohio Means Jobs Readiness Seals	As a follow-up to the December 2023 regional BAC Network meeting, the BAC in partnership with the Cleveland Clinic and other area healthcare providers, will host a focus group in spring 2024 to further discuss and explore with NEO Career leaders opportunities for developing regional apprenticeships, certificates, or pathways for in demand health-care professions.
Collaboration, Communication, and Outreach	ESCNEO Works is a digital website and resource for NEO educators, counselors and career liaisons, students and business representatives. On-demand videos featuring business leaders from in-demand job sectors can be found on the website. Information about student Summer Career Camps, career fairs, etc. are posted at the site, as well as BAC meeting information and links to partnering businesses and organizations. A new quarterly ESCNEO Works newsletter was published in 2024. It appraises BAC members and businesses about events, student employment opportunities, and showcases workforce collaborations.

3. Opportunities and Experiences

ESC of Northeast Ohio's Business Advisory Council (ESCNEO-BAC) Member Network	These forums provide all NEO area educators and business professional with the opportunity to network, share ideas, and learn from leading experts in business, non-profits, and community agencies about employment and educational opportunities in the Northeast Ohio Region. During the 2023-2024 school year, network events are provided in partnership and on site with the Cleveland Clinic, The Girl Scouts of Northeast Ohio, and Swagelok industries.
Education, Employment, Enlistment, and Entrepreneurship (E4ME) Opportunity Fair	This annual event, held in partnership with the First Ring Schools Collaborative (Bedford City Schools, Berea City Schools, Brooklyn City Schools, Cleveland Metropolitan School District, Cleveland Heights-University Heights City Schools, Cuyahoga Heights Local Schools, East Cleveland City Schools, Euclid City Schools, Fairview Park City Schools, Garfield Heights City Schools, Lakewood City Schools, Maple Heights City Schools, Parma City Schools, Richmond Heights Local Schools, Shaker Heights City Schools, South-Euclid Lyndhurst City Schools, and the Warrensville Heights City Schools) and with 40+ NEO businesses, non-profits, and government agencies, (Tri-C, Magnet, John Carroll University, Baldwin Wallace University, Kent State University, Notre Dame College, Cleveland State University, FBI, Lakewood City Police, Compass Consulting Service, Swagelok, Cleveland Guardians, Public Consulting Group, Lincoln Electric, Component Repair Technologies, Cleveland Clinic, Olympic Steel, US Army, US Army National Guard, US Navy, US Marines, US Coast Guard, Cleveland Public Power, Metropolitan Veterinary Academy, Metro Health Nurses Association, Dollar Bank, GE HealthCare, Iron Workers 17, Sheet Metal Workers – Smart Local 33, Cleveland Builds, Cement Masons, Ohio Operating Engineers, Carpenters Association) provides more than 200 NEO students annually with the opportunity to network and engage with business professionals in person, and to learn more about future education, employment, enlistment, and entrepreneurship opportunities.



Soil and Water Conservation District Student Fair	<p>This annual event provides nearly 100 NEO students with the opportunity to explore careers in environmental areas, including soil and water.</p>
Seniors Only Hiring Fair	<p>This NEO BAC regional high school senior hiring fair, to be held on April 30, 2024, is designed for high school seniors who plan to go straight into employment after graduation. Businesses from manufacturing, healthcare, information technology, retail, and service sectors will be interviewing and recruiting entry-level employees. Students will bring their resumes for these on-the-spot interviews.</p>
Resume and Interviewing	<p>The Building Strong Resume & Successful Interviewing Strategies is a series for regional educators seeking to learn more about how to build strong resumes and interview successfully. Additional peer-to-peer mentor support is available to participants throughout the year.</p>
Regional Educator Job Fairs	<p>This NEO Regional Educator Job Fair is for aspiring and current college students seeking to become future educational professionals. A virtual educator job fair will be held in April of 2024 and a face-to face educator job-fair is scheduled for May 31, 2024.</p>



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