



# ESC OF NORTHEAST OHIO BUSINESS ADVISORY COUNCIL

Joint Statement | March 1, 2026



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 2025–2026 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 the 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](http://www.escneoworks.org) or [www.escneo.org](http://www.escneo.org).



The ESC of Northeast Ohio's Business Advisory Council has received the 2026 Business-Education Leader Award for Excellent Business Advisory Councils three-star award from the Ohio Department of Education and Workforce. Three-star councils implement many quality practices throughout the year to create a culture of career-focused opportunities for all students.



E4Me Opportunity Fair

## PRIMARY CONTACT:

**Dr. Jennifer Dodd, Assistant Superintendent**

Educational Service Center of Northeast Ohio  
6393 Oak Tree Boulevard,  
Independence, Ohio 44131  
[jennifer.dodd@escneo.org](mailto:jennifer.dodd@escneo.org)  
216-901-4240

## SECONDARY CONTACT:

**Paula Kucinic, Director of Professional Learning and Workforce Development**

Educational Service Center of Northeast Ohio  
6393 Oak Tree Boulevard,  
Independence, Ohio 44131  
[paula.kucinic@escneo.org](mailto:paula.kucinic@escneo.org)  
216-901-4244

## VISION:

The vision of the Northeast Ohio Business Advisory (BAC) 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 Workforce.

## MISSION:

The mission of the Northeast Ohio Business Advisory Council (BAC) is to provide opportunities where students, educators, and business and community leaders can network, collaborate, and partner together in creating innovative programs and opportunities that support and develop a stronger Northeast Ohio workforce. The Northeast Ohio Business Advisory Council (Northeast Ohio BAC) is aligned to the Northeast Ohio Jobs Ohio Region.



# THE ESC OF NORTHEAST OHIO BUSINESS ADVISORY COUNCIL (BAC) MEMBER SCHOOL DISTRICTS 2025-2026



As a regional service agency, the Educational Service Center of Northeast Ohio serves 46 public school districts, representing over 200,000 students and more than 20,000 educators. Members include urban Cleveland and Akron districts, with 31 districts within Cuyahoga County and an additional 15, including local and rural districts, located across Northeast Ohio in Geauga, Lake, Portage and Summit Counties. The ESC of Northeast Ohio also supports 2 career centers, and 10 Career Compacts located across Northeast Ohio.



The Educational Service Center of Northeast Ohio's Business Advisory Council (ESCNEO-BAC) represents

**46** Northeast Ohio school districts,  
 plus **2** independent high schools,  
 spanning **5** counties.

The Northeast Ohio BAC's leadership, staff and partners have spent the past several years developing a collaborative vision, mission, and annual comprehensive plan for building a stronger Northeast Ohio workforce, Pre-K through Adult. Over the course of the next year, the Northeast Ohio BAC steering committee members, partnering agencies, ESC of NEO's department of professional learning and workforce, and our sub-committees/networks (Northeast Ohio BAC Network, Career Leaders Network, CTE Network, Adult Education Providers Network, School Counselor/Social Workers Network, and AP Network), will all be working collectively toward this shared understanding of building a stronger Northeast Ohio Workforce, Pre-K through Adult.

## BAC COMMITTEE/NETWORK 2025-2026 DATES

### NEO BAC Steering Committee Dates

September 16, 2025  
 November 18, 2025  
 February 3, 2026  
 April 28, 2026

### NEO Adult Education Providers Network

September 9, 2025  
 November 20, 2025  
 February 12, 2026  
 April 23, 2026

### NEO CTE Committee/Network

September 25, 2025  
 November 13, 2025  
 January 22, 2026  
 April 23, 2026

### NEO BAC Regional Network Dates

October 3, 2025  
 December 5, 2025  
 March 6, 2026  
 April 28, 2026

### NEO Personalized Learning Committee/Network

September 23, 2024  
 December 12, 2024  
 February 19, 2025  
 May 1, 2025

### NEO Social Worker/School Counselor Committee/Network

September 15, 2025  
 December 12, 2025  
 February 6, 2026  
 March 19, 2026

### NEO Adult Education Providers Advisory Council

August 27, 2025  
 November 5, 2025  
 February 4, 2026  
 April 2, 2026

### NEO Career Leaders Network

September 25, 2025  
 November 20, 2025  
 February 12, 2026  
 March 6, 2026  
 April 16, 2026

### NEO AP Network

October 9, 2025  
 May 16, 2026

### Personalized Learning Network

September 22, 2025  
 November 10, 2025  
 January 26, 2026  
 March 25, 2026  
 May 25, 2026

# NORTHEAST OHIO BUSINESS ADVISORY COUNCIL STEERING COMMITTEE 2025-2026

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

Committee Member Name	Organization	Email	Representative Industry/Sector
Al DiFranco, President	Junior Achievement	adifranco@jacleveland.org	Community Partner
Khaz Finely, Manager, Outreach and External Engagement	Federal Reserve Bank of Cleveland	khaz.finley@cle.frb.org	Government Agency-Finance
Naima Lusane, Executive Director, College and Career Readiness Chief Administrator	Northeast Ohio Tech Prep	naima.lusane@tri-c.edu	Tech Prep
Dave Mangas, Superintendent	Cuyahoga Valley Career Center	dmangas@cvcc.works.com	Career Center
Doug Miller	Director, Marketing and Community Engagement	dmiller@polaris.edu	Career Center
Tom Miller, Director, Tech Prep Programs	Greater Cleveland Partnership (GCP)	tmiller@greatercle.com	Technology
Ryan Pendleton, Executive Director	Connect ITC and Shared Service Alliance	ryan.pendleton@escneo.org	ITC and Business Services
Crystal Reed, Director, Youth Mental & Behavioral Health Workforce Coalition	Greater Cleveland Works (Jobs Ohio)	crystal.reed@jfs.ohio.gov	Regional Economic Development and Mental Health
Teresa Simons, Executive Director	Alliance for Working Together (AWT)	teresa.simons@thinkmfg.org	Manufacturing
Janice Taylor-Heard, Associate Vice President, Early College Opportunities	Cuyahoga Community College (Tri-C)	janice.taylor-heard@tri-c.edu	Higher Education
Karen L. Brown, Assistant Superintendent	Euclid City Schools	kbrown@euclidschools.org	Cuyahoga County – K-12 Educ. First Ring
Kimm Leininger, President and CEO	Geauga Growth Partnership	kleininger@geaugagrowth.com	Community Partner Agriculture, Health Care, Manufacturing, and I.T.
John Stoddard, Superintendent	Berkshire Local Schools	john.stoddard@berkshireschools.org	Geauga County, K-12 Education
Patrick Ward, Superintendent	Willoughby-Eastlake City Schools	patrick.ward@weschools.org	Lake County, K-12 Education
Vicki Morley, Director of Workforce Development	Willoughby-Eastlake City Schools	vicki.morely@weschools.org	Lake County, K-12 Education
Ted Lysiak, Superintendent	James A. Garfield Local	tlysiak@jagschools.org	Portage County, K-12 Education
Mike Andric, Assistant Superintendent	Barberton City Schools	mandric@barbertonschools.org	Summit County, K-12 Education
Jennifer Dodd, Assistant Superintendent	ESC of Northeast Ohio	jennifer.dodd@escneo.org	Co-Chair
Paula Kucinic, Director of Prof. Learning and Workforce Development	ESC of Northeast Ohio	paula.kucinic@escneo.org	Co-Chair
Nadine Grimm, Coordinator of 21st Century Learning	ESC of Northeast Ohio	nadine.grimm@escneo.org	Secretary

# 2025-2026 INITIATIVES

## TechCred AI Initiative

The ESC of Northeast Ohio (ESC NEO), in collaboration with Cuyahoga Valley Career Center (CVCC), provided employers with the opportunity to offer their employees certificates in Artificial Intelligence (AI) to enhance business processes and productivity. Ohio's TechCred authorizes approved education vendors to present short-term training leading to in-demand credentials and certificates. When employees provide proof of completion, employers are eligible to apply for funding reimbursement from the state. The purpose of the program is to incentivize employers to upskill incumbent employees and/or to train new employees for positions in high-demand industries or with leading edge technologies. The ESC NEO offered a six-part series, "Making ChatGPT and Generative AI Work for You," leading to certification for employees of the City of Defiance and other employers.

## ESCNEO BAC Member District Introduces New Pathway Models

Berkshire Local Schools, an ESC NEO BAC member district, shared its innovative pathways model with BAC members. It has developed a new Workforce Development Campus, including pathways in Agribusiness, Production Robotics, and the new Mechanical Technology program, a cross-sector advanced manufacturing program with a new lab facility built in collaboration with employment partner Preston Superstore. A Ford Motor ACE trainer prepares students through the Ford automotive technical curriculum and connects students to automotive dealers regionally for entry-level jobs. Such programs respond to local employment needs and prepare students for entry-level employment and careers with authentic training by master technicians from local employers. The two-year advanced manufacturing technical program

integrates workshops with industry leader SNAP-ON tools and smart technologies training across industries, leading to industry-recognized SACA hydraulics and pneumatics credentials. A new sophomore level Exploration course introduces students to potential pathways, leading ultimately to work-based learning opportunities. Students earn credentials and college credit through CCP, AP, and credit flex. The model calls for every student to graduate with 12 college credits, plus a credential or pre-apprenticeship preparing them for college AND careers.

## Career Pathways Support Network (CPSN)

The ESC of Northeast Ohio received one of seven regional awards from ODEW to support middle school (grades 7-10) CTE instruction and expansion, advising and mentoring, alignment with workforce needs, and supports for educators and administrators during 2025-2027. The seven regions align to the seven JobsOhio regions statewide. It is part of a broader initiative to ensure that all students receive career planning support and are prepared for in-demand jobs. The 14-county Northeast Ohio region includes 32 Career Technical Planning Districts (CTPDs), 13 Joint Vocational Schools (JVSs), 9 Career Compacts, 10 Comprehensives, 172 Public School Districts, 132 Community Schools, 2 STEM Schools, 15 Technical Centers, 9 Public Colleges and Universities, 13 ESCs, and 24 Business Advisory Councils. The ESCNEO leads the regional Steering Committee, while the ESCNEO BAC contributes to the work through support and coordination for planning and oversight of regional and cluster subcommittees, and engaging businesses and community partners for workforce development regionally.

# 2025-2026 ACCOMPLISHMENTS

The Northeast Ohio BAC works hard, and the 2025-2026 plan highlights how it continues to innovate in creative. For nearly a decade, the Northeast Ohio BAC has operated under the following three quality practices established by the Ohio Department of Education and Workforce (ODEW) for Business Advisory Councils:

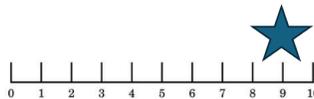
## THE ESCNEO-BAC FOCUSES ON THREE QUALITY PRACTICES:

1. Developing Professional Skills for Future Careers
2. Building Partnerships
3. Coordinating Experiences

As presented in the Annual Plan, the 2025-2026 Goals of the Northeast Ohio Business Advisory Council (BAC) remained the same throughout the academic year.

### Goal 1. Develop Professional Skills for Future Careers

Rating Scale 1-10  
Rating: 9



#### GEAR UP Northeast Ohio

The ESC of Northeast Ohio was awarded \$1,663,200 million annually, for 7 years, by the U.S. Department of Education for the GEAR UP Northeast Ohio FY26-32 Partnership Project. This partnership among the Educational Service Center of Northeast Ohio (ESCNEO); College Now Greater Cleveland (College Now), Kent State University (KSU), Cuyahoga Community College (Tri-C), Lorain County Community College (LCCC); The Higher Education Compact of Greater Cleveland (HEC) a career-focused collaboration of more than 40+ employers and community-based organizations focuses on (1) increasing the academic performance and preparation for postsecondary education of participating students; (2) increasing the rate of high school graduation and participation in postsecondary education of participating students; and (3) increasing educational expectations for participating students and increase student and family knowledge of postsecondary education options, preparation, and financing.

The project serves 2,079 students each year beginning in 6th and 7th grades at 10 middle schools representing 7 school districts in the region. Accomplishments include planning, data acquisition, professional development for educators and school counselors, and student summer program planning.

**7** Northeast Ohio school districts

**2,000+** students

**40+** companies



<p><b>Skills for Success: Creating Your Career Toolbox</b></p>	<p>The NEO BAC piloted a life-skills curriculum focused on executive functioning skills that are necessary for academic and career development for middle and high school students and adult learners. This curriculum and training 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. Twenty teachers worked on development with a launch to 12 districts representing five counties in Northeast Ohio. The toolkit is housed on the <a href="#">BAC website</a> and available to all Northeast Ohio districts.</p>
<p><b>Personalized Learning Urban Network</b></p>	<p>The Personalized Learning (PL) Urban Network was launched by the ESCNEO BAC because the statewide network was discontinued. The PL Urban Network supports 6 inner ring districts interested in implementing personalized learning at the district, building, or classroom levels. Direct services are being provided to 6 districts.</p>
<p><b>Regional Project Based Learning (PBL) Opportunities</b></p>	<p>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.</p>
<p><b>Career Pathways Support Network (CPSN) Northeast Ohio Region – CTE Expansion</b></p>	<p>The ESC of Northeast Ohio was awarded one of seven Career Pathways Support Network (CPSN) grants issued statewide by ODEW to support districts in designing new middle grades CTE awareness and exploration courses beginning in grades 7 and 8 and that align to district programs of study in high schools or those at JVSD or CTPD providers. Districts will phase in one VM (middle level career-technical) career connections course in grades 7 and 8 each of the next two academic years, which require CTE review and approval. It is part of a broader initiative to ensure that all students receive career planning support and are prepared for in-demand jobs. The work is led by the ESCNEO through a Steering Committee representing five geographic clusters within 14 counties of Northeast Ohio. ESCNEO BAC is guiding the work of regional subcommittees aligned to each of the four goals of the grant: Middle Grades CTE Expansion; Advising, Mentoring and Navigating; Workforce Alignment and Employer Partnerships; and Instructor and Administrator Supports. Planning, implementation, and oversight for the 14-county Northeast Ohio region engages 32 Career Technical Planning Districts (CTPDs), 13 Joint Vocational School Districts (JVSDs); 9 Career Compacts; 10 Comprehensives; 172 Public School Districts; 132 Community Schools; 2 STEM Schools; 15 Technical Centers; 9 Public Colleges/Universities; 13 ESCs; and 24 Business Advisory Councils.</p>

<p><b>CTE Alignment Support: Pre-Apprenticeships, Ohio Means Jobs Readiness Seals, Pathways and Certificates</b></p>	<p>Regional informational sessions throughout 2025-2026 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 provide support in developing new career pathways in these high-demand 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, as well as CTE technical assistance for the application, review, and approval processes.</p>
<p><b>Ohio Teacher Bootcamp Program: Manufacturing for the 21st Century and Beyond</b></p>	<p>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 summer 2026. Participating teachers dedicate several days to learning about 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 are required to create a unit, lesson(s) presentation that will be implemented in their classrooms aligned to their grade level and discipline.</p>

**Challenges Implementing Goal 1:**

Implementing the Career Pathways Support Network (CPSN) CTE expansion for middle school grades is challenging due to the breadth of scope statewide and regionally. The complexity of technical requirements for designing new middle school CTE foundational paths aligned to high school and higher education pathways as well as professional development for educators and administrators is challenging for districts. Challenges arise with strategically integrating existing opportunities and engaging the business, nonprofit, and higher education communities for the benefit of students, the workforce, and the economy.

**Goal 2. Build Partnerships**



<p><b>The NEO Adult Education Providers Network</b></p>	<p>The NEO Adult Education Providers Network is unique in the state, being an initiative to move from individual organization and agency programs to a systemic ecosystem supporting adult learners. An ESC BAC subcommittee facilitates the NEO Adult Education Providers Network with representatives from 30+ member organizations who have identified priorities to build an ecosystem supported through Network meetings, communications, developing processes for client “handoffs,” and developing an Information System to provide a common process for data sharing and moving clients along the learning-to-workforce continuum from basic literacy/ numeracy to certification and employment training, associate and advanced college degrees, to workforce training and employment. This year is the second annual NEO Adult Education Providers Network Conference: <i>Supporting Adult Education &amp; Employment Mobility in Northeast Ohio</i>.</p>
<p><b>Advanced Placement (AP) Community of Practitioners</b></p>	<p>Advanced Placement (AP) Community of Practitioners is a new initiative providing networking and informational sessions for Advanced Placement (AP) educators, test coordinators, and counselors to share AP instructional content, best practices in classroom teaching and learning, problems of practice, and collaborative engagement. Participants represent 21 districts spanning five Northeast Ohio counties.</p>

**Educational Service Center of Northeast Ohio Business Advisory Council (ESCNEO-BAC) Networks**

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.

In 2025-26, Jeremy Varner, Deputy Director of ODEW, addressed the BAC, Superintendents, and Adult Providers audiences about CTE expansion. Other Network meetings addressed leading edge technologies, including *Biopathways: Connecting Future Talent to Ohio's Life sciences Industry*, and *Advanced Air Mobility Technologies*.

**The Northeast Ohio Career Leaders Network**

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><b>Partnerships for New Pathways Models</b></p>	<p>The NEO BAC supports its members in building and developing new partnerships with local employers. Berkshire Local Schools, an ESC NEO BAC member district, created a new Workforce Development Campus, including pathways in Agribusiness, Production Robotics, and a new Mechanical Technology program, a cross-sector advanced manufacturing program with a new lab facility built in collaboration with employment partner Preston Superstore. A Ford Motor Company ACE trainer prepares students through the Ford automotive technical curriculum and connects students to automotive dealers regionally for entry-level jobs. Such programs respond to local employment needs and prepare students for entry-level employment and careers with authentic training by master technicians from local employers. The two-year advanced manufacturing technical program integrates workshops with industry leader SNAP-ON tools and smart technologies training across industries, leading to industry-recognized SACA hydraulics and pneumatics credentials. A new sophomore level Exploration course introduces students to potential pathways, leading ultimately to work-based learning opportunities. Students earn credentials and college credit through CCP, AP, and credit flex. The model calls for every student to graduate with 12 college credits, plus a credential or pre-apprenticeship preparing them for college AND careers.</p>
<p><b>TechCred AI Partnership</b></p>	<p>The ESC NEO BAC partnering with Cuyahoga Valley Career Center (CVCC) provided employers with the opportunity to offer their employees certification in Artificial Intelligence (AI) to enhance business processes and productivity. Ohio's TechCred authorizes approved education vendors to offer short-term training leading to in-demand credentials and certificates. Upon proof of completion, employers are eligible to apply for funding reimbursement from the state for their employees' training. The purpose of the program is to incentivize employers to upskill incumbent employees and/or to train new employees for positions in high-demand industries or with leading edge technologies. The NEO BAC offered a six-part series, "Making ChatGPT and Generative AI Work for You," leading to certification for employees of the City of Defiance and other employers.</p>
<p><b>Career Technical Education Network Committee</b></p>	<p>Career Technical Education Network Committee is made up of the 16 CTPD and Tech Prep leaders that are connected to the BAC. The quarterly meetings covered topics on credit flex, pathway development, CTAGs, labor market data, pre-apprenticeships, credentials and educator recruitment and licensing. The goals of this committee are to build relationships and share best practices.</p>
<p><b>College Credit Plus Teacher Credentialing Grant</b></p>	<p>The ESC of Northeast Ohio BAC is leading a Consortium of 27 Districts and 3 Universities (Ashland, Kent State, University of Cincinnati) for the second year of the grant to provide 40 secondary educators with tuition-free graduate credits so that they can become accredited to teach College Credit Plus (CCP) courses in their district high schools. Through a grant from ODEW/ODHE to the ESC NEO, teachers are earning credits in Information Technology, Mathematics, and in English Language Arts, Communications, U.S. History, Government and Politics, and other disciplines. Upon completion of 18 graduate credits in the content area, teachers may be accredited as adjuncts from the participating universities and are qualified to teach CCP courses in their districts providing students with dual-credit opportunities for CTE, early college, and career preparation.</p>
<p><b>Expansion of Pathway Development</b></p>	<p>The ESC of Northeast Ohio expanded its services by hiring a regional career technical education and workforce consultant for the department of professional learning and workforce development. This role provides services to NEO districts for CTE pathway expansion. Services include design, state compliance navigation, understanding funding, connecting with a CTPD, teacher licensure, curriculum support, and all other elements related to building a high quality CTE program. This has resulted in at least six new pathways being added for FY26.</p>

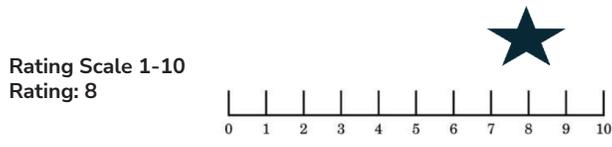


<p><b>BILTS (Business-Industry Leader Teams)</b></p>	<p>The ESCNEO BAC continues to develop its Business-Industry Leader Teams partnering with numerous businesses. The BAC facilitates education and Human Resources and business leaders focus groups to understand employer needs. The focus group meeting between educators and healthcare providers resulted in The Northeast Ohio Pathways in Health Careers Initiative among districts, YouScience, healthcare providers, and Lakeland Community College for the benefit of students exploring health careers, as well as production of videos.</p>
<p><b>Greater Cleveland Career Consortium</b></p>	<p>The ESC NEO BAC partners with Greater Cleveland Career Consortium (GCCC), an initiative focused on career development for students in urban Cleveland and 10 First Ring Districts to facilitate in-school lessons, college and career advising, business speakers, job shadowing, and work-based learning for students in middle and high school.</p>
<p><b>Collaboration, Communication, and Outreach</b></p>	<p>ESCNEO Works is a digital website and resource for NEO educators, counselors and career liaisons, students and business representatives. Videos featuring business leaders from in-demand job sectors can be found on the website. Information about student Summer Career Camps, career fairs, etc. is posted at the site, as well as BAC meeting information and links to partnering businesses and organizations. The ESCNEO Works newsletter is published quarterly.</p>

**Challenges Implementing Goal 2:**

Northeast Ohio has a dense network of partnerships, providers, businesses and opportunities. With our service footprint in five counties, communicating all of the opportunities to districts in a cohesive, timely manner can be challenging.

**Goal 3: Coordinate Experiences**



<p><b>ESC of Northeast Ohio's Business Advisory Council (ESCNEO-BAC) Member Network</b></p>	<p>BAC Network 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 2025-2026 school year, network events were provided in partnership with ODEW, Ohio LifeSciences, ODOT, and on-site at businesses.</p>
<p><b>Greater Cleveland Career Consortium</b></p>	<p>Greater Cleveland Career Consortium (GCCC) is a collective of public, private, education, and nonprofit organizations utilizing a collective impact approach to career exploration and readiness. Through a comprehensive 7-12 career exploration curriculum (PACE), 8000 students in 11 BAC districts have participated in 150+ in school lessons and 350 WBL opportunities provided through 140 employer partners.</p>
<p><b>Education, Employment, Enlistment, and Entrepreneurship (E4ME) Opportunity Fair</b></p>	<p>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.</p>
<p><b>Teacher Work Based Learning Camps</b></p>	<p>The BAC offers Teacher Work-based Learning Camps to provide educators with opportunities to learn about business needs within our Northeast Ohio region, especially related to the in-demand sectors of Manufacturing, Healthcare, Information Technology, Construction, and Government and Service Industries. Economic development partners–AWT, Conexus NEO, Greater Cleveland Partnership, MAGNET, TeamNEO–and business leaders meet with teachers in hybrid information sessions and provide business site visits where educators learn about employer needs, student content and skills necessary for entry-level employment and careers. The Summer Teacher Bootcamp is a partnership between the BAC and Ashland University offering graduate credit for participants. Students have been hired as a result of the Teacher Work Based Learning Camps and Summer Teacher Bootcamp.</p>

**Northeast Ohio  
Adult Education  
Providers  
Network Annual  
Conference**

The ESC NEO BAC partners with the Northeast Ohio Adult Education Providers Network, an organization of more than 30 adult learning agencies, from basic literacy Aspire through employment training, and higher education, focused on helping adult learners more easily navigate the complex education-to-workforce continuum. The BAC-hosted annual conference draws 80+ attendees from education, non-profit, and provider agencies to learn and experience from experts in education and workforce development.

**Focus Groups**

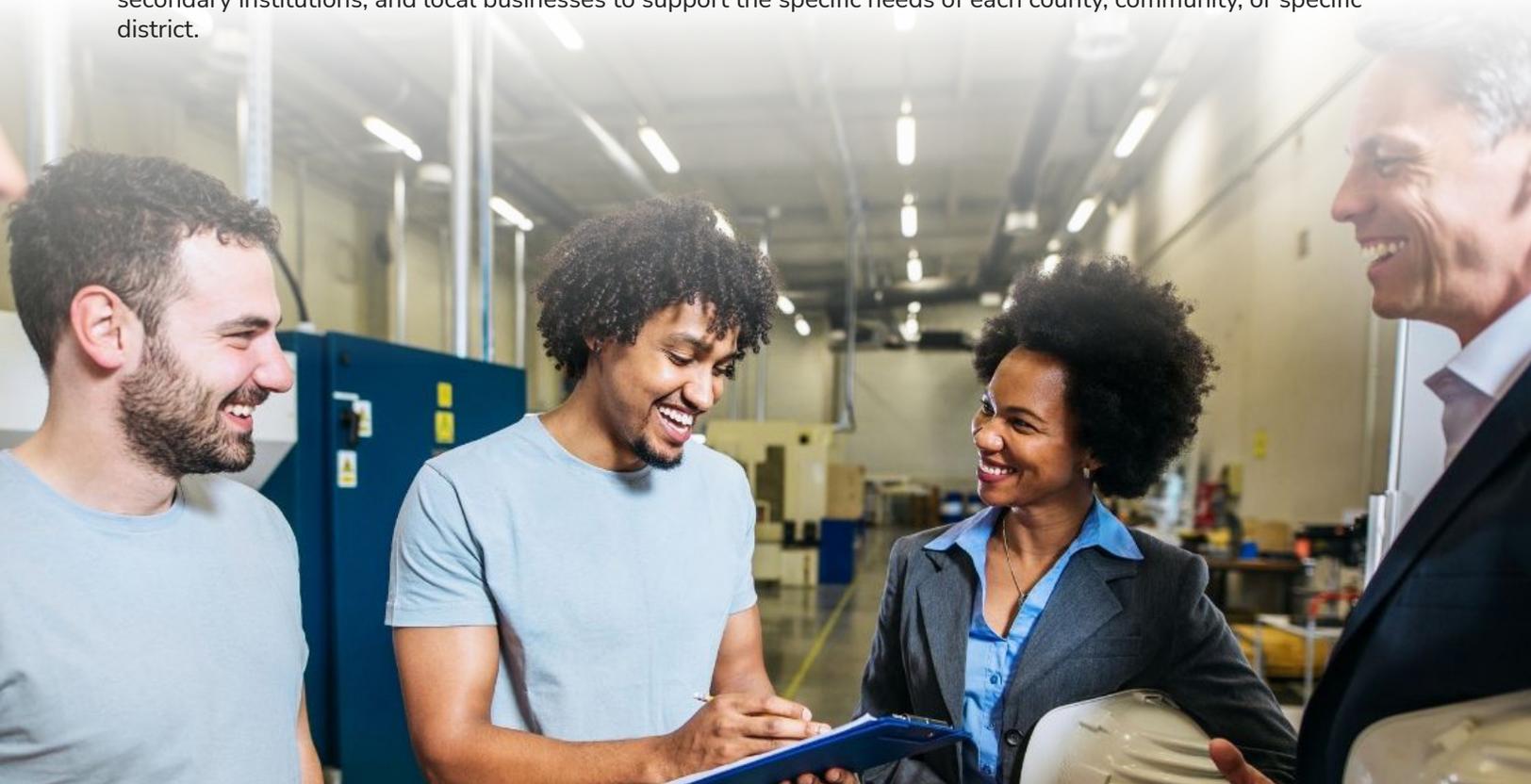
The ESC NEO BAC hosts focus groups on topics of interest related to in-demand industries, such as the Health Workforce initiative, advanced manufacturing, and others. In February, 2026, the ESC NEO, its BAC and Adult Education Providers Network hosted a round table led by Ohio Senator Jon Husted with approximately 20 educators from districts, career centers, community colleges and universities about two federal workforce initiatives that may expand students' opportunities to earn postsecondary credentials at reduced cost: the FEED Act (Freedom to Invest in Tomorrow's Workforce Act) and Workforce Pell.



The FEED Act expands the use of 529 education savings accounts to cover short-term post-secondary credentialing and workforce training programs. It is designed to help more students access high-demand career pathways, certifications, and forms of education that do not necessarily lead to a four-year degree. Workforce Pell is a federal proposal that would allow Pell Grants to be used for high-quality, short-term workforce credential programs aligned to in-demand jobs. Beginning on July 1, 2026, grants will be available to income-eligible students in qualifying workforce education programs that lead to certificates and credentials rather than college degrees.

**Challenges Implementing Goal 3:**

The Northeast Ohio BAC spans a five-county region, supporting 45 aligned districts plus 2 independent schools. The BAC coordinates programs in collaboration with industry sector partners, community agencies, post-secondary institutions, and local businesses to support the specific needs of each county, community, or specific district.



# 2025-2026 NORTHEAST OHIO BUSINESS PARTNERS

ACT	CVS Health	Junior Achievement	Ohio Schools Council (OSC)
Adcom	Dale Carnegie	Jump Start	Ohio Workforce Solutions
Advanced Innovative Manufacturing	Davey Tree	Kent Displays	Playhouse Square
Aerozone Alliance	Dealer Tire	Kent State University	Polaris Career Center
Argonaut	Defined Learning	Kent State University College of Podiatry	Portage County Board of Developmental Disabilities
Avenue of Aurora	DelMonte Hotels	Knez Builders	Portage County Jobs and Family Services
Advocacy and Communication Solutions	Delta Dental	Knowtion, Inc.	Portage Lakes Career Center
Akron University	Destination Cleveland	Koinonia Homes	Promise Neighborhood R.I.T.E.
All Caring Hospice	Dollar Bank	Literacy Cooperative	Rocket Mortgage Field House
AMT (Medical Manufacturing)	Dollar Tree	Laborers 860 Apprenticeship Coord.	Rockwell Automation
Arbys	Dominion Energy	Lakeland Community College	RTA
Area Temps	Drive Ohio	Lincoln Electric	Sawmill Creek
Ashland University	Drywall Finishers	LOWES	Schneller
Avery Dennison	Dunkin Donuts	Lubrizol	Seeds of Literacy
AWT	Eaton	MAGNET	Sheet Metal Workers Local 33
Bright Beginnings	Electricians Local	Manufacturing Works	Sherwin Williams
Building Laborers 310	Enerco	Maplewood Career Center	Signature Health Inc.
Burger King	Esperanza	Martha Holden Jennings Foundation	Solar United Neighbors
Cargill Inc.	FBI-Cleveland	May Dugan Center	Speedway
Case Western Reserve University	Federal Homeland Security	McDonalds	Swagelock
Cedar Fair	Federal Reserve	Medical Mutual	Target
CEJATC-IBEW Local #38	FedEx	Medina County Career Center	Team NEO
Cement Masons	Fish Window Cleaning	Metro Health	Tech Elevator
Central Graphics	Geauga Growth Partnership (GGP)	Metropolitan Veterinary Academy	The Akron University
City of Cleveland	Giant Eagle	Mitchell's Ice Cream	The Cleveland Foundation
City of Independence	Girl Scouts of Northeast Ohio	N.A.S.A.	The Image Group
City of Lakewood	Goodwill	National Interstate Insurance Co.	The Ohio State University
Cleveland Builds	Great Lakes Cheese	Northeast Ohio Regional Sewer District	ToolingSMU
Cleveland Cavaliers	Great Lakes Growers	Northeast Ohio Tech Prep	Total Quality Logistics
Cleveland Cliffs	Greater Cleveland Careers Consortium	Oberlin College	Transport Services
Cleveland Clinic	Greater Cleveland Partnership	Ohio Department of Administrative Services (ODAS)	Trinity High School
Cleveland Guardians	Greater Cleveland Sports Commission	OEC	Towards Employment
Cleveland Metroparks	Greater Cleveland Works	Ohio ACTE	Turner Construction
Cleveland State University	GrowU	Ohio Aerospace Institute	University Hospitals Portage Medical Center
CMP Communications	Harner Plumbing	Ohio Department of Rehabilitation & Correction	University of Cincinnati
College Now	HBA of Greater Cleveland	Ohio Environmental Protection Agency (EPA)	US Airforce/Space Forever
Component Repair Technologies (CRT)	Higher Education Compact of Greater Cleveland	Ohio Department of Transportation (ODOT)	US Army
Conexus NEO	Holden Forests and Gardens	Ohio Guidestone Workforce 360	US Coast Guard
Cornerstone of Hope	Holiday Inn Rockside	Ohio Homeland Security	US Foods
Consultamos LLC	Holmes Applesauce	Ohio Life Sciences	US Marshalls Service
Creekside Bar & Restaurant	Home Depot	Ohio Savings Bank	US Marines
Cuyahoga Community College	Hospice of the Western Reserve	Opportunities for Ohioans with Disabilities	US Merchant Marine Academy
Cuyahoga County	Hospitality Restaurants	Olympic Steel	US Navy
Cuyahoga County Board Developmental Disabilities	Hyland Software	Orlando Bakery	US Secret Service
Cuyahoga County Public Library	IBEW NECA		Verizon
Cuyahoga Soil and Water	International Brotherhood of Electrical Workers		Weston Hurd
Cuyahoga Valley Career Center	Jennings Center for Older Adults		YMCA
Cuyahoga Valley Chamber of Commerce	Jergens Inc.		YouScience
Custom Rubber Solutions	Johns Hopkins University		Youth Opportunities Unlimited
	Journey Women		

The 2025-2026 Northeast Ohio Business Advisory Council (BAC) Member School Districts represents 46 districts, 2 independent high schools, and 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
Berea City Schools	Tracy	Wheeler	Superintendent	twheeler@bereaschools.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 City Schools	Warren	Morgan	Superintendent	warren.morgan@clevelandmetroschools.org
Cuyahoga Heights Local Schools	Matt	Young	Superintendent	myoung@cuyhts.org
Cuyahoga Valley Career Center	Dave	Mangas	Superintendent	dmangas@cvccworks.org
East Cleveland City Schools	Henry	Pettiegrew II	Superintendent	hpettiegrew@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	Kelli	Cogan	Superintendent	kcogan@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 Heights City Schools	Olympia	Della-Flora	Superintendent	olympia.dellaflora@mapleschools.com
Mayfield City Schools	Michael	Barnes	Superintendent	mbarnes@mayfieldschools.org
North Olmsted City Schools	Chris	Caleris	Superintendent	chris.caleris@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	Scott	Hunt	Superintendent	hunts@parmacityschools.org
Randall Park High School	Tara	Colon	School Director	tara.colon@randallparkhigh.org
Richmond Heights Local Schools	Marnisha	Brown	Superintendent	brown.marnisha@richmondheightsschools.org
Rocky River City Schools	Adham	Schirg	Superintendent	adham.schirg@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	Dominick	Kaple	Superintendent	kaple@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	Mike	Hanlon	Superintendent	michael.hanlon@chardonschools.org
Kenston Local Schools	Bruce	Willingham	Superintendent	bruce.willingham@kenstonapps.org
Lake County	First	Last	Title	Email
Kirtland Local Schools	Chad	VanArnhem	Superintendent	chad.vanarnhem@kirtlandschools.org
Wickliffe City Schools	Mike	Chokshi	Superintendent	michael.choskhi@wickliffeschools.org
Willoughby-Eastlake City Schools	Patrick	Ward	Superintendent	patrick.ward@weschools.org
Portage County	First	Last	Title	Email
Aurora City Schools	Paul	Milcetic	Superintendent	pmilcetic@aurora-schools.org
Crestwood Local Schools	Aireane	Curtis	Superintendent	acurtis@crestwoodschoosls.org
James A. Garfield Local Schools	Ted	Lysiak	Superintendent	tlysiak@jagschools.org
Ravenna City Schools	Ben	Ribelin	Superintendent	ben.ribelin@ravennaschools.us
Streetsboro City Schools	Cindy	Deevers	Superintendent	cdeevers@scsrockets.org
Waterloo Local City Schools	Frank	Gant	Superintendent	fgant@waterloovikings.org
Summit County	First	Last	Title	Email
Akron Public Schools	Mary	Outley	Superintendent	moutley@apslearn.org
Barberton City Schools	Jason	Ondrus	Superintendent	jondrus@barbertonschools.org
Revere Local Schools	Daniel	White	Superintendent	dwhite@revereschools.org
Twinsburg City Schools	Steve	Marlow	Superintendent	smarlow@twinsburgcsd.org



E4Me Opportunity Fair



6393 Oak Tree Boulevard, Independence, Ohio 44131 | 216-524-3000  
[www.escneo.org](http://www.escneo.org) | [www.escneoworks.org](http://www.escneoworks.org)