

Mid-Ohio ESC Business Advisory Council

Plan 2025-2026

The Mid-Ohio ESC Business Advisory Council (BAC) serves as a collaborative partnership between businesses, educators, and community leaders across Richland, Morrow, and Crawford counties. Our mission is to foster a robust relationship between education and the workforce by enhancing communication, fostering strategic partnerships, and emphasizing workforce readiness, leadership development, and civic engagement for all students in our region.

Excellence

Recognized for our high standards and exceptional performance, our Business Advisory Council was honored with a prestigious 3-Star Rating of Excellence by the Ohio Department of Education and Workforce in 2025. This rigorous rating, just shy of the highest 4-star rating, reflects our commitment to excellence in fostering education and business partnerships.

- **Economic Excellence Award:** The Mid-Ohio ESC Business Advisory Council was recognized by the Richland Area Chamber & Economic Development through the Economic Excellence Award for significant contributions to workforce development. This award is given to those who have made meaningful impacts on the local economy. The Business Advisory Council's partnerships and programs have resulted in valuable student programs and collaborative partnerships that have improved student access to careers in the region.
- **Workforce Development Award:** The Mid-Ohio ESC Business Advisory Council is the proud recipient of the Crawford Partnership Workforce Development Award. The Workforce Development Award is presented to individuals, organizations, or collaborative projects that have shown a strong commitment to advancing workforce development and have significantly contributed to preparing a skilled workforce to meet the needs of growing companies.
- **State of Ohio Senate Outstanding Accomplishment Recognition:** The Mid-Ohio ESC Educator Boot Camps were honored by Senator Matt Huffman, President of the Ohio Senate, and Senator Bill Reineke of the 26th Senatorial District for their outstanding contributions to the community. This recognition highlights how the program effectively connects teachers with local businesses, enabling educators to bring valuable real-world insights back to their classrooms. The Ohio Senate commended our program for its positive impact on local quality of life and the widespread respect it has garnered among the business community.

Our Mission

Our goal is to create an education system that is responsive to regional economic needs, providing students with career readiness learning experiences that are locally focused and impactful.

We focus our work on Three Quality Practices:

- 1. **Develop Professional Skills for Future Careers:** We are committed to equipping students with the essential skills required for success in the evolving job market. This includes integrating business insights into curriculum development, offering educator professional development, and directly involving employers in classroom activities.
- 2. **Build Strong Partnerships:** By cultivating meaningful partnerships with local businesses, industry leaders, workforce boards, and educational institutions, we aim to create opportunities that align with in-demand careers in our region. Our collaborative efforts ensure that students are prepared for diverse career pathways, including college, industry credentials, apprenticeships, and military enlistment.
- 3. **Coordinate Experiential Learning Opportunities:** The BAC connects students to hands-on learning experiences such as internships, apprenticeships, and job shadowing, allowing them to apply their knowledge in real-world settings and gain valuable insights into their chosen career paths.

Action Teams

Our Action Teams bring together local business and education partners to develop and deliver career activities tailored to the specific needs of each county. These teams organize experiential career learning opportunities, helping students explore various career options and build essential skills. By focusing on community-specific programs, we aim to enhance career readiness and support local workforce development.

Business Advisory Council Structure

Business Advisory Council Geographic and Demographic Information	
Structure and Name of the Business Advisory Council	Educational Service Center (Mid-Ohio ESC)
JobsOhio Regions in which business advisory council operates	Northwest, North East and Central (Richland, Morrow and Crawford Counties)

Schedule of Meetings

Mid-Ohio ESC Business Advisory Council Meetings 2024-2025 School Year	
Quarter 1 Meeting: September 24, 2025	Quarter 2 Meeting: November 19, 2025
Quarter 3 Meeting: February 25, 2026	Quarter 4 Meeting: April 22, 2026
Action Planning teams for each county (Morrow, Crawford & Richland) meet monthly.	

School District Participants

School district participation in the Business Advisory Council is vital for aligning educational programs with industry needs. By collaborating closely, we ensure that curricula are tailored to prepare students effectively for the job market. This partnership provides valuable insights into both educational challenges and workforce requirements, fostering a more cohesive approach to student development and career readiness.

Member School Districts Represented by the Business Advisory Council			
	School District	District Superintendent	Superintendent Email
1	Bucyrus City Schools	Robert Britton	rbritton@bucyrusschools.org
2	Cardington-Lincoln Local Schools	Todd Spinner	todd.spinner@cardington.k12.oh.us
3	Crestview Exempted Village Schools	James Saxer	saxer.james@crestlinebulldogs.org
4	Crestview Local Schools	Jim Grubbs	grubbs.jim@crestviewschools.net
5	GOAL Digital Schools	Tish Jenkins	tjenkins@mygda.org
6	Highland Local Schools	Nate Huffman	nate_h@hlsd.us
7	Lexington Local Schools	Jeremy Secrist	secrist.jeremy@lexington.k12.oh.us
8	Lucas Local Schools	Brad Herman	herman.brad@lucascubs.org
9	Madison Local Schools	Rob Peterson	rpeterson@madisonrams.net
10	Mount Gilead Exempted Village Schools	Jeremy Froehlich	jfroehlich@mgschools.org
11	Northmor Local Schools	Chad Redmon	redmon.chad@northmor.k12.oh.us
12	Plymouth Shiloh Local Schools	Brad Turson	bturson@plymouthk12.org
13	Shelby City Schools	Michael Browning	browning.michael@shelbyk12.org
14	Mid Ohio ESC	Kevin Kimmel	kimmel.kevin@moesc.net
15	Clear Fork Valley Local Schools	Cody Reese	reesecj@cfcolts.org
16	Ontario Local Schools	Keith Strickler	strickler.keith@olsohio.org
17	Wynford Local Schools	Forrest Trisler	trisler.forrest@wynfordroyals.org

Education Partnerships

The involvement of colleges and workforce partners in the Business Advisory Council is essential for building strong pathways from education to employment. By contributing expertise on labor market trends, credentialing opportunities, and high-demand industries, these partners help ensure students are gaining the skills and knowledge needed for success beyond high school. Their collaboration supports seamless transitions into postsecondary education, training, and the workforce, while also addressing regional talent pipeline needs. This partnership strengthens alignment between K-12 education, higher education, and industry, creating more opportunities for students to pursue meaningful, in-demand careers.

Mid Ohio Business Advisory Council Education Members		
Education Member	Title	Organization
Dr. Kelly Gray	V.P. Academic Services	North Central State College
Mike Augenstein	Director of Workforce Solutions	Marion Technical College
Cindi Wood	Director of Community Relations	Ohio State University Mansfield
Nate Harvey	Director	Crawford Success Center
Cathy Gerber	Director of Community Relations	Ohio State University Marion
Bethany Rachel	Career Coach & Junior Achievement	Ontario Local Schools & Junior Achievement
Greg Nickoli	Superintendent	Pioneer Career Center
Kevin Foreman	Coordinator	Turbo Cert Program
Julie Frankl	Career Tech Consultant	SST7
Sonja Pluck	Director	Madison Adult Career Center
Lisa Brown	School Counselor	Crestview Local Schools
Angie Cirone	Foundation Director	Mansfield Richland Area Educational Foundation
Amanda Staley	Extension Educator	OSU Extension Morrow

Business Member Participants

Business participation in the Business Advisory Council is essential for ensuring that educational programs meet current industry demands. By contributing their expertise, businesses help align curricula with real-world job requirements, providing valuable insights into skills and knowledge needed for career success. This collaboration bridges the gap between education and employment, enhancing student preparedness and fostering a stronger connection between the classroom and the workforce.

Participating Businesses		
Business Advisory Council Member	Title	Industry
Nichole Scott	Director of Nursing	Ohio Health
Mindy Sanford	Senior Advisory Workforce Development	Ohio Health
Matt McClester	Field Representative	Bricklayers Union & Allied Craftworkers
Zoi Romanchuk	Vice President	PR Machine Works
Pam Stimpert	Career Coach	SPARC Council Talent Development
Ann Downs	RMC Director	Regional Manufacturing Council
Frank Gibson	Intermediary	Regional Manufacturers Workforce Alliance
Clint Knight	Area 10 Workforce Development Director	Area 10 Workforce Development Board
Lisa Marcum	Workforce Development Manager	Crawford Partnership & Crawford County BAC
Randi Spoon	Workforce Coordinator	Morrow County Development Office
Tyler Shinaberry	SPARC Council Chair	SPARC Council
Gene Gompf	Director, CFSP	Gompf Funeral Homes
Breann Klug	Senior Business Operations Specialist	FANUC
Carl Cole	Plant Manager	Diamond Wipes
Capt. Melissa Steele	Captain, USAF 179th	USAF 179th Cyber Defense
Kelly Carey	Workforce Specialist	Office of Workforce Development
Lori McCleese	President NC Region	Junior Achievement
Annie Carter	President	Carter Machine Hydranamics
Ann Artrip	Transitions Manager	Morrow County Board of DD
Jenny Reed	H.R. Director	Mid-Ohio ESC
Jamie Brucker	Director	Morrow County Development
Amber Wertman	Executive Director	United Way of North Central Ohio
Gina Stewart	Recruitment/Retention Specialist	Clearwater Council of Governments
Ben Rietschlin	Owner	Rietschlin Construction
Gary George	Employment Navigation	Richland New Hope DD
Kara Ault	Opportunities Manager	Abilities in Action

Participating Businesses		
Business Advisory Council Member	Title	Industry
Amanda Webb	V.P. Human Resources	Eagle Crusher
Adam Weiser	Plant Manager	Advanced Fiber Technologies
Chris Robinette	Plant Manager	Tramec Sloan
Regina Miller	Human Resources Director	IB Technologies
Adam Weiser	Plant Manager	Advanced Fiber Technologies
Steve Wolford	Human Resources Director	Avita Health
Cindi Miller	Human Resources Director	Timken
Jennifer Wolfe	Human Resources Director	Covert Manufacturing
Traci Oswald	Senior Human Resources Manager	Ohio Mutual Insurance
Bryce Butler	Youth Programs Manager	Goodwill
Casey Pollock	Human Resources Director	Cardington Yutaka Technologies
Michelle Smith	Director of Human Resources	Lubrication Specialties, Inc.
Carla Pell	HR Generalist	Dollar Tree Distribution Center
Fred Brong	Plant Manager	Adalet
Keith Hummel	Controller CMI Division	Tramec Sloan
Kerrie Karte	Director GLCAP	Manufacturing Industry Sector Partnership
Shayla Agin	HR Resource Manager	Elliott Machine

Business Advisory Council

Activities & Initiatives for the 2025-2026 School Year

QUALITY PRACTICE 1: DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

Initiative 1	Business Advisory Council Expert Advisors
Details of the plan associated with implementing this quality practice.	Each Business Advisory Council Meeting will include experts from business, economic and workforce development, Workforce Alliances, Ohio Means Jobs Centers, industry sector partnerships, higher education, etc. Experts will advise the Business Advisory Council at each meeting, providing input on curriculum alignment with the skills needed for in-demand professions and on topics and programs that will benefit students and businesses. Advising will include site visits to local businesses. The Business Advisory Council will engage expert advisors during each (4 of 4) meetings to provide resources and critical data and information on conditions impacting the labor force, living wages, Ohio's investments and programs in workforce development, high growth high wage jobs, employer trends and priority workforce initiatives and programs. Student input from surveys, YouScience and the focus group from the Mid-Ohio ESC Student Leadership Challenge Leaders (represents all school districts) will be used to inform Business Advisory Council plans.
Participating school districts. Percentage of students within the BAC to be impacted by this initiative.	100 percent of BAC school districts will be impacted. Bucyrus City Schools, Cardington-Lincoln Local Schools, Crestline Exempted Village Schools, Crestview Local Schools, GOAL Digital Schools, Highland Local Schools, Lexington Local Schools, Lucas Local Schools, Madison Local Schools, Wynford Local Schools, Mount Gilead Exempted Village Schools, Northmor Local Schools, Plymouth Shiloh Local Schools, Shelby City Schools, Ontario Local Schools, Clear Fork Valley Local Schools and Mid Ohio Educational Service Center.
Businesses/industries involved. Role businesses play in implementation.	The BAC Business Leader Co-Chair (Ohio Mutual Insurance Company) will provide collaboration and engagement with appropriate personnel from each identified entity, and the Business Advisory Council membership to identify and schedule experts in each county, region and the state of Ohio who can serve in the capacity to advise on the skills needed for in-demand professions.
How this initiative helps to develop relevant in-demand skills for students and educators	Experts will advise the Business Advisory Council, providing input on curriculum alignment with the skills needed for in-demand professions and on topics and programs that will benefit students and businesses.
Skill gap or talent pipeline challenge addressed by this initiative to help the area/region? Data to support the skill gap or pipeline challenge?	Crawford (28.6%), Richland (29.2%), and Morrow (22.8%) counties trail far behind Ohio's postsecondary attainment rate of 52.8%, creating a talent shortage in key industries such as manufacturing (14.1%), healthcare (12.5%), and retail (11%). By engaging industry experts directly in advising the BAC, this initiative: Identifies local, current skill needs in real time, ensures career advising and curriculum pathways reflect employer expectations, builds a stronger talent pipeline by exposing students early to the opportunities that exist locally.
How this initiative impacts students with disabilities.	Incorporating expert advice and student feedback ensures that career programs are accessible and tailored to the needs of students with disabilities, aligning curriculum and workplace readiness with inclusive practices. Experts such as Abilities in Action, Clearwater COG, State Support Team 7 and more will advise on accommodations, workforce trends, and support systems to ensure students with disabilities gain relevant skills and access to employment opportunities.

Initiative 2	Educator Summer Boot Camps (3: Richland, Morrow, Crawford)
Details of the plan associated with implementing this quality practice.	This initiative empowers educators to bring real-world industry knowledge into the classroom. Our Teacher Manufacturing & Technology Bootcamps are designed to provide teachers with firsthand experience and training in manufacturing processes, technologies, and career opportunities. We will convene a workgroup from the BAC and County Workforce Development Partners to plan for educator (teachers, guidance counselors) bootcamps implementation in summer 2026 in each county; Richland, Crawford and Morrow. We will collaborate with Ashland University for graduate credit hours and for funding from the Lt. Governor's Office of Workforce Transformation. Business partners will be secured to cover any additional expenses for educators who wish to attend.
Participating school districts. Percentage of students within the BAC to be impacted by this initiative.	This program is available to all school districts in Richland, Morrow, and Crawford Counties. This BAC typically is awarded at least 45 seats from Lt. Governor's Office/Ashland University for this initiative.
Businesses/industries involved. Role businesses play in implementation.	Businesses vary slightly each year and have included the following: Jay Industries, Phillips Tube, Jones, Inc., Gorman Rupp, Skybox, GRI Bellville, Major Metals, DarPro Storage Solutions, Lincoln Center Manufacturing, Lubrication Specialties Inc. Dollar Tree, Cardington Yutaka Technologies, Ballie Lumber, Imasen Bucyrus Technology Inc., Crossroads Factory Store, Carter Machine, Covert Manufacturing, CTR Holdings, Elliott Machine Works, Integrated Systems Technologies, ES Consulting, Stoneridge, DRM Productions, Schmidt Security Pro, Avita Health System and 179th Cyberspace Wing. Businesses co-plan and facilitate the bootcamp tours and workforce presentations.
How this initiative helps to develop, support or teach relevant in-demand skills for students/educators	Educators get firsthand experience with current manufacturing technologies and processes, which helps them understand the practical applications of the concepts they teach. This exposure allows them to bring real-world examples back to the classroom, making lessons more engaging and relevant.
Skill gap or talent pipeline challenge addressed by this initiative to help the area/region?	This initiative directly addresses the misalignment between classroom learning and the skills employers need in high-demand industries across our region. Employers in advanced manufacturing and healthcare consistently report challenges in finding candidates who understand both the technical competencies and the workplace expectations required for success. At the same time, teachers, our daily career readiness advisors, often lack first-hand exposure to local industries, making it difficult for them to prepare students with accurate, relevant guidance. By immersing educators in workplace tours, labor market workshops, and hands-on learning with industry professionals, the Boot Camps strengthen the talent pipeline at its foundation.
How this initiative impacts students with disabilities.	Will serve to better prepare the area educators to address the needs of students with disabilities and assist in a quality transition plan for students entering the workforce or post-secondary education. Resources for evidence based predictors and practices for students with disabilities will be integrated with bootcamp course content.

Initiative 3	Pilot Program: Regional Economic Development Credentials School Staff as "Connections to Careers Advisors/Ambassadors"
Details of the plan associated with implementing this quality practice.	Recognizing that our school staff are our 180 day per year career advisors, the BAC has formed a unique partnership with Team NEO where every teacher and staff member in one pilot school district will be credentialed through Team NEO, as a Connections to Careers Advisor (certified staff) or Ambassador (classified staff). This empowers all educators to become navigators and mentors in the student career journey, providing a strong network of continuous career advisors. Educators will receive hands-on exposure to local industries through four dedicated professional development sessions during the 25-26 school year: August 13th: Team NEO and RGP regional workforce data presentations, Lt. Governor recognizes the district for pioneering this effort.

Initiative 3	Pilot Program: Regional Economic Development Credentials School Staff as “Connections to Careers Advisors/Ambassadors”
	<p>August 19th: Facilitated Employer Discussion Panel and Manufacturing & Technology Expo (with 29 hands-on stations for staff provided by industry partners)</p> <p>October 27: Healthcare work force overview, site visits (Ontario, Bucyrus, Crestline Healthcare Logistical Center) and hand-on activities</p> <p>February 13: Liberal Arts & General Business workforce overview, station rotations (at OSU Marion)</p> <p>March 20: Celebration Ceremony, Educator Artifact Showcase.</p> <p>These sessions create real-time connections between teaching and industry needs, bridging classrooms with careers and demonstrate how a school district can capture professional development days to support educator engagement in workforce activities.</p>
Participating school districts	Bucyrus City Schools will participate in the 2025-2026 school year as a pilot district.
Businesses/industries involved. Role businesses play in implementation.	Teachers and staff will rotate through dozens of interactive learning sessions (panels, presentations, stations and site visits) led by Business Advisory Council partners, local employers, higher education institutions, and workforce partners. No-cost Ashland Credit will be offered through a graduate level course provided by the Business Advisory Council (MOESC) instructor. BAC will provide all logistics and planning in collaboration with the district.
How this initiative helps to develop relevant in-demand skills for students and educators	These experiences are designed to give educators hands-on exposure to career-connected learning they can bring back to their classrooms.
Skill gap or talent pipeline challenge addressed by this initiative to help the area/region?	Though school staff are with students 180 days or more each year, it has been challenging to quickly increase educator capacity to understand the workforce in a way that helps them to advise the students they see every day.
How this initiative impacts students with disabilities.	Will serve to better prepare the area educators to address the needs of students with disabilities and assist in a quality transition plan for students entering the workforce or post-secondary education. Resources for evidence based predictors and practices for students with disabilities will be integrated with the professional development experiences.

QUALITY PRACTICE II: BUILD PARTNERSHIPS

Initiative 4	Participate in Cooperative Partnership Endeavors
<p>Describe how the BAC plans to strengthen and expand business representation and partnerships.</p>	<p>The Business Advisory Council is committed to actively engaging in cooperative partnership endeavors, fostering collaboration with diverse stakeholders and working collectively to advance our shared goals and initiatives.</p> <ul style="list-style-type: none"> -Regular updates provided to Superintendent and at BAC and other similar working groups during meetings in Richland, Crawford and Morrow Counties -Representatives from each initiative report at each Mid-Ohio ESC BAC meeting -Developing a data collection plan for collecting information about career activities across all counties -The BAC provides partnership connections, planning, logistical and data support to each shared endeavor -Engagement in the following partnership initiatives and programs being offered by partners: <ul style="list-style-type: none"> ● Crawford Partnership Business Advisory Council Activities <ul style="list-style-type: none"> ○ You Science data sharing ○ CEO Program (coming FY26) ○ WAGE Tours ● Mansfield Richland Area Educational Foundation Initiatives <ul style="list-style-type: none"> ○ Leader Richland ○ Employemepalooza ○ Career Institute ○ Aviation Career Day ○ Young Leaders Institute ● RMC Manufacturing Days <ul style="list-style-type: none"> ○ Richland, Crawford and Morrow Counties ● Pioneer Career Center <ul style="list-style-type: none"> ○ Career Coaches located in participating BAC high schools ○ You Science data sharing ● Tri-Rivers Career Center <ul style="list-style-type: none"> ○ You Science data sharing ● Goodwill Work Based Learning, Catalyst Life Services and Richland New Hope Youth work based learning programs ● MOESC Student Leadership Challenge
<p>Plan to utilize insights from businesses and industry to increase skills for students and educators.</p>	<p>The Business Advisory Council leverages insights from business and industry partners to guide program planning, curriculum alignment, and professional learning for both students and educators. Regular updates at BAC meetings ensure that employers need to directly inform local initiatives across Richland, Crawford, and Morrow Counties. Through partnership activities and multiple YouScience data-sharing efforts, students gain exposure to in-demand careers while educators deepen their understanding of workforce expectations. Work-based learning programs offered through partners like Goodwill, Catalyst and Richland New Hope further connect classroom instruction to real-world skills. Together, these efforts strengthen the region's talent pipeline by equipping students with the technical and employability skills employers value most. Tools like YouScience provide data on students' aptitudes, aligning their strengths with in-demand careers. This data is shared across educational institutions and career centers, helping educators tailor their teaching and guidance to meet both student needs and workforce demands. Educators benefit from participation in shared programs these initiatives give teachers insights into evolving industry trends and technologies, allowing them to adjust their curriculum and teaching strategies to prepare students for careers in fields like manufacturing, technology, and business.</p>
<p>How will identified expanded industries develop relevant in demand skills for students and educators?</p>	<p>Each initiative operates according to individual scopes of work determined by the partnership facilitating the activity. Each sponsoring entity leads activities that connect students and educators with real-world career experiences while expanding business partner participation through the BAC business partner referrals and workforce networks.</p>

Initiative 4	Participate in Cooperative Partnership Endeavors
How this initiative impacts students with disabilities.	Tools like YouScience help identify individual aptitudes, allowing students with disabilities to find career options that suit their unique abilities. Career coaches involved in the initiative provide personalized guidance for students with disabilities, ensuring they have access to resources and opportunities that match their abilities. This targeted support helps students navigate career pathways and overcome potential barriers to employment.
Data and measurable outcomes to achieve the plan.	Each initiative operates according to individual scopes of work and data collection processes and deadlines determined by the partnership facilitating the activity. The BAC will refine its data collection plan for collecting information about career activities across all counties.
How this initiative helps to develop relevant in-demand skills for students and educators	Tools like YouScience provide data on students' aptitudes, aligning their strengths with in-demand careers. This data is shared across educational institutions and career centers, helping educators tailor their teaching and guidance to meet both student needs and workforce demands. Educators benefit from participation in shared programs these initiatives give teachers insights into evolving industry trends and technologies, allowing them to adjust their curriculum and teaching strategies to prepare students for careers in fields like manufacturing, technology, and business.

Quality Practice III. Coordinate Experiences

Initiative 5	Action Teams in Richland, Crawford and Morrow Counties
Describe how the BAC plans to connect students to work based learning.	Business Advisory Council Action Teams convene local business and education partners to plan and provide student activities for the schools in each county. Action Teams chaired by workforce development and chamber partners in each of 3 counties (Richland, Morrow and Crawford) consisting of localized businesses and educators ("Career Champions") from each school regularly review Career Connections Framework, Quality Practices Rubric, Local YouScience and Labor market/workforce development Data, planning a continuum of career readiness experiences each year.
Participating school districts that will benefit from this initiative.	All Business Advisory Council districts. The initiative's county-specific approach allows for career activities tailored to the unique job markets of Richland, Morrow, and Crawford counties. Students benefit from hands-on experiences directly related to local industry needs, such as job shadowing, internships, and site visits to local businesses, helping them acquire skills that employers are seeking.
Businesses involved	A variety of businesses in Richland, Crawford and Morrow Counties will be engaged for this work, to be determined by each county's individual Action Team scope of work.
What role does business play in planning and implementation?	Each Action Team operates according to individual scopes of work and timelines determined by the Chairs and Co-Chairs facilitating the activity. Action Team Chairs and Co-Chairs, BAC members and schools and businesses to participate in action team planning meetings to collaboratively design activities for students.

Initiative 6	State Recognized Pre-Apprenticeship Program (Workforce Academy)
Describe how the BAC plans to connect students to work based learning.	Mid-Ohio Educational Service Center is a Provider of State Recognized Pre-Apprenticeship that is an alternative pathway to graduation. The BAC engages partner schools to enroll students who have this need in order to graduate. The Pre-Apprenticeship Program provides students with practical experience in high-demand fields like manufacturing and construction, allowing them to build industry-relevant skills that are directly transferable to the workforce. Research has consistently shown that access to vocational opportunities and alternative pathways to graduation (Pre-Apprenticeship paired with the Ohio Means Jobs Readiness Seal is one such alternative pathway), especially for students identified as economically disadvantaged or students with disabilities can mitigate disparities in high school graduation and their negative impacts. Collaboration is needed to identify partner schools who have students that would benefit from the program. The BAC will schedule meetings with school counselors and administrators to introduce the program and enroll students. Mid-Ohio ESC will train teacher facilitators at the school sites, monitor mechanisms to track the progress of enrolled students and communicate results with the BAC and Apprentice Ohio. The BAC will present during Mid-Ohio ESC School Counselor Network meetings and leverage Mid-Ohio ESC personnel to

Initiative 6	State Recognized Pre-Apprenticeship Program (Workforce Academy)
	meet with individual school counselors to explain the benefits of the program, and highlight how it aligns with both graduation requirements, IWIP credential reimbursement and career opportunities. To further expand access in the 2025-2026 school year, each student enrolled in the TurboCert Program will be offered the Pre-Apprenticeship.
Participating school districts and the number of students that will benefit from this initiative.	All school districts in Richland, Morrow and Crawford Counties. Impact can be determined once students have enrolled.
Businesses involved	Ohio Contractors Association, Carter Machine, OSU Extension, Adena, Goodwill, Abilities in Action, North Central State College, Integrated Systems Technologies and Various manufacturers and construction companies in Richland, Crawford and Morrow Counties.
What role does business play in planning and implementation?	Businesses play a critical role in planning and implementing the Pre-Apprenticeship Program by providing the real-world experiences that bring learning to life for students. Their involvement ensures that the program is not just theoretical, but directly connected to the skills and expectations of the workplace. Business partners contribute by offering guest speakers from apprenticeship programs and local industries who share their expertise and career journeys, designing hands-on and simulated activities that allow students to practice technical skills in realistic scenarios, and hosting field trips and site visits that give students a behind-the-scenes look at operations and workplace culture.

Initiative 7	Turbo Cert Expedited Industry Recognized Credential Program
Describe how the BAC plans to connect students to work based learning.	The TurboCert Program was a pilot in the 24-25 school year, developed exclusively by the Mid-Ohio ESC Business Advisory Council. Turbo-Cert provides high school students the opportunity to earn industry-recognized credentials across multiple career pathways (Advanced Manufacturing, Advanced Mobility, Information Technology and Healthcare). In just 16 weekly one day workshops, students earn In-demand credentials (Innovative Workforce Incentive Program Credentials). The Business Advisory Council provides Program Coordination and development, and partners provide equipment, facilities and instructors in partnership to offer cost neutral credential programs to school districts. In 25-26 it will be expanded to include: -One additional pathway in Healthcare in Crawford County -One new pilot program in Morrow County -One new pilot program in Richland County In collaboration with North Central State College, and Marion Technical College, the program is hosted at the Crawford Success Center (Crawford) and the Miller Center (Morrow) and offers students valuable skills and certifications that are highly sought after by employers.
Participating school districts that will benefit from this initiative.	This initiative is available to students from all Crawford and Morrow County schools, and one pilot school in Richland County for 25-26, regardless of BAC affiliation. This is an expansion from 1 county to three for the 25-26 school year.
Businesses involved	BAC Businesses in Morrow, Crawford and Richland Counties. As this is a new program, these partners are being added as of this time of plan submission.
What role does business play in planning and implementation?	Business partners provide lunch and learns, reverse career fairs, site visits, hands on activities and career mentoring.

Initiative 8	Speech Learning Pathologist (SLP) and School Psychologist Student Internship Program
Describe how the BAC plans to connect students to work based learning.	<p>The High School Student SLP Internship Program was new in the 24-25 school year, developed exclusively by the Mid-Ohio ESC Business Advisory Council to address workforce shortages in SLPs in educational settings. Students will receive direct mentorship from experienced SLPs, including 20 hours of job shadowing in schools and regular coaching sessions with their mentor. Content aligned to the Ohio Speech & Hearing Professionals Board SLP Aide License and Ohio Means Jobs Readiness Seal are balanced with interactive work sessions facilitated by university partners, focused on college & career preparation. Interns collaborate with their SLP mentors to design and implement a project related to speech-language pathology practice, then present their work to an audience of peers and professionals in a culminating event. Using Brightpath YouScience data, a coordinator for the program will work with high school counselors to identify, recruit and enroll students with an aptitude and interest in the program. Students will be paired with an experienced SLP who will provide work based learning for students in school sites. Organized regular coaching sessions will help students process experiences, and career and college preparation. University partners will collaboratively provide work sessions and facilitate content for students to earn the SLP Aide License. Mentors will guide students through the development of the culminating project. The BAC, partners and mentors will work together to facilitate the final culminating event where students will present their work to an authentic audience.</p> <p>This program will expand in the 25-26 school year to include a School Psychologist Internship Program Pathway.</p>
Participating school districts that will benefit from this initiative.	This initiative is available to students from all Crawford, Richland and Morrow County schools.
Businesses involved	Ohio Speech and Hearing Professionals Board, Ohio Department of Education and Workforce Office of Exceptional Children, Ohio School Speech Pathology Educational Audiology Coalition, Ohio State University, Kent State University, University of Akron, Baldwin Wallace, Mt. Vernon Nazarene University, Cleveland State University, Mt. St. Joseph University, Ohio Speech-Language Hearing Association, State Support Team 7, Case Western Reserve, Miami University, Ohio Speech and Hearing Professionals Board & State Dyslexia Committee, University of Cincinnati.
What role does business play in planning and implementation?	Business partners serve in an advisory committee capacity, guiding program elements, certifications, curriculum and implementation. Partners also provide access for students to professional learning events at college campuses, Mid Ohio ESC Professional network events