

**ECOESC - BUSINESS ADVISORY COUNCIL  
REGULAR MEETING**

*Minutes (approved 9/29/2020)*

**Monday, June 15, 2020 - 6:00 P.M.**

**EAST CENTRAL OHIO ESC via ZOOM Web Conference**

**CHAIRPERSON PROCEDURES**

**1. Call to Order: Dan Christian**

**6:05 PM**

**2. Roll Call: Angela Hicks**

Alsept\_\_ ; Brand\_\_ ; Christian\_X ; Conrad\_X ; Dykshoorn\_\_ ; Good, Ed \_\_ ; Good, Katie\_X ;  
Herman\_X ; Hicks\_X ; King\_\_ ; Kuntzman\_\_ ; Lucas\_\_ ; Murphy\_\_ ; Reeves\_X ;  
Rentsch\_\_ ; Ripley\_\_ ; Schoene\_\_ ; Sears\_\_ ; Spies\_\_ ; Strawn\_\_ ; Vittek\_\_ ; Wallace\_\_ ;

**3. Approval of Minutes – February 24, 2020 Meeting**

Alsept\_\_ ; Brand\_\_ ; Christian\_\_ ; Conrad\_\_ ; Dykshoorn\_\_ ; Good, ED\_\_ ; Good,  
Katie\_\_ ; Herman\_\_ ; Hicks\_\_ ; King\_\_ ; Kuntzman\_\_ ; Lucas\_\_ ; Murphy\_\_ ;  
Reeves\_\_ ; Rentsch\_\_ ; Ripley\_\_ ; Schoene\_\_ ; Sears\_\_ ; Spies\_\_ ; Strawn\_\_ ;  
Vittek\_\_ ; Wallace\_\_ ;

1<sup>st</sup> Mr. Herman

2<sup>nd</sup> Mr. Dykshoorn

**Passed Yes with none opposed**

## **Review of ECOESC Business Advisory Council Plan 2019-2020 with updates**

**Item 1: Increase awareness of in demand job skills,** Dan Christian reported that he had sent out a survey the first week of March and received 5 surveys back. All the returned surveys stated that the economy was stable and growing. Hiring was still challenging. These surveys were received prior to the State deciding to social distancing and the closing of many non-essential businesses. The survey results are available but do if anyone would like to see them, but they do not seem relevant at this point.

**Item 2: ECOESC Middle School Job Shadowing program,** Dan Christian reported for Sarah Spies that the program came to a halt when the school buildings were closed. Sarah is planning on moving forward with this program in the 2020-2021 school year. She is in the beginning stages to see how this program may be done virtually and how to best proceed. Like many of us she is waiting on some more definitive direction to determine how this program will be carried forward based on how school districts will be operating.

**Item 3: Rising Manufacturers Scholars Program,** Paul Dykshoorn reported that the first cohort is underway with seventh graders from three school districts, New Philadelphia, Indian Valley, and Conotton Valley. Paul reported that the program came to a screeching halt after the school buildings were closed. KSU-Tusc's mentors were trying to keep in contact with their mentees but some could only be reached via "snail mail" and there was no way to know if the material was received. The mentor's who were part of a work study program were laid off at the end of semester. Paul did say that he is working on a summer activity in conjunction with NASA. It would be a kit that would be sent to students with videos so that internet access would not be needed. Details are still being worked out through KSU- Columbiana Campus. Paul is identifying the next cohort of students the fall. This again is difficult in some areas due to internet access so mail is being utilized of many of these students. The plans is to restart the program if students return to classrooms in the fall.

**Item 4: One to Two Career navigators for Tuscarawas County,** this initiative is ongoing and looking for funding. Angela Hicks commented that many of the grant funding streams were put on hold due to Covid-19. Some of those grants may be opening back up and there may still be some opportunity.

Dan Christian made a statement to the business partners that after the school buildings were closed the priorities of the school districts became about delivering education to the students. Todd Herman spoke about how a lot of the extras were too hard and they had the same type difficulties with some of their related arts. Todd stated that hopefully we will get back to the normal some time in the near future as programs like the Rising Manufacturers Scholars Program is a great opportunity for his students but internet and cell service is very limited in his school district.

**Item 6: Increase Awareness in Current and Future Job Markets,** Andrew Reeves spoke of how March and April were the craziest 2 months that Eleete Cryogenics has seen due to them supplying medical oxygen storage and delivery equipment in the form of bulk tanks and trailers. Their technicians were working a mandatory 55-hour weeks from mid-March to Mid-May and they are just starting to return to normal. Their industry generally lags behind the rest of the economy anywhere from six months to a year. They are expecting some down turn but are not sure as to how much to expect. They are hiring at the administrative level and there seems to be a slow down in receiving resumes. Looking forward to returning to normal.

Derek Conrad of Conrad and Associates talked that there was not a slow down in the accounting world but required some adjustment in moving to virtual environment. Accountants do not need to be in a physical office and they are still hiring. They are in a "wait and see" game with their client base. Different industries have been hit in dramatically different ways. The fallout is still happening. They are still hiring but a month from now it might be different.

Dan Christian asked them about how their interviewing process had changed. Derek mentioned that Zoom interviews were being done with recent graduates. They have just resumed doing in person interviews if the candidates are comfortable with attending in person. This led to a discussion of interviewing via Zoom and the difficulties in reading body language and establishing a personal feel. They are approaching this as the new normal since we do not know how long this is going to last. This might be a way to save money on based reduced travel expenses, office space, etc.

Andrew spoke that they are little behind the times with technology but utilized more in-depth telephone interviews and then brought the best people in for an in-person interview with social distancing which created some awkwardness. They realize they need to update their hiring process and systems to help in their hiring process.

These comments brought up a discussion of issues with trying to interview remotely. How it might apply to skilled labor and technical positions and how affectively a Zoom Interview could be utilized. This led to talking about bad interviewing skills in general and the need to teach students how to interview and sell themselves to get a job. Todd Herman mentioned that they have added a speech class as an elective and students for the most part 'hate it". The discussion was ended with agreement that schools could potentially adding video interviewing training to students that included positioning of the camera, eye contact etc.

**Item7: Developing Sustainable relationship with business partners.** Dan Christian thanked Derek and Andrew for attending the meeting today. Dan also thanked all the members for their participation in the BAC. Dan stated that he wants to find a way to recognize all the businesses that support the BAC throughout the year.

#### **1. There was No New Business**

### **ANNOUNCEMENTS / MEMBERS REMARKS**

***Dan Christian announced that the Ohio Valley STEM Cooperative is working in conjunction with the STEM learning Ecosystem who have partnered with UBTECH's Camp: Aspire to provide beginning and intermediate robotics camps this summer. The OVSC has been given 10 scholarships for beginning students and as of yet no one has applied. These scholarships are available regionally.***

***Katie Good mentioned that Belmont College will be looking to hire a part time Tech Prep Coordinator dependent on budget constraints.***

***Katie also mentioned that Success Bound is looking to provide virtual conferences or monthly webinars in the upcoming year. They are looking for topics that are relative, information and needed as part of this series if any one has any suggestions to contact her.***

**D. ADJOURNMENT 6:35 PM**

Alsept \_; Brand \_; Christian \_; Conrad\_\_ ; Dykshoorn \_; Good \_; Helmick\_ ; Herman \_; Hicks \_;  
King\_ ; Kuntzman\_\_ ; Lucas \_ \_; McFadden\_\_ ; Murphy\_\_ ; Reeves\_\_ ;  
Schoene \_ ; Sears\_\_ ; Spies \_ ; Strawn\_\_ ; Vittek \_\_ ; Wallace \_\_ ;

1<sup>st</sup> P. Dykshoorn

2<sup>nd</sup> T. Herman

**Passed YES without objection**

**NEXT MEETING: To Be Determined**

