

**ECOESC - BUSINESS ADVISORY COUNCIL  
REGULAR MEETING**

*Minutes (approved February 22, 2021)*

**Tuesday, December 1, 2020 - 6:30 P.M.**

**EAST CENTRAL OHIO ESC (via ZOOM)**

**CHAIRPERSON PROCEDURES**

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

**6:33 PM**

**2. Roll Call: Angela Hicks**

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

**“ X “ signifies present**

**3. Approval of Minutes – September 29, 2020 Meeting**

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

1<sup>st</sup> B. Rentsch

2<sup>nd</sup> R. Lucas

**Passed YES without objection or amendments**

#### **4. New Business**

##### **a. Voting on new members**

Randy Lucas welcomed the three new members to the council and gave a brief overview of the purpose of the Business Advisory Councils. Randy mentioned that typically the 2020 -2021 BAC Plan would be submitted to the Ohio Department of Education in September, but due to Covid-19 the plan was discussed in the last meeting and a final version of the plan would be voted on this evening. Randy stated that we try to be respectful of everyone's time and we try and hold the meetings to one hour. Randy stated that we have good group and that we appreciate all of our members as he knows how busy everyone is.

Dan Christian asked the perspective members to introduce themselves and tell how they heard about the ECOESC's BAC.

Kim Nathan started by saying she is a Registered Nurse and she serves in two roles currently. Kim serves as the Business Development Director for Cleveland Clinic's Union Hospital in Dover, OH and she is currently helping out at the Dover City School System as their nurse due to the Covid-19 Pandemic. She also serves as the Chairperson for Healthy Tusc and is on the board of the Tuscarawas Valley YMCA. She was recruited to be a member of the BAC by Todd Herman.

Justin Higgenbotham is currently the General Manager of New Towne Mall in New Philadelphia, OH. Justin was raised in the area and since graduating has lived in larger cities such as Columbus, Atlanta, and Myrtle Beach before moving back to the area 2 years ago where he began work at New Towne Mall. Justin was also asked to join the BAC by Todd Herman who was a former teacher of Justin.

A.J. Smith is a Civil Engineer, P.E. with Hull & Associates, who is manager of the St. Clairsville office. Hull & Associates is a 170-person Civil Engineering and Environment Consulting Firm that operates out of eight locations. A.J. moved back to the St. Clairsville area about 7 years ago from Columbus to start up the St. Clairsville office. A.J. is a past President of the Ohio Valley Oil & Gas Association and he is interested in helping students learn about careers locally in the Oil & Gas Industry. A.J. was asked to join the BAC by Dan Christian.

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

1<sup>st</sup> A. Kuntzman

2<sup>nd</sup> L. Quinn

**Approved YES without objection**

Dan Christian thanked all the members and welcomed the new members stating that these members help fill some void of some missing sectors of our BAC where there are in demand jobs. Kim representing Healthcare, Justin representing retail, and A.J. representing the Engineering Sector.

#### **b. Review of proposed 2020-2021 Plan**

Dan Christian informed the group that the 2020-2021 plan is similar to last year with a few modifications. Everyone should have a received a copy of the plan and if anyone has any questions we can address them as they are covered. Dan mentioned the first page list the current members of the BAC. Page 2 list the date of the required 4 meetings for the year and the responsibilities of the BAC. He explained there are certain areas that O.D.E. requires of the BAC's. The listing of these items is shown on the plan in light blue and the goals for the ECOESC's BAC is listed under the headings.

Dan explained that Goal 1 meets the requirement of Delineation of Employment Skills. The plan is to monitor the in-demand jobs and the skill sets required for these jobs. The business members well be asked for input at every meeting. This information will be will be observed by school district representatives at the meeting and will be shared by Dan Christian at the ECOESC's Curriculum Counselor's meetings. There will be a written survey twice per year that will go out to all members and the results of that survey will be shared at the BAC and Curriculum Counselor's meetings. There were no questions or comments on Goal number 1.

Dan Christian explained that Goals 2 through 5 have pertain to the Development of Curriculum to Instill employment skills.

Goal 2 concerns changes that are being made to the ECOESC's Career Connection program for Middle School students in Tuscarawas County. Due to Covid-19 the program will be utilizing Virtual Job Shadowing. The ECOESC has subscribed to Virtual Job Shadow which has over 1500 job shadowing videos. Sarah Spies who heads up this program is finalizing the final program which will include a survey for the students to help them determine a career they might be interested in and a list of videos that they might be able to watch. Sarah is working to see if it might be possible to have Web-based meetings will live business people to answer questions from students. This would be an opportunity for BAC members to be involved. There are currently 5 school districts who have committed to be part of this program.

Dan also mentioned that the Career Navigators in Belmont and Guernsey Counties are also utilizing Virtual Job Shadow, All Choices Matter and other shared video resources as a way to help students determine a career path and learn about necessary skill for employment.

Mark Murphy asked if Tuscarawas County was one of the five districts that was participating. Dan did not know for sure, but thought that they were but would let him know in the morning, (the answer is yes).

Goal 3 is the continuation of the Rising Manufacturers Scholar program in Tuscarawas County in conjunction with Kent State University -Tuscarawas Campus. Paul Dyskhorn who heads the program explained the goal of the program which is to start working with seventh grade students and mentor them through high school. Students are selected based on interest and also have a barrier that might hinder them from graduating from high school. The goal of the program is for students to be ready to go onto higher education, enlist in the military, or be ready to join the workforce such as being a CNC operator, welder, etc. For students who participate and complete the program they will be awarded a full ride scholarship to any one of Kent State's Regional Campuses if the student desires. The program will be different this year due to Covid-19. A key component of the program is to have college mentors meet with the students. All of last years mentors were laid-off this summer due to Covid-19. One mentor has returned and interviewing is on-going for another. The goal is to have the program up and running by

January. They will continue on with the first cohort, now 8<sup>th</sup> grade students and they can bring in the new cohort of 7<sup>th</sup> grade students.

Dan Christian asked Paul if the program was going to utilize virtual programming from NASA this year as they tried back in the summer. Paul explained that going virtual is the only way for the program to continue. They are reviewing virtual programs. This summer that tried to use a NASA based program and only 2 of the 12 students participated so it did not capture their imagination as hoped. Paul is looking at various software that could be used at KSU-Tusc that might capture their imagination. Paul stated that getting students to engage virtually is difficult unless they are playing video games. Everyone in the education arena agreed.

Dan Christian asked about funding of this program from manufactures in the area. Paul stated that they are always looking for funding for scholarship and that is an ongoing process. KSU is planning on continuing the program and funding will be a component to help with scholarships for those students who plan on attending KSU.

Randy Lucas mentioned that Guernsey County is working on a county wide Career Day. This day may also be in a virtual format. Randy suggested that we add this to the BAC plan. Lovel Quinn stated that it is tentatively scheduled for May, after state testing is completed but before the seniors leave so it may be of some benefit to them. Lovel also mentioned that the students are tired of virtual learning and getting them to participate can be difficult. Since students are not allowed to go on visits, getting students to meet with employers on line is difficult. She has a number of students interested in engineering, but when she scheduled a virtual meeting with an engineer from Detroit Diesel only 3 students attended.

Goal 4 refers to the ECOESC's attempt to find funding for 1 or 2 career navigators for Tuscarawas County. This will require grant funding. The ECOESC applied for a grant last year and did not receive it, but will continue to pursue all opportunities as they become available. Randy Lucas went on to explain that the ECOESC employees three full time Navigators. Dan Christian is a Career Navigator for Belmont County and is funded through a grant from Job and Family Services. Keri Rosser is a Career Navigator at the East Guernsey School District and Lovel Quinn is the Career Navigator at Cambridge City School District and they are funded by their school districts.

Goal 5 is designed to put in place Project Based Learning for the 2021 -2022 school year. Dan Christian explained that ODE is pushing to have students to obtain more real-world experiences. Problem based learning is a way achieve this as students work in teams to develop solutions to problems for actual companies within the region. This allows the students to learn to work as part of a team, meet deadlines, etc. The goal is to introduce PBL to the school districts and see who is interested. The ECOESC will provide training for those teachers that are interested. The help that the BAC members can provide is to supply the area schools with real world problems and to supply mentors to the various teams.

Goal 6 addresses the need to monitor changes in the economy, current and future job markets and the availability of qualified candidates to fill the job openings. The BAC will monitor in-demand jobs from the OhioMeansJobs website. Business partners will be asked to comment at BAC meetings and will have a web-based survey sent out twice per year. This information will be shared with all the school districts throughout the ECOESC.

Goal 7 address the need to have sustainable relationships with our business members. Dan Christian stated that he and Randy Lucas speak about how valuable everyone's time is and how much we appreciate each and every member of the BAC. It is our goal to give the business partners the opportunity to get as much out to the BAC as they would like since we are getting much from them. Dan mentioned that the ECOESC needs to do a better job in recognizing our business members, the companies they represent and the fact they are giving of their time and sharing their insights. Dan also asked if anyone has any idea as to how they would like to be recognized to please get in contact with Randy or him. Randy mentioned that while it is a requirement from O.D.E. to have a BAC, we want to go above and beyond and make it meaningful. Randy went on to say that the business partnerships help us better educate students but ultimately works two ways as it will provide businesses with better employees.

There was discussion on how to handle the addition of the Guernsey County Virtual Career Day to the plan. Based on timing of having to submit the plan to O.D.E. by December 15<sup>th</sup> it was decided to vote on the plan as submitted and then we will vote on the addition to the plan at the next meeting.

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Rentsch\_\_ ; Ripley\_\_ ; Schoene \_\_ ; Sears \_\_ ; Smith\_\_ ; Spies\_\_ ; Strawn\_\_ ; Vittek\_\_ ;  
Wallace\_\_ ;

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

2<sup>nd</sup> L. Quinn

**Passed YES with no objections**

**5. Survey of members concerning Current economic outlook, Job Market,  
Future job availability**

Dan Christian gave information on In-Demand Jobs as of November 20<sup>th</sup> from the OhioMeansJobs web-site. In the South East Region, 6 of the top 15 jobs are health related; 3 have to do with construction, with truck driving being number 8. In the North East Region, 7 of the top 15 jobs are health related;

Kim Nathan stated that she cannot stress enough that data is showing there is going to be a mass exodus of nurses over the next 6 to 10 years. Kim would recommend to students that think that nursing might be too big for them right now to look at becoming a nursing assistant, hospital unit clerks, radiology technicians, anything in those ancillary healthcare fields and services. Putting a spotlight on these fields will be helpful as many baby boomers are scheduled to retire and the Pandemic has pushed many health care workers to look at other options.

A.J. Smith stated that things are slow early this year due to projects being shut down due to Covid-19. Projects have restarted and are moving forward. Surveyors work out of his office and are often a leading indicator as it is the first step in any construction process and the surveyors are staying busy so construction seems to be strong for the next year. Infrastructure seems to be a concern at the Federal and State levels and should remain strong. Dan asked A.J. to comment on Gulfport Energy's recent filing in Bankruptcy Court. A.J. stated that Gulfport has filed for reorganization and will still be a presence in Belmont County but probably not as they once were. Across the board Oil & Gas business has been down. Larger companies like Ascent and Encino Energy are still in the area working but at a slower rate due to lower Oil & gas prices but hopefully will rebound. PTT Global has once again delayed the decision on the Ethane

Cracker plant that was scheduled to be announced during the first quarter of 2021. The good news is there is still a lot of potential with the oil and gas in the ground and the potential of the ethane from the cracker plant that could bring about downstream manufacturing.

Aaron Kuntzman stated that Peterman Plumbing is staying busy on both the commercial and residential side of the business. They currently have large construction projects in Jefferson and Guernsey Counties and Covid-19 has not shut those projects down. There is currently not a lot of projects posted for bid and he is unsure as to why. They are struggling to find plumbers on the residential side. They are struggling to find people that want to go into any of the trades, whether it be plumber, helper, etc. On the commercial side they use union plumbers and hire from the Union Hall in Cambridge and help is readily available from them. They would like to hire two or three residential plumbers currently.

Andrew Reeves from Elite Cryogenics stated that the bulk side of their business needs for manufacturing to pick back up before it returns to normal. Their manifolds and controls assembly division are still behind due to hospitals needing to better regulate the use of oxygen due to Covid-19. There is an uptick in activity like they saw in the spring, but he thinks the need now is more urgent than in the spring to maximize the use of oxygen. They are currently are not hiring skilled labor but need general labor such as a warehouse worker. They are using the slower time on the manufacturing side of the business to prepare for the eventual upswing that is expected.

Derek Conrad with Rea & Associates has been really busy trying to help business and schools navigate the world of Covid-19 with Care Act Funding, compliance, and a shift toward cyber security with all the remote activity. They are hiring and are presently scheduled to bring in 40 college interns this winter. The economy is uncertain at this time due to political environment. Dan asked where the interns were coming from and Derek stated all over. They are now offering internships to some freshmen. The industry trend set by large firms is to get students lock in to a firm as soon as possible. It is possible that they may be recruiting at the high school level at some point.

Justin Higgenbotham spoke about retail sales were strong after the retail stores were allowed to reopen after the Covid-19 shutdown. With the current resurgence of-19 sales are once again slowing. New Towne Mall was in negotiation with 4 major retailers to lease space prior to last March and all have backed out and halted expansions due to Covid-19. There has been some interest in businesses relocating but the process will be a long one. Retailers are having difficulties in hiring people. Social skills are a big key to being successful in retail. Many students who get part time jobs end up quitting because of their lack of communication skills. They realize they do not have the skills to do the job effectively so they just back out of the job.



## **6. ANNOUNCEMENTS / MEMBERS REMARK**

Dan Christian announced that a request had been made at the last meeting to have a place on the ECOESC's website that school districts could link to for the latest BAC information. This has been done. From the ECOESC's home page, click on Educational Services; at the Educational Services page, Click on Business Advisory Council, where you can find the latest updates for documents, plans, and minutes from the meetings.

## **D. ADJOURNMENT**

Alsept \_\_; Brand \_\_; Christian \_\_; Coffman\_\_; Conrad\_\_ ; Dykshoorn \_\_; Good, Ed\_\_; Good, K\_\_;  
Helmick\_\_; Herman \_\_; Hicks \_\_; King\_\_; Kuntzman\_\_; Lucas \_\_; McFadden\_\_; Nathan\_\_; Quinn:  
Murphy\_\_; Reeves\_\_; Schoene \_\_; Sears\_\_; Smith\_\_; Spies \_\_; Strawn\_\_; Vittek\_\_; Wallace  
\_\_;

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

2<sup>nd</sup> R. Schoene

**Passed YES without objection**

**7:38 PM**

**NEXT MEETING: February 22, 2021**

