

**ECOESC - BUSINESS ADVISORY COUNCIL
REGULAR MEETING**

Minutes (approved May 3, 2021)

Monday, February 22, 2021 - 6:30 P.M.

EAST CENTRAL OHIO ESC

CHAIRPERSON PROCEDURES

1. Call to Order: Dan Christian

6:34 PM

2. Roll Call: Angela Hicks

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

“X” in attendance

3. Approval of Minutes – December 1, 2020 Meeting

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

1st Mr. Ripley 2nd Mr. Brand

Passed YES (without objection)

4. New Business

a. Voting on new member

Jennie Koch (Chief Administrator N.E. Ohio Tech Prep / C.T.E.)

Dan Christian had Jennie introduce herself. Jennie has a degree in Nursing and worked at the Cleveland Clinic and Aultman Hospital for quite a few years. She taught at a college of nursing for six years as well as a high school. She owned and ran a medical legal consulting business for a number of years. She was Director of College Tech Prep at Stark State College for 18 years and has been working at Kent State University for the last 11 years as the Chief Administrator for College Tech Prep for the Northeast Region and K.S.U.'s Director of Career Tech Education and Tech Prep. They serve an 18-county region and partner with High Schools, Colleges and Businesses providing program approval, assisting with students obtaining work-based learning and receiving college credit in some cases for that learning. They also provide professional development to school districts and serve as a liaison between high school districts and the Ohio Department of Education and the Ohio Department of Higher Education. Jennie was recruited by Katie Good.

Alsept __; Brand __; Christian __; Coffman __; Conrad __; Dykshoorn __; Good, Ed __; Good, Katie __; Herman __; Hicks __; Kuntzman __; Lucas __; Murphy __; Quinn __; Reeves __; Rentsch __; Ripley __; Schoene __; Sears __; Spies __; Strawn __; Vittek __; Wallace __:

1st Mr. Good 2nd Mr. Vittek

Passed YES Approved as a member without objection

Jennie was welcomed to the ECOESC by Ed Good and many others. Dan Christian mentioned that Jennie fills a void for the BAC as Belmont and Guernsey Counties are often included as the Southeast Region by the State. Tuscarawas County is usually considered part of the Northeastern Region of the state. With Katie Good and Jennie Koch, we now have the ECOESC region completely covered by TECH Prep which is very good as they are both integral parts of the BAC. Katie was asked if they work closely together and both Katie and Jennie acknowledge that they work closely with each other.

b. Review 2020-2021 Plan / Joint Statement to be submitted March 1

Dan Christian mentioned that the BAC Plan that was voted and approved at the December 1st meeting. We are going to review the plan and update it and submit it as a Joint Statement as required to the Ohio Department of Education. The Joint Statement was prepared by Dan Christian and sent to the members prior to the meeting for their review. One of the purposes of this evening's meeting is to discuss and modify the plan as needed so please ask questions or make suggestions as we go through the plan.

Item 1. Delineation of Employment Skills

Dan Christian mentioned that as part of every BAC meeting we survey our business and organizational partners on their outlook for employment and the needed skills at every meeting and we would be doing this later in the meeting.

Dan Christian mentioned that the BAC members were emailed surveys concerning the RemotEDx Grant that the ECOESC applied for based on the results of the survey. Dan went on to explain the grant is part of the Cares Act and is designed to find ways to help remote and hybrid learners have an opportunity to earn Industry Recognized Credentials. Superintendents received a different survey than the business partners. Dan went through the results of the survey which shows the 69% of the business value and or require employees to have earned Industry Recognized Credentials. The Industry Recognized Credentials that were surveyed were as follows: Microsoft Office & Word 61.3%; First Aid / CPR 55%; OSHA 10 /30 36%; Forklift Certification 39%; Lean Six Sigma 32%; American Welding Society 23%; Nurses Aid 13%; CompTIA Certification 6.5%. The survey that was sent to the school districts inquired as to how many districts offer Industry Recognized Credentials. There were 16 districts that were surveyed and at present only 19% of the districts provide any type of IRC for their students.

Based on the information that was obtained a meeting was held with School Districts to present to them the plan that the ECOESC was going to use to apply for the RemotEDx Grant. Based on current online availability the grant will list 4 Industry Recognized Credentials that can be use toward graduation credit in many graduation pathways. Those IRC's chosen include: Lean Six Sigma-green belt; First Aid / CPR; OSHA 10 / 30 and Leadership Excellence. Leadership Excellence was not surveyed but aligns well with the OhioMeansJobs Job Readiness Seal. This Leadership Excellence Credential was recommended by Buckeye Career Center and it made sense to add it to the grant. A majority of the school districts signed on to support the grant. Based on a maximum award of \$150,000 for each grant the ECOESC has applied for 3 grants, one for each of the counties that the ECOESC operates. There is a possibility of 0, 1, 2, or all 3 grants to be awarded. Other partners who have signed on to the grant are Job & Family Services and Building Bridges 2 Careers. The ECOESC BAC had previously voted via email in favor of sending a letter of support for the grants which was included in the grant applications. The grants are to be awarded on or around March 12th.

Katie Good asked for the survey results to be sent out, (which was done). Katie mentioned and that everyone should cross their fingers that these grants get awarded. Tech Prep is excited and had also partnered and assisted in writing the grants and that choosing the areas that cross all career fields was a smart decision.

Dan Christian went on to talk about the award of a 21 Century After School Program Grant that was awarded to Bellaire High School. Angela Hicks talked about a portion of the grant that was identified was to have something that would help students after they graduate. Snap-On Tools, who has a great reputation in the tool industry had approached the ECOESC concerning their after-school program last spring and it was decided that a portion of the Snap-On Educational program would be written into the grant. Snap-On informed the ECOESC this past week that their programs had been approved as Industry Recognized Credentials. The Snap-On portion of the grant is for approximately \$40,000 for a 5-year grant. That money cover tools, professional development and Snap-On's certification center (NC3). Bob Alsept asked if the credentials had been approved by O.D.E. and Angela said they were just approved. There was discussion on the time frame that O.D.E. approves credentials. Angela stated the list of credentials that Snap-On is offering is fairly comprehensive and that a student could get 12 points of graduation credit through this program. Angela asked Dan Christian to read off the list. Dan Christian stated that information that he had on the approved credentials did not have an EMIS codes. Snap-On has three safety related programs in conjunction with 3M for Respiratory; Hearing and Noise; and Head,

Eye, and face protection which are worth 1 point each. The certification program that the After-Hours Program at Bellaire High School is offering is the Precision Measuring and Instruments Certification that Snap-On has offering in cooperation with Starrett. One of the reasons that this program was chosen was the conversations that have occurred during BAC meetings about students not knowing how to read a ruler or tape measure. ODE awarded 3 points to this program. The following programs are along the lines of tools that Snap-On manufactures and sells and would be included in an automotive pathway. These certifications are Torque; Tire Pressure Monitoring Systems; Snap- On Multimeter; Master Cut Rotor Machining; Battery, Starting and Charging, these all carry a point value of 3 points each. Dan went on to say that the safety certifications and the precision measurement certifications could probably be applied to multiple pathways but he was unsure as to whether Snap-On was pursuing that option or not. Bob Alsept asked about the cost of the program and Angela Hicks answered his question and Dan Christian said he would send out the information to Mr. Alsept.

2. Developing of Curriculum to Instill Employment Skills

Middle School Career Connection Program

Dan Christian stated the he had spoken to Sarah Spies who is in charge of the Middle School Career Connection Program. Sarah has developed a virtual program this year in conjunction with VirtualJobShadow.com. Schools and students seem to be burnt out on virtual programs and schools have not responded as they have in the past for the Career Connections Program. The Star School is utilizing the program at present and will finish up at the end of the month. Cambridge is planning on utilizing the program later in the spring and hopefully other schools will join as students return to school as the program can be used in the classroom.

Rising Manufacturing Scholars Program

Paul Dykshoorn stated that with COVID they lost all of their university student mentors except for one who has been working to stay in contact with the high school students. This has been a difficult task as you cannot email students at their school email address due to firewalls and guests have not be allowed in to schools. Hopeful this will be

changing soon. The content of the program is now virtual and they are working on their “Workforce Ready” programming, which talks about how to find a job, how to fill out an application, how to write a resume, how to interview, what your employer wants, etc. These are seminars that have been taught in person and they are working on trying to get those seminars on line that would be interesting to middle and high school students. Since they have not been able to meet with the first Cohort in person they have not taken on the second Cohort. Lovel Quinn asked if once the seminars are developed is that something they would be willing to share. Paul said that the information will be on line and jokingly said “for a small fee” they would make it available to whoever needs it. Dan Christian asked if they are planning on resuming the program similar to last year for the next year depending on how the pandemic plays out. Paul said that he would love it if the students are allowed on campus as it helps with the student’s enrichment. Paul stated he grew up in rural poverty and getting out away from home and school is huge as it gives the students the opportunity to see new things, such as melting metal down, welding things together, operating a real industrial robot. Experiences like these are huge in capturing a student’s imagination. Students spend so much of their free time in a virtual world playing video games, how many of them know what real life is like? Getting students to have experiences is crucial to their development. However, KSU-Tusc is looking to only having 50% capacity for the fall semester of 2021. Hopefully it will be more than 50%, but if not, they are working on virtual formatting but it will only go so far.

Attempt to employ 1 to 2 Career Navigators in Tuscarawas County.

Dan Christian reported that this is an ongoing program as we continue to search for grant opportunities. A portion of the RemotEDx grant includes Career Navigators as they will be involved in working with remote learners. However, there is not enough money to provide for a full-time navigator so additional money would have to come from another source.

Put in Place Elements to Implement a Problem-Based Learning

Dan Christian reported that Allison Ricket with Building Bridges 2 Careers has been a speaker in meetings with Superintendents and Principals explaining the PBL. A survey is being developed to send out to School Districts to see who is interested, when potential professional development could be done, etc. BB2C and the ECOESC has set

the number of participants to 15 as part of the initial roll out. This is to ensure that we have enough businesses to provide problems and experts to help the students develop solutions. As the program is developed the BAC will be asked to provide both problems and mentors.

Changes in the Economy

Monitor and Increase Awareness in Current and Future Job Availability

Dan Christian talked about the importance of getting input of business partners and we would be getting to that shortly. The education side of the BAC very much appreciates the input of all of the business and organizational members.

Developing Relationships with Business Partners

Dan Christian reiterated the importance of all our partners and that we appreciate every one. It is our goal to have business to be engaged, to be wary of everyone's time and to try to ensure that our members are getting something out of their participation in the BAC. Dan went on to say that he will get with Randy to try and arrange for something in the late spring or early summer where we can get together. This will be dependent on COVID protocol at that time.

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Lucas __; Murphy __; Nathan __; Quinn __; Reeves __; Rentsch __; Ripley __; Schoene __;
Sears __; Smith __; Spies __; Strawn __; Vittek __; Wallace __:

1st Mr. Alsept

2nd Ms. Good

Passed YES without objection

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

Ed Good (OHIO Workforce Development & Mead Township Trustee) stated that Workforce Development is having a virtual job fair but as has already been said it is difficult. There was some encouraging news from PTT Global concerning the proposed Cracker Plant in Mead Township. PTT Global clarified a report that they were backing out of the project as not accurate, instead PTT Global is hoping to announce a decision by the end of this summer. Ed asked Dan about the RemotEDx grant about when the funds have to be spent which is by June 30, 2022. Ed mention that they have received CARES Act money and the process to get those funds are not as intimidating as getting money from FEMA or other federal funding. The CARES Act funding has a lot of innovated things that the money can be used for.

Andrew Reeves (Eleet Cryogenics) stated that manpower is their biggest difficulty. It is always a challenge to find great people to add to their team. Their business has been impacted but has stayed steady. Currently they are experiencing rising prices in steel and ocean freight which are present challenges as those items have been steady over the recent past which is causing them to react with some haste as far as hiring in both their facilities here and in Texas. Trying to virtually interview candidates has been challenging with far too many no-shows for virtual and phone interviews. They try to reach out to candidates but they never hear from them. The winter storm in Texas affected their business as their employees were without power for three to four days. Their controls division is still very busy with their backlog at a record level which is unacceptable for their customers so they are needing manpower and are hiring shop personnel currently. The product line has been growing for a year and there is no sign of it letting up. Dan asked if raw material supply has been an issue. Andrew stated that delivery has not been a problem, but quality of the product has been as they have received a lot of off-spec material. Lovel Quinn asked Andrew if they hire students right out of high school and he stated that they do. Lovel asked Andrew to send her information on current openings and he said he would and also to Angela Hicks, which was done.

Derek Conrad (Rea & Associates) said that the accounting sector is still strong as it is a trickle down of the rest of the economy and they are not seeing any downturn as of yet. They are presently hiring in all segments of their business. They are moving to being virtual, being in an

office is not a requirement for their employees anymore. They are looking at hiring employees from out of state with the idea that they will always be remote. Derek stated he thinks this is the trend in accounting but he is uncertain as to how across the board it will be in other business. They currently have 40 college interns working with them at present so they are still going strong.

A.J. Smith (Hull & Associates) said that civil engineering industry is doing pretty well working efficiently through the pandemic. They have been working remotely with clients and employees as needed. There has been a slow start to the year but things are starting to pick up and it should be a fairly good year for their industry. One sector of focus is on energy in Eastern Ohio. There is interest in renewable energy and they have had some clients approach them about solar farms and developing solar energy. The Ohio Valley Oil & Gas Association is working to respond to an article in the Columbus Dispatch that stated there has been no real economic benefit to Oil & Gas industry in our region over the last 6 or 7 years. The OVOGA is working on refuting that premise. There has also been recent television advertisement from Anti Oil & Gas organizations talking about the underground ethane storage and other facilities associated with the proposed PTT Global cracker plant. These advertisements have had a lot of non-facts. The OVOGA is trying to work to educate the public and bring the facts to light. They OVOGA is working to provide their own marketing and education programs that can be shared with residents and students that provide facts concerning the industry and their spin off facilities. Dan Christian asked if Eastern Ohio is viable for renewable solar energy since the sun has only been out for what seems like 3 days over the last two months. A.J. replied he is somewhat skeptical. Ohio is not as sunny as California but if there are enough incentives from the federal government it may make the project profitable. Paul Dykshoorn stated there is one in Holmes County that has a payback of 13 years for the facility and will last 25 years so it might be a fair investment. Ed Good commented that in Mead Township where the proposed cracker plant will potentially be located, there has never been one person who has come to any Trustee meeting and voice opposition to the cracker plant. The Mead Township Trustees provides supporting comments to the State and Federal EPA 's, held the Title V hearing and while there may a little bit of traction with the presence of the opposition there has been no negative comment expressed through Mead Township.

Kim Nathan (Nurse at Dover City School & Union Hospital) stated that from the Hospital side of things they are seeing steady decline in the number of COVID 19 cases. They were hoping to be out of this (COVID 19) by now as well as everyone else. They continue to roll out vaccines although they hit a "bump in the road" due to the weather but that should pick back up and hopefully see some light at the end of the tunnel. From the school side, teachers are getting vaccinated and hopefully that will make them feel a little safer and all the teachers will be vaccinated soon. Kim stated that this is the first time she feels confident in the progress that we all have been hoping for that will bring the pandemic under control.

6. ANNOUNCEMENTS / MEMBERS REMARK

Lovel Quinn

Announced that Guernsey County will be hosting a Virtual Career Day on May 12th. This will include Cambridge, Buckeye Trail, and Meadowbrook High Schools. They need presenters so if anyone from the BAC would like to participate please contact Lovel. All are welcome!

She also mentioned their partnership with Belmont College in having their students complete an STNA and AWS classes. This has been a wonderful program and will help some of their students to graduate. They look to expand the program next year. Lovel thanked Jeremy Vittek from Belmont College for all his help.

Cambridge High School will be sending 5 graduates to interview with the Plumbers and Pipefitters apprenticeship program this year which is exciting.

She also stated that if your business is hiring to reach out to her and she will try to steer the proper students in your direction.

Jeremy Vittek added that Belmont College was happy with the program as well and are in the process of adding additional programs and schools.

Todd Herman mentioned that he would encourage our workforce partners to hang tight. The educational world is trying very hard to work through the problems. Todd mentioned to Andrew Reeves that students are not showing up for virtual lessons the same way candidates are not showing up for a virtual interview.

Todd is excited about the future of our BAC and the inroads we are making even though the progress has been slower and harder this year.

Todd commented on Derek's remark about more employees working remotely which does not require office space. Todd asked what other positives may come out of the pandemic? He hopes that everyone realizes that remote learning is not as affective as in person learning and that the Federal and State funding for in person learning will coincide with that realization.

Todd also thanked and reiterated for our business partners to hang in there with us!

Dan Christian mentioned that we have 4 students from Belmont County that will be participating in a Rural Action Internship program. There is one student from Bridgeport who will be interning at Zion Christian Retreat; Two students from St. Clairsville that will be interning at Belmont Co. Soil & Water Conservation District and with the Blame My Roots Festival; and one student from Barnesville who will be interning with the Barnesville Chamber of Commerce. The internships are occurring this spring and are 50 hours long. This is a great opportunity for the students to gain some real-world business experience.

7. ADJOURNMENT

Alsept _; Brand _; Christian _; Coffman__ ; Conrad__ ; Dykshoorn _; Good, E_ ; Good, K__ ; Herman _; Hicks _; Koch__ ; Kuntzman__ ; Lucas _; Murphy__ ; Nathan__ ; Quinn__ ; Reeves__ ; Rentsch__ ; Ripley__ ; Schoene __ ; Sears__ ; Smith__ ; Spies _ ; Strawn__ ; Vittek__ ; Wallace ____ ;

1st Mr. Dykshoorn 2nd Mr. Herman

Passed YES without objection

Meeting adjourned at 7:38 PM

NEXT MEETING: May 3, 2021