

ECOESC - BUSINESS ADVISORY COUNCIL
REGULAR MEETING
MINUTES (Draft)

Monday, May 3, 2021 - 6:30 P.M.

EAST CENTRAL OHIO ESC (via ZOOM)

CHAIRPERSON PROCEDURES

1. Call to Order: Dan Christian

6:37 PM

2. Roll Call: Dan Christian

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

Dan Christian introduced guest Keri Rosser who is a Career Navigator for East Guernsey School District. He also introduced perspective members Matt Falter and John Kelly.

3. Approval of Minutes – February 22, 2021 Meeting

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

1st Mr. Good

2nd Ms. Good

Passed YES, without objection

4. New Business

a. Introduction and Voting on new members

Matt Falter introduced himself. He is a Project Manager working for the Business Resource Network. The Business Resource Network is a service provided by the Stark –Tuscarawas Development Board working out of the Ohio Means Jobs Center in Stark and Tuscarawas Counties. Since 2012 his staff has been involved with business retention and expansion. Their approach is to be more proactive in working with businesses. They offer programs and work with the local economic development partners as part of OMJ Workforce Development in Region 6. They conduct a 3-step process: 1. They utilize business and expansion software, which asks a lot of questions from companies. The company's answers generate conversations with his staff about potential opportunities and challenges. 2. His staff compile the information and send it out to their approximately 45 network partners who have all signed confidentially agreements. These network partners include local, state, and federal agencies that could potentially provide help to the business with grants, loans, tax credits, etc. 3. The partners have five business days to provide some solutions and then they follow up with the business to help them navigate the 100's of programs that might be available. Usually they work with small and medium size businesses that do not know about these programs or may have questions on how to access a particular program and negotiate the red tape. With the COVID-19 pandemic they have been able to talk with a lot more companies virtually and now are very busy following up with them in person. Matt mention that John Kelly has been a good partner.

John Kelly introduced himself. He is Director of Business Development and Administration for the Tuscarawas Economic Development Corporation which serves as the lead economic agency for Tuscarawas County. They are a non-profit organization working out of Dover and they manage the Tuscarawas County Community Improvement Corporation, the Economic Development Corporation and Finance Alliance. They are three different economic development entities all in one location. To strengthen the economy in Tuscarawas County, they do a number of different things such as industrial site development in Newcomerstown and two potential sites in Dover and New Philly. They work with their partners and are part of a sub-committee for workforce attraction as that is the number one concern of the companies that they meet. John leads the charge on business expansion and retention. He has worked with Andrew

Reeves (one of our BAC members) at Elite Cryogenics. John works with companies trying to connect them with the right people like Matt Falter on issues such as supply chain issues, workforce issues and how various companies have come through the pandemic. They seek out resources and creative ideas to help them meet whatever challenges the businesses might have. John has been doing this for a little over two years and has had about 150 meetings with approximately 125 different companies. Due to the pandemic last year, they pivoted their strategy and met with many smaller businesses and John really enjoyed talking with owners who may only have a couple of employees and these owners are involved with every aspect of their business. Since the pandemic is easing they are back focusing on larger manufacturing operations again. It is always fun and challenging especially when you get to go on factory tours.

Dan Christian stated that he has focused on trying to find organizations that have been missing from our Business Advisory Council that could be beneficial. Economic Development is the point of the spear when it comes to knowing about current and future needs of both existing and potentially new businesses in the area. The biggest drawback is they probably won't be able to share any specifics with us until it is announced to the rest of the world. He also said that next to teachers, people that work in economic development have to be the most patient people due to all the hoops they have to jump through to bring businesses to any region. He went on to say that he believes that both of these gentlemen would add much to our group.

Randy Lucas asked if they were aware of the purpose of the BAC and Dan told them he had talked with them and they are aware of our purpose and history. He called for a motion to vote.

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

1st Mr. Lucas

2nd Mr. Murphy

Passed YES, without objection Dan Christian welcomed them to the Council!

b. Update of 2020-2021 Plan / Joint Statement

Item 1. Delineation of Employment Skills

Dan Christian announced that a survey will be sent out from Ohio Department of Education for the Business Content Standards Review that is due back to O.D.E. by May 31st.

Item 2. Middle School Career Connections Program for Tuscarawas County

Dan Christian reported that there has been little change since the last meeting. Star School continues to utilize the platform from Virtual Job Shadow. None of the school districts that had participated in this program in past years have participated this year citing virtual learning burnout. The program will hopefully be continued and evaluated as to how it will be introduced for the next school year.

Item 3. Rising Manufacturers Scholar Program Paul Dykshoorn reported that KSU at Tusc. is in the process of hiring new college mentors for the RMSP students. Paul is hopeful that by this coming fall, the program will be in full swing. He is presently surveying 6th grade teachers for students that could be potential cohort members. Dan Christian asked Paul about the status of college students returning to KSU-Tusc.'s campus in the fall. Paul stated their administration is leaving it up to individual faculty members and most of his staff wants to return to in person instruction which is a good thing. He is hopeful that the middle schools will allow the mentors to come on their campuses as well or allow the middle school students to visit KSU-Tusc.'s campus for the hands-on experience. Mark Murphy answered Paul's inquiry with a resounding "yes", which received a "thumbs up" from Paul. Paul explained that middle school teachers are being queried for both 6th graders and 7th graders as they will have two new cohorts this coming year as this year 7th graders do not get started in the program due to COVID. Paul went on to explain that the first cohort will be entering high school next year and one student has already decided he want to go to Buckeye Career Center and studying Diesel Mechanics. Paul gives credit to this young man to be as focused as he is as an 8th grader. Paul then gave a brief overview for the new members. Matt Falter stated as a Golden Flash Alumnus he thinks this is a great program since it is centered around manufacturing. Having an employment pipeline will only help current and future employers as students learn to understand the opportunities and advantages

of remaining in their region. Paul explained that one of the principles of the program is to expose the students to various things that they would see in industry such as working industrial sized robots, casting of metals, as well as exposure to photoshop and other things that they might not ever be exposed to anywhere else.

Item 4. Employee 1 to 2 Career Navigators for Tuscarawas County School

Dan Christian reported that when we last met, the ECOESC had applied for three (3) RemotEDx grants to help students achieve Industry Recognized Credentials. There were grant applications from Tuscarawas, Guernsey and Belmont Counties. A portion of funds from these grants included funding for part of a career navigator salary to help implement the grant. The only grant that was awarded was for Belmont County. Keri Rosser who was instrumental in helping write the grant, then spoke about grant stating there are 3 points to it: 1. A Community factor that includes employers, parents, and students where we are going to educate the community about Industry Recognized Credentials. 2. Is we are going to offer professional development to teachers in the seven school districts of Belmont County. The PD will allow the teachers to understand credentialing of students and offer train the trainer to teachers so they can instruct the students on how to obtain the credentials. We are presently working with the schools to see what credentials they would like to offer and how many teachers they want to send for training. Many of the schools are not familiar with credentialing as it has historically been part of Career Tech. There are now opportunities to allow the home schools to provide their own credentialing. We are presently working with the school districts to see what they are currently offering in their curriculum that may closely align with credentials. 3. Once the credentials have been chosen by each of the school districts and the professional development is completed then the schools can begin offering IRC's to their students.

Randy Lucas was asked what is the status of hiring Career Navigators. Randy replied that it is in process with some of the details being worked out between part time and full-time positions. The ECOESC hopes to have 6 career navigators for the coming school year. Some will be assigned directly to the schools, as some districts see the value in having a full-time career navigator. The ECOESC will continue to have regional career navigators such as Dan who serves through a grant, and we hope that Keri will serve as a regional lead navigator. Randy stated that although we have to meet the conditions of the grants, that we operate as a department and share information in such a way as all of our schools in all our counties will benefit. Randy said that we have tried approximately three times to get a grant for Career Navigators in Tuscarawas County but we have not been successful for whatever reason, but having navigators in other

counties should help Tuscarawas Counties. Dan Christian mentioned that one of the goals of the RemotEDx grant is to have programs established that can be implemented across the state and that we are working with regional partners, Ohio Means Jobs of Belmont County, Southeast Region of Tech Prep and Building Bridges 2 Careers out of Marietta to try and make that happen. Dan went on to say that while there has not been much success in the quest for funding for career navigators in Tuscarawas County that grant opportunities may become available as they did last summer, and if that occurs, we will continue to apply for funding.

Item 5. Put in Place Problem Based Learning components for the 2021-2022 school year. Dan Christian mentioned that the program is still moving forward and now has been incorporated as part of the roll out of the RemotEDx grant. The ECOESC is still partnering with BB2C to supply the professional development for the teachers. School districts should continue to watch for information as that program moves along.

Item 6. Monitor and Increase Awareness in Future Job Markets. Dan Christian stated that we will query our business partners as shortly as we have done at past.

Item 7. Develop Sustaining Relationships with Business Partners. Dan Christian stated that he and Randy Lucas mentioned that we had discussed the idea of having a Thank You Breakfast at the New Philadelphia Office for all our members. There was a discussion concerning the idea of a breakfast and the general consensus was it was a good idea. The first full week of June would be an agreeable week to have it, and Dan would send out a poll to see what day of that week and time might work the best for a majority of the members.

5. Survey of Business Members attending the meeting concerning current economic outlook, Job Market, Future job availability

Ed Good with Mead Township mentioned that they had a face to face meeting with PTT Global and they are still committed to the Ethane Cracker Plant. This was the first face to face meeting due to COVID. PTT Global is in discussion with other interested parties who might become partners in the project. The Shell Cracker plant project in Monaca, PA is continuing but the number of trades and on-site cranes have been greatly reduced. Everyone is staying positive and hoping the PTT site will come to fruition. Ed is a proud graduate of Bellaire High School.

Aaron Kuntzman is project coordinator with Peterman Plumbing and is a graduate of Dover High School. They are really busy on both sides of their business, both residential and commercial. From an employee point of view, they draw their commercial employees from the Union Hall and currently Peterman has three large projects going and they have more employees from the hall than any other local company. Finding employees who want to do residential plumbing is still challenging.

A.J. Smith is graduate of St. John High School in Bellaire and is a Civil Engineer with Hull & Associates in St. Clairsville. They do quite a bit of work in the Oil & Gas Industry. There is no real update in that industry as operators continue to slowly increase activity, which is good. There is a lot of activity in the infrastructure area as a result of Federal Funding and CARES Act Money. Local communities are starting to get money for local infrastructure. This should lead to a lot of work for local construction trades and contractors.

John Kelly stated that all the manufacturers that they have talked to in the last several months, their primary issue is workforce, getting enough people. Most of these jobs are for entry level positions. They have been kicking around the idea of offering entry level training that might include two months of how to run a forklift, OSHA Safety training, introduction to basic machines like presses, maybe first aid / CPR training. This training would be for graduates who did not go to Buckeye Career Center and do not want to go into the military or college. This would give the graduates the opportunity to apply for good positions as there are a lot of jobs and wages are going up. Starting wages are at \$15 to \$20 per hour for entry level positions. This is the biggest need in the manufacturing sector and it would be great to filter some of those graduates into these positions.

Matt Falter echoed what John was saying. There are a lot of good entry level jobs open. He stated that their operations side of their organization has four internal recruiters that help companies with their job postings and search the OhioMeansJobs data base looking for talent. As of last Friday, the two counties had approximately 170 companies looking to fill about 450 openings and that's not all the available openings. There is a huge need for talent acquisition. There is also a need to fill middle management positions. Companies are looking internally to fill those positions, looking to employees who have leadership qualities but may lack some skill or training. To that end, they launched an incumbent worker grant the second

week of April. The grant is for companies that are focusing on manufacturing and health care who would like to train their existing workforce on leadership, new equipment, soft skills training, process improvement, or training that can be customized to what a company may need. There is money available as long as the training is completed by June 30th. The grant is a 50% reimbursement of actual cost not to exceed \$25,000. If anyone is interested or knows of businesses in Stark or Tuscarawas Counties that might be interested then please reach out to Matt. The application process is electronic and easy to complete. Matt will send a flyer on this program to Dan, and he agreed to forward it to all members on Tuesday.

Jennie Koch mentioned there a number of students in the Tech Prep area that already have a number of certifications from the career centers that John had mentioned. Many students should be graduating shortly and we should get them interested in the companies that are needing employees. Matt mentioned that they are having their Virtual Job Fair this week in Tuscarawas County on Thursday, May 6th. There are 20 to 22 companies that are participating and they are primarily manufacturing based. Anyone can register and Matt will send the flyer for that to Dan to distribute as well.

6. ANNOUNCEMENTS / MEMBERS REMARK

Katie Good mentioned that the South East Tech Prep Regional Center will host their Virtual Success Bound meeting on May 20th and 27th. The 20th will be very educator focused and the 27th is for all businesses to participate. There will be featured speakers and breakout session in 6 career fields that will include individual industry forecasts and projected businesses needs as far as students are concerned. The sessions will be from 9 to 11 AM.

Level Quinn, Career Navigator at Cambridge High School stated it would be wonderful if we could create something along the lines of what John described for the students in Guernsey County. Currently about half of the students at Cambridge do not go to the Mid-East Career Center, or plan to go to college or to the military. It would be amazing if they could get businesses to train the students going into their senior year to be ready to join the workforce. Currently many of the graduates do not have any additional skills to help them be employed in good paying jobs. There are so many jobs out there right now. If anyone wants a job, there are jobs out there.

Level also announced that all of the Guernsey County Schools will be hosting a Virtual Career Day on May 12th to help employers and students to connect.

Dan Christian reported that OMJ Area 16 held their Virtual Job Fair the previous week. It was reported that 150 people had signed up for the fair, but only 24 people submitted resumes. There was a lot of work that went into it, for not a whole lot of gain.

Dan also reported that Andrew Reeves with Elite Cryogenics had to leave early but Andrew had reported that it is hard to find employees and when they do hire new employees only about 50% of them work out. Dan announced that Todd Herman was seeking some input as to what curriculum that could be offered at Conotton Valley's new Rocket Center. Dan had developed a survey but was not sure if Todd liked it or not. Dan will get in contact with Todd and see what he would like to do with that survey. Members should be on the lookout for some type of survey in the future from either Todd or Dan.

Dan asked for any further announcements and there were none. He stated that the agenda called for discussion on "what good has come out of COVID" but due to time constraints we will table that item.

D. Motion to ADJOURN at 7:38

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

1st Mr. Dykshoorn

2nd Mr. Kuntzman

Passed YES, without objection

NEXT MEETING: TBD