Tomorrow’s workers … They are right here

Montgomery County ESC
Business Advisory Council
2020-2021 Joint Statement of Work
Montgomery County ESC Business Advisory Council
Ensuring our workforce can compete by enhancing partnerships between schools, higher education and employers

THE BUSINESS ADVISORY COUNCIL IS:
- Ensuring student success and career-readiness
- Helping existing and new businesses thrive
- Keeping talent in our region
- Making Montgomery County a great place to live and work

Our region’s Business Advisory Council will continue to innovate in creative ways during this historic school year. We are committed to working together to continue our momentum despite the many obstacles of the last 12 months. As a community, many of us have made enormous leaps forward in technology adoption and implementation. Yet, the socio-economic challenges that existed in our community before this pandemic still loom over us as we further our efforts in workforce development and strengthen our local K-12 systems. Over the next 12 months, we will address the social, emotional, and economic impacts this pandemic has had on our community and continue to build new opportunities for our community’s students and strengthen our relationships with our region’s in-demand industries.

VISION
All MCESC BAC member districts’ students are career-focused and have the preparation they need to succeed on the job and in life.

MISSION
We will promote substantive and effective collaboration between educators and industry to prepare students to compete in a global economy.

VALUES
We believe in:
1. Integrity — Our workforce must embrace personal and civic responsibility and hold strong ethical standards.
2. Equity — All students’ educational needs and aspirations must be respected. Every career choice has value.
3. Innovation — The job market and employers’ needs are ever-changing. Innovation is a constant and requires life-long skill development.
4. Diversification — Montgomery County’s economy is diverse by design, and every industry sector is counting on access to talented employees. Young people need to have access to diverse educational options that prepare them to succeed in our local economy.
5. Collaboration — Industry leaders and educators must work together to create a cohesive and sustainable system that builds a highly skilled and adaptable workforce.
6. Communication — Clear and proactive feedback is a prerequisite for successful partnerships.
The Plan was established at this level, and continues to be reviewed and updated based on feedback, and then re-submitted to the Ohio Department of Education and the Governor’s office as per ORC mandate.

Members of the Steering Committee are comprised of P2P Institute Attendees, Co-Chairs and 5 Sub-Committee Leaders.

Co-Chairs host the Annual BAC Dinner and facilitate three other MCESC BAC At-Large Quarterly Meetings. Additionally, the Steering Committee convenes at least two times per year.

Each of the BAC member organizations is expected to have representation on at least one BAC subcommittee.

Each of the 5 subcommittees is responsible for carrying out the specific BAC Goals. The “Plan” established includes the strategies, actions and those responsible associated with each of the 5 Goals. (See Plan, pages 10-14.)

Each subcommittee meets regularly. Updates are documented for use at MCESC BAC quarterly meetings.

Communication feeds to industries and school districts from the subcommittee members to aide in the implementation.

Industry, Higher Ed, School Districts, Business/Government Network members will implement the BAC strategies and actions within their own institutions based on their level of capacity, need and responsibility. (See Menu document and Structure and Support document.)

Feedback should be given to the reps on the BAC subcommittee(s) to inform the on-going plan.
1) **Student Engagement**

For students to be well-equipped to make a career plan, they must be aware of the diverse career opportunities that exist locally and beyond and understand what it takes to prepare for these careers.

**Schools must** offer opportunities for career experiences for students both inside and outside of school and assist students in making appropriate plans for after high school.

**Industry must** provide career experiences that help students explore their career opportunities and help advise schools and students on how to move effectively toward careers.

**Accomplishments**

- Partnering schools **hosted 337 career exploration experiences** for our region’s students.
- We conducted outreach and hosted information sessions, resulting in **22 of our partner school districts administering aptitude and interest assessments** to their students.
- We embarked on our first regional approach to career exploration events, resulting in **19 of our partner school districts participating** in this new schedule of virtual events.
- We held our third annual Career Adventures Camp virtually in Summer 2020 on YouTube and Facebook expanding our reach to even more students during the pandemic.

2) **Parent and Community Engagement**

Our region is rich in career and educational opportunities, but our parents and community need to better understand how they can be advocates for students’ success.

**Schools must** share with parents and the community what is already occurring to help prepare students for their futures. They must highlight the diversity of industries that can lead to successful careers.

**Industry must** collaborate with schools to create opportunities for industry exposure that elevates the community’s understanding of locally available careers.

**Accomplishments**

- We partnered with Think TV to administer an outreach campaign to provide parents and community members with **resources to help families understand educational and career opportunities**.
We explored new ways to **highlight online resources for families to have meaningful conversations with their students about careers** and participate in online, industry specific virtual career fairs.

### 3) Industry Engagement

For efficient and productive career experiences (i.e. internships, job shadowing, apprenticeships) to be feasible, we need a one-stop shop for industry and schools to connect.

**Schools must** provide flexibility in scheduling to allow students to participate in career experiences.

**Industry must** engage in meaningful partnerships and invest in opportunities for students to have career experiences while they are still in school.

**Accomplishments**

- Through partnerships with the Dayton Area Chamber of Commerce, SOCHE, and MCESC, we created a one stop portal for employers to get involved in our region’s schools.

### 4) Educator Engagement

Educators are well-positioned to guide our students on a path toward career success if they have the training, curriculum tools and support from industry to increase their own awareness, knowledge and skills to support students’ career planning.

**Schools must** provide opportunities for educators to connect to careers and curriculum designed to give students experiences to help them design plans after high school.

**Industry must** invest time and resources in our region’s career connections work while acknowledging the challenges educators face.

**Accomplishments**

- We formed our first industry specific educator support network. We now regularly convene our region’s computer science educators on a monthly basis to share resources, align strategy, and invite partners to help us strengthen our tech worker pipeline.
• We expanded our Quarterly Career Champion Meetings to now include monthly check-in meetings that have seen a rise in attendance due to virtual participation options. These monthly check-ins have allowed us to facilitate far more events and highlight more resources than ever before.

• Upon completion of our local teacher extern pilot, we’re now continuing to design new teacher externship opportunities with local industry organizations.

5) Policy and Advocacy
A statewide approach is critical in addressing the needs of an ever changing workforce landscape.

Industry must Inform policymakers on the specific needs of our future workforce.

Accomplishments

• In April 2020, 18 partners from industry, the community, and K-12 and higher education attended the Pathways to Prosperity Spring Institute.

• This new subcommittee has convened twice and is in the process of identifying policy priorities and the associated action steps to address COVID-19’s effects on our local education ecosystem.

• We’ve also formed a quarterly newsletter to update the larger community and our elected leaders on the progress of our region’s business advisory council.

Schools must inform policymakers on the needs and challenges of K-12 partners.
Combining Our Efforts

Our Business Advisory Council is committed to speaking with a single, coherent voice when it comes to workforce development. This is important because we represent rural, urban, and suburban school districts. Regardless of the diversity of our region's students' experiences, we recognize that we need to better braid industry partnership and work-based learning into our local K-12 systems. We're excited to announce that we have successfully integrated a regional portal for interested industry partners to get involved. They can visit daytonworkforce.com or the respective websites of the Montgomery County ESC, Dayton Area Chamber of Commerce, or the Southwestern Ohio Council for Higher Education to find a simple, yet effective way to get involved.

Focusing in on Career Connections Weeks of Action

This school year has been unlike any we've ever seen. We are committed to inspiring students and guiding them as they plan out their next steps after high school. We know partners are facing fatigue and a lot of what was once standard now looks completely different. COVID-19 has made it nearly impossible for many of the traditional career connections opportunities to take place. This is why our region thought outside of the box and hosted four different Career Connections Weeks of Action. The following weeks occurred from September to December and exposed our region's students to four of the region's in-demand industries. We're now taking what we've learned and begun to explore how we can build on those experiences during the second half of this school year.

- Construction Appreciation Week Sept. 14-18
- Manufacturing Day Oct. 2
- Health Professions Week Nov. 14-19
- Computer Science Education Week Dec. 7-13
# Career Readiness Progression

<table>
<thead>
<tr>
<th>K-8</th>
<th>6-8</th>
<th>8-9</th>
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</table>
## Career Awareness
Elementary Grades (K-5)
- Career Awareness Programming
  - A-Z Curriculum
  - Career Speakers
  - Aligned Events

## Career Exploration
Middle Grades (6-8)
- Career Exploration Course Offerings
- Industry Site Visits*
- Pathways Fair
  *Can and should be repeated

## Career Planning
High School (9-12)
- YouScience*
- Student SNAP Shots*
  Identifies Career Pathway
- Job Shadowing Experiences*
  (aligned to YouScience results)
  *Can and should be repeated

### SUMMER
- TechPrep/CCP Courses
  - Digital & Financial Literacy Courses
    (Aligned Pathway)
- Industrial Credential Curriculum
  Sinclair, Graduation Alliance and other identified partners will provide Industry-specific Pathway sheet and Industry Credential Curriculum
- Hiring Fairs
- Assessment for Industry-recognized Credential
  Take at completion of Industry Credential Curriculum
- Continued College and Career Advising

### Post-secondary Work/Training
- TechPrep/CCP Courses
  (Aligned Pathway)
  Sinclair and other higher ed partners will provide Industry-specific Pathway sheet
- Industrial Credential Courses
  Sinclair, Graduation Alliance and other identified partners will provide Industry Credential Curriculum
- College & Career Signing Day
- Industry-recognized Credential Assessment
  Take at completion of Industry Credential Curriculum

Internship, Course-aligned practicum, College, Apprenticeship, Job or Military
### BAC Engaged

**BENEFITS:**
- Plan and Joint Statement of Work will be completed on your behalf
- Access to opportunities aligned or resulting from BAC Plan
- District leadership and staff connected to work-based learning opportunities
- Students and families connected to jobs, internships, camps, clubs and other important employment resources

**DISTRICT Commits To:**
- Take formal action to join MCESC BAC
- Career Champion attends the BAC quarterly meetings
- Career Champion/Industry Rep actively participates in one of the 5 subgroups
- Attendance at the Annual BAC Dinner

### BAC Mobilized

**BENEFITS:**
- All from Engaged & Mobilized
- Priority for pilot opportunities with MCESC and Learn to Earn Dayton
- Priority to Workforce Director
- Access to Seamless WBL data infrastructure
- Receive priority access to limited special events and opportunities

**DISTRICT Commits To:**
- All commitments from Engaged & Mobilized
- Will have two cohorts of high school students take the YouScience Assessment
- Will implement K-5, 6-8, and 9-12 MCESC Career Curriculum in an aligned manner to the Career Readiness Progression
- Will offer at least three of the formalized In-Demand Career Pathways to high school students

### BAC Invested

**BENEFITS:**
- All from Engaged & Mobilized
- Priority for pilot opportunities with MCESC and Learn to Earn Dayton
- Priority to Workforce Director
- Access to Seamless WBL data infrastructure
- Receive priority access to limited special events and opportunities

**DISTRICT Commits To:**
- All commitments from Engaged & Mobilized
- Will have two cohorts of high school students take the YouScience Assessment
- Will implement K-5, 6-8, and 9-12 MCESC Career Curriculum in an aligned manner to the Career Readiness Progression
- Will offer at least three of the formalized In-Demand Career Pathways to high school students
PATHWAYS TO PROSPERITY NETWORK UPDATE

On behalf of the Business Advisory Council, the Montgomery County ESC in the fall of 2018 joined the Pathways to Prosperity Network in support of implementing the Council's goals. Pathways to Prosperity is an initiative of Jobs for the Future at the Harvard Graduate School of Education. Its data-driven work is focused on creating meaningful career pathways for students who are eager to complete high school and earn a high-value credential or degree. Many young people want to become career-ready and move into local jobs.

In April 2020, a working group virtually attended the 2020 Spring Pathways to Prosperity Institute. Our group consisted of superintendents and staff from Sinclair College and Learn to Earn Dayton, as well as industry leaders and economic development professionals from the Dayton Development Coalition and Montgomery County Business Services. Despite COVID-19’s challenges, we have leveraged that convening and are now working with the Network to strengthen our local industry partner organizations. Our Pathways team has assisted us in forming a monthly Greater Dayton Area Hospital Association Education Subcommittee. This year we will continue to focus on strengthening the college and career pipeline for careers in information technology and healthcare/bioscience.

This year we will continue to focus on strengthening the college and career pipeline for careers in information technology and healthcare/bioscience.
THE WAY FORWARD

We have proven just how innovative education can be when it is forced to adapt to an unprecedented health crisis. With these historic adaptations the question now becomes what do we hold onto once the crisis subsides? Our Business Advisory Council went from community members from 23 different school districts driving to a central hub in downtown Dayton to a collage of faces on virtual meeting software. We were forced to cancel some of our biggest plans but still managed to host incredibly unique and engaging activities. Before the pandemic and what will be evident long after, our region faced an annual challenge; how do we better connect our BAC’s 700 high school graduates every spring to the next step in their college and career journey? In these turbulent times, the way forward involves embracing an open mind and being unafraid to pioneer new ways of thinking. Before the pandemic, we knew we needed a better software management tool to coordinate our outreach efforts. Now, more than ever, we see the potential of a great software to keep our students connected to opportunities in a Remote and Virtual environment. As we explore ways we can adopt software like Nepris, we hope you continue to embrace these tools to support the students in our region.
BUSINESS ADVISORY COUNCIL DATES

Main BAC Meetings 2020/2021
September 8  8:30 am-10:00 am
November 19 8:30 am-10:00 am
February 24 Annual Dinner
May 4  8:30 am-10:00 am

WORKING GROUP MEETINGS

BAC Educator Engagement
September 11  10:30 am-12:00 pm
November 12  10:00 am-11:30 am
March 18  10:00 am-11:30 am
May 5  10:00 am-11:30 am

BAC Industry Engagement
September 8  10:00 am-12:00 pm
November 10  8:30 am-10:00 am
February 11  8:30 am-10:00 am
May 3  8:30 am-10:00 am

BAC Parent & Community Engagement
September 23  8:30 am-10:00 am
November 5  8:30 am-10:00 am
March 2  8:30 am-10:00 am
May 6  8:30 am-10:00 am

BAC Policy Group
September 25  8:30 am-10:00 am
November 9  8:30 am-10:00 am
March 15  8:30 am-10:00 am
April 13  8:30 am-10:00 am

BAC Student Engagement
September 10  9:00 am-10:30 am
October 5   10:00 am-11:30 am
March 9  10:00 am-11:30 am
April 7  9:00 am-10:30 am
### Strategy

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<thead>
<tr>
<th>Strategy</th>
<th>Actions</th>
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<th>Timeframe</th>
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<tbody>
<tr>
<td>1. Utilize social media to expand awareness of careers &amp; educational opportunities</td>
<td><strong>Schools</strong> Develop &amp; deploy social media engagement plan in conjunction with County Communications Collaborative and Think TV</td>
<td>• Student Engagement&lt;br&gt;• Parent &amp; Community Engagement&lt;br&gt;• Educator Engagement&lt;br&gt;• County Communications Collaborative&lt;br&gt;• All Districts</td>
<td>Regularly present at County Communications Collaborative monthly meetings</td>
<td>61% of districts utilized social media for career awareness</td>
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<tr>
<td><strong>Industry</strong> Provide info/photos/etc. for social media engagement</td>
<td>Chamber/Industry Orgs/ BBB/DDC</td>
<td>Present a mid-school year review to the BAC via email in Jan. 2021</td>
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<tr>
<td>2. Increase understanding of students’ aptitude in relation to in-demand careers</td>
<td><strong>Schools</strong> Implement Career Aptitude tool, YouScience</td>
<td>MCESC/All Districts</td>
<td>2Q 2021</td>
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<tr>
<td><strong>Industry</strong> Fund YouScience implementation</td>
<td>DDC/Chamber/Trade Orgs</td>
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<td>3. Increase career engagement opportunities within schools</td>
<td><strong>Schools</strong> • Provide career activity time (Power Lunch, Career Fair, guest speakers, etc.)&lt;br&gt;• Organize Career Exploration Weeks of Action</td>
<td>MCESC/All Districts</td>
<td>2Q 2021</td>
<td>• 337 activities held&lt;br&gt;• 19/23 82% of districts participating in career connections weeks of action&lt;br&gt;• All major industry organizations assisted in these events&lt;br&gt;• Approximately 160 partnerships with companies&lt;br&gt;• Approximately 90% of businesses involved in our in-demand sectors</td>
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<td><strong>Industry</strong> Resource career activities (provide speakers, open for tours, etc.)</td>
<td>Trade Orgs/Businesses/ MVHRA</td>
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<tr>
<td>4. Create more career videos for each of the local in-demand industry sectors</td>
<td><strong>Schools</strong> Deploy videos through classes and other communications channels</td>
<td>MCESC/All Districts</td>
<td>1Q 2021</td>
<td>• We shared 29 videos&lt;br&gt;• 61% of member districts are sharing the videos&lt;br&gt;• Approximately 70 careers covered&lt;br&gt;• 8 sectors covered</td>
</tr>
<tr>
<td><strong>Industry</strong> Identify companies and employees for career videos</td>
<td>Trade Orgs/Businesses/ MVHRA/Think TV/Higher Ed institutions</td>
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<tr>
<td>5. Focus on K-5 career connections outreach</td>
<td><strong>Schools</strong> Develop K-5 student outreach strategies on a school by school basis utilizing our A to Z videos</td>
<td>L2ED/MCESC</td>
<td>2Q 2021</td>
<td>In Progress / Still assessing participation</td>
</tr>
<tr>
<td><strong>Industry</strong> Provide necessary information for outreach communications</td>
<td>Trade Orgs/Businesses</td>
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### Student Engagement

For students to be well-equipped to make a career plan, they must be aware of the diverse career opportunities that exist locally and beyond and understand what it takes to prepare for these careers.

**Schools must** offer opportunities for career experiences for students both inside and outside of school and assist students in making appropriate plans for after high school.

**Industry must** provide career experiences that help students explore their career opportunities and help advise schools and students on how to move effectively toward careers.
## Parent & Community Engagement

Our region is rich in career and educational opportunities, but our parents and community need to better understand how they can be advocates for students’ success.

### Schools must

Share with parents and the community what is already occurring to help prepare students for their futures. They must highlight the diversity of industries that can lead to successful careers.

### Industry must

Collaborate with schools to create opportunities for industry exposure that elevates the community’s understanding of the careers available locally.

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| 1. Utilize social media to expand awareness of careers & educational opportunities | **Schools** Develop & deploy social media engagement plan in conjunction with County Communications Collaborative and Think TV | • Student Engagement  
• Parent & Community Engagement  
• Educator Engagement  
• County Communications Collaborative  
• All Districts | Regularly present at County Communications Collaborative monthly meetings | 61% of districts utilizing social media for career awareness |
<p>|                                                                          | <strong>Industry</strong> Provide info/photos/etc. for social media engagement       | Chamber/Industry Orgs/BBB/DC | Present a mid-school year review to the BAC via email in Jan. 2021 | |
| 2. Create more parent-facing videos that address in-demand industry sectors, college affordability, options for education beyond HS | <strong>Schools</strong> Deploy videos through social media and other communications channels | MCESC/All Districts | 1Q 2021 | 83% of districts utilizing career connections videos |
|                                                                          | <strong>Industry</strong> Provide necessary information for video content             | Trade Orgs/Businesses/MVHRA/Think TV/Higher Ed institutions | | |
| 3. Focus on K-5 career connections outreach                              | <strong>Schools</strong> Develop K-5 parent outreach strategies on a school by school basis utilizing our A to Z videos | L2ED/MCESC | 2Q 2021 | In progress |
|                                                                          | <strong>Industry</strong> Provide necessary information for outreach communications   | Trade Orgs/Businesses/MVHRA/Think TV/Higher Ed institutions | | |
| 4. Organize outreach to alumni and recently graduated seniors           | <strong>Schools</strong> Conduct outreach and highlight alumni via digital and physical marketing like posters and social media | MCESC/All Districts | 2Q 2021 | In progress |
|                                                                          | <strong>Industry</strong> Provide necessary information for outreach material          | Trade Orgs/Businesses/MVHRA/Think TV/Higher Ed institutions | | |</p>
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<tr>
<td>1. Continue adoption and advertising of a digital platform to educate students, parents, and industry and promote occupational opportunities</td>
<td>• Provide input on designing the digital platform including materials and importance to parents, students, and employers</td>
<td>SOCHE/Business/Trade Organizations</td>
<td>4Q - 2020</td>
<td>• Updated soche.org/engage • Created industry portal</td>
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<td></td>
<td>• Provide input on design of digital platform which houses information on K-12 workforce pathways</td>
<td>MCESC/All Districts</td>
<td>4Q - 2020</td>
<td>• In Progress</td>
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<td></td>
<td>• Connect these tools to BAC’s competency mapping in-demand careers pipeline efforts</td>
<td>SOCHE/Business/Trade Organizations</td>
<td>2Q 2021</td>
<td>• In Progress</td>
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<td></td>
<td>• Give feedback on job descriptions to ensure requirements are met</td>
<td>SOCHE/Business/Trade Organizations</td>
<td>In Progress</td>
<td>In Progress</td>
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<td></td>
<td>• Partner with SOCHE to identify companies and partnerships</td>
<td>MCESC/All Districts</td>
<td>In Progress</td>
<td>In Progress</td>
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<td></td>
<td>• Devise system to track work-based learning participation in our region</td>
<td>MCESC/All Districts</td>
<td>In Progress</td>
<td>In Progress</td>
</tr>
<tr>
<td>Industry Engagement</td>
<td>• Device system to track work-based learning participation in our region</td>
<td>SOCHE/Business/Trade Organizations</td>
<td>Currently underway at a district level</td>
<td>• In Progress</td>
</tr>
<tr>
<td></td>
<td>• Analyze operations to determine areas in organization that can benefit from an intern</td>
<td>Industry</td>
<td>• In Progress</td>
<td>• In Progress</td>
</tr>
</tbody>
</table>

Industry must engage in meaningful partnerships and invest in opportunities for students to have career experiences while they are in school. Schools must provide flexibility in schedules to allow students to participate in career experiences. Industry must engage in meaningful partnerships and invest in opportunities for students to have career experiences while they are in school. For efficient and productive career experiences (i.e. internships, job shadowing, apprenticeships) to be feasible, we need a one-stop shop for industry and schools to connect.
**Educator Engagement** Educators are well-positioned to guide our students on a path toward career success if they have the training, curriculum tools and support from industry to increase their own awareness, knowledge and skills to support students’ career planning.

**Schools must** provide opportunities for educators to connect to careers and curriculum designed to give students experiences to help them design plans after high school.

**Industry must** invest time and resources in our region’s career connections work while acknowledging the challenges educators face.

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<tr>
<td>1. Align existing programs and resources to meaningfully meet the ODE career connections requirements</td>
<td><strong>Schools</strong></td>
<td>Determine and Promote MCESC BAC Operational Definitions of Work-Based Learning</td>
<td>Educator Engagement Team, with ODE Representative</td>
<td>May 2021</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Provide Work-Based Learning Resources (Guidance documents, OMJ readiness seal, pre-apprenticeships, job shadowing, etc.)</td>
<td>Educator Engagement Team, with ODE Representative</td>
<td>May 2021</td>
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<td></td>
<td></td>
<td>Share examples of Career Connections at Career Champions meetings</td>
<td>MCESC Staff</td>
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<td></td>
<td><strong>Industry</strong></td>
<td>Create an adaptable career connections planning tool for districts that identifies requirements by band, aligns available resources, and identifies gaps</td>
<td>Educator Engagement Team</td>
<td>2020-2021 Focus on IT</td>
</tr>
<tr>
<td>2. Utilize data to drive decision and increase career readiness across the educational continuum</td>
<td><strong>Schools</strong></td>
<td>Partner with schools to help plug identified gaps with industry-relevant opportunities (speakers, tours, lunches, projects, etc)</td>
<td>TBD as gaps are identified</td>
<td>2020-2021 academic year 2020-2021 Focus on IT</td>
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<tr>
<td></td>
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<td>Share Learn to Earn Indicators, Career Readiness Survey Data, and SnapShot Data with Career Champions, Counselors, Building Admin, MVRCD, Teachers</td>
<td>MCESC/L2ED Staff &amp; Educator Engagement Team</td>
<td>Annually</td>
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<td></td>
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<td>Share protocols to use for data walks in districts</td>
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| **3. Expand authentic experiences and activities connected to careers** | **Schools**  
Leverage and promote career activities and tasks that align with content standards (technical and employability skills)  
Promote careers within each Industry Cluster, by generating resources and activities for one week’s worth of programming for each cluster (using Manufacturing Week as a model) (IT focus 20-21)  
Host quarterly Career Champions/Counselors Meetings with Industry Tours  
Host Teacher Industry Experience (IT Focus 20-21)  
Attend focus groups to develop career activity ideas and identify career alignment with content standards  
Host Industry Tours and Experiences  
Work with P2P to identify career pathways structures - research existing options within and beyond the local districts and draft local pathway option  
Work with schools (K-12 & HE) to identify targeted pathways, coursework, and credentials | All districts, MCESC staff  
All districts, MCESC staff  
All districts, MCESC staff  
All districts, MCESC staff  
Chamber & Trade Orgs to identify key employers to participate  
MCESC & L2ED in coordination with the Educator Engagement Team  
Chamber, Trade Orgs & Key business leads in identified pathways | 2020-2021 academic year (IT focus 2020-21)  
2020-2021 academic year (IT focus 2020-21)  
2020-2021 academic year (IT focus 2020-21)  
2020-2021 academic year (IT focus 2020-21)  
2020-2021 academic year (IT focus 2020-21) | Hosted pilot Computer Science Education Week opportunity Capture the Flag Tournament. Approximately 300 students participated.  
In Progress  
In Progress  
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In Progress  |

16
A statewide approach is critical in addressing the needs of an ever changing workforce landscape.

**Schools must** Inform policymakers on the needs and challenges of K-12 partners.

**Industry must** Inform policymakers on the specific needs of our future workforce.

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Actions</th>
<th>Responsibility</th>
<th>Timeframe</th>
<th>Metric</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Create a policy agenda to guide our efforts for the 2020/2021 school year</td>
<td><strong>Schools</strong> To provide on-the-ground observations from the K-12 side of this work as it pertains to policy for schools</td>
<td>All districts</td>
<td>Create an initial agenda with key policy priorities for Q2 2021</td>
<td>In progress</td>
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<td></td>
<td><strong>Industry</strong> To participate in providing feedback on workforce needs and possible legislative changes</td>
<td>Chamber/Industry Orgs/BBB/DDC</td>
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<td>2. Specifically examine policies to address our state’s digital divide, equity and online access issues</td>
<td><strong>Schools</strong> Report internet accessibility issues and identify barriers to online student learning</td>
<td>All districts</td>
<td>2Q 2021</td>
<td>In progress</td>
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<tr>
<td></td>
<td><strong>Industry</strong> Investigate possible public/private partnerships</td>
<td>Chamber/Industry Orgs/BBB/DDC</td>
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<tr>
<td>3. Explore policies specifically aimed at partnering with employers to offer more work-based learning opportunities to K-12 students</td>
<td><strong>Schools</strong> Partner with employers to create high quality work-based learning experiences</td>
<td>All districts</td>
<td>2Q 2021</td>
<td>In progress</td>
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<tr>
<td></td>
<td><strong>Industry</strong> Identify pragmatic incentives and policies to increase employer participation in work-based learning opportunities</td>
<td>Chamber/Industry Orgs/BBB/DDC</td>
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<tr>
<td>4. Improve tracking and access to community workforce data</td>
<td><strong>Schools</strong> Define what data sets would build capacity for schools to make more equitable decisions</td>
<td>All districts</td>
<td>2Q 2021</td>
<td>In progress</td>
</tr>
<tr>
<td></td>
<td><strong>Industry</strong> • Define what data sets would build capacity for industry to make more equitable decisions • Partner with industry led initiatives committed to equity building in our region</td>
<td>Chamber/Industry Orgs/BBB/DDC</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Thank you to the members of the Business Advisory Council. The group includes representatives from 25+ school districts, 7 in-demand industries, higher education, local government, local economic development organizations and other community partners.

To join the Council or to learn more about how your school or business can participate, contact Bryan Stewart, Workforce Director at Bryan.Stewart@MCESC.org.

Abbot Nutrition
All Service Plastic Molding
Better Business Bureau
Brookville Local Schools
CareSource
Carlisle Local Schools
Centerville City Schools
Construction Builders Association
CRG, Inc.
Dayton Area Chamber of Commerce
Dayton Area Logistics Association
Dayton Business Committee
Dayton Children’s Hospital
Dayton Development Coalition
Dayton Metro Library
Dayton Region Manufacturers Association
Dayton Public Schools
Expedient Technology Solutions
Franklin City Schools
Greater Dayton Area Hospital Association
Hobart Institution of Welding Technology
Huber Heights City Schools
Jefferson Township Local Schools
Kettering City Schools
Kettering Health Network
Kings Local Schools
Learn to Earn Dayton
Lebanon City Schools
Libra Industries
Little Miami Local School District
Loveland City Schools
Mad River Local Schools
Miamisburg City Schools
Miami Valley Apprenticeship Coordinators Group
Miami Valley Career Technology Center
Miami Valley HR Association
Montgomery County
Montgomery County Educational Service Center
New Lebanon Local Schools
Northmont City Schools
Northridge Local Schools
Oakwood City Schools
PSA Airlines
Rush Transportation & Logistics
Shook Construction
Sinclair College
Southwestern Ohio Council for Higher Education
Springboro Community City School District
Technology First
Trotwood-Madison City Schools
Valley View Local Schools
Vandalia-Butler City Schools
Warren County Career Center
Warren County Educational Service Center
Wayne Local Schools
West Carrollton City Schools
Wright-Patterson Air Force Base

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