



**Educational Service Center of the Western Reserve (ESCWR)  
Business Advisory Council (BAC) Plan: 2022-2023**

**Mission Statement (Per ORC 3313.84):** The mission of the ESCWR Business Advisory Council (BAC) is to foster cooperation among our member schools, businesses, and the communities they serve to make our education system more aware of the local labor market; promote work-based experiences within businesses; and help students prepare for successful learning and employment opportunities.

**2022-2023 Educational Service Center of the Western Reserve Business Advisory  
Council Members: Business Representatives**

Member	Employer	Industry	Email Address
Patrick Mohorcic	LCOPEDA	Economic Development Agency	pmohorcic@lcpport.org
John Gallagher	Component Repair Technologies, Inc	Turbine engine repairs	johngallagher@componentrepair.com
Maureen Burkhart	Avery Dennison	Manufacturer	maureen.campbellburkhart@averydennison.com
Ted Cudak	Lyondellbasell	Manufacturer	thaddeus.cudak@lyondellbasell.com
Ray Paganini	Cornerstone IT	Software Technical support	rpaganini@cornerstoneit.com
Jackie Hoynes	Lake Health	Health Care	jacqueline.hoynes@lakehealth.org
Cathy Bieterman	City of Painesville	Municipality	cbieterman@painesville.com
John Stoneback	JM Performance	Manufacturer	jstoneback@jmpinc.com
Chris Ciolli	Lubrizol	Manufacturer	chris.ciolli@lubrizol.com
Eric Wachob	MJM Industries	Manufacturer	ewachob@mjmindustries.com
Teresa Simons	Alliance for Working Together	Job Center Network	teresa_simons@thinkmfg.com
Margo Reda	Ohio Means Jobs	Job Center Network	margo.reda@jfs.ohio.gov

**2022-2023 Educational Service Center of the Western Reserve Business Advisory  
Council Members: School Representatives**

Member	School Building, District or ESC	Title	Email Address
Jennifer Felker	ESC of the Western Reserve	Superintendent	jfelker@escwr.org

Nancy Santilli	ESC of the Western Reserve	Assistant Superintendent	nsantilli@escwr.org
Josh Englehart	Painesville City Schools	Superintendent	josh.englehart@pcls.net
Domenic Paolo	Fairport Harbor Schools	Superintendent	dpaolo@fhevs.org
Geoffrey Kent	Governing Board - ESCWR	President	gkent47@ymail.com
Angela Smith	Madison Schools	Superintendent	angela.smith@madisonschools.net
Jaina Gandolfi	ESC of the Western Reserve	Vocational Director	kgandolfi@escwr.org
David Enzerra	Lakeland Community College	Executive in Residence	denzerra1@lakelandcc.edu
Andrew Kelner	Auburn Career Center	Dir of Business Partnership	akelner@auburncc.org
Kelly Moran	Educational Service Center of the Western Reserve	Dir of Instructional Programs	kmoran@escwr.org

### Schedule of Meetings

The Lake County Business Advisory Council meets on a quarterly basis. The planned meeting dates for the 2022-2023 school year include:

Date 1: September 13th, 2022	Date 2: December 13th, 2022
Date 3: March 14th, 2023	Date 4: June 13th, 2023

The ESCWR BAC meeting schedule will be determined annually at the Business Meeting to be held in the fall of each year. (The BAC will meet at least once per quarter as required by Ohio law.)

**Sunshine Laws:** The ESCWR BAC will comply with Ohio’s public records and open meetings laws, collectively known as the “Sunshine Laws” as required by law.

### Member Appointments:

- County Superintendent (permanent member) serves as Executive Chair.
- 2 Superintendents and representatives from ESCWR Member Districts (permanent member).
- 1 Representative from Lake County Ohio Port & Economic Development Authority (LCOPEDA) (permanent member).
- 1 Representative from Auburn Career Center (permanent member).
- 1 Representative from Higher Education – Lakeland Community College (permanent member).
- At least 8 members from local or regional businesses and industries that represent diversity in the business communities. (staggered terms).
- Additional At-large Members may be added at the discretion of the BAC in multiples of 2 (3 year terms).

- Representative from workforce development. At the discretion of the BAC for 3 year term.
- Voting authority – two members from same entity – 1 vote.

**Roles of the BAC (Per ORC 3313.84):**

1. To *advise* local school districts on changes in the economy and job market and the area in which future jobs are most likely available;
2. To *advocate* for the employment skills most critical to business and industry and the development of curriculum to teach these skills;
3. To *aid* and *support* local school districts by offering suggestions for developing a working relationship among businesses, labor organizations, and educators;
4. To *advise* workforce development on how to be responsive to Northeast Ohio job market.

**Appointment & Responsibility of Officers:** Officers for the following offices: Chairperson, Vice-Chairperson, and Secretary shall be appointed by the ESCWR Superintendent at the annual BAC Business Meeting in July or August each year. Officers shall be appointed from active Board members and will be appointed for 1 year terms. The responsibilities of each office are as follows:

- Chairperson – Superintendent of County
  - Provide leadership to ensure the committee functions properly
  - Promote full participation during the meetings
  - Ensure that all relevant matters are discussed and that effective decisions are made and implemented
  - Lead and Facilitate each meeting
  - Prepare an agenda for each meeting
- Vice Chairperson:
  - Assume the responsibilities of the Chairperson in his/her absence
- Secretary: Assumed by ESC Representative

**Terms of Service:**

2 Businesses – 1 year  
 3 Businesses – 2 year  
 3 Businesses – 3 year  
 Thereafter all 3 years

The BAC shall avoid potential conflicts of interest when appointing BAC members. The ESCWR Superintendent has the right to remove BAC members due to potential conflicts of interest, lack of attendance/participation, lack of cooperative spirit, or any other reason as determined by ESCWR in partnership with LCOPEDA.

**Amendment of Bylaws:** Bylaws of the BAC may be amended at any official BAC meeting by a majority vote of BAC members present at the meeting.

**Delineation of Employment Skills:** Explain the process the Business Advisory Council will use to research (either formally or informally) in-demand employment skills and how the council will provide recommendations on those employment skills to the governing board.

1. Project/Initiative/Event Name: Graduation and Employment Data Review
  - a. Description: Review, analyze and review graduation and employment rates for trends
  - b. Goal/Expected Outcome: Build awareness of student success rates for earning graduation seals, attending college, and employment rates, and success in post graduation  
Options: career, college, enlistment

Action Steps	Responsible Party	Deadline	Resources	Potential Barriers	Result/Metric of Success
<i>What action steps are required to meet the goal or expected outcome?</i>	<i>Who will complete the task?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of this task completion?  How will you overcome these barriers?</i>	<i>What is the desired outcome of this task?  How will you measure success?</i>
Build awareness of student success rates for graduation and pathways for career, college or enlistment, as well as rates from industries on employees, hiring and open positions	Lakeland Community College, Lake Erie College, and Business Advisory Council members	June 2023	Commitment from all stakeholders to present ongoing data and provide connection to business for in demand job needs  Time to review in groups  Data extraction	Commitment and engagement of all partners  Agenda time preserved for data review and discussion	To obtain data on how to make it easier for students to navigate the post graduation environment and connect their coursework to their lives to improve student employability  Informative discussion and planning for future initiatives  Success will be measured by meeting agendas

**Development of a Curriculum to Instill Employment Skills:** Identify goals and develop a comprehensive plan for how employability skills will be taught and reinforced in kindergarten through grade 12. Provide recommendations on how the employment skills identified above will be integrated into and taught through existing curricula and/or the creation of new curricula. This plan should include both classroom instruction, as well as activities, events and programs. Address how existing programs will be sustained and new, innovative programs will be initiated and supported.

1. Project/Initiative/Event Name: State of the Future
  - a. Description: Building Skills for Tomorrow’s Jobs
  - b. Goal/Expected Outcome: Opportunity to bring business and industry leaders together with our community to network, learn, and collaborate (i.e. speaker series, state of the schools event, and touring of facilities).
2. Project/Initiative/Event Name: Career Exploration
  - a. Description: Pathways to Success for Students
  - b. Goal/Expected Outcome: Career exploration, students’ path toward finding a fulfilling and meaningful career
3. Project/Initiative/Event Name: Ohio Means Jobs Seal Education
  - a. Description: Develop stronger relationship between Geauga Growth Partners and Ohio Means Jobs
  - b. Goal/Expected Outcome: Counselor training with Ohio Means Jobs

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Districts will present initiatives on how employability skills will be taught and reinforced in K-12	Business Advisory Committee sub-committee including teachers and school district administrators Ohio Means Jobs	June 2023	Business and schools support and provide ongoing input from higher education regarding credentials/training needed for employability into the workforce	Commitment by districts and businesses to follow through via the implementation process embedded into current instructional opportunities  Ongoing communications and commitment by all entities involved in the Lake County BAC  Devote a portion of the agenda to reporting out	To prepare students to be successful in career readiness and obtain long term employment  Graduation and long term employment rates  Survey data from employers to measure skill development of employees
Internships, Job Shadowing,	Business Partners of	On going	Commitment by all stakeholders to build	Continued engagement/	Mentor students to pursue paths aligned to both skills and

Modeling of soft skills by implementing targeted curriculum objectives	the Lake County BAC, Ohio Means Jobs		<p>awareness of current and future initiatives</p> <p>New local businesses to provide internships, pre-apprenticeships and opportunities</p>	<p>communication and follow through of both schools and business community</p> <p>Networking and expanding influence</p>	<p>passion and provide tools for choosing a career</p> <p>Attendance, engagement data, and verbal feedback from students</p>
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**Changes in the Economy, Job Market and Future Job Availability:** Explain how the business advisory council will identify essential data elements to study historical and future changes to the economy and job market. The plan should include recommendations to the governing board on how the district will address these changing needs and what future jobs are likely to be available. Identify resources and partners, both regionally and/or nationally, that will inform the review process.

1. Project/Initiative/Event Name: Job Market Data Analysis
  - a. Description: Transparent Review of Job Market and Available Opportunities
  - b. Goal/Expected Outcome: School representatives understanding available resources to support future employed citizens

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Utilize Lake County Ohio Port & Economic Development Authority (LCOPEDA) for data on workforce trends and needs	Lake County Ohio Port & Economic Development Authority (LCOPEDA), Business Advisory Council	May 2023	County wide data and survey information accumulated from schools and businesses  Location, presenter, session materials	Incomplete feedback and commitment by all partners  Schedule time for presentations and discussion of LCOPEDA topics and initiatives at meeting	Analyze needs for jobs and skills required for employability  Success will be measured by website traffic and lower unemployment rates

**Developing Relationships:** Describe the process of how the business advisory council will develop and sustain relationships among the business community, labor organizations and education personnel in the areas it represents. Preparation of our students cannot be accomplished without partnerships between these key stakeholders.

1. Project/Initiative/Event Name: Business Advisory Council Participation/Expansion
  - a. Description: BAC business members will host quarterly meetings
  - b. Goal/Expected Outcome: To educate stakeholders on career opportunities and education needed for these careers (i.e. Business Boot Camp)

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Hold tours for schools with the BAC business partners to develop a better understanding of career opportunities for students and employability  Develop partnerships across K-12 Schools, Higher Ed, and Training locations (Such as Alliance for Working Together)	Business Advisory Council, Higher Ed institutions, and local manufacturing/ industry partners	June 2023	Business members' commitment to participate  Time to discuss and tour available sites  Industry volunteer to host meetings and tours	Continued engagement of both schools and businesses  Shared Responsibility in hosting meetings and events will help overcome barriers	To learn career opportunities for students and employability skills needed to succeed in the workplace  To enhance partnership relationships  To provide new and existing learning opportunities for students and members