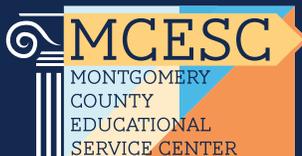




**Tomorrow's workers  
... They are right here**



**Montgomery County ESC  
Business Advisory Council  
2019-20 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 is piloting new initiatives, building new programs and engaging great partners. **We've moved from planning to action** — promoting system-level change across our community. Over the next 12 months, we will continue to stand up new career-connection opportunities for students and build deeper relationships with our region's in-demand industries.

### VISION

All MCECSC 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.



## 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 be become career-ready and move into local jobs.

In October, a working group attended the 2019 Fall Pathways to Prosperity Institute in Cambridge, Massachusetts. Our group consisted of superintendents and staff from Sinclair College and Learn to Earn Dayton, as well as economic development professionals from the Dayton Development Coalition and Montgomery County Business Services. We heard about exciting career-readiness efforts taking place across the country and presented on the visionary work we're pioneering in social-emotional learning and how it links with our career-connections work. The Pathways to Prosperity team is leading our local initiatives to ensure young people get the knowledge and skills that employers with in-demand jobs require. As we continue our learning about the ever-changing competencies needed in the 21st century workforce, our educators will respond and adjust. Since January 2020, we have been working with our in-state Pathways to Prosperity Network partners to explore ways we can better link to statewide efforts and further leverage our work.

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***We heard about exciting career-readiness efforts taking place across the country and presented on the visionary work we're pioneering in social-emotional learning and how it links with our career-connections work.***

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## OBJECTIVES

### 1) How we're engaging students –

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 10 Power Lunches** to promote local in-demand careers. Students learned about educational and training pathways to careers that interest them.
- We conducted outreach and hosted information sessions, resulting in **21 of our partner school districts administering aptitude and interest assessments to their students.**
- We held our **second annual Career Adventures Camp in Summer 2019**, and hosted our **first-ever Career Adventure Days**. In partnership with Dayton Metro Library, the Dayton Area Chamber of Commerce and numerous industry and community partners, the Montgomery County ESC implemented a week-long summer camp to expose 30 local middle-school students to in-demand careers and added separate half-day immersion opportunities that **reached over 950 students from 5 districts.**

### 2) How we're engaging parents and the community –

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 ThinkTV, our local public television affiliate, to secure \$50,000 in local funding to continue creating videos to **help families understand educational and career opportunities.**
- We completed **20 listening sessions**, interviewing nearly **150 participants from 5 school districts**, to learn how to support families help their students achieve their career goals.

STUDENT ENGAGEMENT | PARENT AND COMMUNITY ENGAGEMENT | INDUSTRY ENGAGEMENT



- We are designing a content calendar to push out **weekly career-connections social media posts** to encourage our partners to share information about careers and educational opportunities with families and young people. Join the action by following the ESC's work on Facebook and Twitter, and by using the hashtag #MCESCBAC.

### 3) How we're engaging industry –

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

- We created a college- and career-readiness questionnaire, and then **surveyed over 6,200+ students from 12 districts** to better understand young people's employment goals. Thanks to respondents and input from our industry partners, we have much

better data on the barriers young people face as they plan for their first jobs and next steps after graduation.

- We are closely **coordinating with Montgomery County's Youth Career Services 365 and SOCHE Engage programs** to offer more students paid, work-based learning opportunities.
- We have **created a competency mapping process** with our region's in-demand industry human resources leaders to identify, define and verify industry-specific technical and employability competency needs.

### 4) How we're aligning curriculum –

Curriculum must be engaging to students and relevant to industry needs to ensure that all students have the knowledge, skills and resources to be college- and career-ready.



**Schools must** implement rigorous curriculum that incorporates the technical and soft skills identified by industry as necessary to be career-ready.



**Industry must** invest time and resources in schools, lending expertise in developing coursework and advising on projects that prepare students for the world of work.

#### ★ Accomplishments

- We created the Graduation Requirements Network to address career options in the ever-changing landscape of graduation requirements. This has resulted in our **connecting with Apprenticeship Ohio; 3 additional districts are offering pre-apprenticeships.**
- We now **provide examples of best practices in career-connections** at our quarterly Career Champions meetings.

ALIGNED CURRICULUM | PROFESSIONAL DEVELOPMENT FOR STAKEHOLDERS



- We continue to conduct data walks with our Career Champions to create awareness regarding opportunities and challenges to **ensuring equity for all students**.

### 5) How we're promoting **professional development of stakeholders**

– Educators are well-positioned to guide our students on a path toward career success if they have 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 receive training about resources available to assist students in making plans after high school.



**Industry must** understand the constraints and challenges of schools and be both a partner and advocate in support of educators and schools.

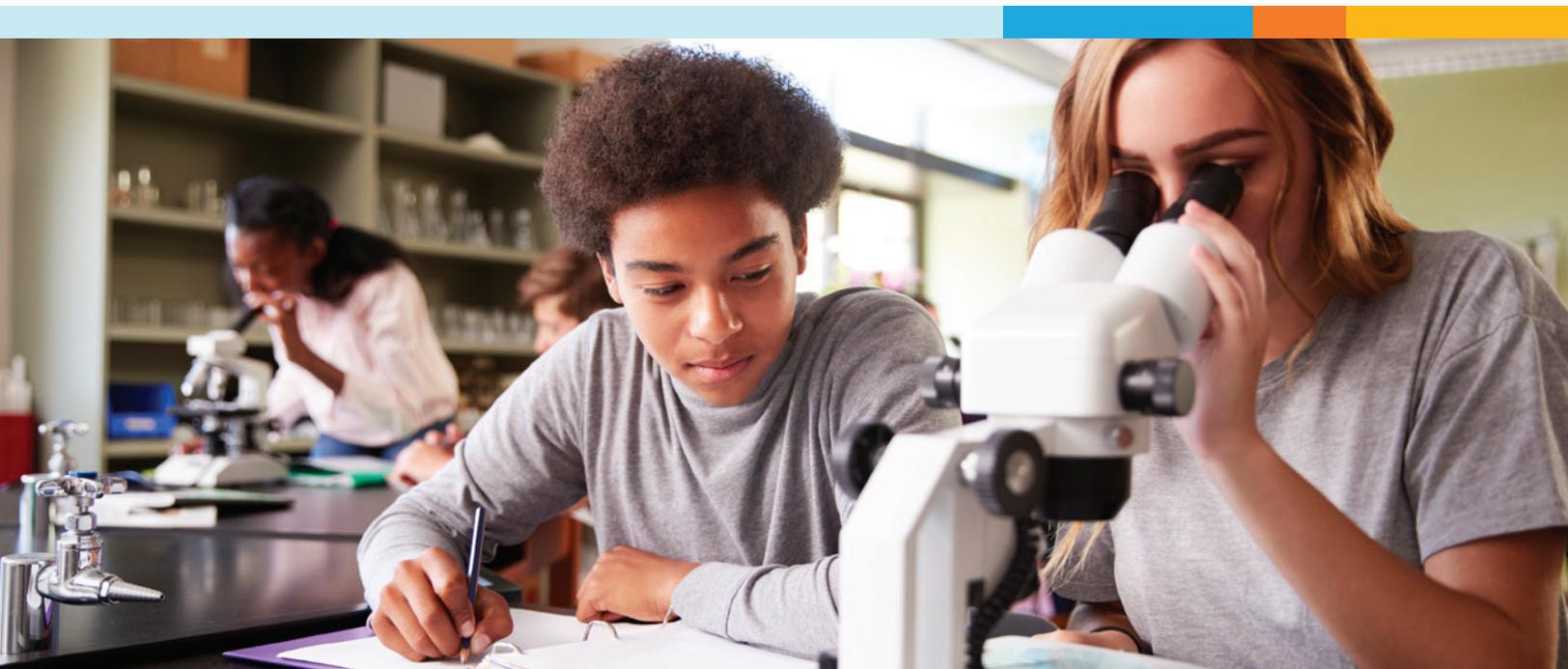


#### **Accomplishments**

- The Montgomery County ESC hosted 4 Career Connections Champions and Counselors meetings that included **tours of local in-demand industries** to help educators

understand career opportunities. Each tour was attended by approximately 50 educators from districts across our region. Participants visited Expedient Technology Solutions (IT), Hobart Institute of Welding Technology (skilled trades), Crocs Distribution Center (logistics), and NuVasive, Inc. (advanced manufacturing).

- In October 2019, **9 partners from industry, the community and K-12 and higher education attended the Pathways to Prosperity Fall Institute** in Cambridge, Massachusetts, to learn and share best practices that will advance the goals of the Business Advisory Council.
- The Montgomery County ESC **created a master list of College and Career Fairs** in the region to promote to students, parents and teachers. We also are **piloting a multi-county northern region job fair**, specifically targeting graduating seniors looking to directly enter the workforce. We expect over 250+ seniors, and over 100 employers, from at least 8 school districts to participate.



## DEVELOPMENT OF AN EMPLOYER ENGAGEMENT MENU

We created a new resource to share with employers when approaching them about becoming involved in our schools. In partnership with our Pathways to Prosperity team, we researched communities across the country for successful examples of business outreach initiatives. Using those experiences for context, we designed a handout with easy-to-read descriptions regarding levels of engagement, the age ranges of students that typically would participate and the commitment of time each type of engagement requires. **This one-page explanatory document jumpstarts conversations with employers** interested in offering internships and job shadows, participating in career fairs and/or supplying speakers. All outreach requires additional follow-up to set timelines and gauge the approximate number of students the business would be interested in connecting with or supporting.

Workforce development in the K-12 system is complex, but our Employer Engagement Menu simplifies the options and makes various levels of engagement easy to consider at a glance. As of February 2020, we have met with some of the largest employers in our community and are now outlining what their engagement will look like in the next school year.

→

# Employer Engagement Menu

CAREER AWARENESS	<p><b>Field Trip Location</b> <input type="checkbox"/></p> <p>Grade 3+, 1.5 -2 hours/visit</p> <p>Host students and/or counselors and teachers to tour your workplace and discuss career options, required education, a typical day, and more.</p>	<p><b>Classroom Speaker</b> <input type="checkbox"/></p> <p>Grades K-12, 30-90 minutes</p> <p>Visit a school and talk with a class about what it means to work in your industry.</p>	
EXPLORATION	<p><b>Job Shadow</b> <input type="checkbox"/></p> <p>Grades 6-8, 4-8 hours</p> <p>Provide an opportunity for students to observe, discuss and participate in daily routines and activities for a particular job.</p>	<p><b>Power Lunches</b> <input type="checkbox"/></p> <p>Grades 6-8, 1-2 hours</p> <p>Staff a table at a school during lunch hour to promote your industry and the current and next generation jobs in your career field.</p>	<p><b>Career Fair</b> <input type="checkbox"/></p> <p>Grades 6-12, 2-4 hours</p> <p>Staff a booth to share advice on pursuing a career, skills and knowledge needed, and career roles and responsibilities.</p>
PLANNING	<p><b>Work-Based Learning</b> <input type="checkbox"/></p> <p>Grades 9-12, 6-8 weeks</p> <p>Provide professional work experiences (an internship, pre-apprenticeship, or apprenticeship) that apply to classroom learning and builds skills.</p>		<p><b>Teacher Externship</b> <input type="checkbox"/></p> <p>Grades 9-12, 15-60 hours</p> <p>Help teachers learn about careers for their students in your industry! Provide job shadowing, training, or similar experience that will help teachers bring workplace norms, tools and skills into the classroom.</p>
EXTRA CREDIT	<p><b>Informational Interview</b> <input type="checkbox"/></p> <p>Grades 6-12, 30-90 minutes</p> <p>Answer student questions in person, by phone, email, or in a group about your profession or specific topic.</p>	<p><b>Resume Assistance/ Mock Interview</b> <input type="checkbox"/></p> <p>Grades 6-12, 1-2 hours</p> <p>Provide feedback to students on their resumes and interview skills.</p>	<p><b>Other ideas?</b> <input type="checkbox"/></p> <p>Let us know other ways you'd like to get involved.</p>

Name \_\_\_\_\_ Company \_\_\_\_\_ Title \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_ I'd like to participate in the BAC  Yes  No

MCESC.org | f/MontgomeryCountyESC | t/MCESC

# STRUCTURE AND SUPPORT DOCUMENTS AND MID-YEAR CAREER-CONNECTIONS REVIEW

We're aggressively organizing our efforts. **In 2019, we designed a new resource** to provide a straightforward and simple outline of the career-connection options available to our partner school districts. We then met with partner districts to discuss how their efforts are proceeding. **Starting in 2020, we began surveying districts** regarding the resources they are using or need additional information about. **This Mid-Year Career-Connections Review has dramatically improved the Business Advisory Council's business outreach efforts.** While the work continues to evolve, there are a multitude of opportunities available to each district using our "plug and play" model that, by design, recognizes that not all districts have the same needs or strategies.

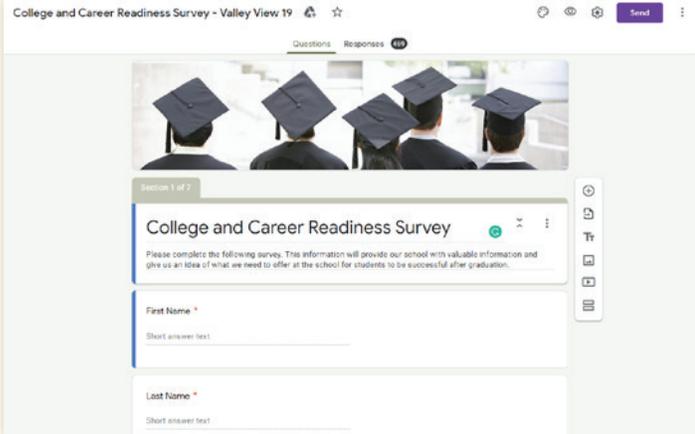
Many of the options and activities discussed in these forms are connected to each other. For example, if a district's elementary school teachers use our A to Z posters curriculum, the Business Advisory Council can coordinate classroom speakers and virtual field trips for students. If a partner district chooses to implement job-shadowing opportunities, we can then work with each district to expand their list of participating employers. These two opportunities highlight how interlinked so many of our local career-connection opportunities are.

Elementary (Career Awareness)	Middle School (Career Exploration)	High School (Career Planning)
<p><b>ACTION ITEM 1:</b> Work with district staff to bring in (up to ten) classroom career speakers to support A to Z Curriculum</p> <p><b>Level of Engagement:</b> Number of elementary schools to participate: ____ Number of A to Z sets needed: ____</p> <p><b>ACTION ITEM 2:</b> Provide each assistance to teachers/ staff using A to Z Curriculum</p> <p><b>Level of Engagement:</b> With a specific grade level up them? Yes No If so, which grade level? Please list: _____</p> <p><b>ACTION ITEM 3:</b> Host four quarterly Career Champion Tours</p> <p><b>Level of Engagement:</b> Staff will attend upcoming Seat. 5th Career Academy? Yes No</p> <p><b>ACTION ITEM 4:</b> Organize virtual field trips through SDTA</p> <p><b>Level of Engagement:</b> # of classes participating: ____</p>	<p><b>ACTION ITEM 1:</b> Organize job shadowing opportunities</p> <p><b>Level of Engagement:</b> Would you like to pilot a full grade level? Yes No A specific class? A cohort of kids? Please specify: _____</p> <p><b>ACTION ITEM 2:</b> Connect students with YCS 365 / SOOHE Engage job opportunities. We'll work to index and update you on the students from your district participating in these programs.</p> <p><b>ACTION ITEM 3:</b> Train staff to use Career Adventures coursework</p> <p><b>Level of Engagement:</b> Do you plan to use any Career Adventures coursework this year? Yes No</p> <p><b>ACTION ITEM 4:</b> Help facilitate In-demand Career Fairs and classroom speakers</p> <p><b>Level of Engagement:</b> Would you like to organize a Career Fair for your middle school(s)? Yes No</p> <p><b>ACTION ITEM 5:</b> Organize Dayton Metro Library (DML) career exploration opportunities</p> <p><b>Level of Engagement:</b> Would you like to organize a career exploration activity with DML? Yes No</p>	<p><b>ACTION ITEM 1:</b> Focus on College &amp; Career Spring Days</p> <p><b>Level of Engagement:</b> Number of school(s) that will participate: ____</p> <p><b>ACTION ITEM 2:</b> Connect students with emerging MVCTC Career only options</p> <p><b>Level of Engagement:</b> Do you plan on establishing with MVCTC on their Senior Only Option this upcoming school year? Yes No</p> <p><b>ACTION ITEM 3:</b> Assist with YouScience implementation</p> <p><b>Level of Engagement:</b> All students, a specific grade level(s), a cohort of students, a select? Please specify: _____</p> <p><b>ACTION ITEM 4:</b> Help utilize Shoemaker/Students-Readiness Seal (SRS) opportunities through Career Academies</p> <p><b>Level of Engagement:</b> Do you plan on utilizing this opportunity? Yes No</p> <p><b>ACTION ITEM 5:</b> Connect students with YCS 365 / SOOHE Engage job opportunities. We'll work to index and update you on the students from your district participating in these programs.</p>
<p>Point of Contact: _____ Email: _____ District: _____ Phone: (____) _____</p> <p><b>Questions?</b> Please contact Bryan Stewart (Bryan.Stewart@MCESC.org)</p>		

# REGIONAL STUDENT COLLEGE- AND CAREER-READINESS SURVEY

Our Business Advisory Council **developed a survey to collect data to better identify work-based learning opportunities** for our region's students. Initially, we piloted this 15-minute Google form survey with just one of our partner districts. Then over the school year, we expanded to other districts. We've learned whether a district's students are currently working, if they believe they are college- and career-ready, whether they have barriers to working, if they are interested in learning more about careers in our region's in-demand industries, and much more. **We now know where students are working and if they have any interest in exploring a career in an in-demand industry.**

We'd like to thank Edison Local Schools for sending our Business Advisory Council its college- and career-readiness survey. We adapted that district's tool, adding questions regarding barriers students face, among other data points. Thanks to this work, **we now have a 6,200+ student workforce snapshot with data from 12 of our Business Advisory Council member school districts.** This information already is beginning to help us plan for specialized events for our students. Our next steps include partnering with our in-demand industries on the Business Advisory Council and conducting outreach to these students.





## THE WAY FORWARD

Our region's school districts are committed to workforce development efforts, yet each is approaching Ohio's Career Connections work differently. As our Business Advisory Council efforts continue, we intend to transition the way we communicate expectations and offer support. While our "plug and play" model recognizes and respects the diversity of needs among our school districts, we plan to move toward a tiered Business Advisory Council district involvement model. We will offer three levels of participation, with participants receiving different benefits according to their involvement.

The efforts of the Business Advisory Council will continue to require an investment of time, expertise and funding. This work will not be successful without a commitment from all stakeholders. Industry and higher-ed partners will continue to be vital champions in this work. Stay tuned as we propose our new 2020 plan in time for our September submission deadline.



## BUSINESS ADVISORY COUNCIL DATES

### Main BAC Meetings 2019/2020

**September 9** 8:30 am-10:00 am (General Assembly at MCECSC)

**November 14** 8:30 am-10:00 am (General Assembly at MCECSC)

**February 26, Annual Dinner** 5:30 pm (Dayton Marriott)

**May 7** 8:30 am-10:00 am (General Assembly at the MCECSC)

### WORKING GROUP MEETINGS

#### Parent & Community Engagement

**September 18** 12:30 pm-2:00 pm (Board room at the MCECSC)

**November 13** 12:30 pm-2:00 pm (General Assembly at the MCECSC)

**March 4** 8:30 am-10:30 am (Board room at the MCECSC)

**May 5** 8:30 am-10:30 am (Board room at the MCECSC)

#### Industry Engagement

**(all meetings in the MCECSC Board Room)**

**September 9** 10:00 am-12:00 pm

**November 14** 10:00 am-12:00 pm

**February 13** 2:00 pm-3:30 pm

**May 6** 2:00 pm-3:30 pm

#### Student Engagement

**(all meetings in the MCECSC Board Room)**

**September 6** 9:00 am-10:30 am

**November 15** 9:00 am-10:30 am

**March 12** 9:00 am-10:30 am

**April 8** 9:00 am-10:30 am

#### Aligned Curriculum

**(all meetings in the MCECSC General Assembly)**

**September 9** 10:00 am-12:00 pm

**November 14** 10:00 am-12:00 pm

**March 3** 10:00 am-12:00 pm

**May 20** 10:00 am-12:00 pm

#### Professional Development

**(all meetings in the MCECSC Board Room)**

**September 4** 8:30 am-10:00 am

**November 15** 10:30 am-12:00 pm

**March 19** 8:30 am-10:00 am

**April 22** 8:30 am-10:00 am

## 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.

Strategy		Actions	Responsibility	Timeframe	Metric
1. Utilize social media to expand awareness of careers & educational opportunities	<b>Schools</b>	Develop & deploy social media engagement plan in conjunction with County Communications Collaborative	<ul style="list-style-type: none"> <li>Student Engagement</li> <li>Parent &amp; Community Engagement</li> <li>County Communications Collaborative</li> <li>All Districts</li> </ul>	<ul style="list-style-type: none"> <li>Hold joint BAC/OCC planning meeting in Jan 2019</li> <li>Deploy in 2019-2020 school year</li> </ul>	10 of 23 districts utilizing social media for career awareness
	<b>Industry</b>	Provide info/photos/etc. for social media engagement	Chamber/Trades org/etc.	By the end of the 2018-2019 school year	
2. Increase understanding or students' aptitude in relation to in-demand careers	<b>Schools</b>	Implement career aptitude tool, YouScience	MCESC/All Districts	By the end of the 2019-2020 school year	<ul style="list-style-type: none"> <li>21 of 23 districts, or 91%, are using an assessment</li> <li>9 of 21 use YouScience</li> <li>8 of 21 use Naviance</li> <li>4 of 21 use OMIJ/OGIS/other</li> <li>Incomplete - Funding discussion underway</li> </ul>
	<b>Industry</b>	Fund YouScience implementation	DDC/Chamber/Trade Orgs	Commitment by 1st Quarter of 2019	
3. Increase career engagement opportunities within schools	<b>Schools</b>	Provide career activity time (Power Lunch, Career Fair, Visits, etc.)	MCESC/All Districts	Ongoing	<ul style="list-style-type: none"> <li>177 activities</li> <li>20 of 23 districts participating</li> <li>110 employers involved</li> <li>7 of 7 in-demand industries involved in this work</li> </ul>
	<b>Industry</b>	Resource career activities (provide speakers, open for tours, etc.)	Trade Orgs/Businesses/MVHRA	Ongoing	
4. Develop career videos for each of the local in-demand industry sectors	<b>Schools</b>	Deploy career videos through classes and other communications channels	MCESC/All Districts	<ul style="list-style-type: none"> <li>Develop by end of 2019 school year</li> <li>Deploy in 2019-2020 (in conjunction w/ Social Media plan)</li> </ul>	<ul style="list-style-type: none"> <li>Videos currently in production</li> <li>10 of 23 districts deploying career videos</li> </ul>
	<b>Industry</b>	Identify companies and employees for career videos	Trade Orgs/Businesses/MVHRA	By 1st Quarter of 2019	
5. Organize student listening sessions to understand what they believe & where there are gaps	<b>Schools</b>	Execute student listening session (embedded into class/school time)	L2ED/MCESC	By end of 2018-2019 school year	<ul style="list-style-type: none"> <li>86 students participated</li> <li>5 districts were represented in this study (Dayton Public Schools, Huber Heights City Schools, Miamisburg City Schools, Trotwood-Madison City Schools, Valley View Local Schools)</li> </ul>
	<b>Industry</b>	Provide information on industries for student listening sessions	Trade Orgs/Businesses	By 1st Quarter of 2019	

## 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.

Strategy	Actions	Responsibility	Timeframe	Metric
1. Utilize social media to expand awareness of careers & educational opportunities	<b>Schools</b> Develop & deploy social media engagement plan in conjunction with County Communications Collaborative	<ul style="list-style-type: none"> <li>Student Engagement</li> <li>Parent &amp; Community Engagement</li> <li>County Communications Collaborative</li> <li>All Districts</li> </ul>	<ul style="list-style-type: none"> <li>Hold joint BAC/CCC planning meeting in Jan 2019</li> <li>Deploy in 2019-2020 school year</li> </ul>	<b>10 of 23</b> districts utilizing social media for career awareness
	<b>Industry</b> Provide info/photos/etc. For social media engagement	Chamber/Trades org/etc.	By the end of the 2018-2019 school year	
2. Create parent-facing videos that address in-demand industry sectors, college affordability, options for education beyond HS	<b>Schools</b> Deploy videos through social media and other communications channels	MCESC/All Districts	<ul style="list-style-type: none"> <li>Develop by end of 2019 school year</li> <li>Deploy in 2019-2020 (in conjunction w/ Social Media plan)</li> </ul>	<ul style="list-style-type: none"> <li>Videos currently in production</li> </ul>
	<b>Industry</b> Provide necessary information for video content	Trade Orgs/Businesses/MVHRA		
3. Organize parent listening sessions to understand what they believe & where there are gaps	<b>Schools</b> Execute parent listening sessions	L2ED/MCESC	By end of 2018-2019 school year	<ul style="list-style-type: none"> <li><b>53</b> parents participating</li> <li><b>5</b> districts were represented in this study (Dayton Public Schools, Huber Heights City Schools, Miamisburg City Schools, Trotwood-Madison City Schools, Valley View Local Schools)</li> </ul>
	<b>Industry</b> Provide information on industries for parent listening sessions	Trade Orgs/Businesses	By 1st Quarter of 2019	

## 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 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.

Strategy		Actions	Responsibility	Timeframe	Metric
1. Create digital platform to educate students, parents and industry and promote occupational opportunities	<b>Schools</b>	Provide input on designing the digital platform including materials and important links to standardize messaging for both students, parents and employers	MCESC/All Districts	4Q 2018	Completed. Visit soche.org/engage/ for more details.
	<b>Industry</b>	<ul style="list-style-type: none"> <li>Provide input on design of digital platform which houses information on K-12 workforce pathways</li> <li>Create centralized application to post and search workforce opportunities</li> </ul>	SOCHE/ Business/ Trade Organizations	4Q 2018	
2. Create sample job descriptions with student qualifications and desired learning outcomes in key industries	<b>Schools</b>	Confirm student qualifications and desired learning outcomes defined in sample job descriptions	MCESC/All Districts	1Q 2019	Completed
	<b>Industry</b>	<ul style="list-style-type: none"> <li>Define skill sets and work tasks required for an internship</li> <li>Post sample job descriptions on resources page</li> </ul>	SOCHE/ Business/ Trade Organizations	1Q 2019	
3. Establish partnerships which will provide opportunities for engaging students	<b>Schools</b>	<ul style="list-style-type: none"> <li>Partner with SOCHE</li> <li>Identify companies for partnerships</li> </ul>	MCESC/All Districts	1Q 2019 / ongoing	Completed
	<b>Industry</b>	<ul style="list-style-type: none"> <li>Partner with SOCHE</li> <li>Establish relationships with companies and provide them on opportunities for managing their workforce demand</li> </ul>	SOCHE/ Business/ Trade Organizations	1Q 2019 / ongoing	
4. Increase # of students in internships	<b>Schools</b>	<ul style="list-style-type: none"> <li>Report current number of internships</li> <li>Develop list of "intern ready" students</li> <li>Students complete online employment application in SOCHEIntern</li> </ul>	MCESC/All Districts	4Q 2019 / ongoing	In progress. We are surveying BAC schools to establish a baseline # of internships and student workers. We have surveyed over 6,200+ students.
	<b>Industry</b>	<ul style="list-style-type: none"> <li>Analyze operations to determine areas in organization that can benefit from an intern</li> <li>Hire K-12 interns</li> </ul>	SOCHE/ Business/ Trade Organizations	2Q 2019 / ongoing	

**Aligned Curriculum** Curriculum must be engaging to students and relevant to industry needs to ensure that all students have the knowledge, skills and resources to be college- and career-ready.



**Schools must** implement rigorous curriculum that incorporates the technical and soft skills identified by industry as necessary to be career-ready.



**Industry must** invest time and resources in schools, lending expertise in developing coursework and advising on projects that prepare students for the world of work.

Strategy	Actions	Responsibility	Timeframe	Metric
1. Align existing programs and resources to meaningfully meet the ODE career connections requirements	Share OMJ Readiness seal at the MVRCD meeting	Curriculum Alignment Team, with ODE Representative	Sept 2018	Completed
	Schools	Curriculum Alignment Team	Dec 2018	Completed
	Share examples of Career Connections at MVRCD meetings	MCECSC Staff	Ongoing Quarterly Mtgs	Ongoing
2. Utilize data to drive decision-making and increase career readiness across the educational continuum	Create an adaptable career connections planning tool for districts that identifies requirements by band, aligns available resources, and identifies gaps	Curriculum Alignment Team	Spring 2019	In process
	Partner with schools to help plug identified gaps with industry-relevant opportunities (speakers, tours, lunches, projects, etc)	TBD as gaps are identified	2019-2020 academic year	Ongoing
3. Build authentic classroom experiences/ activities connected to careers	Schools	<ul style="list-style-type: none"> <li>MCECSC/L2ED Staff &amp; Curriculum Alignment Team</li> <li>MCECSC/L2ED Staff &amp; Curriculum Alignment Team</li> </ul>	<ul style="list-style-type: none"> <li>Spring 2019</li> <li>Fall 2018- Spring 2019</li> </ul>	<b>16 of 23</b> districts participating
	Industry	All districts, MCECSC staff	Spring 2019 & 2019-2020 academic year	Ongoing
4. Create plug-and-play structural course alignment options for workforce (for example, the PTECH program)	Develop career activities and identify career tasks (technical and soft skills) that align with content standards	Chamber & Trade Orgs to identify key employers to participate	2019-2020 academic year	Ongoing
	Attend focus groups to develop career activity ideas and identify career alignment with content standards	MCECSC & L2ED in coordination with the Curriculum Alignment Team	Spring 2019 & 2019-2020 academic year	Ongoing
	Work with P2P to identify career pathways structures - research existing options within and beyond the local districts and draft local pathway option	Chamber, Trade Orgs & Key business leads in identified pathways	Spring 2019 & 2019-2020 academic year	Ongoing
4. Create plug-and-play structural course alignment options for workforce (for example, the PTECH program)	Schools	Chamber, Trade Orgs & Key business leads in identified pathways	Spring 2019 & 2019-2020 academic year	Ongoing
	Industry	Chamber, Trade Orgs & Key business leads in identified pathways	Spring 2019 & 2019-2020 academic year	Ongoing

## Professional Development

Educators are well-positioned to guide our students on a path toward career success if they have the tools and support form 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 receive training about resources available to assist students in making plans after high school.



**Industry must** understand the constraints and challenges of schools and be both a partner and invest in support of educators and schools.

Strategy	Actions	Responsibility	Timeframe	Metric
<b>1. PD Opportunities ALL BAC districts</b> <b>Attach the schools' schema for PD</b>	<b>Schools</b> <b>Schedule PD - half day (can offer as AM or PM)</b> <ul style="list-style-type: none"> <li>Coordinates schedules to allow educators a Combined PD Day to focus on non-obvious careers in the In Demand areas</li> <li>Identify staff from each level to attend</li> <li>Bring to Superintendents' meeting at ESC</li> <li>Develop PD – with industry</li> </ul>	<ul style="list-style-type: none"> <li>All Districts</li> <li>PD committee (use Career Champion/College group format)</li> <li>Format is:                             <ul style="list-style-type: none"> <li>Pre-visit information</li> <li>Visit to in-demand Industry</li> <li>Lunch and Debrief</li> </ul> </li> <li>Principals &amp; Superintendents</li> <li>Kelly, Laura, Amy</li> </ul>	<ul style="list-style-type: none"> <li>Put together frame work by December</li> <li>Trial PD Industry visits with a few schools</li> <li>Present to Superintendents at a First Quarter (2019) meeting</li> </ul>	<b>27 districts/ 183</b> counselors, teachers, curriculum supervisors
	<b>Industry</b> <b>Provide speakers and information for school PD</b> <ul style="list-style-type: none"> <li>Provide Site Visits and speakers to facilitate learning</li> <li>Develop PD – with school</li> <li>Provide business/industry for school staff to visit</li> </ul>	Chamber/Trade Orgs		
<b>2. Implement Career Awareness into Core Courses</b>	<b>Schools</b> <ul style="list-style-type: none"> <li>Provide training for teachers to use HS English/Math/other subject-matter areas to introduce careers – particularly Non College Prep English - Work with teachers of grades 11 &amp; 12</li> <li>Put together a White List – proposal for how we do this with all in schools – ideas of cross curriculum and school people understanding</li> </ul>	PD group and Curriculum Alignment group have crossover		<b>18</b> districts
	<b>Industry</b> <ul style="list-style-type: none"> <li>Provide information to inform content that can be implemented into core courses</li> </ul>	Work with Chambers and Trade Org		
<b>3. Create a Master list of College/Career Fairs in area – promote to students, parent, and teachers</b>	<b>Schools</b> <ul style="list-style-type: none"> <li>Provide dates to local college and career fairs for the 2018/2019 school year</li> </ul>	ESC/All Districts		<b>21</b> college and career fairs listed Completed
	<b>Industry</b> <ul style="list-style-type: none"> <li>Attend and support local college and career fairs</li> </ul>	Chamber/Trade Orgs		

# MONTGOMERY COUNTY BUSINESS ADVISORY COUNCIL PARTICIPANTS

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](mailto:Bryan.Stewart@MCESC.org).**

Brookville Local Schools

CareSource

Carlisle Local Schools

Centerville City Schools

CRG, Inc.

Dayton Area Chamber  
of Commerce

Dayton Area Logistics Association

Dayton Business Committee

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

Mad River Local Schools

Miamisburg City Schools

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

Rack Processing

Rush Transportation & Logistics

Shook Construction Co.

Sinclair College

Southwestern Ohio Council for  
Higher Education

Springboro Community City School District

Technology First

Tenet3 Cybernetics

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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