

# 2026-2027 Business Advisory Council Plan

## Southern Ohio Educational Service Center

The Southern Ohio Educational Service Center Business Advisory Council (BAC) serves Clinton, Fayette, and Highland Counties. The BAC is a partnership of the Southern Ohio ESC, local K-12 and post-secondary educators, area businesses, and economic, community development, and workforce development agencies who work together to assess the workforce needs and employability skills for student and community success in the regional economy. The Southern Ohio ESC supports county-level councils/collaboratives in each of the counties served by the ESC.



The BAC fosters collaboration among schools, businesses, and the communities served in our region. This work ensures the work of educators aligns with the needs of businesses. This cooperation makes the local education system more aware of the local labor market, promotes work-based learning experiences and career exploration experiences within businesses, and helps students prepare for successful learning and employment opportunities. The county-level councils/collaboratives include regional business leaders who are familiar with business and industry needs. Members partner with district leaders and educators to plan and carry out the work of the county-level councils/collaboratives.

It is the goal of the Southern Ohio ESC Business Advisory Council to identify strategies that transform the student learning experience. Through ongoing, intentional collaboration, the BAC works to build a more responsive education system based on regional economic drivers and needs, more relevant learning experiences for students that include work-based learning experiences and career exploration experiences for students and enduring partnerships between schools and local employers.

**Name of Business Advisory Council:** Southern Ohio ESC Business Advisory Council

**Structure of the Business Advisory Council:** Educational Service Center

**JobsOhio Regions in which the Southern Ohio ESC Business Advisory Council operates:**

- **West Ohio** (Clinton and Fayette Counties)
- **Southeast Ohio** (Highland County)

Member Districts represented by the Business Advisory Council:

| Member District                                               | District Primary Contact and Role                                    | Primary Contact Email                                                                  |
|---------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| <b>CLINTON COUNTY</b>                                         |                                                                      |                                                                                        |
| <b>Blanchester Local Schools</b>                              | Raechel Purdon, Superintendent                                       | <a href="mailto:purdonr@blan.org">purdonr@blan.org</a>                                 |
| <b>Clinton-Massie Local Schools</b>                           | David Moss, Superintendent                                           | <a href="mailto:david.moss@cmfalcons.org">david.moss@cmfalcons.org</a>                 |
| <b>East Clinton Local Schools</b>                             | Eric Magee, Superintendent                                           | <a href="mailto:eric.magee@eastclinton.org">eric.magee@eastclinton.org</a>             |
| <b>Great Oaks Career Campuses / Laurel Oaks Career Campus</b> | Andy McCool, Dean of Instruction                                     | <a href="mailto:mccoola@greatoaks.com">mccoola@greatoaks.com</a>                       |
|                                                               | Shea Havens-White, Assistant Dean of Instruction                     | <a href="mailto:havensws@greatoaks.com">havensws@greatoaks.com</a>                     |
|                                                               | Morgan Sheppard, Career Connections & Work-Based Learning Specialist | <a href="mailto:sheppardm@greatoaks.com">sheppardm@greatoaks.com</a>                   |
| <b>Southern Ohio Educational Service Center (SOESC)</b>       | Curt Bradshaw, Superintendent                                        | <a href="mailto:cbradshaw@soesc.org">cbradshaw@soesc.org</a>                           |
|                                                               | Heather Schneder, Clinton County Workforce Development Coordinator   | <a href="mailto:hschneder@soesc.org">hschneder@soesc.org</a>                           |
| <b>Wilmington City Schools</b>                                | Kesia McCoy, Superintendent                                          | <a href="mailto:kesia.mccoy@wilmington.k12.oh.us">kesia.mccoy@wilmington.k12.oh.us</a> |
| <b>FAYETTE COUNTY</b>                                         |                                                                      |                                                                                        |
| <b>Miami Trace Local Schools</b>                              | Justin Lanman, Superintendent                                        | <a href="mailto:jlanman@mtpanthers.org">jlanman@mtpanthers.org</a>                     |
|                                                               | Ryan Davis, Assistant Superintendent                                 | <a href="mailto:rdavis@mtpanthers.org">rdavis@mtpanthers.org</a>                       |
|                                                               | Jim Hatert, High School Principal                                    | <a href="mailto:jhatert@mtpanthers.org">jhatert@mtpanthers.org</a>                     |
| <b>Washington Court House City Schools</b>                    | Chris Briggs, Superintendent                                         | <a href="mailto:chris.briggs@wchcs.org">chris.briggs@wchcs.org</a>                     |
|                                                               | Brady Streitenberger, High School Principal                          | <a href="mailto:brady.streitenberger@wchcs.org">brady.streitenberger@wchcs.org</a>     |
| <b>Southern Ohio Educational Service Center (SOESC)</b>       | Curt Bradshaw, Superintendent                                        | <a href="mailto:cbradshaw@soesc.org">cbradshaw@soesc.org</a>                           |
|                                                               | Greg Phipps, Fayette County Workforce Development Coordinator        | <a href="mailto:gphipps@soesc.org">gphipps@soesc.org</a>                               |
| <b>HIGHLAND COUNTY</b>                                        |                                                                      |                                                                                        |
| <b>Bright Local Schools</b>                                   | Jason Iles, Superintendent                                           | <a href="mailto:jason.iles@blsd.us">jason.iles@blsd.us</a>                             |
|                                                               | Karie Emery, Workforce Development Coordinator                       | <a href="mailto:karie.emery@blsd.us">karie.emery@blsd.us</a>                           |

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|---------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| <b>Fairfield Local Schools</b>                          | Matt Murphy, Superintendent                                 | <a href="mailto:matt.murphy@fairfield.org">matt.murphy@fairfield.org</a>                   |
|                                                         | Kayla Bagshaw, High School Counselor                        | <a href="mailto:amanda.bagshaw@fairfield.org">amanda.bagshaw@fairfield.org</a>             |
|                                                         | Quintin Baker, Career Readiness Coach                       | <a href="mailto:quintin.baker@fairfield.org">quintin.baker@fairfield.org</a>               |
|                                                         | Jason Binegar, High School Principal                        | <a href="mailto:jason.binegar@fairfield.org">jason.binegar@fairfield.org</a>               |
| <b>Greenfield Exempted Village Schools</b>              | Quincey Gray, Superintendent                                | <a href="mailto:quincey.gray@greenfieldmcclain.org">quincey.gray@greenfieldmcclain.org</a> |
|                                                         | Mark Bihl, Work-based Learning Coordinator/Career Navigator | <a href="mailto:mark.bihl@greenfieldmcclain.org">mark.bihl@greenfieldmcclain.org</a>       |
| <b>Hillsboro City Schools</b>                           | Tim Davis, Superintendent                                   | <a href="mailto:tdavis@hillsboro-indians.org">tdavis@hillsboro-indians.org</a>             |
|                                                         | Jessica Rhoades, High School Counselor                      | <a href="mailto:jrhoades@hillsboro-indians.org">jrhoades@hillsboro-indians.org</a>         |
| <b>Lynchburg-Clay Local Schools</b>                     | Jacob Zink, Superintendent                                  | <a href="mailto:jacob.zink@lclsd.org">jacob.zink@lclsd.org</a>                             |
|                                                         | William Fawley, Work-Based Learning Coordinator/Teacher     | <a href="mailto:william.fawley@lclsd.org">william.fawley@lclsd.org</a>                     |
| <b>Southern Ohio Educational Service Center (SOESC)</b> | Curt Bradshaw, Superintendent                               | <a href="mailto:cbradshaw@soesc.org">cbradshaw@soesc.org</a>                               |

List business advisory council members (business, higher education, community partners).  
List industries represented on the business advisory council based on [Ohio's Top Jobs](#) classification. Include workforce boards, economic development, higher education, and community partners.

| Business                                                                                                                                                                            | Business Primary Contact & Role                              | Primary Contact Email                                                                          |
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| <b>CLINTON COUNTY</b>                                                                                                                                                               |                                                              |                                                                                                |
| <b>Top Jobs Sectors: Arts, Design, Entertainment, Sports, and Media // Food Preparation and Serving Related</b><br>(combined 9.01% of total employment as of June 2026)             |                                                              |                                                                                                |
| Columbus Hospitality                                                                                                                                                                | Rosemary McNamara, Sales & Catering Manager                  | <a href="mailto:rmcnamara@columbushospitality.com">rmcnamara@columbushospitality.com</a>       |
| <b>Top Jobs Sector: Aviation</b><br>(4.46% of total employment as of June 2026 - included as a Legacy Industry)                                                                     |                                                              |                                                                                                |
| Air Transport Services Group                                                                                                                                                        | Bradeanna Arehart, Recruitment Marketing Coordinator         | <a href="mailto:bradeanna.arehart@atsginc.com">bradeanna.arehart@atsginc.com</a>               |
| <b>Top Jobs Sectors: Community and Social Service // Educational Instruction and Libraries // Personal Care and Service</b><br>(combined 8.19% of total employment as of June 2026) |                                                              |                                                                                                |
| Clinton County Board of Developmental Disabilities                                                                                                                                  | Shanon Bene, Employment First Coordinator                    | <a href="mailto:sbene@clintondd.org">sbene@clintondd.org</a>                                   |
| Clinton County Community Action Program                                                                                                                                             | Jane Newkirk, CEO                                            | <a href="mailto:janenewkirk@clintoncap.org">janenewkirk@clintoncap.org</a>                     |
|                                                                                                                                                                                     | Teresa Borden, Director of Education Services                | <a href="mailto:teresaborden@clintoncap.org">teresaborden@clintoncap.org</a>                   |
| Clinton County Foundation                                                                                                                                                           | Mark Kraus, Executive Director                               | <a href="mailto:mark@clintoncountyohiofoundation.org">mark@clintoncountyohiofoundation.org</a> |
| <b>Top Jobs Sector: Farming, Fishing, and Forestry Operations</b><br>(0.24% of total employment as of June 2026 - included as a Legacy Industry)                                    |                                                              |                                                                                                |
| Nutrien Ag Solutions                                                                                                                                                                | Greta Gray, Facility Manager                                 | <a href="mailto:greta.gray@nutrien.com">greta.gray@nutrien.com</a>                             |
| <b>Top Jobs Sectors: Healthcare Practitioners and Technical Professionals // Healthcare Support</b><br>(combined 5.98% of total employment as of June 2026)                         |                                                              |                                                                                                |
| Kettering Health                                                                                                                                                                    | Britney Bart, Corporate Care Liaison                         | <a href="mailto:britney.bart@ketteringhealth.org">britney.bart@ketteringhealth.org</a>         |
| HealthSource of Ohio                                                                                                                                                                | Shannon Holbert, Practice Manager-Wilmington Family Practice | <a href="mailto:sholbert@hsohio.org">sholbert@hsohio.org</a>                                   |
| TriHealth Clinton Regional Hospital                                                                                                                                                 | Lisa Crachiolo, Marketing, Growth & Outreach Manager         | <a href="mailto:lisa_crachiolo@trihealth.com">lisa_crachiolo@trihealth.com</a>                 |
| <b>Top Jobs Sector: Production</b><br>(8.91% of total employment as of June 2026)                                                                                                   |                                                              |                                                                                                |

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| Nippon Seiki Ohio                                                                                                        | Tamika Mallow, HR Business Partner                                                       | <a href="mailto:tamika.mallow@nsna.com">tamika.mallow@nsna.com</a>                       |
| <b>Top Jobs Sector: Sales and Related</b><br><i>(12.25% of total employment as of June 2026)</i>                         |                                                                                          |                                                                                          |
| Crown Staffing                                                                                                           | Elke Haddix, Bilingual Recruiter                                                         | <a href="mailto:e.haddix@crownservices.com">e.haddix@crownservices.com</a>               |
| <b>Top Jobs Sector: Transportation and Material Moving</b><br><i>(12.8% of total employment as of June 2026)</i>         |                                                                                          |                                                                                          |
| TBD in 2026-2027                                                                                                         | TBD in 2026-2027                                                                         | TBD in 2026-2027                                                                         |
| <b>Higher Education Partners</b>                                                                                         |                                                                                          |                                                                                          |
| Southern State Community College                                                                                         | Erika Goodwin, Vice President of Academic Affairs                                        | <a href="mailto:egoodwin@sscc.edu">egoodwin@sscc.edu</a>                                 |
| Wilmington College                                                                                                       | Eric McLaughlin, Associate Vice President for External Relations & Workforce Development | <a href="mailto:eric.mclaughlin@wilmington.edu">eric.mclaughlin@wilmington.edu</a>       |
| <b>Local Government Partners</b>                                                                                         |                                                                                          |                                                                                          |
| Clinton County                                                                                                           | Mike McCarty, Commissioner                                                               | <a href="mailto:mccarty.mike@clintoncountyohio.us">mccarty.mike@clintoncountyohio.us</a> |
| <b>Workforce Development Partners</b>                                                                                    |                                                                                          |                                                                                          |
| Career Pathway Support Network - Southwest Region                                                                        | Annette Jenkins, Regional Coordinator                                                    | <a href="mailto:ajenkins9@sscc.edu">ajenkins9@sscc.edu</a>                               |
|                                                                                                                          | Codi Newkirk, Career Connection Consultant                                               | <a href="mailto:cnewkirk@soesc.org">cnewkirk@soesc.org</a>                               |
| Clinton County Port Authority                                                                                            | Ruth Brindle, Workforce & Data Specialist                                                | <a href="mailto:rbrindle@ccportauthority.com">rbrindle@ccportauthority.com</a>           |
| OhioMeansJobs-Clinton County                                                                                             | Amanda Haggerty, Senior Case Manager                                                     | <a href="mailto:amanda@wsu-inc.org">amanda@wsu-inc.org</a>                               |
| Wilmington-Clinton County Chamber of Commerce                                                                            | Dessie Rogers, Executive Director                                                        | <a href="mailto:dbuchanan@wccchamber.com">dbuchanan@wccchamber.com</a>                   |
| <b>FAYETTE COUNTY</b>                                                                                                    |                                                                                          |                                                                                          |
| <b>Top Jobs Sector: Construction and Extraction</b><br><i>(3.29% of total employment as of September 2026)</i>           |                                                                                          |                                                                                          |
| Diverse Building Solutions                                                                                               | Jason Adams, Estimate Manager                                                            | <a href="mailto:jadams@diversebuild.com">jadams@diversebuild.com</a>                     |
| <b>Top Jobs Sector: Educational Instruction and Libraries</b><br><i>(5.79% of total employment as of September 2026)</i> |                                                                                          |                                                                                          |
| Career Pathway Support Network - Southwest Region                                                                        | Annette Jenkins, Regional Coordinator                                                    | <a href="mailto:ajenkins9@sscc.edu">ajenkins9@sscc.edu</a>                               |

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|                                                                                                                                                    | Codi Newkirk, Career Connection Consultant               | <a href="mailto:cnewkirk@soesc.org">cnewkirk@soesc.org</a>                                 |
| Carnegie Public Library                                                                                                                            | Sarah Frump, Director                                    | <a href="mailto:sfrump@cplwcho.org">sfrump@cplwcho.org</a>                                 |
| <b>Top Jobs Sector: Food Preparation and Serving Related</b><br>(8.95% of total employment as of September 2026)                                   |                                                          |                                                                                            |
| Vinyl Coffee                                                                                                                                       | Branson Moody, Owner                                     | <a href="mailto:bmoody401@gmail.com">bmoody401@gmail.com</a>                               |
| <b>Top Jobs Sectors: Healthcare Practitioners and Technical // Healthcare Support</b><br>(combined 7.81% of total employment as of September 2026) |                                                          |                                                                                            |
| Adena Fayette Medical Center                                                                                                                       | Josh McCoy, Senior Executive Officer                     | <a href="mailto:jmccoy3@adena.org">jmccoy3@adena.org</a>                                   |
|                                                                                                                                                    | Holly Heath, Human Resources Talent Acquisition Partner  | <a href="mailto:hheath@adena.org">hheath@adena.org</a>                                     |
| Benchmark Case Management                                                                                                                          | Tom Buscemi, Disability Field Case Manager               | <a href="mailto:tom.buscemi@benchmarkcasemgt.com">tom.buscemi@benchmarkcasemgt.com</a>     |
| HealthSource of Ohio                                                                                                                               | Chelsie Hornsby, Senior Director of Business Development | <a href="mailto:chornsby@hsohio.org">chornsby@hsohio.org</a>                               |
| <b>Top Jobs Sector: Production</b><br>(4.70% of total employment as of September 2026)                                                             |                                                          |                                                                                            |
| Crest Industries/Dis-Tran Steel                                                                                                                    | Kellie Vineyard, HR Generalist                           | <a href="mailto:kellie.vineyard@distran.com">kellie.vineyard@distran.com</a>               |
| Valero Energy Corporation                                                                                                                          | Zach Beversdorf, Plant Manager                           | <a href="mailto:zach.beversdorf@valero.com">zach.beversdorf@valero.com</a>                 |
|                                                                                                                                                    | Candace Horton, Office Coordinator                       | <a href="mailto:candace.horton@valero.com">candace.horton@valero.com</a>                   |
| Wingate Packaging                                                                                                                                  | Ed Rodden, CEO                                           | <a href="mailto:edward.rodde@wingate-packaging.com">edward.rodde@wingate-packaging.com</a> |
| YUSA Corporation                                                                                                                                   | Paul Grubb, Vice President                               | <a href="mailto:paul.grubb@yusa-oh.com">paul.grubb@yusa-oh.com</a>                         |
| <b>Top Jobs Sector: Sales and Related</b><br>(19.94% of total employment as of September 2026)                                                     |                                                          |                                                                                            |
| Vermeer Heartland                                                                                                                                  | Lindsey Van Gorp, President                              | <a href="mailto:lvangorp@vermeerhl.com">lvangorp@vermeerhl.com</a>                         |
| <b>Top Jobs Sector: Transportation and Material Moving</b><br>(10.32% of total employment as of September 2026)                                    |                                                          |                                                                                            |
| Fayette Madison Transit / Community Action Commission of Fayette County                                                                            | Joy Stanforth, Transportation Director                   | <a href="mailto:jstanforth@cacfayettecounty.org">jstanforth@cacfayettecounty.org</a>       |
| <b>Industry: Transportation</b>                                                                                                                    |                                                          |                                                                                            |
| Fayette Madison Transit / Community Action Commission of Fayette County                                                                            | Joy Stanforth, Transportation Director                   | <a href="mailto:jstanforth@cacfayettecounty.org">jstanforth@cacfayettecounty.org</a>       |

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| <b>Higher Education Partners</b>                                                                              |                                                                      |                                                                                                    |
| Southern State Community College                                                                              | Amy McClellan, Executive Director of Workforce Development           | <a href="mailto:amcclellan@sscc.edu">amcclellan@sscc.edu</a>                                       |
| <b>Local Government Partners</b>                                                                              |                                                                      |                                                                                                    |
| Fayette County                                                                                                | Jim Garland, Commissioner                                            | <a href="mailto:jim.garland@fayette-co-oh.com">jim.garland@fayette-co-oh.com</a>                   |
| <b>Workforce Development Partners</b>                                                                         |                                                                      |                                                                                                    |
| OhioMeansJobs-Fayette County                                                                                  | Holly Clay, OMJ-Fayette County Center Director                       | <a href="mailto:holly.clay@jfs.ohio.gov">holly.clay@jfs.ohio.gov</a>                               |
|                                                                                                               | Pamela Hively, Workforce Services Unlimited, Inc. Executive Director | <a href="mailto:pam@wsu-inc.org">pam@wsu-inc.org</a>                                               |
| City of Washington Court House                                                                                | Chelsie Baker, Economic Development Director                         | <a href="mailto:cbaker@cityofwch.com">cbaker@cityofwch.com</a>                                     |
| Fayette County                                                                                                | Kate Wells, County Administrator                                     | <a href="mailto:kate.wells@fayette-co-oh.com">kate.wells@fayette-co-oh.com</a>                     |
| <b>HIGHLAND COUNTY</b>                                                                                        |                                                                      |                                                                                                    |
| <b>Top Jobs Sector: Business and Financial Operations</b><br>(3.61% of total employment as of September 2026) |                                                                      |                                                                                                    |
| Atomic Credit Union                                                                                           | Nicholas Bailey, Regional Manager                                    | <a href="mailto:nbailey@atomiccu.com">nbailey@atomiccu.com</a>                                     |
|                                                                                                               | Andy Esnaugle, Director of Financial Education                       | <a href="mailto:meisnaugle@atomiccu.com">meisnaugle@atomiccu.com</a>                               |
| First State Bank                                                                                              | Dianna Setty, Assistant Vice President / Retail Market Lender        | <a href="mailto:dsetty@fsb4me.com">dsetty@fsb4me.com</a>                                           |
| <b>Top Jobs Sector: Community and Social Service</b><br>(3.85% of total employment as of September 2026)      |                                                                      |                                                                                                    |
| Highland County Community Action                                                                              | Valerie Williams, Deputy Director                                    | <a href="mailto:valerie@hccao.org">valerie@hccao.org</a>                                           |
| Highland County Board of DD                                                                                   | Jacob Alexander, Employment Manager                                  | <a href="mailto:jalexander@fchcdd.org">jalexander@fchcdd.org</a>                                   |
|                                                                                                               | Molly Warnock, Community First Director                              | <a href="mailto:mwarnock@highdd.org">mwarnock@highdd.org</a>                                       |
| <b>Top Jobs Sector: Construction and Extraction</b><br>(6.02% of total employment as of September 2026)       |                                                                      |                                                                                                    |
| McCarty & Associates                                                                                          | Mackenzie Edison, Office Manager                                     | <a href="mailto:mackenzie.edison@mccartyassociates.com">mackenzie.edison@mccartyassociates.com</a> |
| RoofX                                                                                                         | Galen Yoder, Owner                                                   | <a href="mailto:galen@roofxusa.com">galen@roofxusa.com</a>                                         |

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| Shafer Heating & Cooling                                                                                                                                  | Nathan Shafer, President/Owner                           | <a href="mailto:nathan@shaferhvac.us">nathan@shaferhvac.us</a>                   |
| <b>Top Jobs Sector: Educational Instruction and Libraries</b><br><i>(10.53% of total employment as of September 2026)</i>                                 |                                                          |                                                                                  |
| Career Pathway Support Network - Southwest Region                                                                                                         | Annette Jenkins, Regional Coordinator                    | <a href="mailto:ajenkins9@sscc.edu">ajenkins9@sscc.edu</a>                       |
|                                                                                                                                                           | Codi Newkirk, Career Connection Consultant               | <a href="mailto:cnewkirk@soesc.org">cnewkirk@soesc.org</a>                       |
| Future Plans / GRIT Project                                                                                                                               | Hillarie Ames, Community Outreach Partner                | <a href="mailto:hilariea@futureplans.org">hilariea@futureplans.org</a>           |
|                                                                                                                                                           | Lisa Scott, Career Coordinator                           | <a href="mailto:lisas@futureplans.org">lisas@futureplans.org</a>                 |
| <b>Top Jobs Sector: Food Preparation and Serving Related</b><br><i>(8.84% of total employment as of September 2026)</i>                                   |                                                          |                                                                                  |
| 62 Classic Diner                                                                                                                                          | Scott Haines, Owner                                      | <a href="mailto:scott.haines76@gmail.com">scott.haines76@gmail.com</a>           |
| The Porch / Highland South Kitchen                                                                                                                        | Jazmen Bramos, Owner                                     | <a href="mailto:jbramos@theporchhillsboro.com">jbramos@theporchhillsboro.com</a> |
| <b>Top Jobs Sectors: Healthcare Practitioners and Technical // Healthcare Support</b><br><i>(combined 7.21% of total employment as of September 2026)</i> |                                                          |                                                                                  |
| Adena Greenfield Medical Center                                                                                                                           | Josh McCoy, Director                                     | <a href="mailto:jmccoy3@adena.org">jmccoy3@adena.org</a>                         |
|                                                                                                                                                           | Holly Heath, Owner                                       | <a href="mailto:hheath@adena.org">hheath@adena.org</a>                           |
| HealthSource of Ohio                                                                                                                                      | Chelsie Hornsby, Senior Director of Business Development | <a href="mailto:chornsby@hsohio.org">chornsby@hsohio.org</a>                     |
| Highland District Hospital                                                                                                                                | Donna Bender, Human Resources                            | <a href="mailto:dbender@hdh.org">dbender@hdh.org</a>                             |
|                                                                                                                                                           | Erin Richmond, Foundation & Volunteer Manager            | <a href="mailto:erichmond@hdh.org">erichmond@hdh.org</a>                         |
| True Life Chiropractics                                                                                                                                   | Austin Trueblood, Owner                                  | <a href="mailto:austin.trueblood90@gmail.com">austin.trueblood90@gmail.com</a>   |
| Trust Well Living at Bell Gardens                                                                                                                         | Sarah Rose, Health Services Director                     | <a href="mailto:srose@trustwellliving.net">srose@trustwellliving.net</a>         |
| <b>Top Jobs Sector: Production</b><br><i>(10.57% of total employment as of September 2026)</i>                                                            |                                                          |                                                                                  |
| Adient US                                                                                                                                                 | Melanie Spangler, Human Resources Manager                | <a href="mailto:MELANIE.spangler@adient.com">MELANIE.spangler@adient.com</a>     |
| Greenfield Precision Plastics                                                                                                                             | John Adams                                               | <a href="mailto:jadams62@columbus.rr.com">jadams62@columbus.rr.com</a>           |
| Greenfield Research, Inc.                                                                                                                                 | Aaron Penn, Production Manager                           | <a href="mailto:apenn@greenfield-research.com">apenn@greenfield-research.com</a> |

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|                                                                                                | Mike Penn, President & CEO                                 | <a href="mailto:mpenn@greenfield-research.com">mpenn@greenfield-research.com</a>     |
| Highland Computer Forms                                                                        | Ronda Smith, Controller                                    | <a href="mailto:rsmith@hcf.com">rsmith@hcf.com</a>                                   |
| ITW Hobart                                                                                     | Tina Fuller, Human Resources Director                      | <a href="mailto:tina.fuller@itwfeg.com">tina.fuller@itwfeg.com</a>                   |
| Lumenix                                                                                        | Melanie Wymer, Senior Director of Human Resources          | <a href="mailto:MWymer@Candle-lite.com">MWymer@Candle-lite.com</a>                   |
| Seal-Tite                                                                                      | Laura Burton, Business Controller                          | <a href="mailto:lbarton@sealtitehv.com">lbarton@sealtitehv.com</a>                   |
|                                                                                                | Philip Wilson, Continuous Improvement Manager              | <a href="mailto:pwilson@sealtitehv.com">pwilson@sealtitehv.com</a>                   |
| Weastec, Inc.                                                                                  | Debbie Everhart, Human Resources Senior Manager            | <a href="mailto:debbie.everhart@weastec.com">debbie.everhart@weastec.com</a>         |
|                                                                                                | Dusty Lykins, Human Resources Assistant Manager            | <a href="mailto:dustin.lykins@weastec.com">dustin.lykins@weastec.com</a>             |
| <b>Top Jobs Sector: Sales and Related</b><br>(16.09% of total employment as of September 2026) |                                                            |                                                                                      |
| Binegar Auction Company / Binegar Truck, Auto, & Camper Sales                                  | Gary Binegar, Owner                                        | <a href="mailto:garybinegar@yahoo.com">garybinegar@yahoo.com</a>                     |
| Chuck Wait Tire                                                                                | Mariah Wait, Co-Owner                                      | <a href="mailto:mariah@checkwaittire.com">mariah@checkwaittire.com</a>               |
| ERA Fender Classic Realty                                                                      | Sami Smith-Daulton, Realtor                                | <a href="mailto:ssmith@eracincy.com">ssmith@eracincy.com</a>                         |
| Nationwide Auctions & Realty                                                                   | Klayton Juillerat, Realtor/Auctioneer                      | <a href="mailto:klaytonsells@yahoo.com">klaytonsells@yahoo.com</a>                   |
| <b>Higher Education Partners</b>                                                               |                                                            |                                                                                      |
| Southern State Community College                                                               | Amy McClellan, Executive Director of Workforce Development | <a href="mailto:amcclellan@sscc.edu">amcclellan@sscc.edu</a>                         |
|                                                                                                | Nicole Roades, President                                   | <a href="mailto:nroades@sscc.edu">nroades@sscc.edu</a>                               |
| <b>Local Government Partners</b>                                                               |                                                            |                                                                                      |
| Highland County                                                                                | Brad Roades, County Commissioner                           | <a href="mailto:commissioners@co.highland.oh.us">commissioners@co.highland.oh.us</a> |
| Highland County Prosecutor's Office                                                            | Molly Bolek, Assistant Prosecutor                          | <a href="mailto:mbolek@hcprosecutor.org">mbolek@hcprosecutor.org</a>                 |
| Village of Greenfield                                                                          | Rachael Crabtree, Director of Public Service & Safety      | <a href="mailto:rcrabtree@greenfieldohio.net">rcrabtree@greenfieldohio.net</a>       |
| Village of Leesburg                                                                            | Rita Smith-Daulton, Mayor                                  | <a href="mailto:r_smithdaulton@leesburgohio.org">r_smithdaulton@leesburgohio.org</a> |
| <b>Workforce Development Partners</b>                                                          |                                                            |                                                                                      |

|                                                                  |                                                         |                                                                                |
|------------------------------------------------------------------|---------------------------------------------------------|--------------------------------------------------------------------------------|
| BB2C: Building Bridges to Careers                                | Jeremy Ward, Network Director                           | <a href="mailto:jward@bb2careers.org">jward@bb2careers.org</a>                 |
| GRIT/Future Plans                                                | Hilarie Ames, Community Outreach Partner                | <a href="mailto:hilariea@futureplans.org">hilariea@futureplans.org</a>         |
| Highland County Chamber of Commerce                              | Jamie Wheeler, Executive Director                       | <a href="mailto:jamie@thehighlandchamber.com">jamie@thehighlandchamber.com</a> |
| Highland County                                                  | Julie Bolender, Economic Development Director           | <a href="mailto:jbolender@co.highland.oh.us">jbolender@co.highland.oh.us</a>   |
| REACH for Tomorrow                                               | Derek Ames, Youth Coordinator and Coach for Assessments | <a href="mailto:dereka@reach4t.org">dereka@reach4t.org</a>                     |
| OhioMeansJobs-Highland County / Highland County Community Action | Haylee Brown, Program Manager                           | <a href="mailto:hbrown@hccao.org">hbrown@hccao.org</a>                         |
|                                                                  | Amanda Tedford, Workforce Specialist                    | <a href="mailto:atedford@hccao.org">atedford@hccao.org</a>                     |
|                                                                  | Valerie Williams , Deputy Director                      | <a href="mailto:valerie@hccao.org">valerie@hccao.org</a>                       |
| Public Consulting Group                                          | Rebecca Bennington, Ohio Provider Expansion Supervisor  | <a href="mailto:rbennington@pcgus.com">rbennington@pcgus.com</a>               |

## Schedule of Meetings

Planning meetings for the 2026-2027 school year include:

| CLINTON COUNTY COUNCIL MEETINGS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <i>Note: Subcommittee meeting dates will be scheduled, as needed, throughout the course of the school year. In addition, the Clinton County Workforce Collaborative, an extension of the BAC, meets monthly.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                     |
| <b>Quarter 1 Meeting:</b> September 17, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Quarter 2 Meeting:</b> November 19, 2026                                         |
| <b>Quarter 3 Meeting:</b> February 9, 2027                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Quarter 4 Meeting:</b> April 6, 2027                                             |
| FAYETTE COUNTY COUNCIL MEETINGS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                     |
| <i>Note: Subcommittee meeting dates will be scheduled, as needed, throughout the course of the school year. In addition, the Fayette County Workforce Development Steering Committee, an extension of the BAC, meets monthly.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                     |
| <b>Quarter 1 Meeting:</b> September 16, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Quarter 3 Meeting:</b> November 4, 2026                                          |
| <b>Quarter 3 Meeting:</b> January 13, 2027                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Quarter 4a Meeting:</b> March 10, 2027<br><b>Quarter 4b Meeting:</b> May 5, 2027 |
| HIGHLAND COUNTY COUNCIL MEETINGS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                     |
| <i>Note: Subcommittee meeting dates will be scheduled, as needed, throughout the course of the school year. In addition, the Highland County Educator Workforce Team, an extension of the BAC, meets quarterly.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                     |
| <b>Quarter 1 Meeting:</b> September 14, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Quarter 2 Meeting:</b> November 13, 2026                                         |
| <b>Quarter 3 Meeting:</b> January 27, 2027                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Quarter 4 Meeting:</b> March 12, 2027                                            |
| REGIONAL BUSINESS ADVISORY COUNCIL MEETINGS<br>(Clinton, Fayette, & Highland Counties JOINT Regional BAC Meetings)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                     |
| <p>The Southern Ohio ESC's Regional Business Advisory Council (BAC) serves as a collaborative forum where the county-level BACs of Clinton, Fayette, and Highland counties come together to strengthen connections between education and the workforce across the broader region.</p> <p>The Regional BAC builds on the work happening locally by:</p> <ul style="list-style-type: none"> <li>• <b>Sharing best practices and ideas</b> – Districts and business partners exchange successful strategies and lessons learned that can be adapted across counties.</li> <li>• <b>Identifying regional workforce trends and needs</b> – Members review labor market data, industry demand, and emerging career pathways to better align schools with workforce opportunities.</li> <li>• <b>Promoting cross-county collaboration</b> – Business and education leaders explore ways to partner on initiatives such as student internships, student immersion tours, teacher externships, career awareness and exploration programs, and credentialing opportunities.</li> <li>• <b>Amplifying the voice of education and business</b> – The Regional BAC provides a unified platform to communicate priorities, needs, and opportunities to state leaders, higher education partners, and regional workforce boards.</li> <li>• <b>Driving equitable opportunities for students</b> – By working together at the regional level, members help ensure that all students, regardless of their county, have access to high-quality career readiness experiences.</li> </ul> <p>Regional convenings are designed to foster collaboration, leverage resources, and encourage innovative solutions that prepare students for success in both college and career, while also supporting the economic vitality of southern Ohio.</p> |                                                                                     |
| <b>Semester 1 Regional Meeting:</b> October 29, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Semester 2 Regional Meeting:</b> February 17, 2027                               |

## Business Advisory Council Mission and Vision for the 2026-2027 School Year

The Southern Ohio Educational Service Center Business Advisory Council serves as a regional convener connecting education, business and industry, workforce development, economic development, higher education, and community partners throughout Clinton, Fayette, and Highland Counties. Through county-level Business Advisory Councils in each county and a Regional Business Advisory Council that brings partners together across county lines, the Southern Ohio ESC's BAC works to strengthen the connection between what students experience in school, the skills employers need, and the education, training, and employment pathways available throughout the region.

The Southern Ohio ESC's BAC serves the eleven member school districts of Blanchester Local Schools, Clinton-Massie Local Schools, East Clinton Local Schools, Wilmington City Schools, Miami Trace Local Schools, Washington Court House City Schools, Bright Local Schools, Fairfield Local Schools, Greenfield Exempted Village Schools, Hillsboro City Schools, and Lynchburg-Clay Local Schools. The BAC also works closely with Great Oaks Career Campuses/Laurel Oaks Career Campus, postsecondary institutions, OhioMeansJobs offices, economic development organizations, workforce collaboratives, chambers of commerce, workforce intermediaries, employers, and community organizations.

The work of the Southern Ohio ESC's Business Advisory Council is organized around Ohio's three Business Advisory Council quality practices: *Develop Professional Skills for Future Careers*, *Build Partnerships*, and *Coordinate Experiences*. These practices provide the foundation of the BAC's work across Clinton, Fayette, and Highland Counties.

- Through *Develop Professional Skills for Future Careers*, the BAC works with employers and educators to identify the professional and technical skills students need for success and to strengthen career-connected learning through the K-12 experience.
- Through *Build Partnerships*, the BAC develops and deepens collaborative relationships among schools, businesses and employers, higher education, workforce and economic development organizations, and community partners so that regional workforce needs and student opportunities are addressed collectively.
- Through *Coordinate Experiences*, the BAC helps connect students with meaningful career exploration and work-based learning opportunities – including career fairs, employer and industry visits, immersion tours, job shadowing, internships, credentialing opportunities, and other authentic workplace experiences.

Together, these three quality practices guide the BAC's efforts to create a more intentional, connected progression from career awareness and exploration to preparation, participation, and successful transitions beyond high school.

During the 2026-2027 school year, the BAC will intentionally use Ohio's Career Connections Framework as a shared structure for planning and evaluating career-connected learning across

the region. The Framework's progress from Awareness to Exploration to Preparation to Participation provides a common language that schools, employers, and community partners will use to examine the student journey and identify where additional experiences, supports, and connections are needed. Ohio's statewide vision is that every student participates in meaningful K-12 career planning and graduates with a clear, supported career plan.

The Southern Ohio ESC's vision for the region is that students do not experience career development as a collection of disconnected events. Rather, students should encounter an increasingly purposeful continuum of experiences that helps them *discover who they are, explore what is possible, prepare for pathways aligned with their interests and aptitudes, and participate in authentic experiences through which they can apply their learning.*

### ***Progression from the 2025-2026 BAC Plan***

The 2026-2027 BAC plan represents a deliberate progress from development and expansion toward implementation, alignment, scale, and measurement. The prior BAC plan called for development and piloting of K-12 career exploration resources and specifically identified 2026-2027 as the year for broader implementation across member districts. This year, the updated Career Connections Framework provides an ideal statewide structure within which to advance that work.

Similarly, the prior employer-needs assessment produced substantial regional evidence. Forty-eight employers responded directly to the assessment, with information from an additional 46 businesses gathered through current job postings. Identified needs included forklift/manlift operation, CNC operation/programming, Microsoft Office certification, CPR/First Aid, driver's licenses, customer service and sales, CDL credentials, welding, ServSafe, and STNA/Medical Assistant credentials. The work in 2026-2027 will move beyond identifying those needs toward using refreshed employer input to influence student experiences, educator learning, credentials, scholarships, curriculum connections, and work-based learning opportunities.

The prior plan also documented the progression of structured internships from an established Highland County program to a Clinton County launch and exploration of a similar Fayette County structure. Likewise, the annual membership audit established a process for comparing BAC representation with critical and in-demand industries and recruiting partners where gaps existed. Those efforts now provide the foundation for deeper employer engagement in 2026-2027 and a more coordinated regional talent and pipeline development system.

## DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

Describe how the business advisory council plans to **Develop Professional Skills for Future Careers** for the 2026-2027 school year.

- Describe the plan, including initiatives, projects, or events. Include specific districts, number of students and grade bands impacted by initiative(s), and list all businesses involved.
- Use the template as a guide to list all initiatives, projects, and events used to develop professional skills for future careers (include business input in curriculum alignment with skills needed for in-demand professions, educator engagement and development, employers in classroom involvement, etc.). Be sure to include existing programs and how they will be sustained and scaled.
- When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

### Initiative 1: Employer-Informed Workforce Needs, Skills, and Credential Alignment

- *Describe in detail the plan associated with implementing this quality practice.*
- *List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?*
- *List all businesses and specific industries involved. What role does the business play in implementation?*
- *How does this initiative help support or teach relevant, in-demand technical and professional skills for students and educators?*
- *What skills gap or talent pipeline challenge does this initiative address to help your area/region? What data supports the identified skill gap or pipeline challenge?*
- *How does this initiative impact students with disabilities?*

During the 2026-2027 school year, the Southern Ohio ESC's BAC will continue and expand its employer-needs assessment process to maintain an accurate understanding of workforce trends, hiring challenges, professional skills, technical skills, credentials, and emerging occupations throughout Clinton, Fayette, and Highland Counties.

Rather than treating the workforce assessment as a periodic survey alone, the BAC will develop a continuous employer-feedback process. County BAC meetings, monthly Workforce Collaborative meetings, employer roundtables, business-partner conversations, workforce coordinator outreach, surveys, labor-market information, job-posting analysis, and economic development data will be used collectively to identify changing needs. Employers will then work with educators and workforce partners to determine how those findings should influence career-connected instruction, soft-skills development, credential opportunities, work-based learning, career exploration, and educator professional learning.

Current labor-market information reinforces the need for a locally differentiated approach. In third quarter 2025 data, Clinton County had approximately 18,248 private-sector jobs,

including 6,079 in transportation and warehousing and 3,207 in manufacturing. Fayette County had approximately 10,640 private-sector jobs, including 2,163 in manufacturing, 1,897 in retail trade, and 1,321 in transportation and warehousing. Highland County had approximately 8,519 private-sector jobs, including 1,863 in manufacturing, 1,680 in retail trade, and 1,251 in healthcare and social assistance. These patterns support continued emphasis on manufacturing, logistics/transportation and aviation, healthcare, skilled trades, agriculture, service industries, and other locally significant sectors while allowing each county BAC to respond to its distinct economy. *(This data was compiled from the Ohio Department of Job and Family Services' Office of Workforce Development Bureau of Labor Market Information.)*

Employer input will be connected directly to the Career Connections Framework. During *Awareness and Exploration*, employer information will help students understand local industries and the types of work available close to home. During *Preparation*, the information will inform professional-skill development, career plans, credentials, coursework, and soft-skills programming. During *Participation*, it will help guide internship, work-based learning, mentorship, and employment opportunities.

In Fayette County, the partnership with OhioMeansJobs will continue to refine and expand soft-skills workshops for students. In Clinton and Fayette Counties, workforce development coordinators will use employer feedback to identify opportunities for internships, credentials, career exploration, and educator learning. Across the region, the BAC will explore ways to reduce financial barriers to skills and credentials. Clinton County will continue its BAC scholarship program, while Fayette County will explore development of trades/skills credentialing scholarships for Spring 2027. Clinton County's 2026 BAC scholarships program awarded six \$700 scholarships across participating districts and a homeschool student, providing a useful foundation upon which to continue this effort.

The BAC will also support school districts and regional partners, including the Career Pathway Support Network (CPSN) and Career Connection Consultant, in reviewing existing credential opportunities and support the development and expansion of high-value industry-recognized credential pathways that reflect regional employer demand. Employer feedback, labor-market information, and identified skills gaps will help determine where additional credential opportunities may be beneficial for students. Particular attention will also be given to increasing equitable access to credentials for all students, including students with disabilities, by identifying potential barriers related to cost, transportation, prerequisite skills, accessibility, accommodations, and availability of training. Through collaboration among school districts, employers, career-technical education, workforce partners, and the CPSN, the BAC will help identify opportunities to connect students with credentials that provide meaningful value in the regional labor market and can serve as a bridge to employment, apprenticeships, additional technical training, or post-secondary education.

Students with disabilities will be intentionally included throughout this initiative through partnerships with Opportunities for Ohioans with Disabilities, county Boards of Development Disabilities, the Career Pathways Support Network, the regional Career Connection Consultant, schools, transition personnel, employers, and other community partners. Employer feedback and credential-development efforts will be considered through the lens of accessibility, accommodations, inclusive employment, transportation, and transition planning so students with disabilities have meaningful access to the same continuum of career awareness, skill development, credential attainment, work-based learning, and employment opportunities available to their peers.

Student Reach: All eleven member districts will participate in or benefit from this regional workforce-alignment work. Direct student participation will vary by initiative; the BAC will use the expanded tracking system described in this plan to establish more accurate student-level baselines during 2026-2027 rather than estimate participation where reliable data are unavailable.

## **Initiative 2: K-12 Career Connections Continuum and Career-Connected Learning**

- Describe in detail the plan associated with implementing this quality practice.
- List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?
- List all businesses and specific industries involved. What role does the business play in implementation?
- How does this initiative help support or teach relevant, in-demand technical and professional skills for students and educators?
- What skills gap or talent pipeline challenge does this initiative address to help your area/region? What data supports the identified skill gap or pipeline challenge?
- How does this initiative impact students with disabilities?

The Southern Ohio ESC's BAC will advance the K-12 career exploration work initiated in the previous plans by using Ohio's Career Connections Framework to develop a more coherent regional career-development continuum. The goal is not to mandate identical programming in every district, but to help districts examine whether students have meaningful opportunities across all four phases – *Awareness, Exploration, Preparation, and Participation* – and identify gaps that skills, businesses, and community partners can help fill.

At the *Awareness* phase, the BAC will support increased career-connected learning in elementary grades, including career days, employer and community speakers, age-appropriate classroom connections, hands-on career activities, and opportunities for students to begin recognizing their interests, aptitudes, and strengths. This is an area of intentional expansion for the 2026-2027 school year. Existing practices demonstrate that this work is already growing. Greenfield Exempted Village's fifth grade Career Discovery Day, for example, connected students with business and community partners, while Bright Local's spring 2026 career planning included a career fair for fifth and sixth grade students.

At the *Exploration* phase, students will encounter increasingly intentional opportunities to connect their developing interests and aptitudes with actual pathways. Existing examples include Holland Code activities, Future Plans/GRIT assessments and coaching, YouScience interest and aptitude assessments, SchoolLinks interest and aptitude assessments, career fairs, Real World/Real Money, Biz Town, Laurel Oaks Career Campus career-technical visits, employer speakers, job-site visits, and Student Immersion Tours. Future Plans/GRIT has already reached districts across the region, with documented participation among Clinton County districts, both Fayette County districts, and multiple Highland County districts; its process explicitly connects assessment results to career coaching and development of career plans. Districts in the region are also utilizing YouScience interest and aptitude assessments to help students identify both interests and skills to help identify with career pathways in the *Exploration* phase.

County-level BACs across the region have already begun using a planning process that closely mirrors the state's updated framework. At the September 2026 Fayette County meeting, partners were asked to consider what a ninth grade student should experience, know, try, and leave high school connected to, followed by the sequence Discover, Explore,

Experience, and Connect. Highland County partners considered the same progression for a student with limited knowledge of local manufacturing, healthcare, construction, and skilled trades opportunities and specifically identified where business partners and the BAC could help. These conversations will continue as a practical local application of the Career Connections Framework.

At the *Preparation* phase, students will be supported in translating exploration into decisions and plans. Activities will include career and college fairs, career-interest and aptitude assessments, career coaching, professional skills workshops, pathway and course planning, exposure to credentials, post-secondary and career-technical education options, scholarship opportunities, and direct employer engagement. Career fairs are already scheduled in Fayette County (September 2026 and April 2027) and in Clinton County (October 2026).

At the *Participation* phase, students will move into authentic workplace experiences such as job shadowing, internships, work-based learning, mentorship, paid employment, and other experiential opportunities. Importantly, the BAC will maintain a clear distinction between valuable career-exploration activities and experiences that meet Ohio's formal definition of work-based learning. This distinction in 2026-2027 will help improve both program quality and data accuracy for 2026-2027.

The BAC will also help districts use reflection more intentionally. A student's participation in a career fair, immersion tour, internships, or employer visit should lead to a subsequent question: *What did I learn about myself, the work, the pathway, and my next step?* That shift from attending an event to making meaning from an experience is a central element of the state's student-centered framework.

Students with disabilities will be intentionally included throughout the K-12 Career Connections Continuum. The BAC will work with school districts, intervention and transition personnel, Opportunities for Ohioans with Disabilities, county Boards of Developmental Disabilities, the Career Pathway Support Network, the Career Connection Consultant, employers, and other regional partners to ensure career-connected learning opportunities are accessible, inclusive, and responsive to individual student strengths and needs. Career awareness and exploration activities will help students identify interests, aptitudes, abilities, and potential career pathways, while preparation and participation experiences will provide opportunities to develop professional skills, explore industry-recognized credentials, participate in employer visits and job shadowing, and access internships and other work-based learning experiences where appropriate. The BAC and its partners will also consider barriers such as transportation, accessibility, accommodations, communication needs, prerequisite skills, and employer capacity when designing experiences. Whenever possible, career-connected learning will complement individualized transition planning and help students develop greater self-awareness, self-advocacy, independence, and connections to education, training, and employment after high school.

This initiative is intended to reach students across the full K-12 continuum in all eleven member districts of the Southern Ohio ESC's BAC: Blanchester Local Schools, Clinton-Massie Local Schools, East Clinton Local Schools, Wilmington City Schools, Miami Trace Local Schools, Washington Court House City Schools, Bright Local Schools, Fairfield Local Schools, Greenfield Exempted Village Schools, Hillsboro City Schools, and Lynchburg-Clay Local Schools. Because the initiative is designed as a district-wide career-development framework rather than a single event or program, the long-term goal is to impact all K-12 students within the BAC's member districts, although the specific experiences and level of participation will vary by grade level, district, and individual student need. The progression will begin with broad career awareness opportunities in the elementary grades; expand to interest, aptitude, financial literacy, career-technical education, and career exploration experiences during the middle grades; and progress toward increasingly individualized career preparation, employer engagement, credential opportunities, job shadowing, internships, work-based learning, and post-secondary or employment connections during high school.

The BAC will work with member districts during the 2026-2027 school year to establish more consistent participation measures by grade band and experience type so future plans and award submissions can document not only overall reach, but also the depth, progression, and equitable distribution of career-connected experiences across the region.

### **Initiative 3: AI Implementation in the Local Workforce Survey**

- *Describe in detail the plan associated with implementing this quality practice.*
- *List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?*
- *List all businesses and specific industries involved. What role does the business play in implementation?*
- *How does this initiative help support or teach relevant, in-demand technical and professional skills for students and educators?*
- *What skills gap or talent pipeline challenge does this initiative address to help your area/region? What data supports the identified skill gap or pipeline challenge?*
- *How does this initiative impact students with disabilities?*

In the 2023-2024 school year, the BAC co-created a needs assessment survey for local employers. This survey gathered information about employment trends and projections, expected education or training needed, and challenges for retention of employees and recruiting tactics utilized by employers. In the 2024-2025 school year, the BAC continued the initial wave of survey distribution, and spent time analyzing the survey results with employers and educators alike. Employers and educators alike have appreciated these efforts, which have led to requests for further surveys on specific issues.

In response such a request prompted by the passage of Ohio House Bill 96, and in preparation for the 2026-2027 school year, in the Summer of 2026 the BAC conducted an in-depth survey of employers across all major industries focused on their utilization of AI at all company levels, the impact of that utilization on their hiring practices and staffing needs, and the resulting skills needs and requirements for incoming employees.

This information was presented to educators from all four Clinton County school districts at the 2026 Clinton County Connect4EDU Professional Development Day, will be shared with educators in all Fayette and Highland County school districts in future professional development sessions, and will also be presented to the broader business community at the Wilmington-Clinton County Chamber of Commerce's October Economic Network Alliance event, the Regional BAC meeting in October, and the Clinton County Human Resources Roundtable's November meeting. Direct outreach will also be made to members of the Fayette and Highland County Chambers of Commerce to share the information in appropriate forums.

Additionally, the BAC will work with Clinton County Board of Developmental Disabilities and Opportunities for Ohioans with Disabilities to ensure that the results of the survey are shared with their staff to assist with support services and transition planning for students with special needs.

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools

- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

All K-12 students in the districts listed will be impacted by this initiative.

The survey was qualitative in nature, allowing for in-depth conversation and answers that applied to multiple occupations within each business interviewed, and allowed for some businesses to respond on behalf of not only their own implementation, but that of their clients and customers. As such, survey responses covered a wide range of Top Jobs Sectors.

Additionally, surveyed businesses suggested other employers to survey, raised questions to ask of those in other industries, and shared specific messaging for educators and students, ensuring that the survey results were comprehensive, inclusive, timely, and applicable.

EMPLOYER / TOP JOBS SECTOR(S) REPRESENTED

- Air Transport Services Group / Aviation; Production
- Clinton County Board of Developmental Disabilities / Community & Social Service; Educational Instruction & Libraries; Healthcare Practitioners & Technical; Healthcare Support
- Clinton County Community Action / Community & Social Service; Educational Instruction & Libraries; Personal Care & Service
- Clinton County Emergency Management / Management; Protective Service
- Crown Staffing / Management; Production; Sales & Related
- Ferno / Business & Financial Operations; Management; Production
- LCNB National Bank / Business & Financial Operations; IT
- Nippon Seiki North America / Production
- Peoples Bank / Business & Financial Operations; Sales & Related
- Southern State Community College / Educational Instruction & Libraries
- Wilmington Public Library / Community & Social Service; Educational Instruction & Libraries

Participants in the 2026 Clinton County Connect4EDU Professional Development Day left the session with a clear understanding of how AI is being utilized by a variety of local employers and ideas for how to work with their students to prepare them for AI utilization in the workplace.

Attendees at the Wilmington-Clinton County Chamber of Commerce's October Economic Network Alliance and the November Clinton County HR Roundtable will leave the meeting with an understanding of how AI is being utilized by their peer employers and how local educators are preparing students to enter the workforce, and how those two factors may impact their available labor pool.

The research survey identified the following AI-related skills required by employers:

- process thinking
- critical thinking and discernment
- information literacy
- information and data management

The development and implementation of this survey can significantly impact students with disabilities by aligning educational programs with the needs of the job market, as outlined in Ohio's State Systemic Improvement Plan. By gathering data on employer expectations and skill requirements, the survey helps educators tailor curricula and training programs that equip students with the specific skills needed in various industries. This alignment enhanced employability for students with disabilities by providing them with relevant experiences and competences, fostering greater self-advocacy and informed career choices. Additionally, the insights gained from the survey can inform support services and transition planning, ensuring that students receive targeted assistance as they prepare to enter the workforce. This initiative promotes equitable access to job opportunities and contributes to improved educational and employment outcomes, which are key goals of Ohio's State Systemic Improvement Plan.

## **BUILD PARTNERSHIPS**

Describe how the business advisory council plans to **Build Partnerships** for the 2026-2027 school year.

- Describe how the business advisory council will grow partnerships in alignment with in-demand careers in the region with representation from industry, workforce boards, port authority, Ohio Means Jobs Centers, industry sector partnerships, higher education, etc.
- Use the template as a guide to list all initiatives, projects, and events used to build partnerships. Include information on partnership alignment, effectiveness, and initiatives spearheaded by these collaborations. Demonstrate cooperative efforts between districts and partners to benefit students and businesses.
- When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

## Initiative 1: Employer Engagement, Representation, and Feedback-to-Action

- *Describe in detail how the business advisory council plans to strengthen and expand business and industry representation and partnerships. Describe how the council identifies new industry and business partners to address the talent pipeline business skills gap.*
- *How will the council draw feedback from business and industry to inform decisionmaking?*
- *What is the business advisory council's plan to utilize feedback and guidance from business and industry partners to increase skills for students and educators?*
- *How will identified industry partners co-develop relevant in-demand skills for students and educators?*
- *How will partners impact career readiness for students with disabilities?*

The Southern Ohio ESC's BAC will continue the annual membership audit established in the previous plans but expand its purpose from representation alone to meaningful engagement. The council will examine not only whether high-demand sectors are represented, but how partners are participating and how their involvement is translating into opportunities for students and educators.

The BAC's goal is to deepen the progression of employer engagement, from attending a BAC meeting, to contributing workforce insight, to participating in a career activity, to hosting students or educators, to mentoring, co-designing an experience, providing an internship or credential opportunity, and ultimately recruiting students into local employment and talent pipelines.

The newly strengthened workforce-development capacity in Clinton and Fayette Counties will support more consistent employer outreach and follow-up. Employers who express interest during meetings or through surveys will receive a clear next connection – such as hosting a tour, speaking with students, participating in a fair, supporting an internship, serving as a mentor, or collaborating with educators.

There is already measurable evidence of this progression. Five new employers were added to the business participation list in Fayette County recently and eight businesses in that

county have expressed interest in offering internships. OhioMeansJobs senior workshops are planned to engage students with undefined career plans. A recurring speaker series is planned for 2026-2027 in Fayette County to focus on career exposure, pathways, and soft skills. Business participation at the first Highland County BAC meeting for 2026-2027 more than doubled from the last meeting of the 2025-2026 school year.

County-level BAC Meetings will increasingly be designed as working sessions rather than information-only meetings. The Fall 2026 Fayette and Highland County meetings, for example, used Student Journey Mapping to solicit employer, education, and community input about students' needs, gaps in experiences, employer expectations, barriers to work-based learning, and actionable opportunities.

The Clinton County BAC's integration within the Clinton County Workforce Collaborative creates an additional structure for sustained employer participation beyond quarterly BAC meetings. The Collaborative brings together business, education, nonprofit, government, economic development, and community development leaders around workforce challenges and solutions.

During the 2026-2027 school year, evidence of partnership growth will therefore include not simply total BAC membership but new businesses engaged, repeat engagement, industries represented, businesses hosting students, employers providing internships or job shadows, employers contributing to curriculum or skills discussions, educator host sites, and businesses participating in more than one form of career-connected learning.

The BAC will intentionally engage business, education, workforce, and community partners to expand inclusive career-readiness opportunities for students with disabilities. Partnerships with Opportunities for Ohioans with Disabilities, county Boards of Development Disabilities, the regional Career Pathway Support Network and regional Career Connection Consultant, OhioMeansJobs, school transition personnel, career-technical education partners, and local employers will help identify and address barriers that may limit students' access to career exploration, industry-recognized credentials, job shadowing, internships, work-based learning, and employment.

Business partners will be encouraged not only to participate in career events, but also to provide accessible workplace experiences, identify appropriate accommodations and supports, share examples of inclusive employment practices, mentor students, and help students understand the professional and technical skills necessary for success in their industries.

Building on previous BAC efforts, the BAC will continue using its employer network to connect students with disabilities to meaningful career experiences and appropriate regional supports. The prior BAC plan documented employer recruitment for the annual regional Transition Expo for students with disabilities, and conducted in partnership with Opportunities for Ohioans for Disabilities and the Region 14 Hopewell Center. During the

2026-2027 school year, the BAC will seek to deepen these relationships by helping students move beyond career awareness toward exploration, preparation, credential attainment, work-based learning, and employment. Partnerships will also help identify barriers related to transportation, accessibility, communication, workplace accommodations, prerequisite skills, and employer capacity so that solutions can be developed collaboratively. The goal is to ensure that students with disabilities have equitable access to the same continuum of career-connected learning opportunities available to their peers while receiving the individualized supports necessary for successful transitions to post-secondary education, training, and employment.

## **Initiative 2: Regional Workforce Ecosystem and Employer-Educator Co-Learning**

- *Describe in detail how the business advisory council plans to strengthen and expand business and industry representation and partnerships. Describe how the council identifies new industry and business partners to address the talent pipeline business skills gap.*
- *How will the council draw feedback from business and industry to inform decisionmaking?*
- *What is the business advisory council's plan to utilize feedback and guidance from business and industry partners to increase skills for students and educators?*
- *How will identified industry partners co-develop relevant in-demand skills for students and educators?*
- *How will partners impact career readiness for students with disabilities?*

The Southern Ohio ESC will continue to convene county-level BACs while intentionally strengthening the role of the Regional Business Advisory Council as the place where Clinton, Fayette, and Highland County partners can identify needs that extend across county boundaries.

The regional structure recognizes that students, workers, employers, and post-secondary institutions do not operate within school district or county borders. Fall and Spring regional meetings will create meaningful opportunities for employers to network with one another, share practices, identify common talent challenges, connect with educators from multiple districts, explore cross-county career experiences, identify credential and training needs, and develop solutions related to rural barriers such as transportation and limited employer capacity.

This regional ecosystem includes all of the eleven member school districts, Great Oaks Career Campuses, higher-education partners, OhioMeansJobs, economic development organizations, chambers of commerce, county and municipal partners, Career Pathway Support Network personnel, Opportunities for Ohioans with Disabilities, boards of Development Disabilities, Building Bridges to Careers (BB2C), Strategic Ohio Council for Higher Education (SOCHE), workforce development intermediaries, employers, and other community partners.

A major area of growth during the 2026-2027 school year will be educator-employer co-learning. Workforce development coordinators in Clinton and Fayette Counties are exploring expanded teacher bootcamp/industry immersion opportunities for partnership with Ashland University. These experiences would build upon the Teacher Bootcamp/Tour work from the prior plan, which was designed around employers in manufacturing, healthcare, construction, logistics/aviation, education/childcare, and social services/mental health.

The goal will be to ensure the learning does not end when the teacher leaves the workplace. Participating educators will be asked to identify workforce skills observed, career connections to their content area or grade level, misconceptions students may have about the industry, and one practical way they can translate the experience into career-connected instruction. Employers will help educators understand workplace expectations and

emerging technical skills, while educators will help employers understand how those ideas can be made developmentally appropriate and accessible to students.

This shared-responsibility model closely reflects the state’s Career Connections Framework, which identifies career planning as a collective responsibility and specifically calls for career-connected instruction, career exposure, site visits, mentors, work-based learning, employer partnerships, and data-informed improvement.

Regional partners will intentionally work together to ensure that students with disabilities are included in the full continuum of career-connected learning opportunities. Through collaboration among school districts, employers, Opportunities for Ohioans with Disabilities, county Boards of Development Disabilities, the regional Career Pathway Support Network and regional Career Connection Consultant, OhioMeansJobs, career-technical education, post-secondary institutions, transition personnel, and other community partners, the BAC will help identify accessible career pathways, appropriate supports, and opportunities for students to develop the professional and technical skills needed for future employment. Employers will be encouraged to share inclusive workplace practices, identify occupations and credentials that are accessible to students with a range of strengths and abilities, provide job-shadowing and work-based learning opportunities, and help educators better understand workplace accommodations and expectations.

The employer-educator co-learning component of this initiative will also directly support students with disabilities. Teacher Bootcamps, industry tours, and other educator immersion experiences will give educators greater exposure to real workplace environments, the skills employers value, and examples of how businesses support employees with differing needs. Educators can then use this knowledge to strengthen career-connected instruction, transition planning, and classroom experiences for diverse learners. This builds upon the prior BAC plan, which emphasized using Teacher Bootcamps/Tours to help educators adapt instruction for diverse learners while business partners model inclusive practices and accessible career pathways.

The BAC will also use its regional partnerships to address barriers that may affect participation, including transportation, accessibility, communication needs, accommodations, prerequisite skills, financial barriers, and limited access to employers in rural communities. By coordinating resources across counties and organizations, partners can help create more equitable pathways from career awareness and exploration to credential attainment, work-based learning, post-secondary training, and employment. The goal is for students with disabilities to be actively included in regional talent-development efforts and to leave school with meaningful experiences, relationships, skills, and connections that support successful transitions into adult life and the workforce.

### **Initiative 3: Annual Membership Audit**

- *Describe in detail how the business advisory council plans to strengthen and expand business and industry representation and partnerships. Describe how the council identifies new industry and business partners to address the talent pipeline business skills gap.*
- *How will the council draw feedback from business and industry to inform decisionmaking?*
- *What is the business advisory council's plan to utilize feedback and guidance from business and industry partners to increase skills for students and educators?*
- *How will identified industry partners co-develop relevant in-demand skills for students and educators?*
- *How will partners impact career readiness for students with disabilities?*

Each year, the BAC leadership team conducts an audit of the membership of the BAC to ensure that the stakeholders involved align with the Critical and In-Demand Jobs and Major Employers in the region. Where gaps are found between the BAC membership and the Critical and In-Demand Jobs and Major Employers, the BAC leadership team recruits new members to ensure representation.

As a result of the Annual Membership Audit, the membership of the BAC continues to grow. Additionally, as those members increasingly see the value of the BAC, many participate in regular monthly meetings focused on specific topics and projects, aside from the quarterly BAC meetings. These monthly meetings are used as collaborative work time to discuss the task lists related to on-going projects as well as to discuss information gathered from said projects.

As a result of the Annual Membership Audit, the membership of the BAC continues to grow. Additionally, as those members increasingly see the value of the BAC, many participate in regular monthly meetings focused on specific topics and projects, aside from the quarterly BAC meetings. These monthly meetings are used as collaborative work time to discuss the task lists related to on-going projects as well as to discuss information gathered from said projects.

In the Fall of 2025, feedback gathered from BAC members highlighted the desire for more directed conversation between employers and educators around specific industries. As a result, meetings held in the Spring of 2026 followed (and will continue to follow) a format where a panel of invited employers in a particular Career Cluster present information on:

- Specific experiences (student immersion tours, teacher tours, in-classroom visits, job shadowing, internships, etc.) the employer is able to provide to K-12 and post-secondary students
- Specific information educators need to know about working with the Career Cluster in question that would impact the employer's ability to offer experiences to students (HIPAA compliance, employer insurance coverage, health and safety of students, etc.)
- Career Cluster jobs that can realistically be provided to students who are under the age of 18

Educators then share information about their students:

- What occupations are students interested in learning about or curious to see in the Career Cluster?
- Based on individual school needs and restrictions, what would an ideal student experience in this Career Cluster look like, and why?

Finally, each meeting closes with small group discussion where employers and educators work together to identify one small, realistic action related to student experiences in the identified Career Cluster that could be achieved within the next 6-12 months to strengthen the local talent pipeline.

Information gathered in each of these meetings is compiled, documented, shared directly with the BAC membership, and made available to the wider business community and other educators.

Career Cluster meetings for 2026 included/will include:

- Health Science
- Manufacturing
- Architecture & Construction
- Aviation
- Finance
- Law & Public Safety
- Government & Public Administration
- Education & Training
- Human Services
- Agriculture, Food, & Natural Resources

Additionally, these monthly meetings have continued to allow for planning for, and review of, annual programs and events.

As noted above, each meeting closes with small group discussion where employers and educators work together to identify one small, realistic action related to student experiences in the identified Career Cluster that could be achieved within the next 6-12 months to strengthen the local talent pipeline. These actions are then assigned to a subcommittee or working group for implementation.

Through the Annual Membership Audit, the BAC ensures that its membership reflects employers from the region's Critical and In-Demand Jobs and Major Employers. Once these partners are engaged, the council uses structured collaboration — quarterly county-level council meetings, wider regional BAC meetings, monthly Career Cluster-focused workforce collaborative sessions, and one-on-one conversations — to co-develop both technical and professional skill sets for students and educators.

**For Students:**

- Direct alignment to workforce needs: Employers share the technical skills, certifications, and work habits they expect in entry-level employees. This input informs curriculum design, credential offerings, and the design of work-based learning experiences (including internships, pre-apprenticeships, apprenticeships, and simulated work environments).
- Career Exploration & Internship Programs: Feedback from employers has resulted in a county-wide internship program in Clinton, Fayette, and Highland Counties that align student placements with real employer demand. These opportunities give students the chance to practice in-demand skills in authentic workplace settings.
- Shared terminology & expectations: Ongoing dialogue between employers and educators has clarified differences between terminology (OhioMeansJobs K-12 Career Clusters vs. JobsOhio Industry Sectors) and experiences (e.g., internship vs. job shadowing), ensuring that students are gaining substantial skill-building opportunities.

**For Educators:**

- Professional learning and immersion: Employers have participated in teacher tours and student industry-immersion experiences. These activities allow educators to experience current workplace practices firsthand and then integrate relevant skills into instruction.
- Continuous feedback loops: Regular meetings give educators direct access to business partners, enabling them to refine lesson plans, projects, and credential pathways in real time based on employer guidance.

**For the Region:**

- Pipeline development: By aligning classroom instruction with regional workforce needs and ensuring consistent employer feedback, the BAC is building a talent pipeline that is responsive to industry demand.
- Sustainable partnerships: The Annual Membership Audit strengthens representation in in-demand sectors, while regular engagement ensures partners remain active collaborators in co-developing relevant skills for both students and teachers.

In the monthly meetings noted above, representatives of county Boards of Developmental Disabilities and Opportunities for Ohioans with Disabilities respond to employer and educator comments and discussions with ways that student experiences can be made accessible for students with disabilities.

Additionally, the BAC works to recruit employers for the annual Transition Expo, a career fair for students with disabilities, hosted by Opportunities for Ohioans with Disabilities and the Region 14 Hopewell Center/Southern Ohio Educational Service Center.

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**Initiative 4: Teacher Bootcamps/Educator Workplace Tours**

- *Describe in detail how the business advisory council plans to strengthen and expand business and industry representation and partnerships. Describe how the council identifies new industry and business partners to address the talent pipeline business skills gap.*
- *How will the council draw feedback from business and industry to inform decisionmaking?*
- *What is the business advisory council's plan to utilize feedback and guidance from business and industry partners to increase skills for students and educators?*
- *How will identified industry partners co-develop relevant in-demand skills for students and educators?*
- *How will partners impact career readiness for students with disabilities?*

Through the Teacher Bootcamps/Educator Workplace Tours initiative, the BAC plans to strengthen partnerships by engaging businesses from critical and in-demand industries (manufacturing, healthcare, construction, logistics/aviation, education/childcare, social services/mental health) to offer teacher bootcamps/externships for K-12 educators. The Annual Membership Audit is used to identify representation gaps and recruit new partners, ensuring that participating employers reflect the workforce needs of Clinton, Fayette, and Highland counties. By connecting educators with these employers in immersive settings, the BAC plans to expand industry engagement while also addressing talent pipeline skill gaps identified by business and workforce partners.

Feedback is built into stages of the Bootcamp/Educator Workplace Tour process. Employers co-design agendas, highlight essential technical and professional skills, and share workplace expectations. After each experience, the BAC collects employer feedback, teacher reflections, and student outcomes to refine programming. This continuous loop of input ensures that decision-making is informed directly by industry partners and remains aligned with evolving workforce needs.

Employer guidance gathered through the Bootcamps/Educator Workplace Tours is directly translated into new classroom lessons, career exploration projects, and student work-based learning opportunities. For educators, exposure to industry practices builds confidence in embedding technical and employability skills into instruction. For students, this feedback shapes curricular resources that emphasizes communication, teamwork, reliability, and problem-solving — skills employers consistently identify as essential for entry-level success.

Partners co-develop skills by hosting immersive bootcamps, collaborating with educators to design authentic learning experiences, and clarifying the competencies required in their industries. Educators observe tasks, discuss skill application with professionals, and then co-create curriculum projects aligned to Ohio's Learning Standards and industry needs. Students benefit from these projects through hands-on learning, job-shadowing connections, and internship pathways that mirror real workplace expectations.

The Teacher Bootcamps/Educator Workplace Tours can support inclusive career readiness by helping educators better understand how to adapt instruction for diverse learners. Business partners model inclusive practices, share examples of accessible career pathways,

and reinforce the importance of professional skills such as teamwork and communication. As educators bring these insights back into their classrooms, students with disabilities gain access to instruction and activities that are more closely aligned to real workforce opportunities, supporting smoother transitions to postsecondary training, employment, and independence in line with Ohio's State Systemic Improvement Plan.

## **COORDINATE EXPERIENCES**

Describe how the business advisory council plans **Coordinate Experiences** for the 2026-2027 school year.

- Describe how the business advisory council will connect students to experiential learning to show competency of skills learned through hands-on demonstration and experiences (for

example, internships, problem-based learning, state-approved [pre-apprenticeships](#), and registered state [apprenticeships](#)).

- When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

## Initiative 1: Structured Internship and Work-Based Learning Expansion

- *Describe in detail how the business advisory council plans to increase [Work-Based Learning](#) for students.*
- *List all school districts and number of students that will benefit from this initiative.*
- *List all businesses and industries that will be involved.*
- *What role does business play in planning and implementation?*

The Southern Ohio ESC's BAC will continue to move from individual, isolated placements towards a more coordinated regional structure for high-quality internships and work-based learning.

Highland County provides an important foundation for expansion. The 2025-2026 Building Bridges to Careers (BB2C) data provided for this planning process identified 13 participating interns who collectively earned more than \$25,000.00. Twelve were Highland County students and one was a Washington High School student in Fayette County. Host organizations included Hopewell Health Centers, Jake Ross Group, Accurate Mechanical, Fairfield Local Schools, Nationwide Auctions & Realty, Highland District Hospital, New Limits Ag, and Total Media.

Highland County partners have continued this work with funding support from the Foundation for Appalachian Ohio and other sources. \$36,000.00 in GRIT-supported internship funding through OhioMeansJobs for eligible students was also available as a foundational base for building high-quality internship programming. At Greenfield Exempted Village, for example, approximately ten students were supported through GRIT-funded internships, approximately 15 students preparing for High School Tech Internships, and 10,718 paid and/or job shadow hours were reported by Greenfield Exempted Village Schools in Spring 2026.

The value of these experiences is reinforced by employer testimony. Highland District Hospital, for example, has described its internship experience as an opportunity for students to work alongside specialized staff and gain hands-on exposure while also allowing the employer to develop relationships with emerging healthcare professionals.

In Clinton County, the BAC and Clinton County Workforce Collaborative will continue partnership with OhioMeansJobs-Clinton County to build and expand internship opportunities and create stronger connections between employers and students. Wilmington High School, for example, maintains a Senior Internship/Exploration program

designed around real-world learning, critical thinking, problem solving, communication, and collaboration, with placements possible across business, social services, health, government, science, education, and other sectors. Internships will be expanded to impact more students in the 2026-2027 school year.

Fayette County will move from internship exploration toward implementation and expansion. Internship opportunities were established for some students as early as summer 2026, and the BAC will leverage the interest already expressed by local businesses to develop additional placements during the 2026-2027 school year.

Students from the following school districts will have the opportunity to benefit from this initiative.

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

The following businesses have indicated an interest in hosting one or more internships.

Architecture and Engineering / Installation, Maintenance, and Repair

- Air Transport Services Group
- Standard Aero
- McCarty & Associates

Business Operations

- Highland County Chamber of Commerce
- Highland County Economic Development

#### Business and Financial Operations

- Custom Molded Products
- First National Bank
- First State Bank
- NJC Salon
- Wilmington Savings Bank

#### Computer and Mathematical

- Connection

#### Construction and Extraction

- Diverse Building Solutions
- Matrka Renovation & Builders
- TWR Excavation

#### Health Care

- Highland District Hospital
- Hillsboro Family Vision
- Highland Health Providers
- True Life Chiropractic

#### Healthcare Practitioners and Technical Professionals / Healthcare Support

- HealthSource of Ohio
- Laurels of Blanchester
- Ohio Living Cape May
- TriHealth Clinton Regional Hospital
- Westminster Court

#### Information Technology and Computer Science

- Standard Aero
- Fairfield Local School District
- Bright Local School District
- Greenfield Village Exempted Schools

#### Installation, Maintenance, and Repair

- Accurate Heating & Cooling
- Wilmington City Schools

#### Law and Order / Public Safety

- Kirk Law Office
- Greenfield Police Department
- Highland County Sheriff's Department
- Paint Creek Joint EMS/Fire District

#### Personal Care and Service

- Clinton County Community Action Erdman Head Start Center
- NJC Salon

#### Production

- Accurate Machine and Weld Company
- AgroChem
- Custom Molded Products
- Ferno
- Nippon Seiki Ohio
- Wilmington Precision

#### Production and Manufacturing

- Bear Mechanical
- Seal-Tite
- Corvac Composites
- Greenfield Research
- Highland Computer Forms

#### Sales and Business Operations

- Highland Computer Forms
- World Equestrian Center

#### Veterinary / Animal Health

- Lynchburg Vet Clinic

Recruitment of businesses in the 2026-2027 school year will focus on expanding internship options in the following industries:

- Animal Health
- Architecture and Engineering
- Community and Social Services
- Computer and Mathematical
- Computer Science
- Construction, Extraction , Plumbing, HVAC
- Healthcare
- Protective Services

Across the three counties, the BAC will work toward increasingly common expectations for employer onboarding, student preparation, learning objectives, safety, mentor expectations, documentation, student reflection, evaluation, and follow-up. The goal is not to make every county program identical, but to ensure students experience a consistent level of high-quality internship programming.

Students with disabilities will be intentionally included in internship and work-based learning development. Partners will help identify employers able to provide inclusive experiences, consider accommodations and transportation barriers, connect students with appropriate support agencies, and ensure that opportunities are aligned with individualized transition goals where appropriate.

Internship sites - both existing and prospective - provide ongoing feedback related to their goals and interests. Additionally, “champion” businesses - those that truly understand the goal of an internship and create the best student experiences during an internship - are asked to serve as mentors to other participating businesses in their respective industries to raise the level of engagement by all participating businesses and to assist with problem-solving around issues of age requirements and HIPAA compliance.

## **Initiative 2: Career Exploration-to-Participation Pathways and Regional Work-Based Learning Data System**

- Describe in detail how the business advisory council plans to increase [Work-Based Learning](#) for students.
- List all school districts and number of students that will benefit from this initiative.
- List all businesses and industries that will be involved.
- What role does business play in planning and implementation?

The Southern Ohio ESC's BAC will continue and expand Student Immersion Tours, employer visits, career and college fairs, job shadowing, career-speaker opportunities, Career Exploration Fairs, and other experiential career-learning opportunities while improving the intentional connection between those experiences and each student's career-development journey.

Existing participation demonstrates considerable regional reach even though a comprehensive data system has not yet been established. Preliminary local figures identify approximately 300 students participants in the Clinton County Career Exploration Fair, approximately 850 students at the Fayette County Career and College Fair in Fall 2026, and approximately 600 students at the Washington Court House Career and College Fair in Spring 2026 – approximately 1,380 reported students participating across those three events alone, before adding Highland County career fairs, immersion tours, job shadows, Real World/Real Money simulations, Laurel Oaks Career Center visits, employer visits, internships, and other activities.

This year's Clinton County Career Exploration Fair will intentionally deepen the student experience. Rather than simply visiting booths and talking with employers, students – particularly older, returning students – will complete activities requiring them to connect their own interests, aptitudes, strengths, and potential pathways with the employers and industries they encounter. The current fair is being promoted as a hands-on event for tenth and twelfth grade students, reinforcing the shift from general exposure towards more intentional career decision-making.

Student Immersion Tours will continue and expand, with the BAC recruiting additional host sites in occupations and sectors experiencing high need. The goal will be to build intentional progression: a student might first encounter a career through elementary exposure, explore it more deeply through an interest assessment or career fair, visit an employer through an immersion tour, prepare for a course or credential, participate in a job shadow, and ultimately complete an internship or other work-based learning experience.

One of the most important infrastructure projects for the 2026-2027 school year will, therefore, be continued development of the regional work-based learning and career-connected experience tracking dashboard. The prior BAC plan recognized that districts were using multiple platforms and that the resulting data remained siloed. It proposed an independent tracking mechanism to produce more consistent comparisons across member districts.

During the 2026-2027 school year, the workforce development coordinators and the Southern Ohio ESC will refine that system so districts can more consistently identify the student, district, grade level, experience type, employer/partner, industry or career cluster, duration or hours where appropriate, career-interest alignment, credentials or outcomes, and next steps resulting from the experience. The system should distinguish between career awareness/exploration experiences from qualifying work-based learning, while valuing both.

The plan is that the dashboard will also allow the BAC to examine equity of access: *Which students are participating? Which districts and grade bands have strong opportunities? Which industries are well represented? Where are students with disabilities underrepresented? Where do transportation or geography limit access? Which activities lead to deeper experiences?* Those questions will make the data useful for improvement rather than simply compliance.

In the 2026-2027 school year, the Southern Ohio ESC's BAC is moving from individual career-readiness programs towards a coordinated regional career-development system. Guided by Ohio's Career Connections Framework, the BAC is working with schools, employers, workforce agencies, higher education, and community partners to ensure students progress from career awareness and exploration to preparation and authentic participation in the workforce. At the same time, the BAC is strengthening employer voice, expanding work-based learning, increasing access across grade levels, and building a stronger data system to measure participation, equity, and outcomes.

### **Initiative 3: Annual Career Exploration Fair**

- *Describe in detail how the business advisory council plans to increase [Work-Based Learning](#) for students.*
- *List all school districts and number of students that will benefit from this initiative.*
- *List all businesses and industries that will be involved.*
- *What role does business play in planning and implementation?*

While the BAC's annual Career Exploration Fair does not qualify as work-based learning, it is a vital experience for high school students in the development of their career paths. Designed specifically for 10th grade students, the interactive and hands-on event allows them to explore multiple career fields in one location prior to the deadline for their decision to stay in their home high school or move to their career tech school for 11th and 12th grades. (Some schools bring additional students outside of 10th grade to participate as well.)

The event will be held on Wednesday, October 21, 2026. As businesses have been recruited to participate in the event, special attention has been paid to those employers which align with the Critical and In-Demand Jobs for the region, as well as those Major Employers who may fall outside of those designations.

With this event in its fifth year and with multiple schools bringing students beyond the targeted grade level, educators expressed concern about repetition - would their students continue to be engaged with the event if they have participated in the past? As a result, new student learning materials have been developed to avoid "repeat fatigue" among participating students.

This initiative effectively supports the development of relevant, in-demand skills for both students and educators by providing a dynamic platform for interaction between students and local employers across a variety of industries. The event allows students to explore career paths, engage in hands-on activities, and learn directly from industry professionals about the skills and qualifications required in today's job market. For educators, the event offers valuable insights into current workforce trends and employer expectations, enabling them to adapt curricula and teaching strategies accordingly. By fostering these connections and facilitating experiential learning, the Career Exploration Fair helps equip students with the practical skills and knowledge needed to succeed in their future careers, while also enhancing educators' ability to prepare students effectively.

Students from the following districts have an opportunity to benefit from this initiative.

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

While the primary audience for the event is 10th grade students, multiple schools bring 12th grade students. Additionally, the Wilmington Christian Academy and local homeschool groups bring students of all ages. Specific participation numbers will not be available until after the event occurs.

While registration for the event is still open, the following businesses (grouped by OhioMeansJobs Career Cluster) have confirmed their participation as of September 30, 2026:

Agriculture, Food, & Natural Resources

- Nutrien Ag Solutions

Architecture & Construction

- LGSTX
- Shafer Heating & Cooling
- Vermeer Heartland

Aviation

- Air Transport International
- Air Transport Services Group

Education & Training

- Wilmington College
- Wilmington Public Library

Finance

- Clarity Financial Co.
- First State Bank
- LCNB National Bank

- Peoples Bank
- SFM Insurance
- Wilmington Savings Bank

#### Health Science

- Ohio Living Cape May
- TriHealth Clinton Regional Hospital

#### Human Services

- NAMI of Southwest Ohio

#### Law, Public Safety, Corrections, & Security

- City of Wilmington

#### Manufacturing

- Champion Steel Works
- Crown Staffing
- Dixon Printing & Embroidery
- TimberTech/James Hardie

#### Science, Technology, Engineering, & Mathematics

- Airborne Maintenance & Engineering

#### Transportation, Distribution, & Logistics

- ABX Air

Additionally, the following organizations representing career counseling efforts will be present:

- Strategic Ohio Council for Higher Education (SOCHE)
- Wilmington College
- Workforce Services Unlimited/OhioMeansJobs Clinton County

Through participation in the quarterly BAC meetings and the monthly project meetings, BAC member businesses: provide guidance for the structure and schedule of the event; assist with the recruitment of participating businesses; and volunteer at the event itself. Through post-event surveys and one-on-one feedback, participating businesses provide critical on-the-ground responses that are applied to the structure of the event the following year. Additionally, “champion” businesses - those that truly understand the goal of the event and create the best student experience at the event - are asked to serve as mentors to other participating businesses in their respective industries to raise the level of engagement by all participating businesses.

## Initiative 4: Student Immersion Tours

- Describe in detail how the business advisory council plans to increase [Work-Based Learning](#) for students.
- List all school districts and number of students that will benefit from this initiative.
- List all businesses and industries that will be involved.
- What role does business play in planning and implementation?

Before students can engage in in-depth internship and mentorship experiences, immersion experiences assist students in exploring possible careers as a first step in the process. Student Immersion Tours last a maximum of 3 hours and include time with business leaders, tours of various departments within each business, and a hands-on activity. At the discretion of the host business, tours may also include lunch for the students.

Building on the success of the tours for middle and high school students since Spring 2022, the BAC works each year to recruit additional employers as tour hosts to provide a wider variety of immersion experiences, more than tripling the number of business hosts since the program's inception. This recruitment effort will continue in 2026-2027, focusing on requests from educators and based on student interest and aptitude assessments.

Students from the following districts have an opportunity to benefit from this initiative.

#### Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

#### Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

#### Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

#### Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

#### Other Non-District Schools:

- Erdman Head Start Center
- Wilmington Christian Academy

Tours are open to students from Pre-K through 12th grade. Specific data points will not be available until the conclusion of the 2026-2027 school year.

While current tour sites are focused on a specific industry, the tours themselves ensure that students understand the variety of occupations within the business.

- Air Transport Services Group: Accounting & Finance, Aerospace Engineering, Calibration Technicians, CNC Operators, General Aviation Air Operations, Machinists, Maintenance and Repair, Management, Material Moving, Mechanical Engineers, Public Relations
- Clinton County Sheriff's Department: Detectives and Criminal Investigators, Dispatch, Sheriffs
- Ferno: CNC Operators, Machinists, Management, Sales
- HealthSource of Ohio: Healthcare, Social Services
- Nippon Seiki Ohio: CNC Operators, Human Resources, Machinists, Management
- NJC Salon: Accounting & Finance, Management, Stylists
- Orchard Veterinary Care: Accounting & Finance, Veterinarians
- TriHealth Clinton Regional Hospital: Accounting & Finance, Education, Facility Maintenance, Healthcare, Human Resources, IT, Public Relations, Social Services
- World Equestrian Center: Accounting & Finance, Public Relations, Veterinarians
- Seal-Tite: Manufacturing, Professional Services, Shipping & Logistics
- Highland Computer Forms: Printing Production, Sales & Business Operations
- Highland District Hospital: Radiology, ER Services, Athletic Training, Health Care

Recruitment of businesses in the 2026-2027 school year will focus on expanding tour options in the following industries:

- Architecture and Engineering
- Community and Social Services
- Computer and Mathematical
- Construction and Extraction
- Protective Services

“Champion” businesses - those that truly understand the goal of the tours and create the best student experiences during the tours - are asked to serve as mentors to other participating businesses in their respective industries to raise the level of engagement by all participating businesses and to help businesses problem solve around privacy and safety concerns related to public access within tour facilities.