



Business Advisory Councils

2022-2023 Template

NAME OF SCHOOL DISTRICT, ESC OR JVSD IDENTIFIED AS BUSINESS ADVISORY COUNCIL:

LIST ALL MEMBER DISTRICTS IN BUSINESS ADVISORY COUNCIL:

DISTRICT	DISTRICT PRIMARY CONTACT AND ROLE	PRIMARY CONTACT EMAIL	DISTRICT SECONDARY CONTACT AND ROLE	SECONDARY CONTACT EMAIL
PIQUA CITY SCHOOLS	DWAYNE THOMPSON: SUPERINTENDENT	thompsond@piqua.org	SCOTT BLOOM: CURRICULUM	BLOOMS@PIQUA.ORG

Note: Add cells as needed

List BAC Membership and industry represented according to [Ohio's Top Jobs](#) classification. Include workforce boards, Economic Development and community partners.

Business Advisory Council Member	Title	Email	Industry
Clint Bostick	PCS Board Member	bostickc@piqua.org	Board Member
Matt Cox	Parent	thecox6@sbcglobal.net	Community Member
Mimi Crawford	CEO, Crayex	mimi.crawford@crayex.com	Manufacturing
Dan French	President, French Oil	dpfrench@frenchoil.com	Manufacturing
J.J. Frigge	President, Hartzell Propeller	jfrigge@hartzellprop.com	Aviation Manufacturing
Jason Haak	Superintendent, Upper Valley Career Center	haakj@uppervalleycc.org	Education and Career Tech
Jean Heath	UVCC, Retired	kheath@woh.rr.com	Nursing
Deb Holthaus	Career Tech, Edison State Community College	DHolthaus@edisonohio.edu	Education

Rob Messick	Principal, Piqua High School	messickr@piqua.org	Education
Scott Rasor	President, Park National Bank	SRasor@unitynationalbk.com	Finance
Jim Sever	President, Piqua Steel	jim.sever@pscind.com	Construction
Kathy Sherman	Executive Director, Piqua Chamber of Commerce	ksherman@piquaareachamber.com	Business
Elizabeth Soldes	School Counselor, Piqua High School	soldese@piqua.org	Education and Counseling
Dwayne Thompson	Superintendent, Piqua City Schools	thompsond@piqua.org	Education
Tony Lyons	Assistant Superintendent, Piqua City Schools	lyonst@piqua.org	Education
Tony Trapp	Apprenticeship Coordinator, Upper Valley Career Center	TrappT@uppervalleycc.org	Education/Career Learning
Cynamyn Williams	Harmony Systems	cwilliams@harmonysysandsvc.com	Manufacturing
Russ Welker	Harmony Systems	rwelker@harmonysysandsvc.com	Manufacturing

Note: Add cells as needed

Schedule of Meetings

Planning meetings for the (Academic Year) school year include:

Quarter 1 Meeting: September 20, 2022	Quarter 2: December 6, 2022
Quarter 3 Meeting: February 7, 2023	Quarter 4: May 9, 2023

Note: Some business advisory councils may choose to meet more frequently; include the planned dates for those meeting in the schedule.

Business Advisory Council Mission and vision for academic year 2022-2023:

The Mission of the Piqua City Schools is to:

- Advise the District on changes in the economy and job market and the area in which future jobs are most likely to be available
- Advocate for the employment skills most critical to business and industry and the development of curriculum to teach these skills
- To aid and support the Districts by offering suggestions for developing a working relationship among businesses, labor organizations and educators

Business Advisory Councils operate under [three quality practices](#): **Develop Professional Skills for Future Careers, Build Partnerships** and **Coordinate Experiences**.

Describe Business Advisory Council plans for academic year 2022-2023 to **Develop Professional Skills for Future Careers**.

- Describe plan including initiatives, project or events. Include specific districts impacted by initiative (s) and list all businesses involved.

	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome these challenges?	Identify existing data and set measurable outcomes to achieve plan. If data is unavailable, what steps are being taken to acquire this data?
Initiative 1	Articulation with Post-Secondary Career Education	Piqua City Schools	Edison State Community College Piqua City Schools Piqua Police Edison State Community College	2022-2023: An articulation agreement has been developed for the AOPA (Aviation) program that is not based upon ODE career-tech course content but rather on discussion about curriculum and expected student outcomes and with input from an area employer. 2022-2023: Criminal Justice articulation with Edison State where PHS curriculum is currently being reviewed by the ESCC faculty for further discussion.	No extra resources are required. Piqua High Schools offers these courses to students. Piqua City schools will work with Post-Secondary partners to review curriculum and design courses that allow for articulation with our Post-Secondary partners.	The main challenge is to connect our Business Partners with students who have or will complete these programs. We will continue to work as a BAC to provide pathways for students to move from instruction to employment.	Data: At the end of the 2022-2023 school year, the BAC will review the number of students who have entered into one of these programs. The BAC will measure the number of students who are on these pathways, the number who are completing these pathways, and the number who are employed in these fields.
Initiative 2	Upper Valley Career Center satellite programs/Partnership with Edison State Community College	Piqua City Schools	Upper Valley Career Center, Edison State Community College	Fall 2022: Student enroll in UVCC satellite programs at Piqua High School May 2023: Students potentially earn credit from both UVCC and Edison State	Piqua City Schools has provided lab space for Mechantronix, Pre-Engineering and Nursing programs for UVCC programs.	The main barrier is to work with Edison State to align UVCC programs with Edison State program requirements.	The BAC will measure the number of students in these programs, the number of student completing the program and earning credentials, and the number of students who earn Edison State credits.

Use the template as a guide to list all initiatives/ projects/ 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) Include existing programs and how they will be sustained and scaled.

Describe your Business Advisory Council plans for academic year 2022-2023 to **Build Partnerships**.

- Describe how 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.

	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome these challenges?	Identify existing data and set measurable outcomes to achieve plan. If data is unavailable, what steps are being taken to acquire this data?
Initiative 1	<p>Piqua Community Manufacturing Days: Area manufacturers hold a week of visits for Piqua City School students. These visits highlight manufacturing careers and highlight opportunities in Piqua, OH.</p> <p>The Piqua High School television station will also film and produce a promo video for each of the participating manufacturers.</p>	Piqua City Schools	Crayex, Harmony, Hartzell, French Oil	<p>October 2022: Junior and Senior students visit multiple local manufacturers over a three-day period.</p> <p>November 2022-May 2023: Planning with manufacturers for the next year</p> <p>May 2023: 5th Grade students visit Hartzell Propeller</p>	<p>Bussing for students is provided by the Piqua City School District.</p> <p>Each business provides a variety of items for students to take with them- shirts, water bottles, etc.</p> <p>Chaperones are provided by Piqua City Schools.</p> <p>Each manufacturer provides tour guides and experts to explain and highlight their industry.</p>	<p>The main challenge to this plan is to plan the logistics behind visiting multiple manufacturing sites over multiple days.</p> <p>The planning and scheduling is done with Piqua High School and the area businesses.</p>	<p>November 2022:</p> <p>The BAC will review the number of students that attended manufacturing days.</p> <p>Each business will highlight and review the visit to their site, and identify obstacles or issues with visits.</p>
Initiative 2	<p>Summer Educators in Industry: Miami County educators are provided with opportunities to visit county manufacturers. Educators are provided with tours and CEUs as they learn about the skills that students will need to be part of the robust Miami County Manufacturing economy.</p>	Miami County area Schools, Miami County ESC	Crayex, Harmony, Hartzell, French Oil, Piqua Area Chamber of Commerce	<p>February 2023: Planning with the County ESC and county schools, along with manufacturers.</p> <p>April 2023: Advertise to area educators</p> <p>May 2023: Registration of area educators</p> <p>June 2023: Educators attend Summer Educators in Industry programs</p> <p>August 2023: De-brief and plan with all parties</p>	<p>Manufacturers throughout Miami County to be involved in the Summer Educators in Industry program.</p> <p>Transportation for teachers to area manufacturers.</p>	<p>This will be the second year for this program. The main obstacle was the logistics behind scheduling multiple visits in multiple communities.</p>	<p>In 2022, the BAC reviewed the number of area teachers that attended the Summer Educators in Industry program. The BAC will review the number of teachers for the 2023 program.</p>

Use the template as a guide to list all initiatives/ projects/ events used to build partnerships. Include information on partnership alignment, effectiveness, initiatives spearheaded by these partnerships. Demonstrate collaborative efforts between district and partners.

Describe your Business Advisory Council plans for year 2022-2023 to **Coordinate Experiences**.

- Describe how the council will connect students to experiential learning to show competency of skills learned through hands on demonstration. (Internships, Problem Based learning, Pre-apprenticeships and apprenticeships)

	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome these challenges?	Identify existing data and set measurable outcomes to achieve plan. If data is unavailable, what steps are being taken to acquire this data?
Initiative 1	Pre-Apprentice Programs/Career Programs	Piqua City Schools	Sinclair Community College Edison State Community College Area Businesses	2022-2023: Piqua High School has incorporated a Pre-Apprenticeship program with Sinclair Community College in STEM-related fields 2022-2023: Piqua High School has incorporated a Pre-Apprentice program in Law Enforcement with Edison State Community College 2022-2023: Piqua will place Pre-Apprentice students as employees in are businesses 2020-2023: Piqua High School provides Career-Based programs in conjunctions with Edison State Community College on the Piqua High School Campus	No Extra resources are required. Piqua High School is an approved Pre-Apprenticeship school. Piqua High School will work with Post-Secondary institutions and area businesses to place Pre-Apprentice students in jobs	The main challenge is to connect our Business Partners with students who have or will complete these programs. We will continue to work as a BAC to provide pathways for students to move from instruction to employment. Special focus will be placed on students who are Pre-Apprenticed in STEM. This designation allows for a wide range of job placement opportunities.	Data: At the end of the 2022-2023 school year, the BAC will review the number of students who have entered into one of these programs. The BAC will measure the number of students who are on these pathways, the number who are completing these pathways, and the number who are employed in these fields
Initiative 2	Work Based Learning: Student work during school	Piqua City Schools	Multiple area businesses and industries	Fall 2022: Piqua High School students work with Piqua High School	Piqua High School provides the WBL Coordinator for	There are two main barriers to this initiative. Barrier 1 is	Data: The BAC will review the number of

	<p>day at area BAC members and other area industries</p>			<p>WBL Coordinator on ACT WorkKeys career curriculum in Applied Math, Workplace Documents and Graphic Literacy. Fall/Winter 2022: Students work with the Piqua High School WBL Coordinator to find employment with area businesses and/or BAC member industries. Priority is given to BAC member industries Winter 2023: Students are provided with the ACT WorkKeys assessment. This is used to provide students with the National Career Readiness Certificate from ACT.</p>	<p>students in this program.</p> <p>The WBL Coordinator works closely with area businesses to assist in job placement.</p> <p>Piqua High School can also provide transport for students so that they may work during the school day.</p>	<p>identifying enough employers throughout the community to provide placement for all students in this program. BAC members are vital participants in overcoming this barrier. Transportation is a second barriers. While most students in this program have transport, the district can, if needed, provide transportation.</p>	<p>students placed in jobs in Piqua.</p> <p>The BAC will review the number of students who earned National Career Readiness Certification. The BAC will review the number of BAC member industries that hired students from this program.</p>
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Ohio’ Business-Education Leader Awards for Excellent Business Advisory Councils Overview

The Ohio Business-Education Leader Awards for Excellent Business Advisory Councils recognize educators, business partners, staff, schools, businesses, educational service centers, joint vocational school districts and communities who come together to create dynamic, career-focused learning environments for students.

Selected business advisory councils demonstrate excellence in ensuring Ohio students are prepared for successful career paths, including college, industry credentials, apprenticeships, military enlistment or a combination of these. Councils pursuing this recognition will be considered for awards of excellence and star ratings.

SELECTION CRITERIA

- Enrollment Eligibility: Business advisory councils seeking the award **must** submit their annual plans and required addendum using the approved template in the Ohio Department of Education's Forms Submission Application by **September 30th**.
- Data Considerations: data metrics can include but are not limited to trend data on previous school year graduation cohorts earning the OhioMeansJobs Readiness Seal, completing work-based learning and earning industry-recognized credentials.
- Conditional Selection: The award is subject to the Ohio Department of Education's review of the accuracy of the business advisory council's submission. The award review committee will consist of Department staff and business and education leaders.
- Awards: In addition to a star rating, state business and education leaders will select the following:
 - Excellence in Developing Professional Skill for Future Careers
 - Excellence in Building Partnerships
 - Excellence in Coordinating Experience

QUALITY PRACTICES

The business advisory council award is based on implementation of the following quality practices. During the recognition year, the business advisory council, in consultation with the local governing board, should:

1. **Develop Professional Skills for Future Careers** – Work together to delineate key professional skills needed for the future job market. Develop a curriculum that instills these skills while advising on changes in the economy and job market.
2. **Build Partnerships** – Develop and increase collaborative relationships among businesses, labor and education personnel. Partnerships should align with in-demand industries in region.
3. **Coordinate Experiences** – Create environments that allow students to demonstrate proficiency in critical professional and specialized skills that will aid in future employment.

In addition to the addendum to the Business Advisory Council Plan, the following information is requested from the submitting organization to qualify:

- A link to the previous year's joint statement or include a copy of the joint statement
 - Local data capturing the implementation of the Quality Practices (provide data where * is indicated)
Data may be obtained from school counselor, administration, career navigators, etc.
 - If the Business Advisory Council represents multiple school districts, specify initiatives and objectives for each district and provide data for each district serve.
 - Responses to the following questions:
1. How has the business advisory council helped students prepare and successfully enter the local workforce?
 - a. Include any curriculum changes influenced by the Business Advisory Council (State specific initiatives, include outcomes and data)

There have been two main curriculum changes influenced by the BAC. First, Piqua High School has adopted the ACT WorkKeys curriculum in our Work Based Learning program. The ACT WorkKeys curriculum focuses on Applied Math, Graphic Literacy and Work Based Documents. Students are able to take the ACT WorkKeys Assessment and earn National Career Readiness Certification from ACT. This NCRC Certification is recognized nationally as an indicator of student Career Readiness. Secondly, the BAC has worked with Piqua City Schools as we have implemented Career Based Learning programs in

conjunction with Upper Valley Career Center. This satellite programs provide students with the opportunity to earn credentials in multiple career areas.

- b. Include how the Council is preparing students with skills needed to address local business needs. (Technical and professional skills)

The BAC has worked with Piqua City Schools to identify specific skills needed in the local economy. These skills are reinforced throughout the general curriculum. Specifically, students work on these skills in a Pre-Apprentice program in STEM. This wide-ranging program focuses on research, product planning, design, finance and other skills. In 2022-2023, 60 students at Piqua High School are enrolled in this Pre-Apprentice STEM program. In 2023-2024, all 9th grade students at Piqua High School will earn the Pre-Apprentice STEM credential.

2. How has the business advisory council and its members supported students in work-based learning (internships, apprenticeship and pre-apprenticeship) opportunities? (Career exploration activities, (job shadowing, mock interviews, mentoring should not be included in data)

- a. How many students have been placed in work-based learning experiences?

Over 100 students have been placed in work-based learning experiences

- b. What are some examples of high-quality work-based learning supported by your council?

Students have been supported by multiple BAC member industries. This includes manufacturing line positions, food service preparation, and correctional officer employment.

- c. How many of your business partners have accepted students into work-based learning experiences?

*

Approximately 50% of BAC partners have accepted students into work-based learning experiences.

3. How has the business advisory council supported mentorship programs and/or provided networking opportunities for students and professionals?

- a. What career activities have been influenced by the BAC? (Include districts involved and data on students involved in each activity)

The BAC has planned an implemented manufacturing days specifically for Piqua City Schools students. These are held in October. All junior and senior students visit at least 4 manufactures in Piqua. These tours focus on the types of openings and careers available in the manufacturing sector.

The Piqua Chamber of Commerce, along with other BAC members, hold student discussion groups with Piqua High School students. These discussion groups meet with student groups to discuss what students looked for in employers and what employers can do to attract and retain employees and keep them in the Piqua area.

- b. What professional development opportunities are available through the BAC for teachers? (Include teacher bootcamps, externships and tours)

The BAC, along with the Miami County ESC, developed and implemented the Summer Educators in Industry program. This program provided Miami County teachers with the opportunity to tour manufactures throughout Miami County, including four Piqua City Schools BAC members. Teachers were able to earn CEUs from this program. The program focused on the types of skills that students require to obtain great

jobs in the manufacturing industry, and how teachers could help students to develop these skills. This program will continue in the summer of 2023.

4. What major decisions have the Business Advisory Council influenced for the member school districts and how have decisions impacted students?

The BAC was influential in the development of the Piqua City Schools pre-apprenticeship and Work Based Learning programs. Both of these program are focused on preparing students to enter the local and regional work force while building and strengthening the job-based skills required. The BAC has worked to place students from these programs into their work force.

5. How are the members of your business advisory council representative of the job market of the area you serve? (Specify industries represented on your council reflective of in-demand occupations in the area) *

Piqua, OH is home to strong manufacturing base. The BAC members represents a wide variety of manufacturing areas, including aviation, plastic extrusion, packaging, and mechanical applications. It is important to note that a number of manufacturing members are global leaders in their field. Harmony Systems uses injection molding to make every Diaper Genie sold in the United States. Hartzell Propeller is a global manufacturer of aviation propellers. French Oil is a fourth-generation business that leads the world in oil press hydraulics, and Evenflow products manufacturers many of the baby products sold in retail stores across America. Our BAC also includes banking professionals, nursing and health care members, partner schools and post-secondary education members. It also includes the Executive of the Local Chamber of Commerce.

6. How is the business advisory council collecting and responding to feedback? Include samples of feedback (Business, Educator and Student).

The BAC meets quarterly to discuss events and programs happening with the BAC and with our schools. These quarterly meetings are used to plan and discuss programs and to review data from past programs. The BAC and Piqua Chamber of Commerce meet with student groups multiple times per year to talk with students and listen to their questions and ideas about employment in the local economy. The BAC also reviews teacher feedback, most notably from the newly developed Summer Educators in Education program.

7. What barriers have your business advisory council encountered in implementing these quality practices?

- a. How have you overcome these barriers or what will you need to overcome these barriers?

One barrier occurred when developing the Manufacturing Days schedule and logistics. Meshing a schools schedule and manufacturing schedule can be difficult. Multiple meetings and de-briefing after each Manufacturing Days program has helped to identify problem areas and has led to a much smoother and more informative program.

The second barrier has revolved around how to meet the needs of our BAC members, specifically in the area of student employees. Identifying how to get students and employers to meet was surprisingly problematic. This barrier is not completely overcome; for example, we worked recently with members of the Polymer Manufacturing group in Dayton to help identify ways to get more students interested in this field. We have, however, been able to begin to break down this barrier by engaging students directly and talking with them. This has proved to be the best tool to break down the barrier between employers and prospective employees.

8. What additional information would you like to share about how the business advisory council develops professional skills for future careers? Please provide any details on how the work of the Business advisory council is shared within the community.

The BAC has been instrumental in helping Piqua City Schools develop its pre-apprentice programs. Piqua High School is a pre-apprentice site and now hosts four different pre-apprentice program. One of these, our STEM pre-apprentice program, focused on developing a wide range of skills and interests that are necessary for a wide range of careers.

Two partners, Upper Valley Career Center and Edison State Community College, have worked with the Piqua City Schools to develop and implement career-specific courses and programs that lead to a license, credential or college credit. UVCC now provides courses in engineering, mechatronic and nursing which lead to a credential. Edison now has articulation agreements with the Piqua City Schools aviation and police academy program. These programs can lead to a certification along with college credit.

9. What additional information would you like to share on how your business advisory council works collaboratively on initiatives to build partnerships and enhance experiences for students?

Our BAC-sponsored Manufacturing Days program has no equal. Our BAC members have developed a unique program that highlights their work and place in the national and global sector, and showcases how students can become a part of their amazing work. Students leave the Manufacturing Days program with a wealth of ideas and opportunities in front of them.

The newly implemented Summer Educators in Industry program has the potential to change the way that many teachers view and understand manufacturing. Among the teachers who participated, there is a greater appreciation for the type and scope of manufacturing and better understanding of just how beneficial these can be for students. There is also a better understanding of what students should be able to do to be successful in these manufacturing fields.

10. What additional information would you like to share about how career readiness experiences are coordinated? How have these experiences benefitted students and employers? *

Our BAC has been heavily involved in working with our Work Based Learning program. Many of our BAC members have actively sought out student employees from this program. This lends a note of validity to Work Based Learning program; students in the program are actually becoming employed. Without the support of our BAC members this would not be as successful for our students.

The next step in this process is to continue to work with our BAC members, and other area employers, to recognize the importance of our WorkKeys curriculum, assessments and National Career Readiness Certification. We plan to continue to work with our members as they begin to recognize students who have earned this National certification.