



Business Advisory Council Plan 2022-2023

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

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
Barnesville Exempted Village Schools	Ron Clark Principal	ron.clark@bevsvd.org	Natasha Shilling Guidance Counselor	natasha.shilling@bevsvd.org
Bellaire Local Schools	Derrick McAfee Superintendent	dmcafee@bellairesd.org	Kellie Cusick Curriculum Director	kcusick@bellairesd.org
Bridgeport Exempted Village Schools	Leslie Kosanovic Curriculum Director	leslie.kosanovic@bridgeportschools.net	Brent Ripley Superintendent	brent.ripley@bridgeportschools.net
Martins Ferry City Schools	Jim Fogle Superintendent	jim.fogle@omeresanet.net	Joe Mamone Principal	joe.mamone@omeresanet.net
St. Clairsville City Schools	Walter Skaggs Superintendent	walt.skaggs@stcschools.com	Christina Laudermilt Assistant Superintendent	christina.laudermilt@stcschools.com
Shadyside Local Schools	John Haswell Superintendent	john.haswell@omeresanet.net	John Poilek Principal	john.poilek@omeresanet.net
Union Local Schools	Zac Shutler Principal	zshutler@ulschools.com	Rhonda Eberhart Guidance Counselor	reberhart@ulschools.com



Cambridge City Schools	Dan Coffman Superintendent	dan.coffman@cambridgecityschools.org	Jason Bunting Principal	jason.bunting@cambridgecityschools.org
East Guernsey Local Schools	Chase Rosser Superintendent	chase.rosser@eguernsey.k12.oh.us	Lovel Quinn Career Navigator	lovel.quinn@eguernsey.k12.oh.us
Rolling Hills Local Schools	Devvon Dettra Superintendent	devvon.dettra@rollinghills.k12.oh.us	Scott Golec Principal	scott.golec@rollinghills.k12.oh.us
Conotton Valley Union Local Schools	John R. Zucal Superintendent	john.zucal@cvul.org	Stephanie Garrott Curriculum Director	stephanie.garrott@cvul.org
Belmont-Harrison Career Center	Richard Schoene Superintendent	richard.schoene@omeresanet.net	Heather Hanson Director of Human Resources and Curriculum	heather.hanson@bhccenters.com
Buckeye Career Center	Bob Alsept Superintendent	balsept@buckeyecareercenter.org	Frank Polen Director of Curriculum Instruction, and Adult Education	fpolen@buckeyecareercenter.org
Claymont City Schools	Brian Rentsch Superintendent	brentsch@claymontschools.org	Amy Conn Principal	aconn@claymontschools.org
Dover City Schools	Karie McCrate Superintendent	mccratek@dovortornadoes.com	Seth Corder Assistant Superintendent	corders@dovortornadoes.com
Garaway Local Schools	Dr. James Millet Superintendent	jmillet@garaway.org	Ryan Taggart Principal	rtaggart@garaway.org
Indian Valley Local Schools	Ira Wentworth Superintendent	ira.wentworth@ivschoools.org	Jody Ditcher Director of Learning	jody.ditcher@ivschoools.org
New Philadelphia City Schools	Amy Wentworth Superintendent	wentwortha@npschoools.org	Jeff Williams Assistant Superintendent	williamsj@npschoools.org
Tuscarawas Valley Schools	Mark Murphy Director of Operations	mark.murphy@tvtrrojans.org	Derek Varansky Superintendent	derek.varansky@tvtrrojans.org
Quaker Digital Academy	Richard Varrati Superintendent	VarratiR@go2qda.org	Debra Kennedy Assistant Superintendent	Kennedyd@go2qda.org
East Central Ohio ESC	Randy Lucas Superintendent	randy.lucas@ecoesc.org	Dan Leffingwell Executive Director	dan.leffingwell@ecoesc.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	Company	Title	Email	Industry
David Rohall	Ohio University-Eastern	Dean of Campus and Community Relations	rohall@ohio.edu	IHE
Valerie Reed	Belmont College	Tech Prep Coordinator	vreed@belmontcollege.edu	IHE
Katie Good	Tech Prep	Southeast Region Chief Administrator	kgood@belmont	IHE
Matt Sheridan	Mid-East CTC	Superintendent	msheridan@mideastctc.org	OTC/CTE
Tara Adornetto	Zane State College	Tech Prep	tadornetto@zanestate.edu	IHE
Michelle Fehr	OSU-Extension - Guernsey	Extension Educator	fehr.19@osu.edu	IHE
Isaac Evans	Plumbers & Pipefitters LU495	Training Director	isaac@lu495jatc.net	Manufacturing & Construction
Clark Carpenter	Southeastern Regional Medical Center	Information Systems Manager	cccar@seormc.org	Healthcare/ Information Technology
Dennis Douth	The Community Bank	VP/Office Manager	ddouth@thecombank.com	Business/Finance
Denny Patterson	Bi-Con Services	CEO/President	djpatterson@bi-conservices.com	Manufacturing/Engineering/ Construction
John Robinson	Southeastern Equipment	Sales Representative	jrobinson@southeasternequip.com	Construction/Retail
Maurya Shaw	LMI Mixing	Human Resource Manager	maurya.shaw@lmimix.com	Manufacturing
Wade Bistor	Cambridge Packaging	Human Resource Manager	wadeb@cambridgepackaging.com	Manufacturing
Matt Bourne	Nutrition Group	Senior Food Service Director	mbourne@thenutritiongroup.biz	Hospitality & Tourism



Sue Thomas-Sikora	OhioMeansJobs/JFS - Guernsey Co	Assistant Director	sue.thomas-sikora@jfs.ohio.gov	Workforce Development/Government
Olivia Brothers	Muskingum Valley Health Centers	Physician Recruiter	obrothers@mvhealthcenters.org	Healthcare
Matt Johnson	Nine Degrees Northing Marking	Founder/Principal	matt.johnson@ninedegreenorth.net	Business/ Manufacturing
JoAnn Breedlove	Workforce Development Board/OMJ - Tusc Co	Executive Director	jbreedlove@omjwork.com	Workforce Development
Brian Breyer	Rescare Health Care	Human Resources Specialist	brian.breyer@rescare.com	Healthcare
Derek Conrad	Rea & Associates	Principal	derek.conrad@reacpa.com	Accounting/Finance
Kristina Estle	Underground Railroad Museum of Belmont Co	Director	kristina.estle@ugrrf.org	Hospitality & Tourism
Paul Dykshoorn	Kent State University - Tusc Branch	Engineering Technology Director	pdykshoo@kent.edu	IHE
Matt Falter	OMJ Business Resource Network	Executive Director	mfalter@omjwork.com	Workforce Development
Ed Good	Mead Township	Director	edgood1@comcast.net	Workforce Development/Government
Rob Guentter	Workforce Development Area 16	Staff of the Board	rob@rfgassociates.net	Workforce Development
John Kelly	Tusc Co - Economic Development	Director of Business Development and Administration	jkelly@tuscedc.com	Economic Development
Aaron Kuntzman	Peterman Plumbing	Project Coordinator	aaron@ptermanphc.com	Industrial Trades
Julie Mettler	JFS - ApprenticeOhio	Account Executive	julie.mettler@jfs.ohio.gov	Workforce Development/Government
Jennifer Meek-Eells	Ohio Workforce Association	Executive Director	jmeekeelsowa@gmail.com	Workforce Development
Norm Blanchard	CIC/Economic Development - Guernsey Co	Economic Development Director	cgccic@frontier.com	Workforce Development/Economic Development
Jennifer Vincent	Cambridge Area Chamber of Commerce	President	president@cambridgeohiochamber.com	Workforce Development
A.J. Smith	Hull Engineering	Senior Project Manager	ajsmith@hullinc.com	Engineering
Justin Wallace	Wallace & Associates	President	justin.wallace@american-national.com	Finance



Bradley Wells	Workforce Development Area 16	Business Outreach Account Executive	bwells_cac@hotmail.com	Workforce Development
Jim Davenport	Bridgeport Exempted Village Schools	Information Technology Teacher	jim.davenport@bridgeportschools.net	Education
Keri Rosser	East Central Ohio Educational Service Center	Career Connected Learning Coordinator	keri.rosser@ecoesc.org	Education/Workforce Development
Jeremy Vittek	East Central Ohio Educational Service Center	Workforce Development Coordinator/Career Navigator	jeremy.vittek@ecoesc.org	Education/Workforce Development
Lovel Quinn	East Guernsey LSD	Career Navigator	lovel.quinn@eguernsey.k12.oh.us	Education/Workforce Development
Madi Fraley	Rolling Hills LSD	Career Navigator	madi.fraley@rollinghills.k12.oh.us	Education/Workforce Development
Mark Cook	East Central Ohio Educational Service Center	Career Navigator	mark.cook@ecoesc.org	Education/Workforce Development
Tricia Nichols	Cambridge City Schools	Career Navigator	tricia.nichols@cambridgecityschools.org	Education/Workforce Development
Mike Kahoe	Lt. Governor's Office	Northeast Ohio Regional Liaison to Lt. Governor Jon Husted	michael.kahoe@governor.ohio.gov	Government
Carmella Dixon	Cambridge YMCA	Director	carmellad@cambridgeymcaoh.onmicrosoft.com	Community Partner
Abby Reibenstein	Park Village Healthcare	Director of Support Service	abby@parkvillagehealthcare.com	Community Partner
Geno Taglione	Trinity Health System	Manager Human Resources	genotaglione@trinityhealth.com	Healthcare

Note: Add cells as needed

Schedule of Meetings

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

Quarter 1 Meeting: Oct 18, 2022	Quarter 2: December 7, 2022
Quarter 3 Meeting: Feb 21, 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 East Central Ohio Educational Service Center (ECOESC) Business Advisory Council will support Member Districts and Community, Industry, and Higher Education Partners in teaching and igniting students' passion to create better futures for themselves and their communities.

The ECOESC mission of “Helping Schools Help Children” is embodied in the work of the BAC. The purpose and work of the BAC will be continually evaluated to ensure that it is current, given the evolving nature of the ECOESC, its BAC and communities. Current trends in the local industry and economy will be evaluated, and each member will have the opportunity for meaningful input toward the BAC Plan.

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?
Provide member districts resources and training to increase skill attainment for students	<ul style="list-style-type: none"> Leadership Training Professional Development 	All	BAC Members, Chamber of Commerce Members, and other entities	On-going	District Funding, ECOESC Staff, District Staff, Business/Industry Manpower	Lack of Funding, Lack of personnel for implementation both from districts and business/industry Utilizing combined resources through the ESC helps to overcome staffing and funding issues	Data is currently unavailable. We will collect available data and establish a baseline this school year.
Provide member districts credentialing programs to increase skill attainment for students	<ul style="list-style-type: none"> Pre-apprenticeships 12 point Industry Recognized Credentials 	All	BAC Members, Chamber of Commerce Members, and other entities	On-going	District Funding, ECOESC Staff, District Staff, Business/Industry Manpower	Lack of Funding, Lack of personnel for implementation both from districts and business/industry Utilizing combined resources through the ESC helps to overcome staffing and funding issues	Data is currently unavailable. We will collect available data and establish a baseline this school year.

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?
Expand Career Exploration Options to Member Districts	<ul style="list-style-type: none"> Career Connections Pre-Apprenticeships Workforce Collaborative Meetings 	All	BAC Members, Chamber of Commerce Members, and other entities	On-going	District Funding, District and ECOESC Personnel	Understanding and integration of multiple complex pathways can be a challenge. ECOESC Personnel can help districts implement plans that help their students while connecting them with business partners for work-based learning experiences.	Baseline data will be collected this year regarding the number of students who take part in career exploration activities.
Explore funding opportunities that will benefit all stakeholders to increase collaboration	<ul style="list-style-type: none"> Identify funding opportunities that fit current initiatives Utilize BAC and workforce collaborative meetings to discuss partnerships and grant applications. 	All	Potentially all depending on the requirements of the funding source.	By the end of the 2022-2023 school year.	ECOESC Personnel, Business and District Partners	Navigating funding and grant opportunities often requires collaboration between public and private entities. The ECOESC can serve as the organizer and lead applicant for these opportunities.	Data will be collected for all funding provided to assist the ECOESC and districts in these initiatives. The impact of that funding on other objectives will also be measured.

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?
Raise awareness of experiential learning opportunities	<ul style="list-style-type: none"> Coordinate central calendar of events Compile a list of experiential learning opportunities by county and business industry. 	All	All	By the end of the 2022-2023 school year.	The main resource needed is manpower.	A potential barrier is lack of an updated calendar. This can be overcome by setting a schedule for updating and outreach.	Data will be collected regarding the number of district personnel, and business who actively participate, contribute, and utilize the calendar. Additionally, the metrics used to measure Initiative 1 in Building Partnerships will be analyzed to partially determine the efficacy of this initiative.
Create One-Page Career Pathway Maps with experiential learning opportunities included	<ul style="list-style-type: none"> Compile pathways fields represented in Ohio's Top Jobs Create visual pathways for district personnel to use for the creation of graduation plans 	All	All	By the Fall of 2023	Manpower, financial support for graphic art and printing of maps.	There may be different maps needed for each county. This barrier can be overcome by conducting an asset inventory of all pathways in all counties and creating a master list, then pathways by counties or schools if needed.	Data will be collected regarding the usage of the maps by district personnel. Additionally, the number of students taking part in experiential learning will be used to determine the efficacy of this initiative.



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
[ECOESC 2021-2022 BAC Plan](#)
- 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)
Throughout the last year, conversation between business/industry and school districts revolved around the workforce shortage. Schools were concerned about the new graduation requirements and wanted collaboration with business/industry to help accommodate students that would need the “Career Focused Activities” to meet graduation. Between the two conversations, the obvious solution was to create registered pre-apprenticeship options for students. This allows students to check the following options under “Show Readiness” because a registered pre-apprenticeship completion certificate is a 12 point industry recognized credential through the Ohio Department of Education.

Option 1: Career Focused Activities

1.

Option

Demonstrate Two Career-Focused Activities*:

Foundational
 Proficient scores on WebXams
 ✓ A 12-point industry credential
 ✓ A pre-apprenticeship or acceptance into an approved apprenticeship program

Supporting
 Work-based learning
 Earn the required score on WorkKeys Earn the OhioMeansJobs Readiness Seal

*At least one of the two must be a Foundational skill

Foundational:

- Earn a score of proficient or higher on three or more WebXams in a single career pathway
- Earn a 12-point approved industry-recognized credential or group of credentials totaling 12 points in a single career field;
- Complete a pre-apprenticeship in the student's chosen career field or, for students ages 18 and older, show evidence of acceptance into an apprenticeship program after high school.

Supporting:

- Complete a 250 hour work-based learning experience with evidence of positive evaluations
- Earn the Workforce Readiness Score on WorkKeys (14)
- Earn the OhioMeansJobs Readiness Seal

Because registered pre-apprenticeship completion certificates count at a 12 point industry recognized credential, students also are able to earn the State Industry Recognized Credential Graduation Seal. Once the businesses realized that this a way to work with students and tailor their teaching to exactly what their needs were, many signed up to be involved. The East Central Ohio ESC received approval in the Spring of 2022 to offer four different industry pre-apprenticeships:

- *Education & Training*
- *Health Science*
- *Information Technology*
- *Manufacturing*

ECOESC developed community options for students in both Health Science and Manufacturing. However, approved curriculum options that were already being offered in the local schools were also approved for the pre-apprenticeships as long as work-based learning hours were attached to the content. At the start of this program, fourteen school districts were added the group plan to be able to offer this program to students. In August of 2022, a revision application was submitted to ApprenticeOhio to add two additional industries:

- *Hospitality & Tourism*
- *Agriculture, Food and Natural Resources*



In addition to adding the two new industries, six additional schools were added to the application to bring the total to twenty schools that are involved in the pre-apprenticeship option.

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

Local businesses have created curriculum and a schedule to offer pre-apprenticeships to students in both manufacturing and health science. These programs are based solely on the needs in the community of both manufacturing employees and home health care employees.

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?

Currently, there are 38 students enrolled in the ECOESC pre-apprenticeship options. However, the ECOESC has also been awarded 15 paid internships through Rural Action over the course of the last two years.

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

The pre-apprenticeships are the best example of high-quality work-based learning because students will receive hands-on experience that is taught directly from our BAC members if they complete a community option. If they complete a school-based pre-apprenticeship option, the BAC members will help with work-based learning hours and other on-the-job training options for students.

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

We have many business partners that are willing to take students on with the pre-apprenticeships. However, we have identified over 15 businesses that are involved in either internships or the pre-apprenticeships.

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



The Career Navigators in Belmont County are specifically contracted to help mentor students in disadvantaged populations. We have had numerous BAC members work with students on career exploration and soft skills in conjunction with those Career Navigators.

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

The Career Connections program that is held in both Tuscarawas County and Guernsey County is heavily influenced by the BAC. This is a career exploration program that involves problem based learning as well for 7th and 8th grade students. Again, the pre-apprenticeships were heavily influenced by the BAC members as well and is the reason why so many industries are on our group application.

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

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

The members of our Business Advisory Council are representative of the workforce needs in our region as well as the state. Four of our partners are from the healthcare industry, which includes several jobs on the top jobs list such as Home Health Aides, Registered Nurses, and Medical Assistants to name a few. Additionally, six of our partners are in the Manufacturing and/or Construction. We have included a cross-section of industries and fields to ensure current Top Jobs as well as emerging industries such as Hospitality and Tourism are represented, along with workforce development and community partner representatives to ensure everyone has a voice.

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



The Business Advisory Council is an invaluable resource to our school districts and students. The feedback that is given and received is always taken into consideration. Much of the conversation inevitably revolves around how to work with younger generations and how to best prepare the students of today for the careers of tomorrow. Members do take the feedback into consideration when planning for the future.

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