2026 ★★★★ BUSINESS ADVISORY COUNCIL

North Point Educational Service Center

Excellence AWARD

Coordinating Career Development Experiences
Building Partnerships
Developing Professional Skills for the Future

Ohio Excels · Ohio Business Roundtable · Ohio Chamber of Commerce · NFIB · Ohio Restaurant Association · The Ohio Manufacturers' Association · Ohio Council of Retail Merchants · Department of Education & Workforce · Department of Higher Education

North Point Educational Service Center

ANNUAL BAC PLAN 2026

If you want to BE it, you have to SEE it

For information, contact:

Ashley Spangler

aspangler@npesc.org

www.npesc.org

NORTH POINT
Business Advisory Council

Name of School District, ESC or JVSD identified as Business Advisory Council:

North Point Educational Service Center (NPESC)

JobsOhio Region:

NPESC's Business Advisory Council is served by both the Northwest & Northeast JobsOhio regions as it spans Erie, Huron, Ottawa & Sandusky counties.

Member School Districts in the NPESC Business Advisory Council:

District	Primary Contact/Role	Primary Contact Email	Secondary Contact/Role	Secondary Contact Email Address
ERIE CO.				
Edison Local Schools	Cory Smith, Superintendent	cosmith@edisonchargers.org	Sarah Roan, Career Coach	sroan@edisonchargers.org
EHOVE Career Center	Chris McCully, Superintendent	cmccully@ehove.net	Erika Beckman, Assistant Superintendent	ebeckman@ehove.net
Huron City Schools	Dr. James Tatman, Superintendent	Jtatman@huron-city.k12.oh.us	Dr. Julie McDonald, Asst. Superintendent	jmcdonald@huron-city.k12.oh.us
Kelleys Island	Ben Ohlemacher Superintendent	bohlemacher@kelleys.k12.oh.us	Hannah Kulka, Lead Teacher	hkulka@kelleys.k12.oh.us
Margaretta Local Schools	Edward Kurt, Superintendent	ekurt@margarettaschooldistrict.com	Dr. Jennifer Theis, HS Principal	jtheis@margarettaschooldistrict.com
Perkins Local Schools	Lonny Rivera, Superintendent	lrivera@perkinsschools.org	Jennifer Mazza-Bork Career Coach	Jmazza-bork@perkinsschools.org
Sandusky Central Catholic	Ryan Wikel, President	rwikel@sanduskycc.org	Meagan Howman School Counselor	Mhowman@sanduskycc.org
Sandusky City Schools	Dr. Luther Johnson Superintendent	lejohnsonjr@scsbluestreaks.net	Brandy Bennett, Asst Principal Career Tech	bbennett@scsbluestreaks.net
Townsend Community School	Ryan Bohn, Superintendent	rbohn@townsendcs.org	Katie Harkelroad, Principal	kharkelroad@townsendcs.org
Vermilion Local Schools	Wes Weaver, Superintendent	wweaver@vermilionschools.org	Andrew Perry, Principal	aperry@vermilionschools.org
HURON CO.				
Bellevue City Schools	Nate Artino, Superintendent	nate.artino@bellevueschools.org	Amy Walters Career Coach	Amy.walters@bellevueschools.org

Monroeville Local Schools	Kristin Kaple-Jones, Superintendent	kjones@monroevilleschools.org	Megan Elmlinger, Director of Curriculum & Instruction	melmlinger@monroevilleschools.org
New London Local Schools	Brad Romano, Superintendent	bromano@nlschools.org	Ann Todd, Career Coach	atodd@nlschools.org
Norwalk Catholic	Martin Linder, President	mlinder@ncsmail.org	Mike Gocsik, High School Principal	mgocsik@ncsmail.org
Norwalk City Schools	Bradley E. Cooley, Superintendent	cooleyb@norwalktruckers.net	Sandi Stewart, Student Success Counselor	stewarts@norwalktruckers.net
South Central Local Schools	Josh Stutz , Superintendent	Jstutz@south-central.org	Jill Baker, HS Counselor	jbaker@south-central.org
Western Reserve Local Schools	William Snyder, Superintendent	wsnyder@western-reserve.org	Ann Todd, Career Coach	atodd@western-reserve.org
Willard City Schools	Jeff Ritz, Superintendent	ritz.jeff@willardschools.org	Jenni Smith, Curriculum Director	smith.jenni@willardschools.org
Ottawa Co.				
Benton-Carroll-Salem Schools	Cathy Bergman, Superintendent	cbergman@bcssd.com	Geoff Halsey, Assistant Superintendent	ghalsey@bcssd.com
Danbury Local Schools	Cari Buehler, Superintendent	buehlerc@danburyschools.org	Laramie Spurlock, HS Principal	spurlockl@danburyschools.org
Genoa Area Local Schools	Cody McPherson, Superintendent	cdmcpherson@genoaschools.com	Coral Smith, Director of Curriculum & Instruction	crsmith@genoaschools.com
Middle Bass Island Local	Matt Markling, Superintendent	mmarkling@middlebass.k-12.oh.us	John Schneider, Treasurer	jschneider@middlebass.k12.oh.us
North Bass Island Local	Matt Markling, Superintendent	markling@northbass.k-12.oh.us	Bart Anderson, Treasurer	banderson@northbass.k12.oh.us
Port Clinton City Schools	Patrick Adkins, Superintendent	padkins@pccsd-k12.net	Mike Miller, Career Coach	mmiller@pccsd-k12.net
Put-in-Bay Local Schools	Scott Mangas, Superintendent/ Principal	smangas@put-in-bay.k12.oh.us	Joy Cooper, Treasurer	jcooper@put-in-bay.k12.oh.us
Sandusky Co.				
Bishop Hoffman Catholic	Kim Cope, President	kcope@bishop-hoffman.net	Cori Foos, School Counselor	cfoos@bishop-hoffman.net
Clyde-Green Springs Ex. Village	Lucas Messer, Superintendent	lmesser@clyde.k12.oh.us	Joseph Letterhos, Asst. Superintendent	jletterhos@clyde.k12.oh.us
Fremont City Schools	Denice Hirt, Superintendent	hirtd@fremontschools.net	Abby Abernathy, Asst. Superintendent	abernathya@fremontschools.net
Gibsonburg Exempted Village	Dr. Bob Falkenstein, Superintendent	rfalkenstein@gibsonburgschools.org	Rachael Novak, Career Readiness Coordinator	rnovak@gibsonburgschools.org

Lakota Local Schools	Dr. Chad Coffman, Superintendent	ccoffman@lakotaschools.org	Emma McMillen	emcmillen@lakotaschools.org
Vanguard Sentinel Tech Center	Greg Edinger, Superintendent	gedinger@vsctc.org	Angie Morelock, Public Relations & Communications	amorelock@vsctc.org
Woodmore Local Schools	Dennis Mock, Superintendent	dmock@woodmoreschools.com	Loretta Coil, High School Principal	lcoil@woodmoreschools.com

The BAC continues to work hard to expand, evolve and make a positive impact across the region. A very close partnership exists between industry, education, economic & workforce development, and higher education. This strong collaboration is continuing to increase the momentum forward.

Membership of the NPESC Business Advisory Council:

BAC Member	Title	Email	Industry Represented
Andrea Smith	Superintendent, North Point ESC, BAC President	asmith@npesc.org	Educational Instruction
Chris Singerling	Director, Ottawa County Improvement Corporation, BAC Vice President	chris@ocic.org	Economic Development
Ashley Spangler	Workforce Readiness Coordinator, North Point ESC, BAC Secretary	aspangler@npesc.org	Educational Instruction
Carrie Sanchez	Assistant Superintendent, North Point ESC	csanchez@npesc.org	Educational Instruction
James Rinaldo	Governing Board Member & BAC Vice-Chairman, North Point ESC	rinaldojml@outlook.com	Educational Instruction
Beth Hannam	Director, Sandusky County Economic Development Corporation	director@sanduskycountyedc.org	Economic Development
Carol Kern	Workforce Development Specialist, Sandusky County Economic Development Corporation	workforce@sanduskycountyedc.org	Economic Development
Katherine Adams	Director of Workforce Innovation, Ottawa County Improvement Corp	katherine@ocic.org	Economic Development
Sarah Ross	Director, Huron County Growth Partnership	sross@huroncountyohio.com	Economic Development
Troy Parks	Economic Development Coordinator, Huron County Growth Partnership	tparks@huroncountyohio.com	Economic Development
Jarvis Cole-Caston	Talent Engagement Manager, Greater Sandusky Partnership	jcole@greatersandusky.com	Economic Development
Andy Horn	Engineering Manager, Motion Controls Robotics	andy.horn@mcri-us.com	Production/Manufacturing
Daryl Deering	President, Schlessman Seed Co and Governing Board Member, North Point ESC	daryldeering@hotmail.com	Agriculture, Sales & Education
Will Snyder	Superintendent, Western Reserve Local Schools	wsnyder@western-reserve.org	Educational Instruction
Dr. Paul Lockwood	Governing Board Member, North Point ESC	prlmarsh2@gmail.com	Educational Instruction
Tom Lucha	Governing Board Member, North Point ESC	ThomasLucha@gmail.com	Educational Instruction

Eileen Buhlan	Governing Board Member, North Point ESC	Eileenbulan3@gmail.com	Educational Instruction
Rob Monak	Business Development Manager, Delventhal Company	rmonak@thedelventhalco.com	Construction & Extraction/Skilled Trades
Miriam Batke	Chief Human Resources Officer, Fisher Titus Medical Center	mbatke@ftmc.com	Healthcare
Kenzie Blumensaadt	Owner, Creative Director of The Orchard Bar & Table	kenzie@orchardci.com	Hospitality/Tourism
Dr. Allia Carter	Dean, BGSU Firelands Campus	acarter@bgsu.edu	Higher Education
Ed Kurt	Superintendent, Margaretta Local Schools	ekurt@margarettaschooldistrict.com	Educational Instruction
Dr. Jeffrey McClellan	Founder, StartSOLE Educational Consultant	jeff@startsole.org	Education Instruction
Angie Morelock	Public Relations & Communications Director, Vanguard-Sentinel Career Center	amorelock@vsctc.org	Career Tech Education
Erika Beckman	Assistant Superintendent, EHOVE Career Center	ebeckman@ehove.net	Career Tech Education
Laramie Spurlock	MS & HS Principal, Danbury Local Schools	spurlockl@danburyschools.org	Educational Instruction
Brian Hall	Dean of Nursing, Allied Health & Applied Technologies, Terra Community College	bhall01@terra.edu	Higher Education

Mission Statement:

The mission of the North Point Educational Service Center Business Advisory Council is to engage the business and education communities to understand and support the educational and employment needs within our service region of Erie, Huron, Ottawa and Sandusky Counties.

The regional BAC meets four times per year. Meeting dates for the 2026-27 school year are as follows:

- Quarter 1: September 2, 2026 @ 9:00 AM
- Quarter 2: December 16, 2026 @ 9:00 AM
- Quarter 3: March 17, 2027 @ 9:00 AM
- Quarter 4: June 16, 2027 @ 9:00 AM



The NPESC Business Advisory Council (BAC) serves as the regional leader for multi-county initiatives and strategies, setting the overall goals, priorities, and direction for the area. To maximize impact, the BAC supports county-level steering committees in Erie, Huron, Ottawa, and Sandusky counties, each composed of key business leaders, school representatives, economic development directors, and other community organizations unique to their local context. These committees design and manage initiatives tailored to their counties, while providing regular progress updates at quarterly NPESC BAC meetings. Updates are documented in the meeting minutes, ensuring accountability and alignment. The regional meetings foster collaboration,

rapid idea sharing, and the replication of successful initiatives across all participating counties.

Each county committee has established a regular meeting schedule for the 2026-27 school year as follows:

Erie County Committee Meetings:



- September 23, 2026 @ 9:00 AM
- November 18, 2026 @ 9:00 AM
- January 27, 2027 @ 9:00 AM
- March 24, 2027 @ 9:00 AM
- May 26, 2027 @ 9:00 AM

Ottawa County Committee Meetings:



- August 28, 2026 @ 11:30 AM
- September 25, 2026 @ 8:30 AM
- December 4, 2026 @ 11:30 AM
- January 22, 2027 @ 8:30 AM
- March 26, 2027 @11:30 AM
- May 21, 2027 @8:30 AM

Huron County Committee Meetings:



- September 18, 2026 @8:00 AM
- November 20, 2026 @8:00 AM
- January 16, 2027 @ 8:00 AM
- February 19, 2027 @8:00 AM
- April 16, 2027 @8:00 AM

Sandusky County Committee Meetings:



- August 4, 2026 @ 8:30 AM
- November 11, 2026 @ 8:30 AM
- February 2, 2027 @ 8:30 AM
- May 4, 2027 @ 8:30 AM
- August 3, 2027 @ 8:30 AM
- November 2, 2027 @ 8:30 AM

For 2026-27, NPESC's BAC regional strategies are directly aligned to the three goals established by the Ohio Department of Education & Workforce (DEW) for Business Advisory Councils which include: ***Develop Professional Skills for Future Careers, Build Partnerships, and Coordinate Experiences.***

The BAC's strategies also align to the locally developed regional **Career Exploration Framework** which includes four key components: *Discover Self, Explore Possibilities, Develop Skills & Experiences, Connect with People & Opportunities.*



2026-27 BAC Strategies:

Strategies to **Develop Professional Skills for Future Careers** include**:**

- **DISCOVER SELF: *YouScience***
  - Through increased intentional exposure to Middle School YouScience's Snapshot tool
  - Through increased intentional use of high school YouScience data for High School career events
- **DEVELOP SKILLS & EXPERIENCES: Academies, Pre-apprenticeships, Career Pathways, & Intentional use of PortfoliOH**
  - Through increased utilization of PortfoliOH across the region in schools
  - Through increased utilization of PortfoliOH across the region in businesses
  - Through increased pre-apprenticeship partnerships
  - Through increased pre-apprenticeship participation
  - Through increased Academy awareness, implementation and opportunities
  - Expand the number of work based learning hours by 20%

Strategies to **Build Partnerships** include:

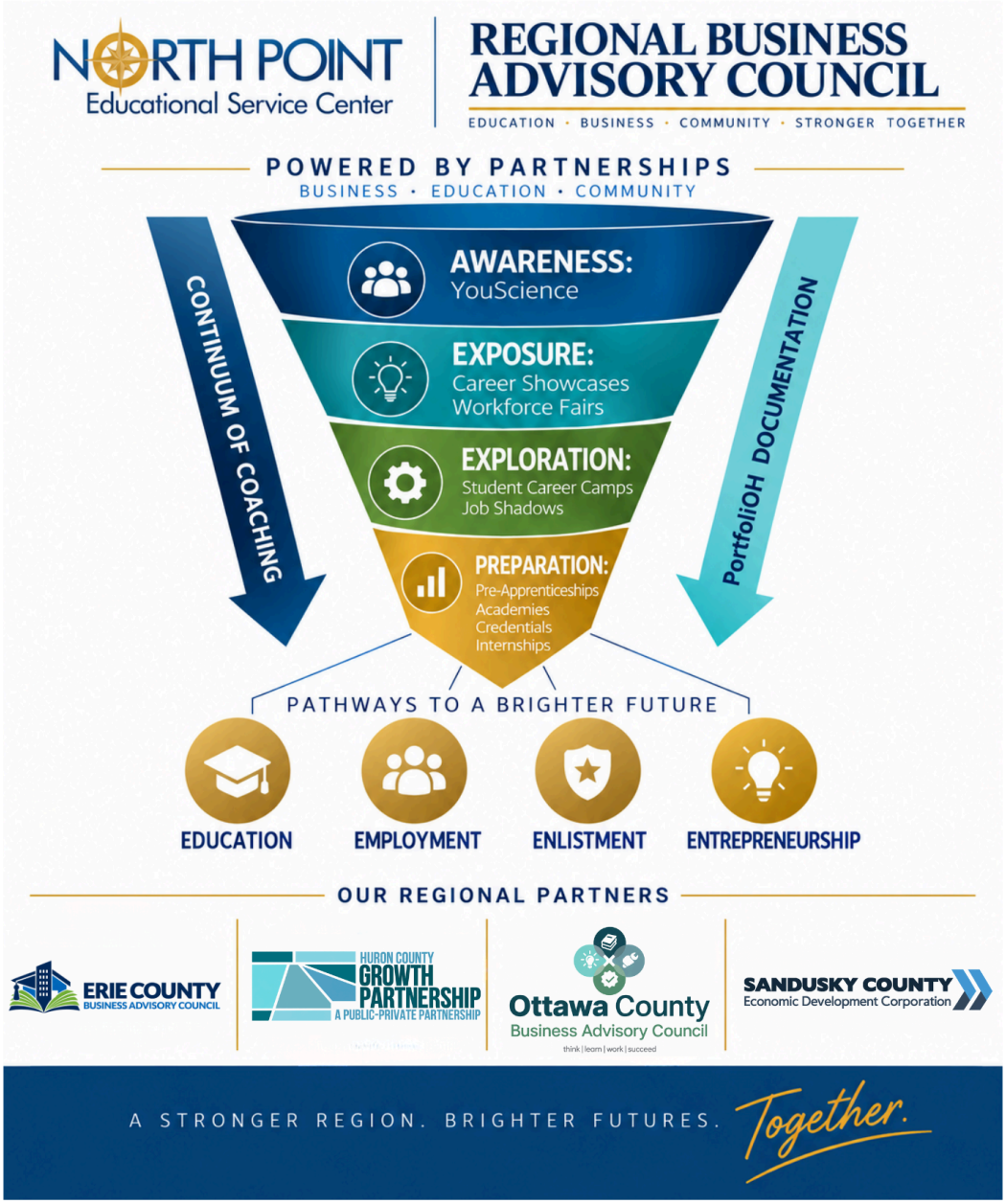
- **Purposefully connect businesses with higher education opportunities**
  - Through establishing a regional collaborative Internship Network
  - Through expanding/replicating the Summer on Sandusky Bay Internship Experience across the NPESC region.
  - Include OSLN, Battelle and other STEM leaders in BAC initiatives

Strategies to **Coordinate Experiences** include:

- **Continue to implement existing exposure pipeline experiences and create new opportunities**
  - Through creating and implementing a regional scope and sequence for purposeful event design
  - Through implementing a Senior Leadership regional event
  - Through creating and implementing the regional LAUNCH event
- **Purposefully include STEM initiatives in our BAC work**

- Implement the exposure pipeline experience and create New STEM opportunities as they relate to workforce exploration and discovery

The locally developed **"Exposure Pipeline"** (pictured below) is a visual representation of the collective efforts of the Business Advisory Council (BAC) in the North Point ESC region. This framework guides students through a series of intentional, connected experiences that help them discover their strengths, explore career opportunities, and prepare for success beyond high school.

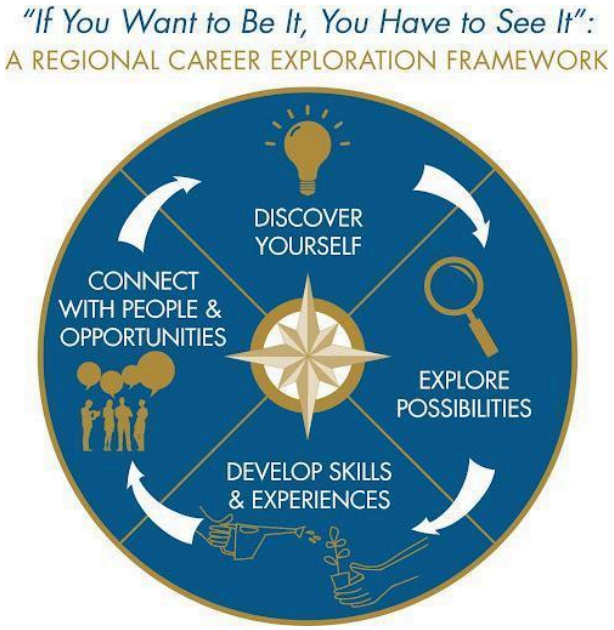


The BAC encourages the use of YouScience Discovery, a career aptitude and interest tool, to help students "discover themselves" by uncovering their natural skills, talents, and interests. Using this data, the BAC increases exposure by hosting Student Career Camps aligned with O*NET Career Clusters, ensuring students can explore a wide variety of fields. Students then "build connections and network with people and opportunities" through regional job and workforce fairs, career showcases, and employer-led events.

As students move further through the pipeline, they "gain experience and develop skills" through job shadows, academies, internships, and pre-apprenticeships. These experiences allow students to apply classroom learning in real-world contexts while building essential employability skills. In addition, the BAC supports the expansion of Industry-Recognized Credential (IRC) programs within high school courses and the growth of academy programs and new career pathways and pre-apprenticeships where job shadows, internships, and work-based learning are core requirements.

The pipeline is intentionally flexible—students may secure local employment or discover that a certain career pathway isn't the right fit while still in high school. When that occurs, they can return to their YouScience results to identify new options aligned with their strengths and re-enter the pipeline with fresh direction. Each step of the journey, including the development of technical and professional skills, will be documented in PortfoliOH, Ohio's new digital career portfolio tool. (PortfoliOH is now endorsed by both ODEW and Ohio Means Jobs.)

Through this comprehensive system, the BAC is helping students envision and prepare for their futures while strengthening connections between schools and local industries. The Council's slogan, **"If You Want to Be It, You Have to See It,"** continues to serve as the catalyst for regional momentum. All districts in the North Point ESC region have embraced the slogan and are implementing the BAC's locally developed Career Exploration Framework.



**Each of the BAC's planned goals and action steps for the 2026-27 school year outlined below link directly to one of the four components of the region's Career Exploration Framework.

NPESC's Regional BAC Action Plan for 2026-27 to **Develop Professional Skills for Future Careers** include**:**

Initiative 1: *DISCOVER SELF: YouScience*

Action Steps

- Through increased intentional Exposure to Middle School YouScience Snapshot tool
- Through increased intentional use of high school YouScience data for High School career events

Describe in detail the plan associated with implementing this quality practice.

The BAC's plan for implementing the DISCOVER SELF component of its Career Readiness Framework centers on the intentional and consistent use of YouScience assessment tools from middle school through high school. During the 2026–27 school year, every high school student will complete the YouScience Discovery Assessment during the fall of their freshman or sophomore year. At the middle school level, the BAC will expand implementation of the YouScience Snapshot Assessment, building on the nine districts currently using the tool. Together, these assessment tools provide students with valuable insights into their natural aptitudes, personal interests, and potential career pathways, helping students better understand who they are, what they do well, and where their interests may lead.

The BAC's first action step is to increase intentional exposure to the YouScience Snapshot Assessment at the middle school level. Snapshot is an abbreviated assessment designed specifically for middle school students that introduces them to the 16 career clusters while helping them identify their individual aptitudes and interests. Snapshot is not intended to replace YouScience Discovery at the high school level; rather, it provides an earlier foundation for self-discovery and career exploration. By expanding Snapshot participation beyond the nine districts currently implementing the assessment, the BAC will provide more students with an opportunity to begin the process of "Discovering Yourself" at an earlier age. This early exposure will help students enter high school with a greater understanding of their strengths, interests, and potential career pathways.

The BAC's second action step is to increase the intentional use of high school YouScience Discovery data to inform and target career awareness and exploration activities. County-level YouScience Discovery results data tables are developed and shared during county-level BAC meetings, where business and education partners review the information to identify trends, examine potential alignment or misalignment between student aptitudes and interests, and determine areas where additional career exposure may be beneficial. County BAC committees use these findings to help prioritize and plan student exposure activities, including career showcases, Student Career Camps, job shadows, internships, and other work-based learning

opportunities. Using assessment data in this way ensures that career events are intentionally connected to student aptitudes and interests rather than providing career exposure without a clear purpose.

To support successful implementation across all participating districts, NPESC's Workforce Readiness Coordinator will provide training and ongoing support to Career Coaches and school counselors. Professional learning will take place through regional Career Coach Network meetings and quarterly School Summits, where staff will learn how to access, interpret, and effectively use the extensive reporting features available through YouScience. The Coordinator will also provide individualized training and support to Career Coaches in each district, with an emphasis on using assessment results to guide meaningful conversations with students and inform their Student Success Plans and Graduation Plans. This ongoing support will build staff capacity and promote consistent best practices in the use of YouScience throughout the BAC region.

Together, these efforts create a coordinated progression from middle school self-discovery to high school career planning and intentional career exploration. The BAC will continue to increase student participation in Snapshot, ensure consistent implementation of Discovery, and use assessment data to guide both individual student planning and broader regional career-readiness strategies. The goal is to move beyond simply administering an assessment and instead use the information to drive meaningful action—helping students understand their strengths and interests, connect those insights to relevant career experiences, and make informed decisions about education, training, and employment pathways that support both their individual goals and the needs of the regional workforce.

List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?

All 26 school districts in the BAC region are implementing YouScience Discovery at the high school level during the 2026–27 school year. As a result, 100% of high school students in the region will participate in the assessment during either their freshman or sophomore year. Each district determines whether the assessment is administered in 9th or 10th grade based on its local high school course progression.

At the middle school level, **9 school districts** are implementing the YouScience Snapshot assessment. The middle school districts currently using the Snapshot assessment are:

- Danbury
- Edison
- Lakota
- Benton-Carroll-Salem
- Western Reserve
- Huron
- Perkins
- New London
- Bellevue

Approximately **40% of all middle school students** in the BAC region will be impacted by this initiative. The BAC plans to continue expanding middle school implementation next year, with the goal of providing more

students an opportunity to begin exploring their aptitudes, interests, and potential career pathways at an earlier age than high school.

The initiative will therefore reach 100% of high school students in the BAC region and approximately 40% of middle school students, with continued growth anticipated in middle school participation next year.

List all businesses and specify industries involved. What role does the business play in implementation?

The NPESC Regional Business Advisory Council (BAC) and county steering committees include business, industry, education, healthcare, finance, hospitality/tourism, nonprofit, government, and community partners. These partners provide broad representation of the regional workforce and play an important role in connecting YouScience assessment data to real-world career opportunities.

Business and Industry Partners

- BCS Consulting & Services — Business/Professional Services
- Cardinal Staffing — Workforce/Staffing Services
- City of Sandusky — Government/Community Services
- Corporate Compass Training — Business/Professional Services
- Davis-Besse Nuclear Power Station/Owner Vistra Corporation — Energy/Nuclear
- Energy Harbor — Energy
- Erie-Ottawa International Airport — Transportation/Hospitality/Tourism
- Erie Blacktop — Construction/Infrastructure
- Erie County Economic Development Corporation — Economic Development
- Erie County Commissioners — Government/Public Administration
- Erie County HR Association — Human Resources
- Erie County Regional Planning — Regional Planning
- Erie Environmental — Environmental Services
- Erie Restoration — Restoration/Construction
- Genoa Retirement Center — Senior Living
- Happy Days Boating — Recreation/Marine
- Hermes Parker Concrete — Construction/Building Materials
- Hohler Sheet Metal — Construction/Metal Fabrication
- Hoty Enterprises — Real Estate/Development
- Humanetics — Engineering/Advanced Manufacturing
- Lucky Farmers — Agriculture/Business
- Ottawa County Engineers — Engineering/Public Infrastructure
- Ottawa County Job & Family Services — Workforce/Human Services
- Ottawa County Sanitary Engineering — Environmental/Public Infrastructure
- Perkins Township — Government/Community Services
- Port Clinton Auto Repair — Automotive
- Sandusky County Job & Family Services — Workforce/Human Services

- Sandusky Library — Library/Community Services
- Schlessman Seed Company — Agriculture
- South Shore Marine — Marine/Transportation
- Thorsports — Automotive/Motorsports
- Wheeling & Lake Erie Railway — Transportation/Rail
- Whirlpool Corporation — Advanced Manufacturing

Education Partners

- Bellevue City Schools
- Benton-Carroll-Salem Local Schools
- BGSU Center to Advance Manufacturing — Education/Manufacturing
- BGSU Firelands
- Bishop Hoffman Catholic Schools
- Clyde-Green Springs Exempted Village Schools
- Danbury Local Schools
- Edison Local Schools
- EHOVE Career Center
- Fremont City Schools
- Genoa Area Local Schools
- Gibsonburg Exempted. Village Schools
- Huron City Schools
- Kelleys Island Local Schools
- Lakota Local Schools
- Margaretta Local Schools
- Middle Bass Island Local Schools
- Monroeville Local Schools
- New London Local Schools
- North Bass Island Local Schools
- North Point Educational Service Center
- Norwalk Catholic Schools/St. Paul
- Norwalk City Schools
- Penta Career Center
- Perkins Local Schools
- Port Clinton City Schools
- Put-In-Bay Local Schools
- Sandusky Central Catholic Schools
- Sandusky City School
- South Central Local Schools
- Terra State Community College
- Townsend Community School

- Vanguard-Sentinel Career & Tech Center
- Vermilion Local Schools
- Western Reserve Local Schools
- Willard City Schools
- Woodmore Local Schools

Manufacturing Partners

- Bettcher Industries
- Borgers Ohio Inc.
- C. Nelson Manufacturing
- Campbell's / Pepperidge Farms
- Fenner Dunlop
- Freudenberg NOK
- Iron Workers Local 55
- Lakeside Book Company
- LEWCO Inc.
- Mack Iron Works
- Martin Marietta, Inc.
- Materion
- Mosser Construction, Inc.
- Motion Controls Robotics
- Northern Manufacturing
- Norwalk Concrete, Inc.
- Port Clinton Manufacturing
- PPG
- R & D Equipment
- Rhetech Colors
- Tip Products
- U.S. Gypsum
- U.S. Tsubaki
- Whirlpool Corporation

Healthcare Partners

- Firelands Regional Medical Center
- Fisher Titus Medical Center
- Lisa Wilson Acupuncture
- Luther Home of Mercy
- Magruder Hospital
- Nissha Medical

- NOMS
- Ottawa County Health Department
- ProMedica Memorial Hospital
- Riverview Nursing Home
- The Bellevue Hospital

Finance Partners

- Civista Bank
- Croghan Colonial Bank
- Genoa Bank
- Payne Nickles & Co.

Hospitality/Tourism Partners

- Bay Point & Marina
- Catawba Island Club
- Cedar Point
- Chef's Garden
- Cleats Club Seat Grill
- Eaglepoint Express
- Hampton Inn & Suites Port Clinton
- Lake Erie Shores & Islands
- Lakeside Chautauqua
- Liberty Aviation Museum
- Erie-Ottawa International Airport

Nonprofit/Community Partners

- 200th Red Horse Squadron
- Erie County Chamber of Commerce
- Erie County Community Foundation
- Family Advocacy Center
- Future Plans Ohio
- GLCAP
- Goodwill Industries of Erie, Huron, & Ottawa Counties
- Huron City Community Foundation
- Huron County Growth Partnership
- N2Y
- North Coast Young Professionals
- Ottawa County Community Foundation
- Ottawa County Improvement Corp.

- Sandusky County Economic Development Corporation
- Sandusky County Chamber of Commerce
- South Central Chamber of Commerce
- United Way of Erie County

Role in Implementation

All business and community members of the NPESC Regional Business Advisory Council and county steering committees participate in reviewing the annually compiled YouScience Discovery results data tables. These stakeholders examine county- and region-level trends and identify potential misalignment between students' demonstrated aptitudes and their stated interests.

Business partners then help translate these findings into meaningful career exposure opportunities. NPESC and its business partners intentionally use high school YouScience data to inform the planning and development of career events; such as Student Career Camps and Career Showcases, as well as employer engagements and workplace experiences; such as Pre-apprenticeships and Internships. This ensures that career exposure is responsive to both student aptitudes and interests and the workforce needs of the region.

Through this collaborative process, businesses serve as data-informed workforce partners. Their involvement helps NPESC identify emerging talent needs, provide students with authentic exposure to careers and industries, and connect students' YouScience results to education and career pathways available within their own communities.

This partnership creates a direct connection between student self-discovery, career exploration, and regional workforce development, ensuring that YouScience assessment results are used not simply as an assessment tool, but as a catalyst for meaningful career conversations and experiences.

How does this initiative help support or teach relevant, in-demand technical and professional skills for students and educators?

YouScience Discovery and YouScience Snapshot provide students with personalized insights into their natural aptitudes, interests, and potential career pathways. By connecting students' strengths and talents with real-world career opportunities, these tools help students understand how their skills align with workforce needs in high-demand fields such as technology, healthcare, advanced manufacturing, and business.

At the middle school level, Snapshot builds early awareness of students' talents and interests while encouraging conversations about how classroom learning connects to future careers. At the high school level, Discovery provides a deeper analysis of individual aptitudes and interests, empowering students to make informed decisions about coursework, industry-recognized certifications, and career-technical programs that align with their strengths and emerging workforce demands.

For educators, YouScience data provides valuable insights to strengthen individualized career guidance and integrate real-world, workforce-aligned skills into instruction. The intentional use of this data also fosters

stronger collaboration among schools, families, and business partners by helping students explore career pathways that reflect both their individual potential and regional workforce trends. Ultimately, YouScience equips students with the self-awareness, career knowledge, and decision-making skills needed to make informed choices and successfully navigate college, workforce, the military, a career, and life.

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?

Ohio's Northwest region, encompassing Ottawa and Sandusky counties, is part of the broader JobsOhio Northwest region, where employment projections through 2030 indicate a 2.7% increase, representing approximately 15,628 new jobs. Long-term projections also account for workforce turnover resulting from retirements and occupational transitions, meaning annual job openings are expected to significantly exceed those created through employment growth alone. Similarly, the JobsOhio Northeast region, which includes Erie and Huron counties, is projected to experience substantial workforce demand, with thousands of annual openings across key sectors such as manufacturing, healthcare, logistics, and the skilled trades. These trends underscore the importance of aligning education and career preparation with regional workforce needs and strengthening partnerships among schools, employers, and community organizations to ensure students are prepared to meet both current and emerging employment opportunities.

The YouScience initiative helps fill these needs in the following ways:

- Intentional Middle School Exposure
  YouScience Snapshot provides middle school students with an opportunity to discover and better understand their natural strengths, interests, and emerging talents. By helping students connect these personal attributes to real-world careers, Snapshot encourages early exploration and informed thinking about future pathways. This early awareness is especially valuable in high-demand fields such as manufacturing, skilled trades, and healthcare, where persistent workforce needs create meaningful opportunities for future graduates. By introducing students to these possibilities early, Snapshot helps build curiosity, confidence, and motivation while encouraging students to consider how their unique strengths can contribute to both their future success and the needs of their communities.
- Intentional High School Career Events
  At the high school level, YouScience Discovery provides in-depth insights into students' natural aptitudes and interests, enabling career coaches and school counselors to make more informed connections between individual student strengths and relevant educational and career opportunities. This data supports intentional guidance toward programs offered by EHOVE Career Center, Penta Career Center, and Vanguard-Sentinel Career and Technology Centers, where students can pursue career-technical pathways aligned with both their interests and demonstrated aptitudes. These programs closely reflect regional employer demand, particularly in healthcare, manufacturing, logistics, and skilled-trades occupations. By intentionally incorporating high school YouScience data into career events, advising, and pathway exploration, schools can help students make informed decisions about their futures while strengthening the connection between student talent, educational opportunities, and the evolving needs of the regional workforce.
- Building a Strong Local Pipeline
  By helping students identify and pursue career pathways that align with their natural aptitudes, interests, and the needs of growing industries, the initiative strengthens the pipeline of skilled,

work-ready talent throughout the region. This intentional alignment between student potential and workforce demand helps address thousands of annual job openings while supporting long-term economic growth, workforce stability, and resilience. It also creates stronger connections among students, schools, employers, and career-technical education providers, ensuring that educational opportunities reflect the skills and competencies employers need most. Over time, this approach can help reduce talent gaps, increase student engagement in high-demand pathways, and build a more adaptable workforce prepared to meet the region's evolving economic needs.

- Equipping Educators & Business Partners
  Equipping educators and business partners with meaningful YouScience data creates a stronger, more informed approach to student career guidance. This collaboration enables educators to connect students' individual aptitudes and interests with current employer needs, emerging career opportunities, and strategic regional workforce priorities. By bringing education and business perspectives together, schools can provide students with clearer pathways to relevant coursework, career-technical programs, and in-demand occupations. This intentional partnership strengthens the connection between student preparation and workforce development while helping ensure that graduates are equipped with the skills and knowledge needed to succeed in the region's evolving economy.

How does this initiative impact students with disabilities?

Expanding the intentional use of YouScience Snapshot and Discovery helps create more equitable and inclusive opportunities for students with disabilities to explore their strengths, interests, and future career possibilities. Because YouScience emphasizes natural aptitudes and interests through performance-based measures rather than relying solely on traditional academic indicators, it offers a more comprehensive and affirming view of each student's abilities and potential. This strength-based approach is particularly valuable for students with disabilities, who may too often be defined by areas of challenge rather than by their capabilities and talents. The resulting insights can inform individualized transition planning for students with IEPs or 504 plans, support alignment with IDEA requirements, and help identify career pathways that are both accessible and responsive to local workforce demand. By highlighting individual strengths, building confidence, and connecting students with meaningful real-world opportunities, YouScience helps students with disabilities envision themselves as capable, employable, and prepared for future success while equipping educators and business partners with actionable information to support inclusive workforce development.

NPESC's Regional BAC Action Plan for 2026-27 to **Develop Professional Skills for Future Careers** include:

Initiative 2: Develop Skills & Experiences: Academies, Pre-apprenticeships, Career Pathways, & Intentional use of PortfoliOH

Action Steps

- Through increased utilization of PortfoliOH across the region in schools
- Through increased utilization of PortfoliOH across the region in businesses

- Through increased pre-apprenticeship partnerships
- Through increased pre-apprenticeship participation
- Through increased Academy awareness, implementation and opportunities
- Expand the number of work based learning hours by 20%

Describe in detail the plan associated with implementing this quality practice.

The BAC's plan for implementing Initiative 2: Develop Skills & Experiences focuses on creating intentional opportunities for students to build career-specific skills, earn credentials, develop professional networks, and gain authentic experience before graduation. The initiative brings together academies, pre-apprenticeships, career pathways, work-based learning, and the intentional use of PortfoliOH to create stronger connections between students, schools, and local businesses. Through these efforts, the BAC will continue building a coordinated regional system in which students move from career awareness and exploration into skill development and meaningful experiences that prepare them for postsecondary education, training, and employment.

The first action step is to increase utilization of PortfoliOH across the region in both schools and businesses. Schools will be encouraged and supported in using PortfoliOH as a tool for students to document and demonstrate their career readiness skills, credentials, work-based learning experiences, projects, and accomplishments. Career Coaches and school counselors will receive support in incorporating PortfoliOH into student career planning and preparation for employment. At the same time, the BAC will increase awareness and utilization of PortfoliOH among regional businesses so employers can better understand students' skills, experiences, and career interests. Strengthening participation on both sides will create a more effective connection between student portfolios and employer needs, giving students a tangible way to communicate the skills and experiences they have developed.

The second focus of the implementation plan is to increase pre-apprenticeship partnerships and student participation. The BAC will continue working with local employers, industry partners, schools, and community organizations to identify high-demand career areas where pre-apprenticeship opportunities can be developed or expanded. Current opportunities include pathways in areas such as Hospitality & Tourism, Information Technology, Finance, and Healthcare, with the goal of providing students with meaningful exposure, technical skill development, and a clearer understanding of career expectations. The BAC will intentionally promote these opportunities to students through Career Coaches, school counselors, career events, and classroom experiences. Increasing both the number of partnerships and the number of participating students will expand access to career-connected learning and create stronger pathways from high school into local employment.

The BAC will also increase Academy awareness, implementation, and opportunities across the region. Career Academies provide students with hands-on learning, industry-recognized credentials, and direct connections to local employers and career pathways. The BAC will work with schools and business partners to expand awareness of existing academy opportunities while identifying additional opportunities based on student interest and regional workforce needs. Business partners will be engaged in providing classroom experiences, career speakers, work-based learning opportunities, internships, and employment connections. The goal is to ensure that students have access to academy experiences that allow them to develop practical skills while gaining a realistic understanding of the expectations and opportunities associated with specific careers.

Finally, the BAC will expand the number of student work-based learning hours by 20%. This growth will be supported through increased opportunities for internships, worksite tours, career mentoring, pre-apprenticeships, and other authentic experiences with local employers. Career Coaches, school staff, and business partners will work together to identify appropriate experiences and ensure that students are intentionally connected to opportunities that align with their interests, aptitudes, and career goals. Progress will be monitored through participation and work-based learning data to measure the region's growth toward the 20% increase. Collectively, these efforts will create a stronger progression from career exploration to skill development to authentic workplace experience, ensuring that students leave high school with not only an understanding of potential careers, but also the skills, credentials, experiences, and professional connections needed to successfully enter their chosen pathway.

List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?

When the BAC's goal is achieved, 100% of high school students across the region will have meaningful opportunities to document their career-connected experiences and demonstrate the development of essential skills through PortfoliOH. This initiative will be further strengthened through expanded partnerships and student participation in pre-apprenticeship programs, increased awareness and implementation of career academies, and greater access to career pathway opportunities aligned with student interests and regional workforce needs. By connecting students with authentic experiences and providing a consistent platform to capture their accomplishments, the BAC will help ensure that every student graduates with a clear understanding of their skills, experiences, and career readiness, as well as a portable record they can use to support their next steps in education, training, or employment.

Erie County

- Edison Local School
- Huron City School
- Margaretta Local School
- Perkins Local School
- Sandusky Central Catholic School
- Sandusky City School
- Vermilion City School

Huron County

- Bellevue City School
- Monroeville Local School
- New London Local School
- Norwalk Catholic (St. Paul)
- Norwalk City School
- South Central Local School
- Western Reserve Local School
- Willard City School

Ottawa County

- Benton-Carroll-Salem Local School

- Danbury Local School
- Genoa Local School
- Port Clinton Local School
- Put-in-Bay Local School

Sandusky County

- Clyde Green Springs Local School
- Fremont City School
- Gibsonburg Local School
- Lakota Local School
- Woodmore Local School

List all businesses and industries involved. What role does the business play in implementation?

All member businesses of the BAC's Regional Advisory Committee and county steering committees are familiar with PortfoliOH and its role in supporting career-connected learning. This year, the BAC will intentionally engage local businesses and encourage each to create a PortfoliOH profile. By doing so, businesses will gain access to real-time information about students' skills, interests, and career readiness, while also creating opportunities to connect with students whose strengths align with their workforce needs. This increased business participation will strengthen school-business partnerships and help build a more direct pipeline from student talent to local employment opportunities. Please view our complete Partner list by clicking on this link: North Point Business Advisory Council Partnerships

How does this initiative help support or teach relevant, in-demand technical and professional skills for students and educators?

The initiative supports the development of relevant, in-demand technical and professional skills by intentionally connecting students and educators with business partners, career pathways, pre-apprenticeships, academies, and authentic work-based learning experiences. Rather than limiting career preparation to the classroom, students have opportunities to apply what they are learning in real-world settings, develop technical competencies, practice professional behaviors, and build relationships with employers. Educators and Career Coaches also gain a stronger understanding of current workforce expectations through their ongoing engagement with business and industry partners.

PortfoliOH provides an additional tool for students to develop and demonstrate both technical and professional skills. Through increased utilization in schools and businesses, students can document credentials, projects, work-based learning experiences, and skills they have developed throughout high school. This encourages students to take ownership of their career development while teaching them how to communicate their strengths and experiences to potential employers. For educators and Career Coaches, PortfoliOH provides a consistent framework for helping students identify, document, and articulate the skills they are developing.

The expansion of pre-apprenticeship partnerships and participation gives students direct exposure to in-demand industries and the technical skills associated with those careers. Opportunities in areas such as Healthcare, Finance, Information Technology, and Hospitality & Tourism allow students to explore career pathways while developing industry-specific knowledge and, when applicable, earning credentials. At the same time, increased business participation helps educators stay connected to current industry practices,

technologies, workplace expectations, and skill requirements so they can better prepare students for the workforce.

Career Academies provide another important avenue for developing technical and professional skills through hands-on, career-focused instruction. Students have opportunities to practice skills in authentic or simulated workplace environments, earn industry-recognized credentials, interact with professionals, and better understand the expectations of their chosen field. Business partners contribute their expertise and help ensure that Academy experiences reflect current workforce needs. This partnership also gives educators opportunities to learn directly from industry professionals and strengthen their understanding of the skills employers are seeking.

Finally, the BAC's goal of increasing student work-based learning hours by 20% will provide students with more opportunities to develop the professional skills that employers value, including communication, teamwork, problem-solving, dependability, adaptability, professionalism, and workplace etiquette. Job shadows, internships, mentoring, worksite experiences, and other employer-connected activities allow students to practice these skills in authentic settings. Collectively, the initiative creates a continuum in which students learn skills, practice skills, demonstrate skills, and apply those skills in the workplace, while educators and business partners work together to ensure that the skills being taught remain relevant to the evolving needs of the regional workforce.

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?

The initiative addresses a significant talent pipeline challenge: ensuring that students graduate with both the technical skills and professional skills needed to successfully enter high-demand occupations in the regional workforce. Employers across Erie, Huron, Ottawa, and Sandusky counties continue to experience difficulty filling positions that require a combination of technical knowledge and essential employability skills, including reliability, adaptability, communication, and critical thinking. This creates a gap between the skills students develop in high school and the skills employers expect from entry-level candidates.

The challenge is particularly important in healthcare, advanced manufacturing, construction, and education, all of which represent significant workforce needs in the region. Ohio Labor Market Information projects continued employment opportunities in these sectors through 2030, with healthcare support occupations alone expected to grow by more than 15% statewide. This projected growth reinforces the need to develop a stronger local talent pipeline and ensure that students are aware of, prepared for, and connected to careers that offer sustained employment opportunities within the region.

The initiative addresses this challenge by using PortfoliOH, academies, pre-apprenticeships, career pathways, and expanded work-based learning to help students intentionally develop and demonstrate the skills employers need. PortfoliOH allows students to document verified career experiences, industry credentials, technical skills, and professional competencies, giving employers a clearer picture of a student's readiness for the workplace. Increased pre-apprenticeship and Academy opportunities provide students with hands-on technical skill development, while expanded work-based learning gives students opportunities to practice essential professional skills such as teamwork, problem-solving, adaptability, communication, and reliability in authentic workplace settings.

The initiative also strengthens the talent pipeline by connecting education and business more intentionally. Increased utilization of PortfoliOH by regional businesses allows employers to engage with and better understand the skills students are developing, while partnerships with businesses through academies, pre-apprenticeships, internships, job shadows, and other work-based learning experiences provide students with direct exposure to local career opportunities. This helps students see a clear connection between the skills they are developing in school and the expectations of regional employers.

Ultimately, the initiative is designed to close the gap between student preparation and workforce demand. The combination of projected job growth, continued employer challenges in finding qualified candidates, and the need for both technical and employability skills demonstrates the importance of developing a stronger regional talent pipeline. By increasing opportunities for students to earn credentials, develop technical skills, practice professional skills, document their experiences, and connect directly with employers, the BAC is helping ensure that students are better prepared to enter high-demand careers while providing local businesses with a more qualified and work-ready future workforce.

How does this initiative impact students with disabilities?

This initiative can have a particularly meaningful impact on students with disabilities by providing multiple, structured pathways for students to discover their strengths, develop career-specific skills, and gain authentic workplace experience. Rather than relying solely on traditional classroom measures of achievement, PortfoliOH, academies, pre-apprenticeships, and work-based learning give students opportunities to demonstrate what they can do through hands-on experiences. These experiences can help students identify career pathways that align with their strengths and interests while building confidence and independence.

Through PortfoliOH, students with disabilities can document and showcase their accomplishments, industry credentials, technical skills, work-based learning experiences, and employability skills. This creates a tangible record of career readiness that students can use when applying for jobs, internships, or additional training. Academies and pre-apprenticeships also provide opportunities to explore high-demand careers through hands-on learning and industry exposure. These experiences help students identify careers that align with their individual strengths while developing technical skills, professional behaviors, and industry-recognized credentials. Increased partnerships with local businesses create additional opportunities for students with disabilities to interact with employers and understand workplace expectations in supportive, authentic settings.

The initiative's goal of increasing work-based learning hours by 20% is especially important for students with disabilities because repeated exposure to authentic workplace environments allows students to practice communication, teamwork, problem-solving, adaptability, punctuality, and workplace responsibility. Job shadows, internships, career mentoring, worksite tours, and pre-apprenticeships can also help students build professional networks and better understand the connection between their education and future employment.

Most importantly, this initiative supports a strengths-based approach to transition and career readiness. By intentionally connecting students with disabilities to career exploration, technical skill development, credentials, employers, and work-based learning, the BAC can help remove barriers between high school and employment.

NPESC's Regional BAC Action Plan for 2026-27 to **Plans to Build Partnerships** include:

Initiative 1: Plans to Build Partnerships: ***Purposefully connect Businesses with Higher Education Opportunities***

Action Steps

- Through establishing a regional collaborative Internship network
- Through expanding/replicating the Summer on Sandusky Bay Internship Experience across the NPESC region
- Include OSLN, Battelle and other STEM leaders in BAC initiatives

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.

The BAC's plan to strengthen and expand business and industry partnerships is centered on purposefully connecting businesses with education and higher education opportunities and creating intentional opportunities for educators, employers, and community partners to collaborate around regional workforce needs. The BAC will continue to build relationships across Erie, Huron, Ottawa, and Sandusky counties while expanding opportunities for businesses to directly influence career readiness programming. A key component of this work will be the continuation of Teacher Business Boot Camps, which provide educators with firsthand exposure to local industries, workplace expectations, emerging technologies, and high-demand career pathways. During the 2026–27 school year, the BAC plans to offer four county-based Teacher Business Boot Camps and four Boot Camp 2.0 sessions, creating additional opportunities for educators to better understand the skills employers need and bring those experiences back into the classroom.

The BAC will also establish a regional collaborative internship network that connects businesses, schools, students, and higher education partners. This network will help identify employers willing to provide meaningful internship experiences and connect those opportunities with students based on their career interests, skills, and postsecondary goals. In addition, the BAC will expand and replicate the successful Summer on the Sandusky Bay Internship Experience across the NPESC region. Expanding this model will increase access to high-quality summer internships for students throughout Erie, Huron, Ottawa, and Sandusky counties while providing businesses with opportunities to engage directly with emerging talent. These efforts will create stronger connections between classroom learning, postsecondary education, and the expectations of the workplace.

The BAC will intentionally expand its business network by encouraging current BAC members to serve as ambassadors and recruit additional employers from emerging and high-demand industries. New business and industry partners will be identified through regional labor market data, economic development referrals, recommendations from existing business partners, higher education connections, and direct outreach to employers experiencing workforce challenges. Priority will be given to industries with current or projected talent pipeline needs and to businesses that can provide students with meaningful opportunities for career exploration, internships, work-based learning, mentoring, and skill development. This approach allows the BAC to continually expand its representation while ensuring that business participation is connected to documented regional workforce needs.

The BAC will strengthen these partnerships through ongoing opportunities for professional learning, collaboration, and communication among educators, career coaches, counselors, and business partners. The council will continue hosting three annual School Summits for high school teams and will add two middle school summits focused on grades 6–8 career exploration. Ongoing Career Coach meetings, county-level BAC sessions, and counselor networks will provide additional opportunities for schools and business partners to collaborate around student career readiness, including the effective use of YouScience and PortfoliOH. These convenings will help ensure that educators have current information about industry expectations while businesses have opportunities to communicate their workforce needs and become more directly involved in student preparation.

As the Northeast Ohio Regional STEM Hub, NPESC will provide additional opportunities to engage the Ohio STEM Learning Network (OSLN), Battelle, and other STEM leaders in BAC initiatives, professional learning, AI-focused events, and discussions surrounding emerging technologies. These partnerships will expand the BAC's access to STEM expertise and help educators understand how rapidly changing technologies are influencing regional careers. STEM and industry partners will also help educators connect classroom instruction to authentic workplace challenges through problem-based learning, innovative instructional practices, and real-world applications. This will strengthen the connection between what students learn in school and the technical and professional skills employers increasingly expect.

Through these combined efforts, the BAC will move beyond individual business-school relationships toward a coordinated regional partnership network. By engaging employers as ambassadors, using workforce data to identify new partners, expanding internships, strengthening educator-industry connections, and engaging STEM and higher education leaders, the BAC will create a more responsive talent pipeline. These partnerships will provide students with greater access to authentic career experiences and professional networks while giving businesses a meaningful role in developing the future workforce and addressing the technical and professional skill gaps within the region.

How will the council draw feedback from business and industry to inform decision making?

The BAC will use a continuous, two-way feedback process to ensure that business and industry voices directly inform decision-making, programming, and regional career-readiness priorities. Business representatives will participate in BAC meetings, county-level meetings, School Summits, Teacher Business Boot Camps, Career Coach Network meetings, and other regional events where they can communicate current workforce needs, emerging occupations, skill gaps, and changes in workplace expectations. This ongoing engagement will allow the council to hear directly from employers about the technical and professional skills students need to be successful.

The BAC will also gather feedback through intentional employer engagement in student experiences, including internships, pre-apprenticeships, Academies, job shadows, career showcases, and other work-based learning opportunities. Employers will provide insight into student preparedness, workplace behaviors, technical skill development, and areas where additional training or exposure is needed. Feedback from these experiences will be shared with Career Coaches, educators, county BAC committees, and regional partners to identify opportunities to strengthen programming and better align student experiences with employer expectations.

Labor market data and student data will be combined with direct employer feedback to guide decision-making. The BAC will review workforce trends, employer-identified needs, YouScience data,

PortfoliOH information, student participation, and feedback from business partners to identify priority industries and skill areas. This information will help determine where to expand Academies, pre-apprenticeships, internships, work-based learning, career events, and professional learning for educators.

The council will also use its Teacher Business Boot Camps and Boot Camp 2.0 sessions as a structured mechanism for gathering and responding to industry feedback. As educators spend time learning directly from local employers, they gain a better understanding of current workplace expectations and can bring that information back to their schools. During the 2026–27 school year, four county-based Boot Camps and four Boot Camp 2.0 sessions will provide opportunities for continued dialogue between educators and employers.

Finally, the BAC will use feedback as an ongoing improvement cycle rather than a one-time survey or consultation. Business partners will be encouraged to serve as ambassadors, recruit additional employers, participate in planning conversations, and provide recommendations for future initiatives. The BAC will regularly review employer input alongside regional workforce and student data to determine what is working, where gaps remain, and what adjustments are needed. This approach ensures that business and industry partners have a meaningful voice in shaping the council's priorities and that BAC programming remains responsive to the evolving needs of both students and the regional workforce.

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?

The BAC's plan is to use feedback and guidance from business and industry partners as a continuous input into the design, implementation, and improvement of career readiness opportunities for both students and educators. Business partners will provide insight into current workforce needs, emerging occupations, technical skills, professional skills, workplace expectations, and gaps they are seeing in entry-level talent. This feedback will be gathered through BAC meetings, county-level meetings, Teacher Business Boot Camps, School Summits, Career Coach Network meetings, internships, pre-apprenticeships, Academies, and other business-connected activities. The information will then be used to ensure that BAC initiatives remain aligned with the needs of the regional workforce.

For educators, the BAC will use direct industry engagement to increase awareness of current workplace expectations and emerging career opportunities. The continued Teacher Business Boot Camps and Boot Camp 2.0 sessions will provide educators with firsthand exposure to local businesses, high-demand occupations, workplace technologies, and the skills employers value. During the 2026–27 school year, four county-based Boot Camps and four Boot Camp 2.0 sessions will provide structured opportunities for educators to learn directly from employers. Feedback from these experiences will help educators make stronger connections between classroom instruction and authentic workplace applications, including the use of problem-based learning and emerging technologies.

For students, business feedback will directly inform the expansion and improvement of Academies, pre-apprenticeships, internships, and work-based learning opportunities. Employers will help identify the technical competencies and professional behaviors students need to be successful and will provide opportunities for students to practice those skills in authentic settings. The BAC will use employer feedback to identify areas where additional career exposure, credentials, hands-on learning, or work-based experiences are needed. The goal of increasing student work-based learning hours by 20% will provide

additional opportunities for students to develop skills such as communication, teamwork, problem-solving, adaptability, reliability, and professionalism while applying technical skills in the workplace.

The BAC will also use business guidance to strengthen the intentional use of PortfoliOH. Employers can help identify the skills, credentials, experiences, and evidence they want to see from potential employees, while students can use PortfoliOH to document and demonstrate those competencies. This creates a stronger connection between what students learn, the experiences they complete, and what employers expect when hiring. Business feedback will also help Career Coaches and educators better prepare students to communicate their skills and experiences when pursuing internships, employment, apprenticeships, or postsecondary opportunities.

Finally, the BAC will combine employer feedback with labor market information, YouScience data, student participation data, and information from higher education and STEM partners to guide future programming. OSLN, Battelle, and other STEM leaders will provide additional insight into emerging technologies, AI, and future workforce needs. This information will help the BAC determine where to expand partnerships, develop new career pathways, increase pre-apprenticeship opportunities, or provide additional professional learning for educators. Through this ongoing feedback loop, business and industry partners become active contributors to the talent pipeline—not simply participants in events—helping the BAC ensure that students graduate with the technical and professional skills employers need and educators have the knowledge and industry connections necessary to teach those skills effectively.

How will identified industry partners co-develop relevant in-demand skills for students and educators?

Industry partners will work alongside the BAC, educators, higher education, and community organizations to co-develop relevant, in-demand technical and professional skills for students and educators. The BAC will intentionally engage employers as partners in identifying workforce needs, shaping learning experiences, validating credentials, and providing authentic opportunities for students and educators to apply what they are learning. This collaborative approach ensures that career preparation reflects both current workforce expectations and emerging industry trends across Erie, Huron, Ottawa, and Sandusky counties.

Teacher Business Boot Camps will provide a structured opportunity for industry partners to work directly with educators. Businesses will host educators at their worksites to demonstrate current technologies, workplace practices, career pathways, and the technical and professional skills required in high-demand occupations. Four county-based Boot Camps and four Boot Camp 2.0 sessions are planned for the 2026–27 school year. These experiences will help educators better understand employer expectations and bring authentic workplace applications, examples, and challenges back into their classrooms.

Industry partners will also co-develop authentic learning experiences for students by providing guest speakers, mentors, industry projects, workplace tours, and problem-based learning opportunities. These experiences will allow students to apply classroom knowledge to real-world challenges while developing technical skills as well as communication, teamwork, critical thinking, problem-solving, adaptability, and professionalism. Employers will also collaborate with schools and the BAC to identify and validate industry-recognized credentials (IRCs) that have value in hiring and align with regional workforce needs. This will help ensure that students have opportunities to earn credentials that are meaningful to employers and connected to high-demand career pathways.

Internships, pre-apprenticeships, and expanded work-based learning will provide students with additional opportunities to practice and demonstrate the skills they are developing. The BAC will establish a Regional Collaborative Internship Network to connect schools, employers, and higher education partners and expand access to high-quality internship experiences. The BAC will also build on the success of the Summer on the Bay Internship Experience by expanding and replicating the model across the NPESC region. These efforts, combined with the BAC's goal of increasing student work-based learning hours by 20%, will give more students meaningful opportunities to develop technical competencies and essential workplace skills while building relationships with employers.

The BAC will further strengthen co-development through STEM and emerging technology partnerships. As the Northeast Ohio Regional STEM Hub, NPESC will engage the Ohio STEM Learning Network (OSLN), Battelle, and other STEM leaders in BAC initiatives, professional learning, AI-focused events, and industry-connected projects. These partners will help educators and students stay current with emerging technologies and future workforce demands while creating opportunities to connect classroom instruction to authentic industry challenges. The BAC will also maintain a continuous industry feedback loop, using employer feedback, labor market information, YouScience data, PortfoliOH information, and student skill data to annually review and refine Academies, career pathways, pre-apprenticeships, credentials, and work-based learning opportunities.

Through this collaborative model, industry partners become co-developers of the region's talent pipeline rather than simply participants in career events. Employers help identify the skills and credentials needed, educators integrate those skills into instruction, and students have opportunities to practice, demonstrate, and apply them in authentic settings. This ongoing partnership ensures that students and educators remain connected to current and emerging workforce expectations while strengthening the alignment between education, industry, and the economic needs of the region.

How will partners impact career readiness for students with disabilities?

For a student with a disability, these partnerships provide meaningful opportunities to discover strengths, build skills, gain confidence, and experience the workplace before graduation. Business and industry partners will provide students with access to career exploration and hands-on learning. These opportunities allow students to learn by doing, explore careers that match their interests and abilities, and practice important workplace skills such as communication, teamwork, problem-solving, adaptability, reliability, and professionalism in authentic settings.

Students with disabilities will have increased access to employers and real-world work experiences as well as additional opportunities for students to work alongside professionals. These experiences can help students determine what type of work they enjoy and identify career pathways that align with their strengths while giving them valuable experience to include when pursuing employment after graduation. PortfoliOH will give students with disabilities a meaningful way to document these experiences and demonstrate what they can do. This provides students with a tangible way to communicate their strengths and accomplishments to employers and helps shift the focus from what a student cannot do to the skills and abilities they have developed.

Students will also benefit from increased access to pre-apprenticeships, industry-recognized credentials and career-focused Academies. Business partners can provide feedback and guidance that helps students understand which skills and credentials are most relevant to the careers they are considering. These

experiences help students with disabilities develop a clearer and more confident pathway from high school to employment or further education and training. By connecting students directly with employers and providing repeated opportunities to explore, practice, and demonstrate skills, the initiative helps students build independence, confidence, and workplace readiness. Students leave high school not only with classroom knowledge, but with real experiences, demonstrated skills, and a better understanding of how their individual strengths can translate into a successful career.

NPESC's Regional BAC Action Plan for 2026-27 to **Plans to Coordinate Experiences** include:

Initiative 1: EXPLORE POSSIBILITIES: Continue to Implement Existing Exposure Pipeline Experiences and Create New Opportunities

Action Steps

- Through creating and implementing the regional LAUNCH event
- Through creating and implementing a regional scope and sequence for purposeful event design
- Through implementing a Senior Leadership regional event

Describe in detail how the business advisory council plans to increase Work-Based Learning for students.

The BAC's plan to increase Work-Based Learning (WBL) for students begins with creating a more intentional and coordinated regional exposure pipeline. The BAC will continue implementing existing career awareness and exploration experiences while creating new opportunities that help students progressively move from awareness to exploration and, ultimately, to meaningful workplace experiences. The goal is to ensure that students across the NPESC region have multiple, purposeful opportunities to interact with employers and learn about careers before graduation.

A key action step is the creation and implementation of a regional LAUNCH event. LAUNCH will provide students with an intentional opportunity to connect with businesses and industry professionals, explore career pathways, and begin building professional relationships. The event will expose students to a variety of careers and help them understand the skills, education, credentials, and experiences required for different occupations. By creating an event with a strong regional focus, the BAC can connect students with employers beyond their immediate school or community and expand access to career opportunities across Erie, Huron, Ottawa, and Sandusky counties.

The BAC will also create and implement a regional scope and sequence for purposeful event design. This will establish a coordinated progression of career experiences by grade level, ensuring that students receive the right type of exposure at the right time. Rather than offering isolated career events, the BAC will intentionally connect experiences such as career showcases, employer visits, Student Career Camps, job shadows, internships, pre-apprenticeships, and other WBL opportunities. This progression will allow students to move from learning about careers, to exploring careers, to gaining hands-on experience, and ultimately to applying their skills in authentic workplace settings.

The implementation of a Senior Leadership regional event will provide students with additional opportunities to engage directly with business and community leaders. This experience will focus on leadership development, professional skills, networking, and understanding workplace expectations.

Students will have opportunities to interact with leaders from a variety of industries, learn about career pathways and professional expectations, and develop skills such as communication, collaboration, problem-solving, decision-making, and professionalism. These connections can also create pathways to future job shadows, internships, mentorships, and employment opportunities.

Together, these action steps will help the BAC increase both the quality and quantity of Work-Based Learning experiences available to students. The regional scope and sequence will help schools and Career Coaches intentionally identify the next appropriate experience for each student, while LAUNCH and the Senior Leadership event will expand opportunities for employer engagement and professional networking. The BAC will continue to build partnerships with local businesses and use student interests, YouScience data, labor market information, and employer feedback to connect students with experiences that align with their strengths and regional workforce needs. Through this coordinated approach, students will have a clearer pathway from career awareness → career exploration → skill development → work-based learning → postsecondary education, training, or employment.

For the 2026–27 school year, the BAC will:

- **Increase Student Career Camps:** Host a minimum of four Student Career Camps in each county, connecting students directly with employers through hands-on, career-focused activities.
- **Expand Pre-Apprenticeships:** Increase high school programming aligned with approved NPESC pre-apprenticeships in Hospitality, Healthcare, IT, and Finance, providing structured opportunities to develop industry-relevant skills.
- **Strengthen Middle School Career Exploration:** Develop experiences that introduce middle school students to local employers, career clusters, and high-demand occupations through interactive and hands-on activities.
- **Build a Regional Internship Network:** Establish a collaborative network of schools, employers, and community partners to increase access to high-quality internships, including paid opportunities supported through SOCHE.
- **Continue to host Regional Career Events:** Coordinate major events such as THINK Manufacturing Day, Career Showcases, Lead & Innovate Day, and Job Fairs, with at least two events hosted in each county.
- **Expand Career Academies:** Operate the Skilled Trades Academy, Healthcare Academy, and new Hospitality/Tourism Academy at the Workforce Hub in Ottawa County while exploring opportunities to replicate successful academy models throughout the region.
- **Create a Student Voice:** Establish a Career Exploration Student Ambassadors focus group with two juniors and two seniors from each regional high school to provide feedback, strengthen leadership skills, and help shape future BAC programming.
- **Expand Employer Participation:** Provide county-level informational sessions and support to help businesses understand how they can offer internships, job shadows, pre-apprenticeships, and other work-based learning experiences.
- **Align Experiences to Student Strengths:** Use YouScience aptitude and interest data to intentionally connect students with career experiences that reflect their strengths and interests while aligning with high-demand occupations.
- **Expand Summer Work-Based Learning:** Build on successful programs such as Summer on the Bay and expand or replicate the model across the NPESC region to provide additional summer internship opportunities.

Together, these strategies will expand access to meaningful work-based learning and strengthen connections among students, educators, employers, and community partners. By combining career exploration, internships, pre-apprenticeships, academies, and employer engagement, the BAC will help students progress from awareness and exposure to authentic experience, skill development, and successful transitions into our local workforce.

List all school districts and the number of students that will benefit from this initiative?

All BAC member school districts across Erie, Huron, Ottawa, and Sandusky Counties will be eligible to participate in the full range of career readiness and Work-Based Learning opportunities offered through the initiative. With approximately 28,000 students across the four-county region, including more than 8,500 students in grades 9–12, the BAC has the potential to impact more than 8,500 high school students through expanded Career Academies, pre-apprenticeships, internships, Student Career Camps, LAUNCH, regional career events, and other work-based learning experiences. The development of a regional scope and sequence will ensure that opportunities are intentionally aligned to students' grade levels, interests, aptitudes, and career readiness needs rather than being isolated experiences.

The BAC will also expand career exploration opportunities for middle school students, providing earlier exposure to employers, career clusters, and high-demand occupations. Through increased employer participation, the Regional Collaborative Internship Network, expansion of the Summer on the Bay model, and continued development of Academies and pre-apprenticeships, the initiative will provide students throughout the region with greater access to authentic experiences that build technical and professional skills. By making these opportunities available to every BAC member district, the council will create a more equitable and coordinated regional pathway from career awareness and exploration to skill development, work-based learning, and successful transition into postsecondary education, training, or employment.

List all businesses and industries that will be involved.

The BAC will engage a diverse network of businesses and organizations representing the region's major economic sectors, including healthcare, advanced manufacturing, construction, financial services, insurance, robotics and automation, food production, plastics, hospitality and tourism, information technology, transportation, public safety, and STEM-related industries. Key business and industry partners include:

- **Healthcare & Human Services:** Promedica Hospital, Sandusky County Community Health Center, Firelands Medical Center, Providence Care Center, Magruder Hospital, Ottawa County Health Department, Fisher-Titus Medical Center
- **Advanced Manufacturing & Engineering:** Motion Controls Robotics, Freudenberg NOK, C Nelson Manufacturing, Humanetics, GFC, Amcor, Autokiniton, BMG, Crown Battery, Standard Technologies, Style Crest, Uniloy, Whirlpool, Crescent Manufacturing Company, Bellevue Manufacturing, Thomas Steel, Inc., Materion
- **Construction & Skilled Trades:** Mosser Construction, Damschroder Roofing, Norwalk Concrete, Hohler Sheet Metal & Furnace, Kenneth Myers Construction, Alvada Construction, Carmeuse N.A.
- **Finance, Insurance & Business Services:** UIS Insurance, Croghan Colonial Bank, Fremont Federal Credit Union, Genoa Bank, LogistiQs, Nesco Resource

- **Food, Agriculture & Production:** Green Bay Packaging, Sunrise Cooperative (Ballville Branch & Office), New Horizons Bakery, Berry Plastics, Kraft-Heinz
- **Hospitality, Tourism & Recreation:** Cedar Point, Catawba Island Club, The Arts Garage, Erie County Shores & Islands
- **Technology, Energy & STEM:** Davis-Besse Vistra, AppleGreen Sound Solutions of Ohio, Amplex, Materion, Motion Controls Robotics
- **Transportation, Public Safety & Community Services:** Ohio State Highway Patrol, Franklin Sanitation, OE Meyer

These partnerships provide the BAC with broad representation from regional employers and create opportunities for career exploration, internships, pre-apprenticeships, job shadows, career academies, mentorships, industry projects, and other work-based learning experiences. The BAC will continue expanding this network to include additional employers in high-demand and emerging industries, ensuring that business participation reflects both current and future workforce needs across Erie, Huron, Ottawa, and Sandusky counties. For a complete partner list: North Point Business Advisory Council Partnerships

What role does business play in planning and implementation?

Businesses are essential partners in the planning, implementation, and continuous improvement of Exposure Pipeline experiences, ensuring that opportunities reflect authentic workplace expectations and current workforce needs. Their roles include:

- **Planning & Program Design:** Collaborate with the BAC and schools to identify high-demand career pathways, shape event agendas, and ensure programming reflects current and emerging industry needs.
- **Hosting Career Experiences:** Open facilities for tours, demonstrations, hands-on activities, Career Camps, Boot Camps, job shadows, and other student experiences that provide firsthand exposure to the workplace.
- **Providing Mentors & Industry Experts:** Engage employees as mentors, presenters, panelists, and career ambassadors who share real-world experiences, career pathways, and workplace expectations.
- **Supporting Work-Based Learning:** Provide internships, pre-apprenticeships, job shadows, projects, and other experiences that allow students to apply classroom learning in authentic work environments.
- **Providing Resources & Expertise:** Contribute sponsorships, equipment, materials, technology, facilities, and employee expertise to strengthen the quality and reach of career-connected learning opportunities.
- **Building the Talent Pipeline:** Identify promising students and connect them to internships, pre-apprenticeships, career pathways, and potential employment opportunities, creating stronger transitions from education to the workforce.
- **Providing Ongoing Feedback:** Share input on student preparation, skill development, program effectiveness, and emerging workforce needs so the BAC can continuously improve its programming.

By serving as active partners rather than simply participants, businesses help ensure that Exposure Pipeline experiences are relevant, engaging, industry-informed, and aligned with both student interests and the evolving workforce demands of the region.

<u>Initiative 2:</u> COORDINATE EXPERIENCES: Purposefully include STEM initiatives in our BAC work

Action Step

- Intentionally infuse STEM into BAC initiatives, partnerships and events

Describe in detail how the business advisory council plans to increase Work-Based Learning for students.

The BAC's plan to increase Work-Based Learning (WBL) through its STEM initiative is to intentionally embed STEM experiences into existing BAC programs, partnerships, and regional events. The goal is to move beyond simply introducing students to STEM careers and provide authentic opportunities for students to interact with STEM professionals, apply technical skills, solve real-world problems, and experience STEM workplaces. Business and industry partners will play a central role in designing and delivering these experiences, helping ensure that students are exposed to current technologies, workplace expectations, and high-demand STEM career pathways.

The BAC will intentionally infuse STEM into existing Work-Based Learning opportunities, including Student Career Camps, Career Academies, internships, pre-apprenticeships, job shadows, career showcases, and regional career events. STEM employers will provide workplace tours, guest speakers, mentors, industry projects, demonstrations, and hands-on activities that allow students to connect classroom learning to authentic workplace applications. These experiences will be intentionally sequenced so students can progress from early career awareness and exploration to deeper engagement, skill development, and hands-on workplace experiences.

As the Northeast Ohio Regional STEM Hub, NPESC will strengthen these opportunities by engaging the Ohio STEM Learning Network (OSLN), Battelle, and other STEM leaders in BAC initiatives, professional learning, AI-focused events, and industry-connected projects. These partners will help identify emerging technologies and workforce needs while providing educators and students with exposure to authentic STEM challenges. Through problem-based learning and industry-connected projects, students will have opportunities to develop technical skills alongside essential professional skills such as critical thinking, collaboration, communication, creativity, and problem-solving.

The BAC will also use industry feedback and regional workforce data to identify STEM occupations where additional Work-Based Learning opportunities are needed. Employer partners will help identify the technical skills, credentials, and professional competencies students need to enter STEM-related careers. This information will guide the development of internships, pre-apprenticeships, Academy opportunities, and other WBL experiences while helping schools connect students to STEM careers that align with both their interests and regional workforce demand.

Finally, the BAC will expand access to STEM-related Work-Based Learning by strengthening its regional business network and internship partnerships. The Regional Collaborative Internship Network and

expansion of the Summer on the Bay internship model will provide additional opportunities for students to gain authentic experience with STEM employers. By intentionally incorporating STEM into BAC initiatives, partnerships, and events, the council will increase the number and quality of WBL experiences available to students and create a stronger pathway from STEM career awareness → exploration → skill development → authentic workplace experience → postsecondary education, training, and employment.

List all school districts and the number of students that will benefit from this initiative?

All 26 NPESC member school districts will be eligible to participate in the initiative, providing students across Erie, Huron, Ottawa, and Sandusky counties with access to expanded Work-Based Learning opportunities, purposeful STEM initiatives, career exploration experiences, and meaningful connections with regional employers. The STEM initiative will be intentionally integrated across BAC programs, partnerships, and events, creating a potential reach of approximately 28,000 students across the four-county region, including 8,500+ students in grades 9–12. The initiative will also intentionally engage middle school students through STEM-focused career exploration, providing earlier exposure to STEM careers, technologies, and employers.

Through a regional scope and sequence for purposeful event design and the implementation of a regional Senior Leadership Event, the BAC will create a coordinated progression of developmentally appropriate career experiences throughout the K–12 continuum. These efforts will help students connect their education, interests, aptitudes, and skills to in-demand careers while strengthening partnerships among schools, businesses, higher education, and community organizations across the region.

Total school districts served: 26
Students benefiting: All students within the 26-district NPESC/BAC region

List all businesses and industries that will be involved.

This initiative will give opportunities to businesses and industry partners from across the four-county BAC region, representing the diverse career pathways and in-demand occupations available to students. Key industries that the BAC will include are; manufacturing, healthcare, education, business and professional services, finance, hospitality and tourism, transportation, energy, construction, agriculture, government, and nonprofit/community services. Specific business and industry partners include:

Manufacturing: Bettcher Industries, Borgers Ohio Inc., C. Nelson Manufacturing, Campbell's/Pepperidge Farms, Fenner Dunlop, Freudenberg NOK, Iron Workers Local 55, Lakeside Book Company, LEWCO Inc., Mack Iron Works, Martin Marietta, Materion, Mosser Construction, Motion Controls Robotics, Northern Manufacturing, Norwalk Concrete, PPG, Port Clinton Manufacturing, R & D Equipment, Rhetech Colors, Tip Products, US Gypsum, US Tsubaki, and Whirlpool Corporation.

Healthcare: Firelands Regional Medical Center, Fisher Titus Medical Center, Lisa Wilson Acupuncture, Luther Home of Mercy, Magruder Hospital, Nissha Medical, NOMS, Ottawa County Health Department, ProMedica Memorial Hospital, Riverview Nursing Home, and The Bellevue Hospital.

Business, Professional Services & Workforce: BCS Consulting & Services, Cardinal Staffing, Corporate Compass Training, Davis-Besse Nuclear Power Station, Energy Harbor, Erie Blacktop, Erie County Economic Development Corporation, Erie County Commissioners, Erie County HR Association, Erie County Regional Planning, Erie Environmental, Erie Restoration, Genoa Retirement Center, Happy Days Boating, Hermes Parker Concrete, Hohler Sheet Metal, Hoty Enterprises, Humanetics, Lucky Farmers, Ottawa County Engineers, Ottawa County Job & Family Services, Ottawa County Sanitary Engineering, Perkins Township, Port Clinton Auto Repair, Sandusky County Job & Family Services, Sandusky Library, Schlessman Seed Company, South Shore Marine, Thorsports, and Wheeling & Lake Erie Railway.

Finance: Civista Bank, Croghan Colonial Bank, Genoa Bank, and Payne Nickles & Co.

Hospitality & Tourism: Bay Point & Marina, Catawba Island Club, Cedar Point, Chef's Garden, Cleats Club Seat Grill, Eaglepoint Express, Hampton Inn & Suites Port Clinton, Lake Erie Shores & Islands, Lakeside Chautauqua, Liberty Aviation Museum, and Erie-Ottawa International Airport.

Education: BGSU Center to Advance Manufacturing, BGSU Firelands, EHOVE Career Center, Penta Career Center, Terra State Community College, Vanguard-Sentinel Career & Technology Center, North Point Educational Service Center, and the region's participating school districts.

Nonprofit, Community & Economic Development: 200th Red Horse Squadron, Erie County Chamber of Commerce, Erie County Community Foundation, Family Advocacy Center, Future Plans Ohio, GLCAP, Goodwill Industries of Erie, Huron & Ottawa Counties, Huron City Community Foundation, Huron County Growth Partnership, N2Y, North Coast Young Professionals, Ottawa County Community Foundation, Ottawa County Improvement Corporation, Sandusky County Economic Development Corporation, Sandusky County Chamber of Commerce, South Central Chamber of Commerce, and United Way of Erie County.

These partners will provide career awareness, workplace exposure, hands-on learning, STEM experiences, mentoring, industry expertise, facility tours, career speakers, and opportunities for students to understand the skills and credentials required for in-demand occupations. Their involvement will be coordinated through the BAC's regional scope and sequence so that work-based learning experiences build progressively from career exploration to meaningful preparation for postsecondary education and employment.

What role does business play in planning and implementation?

The BAC will intentionally engage business and industry partners in the planning, design, and implementation of STEM-focused career readiness initiatives to ensure students and educators are prepared for current and emerging workforce demands. Business partners will provide firsthand insight into the technologies, technical skills, problem-solving abilities, and professional competencies required in today's STEM careers. This industry guidance will help the BAC identify opportunities to strengthen STEM programming, career pathways, work-based learning, and classroom connections across Erie, Huron, Ottawa, and Sandusky counties.

A key action step is to intentionally infuse STEM into BAC initiatives, partnerships, and events. Industry partners will contribute through Teacher Business Boot Camps, Career Academies, Student Career Camps, internships, pre-apprenticeships, career showcases, and authentic industry projects. As the Northeast Ohio Regional STEM Hub, NPESC will also engage the Ohio STEM Learning Network (OSLN), Battelle, and other STEM leaders in BAC initiatives, professional learning, AI-focused events, and discussions around emerging technologies. These partnerships will help educators understand how STEM skills are applied in the workplace and bring authentic industry challenges and applications into classroom instruction.

Business and STEM partners will also help co-develop student experiences that emphasize technical skills as well as communication, collaboration, critical thinking, creativity, problem-solving, and adaptability. Through problem-based learning, industry projects, workplace visits, mentoring, and work-based learning, students will have opportunities to apply STEM concepts to real-world challenges. Employer feedback will help the BAC identify emerging technologies and skill needs so that career experiences and educational programming remain responsive to changes in the workforce.

By intentionally incorporating STEM into the BAC's broader initiatives, business partners will have a direct role in shaping opportunities that prepare students for high-demand and emerging careers while helping educators stay current with the skills and technologies students will encounter in the workplace.

Ultimately, businesses participation ensures that STEM initiatives are connected to authentic workforce needs. Through sustained partnerships, businesses will help students see how STEM skills translate into careers, provide educators with current industry knowledge, and strengthen the region's ability to prepare a future workforce equipped for the technical and professional demands of an evolving economy.

THANK YOU to the members listed below of the Regional Business Advisory Council and/or one of the county BAC committees of Erie, Huron, Ottawa and Sandusky.

Please view our complete Partner list by clicking on this link:

North Point Business Advisory Council Partnerships

To learn more about how your school, business or organization can participate, contact Ashley Spangler, Workforce Readiness Coordinator at aspangler@npesc.org or Andrea Smith, NPESC Superintendent at asmith@npesc.org.

Do you have feedback to provide to the Business Advisory Council that may be helpful in promoting or improving our work? If so, please click the following link to submit:
https://forms.gle/VBmQA5RERQRxzyyAA

Detailed summaries about each committee's meeting dates, goals, and initiatives can be found in the NPESC Joint Annual Statement published and posted on the NPESC website by March of each year. Minutes from NPESC's BAC quarterly meetings can be found on the same website.