

NPESC BUSINESS ADVISORY COUNCIL

Joint Annual Statement



2024-25

FOR MORE INFORMATION :

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NPESC's BUSINESS ADVISORY COUNCIL

Membership

The Business Advisory Council (BAC) of the North Point Educational Service Center (NPESC) was established in the fall of 2018. The BAC's Steering Committee includes 27 leaders representing education, business and the economic sectors of each county in the NPESC service region of Erie, Huron, Ottawa and Sandusky counties. There have been no changes to the committee membership since the annual plan was submitted.

Contacts

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Meeting Dates

NPESC's BAC has met this past year on the following dates:

- March 7, 2024
- June 13, 2024
- September 18, 2024 (Annual Meeting)
- December 18, 2024

The next meeting is scheduled for March 19, 2025. NPESC's Annual BAC Plan and minutes of each meeting can be found at the following link: [NPESC BAC Information](#).

Partnering School Districts

Erie County: Edison Local, EHOVE Career Center, Huron City, Kelleys Island, Margaretta Local, Perkins Local, Sandusky Central Catholic, Sandusky City, Townsend Community, Vermilion Local

Huron County: Bellevue City, Monroeville Local, New London Local, Norwalk Catholic, Norwalk City, South Central Local, Western Reserve Local, Willard City

Ottawa County: Benton-Carroll-Salem Local, Danbury Local, Genoa Area Local, Middle Bass Island, North Bass Island, Port Clinton City, Put-in-Bay Local

Sandusky County: Bishop-Hoffman Catholic, Clyde-Green Springs Exempted Village, Fremont City, Gibsonburg Exempted Village, Lakota Local, Vanguard-Sentinel Tech Center, Woodmore Local

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 the service region of Erie, Huron, Ottawa and Sandusky Counties.

Getting the Work Done: Sub-Committee Structure

The NPESC BAC is maximizing impact by offering unique activities and initiatives organized and managed by sub-committees in each county. Each sub-committee is made up of key business leaders, school personnel, economic directors, and other community-based partners unique to each county. [Click here to access NPESC's annual plan including goals & action steps.](#)

Update on Annual Plan

All initiatives submitted in the annual plan are on track for completion. The regional BAC monitors progress using a quarterly status report which is shared and discussed at each quarterly meeting. [Click here for quarterly status report aligned to goals & action steps for 2024-25 school year.](#)

State Recognition for Exemplary BAC's

NPESC's BAC has consistently been recognized as an exemplary BAC by the state of Ohio since the inception of the awards program. In 2023, the highest level (a four star rating) was achieved. Most recently, the BAC again earned the four star rating for 2024 as well as a new *"Award of Excellence for Coordinating Career Development Experiences."* There were only three other BAC's in the state to reach this designation along with the BAC of NPESC.



RECOGNITION OF THE BAC

April 2024

NPESC's BAC received an award for Excellence at the NWOHio Successbound Spring Conference on April 26, 2024, held at Terra Community College. Andrea Smith and Ashley Spangler were invited to present information about regional BAC initiatives and how the BAC uses YouScience and PortfoliOH at this conference. Additionally, Andrea was selected to facilitate a roundtable discussion with Michelle Washington from Ohio's Department of Education & Workforce.



May 2024

Andrea Smith was invited to be part of a panel at OESCA's Spring Conference in Columbus to highlight BAC initiatives of the NPESC region.



July 2024

Multiple BAC members attended ODE's BAC Town Hall Meeting held in Columbus on July 15, 2024, to accept the four star recognition banner for the BAC. Additionally, Andrea Smith & Jeff McClellan led a breakout session to present PortfoliOH is an essential new resource and Andrea was a panelist with Montgomery Co. ESC and the Bridges to Careers Program to highlight regional BAC initiatives.



August 2024

Andrea Smith was invited to participate in a virtual meeting hosted by Ohio's DEW on August 29, 2024. Andrea, and the department's Michelle Washington, were asked to provide suggestions for the development of a solid BAC plan and strategies for collecting data.

September 2024

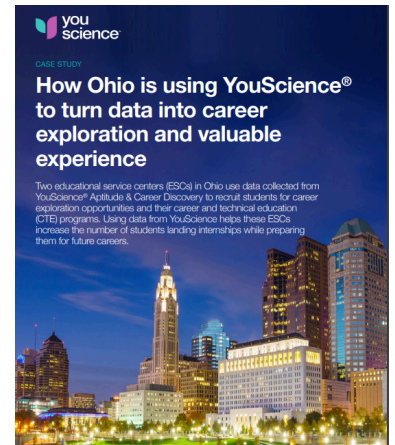
Jeff McClellan was invited to participate in a meeting hosted by Ohio's DEW on September 11, 2024, to highlight how PortfoliOH can be an essential tool for BAC initiatives.



October 2024

Andrea Smith was invited to be a co-presenter of breakout session with Shannon Cox from Montgomery ESC & YouScience Consultant, Amy Bradley, on October 15, 2024, at Ohio Excels' "Aim Hire" Conference in Columbus.

The NPESC BAC was highlighted in a **national case study report** compiled by YouScience and released in the fall of 2024. The full case study can be found [here](#).

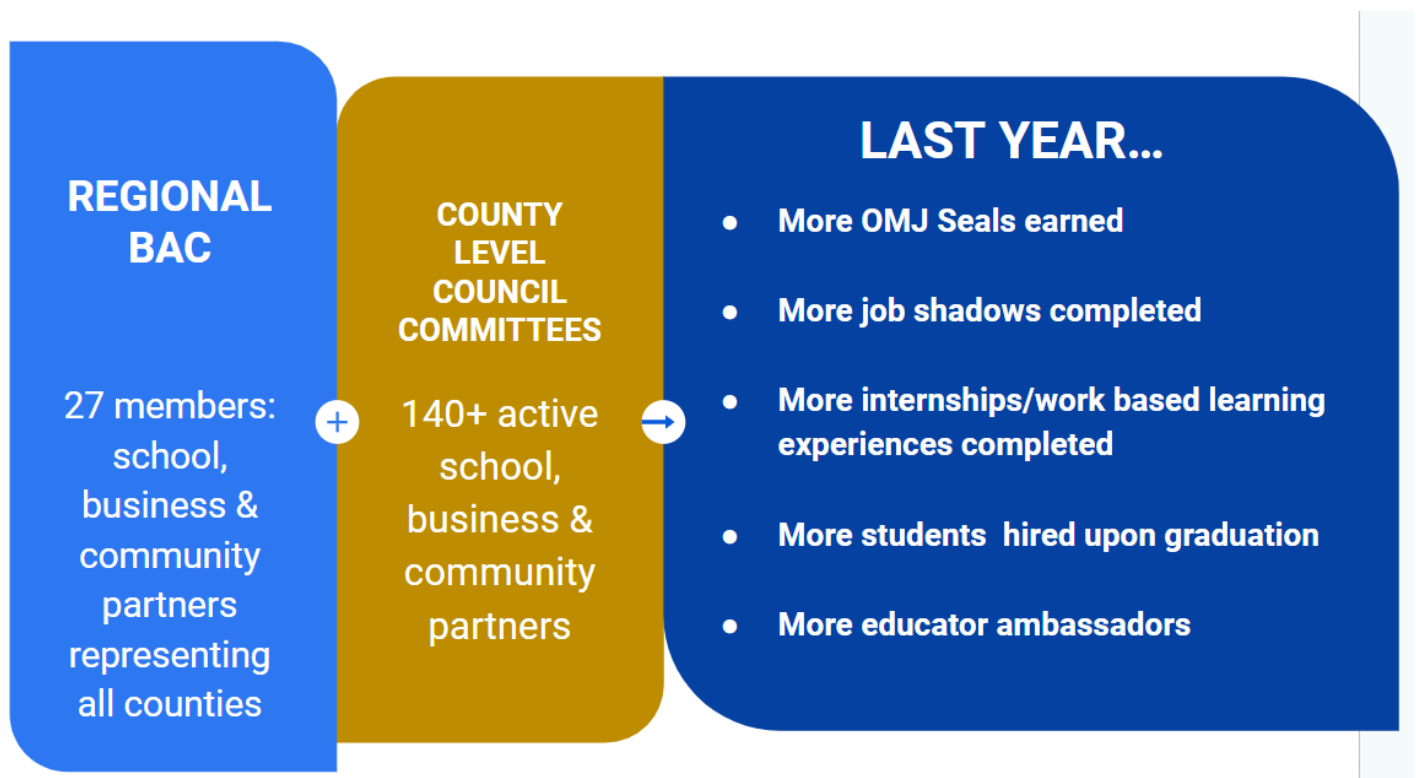


November 2024

Kayla Cross was featured in a news report by Cleveland's Channel 5 News highlighting the Huron County Teacher Business Boot Camp held in June 2024. The full news coverage can be found [here](#).



Summary of Regional BAC Accomplishments in 2024

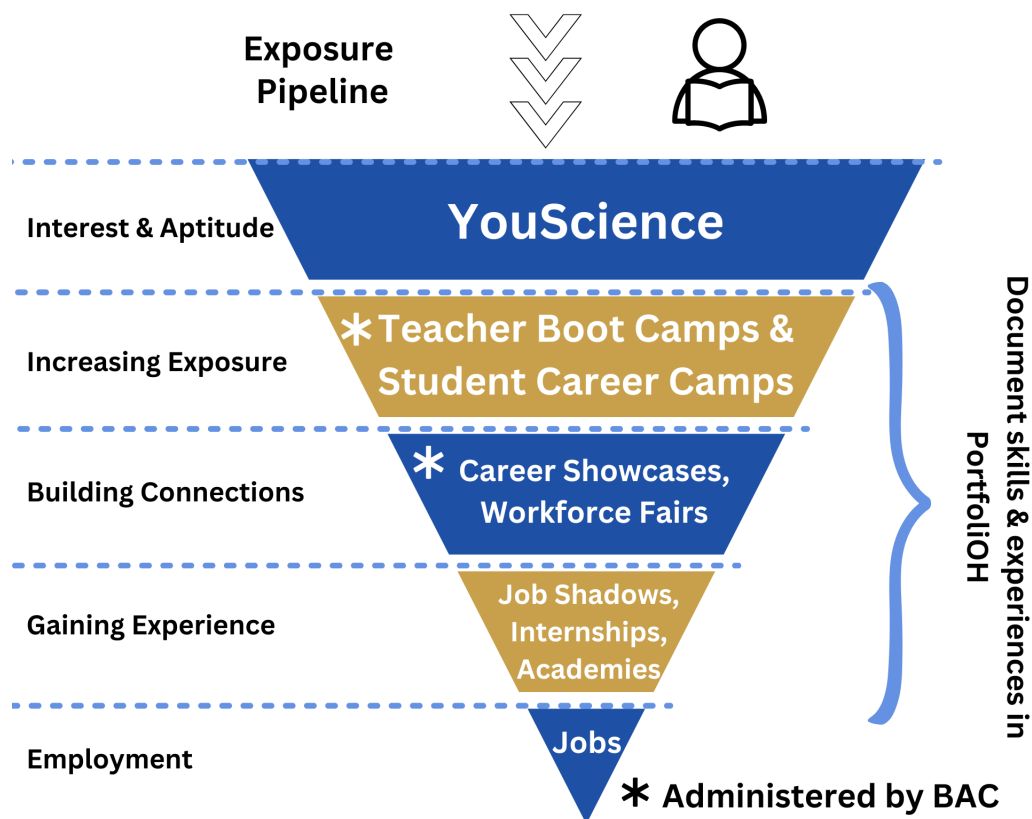


The BAC is on track to make substantial progress towards all goals included in the annual plan which included:

- *Every high school student will take the YouScience Discovery Assessment in the fall of freshman or sophomore year. The number of middle school students taking the YouScience Snapshot tool will increase during 2024-25.*
 - This goal has been accomplished.
- *All high schools in the region will implement the digital tool, PortfoliOH during the 2024-25 school year.*
 - Progress is underway towards this goal. All events and activities hosted by the BAC committees are being documented in the PortfoliOH platform. Some high schools in the region have not yet fully embraced the tool for their local events and activities.
- *The BAC will promote the expansion of additional academy and internship programs in the region modeled after several successful existing programs. Additionally, the BAC will support the expansion of new IRC programs into existing high school courses and in academy programs in the region.*
 - Progress towards this goal is underway. The Ottawa County Healthcare Academy is set to open in the fall of 2025 and several high schools are adding additional IRC options as a result of the sharing and networking in the region.
- *The BAC will continue to host professional learning opportunities for regional educators to expose them to local companies, make contacts and expand their knowledge of career pathways and local opportunities for students.*
 - The BAC's partnership with NPESC's educational consultant team is allowing for substantial progress toward this goal. Additional high quality professional learning is continuing throughout the year.
- *The BAC will continue involvement with existing partners/projects and explore new opportunities for partnerships and new BAC members.*
 - New BAC members are listed at the table at the end of this document. Several new key partnerships have been secured this year which is evidence of progress toward this goal.
- *The BAC will continue to host existing career readiness opportunities and develop new experiences for students as part of the regional exposure pipeline.*
 - The BAC is on track to exceed the action steps outlined as part of this goal submitted in the annual plan.

REGIONAL ACCOMPLISHMENTS

- In the Spring of 2024, the BAC enlisted the help of Digital Media & Technology students from Vanguard Career Center in Sandusky County to create a new recruiting video for the council. The finished project can be found [here](#). This video was pushed out on social media outlets this fall as an active recruitment campaign for the new school year. It is another tool to bring about awareness to the community about the BAC as well as explain the “return on investment” to a business for involvement in the council. This project was a win-win for both the BAC and Vanguard. The BAC did not have any costs associated with the video creation and production. Students at Vanguard were able to get relevant hands-on experience from start to finish with an actual video production.
- The regional North Point Educational Service Center (NPESC) introduced the “exposure pipeline” below last year. Each BAC school district and business used this as a guideline as they developed new programs. Helping students prepare and successfully enter the local workforce in a variety of ways as a result of the diligent efforts of the many members involved and a targeted approach being implemented.



Every school district in the North Point Region has now taken advantage of the YouScience program. Using each student's Career Aptitude & Interests, career coaches and counselors are now able to better recognize future conversations to be had with their students. The BAC encourages the assessment for every high school student to “discover themselves” and uncover their natural skills, talents, abilities and interests. Based on the YouScience data collected from each school, the BAC is increasing exposure and helping students

“explore possibilities” by hosting Student Business Career Camps aligned to the O²NET Career Clusters. The BAC is helping students “build connections and network with people and opportunities” by hosting experiences like job/workforce fairs and career showcases. Students are “gaining experience and developing skills” by participating in job shadows, academies, and internships. Additionally, the BAC encourages and supports the addition of IRC (Industry Recognized Credential) programs into new and existing high school courses. The continued IRC implementation and the introduction of pre-apprenticeships is work our BAC continues to support. Supporting these efforts increase job shadowing opportunities and internship programs.

As students navigate the pipeline, they may secure local employment or rule out certain career paths while still in high school. Those who pivot can revisit their YouScience results to explore new opportunities aligned with their strengths and re-enter the pipeline. The pipeline is meant to be a cyclical process to discover what their future might look like. Each experience, along with the development of essential soft skills, will be documented in PortfoliOH. The BAC is striving to help students envision a path for their future through the deployment of this multifaceted talent pool pipeline. PortfoliOH will help students take control of their own futures by documenting all of their valuable experiences; community service hours, work based learning hours, job shadowing experiences, student career camp experiences, internship qualities, and more. Each of these experiences will lead to accomplishing graduation seals, IRC's, and hours towards apprenticeship programs. Again, using the exposure pipeline to refer back to experiences they may or may not have enjoyed. Securing a plan and pathway for their future steps after graduation.

- The BAC is proud of several model programs and initiatives happening in the region that have resulted in students successfully entering the local workforce. Some important statistics from them reported in June 2024 include:
 - Ottawa County's Skilled Trades Academy: **24 students** were hired for full time employment upon graduation
 - Ottawa County's Healthcare Academy: **3 students** were hired for full time employment upon graduation
 - Fisher Titus' "Intro to Healthcare" Internship program: **8 students** were hired for PRN work upon completion of the program
 - Sandusky City Schools Global Internship Academy: **10 students** were hired for full time employment upon graduation
 - Perkins High Schools' Academy Experience: **4 students** were hired for employment upon completion of their internship program as part of the Academy Experience
 - Huron County's Spring Job Fair - **1 hire** was reported as a result of the job fair
 - Sandusky County's Spring Job Fair - **4 hires** were reported as a result of the job fair
- The regional BAC has been influential with the implementation of the [YouScience Discovery Career Aptitude & Interest Resource](#). The goal of having every high school implementing the YouScience resource in the four county region has been a strategy of the BAC for the past three years. For the first time ever, **all school districts in the NPESC region** are

utilizing the [YouScience](#) tool at the high school level. The regional BAC and each county committee continues to analyze students' aptitudes and interests aligned to the top 16 industry clusters and uses this data to plan programming for students.

- The slogan, "***If You Want To Be It, You Have To See It***" was adopted by the BAC and has been shared across the region into each school district last year. This slogan was an effort to promote an increase of career exploration and work-based learning opportunities throughout the region. This resulted in five successful Student Business Career Camps being piloted in the spring of 2023. In the past 12 months, a total of 15 Student Career Camps have been held across the region impacting a total of **313 students**. These Boot Camps have targeted the following in-demand industry clusters: Advanced Manufacturing, Agriculture, Computers & IT, Construction, Finance, Healthcare, and Art & Media.
- The first regional student career camp was held in May 2024 with a 5G Construction focus. It was designed and facilitated in partnership with Terra Community College and the University of Findlay. Over **250 students** from school districts across all four counties of the BAC region attended this event with a business visit to Kenneth Myers Construction to learn more about the construction side of building 5G infrastructure.
- The BAC has positively affected curriculum changes and better preparation for students to enter the workforce by promoting the need to increase the number of students earning Industry Recognized Credentials (IRC) across the region. In 2023-24, a total of **1,280 students** earned an IRC prior to graduation. **This is an increase of 434 over the 846 students** earning an IRC in the 2022-23 school year. ([Click here for data by school/county/region](#))



The BAC, in conjunction with NPESC hosted several professional development sessions and school summits to train educators and expand knowledge of IRC's during the 2023-24 school year. The RISE UP Curriculum and IRC certification were added in 5 more local districts in the past 12 months (*Margaretta, Clyde-Green Springs, Willard, Sandusky Central Catholic, and Genoa*). This is a direct response to the workforce needs in the areas of tourism and hospitality seen in our counties along Lake Erie where these career clusters are big economic drivers.

Additional IRC programs were added at local high schools during the past school year to better prepare students with technical and professional skills and address local business needs. These include: Leadership Excellence and Lean Six Sigma at both Margaretta and Sandusky Central Catholic, Leader in Me at Danbury and several technology focused IRC's: Adobe Photoshop & Illustrator at Western Reserve, IT Fundamentals at Monroeville, and

Microsoft Office at Danbury.

- Another important area of focus for the BAC has been to continue to promote the acquisition of the OhioMeansJobs (OMJ) Readiness Seal. The local BAC members unanimously agree that the seal contains the necessary essential skills students need to have to be successful after graduation. BAC members have attended regional school counselor, principal, and career coach meetings and school summits to encourage schools to incorporate the OMJ Seal into existing coursework and programs. As a result of this enhanced awareness, a total of **678 students** earned the OMJ Seal last year. This is **an increase of 320** from the previous school year.
- In June 2024, a total of **263 students** participated in an internship for the 2023-24 school year. This is **an increase of 76** over from 2022-23. Due to the changing culture in the region based on the efforts of the BAC, **this number has more than doubled** in just two years.
- Last year, **fifty-one students** had the skills necessary to directly enter the local workforce as a result of a local academy or internship program supported and encouraged by the BAC. The workforce shortage is affecting all industry sectors in the region and around the state. Employers benefit from a talent pipeline designed specifically to link students with aptitudes, interests and the prerequisite skills acquired during the work-based learning experience that are required to be successful in the workforce environment.
- The number of Career Coaches in regional districts continues to increase. The first district to hire a Career Coach was Clyde-Green Springs Exempted Village as part of their "Take Flight Program." NPESC, in partnership with the BAC, hosted a regional workshop to highlight Clyde-Green Springs' program in 2018. As a result of that experience, 11 districts initially added a position of a Career Coach into their district's plan. This number has grown to a total of **34 Career Coaches** representing **27 districts** employed in the school districts in the region for the 2024-25 school year. This is **an increase of 3 new career coaches** over last year.

In the spring of 2019, NPESC started a new Regional Career Coach Network to connect the new coaches since they work in isolation in their own individual school districts. Through the network, the Career Coaches began to meet quarterly to share ideas and resources. The network has grown and gained coaches from outside the service region as well. The membership list currently stands at 28 (**with an increase of 2 over last year**) and has evolved from quarterly to monthly meetings as a result of the request to increase the collaboration and sharing across the region and beyond. NPESC recently hired a new Workforce Readiness Coordinator for the 2023-24 school year to expand programming aligned to the BAC's plan. The new coordinator has assumed facilitation of the Career Coach Network meetings and has added additional county level and individual support and coaching sessions for the career coaches in addition to the regional meetings held each quarter.

- Hosting annual Teacher Business Boot Camps continues to be an essential focus for the BAC to help change the mindsets and expand the number of educators to be career ambassadors in the region. Four additional Teacher Business Boot Camps were held in the

NPESC footprint during the summer of 2024, bringing the total to 16 since 2019. As a result of these successful Boot Camps, a total of **303 educators and school counselors** (an increase of 64) in the region have heard directly from business leaders about the importance of helping students develop and practice soft skills. Additionally they have learned about in-demand industry sectors of our region and learned about job opportunities for our youth in our area.



The same framework has been used to provide a total of 16 very successful Boot Camps for the region to date. (Four were held in each county each of the past three years; two in 2021 for Erie and Sandusky County; and two in 2019 for Ottawa and Sandusky County). All four of the most recent 2024 Boot Camps again focused on in-demand industry sectors of the region as follows:

Erie: manufacturing, health care, hospitality and tourism

Huron: manufacturing, construction and health care

Ottawa: manufacturing, health care, hospitality and tourism, and marine trades

Sandusky: manufacturing, construction, agriculture, and health care.

- Based on the success of these camps, the BAC hosted a new 2.0 level experience in June 2024 designed for any teacher who had attended a previous camp. The 2.0 experience was a one day opportunity to allow educators to tour additional businesses for the same purposes as the 1.0 experience...to get a first-hand look into more rewarding careers available in in-demand industry sectors of the region and learn about the required skills students need for success in these companies. A total of **35 educators** participated in the new 2.0 level Boot Camps in June 2024.



- The BAC partnered with NPESC to host a [three day PBL Series Workshop](#) during the 2024-25 school year. A total of **63 educators**, who had not previously attended a PBL

training from 13 regional districts, attended and created at least one new PBL unit to use in their classroom. NPESC also hosted a [PBL Masters Series](#) where a total of **12 educators**, who were ready to take their PBL skills to the next level, from 5 regional districts, attended to share their PBL experiences in the classroom. The BAC is again partnering with NPESC to host another [PBL Foundations Series](#) for the 2025-26 school year and continue the [PBL Masters Series](#) to continue to build PBL implementation in our region.



- Because the number of high paying careers connected to STEM fields is increasing exponentially in Ohio, representing 90% of future careers, the BAC is committed to promoting STEM initiatives and programming. The BAC continues to partner with [NPESC to provide innovative and relevant professional learning for educators in the region](#). Three years ago, NPESC hired a new Technology Integration Specialist to promote a greater awareness of STEM, Computer Science, and innovative technologies such as Artificial Intelligence (AI), Augmented Reality (AR), and Virtual Reality (VR) integration into the core content and classroom.



One outcome of the new programming was the inception of new professional networks, “[InnovatED](#)” and “STEM & Tech Connect” for educators in the region. The InnovatED network was established to support and connect educators and leaders that are passionate about PBL, STEM, innovative, and student-led learning experiences in K-12 classrooms. This network allows educators to visit other school districts to see innovation in action and to collaborate and ask questions as well as visiting local businesses and resources in that area. These networks support educators and leaders

in creating opportunities for their students to prepare them for STEM careers, to innovate, participate in engineering design challenges, collaborate and apply critical thinking, problem-solve real-world issues, as well as integrate computer science, augmented and virtual reality, and AI.

In order to support these networks, educators, and students in our region, NPESC has continued to build upon its [STEM Lending Library](#) to enhance classroom instruction. The lending library consists of materials ranging from different robotics, drones, iPads, AR and VR resources, Makey Makey, as well as other STEM resources and equipment. Explore the [STEM Lending Library website](#). Recently added to the lending library are 10 Transfr VR headsets which contain Career Exploration modules, and 10 drones to introduce students to integrate computer science to fly drones, as well as explore AAM careers and options. The Transfr VR headsets are being used during the introductory lesson of each Student Career Camp and are also being borrowed and used in career exploration classes throughout the



region at no cost to any district. Currently, **over 800 students in 8 regional districts** have taken advantage of having students explore a variety of careers through the lens of virtual reality.

- The BAC partnered with NPESC to host its first STEM camp in June 2024 titled "Adventures in Natural Disasters" for students in grades 3-5, funded in part by an Ohio STEM Learning Network grant. The inaugural pilot ran for 4 half-days with **50 students** participating. Students engaged in



hands-on activities exploring earthquakes, floods, tornadoes, and other natural phenomena, while learning about related STEM careers. Local experts, including representatives from the Emergency Management Council, Health Department, Division of Wildlife, University of Toledo GLOBE program, and a local meteorologist, led interactive sessions. Building on this success, plans are underway by the BAC



and NPESC to host two separate camps titled "AgriTech Explorers" during the 2024-25 school year. These new camps will focus on Agriculture and STEM, providing students with an immersive experience exploring the intersection of agricultural technology and science

- In partnership with NPESC, the BAC continues to host Regional Career Readiness School Summits. These Summits encourage districts to develop and monitor plans for their career connections efforts. During each summit, innovative local practices are spotlighted.

In May 2024, we concluded our 2024-25 Summit series with student presentations. Individuals from Clyde, Perkins, Norwalk, and Bellevue spoke about how they figured out the "Why!". Each of these students had attended North Points student career camps, their local county career showcases, had gone through job shadows, and finished their high school careers during internships. Matthew Marino from SST2, then presented on Career Development and its impact. New to our Summits was a Regional Economic Update from Makenna Laser, from Erie County Firelands Forward.

Our agenda then moved to (5) break out sessions consisting of;

- How to Create a Career Readiness Team - Ann Todd, Western Reserve, New London, South Central
- Using PortfolioOH in the Classroom - Jeff McClellan, StartSOLE
- How to pull the correct students for Boot Camps etc. using YouScience data - Jennifer Mazza-Bork, Perkins
- What does a Career Readiness classroom curriculum look like? - Laurie Good & Katey Brown, Clyde- GS
- 9th / 10th, 11th / 12th, Professional Learning Community - Laramie Spurlock, Danbury.

Schools then concluded the summit with time for school teams to reflect upon their action plans to note accomplishments and celebrate successes. Teams also spent time looking forward and identifying key areas of focus for the 2024-25 school year.

The first School Summit of the 2024-25 school year was held on October 11, 2024. A total of **101 participants** attended from **18 member districts** (plus 4 non-member district teams attended) .

We kicked off the series with Dan Leffingwell, former Superintendent from Noble Local Schools and four star rated BAC, as our keynote presenter, “All Roads Lead to a Job”. Dan highlighted key initiatives of Noble Local’s BAC and shared student successes they have realized as a result.



Following the keynote, leaders from three local districts provided “Innovative District Practices.” These included:

- Victoria Hegstead, Danbury Local Schools: Anchoring My “E” Night
- Ann Todd, Western Reserve: Next Level of YouScience for Students
- Coral Fischer, Monroeville: District Teacher Business Visits PD Day

Also during the summit, Christine Danhoff, NPESC’s Technology Integration Specialist, presented “Bringing Technology into the Classroom.” Christine shared the components that make up her STEM Lending Library, available to all schools, and then demonstrated the benefits for students of using NPESC’s Transfr VR Career Headsets.

Participating school teams then concluded the day by spending time developing & refining their own district career exploration action plans.

On January 8th, 2025 a total of **121 participants** from **21 member districts** (plus 5 districts outside the region) attended the second regional School Summit.

It was also nice to have the following partners attend:

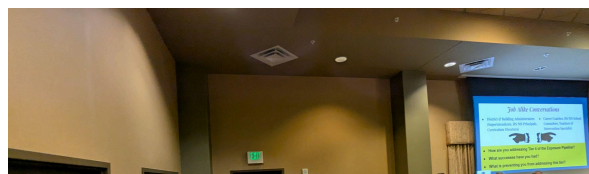
- LuAnne Cooke - NW Ohio Liaison from Lt. Governor’s Office,
- Jarvis Cole - Greater Sandusky Partnership
- Katherine Adams - Ottawa County Improvement Corporation
- Beth Hannam - Sandusky County Educational Service Center
- Kennie Searight - State Support Team 2.



The second summit kicked off with with “Innovative District Practices” including:

- Mike Miller - Port Clinton HS - WEEKLY student career tours
- Sam Weigman - Gibsonburg - Beyond Graduation (a new class added to their curriculum)
- Colleen Galloway / Tammy Anderson - Middle School Career Exploration.

Our schools then broke out into *Job Alike* groups to discuss reflective questions that were provided to

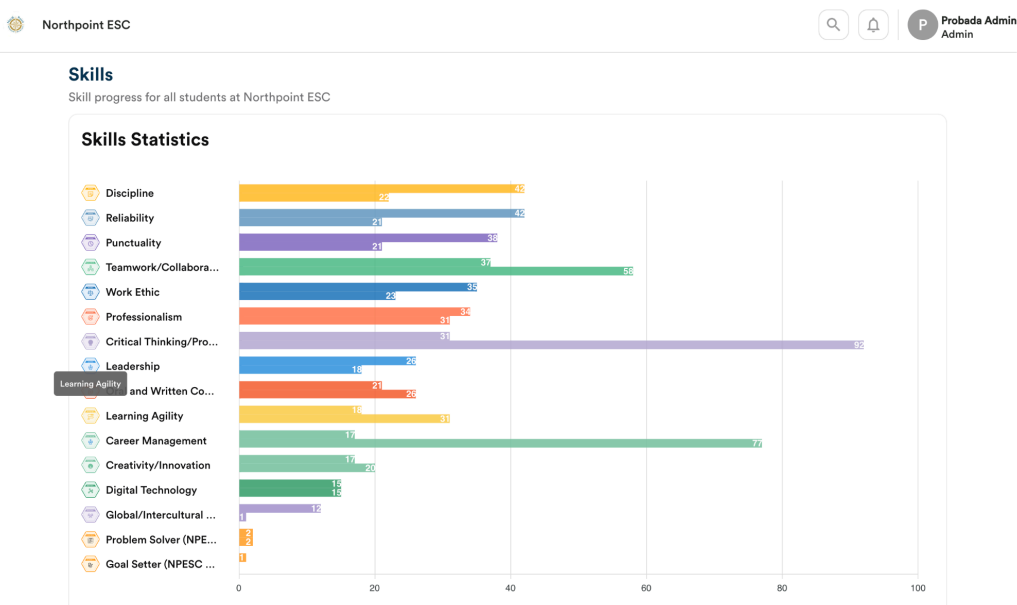
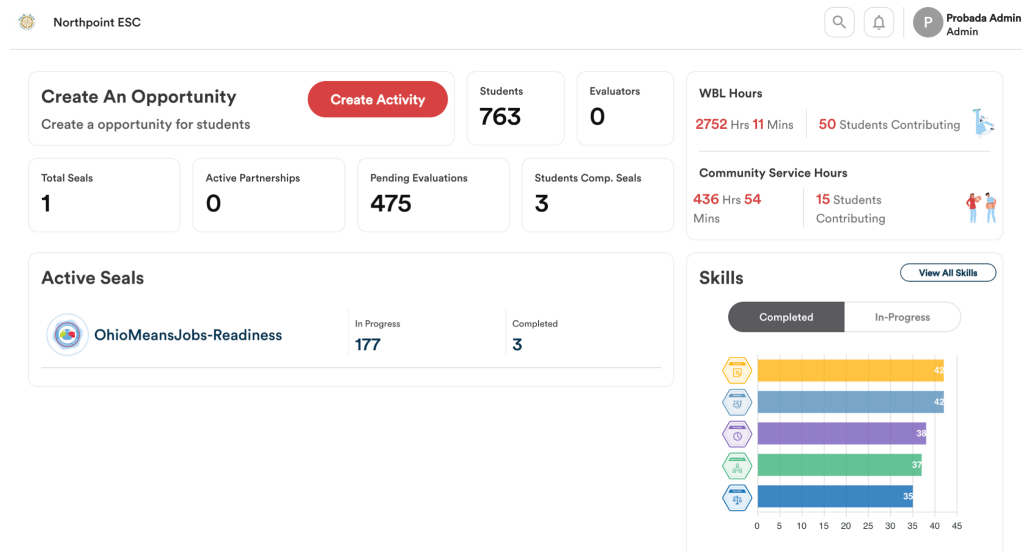


explore next steps in career development in their schools.

The summit concluded with presentations on innovative programming from;

- Kevin Czajkowski & Team ~ THE GLOBE PROGRAM
- Adriana Berger ~ Leader in Me.

The new digital tool, *PortfoliOH* continues to be an instrumental tool for the BAC. This resource enables learners, starting in 8th grade, to track and document progress in all work-based learning experiences along with their development of essential soft skills. The following screenshots demonstrate the type of data that is collected and available with PortfoliOH.



B.A.C. OF ERIE COUNTY

Membership

Administrators from all school districts in Erie County, Directors from the Greater Sandusky Partnership, and 48 community and business partners are part of the Erie County BAC. A Steering Committee of this large group has been identified made up of school superintendents (7 public, 1 parochial, 1 community and 1 joint vocational), key business leaders, and government and community-based partners. The Steering Committee has one elected chairman.



Meeting Dates (Past 12 Months):

- February 28, 2024
- March 27, 2024
- May 29, 2024
- September 25, 2024
- December 4, 2024
- January 29, 2025



ERIE COUNTY
BUSINESS ADVISORY COUNCIL

Mission Statement: Cultivating relationships and enhancing connections between the business and education communities to understand ongoing opportunities and implement support strategies.

Why Statement: To empower businesses, students, and communities so their futures can thrive together.

Specific Activities Conducted (Past 12 Months):

- All eight high schools in the county use the [YouScience Career Discovery Assessment](#) at the high school level. County level aggregated data from those reports is analyzed to plan activities to enhance exposure for students to the in-demand industry sectors.
- The fourth [Erie County Teacher Business Boot Camp](#) was held in August 2024. A total of **12 teachers** participated. The teachers toured six companies in the county representing manufacturing, healthcare and tourism. Each teacher created a culminating project to summarize their experience and shared how the information gleaned from the tours will transform their experiences with students in their classrooms. Companies visited included:



Cedar Point, Humanetics, Firelands Medical Center, Kalahari Resorts, OE Meyer Co. and Freudenberg-NOK. Over **2,500+ students** across the region will be impacted by the event this year.

- The first Erie County Teacher Business Boot Camp 2.0 experience was piloted in June 2024. Those who participated in the week-long 1.0 experience in previous years were offered this day-long 2.0 experience. **Six educators** were selected to tour two businesses in the county representing law enforcement and human services. The organizations visited include: Erie County Department of Job & Family Services and Erie County Sheriff's Office.



- In the spring of 2024, four Student Career Camps were held featuring Advanced Manufacturing, Hospitality & Tourism, and Healthcare career fields. **Forty-five students** participated between two Advanced Manufacturing boot camps and visited OE Meyer Industries, Norwalk Concrete Industries, Humanetics, and General Fabrications Corporation. Similarly, **fifty-five students** participated in the Healthcare boot camp and visited Firelands Health and Providence Care Centers. **Eighteen female high school students** participated in a special "Females in Trades" Day highlighting Hohler Sheet Metal & Furnace, Franklin Sanitation, and OE Meyer. The final boot camp of the school year enabled **sixteen students** to gain knowledge in the hospitality and tourism space. They received an overview of the BGSU RAAM program, and toured Shores & Islands Ohio, Sandusky Yacht Club, and Kalahari Resorts.



In October 2024, a Health Sciences Student Boot Camp was held. Over **thirty** students toured Firelands Health and Providence Care Centers for Health Science exposure. Additionally, **twenty-five students** toured Humanetics and Freudenberg-NOK in the recent Advanced Manufacturing student boot camp.



- BAC meetings every other month have been held at companies throughout Erie County. After the meeting, school personnel take a tour of the company and learn about the skill sets required for students and career advancement opportunities that exist within the company. Some of the business/organization host sites in the past twelve months have included Vacationland Federal Credit Union, Firelands Health, and Bowling Green State University's Resort and

Attraction Management School in downtown Sandusky.

- Huron County Growth Partnership, Greater Sandusky Partnership, BGSU Firelands, the Regional Incubator for Entrepreneurship and Sustainability (RISE) program, and North Point Educational Service Center, brought the first ever Regional Youth Pitch Challenge to Huron and Erie county students in 2023. The event was so successful, it was held again in 2024. Over the two years of the event being held, **26 students** have been inspired by area entrepreneurs, developed and presented their business pitch, and developed needed soft skills like public speaking, teamwork, problem solving and more. The curriculum for the Youth Pitch Challenge was developed by Young Entrepreneurs' Institute which equips teachers with a 5 week lesson plan in order to implement the Pitch Challenge into their classroom. On the event day, students are chosen by local business owner judges to win cash prizes based on their creativity, quality of the pitch and idea, and persuasiveness. Watch the coverage of the [2023 Pitch Challenge here](#). The next RISE Youth Pitch Challenge is scheduled for March 6th, 2025, with **18 students** who will participate.
- In order to continue building career pipelines and connecting our students to local employment opportunities, the Greater Sandusky Partnership applied and received grant funding to implement the Good Jobs Challenge and WorkAdvance model with current high school students in Huron and Erie counties. This grant funding allows for up to **35 students** in both counties to complete a Certified Manufacturing Associates (an Industry Recognized Credential) through Reach Success and Lorain County Community College, be placed in a local manufacturer, and have a career coach throughout the training and their first year of employment through the GSP Employer Retention Program (ERP). While this grant funding is for the manufacturing sector, our goal is that the success of the Good Jobs Challenge with the manufacturing pipeline will lead to even more funding so that we can apply the model to any industry. The grant builds upon much of the work done through the Business Advisory Council, as the model for us looks like: YouScience results > Student Bootcamps > Career Coach, Career Readiness Training and Free Industry Recognized Credentials > Local Job Placement. In January 2025, the third cohort of students kicked off with **20 participants** from Sandusky High School in Erie County who are completing online and in-person training at Sandusky's high school and once finished, will be placed in an employer with access to the career coach who is currently guiding them through the credential and career readiness training.

B.A.C. of HURON COUNTY

Membership

Administrators from all school districts in Huron County (7 public, 1 parochial and 1 Joint Vocational), directors from Huron County Growth Partnership, leaders from Firelands Forward, and many community and business partners are part of the Huron County BAC. The council has two co-chairpersons. The fiscal agent for this sub-committee is the Huron County Growth Partnership.



Meeting Dates (Past 12 Months):

- March 8, 2024
- May 17, 2024
- September 20, 2024
- November 15, 2024
- January 17, 2025
- March 14, 2025

The mission of the Huron County Business Advisory Council is to engage the business and education communities to understand and support the educational and employment needs within our county, while partnering with local and regional governmental entities and community leaders to ignite students to develop better futures for themselves and their communities.

Specific Activities Conducted (Past 12 Months):

- All school districts in the county use the [YouScience Career Discovery Assessment](#) at the high school level. County level aggregated data from those reports is analyzed to plan activities to enhance exposure for students to the in-demand industry sectors.
- BAC meetings are held at companies throughout Huron County. After the meeting, school personnel take a tour of the company and learn about the skill sets required for students and career advancement opportunities that exist within the company. Some of the businesses that have hosted meetings in the past twelve months include Norwalk Fire Station, Pepperidge Farms, Star of the West Milling, Mini Main Street of Monroeville and Norwalk Concrete Industries.



- The third Huron County Teacher Business Boot Camp was held in June 2024. A total of **9 teachers** participated. The teachers toured six companies in the county representing manufacturing, construction, healthcare and tourism. Each teacher created a culminating project to summarize their experience and shared how the information gleaned from the tours will transform their experiences with students in their classrooms. Companies visited included: Janotta & Herner, Berry Global, Sunrise Cooperative, Fisher-Titus, Pepperidge Farms, and Firelands Electric Cooperative. One of the teacher participants, Krystal Kelly from New London High School was featured in a news report by Cleveland's Channel 5 News highlighting the Huron County Teacher Business Boot Camp held in June 2024. The full news coverage can be found [here](#).



- The first Huron County Teacher Business Boot Camp 2.0 experience was piloted in June 2024. Those who participated in the week-long 1.0 experience in previous years were offered this day-long 2.0 experience. **8 educators** were selected to tour two businesses in the county representing law enforcement and logistics and distribution. The organizations visited included Huron County Sheriff's Office and Ploger Transportation.



- A spring job fair was hosted on April 30, 2024, at Norwalk High School for the BAC. A total of **58 students** from 6 districts (Norwalk, Monroeville, New London, South Central, St. Paul, and Western Reserve) participated with **30 employers**. These included: Berry Global; Borgers Ohio, Inc.; Clear Minds Coaching & Counseling, LLC; CLI, Incorporated; Custom Metal Works, Inc.; Dan-Mar Co.; Don Tester Ford Lincoln; Fisher-Titus Medical Center; Fisher's Transmission Center, Inc.; Fremont Fire Department; Gaymont Care & Rehabilitation; Goodwill Industries; Janotta & Herner; Lakeside Book Company; Maple City Ice Co.; Miller Landscape & Garden; MTD Products, Inc.; New Horizons Baking Company; Norwalk Concrete Industries; Norwalk Fire Department; Norwalk Parks & Recreation; Ohio



Department of Transportation; Pepperidge Farm at Campbell's; Routh Packing; Schlessman Seed Company; and Windsor Mold Group.

- Huron County BAC launched a new career exposure activity for high school students called a Student Business Career Camp. Huron County has hosted four career camps so far in the 2024-25 school year. The career clusters targeted for Huron County's four Boot Camps were Advanced Manufacturing, Public Administration and Local Government, and Computers & IT. These focuses were chosen directly from the [*YouScience*](#) data. During the Advanced Manufacturing Camps, **40 students** visited MAGNET in Cleveland, Ohio. The Computers & IT Camp included **33 students** who visited SC Strategic Solutions and Fisher-Titus' IT Department. The Public Administration and Local Government Camp included **16 students** who visited the Huron County Courthouse and participated in a mock city council activity.



- The "[Intro to Health Careers Program](#)" is another new internship program from the region (Huron County). One of the very active BAC business members, Fisher-Titus Medical Center, developed this work based learning/internship program. **Eight students** from Huron County school districts participated in this paid work-based learning experience during the 2023-24 school year. In the *Intro to Health Careers Program*, students worked, shadowed, and learned for up to 16 hours a week. The first two weeks of the program consisted of orientation and training of the soft skills most needed in the various roles. During

the next two months of the program, students rotated in the areas of interest and worked in each area for at least one shift. Students then reflected on their time in each role to determine their likes and dislikes and had the option to choose one area to focus in for the rest of the program.

Throughout the program, "lunch and learns" with various Fisher-Titus employees were held to allow the students to ask questions about the different employees' journeys in healthcare. These sessions, along with formal development sessions around work etiquette, resume building, and interview preparation, helped prepare the students for the next steps in their lives. Out of the ten participating students, five are employed at Fisher-Titus as PRN status and working as their schedule allows. The other five students who participated in the first year of the internship program enrolled in college programs to pursue a degree in a health-related field.

- Huron County Growth Partnership, Greater Sandusky Partnership, BGSU Firelands, the Regional Incubator for Entrepreneurship and Sustainability (RISE) program, and North Point Educational Service Center, brought the first ever Regional Youth Pitch Challenge to Huron and Erie county students in 2023. The event was so successful, it was held again in 2024.

Over the two years of the event being held, **26 students** have been inspired by area entrepreneurs, developed and presented their business pitch, and developed needed soft skills like public speaking, teamwork, problem solving and more. The curriculum for the Youth Pitch Challenge was developed by Young Entrepreneurs' Institute which equips teachers with a 5 week lesson plan in order to implement the Pitch Challenge into their classroom. On the event day, students are chosen by local business owner judges to win cash prizes based on their creativity, quality of the pitch and idea, and persuasiveness. Watch the coverage of the [2023 Pitch Challenge here](#). The next RISE Youth Pitch Challenge is scheduled for March 6th, 2025, with **18 students** who will participate.



- The Huron County BAC introduced a new initiative, Parent Newsletters, in 2024 as a way to reach those who have the most influence on where and how their child starts their careers - the parents. These newsletters, seen below, feature a local graduate who has stayed in this area and works for a local business in a lesser chosen field along with data about that career. This data includes the pay, trajectory and more. So far, the newsletters have focused on Manufacturing, Healthcare, and Computers & IT. Once the file is created, the Huron County school districts have agreed to send them out to their parent email lists and post on social media.

HURON COUNTY CAREERS: MANUFACTURING NEWSLETTER

Did You Know?

All Huron County schools conduct a career discovery assessment called YouScience. This program provides in-depth results to students & teachers focusing on what your child's natural aptitudes are. In Huron County alone, 545 students have a natural aptitude for Advanced Manufacturing, yet only 47% of those students have an interest for it. The Huron County BAC is looking to change that by showcasing local careers through business tours and deep dives into the many kinds of jobs available in manufacturing. The YouScience assessment also paves the way for students to participate in work-based learning, meaning they can work & make money while in school (depending on their graduation credits).

Interested in viewing your child's YouScience results? Contact their career coach!

49+

Entry Level Manufacturing Jobs Open in Huron County, Ohio

\$31

Average Hourly Wage for Manufacturing Jobs in Ohio (as of Dec. 2023)

86

Companies in Huron County, Ohio to Choose From



Scan here for training opportunities & open job postings!



Huron County BAC

The Huron County Business Advisory Council is a group of school & business leaders who meet bi-monthly in an effort to understand educational and employment needs within our county, while partnering with local organizations to ignite students to develop better futures for themselves and their communities.



Ethan S.
NHS Graduate
Norwalk Concrete Industries

In high school, I worked as a lifeguard and never thought I would work in a shop like this. My plan was to go to college but it was a big risk for me, so I started here and now I love it, especially getting to work with my hands everyday. Since starting, I've moved between areas and have been given more responsibility. They've also allowed me to take Engineering & Math classes to start working my way up. Manufacturing provides me with flexibility and a great work-life balance.

HURON COUNTY CAREERS NEWSLETTER: COMPUTERS & IT

Xavier T.

Bellevue HS Graduate
Technology Specialist, Bellevue Middle School



“I worked a few non-tech jobs following graduation to help pay for college and decided at 20 that I was done with customer service and began looking for a tech job to utilize the skills and passion I had for technology. My favorite part of the IT field is how things change and evolve, there's always new technology and ways of doing things to supplement or entirely replace old tech and processes. This job also provides a great work-life balance and I am able to enjoy hobbies & other interests once I get home every day.”

\$24

Average Hourly Wage for Entry Level IT Jobs in Ohio

60%

of the US & Canadian population works in the IT Industry

4,300

Technology Businesses in Northeast Ohio



Huron County Business Advisory Council

The Huron County Business Advisory Council (BAC) unites school and business leaders to address local educational and employment needs and inspire students to build better futures.

DID YOU KNOW?

All Huron County schools use the YouScience assessment to identify students' natural aptitudes and connect them to career opportunities while in school.

Interested in viewing your child's YouScience results? Contact their counselor or career coach!

B.A.C. OF OTTAWA COUNTY

Membership

The Ottawa County Business Advisory Council (BAC) was established in the summer of 2014 as a means for business leaders and K-12 educational leaders to partner together to understand and support employment needs within Ottawa County. The council became a sub-committee of NPESC's BAC in 2018. Members of the Ottawa County BAC consist of representatives from education (superintendents and principals), business leaders for Ottawa County's leading industry sectors and local community partners like the Ottawa County Improvement Corporation (OCIC), Ottawa County Community Foundation, and Firelands Forward.

The council has elected officers (President, Vice President, Treasurer and Secretary). The Ottawa County Improvement Corporation is the fiscal agent for this council. Visit <https://ocic.org/ocbac/> for more information on the Ottawa County BAC.



The mission of the Ottawa County Business Advisory Council is to engage the business and education communities to understand and support the educational and employment needs within Ottawa County

Meeting Dates (Past 12 Months):

- April 5, 2024
- June 7, 2024
- September 6, 2024
- October 4, 2024
- December 6, 2024
- January 27, 2025



Specific Activities Conducted (Past 12 Months):

- A program that continues to help and successfully prepares students to enter the workforce is the [Skilled Trades Academy of Ottawa County](#). Last year, a total of **25 students** graduated from the Academy ([an increase of 10 from the previous year](#)) and all passed three of the four MSSC CPT modules the first time, which is rare. All students also earned the Yamaha Outboard motors certification, forklift certification, OSHA 10 training and CPR/Basic First Aid. Additionally, **24 students** directly entered the workforce upon graduation as a direct result of the training and preparation



they received in the Skilled Trades Academy. For the 2024-25 school year, there are **28 students** enrolled in the STA academy which is the largest number since the academy has been in existence.

- Another student academy program developed by the BAC is based on the same model as the STA and is called the [Ottawa County Healthcare Academy](#). A total of **17 students** graduated last year from the Healthcare Academy which is [an increase of 6 from the 2022-23 school year](#) when it first began. A total of **3 students** directly entered the workforce upon graduation in a healthcare position. There are currently **13 students** enrolled in the Healthcare Academy for the 2024-25 school year.



- Recently, very generous funding (\$1.25 million dollars) was awarded to the Ottawa County Improvement Corporation for the development of a new local Workforce Hub. During the 2024-25 school year, both the Skilled Trades and Healthcare Academies will be relocated to this location. Plans are underway to launch a new Tourism/Hospitality Academy within this new location in the fall of 2025. The OCIC is an active partner of the BAC.
- In August 2024, another new program focused on Advanced Air Mobility (AAM), was piloted locally at the Erie-Ottawa International Airport with **5 students** from Ottawa & Erie county school districts. For three days, the five students received drone training by partners from LocoRobo & Eagle Robotics. At the conclusion of the training, BAC members partnered with Spangler Candy to allow the students to complete the “Lollipop Drop” from Catawba Island State Park to the Lighthouse at South Bass Island using drone technology. The participating students were able to successfully deliver Dum Dum suckers to the island, which is the first ever successful cargo drop using drone technology.



As a result of the training they received leading up to the cargo delivery, all students were able to earn the Part 107 Commercial Drone License. Plans are underway by BAC members to expand this program during the 2024-25 to involve more students and school districts and establish this as a new potential local academy experience. Drone technology is an innovative career field with the potential to positively affect local businesses in the region in the manufacturing, healthcare, law enforcement and agriculture fields just to name a few.

- A brand new conference sponsored by the BAC was held this past year called *Young Women Lead*. This event was held on March 21, 2024, at the Liberty Aviation Museum in Ottawa County

with over **200 freshman girls** in attendance. Julie Carrier, CEO of Girls Lead Worldwide, spoke on the importance of life-changing experiences to inspire and empower others, as well as to never give up on your dreams. She is recognized as the “#1 Coach for Young Women” by Leading Global Coaches/Thinkers 50 and is a trusted authority on leadership development and confidence for girls and young women.



- All **six school districts** in the county use the [YouScience Career Discovery Assessment](#) at the high school level. County level aggregated data from those reports is analyzed to plan for career exploration activities to enhance exposure to the in-demand industry sectors.
- The annual Career Showcase was held on October 9, 2024 with more than **650 students** in attendance and **26 businesses** participating. It was a collaborative effort between the private sector and K-12 education. The purpose of this event was to set the stage for students to engage with local companies and learn about career opportunities that exist in the same communities where they live, play and learn. Staff utilized student [YouScience](#) results to create a personalized Career Passport for each student, focused on their top three aptitudes and interests. Students were challenged to meaningfully engage with employers through a series of questions within their passport to determine whether that is a career field they desired to further explore. Students were also encouraged to participate in hands-on activities with the exhibitors in an effort to help students explore different career options. Activities for students included such things as marine engine repair challenge, manufacturing processes, Coast Guard rescue operations, pipefitting races, team building exercises, table setting and hospitality, SWAT team basics, healthcare tasks, CNC and robotics operations, chemistry experiments and more. These activities demonstrated skill sets necessary to excel in a broad cross section of careers including Manufacturing, Architecture and Construction, Healthcare, Business Administration, Government, Public Safety, Some of the participating businesses included: Catawba Island Club, The Orchard Bar & Table, Family Advocacy Center, ChipMatic, Genoa Bank, Genoa Retirement Village, Graymont, Jet Express, LogisitQ, Sunrise Co-op, Magruder Hospital, Materion, Allen Township Emergency Services, Northern Manufacturing, Ottawa County Sheriff, Ohio Air National Guard, Ohler Holzhauser, Ottawa County Engineer, Ottawa County Job and Family Service, Shores & Islands Ohio, Soil & Water Conservation District, Riders Unlimited, USG and the Skilled Trades and Healthcare students were on sight to showcase what they were learning and recruit students for the next school year.



- In an effort to connect students to non-traditional career paths such as office administration, social media management, human resources, and social services, The BAC revamped the CEO program into the CHOOSE (Career, **H**osting, **O**pportunities, **O**utreach, **S**hadowing and Experience) Internship Program formally launching it in the fall of 2024. Currently there are **5 students** in the process of completing their internships. Participating industry sectors include retail, early childhood education, social services and public/government administration. The goal is to expand the internship through grant funding to provide students greater access to these career pathways.
- The fourth Ottawa County Teacher Business Boot Camp was held in June 2024. A total of **13 teachers** participated. The teachers toured six companies in the county and created a culminating project to summarize their experience and share how the information gleaned from the tours will transform their experiences with students in their classrooms. Companies toured included: Catawba Island Club, Erie-Ottawa International Airport, Magruder Hospital, LogistiQ, Materion and Vistra- Davis Besse Nuclear Power Plant



- New this year, the BAC hosted its first Teacher Boot Camp 2.0. This experience offered teachers who previously participated in the main Teacher Boot Camp an opportunity to further their knowledge about potential career paths for their students. This camp focused on the Tourism and Hospitality Industry touring companies that included: The Liberty Aviation Museum, Shores & Islands Ohio, and Ferguson Gallery. Teachers participated in a tourism based lesson and met with a variety of staff members at each business who detailed their journey into successful careers in the tourism and hospitality industry. **Eight teachers** participated in this single day event.

B.A.C. OF SANDUSKY COUNTY

Membership

This council has an active membership made up of school superintendents (6 public, 1 parochial, and 1 joint vocational), school personnel, key business leaders from a variety of industry sectors, many community partners (Sandusky County Chamber of Commerce, DJFS, Great Lakes Community Action Partnership - GLCAP, Sandusky County Economic Development Corp - SCEDC), and the President of Terra Community College.



Steering Committee Meeting Dates (Past 12 Months):

- May 7, 2024
- August 22, 2024
- November 5, 2024
- February 4, 2025

Specific Activities Conducted (Past 12 Months):

- The fifth Sandusky County [Teacher Business Boot Camp](#) was held in June 2024. A total of **13 teachers** participated. The teachers toured six companies in the county and created a culminating project to summarize their experience and share how the information gleaned from the tours will transform their experiences with students in their classrooms. Companies toured included: Luckey Farmers Inc, Green Bay Packaging, Mosser Construction, Motion Controls Robotics, Whirlpool Corp, and Bellevue Hospital.



- The first Sandusky County Teacher Business Boot Camp 2.0 experience was piloted in June 2024. Those who participated in the week-long 1.0 experience in previous years were offered this day-long 2.0 experience. **14**



educators were selected to tour two businesses in the county representing manufacturing and logistics and distribution. The organizations visited include: First Choice Packaging and Standard Technologies.



- The Sandusky County BAC committee hosted a spring job fair on April 26, 2024, for graduating seniors and juniors. A total of **329 students** (an increase of 144 from the previous year) attended this event from all seven districts in the county. There were **30 businesses** in attendance. Examples of businesses in attendance included: Whirlpool; Crescent Manufacturing Company; Sunrise Cooperative; Fremont Federal Credit Union; Cedar Point; Carmeuse; Motion Controls Robotics, Inc; Genoa Bank; Bellevue Manufacturing; Alvada Construction; BMG Freeman; Ohio State Highway Patrol, AppleGreen, Fremont Fire Department, Sound Solutions of Ohio, LLC; Amplex Internet; Croghan Colonial; Nesco Resource & Thomas Steel, Inc.



- The THINK Manufacturing Career Showcase was held on October 3, 2024, for **850 ninth grade students** attending for the tenth consecutive year. Twelve companies including Amcor, Autokiniton, BMG, Crown Battery, First Choice Packaging, Green Bay Packaging, Martin Marietta Magnesia Specialties, Motion Controls Robotics, Standard Technologies, Style Crest, Whirlpool, and Vanguard-Sentinel Career & Technology Center (Manufacturing Technologies & Robotics division) participated in this annual hands-on event that focuses on skill sets that are needed in today's manufacturing.



- All **seven high schools** in the county use the [YouScience Career Discovery Assessment](#) at the high school level. County level aggregated data from those reports is analyzed to plan activities to enhance exposure for students to the in-demand industry sectors.
- Sandusky County BAC held six career exposure activities for high school students called a Student Career Camp. For this one-day experience, high school students are invited to participate based on their YouScience results for aptitude and interest for a particular career cluster. On the day of the camp, students visit multiple local businesses to learn from company leaders about the skill sets they are looking for, career opportunities that are available and further education needed for success in careers in that industry. Six successful Career Camps have been held impacting over 200 students from high schools in the county.





- The BAC introduced a new initiative, Parent Newsletters, in 2024. Once the file is created, the Sandusky County school districts have agreed to send them out to their parent email lists and post on social media. The most recent edition is below. Four newsletters have been created and sent out in the past 12 months.

Workforce CHRONICLE

SANDUSKY COUNTY
Economic Development Corporation

Spring 2025

High School Job & Career Exploration Fair

Mark your calendars! The Annual Job & Career Exploration Fair is set for April 4th at Vanguard-Sentinel Career and Technology Center, and it's open to all Sandusky County high school students.

Hosted by the Sandusky County Economic Development Corporation in collaboration with Vanguard-Sentinel Career & Technology Centers and OhioMeansJobs Sandusky County, this event will connect students with employers from various industries. It's a fantastic chance for students to showcase their resumes, network, and gain valuable insights into their career.

Beth Hannam, Executive Director of SCEDC, emphasizes the importance of this opportunity: "Empowering our high school students with the skills and knowledge they need to succeed in the workforce is crucial for the future of our county."

Don't miss out on this chance to explore your career options and take a step towards a brighter future!



Sandusky County Success Stories: Angela Gulick

Angela (Mira) Gulick, a 2014 Bellevue High School graduate, is the proud owner of A. Faith Arts in Clyde, Sandusky County. Her passion for the arts blossomed during her school years through art club and photography classes, leading her to pursue a Bachelor's in Business with a dance minor at The Akron University.

In 2014, she launched A. Faith Arts, initially focusing on dance camps for local children. By 2017, she expanded the business to include photography, capturing family portraits, weddings, and newborn sessions. A. Faith Arts not only serves NW Ohio but thrives in its hometown, benefiting from a supportive community that fosters creativity and growth.

Business Industry Spotlight: Root's Poultry

Root's Poultry, Inc. was founded in the early 1930s by Wayne Root to support his family during the Great Depression, initially buying and selling produce and poultry in Cleveland before establishing a chicken processing facility. The business thrived, moving to a dedicated facility in 1955, and was later purchased by Wayne's grandson Mark Damschroder and his brother in the 1980s, capitalizing on increasing poultry consumption. Now under the ownership of Matt Damschroder since 2020, the fourth generation of the family, Root's Poultry has expanded its retail operations to include a food truck and mobile grocery store, offering modern favorites like barbecue shredded chicken and macaroni and cheese while continuing to serve as a community staple.



REGIONAL BAC PARTNERS

Thank you to the members of the Regional Business Advisory Council and/or one of the county BAC committees of Erie, Huron, Ottawa and Sandusky.

200TH RED HORSE SQUADRON	GLCAP	OTTAWA COUNTY IMPROVEMENT CORP.
BAY POINT RESORT AND MARINA	HAPPY DAYS BOATING	OTTAWA COUNTY JOB & FAMILY SERVICES
BCS CONSULTING & SERVICES	HERMES PARKER CONCRETE	PAYNE NICKLES & CO.
BELLEVUE CITY SCHOOLS	HOHLER SHEET METAL	PERKINS LOCAL SCHOOLS
BENTON-CARROLL-SALEM LOCAL SCHOOLS	HOTY ENTERPRISES	PERKINS TOWNSHIP
BETTCHER INDUSTRIES	HUMANETICS	PORT CLINTON AUTO REPAIR
BGSU FIRELANDS	HURON CITY COMMUNITY FOUNDATION	PORT CLINTON CITY SCHOOLS
BISHOP HOFFMAN CATHOLIC SCHOOLS	HURON CITY SCHOOLS	PORT CLINTON MANUFACTURING
BORGERS	HURON COUNTY GROWTH PARTNERSHIP	PPG
C NELSON MANUFACTURING	IRON WORKERS LOCAL 55	PROMEDICA MEMORIAL HOSPITAL
CAMPBELL'S/PEPPERIDGE FARMS	KELLEYS ISLAND LOCAL SCHOOLS	PUT-IN-BAY LOCAL SCHOOLS
CARDINAL STAFFING	LAKE ERIE SHORES & ISLANDS	RHETECH COLORS
CATAWBA ISLAND CLUB	LAKESIDE BOOK COMPANY	RIVERVIEW NURSING HOME
CEDAR POINT	LAKESIDE CHAUTAUQUA	R&D EQUIPMENT
CHEF STACY MAPLE CULINARY SERVICES	LAKOTA LOCAL SCHOOLS	SANDUSKY CENTRAL CATHOLIC SCHOOLS
CHEF'S GARDEN	LEWCO INC.	SANDUSKY CITY SCHOOLS
CITY OF SANDUSKY	LIBERTY AVIATION MUSEUM	SANDUSKY COUNTY CHAMBER OF COMMERCE
CIVILIAN MARKSMANSHIP PROGRAM	LISA WILSON ACUPUNCTURE	SANDUSKY CO. ECONOMIC DEV. CORP.
CIVISTA BANK	LUCKEY FARMERS	SANDUSKY COUNTY JOB & FAMILY SERVICES
CLEARWATER COUNCIL OF GOVERNMENTS	LUTHER HOME OF MERCY	SANDUSKY LIBRARY
CLYDE-GREEN SPRINGS EX. VILLAGE SCHOOLS	MACK IRON WORKS	SCHLESSMAN SEED COMPANY

CORPORATE COMPASS TRAINING	MAGRUDER HOSPITAL	SOUTH CENTRAL CHAMBER OF COMMERCE
CROGHAN COLONIAL BANK	MARGARETTA LOCAL SCHOOLS	SOUTH CENTRAL LOCAL SCHOOLS
DANBURY LOCAL SCHOOLS	MARTIN MARIETTA, INC.	SOUTH SHORE MARINE
DAVIS BESSE NUCLEAR POWER STATION	MATERION	SPA CATAWBA
EAGLEPOINT EXPRESS	MIDDLE BASS ISLAND LOCAL SCHOOLS	TERRA STATE COMMUNITY COLLEGE
EDISON LOCAL SCHOOLS	MONROEVILLE LOCAL SCHOOLS	THE BELLEVUE HOSPITAL
EHOVE CAREER CENTER	MOSSER CONSTRUCTION, INC.	THORSPTS
ENERGY HARBOR	MOTION CONTROLS ROBOTICS, INC.	TIP PRODUCTS
ERIE BLACKTOP	N2Y	UNITED WAY OF ERIE COUNTY
ERIE COUNTY CHAMBER OF COMMERCE	NEW LONDON LOCAL SCHOOLS	US GYPSUM
ERIE COUNTY COMMISSIONERS	NISSHA MEDICAL	US TSUBAKI
ERIE -OTTAWA INTERNATIONAL AIRPORT	NOMS	VANGUARD-SENTINEL CAREER & TECH CENTER
ERIE COUNTY COMMUNITY FOUNDATION	NORTH BASS ISLAND LOCAL SCHOOLS	VERMILION LOCAL SCHOOLS
ERIE CO. ECONOMIC DEV. CORP.	NORTH COAST YOUNG PROFESSIONALS	WESTERN RESERVE LOCAL SCHOOLS
ERIE COUNTY HR ASSOCIATION	NORTH POINT EDUCATIONAL SERVICE CENTER	WHEELING & LAKE ERIE RAILWAY
ERIE COUNTY REGIONAL PLANNING	NORTHERN MANUFACTURING	WHIRLPOOL CORPORATION
FAMILY ADVOCACY CENTER	NORWALK CATHOLIC SCHOOLS/ST. PAUL	WILLARD CITY SCHOOLS
FIRELANDS FORWARD	NORWALK CONCRETE, INC. (NCI)	WOODMORE LOCAL SCHOOLS
FIRELANDS REGIONAL MEDICAL CENTER	NORWALK CITY SCHOOLS	
FISHER TITUS MEDICAL CENTER	OE MEYER	
FREMONT CITY SCHOOLS	OHLER & HOLZHAUER	**NEW MEMBERS ARE HIGHLIGHTED
FREUDENBERG NOK	OHIOMEANSJOBS	
GENOA AREA LOCAL SCHOOLS	OHLER & HOLZHAUER	
GENOA BANK	OTTAWA COUNTY COMMUNITY FOUNDATION	
GENOA RETIREMENT CENTER	OTTAWA COUNTY ENGINEERS	

GIBSONBURG EXEMPTED VILLAGE SCHOOLS	OTTAWA COUNTY HEALTH DEPARTMENT	
GOODWILL INDUSTRIES OF ERIE, HURON AND OTTAWA COUNTIES	LAKOTA LOCAL SCHOOLS	

To learn more about how your school, business or organization can participate, contact Andrea Smith, NPESC Assistant 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.