



## PRIMARY CONTACTS:

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## List of business advisory council members (business, higher education, and community partners):

To be determined

## Schedule of Meetings:

October 3, 2025  
December 5, 2025  
February 6, 2026  
April 17, 2026

## MISSION AND VISION FOR 2025-2026 SCHOOL YEAR

## DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

### Initiative 1

**Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?**

Warren County ESC has affiliated the past several years with the BAC at Montgomery County ESC. Due to strategic initiatives within the economic development department of Warren County, we are responding to their request to create our own business advisory council. Superintendent Tom Isaacs has worked with this countywide initiative for three years, and Warren County ESC financially supported their strategic planning process. This planning process has included all Warren County municipal leaders, Sinclair Community College, township leaders, school district leaders, Chambers of Commerce, Ohio Means Jobs, and the Warren County Port Authority. The new Warren County ESC BAC will work with all these organizations and leaders to promote economic development within the County by connecting students with businesses for education and work experience.

Warren County ESC will open the new John Lazares Career Exploration Center in August 2025. This Center will serve the disabled and at-risk students educated in Warren County ESC classrooms initially and later will open to students from Warren County school districts. The Center will model the work Warren County ESC has done the past three years with Sinclair Community College in what was known as the Pre-Professional Academy (PPA). Our focus has been on Information Technology, Advanced Manufacturing, Healthcare, and Travel and Tourism, (Warren County's focus for jobs) and this has been an Apprentice Ohio approved 12-point program toward the students' graduation credentials, and the students will continue earning graduation seals in our new program.

- PPA is a program where students can:
  - Earn industry-recognized credentials through hands-on interactive instruction
  - Improve teamwork and employability skills
  - Meet local employers
  - Explore local career opportunities in the four main industry sectors of Warren County
  - Learn how their natural gifts and talents fit into the county's vibrant economic community
  - Experience success: a 12-point alternate graduation pathway

We are also partnering with the Warren County Area Progress Council (APC), which has brought school district leaders, business leaders, elected officials, and civic leaders together on the first Friday of every even numbered month.

### **Participating School Districts (to date):**

Warren County Career Center  
Little Miami Local

### **Participating Businesses/Industries and Roles of Implementation**

#### **Advanced Manufacturing**

- Darana Hybrid
- EPIK and TMF Metal Solutions
- Festo
- GMi Companies
- ADVICS
- IST
- Pioneer Cladding and Glazing
- Welch Packaging

#### **Healthcare**

- Clinton Memorial Hospital
- Atrium Medica Center
- City of Mason Fire Department

#### **Travel and Tourism**

- Warren County Convention & Visitors Bureau
- Warren County Sports Park

- Miami Valley Gaming
- Kings Island
- The Manor House
- Great Wolf Lodge
- Sinclair College Hospitality Management Department

#### **Information Technology**

- Alta Fiber
- Warren County Sheriff's Office
- Warren County Telecommunications
- Duke Energy
- Best Buy
- Sinclair College CIS Faculty

#### **Construction and Skilled Trades**

- Shook Construction
- Rural King
- IBEW Local 648
- SiteWORX
- Creative Contracting Incorporated
- Conger Construction Group

#### **Transportation and Logistics**

- R+L Carriers
- Amazon Distribution Center
- Alta Fiber
- Duke Energy

#### **Education & Training Services:**

- WCESC
- Local school district superintendents
- Career technical educators
- Junior Achievement

#### **Finance & Insurance:**

- LCNB (Lebanon Citizens National Bank)
- Farmers Insurance
- Barnes Dennig

#### **Higher Education Partners:**

- Sinclair Community College
- Miami University Regionals

#### **Workforce Boards and Economic Development Agencies:**

- OhioMeansJobs Warren County
- Area Progress Council
- Warren County Port Authority

- Local Chambers of Commerce
  - Springboro
  - Lebanon
  - MADE (Mason/Deerfield)

**Community Organizations and Nonprofit Partners:**

- Warren County Foundation
- United Way of Warren County
- Countryside Y

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

By aligning with industry needs, educators can create curriculum and experiential learning opportunities, and school-based enterprises to equip students with job-ready, in-demand skills meeting the needs of local employers who can supply internship or apprenticeship or job shadowing opportunities.

**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?**

There is a well-documented shortage of entry-level workers in Warren County. The majority of these opportunities lead to long-term career development and advancement, with many employers providing tuition reimbursement or other advanced training opportunities. By identifying entry-level employment needs, we can help alleviate the worker shortage and provide local students with relevant career opportunities that lead to career advancement and job satisfaction.

**How does this initiative impact students with disabilities?**

Warren County ESC is the largest education agency for students with disabilities in SW Ohio. Our employees interact with more than 15,000 students on IEP's annually and we have contracts with 91 school districts for the 2025-2026 school year. Almost all students who attended PPA had an IEP. We believe that parents very much want their children to be career ready and they want their children to have the same opportunities as all non-IEP students receive.

Warren County ESC has identified entrepreneurship as a major teaching strategy to promote student thinking about careers. We contracted with Steven Carter, the Director of Entrepreneurship at Cincinnati Hills Christian Academy to assist with this work. Over the past two years our disabled and at-risk students have created and operated six businesses, and this school year that work will be expanded. We plan to make entrepreneurship a primary focus of learning for the new BAC, and we will be offering educator tours throughout the school year.

We received a \$50,000 grant from Warren County DD to purchase and implement the *Project Discovery* curriculum. This will entail more advanced job skills for our students enrolled in Transition Living Classrooms and Social Communications Classrooms. We believe and have

seen students with disabilities become outstanding employees when they have appropriate training and support.

Warren County ESC works diligently with local school districts to assist them in the support of students with disabilities.

## **Initiative 2**

### **Describe the plan associated with implementing this quality practice.**

Implement a county-wide professional development program that prepares students to begin their professional journey in Warren County. The BAC will meet quarterly and will use this year to develop and refine a solid plan for a county-wide earn and learn program with well-defined career pathways which will assist employer efforts to retain skilled workers, allowing to develop employees while evaluating future workforce needs.

We are deploying entrepreneurship throughout all WCESC classrooms as a tool to introduce students to thinking about careers. Warren County ESC has employed Steven Carter to serve as our Director of Entrepreneurship. Mr. Carter has worked with our students and employees in this role in the past two school years. He previously served as Director of Entrepreneurship at Cincinnati Hills Christian Academy. This past school year our students with disabilities operated six businesses. This included a pizza business; a coffee shop; a dog treat business, a copy shop, and a concession stand. The students learned the power of teamwork, that failure is a common way that leads to better strategies, and they were empowered with hands-on ownership.

Entrepreneurship education will continue as an important strategy to help students explore careers and to consider questions for employers in these fields. We plan to share our successes in a program that will be led by our student leaders at the end of first semester, and we will invite everyone who has attended our BAC meetings.

### **List all participating school districts. What percentage of students within the business advisory council will be impacted by this initiative?**

Warren County is a regional ESC due to the nature of programs and classrooms offered. Last school year we served students from 89 school districts, and we have 91 school district contracts for the new school year 2025-2026. Our goal is for 100% of students enrolled in our programs grades K-12 to be deeply involved with career exploration through site visits and classroom instruction. We offer tours of our programs, and we hope that school districts aligned with our BAC will visit our classrooms to find ways they can integrate our practices into their home schools.

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

#### **Advanced Manufacturing**

- Darana Hybrid
- Festo

- GMI Companies
- ADVICS
- Pioneer Cladding and Glazing
- Welch Packaging

#### **Healthcare**

- Clinton Memorial Hospital
- Atrium Medica Center

#### **Travel and Tourism**

- Warren County Convention & Visitors Bureau
- Miami Valley Gaming
- Kings Island
- The Manor House
- Great Wolf Lodge

#### **Information Technology**

- Alta Fiber
- Warren County Telecommunications
- Duke Energy
- Best Buy

#### **Construction and Skilled Trades**

- Shook Construction
- Rural King
- IBEW Local 648
- SiteWORX
- Creative Contracting Incorporated
- Conger Construction Group

#### **Transportation and Logistics**

- R+L Carriers
- Amazon Distribution Center
- Alta Fiber
- Duke Energy

#### **Finance & Insurance:**

- LCNB (Lebanon Citizens National Bank)
- Farmers Insurance
- Barnes Dennig

### **How does this initiative help develop relevant, in-demand skills for students and educators:**

This council ensures alignment between K-12 education, postsecondary training, and current and future workforce needs in our region, guided by Ohio's Top Jobs list and emerging local economic trends.

**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?**

Shortage of workforce – ensuring we retain skilled workers in this county to support the many entry-level vacancies.

We use data from OMJ and from each Chamber of Commerce in Warren County, of which Mr. Isaacs is a member, and from Warren County Economic Development, Matt Schnipke, Director.

**How does this initiative impact students with disabilities?**

Activities will be available for all students, regardless of whether an IEP exists.

**BUILD PARTNERSHIPS**

**Initiative 1**

**Describe in detail how the business advisory council plans to strengthen and expand business and industry representation and partnerships. Describe how the council identifies new industry and business partners to address the talent pipeline business skills gap.**

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

We will use our partnerships with Warren County’s Chambers of Commerce to solicit feedback from businesses. We will do the same as school, business, and political leaders meet with the Area Progress Council on the first Friday of every even-numbered month.

We will learn the needs of businesses during our many student tours of local businesses and when meeting with business leaders to create work internships for our students.

**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?**

We will use business feedback to increase the skills students will learn in their school based businesses.

We will also communicate with our industry partners how their feedback is being incorporated and how and when they can expect to see the impact of their feedback

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

Each of the businesses listed above has been partners in our Pre-Professional Academy that is held at Sinclair's Mason campus every Friday. These business partners attended a thank you banquet in May, and they all expressed a willingness to continue partnering with us at the new Career Exploration Center. In addition, Warren County ESC is a paid member of the Mason-Deerfield Chamber of Commerce (MADE), the Lebanon Chamber of Commerce, the Springboro Chamber of Commerce, and the Northwest Warren County Chamber of Commerce, and ESC Superintendent Tom Isaacs attends all these meetings to build partnerships across Warren County.

Input from participating businesses will shape school curriculum. Participating businesses will also provide apprenticeship, internship, shadowing, remote or virtual placement, or simulated work environment opportunities for students in participating districts. They will also serve as mentors for school-based enterprises that fall within their areas of expertise.

### **How will partners impact career readiness for students with disabilities?**

We expect all students with IEP's who are placed in WCESC classrooms to have the same opportunities as their typical peers. The only real difference is that we make modifications as defined by the IEP. For example, students with disabilities who have internships in businesses are always accompanied by a WCESC job coach, which makes it easier for business owners and leaders to accept our students. Students with disabilities receive the same opportunities as their typical peers. We have had years of success with taking IEP students into businesses and we have been successful because each student at a job site has a one-on-one job coach. We now refer to students as "interns" and each intern has career goals written into their IEP's. Our student interns are treated as professionals as they are given uniform shirts.

### **Initiative 2**

#### **Describe in detail how the business advisory council plans to strengthen and expand business and industry representation.**

The business advisory council will be comprised of a cross section of industries prevalent in Warren County to ensure consensus can be achieved and industry needs are met.

The business advisory council will also provide educational materials for participating members regarding the many types of work-based learning opportunities, how they can engage, and help them decide which will work best for their specific location.

#### **What is the business advisory council plan to utilize insights from business and industry to increase skills for students and educators?**

Business insights will be utilized to drive curriculum development and experiential learning opportunities for students. It will also help guide the creation of meaningful externship experiences for educators to become familiar with modern facilities and workplace expectations.

**How will identified expanded industries develop relevant in-demand skills for students and educators?**

Participating business will provide opportunities for educators and students to visit job sites to see firsthand what careers in respective fields look like today and what skills are needed to obtain entry-level employment.

**How will partners impact career readiness for students with disabilities?**

We will explore what opportunities are available at various employer locations that can be filled with little or no accommodation where students with disabilities can gain job skills and become career ready. We will also work with participating employers to provide meet and greet opportunities for students who will work on site or remotely

**COORDINATE EXPERIENCES**

**Describe how the business advisory council plans to Coordinate Experiences for the 2025-2026 school year.**

**Initiative I**

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

School district career readiness employees meet as a subcommittee on the first Friday of every month while their superintendents are meeting with the Area Progress Council. This means that employees from each of Warren County’s eight school districts get to hear what is being accomplished in other schools and it provides them with constructive feedback. Work-based learning is the ultimate goal in each Warren County high school, and this coming school year we will be exploring what was learned during the spring trip to Germany and Switzerland. The Warren County Career Center employees will share that work-based learning is common beginning in seventh grade in these countries and that will be goal for Warren County

**List all school districts and number of students that will benefit from this initiative.**

The benefit will be for the students in school districts where this new expectation is embedded. Of course, this presents many challenges for student scheduling and transportation. What is obvious is that students will have more time to explore more careers beginning in seventh grade than they would have in high school.

**List all businesses and industries that will be involved.**

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- Festo

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- Welch Packaging

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- Barnes Dennig

### **What role does business play in planning and implementation?**

One of our BAC meetings will be led by Warren County OMJ to focus on the issues associated with employment of students who are not yet eighteen years old and we will work with the business leaders who attend that meeting to address their concerns, which often revolved around liability and the need for flexibility around students' schedules.

## Initiative 2

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

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