

Business Advisory Council 2026 – 2027 Plan

PRIMARY CONTACTS:

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

BAC Member	Title	Name of Business	Industry
Scarlett Sawyers	Sr. Training Specialist	ADVICS Manufacturing Ohio	Manufacturing
Marnina Schreibman	HR Business Partner	Festo	Manufacturing
Brian Dunican	Director of Engagement	MANE, Inc.	Manufacturing
Andreas Brockmann	Apprenticeship Coordinator	United Grinding	Manufacturing
Adrienne Dickson	HR Training and Development Specialist Corporate	Sunstar Engineering Americas	Manufacturing
Christye Leasure	VP of Strategy	GMI Companies	Manufacturing
Charlotte Kemp	Director of Employee Services	GMI Companies	Manufacturing
Tyler Shinaberry	Applied Workforce & Technology Specialist	EPIK Ltd. / Tri-Rivers Career Center	Manufacturing
Mikaa T. Veal	Academic Partnership Manager	Premier Health/Atrium Medical Center	Healthcare
Lisa Crachiolo	Director of Growth, Outreach & Marketing	TriHealth Clinton Regional Medical Center	Healthcare

Scott Hutchinson	Director of Marketing & Communications	Warren County Convention & Visitors Bureau	Travel & Tourism
Christina Thiemann	Sr Director of Human Resources	Miami Valley Gaming	Travel & Tourism
Joshua Quenn	Talent Acquisition Specialist	ATSG (Air Transport Services Group)	Transportation
Janis Baker	Executive Director	Lebanon Area Chamber of Commerce	Government
Jenna Short	Deputy Director	Warren County Department of Development OhioMeansJobs Warren County Transit	Government
Tom Duffy	Business Services Representative	OhioMeansJobs Warren County	Government
Traci Stivers	Director of Community Relations	Butler Warren Clinton Workforce Board	Government
Gary Estes	Director	Warren County Technology Services	Information Technology
Chris Johnson	CEO	Countryside YMCA	Community Organization
Chris Hubbard	Director	Sinclair College Mason	Higher Education
Chad Bridgman	Director of Adult Education & Workforce Development	Warren County Career Center	Career Technical Education
Steve Brokamp	Director of Educational Programming	Junior Achievement of OKI Partners Western Ohio	Nonprofit Education Partner
Andrea Edmonds, NH-03, M.Ed.	WPAFB School Liaison Program Manager	Wright Patt AFB	Military

Schedule of Meetings:

Planning meetings for the 2026-2027 school listed below:

October 2, 2026
November 10, 2026
January 8, 2027
March 12, 2027

Business Advisory Council Mission and Vision for the 2026-2027 School Year

Business advisory councils operate under three quality practices: Develop Professional Skills for Future Careers, Build Partnerships, and Coordinate Experiences.

Develop Professional Skills for Future Careers

Describe how the business advisory council plans to **Develop Professional Skills for Future Careers** for the 2026-2027 school year.

- Describe the plan, including initiatives, projects, or events. Include specific districts, number of students and grade bands impacted by initiative(s), and list all businesses involved.
- Use the template as a guide to list all initiatives, projects, and events used to develop professional skills for future careers (include business input in curriculum alignment with skills needed for in-demand professions, educator engagement and development, employers' involvement in classrooms, etc.). Be sure to include existing programs and how they will be sustained and scaled.
- When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

Initiative 1

Describe in detail the plan associated with implementing this quality practice

Industry partners, regardless of industry, helped identify their top three concerns they felt were missing in those applying for entry level jobs.

1. Lack of general preparedness for the workplace
2. Poor communication skills
3. Diminished work ethic

During discovery sessions, employers gained a better understanding of the OhioMeansJobs Readiness Seal and identified the Junior Achievement Business Communication curriculum as vehicles to ensure students would be better prepared for work. Students showing completion of either certificate should have the skills most desired at this time.

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

Junior Achievement Business Communication curriculum will be provided to the following schools: Carlisle Local Schools, Franklin City Schools, Kings Local Schools, Lebanon City Schools, Little Miami Local Schools, Mason City Schools, Springboro City Schools, Wayne Local Schools, Warren County Career Center, and WCESC Learning Center. School districts can embed either curriculum into existing courses with a pathway for completion by graduation.

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

Industry partners helped select the certificates that would support the skills they were looking for in new hires and will report back on the effectiveness of this measure over time.

Advanced Manufacturing

- Sunstar Engineering Americas
- Festo
- GMi Companies
- ADVICS
- MANE, Inc

Healthcare

- TriHealth Clinton Regional Hospital
- Atrium Medical Center / Premier Health

Travel and Tourism

- Warren County Convention & Visitors Bureau
- Miami Valley Gaming
- Great Wolf Lodge
- Sinclair College Hospitality Management Department

Information Technology

- Warren County Sheriff's Office
- Warren County Technology Services
- Best Buy
- Sinclair College CIS Faculty

Construction and Skilled Trades

- SiteWORX
- Creative Contracting Incorporated
- Associated Builders and Contractors Ohio Valley Chapter

Transportation and Logistics

- Duke Energy

Education & Training Services:

- WCESC
- Local school district superintendents and work-based learning professionals
- Career Technical Educators
- Junior Achievement

Finance & Insurance:

- Lebanon Citizens National Bank
- Illuminated Insights
- Barnes Dennig

Higher Education Partners:

- Sinclair Community College
- Miami University Regionals

Workforce Boards and Economic Development Agencies:

- OhioMeansJobs Warren County
- Area Progress Council
- BCW Workforce
- Local Chambers of Commerce

Community Organizations and Nonprofit Partners:

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

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

Implementing curriculum focused on communication, workplace preparedness, and work ethic is one of the most direct ways to equip students with in-demand professional skills because these are the exact capabilities employers consistently say are missing and most needed.

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?

This initiative addresses the “Soft Skills Gap” our local employers consistently report.

Across industries, employers often say:

“We can teach the technical skills, but we can’t teach attitude, communication, or reliability as easily.”

This approach addresses gaps in:

- Professional communication
- Accountability and dependability
- Teamwork and collaboration
- Problem-solving and initiative

Regional impact: Employers gain entry-level talent that is *ready to contribute on day one*, reducing frustration and turnover.

How does this initiative impact students with disabilities?

Implementing curriculum focused on communication, workplace preparedness, and work ethic can have a profound and positive impact on students with disabilities because it explicitly teaches the hidden rules of the workplace that are not always intuitive or accessible.

It turns implicit expectations into explicit instruction, builds confidence and independence, and can open doors to meaningful employment and long-term success.

Initiative 2

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

Establish the Warren County WORKS Award for Youth Employment Excellence. This will become an annual recognition award where both the working student and their employer will be recognized. WORKS represents Work Ethic, Opportunity, Resilience, Knowledge, and Service.

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

The following schools will be able to nominate one student/employer pair each year: Carlisle Local Schools, Franklin City Schools, Kings Local Schools, Lebanon City Schools, Little Miami Local Schools, Mason City Schools, Springboro City Schools, Wayne Local Schools, Warren County Career Center, and WCESC Learning Center.

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

Advanced Manufacturing

- Sunstar Engineering Americas
- Festo
- GMi Companies
- ADVICS Manufacturing Ohio
- MANE, Inc

Healthcare

- TriHealth Clinton Regional Hospital
- Atrium Medical Center / Premier Health

Travel and Tourism

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Information Technology

- Warren County Technology Services
- Duke Energy
- Best Buy

Construction and Skilled Trades

- Creative Contracting Incorporated
- SiteWORX

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

The Warren County WORKS Award can actively help develop relevant, in-demand skills for both students *and* educators by defining what “Workforce-Ready” actually looks like and reinforcing in-demand skills through recognition. The WC WORKS Award will also encourage educators to focus on the curriculum provided to validate the skills employers have requested and motivate other employers to engage with student workers.

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 Warren County WORKS Award is more than recognition—it is designed to address one of the most persistent and costly regional workforce challenges: the gap between academic achievement and workplace readiness.

The award creates a clear, recognized standard for employability skills, the award helps transform the pipeline from: unpredictable and inconsistent to aligned, visible, and workforce-ready.

How does this initiative impact students with disabilities?

The Warren County WORKS Award makes success visible beyond traditional academics. Many students with disabilities may not always be recognized through GPA or test scores, but they often excel in reliability, effort and persistence, teamwork, positive attitude and growth. The WORKS Award elevates those strengths.

Students receiving the award are recognized for what they *can do*, increasing confidence and motivation. The WORKS Award also reinforces explicit, teachable workplace skills and can be a bridge to opportunity by validating strengths, teaching what success looks like, and signaling other employers that these students are ready to contribute.

BUILD PARTNERSHIPS

Describe how the business advisory council plans to **Build Partnerships** for the 2026-2027 school year.

- Describe how the business advisory council will grow partnerships in alignment with in-demand careers in the region with representation from industry, workforce boards, port authority, OhioMeansJobs Centers, industry sector partnerships, higher education, etc.
- Use the template as a guide to list all initiatives, projects, and events used to build partnerships. Include information on partnership alignment, effectiveness, and initiatives spearheaded by these collaborations. Demonstrate cooperative efforts between districts and partners to benefit students and businesses.
- When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

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.

To strengthen and expand business and industry partnerships, the WCBAC will encourage current members to bring colleagues while we remain focused on providing value through action-oriented meaningful engagement opportunities. Ultimately becoming a central hub where education and industry actively build the region's work-based learning ecosystem and future workforce together.

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

The WCBAC will structure meetings to include small group break outs by industry that include education partners. Report-outs will be captured, transcribed and then shared with WCBAC members. Pulse surveys will be sent regularly to industry and education partners to gauge how well we are moving the needle and what impact has been made. We will also engage in industry roundtable events and continue to host one-on-one regular check-ins with key partners. The WCBAC will also make clear connections on how industry feedback has influenced curriculum, programming, and work-based learning opportunities. Feedback is not an event, but an ongoing system that empowers continuous improvement which will benefit students and employers alike.

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 WCBAC will utilize feedback and guidance in these key ways: identify and focus on industry priorities, embed skills into existing curriculum, co-design learning experiences with industry

partners, add feedback loops to structured work-based learning experiences (student and employer), align feedback to the WC WORKS Award, provide professional development opportunities for educators, and use data to continuously adjust and improve.

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

The WCBAC will work with industry and education partners to use employer input to shape real-world learning by creating project-based learning tied to actual business challenges using case studies from local companies and industry-informed rubrics for student work.

The WCBAC will also work to establish shared vocabulary across the county to ensure students, educators and employers are all working from the same definitions with the same expectations.

The WCBAC's role is to align and connect industry insight, classroom practice, and student skill development, which, when done well, will create a system where educators teach what matters, students practice real-world skills, and employers see measurable improvement.

How will partners impact career readiness for students with disabilities?

Business and industry partners can be instrumental for career readiness for students with disabilities because they bring real-world context, expectations, and opportunities that schools alone cannot fully replicate. Partners help move students with disabilities from learning about work to experiencing and succeeding in work.

Initiative 2

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

Since the strength of a Business Advisory Council is often a direct reflection of the relationships built by its leader, WCBAC leaders will be intentionally present and engaged in the community. Strong partnerships are built between people, not programs, and are required for success.

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

Consistent community presence allows WCBAC leaders to:

- Hear workforce needs in real time
- Identify emerging industry trends early
- Connect the right partners to the right opportunities
- Position the WCBAC as a go-to resource for workforce development
- Understand limitations and constraints within school districts

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

When WCBAC Leaders are known, trusted, accessible, and responsive, the WCBAC will experience easier recruitment, stronger, more authentic partnerships, increased willingness from employers to engage with students, and faster alignment between education and industry needs. This faster alignment will give local students an “edge” over others as they will be working on skills in a manner proven to be effective and accepted by local employers.

How will partners impact career readiness for students with disabilities?

Strong, trust-based relationships between the director and industry partners are critical for students with disabilities. These relationships turn general opportunities into intentional, inclusive pathways by enabling honest, solution-focused conversations around student strengths and support needs. These conversations allow education and industry partners to build customized, student-centered experiences with confidence through clear guidance and realistic expectations. Success engaging with students with disabilities expands awareness and advocacy and builds a network of champions.

COORDINATE EXPERIENCES

Describe how the business advisory council plans to Coordinate Experiences for the 2026-2027 school year.

- Describe how the business advisory council will connect students to experiential learning to show competency of skills learned through hands-on demonstration and experiences (for example, internships, problem-based learning, state-approved [pre-apprenticeships](#), and registered state [apprenticeships](#)).
- When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

Initiative I

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

The Warren County BAC will support the Warren County Career Pathways Expo event on December 10, 2026, at the Warren County Fairgrounds Event Center.

This event builds on and expands the Student Success Showcase of the 25/26 Year and will allow students to showcase the career experiences they have had and their interests. Students will be arranged by career cluster, not by district allowing employers to focus on students who may be good candidates for internships or employment.

This will be the first time students from all districts have been featured in an event like this, providing an easy opportunity for employers to engage with all Warren County students who have and are seeking career experiences and employment.

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

The following schools will be invited to attend Carlisle Local Schools, Franklin City Schools, Kings Local Schools, Lebanon City Schools, Little Miami Local Schools, Mason City Schools, Springboro City Schools, Wayne Local Schools, Warren County Career Center, WCESC Learning Center, and Lebanon Christian Schools.

List all businesses and industries that will be involved.

WCBAC member businesses will be invited along with outreach through local chamber of commerce members to increase reach and opportunity for students.

What role does business play in planning and implementation?

The business partner role will be to attend the event and network with students who have career experiences in areas where employers are looking for local talent to build their teams. There will be opportunities to schedule interviews or extend job offers onsite.

Initiative 2

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

The Warren County BAC will support the Warren County Career Pathways Expo event in April or May 2027, at the Warren County Fairgrounds Event Center.

This event builds on the previous Career Pathways Expo and will allow second semester students the same opportunity to showcase the career experiences they have had and their interests. Students will be arranged by career cluster, not by district allowing employers to focus on students who may be good candidates for internships or employment. The Warren County WORKS Awards will also be presented during this expo experience.

List all school districts that will benefit from this initiative.

The following schools will be invited to attend Carlisle Local Schools, Franklin City Schools, Kings Local Schools, Lebanon City Schools, Little Miami Local Schools, Mason City Schools, Springboro City Schools, Wayne Local Schools, Warren County Career Center, WCESC Learning Center, and Lebanon Christian Schools.

List all businesses and industries that will be involved.

WCBAC member businesses will be invited along with outreach through local chamber of commerce members to increase reach and opportunity for students.

What role does business play in implementation?

The business partner role will be to attend the event and network with students who have career experiences in areas where employers are looking for local talent to build their teams. There will be opportunities to schedule interviews or extend job offers onsite.

We will also post success stories from the first Career Pathways Expo to encourage more participation and reduce hesitation for working with students.