

2025-2026 Business Advisory Council Plan

Southern Ohio Educational Service Center

The Southern Ohio Educational Service Center Business Advisory Council (BAC) serves Clinton, Fayette, and Highland Counties. The BAC is a partnership of the Southern Ohio ESC, local K-12 and post-secondary educators, area businesses, and economic, community development, and workforce development agencies who work together to assess the workforce needs and employability skills for student and community success in the regional economy. The Southern Ohio ESC supports county-level councils/collaboratives in each of the counties served by the ESC.



The BAC fosters collaboration among schools, businesses, and the communities served in our region. This work ensures the work of educators aligns with the needs of businesses. This cooperation makes the local education system more aware of the local labor market, promotes work-based learning experiences and career exploration experiences within businesses, and helps students prepare for successful learning and employment opportunities. The county-level councils/collaboratives include regional business leaders who are familiar with business and industry needs. Members partner with district leaders and educators to plan and carry out the work of the county-level councils/collaboratives.

It is the goal of the Southern Ohio ESC Business Advisory Council to identify strategies that transform the student learning experience. Through ongoing, intentional collaboration, the BAC works to build a more responsive education system based on regional economic drivers and needs, more relevant learning experiences for students that include work-based learning experiences and career exploration experiences for students and enduring partnerships between schools and local employers.

Name of Business Advisory Council: Southern Ohio ESC Business Advisory Council

Structure of the Business Advisory Council: Educational Service Center

JobsOhio Regions in which the Southern Ohio ESC Business

Advisory Council operates:

- **West Ohio** (Clinton and Fayette Counties)
- **Southeast Ohio** (Highland County)



Member Districts represented by the Business Advisory Council:

Member District	District Primary Contact and Role	Primary Contact Email
CLINTON COUNTY		
Blanchester Local Schools	Randy Dunlap, Superintendent	dunlapr@blan.org
Clinton-Massie Local Schools	David Moss, Superintendent	david.moss@cmfalcons.org
East Clinton Local Schools	Eric Magee, Superintendent	eric.magee@eastclinton.org
Great Oaks Career Campuses/ Laurel Oaks Career Campus	Andy McCool, Dean of Instruction	mccoola@greatoaks.com
	Shea Havens-White, Assistant Dean of Instruction	havensws@greatoaks.com
Southern Ohio Educational Service Center (SOESC)	Curt Bradshaw, Superintendent	cbradshaw@soesc.org
	Casey Enochs, Assistant Superintendent	cenochs@soesc.org
	Conner Wyatt, Clinton County Workforce Development Director	cwyatt@soesc.org
Wilmington City Schools	Tim Dettwiller, Superintendent	tim.dettwiller@wilmington.k12.oh.us
FAYETTE COUNTY		
Miami Trace Local Schools	Kim Pittser, Superintendent	kpittser@mtpanthers.org
	Justin Lanman, Assistant Superintendent	jlanman@mtpanthers.org
	Ryan Davis, High School Principal	rdavis@mtpanthers.org
Washington Court House City Schools	Chris Briggs, Superintendent	chris.briggs@wchcs.org
	Brady Streitenberger, High School Principal	brady.streitenberger@wchcs.org
Southern Ohio Educational Service Center (SOESC)	Curt Bradshaw, Superintendent	cbradshaw@soesc.org
	Casey Enochs, Assistant Superintendent	cenochs@soesc.org
	Fayette County Workforce Development Coordinator - New Position to be Filled in Oct. 2025	New Position to be Filled in Oct. 2025.
HIGHLAND COUNTY		
Bright Local Schools	Jason Iles, Superintendent	jason.iles@blsd.us

	Karie Emery, Workforce Development Coordinator	karie.emery@blsd.us
Fairfield Local Schools	Kesia McCoy, Superintendent	kesia.mccoy@fairfieldlocal.org
	Jimmy Barnett, Career Readiness Coach	james.barnett@fairfield.org
	Charles Webb, Careers Educator	charles.webb@fairfield.org
Greenfield Exempted Village Schools	Quincey Gray, Superintendent	quincey.gray@greenfieldmcclain.org
	Mark Bihl, Work-based Learning Coordinator/Career Navigator	mark.bihl@greenfieldmcclain.org
Hillsboro City Schools	Tim Davis, Superintendent	tdavis@hillsboro-indians.org
Lynchburg-Clay Local Schools	Ron Sexton, Superintendent	ron.sexton@lclsd.org
	Jacob Zink, Assistant Superintendent	jacob.zink@lclsd.org
	William Fawley, Work-based Learning Coordinator/Teacher	william.fawley@lclsd.org
Southern Ohio Educational Service Center (SOESC)	Curt Bradshaw, Superintendent	cbradshaw@soesc.org
	Casey Enochs, Assistant Superintendent	cenochs@soesc.org
	Heith Brown, Highland County Workforce Development Director	hbrown@soesc.org

List business advisory council members (business, higher education, community partners).
List industries represented on the business advisory council based on [Ohio's Top Jobs](#) classification. Include workforce boards, economic development, higher education, and community partners.

Business	Business Primary Contact & Role	Primary Contact Email
CLINTON COUNTY		
Industry: Architecture and Engineering		
Airborne Maintenance & Engineering Services (Air Transport Services Group)	Tim Triplett, Talent Acquisition Program Specialist	tim.triplett@atsginc.com
Industry: Business and Financial Operations		
Wilmington Savings Bank	Haley Ibaugh, Project Marketing/Business Development	hibaugh@WilmingtonSavings.com
Industry: Community and Social Service		
Clinton County Community Action Program	Jane Newkirk, CEO	janenewkirk@clintoncap.org
Clinton County Foundation	Mark Kraus, Executive Director	mark@clintoncountyohiofoundation.org
Industry: Educational Instruction and Library		
Clinton County Board of Developmental Disabilities	Shanon Bene, Employment First Coordinator	sbene@clintondd.org
Southern State Community College	Erika Goodwin, Vice President of Academic Affairs	egoodwin@sscc.edu
Wilmington College	Sylvia Stevens, Vice President for Community and Business Relations/Development	sylvia_stevens@wilmington.edu
Industry: Healthcare Practitioners and Technical Professionals		
Kettering Health	Britney Bart, Corporate Care Liaison	Britney.Bart@ketteringhealth.org
TriHealth Clinton Regional Hospital	Tracie Jolley, Director of Human Resources	tracie.jolley@cmhregional.com
Industry: Healthcare Support		
HealthSource of Ohio	Shannon Holbert, Practice Manager-Wilmington Family Practice	sholbert@hsohio.org
Industry: Installation, Maintenance, and Repair		

LGSTX Services (Air Transport Services Group)	Shawn Bauman, Director of Talent Acquisition and Planning	shawn.bauman@atsginc.com
Industry: Management		
Nutrien Ag Solutions	Greta Gray, Facility Manager	Greta.Gray@nutrien.com
Industry: Personal Care and Service		
Clinton County Community Action Program	Teresa Borden, Director of Education Services	teresaborden@clintoncap.org
Industry: Production		
Nippon Seiki Ohio	Tamika Mallow, HR Business Partner	Tamika.Mallow@nsna.com
Local Government Partners		
Clinton County	Mike McCarty, Commissioner	mccarty.mike@clintoncountyohio.us
Workforce Development Partners		
Clinton County Port Authority	Ruth Brindle, Workforce & Data Specialist	rbrindle@ccportauthority.com
OhioMeansJobs-Clinton County	Amanda Haggerty, Senior Case Manager	amanda@wsu-inc.org
Techsolve, Inc.	Lacy Wise, Business Impact Manager	wise@techsolve.org
Wilmington-Clinton County Chamber of Commerce	Dessie Rogers, Executive Director	dbuchanan@wccchamber.com
Wilmington College	Eric McLaughlin, Associate Vice President for External Relations & Workforce Development	eric.mclaughlin@wilmington.edu
FAYETTE COUNTY		
Industry: Automotive Manufacturing		
American Honda Motor Company, Inc./LG Energy Solution	Angela Topper, Recruiter	angela_topper@na.honda.com
YUSA Corporation	Vince Allgeier, Vice President of Research & Development	vince.allgeier@yusa-oh.com
	Paul Grubb, Vice President of Human Resources	paul.grubb@yusa-oh.com
Industry: Business and Financial Operations		
Lebanon Citizens National Bank	Jeanne Parks	jparks@lcnb.com

Industry: Educational Instruction and Library		
Carnegie Public Library	Sarah Nichols, Director	snichols@seolibraries.org
Fayette County Board of Developmental Disabilities	Chad Blakeley, Community First Coordinator	cblakeley@fayettedd.com
Southern State Community College	Amy McClellan, Executive Director of Workforce Development	amcclellan@sscc.edu
Industry: Construction and Extraction		
Accurate Heating and Cooling (HVAC)	Michael Linton, Co-Owner	mlinton@accuratehvac.com
Enterprise Advisory Group	Jamie Gentry, Partner	jgentry@eagohio.com
Hastings Digital	Sam Gebhardt	samgebhardt@gmail.com
Remington Electric, Ltd.	Shawn Remington, Owner	remingtonelectric@gmail.com
Vermeer Heartland	Micki Ward	mward@vermeerhl.com
Industry: Healthcare Practitioners and Technical Professionals		
Adena Fayette Medical Center	Josh McCoy, Senior Executive Officer	jmccoy3@adena.org
	Holly Heath, Human Resources Talent Acquisition Partner	hheath@adena.org
Benchmark Case Management	Tom Buscemi, Disability Field Case Manager	tom.buscemi@benchmarkcasemgt.com
Industry: Manufacturing		
Crest Industries/Dis-Tran Steel	Kara McCormick, HR Generalist	kara.mccormick@yahoo.com
Red Collar Pet Foods	Nick Pierce, Director of Manufacturing	nick.pierce@redcollarpet.com
SugarCreek Packing	Tom Bollinger, Chief Financial Officer	tbollinger@sugar-creek.com
Valero Energy Corporation	Zach Beversdorf, Plant Manager	zach.beversdorf@valero.com
	Candace Horton, Office Coordinator	candace.horton@valero.com
Wingate Packaging	Ed Rodden, CEO	edward.rodgen@wingate-packaging.com
Industry: Personal Care and Service		

YMCA	Jaclyn White, CEO	ceo@faycoymca.org
Industry: Sales and Related		
Destination Outlets	Jennifer Snyder, General Manager	jsnyder@destinationoutlets.com
Platform Coffee	Chris Paisley, Co-Owner	chris@con2sol.com
Industry: Transportation		
Fayette Madison Transit / Community Action Commission of Fayette County	Joy Stanforth, Transportation Director	istanforth@cacfayettedcounty.org
Local Government Partners		
City of Washington Court House	Dale Lynch, City Council Member	dlynchwch@gmail.com
Fayette County	Jim Garland, Fayette County Commissioner	jim.garland@fayette-co-oh.com
Workforce Development Partners		
OhioMeansJobs-Fayette County	Beth Brannigan, OMJ-Fayette County Center Director	elizabeth.brannigan@jfs.ohio.gov
	Pamela Hively, Workforce Services Unlimited, Inc. Executive Director	pam@wsu-inc.org
	Lana Pavey, Eligibility Specialist	lane.pavey@jfs.ohio.gov
Fayette County Chamber of Commerce	Kristy Bowers, Executive Director	kristy@fayettedcountyohio.com
City of Washington Court House, Economic Development	Chelsie Baker, Director	cbaker@cityofwch.com
Ohio State University Extension	Kate Wells, Fayette County Economic Development	wells.1614@osu.edu
HIGHLAND COUNTY		
Industry: Agriculture		
Carraher Farms	Angie Wright, Office Manager	angiekwright411@gmail.com
Industry: Business and Financial Operations		
Fifth Third Bank	Kimberly Zwier, Vice President Business Banking	kimberly.zwier@53.com
First State Bank	Dianna Setty, Assistant Vice President / Retail Market Lender	dsetty@fsb4me.com

Atomic Credit Union	Andy Esnaugle, Director of Financial Education	meisnaugle@atomiccu.com
	Nicholas Bailey, Regional Manager	nbailey@atomiccu.com
Industry: Construction and Extraction		
McCarty & Associates	Mackenzie Edison, Office Manager	mackenzie.edison@mccartyassociates.com
Shafer Heating & Cooling	Ashley Dunseith, Human Resources and Marketing	ashleyd@shaferhvac.us
	Nathan Shafer, President/Owner	nathan@shaferhvac.us
Industry: Educational Institution and Library		
Highland County Board of Developmental Disabilities	Jacob Alexander, Employment Manager	jalexander@fchighdd.org
	Molly Warnock, Community First Director	mwarnock@fchighdd.org
Shawnee State University/Rio Grande Community College	Harmoni Keller, Southeast Tech Prep Regional Coordinator	hkeller@shawnee.edu
Southern State Community College	Nicole Roades, President	nroades@sscc.org
	Amy McClellan, Executive Director of Workforce Development	amcclellan@sscc.org
Industry: Healthcare Practitioners and Technical		
Adena Greenfield Medical Center	Josh McCoy, Senior Executive Officer	jmccoy3@adena.org
	Holly Heath, HR Talent Acquisition Partner	hheath@adena.org
HealthSource of Ohio	Chelsie Hornsby, Senior Director of Business Development	chornsby@hsohio.org
Highland District Hospital	Amanda Knauff, Human Resources Director	aknauff@hdh.org
True Life Chiropractic	Austin Trueblood, Owner	austin.trueblood90@gmail.com
Trustwell Living at Bell Gardens	Sarah Rose, Health Services Director	srose@trustwellliving.com
Industry: Manufacturing		
Adient US, LLC	Melanie Spangler, Human Resources Manager	melanie.spangler@adient.com
Corvac Composites	Brandon Cade, Human Resources Manager	brandon.cade@corvaccomp.com

Greenfield Research, Inc.	Aaron Penn, Production Manager	apenn@greenfield-research.com
Highland Computer Forms	Ronda Smith, Controller	rsmith@hcf.com
	Steve Patton, President	spatton@hcf.com
Hobart/ITW Food Equipment Group	Kim Dye, Human Resources Manager	kim.dye@itwfeg.com
Seal-Tite, LLC	Laura Burton, Vice President of Finance and Administration	lburton@sealtitehv.com
	Phil Wilson, Continuous Improvement Manager	pwilson@sealtitehv.com
Weastec, Inc.	Dustin Lykins, Human Resources Supervisor	dustin.lykins@weastec.com
Industry: Public Safety		
Greenfield Police Department	Jerimiah Oyer, Chief of Police	policechief@greenfieldohio.net
Highland County Sheriff's Department	Jennifer Schinkal, Chief Deputy	jschinkal@highlandcoso.com
Paint Creek Joint EMS/Fire District	David Manning, Fire Chief	chiefmanning@pcjefd.org
Local Government Partners		
City of Greenfield	Todd Wilkin, City Manager	citymanager@greenfieldohio.net
Highland County	Brad Roades, County Commissioner	commissioners@co.highland.oh.us
Highland County Prosecutor's Office	Molly Bolek, Assistant Prosecutor	mbolek@hcprosecutor.org
Highland County Soil & Water Conservation District	Pam Bushelman, District Operations Manager	pam.bushelman@oh.nacdnet.net
Southwest Ohio Deputy Director for US Senator Jon Husted's Office	Randy Chenault Jr., Southwest Ohio Deputy Director for US Senator Jon Husted's Office	randy_chenault@husted.senate.gov
Village of Leesburg	Amy Palmer, Village Administrator	amy.palmer@leesburgohio.org
Workforce Development Partners		
BB2C: Building Bridges to Careers	Jeremy Ward, Network Director	jward@bb2careers.org
BESTOhio	Jack Everson	jeverson@shawnee.edu
GRIT/Future Plans	Hilarie Ames, Community Outreach Partner for GRIT/Future Plans, Highland/Clinton/Fayette Counties	hilariea@futureplans.org

Highland County Chamber of Commerce	Jamie Wheeler, Executive Director	jamie@thehighlandchamber.com
Highland County Economic Development	Julie Bolender, Director	jbolender@co.highland.oh.us
REACH for Tomorrow	Derek Ames, Youth Coordinator and Coach for Assessments	dereka@reach4t.org
OhioMeansJobs-Highland County/Highland County Community Action	Haylee Brown, Workforce Services Director	hbrown@hccao.org
	Valerie Williams, Deputy Director	valerie@hccao.org
	Amanda Tedford, Workforce Specialist	atedford@hccao.org
Public Consultant Group	Elizabeth Ford, Engagement and Recruitment Specialist	eford@pcgus.com

Schedule of Meetings

Planning meetings for the 2025-2026 school year include:

CLINTON COUNTY COUNCIL MEETINGS	
<i>Note: Subcommittee meeting dates will be scheduled, as needed, throughout the course of the school year. In addition, the Clinton County Workforce Collaborative, an extension of the BAC, meets monthly.</i>	
Quarter 1 Meeting: September 18, 2025	Quarter 2 Meeting: November 20, 2025
Quarter 3 Meeting: February 5, 2026	Quarter 4 Meeting: April 23, 2026
FAYETTE COUNTY COUNCIL MEETINGS	
<i>Note: Subcommittee meeting dates will be scheduled, as needed, throughout the course of the school year. In addition, the Fayette County Workforce Collaborative, an extension of the BAC, meets monthly.</i>	
Quarter 1 Meeting: September 24, 2025	Quarter 3 Meeting: November 19, 2025
Quarter 3 Meeting: January 21, 2026	Quarter 4a Meeting: March 25, 2025 Quarter 4b Meeting: May 6, 2026
HIGHLAND COUNTY COUNCIL MEETINGS	
<i>Note: Subcommittee meeting dates will be scheduled, as needed, throughout the course of the school year.</i>	
Quarter 1 Meeting: September 22, 2025	Quarter 2 Meeting: November 13, 2025
Quarter 3 Meeting: February 27, 2026	Quarter 4 Meeting: April 24, 2026
REGIONAL BUSINESS ADVISORY COUNCIL MEETINGS (Clinton, Fayette, & Highland Counties JOINT Regional BAC Meetings)	
<i>The Southern Ohio ESC's Regional Business Advisory Council (BAC) serves as a collaborative forum where the county-level BACs of Clinton, Fayette, and Highland counties come together to strengthen connections between education and the workforce across the broader region.</i>	

Business Advisory Council Mission and Vision for the 2025-2026 School Year

Business advisory councils operate under [three quality practices](#):

1. **Develop Professional Skills for Future Careers;**
2. **Build Partnerships;** and
3. **Coordinate Experiences**

The mission of the Business Advisory Council is to coordinate and sustain efforts among schools, businesses, and communities to build a stronger workforce in the region by identifying and cultivating the strengths of individuals and aligning them to the needs of existing and emerging industries. The BAC is established to bring workforce development stakeholders together to ensure coordination of their efforts. The council has created work groups in each of the counties served by the BAC focusing on the three quality principles identified by the Ohio Department of Education & Workforce: Developing Professional Skills for Future Careers, Building Partnerships, and Coordinating Experiences.

The Business Advisory Council tackles critical and multi-faceted workforce needs by bringing together business, education, non-profit, government, and economic and workforce development leaders to create solutions that work for the region served by our Business Advisory Council. Subcommittees in each county are actively engaged in addressing the following overarching areas of focus – (1) building partnerships to explore cooperative solutions to the challenges of workforce mobility, childcare, housing, and broadband accessibility, (2) identifying professional skills needed among the existing and future workforce and assisting individuals, schools, and employers in building curriculum, training, and credentialing opportunities to meet those needs, and (3) connecting employers and schools to bridge workforce development gaps and coordinate work-based learning and career exploration and awareness experiences for students to prepare them for the workforce.

The vision of the Business Advisory Council is to provide each community member with the skills necessary to succeed in the workforce, while providing employers with a continually growing employment pool of viable candidates.

DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

Describe how the business advisory council plans to **Develop Professional Skills for Future Careers** for the 2025-2026 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 in classroom involvement, 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: Current Workforce Trends Needs Assessment

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

In the 2023-2024 school year, the BAC co-created a needs assessment survey for local employers. This survey gathered information about employment trends and projections, expected education or training needed, and challenges for retention of employees and recruiting tactics utilized by employers.

In the 2024-2025 school year, the BAC continued the initial wave of survey distribution, and spent time analyzing the survey results with employers and educators alike.

In the 2025-2026 school year, the BAC will continue the survey process to gather responses from employers who did not respond in the 2024-2025 academic year, as well as to broaden the scope of survey responses to include small business owners as well as major employers, and to include employers in neighboring counties. The BAC will continue working with schools to increase the use of online data tracking tools to identify curriculum components that instill the skills identified in the survey responses. Additionally, the BAC will work with Clinton County Board of Developmental Disabilities and Opportunities for Ohioans with Disabilities to ensure that the results of the survey are shared with their staff to assist with support services and transition planning for students with special needs.

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

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

All K-12 students in the districts listed will be impacted by this initiative.

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

In the 2024-2025 school year, the survey results were shared with the employers who responded and with the broader BAC membership to ensure that the survey results aligned with employer expectations. Survey results were also shared with educators to understand how the identified education and training needs align with existing curriculum.

In the 2025-2026 school year, employers who responded to the survey in the 2024-2025 academic year will be asked to review the survey instrument for clarity and scope. After any recommended changes are made, Critical and In-Demand Employers in both the West and Southeast Regions will be surveyed with the revised survey.

In order to ensure broad and thorough distribution of the survey, BAC members will assist with the survey distribution through their own industry networks. Additionally, the survey will be marketed to, and distributed through the networks of, the Clinton County Human Resources Roundtable (an initiative of the Clinton County Port Authority and the Wilmington-Clinton County Chamber of Commerce) and the Clinton-Fayette-Highland Safety Council.

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

This initiative helps to identify career workforce trends from employers so that educators can be more informed as they work to align curriculum with in-demand skills needed in today's workforce.

*What skills gap or talent pipeline challenge does this initiative address to help your area/region?
What data supports the identified skill gap or pipeline challenge?*

48 businesses responded to the survey, with data collected from an additional 46 businesses based on current job postings. Survey responses revealed the top ten desired credentials and technical skills in demand in the region:

- Forklift/Manlift Operation
- CNC Lathe/Mill Operator/Programming
- Microsoft Office Certifications
- CPR/First Aid
- Ohio Driver's License
- Rise Up Customer Service and Sales
- CDL - Class A, B, C
- Welding
- ServSafe Allergens and Food Handler
- STNA/Medical Assistant Certificate

This information was shared with educators at the end of the 2024-2025 school year, and again at the beginning of the 2025-2026 school year.

In the 2025-2026 school year, information will be compiled detailing how educators and their students can access the training needed to obtain the identified skills and credentials. Additionally, conversation has begun with multiple business partners about the potential of a collaborative program to offer training where local options do not already exist, such as Forklift/Manlift Operation, and with local social service resource providers who can assist with overcoming financial barriers associated with specific certifications, such as obtaining an Ohio Driver's License.

How does this initiative impact students with disabilities?

The development and implementation of this survey can significantly impact students with disabilities by aligning educational programs with the needs of the job market, as outlined in Ohio's State Systemic Improvement Plan. By gathering data on employer expectations and skill requirements, the survey helps educators tailor curricula and training programs that equip students with the specific skills needed in various industries. This alignment enhanced employability for students with disabilities by providing them with relevant experiences and competences, fostering greater self-advocacy and informed career choices. Additionally, the insights gained from the survey can inform support services and transition planning, ensuring that students receive targeted assistance as they prepare to enter the workforce. This initiative promotes equitable access to job opportunities and contributes to improved educational and employment outcomes, which are key goals of Ohio's State Systemic Improvement Plan.

Initiative 2: K-12 Career Exploration High-Quality Instructional Materials

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

The BAC will collaborate with educators, school counselors, curriculum specialists, and workforce partners to design and implement a K-12 Career Exploration Curriculum that aligns with local workforce needs. The goal is to ensure all students develop awareness of in-demand careers, build professional skills, and understand pathways to postsecondary education, training, and employment.

Key steps include:

- Input gathering (Fall 2025): Engage schools to identify career exploration goals.
- Research (Fall/Winter 2025): Review curriculum models already in use across Ohio and nationally.
- Development (Winter 2025/Spring 2026): Co-design K-12 lessons and activities with educators, employers, and workforce partners.
- Pilot (Spring 2026): Test curriculum in classrooms, gather feedback, and refine materials.
- Implementation (2026–2027): Scale curriculum across school districts, with support from the ESC's Teaching & Learning Team, workforce development coordinators, and county-level Business Advisory Councils.

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

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

All K-12 students in the districts listed will be impacted by this initiative. Specific percentages, based on access and implementation, will not be available until implementation of curricular materials.

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

The initiative will engage regional critical and in-demand employers in:

- Construction
- Education/Childcare
- Healthcare
- Manufacturing/Advanced Manufacturing
- Social Services & Mental Health

Role of Business Partners:

- Provide input on curriculum design by sharing the technical and professional skills required for success in their industries.
- Review draft lessons and activities to ensure alignment with real workplace expectations.
- Offer site visits, classroom speakers, and student projects that connect learning to authentic workforce experiences.
- Serve as long-term partners in monitoring skill gaps and refining the curriculum to remain current.

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

The curriculum introduces students to career awareness, exploration, and readiness activities beginning in elementary school and continuing through high school. Lessons are designed to:

- Highlight the technical skills specific to high-demand industries in the region.
- Reinforce professional skills (communication, teamwork, reliability, problem-solving, and adaptability) that employers consistently identify as essential.
- Equip educators with clear resources and activities to embed career skills into classroom instruction, increasing relevance and student engagement.

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 gap between student career awareness and regional workforce demand. Employers across Clinton, Fayette, and Highland counties report shortages in healthcare, manufacturing, logistics, and skilled trades. State and regional labor market data from JobsOhio and OhioMeansJobs consistently identify these as in-demand sectors with persistent hiring challenges.

By introducing K-12 career exploration curricular materials, the BAC ensures students are not only exposed to these career options earlier but also build foundational skills needed to pursue them, strengthening the long-term talent pipeline for the region.

How does this initiative impact students with disabilities?

K–12 Career Exploration Curriculum is designed to be inclusive and adaptable, ensuring students with disabilities have equal access to career readiness opportunities. Specifically, the initiative:

- Provides individualized, scaffolded lessons that promote career awareness and self-advocacy.
- Increases student engagement by connecting learning to practical, real-world pathways.
- Supports transition planning by aligning with Opportunities for Ohioans with Disabilities (OOD) services and Ohio’s State Systemic Improvement Plan (SSIP).
- Helps students identify career options that match their strengths and interests, reducing barriers to employment and supporting independence.

BUILD PARTNERSHIPS

Describe how the business advisory council plans to **Build Partnerships** for the 2025-2026 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, Ohio Means Jobs 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: Annual Membership Audit

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.

Each year, the BAC leadership team conducts an audit of the membership of the BAC to ensure that the stakeholders involved align with the Critical and In-Demand Jobs and Major Employers in the region. Where gaps are found between the BAC membership and the Critical and In-Demand Jobs and Major Employers, the BAC leadership team recruits new members to ensure representation.

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

As a result of the Annual Membership Audit, the membership of the BAC continues to grow. Additionally, as those members increasingly see the value of the BAC, many participate in regular monthly meetings focused on specific topics and projects, aside from the quarterly BAC meetings. These monthly meetings are used as collaborative work time to discuss the task lists related to on-going projects as well as to discuss information gathered from said projects. In the past, these monthly meetings have allowed for: discussion of the results of the Current Workforce Trends Needs Assessment; planning for, and review of, the annual Career Exploration Fair; and exploration of the expansion of Student Immersion Tour host sites. In addition to large and small group discussions and work sessions, these monthly meetings also provide the opportunity for one-on-one conversations between specific employers and specific educators.

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?

As noted above, much of the time spent in monthly meetings is about facilitating the flow of information between educators and employers. Over the last year, the facilitation of this information has led to the formalization of a county-wide internship program designed to meet the needs of employers, educators, and students, and a better understanding between employers and educators about skills terminology and work-based learning (i.e. internships vs. job shadowing).

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

Through the Annual Membership Audit, the BAC ensures that its membership reflects employers from the region's Critical and In-Demand Jobs and Major Employers. Once these partners are engaged, the council uses structured collaboration — quarterly county-level council meetings, wider regional BAC meetings, monthly project-focused workforce collaborative sessions, and one-on-one conversations — to co-develop both technical and professional skill sets for students and educators.

For Students:

- Direct alignment to workforce needs: Employers share the technical skills, certifications, and work habits they expect in entry-level employees. This input informs curriculum design, credential offerings, and the design of work-based learning experiences (including internships, pre-apprenticeships, apprenticeships, and simulated work environments).
- Career Exploration & Internship Programs: Feedback from employers has already resulted in a county-wide internship program in two counties (Clinton and Highland) that align student placements with real employer demand. These opportunities give students the chance to practice in-demand skills in authentic workplace settings.
- Shared terminology & expectations: Ongoing dialogue between employers and educators has clarified differences between experiences (e.g., internship vs. job shadowing), ensuring that students are gaining substantial skill-building opportunities.

For Educators:

- Professional learning and immersion: Employers have participated in teacher tours and student industry-immersion experiences. These activities allow educators to experience current workplace practices firsthand and then integrate relevant skills into instruction.
- Continuous feedback loops: Regular meetings give educators direct access to business partners, enabling them to refine lesson plans, projects, and credential pathways in real time based on employer guidance.

For the Region:

- Pipeline development: By aligning classroom instruction with regional workforce needs and ensuring consistent employer feedback, the BAC is building a talent pipeline that is responsive to industry demand.

- Sustainable partnerships: The Annual Membership Audit strengthens representation in in-demand sectors, while regular engagement ensures partners remain active collaborators in co-developing relevant skills for both students and teachers.

How will partners impact career readiness for students with disabilities?

In the monthly meetings noted above, one of the direct outcomes in the 2024-2025 school year was the recruitment of more employers for the annual Transition Expo, a career fair for students with disabilities, hosted by Opportunities for Ohioans with Disabilities and the Region 14 Hopewell Center. The BAC intends to expand this recruitment effort for the 2025-2026 school year.

Initiative 2: Teacher Bootcamp/Tours

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.

Through the Teacher Bootcamps/Tours initiative, the BAC strengthens partnerships by engaging businesses from critical and in-demand industries (manufacturing, healthcare, construction, logistics/aviation, education/childcare, social services/mental health) to offer teacher bootcamps/externships for K-12 educators. The Annual Membership Audit is used to identify representation gaps and recruit new partners, ensuring that participating employers reflect the workforce needs of Clinton, Fayette, and Highland counties. By connecting educators with these employers in immersive settings, the BAC expands industry engagement while also addressing talent pipeline skill gaps identified by business and workforce partners.

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

Feedback is built into stages of the Bootcamp/Tour process. Employers co-design agendas, highlight essential technical and professional skills, and share workplace expectations. After each experience, the BAC collects employer feedback, teacher reflections, and student outcomes to refine programming. This continuous loop of input ensures that decision-making is informed directly by industry partners and remains aligned with evolving workforce needs.

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?

Employer guidance gathered through the Bootcamps/Tours is directly translated into new classroom lessons, career exploration projects, and student work-based learning opportunities. For educators, exposure to industry practices builds confidence in embedding technical and employability skills into instruction. For students, this feedback shapes curricular resources that emphasizes communication, teamwork, reliability, and problem-solving — skills employers consistently identify as essential for entry-level success.

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

Partners co-develop skills by hosting immersive bootcamps, collaborating with educators to design authentic learning experiences, and clarifying the competencies required in their industries. Educators observe tasks, discuss skill application with professionals, and then co-create curriculum projects aligned to Ohio's Learning Standards and industry needs. Students benefit from these projects through hands-on learning, job-shadowing connections, and internship pathways that mirror real workplace expectations.

How will partners impact career readiness for students with disabilities?

The Teacher Bootcamps/Tours support inclusive career readiness by helping educators better understand how to adapt instruction for diverse learners. Business partners model inclusive practices, share examples of accessible career pathways, and reinforce the importance of professional skills such as teamwork and communication. As educators bring these insights back into their classrooms, students with disabilities gain access to instruction and activities that are more closely aligned to real workforce opportunities, supporting smoother transitions to postsecondary training, employment, and independence in line with Ohio's State Systemic Improvement Plan.

COORDINATE EXPERIENCES

Describe how the business advisory council plans **Coordinate Experiences** for the 2025-2026 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 1: Structured Internship Program

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

The BAC has been actively facilitating a structured internship program with school districts in Highland County for three years, while a structured internship program with school districts in Clinton County was just launched in Summer 2025. The BAC will be exploring the possibility of creating a similar program in Fayette County in the 2025/2026 school year. This framework helps to streamline the internship experience across multiple employers, working to move away from “one-off” experiences for students in singular situations.

This program helps develop relevant, in-demand skills for students and educators by providing students with hands-on, practical experience in real work environments. Internships allow students to apply classroom knowledge to actual tasks, enhancing their skill sets and understanding of workplace dynamics. For educators, this program offers insight into industry requirements and emerging trends, enabling them to align curriculum with the skills that employers seek. This collaboration ensures that both students and educators are better equipped to meet the demands of the job market, ultimately fostering a more effective educational experience.

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

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools

- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

Other Non-District Schools:

- Wilmington Christian Academy
- Hillsboro Christian Academy

Internships are open to students in 11th and 12th grades. The total number of participating students will not be available until the end of the 2025-2026 school year.

List all businesses and industries that will be involved.

Internships with the following businesses in Clinton County are currently available:

Architecture and Engineering / Installation, Maintenance, and Repair

- Air Transport Services Group

Business and Financial Operations

- Custom Molded Products
- Wilmington Savings Bank

Computer and Mathematical

- Connection

Personal Care and Service

- Clinton County Community Action Erdman Head Start Center

Production

- Custom Molded Products

Sales and Related

- World Equestrian Center

Internships with the following businesses in Clinton County will be available in Fall 2025:

Business and Financial Operations

- First National Bank
- First State Bank
- NJC Salon

Construction and Extraction

- Diverse Building Solutions
- Matrka Renovation & Builders

- TWR Excavation

Healthcare Practitioners and Technical Professionals / Healthcare Support

- HealthSource of Ohio
- Laurels of Blanchester
- Ohio Living Cape May
- TriHealth Clinton Regional Hospital
- Westminster Court

Installation, Maintenance, and Repair

- Accurate Heating & Cooling
- Wilmington City Schools

Personal Care and Service

- NJC Salon

Production

- Accurate Machine and Weld Company
- AgroChem
- Ferno
- Nippon Seiki Ohio
- Wilmington Precision

Recruitment of businesses in the 2025-2026 school year will focus on expanding internship options in the following industries:

- Architecture and Engineering
- Community and Social Services
- Computer and Mathematical
- Construction and Extraction
- Protective Services

Internships with the following businesses in Highland County are currently available:

Architecture and Engineering

- Standard Aero
- McCarty & Associates

Business Operations

- Highland County Chamber of Commerce
- Highland County Economic Development

Information Technology and Computer Science

- Standard Aero
- Fairfield Local School District
- Bright Local School District
- Greenfield Village Exempted Schools

Production and Manufacturing

- Bear Mechanical
- Seal-Tite
- Corvac Composites
- Greenfield Research
- Highland Computer Forms

Health Care

- Highland District Hospital
- Hillsboro Family Vision
- Highland Health Providers
- True Life Chiropractic

Internships with the following businesses in Highland County will be available in Fall 2025:

Law and Order / Public Safety

- Kirk Law Office
- Greenfield Police Department
- Highland County Sheriff's Department
- Paint Creek Joint EMS/Fire District

Sales and Business Operations

- Highland Computer Forms

Veterinary / Animal Health

- Lynchburg Vet Clinic

Recruitment of businesses in the 2025-2026 school year will focus on expanding internship options in the following industries:

- Architecture and Engineering
- Community and Social Services
- Computer Science
- Construction, Plumbing, HVAC
- Health Care
- Animal Health

What role does business play in planning and implementation?

Internship sites - both existing and prospective - provide ongoing feedback related to their goals and interests. Additionally, "star" businesses - those that truly understand the goal of an internship and create the best student experiences during an internship - are asked to serve as mentors to other participating businesses in their respective industries to raise the level of engagement by all participating businesses and to assist with problem-solving around issues of age requirements and HIPAA compliance.

Initiative 2: Career Interest & Aptitude Assessments and Work-Based Learning Experience Tracking Dashboard

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

Career interest and aptitude is the first step in identifying aligned work-based learning experiences and thus in preparing students for entering the workforce.

In Summer 2024, the BAC brought together representatives from its member school districts for a conversation about adoption of high-quality career interest and aptitude assessment platforms and work-based learning experience tracking tools.

In the 2024-2025 school year, while the differing needs of each district did not allow for the use of a common platform across the BAC member school districts, each member school district either expanded its use of their existing assessment platform, began the use of a new assessment platform, or committed to the use of a new assessment platform. Currently, districts are utilizing Future Plans/GRIT, YouScience, and SchoolLinks. The use of these assessment platforms helps develop relevant in-demand skills by aligning students' strengths and interests with suitable career pathways. These assessments provide insights that guide students toward industries where they are likely to thrive, ensuring that their education is targeted and effective.

While each of these assessment platforms includes work-based learning experience tracking tools, the data in these tools remains siloed. Thus, in the 2025-2026 school year, the BAC will develop an independent work-based learning experience tracking tool and will populate that tool with data from each member district. This process will result in an “apples to apples” comparison of work-based learning experiences across the BAC, allowing for more effective communication across member school districts, and between educators and employers.

Additionally, through regularly-scheduled district-wide Educator Meetings, the BAC will continue the conversation about the need for an employer-educator interface, such as PortfoliOH, to enable employers to directly connect with students for internship, apprenticeship, and employment opportunities. It is vital that all BAC member districts utilize the same interface to streamline the employer experience, for example, eliminating the need for employers to recruit for the same internship on a different platform for each school district.

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

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

Member school districts deploy interest and aptitude assessments at different points in the student's K-12 career. Thus, specific percentages will not be available until the conclusion of the 2025-2026 school year.

List all businesses and industries that will be involved.

Please see the BAC Membership list included at the beginning of this plan document. The membership of the BAC ensures that all regional Critical and In-Demand employers are represented in the work of the BAC, including this initiative.

What role does business play in planning and implementation?

Through participation in the quarterly BAC meetings and the monthly project meetings, BAC member businesses will provide feedback on how the interest and aptitude assessments and the work-based learning experience data collected throughout the school year aligns with their employment needs. Additionally BAC member businesses will be directly involved in the conversation around a common employer-educator interface, as said interface must meet the needs of employers as well as educators.

Initiative 3: Annual Career Exploration Fair

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

While the BAC's annual Career Exploration Fair does not qualify as Work-Based Learning, it is a vital experience for high school students in the development of their career paths. Designed specifically for 10th grade students, the interactive and hands-on event allows them to explore multiple career fields in one location prior to the deadline for their decision to stay in their home high school or move to their career tech school for 11th and 12th grades.

The event will be held on Wednesday, October 22, 2025. As businesses have been recruited to participate in the event, special attention has been paid to those employers which align with the Critical and In-Demand Jobs for the region, as well as those Major Employers who may fall outside of those designations.

This initiative effectively supports the development of relevant, in-demand skills for both students and educators by providing a dynamic platform for interaction between students and local employers across a variety of industries. The event allows students to explore career paths, engage in hands-on activities, and learn directly from industry professionals about the skills and qualifications required in today's job market. For educators, the event offers valuable insights into current workforce trends and employer expectations, enabling them to adapt curricula and teaching strategies accordingly. By fostering these connections and facilitating experiential learning, the Career Exploration Fair helps equip students with the practical skills and knowledge needed to succeed in their future careers, while also enhancing educators' ability to prepare students effectively.

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

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

While the primary audience for the event is 10th grade students, multiple schools bring 12th grade students. Additionally, Wilmington Christian Academy and the Clinton County Resource Center bring students of all ages. Specific participation numbers will not be available until after the event occurs.

List all businesses and industries that will be involved.

While registration for the event is still open, the following businesses have confirmed their participation as of September 29, 2025:

Architecture & Engineering

- Airborne Maintenance & Engineering

Business and Financial Operations

- First State Bank
- Peoples Bank
- SFM Insurance
- Wilmington Savings Bank

Community and Social Service

- Talbert House Prevention Services

Educational Instruction and Library

- Southern State Community College
- Wilmington College
- Wilmington Public Library

Healthcare Support

- Extended Family Home Health Services
- Homefront Nursing
- Ohio Living Cape May

Healthcare Practitioners and Technical Professionals

- HealthSource of Ohio
- TriHealth Clinton Regional Hospital
- Wilmington Nursing & Rehab

Installation, Maintenance, and Repair

- LGSTX
- Ohio Valley Electrical Services
- Shafer Heating & Cooling

Management

- Air Transport Services Group
- Nutrien Ag Solutions

Personal Care and Service

- Clinton County Community Action Early Learning Center

Production

- Crown Staffing
- AZEK/TimberTech
- Wilmington Precision Machining

Protective Services

- City of Wilmington
- Ohio State Highway Patrol

Transportation and Material Moving

- LGSTX

What role does business play in planning and implementation?

Through participation in the quarterly BAC meetings and the monthly project meetings, BAC member businesses: provide guidance for the structure and schedule of the event; assist with the recruitment of participating businesses; and volunteer at the event itself. Through post-event surveys and one-on-one feedback, participating businesses provide critical on-the-ground responses that are applied to the structure of the event the following year. Additionally, “star” businesses - those that truly understand the goal of the event and create the best student experience at the event - are asked to serve as mentors to other participating businesses in their respective industries to raise the level of engagement by all participating businesses.

Initiative 4: Student Immersion Tours

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

Before students can engage in in-depth internship and mentorship experiences, immersion experiences assist students in exploring possible careers as a first step in the process. Student Immersion Tours last a maximum of 3 hours and include time with business leaders, tours of various departments within each business, and a hands-on activity. At the discretion of the host business, tours may also include lunch for the students.

Building on the success of the tours for middle and high school students since Spring 2022, the BAC worked in 2024-2025 to recruit additional employers as tour hosts to provide a wider variety of immersion experiences, more than tripling the number of business hosts. This recruitment effort will continue in 2025/2026, focusing on requests from educators and based on student interest and aptitude assessments.

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

Clinton County:

- Blanchester Local Schools
- Clinton-Massie Local Schools
- East Clinton Local Schools
- Wilmington City Schools

Fayette County:

- Miami Trace Local Schools
- Washington Court House City Schools

Highland County:

- Bright Local Schools
- Fairfield Local Schools
- Greenfield Exempted Village Schools
- Hillsboro City Schools
- Lynchburg-Clay Local Schools

Supporting All Counties:

- Great Oaks Career Campuses/Laurel Oaks Career Campus
- Southern Ohio Educational Service Center

Other Non-District Schools:

- Erdman Head Start Center
- Wilmington Christian Academy

Tours are open to students from Pre-K through 12th grade. Specific percentages will not be available until the conclusion of the 2025-2026 school year.

List all businesses and industries that will be involved.

While current tour sites are obviously focused on a specific industry, the tours themselves ensure that students understand the variety of occupations within the business.

- Air Transport Services Group: Accounting & Finance, Aerospace Engineering, Calibration Technicians, CNC Operators, General Aviation Air Operations, Machinists, Maintenance and Repair, Management, Material Moving, Mechanical Engineers, Public Relations
- Amazon Air: General Aviation Air Operations, Material Moving
- Clinton County Sheriff's Department: Detectives and Criminal Investigators, Dispatch, Sheriffs
- Ferno: CNC Operators, Machinists, Management, Sales
- Health Source of Ohio: Healthcare, Social Services
- Hood Packaging: Accounting & Finance, Calibration Technicians, Machinists, Management
- iES (Innovative Engineered Solutions): Accounting & Finance, Management, Precision Tooling
- Nippon Seiki Ohio: CNC Operators, Human Resources, Machinists, Management
- NJC Salon: Accounting & Finance, Management, Stylists
- Orchard Veterinary Care: Accounting & Finance, Veterinarians
- TriHealth Clinton Regional Hospital: Accounting & Finance, Education, Facility Maintenance, Healthcare, Human Resources, IT, Public Relations, Social Services
- World Equestrian Center: Accounting & Finance, Public Relations, Veterinarians
- Seal-Tite: Manufacturing, Professional Services, Shipping & Logistics
- Highland Computer Forms: Printing Production, Sales & Business Operations
- Highland District Hospital: Radiology, ER Services, Athletic Training, Health Care

Recruitment of businesses in the 2025-2026 school year will focus on expanding tour options in the following industries:

- Architecture and Engineering
- Community and Social Services
- Computer and Mathematical
- Construction and Extraction
- Protective Services

What role does business play in planning and implementation?

“Star” businesses - those that truly understand the goal of the tours and create the best student experiences during the tours - are asked to serve as mentors to other participating businesses in their respective industries to raise the level of engagement by all participating businesses and to help businesses problem solve around privacy and safety concerns related to public access within tour facilities.