2026-2027 Plan

Licking Regional Education Service Center Business Community Advisory Council

District	District Primary Contact and Role	Primary Contact Email	District Secondary Contact and Role	Secondary Contact Email
Licking Regional ESC	Dale Lewellen	DLewellen@lresc.org	Beth Bronkar	BethBronkar@gmail.com

Note: Please add rows as needed.

List business advisory council members (business, higher education, and community partners, for example). 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 Advisory Council Member	Title	Name of Business	Industry

Amanda Fulwider	Marketing	Atlas Butler	Manufacturing
Nicholas Mill	Manager	ADR & Associates	Business
Emily McCloud	Manager	Ariel Corp	Manufacturing
Ashley Warner	HR	ArmorSource LLC	Manufacturing
Heather Geiger	HR	Bane-Welker	Manufacturing
John Alan Wilson II	Director	Big Brothers Big Sisters	Human Services
Jacob Palmer	Director	Boys and Girls Club of Newark	Human Services
Jesus Ochoa	VP	Bricklayers Local 23	Construction
Athena Koehler	VP	Bryn Du Mansion	Hospitality
Adam Shilling	Director	Buckeye Valley Family YMCA	Human Services
Luke Clark	VP	Central Midwest Carpenters	Construction
Phil Frye	Owner	CENTURY 21 Frank Frye Real Estate	Business
Bill Spurgeon	Manager	City of Newark, OH	Government
Austin Hays	Director	Claypool Electric	Construction
Jeff Grow	Owner	Coffee Shack Coffee Roasters	Business
Chrissy Blevins	VP	Complete General Construction Company	Construction
Sarah Morrison	Educator	COTC	Education
Dr. Gregory Ferenchak	Educator	COTC	Education
John Berry	Educator	COTC	Education
Tim Goetz	Educator	COTC	Education
Ron Fleshman	Manager	Courtesy Ambulance, Inc.	Health Science
Jim Hamilton	HR	Covestro	Manufacturing
Rich Rogers	General Manager	Covestro	Manufacturing
Tiffany J Geiger	Associate	Creekstone Benefits LLC	Health Science
Jayme Blackstone	Educator	C-TEC	Education
Ellen Nixon	Educator	C-TEC	Education
Michelle Snow	Superintendent	C-TEC	Education
Lauren Buchler	Educator	C-TEC	Education
Mel Felumlee	Educator	C-TEC	Education
Kristin Musick	HR	eXp Realty	Business
Dan Moder	Director	Explore Licking County	Business
Kacey Cottrill	Superintendent	Franklin Local Schools	Education
Leann Bednarczyk	HR	Golf Works	Manufacturing
Sheri White	VP	Golf Works	Manufacturing
Lisa Baker	VP	Goodwill	Business
Jeff Brown	Superintendent	Granville Schools	Education
Cameron Garczyk	Director	Grow Licking County	Government
Trevor Thomas	Superintendent	Heath City Schools	Education
Rhonda White	Educator	Heath City Schools	Education
Rick Platt	Director	Heath-Newark-Licking County Port Authority	Government
Justin Hinderer	Owner	HMC	Transportation
Char Stille	Owner	Holderbaum's Painting, Inc.	Construction
Todd Collins	Manager	Holophane	Manufacturing
Audra Johns	HR	Hopewell Federal Credit Union	Finance
Ashley Labaki	HR	IBEW Local 1105	Construction
Beth Tyburski	VP	JA of Central Ohio	Education

Lou Kramer	Superintendent	Johnstown Monroe LSD	Education
Cassie Kane	Owner	Kane Learning	Business
Ed Ward	Manager	Kohls	Manufacturing
Heather Hedgepeth	Superintendent	Lakewood LSD	Education
Connie Hawk	Director	LC Foundation	Human Services
Amy Dell	Associate	LC Foundation	Human Services
Andy Scaggs	Associate	LC Library	Arts & Communications
Jessica Gosselin	Associate	LEADS, Inc.	Human Services
Melissa Owens	Director	Licking County Aging Partners	Human Services
Anna Jeffries	Associate	Licking County Board of DD	Education
Carrie Lonzo	VP	Licking County Chamber	Business
Jennifer McDonald	President	Licking County Chamber	Business
Melissa Anderson	Director	Licking County Coalition of Care	Human Services
Chad Brown	Director	Licking County Health Department	Health Science
Wendy Lindskog	Associate	Licking County Humane Society	Human Services
Ed Lehane	Director	Licking County Humane Society	Human Services
Kim Wilhelm	Associate	Licking County Job & Family Services	Government
Lindsey Connell	Associate	Licking County Job & Family Services	Government
Dawn McCloud	Educator	Licking Heights LSD	Education
Wren Slonaker	HR Manager	Licking Memorial Health Systems	Health Science
Holly Slaughter	Director	Licking Memorial Health Systems	Health Science
Paul Smathers	Superintendent	Licking Valley LSD	Education
Tiffany Schmitz	Educator	Licking Valley LSD	Education
Shona Garver	Educator	Licking Valley LSD	Education
Diane Bittner	Associate	Lifetime Financial Growth	Finance
Dale Lewellen	Superintendent	LRESC	Education
Laura Cunningham	Administratve Assistant	LRESC	Education
Dale Dickson	Director	LRESC	Education
Beth Bronkar	Coordinator	LRESC	Education
Joe Shannon	Board Member	LRESC Governing Board	Education
Caroline Fraker	Associate	MedBen	Health Science
Patina Wert	Associate	Mount Vernon Country Club	Agriculture & Enviro Systems
Matt Dawson	Manager	MPW General Manager	Manufacturing
Teri McCarty	Manager	N8 Family Chiropractic	Health Science
Julie Waters	VP	New River Electrical	Construction
Daniel Hunt	Board Member	Newark City Schools	Education
Sue Larry	Workbased Learning	Newark High School	Education
Bryce Culver	Director	Newark Learning Center-JA	Education
Donna Wheeler-Hunt	Associate	Newark-Dental	Health Science
Scott Hartley	Superintendent	North Fork LSD	Education
Michelle Newman	VP	North Valley Bank	Finance
Amy Warren	Educator	Northridge LSD	Education
Jaime Scott	Educator	Northridge LSD	Education
Jennifer Ellis-Brunn	Director	ODJFS	Government
Kathleen Spahr	Asst Director	ODJFS	Government

Rori Leath	Business Liaison	ODJFS	Government
Mikayla Blackstone	Recruitor	Ohio Department of Transportation	Transportation
Kevin P Hansell	VP	Packaging Corp of America	Manufacturing
Shane Clutter	Engineer	Packaging Corp of America	Manufacturing
John LaBelle	VP	Peak Technology Solutions	Information Technologies
Josh Moore	Instructor	Performance Training Solutions	Transportation
Tina Angeletti	Instructor	Project Search	Health Science
Susan Geier	Liaison	Rea & Associates	Finance
Chad Hanson	Recruitor	Samuel Packaging Systems Group	Manufacturing
Theresa Kanavel	Marketing	Sands Decker	Construction
Cassie Emerson	VP	Screen Machine Industries	Manufacturing
Robert O'Neill	Owner	Southgate Corporation	Business
Tonya Sherburne	Educator	Southwest Licking Schools	Education
Chloe Musick	Director	Sustainable Ohio Public Energy Council	Energy & Natural Resources
Valerie Spanovich	Owner	Star Wipers Inc.	Manufacturing
Keith Clouston	Plant Manager	State Industrial Products	Manufacturing
Shirley Drake	HR	The Dawes Arboretum	Agriculture & Enviro Systems
Karla Long	Director	The Dawes Arboretum	Agriculture & Enviro Systems
Brianna Stone	HR	The Energy Cooperative	Energy & Natural Resources
Todd Ware	Owner	The Energy Cooperative	Energy & Natural Resources
Maryann Crist	Manager	The Midland Theatre	Arts & Communications
Matt Smith	President	The Ohio State University at Newark	Education
Meghan Federer	VP	The Works: Ohio Center for History, Art & Technology	Education
Alexis McCullough	HR	THK Manufacturing of America Inc.	Manufacturing
Chris Downton	HR	THK Manufacturing of America Inc.	Manufacturing
Jarret Johnson	Outreach Coordinator	THK Manufacturing of America Inc.	Manufacturing
Natalie Saling	HR	Tosoh SMD, Inc.	Manufacturing
Jamie Campbell	Educator	Tri Valley Schools	Education
James M. Garrabrant	VP	TrueCore Federal Credit Union	Finance
Jason Hall	President	TrueCore Federal Credit Union	Finance
Brian Lehman	Manager	Universal Veneer	Manufacturing
Ben Mitchell	Manager	Velvet Ice Cream Company	Manufacturing
Tom Bunyard	Associate	WCLT Radio, Inc.	Information Technologies
Jack Treinish	Manager	West Licking Fire District	Law & Safety
Meghan Poth	Associate	Wilson, Shannon & Snow, Inc.	Finance
Laura Tompkins	Superintendent	Zanesville City Schools	Education

Schedule of Meetings

1. **Planning meetings for the 2026-2027 school year include**:

9.8.2026	11.10.2026
1.12.2027	3.9.2027
5.11.2027	

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.

Initiative 1
Describe, in detail, the plan associated with implementing this quality practice. Build relationships with local businesses to promote work-based learning experiences for senior high school students is an initiative. A subcommittee has been formed to continue this work. We are beginning to work with interested businesses regarding: Developing, creating, and completing a learning/training plan with the student and teacher; Communicating clear expectations for student behavior; and Providing ongoing updates and feedback to the student. Student goals and objectives need to be understood. Work-based learning responsibilities need to be identified in the training plan. Confidentiality is important to be discussed and communicated clearly with students. Conduct rules and safety/emergency procedures are addressed and communicated clearly. Discuss any updates in responsibilities and management change. Feedback is provided regularly to the student involved in WBL. These experiences help students develop professional skills for the future.
List all participating school districts. What percentage of students within the business advisory council will be impacted by this initiative? . Participating school districts include C-TEC, Granville, Heath, Johnstown-Monroe, Lakewood, Licking Heights, Licking Valley, Newark, Northridge, North Fork, Southwest Licking, Franklin Local, Tri-Vallley, and Zanesville, We are in the beginning stages of providing this for our students. Roughly 4% of students were impacted by this initiative.
List all businesses and specify industries involved. What role does the business play in implementation? Ariel, Manufacturing; Licking Memorial Health Systems-Health Sciences; Bane-Welker-Manufacturing; Samuel-Manufacturing; Hendrickson-Manufacturing. We are in the early stages of work-based learning and the businesses will partner with the high

schools for implementation.

Work-based learning provides hands-on, experiential learning within high demand occupations and that is the role that business plays in the implementation of these experiences.

The Newark Learning Center that connects Junior Achievement in our districts continues to grow. JA BizTown provided 2211 students in 37 learning experiences totaling 43,753 hours for students to get authentic learning during the school year. JA Finance Park had 528 students in 12 learning experiences totaling 9807 hours as well. These are hands-on experiences for students to apply content from the classroom to the learning center as a culminating field trip.

School Partnerships and Career Pathways programs continue to provide career awareness and experiences for our students.

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

Students are experiencing relevant skills by being involved in the workforce situation. Students are connecting curriculum to real world situations within the company environment. Being on time, staying focused, and following directions are a few of the skills students learn. Educators who evaluate the students based on the learning plan are also supporting these skills with continued discussions and assignments.

Business mentors help support these professional skills needed when they are with students in the work environment, guest presentations in the classroom, and when educators participate in the Educator Boot Camps.

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?

Students and educators are becoming more aware of the manufacturing careers available with our county. With students experiencing work within the manufacturing areas, our students have more relevant awareness compared to only touring or watching a video of the work environment.

How does this initiative impact students with disabilities?

Students with disabilities are involved at the level appropriate to their talents. All students need to experience work-based learning and our companies involved provide that experience.

Initiative 2

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

Project Search Program

This program serves 5th year seniors with disabilities (interns), providing them hands-on work experiences across three or four rotations in various Licking Memorial Health Systems (LMHS) departments. This is the 11th year for this program that helps develop professional skills for future careers. Over the past 10 years, 73% of the interns have been hired by LMHS. Each year, new departments are being included in the rotations.

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

Participating school districts include C-TEC, Granville, Heath, Johnstown-Monroe, Lakewood, Licking Heights, Licking Valley, Newark, Northridge, North Fork, and Southwest Licking.

Typically, there are 9 or 10 students involved each year. Approximately 100 students have been involved these last ten years.

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

Licking Memorial Health Systems is involved in this initiative and have staff that coordinate the experiences and rotations for students involved.

How does this initiative help develop relevant, in-demand skills for students and educators? By exposing Interns to this program, Interns are networking with employees of various degrees and training. Interns are doing tasks in the difference departments, involved in meetings, policy and procedures exposure, new hire orientation, and other experiences to highlight relevant skills needed for in-demand careers
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? Skills gap or talent pipeline challenges for students with disabilities is supported by this program. All work is honorable work and students with disabilities are motivated and encouraged to enter the workforce after participating in this program. Examples of work would be food preparation, custodial, horticulture, administrative support, hospitality, and clinical rooms cleaning.
How does this initiative impact students with disabilities? This initiative is solely for 5th year high school students with disabilities. The Braedon Pollman Memorial Scholarship is being developed in collaboration with the Licking County Foundation and Braedon's family to award one project prepare graduation with a scholarship to assist them in their transition to work.

Note: Please add space/rows as needed.

BUILD PARTNERSHIPS

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

Initiative 1
How will the council draw feedback from business and industry to inform decision-making? A business directory for educators was created by the Licking County Chamber of Commerce who is an active partner in the BCAC. At various Chamber meetings, companies are learning about the directory, the goals of the BCAC, and joining. This directory is an electronic directory so updating is simple and in real time. Partnerships businesses make with educational districts helps educators with employment awareness that in turn supports the talent pipeline by sharing those opportunities with students. Skills gaps and employment needs are feedback needed to make decisions
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? Bi-Monthly BCAC meetings allow feedback from business and industry to help with decisions that drive the work of the BCAC. Sub committees are formed to address new goals and initiatives.
How will identified industry partners co-develop relevant in-demand skills for students and educators? The many areas of the Directory include Career Path/Industry classroom presentations, Internships, Job Shadowing, Mentoring, Company Tours, Interviews Career Rep, Job/Career Fair, Mock Interviews, Panel Discussions, Pre Apprenticeship Opportunities, and Work-based Learning Projects embedded into curriculum. By having this business directory, educators can connect with those who address the above areas that can be embedded into curriculum so that students become aware of InDemand careers and student experiences. The members of this directory are members of the BCAC. Feedback at bi-monthly meetings help support skill development for students.
How will partners impact career readiness for students with disabilities? BCAC members provide opportunities for students to experience the work environment and skills needed for the future. Marketable skills are reinforced when students are involved in work experiences. This helps reduce the unemployment gap.

Initiative 2
Describe in detail how the business advisory council plans to strengthen and expand business and industry representation. The Chamber of Commerce is always promoting business involvement in the BCAC. The directory has helped expand the representation on the council. With current members, one goal is to have more involved in attending the meetings by providing speakers that have a relevant message to draw more involvement. Strengthening the experiences for students by reaching out to our members and getting more involved in work-based learning is a goal.
What is the business advisory council plan to utilize insights from business and industry to increase skills for students and educators? The Educator Boot Camp was formed due to business and industry requesting more educators involved in understanding what goes on within these local companies. Selecting local companies that support InDemand careers is our focus. Careers within Distribution, Logistics, and Advanced Manufacturing were highlighted in the summer boot camp. Attendees toured and did hands-on activities at Star Wipers, Covestro, Performance Training Solutions, and Performance Training Solutions.
How will identified expanded industries develop relevant in-demand skills for students and educators? Our goal is to continue to develop and implement additional boot camps that will allow educators to learn about expectations of our local businesses for students entering our workforce. When educators have better understanding of such expectations they are better able to guide students properly into the various career pathways.
How will partners impact career readiness for students with disabilities? BCAC members provide opportunities for educators to experience the work environment and skills needed for the future. These Marketable skills are reinforced when educators are involved in work experiences. This helps reduce the unemployment gap for students with disabilities.

Note: Please add space/rows as needed.

COORDINATE EXPERIENCES

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

Initiative 1

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

The BCAC meetings have begun highlighting companies that support Work-Based Learning programs and how other companies can replicate to support students becoming involved in these hours on the job. Speakers at meetings share resources and tips to encourage other companies to get involved. High schools involved in work-based learning are share strategies and paperwork with others in leadership. The BCAC will approve these plans at meetings.

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

C-TEC	16.60%
Granville	2%
Heath	1.90%
Johnstown	0.80%
Lakewood	2.20%
Licking Heights	0.60%
Licking Valley	8%
Newark	2.80%
North Fork	8.50%
Northridge	6.70%
Southwest Licking	1.50%
Philo	0.80%
Tri-Valley	0.60%
Zanesville	1.20%

List all businesses and industries that will be involved.

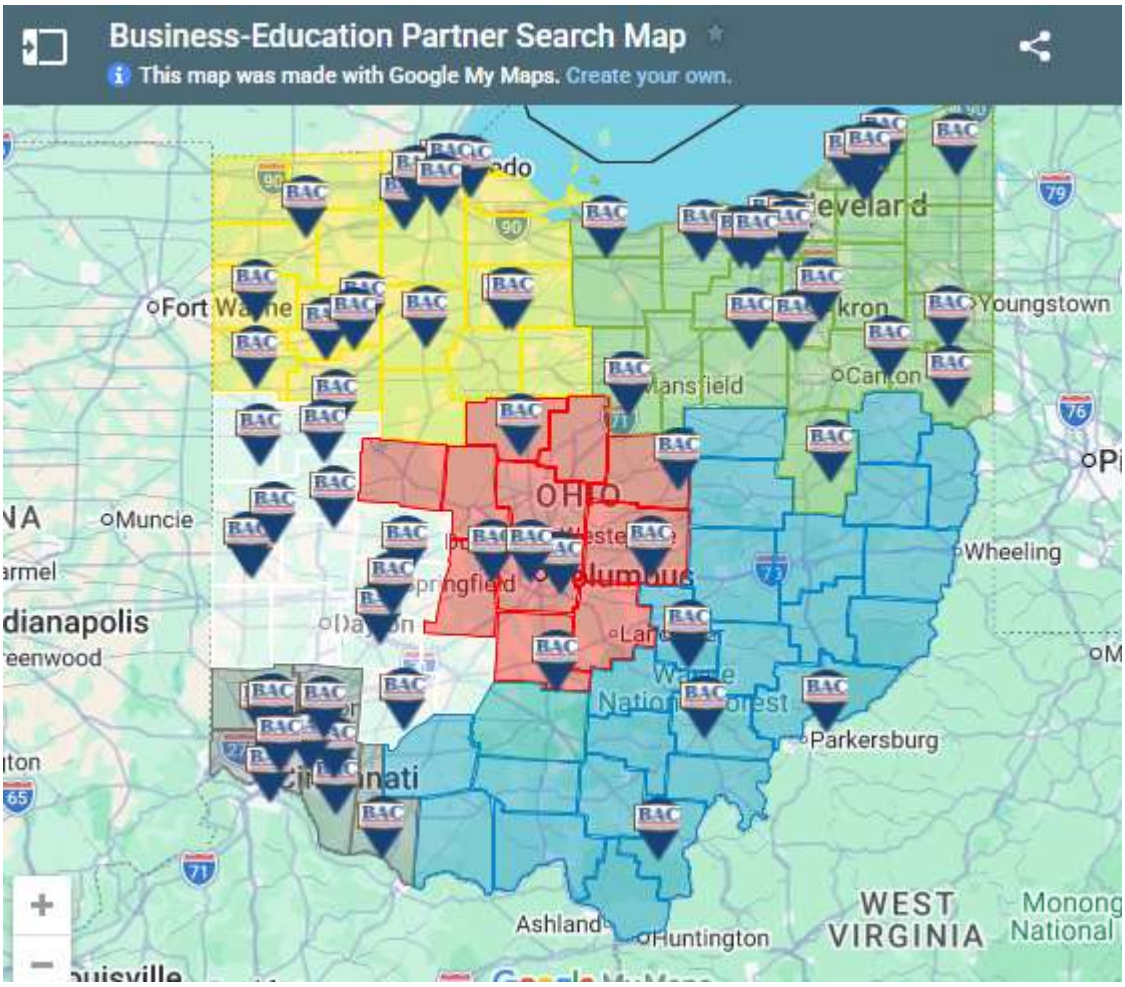
Ariel, Manufacturing; Licking Memorial Health Systems-Health Sciences; Bane-Welker-Manufacturing; Samuel-Manufacturing; Hendrickson-Manufacturing. We are in the early stages of work-based learning and the businesses will partner with the high schools for implementation.

What role does business play in planning and implementation?

The role of businesses is crucial in planning and implementing Work-based learning by providing real workplace experiences, mentoring students, and aligning with the student's goals. They collaborate with our high schools to ensure students are getting these opportunities. The benefits to our businesses are students gain practical skills, a stronger group of skilled talents is created, and a more competitive economy by fostering a skilled workforce.

Initiative 2
Describe in detail how the business advisory council plans to increase Work-Based Learning for students. A subcommittee to prepare high schools to embrace work-based learning is being formed. Principals involved with work-based learning will mentor those just embracing these student experiences.
List all school districts that will benefit from this initiative. Participating school districts include C-TEC, Granville, Heath, Johnstown-Monroe, Lakewood, Licking Heights, Licking Valley, Newark, Northridge, North Fork, and Southwest Licking Franklin Local, Tri-Vallley, and Zanesville,
List all businesses and industries that will be involved. We will use Licking Memorial Health Systems, Ariel, and Samuel as models within our county to provide information to the high school leadership in promoting the increase of work-based learning experiences for students.
What role does business play in implementation? The role of businesses is crucial in planning and implementing Work-based learning by providing real workplace experiences, mentoring students, and aligning with the student's goals. They collaborate with our high schools to ensure students are getting these opportunities. The benefits to our businesses are students gain practical skills, a stronger group of skilled talents is created, and a more competitive economy by fostering a skilled workforce. By sharing examples of students involved with our high school leadership, this will motivate more involvement.

Note: Please add space/rows as needed


Business-Education Partner Search Map
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Fort Wayne
Muncie
Springfield
Dayton
Columbus
Mansfield
Canton
Akron
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Wheeling
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