

**Lorain County Business Advisory Council Meeting**  
**October 23, 2018**  
**Meeting Minutes**

Meeting began at 8:00 a.m.

In attendance: Ray Anthony, Graig Bansek, Jim Barnhart, Tom Barone, Cassandra Baumhardt, Jacob Carmany, Roxann Caserio, Justis Clifford, Mike Cook, Jerome Davis, Dave Fox, Chuck Froehlich, Franco Gallo, Tony Gallo, Chad Grude, David Hall, Tom Jama, Mike Laub, Mike Longo, Jimmy Miller, Rich Moreck, Victoria Mowbray, Scott Radcliffe, Tita Reed, Robyn Ringwall, Steve Sayers, Chad Schneider, Bob Scott, Mike Von Gunten, Dennis Walter, Ed Weber, Dan White, Bruce Willingham, Matt Yunker,

Franco Gallo reviewed what and why a BAC exists and process of developing a new one.

Appointments were made:

President - Franco Gallo

Vice President - Tom Jama

Secretary - Dan White

Franco shared potential activities this group can do

Shared article, ["Ohio's education chief checks out local internship program"](#)

Franco - I want you to talk, what are things or activities we can have that we can accomplish in short term and long term? Then, discuss, what are you hoping to learn? - 10 minutes

Table conversations:

Shortage of skilled trades, shortage of teachers, we need plumbers, welders, etc. JVS students are graduating with high paying jobs in electrical, HVAC, etc. We have alumni with 4 year college degrees, student loan debt, and working at Subway. Wages for jobs are getting higher because less people are doing the work.

Not a shortage of realtors, but with the home construction/remodeling, we need workers that can do these jobs. Wife owns a bakery - her employees were not communicating well with appropriate tone, "friendly" demeanor. On phones too much. In baking and real estate about 50% of the new hires have these issues.

Hearing from apprenticeship programs students are not joining.

Students are coming and can't answer questions, being able to talk with people. Students have to look up every answer on a phone. Our best employees are retired people. Poor resumes, new hires involved in extracurricular activities have a leadership mentality. They had a project, they're better prepared. Employees struggle with technical skills.

Communication is a concern. Past 10-15 years of doing internships with colleges. We want to start working with high school students. Internship program is good at revealing those that can be successful at SpaceBound.

Table Groups shared their discussion points.

Group 1 - Shared three short term and three long term ideas

Group 2 - Shared 5 ideas for future work

Group 3 - Shared ideas for moving forward and needs of the workforce.

Group 4 - Skill Concerns, Technology is a strength, but communication, customer service skills, etc.

Repeated Ideas:

Job and Career Fairs, field shadowing, developing partnerships between high schools and businesses.

Concerns: Skill and trades concerns, communication skills need to improve, work ethic or pride in job need to improve. How do we improve this?

Franco - Explained the homework assignment. Survey 5 colleagues and 5 students on the skills necessary to get a job, keep a job, move up in a job, and to be in a leadership/management role.

Questions:

Tom Jama - Sometimes kids fail in their first job. Senior Project, students picked a field they're interested in and developed a relationship and work with that person, and student could take last quarter off of school and go work with that person in that job/field of interest. I think getting kids exposed to the environments so they can see what it actually takes to work in this career. Exposure, expose kids to the opportunity, the expectations,

Bob Lake - Can we make "Move up" to "Move Up/Have a Career." How do expose students to start and keep a career over life.

Question: How do we connect this to the family? Franco - we can only focus on what we can control. We do the best we can to expose students.

Tom Jama - It is our job and responsibility to move forward and ensure students are successful.

Mike Laub - There is no magic key. Uninvolved and different values, schools don't get to choose. We need to identify and help students/parents that are involved. Develop relationships with people. There is not one answer to this issue. Hope people see the value in what

Dave Hall - Start at a younger age with exposing students. Sharing what they can do regardless of future education. Human Resources shared - getting people to pass drug tests and be on time.

Tony Gallo - Businesses are giving back in special ways, businesses need to share with the community so people know.

Graig Bansek - Job fairs, get districts sharing and exposing opportunities.

Tony Gallo - Focus on C and D students too, not just A and B.

Franco - my email address is: [Gallo@escl.org](mailto:Gallo@escl.org) email me and share your ideas of whom needs to be at this table.

Tony Gallo - Communities need to share about public transportation. We need to sell people on a tax to provide a tax for public transportation. Northeast has a concern about transient people coming to our meeting.

Tony Gallo suggesting for Tom's Country Place, 3:00-7:00 pm. November 1st.

Mike Laub - Involve students

Chuck Froehlich - Involve LCCC.

Bob Scott - Involve politica, we need the help of businesses and parents. There isn't enough time in the day to do what we need. Columbus puts so many requirements on us that are not of value to us. Prevent us from our ultimate goals. Take our time and resources.

Dr. Bruce Willingham - Schools are some of the largest employers. We don't release teachers, staff, to discuss what we do. We need to involve them in job fairs. Union as well.

Rotary International Members - Speech competition is approaching.

Meeting Adjourned at 9:15 a.m.

Next meeting: January 15 at 8:00 a.m.