

Twinsburg City School District  
Business Advisory Council (BAC) Meeting  
Tuesday, August 7, 2018  
Crown Composites Tooling, LLC, 2003 Case Parkway, S., #3, Twinsburg ~ 8:00 a.m.

### Meeting Minutes

*In Attendance: Kathi Powers (TCSD), Norm Potter (TCSD), Chad Welker (TCSD), Laura Hebert (TCSD), Jenny Stupica (Conxus NEO), Melissa Mertes (Mad About Marketing), Steve Schiopota (Heritage One Resources LLC), Todd Courtney (Crown Composites), Michelle Willmott (VMS)*

Meeting was called to order at 8:05 a.m.

- Superintendent Powers welcomed those in attendance.
- Phone conference with Barrett Bridgewater, Adecco Representative:
  - Adecco is one of the largest recruiting firms. Most of what they do is general staffing but they have helped school districts with student internship programs. They are in the Cincinnati Public Schools and are having conversations with the Canton area districts.
  - Mrs. Powers explained *The Academy* to Mr. Bridgewater and explained that we are looking to develop the program to provide opportunities for business shadowing and internships. Because of *The Academy*, TCSD has the business relationships established, but needs assistance placing the students into the businesses for hands on experiences.
  - Mr. Bridgewater shared that businesses are not set up to handle hiring students under 18 so this is an area where Adecco can be of help. Providing payroll services, insurance and workers compensation as they are familiar with child labor laws.
  - Adecco offered to send information explaining what they would be able to provide to the TCSD.
  - Discussion continued regarding Adecco's services relative to potential training of mentors for shadowing experiences/internships.
- Debrief of phone conference and discussion of next steps:
  - It was agreed that the TCSD would need to be cognizant of labor laws regarding minors. CVCC is able to provide hands-on opportunities to students to work on the manufacturing floor because they offer the curriculum and are credentialed programs but this would likely not be

allowed if students were placed in internships merely through *The Academy*. Students would not be allowed to operate machinery if they were placed with business partners. Students would be limited as to what they could do. Problem is for students not in the CVCC program to get hands-on experiences in the manufacturing fields.

- Dr. Hebert shared her experiences in her previous district. They provided three different pathways to the students; marketing, graphic design and engineering. They also experienced problems having students under 18 years of age participate in hands on real-world environments. Seeing the end product is critical to keeping students involved. They were missing the internship piece. They did not have the connections with the businesses outside the classroom to provide hands on experiences.
  - The group felt that there does need to be more information available to parents so that they know what is available to students through *The Academy* and can provide support and encouragement to their child.
  - The students currently involved in *The Academy* are, for the most part, high achievers. How can middle level students be identified and shown the opportunities available to them and get them involved? This needs to be a focus. Some ideas: enlist teachers and counselors to identify what kids are struggling and might be encouraged and excited with what *The Academy* can offer them.
- What will be done before the next meeting:
    - Secure a recruiter.
    - Melissa Mertes will reach out to Swagelok which has a huge internship program and see what they might be able to provide our students.
    - Talk with folks at ideastream and how they can help us. Celina Roebuck (previously with the CVCC) is now at ideastream.
    - Establish time line for next meetings.

Next meeting date/time is October 23, 2018 at 8:00 a.m.

Meeting was adjourned at 9:40 a.m.

Meeting Minutes Approved on October 23, 2018