7:30 AM – Networking and Photos
  Group gathered, spoke to one another and enjoyed a continental breakfast.

8:00 AM - Welcome and Introductions
  Jon Graft, CEO/Superintendent
  Jon Graft welcomed all of the members. We will honor and pay our respects at 8:46 am.
  • Review Norms: Butler Tech Norms
    o Establish Agenda Roles
    o Mindset in seeing best in peers
    o Process decisions and timelines – we want to have an outcome
    o Openly speak your truth – give and receive feedback
    o We all are collective thought leaders
    o Ensure collective efficacy – we all are part of the solution
    o Risk taking
  • Activity: Find someone you do not know and write down their name.
  • Introduction of each attendee: Name, Organization, first paid job ever had (each attendee answered the questions).

8:10 – 8:20 AM – Update on Butler Tech – Laura Sage
  • Internships/Apprenticeships (Handbook): Description of Workforce Services – Introduction of Megan Reed and Jeanette Becker, Career Specialists WFS
    o Jeanette introduced the new Employer C-op/Internship Handbook.
    o Kert Radel asked for our Workforce Services Staff Sheet to be emailed to him.
    o Jon encouraged everyone to use the material and feel free to change it to fit their needs.
    ▪ Action item: challenged attendees to pass along the handbook to someone after the meeting.
  • Hiring Day – Invite companies to Butler Tech for a “reverse job fair” to interview our students. Companies will be competing for our students.
• Share update on Manufacturing Day – National Manufacturing Day 10/4 (first Friday of October). Butler Tech has students going out the entire month (61 companies in the Cincinnati/Ky area are hosting students). Largest in the nation.
  - Amy Waldbillig Shared – Cincinnati state engineering students are coordinating to go out to businesses, but Cincinnati State has also invited students in to experience their engineering program.

• Nick Lindberg Adult Ed update – BT Adult Education Provides credentials in less than a year. Partnering with the City of Monroe. Looking at Micro Credentials and integrating online courses. Exploring a Mechatronics pathway from secondary through one-year adult ed program.

8:20 PM – Focus on Emerging Industries

• Purpose of BAC is to prepare students for the jobs of the future. Our work is to mobilize the students toward the right direction.
• Workforce Connections
• Current State of Business and Industry in SW Ohio – most of the industry is located in Cincinnati and Cleveland area. We are in these industries and they have transformed into Industry 4.0
• A video was shown regarding Industry 4.0: The Fourth Industrial Revolution
  https://drive.google.com/open?id=1IjGw7_6dOH0l__9m1popmAPrTiMQsmnl
• Technology is changing everything in all industries that are listed on slide #2 of the presentation. Perception is that robots are taking over jobs, then students will end up unemployed, but that is not what will happen. It is our responsibility how we define these jobs.
• The Healthcare Industry has changed significantly integrating robotics into how a patient is treated.

Brian Griffen – Cincy AFL-CIO commented that industries are growing so fast we don’t have a workforce. GE has open positions that cannot be filled – skills are not there – retiring workforce – HVAC hard to find a good technician under 45 years of age. We have stigmatized these trades for so long, no one is interested.

Jon Graft: OH 3rd in Manufacturing in USA. What if we were able to fill all of the available positions???? We cannot do this alone. This is why having this type of discussions is so valuable.

• Companies need to establish their employee pipeline – if we don’t start early you will be left behind. Our policy is we don’t hire under the age of 18. You are the beginning of your end.
• Amy Waldbillig Cincinnati state- P&G is recruiting students with Assoc Degrees. P&G hired 35 engineering students from Cincinnati State.

Eric Ferry asked the question: Where are we in terms of enrollment at Butler Tech Secondary and Adult ed? Jon answered by stating, BT problem is compacity. We are maxed out. We are flat funded from a state standpoint. No matter how many students we add we obtain no additional funds.

• On Adult Ed side perception of career tech has improved. This month, Adult Ed graduated its youngest welding class in Butler Tech history

8:46 – Paused the meeting for Moment of Silence in remembrance of 9/11.
Top 10 States on a robot per 1,000 work basis – perception that robots are taking over positions. This is not true. Companies will train employees on the skills needed to run the robots. That is industry 4.0. Cincinnati ranked the highest city in Ohio with the most robots.

Future of the Workforce:
- The Ageless Workforce – Ignoring this could cost U.S. businesses $48.8 Billion
- Mindful Workforce – Not addressing this by 2030 could cost U.S. businesses $112 Billion
- Intuitive Workforce – Not addressing this could cost U.S. businesses $32.1 Billion
- Collaborative Workforce – Encouraging this U.S. businesses could save $99.8 Billion.
  - Butler Tech encourages this: “Find your Passion, Purpose, Impact.”

What does industry 4.0 mean to a K-12 school? Two-thirds of Butler Tech’s student population is in our associate schools.

Aging Industries – across all industries “Gen Z” will be very diverse population. Company culture and how Gen Z interacts with a company is going to be completing different. A company’s culture is very important – need to invest in workforce.

8:45 – 9:10 AM – Group Discussion

Activity: Find somebody you do not know and talk about your particular industry, description of your industry and what the future needs are going to be. What is needed now, 5-years from now and 10-years from now. (10-Minute breakouts.)

- Next Five Years
  - New Jobs
  - New Skills
- Think about transferable skills sets (soft skills, training employees)

Group came back together and discussed the following:
- McDonalds partnered with a company for voice automated orders (industry 4.0) STEM, STEM AND MORE STEM EDUCATION IS NEEDED – put the human back into the equation.
- More soft skills: lots of things robots can do but can’t be the creative thinkers, leaders on the shop floor
- Rethink career paths – career paths will be changing. Continually retraining employees on the company’s specific needs. If need welding skills – train them.
- Employer support for continuing education program – not just tuition reimbursement – how do we support these redevelopment career paths?
- Benefit Cliff – segment of population on public assistance. Gets a job but then they get cut off from the public assistance but still needs it to pay for childcare or benefits. Severely limits the labor pool. It is fixable if we have the urgency to make changes.
- We need to view education as Supply Chain.
- Skills need – 50% of the machining and assembly workforce will turnover. Need critical thinking skills, problem solving skills, and soft skills.
- We need to focus on the individual: Issue will be recruiting: drug testing, transportation, lack of soft skills. – How do we create life-long learners that we can retrain? We need to bring the machinist to the table with the engineering team to problem solve.
- Parents are unaware of the career paths that are out there or have a negative opinion on career tech schools.
- New commodity is data and how you use the data - industry 4.0
New job titles were discussed: For example: “Robotic Coordinator”, – think about the current education system. Are we providing the skills/education needed to become a robotic coordinator? Some education partners see the sense of urgency to change how they approach education, but many are not.

Discussed how the Financial Industry is changing - Bank of America Bank, Loveland – does not accept cash, no human tellers, only interactive tellers called “Teller Infinity Machine.” Also, a teller is now called a “Relationship Banker” because they are creating the emotional experience for the customer.

9:10 – 9:30 AM Summary

The jobs will change, we need to make sure our students are prepared.

Major Infrastructure that is Overlooked: Transportation (or lack thereof). Impossible for someone to take a job between cities/towns. Cannot take a position because they don’t have the means to get there.

Outcomes:
- Action Item – give the handbook to someone or use it. Butler Tech will distribute electronically.
- Continue to connect with one another. Collaborate with one another.
- We need to identify what we need now, five years from now and 10 years from now. We need a regional perspective so we can tell our elected officials, “this is what we need, here are the companies, and these are the jobs.
- Transform the k-12 system. If we are successful in doing this and nobody else does it, it will be a failure. We need everyone to get on board to develop the future “skills force”.

Please send us your professional business picture, so that we may display it on our Business Advisory Wall

Upcoming Meeting Dates:

Wednesday, November 13, 2019 – Business/Education Roundtable Meeting
Wednesday, February 12, 2020 – Business Advisory Council Meeting
Wednesday, April 8, 2020 – Business/Education Roundtable Meeting
Purpose of the BAC (Business Advisory Council)

To prepare students for jobs of the future.
Current industries in Ohio.
Average wages in Ohio

2018 Average Wage – JobsOhio Sectors

Aerospace and Aviation: $107,846
Financial Services: $105,830
Energy and Chemicals: $93,262
Healthcare: $88,725
Technology: $82,928
Automotive: $66,824
Advanced Manufacturing: $65,812
Food and Agribusiness: $53,647
Logistics and Distribution: $47,911

Source: U.S. Bureau of Labor Statistics; Cleveland State University, Center for Economic Development
Southwest Ohio is in great need of skilled employees.
At almost 17%, manufacturing’s contribution to Ohio’s GDP is greater than any other industry sector.

Ohio ran THIRD (behind California and Texas) for state manufacturing GDP.

Ohio ranks SECOND nationally for new site selections. Half of these new site selections are manufacturing projects.

Ohio ranks THIRD in manufacturing employment nationally. Ohio’s manufacturing employment in 2016 was just under 715,000.

TRIPLE TRACK APPROACH:
This apprenticeship program provides a triple approach: (1) Coursework provided by Butler Tech (2) Apprenticeship opportunities at partner business (3) Stackable industry credentials and college credit classes.

LABOR MARKET ALIGNMENT:
Coursework and skills standards are aligned with labor market standards, which ensure highly skilled young professionals that are career ready.

EDUCATION/BUSINESS PARTNERSHIP:
Business partners work closely with Butler Tech to ensure curriculum, industry certifications, and apprenticeships.
BUTLER TECH
- Attend classes required for graduation
- Students attend Butler Tech’s technical coursework
- Classroom and lab work prepare students for on-site experience
- Juniors or Seniors would be eligible to apply due to ORC 4109.06

BUSINESS PARTNER
- Work Butler Tech’s technical coursework into hands-on experience
- Students would be selected based on interest and skill
- Afternoons, work part-time
- Possible Fifth Day Experience
- Minimum 6 hours/week at $10/hr
- Semester or full year rotation
The future.

Top 10 states on a robot-per-1,000 work basis

- Wisconsin: 2.5
- Iowa: 2.6
- Mississippi: 2.7
- South Carolina: 3.2
- Ohio: 4.3
- Tennessee: 4.3
- Alabama: 4.7
- Kentucky: 5.6
- Indiana: 7.2
- Michigan: 7.4
The future.

Ohio cities with most robots

- Toledo: 1,042 (2015), 894 (2010)
The future.
The future.

Ignoring this could COST U.S. businesses $48.8 Billion

Not addressing this by 2030 could COST U.S. businesses $112 Billion

Not addressing this could COST U.S. businesses $32.1 Billion

THE FUTURE WORKPLACE

The rise of the workplace that nurtures the mental health and encourages staff to take a break from their hyper-connected, digital lifestyles will be important in the future.

73% of workers find they are expected to be 'always on' and available for work, which increases significantly their levels of stress and likelihood to leave their job.

THE AGELESS WORKFORCE

The rise of the ageless workforce is a key desire for employees

Employees need to make ensuring their staff have the mental and physical energy to work or long as they want a top priority

Not tackling this issue will lead to higher levels of stress and a higher likelihood of employees leaving their jobs

Ignoring this could COST U.S. businesses $48.8 Billion

By encouraging more of this U.S. businesses could SAVE $99.8 Billion by retaining key members of staff.

THE COLLABORATIVE WORKFORCE

Employees want to see the workplace of the future become even more collaborative

Employees will need to promote an open, honest and social exchange to drive loyalty and engagement

65% of employees claim that workshops and inter-team discussions are effective ways to generate ideas, having a positive impact on stress levels

THE MINDFUL WORKFORCE

The rise of the workplace that nurtures the mental health and encourages staff to take a break from their hyper-connected, digital lifestyles will be important in the future.

73% of workers find they are expected to be 'always on' and available for work, which increases significantly their levels of stress and likelihood to leave their job.

THE INTUITIVE WORKFORCE

The digital-savvy generation starting their careers now will desire a workplace that is intuitive and intelligent to their needs, wants and needs

This will champion a transparent relationship between employees and their employers

Employees can embrace this by using technology to mine and gather data to improve each employees’ roles, responsibilities and benefits

Not addressing this could COST U.S. businesses $32.1 Billion

According to the Future Workplace report by Unum, employees in the sectors like healthcare and education are often asked to accommodate the demanding daily demands. For a company of 50 employees, this means 50 employees who are 50% more productive. Per the report, the workload of each of these 50 employees is up 50%.

In Finland, the company has been able to attract the world’s highest percentage of women and men in 5 years. The average employee retention rate is 85%.

A report from the Independent Authority of Patient Rights was carried out by the Finnish Institute for Economic Research and the Ministry of Employment and the Economy.

Because everyone needs a back-up plan

unum.co.uk
The future in education.
The future in education.

Private investment in ed-tech reached $4.5 billion in 2015

2011-2015 investment
($billions, % of market)

- Alternative schools
  $0.2 (1%)
- Institutions
  $2.3 (18%)
- Adult learning institutions
  $2.7 (21%)
- Higher-education institutions
  $2.9 (22%)
- Preschools through secondary schools
  $5.0 (38%)

Note: Data about education technology investments was obtained using specific keywords and filters in the Quid software tool to identify the ed-tech space. Source: Capital IQ and company websites, from 1 January 2011 to 31 December 2015.
The future in education.

From Future of Millennial Careers study by the Career Advisory board, presented by DeVry University.