

Tiffin Schools
Business Council Meeting Minutes
May 15, 2025
8:00 AM
Hampton Inn Conference Room

Larry Kisabeth called the Business Advisory Committee to order at 8:00 am. He asked the members to read the minutes from March 20. Gwen Stallard moved to accept the minutes and Carl Pastorella seconded the motion. Larry called for a vote, the motion passed.

The next topic was updates on events and activities completed this year.

1. The Job Fair was on April 17, with 50 businesses and 6 local schools
 - a. List of businesses, schools and pictures were handed out.
 - b. An overview of the evaluations was passed out.
2. A Community Job Fair was held the night before with 20 businesses and approximately 50 people attended looking for work. The business also completed an evaluation on the end of the regular job fair evaluation.
3. General information about all the yearly activities was presented.
 - a. An article and picture from the Parkhurst Dining Tour
 - b. Pictures and the names of the participants from the IT Career Panel.
 - c. The attached sheet provides a list of the activities and numbers involved.

Suggestions provided to help improve different activities included:

- a. Get the Seneca Regional Chamber of Commerce to help with Community Job Fair
- b. Work with schools not involved to research why and how we can get Them involved.
- c. Maybe have some HR people present a brief informational workshop before the event on "How to handle getting a job!"—for both the Community and Student event
- d. Start earlier on the promotion of the Community Job Fair

Our next discussion was on the Teacher Tours planned for August 22 plus, the Business Week in the late Fall. In order to have these activities planned and ready to be presented there will be committee meetings held throughout the summer. Any council member that wants to help can be on the committee. There will not be a regular meeting in June so both committees can start planning. Several ideas brought up to take to the committees included:

Teacher Tours

- a. Possibly have the businesses provide lunch
- b. Provide the business ahead of time with general thoughts on what to include in their presentation

Business Week

- c. Get the following involved: Mayor Lee Wilkinson, Bryce Riggs, Seneca Regional Chamber of Commerce, Tiffin-Seneca Economic Partnership, Tiffin Rotary Club

It was explained that the Manufacturing Showcase will be held on Oct. 3, 2025 with one major change. It will become a Career Showcase.

The members were asked if anyone had something to bring before the committee. Since there were no topics that needed to be discussed, Larry adjourned the meeting. at 8:55 am.

Next Meeting:	August 14, 2025
Time:	8:00 AM
Place	Hampton Inn Conference Room

Job Fairs Evaluation Results:

1. Do you feel the day met the goals established for the day?

- a. To educate students about ALL the different local businesses and the jobs/careers within these establishments:

YES 37 NO 0

- b. To provide the students with a chance to learn and practice life-long skills:

YES 35 NO MAYBE 2

- c. For businesses to teach and students to practice the communication skills required in the job market:

YES 37 NO

- d. To teach the students how to professionally work with businesses and practice this skills:

YES 35 NO. 2. (Maybe communication)

2. How satisfied, as a local employer, were you with the job fair?

Rate 1-5 1 being not at all and 5 the highest

1

2

3--1

4--8 (Too bad others don't take advantage of what it offers.)

5--28

3. Did the Job Fair meet your expectations?

YES 37 NO

--Great face to face with students

--Very well organized. We love the # of students involved as this has grown

--Students were engaged and when stopped asked questions

--Engaged with students

--We met with a lot of local students who had no idea we existed and were very much interested in working w/Sound Solution. We also spoke w/ teachers who took our info to send student our way.

--I talked to many different students about my opportunities.

--Most of our positions do not fit student applicants; but this is a good way to inform students of all the different jobs available at a radio station.

--The students asked questions and showed an interest at being. All students are very polite.

--Was able to direct students on future careers/education benefits available with Mercy Health, especially those in the health careers programs @Sentinel.

--Scheduled 2 interviews w/ qualified candidates

--On schedule, food provided

--The kids and participants were all very friendly and engaging

--This is such a well run event and the day flows well. Bringing in students from other schools is also nice.

--Had a lot of job inquires and was able to get our jobs advertised.

4. Is this a good time of year?

YES 32 NO 5

- We start hiring more in August. So we are glad to still participate, but because we work at a school, we pause most of an hiring until August 1.
- Maybe a tiny bit earlier for seniors
- tiny bit earlier for seniors
- tiny bit earlier for seniors
- Yes since we are seeking summer help. But not a gook week with Easter break and some school off, especially Sentinel
- We need Sentinel students to attend
- Fall or January early February
- Maybe just a little sooner
- Yes, I am hiring for the summer season

5. Do you like seeing all grade levels or should it be narrowed to just Juniors and Seniors?

- Since we are looking for summer help-all grade levels work.
- I like talking with all grade levels
- Like seeing all
- Juniors/Seniors are most important for us
- I think Juniors/Seniors take the Job Fair more seriously
- Yes all levels
- Juniors & Seniors
- Narrowed
- We like seeing all as we start hiring at 15 yrs old
- I think all grade levels. It's good to let younger kids see what's out there. To put a bug in their ear early on
- All, younger can be prepared
- All grade levels
- All
- Mainly Juniors & Seniors since we are seeking 16 and older. But it is a good experience for underclassmen
- Juniors & Seniors, maybe Sophomores, Freshman not too sure
- All grades
- 10-12 for Army recruiting
- All grade levels. It's never too early to start talking about careers, ettiquite and what is out there.
- All grade levels
- Juniors & Seniors
- Juniors & Seniors
- Juniors & Seniors
- I like seeing all grade levels
- Juniors & Seniors
- Narrow down to Juniors & Seniors
- Juniors & Seniors
- Rather just Junior & Seniors
- Junior & Seniors in the Trades
- Junior & Seniors in the Trades
- All Grades
- Just Juniors & Seniors
- Narrow to Juniors & Seniors
- Narrow to Juniors & Seniors

--We offer job shadowing to all classes. I think its more beneficial to those preparing to make choice on whether/what to go to Sentinel or not or those already @ Sentinel that can now work @ Mercy

6. Is this event worth holding yearly?

YES 37 NO

--Promote to colleges to step by either at community one or this one

--Nothing it was great

--Encourage students to have resumes/give names for recognition

--Have students wear name tags. So we can write down 1st and last names of those that impress us

--Better prep for students that weren't ready

--Give students more incentives to engage with employers. Gives them something to work for...example of working for money.

--Give the students talking points & incentives or a guide for going up to tables and talking. A sheet with sample questions to ask. Or if you talk to certain number of businesses you get entered for a prize.

--There were a few kids that had "Bingo Cards" that gave suggestions of things that companies offered that they could check off and we could sign that they talked to us about for instance "A job that requires a uniform." That was a good way to engage.

--More local schools-Calvert, Hopewell, Sentinel

--Spread out schools so there is more in the afternoon. Was confusing seeing same Columbian students morning and afternoon

--March??

--None it was great

--Maybe try fall or January or early February

--Mock interviews

--Name tags for students, makes it hard to participate in recognizing outstanding students

--I think a separate job fair for the younger grades where maybe they could work on specific communication skills and how to interact with businesses

--Everyone did a great job!

--All was well

--Not including Freshman students, they are just too young to consider for employment

--Juniors and Seniors should have resumes

COMMUNITY JOB FAIR EVALUATION:

If you attended the Community Job Fair, how many people did you talk with?

5. 5 or 6. 5-10. 20. 5. 6-7. 2. 10-15. 4. 5. 1. 4. 15. 20. 5

Is this event worth holding yearly?

YES. 14 NO. 2

Please feel free to give suggestions on how to improve the community event:

- Good idea maybe contact Terra to see how they promote theirs
- Hold the community event on the same day as the student job fair
- But needs publicized more for more community traffic
- I think this has a ton of opportunities, maybe partnering with job and family services and working with the employers to extend the reach in the community
- Can we be advertised as: Heidelberg Maintenance Department
- Social Media, posting jobs available featuring each business
- More social media presence
- It will keep growing
- Very few attendants but made the Best of it! Would participate again.
- I think it takes time to build up an event. Maybe offer a giveaway to a local company as an incentive to entice people to come.
- I believe it just needed more advertising. Promote the community aspect more
- May not be for Mercy Health, but I feel it can be beneficial to other agencies/businesses. Just not the best venue for Mercy.
- Advertising was good—not sure what else you could do. Have to rely on grassroots efforts/word of mouth.

Parkhurst at Heidelberg Tour

Parkhurst Food Service opened their doors to a group of Columbian students to see the behind the scenes of cooking, baking, and managing food service. Gilbert Evans, general manager of Parkhurst at Heidelberg University planned the event. He and his crew provided information at all levels of food service.

Mr. Evans talked about to get started on the path by explaining his background. He explained what goes on every day at all levels of the job. He also talked about food service roles that people don't know about that have great futures offering creativity, growth and good compensation. This included working in healthcare and in higher education.

Cassandra Barker, Retail Director explained her path to where she is now, along with what she does every day. Cassandra talked about the opportunities with Heidelberg. She also gave detail on how You can work for Parkhurst on campus and get some of your tuition paid.

Amanada Zimmerman, Director of Marketing talked about how she got started as a student in Marketing at Heidelberg. She explained what her job entailed and possible internships in Marketing while attending Heidelberg.

Chief Josh explained his extensive background in becoming a chef. He talked about his training and ways to obtain training and how you move up the rank in a kitchen.

All the speakers gave the same suggestions about work no matter where you are employed. They included show up to work and work hard. Realize time is money. You will start on the bottom, but if you are willing to work you will move up.

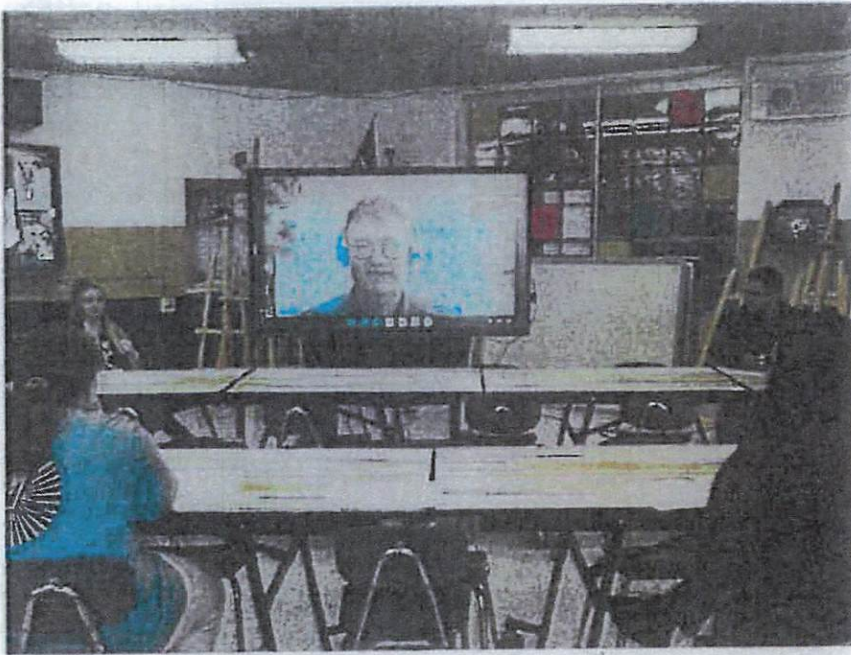
The students were given a behind the scenes tour of all the eating establishments – Rock Creek Café & Bakery including the new bread baking area to open soon. Hoernemann Refectory (Main Dining Center) here is where most of the students eat their meals. They offer a wide variety of foods to allow the students to build-their-

own meal and include special options for every diet, including vegan, vegetarian and gluten-free. Parkhurst also offers a Clean Plate Station for students that need gluten free and also students that have food allergens to dairy, eggs tree nuts, peanuts, shellfish, fish, soy and wheat. This station is self-contained so the risk of cross-contact from the non-allergen free menu items can be prevented. The students were introduced to The HeidelBean, a coffee shop in the center of campus. The last place the students visited was the Berg Bistro. The Bistro is more like a restaurant for people to gather, family dining or special occasions. The jobs here present a little different skill.

The entire tour provided a strong background into all the areas of food service and the skills necessary.







Felix Rodriguez
Job & Family Service IT Department

Victoria (Tori) Clouse
Engineering & Manufacturing Systems Administrator
National Machinery, LLC

Isaiah Pickell
Gaming Technology Specialist
Nationwide Children's Hospital

Year in Review

Job Fair

- 50 businesses signed up
- 2 more showed that were not signed up
- 2 pulled their names, unable to attend
- Evaluations
- Suggestions: Hold in March before state testing
- Comments from the group

Community Job Fair

- 15 businesses
- About 30-40 people
- Feedback from attendees: Wish more businesses
- Need more advertising
- Comments from the group

Reach

- All 4th graders, 170
- All 5th graders, 150
- 15 people involved from 12 different businesses
- Send thank you this next week and ask if they want to participate again
- Meeting before the programs starts???

Camp Invention, June 16-19

- 89 students sign-up
- Parents pay \$135.00, We pay \$135 plus \$170 for each Leader in Training
- People involved:
- 1 Director, 1 Assistant Director, 4 Teachers, 2 Parent Volunteers
- 7 Leaders in Training (7-9 graders)
- 8 Leaders (10-12 graders)

Business Tours

- 4 tours
- Same 12 students
- Comments from their evaluations

Career Panels

- 6 panels
- 19 businesses (24 people)
- Average 6-7 students per session