

Chair Lehner, Vice-Chair Terhar, and Ranking Member Fedor, I am Mark Lamoncha President of HUMTOWN PRODUCTS.

As a Business owner, we manufacture solution for the metal casting industry with sand molds and cores made conventionally as well as most recently adding 3D sand printing in a joint relationship with YSU. We have a diverse set of vocational and academic positions on our manufacturing team. We believe that both are equally important to the high-performance output of our manufacturing team.

**With All Businesses being the Customer of our whole spectrum of educational outputs consider the following points of view.**

**There had been for a long time a disconnect between what business needs are and what business receives from our educational outputs. Business needs all team members to come onboard vocationally or academically with the following qualities:**

- 1. In depth learning experience either Academic or Vocational**
  - a. Positive value-added CAPSTONE and MEANINGFUL WORK EXPERINCE**
- 2. Strong CULTURE of positive Value virtues and character to help build a strong corporate lattice that grows a strong web of interdependent relationships and a positive internal customer value on the team.**
- 3. Strong CULTURE of Safety and respect for the value of the team member and others**
- 4. Strong CULTURE of Quality and that quality is not what you do it is why inside of you.**
- 5. Strong CULTURE of High Performance.**

**At one point I never believed that our educational system would ever reach out to us in business to understand our needs and connect with us. Now that they have reached out and I have been appointed to the State school board and have seen in just 5 months the passion and irreversible momentum of the ODE team with their ability to be very agile and turn visions into reality with programs and curriculum as well as real time experiences connected to business through the ESC's and the Business Advisory Council's they are able to meet and exceed the need of business.**

**I can attest to this in the last 3 years with major positive improvements with the past and most current administration in our STATE of OHIO. The first noticeable change was the addition of the Business advisory groups. I was a member of the Columbiana County Educational Service Center Business Advisory Group. It is filled with passion and intentional purpose in taking down the silos around education and business. I hosted 2 administrators day groups into our 3D facility 2 years in a row. There was a deep and robust interest in understanding how our business and how it fits into the learning puzzle.**

Today I am here in support of the Graduation requirements supporting the CAPSTONE PROJECT as well as the MEANINGFUL WORK EXPERIENCE as counting towards graduation requirements and reducing testing to allow for additional resources for school administrators to be able to support these additional projects and time to asses them as they are more subjective than objective.

To help understand better why I support this, I would like to explain that we use a system that assess each position on our team for thinking style, interest and behavior. We then assess any oncoming team member for thinking style interest and behavior. Then aligning these characteristics between the team function and the team member. This contributed among other factors to decrease turnover from 70% to less than 10% when implemented. With a closer look one of the behaviors is measuring objectivity on scale of 1-10 whatever the number it is not right or wrong it simply says whether you are more objective or more subjective. My purpose for bring this up is why we believe that testing must allow for a spectrum of test approaches that fall between range of objective with testing to assessment-based projects – such as a capstone or work experience project – for a more subjective approach.

Realizing that we are more aligned in our curriculum in schools to work with testing that is objective based and requires less time to come to the answer. Where subjective that falls more to assessing a project and takes longer to evaluate and will require more resources to come to come to a grade point.

In our company we find higher performance when we can create circumstances where engagement is accomplished, as it is followed by interest purpose and passion. This will come hand in hand at work as more profitable and more rewarding for the team member in school environment better grades and a feeling of success for the student.

It may be viewed that this places a greater load on the ODE and schools to assess capstone and work experiences however proven over time is with greater risk comes greater reward.

### **The Value of Simultaneous Application of learning creates 3-Dimensional experience.**

The GOAL is a Career and learning is the vehicle to get us there.

Experience opportunity example.

In our family business it was allowable to have our 3 sons' come to work at 12 and have mentoring and hands on experiences in our patternmaking business.

- 1. We have the opportunity now with the capstone project as well as meaningful work experiences to extend this to all student's opportunities that were once only available to the owners of company's children.**
- 2. One of the amazing meaningful work experiences was that One of my sons that chose the ODE school work experience at CRESTVIEW SCHOOL was identified by our industry expert in sales training to be a top candidate for sales mentoring. With Brandon's background from the age of 12 in pattern making as well as CAM and CNC he entered into sales building a relationship while still in high school with CUMMINS intl and made friends with the global tooling manager working n a project for the cylinder head for the Bradley fighting vehicle used in our military. Later with CUMMINS global tooling manager he established a relationship with the platform designer of the DODGE diesel engine for pickups. Before retiring this engineer worked with Brandon and my other son Bronson on a final project that was a patent for a never thought possible engine block cylinder combination called a unblock that used no head gasket or bolts that would be a game changer to the CUMMINS engine corporation. Bronson as well started when he was 12 and went into mechanical engineering his contribution to this also came with a combined**

**work school integration. His YSU professor was amazed at his learning ability by combining academic and vocational at the same time.**

- 3. My other son starting at 12 learning patternmaking and design was building tooling for making castings for railroad castings at 14 later he taught himself electrical and Siemens factory automation going to YSU and getting a degree in INDUSTRIAL ENGINEERING once again his professor was amazed at his advanced learning due to the combined vocational with academic symmetry.**
- 4. Our latest project SILVERAPPLE was an amazing STEM problem based pilot in our CRESTVIEW schools related to what is the best way to clean off the 3D sand support material from the part.**

**Our Business's and state are at critical mass with being at a 49 year low of unemployment rate. We need this dual academic vocational approach to identify through career coaching to professional identify the students that can enter the job market right out of high school with credentials that can be a hard start right into business. A four-year detour into college for someone that will be more satisfied and successful with this career path will put OHIO 1<sup>st</sup> in creating jobs even in a tight job market. Counting both the capstone and meaningful job experience towards graduation will also make the students choosing this path fell more valuable and successful.**

Thank you for the opportunity to testify, I would be happy to answer any questions from the committee.