Career Pathways, Work-Based Learning, & Youth Apprenticeship (YA)

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THE CHALLENGE
CHALLENGES FACING SCHOOLS

- Pervasive achievement gaps
- High drop-out/low graduation rates in some places
- Post-secondary school performance
  - High need for remedial coursework
  - Poor program completion rates
- Skills gaps
- Truancy and student conduct concerns
- Graduates without direction or employable skills
9th graders are suspended at a higher rate than any other grade. (10.07% in 2011-2012)

Over the 2008/09-2011/12 school year span, 11th graders have the highest average rate for habitual truancy than any other grade. (16.18%)

In 2011-2012, 12th graders had the lowest attendance rate at 93.1%.
WHAT CONTRIBUTES TO CHALLENGES?

- *Insufficient transition* from middle school to high school.
- *Lack of meaningful connection* with an adult in school.
- *Little identification or understanding of goals* beyond high school.
- *Weak connection of coursework to goals* beyond high school.
- *Low participation* in electives or Career & Technical Education (CTE) courses.
WHAT’S BEEN TRIED?

- “Bring to scale” initiatives (Ex. Whole Language, Cooperative Learning)
- Increased academic instruction (Ex. Block vs Eight Period Day, Reduce lunch and unstructured times)
- Initiatives based on test scores (Ex. READ 180)
- Academic standards and standardized assessments (Ex. MAPS, SRI, SMI or STAR)
THE RESULTS

- Incremental improvements
- Occasional successes
- Strained resources
- And...

INITIATIVE OVERLOAD!
WHAT WE’RE LEFT WITH

I see you did well in school, but what real-world skills do you have?

Tests. I can take tests.
WHAT WE’RE LEFT WITH

“I attended a liberal arts college. I graduated with a Bachelor of Unemployment degree.”
CHALLENGES FACING BUSINESS

- An aging population of skilled workers
- Job openings left unfilled due to lack of qualified applicants
- Fast pace of global competition has required businesses to act quickly and nimbly in order to stay competitive
- Tight profit margins have resulted in loss of company training centers to fulfill worker development
Please go on with all those details of your previous experience and try to ignore my facial expressions.
Applying for a job at IKEA

Make a chair and take a seat.
The Overlooked Solution… QUALITY Career Pathways and Career and Technical Education (CTE)
A Solution
While there are a number of definitions of career pathways, this term generally refers to-

A series of connected education and training strategies and support services

THAT enable INDIVIDUALS to secure industry relevant certification and obtain employment within an occupational area

AND to advance to higher levels of future education and employment in that area.
Quality CTE Programming
### K12 Then vs. Now

<table>
<thead>
<tr>
<th>Vocational Education “Then”</th>
<th>Career and Technical Education “Now”</th>
</tr>
</thead>
<tbody>
<tr>
<td>For <em>Some</em> Students</td>
<td>For <em>All</em> Students</td>
</tr>
<tr>
<td>For a Few <em>Jobs</em></td>
<td>For All <em>Careers</em></td>
</tr>
<tr>
<td>6 to 7 “Program Areas”</td>
<td>16 Clusters – 79 Pathways</td>
</tr>
<tr>
<td>In Lieu of Academics</td>
<td>Aligns and Supports Academics</td>
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<tr>
<td>High School Focused</td>
<td>High School and College Partnerships</td>
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</tbody>
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EXAMPLE:

Career Cluster-
Health Science

Career Pathway-
Therapeutic Services

Program of Study-
Nursing

Individual Learning Plan-
A plan of coursework and experiences from 6th grade through HS Graduation & beyond
BREAKING DOWN SILOS

Education
- K12 & WTCS
- CTE
- ACP
- CP Certificates
- Dual Credit
- Articulation

Workforce Development
- WIA Youth Support Services
- LMI
- Career Dev.

Business & Industry
- WBL Advisories
- Curriculum Input
The MATC Example

Certificate
Course 101  3 cr
Course 102  3 cr
Course 103  3 cr
Course 104  3 cr

HS Certificate
Course 101  3 cr  JR YR
Course 102  3 cr  JR YR
Course 103  3 cr  SR YR
Course 104  3 cr  SR YR

Certificate
Course 101  3 cr
Course 102  3 cr
ABE Math
ABE Reading
ABE Sentence Skills

Hirable at EACH step
WORK-BASED LEARNING

- **State-Level**
  - State credential earned
  - Industry-endorsed competencies

- **Local-Level**
  - Local credential earned
  - Compliments local programs
WBL Options & Definitions

- Volunteer/Service Learning
- Job Shadowing
- Student “work-like” activities
- Intern/Trainee
- Work-Based Learning
  - Co-op, Skills Co-op, YA
  - School-Based
  - Entrepreneurship
  - SAEs
One type of WBL

Integrated Classroom & Worksite Training

ALL in-school Juniors & Seniors eligible

State grant funds to consortiums with matching funds

1 or 2 year programs; 450 hrs/year

40 Career Options

State Certificate
Resources

- WICareerPathways.org
- K16 CPs
  - cte.dpt.wi.gov
  - www.careertech.org
- Adult CPs
  - risepartnership.org
Questions?

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