

LEARNING TO WORK: CAREER PATHWAYS AND STUDENTS



Workforce Programs Roundtable 2011
Pathways & Partnerships

September 1, 2011

[A Vision of Students](#)

Why Business & Industry Support CTE

Why do we need Career Pathways and Partnerships?

- Nationwide, CTE programs are changing, evolving and innovating
- CTE creates an environment of opportunity and possibilities in schools and colleges
- CTE is helping our nation meet the very real and immediate challenges of economic development, student achievement and global competitiveness

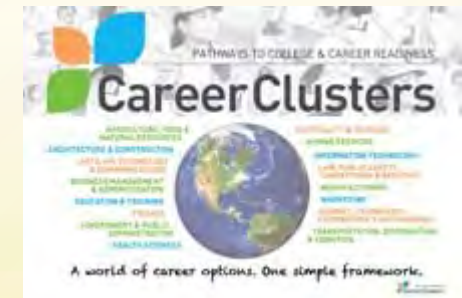
Career & Technical Education: Making A Difference Nationwide

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&portrait=0&autoplay=1](http://player.vimeo.com/video/16317438?title=0&byline=0&portrait=0&autoplay=1)

Career Clusters At-A-Glance...

A **career-focused** strategy within educational improvement to support

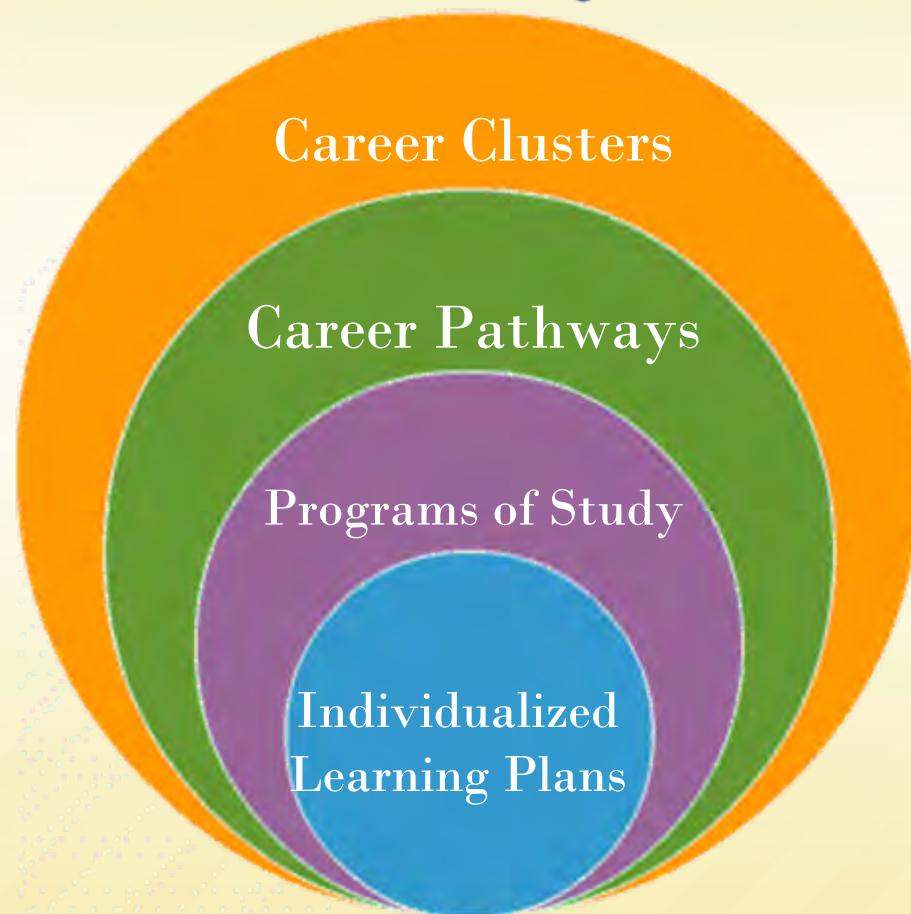
- Lifelong workforce preparation
- Economic development
- Seamless transitions between education and training opportunities by
 - blending rigorous academic/technical preparation,
 - providing for career development,
 - offering options for students to experience all aspects of a business or industry



The Cluster/Pathway Framework Supports a **NEW** Vision of Education

Vocational Education "Then"	Career and Technical Education "Now"
For <i>"specific"</i> Students	For All Students
For a Few Jobs	For All Careers
6 to 7 "Program Areas"	16 Clusters – 79 Pathways
In Lieu of Academics	Integrated with academics
High School Focused	High School and College Partnerships

Clusters/Pathway Initiative



Career Cluster Framework

An **organizing tool** defining education for post-secondary education and careers

Cluster Core Level

Skills and knowledge all students need within the cluster

Pathway Level

Skills and knowledge necessary to pursue a full range of career opportunities within a pathway

Career Specialties

Represents the full range of career opportunities within each pathway

Career Pathways

- Coherent, articulated sequence of rigorous academic and career related courses
- Commencing in ninth grade and leading to:
 - an associate degree
 - an industry-recognized certificate or licensure
 - a baccalaureate and beyond.



16 Clusters/79 Pathways

Example:

Human Services Cluster

5 Pathways

- Early Childhood Development & Services
- Counseling & Mental Health Services
- Family & Community Services
- Personal Care Services
- Consumer Services



Perkins & Programs of Study (POS)

What is the true connection?

- Perkins is the funding, however POS development is “The Right Thing to Do”
- Secondary and Post-Secondary Partnerships
- Plan for Students; guides and directs
- them K-16
- Engagement in the 16 Clusters and 79 Pathways
- www.careerclusters.org

Sample POS Chart

This Program of Study Plan should serve as a guide in the development of a secondary/post-secondary pathway for a secondary Perkins funding application. Courses listed within this plan are indicative of the courses needed to complete a pathway.

District:

Career Cluster:

Pathway:

SaveFileName: Blank POS Planning Chart

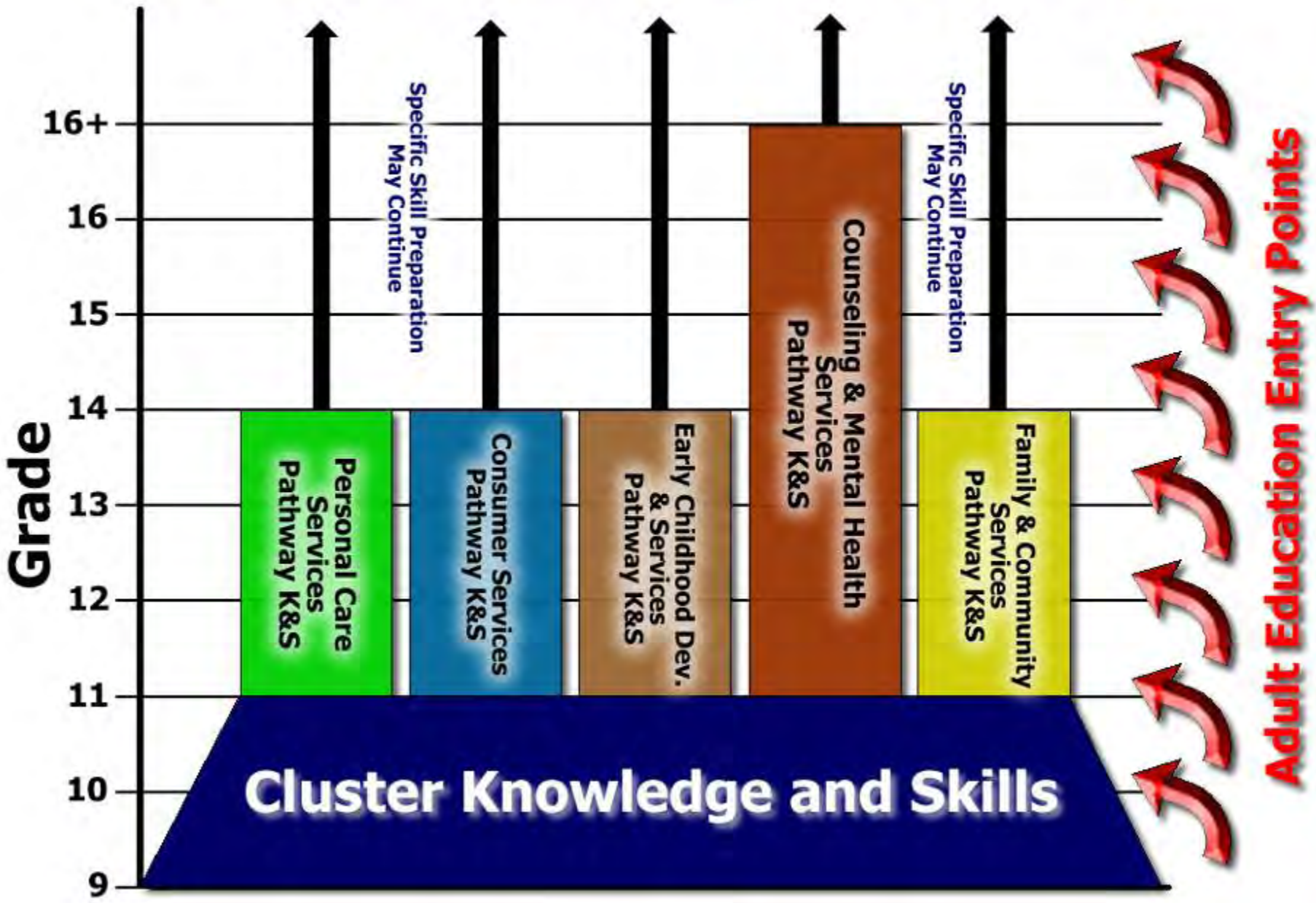
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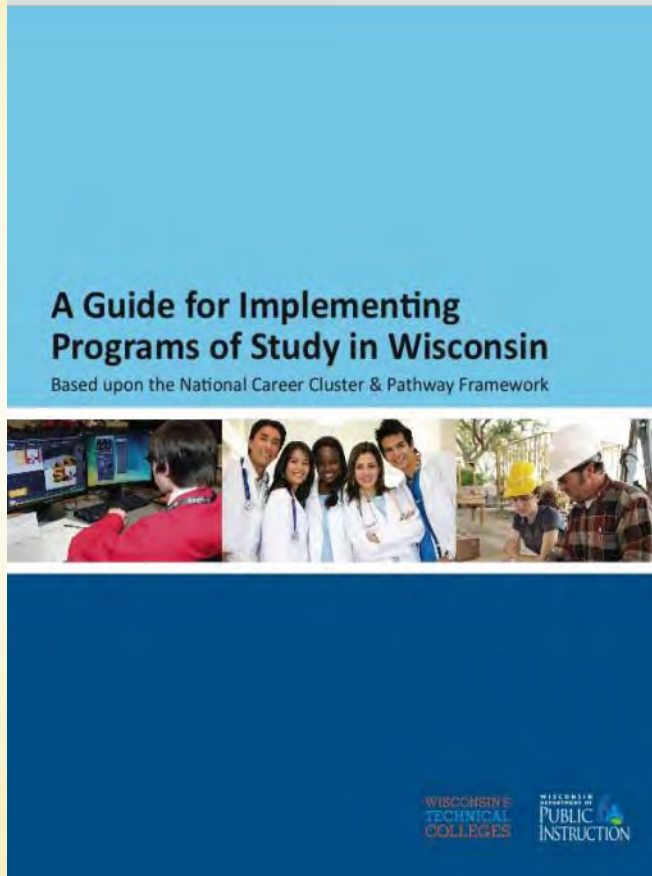
Grade	Secondary					Post-Secondary		
	9	10	11	12	13	14	15	16
English / Language Arts								
Math								
Science								
Social Studies / Sciences								
Career and Technical Courses Central to this Pathway								
Other CTE Courses, Electives, and Student Organizations Related to the Pathway								
SAMPLE Occupations Related to This Pathway								

Abbreviations: Advanced Placement = AP, Dual Transcribed Credit = D/TC, Youth Options = YO

Timeline: Career Interest Inventory Administered and Program of Study Initiated for all Learners Prior to 9th Grade
 College Placement Assessments-Academic/Career Advisement Provided (ACT, SAT, etc.) 11th - 12th Grade
 Gen Ed Courses - Grades 13-14 Courses Related to Major or Minor - Grades 15-16

Human Services Programs of Study





*A Guide for Implementing
Programs of Study in
Wisconsin*

*Based upon the National Career
Cluster & Pathway Framework*

www.dpi.wi.gov/cte/posguide.pdf

Individual Learning Plans:

The Wisconsin Comprehensive School Counseling Model

Individualized **Plan/Program of Study** chart for the sequenced listing of courses, both academic and CTE/degree major, that connects student's high school and postsecondary educational experiences.



HS to College to Career

2+2+2 Model

Articulation

College Credit while in High School

Post-Secondary Education

Technical College or University

Career Exploration and Engagement

Job Shadow or Internship

Entrance into the Workforce

Graduates ready to start their career



K16 Website

WICareerPathways Website

- Web-based tool for Students, Parents, Educators, and Counselors
- Interactive and Engaging
- Provides Career Exploration

Let's take a closer look!



Choose a Pathway

- **COMPARE** the Talent Demand in your area to the Talent Supply
 - LMI & Demographic data
- Determine Career Cluster area(s) to **TARGET**
- **CONTACT** cluster employer groups through existing committees, business/community organizations, & educational institutions
- **RECRUIT** employers for your cluster team and/or for other career activities
 - Address the EMPLOYER's needs (ROI)
 - Determine a range of services that employers could provide to help- a MENU of participation



The Pathway Team

- **WORKFORCE & EMPLOYERS**

- Business & Industry Leaders want to be involved!
- WIBs
- Chambers of Commerce, Industry Associations, Professional Organizations, State or Local Business Groups
- Technical College Technical Advisory Committees

- **EDUCATION**

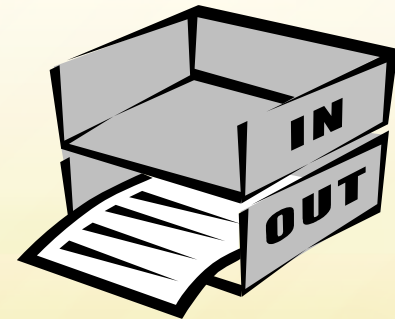
- K-12 Administration
- Elementary, MS, HS Counselors, CTE AND Academic teachers
- Technical, Community AND University college faculty in the specific cluster/pathway programs



Work-Based Learning

Ideal Work-Based programs

- Curriculum grounded in industry standards
- Work within an occupational cluster
- Support between classroom and worksite learning
- Coordination of learning between the school and the worksite
- Connecting activities
- Mentoring
- Reflection



LIKE *Wisconsin's Youth Apprenticeship* program!

What is YA?



Youth Apprenticeship

- State legislated school-work learning program
- DWD
- Paid on the job experience and learning
- Uses skilled job-site mentors
- Demonstrate skill competencies thru performance evaluation
- Provides for Employability & Technical skills
- Grants post-secondary educational advancement
- Integrates work-based learning in the school and worksite

YA Curriculum

Simple, Flexible, Consistent

- **Competency**

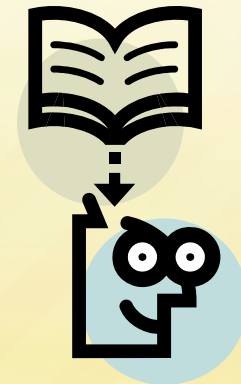
- Performance-based skill to be learned & practiced
- Demonstrated & assessed AT THE WORKSITE

- **Performance Standards**

- Performance assessed on a 1, 2, 3 scale
- Standards tell employers what to look for/how to judge the competency

- **Learning Objectives**

- Content to know
- Taught on-the-job OR in a classroom



Thank you for attending!

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