

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

CHALLENGES FACING WI STUDENTS

- ◎ 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?

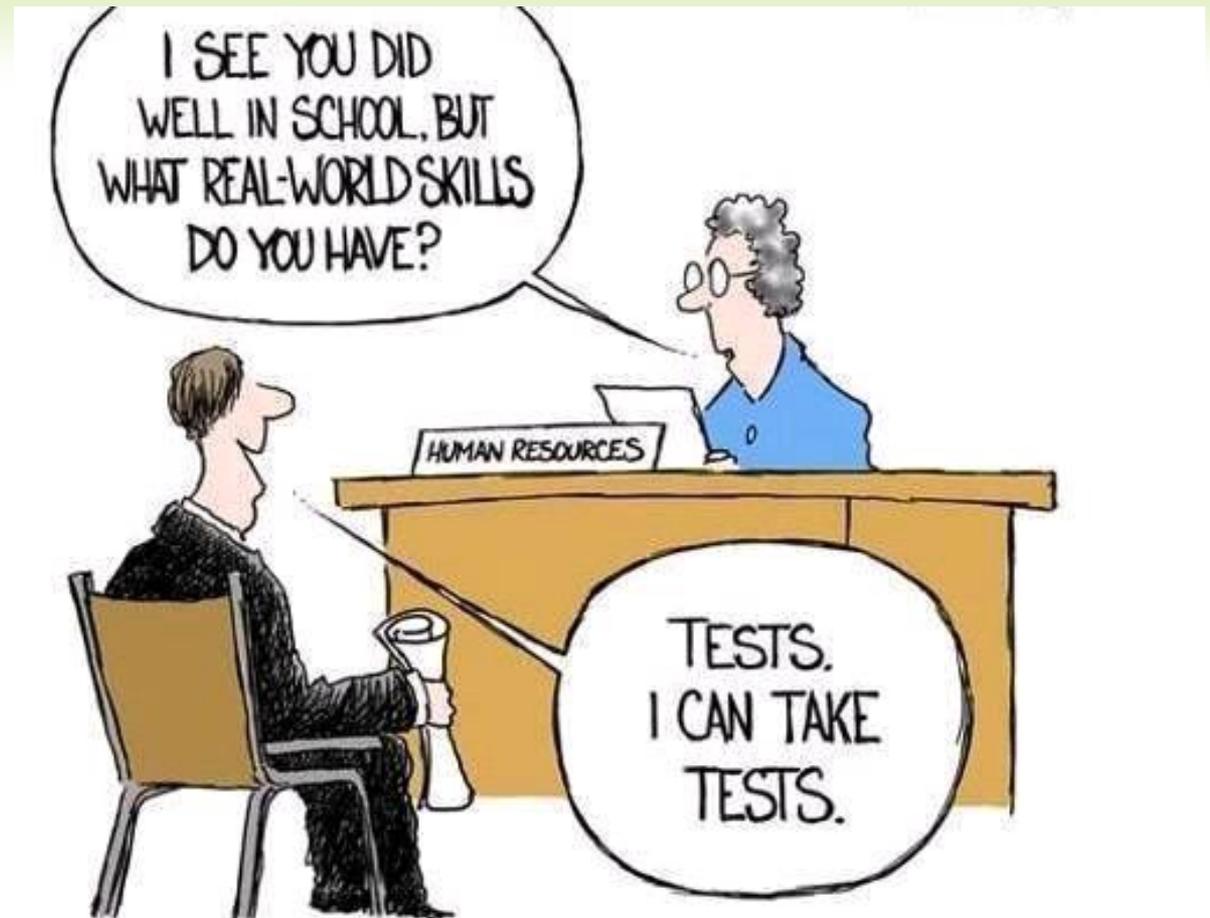
- ③ “Bring to scale” initiatives (Ex. Whole Language, Cooperative Learning)
- ③ Increased academic instruction (Ex. Block vs Eight Period Day, Reduce lunch and unstructured times)
- ③ Initiatives based on test scores (Ex. READ 180)
- ③ Academic standards and standardized assessments (Ex. MAPS, SRI, SMI or STAR)

THE RESULTS

- ③ Incremental improvements
- ③ Occasional successes
- ③ Strained resources
- ③ And...

INITIATIVE OVERLOAD!

WHAT WE'RE LEFT WITH



WHAT WE'RE LEFT WITH

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

CHALLENGES FACING BUSINESS

- ① An aging population of skilled workers
- ① Job openings left unfilled due to lack of qualified applicants
- ① Fast pace of global competition has required businesses to act quickly and nimbly in order to stay competitive
- ① 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



THE ISSUES



The Overlooked Solution... **QUALITY** Career Pathways and Career and Technical Education (CTE)

A SOLUTION

CAREER PATHWAYS

OVAE (Office of Vocational and Adult Education) NOW OCTAE

- ⊙ 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

Business & Industry Partnerships



K12 THEN VS. NOW

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

K12 POS & ILP (ACP IN WI)

EXAMPLE:

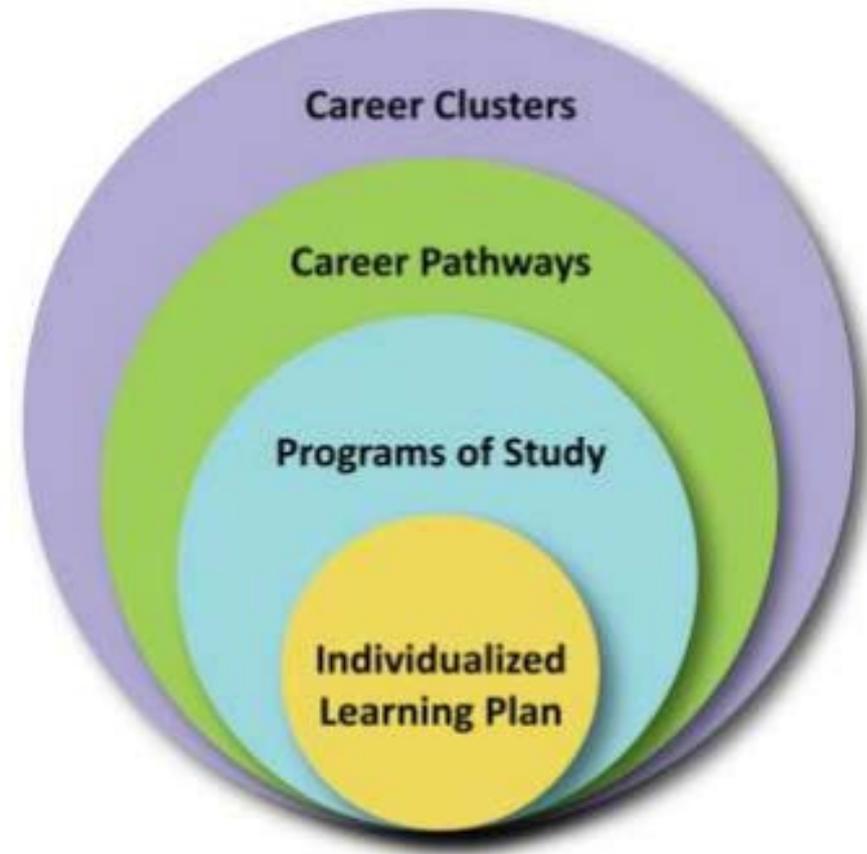
Career Cluster-
Health Science

Career Pathway-
Therapeutic Services

Program of Study-
Nursing

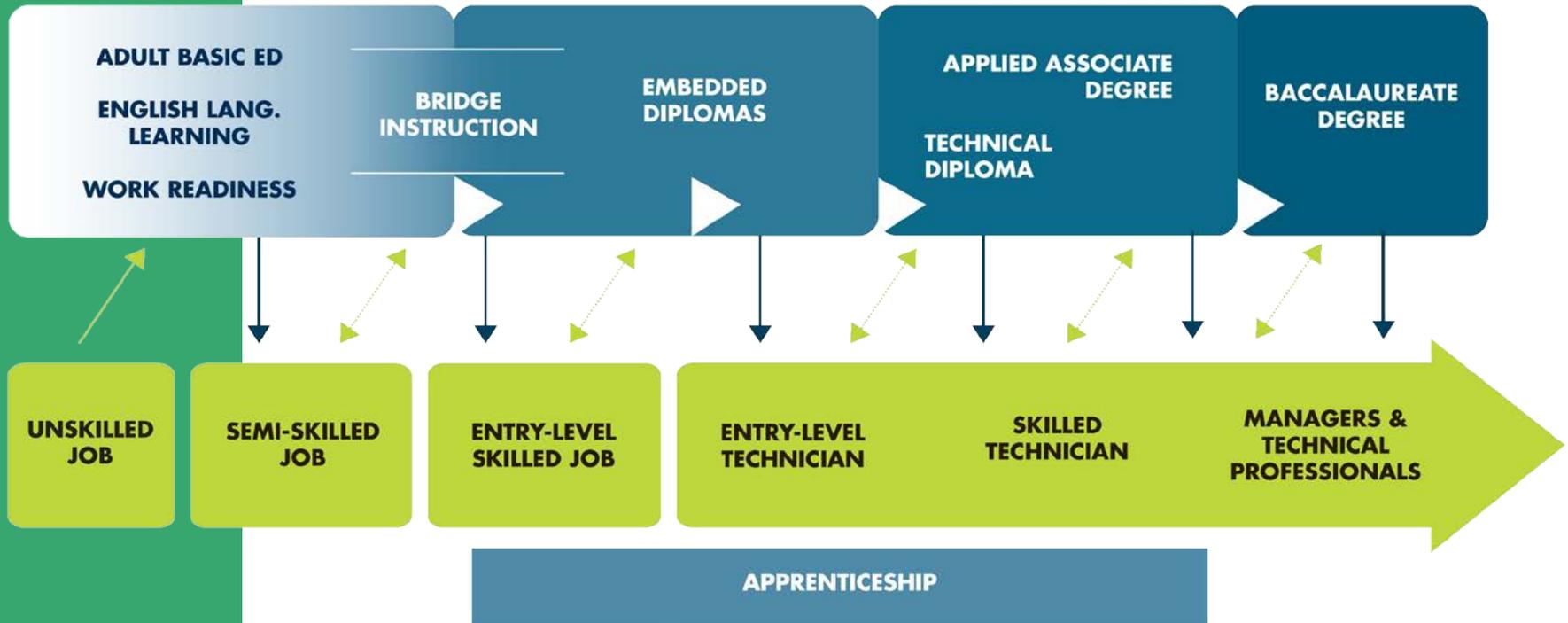
Individual Learning Plan-
A plan of coursework and experiences from 6th grade through HS Graduation & beyond

Career Cluster Framework

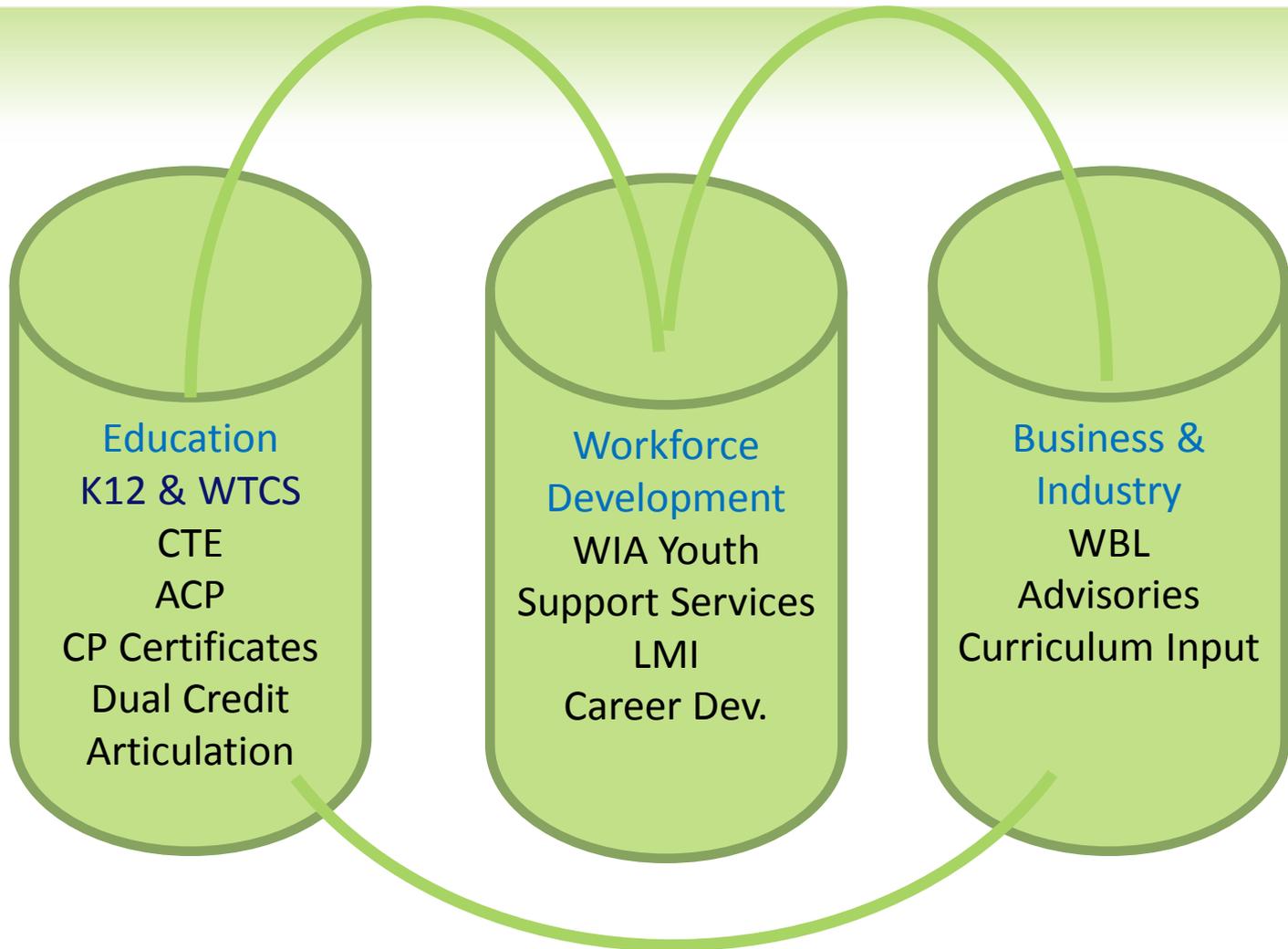


POST-SECONDARY WTCS CPs

WISCONSIN CAREER PATHWAYS

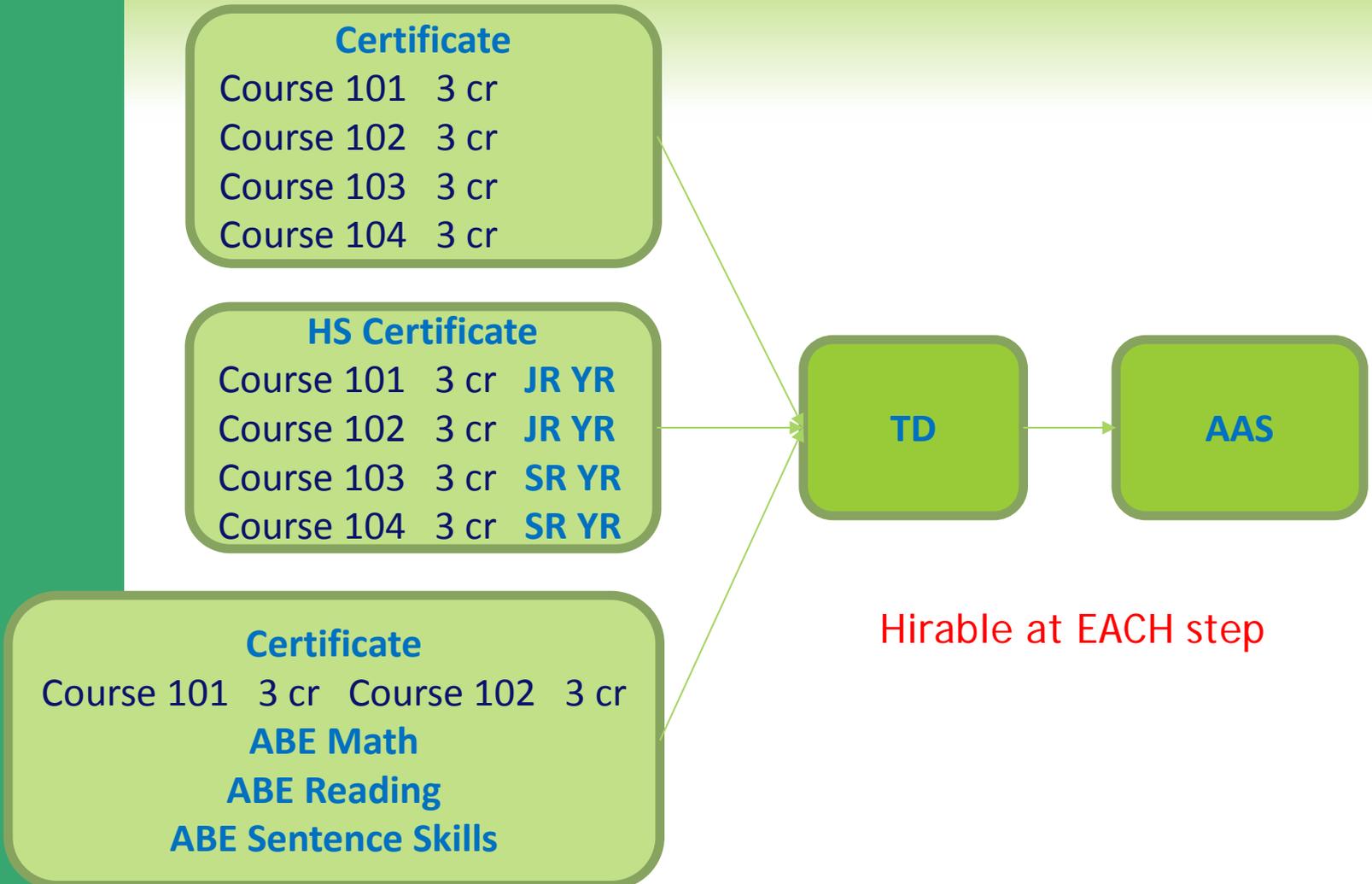


BREAKING DOWN SILOS



THE IMPLEMENTATION

AT THE TC: THE MATC EXAMPLE



AT K12: ACADEMIC AND CAREER PLANNING (ACP)

- ⦿ An ongoing **process** that uses a **tool** to actively engage students to:
 - ⦿ develop an understanding of his or her self
 - ⦿ create a vision of his or her future
 - ⦿ develop individual goals
 - ⦿ prepare a personal plan for achieving the vision and goals
- ⦿ A **product** that documents and reflects students':
 - ⦿ coursework, learning and assessment results
 - ⦿ post-secondary plans aligned to career goals
 - ⦿ record of college and career readiness skills.

EACH STUDENT'S ACP PROCESS

- ① Who am I? (**KNOW**)
- ② What do I want to do? (**EXPLORE**)
- ③ How do get I there? (**PLAN**)
- ④ Let's GO! (**GO**)



ACP PROCESS COMPONENTS

- ⊙ **KNOW**
 - ⊙ Self awareness & exploration activities
 - ⊙ Individual goal-setting
- ⊙ **EXPLORE**
 - ⊙ Career awareness assessment
 - ⊙ Career research & postsecondary training options
 - ⊙ Connect a student's middle and high school instructional activities with the education and preparation needed to successfully enter a particular field of interest
- ⊙ **PLAN**
 - ⊙ Work-based learning opportunities
 - ⊙ Extra-curricular and community-based learning
 - ⊙ Financial plan to cover cost of postsecondary
- ⊙ **GO**
 - ⊙ Adapt/Modify regularly
 - Intentional Sequence of Courses
 - Personal Goals
 - Career Goals
 - ⊙ ACP Conferencing



ACPs

- Process and Product

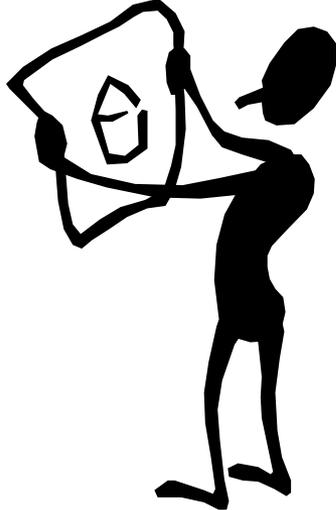
- ⊙ Process

- ⊙ Rigorous
 - ⊙ Engaging
 - ⊙ Ongoing
 - ⊙ Student driven

- ⊙ Product

- ⊙ Dynamic
 - ⊙ Comprehensive

Grid of Process/Product Components of Academic & Career Planning

Know			Explore		Plan		GO
<i>Individual Exploration Activities</i>			<i>Career Exploration Activities</i>		<i>Planning Activities</i>		<i>Management Activities</i>
Writing Personal Reflections	Personality Assessment	Learning Style Assessment	Career Interest Inventories	Setting Career Goals	Resume Builder	Cover Letters	Update Quarterly
Identifying Strengths	Identifying Needs	Setting Personal Goals	Career Cluster Exploration	Career Pathway Exploration	Labor Market Analysis	Mock Interviews	Modify Intentional Sequence of Courses
<i>Academic Planning Activities</i>			Creation of Program of Study	Job Fair Participant	Investigate Post-Secondary Options	Applications to Post-Secondary Options	Modify Personal Goals
Setting Academic Goals	Selecting an Intentional Sequence of Courses	Course Scheduling	CTSO Participant	Career Research	Campus Visits	Campus Visit Reflection	Modify Career Goals
<i>Academic Preparation</i>			Internship or Externship	Career Research Paper	Financial Plan	FAFSA form	<i>ACP Conferencing</i>
Special Education Core Courses	Regular Education Core Courses	AP or Advanced Courses	Job Shadowing	Work-based Learning	Gather Letters of Recommendation	Scholarship Info	
Youth Options	CTE Courses	Dual Enrollment	Labor Market Exploration	Youth Apprenticeship	Interviews of Career Experts	Leadership Opportunities	
International Baccalaureate Programs	Extra/Co-Curricular Involvement	Industry or Technical Certification	Service Learning Projects	Work Experience	Choosing a Post-Secondary Option	Decision-Making Reflection	
Project Lead the Way	ASVAB	STEM	<i>ACP Conferencing</i>		<i>ACP Conferencing</i>		
EXPLORE	PLAN	ACT/SAT	<p><i>“Plans are nothing; planning is everything.”</i></p> <p><i>~Dwight D. Eisenhower</i></p>				
<i>ACP Conferencing</i>							

THEN VS NOW

4-Year Plan (Traditional)	ACP (Now)
Product-based	Process-based
Some or select students	All students
Acts as a 4-year plan of courses	Acts as a navigational tool for students from grade 6-12 and beyond
Student “on own” for its development	Student-driven with collaboration (mentor and parents)
HS Graduation = End point	HS Graduation = Check point
Career development is only the school counselor’s job	Career development is a systematic, whole-school responsibility

CURRENT ACP RESOURCES

Work-based Learning

Youth Options

Dual Enrollment

ACP List-serv

Dedicated ACP Email

Transcripted Credit

Programs of Study

Course Options

Credit Flexibility

ACP Webpage

ACP Resources In Development

ACP on Facebook & Twitter

ACP Software

ACP Guidance (K-12)

ACP Guidance (parents)

ACP Guidance (community)

ACP Guidance (business)

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

YOUTH APPRENTICESHIP



- ⊙ 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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