

Career Exploration & Career Development Experience Pilot

Community of Practice

February 24th, 2022



Education Systems Center

NORTHERN ILLINOIS UNIVERSITY



Who's here today?

**Please write your
name, title, and
organization
in the chat**

- Please mute computers and/or phones when not sharing with the group
- Unmute yourself or use the chat to provide any comments or questions throughout today's discussion



Plan for Today

- Overview of Resources & Announcements
- Community Presentations
 - Hoopeston Area School District
 - River Bend School District
- Breakout Room Discussions by Pilot Focus Area



Overview of Resources & Announcements



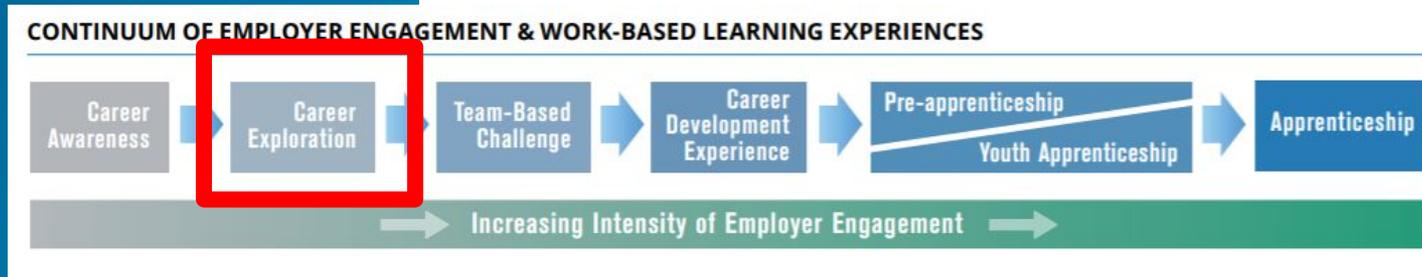
Work-Based Learning Continuum



Career Exploration

From [Illinois Career Pathways Dictionary](#):

An activity such as a job shadow, attendance at a career exposition, or employer site visit providing an individual with the ability to **engage directly with employers**, for the purpose of **gaining knowledge of one or more industry sectors or occupations**



Career Development Experience (CDE)

A supervised work experience relating to an individual's career area of interest that:

- 1) Occurs in a workplace or under other authentic working conditions;
- 2) Is co-developed by an education provider and at least one employer in the relevant field;
- 3) Provides compensation or educational credit to the participant;
- 4) Reinforces foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework;
- 5) Includes a Professional Skills Assessment that assesses skill development and is utilized as a participant feedback tool; and
- 6) Takes place for a minimum of 60 total hours.



ISBE Pilot Resource Hub

Includes:

- Meeting Recordings and Presentations
- Statewide Frameworks
- Career Exploration Resources
 - [Including list of pilot plans](#)
- Career Development Experience Resources
 - [Including list of pilot plans](#)

Link: [Career Exploration and Career Development Experience Resource Hub](#)



Outreach to Build Resource Bank

The EdSystems intern Eni has started their outreach to pilot sites to gather information and materials to include on the ISBE Pilot Resource Hub

If you are interested in contributing to the resource hub and getting connected with Eni, please email me directly (hpenczak@niu.edu)

Career Exploration Template

OVERVIEW		
Title of Event	Click or tap here to enter text.	
Type of Activity <i>(Job shadow, guest speaker, career fair, site visit, etc.)</i>	Click or tap here to enter text.	
Model for Delivery <i>(virtual, hybrid, in-person)</i>	Click or tap here to enter text.	
Industry Partner(s)	Click or tap here to enter text.	
Endorsement Area(s)	Click or tap here to enter text.	
Occupations Represented	Click or tap here to enter text.	
Brief Event Description <i>(Include any links to resources and materials as you are able)</i>	Click or tap here to enter text.	
Preparation Activities before the Event <i>(Include any links to resources and materials as you are able)</i>	For Participants	For Partners
	Click or tap here to enter text.	Click or tap here to enter text.
Reflection/Follow-up Activities after the Event <i>(Include any links to resources and materials as you are able)</i>	Click or tap here to enter text.	Click or tap here to enter text.

Student Voice Resources

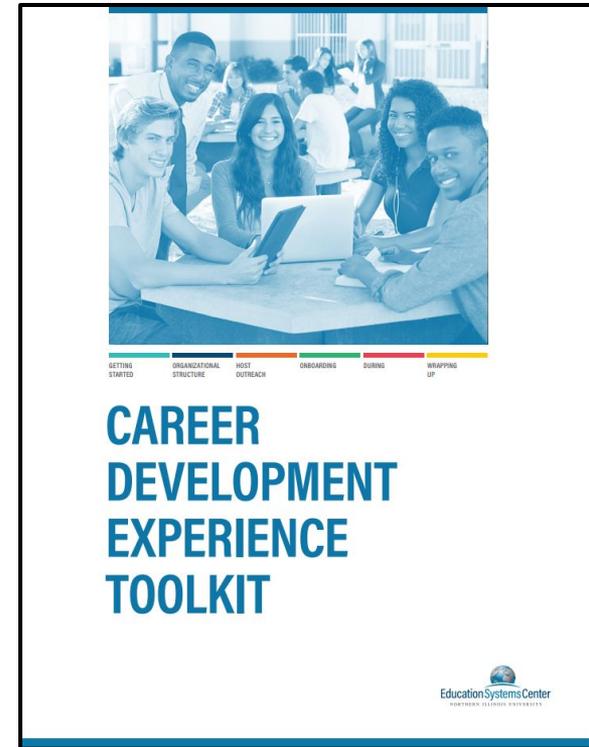
How are you gathering feedback from students on their experience of your pilot? How are you using/have you used their voice to support the design of your pilot?

- [Chicago Public Schools WBL Toolkit](#) reflection guides for: [Career Day](#), [Guest Speaker](#), [Internship](#)
- Example activity: [Illinois 60 by 25 Student Advisory Council Work-based Learning Continuum Project](#) (should ask you to make a copy that you can customize)
- [Student blog-post](#) about in-person vs. virtual Networking Night event



Career Development Experience Toolkit

- **Toolkit Document:** A PDF document is available for download and guides readers through each stage of implementation with links to related resources and materials
- **Toolkit Website:** The website includes links to all resources and materials referenced in the document
- **Customizable Templates:** Within the document and website are links to templates that can be customized to reflect the unique context and needs of each community and organization



[Link to Toolkit](#)





EQUITY FIRST

Building Toward a Better Future and Revitalizing Learning

FEB 28 - MAR 3, 2022

Register at 60by25.org/2022-conference

ISBE Announcements

Karen Lockhart

klockhar@isbe.net



Additional Announcements/Resources to Share?



Community Presentations



Suzanne Lambert

Nick Chatterton

Hoopestown Area School District



Robert Gosch

Darryl Hogue

River Bend School District



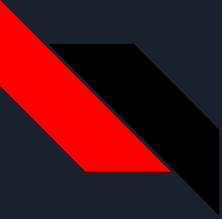


River Bend CUSD #2

Fulton High School

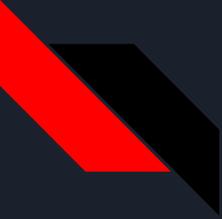
Work Based Learning
and
High School Apprenticeships

Dr. Darryl Hogue and Mr. Bob Gosch



College and Career Readiness Indicators

- Career Development Experience
- Industry Credential
- Dual Credit Career Pathway Course
- Completion of a Program of Study
- Attaining/Maintaining Consistent Employment for a Minimum of 12 Months



Career Development Experience Community Involvement

- Senior Year
- 1+ “blocks” to job shadow and train
- Current/Former Placements
 - Medical Facilities
 - School Teachers
 - Various other occupations
- Students write a reflection
- Career Exploration/Experiences must be sooner!

The Value of Work-Based Learning

2/3 of seniors enroll in work-study program

Mean Data from (2015-2018):

Work-study vs Non Work-Study

GPA = 3.09 vs GPA= 2.83

Absent 7 days vs Absent 11 days

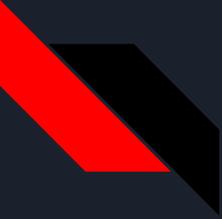
2 or 4 year college enrollment

72% vs 38%

2018-19 students GPA 3.00 vs 2.80

Absent 10 days vs 12 days

College enrollment 78% vs 50%

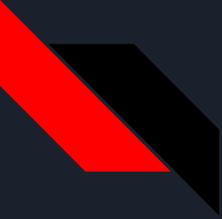


FHS - Industry Credentials

“It pays to get your high school diploma”

This is true...most employers require a high school diploma in order to be employed.

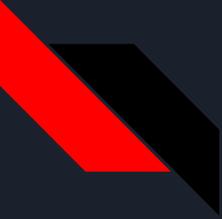
...but what if employers stop requiring a high school diploma?



Student Postsecondary Plans

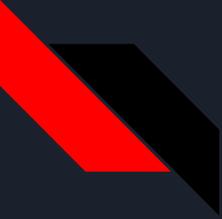
FHS Example

Graduating Class of 2021		
College Bound (2-year, 4-year, vocational)	Military	Workforce
64% - 40 students	2% - 1 student	35% - 22 students
Manufacturing Pathway Education Pathway Others Needed Goal: *Remove “undecided major” as an option	ASVAB All Branches	??? Goal: Provide coaching/flexibility so students enter the workforce within the community!



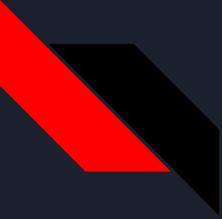
FHS - Industry Credentials Manufacturing Pathway

- Manufacturing in our area:
 - Timkens/Drives: 108 openings
 - Metform: 20+ openings
 - JT Cullen: 10+ openings
 - CNC Machining, Combination Welder,
Mechanical Electrician
- For students interested in the trades, how can we “pipeline” them to local manufacturers?



Registered Apprenticeships - Industry Credentials Manufacturing Pathway

- Through Department of Labor
 - DOL works with local businesses
- Once business registered with DOL:
 - Can waive age-18 requirement
 - Still some restrictions
- Models already exist
 - Moline High School
 - Clinton(IA) High School



Registered Apprenticeships - Manufacturing Pathway Industry Credential + Dual Credit Career Path

- Students can receive education and be PAID!
- How this works (examples and estimates):
 - Junior Year
 - Career specific education in morning, core content in the afternoon
 - Senior Year
 - Core content in the morning, works in afternoon
 - \$11/hr
 - Post high school
 - Finishes up education
 - \$12/hr (year 1) - \$13/hr (year 2)
 - Once education/training is completed, can be paid accordingly to any new hire



Education Pathway Dual Credit Career Pathway

“Most teachers work within a 30 mile radius of their hometown”

- How Students Qualify:
 - 60 hours of supervised experience
 - Teach/prepare at least 2 lessons
 - FES/RBMS teachers mentor Education Pathway Students
 - ELA/Math benchmarks
 - 6 hours of dual credit (specific classes)
 - Team-based challenges (2)
- Pathway Value:
 - Golden Apple and other various scholarships

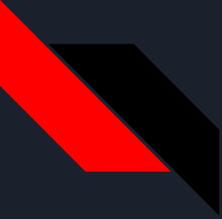


Steps to Build These Opportunities Industry Credential + Dual Credit Career Path

- Find the education
 - Local community college/Career Center
- Find a business that says yes
 - Yes to working with DOL
 - Yes to removing the 18+ requirement
 - It's nice but not completely necessary
- Identify educational entity that oversees aspects of the apprenticeship
 - Aligns education to the training

Path to the Trades at FHS - Completion of a Program of Study (Manufacturing)

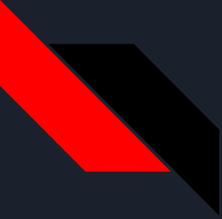
Grade	Required	Required Cont'd	Electives
Freshmen	<ul style="list-style-type: none"> English Math Science 	<ul style="list-style-type: none"> CCR SWIM Dr. Ed/Health 	<ul style="list-style-type: none"> Intro Constr. PE
Sophomore	<ul style="list-style-type: none"> English Math Science 		<ul style="list-style-type: none"> Welding 1/2
Junior	<ul style="list-style-type: none"> English Science 	<ul style="list-style-type: none"> Math History 	<ul style="list-style-type: none"> EICC Dual Credit Welding
Senior	<ul style="list-style-type: none"> English Science 	<ul style="list-style-type: none"> History Civics/Cons. Ed 	<ul style="list-style-type: none"> EICC Dual Credit Welding Apprenticeship???



Attaining/Maintaining Consistent Employment (Non-College or Non-Military Bound Students)

Help Students Transitioning After High School

IEP Students	On-Pace Students *At-Risk	Behind Pace Students
Transition Goal Local Employers	Elective Credit? 60 hours = .5 credits	Elective Credit? 60 hours = .5 credits
*allows placement for students for employment upon graduation	*provide direction after high school. Many students unsure what they might do	*provide an opportunity to recover lost credits while earning their diploma from FHS.



Authentic Career Experience: Creating On-Site Opportunities for ALL Students

1. Culinary Arts- Steamer Suite- Private box suite above the gym
2. Welding/Construction Classes: Construct tables for Steamer Suite, ticket booths, and storage sheds. We let them build as much as they are willing
3. Business/Technology: Manage, budget, book, advertise and host events at Steamer Suite
4. Media Publication: Creates and sells advertising for video boards, yearbook and films/produces live streamed home events
5. Arts class: Provides artistic enhancements to the Steamer Suite by painting



Steps to Build These Opportunities for ALL Students

- High School

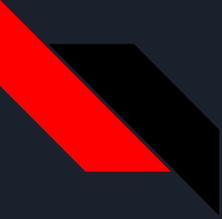
- Flexibility

- Schedule - block vs. traditional
- Graduation requirements
- Can students earn a Math/ELA/Science Credit from an experience?
- “School Day” - Does it have to be 8:00am to 3:00pm?
- Graduate Portfolio
- [FHS Education Pathway Template](#)



FHS - Revamping Traditional Education

- P20 Network
 - Career focused organization
- Competency-Based Education
 - Getting school to be more skill-based rather than content-based
- Career Pathways
 - Creating course sequences/opportunities for various fields that students may be interested in
- “Authentic Workplace Experiences”
 - Can we pay students for workplace experiences?



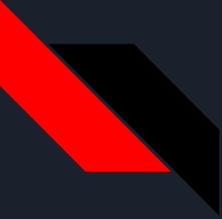
Postsecondary and Workforce Readiness Act

- PaCE document from ISBE
- Emphasis on career exploration at ALL grade levels
 - Community Involvement
 - Only seniors
 - Freshmen, sophomores, juniors?
- College/Career Readiness Course
- Xello (Formerly Career Cruising)



Registered Apprenticeships

- Benefits to the school:
 - Elective course without increasing staff
 - Provide career-specific education for a student's identified career interest
- Benefits to the manufacturer:
 - Employee
 - 94% retention rate once apprentice completes training
- Benefit to student
 - Most, if not all, education is paid and employment



Thank You!

Questions?

Contact Information:

Dr. Darryl Hogue - dhogue@riverbendschools.net

Bob Gosch - rgosch@riverbendschools.net

Breakout Room Discussions

Wows & Wonders

- What insights did you get today?
- What questions did today bring up for you?
- In what ways could you incorporate what was shared today?

Share Pilot Plans

Discuss your Career Exploration and/or Career Development Experience plan for the school year → provide insights and ask probing questions as others share



Breakout Rooms

Room 1: Career Exploration for grades K-8

Room 2: Career Exploration for grades 9-12

Room 3: Career Development Experiences



Closing & Next Steps



Feedback on Today

Please complete the [feedback google form](#) to let us know:

- Insights, questions from today
- Current status and next steps for your pilot plan
- Anyone else who should be added to these invites and related communication



Next session in April: Pilot Showcase

- April's community of practice will be a showcase for a variety of pilot sites to present on their pilot experience including:
 - Challenges addressed and lessons learned
 - Resources developed
 - Insights and best practices
- 6-8 pilot sites will host breakout rooms and you will have the opportunity to move among the different rooms every 10-15 minutes to support small group conversations and time for Q&A
- This session may be opened up to communities outside of the pilot opportunity to learn from your experiences



Next Steps

- Submit the [google form](#) to provide feedback on today
- Please let Heather know if interested in presenting at April pilot showcase - will send registration link as presenters are confirmed
- What questions do you have?

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Thank you!

