

# Community Showcase: ISBE Work-Based Learning Pilot

April 26, 2022



Education Systems Center  
NORTHERN ILLINOIS UNIVERSITY  
SHAPING & STRENGTHENING EDUCATION & WORKFORCE SYSTEMS



# WHO'S HERE TODAY?

## In the chat...

Please write your name, title, and organization

+

One question you have about designing or implementing Work-Based Learning

# MEETING REQUESTS

**Please mute** computers and/or phones when not sharing with the group

**Please use the chat** to provide any comments or questions (there will be time for more direct Q&A after all presentations)

# Plan for Today's Showcase

## 10-11 a.m.

Showcase communities will present on their pilot experiences (5-10 minutes per community)

Community presentations will include a general overview of their experience, lessons learned and challenges overcome, and any best practices and resources to share broadly

## 11-11:30 a.m.

Small breakout rooms will be hosted by the community presenters

Attendees will choose the room(s) they are interested in learning more about and have an opportunity for Q&A with the community presenters

# Welcome from the Illinois State Board of Education

**Karen Lockhart, ISBE CTE & Innovation Department**

# Purpose of the grant

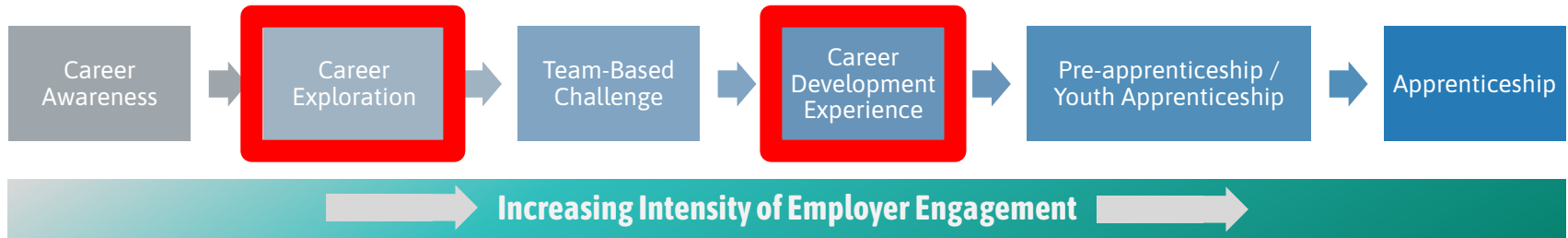
## **Identify and develop innovative resources Illinois needs to promote Career Exploration and Career Development Experiences**

- What are we lacking?
- Does COVID recovery change our students' needs?
- How can we provide more equitable access?

## **Development of a statewide resource bank to be released in June 2022**

- Documentation of best practices, models and lessons learned from pilot schools will be used to develop a resource bank of innovative models, resources and templates that can be adapted and utilized statewide for implementing Career Exploration and Career Development Experiences

# Work-Based Learning Continuum



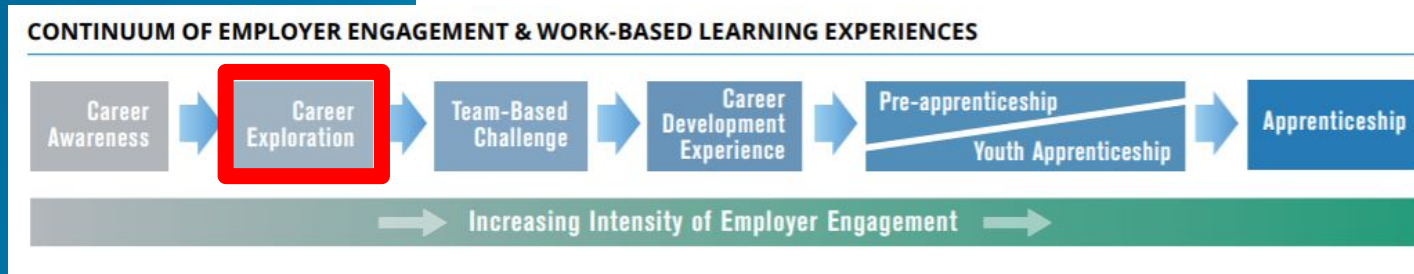
Definitions: *Illinois Career Pathways Dictionary*

**Throughout this past school year communities have attended bi-monthly communities of practice where pilots shared their insights, learnings, and models for implementation**

# 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](#)

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



Highlight and explore innovative models for work-based learning, initial focus on virtual



Engage in conversations on creating sustainable, high-quality models that provide broader and more equitable access, focusing on building social capital for Black and Latinx students

Explore the [I-WIN Resource Hub](#) and [subscribe to the newsletter](#)



Build connections among communities to share best practices, learnings and resources



Identify needs for state policy changes or support systems

# Pilot Community Presentations

Friendly reminder for 5–7 minutes, no more than 10:)

# Pilot Community Presentations

- Boone County Internship Program
- Tremont Middle School Career Exploration
- VALEES Internship Micro-credential
- North-Grand High School Internship Programs
- Crete-Monee Practera/Educators Rising Career Exploration
- Vienna High School Career Pathways Collaboration

ISBE Pilot Showcase

# BOONE COUNTY INTERNSHIP PROGRAM



## **NIK BUTENHOFF**

Director of Career Readiness  
Belvidere District 100

## **KELLY COOPER**

Early College Coordinator  
Belvidere District 100



## **PAMELA LOPEZ- FETTES**

Executive Director  
Growth Dimensions Economic Development

## **HEATHER WICK**

Business Enterprise Manager  
Growth Dimensions Economic Development



GROWTH DIMENSIONS  
ECONOMIC DEVELOPMENT  
BELVIDERE & BOONE COUNTY, IL

# GENERAL OVERVIEW



Career Development Experience



North Boone Dist. 200, Belvidere Dist. 100,  
& Growth Dimensions



Paid Internships; 60 hours



Seniors on Track to Graduate



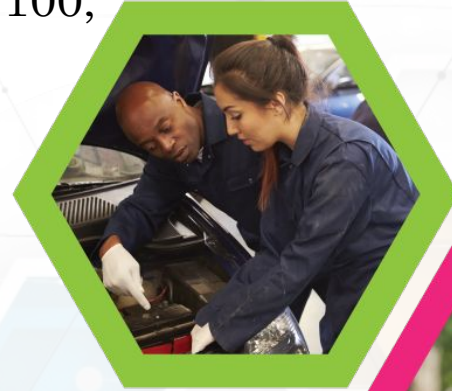
May and Beginning of June



Manufacturing & Automotive



Four Employer Partners



# LESSONS LEARNED & OVERCOMING CHALLENGES



## Building Connections with Employers

*Getting a foot in the door*



## Workforce Challenges

*Supply chain interruptions • Time to mentor*



## Liability Insurance & Contracts



## Age & Education Requirements



## No Field Trips this Year



## Getting Students to See the Value and Apply



# INSIGHTS, BEST PRACTICES & RESOURCES



## INSIGHTS

Understanding employer relationships - how we bring value to each other

Even when employers need to grow their pipeline, sometimes they aren't able to participate

Weekly collaboration meetings were helpful



## BEST PRACTICES

Take the time to meet with employers in-person

Help employers understand the difference between internship & normal part-time

Offer assistance with internship description creation/curriculum ideas



## RESOURCES

[Internship Flyer](#)

[1-Page Employer Handout](#)

[Paid Summer Internships](#)

[Internship Host Resources](#)



# NEXT STEPS



## **FUTURE STEPS**

- Continue offering internships Adjust the timeline
- Advertise through different means
- Help students better understand the value
- Ongoing communication with students and families as well as the participating employers



## **FUTURE NEEDS**

- Funding
- Willing participants/community support
- Educating community about manufacturing

# STAYING CONNECTED

## CONTACTS

Nik Butenhoff, District 100  
[nbutenhoff@district100.com](mailto:nbutenhoff@district100.com)

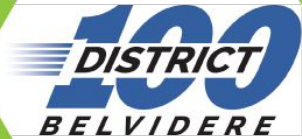
Kelly Cooper, District 100  
[kcooper3@district100.com](mailto:kcooper3@district100.com)

Pam Fettes, Growth Dimensions  
[pfettes@growthdimensions.org](mailto:pfettes@growthdimensions.org)

Heather Wick, Growth Dimensions  
[hwick@growthdimensions.org](mailto:hwick@growthdimensions.org)

Please join Breakout Room 1 to learn more from the Boone County Internship team!

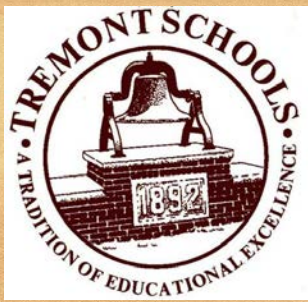
*Thank You.*



**DISTRICT**  
**100**  
BELVIDERE



GROWTH DIMENSIONS  
ECONOMIC DEVELOPMENT  
BELVIDERE & BOONE COUNTY, IL



# ISBE Pilot Showcase Tremont Middle School

Heather Rice and Steve Verdun





# Career Exploration

- Welding Simulation
- Seventh and Eighth grade students at Tremont Middle School participated in a one week introduction
- Students were introduced to welding careers as well as the simulation
- We were selected to receive a career exploration grant and chose welding to partner with our work based learning in the high school.



# Insights, Best Practices, Resources

Insights/Innovations Made	Best Practices	Resources
<p>Day 1 - Intro to the field, qualities of welders, income potential, job availability, &amp; hand-eye coordination activities</p> <p>Days 2 - Demonstrate the simulator and discuss proper usage</p> <p>Days 3 - 4 - Job Description Project *end with self-assessment</p> <p>Day 5 - A day in the life of a welder - Show a couple of the videos and discuss the range of opportunities/jobs within the welding field. Explore other welding jobs including pipe welder for extra time.</p>	<p>If you are looking to implement a career exploration program, we would recommend starting with one type of career exploration and building your program upon that foundation. To ensure a valuable experience for your students, be sure to incorporate adequate time for the simulation itself and interaction with professionals in the field.</p>	<p>Most of our equipment came from Reality Works who provided onsite training for all of our simulations. Reach out to members of your community who may be able to connect you with professionals in the field.</p>

# Lessons Learned & Overcoming Challenges

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- Our grant was pretty hefty and provided us with many simulation activities. This was overwhelming and we quickly realized that we did not have the time or the manpower to effectively implement all of the activities during this school year. We immediately moved to a two year implementation process and plan to have a health sciences fair next year to begin implementing our health sciences simulations.

# Next Steps & Staying Connected

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- Next year the seventh grade students will continue with the novice welding simulation and the eighth graders will begin working toward the expert level.
- Health Sciences Fair and breakout simulations. In order to sustain this program more teachers will need to be trained and be able to facilitate the simulation experiences.
- [steve.verdun@d702.org](mailto:steve.verdun@d702.org)
- [heather.rice@d702.org](mailto:heather.rice@d702.org)
- **Please join Breakout Room 2 to learn more from Heather and Steve!**



# ISBE Pilot Showcase VALEES Internship Micro-Credential

Amanda Bastoni, Ed.D ([CAST](#))

Cassie Blickem, VALEES Director





# Why an Internship Micro-Credential?

**Businesses want to take on high school interns, but they aren't educators and don't understand the best ways to make internships successful learning experiences.**

## Background & Details

- Competency-based on-line (free) open learning module
- Goal: Help businesses effectively design internship experiences that support **all** learners (UDL to support special populations – the barriers are in the environment)
- Aligned with Badger System
- IL educators, VALEES, CAST, IVVC, I-WIN
- Module
  - takes 1-1.5 hours to complete basic components (but more is available)
  - 3 key documents are created
    - Internship job description
    - Orientation Plan
    - Org Chart
  - Submissions reviewed locally
  - Badge is awarded
  - Cost \$35
  - This is one way to screen businesses for commitment to internship



[Link to overview video](#)

# Insights, Best Practices, Resources

Insights/Innovations Made	Best Practices	Resources
<ul style="list-style-type: none"><li>• Businesses want the module to be short (1.5 - 4 hours)</li><li>• CTE Directors &amp; Internships Coordinators from around the country want something like this</li><li>• The components can be used by educators too (free materials for people to use)</li></ul> <p>Create an asynchronous solution to onboard and prepare industry partners to take on interns.</p>	<ul style="list-style-type: none"><li>• Use the modules to onboard new business partners</li><li>• Help biz &amp; industry think about the variability of learners</li><li>• Contextualize the why an internship experience is important for high school students (the high school brain)</li></ul>	<ul style="list-style-type: none"><li>• <a href="#">Micro-Credential Learning Module</a></li><li>• <a href="#">Micro-Credential</a></li><li>• <a href="#">Inclusive Strategies in CTE Courses Improve Student Engagement</a></li><li>• Free Promo Code</li></ul>

# Recommendations

- Host a large training event for all local businesses (go through it in an 1.5)
- People can use the free module and do all of the work, turn 3 documents, never submit as a badge and then there will be **no cost**
- Offer to cover the cost as an incentive (pay through Perkins). Example: Partner with the chamber (first 15 businesses to register) get the cost of badge covered and free training.

Thank you

- [Valley Education for Employment System](#)
- [Education Systems Center: Northern Illinois University](#)
- [I-WIN](#) (Illinois Work-Based Learning Innovation Network)
- [CAST](#) (creators of Universal Design for Learning)
- [Indian Valley Vocational Center, IL](#)

# Next Steps & Staying Connected

We would love to see this used by businesses across IL (open to all in IL)

Please share the module and resources with your industry partners, internship and work-based learning coordinators, CTE directors and teachers

We would like people to use the module and earn an [Internship Micro-Credential](#) for free. To do this please use the promocode below:

**Promo Code: UDL\_Intern**

## Contact:

- Amanda Bastoni  
[abastoni@cast.org](mailto:abastoni@cast.org)
- Cassie Blickem  
[cblickem@waubonsee.edu](mailto:cblickem@waubonsee.edu)

Please join Breakout Room 3 to learn more from Amanda and Cassie!



# ISBE Pilot Showcase North-Grand High School Internship Programs



Ivy Abid and Samuel Bernstein

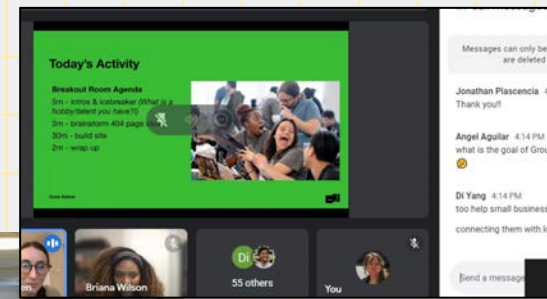




**WHY:** Provide opportunities for real-world coding education and experience

**TARGETED:** 9th-12th graders, representative of school population by gender/race

# CodeNation Fall/Spring 2022



[Sample  
jQuery Project](#)



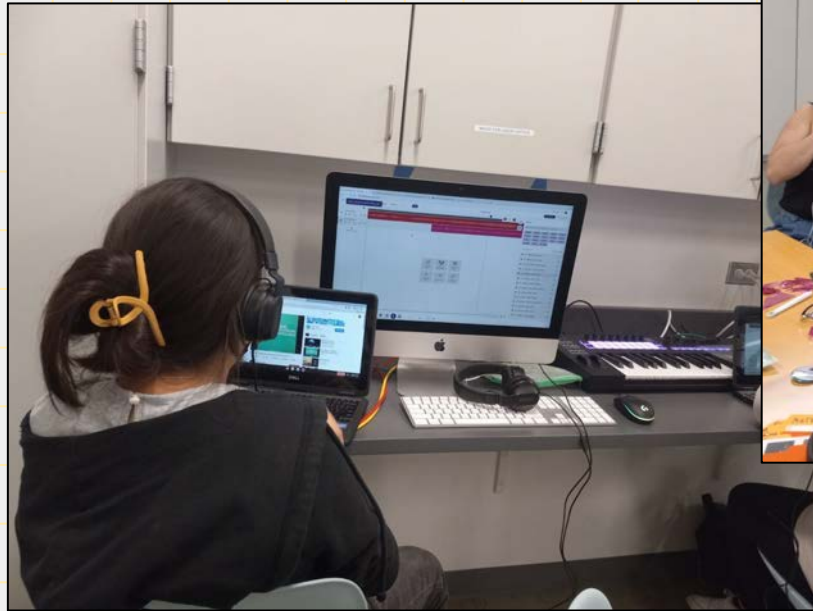
## Participants

- learn CSS, HTML, jQuery and JavaScript after school 3 hours/week
- participate in field trips and hackathons
- in 2nd year, travel downtown to tech company 1 day a week for in-person internship

**WHY:** Develop a cohort of student experts to teach the technology of the Makerspace

**TARGETED:** 9th-11th graders, representative of school population by gender/race, spring and then over summer

## Makerspace Internship Spring 2022



### Participants

- earn Level 3 expert badges in 5 technologies
- Assist with parent nights and community events (Admitted Owl Night)

## Insights and Innovations

- Interview process mirroring real world (panel / performance task)
- Bilingual is WORTH the time and effort
- Vendor to handle student pay



## Best Practices

- Project-based, with accountable products with clear criteria
- Set expectations for other roles before the applications/interviews

## Resources

- [Makerspace Program Slides](#)
- [Bilingual 1-Pagers for Equipment Use](#) (not vetted by native speaker)
- [Student Interview Questions, Scorecard and Rubric](#)
- [Nomination Letter](#) (Autocrat template)

## **PRIMEROS 5 MINUTOS – ¡ENTREGA EVIDENCIA!** **FIRST 5 MINUTES – SUBMIT EVIDENCE!**

oundtrap

LEVEL 2 3D Printing

LEVEL 3 EVIDENCE

LEVEL 2 Video





Congratulations, you earned a badge!



#### Drone - Level 3

Badgeholders are capable of operating the drone independently and do not need direct adult supervision. Badgeholders can arrange to borrow the drone by email, but must identify a teacher/staff with a Level 3 or 4 drone badge who will be nearby when they are operating the drone and who they will return the drone to before leaving, if the Makerspace is not open. You can and should add 'drone/UAS piloting' to the skills section of your resume.

Issued by:



[Badging System](#) - including images, badge descriptions, earning criteria, and explanation of levels

# Lessons Learned

## Improvements Going Forward

- Make accomplishments of students public to teachers and students (**Who's Level 3? Bulletin Board**)
- Involve students in planning community events, and make planning explicit part of internship (final project -> **build it into the schedule!**)
- Continued intention with recruitment - invitations

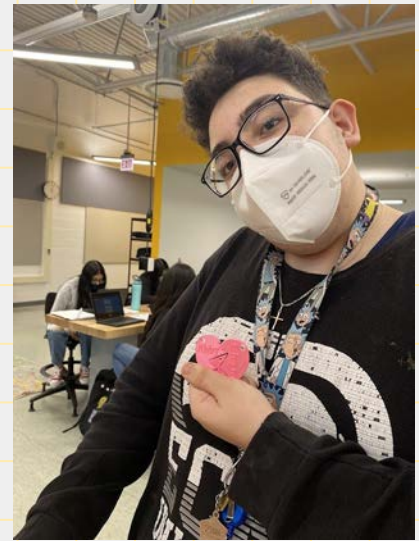


Please join Breakout Room 4 to learn more from Ivy and Sam!

# Next Steps!

## This Summer

- **Rerunning Makerspace internship program**
  - 25 new interns
  - 5 returning TAs from spring program



## Next Fall

- **2 Internship Programs**
  - **ASM Makerspace** - 25 newbies, 5 returning TAs
  - **8th Period Makerspace Assistants** - seniors helping with inventory, logistics, maintenance, safety (2 days of project time, 2 days of helping each week)
- **CodeNation** -
  - Fellows travel downtown for tech internships (**NEED:** transportation solution, bus?)
  - New cohort of 15-20 learners

ISBE Pilot Showcase  
Crete-Monee HS  
Education Career Exploration  
Practera/Educator Rising

Lamont Holifield  
CTE Director (CM201U)

# General Overview & The Why/Background

- Practera/Educator Rising Digital Portfolio Project
  - Digital Portfolio Project
  - Targeted students (including any special populations): Students who were recruited for the new CTSO, Educator Rising.
  - Year Long Experience – Intensive Work with Practera started in January, 2022 (officially for students)
- Major intent of the project was to present education as a career in a different light – providing an avenue for students to engage in exploration of the diverse career options offered within this pathway.



# Insights, Best Practices, Resources

Insights/Innovations Made	Best Practices	Resources
<p>ED Rising's Curriculum Package that can be purchased to used with implementing a new CTSO or rolling out an Education Pathway complete with course is all-encompassing and very robust.</p> <p>It was noticed that the missing component was a way to digitalize the experience to make it more compatible with the way that students are learning in the 21<sup>st</sup> century; hence the work undertaken this year in the partnership.</p>	<ul style="list-style-type: none"><li>• An absolute must-do is to start early and to be consistent in asking students to participate in the review process.</li><li>• To ensure that it is a valuable experience for students, be sure to include them in the constant feedback loops – what's missing?, what more would like to see or know?</li><li>• Dialogue constantly and consistently with the partner to keep them in the loop. Have students involved in this process as well.</li></ul>	<p>Resources (Available May, 2022)</p> <ul style="list-style-type: none"><li>• Student Recruitment Packet</li><li>• Practera/CMHS Agreement</li><li>• Expert Learner Agreement</li><li>• Training Materials for:<ul style="list-style-type: none"><li>• Students</li><li>• Expert Learners</li><li>• System Admin</li></ul></li></ul>

# Lessons Learned & Overcoming Challenges

- The review process to ensure that implementation of the platform occurs on a large-scale must be monitored with check-in's scheduled often. We started with a small cohort of 3 students who would work with 3 experts to get the first review of the platform completed. (This did not proceed as planned due to communication gaps and lack of appropriate follow through).
- The proposed fix, which has been working well, is to get all 27 active members engaged with reviewing the platform. This review will be ongoing through the end of the year, with the intent to be up and running in SY 2023.

# Next Steps & Staying Connected

- SY2023 – It is our plan to have this plan up and running as we will launch our first dual credit courses in conjunction with Lewis University. The platform will be a vital component of the experience.
- Scaling will take place as three other districts in my region are planning to start chapters of Educator Rising. The platform built this year for CMHS gives them a great starting point.

## Contact Information

Lamont Holifield  
Crete-Monee High School  
708-367-2852  
[holifieldl@cm201u.org](mailto:holifieldl@cm201u.org)

Please join Breakout Room 5 to learn more from Lamont!



## ISBE PILOT SHOWCASE

Because high school should be about **MORE...**

Building capacity through partners and collaboration to expand career experiences.

Kathy Anderson

Joshua Stafford

**BECAUSE HIGH SCHOOL  
SHOULD BE  
ABOUT MORE**



[VIENNAHS.COM/CC](http://VIENNAHS.COM/CC)

# Who are we?

- **Vienna (V-I-enna)**
  - 3 community college districts
  - 4 counties
  - 300 square miles
  - 125 dual credit college credit hours
  - 5 ISBE approved CCPEs
  - 12+ career pathway programs
  - 1200 students K12
  - Numerous partnerships
  - Endless career experiences!



# Career Experiences...

- **How can you get to MORE...**

- 1. Postsecondary and Career Expectations Framework, ISAC PaCE, <https://www.isac.org/pace/>
- 2. College and Career Pathway Endorsements, ISBE CCPE, <https://www.isbe.net/pathwayendorsements>
- 3. Dual Credit Quality Act/Model Partnership Agreement, MPA, <https://www.isbe.net/Pages/Dual-Credit.aspx>

- **Experiences** (<https://www.viennaahs.com/cc>)

- Outlined in career framework
- A primary component of every CCPE
- Unique to pathways

# LESSONS LEARNED & OVERCOMING CHALLENGES

- Backwards design...
- If we were to start over...
- Know the current law...
- Build partnership now...
- Your community will buy in and support this work...

# NEXT STEPS & STAYING CONNECTED

- Work In Progress
  - 6<sup>th</sup> thorough 8<sup>th</sup> grade career framework expansion
  - Exploration of Success Planning Models
  - Data Tracking Systems
  - Parent Engagement
  - Other
- Kathy Anderson, dean of instruction
  - [kathylanderson@viennaahs.com](mailto:kathylanderson@viennaahs.com)
- Joshua Stafford, superintendent
  - [joshuawstafford@viennaahs.com](mailto:joshuawstafford@viennaahs.com)
- Please join Breakout Room 6 to learn more from Kathy and Josh!



# Pilot Community Breakout Rooms

**Please select the breakout room of the pilot program you would like to know more about.** We will return to the main room at 11:25 a.m.

- Breakout Room 1 - Boone County Internship Program
- Breakout Room 2 - Tremont Middle School Career Exploration
- Breakout Room 3 - VALEES Internship Micro-credential
- Breakout Room 4 - North-Grand High School Internship Programs
- Breakout Room 5 - Practera/Educators Rising Career Exploration
- Breakout Room 6 - Vienna High School Career Pathways Collaboration

**You can return click on Breakout Rooms at any time to select a new room to join.**

## Next Steps

- Please complete this [short form](#) to provide feedback on today, including any resources or questions you have.
- The recording and presentation from today will be sent out shortly.
- Stay tuned for release of the statewide resource bank in June 2022!

## Contact Information

### **Karen Lockhart**

Principal Consultant

Illinois State Board of Education

[klockhar@isbe.net](mailto:klockhar@isbe.net)

### **Heather Penczak**

Director of Innovation & Implementation

Education Systems Center - NIU

[hpenczak@niu.edu](mailto:hpenczak@niu.edu)



**Thank you!**

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