



I-WIN

Illinois Work-Based Learning
Innovation Network

Creating more Equitable CDEs: The Career Development Experience Toolkit Facilitation Guide

August 16, 2022

Meeting Objectives

- Explain motives for Facilitation Guide
- Introduce CDE Facilitation Guide
- Highlight equity considerations
- Open dialogue about CDEs in different communities

[Link to I-WIN Resource Hub](#)



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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, with a focus on building social capital for Black and Latinx students



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



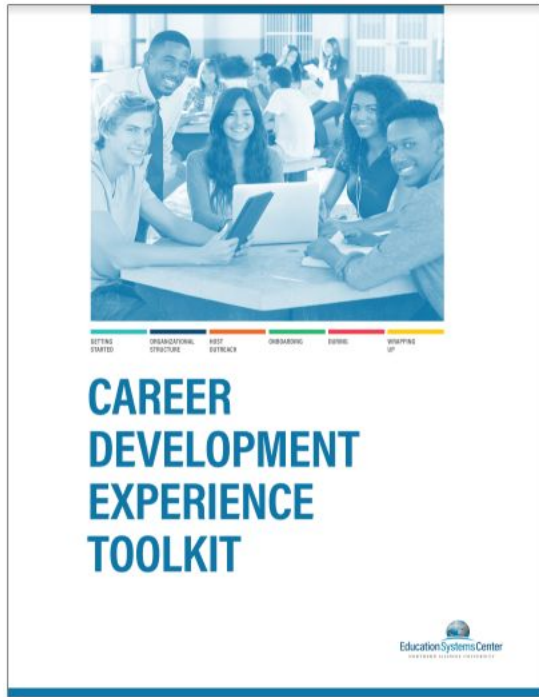
Identify needs for state policy changes or support systems

Illinois' Work-Based Learning Continuum

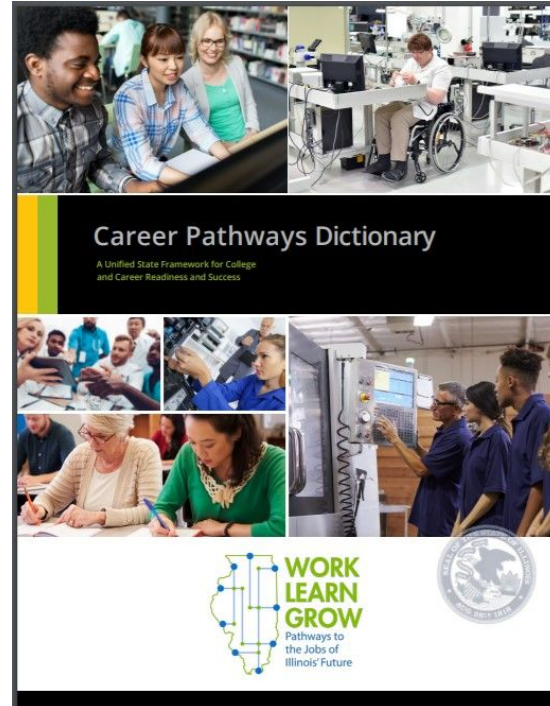


Definitions: *Illinois Career Pathways Dictionary*

Career Development Resources



[Link to Toolkit](#)



[Link to Dictionary](#)

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.

We hope this Facilitation Guide....

- Reduces the burden of CDE implementation
- Centralizes CDE resources
- Highlights best practices
- Calls out needed equity considerations
- Guides you to create effective CDEs for your community

The CDE Toolkit Facilitation Guide

Equity Considerations

- How are the unique needs of students being assessed such that accommodations may be made?
- Does your CDE location or transportation plan limit access to some students?
- Are you able to offer CDEs during regular school hours for students that have competing priorities (i.e. jobs, family commitments, etc.) outside of school?
- How are you sharing information about CDE opportunities at your school? Are all of your students able to access information about CDEs?
- Does you or the Host organization require students to have government documents to participate in CDEs? Is there any way for your Managing Organization to help address this barrier?

Why Mentorship Matters

- Frame student thinking
- Help students learn about their interests and goals
- Lift up underrepresented students
- Give students their best chance at success

Breakout Rooms

- Introduce yourself and your organization
- What are your successes and challenges with CDEs?
- How are you thinking about mentorship in CDEs?

Internship Micro-credential for Employers

- Developed by VALEES through the ISBE pilot , the [Internship Micro-Credential](#) typically takes 60 to 90 minutes to complete.
- The course guides you through the process of creating the three key documents you need to earn an Internship Micro-Credential.
- The three documents are:
 - Internship Job Description
 - Orientation Plan
 - Organization Chart



ISBE Pilot Grant: Statewide Resource Bank

In SY21-22, the Illinois State Board of Education provided a grant opportunity for schools across Illinois to pilot Career Exploration and Career Development Experiences. Resources provided on this site include:

- Statewide frameworks and resources that pilot schools utilized to guide their design and implementation processes
- Models and related resources from pilot schools
- Recordings and presentations from Communities of Practice that supported sharing and collaboration among pilot schools

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

Give us Feedback!

Thank you!

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Resources:

[CDE Toolkit Facilitation Guide](#)

[Feedback Form](#)

[CDE Toolkit Website \(includes CDE Toolkit and Companion Guide\)](#)

[Career Pathways Dictionary](#)

[I-WIN](#)

[Link to this presentation](#)