

## Showcase

*Thursday, May 9, 2024, 3:30–5 p.m.*



**EdSystems**

EDUCATION SYSTEMS CENTER at  
NORTHERN ILLINOIS UNIVERSITY

# Welcome

*Please add your name, title, and organization to the chat!*

- This meeting is being recorded
- The slides, recording, and resources will be shared

# Agenda

- Introduction
- Community Spotlights
- STAMP Data Dashboard
- College & Career Pathway Endorsements Update
- IMA Scholarship

# STAMP Goals



- Increase secondary enrollment in manufacturing pathways, particularly of **underrepresented** students
- Increase **dual credit** offerings and enrollments in manufacturing
- Increase the number of students who complete a manufacturing pathway, earning a **College & Career Pathway Endorsement** and industry credentials
- Increase **matriculation** into postsecondary manufacturing programs and the workforce
- Using state- and local-level data, **analyze college and career pathways-related outcomes** of manufacturing pathway students

# Arc of Engagement: Year 1

**\* June: Office Hours, Homework**  
*Finalizing maps, templates*

**\* May: Community of Practice 3**  
*Dual credit, CCPE currency, student engagement*

**\* March–April: Office Hours, TA, Homework**  
*Developing work-based learning templates, student engagement*

**\* February: Community of Practice 2**  
*Work-based learning, student engagement, pathway data review*

**\* October–January: Office Hours, Technical Assistance Sessions (2), Homework**  
*Mapping current manufacturing pathways, identifying gaps and equity barriers, designing strategies to address gaps/barriers*

**\* September: Community of Practice 1**  
*Equity-Centered Pathway Design and Implementation*

# Year 2

- \* **July: Community of Practice 4**

*Virtual career development experiences, advising, dashboard update*

- \* **August: Office Hours, TA, Homework**

*Program updates*

- \* **September: Community of Practice 5**

*Currency plans, postsecondary transitional supports, data dashboards*

- \* **October–January Office Hours, TA, Homework**

*Finalize currency plan, data uploads*

- \* **February: Join I-WIN and STAMP Convening**

*Work-based learning*

- \* **March–April: Office Hours, Homework**

*Final submissions of all plans*

- \* **May: Community of Practice 7**

*Celebration!*

# Community Spotlights

- Chicago
- Elgin / Northern Kane County
- Northwest Suburbs
- Peoria
- Quad Cities
- Rockford & Belvidere
- Sauk Valley
- Western Cook County

# Spotlight: Chicago



**Bernadette Limos**

Director, Chicago Roadmap

[blimos@cps.edu](mailto:blimos@cps.edu)

**Tameka Coffie**

Adv. Manufacturing Curriculum Specialist

[tlcoffie@cps.edu](mailto:tlcoffie@cps.edu)



# Introduction

- Heavy focus on submission of the College and Career Pathway Endorsement Framework - Manufacturing Pathway Application
  - Strategic Partnerships
    - Renaissance Manufacturing
    - Illinois Manufacturing Association
  - Audit on Supplies/Equipment/Vendors
  - Revised Advanced Manufacturing Curriculum
  - Increased DC access
  - Strengthened Postsecondary Partnerships
    - Spotlight Days



# Lessons Learned

- CCPE Application
  - Details, details, details!
    - For example: more task-based rather than problem-based, final product/presentation, how students would work collaboratively
- Quality Equipment is Essential
  - Impacts Learning and Team Based Challenges
  - Costly



CUSTOM QUOTE:  
0000112026

SMINIMILL



# What's Next

- Expanding the pathway to other schools (1-2)
- Summer training for instructors
- Increase certifications for students and instructors



# Spotlight: Elgin/Northern Kane County



Northern Kane County  
**REGION 110**  
EDUCATION THAT WORKS

Terry Stroh - Director

Northern Kane County Regional Voc. Sys.



Nancy Coleman - Director

Alignment Collaborative for Education



Cathy Taylor, PhD - Dean, CTE

Elgin Community College

# Student Engagement in Manufacturing

Utilizing the Kids College Program to build interest in the manufacturing programs:

- Challenge/opportunity - Growing the number of students engaged in our Manufacturing Program
- Incoming 9th grade students
- Partners
  - Northern Kane County Regional Vocational System
  - Elgin Community College
- Summer



# Lessons Learned

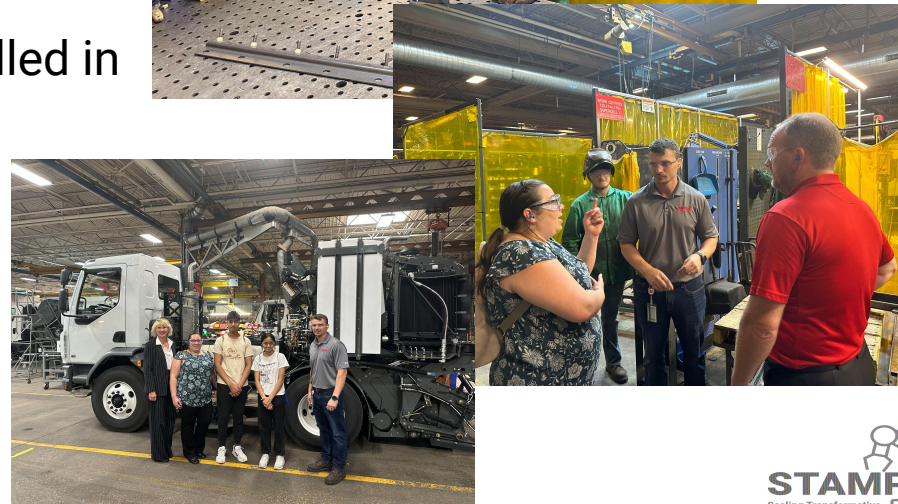
- Communication is KEY!
- Marketing to the right students
  - Students looking to transition directly to the workforce
  - Students looking to study engineering
- Set up the program to allow for seats to be representative of the districts involved
  - Do not allow one district to take over
- There will be more interest than you think



# Increasing WBL in Manufacturing

Over the past three years, we have been working to increase the WBL opportunities within our region:

- Challenge/opportunity - Increasing the number of WBL opportunities for our Manufacturing Program
- All High School students currently enrolled in manufacturing or engineering classes
- Partners
  - Northern Kane County Regional Vocational System
  - Elgin Community College
  - D300, D301 and U-46
- Summer - June/July



# Lessons Learned

- Communication is KEY!
- Make sure that everyone can access documents
  - Make sure that students utilize a personal email account
  - Some districts do not allow for outside emails
- Resume building workshops are key in teaching students how to sell themselves and their skills.





# What's Next

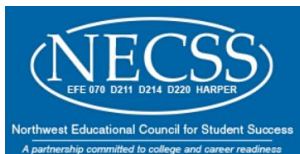
- Continue to build out pathways documents for students and families which include summer internship opportunities.
- Working to increase the number of industry partners.
- We will look to hire more staff in the future depending on the number of students that are interested.
- Thank you to our industry partners!!



# Spotlight: Northwest Suburbs



Township High School District 211  
Michele Napier  
Director of College and Career Readiness  
[mnapier@d211.org](mailto:mnapier@d211.org)



Northwest Educational Council for Student Success  
District 211, District 214, D220, Harper College  
Nancy Awdziejczyk  
[nancy.awdziejczyk@d214.org](mailto:nancy.awdziejczyk@d214.org)

# D211 Manufacturing

- Robust Manufacturing Pathway
  - 340 students enrolled in the pathway SY24
  - 18 credit hours with Harper College
  - NIMS Certifications
  - Industry Partnerships
  - Senior Job Fair
- 12 credits embedded in General Certificate Manufacturing Summer Concurrent Enrollment MFT134 /WLD210



Manufacturing Basic Certificate	
Number	Course Title
MFT 105	Machining Processes I
MFT 120	Machining Processes II
MFT 121	Machining Processes III
MFT 134	Print Reading for Industry
WLD 110	Welding I
WLD 210	Welding II

# Industry Partnerships



- **Harper College**
  - Classroom visits
  - Curriculum alignment
  - Industry Best Practices & Training
- **GCamp**
  - Foundational partner for support and directions in the manufacturing.
- **Advisory Board** in conjunction with Harper College - 4 times each year.
- **Team Based Challenges**
  - Local Business Partnerships
  - TMA

# College and Career Pathway Endorsement

## TRACKING ISBE CCPE

**SY2024 Pathway Endorsements**  
Data as of 5/8/2024

Current SY: 
 SY Concentration Earned: 
 Endorsement in IC: 
 Pathway Endorsement: 
 School: 
 Race: 
 Gender: 
 Student:

[Export Student List](#)

Pathway Endorsement	D211 Concentration	Total Met	Total Will Meet	Total Not Met
Finance and Business Services	Culinary Arts	13	33	20
	Entrepreneurship	1	11	
Health Sciences and Technology	Nursing	0	1	
Human and Public Services	Early Childhood Education	4	1	
	Elementary Education	0	9	
	Secondary Education	5	60	29
Manufacturing, Engineering, Technology, and Trades	Construction	0	5	12
	Manufacturing	2	2	152

**Summary of Students**

on a Pathway Endorsement / D211 Concentration (row label), status filters the below student table.

In the below table, clicking on a student displays the statuses of their relevant courses.

**Status**

- Met
- Expected
- Not Met
- Not Taken (Courses Only)

### Status of CCPE Criteria

Student ID	Student Name	Current SY	Grade	School	Pathway Endorsement	Career Cluster	D211 Concentration	SY Earned	6 Hrs College Credit	2 Yr Sec Crswrk	Team-Based Challenges	Work-Based Learning	Reading College Ready	Math College Ready	Overall
[Redacted]	[Redacted]	2024	12	PHS	Manufacturing, Engineering, Tech.	Manufacturing	Manufacturing		Met	Expected	Met	Met	Met	Met	Met
		2024	12	PHS	Manufacturing, Engineering, Tech.	Manufacturing	Manufacturing	2024	Met	Expected	Met	Met	Met	Met	Met
		2024	12	PHS	Manufacturing, Engineering, Tech.	Manufacturing	Manufacturing		Met	Expected	Met	Met	Met	Met	Met
		2024	12	PHS	Manufacturing, Engineering, Tech.	Manufacturing	Manufacturing	2024	Met	Expected	Met	Met	Met	Met	Met

Details for [Redacted]:

\* Recommended courses are only shown if the course status is Met or Expected

D211 Concentration	6 Hours College Credit + 2 Year Secondary Coursework						Team-Based Challenges			Work-Based Learning
	T63401	T63402	T64201	T64202	T64301	T64302	T63401/02	T64201/02	T64301/02	METT Assessment
Manufacturing	Met	Expected	Met	Met	Met	Expected	Expected	Met	Expected	Met

**Student Details**

# Areas of Growth

2ii CAREER DEVELOPMENT EXPERIENCE		
MANUFACTURING PAID INDUSTRY EXPERIENCE		
Student First Name:		Student Last Name:
Student ID #:		Teacher:
Completion Status:	<input type="checkbox"/> Completed 60 hours of paid work experience <input type="checkbox"/> Completed 30 hours of paid work experience <input type="checkbox"/> Did not complete	
Endorsement Area:	<b>Pathway</b> <input type="checkbox"/> Agriculture, Food & Natural Res <input type="checkbox"/> Arts & Communications <input type="checkbox"/> Finance & Business Services <input type="checkbox"/> Health Sciences & Technology <input type="checkbox"/> Human & Public Services <input type="checkbox"/> Information Technology <input checked="" type="checkbox"/> Manufacturing, Engineering, Technology & Trades	<b>Cluster</b> <input checked="" type="checkbox"/> Architecture and Construction <input checked="" type="checkbox"/> Manufacturing <input type="checkbox"/> STEM <input type="checkbox"/> Transportation, Distribution & Logistics <input type="checkbox"/> Energy
Company Name:		
Supervisor Name:		Supervisor Email:
Supervisor Title:		Supervisor Phone:
Date(s) of Employment:		
Competencies: <small>Check boxes for all that have been MET.</small>	<b>Essential Employability Skills:</b> <input type="checkbox"/> Teamwork & Conflict Resolution <input type="checkbox"/> Communication <input type="checkbox"/> Problem Solving <input type="checkbox"/> Decision Making <input type="checkbox"/> Critical Thinking <input type="checkbox"/> Adaptability & Flexibility <input type="checkbox"/> Initiative & Self Drive <input type="checkbox"/> Cultural Competence <input type="checkbox"/> Planning & Organizing	<b>Technical Competencies:</b> <input type="checkbox"/> Equipment Safety <input type="checkbox"/> Manufacturing Environment <input type="checkbox"/> Personal Health & Safety <input type="checkbox"/> Spatial Reasoning <input type="checkbox"/> Process, Design & Development <input type="checkbox"/> Installation <input type="checkbox"/> Customer Focus <input type="checkbox"/> Quality Assurance & Continuous Improvement <input type="checkbox"/> Digital Manufacturing <input type="checkbox"/> Supply Chain Logistics

## Career Development Experiences

- **Development of Systems**
  - Paid Opportunities
  - Course Credit
  - External and Internal Partnerships
  - Equity and Opportunities
  - Teacher FTE - WBL Coordinator
  
- **Early Pathway Exploration**
  - Coursework lead to Career
  - College Ready English and Math

# Next Steps

- **Expansion of Career Development Experiences**
  - Industry Partnerships
  - Student-based Enterprise Opportunities
    - Equity lens of opportunity
- **Implementation of Welding**
  - WLD110 - Dual Credit Harper College
- **Outreach of Students**
  - Non-traditional populations and historically underrepresented students



**YOU BELONG**  
IN **MANUFACTURING**

Average starting salary: \$52,000

IN THE SPOTLIGHT:



Suzanne Spellacy  
General Counsel,  
Jack Link's Protein Snacks



Rhonda Wright  
Regional Supply Excellence  
Director at Mars



Kari Mallina  
Executive Vice President and CFO,  
Super Radiator Coils



# Spotlight: GCAMP



Dawn Curran  
Executive Director  
[dcurran@gcamp.org](mailto:dcurran@gcamp.org)



# Building the Next Generation of Manufacturers

- Over the next decade, the United States will need to fill nearly 3.5 million manufacturing jobs. 2 million of these jobs may go unfilled due to a lack of skilled workers
- Currently, women make up 29.3% of the manufacturing workforce.



How do we bring more people, particularly girls, into manufacturing pathways to fill the workforce gap?

# Igniting Manufacturing Interest



- Start young – elementary/middle school
- Expose students to manufacturing through:
  - Real-world experiences
    - Manufacturing tours
    - Classroom presentations from industry professionals
    - Job shadowing/WBL
  - Hands-on activities
- Rinse & Repeat

# Reaching the Tipping Point

The final push to get a student to choose a manufacturing pathway program often comes from the **right person** delivering the **right message**.

## **Right person:**

- Current program participant or alumni of program
- Someone of the same gender, ethnicity/race, background



# Reaching the Tipping Point - Right Message

Top factors influencing college-age women and men to choose a manufacturing pathway.

WOMEN	MEN
1. Job security	1. Job security
2. The pay is good	2. The pay is good
3. Manufacturing jobs allow me to be creative	3. Manufacturing jobs are well-respected
TIE 4. Manufacturing is a field that makes the world better for others	4. Manufacturing jobs allow me to be creative
TIE 4. Manufacturing jobs are well-respected	5. The job is very team-oriented

However, none of the messages trended towards “extremely influential” which indicates that a variety of messages are required for recruitment.

# Thank you!



For more information on GCAMP visit [gcamp.org](http://gcamp.org)  
or find us on social media.    

# Spotlight: Peoria



Andrew Rice  
Teacher, Manual High School  
Email: [andrew.rice@psd150.org](mailto:andrew.rice@psd150.org)



Dr. Michelle Hassan  
Assistant Superintendent for School Leadership  
Email: [michelle.hassan@psd150.org](mailto:michelle.hassan@psd150.org)

# Manual Manufacturing

Our goal was to increase the number of students in our manufacturing pathway.

## Solutions

- More advertising with students
- More publicity about the program including a signing day that was on the news
- Added a teacher due to high enrollment

## Targeted Students

- Students with a desire for hands on learning and needing career goal/skills.
- Total Students: 96 (Up from 92)
- Student demographics include: 9 white, 67 Black, 15 Hispanic; 11 females and 85 males

## Business Partner

- Caterpillar, Inc.
- Partnership begins with freshmen and sophomore students using equipment and supplies provided by Caterpillar and then senior year, students apply for a year long paid internship in the afternoons of the school day.

**Education Partner** - PERFECT/Chris Kendall & STAMP Program



# Lessons Learned

- We needed to add additional courses
- Student preparation for internships was more than skill development
- Students need on-the-job monitoring from home high school
- District must provide transportation





# Student Success Stories

**Caitlyn - Goes against the family**

**Darrius - When foundational learning  
pays off**

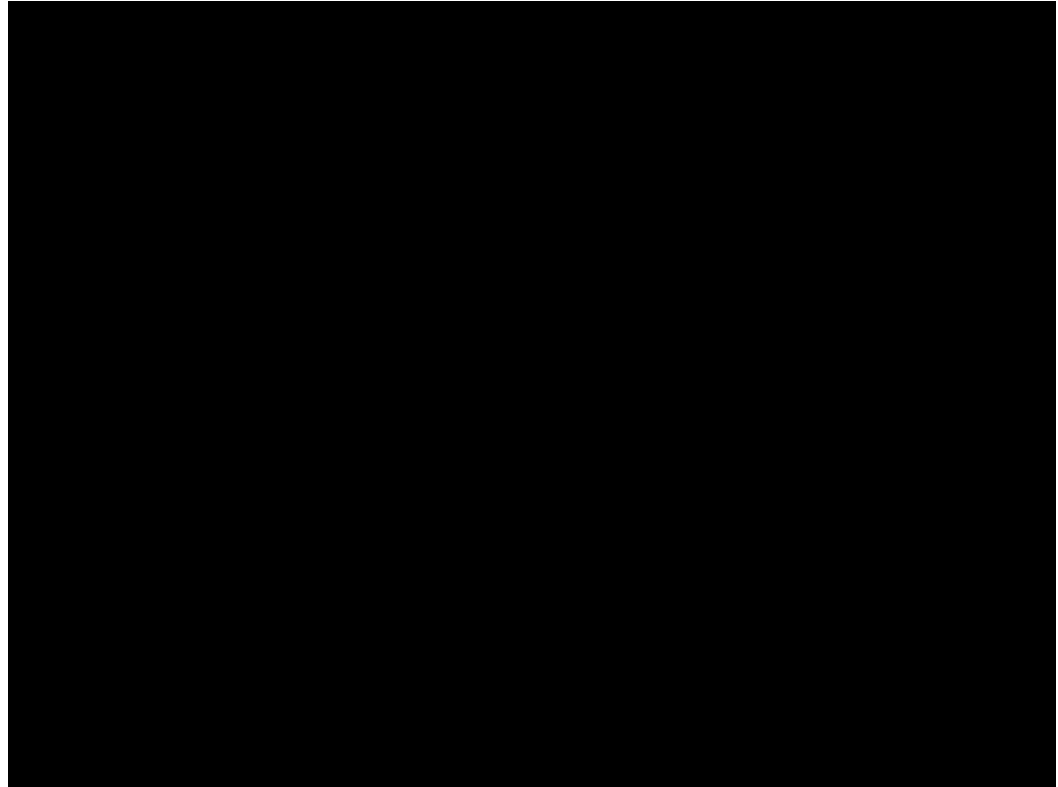
**Sterling - Poverty to prosperity**

**Areli - Engineering college**



# Coming Up...

- 23 students will be eligible for internship in the fall, up from 15
- For students not accepted into the Caterpillar program, identification of alternative business placements will occur



# Spotlight: Quad Cities



MOLINE-COAL VALLEY  
SCHOOL DISTRICT

**Dr. Matthew DeBaene**

Assistant Superintendent for Secondary T&L

[mdebaene@molineschools.org](mailto:mdebaene@molineschools.org)

# Introduction

## Our Journey...Our Start

- Aging labs
- Limited partners
- Limited opportunities
- Limited understanding of student and industry interest
- High interest and support from staff, board, and community
- Incredible growth and support



# Lessons Learned

- Donors
- Partners
- Student interest
- Deeper understanding
- Redefining what a pathway can be
- Supporting individuals as well as group
- Support of community college  
(Thank you Black Hawk College!!!!)



# What's Next

- Variety of partners
- Great experiences for partners
- Solid structure
- Replicated in different areas
- Tool and Die, Cyber Security, CNA and beyond



# Spotlight: Rockford



Jessica Hayes,  
Work Based Learning Coordinator

Bridget French,  
Executive Director,  
College & Career Readiness



# STAMP Internships

- Target students: Students enrolled in the manufacturing pathway
- STAMP funds were issued to 2 Sites hosting 6 students during the Summer
  - Modern Advanced Manufacturing
  - Jerhen Industries
- The initial Internships happened over the summer. 2 Students continued through the school year and one student got employed during the school year





# STAMP Internships

- Students applied through an application process. They applied through a google form and then were selected by the site locations to interview on site.
- Students got internship credits and pay
- Students were offered full time employment and paid certifications/college education



# Lessons Learned

- Age barriers under 18 in the Manufacturing sector.
- Student interest, finding more students to apply.
- Transportation barriers for student attendance to internships.



# What's Next

- We plan to add more locations for internships for students.
- We will offer internships for school credit during the school year.
- Challenge is finding locations to host students during the summer for paid internships under the age of 18.



# Spotlight: Sauk Valley



Janis Jones

CCR Facilitator, Sauk Valley Community College

[janis.a.jones@svcc.edu](mailto:janis.a.jones@svcc.edu)



Heather Waninger

Pathway Navigator, ROE47

[hwaninger@roe47.org](mailto:hwaninger@roe47.org)



# Empathy Interviews

## Two challenges were identified:

- Lack of females in the manufacturing field (recruitment)
- Missing social capital for women to connect with industry partners

## Process:

- Gathered names of females currently taking courses in the manufacturing field at local high schools, Whiteside Area Career Center, Sauk Valley Community College
- Set up time to chat with willing participants to discover
  - What motivated them to take the class
  - Did they see themselves continuing in a manufacturing path
  - What were some of the barriers they encountered as a female
  - What would encourage other females to enter the manufacturing pathway?

# Interview Takeaways

## CAREER EXPLORATION COUNTS

- Target females early for career exploration
- Hands-on exploration essential
- Tours of “cool factories to work at” isn’t enough
- Connect women in training with industry professionals that reflect their diversity
- Assist counselors in bucking the societal norms that manufacturing is a man’s job



# A Plan of Attack

## NONATTENDANCE DAY EVENT

- Host an event on campus for 8th grade girls to explore manufacturing
- Have current women working in the field available to interact with students

## CTE PROMOTION

- Add to 8th grade career exploration event an opportunity for students to see the industrial area before registering for classes in the Spring
- CTE night for 9th & 10th graders with hands on experience at Sauk, highlighting manufacturing and all CTE areas on campus

## MANUFACTURING LEADERS OF TOMORROW

- Yearly luncheon connecting manufacturing students with industry professionals with emphasis on having women in the field at the table



# Spotlight: Western Cook County



**Julia Wicklund**

**Ridgewood High School**

**Business Educator & Internship Coordinator**

**(708) 456-4242**



# Overview of Technology Manufacturing

WHY: Norridge/Harwood Heights has a lot of Manufacturing.  
Our students want this pathway.

WHO: QCC, Manor Tool, Technetics, Lexco,  
Automatic Precision AND Technology  
Manufacturing Association (TMA)

WHICH STUDENTS: SENIORS who may or  
may not want to go to college.  
Everything from SPED students  
to students that want to go into engineering.

WHEN: TMA Fall Semester, Interviews in January,  
February--start internships (60 hours minimum)



# What I Learned During Implementation

- Explain Course in Junior Class Meeting
- Meeting with Parents in May to explain commitment
- Meet with students the first week of school
- Provide transportation to TMA
- Start TMA 1 week into the semester.
- Softskillsaha training helps
- Practice interviews help
- Some worksites have more “hoops” than others
- Do resumes in September, update in December
- Contact all previous internship sites end of November.
- Challenges: schedule, grades, placing students

# Goals and the Future

- We have 10 students on the books for next year.
- We are hoping to add another site to our list of internships
- Our goal is to have them stay at the internship sites for further employment
- Internship sites sometimes offer to pay for future TMA training.
- Fix our schedule at RHS for stability in scheduling students outside of the building.... I'll explain!



# STAMP Dashboard

[edsystemsniu.org/stamp-dashboard/](https://edsystemsniu.org/stamp-dashboard/)

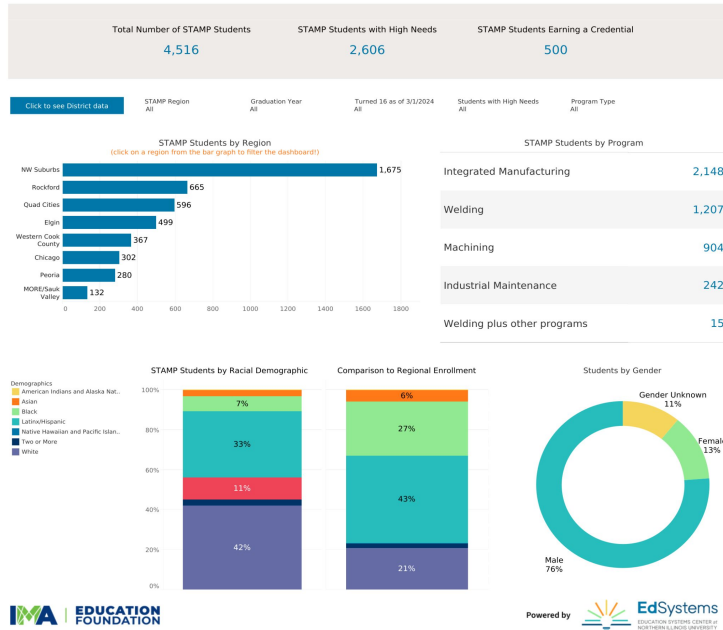
# STAMP Dashboard Overview

The [STAMP data dashboard](#) was created to track students who took a manufacturing course in the 2022–23 school year, and can answer the following questions:

- Where do these students come from? (by region and by district)
- What demographic information can we know about these students?
- How many of these students earned an industry credential?
- How many of these students have high needs as a result of facing low-income barriers?
- What do we know about students taking specific manufacturing programs?

# Layout and Functionality of the Dashboard

## Manufacturing Pathways Students



A few quick facts about the data:

- **4,516** total students served through STAMP as of June 2023.
- **500** of those students earned an industry credential.
- **2,606** of those students have “high needs,” representing **58%** of the sample population. Students with high needs are defined as students having any one of the following characteristics:
  - student is listed as free and reduced lunch or homeless in ISBE database
  - student’s home or school address is in a Qualified Census Tract
  - student’s home or school address is in a Disproportionately Impacted Area

# College & Career Pathway Endorsements Update

District Approvals + Earner Projections



# Pathway Endorsements Statewide

Since 2017, EdSystems has sought out districts willing to implement Illinois' innovative College and Career Pathway Endorsements system. EdSystems worked with ISBE to create the district pathway approval process and rulemaking processes.

There are now **220+ school districts** seeking to implement Endorsements.

- Urban, suburban, and rural
- Traditional, CBE, CTE, and pathway districts

**1,072 students** in the Class of 2023 earned Endorsements.

[>> Recent blog post highlighting CCPE progress](#)



# Pathways Framework: College, Career and Life Ready

## Accelerated Towards a Career Area

- Students are prepared simultaneously for access an entry-level job within the industry *and/or* a postsecondary major due to emphasis on career-focused early college coursework
- WBL experiences enhance preparation for and potential interest in the industry sector
- Courses go beyond traditional CTE and industry credentials



## 3 Academically Ready for College

- Students are prepared to succeed in college-level coursework, including core academic courses
- Required readiness for college-level placement in math and English (in collaboration with local community college)

## 1 Foundational Skills for All Careers

- General employability and entrepreneurial skills embedded in high school experience
- Students learn about the world of work and to work through a robust work-based learning continuum and problem-based learning

# Endorsement: District Approvals and Students

## 2023

- 1,072 students earned a CCPE statewide in all pathway areas
- 84 students in manufacturing, engineering, technology and trades (7.8%)
- 11 school districts authorized
- 69% came from a STAMP funded partnership and district.

## 2024

- All STAMP districts (20) have ISBE approval or applied & are awaiting approval
- Projecting 2x the numbers in 2024

# STAMP Resources



## Resources and Guidance for Supporting Young Women in Manufacturing

A Scaling Transformative Advanced Manufacturing Pathways Toolkit

October 2023



# Resources and Guidance for Supporting Young Women in Manufacturing

How to best support students at every stage on their journey from elementary to and through postsecondary, with a focus on shifting how we speak about and engage women in manufacturing experiences.

## Employer Resources for Hosting High School Interns

Helping Youth Thrive in the Workplace

February 2024



# STAMP Employer Resources

This collection of one-pagers guides employers in effectively hosting high school interns while championing equity in placement and career progression. Includes:

- Welcoming Young Talent
- Navigating Legalities and Logistics
- Onboarding and Supporting High School Interns
- Cultivating Success
- Connecting the Dots

# IMA Scholarship

Application is open!



Working in manufacturing after high school? Continuing your manufacturing education?

The Illinois Manufacturers' Association is offering a scholarship to students who graduate high school and earned a College and Career Pathway Endorsement in Manufacturing, Engineering, Technology, and Trades (METT) and are planning to continue their education or work in METT.



#### Inclusive

Open to all students eligible to work in Illinois, including DACA/DREAMers.



#### Easy to Apply

2 questions: Share your interest in METT + show us a project, in writing or by video!



#### Flexible

Scholarship awards can be given directly to you or your college.



Learn more and apply at:  
[apply.mykaleidoscope.com/scholarships/IMA2023](https://apply.mykaleidoscope.com/scholarships/IMA2023)

## Manufacturing Scholarship

## Apply Now

**\$500 scholarships** for what you need most: tuition, fees, textbooks, room, board, supplies, uniforms, or other college/work costs



# Encourage Your Students to Apply

[Apply on Kaleidoscope](#)

- Due May 31, 2024
- 1 recipient last year (D100)

# Thank You!

