

Career Development & Work-Based Learning



Early/Middle College to Career
December 9, 2016



What Get's You Up In The Morning??

... And

What gets your *students* up
in the morning?

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Career and College Readiness (AKA Career Development)



=

Academic Learning

+

Career Planning

The process of helping our students answer:

- Who am I?
- Where am I going/how do I want to contribute?
And why?
- How do I get there?

Discussion:



What is a Career
Pathway?

Minnesota Career Fields, Clusters & Pathways

■ Marketing

- > Merchandising
- > Marketing Management
- > Marketing Communications
- > Marketing Research
- > Professional Sales

■ Business, Management, and Administration

- > Administrative Support
- > Operations Management
- > Business Information Management
- > Human Resources Management
- > General Management

■ Hospitality and Tourism

- > Lodging
- > Recreation, Amusements and Attractions
- > Restaurants and Food/Beverage Services
- > Travel and Tourism

■ Agriculture, Food, and Natural Resources

- > Animal Systems
- > Agribusiness Systems
- > Environmental Service Systems
- > Food Products and Processing Systems
- > Natural Resources Systems
- > Plant Systems
- > Power, Structural, and Technical Systems

■ Finance

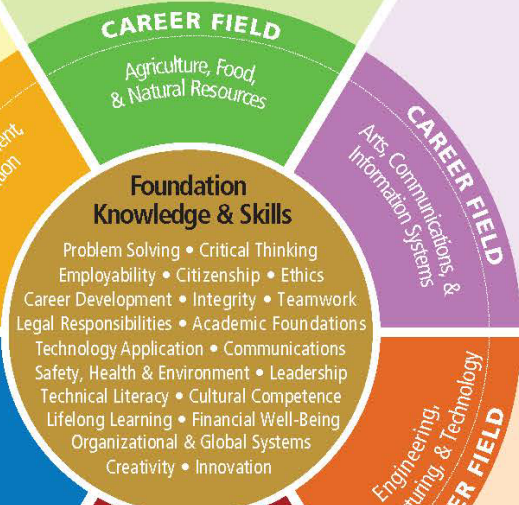
- > Banking Services
- > Business Finance
- > Securities and Investment
- > Accounting
- > Insurance

■ Arts, Audio/Video Technology, and Communications

- > Audio/Video Technology and Film
- > Journalism and Broadcasting
- > Performing Arts
- > Printing Technology
- > Communications Technology
- > Visual Arts

■ Information Technology

- > Information Support and Services
- > Network Systems
- > Programming and Software Development
- > Web and Digital Communications



■ Law, Public Safety, Corrections, and Security

- > Correction Services
- > Emergency and Fire Management Services
- > Law Enforcement Services
- > Legal Services
- > Security and Protective Services

■ Human Services

- > Consumer Services
- > Counseling and Mental Health Services
- > Early Childhood Development and Services
- > Family and Community Services
- > Personal Care Services

■ Government and Public Administration

- > Revenue and Taxation
- > Foreign Service
- > Governance
- > National Security
- > Planning
- > Public Management and Administration
- > Regulation

■ Education and Training

- > Administration and Administrative Support
- > Professional Support Services
- > Teaching/Training

■ Health Science Technology

■ Health Science

- > Biotechnology Research and Development
- > Diagnostic Services
- > Support Services
- > Health Informatics
- > Therapeutic Services

■ Transportation, Distribution, and Logistics

- > Facility and Mobile Equipment Maintenance
- > Health, Safety, and Environmental Management
- > Logistics Planning and Management Services
- > Sales and Services
- > Transportation Operations
- > Transportation Systems/Infrastructure Planning, Management, and Regulation
- > Warehousing and Distribution Center Operations

■ Architecture and Construction

- > Construction
- > Design/Pre-construction
- > Maintenance/Operations

■ Manufacturing

- > Production
- > Manufacturing Production
- > Process Development
- > Maintenance, Installation, and Repair
- > Quality Assurance
- > Logistics and Inventory Control
- > Health, Safety, and Environmental Assurance

■ Science, Technology, Engineering, and Mathematics

- > Engineering and Technology
- > Science and Mathematics



Learn about Programs of Study
www.mnprogramsofstudy.org

iSPEAK CTE Blog
www.mnlearningthatworks.org

Legend:

■ = Career Cluster

> = Career Pathway

Explanation provided on reverse side.

Professional Sales

Other pathways with related occupations:

- Consumer Services
- Merchandising

Bachelor's Degree (4 Years)

- Sales Engineers
- Securities, Commodities, and Financial Service Sales Agents
- See Other Careers

Advanced Degree (4+ Years)

- Sales Managers
- See Other Careers

1-3 Years

- Real Estate Agents
- Real Estate Appraisers and Assessors
- Wholesale and Retail Buyers
- See Other Careers

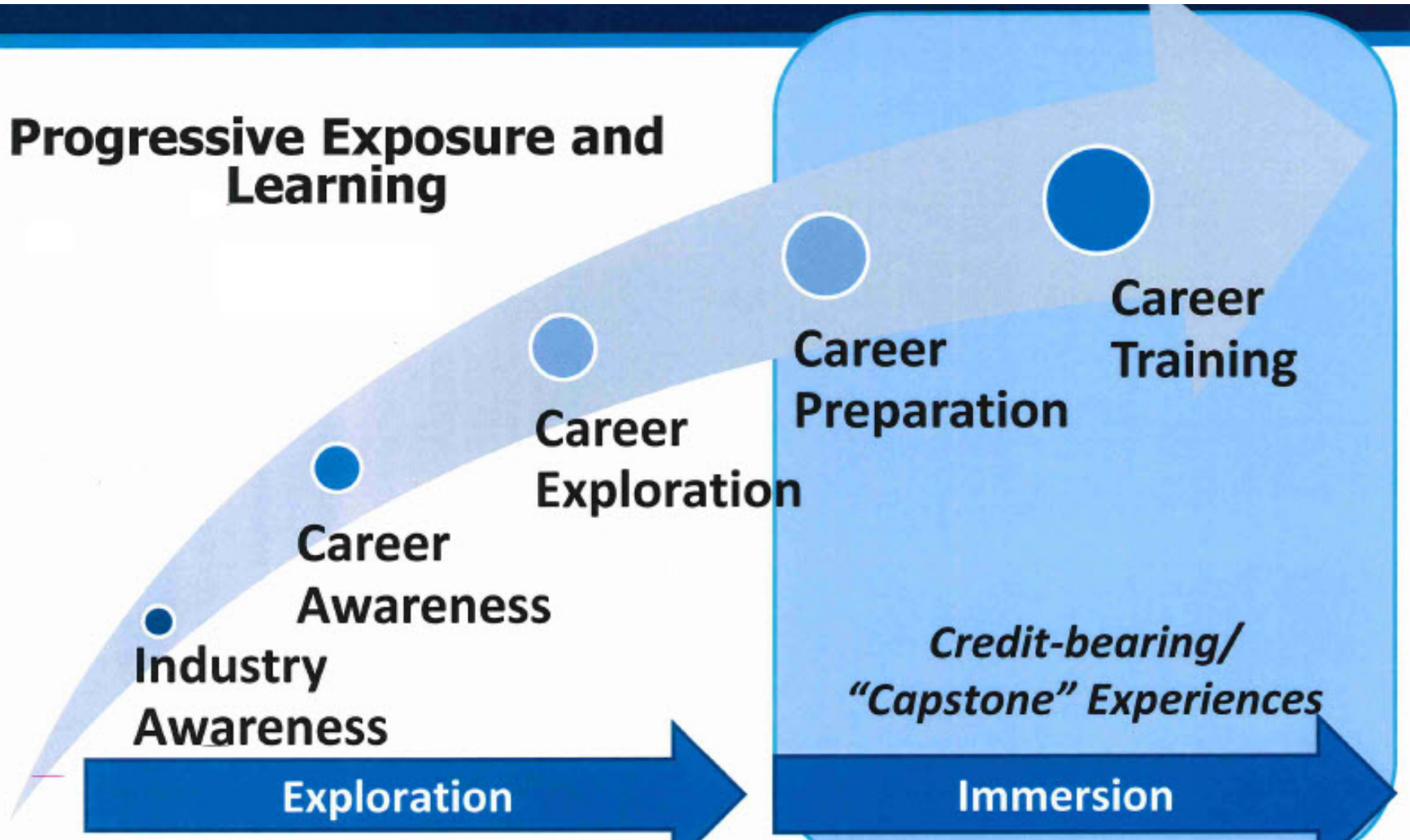
Less Than 1 Year

- Demonstrators and Product Promoters
- Parts Salespersons
- See Other Careers

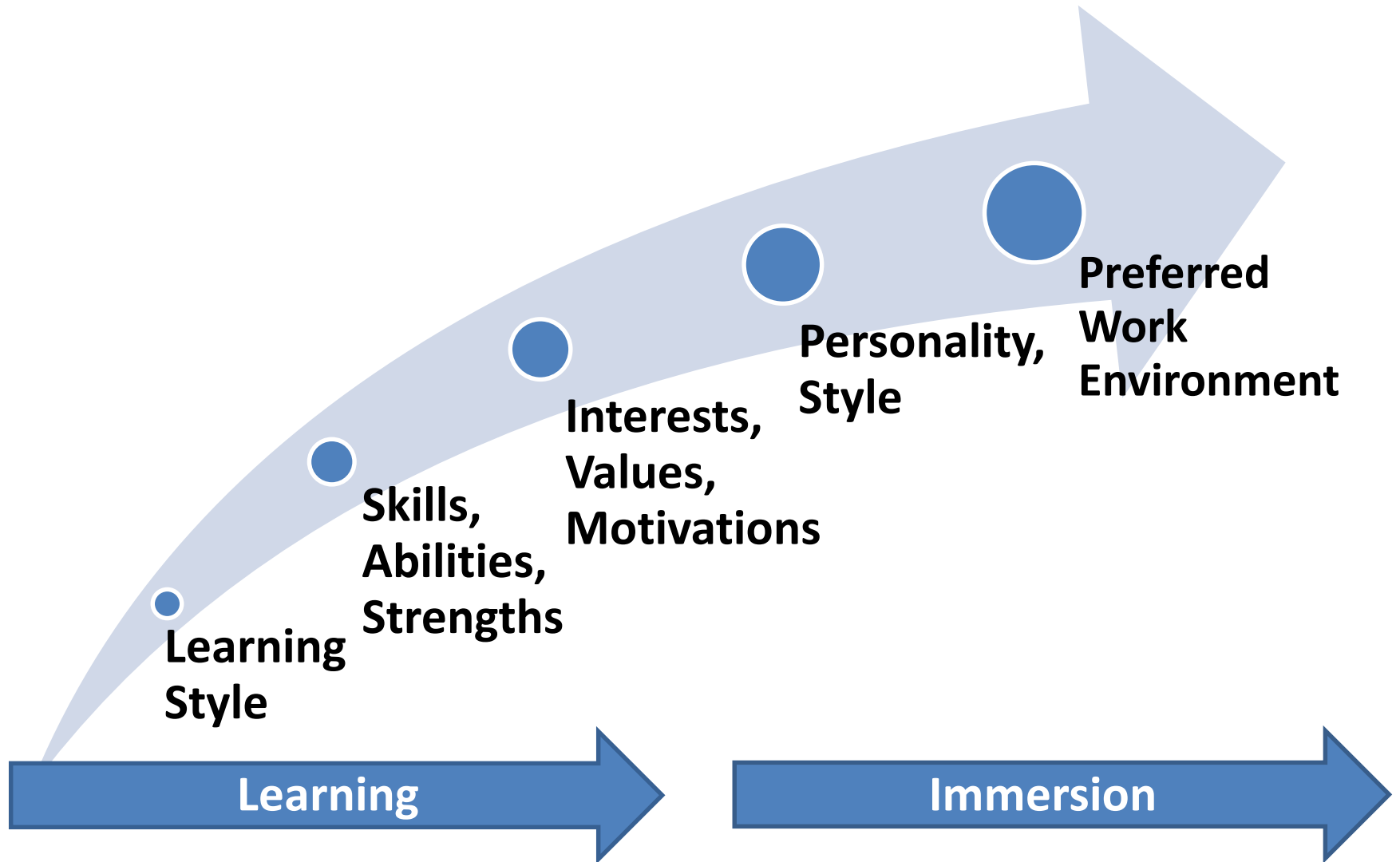
High School Diploma or GED

- Driver/Sales Workers
- Retail Salespersons
- Telemarketers
- See Other Careers

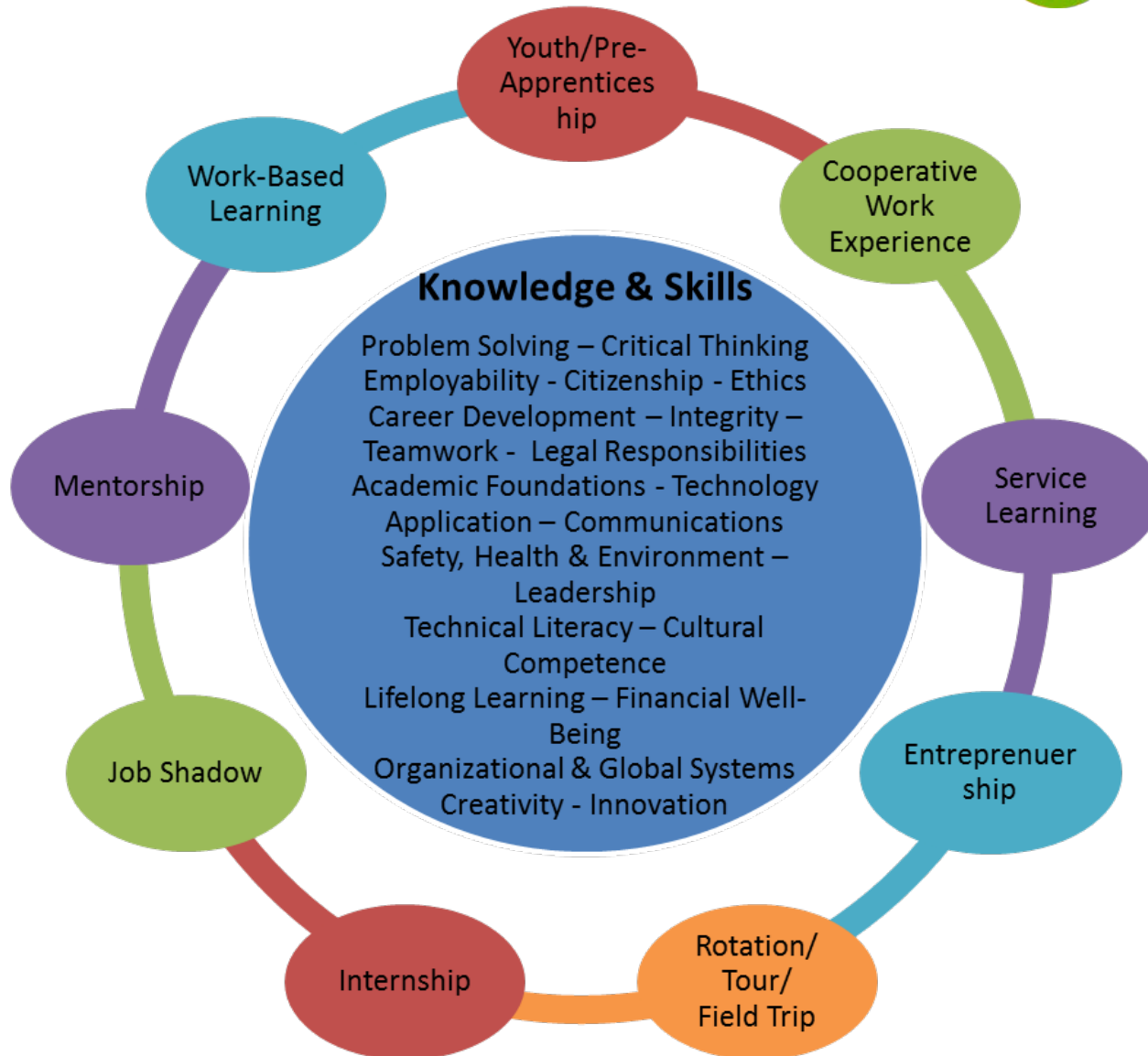
Progressive Exposure and Learning



Self-Awareness Building



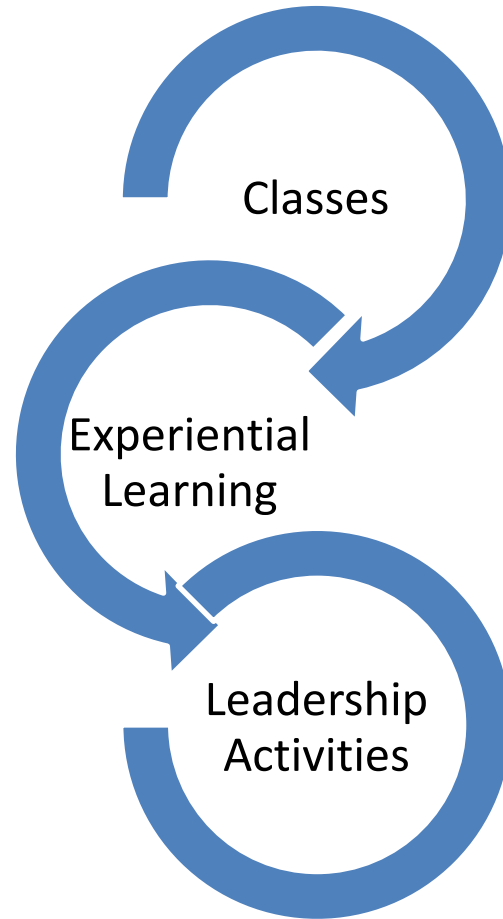
Types of Experiential Education



3 Components of Career & College Readiness



Contribution to Workplace



Reflection on Resonance

Connection to Community

Career and College Readiness and Work-Based Learning in Alternative Programs



- **Advantages:**
 - smaller, personalized learning communities
 - engaged around interests
 - relationships are valued
- **Instruction can be:**
 - project based, applied
 - integrated, meaningful business engagement is evident
 - postsecondary education is involved
 - community is supportive

Source: NC3T (National Center for College and Career Transitions), Integrating Career Development into a Pathways Program Webinar, April 2016

QUIZ



What components are needed for a
work-based learning program?



What is Work-Based Learning?



- A structured job experience
- In a career field, cluster or pathway of interest
- With opportunity to contribute & learn competencies
- With mentorship connection and supervision
- For credit
- Paid or unpaid

Career & Technical Education

Work-Based Learning: 3 Levels



- **Work Experience**
 - Awareness of a career field of interest
 - Entry level / first job skill building
- **Internship**
 - Exposure to career options within cluster of interest
 - Step up competency development
- **Youth Apprenticeship**
 - Preparation within career pathway of interest
 - Prescribed number of hours (450, 900 or more)
 - Safety training and related coursework
 - Industry credential or postsecondary credit achieved

Career Technical Education Program Approval



- **Approval on a 5-year cycle**
- **Requires an appropriately licensed staff**
 - CTE Work-based learning endorsement license
 - Variance or portfolio
- **Includes community involvement via advisory committee**
- **School-based seminar / career exploration**
- **Experiential Learning**
 - Training Agreement
 - Training Plan (scope and sequence)
 - Performance Evaluation and Record of Competencies

Career & Technical Education Program *Funding Resources*



- CTE Levy OR Special Education Funding
- Carl D. Perkins
- PSEO and Concurrent Enrollment Aid
- Access to CTE (Transition/Disabled)
- Other funding ideas?



What is a Career Development “Program”?



- Curated scope and sequence of experiential learning activities
- Intention for knowledge, skill and attribute building
- Creating purposeful outcomes

Tools



- Personal Learning Plan (embed in advisories, classes)
- Career Info Systems (include assessments)
- CTE classes
- AP, IB, PSEO
- E/MC Classes
- Work-Based Learning
- Project-Based Learning
- Student Leadership Activities
- Frameworks for embedding:
 - Career exploration
 - Employability (soft) skills
 - Social emotional learning... into all classes



QUIZ



What components should be in a
Personal Learning Plan?



Personal Learning Plan

§ 120B.125



Categories on MCIS template

- My career goals
- My educational plans
- Self-knowledge and career assessments
- Career clusters of interest
- Occupations and clusters of interest
- Course plan
- Graduation requirements
- Test scores & program of study interests
- Postsecondary schools of interest
- Volunteer, activity and work experiences
- Action plans and support network



Career & College Ready Strategy in Legislation



- MN World's Best Workforce (WBWF, 2013)
- Workplace Innovation and Opportunity Act (WIOA, 2014)
- Every Student Succeeds Act (ESSA, 2015)
- Personal Learning Plan (120B.125)
- Carl D. Perkins reauthorization (Career Tech Ed, anticipated 2017)



Calls to Action



- **Find out:**
 - Who is the Perkins contact in your district?
 - Who controls the money?
- **Reach out:**
 - What's going on in our district?
 - How can our school be a part of the planning process?
 - What are the opportunities for resource and staff sharing?
- **Address district CCR goal and program. Embed:**
 - CTE and E/MC opportunities
 - Work-based learning opportunities
 - Connections to CTE and other student leadership orgs

Early/Middle College for SAAPs



Comments and Questions Contact:

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