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?
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?
Professional Sales

Other pathways with related occupations:
- Consumer Services
- Merchandising

High School Diploma or GED
- Driver/Sales Workers
- Retail Salespersons
- Telemarketers
- See Other Careers

Less Than 1 Year
- Demonstrators and Product Promoters
- Parts Salespersons
- See Other Careers

1-3 Years
- Real Estate Agents
- Real Estate Appraisers and Assessors
- Wholesale and Retail Buyers
- See Other Careers

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

www.careerwise.mnsu.edu
Progressive Exposure and Learning

- Career Awareness
- Industry Awareness
- Career Exploration
- Career Preparation
- Career Training

Credit-bearing/“Capstone” Experiences

Exploration

Immersion
Self-Awareness Building

- Learning Style
- Skills, Abilities, Strengths
- Interests, Values, Motivations
- Personality, Style
- Preferred Work Environment

Learning -> Immersion
Types of Experiential Education

Knowledge & Skills
- Problem Solving
- Critical Thinking
- Employability
- Citizenship
- Ethics
- Career Development
- Integrity
- Teamwork
- Legal Responsibilities
- Academic Foundations
- Technology
- Application
- Communications
- Safety, Health & Environment
- Leadership
- Technical Literacy
- Cultural Competence
- Lifelong Learning
- Financial Well-Being
- Organizational & Global Systems
- Creativity
- Innovation

CTE
Learning that works for Minnesota
3 Components of Career & College Readiness

- Classes
- Experiential Learning
- Leadership Activities
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
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:

April Schnell, M.Ed.
Career Development & Work-Based Learning Specialist
651-582-8840
April.Schnell@state.mn.us

Denise Felder
CTE Director of Professional Development
651-201-1789
Denise.Felder@so.mnscu.edu