INDIANA YOUTH INSTITUTE

Championing Kids. Strengthening Communities.

Are You Ready for Graduation Pathways? Employability Skills, Compliance and Innovation

April 17, 2019

Ben Carter, Director of Workforce and Innovation Indiana Department of Education
Andy Tucker, Director Postsecondary Readiness Colorado Department of Education
Ryan Gensler, Director of National Partnerships CareerWise Colorado

Graduation Pathways:
Employability Skills, Compliance and Innovation

Benjamin Carter
Office of Innovation
Director of Workforce and Innovation

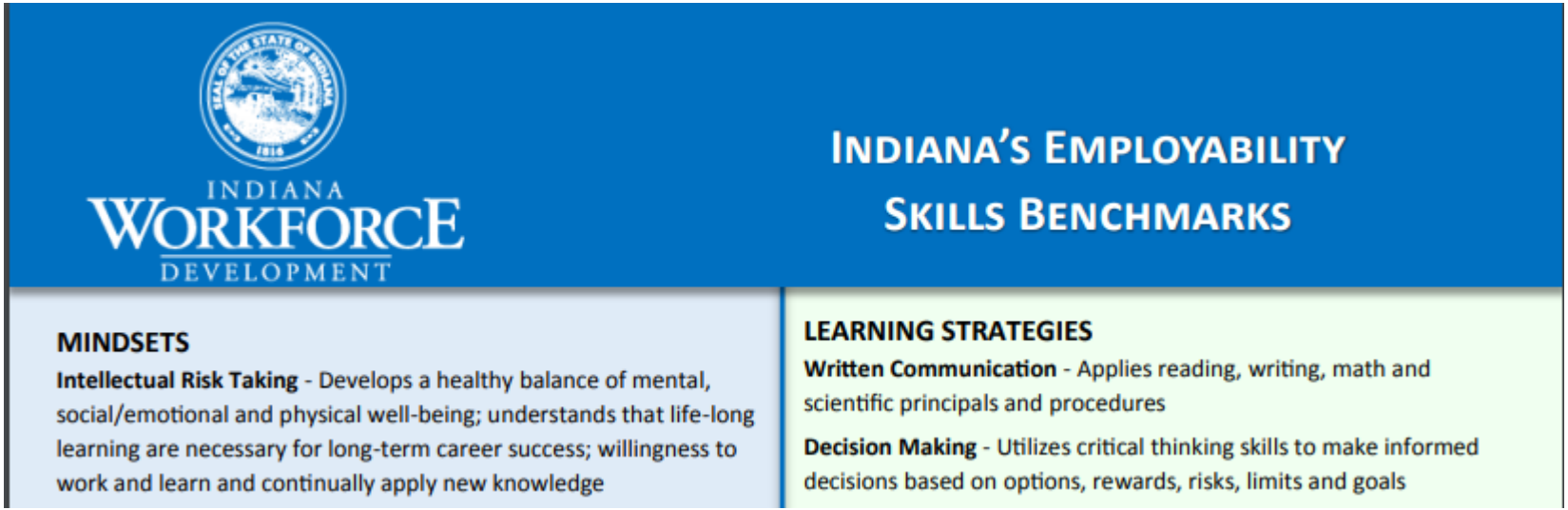
Indiana Department of Education

Graduation Pathways

1. Credits
2. Learn & Demonstrate Employability Skills
3. Postsecondary-Ready Competencies

Overview

2 Learn & Demonstrate Employability Skills



Overview

2 Learn & Demonstrate Employability Skills

Project-Based

Service-Based

Work-Based

Experience + Student Work Product

Employability Skills

2 Learn & Demonstrate Employability Skills

What is the work product that is required?

- Examples include but are not limited to: presentation, letter of recommendation, letter of employment verification, resume, reflection of experience, etc.

When can these experiences begin?

- Anytime between July 1 prior to freshman year through September 30 prior to submission of the Graduate Report
- Can be during the school day, after school, during breaks, etc.

Employability Skills

2 Learn & Demonstrate Employability Skills

How long do they have to last?

- There is not a set number of hours for an Employability Skills experience
- Schools and districts must ensure the experience has quality, scope, and value for the student

How do schools validate completion of this requirement?

- By evaluating the student's product and tracking the completion of the experience on the student's transcript or through the school's Student Information System (SIS).

Employability Skills

2 Learn & Demonstrate Employability Skills

How do I know if my experience satisfies the requirements?

- Each experience must be aligned to a specific set of design principles listed in the Policy Guidance Document.

Can courses be used to satisfy this requirement?

- In the Policy Guidance document, courses lending themselves to executing the design principles of each experience are listed, though completion of the courses alone does not fulfill this requirement.
- However, these experiences are not limited to these courses alone. If a student's experience or a course curriculum aligns with the design principles of any of the employability skills experiences, then that experience will qualify for this requirement.

Employability Skills

2 Learn & Demonstrate Employability Skills

- Courses
- Part-time employment
- School-based enterprises
- Apprenticeships
- Internships
- Career and Technical Student Organizations
- Athletics
- After school programs (i.e., Marching Band)

Employability Skills

2 Learn & Demonstrate Employability Skills

Employability Skills

2 Learn & Demonstrate Employability Skills

nextech

Implementation Resources

Website: www.doe.in.gov/graduation-pathways

Email: DOEGradpathways@doe.in.gov

Implementation of Graduation Guidelines

Andy Tucker

Director- Postsecondary and Workforce Readiness

Graduation Guidelines

DRAFT

GRADUATION GUIDELINES | FACT SHEET

Menu of College and Career-Ready Demonstrations

Local school boards establish high school graduation requirements that meet or exceed the Colorado Graduation Guidelines for the graduating class of 2021.

Local school boards and districts select from this menu to create a list of options that their students must use to show what they know or can do in order to graduate from high school, beginning with the graduating class of 2021. School districts may offer some or all of the state menu options, may raise a cut score on an included assessment and may add graduation requirements in other content areas.

Graduation Guidelines begin with the implementation of: Individual Career and Academic Plans (ICAP), Colorado Academic Standards for all content areas including Civics and 21st Century Essential Skills.

Students must demonstrate college or career readiness in English and math based on at least one measure.

Districts have the authority to adapt the college and career demonstrations necessary to earn a standard high school diploma to accommodate for: English learners, gifted student and students with disabilities.

MENU OF OPTIONS: This menu lists the minimum scores required.

ACCUPLACER

	ENGLISH	MATH
Classic	62 on Reading Comprehension OR 70 on Sentence Skills	61 on Elementary Algebra
Next Generation	241 on Reading OR 236 on Writing	255 on Arithmetic (AR) OR 230 on Quantitative Reasoning, Algebra, and Statistics (QAS)

ACCUPLACER is a computerized test that assesses reading, writing, math and computer skills. The results of the assessment, in conjunction with a student's academic background, goals and interests, are used by academic advisors and counselors to place students in college courses that match their skill levels.

ACT

ENGLISH	MATH
18 on ACT English	19 on ACT Math

ACT is a national college admissions exam. It measures four subjects – English, reading, math and science. The highest possible score for each subject is 36.

ACT WorkKeys – National Career Readiness Certificate

ENGLISH	MATH
Bronze or higher	Bronze or higher

ACT WorkKeys is an assessment that tests students' job skills in applied reading, writing, mathematics and 21st century skills. Scores are based on job profiles that help employers select, hire, train, develop and retain a high-performance workforce. Students who score at the bronze level (at least 3) in applied mathematics, mapping and reading earn the ACT's National Career Readiness Certificate.

Advanced Placement

ENGLISH	MATH
2	2

AP exams test students' ability to perform at a college level. Districts choose which AP exams will fulfill this menu option. Scores range from 1 to 5 (highest).

ASVAB

ENGLISH	MATH
31 on the AFQT	31 on the AFQT

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Concurrent Enrollment

ENGLISH	MATH
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District Capstone

ENGLISH	MATH
Individualized	Individualized

A capstone is the culminating exhibition of a student's project or experience that demonstrates academic and intellectual learning. Capstone projects are district determined and often include a portfolio of a student's best work.

Industry Certificate

ENGLISH	MATH
Individualized	Individualized

Industry certificates are credentials recognized by business and industry. They are district determined, measure a student's competency in an occupation and they validate a knowledge base and skills that show mastery in a particular industry.

International Baccalaureate (IB)

ENGLISH	MATH
4	4

IB exams assess students enrolled in the official IB Diploma Programme. Courses are offered only at authorized IB World Schools. Scores range from 1 to 7 (highest).

SAT: Scores updated for new SAT (2016)

ENGLISH	MATH
470	500

The SAT is a college entrance exam that is accepted or required at nearly all four-year colleges and universities in the U.S. The current SAT includes sections on reading, writing and math. The highest possible score for each section is 800.

Collaboratively developed, standards-based performance assessment

ENGLISH	MATH
State-wide scoring criteria	State-wide scoring criteria

(in development)

District Guidance: www.cde.state.co.us/postsecondary/graduationguidelines

JANUARY 2019

www.cde.state.co.us/postsecondary/graduationguidelines

MORE OPTIONS

Timeline for implementation

ICAP- Meaningful Career Conversations

ICAP - Individual Career and Academic Plan - is:

- A **foundational tool** that gives students ownership of the process that helps them explore their unique talents and aspirations, participate in career and postsecondary options, and create pathways to financial success after high school.

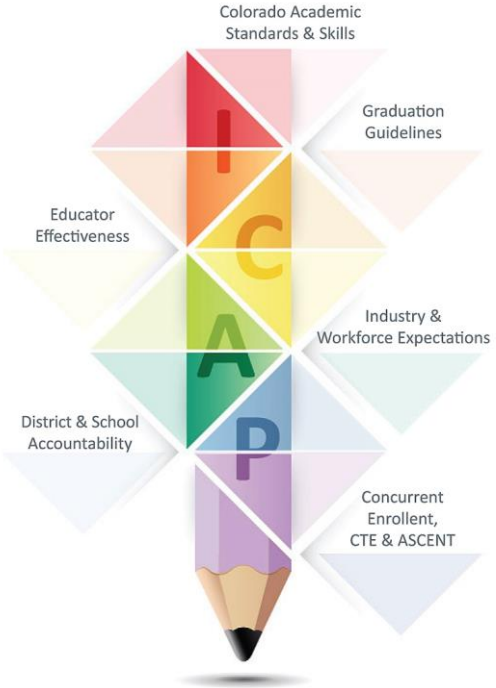
  Explore

  Experience

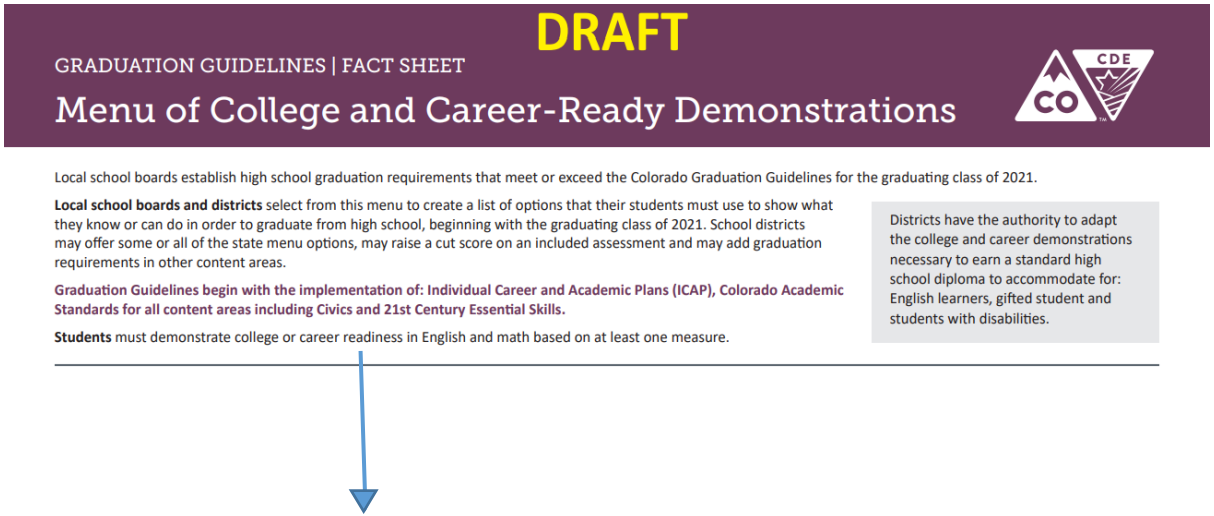
  Engage

  Excel

https://www.cde.state.co.us/postsecondary/icap



Graduation Guidelines



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Traditional Assessments and Demonstrations

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Performance Assessments

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Collaboratively developed, standards-based performance assessment

ENGLISH	MATH
State-wide scoring criteria	State-wide scoring criteria

(In development)

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JANUARY 2019

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Four main categories with skills embedded

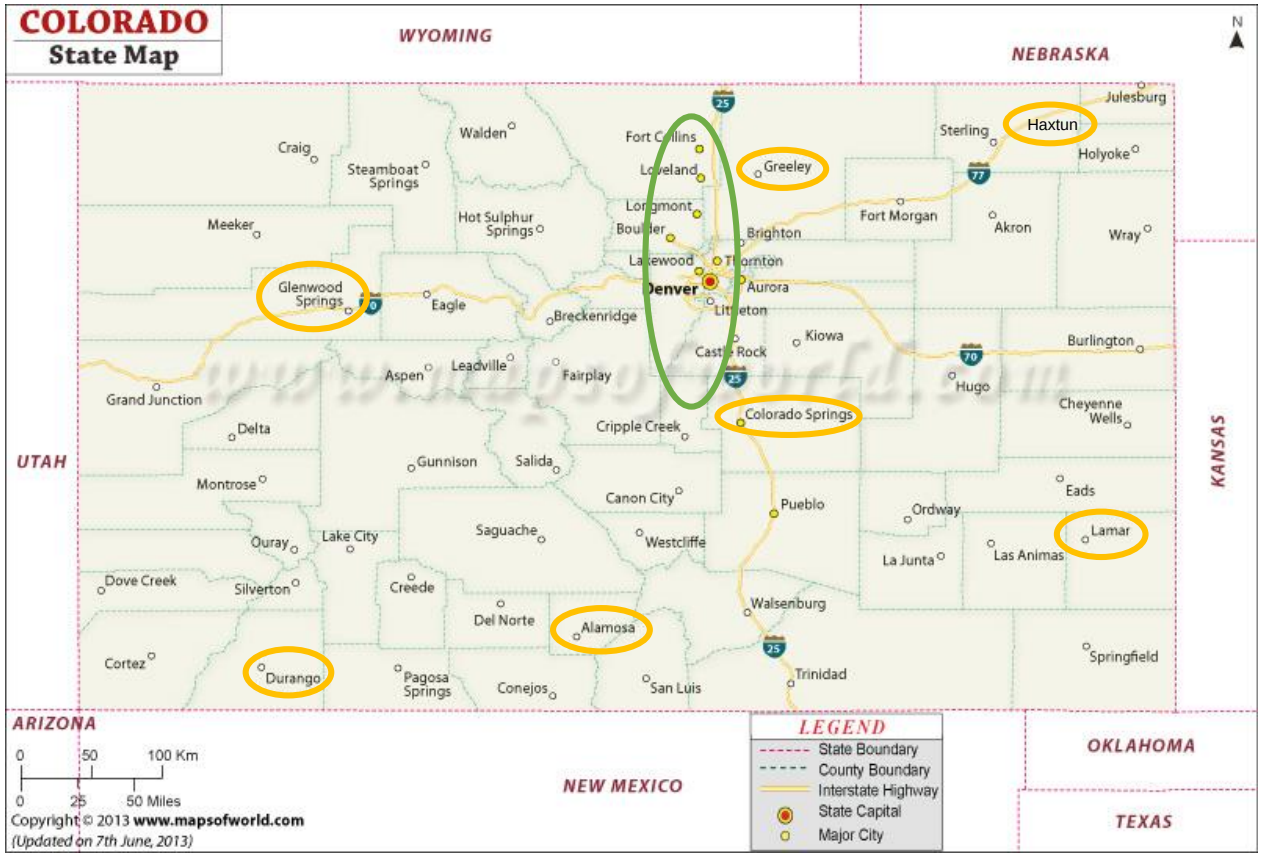
1. Personal Skills (self-awareness, personal responsibility, resilience, etc.)
2. Entrepreneurial skills (critical thinking, creativity, informed risk taking, etc.)
3. Civic/Interpersonal Skills (collaboration, communication, civic engagement, character)
4. Professional skills (time management, career awareness, financial literacy, etc.)

Early learnings

- Fear changing to excitement re: flexibility
- Different communities = different needs
- Lack of understanding of district-determined items
- Need for sharing of promising practices
- Need to remind stakeholders consistently of connections to ICAP and Essential Skills

MORE OPTIONS

PWR Symposia & Front Range Graduation Guidelines Committee



Locations of PWR symposia

Members- Front Range Graduation Guidelines Committee

Promising practices

Multiple pathways for students increase across the state

- Concurrent enrollment expansion
  - Since 2012, Concurrent Enrollment participation has increased from 19% of all students (grades 9-12) to 35%
- Industry certificate attainment
  - Commitment to work-based learning and career development
  - Additional funding to support expansion- Career Development Incentive Program
- Robust work in development of capstone projects- continuum
  - Gunnison School District → Roaring Fork School District
- Essential skills embedded in newly-revised Colorado Academic Standards

CareerWise Colorado

TOMORROW'S TALENT TODAY

AN INTERMEDIARY MODEL FOR

MODERN YOUTH APPRENTICESHIP

BRIDGING THE GAP BETWEEN EDUCATION & CAREER

CareerWise Colorado connects industry and education to create a statewide, modern youth-apprenticeship system.

Apprentices earn a wage while gaining valuable workplace experience, a nationally recognized industry certification and debt-free college credit.

APPRENTICE

Industry benefits from tangible financial ROI as it makes the shift from being consumers of talent to producers of talent.

BUSINESS

EDUCATION

K-12 and higher education institutions improve student outcomes with increased student engagement and attendance, graduation rates and college-credit attainment.

HERE'S HOW IT WORKS

CAREERWISE APPRENTICES SPLIT TIME BETWEEN SCHOOL, TRAINING CENTERS, AND WORK ON A SCHEDULE THAT WORKS FOR STUDENTS AND BUSINESSES

	YEAR 1	YEAR 2	YEAR 3
AT HIGH SCHOOL Core academic courses at school (e.g., math), some community college coursework	~3 days a week	~2 days a week	NA
ON-THE-JOB On-the-job training, in form of occupation, rotation or projects	12 - 16 hours a week	20 - 24 hours a week	32-40 hours a week
AT TRAINING CENTER Multi-skill training curriculum in pathway-specific skills	**COLLEGE COURSES AND/OR TECHNICAL TRAINING BASED ON STUDENT GOALS & READINESS** The instruction students receive provides them with debt-free college credit and the knowledge they need for nationally-recognized industry certification. Typically, courses are taken in the second half of the apprenticeship		

SIX CAREER PATHWAYS and 16 occupations

PATHWAY	ADVANCED MANUFACTURIN	INFORMATION TECHNOLOGY	FINANCIAL SERVICES	BUSINESS OPERATIONS	HEALTHCARE	EDUCATION (Pilot in 2019)
SAMPLE OCCUPATIONS	Production technician Quality control inspector Maintenance technician Logistics	Computer Technician Software QA Tester Junior Coder	Accounting Clerk Insurance Services Expert Financial Coordinator Customer Support	Project Coordinator Purchasing Coordinator Operations Specialist	Certified Nursing Assistant (CNA) to Licensed Practical Nurse (LPN)	Paraprofessional to Licensed Teacher
SAMPLE EMPLOYERS	CoorsTek Amazing Solutions INTERTECH PLASTICS Nordson	University of Colorado Denver ALTERRA MOUNTAIN COMPANY ARROW FRONTIER AIRLINES Home Advisor	PINNACOL ASSURANCE EKS&H Now part of Plante Moran COLAVRIA HOSPITALITY	stonebridge OtterBox SKILLFUL JANUS	VIVAGE SENIOR LIVING SCL Health SavaSeniorCare	Dedicated to Excellence Cherry Creek Schools

AFTER APPRENTICESHIP

	YEAR 1	YEAR 2	YEAR 3
AT HIGH SCHOOL Core academic courses at school (e.g., math), some community college coursework	~3 days a week	~2 days a week	NA
ON-THE-JOB On-the-job training, in form of occupation, rotation or projects	12 - 16 hours a week	20 - 24 hours a week	32-40 hours a week
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OPTION MULTIPLIER

Student signs on as a full-time

EMPLOYEE

Student continues

EDUCATION

with 2- or 4-year degree

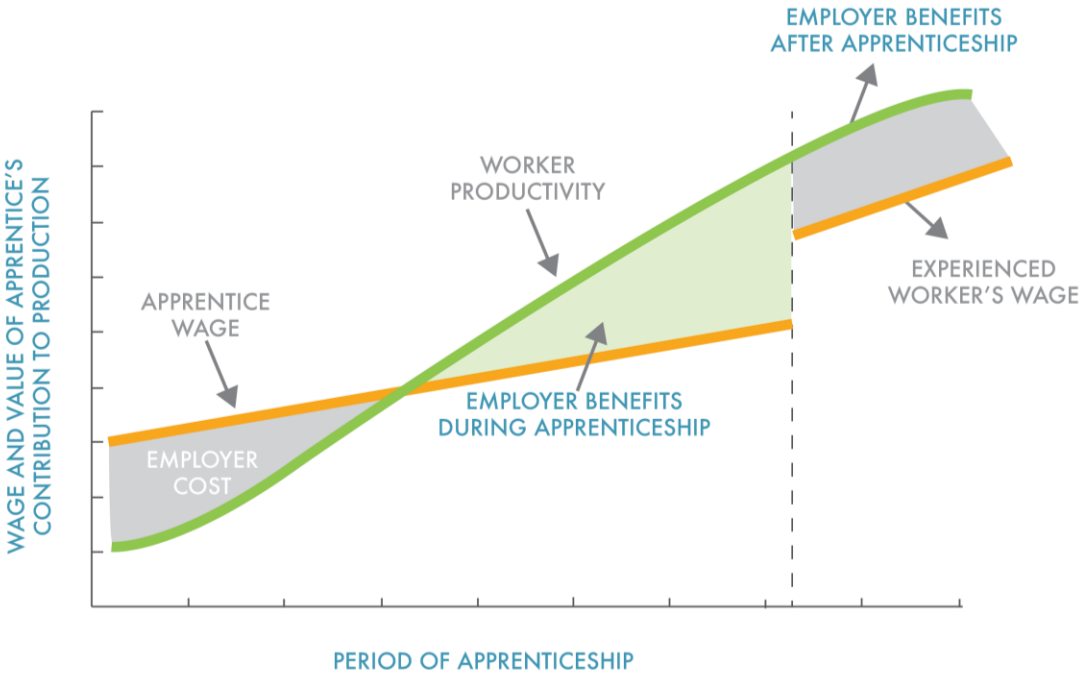
...or Both!

COMPANIES ARE PROJECTED TO EARN

POSITIVE ROI ON APPRENTICE WORK

Swiss firms saw an ROI of **10%** during the training period, and additional ROI once apprentices became full-time employees.

ILLUSTRATIVE WAGES AND PRODUCTIVITY, RELATIVE TO STANDARD FTE



EXPECTED IMPACT

Business	Apprentice
• Pipeline of 21st century workers • Positive ROI • Reduction in hiring costs • Increased retention • Loyal, engaged employees • Increased innovation	• Skills and exposure • Debt-free college credit • Valued industry credential • Established professional network • ~$30K earnings over course of apprenticeship

CAREERWISE COORDINATES STAKEHOLDERS

TO BUILD A STATEWIDE YOUTH APPRENTICESHIP SYSTEM THAT'S SET UP FOR TOTAL SUCCESS

EMPLOYERS

- Recruit participating employers
- Support ID of workforce needs and occupation selection
- Provide HR and interview support
- Support job posting development
- Host online marketplace for apprenticeship applications
- Train supervisors & coaches
- Provide occupation-specific training plans & facilitate process to select training provider(s)
- Provide dedicated relationship manager

K-12 & HIGHER ED

- Provide quality framework and onboarding tools
- Train counselors, teachers and leaders
- Support recruitment & communication plans
- Provide access to career exploration tools & assessments
- Provide resume and cover letter templates
- Support partners with scheduling and budgeting
- Support standards mapping for credit accrual

APPRENTICE

- Offer informational events and materials
- Provide application sessions, including resume training
- Host online apprenticeship marketplace for apprenticeship applications
- Run professionalism bootcamp
- Provide on the job coaching support
- Offer single point of contact through CareerWise relationship manager
- Track competency achievement through LMS

NATIONAL, STATE & LOCAL PLAYERS

- Liaise with state agencies to align system incentives and address barriers
- Identify policy changes required
- Partner with BEL Commission
- Provide community readiness framework and application to support geographic expansion
- Operate a community partnership model for interested communities across the state
- Provide tools and resources to other states interested in work

PROGRAM PROGRESS

2017

116 ENROLLED APPRENTICES	40 EMPLOYERS
4 PATHWAYS	10 TRAINING PLANS
3 COMMUNITIES	4 SCHOOL DISTRICTS
25 PARTICIPATING SCHOOLS	8 HIGHER ED PARTNERS

2018

240 ENROLLED APPRENTICES	70 EMPLOYERS
5 PATHWAYS	12 TRAINING PLANS
4 COMMUNITIES	7 SCHOOL DISTRICTS
25 PARTICIPATING SCHOOLS	8 HIGHER ED PARTNERS

2019

450 ENROLLED APPRENTICES

125+ EMPLOYERS

7 PATHWAYS
Adv Mfg, IT, Biz Ops, Financial Services, Healthcare. Education, Culinary Arts

14+ OCCUPATIONAL TRAINING PLANS

5 COMMUNITIES
Front Range, Western Slope, Northern Colo., Eagle County, Estes Park

10 SCHOOL DISTRICTS
Cherry Creek, DPS, Eagle County, Estes Park, Jeffco, Mesa 51, Poudre, Thompson, Westminster, Weld RE-4

50 PARTICIPATING SCHOOLS

9 HIGHER ED PARTNERS

CareerWise Colorado

MODERN YOUTH APPRENTISHIP

LEARN MORE

www.careerwisecolorado.org

Ryan Gensler

RYAN.GENSLER@CAREERWISECOLORADO.ORG

Webinars

Convenient, online professional development grounded in latest research and innovative practices.

Register Today!
IYI.org/webinar

Upcoming Topic:

April 24: Fighting Childhood Obesity – One Child, One School and One Community at a Time

INDIANA YOUTH INSTITUTE

Save the Date!

2019 College & Career Conference

June 5-6, 2019

Register online by **May 29th.**
New this year: **One-day options**!

*Sessions will include:

- Graduation Pathways (1/2-day session with Ben Carter)
- Helping Students Pave Their Postsecondary Path with Career Development and Advisement Strategies
- Legislative updates
- Power of the IndianaCareerExplorer.com
- Many workshops on social emotional health
- Self-care workshop with Dr. Gail Gorke!

Register Today!
www.iyi.org/ccc

INDIANA YOUTH INSTITUTE

Get Connected

Let's connect to improve the lives of youth!

Tracy Butler
Director, College and Career Connections
tbutler@iyi.org
317-396-2719

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@indianayouth

twitter.com/Indiana_Youth
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