# ASSISTING STUDENTS WITH CAREER READINESS

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## Career Pathways and Technical Education Advisory Task Force

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### What is career readiness?

Career Readiness Partner Council:

"Possessing the awareness, skills, and dispositions needed to be able to "effectively navigate pathways that connect education and employment to achieve a fulfilling, financially-secure and successful career."

Link to Career Ready Now Organization Website





### Career readiness includes...

- Academic and technical knowledge and skills
- Employability knowledge, skills and dispositions





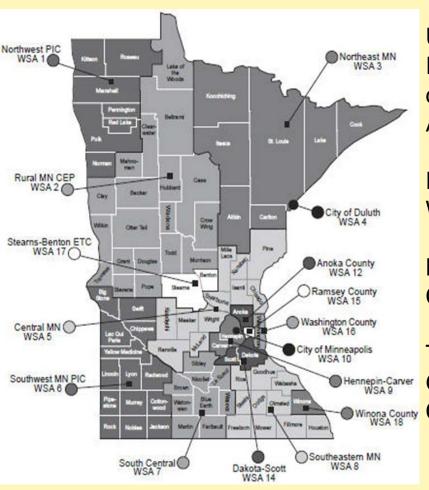
### Items that will assist with career readiness:

- Workforce Development System
- Individualized Plans
- School Counselors
- Experiential Learning



# MN's Workforce Development System

# Minnesota System



Under the Federal Workforce Investment Act (WIA), Minnesota is divided into 16 Workforce Service Areas (WSAs)

Each WSA is overseen by a Local Workforce Council (LWC)

LWCs oversee the 48 Work Force Centers

There is also a state board, the
Governor's Workforce Development
Council (GWDC)



# MN's Workforce Development System's Customers

- Job seekers
- Dislocated workers
- Youth (each LWC also has a youth council)
- Incumbent workers
- New entrants to the workforce
- Veterans
- Persons with disabilities
- Employers



# Role of the MN Workforce Development System

- Provides the framework for delivery of workforce investment activities and programs
- Builds partnerships of employers, community organizations, and other key stakeholders to address specific regional workforce needs
- Makes connections among multiple stakeholders and leverages resources to bolster the overall effectiveness of the system

<u>Link to Minnesota Workforce Council Association Minnesota Organization</u> <u>Link to Positively Minnesota Website</u>



# Individualized Plans

# 2013 Legislation

 Article II, Section 8: "Planning for Students' Successful Transition"

"school districts, beginning in the 2013-2014 school year, must assist all students by no later than grade 9 to explore their college and career interests and aspirations and develop a plan for a smooth and successful transition to postsecondary education or employment."



# What Minnesota has to support planning

- Many Career Development Tools
- EXPLORE (8th Grade), PLAN (10th Grade)
- (view sheet in your folder for more items)



# What is Needed: Comprehensive counseling program components

- A guidance curriculum
- Individualized planning
- Responsive services that help students experiencing problems interfering with school
- System support that allows [counselors] sufficient time to carry out guidance program management and evaluation work, [etc.]





# Research says that quality plan implementation includes:

- Document and a Process
- Electronic Portfolio System



- School-wide, not just counselors
- Students use regularly (twice/week)
- Community partnerships
- Connects academics and enhanced learning activities (experiential learning)







# How is this being supported?

- MDE inter-disciplinary committee
  - Creating a resource directory for districts
- Minnesota Career and College Readiness Collaborative (CCRC)
  - Brings together partners from education, community and workforce development to address the need for comprehensive career development for people at various stages of life.



# **CCRC's Charge**



State Team: 100+ members

 Guidance for policymakers and organizations around career development and college readiness

 Gather and disseminate information and resources needed to deliver career development



### Six Subcommittees

- Business and Community Involvement
- Career Development Process
- Design & Implementation
- Parent, Family Engagement
- Professional Development
- Technology

Link to Positively Minnesota Website for Programs and Services



# **School Counselors**

# Why have school counseling?

- Research shows that career counseling at an earlier age helps to overcome the barriers of race, ethnicity and socioeconomics
- Career counseling gives students awareness
- Career counseling develops decision-making and other skills



**New Jersey School Counselor Association, 2005** 



# 2013 Legislation Revised

Article III, Section 9: "School Counselors"

"A school district is strongly encouraged to have an adequate student-to-counselor ratio for its students beginning in the 2015-2016 school year and later.

b) A school counselor shall assist a student in meeting the requirements for high school graduation, college and career exploration, and selection, college affordability planning, and successful transitions into postsecondary education or training."



# Minnesota School Counselors

### Public and Non-Public (rough numbers)

Elementary School Counselors: 192

Grades 1-6 Student Numbers: 411,134 Ratio of 2141 to 1

Middle School Counselors: 179

Grade 7-8 Student Numbers: 134,492 Ratio of 751 to 1

High School Counselors: 858

Grade 9-12 Student Numbers: 281,552 Ratio of 328 to 1

Total Enrollment Total Counselors

MDE K-12 Data 898,513 1129 Ratio of 795 to 1

ASCA Data 838,037 1072 Ratio of 782 to 1

Recommended Ratio: 250 to 1

# **Experiential Learning**

# "The Silent Epidemic" Perspectives of HS Dropouts

- Nearly half (47 percent) said a major reason for dropping out was that classes were not interesting
- Improve teaching and curricula to make school more relevant and engaging and enhance the connection between school and work
- Four out of five (81 percent) said there should be more opportunities for **real-world learning** and some in the focus groups called for more **experiential learning**. They said students need to see the connection between school and getting a good job.

# 2013 "Planning" Legislation

Article II, Section 8:

"All students' plans must be designed to...help students and families identify collaborative partnerships of kindergarten through grade 12 schools, postsecondary institutions, economic development agencies, and employers that support students' transition to postsecondary education and employment and provide students with **experiential learning opportunities**..."



# Governor's Workforce Development Council (GWDC):

**Youth Experiential Learning Policy Committee** 

- Goal: To develop policy recommendations that will increase experiential learning opportunities for youth in Minnesota.
- Defines experiential learning as:
  - Offering students direct and systemic employer and/or community/customer feedback
  - Allows students to apply skills they learn in the classroom
  - Requires in-depth engagement, more than just a one-time experience



#### **Spectrum of Work-Based Learning Experiences**

#### Tours:

Students take part in tours of worksites. Employer-led tours of site which provides students with information on requirements of different jobs.

#### **Rotations:**

Students work in a number of different departments or for different employers, to explore different occupations within an industry cluster.

## Entrepreneur ship:

Students create an alternate work program, are their own boss, earn money, create a project, run their business, and earn high school credit.

#### Internships/ Co-Ops:

Students
participate in
paid work
experience
with employer,
school
coordinator
and student
agreeing to
follow training
plan. Students
take vocational
and work
related classes

#### **Tours**

#### Job Shadowing

#### **Rotations**

## Mentoring

#### Entrepreneurship

#### Service Learning

# Internships /Co-Op

#### Youth Apprenticeship

#### Job Shadowing:

Students make brief worksite visits to spend time with individual workers learning what their jobs entail.

# Minnesota Department of Education

#### **Mentoring:**

Students are paired with "adult peers" from the workplace who provide guidance and encouragement on career-related, interdisciplinary projects.

education.state.mn.us

# Service Learning:

Students unpaid work, geared to the public good, integrated with school learning through projects or similar mechanisms.

## Youth Apprenticeship:

The integration of academic instruction and work-based learning. The student commits to one or two years of paid work experience in a specific trade and is registered as a youth apprentice.

### **What Minnesota Has**

- There are 172 approved work based learning programs out of 541 school districts, charter schools, and "others"
- Service learning projects happening in some districts
- Several internship programs primarily around Business and Agriculture
- MN Youth Apprenticeship program: Albert Lea and other areas building this option



# GWDC: Experiential learning could impact the following problems...

- 1) Lack of career awareness
- 2) Need for increased soft skills
- 3) Low motivation in school and disconnect between school and real world situations and careers
- 4) Lack of work experience
- 5) Too few students participate in experiential learning



### **GWDC** current considerations:

- Licensing flexibility
- Transportation
- Incentives to students, programs and employers



### 8 Recommendations

- Consider how education can be better aligned with MN's workforce development system
- Reference the ASCA National Standards for Students (see handout)
- 3. Recommend a grade level benchmark system that districts can use to assist students in moving along their career development
- 4. Ensure that students have access to a <u>portable</u> electronic system to catalogue, store, and share their plans and career development activities
- 5. Increase the number of school counselors throughout the state
- 6. Decrease the amount of "extra" work expected of school counselors that isn't aligned with their job description
- 7. Continue to fund EXPLORE and PLAN tools
- 8. Increase experiential learning opportunities for ALL students



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