Transitions Into and Within the Workforce

Tim Shaughnessy, Ed.D.
Dale Winkler, Ed.D.
June 23, 2019
1:45 – 3:45 p.m.
The percentage of adults in the SREB region who hold an associate degree or higher still trails the national average.

- **U.S.**: 42%
- **SREB**: 39%

*Working-age adults 25 to 64 years old in the SREB region, 2017.*
High School Graduation

High school graduation rates in the SREB region have risen substantially in recent years. The SREB rate now exceeds the national rate by 2%.

Based on the federal adjusted cohort graduation rate

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>80%</td>
</tr>
<tr>
<td>2016-17</td>
<td>87%</td>
</tr>
</tbody>
</table>

U.S. Rate 85%
College Enrollment
2012 to 2017

Enrollment declined by 5% nationally and 3% in the SREB region.

Enrollment dropped in 14 of 16 SREB states.
Commission on Career & Technical Education

- Report published in April 2015
- Eight Actions States Can Take to Build Career Pathways
- Pathways to Tomorrow’s Careers
- Essential Elements of Effective Career Pathways
Panelists

- Senator Lindsey Tippins, Georgia
- Jill Case-Wirth, Senior Vice President, WellStar Health System
- Ron Newcomb, President, Chattahoochee Technical College, Georgia
- Terri Tchorzynski, School Counselor, Calhoun Area Career Center, Michigan
- Angel Malone, CTE State Director, South Carolina Department of Education
- Mary Taylor, Business and Industry Training Specialist, Kentucky Department of Education
Georgia Nursing Pathway

SEE THE PATHWAY HANDOUT AT YOUR TABLE
### School Counselor: Then and Now

<table>
<thead>
<tr>
<th>Then – Guidance Counselor</th>
<th>Now – School Counselor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mysterious job behind closed doors</td>
<td>Collaborates w/ staff, shares data, part of planning and implementation</td>
</tr>
<tr>
<td>Reactionary</td>
<td>Proactive</td>
</tr>
<tr>
<td>Data entry, maintaining school records, test administration</td>
<td>Academic, Social-Emotional, College/Career</td>
</tr>
<tr>
<td>Touchy, feely conversations</td>
<td>Student-Centered, Data-Driven, Intention and Crucial Conversations</td>
</tr>
<tr>
<td>Works with only “troubled” students</td>
<td>Addresses the needs of ALL students</td>
</tr>
<tr>
<td>Support staff</td>
<td>Leader in the schools</td>
</tr>
</tbody>
</table>
Essential Elements of a Successful College and Career Counseling System

Enlist the employer community as a lead partner in identifying in-demand careers

RAMP-Up career development programs and equip students with the requisite skills needed to succeed in careers of interest

Make career preparation matter to schools and students by prioritizing career development in accountability systems

Allocate funding for K-12 career development: local taxation, state funding, federal funding, grants
The career development program supports the district goals and identifies what students should know, understand, and be able to do.

**Program Goals**

- Foundation
  - Describes the strategies for ensuring students have equitable access to all components of the career development program.
- Delivery
  - Use organizational assessment tools to set priorities with the use of an annual calendar, action plans, and student data to monitor progress.
- Management
  - Use data to assess program effectiveness and answers the question “How are students different as a result of the career development program?”
- Accountability
  - Equip Students with the requisite skills needed to pursue career pathways of interest and H3 careers

**Curriculum Results Report**

**Annual Agreement**

**K-12 Career Development and the ASCA National Model**
Common Frameworks – Opportunity for Collaboration

Michigan School Improvement Framework

Cycle of Student-Centered Success – School Counselors

- Identify a Gap/Need
- Create a Goal
- Collect Data
- Develop an Action Plan
- SHARE Data

SREB
Multi-Tiered System of Support


Grades 9-10
- Action Planning
- Goal Setting
- Decision Making

Grades 11-12
- Connect with Employers
- Job Search to Gain Experience

College 101
- Individual Student Planning w/ Bi-Weekly Check-Ins
- Individual Goal Setting – Academics and Behavior

ASVAB Testing – Career Exploration and Reflection

College Placement Test Supports – Small Group Academic Support

Career/Personality Assessments – Career One Stop, O-Net Interest Profiler, Kuder Navigator, Career Cruising

Post-Secondary Research Project – Capstone, College Board Big Future, Career Pathfinder
Potential barriers to this work

- School Counselor: Student Ratios
- Inappropriate School Counseling Duties
- Funding
- Reactive vs. Proactive Services
- Reliable Accountability Systems
TRACK: The “Win-Win” for All

STUDENTS
- Hands-on learning
- Paid for on-the-job training
- Training hours articulate toward registered apprenticeship completion
- Nationally-recognized, portable certification

EMPLOYERS
- Employer-driven, “grow your own” training model
- Nurturing loyal employees
- Competitive recruiting environment
- Potential incentives

SCHOOLS & DISTRICTS
- State Accountability
- Perkins Accountability
- Promotes positive partnerships with business/industry community
- Real-world career preparation for students
## Making TRACKs

<table>
<thead>
<tr>
<th>Initial Pilot Pathways</th>
<th>Expansion</th>
<th>Future Priorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>Engineering</td>
<td>Agriculture</td>
</tr>
<tr>
<td>Welding</td>
<td>Early Childhood Education</td>
<td>*Equine Industry</td>
</tr>
<tr>
<td>Machining</td>
<td>Information Technology</td>
<td>*Horticulture</td>
</tr>
<tr>
<td>Electrical</td>
<td>Social Work</td>
<td></td>
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<tr>
<td>Carpentry</td>
<td>Administrative Specialist</td>
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<td>Insurance</td>
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<td>Diesel Technology</td>
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<td>Automotive Technology</td>
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<td>Healthcare</td>
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<td>Accounting</td>
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<td></td>
<td>Culinary</td>
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- *Equine Industry
- *Horticulture
TRACK Trends

✓ Apprenticeship is being recognized as a valuable post-secondary option for students

✓ Career pathway leads to gainful post-secondary employment

✓ Reinforces employability skills, especially drug-free and attendance

✓ Creating a competitive recruiting environment among both students and employers
On-the-job hours are credited to student towards apprenticeship hours

Model more successful in rural areas; when one employer participates more follow

Employers are registering apprenticeship programs just to participate in TRACK

School districts using this model to lead by example as a local employer
TRACK Support

District Accountability

• The industry certification awarded to the student will count as successful completion of an apprenticeship pathway and will make the student career ready under transition readiness.
Partnership with Adecco mitigates the employer’s risk by student being on Adecco’s payroll and being covered by Adecco’s worker’s compensation policy.
Kentucky Educational Excellence Scholarship

The KEES program is funded by the Kentucky Lottery to provide a merit–based scholarship given to students contingent on their high school GPAs and ACT/SAT scores.
Kentucky Educational Excellence Scholarship

- Recurring amount available 4 years for up to 5 years after student graduates
- 2.5 GPA=$125 up to 4.0 GPA=$500 per year
- Bonuses for ACT, AP, IB
Allowable Expenses

- Equipment
- Tools
- Licensure
- Uniforms
- Tuition
- Books
- Up to $500 in travel
KRS 164.7884

To date, the Kentucky Higher Education Assistance Authority has reimbursed...

$52,222.87
KRS 164.7884

46 students for an average of $1,135.28 per student
**KEE$ to $uccess!**

- ENCOURAGE STUDENTS THAT NORMALLY MAY NOT HAVE CARED ABOUT KEES MONEY TO DO BETTER IN SCHOOL.
- MORE HIGH-PERFORMING STUDENTS WILL LOOK AT APPRENTICESHIP AS A POST-SECONDARY OPTION.
- CREATE AN AWARENESS OF THE BENEFITS OF APPRENTICESHIP FOR STUDENTS, PARENTS AND EDUCATORS.
- DEMONSTRATE TO EMPLOYERS THAT EDUCATION IS COMMITTED TO APPRENTICESHIP AS A CAREER PATH.
TRACK Assist

Students in Career Pathways Eligible to Co-op in KY for the 17-18 School Year...

65,432
TRACK Assist

Number of Students in Career Pathways Co-oping in KY for 17-18 School Year...

4,084
TRIPS

Transporting
Ready
Intelligent
Prepared
Students
Thank You!

MARY TAYLOR, BUSINESS & INDUSTRY SPECIALIST
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Kentucky Department of Education
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502-564-4286
Questions and Answers With Panelists
Reflective Table Discussions

“Thinking of your state:
I. Identify the lead agency (or agencies) for providing technical assistance for industry sector partnerships, with funds and staff positions to make it happen.
II. What state policies support career/college guidance systems at all levels of education (elementary/middle, high school, postsecondary, and adult education)?
III. What are some incentives for business and industry to provide work-based learning experiences for secondary, postsecondary, and adult learners?”