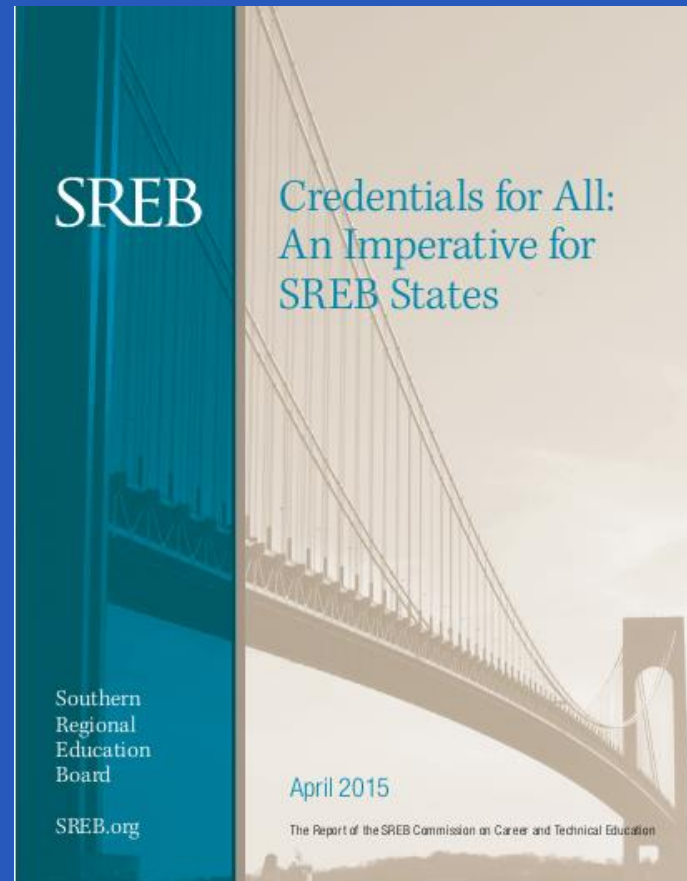


SREB

Addressing Both Cs in College and Career Readiness

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Terry Holliday – What’s Missing in States’ ESSA and JPMorgan Chase Plans?

- Little focus on workforce demand or the academic and technical skills needed in high-demand jobs
- “Menus” of lower-level readiness options resulting in fewer students graduating college *or* career ready
- Lack of focus on new and emerging career pathways in high-demand, high-wage fields

Terry Holliday – What’s Missing in States’ ESSA and JPMorgan Chase Plans?

- No benchmarks for *academic career readiness*
- Lack of quality criteria for industry-recognized credentials (hiring preference, postsecondary credits)
- Higher education not a player in the process
- Lack of incentives for college *and* career readiness

State College- and Career-Readiness Goals

- SREB's long-standing goal is to ensure that at least 80 percent of high school students graduate college ready, career ready or both.

- *Is this an appropriate goal for your state?*



What Does It Mean to Be College Ready?

- Students are prepared to enroll in credit-bearing postsecondary courses without the need for developmental or remedial classes in English or math.
- College-readiness benchmarks are inconsistent within states and states' two- and four-year postsecondary institutions.

How Can States Measure College Readiness Using Empirical Evidence?

States need *valid, reliable* ways of measuring college readiness, like:

- National benchmarks on the ACT, SAT or NAEP
- Research-based, state-specific cut scores on the ACT, SAT or NAEP
- A high school GPA that has been determined to predict success in college courses
- Different readiness benchmarks for STEM vs. non-STEM postsecondary programs

What Does It Mean to Be Academically Career Ready?

An academically career-ready person has the foundational literacy and math skills needed to thrive in any form of advanced education and training and to adapt to an ever-changing economy.



How Can States Measure Academic Career Readiness Using Empirical Evidence?

States need *valid, reliable* ways of measuring academic career readiness, like:

- Meeting state college-readiness benchmarks on a national assessment (ACT, SAT)
- Achieving Silver or higher on the WorkKeys
- Meeting cut scores on the ASVAB that align with military careers and high-demand public-sector jobs
- Completing successfully academic or technical dual credit courses that shorten students' time to a credential or degree

What Does It Mean to Be Technically Career Ready?

Individuals have “occupationally specific technical knowledge and a broad range of skills suitable for the larger industry [plus] workplace readiness skills... that include the ability to think critically, analyze information, anticipate and solve problems, communicate effectively, function on a team, follow directions, find and use information, and adapt to new technology.”

- SREB, *Credentials for All*, April 2015

How Can States Measure Technical Career Readiness Using Empirical Evidence?

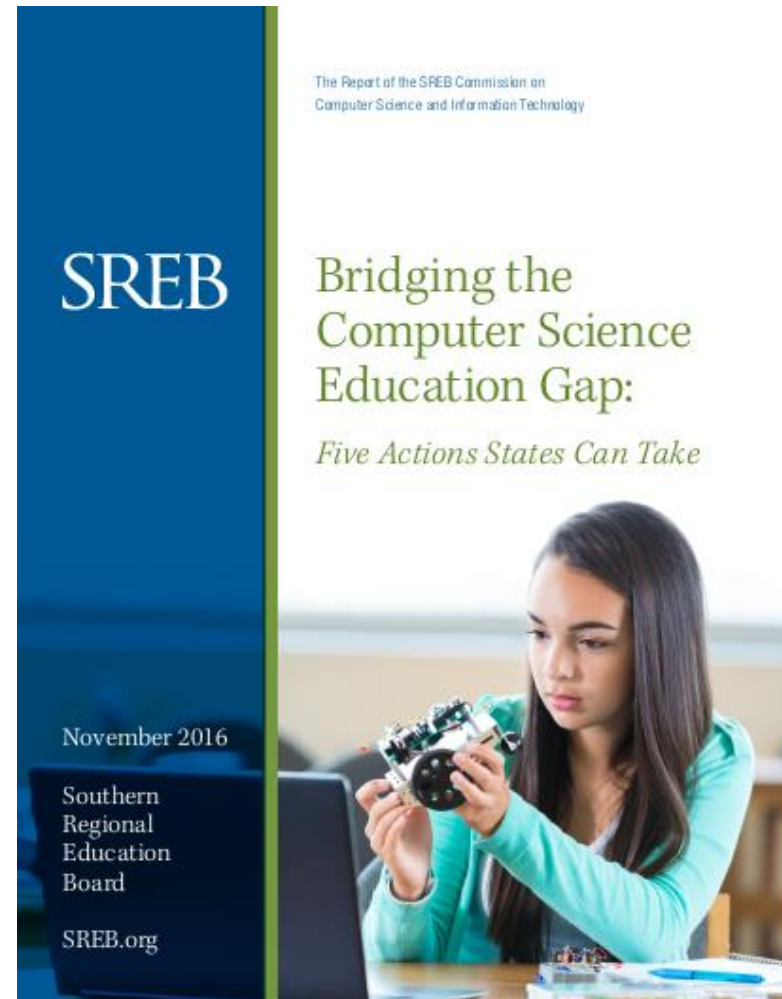
- Passing state licensure exams
- Passing *externally vetted* industry certification exams that carry college credit
- Completing technical dual credit courses that shorten time to a credential or degree
- Passing state-approved end-of-course exams for college credit (e.g., AP, AC, IB)
- Participating in high-quality, structured work-based learning experience or a capstone project

Valuing College and Career Readiness in State Accountability and Funding Systems

- Set goals for college ready, career ready and both (KY, TN, OK)
- Value college and career readiness equally (KY)
- Measure school growth over time
- Award *extra weight* for students who:
 - Are both college and career ready (KY, LA)
 - Complete a state-approved STEM pathway
 - Complete pathways in high-demand career fields (DE, GA, LA)

Other Needed Policies and Actions to encourage state and local leaders to:

- graduate at least 80 percent of students college ready, career ready or both
- encourage more students to complete a career pathway in STEM or other critical career fields



Other Promising State College- and Career-Readiness Policies and Actions

Beginning the Bachelor of Science in Nursing in High School

How Kentucky Created a 120-Credit Hour Nursing Career Pathway

MAY 2017

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- States fund pathways in priority industries.
- State accountability systems award bonuses for college *and* career readiness.
- Provide incentives for career pathways connected to advanced credentials / degrees in priority career fields.

Comments or Questions?

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