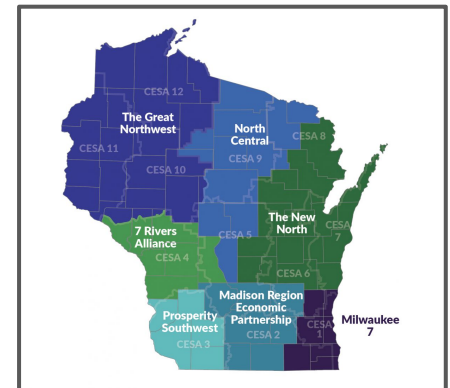# **Creating A Culture of Career Readiness**: Ensuring College, Career, and Community Ready Graduates

Beth Kaminski
State Director: Regional Career Pathways
beth.kaminski@pathwayswi.org

Welcome!

Beth Kaminski

State Director

Regional Career Pathways

- 21 Years In K-12 Education
  - High School English Teacher
  - High School Instructional Coach
  - 15 Years As A High School Administrator
    - 11 Years High School Principal
      - 9 Years At South Milwaukee High School
      - 2 Years At Kettle Moraine High School
- July 2022
  - Named State Director for Regional Career Pathways

beth.kaminski@pathwayswi.org

Pathways WISCONSIN

What does a "Culture of Career Readiness" look like?
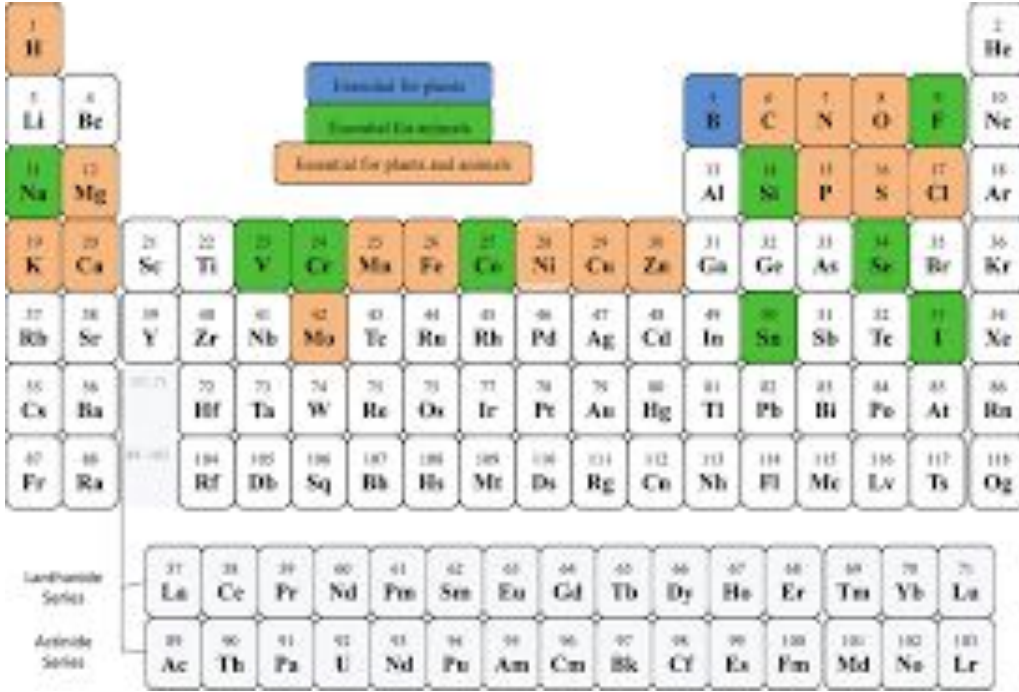
What are the essential elements of a school culture that is focused on career readiness?

An Essential Element: ENGAGEMENT

Student Engagement

The term "engagement" hails back to a mid-17th century association with fencers.

- Imagine competitors facing off with their foils, all senses focused on the micro-adjustments of their opponent's blade as well as their own physical, emotional, and intellectual potential.
- When fencers lunge, circle, and feint, this fierce ballet is called **engagement**.

According to The Glossary of Education Reform, student engagement "refers to the degree of attention, curiosity, interest, optimism, and passion that students show when they are learning or being taught, which extends to the level of motivation they have to learn and progress in their education."

The glossary adds that, "*student engagement* may also refer to the ways in which school leaders, educators, and other adults might "engage" students more fully in the governance and decision-making processes."

The National Association of Independent Schools (NAIS) adds more elements to the list, citing that "student engagement is best understood as a relationship between the student and the following elements of the learning environment: the school community, the adults at school, the student's peers, the instruction, and the curriculum."

Pathways
WISCONSIN

Benefits of Student Engagement

According to multiple research studies, engaged students:

- Experience improved academic achievement and satisfaction
- Are more likely to persist through academic struggles
- Earn higher standardized test scores
- Have better social skills
- Are less likely to drop out of school

The Reality of Disengagement

Disengagement isn't merely the plight of a few outlier students in your classroom. According to Gallup (2013)

- In the early grades, 8 out of 10 students are engaged
- By middle school, 6 out 10 students are engaged
- By high school, 4 out of 10 students are engaged

"The drop in student engagement for each year students are in school is our monumental, collective national failure," said Brandon Busteed, executive director of Gallup Education.

We know about the students who outwardly disengage, but what about those who are going through the motions and playing the game (those who just "do" school)?

Regional Career Pathways Is the Answer to Student Engagement Issues

Our Purpose:

To deliver high-quality career pathways in high schools that reflect the needs and vision of a regional collaborative group of employers, educational representatives, and economic and workforce development leaders…

…to garner students' attention, pique their curiosity, connect to their interests, increase their optimism, and feed their passions.
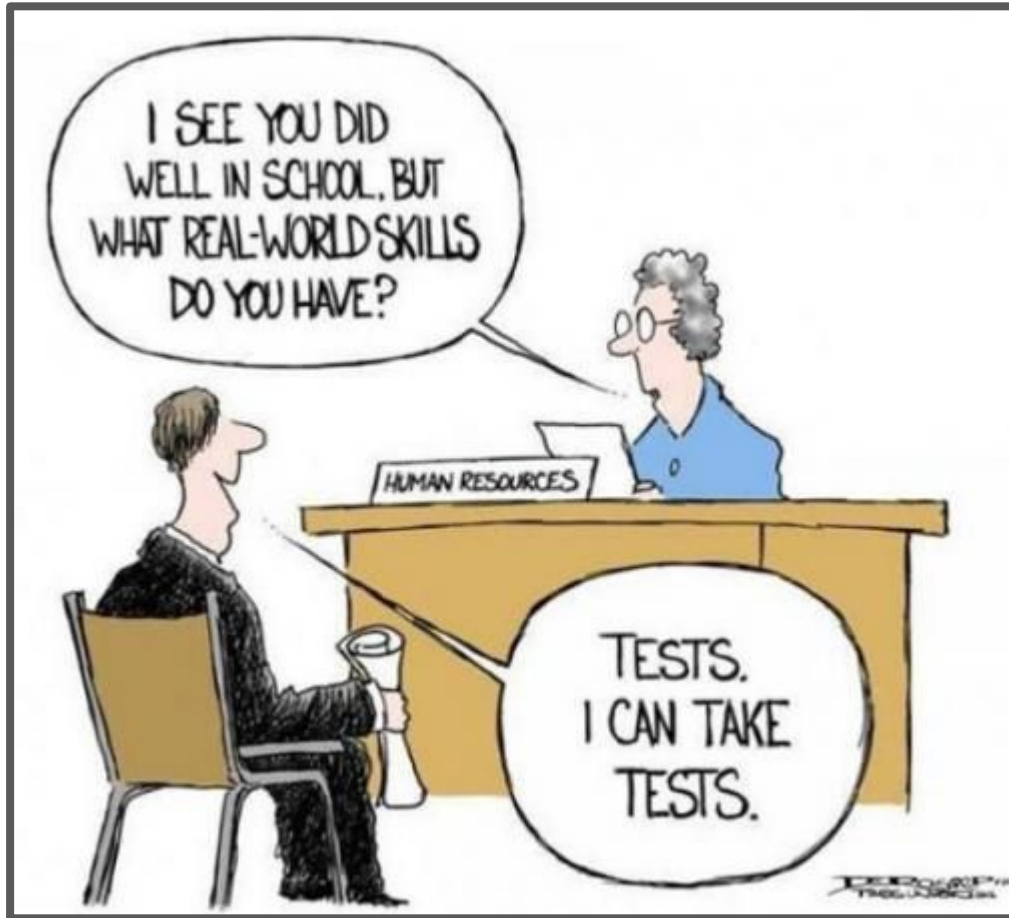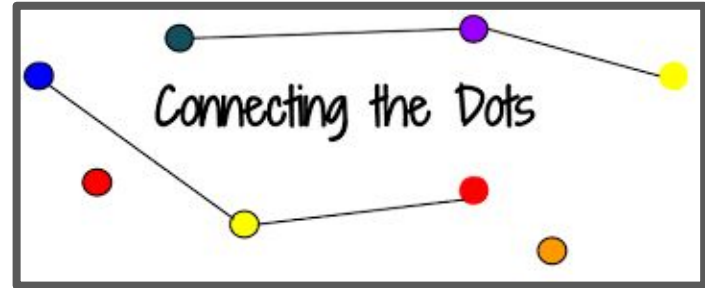
Academic preparation alone, while essential, is NOT enough to ensure postsecondary readiness
~(Achieve 2014)

Why The Work of Career Pathways Is Important

We want students to engage in **personalized** career and academic experiences (which include connections to SEL) that **support and prepare** them for post-secondary opportunities as measured by academic and career **awareness, exploration, planning, and execution** experiences so that they are **able to be successful in their post-secondary education and careers**.

Connecting the Dots

Career and Workforce Development Connections:

Personalized Academic and Career Plans

Social And Emotional Learning

Career Based Learning Experiences

Work-Based Learning

Early College Access

Career Pathways = Ready Made ACP Plan

Pathways
WISCONSIN

What Constitutes A Pathway?

Sequence of career and technical education courses (2 required) +

- Industry-recognized credential
- Work-based learning experience
- Dual enrollment opportunity
- Career and technical student organization related activities
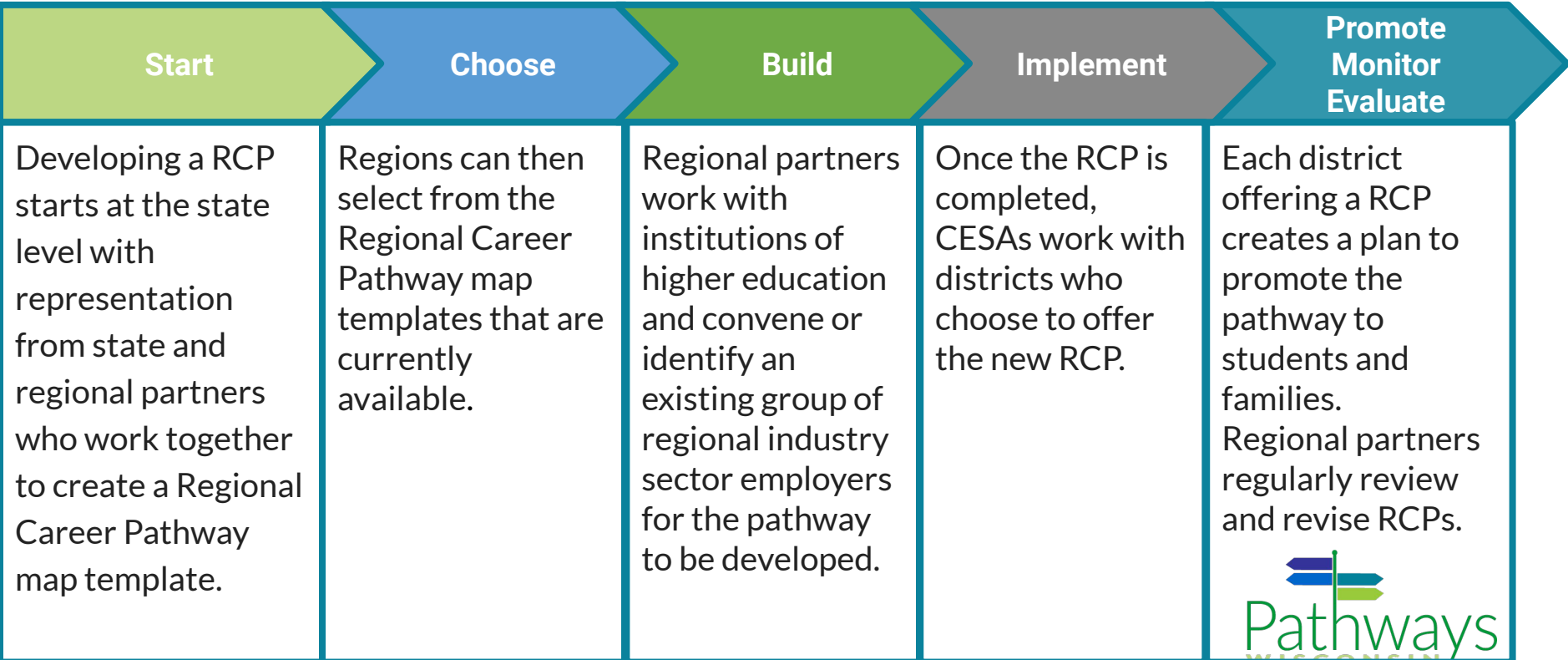
(at least 2 of the 4 from above)

LOCAL CAREER PATHWAY

- Created by an individual district or a CTE consortium of districts

- LCPs are a good alternative when local employers or labor market information indicate need and a RCP is not available

REGIONAL CAREER PATHWAY

- Created together by employers, educators, and other regional partners for all school districts in the region

- School districts do not have to identify pathway information and resources on their own

- Reduces duplication of effort

- Progress is more efficient for all when pathway implementation is shared among regional partners
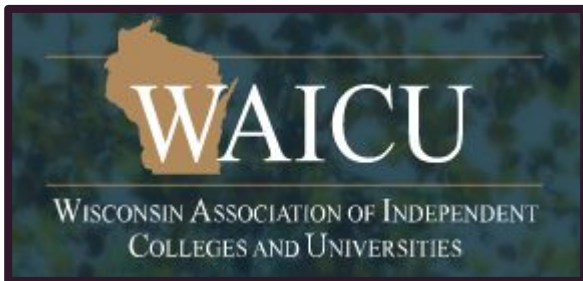
Pathways
WISCONSIN

Regional Career Pathways Process

Start	Choose	Build	Implement	Promote Monitor Evaluate
Developing a RCP starts at the state level with representation from state and regional partners who work together to create a Regional Career Pathway map template.	Regions can then select from the Regional Career Pathway map templates that are currently available.	Regional partners work with institutions of higher education and convene or identify an existing group of regional industry sector employers for the pathway to be developed.	Once the RCP is completed, CESAs work with districts who choose to offer the new RCP.	Each district offering a RCP creates a plan to promote the pathway to students and families. Regional partners regularly review and revise RCPs.

Making The Connections

Department of Workforce Development

WISCONSIN DEPARTMENT OF PUBLIC INSTRUCTION

WISCONSIN TECHNICAL COLLEGE SYSTEM

WMC

UW UNIVERSITY OF WISCONSIN SYSTEM

WAICU
WISCONSIN ASSOCIATION OF INDEPENDENT COLLEGES AND UNIVERSITIES

And other regional business, education, and community partners

Wisconsin Economic Development Corporation

Current State RCP Maps

- Advanced Manufacturing

- Agriculture, Food, and Natural Resources (NEW–winter 2023)

- Architecture and Construction (up for review this spring/summer)

- Business Administration

  - Business Management

  - Finance

  - Marketing

- Digital Technology (up for review this spring/summer)

- Education and Training

- Energy

- Patient Care (up for review this spring/summer)

In order to determine high skill, high demand industries for career pathway development, DPI partners with the Department of Workforce Development to identify career clusters/industry sectors that meet the definition. Taking the most current 10-year projections, job classifications are identified by greater-than-average growth. These are then crosswalked to CTE career clusters and examined for educational levels required to obtain these jobs in a cluster. Clusters are prioritized if they have demand at multiple education and skill levels.

Advanced Manufacturing Career Pathway
<Name of Region>
2020-2021

EXPLORE: Click on the links to find the job titles that seem most interesting to you to learn more! Save any jobs you are interested in from this career pathway in your XELLO account so that you can create an Academic and Career Plan (ACP) later on.

Educational Level May also require work experience	Production	Engineering and Design	Industry 4.0	Electro-Mechanical	Supply Chain
High School Diploma, Certification	Engine/Machine AssemblerO, Data Entry ClerkO, General Laborer, Shipping & Receiving ClerkO, Packager Range $xxx,xxx-xxx,xxx				
Certification or Technical Diploma	Paint Technician* Food Processing Operator Welder* Sheet Metal WorkerO* Production Technician* Range $xxx,xxx-xxx,xxx	CAD Drafter Quality Assurance Technician* Range $xxx,xxx-xxx,xxx	Robotic Welder* Quality ControllerO* Robotics Technician* Range $xxx,xxx-xxx,xxx	Electrical Engineering TechO* Industrial Engineering TechO* Industrial Maintenance MechanicO* Range $xxx,xxx-xxx,xxx	Robotics and Material Handler Technician Inventory Control* Range $xxx,xxx-xxx,xxx
Registered Apprenticeship	Industrial Pipefitter* Tool and Die Maker* Pattern Maker MachinistO* Mold Maker Range $xxx,xxx-xxx,xxx		Electrical Discharge Machining Technician Range $xxx,xxx-xxx,xxx	MillwrightO* CNC Technician* Industrial Electrician* Industrial Machinery TechnicianO Maintenance MechanicO* Mechatronics Technician* Range $xxx,xxx-xxx,xxx	
Associate Degree	Manufacturing Machine OperatorO* Range $xxx,xxx-xxx,xxx	DrafterO* Range $xxx,xxx-xxx,xxx	Electronics Engineering TechO Computer Network SpecialistO Manufacturing Engineer Tech Business Analyst* Chemical Engineering TechO Range $xxx,xxx-xxx,xxx	Mechanical Engineering Technician Electrical Engineer Technician Electro-mechanical Technician Range $xxx,xxx-xxx,xxx	Buyer Production Planner Logistics Analyst Range $xxx,xxx-xxx,xxx
Bachelor Degree and beyond	Manufacturing ManagerO* Operations Manager Range $xxx,xxx-xxx,xxx	Electrical EngineerO Mechanical EngineerO* Environmental EngineerO Quality ControllerO* Range $xxx,xxx-xxx,xxx	Process Engineer* Business Intelligence Analyst Chemical Engineer Computer ScientistO* Range $xxx,xxx-xxx,xxx	Industrial EngineerO* Manufacturing Engineer* Electrical EngineerO Range $xxx,xxx-xxx,xxx	Supply Chain Analyst Procurement Manager* Data Warehouse Analyst* Range $xxx,xxx-xxx,xxx
Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options

* BRIGHT OUTLOOK = these jobs are expected to grow in the future – which means more opportunities for you!
O XELLO = you can learn more and save this job in your Xello account (note: some job titles might look a little different in Xello)

Created by state level leadership team

Advanced Manufacturing Career Pathway In High School

A career pathway in high school must include:
- A sequence of courses (including at least 2 CTE courses)
- Two of the following components: Career and Technical Student Organization, Work-based Learning, Industry Recognized Credential, College Credit Opportunity

Career and Technical Education Courses	Must include a sequence of at least TWO Career and Technical Education courses. Should align with Education Building Blocks for the pathway: • • •	**CAREER EXPLORATION PROGRAMS**
Additional Employer Recommended Courses	Should align with Education Building Blocks for this pathway: • •	Regional: • • Local: •
Career and Technical Student Organization	SkillsUSA	• •
Work-Based Learning Program Options	• Employability Skills (90 hrs) • Youth Apprenticeship-Manufacturing /(450 hrs/year; 1-2 years) • Local Internship/Local Work-based Learning Programs that meet state quality requirements	

	Production	Engineering and Design	Industry 4.0	Electro-Mechanical	Supply Chain
Industry Recognized Credential Options Learn the skills that employers want to see! *Italics = must be 18 years old to obtain* *This certification is eligible for reimbursement through the technical incentive grant	OSHA 10-General Industry Version				
	American Welding Society (AWS) Level 1 Entry Welder * Manufacturing Skills Standards Council-Certified Production Technician (full program or any of the modules) * National Institute for Metal Working Skills (NIMS)- • Industrial Technology Maintenance Level 1, • Machining Level * • Metalforming Level 1 *	The Association for Packaging and Processing Technologies Mechatronics Certification Certified Solidworks Associate Snap On-Precision Measurement Instruments, Multimeter, Mechanical and Electronic Torque Certification *	Smart Automation Certification Alliance (SACA)-Associate Level NC3 Industry 4.0 and Mechatronics	NC3 Industry 4.0 and Mechatronics	Lean Six Sigma (ASQ) MSSC-Certified Logistics Technician (CLT)
College Credit Opportunities	You can find the list of college credit opportunities included in the postsecondary options for this pathway HERE.				

2020-2022

Created by state level leadership team

Pathways WISCONSIN

Advanced Manufacturing Career Pathway
North-Central Wisconsin Region
2021-2022

EXPLORE: Click on the links to find the job titles that seem most interesting to you to learn more! Save any jobs you are interested in from this career pathway in your XELLO account so that you can create an Academic and Career Plan (ACP) later on.

Educational Level May also require work experience	Production	Engineering and Design	Industry 4.0	Electro-Mechanical	Supply Chain
High School Diploma, Certification	Engine/Machine Assembler ○ Data Entry Clerk ○ General Laborer * Machine Operator * Material Handler * Shipping & Receiving Clerk * ○ Packager Range $19,500 - $57,000				
Certification or Technical Diploma	Paint Technician * Food Processing Operator Welder * ○ Machine Setter & Operator ○ Machine Assembler Sheet Metal Worker * ○ Production Technician Range $21,750 - $90,000	CAD Drafter ○ Quality Technician * ○ Mold Technician Range $24,000-$92,000	Robotic Welder * Quality Technician ○ * Robotics Technician * Controls Technician Range $30,000 - $97,000	Electrical and Instrumentation Tech ○ Industrial Engineering Tech ○ Industrial Maintenance Mechanic * ○ Electronics Technician ○ Range $34,000 - $97,000	Robotics and Material Handler Technician * Inventory Control Shipping and Receiving ○ Range $21,400 - $51,500
Registered Apprenticeship	CNC Technician Industrial Pipefitter * ○ Tool and Die Maker * Pattern Maker Welder-Fabricator Industrial Engineering Technician ○ Sheet Metal Worker - Industrial * ○ Range $28,000-$100,000	Mold Maker Range $25,000-$53,000	Mechatronics Technician Electrical Discharge Machining Technician * Machinist ○ * Range $35,000 - $99,000	Millwright ○ * Industrial Electrician * Electrical/Instrumentation Technician ○ Instrument Mechanic * Lubrication Technician * Maintenance Mechanic ○ * Range $24,600 - $97,000	
Associate Degree	CNC Programmer * ○ CNC Machinist * ○ Range $36,000-$89,000	Industrial Designer ○ Industrial Hygienist ○ Range $35,000-$144,000	Electronics Engineering Tech ○ Automation Engineer Tech Network or Cybersecurity Specialist * ○ Business Systems Analyst * ○ Chemical Engineering Tech ○ Software Developer * Range $31,000 - $165,000	Mechanical Engineering Technician ○ Electrical Engineer Technician ○ Electro-mechanical Technician Maintenance Planner Range $30,000 - $97,000	Production Planner Logistics Analyst ○ Range $30,000-$120,000
Bachelor Degree and beyond	Operations Manager * Front Line Supervisor * Safety Engineer Environmental Engineer ○ Quality Manager * Warehouse Manager Range $30,000-$208,000	Electrical Engineer * ○ Mechanical Engineer ○ Environmental Engineer ○ Quality Engineer ○ * Paper Science Engineer Chemical Engineer ○ Range $30,000-$161,000	Process Engineer Business Intelligence Analyst * Computer Scientist ○ * Systems/Reliability Engineer Systems App Developer * Research and Development Computer Systems Analyst * Range $40,000 - $190,000	Industrial Engineer ○ * Manufacturing Engineer * Electromechanical Engineering Technologist Maintenance Manager/ Superintendent ○ Range $35,000 - $176,000	Supply Chain Manager Procurement Manager Data Warehouse Analyst * Buyer Forest Products Buyer Distribution Center Manager Range $38,000-$193,000
Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options

* **BRIGHT OUTLOOK** = these jobs are expected to grow in the future – which means more opportunities for you!
○ **XELLO** = you can learn more and save this job in your Xello account (note: some job titles might look a little different in Xello)

Created by regional level leadership team

Pathways WISCONSIN

Advanced Manufacturing Career Pathway
In High School

A career pathway in high school must include:
- A sequence of courses (including at least 2 CTE courses)
- Two of the following components: *Career and Technical Student Organization, Work-based Learning, Industry Recognized Credential, College Credit Opportunity*

Pathways WISCONSIN

Career and Technical Education Courses	Must include a sequence of at least TWO Career and Technical Education courses. Should align with Education Building Blocks for the pathway: • • •				CAREER EXPLORATION PROGRAMS
Relevant Academic Courses	Should align with Education Building Blocks for this pathway: • •				Statewide: • Inspire contacts in Xello Regional: • Heavy Metal Tour (Nicolet College) • CWIMMA Welding and Machine Tool Contest Local: •
Career and Technical Student Organization	SkillsUSA				
Work-Based Learning Program Options	• Employability Skills (90 hrs) • Youth Apprenticeship-Manufacturing /(450 hrs/year; 1-2 years) • Local Work-based Learning Programs that meet state quality requirements				

	Production	Engineering and Design	Industry 4.0	Electro-Mechanical	Supply Chain
Industry Recognized Credential Options Learn the skills that employers want to see! *Italics = must be 18 years old to obtain* *This certification is eligible for reimbursement through the technical incentive grant	OSHA 10-General Industry Version				
	American Welding Society (AWS) Level 1 Entry Welder * Manufacturing Skills Standards Council-Certified Production Technician (full program or any of the modules) * National Institute for Metal Working Skills (NIMS)- • Industrial Technology Maintenance Level 1, • Machining Level * • Metalforming Level 1 *	The Association for Packaging and Processing Technologies Mechatronics Certification Certified Solidworks Associate Snap On-Precision Measurement Instruments, Multimeter, Mechanical and Electronic Torque Certification *	Smart Automation Certification Alliance (SACA)-Associate Level NC3 Industry 4.0 and Mechatronics	NC3 Industry 4.0 and Mechatronics	Lean Six Sigma (ASQ) MSSC-Certified Logistics Technician (CLT)
College Credit Opportunities	You can find the list of college credit opportunities included in the postsecondary options for this pathway HERE.				

2021-2022

Created by regional level leadership team

Pathways WISCONSIN

Advanced Manufacturing Career Pathway
Wausau School District - Wausau East and Wausau West High Schools
Your Academic and Career Plan (ACP) for this career pathway starts here…
Use this page to figure out which classes and activities you will take to prepare for this career pathway. Record your plan in XELLO.

Career and Technical Education Courses	• Metals I - Materials Processes • Metals II - Machine Tool Applications • Introduction to Welding • Intro to CAD/CAM • Autodesk Inventor • Woods I - Materials Process • Woods II - Fundamentals of Furniture Manufacturing	Start creating your professional network through **CAREER EXPLORATION PROGRAMS.** Record your experiences in XELLO.
Other Recommended Courses	• Building Trades I - Rough framing • Building Trades II - Finished framing	**State:** • State SkillsUSA competitions **Regional:** • Regional SkillsUSA competitions • Heavy Metal Tour (NTC, CWIMMA, etc.)) • CWIMMA Welding and Machine Tool Contest • The Branch Academy (NTC) • NTC Summer Camps **Local:** • Local SkillsUSA competitions • NTC Welding Competitions
Career and Technical Student Organization	• SkillsUSA	
Work-Based Learning Options	• Youth Apprenticeship • Business Opportunities (West High School) • Employability Skills	

Industry Recognized Credential Options *Italics = must be 18 years old to obtain*	Production	Engineering and Design	Industry 4.0	Electro-Mechanical	Supply Chain
			OSHA 10-General Industry Version		

College Credit Opportunities You can find the list of college credit opportunities included in the postsecondary options for this pathway HERE.	College Courses Offered at Your High School	
	Transcripted Credit • Metals II - Machine Tool Application • Introduction to Welding • Autodesk Inventor • Woods II - Fundamentals of Furniture Manufacturing • Building Trades I - Rough Framing	**AP and/or IB Courses**
	College Courses You Can Take at a College Campus Application Deadlines: October 1st: Spring Courses February 1st: Summer Courses (ECCP only) March 1st: Fall Courses	
	Start College Now	**Early College Credit Program**

2021-2022

Created by district/school level leadership team

Advanced Manufacturing Career Pathway
Marshfield School District
Your Academic and Career Plan (ACP) for this career pathway starts here…
Use this page to figure out which classes and activities you will take to prepare for this career pathway. Record your plan in XELLO.

Career and Technical Education Courses	Must include a sequence of at least TWO Career and Technical Education courses which are taught ONLY by licensed CTE teachers.. Should align with Education Building Blocks for the pathway: • Metal Tech I and II • Metal Tech Capstone • Welding Theory • Machining Theory • Intro to AutoCAD	Start creating your professional network through **CAREER EXPLORATION PROGRAMS.** Record your experiences in XELLO.
Other Recommended Courses	Must include a sequence of at least TWO Career and Technical Education courses. Should align with Education Building Blocks for the pathway: • Tech Math 1 • Tech Math 2 • Written Communication	State: • Inspire contacts in Xello platform Regional: • Heavy Metal Tour (Nicolet College) • CWIMA Welding and Machine Tool Contest • The Branch Academy (NTC) • NTC Summer Camps • Mid State Technical College Metal Mania and Stainless Steel Welding Program
Career and Technical Student Organization	• SkillsUSA	
Work-Based Learning Options	• Youth Apprenticeship /(450 hrs/year; 1-2 years) • **Employability Skills** (90 hrs)	Local: • Pathway Partners Mentoring Program and Job Shadowing

Industry Recognized Credential Options *Italics = must be 18 years old to obtain*	Production	Engineering and Design	Industry 4.0	Electro-Mechanical	Supply Chain
			OSHA 10		
	AWS Sense				

College Credit Opportunities You can find the list of college credit opportunities included in the postsecondary options for this pathway HERE.	College Courses Offered at Your High School	
	Transcripted Credit • Metal Tech I and II • Intro to AutoCAD • Metal Tech Capstone • Welding Theory • Machining Theory • Intro to Engineering Design, PLTW • Principles of Engineering, PLTW	
	College Courses You Can Take at a College Campus **Application Deadlines:** October 1st: Spring Courses February 1st: Summer Courses (ECCP only) March 1st: Fall Courses	
	Start College Now	**Early College Credit Program**

2022-2023

Created by district/school level leadership team

Advanced Manufacturing Career Pathway
Stevens Point Area Senior High School
Your Academic and Career Plan (ACP) for this career pathway starts here…

Use this page to figure out which classes and activities you will take to prepare for this career pathway. Record your plan in XELLO.

Career and Technical Education Courses	- Introduction to Engineering Design 1 & 2 - Principles of Engineering Design 1 & 2 - Introduction to Machine Tool - Advanced Machine Tool - Introduction to Auto CAD - Welding Technology - Advanced Welding Technology - Construction Fundamentals - Woods 1 & 2			Start creating your professional network through **CAREER EXPLORATION PROGRAMS.** Record your experiences in XELLO.	
Other Recommended Courses	- Physics - Algebra 1 & 2 - English 10			**State:** - Inspire contacts in Xello platform **Regional:** - Heavy Metal Tour MSTC - CWIMMA Welding and Machine Tool Contest **Local:** - Metal Mania - Mid-State Technical College	
Career and Technical Student Organization	Skills USA				
Work-Based Learning Options	- Youth Apprenticeship - Employability Skills Certificate				
Industry Recognized Credential Options *Italics = must be 18 years old to obtain*	Production	Engineering and Design	Industry 4.0	Electro-Mechanical	Supply Chain
			OSHA 10-General Industry Version		
			HAAS CNC Certificaton		
College Credit Opportunities You can find the Early College Credit and Start College Now Application by clicking on the link: Start College Now and Early College Credit Application Instructions	**College Courses Offered at Your High School**				
	Dual Credit - Intro to AutoCAD = 2.0 MSTC Credits - Welding Technology = 2.0 MSTC Credits - Intro to Machine Tool = 3.0 MSTC Credits		**Dual Credit** - Advanced Welding = 1.0 MSTC Credit - Construction Fundamentals = 3.0 MSTC Credit		
	College Courses You Can Take at a College Campus Application Deadlines: October 1st: Spring Courses February 1st: Summer Courses (ECCP only) March 1st: Fall Courses				
	Start College Now These courses are taken through Mid-State Technical College. See Morgan Simon (MSTC Outreach Coordinator) or Kristen Jensen, SPASH Counselor		**Early College Credit Program** - Most courses are taken in conjunction with UW-Stevens Point - See instructions and link on the left side of this page - See SPASH school counselor - Val Willems for more information		

2021-2022

Created by district/school level leadership team

Pathways
WISCONSIN

A Statewide Focus on Career Readiness

GOAL #1 Moving from Silos to Systems: a statewide Pre-K12 career readiness system so that all students in all districts can have equal access to essential career readiness programs and services.

GOAL #2: High Quality Student Access: Ensure all students in all school districts have equal access to high quality career readiness programs and services beginning in the elementary grades as outlined in Education for Employment (E4E) and Academic and Career Planning (ACP) state statute so that they graduate ready for success in their careers, postsecondary education, and community.

GOAL #3 Increased Business Engagement in PreK-12 Education: Increase the number of businesses in Wisconsin who partner with school districts to offer career readiness activities and develop Regional Career Pathways so that students are prepared with the technical and employability skills needed for success in the workforce.

Pathways
WISCONSIN

Why Is This Work Worth It?

Higher Graduation Rates

- The graduation rate for CTE concentrators is 95% - 10 percentage points higher than the national average.

  Source: Advance CTE, *Career and Technical Education and Student Achievement* (https://cte.careertech.org/sites/default/files/documents/fact-sheets/CTE_and_Student_Achievement_2020_0.pdf)

Increased Academic Achievement

- Early evidence shows that learners who engage in high-quality CTE, like career pathways, have higher achievement in academic subjects, such as English.

  Source: Advance CTE, *Career and Technical Education and Student Achievement* (https://cte.careertech.org/sites/default/files/documents/fact-sheets/CTE_and_Student_Achievement_2020_0.pdf)

Why Is This Work Worth It?

<u>Higher Earning Potential</u>

- The US Department of Education found that eight years after their anticipated graduation date, students who participated in CTE courses in high school had higher median earnings than the students who did not participate in CTE courses.

  Source: US Department of Education, *Bridging the Skills Gap: Career and Technical Education in High School* (https://www2.ed.gov/datastory/cte/index.html)

<u>Prepared for Postsecondary Education</u>

- Dual enrollment programs were found to have positive effects on students'
    - completing high school
    - general academic achievement in high school
    - degree attainment in college
    - college access and enrollment
    - credit accumulation in college

  Source: Institute of Education Sciences, *Dual Enrollment Programs: Transition to College* (https://ies.ed.gov/ncee/wwc/InterventionReport/671)

Why Is This Work Worth It?

Prepared for the World of Work

- CTE provides a strong pathway for learners to prepare for the future of work by:
  - Equipping learners with real-world skills, such as entrepreneurial and employability skills, that are foundational and transferable across rapidly shifting sectors and work activities;
  - Placing learners on a path to postsecondary credential attainment that translates into high-skill, high-wage and in-demand occupations;
  - Bringing business and industry to the table to ensure that CTE programs are relevant and future focused;
  - Closing achievement and opportunity gaps by placing an intentional focus on equity and providing each learner with an opportunity for career success;
  - Supporting learners' efforts to upskill through programs of study that support stackable and shortterm credentials of value; and
  - Encouraging partnerships between K-12, postsecondary and industry through program of study frameworks

  Source: Advance CTE, *CTE Prepares Learners for the Future of Work*

(https://cte.careertech.org/sites/default/files/documents/fact-sheets/CTE_Prepares_Learners_Future_Work_2020.pdf)

Why Is This Work Worth It?

A Pipeline for Employers

- 93% of employers already recruiting from CTE (including Youth Apprenticeship, Career Pathway Programs) saw the programs as beneficial to their bottom line.

 Source: Advance CTE, Communicating the Value of CAREER TECHNICAL EDUCATION TO EMPLOYERS (https://cte.careertech.org/sites/default/files/documents/fact-sheets/EmployerResearchReport_KeyMessages.pdf)

Why Should My District/School Adopt the RCP Model?

High school students who participate in a career pathway are more likely to:
- Graduate high school on time
- Pursue a postsecondary credential
- Complete postsecondary education in fewer years
- Owe less in student loans
- Gain access to a valuable network of job contacts
- Gain important work-readiness skills

This is about ENGAGEMENT leading to college, career, and community ready graduates!
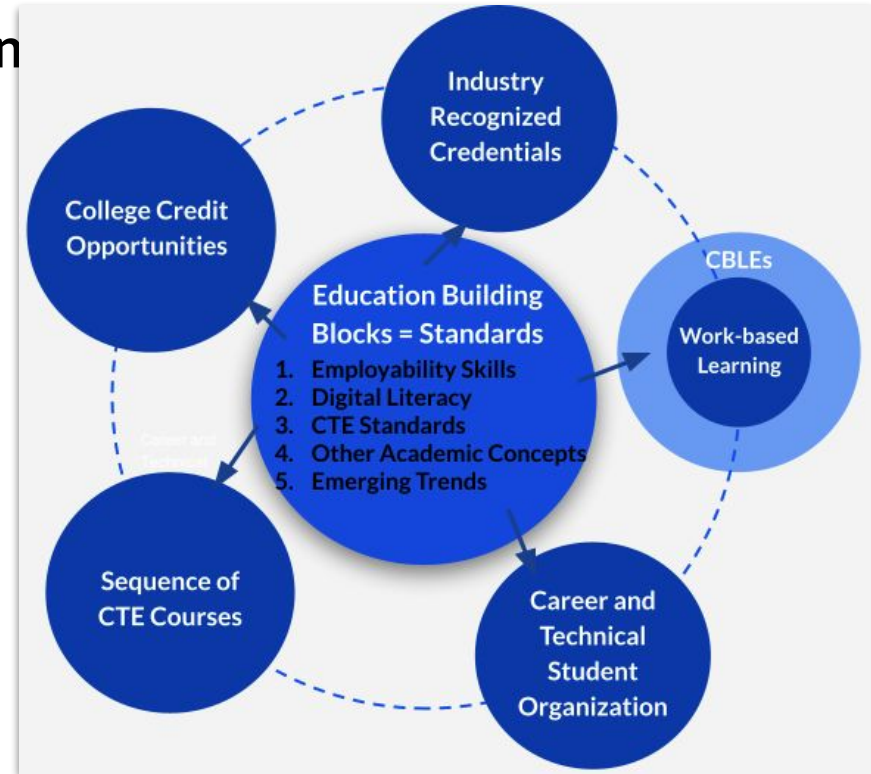
Outcomes of completing a career pathway:
https://files.eric.ed.gov/fulltext/ED565467.pdf

PATHways WISCONSIN

Remember: Elements of RCPs are included in School Report Cards

Participation by Type of Postsecondary Preparation

ADVANCED COURSES		DUAL ENROLLMENT		INDUSTRY-RECOGNIZED CREDENTIALS		WORK-BASED LEARNING	
School	State	School	State	School	State	School	State
28.5%	19.9%	27.4%	18.6%	0.0%	2.8%	1.7%	3.4%

286 students successfully completed at least one Advanced Placement or International Baccalaureate course.

275 students successfully completed at least one dual enrollment course.

No students earned an industry-recognized credential.

17 students participated in a wor...

Highlight this data for your stakeholders in order to showcase the great work you are doing. Have students share their success stories! Set goals to grow these areas from year to year! Ensure your data is being accurately reported.

Participation by Type of Postsecondary Preparation

ADVANCED COURSES		DUAL ENROLLMENT		INDUSTRY-RECOGNIZED CREDENTIALS		WORK-BASED LEARNING	
School	State	School	State	School	State	School	State
50.6%	19.9%	29.2%	18.6%	8.5%	2.8%	3.5%	3.4%

453 students successfully completed at least one Advanced Placement or International Baccalaureate course.

261 students successfully completed at least one dual enrollment course.

76 students earned at least one industry-recognized credential.

31 students participated in a work-based learning program.

ADVANCED COURSES		DUAL ENROLLMENT		INDUSTRY-RECOGNIZED CREDENTIALS		WORK-BASED LEARNING	
School	State	School	State	School	State	School	State
0.0%	19.9%	0.0%	18.6%	4.6%	2.8%	11.2%	3.4%

No students successfully completed an Advanced Placement or International Baccalaureate course.
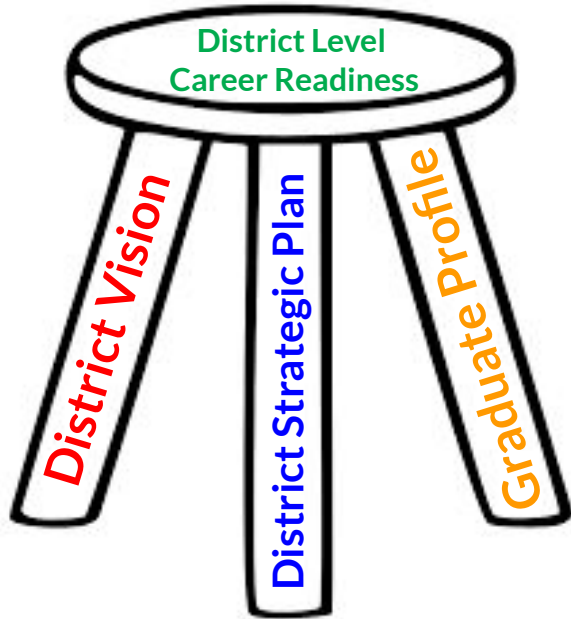
No students successfully completed a dual enrollment course.

13 students earned at least one industry-recognized credential.

32 students participated in a work-based learning program.

Pathways WISCONSIN

Benefits of District Level Career Readiness Work

District Level Career Readiness

District Vision
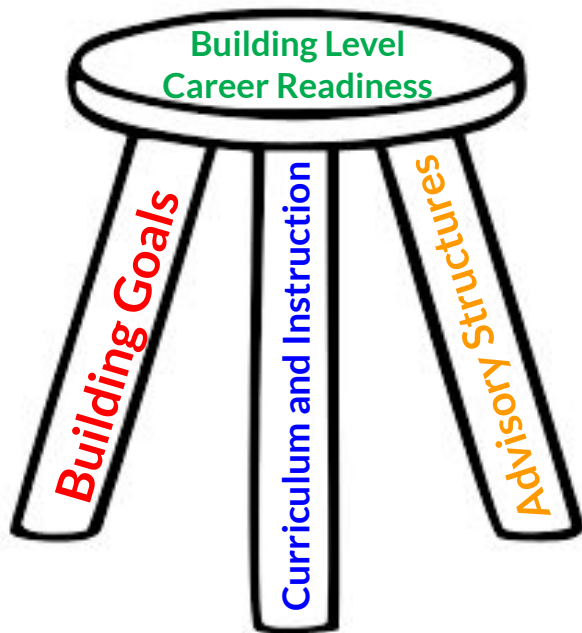
District Strategic Plan

Graduate Profile

Benefits:
- High expectations for ALL
- Equitable graduation options for ALL
- Increased and sustained community engagement
- Creates relevance for the entire educational system
- Increased commitment to academic process
- Supports projected outcomes

CESA 7: Portrait of a Graduate PD

Pathways
WISCONSIN

Supporting Career Readiness At the Building Level

Building Level
Career Readiness

Building Goals

Curriculum and Instruction

Advisory Structures

Pathways
WISCONSIN

What are your next steps?

The Role of RCPs At Your School

- Does your school offer any current RCPs?
  - Yes
    - How are you using those available RCPs (depending on what you teach) in your curriculum and instruction?
      - How are students engaging with the maps?
    - How are you communicating about it to students, parents/guardians, other educators, community partners, etc?
  - No
    - Does your district meet the requirements to offer the pathway?
      - Yes
        - Contact your regional career pathway coordinator to begin the process
      - No
        - Discuss with building leadership team which elements are missing that could be added in order to offer the pathway
  - Unsure
    - Ask your regional career pathway coordinator about your district's/region's status

The Role of RCPs At Your School

- How can you take back what you learned today about RCPs in order to impact the career readiness culture at your school?
  - How do you see RCPs enhancing the work of Academic and Career Planning at your school?
  - What is different about RCPs from what you are currently doing at your school when it comes to career readiness and career exploration?
  - What is the value of RCPs at your school?
    - How can/do RCPs connect to your district vision and strategic plan?
    - How can/do RCPs connect to your building goals?

This is NOT a "Best Kept Secret"

- Your district/school must continually promote the culture of career readiness that they are committed to with students, families, staff, community partners, and other stakeholders. Ways to do that include making it a part of your:
  - Professional Development
  - Academic and Career Planning Processes
  - Open House Night
  - Course Registration Night
  - Teacher Conference Night
  - Career Expo Night
  - School Communications
  - District Communications
  - Curriculum and Instruction Planning
  - Visioning Process
  - And…
  - And…
  - And…

SHARE YOUR NEWS!

pathways
WISCONSIN

Learn More

Check out the Regional Career Pathways in YOUR region at
https://dpi.wi.gov/pathways-wisconsin/regional-pathways-project

What does a "Culture of Career Readiness" look like?

What essential elements did you identify at the start of the presentation that were part of the discussion today?

What essential elements did we discuss today that you can add to your list?

Student Engagement Practices *RCPs* *District Vision*
District Strategic Plan *Graduate Profile* *Building Goals*
Curriculum and Instruction *Advisory Structures*
Communication Plans/Process *Data*

What elements didn't we discuss today that are essential to this work?

How do all of these elements work together to ensure your graduates are college, career, and community ready?

Regional Career Pathway Contacts

Beth Kaminski: State Director
beth.kaminski@pathwayswi.org
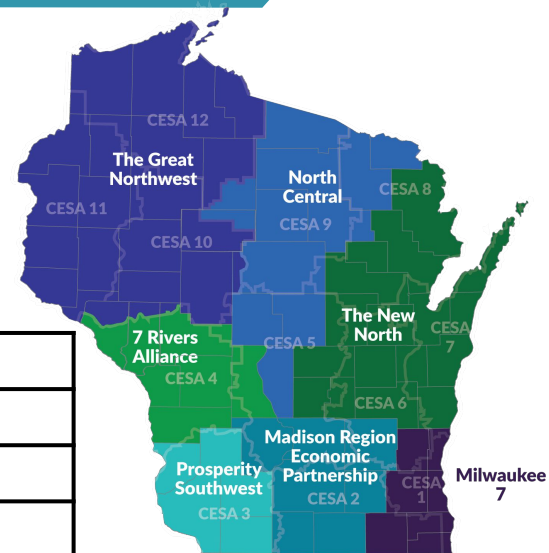
Region	Regional Coordinator	Email
The Great Northwest	Dani Lewandowski	danil@cesa11.k12.wi.us
North Central	Lynn Aprill	laprill@cesa8.org
The New North	Tania Kilpatrick	tkilpatrick@cesa6.org
7 Rivers Alliance	Amanda Langrehr	alangrehr@cesa4.k12.wi.us
Prosperity Southwest	Darla Burton	dburton@cesa3.org
MadREP	Gene Dalhoff	gdalhoff@madisonregion.org
M7	Eric Hill	ehill@cesa1.k12.wi.us

https://dpi.wi.gov/pathways-wisconsin