

# Employability Transcripts: A Driving Force in a Challenging Economy

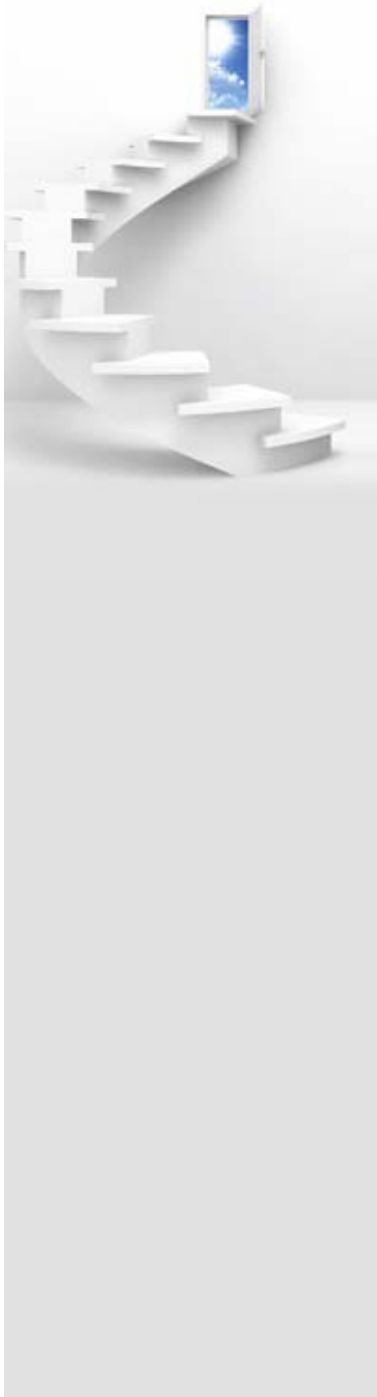
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Lee's Summit R-7 School District



WHY ALL THE INTEREST?

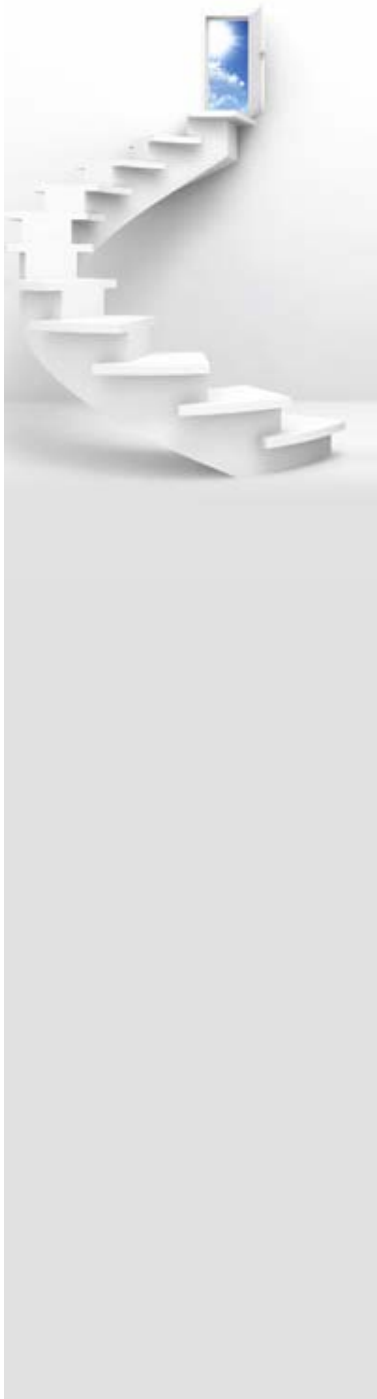


# CONNECT TO ECONOMIC AND WORKFORCE DEVELOPMENT



## Competition

- Millennial Generation
- Born between 1980-2000
- Surrounded by digital media
- Goal and achievement oriented
- Short attention span
- Want challenging learning opportunities
- Are flexible
- Busy, multi-taskers
- Optimistic about future

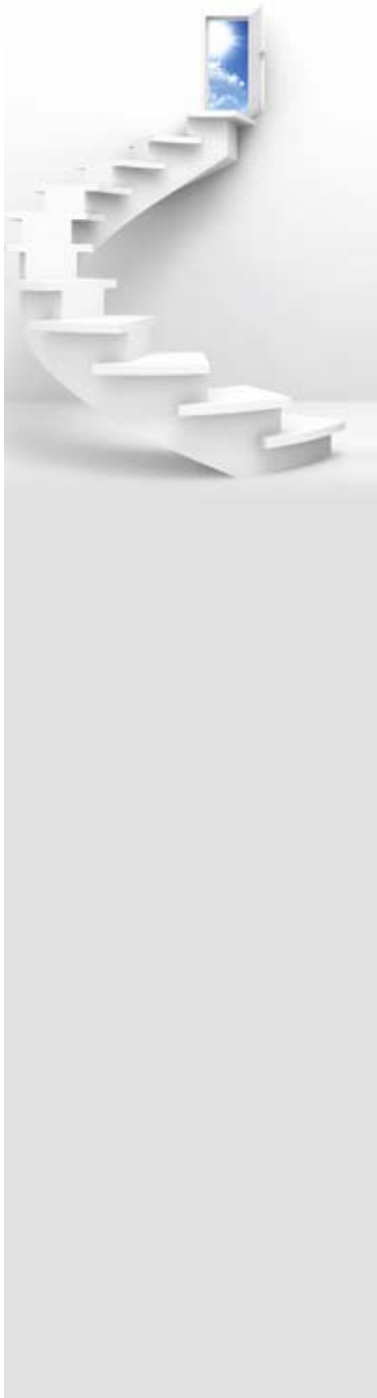


## Innovation

- Network innovation assets
- Workforce skills and lifelong learning strategies
- Investment and entrepreneurship strategies
- Regional infrastructure and economic development strategies



# CONNECT TO EDUCATION REFORM

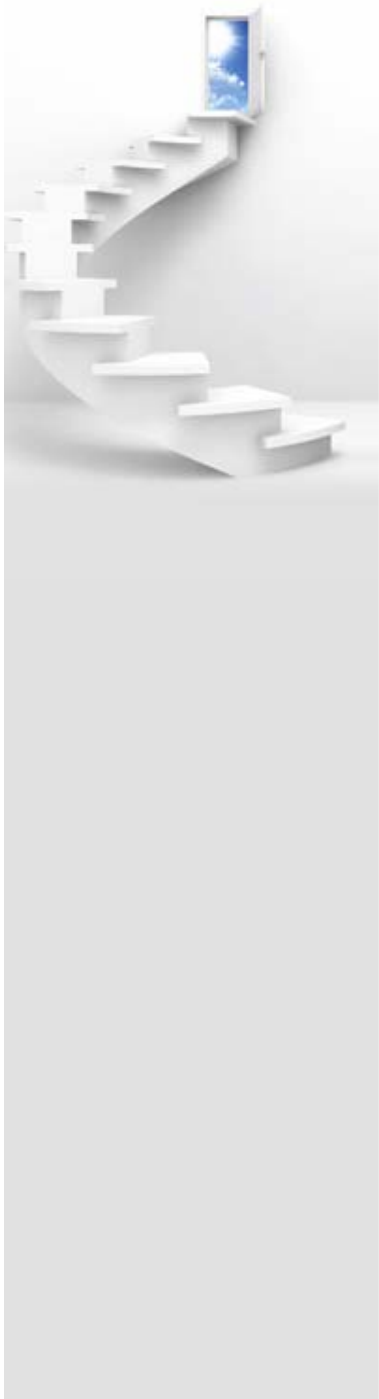


## Senate Bill 894

- All students have access to traditional academic transcript
- All students have access to employability transcript
- All students do NOT have access to Career Prep Certificate



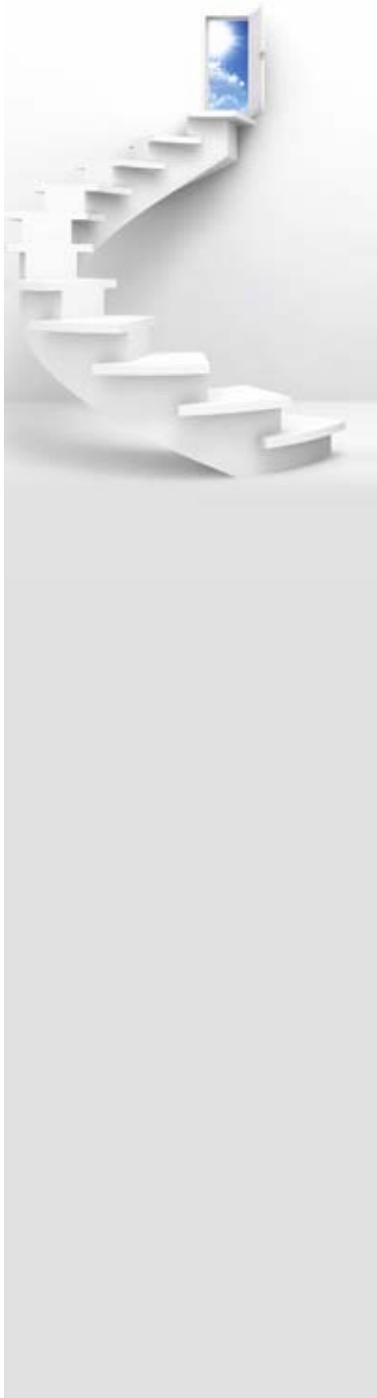
# MISSOURI COMPREHENSIVE GUIDANCE PROGRAM



- Content standards grade level expectations
- Applying Employment Readiness Skills
- The Skills for On-the-Job Success
  - Job Seeking Skills GLE Grade 12
    - Utilize appropriate job seeking skills to obtain employment



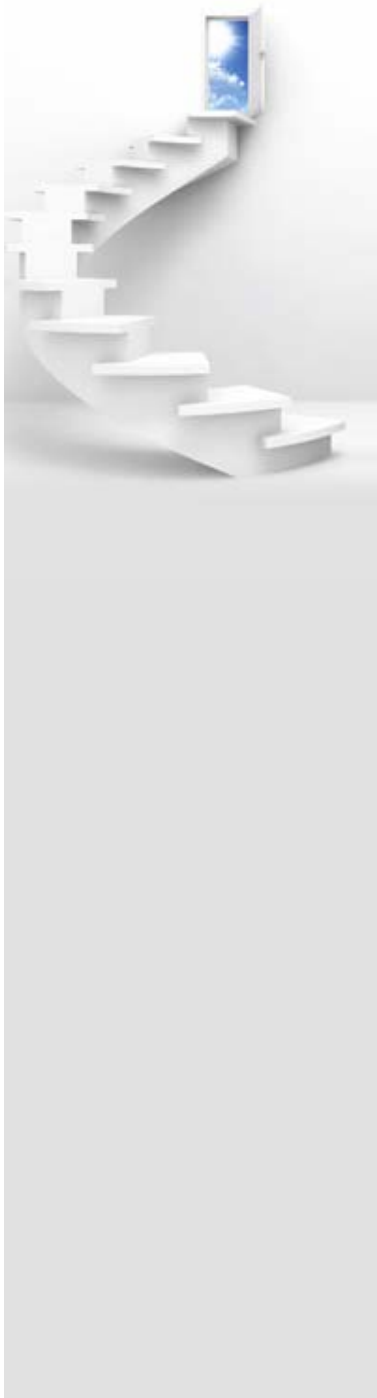
# GLOBAL COMPETITION



- Among 30 OECD countries:
  - US ranks #16 in high school graduation
  - US ranks #9 in postsecondary enrollments
- Dramatic increase in number of graduating engineers in China
- Masters and PhD's: China graduates more than US
- India is racing to become innovator in R&D in pharmaceuticals, aerospace, consumer appliances
- 60% of PhD's awarded in the US go to foreign nationals



# DROPOUT RATE



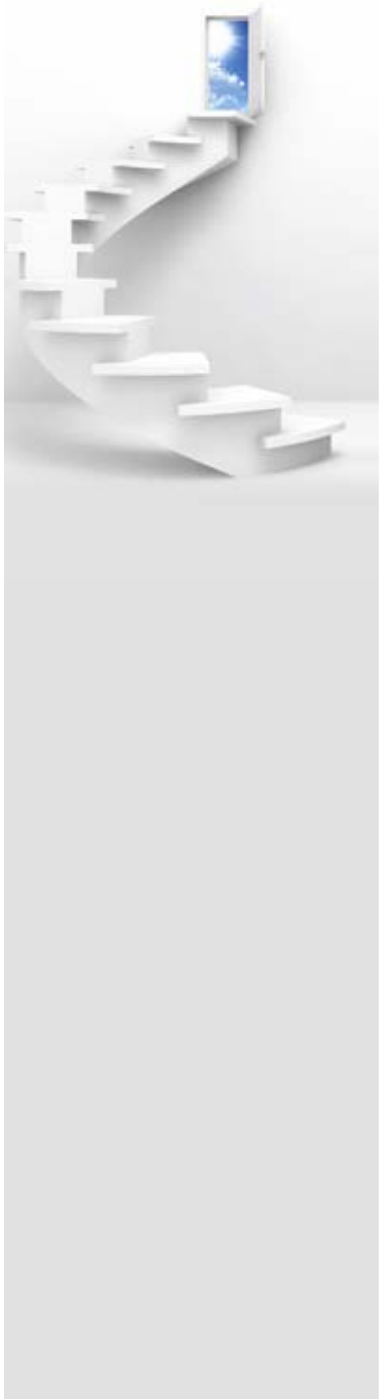
One-third of the nation's students are leaving high school without a diploma

## Missouri

- Estimated graduation rate (2004-05)
  - 76.5%
- Projected number of non-graduates for class of 2008
  - 18,337
- Total lifetime additional income if dropouts graduated
  - \$4,767,669,258



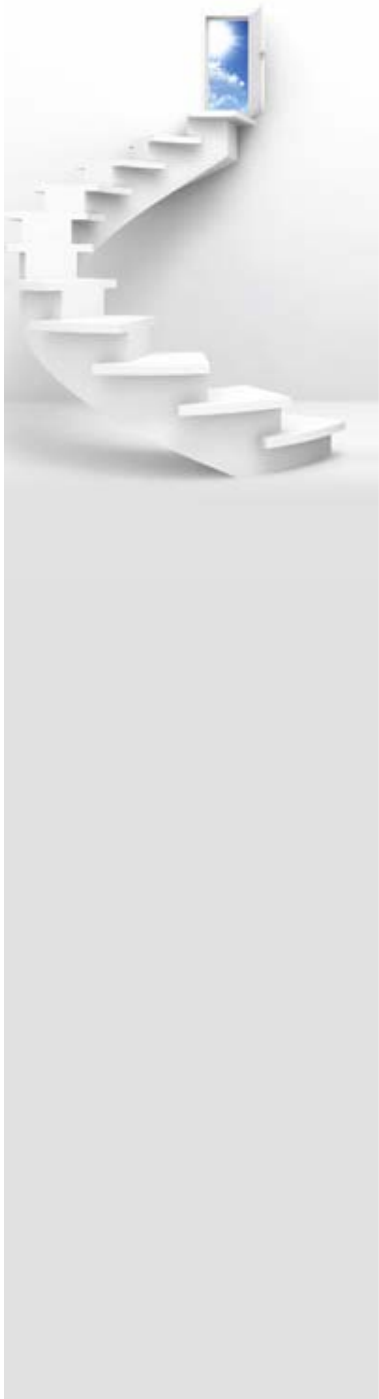
# CAREER AND TECHNICAL EDUCATIONS' ROLE



- Workforce readiness credentials
- Baseline of hard and soft skills
- Transferable skills
- Technical literacy



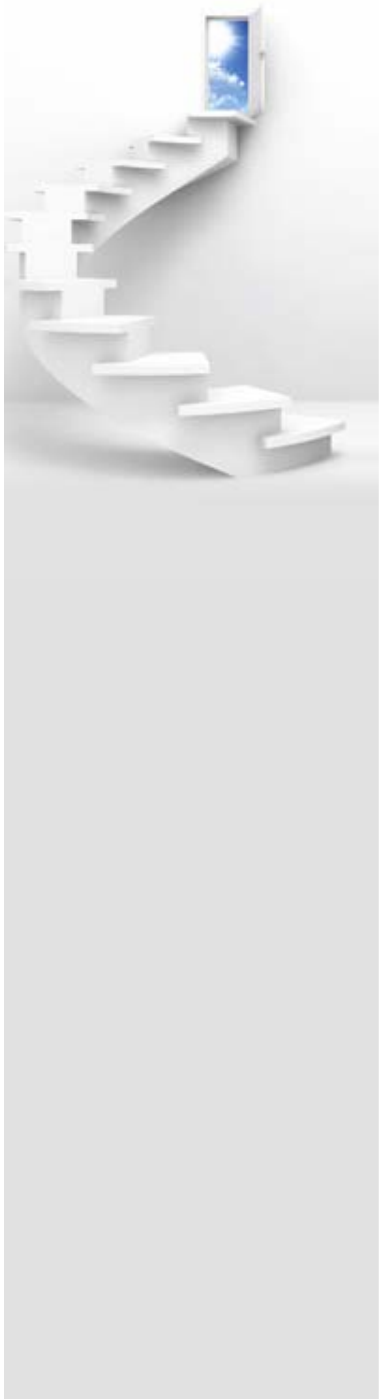
WHY THE CONNECTION?



- Relative and motivated learning
- Reach more students
- Keeps course offerings current
- Prepare for transition from school to career
- Better compete for jobs in a changing job market



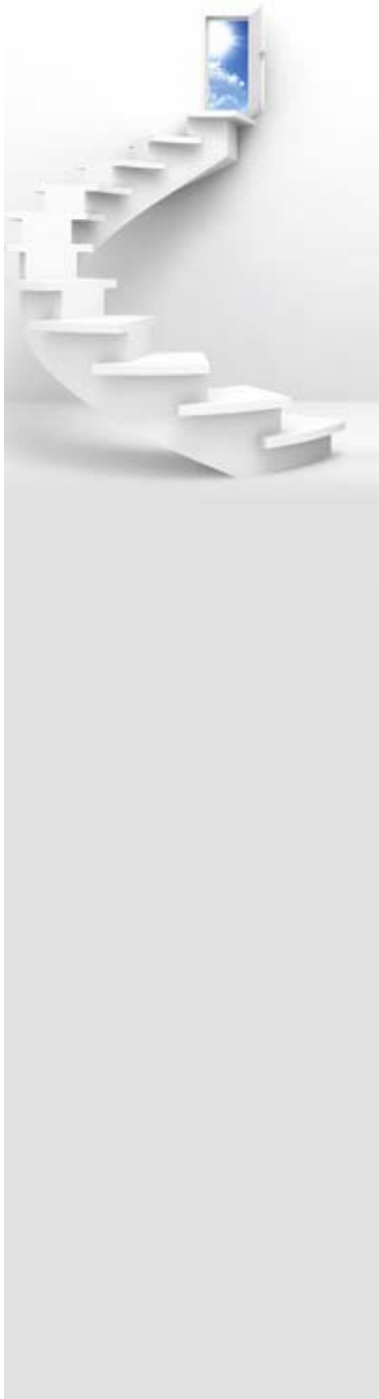
# THE PROCESS



- Formation of team:
  - Connecting Each Student to the Future
    - <http://cesttf.leesummit.k12.mo.us>
- Career Pathways Advisory Team recommendation
- District Design Team



**DESIRED OUTCOME**

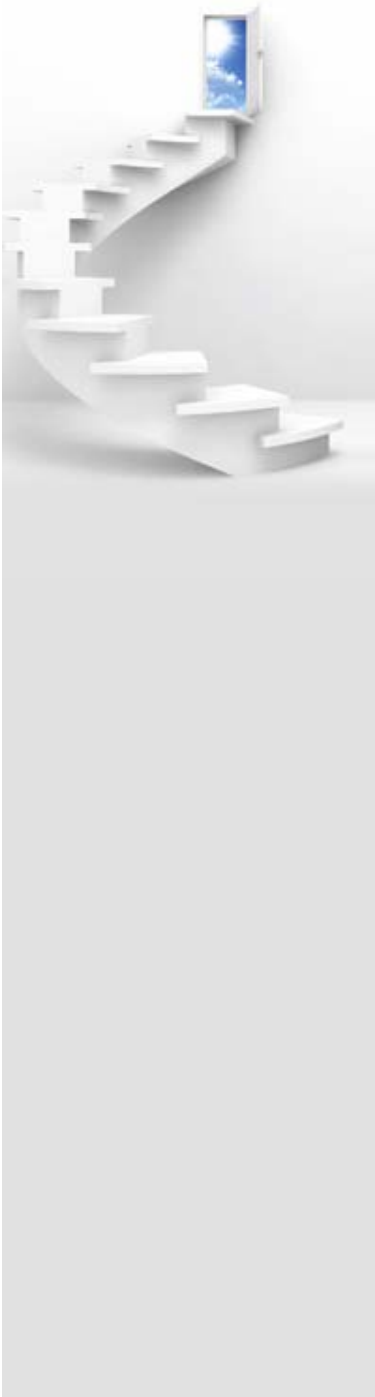


- A seamless, comprehensive K-12 career connections system which embraces all components of career education including career paths and prepares all students for their future.





# ACTIVITY

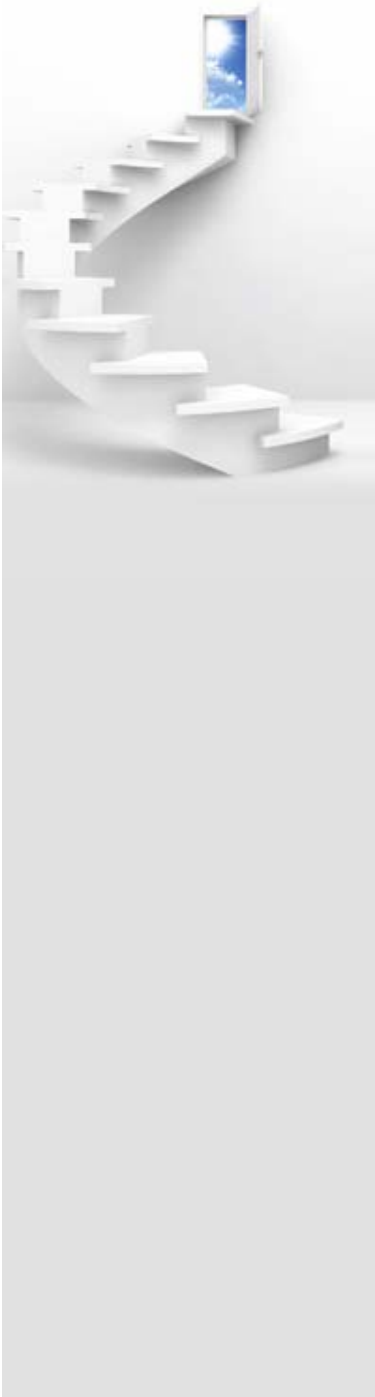


- Define employability skills
  - Foundation skills that apply across the board, no matter what the specific job may be

| Employability Skill/Character Trait | List the evidence or artifact that would support that skill or trait | Ranking (write a 1 in this column if it is the most important, 2 for second in importance, etc., |
|-------------------------------------|--|--|
|                                     |  |  |
|                                     |  |  |



# SHORTCOMINGS OF APPLICANTS



## What Are the Shortcomings of Applicants?

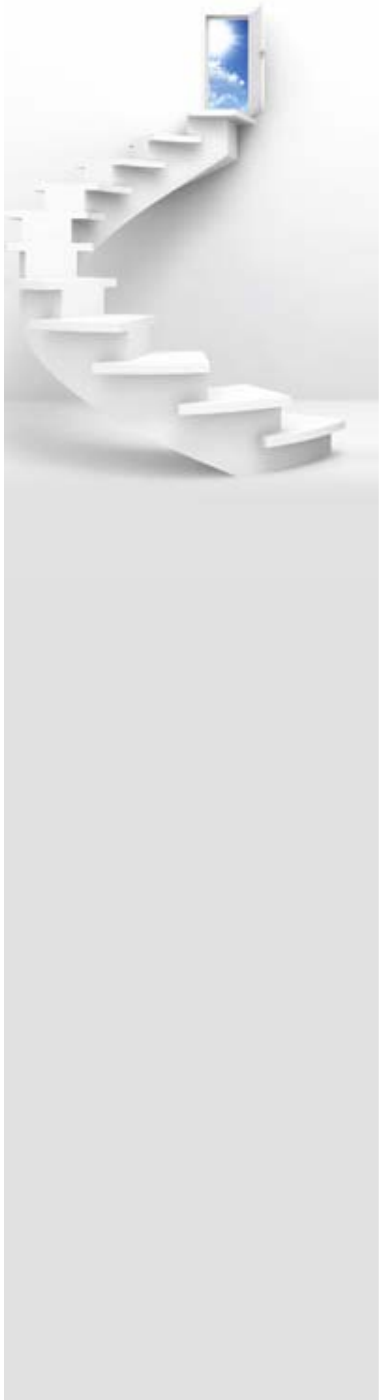
| Response                                    | Vacancies     | Percent |
|---|---------------|---------|
| Lack of Positive Attitude                   | 34,364        | 63%     |
| Poor Customer Service Skills                | 31,304        | 58%     |
| Poor Work Ethic                             | 31,178        | 57%     |
| Poor Communication Skills                   | 29,409        | 54%     |
| Lack of Industry Knowledge                  | 24,458        | 45%     |
| Poor Technical Skills                       | 17,214        | 32%     |
| Inability to Understand Written Information | 16,333        | 30%     |
| Other Shortcomings                          | 13,145        | 24%     |
| Poor Writing Skills                         | 12,400        | 23%     |
| Lack of Computer Skills                     | 11,973        | 22%     |
| Poor Basic Math Skills                      | 11,392        | 21%     |
| No Shortcomings                             | 3,809         | 7%      |
| <b>Respondent Total</b>                     | <b>54,456</b> |         |



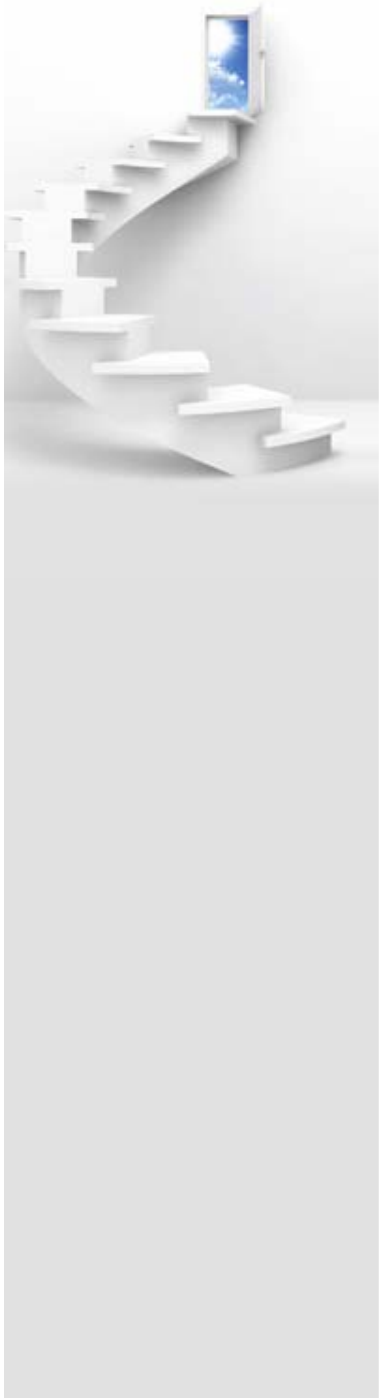
The Product  
Elements included on the  
R-7 Employability Transcript



# ELEMENT 1: AREA OF FOCUS

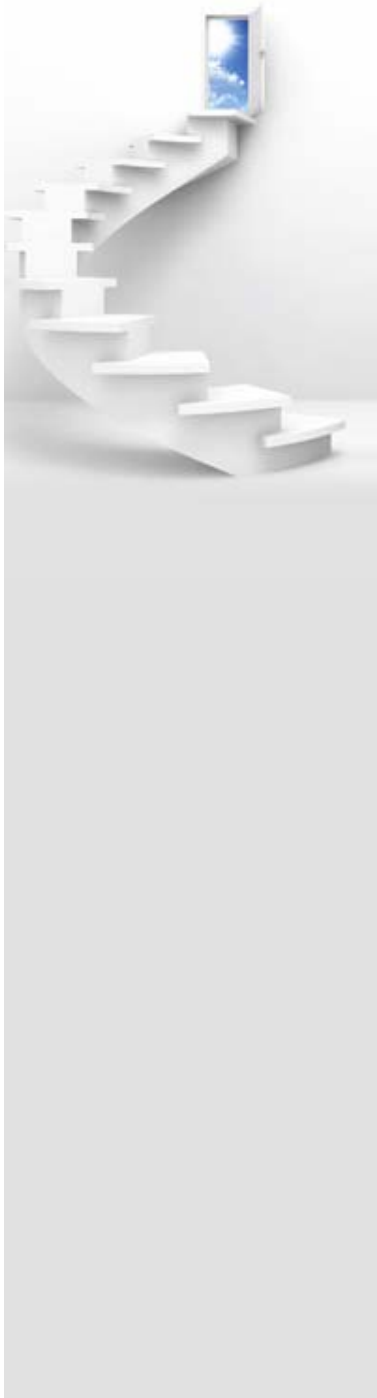


- Career Path
- Career Cluster
- Career Area of Focus
- Successfully Completed?



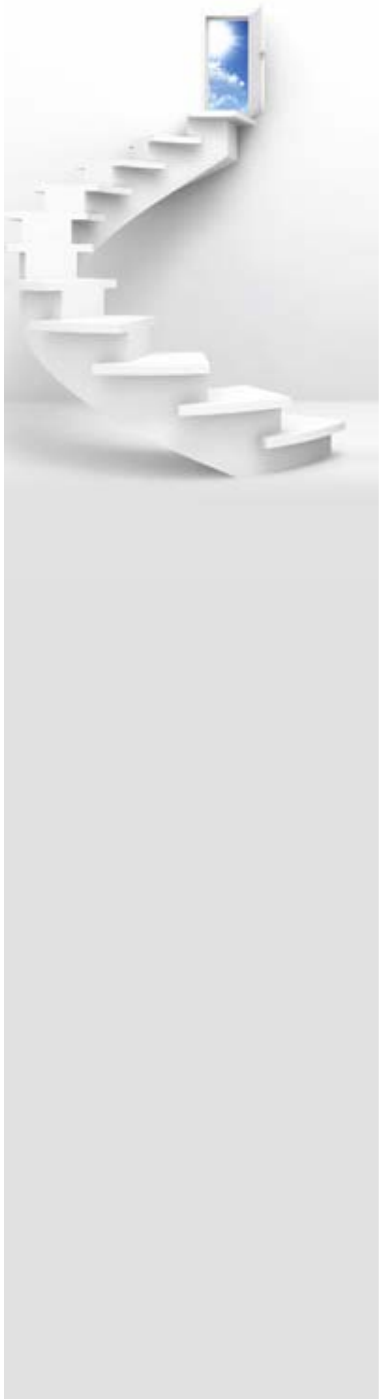
## Focused Learning

- Plan of study based on an area of interest and successful completion of four related units of study
- Courses are chosen based on identified areas of interest within one of six career paths
- LSR7 has 37 areas of focus or concentration areas

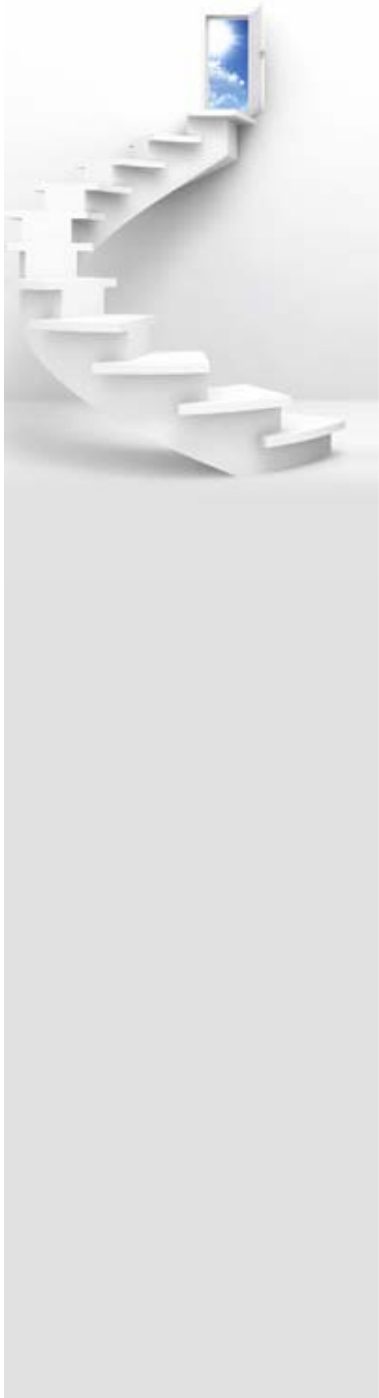


## Focused Learning Timeline

- 7th grade: investigate six career paths, career portfolio begins
- 8<sup>th</sup> grade: individual personal plans of study using MO Connections, EXPLORE test to identify academic and career readiness
- 9<sup>th</sup> grade: complete career unit and career inventory assessment, explore and enroll in focus electives

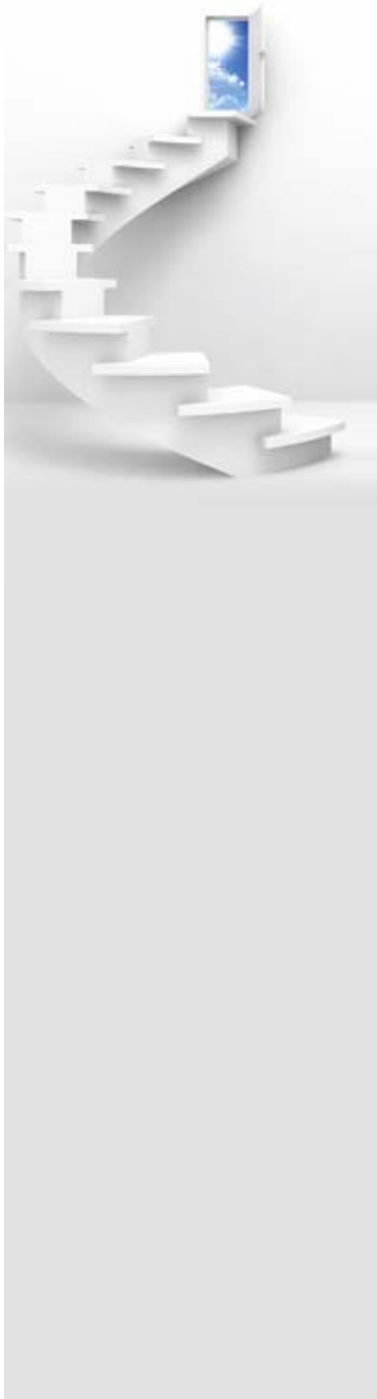


- 10<sup>th</sup> grade: declare an area of focus, take PLAN test to identify career strengths, area of focus shows on employability transcript, enroll in focus electives
- 11<sup>th</sup> grade: continue career assessments, select additional focus electives
- 12<sup>th</sup> grade: complete focus coursework, if earned four units of focus electives, request to add on academic transcript in addition to employability transcript



## Flexibility!

- Students can change a focus if they find this is no longer an area of interest
- Students are never locked into a specific focus
- Although not a graduation requirement, students must declare an area of focus as a sophomore

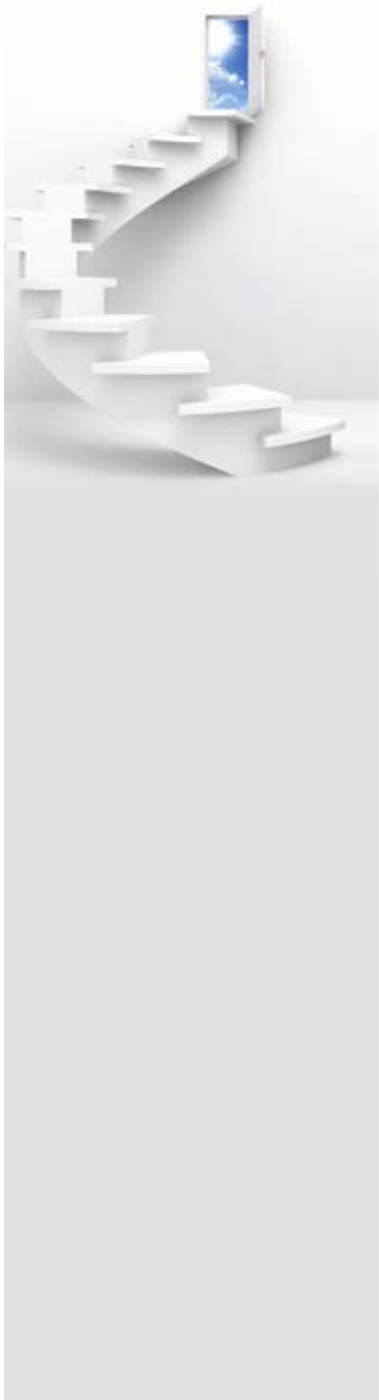


## Additional Choices In Venue

- Summit Technology Academy
- Herndon Career Center
- Cass Career Center
- Metropolitan Community Colleges



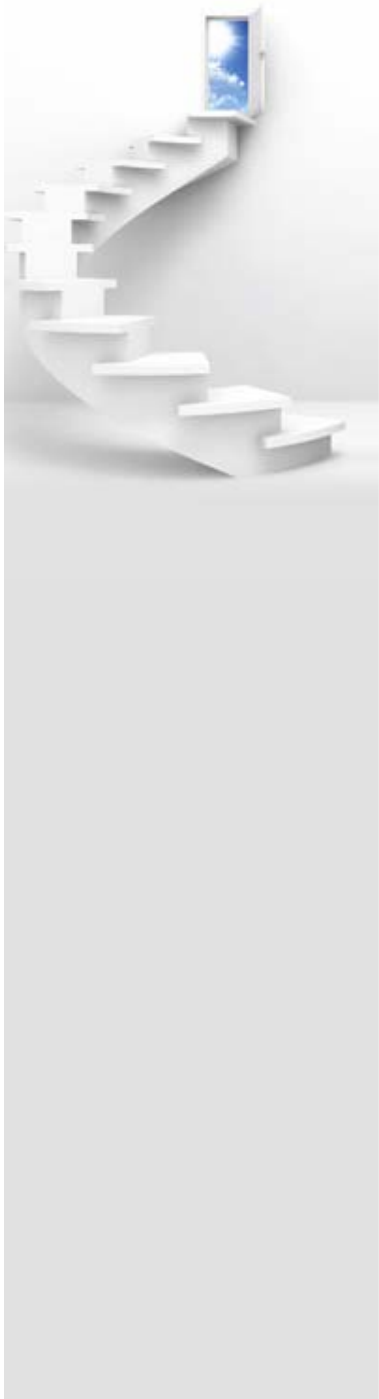
## ELEMENT 2: DEPENDABILITY



- Yearly attendance percentage and accumulative attendance percentage
  - Available in PowerSchool
  - Students are informed



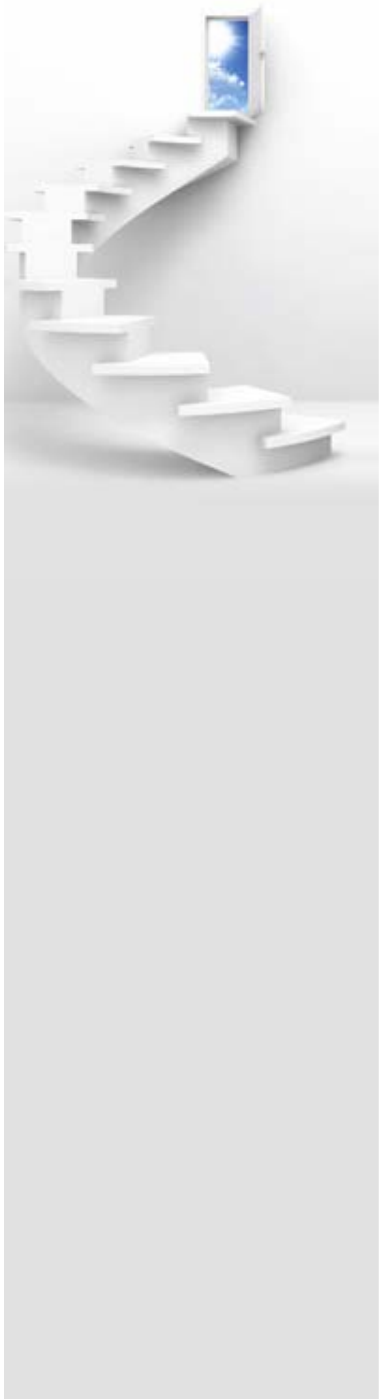
# ELEMENT 3: CAREER READINESS ACADEMIC SKILLS



- ACT's WorkKeys
  - Reading for Information
  - Applied Mathematics
  - Locating Information



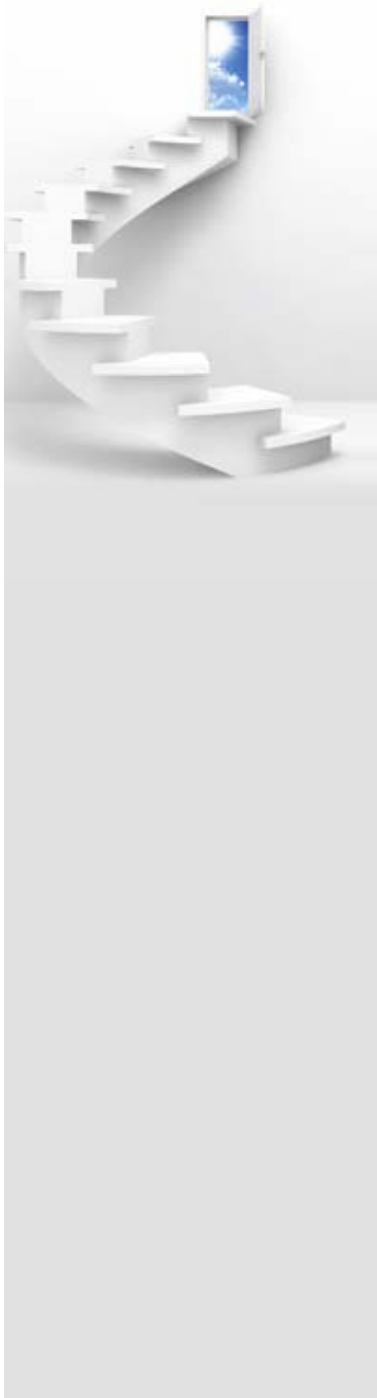
# ELEMENT 4: SUPERVISED INTERNSHIP PROGRAM



- Marketing
- Cooperative Career Experience
- Supervised Business Experience
- Industrial Internships
- Teacher Cadets



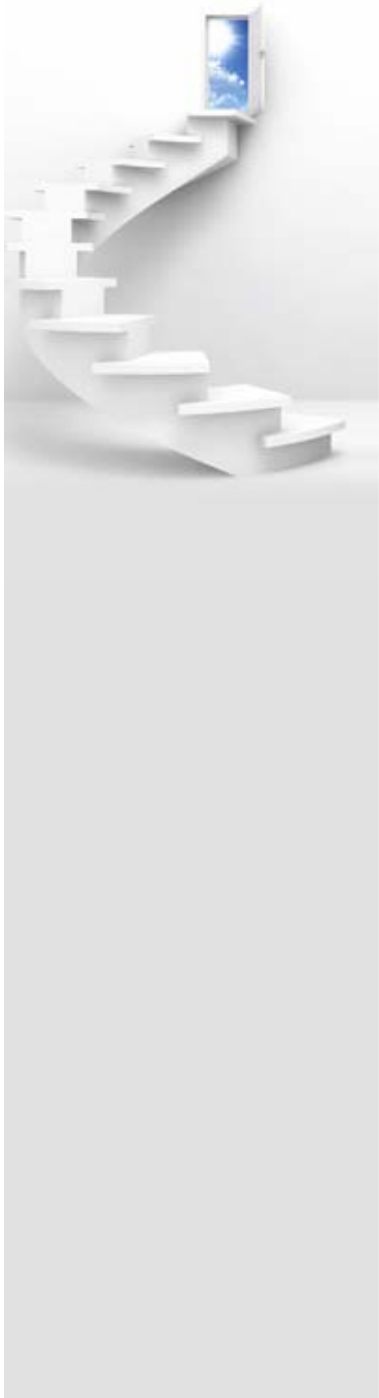
# ELEMENT 5: TECHNICAL SKILL ATTAINMENT



- Assessments or Certifications
  - NOCTI
  - Microsoft
  - Comp Tia, A+ and Cisco
  - Project Lead the Way End-of-Course Assessments



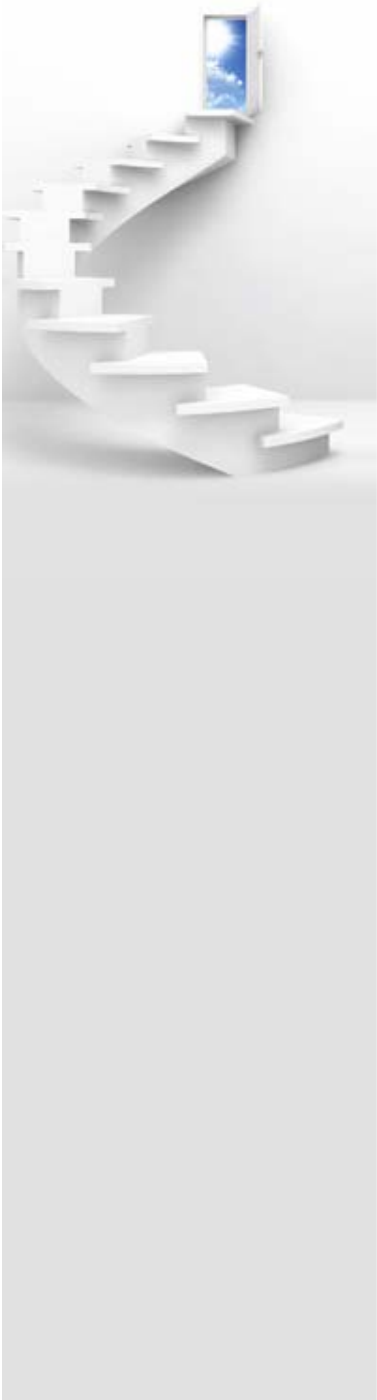
# PROTOCOL



- Available to the Class of 2011 and beyond
- Requested through high school registrar's office
- Student permission to release
- Official document



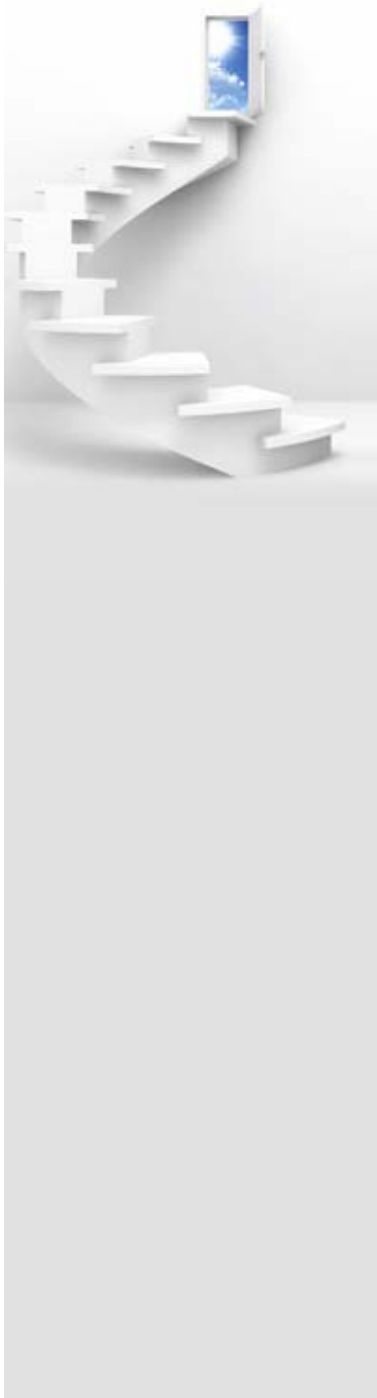
# PROMOTING EMPLOYABILITY TRANSCRIPTS



- To students?
- To parents?
- To employers?



QUESTIONS?



## Contact Information:

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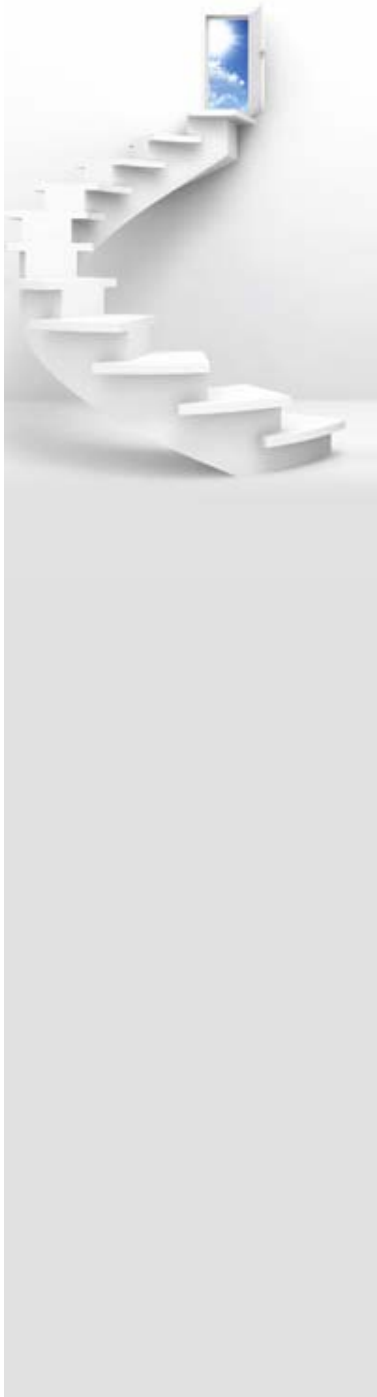
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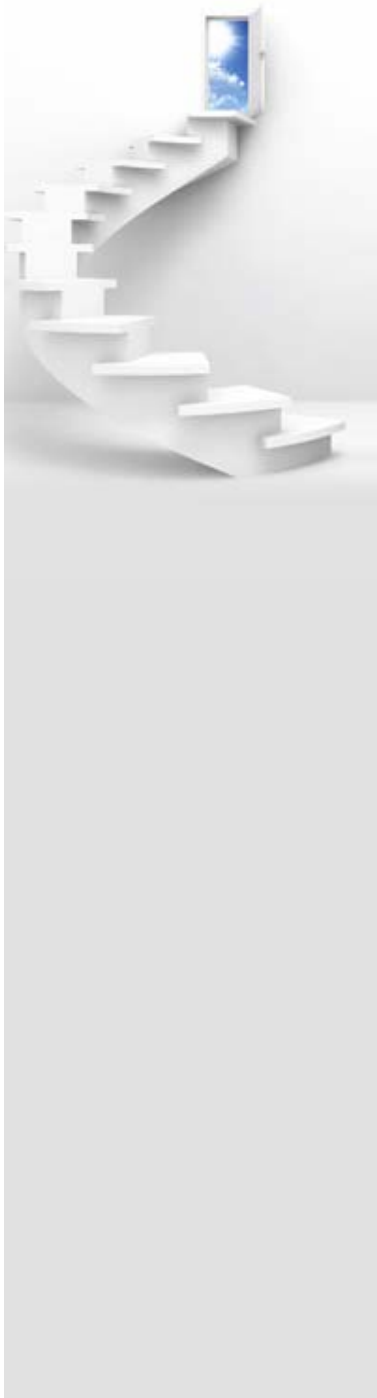
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Handouts can be found at:

<http://cesttf.leesummit.k12.mo.us>





# Citations

- ACTE Issue Brief: Workforce Readiness Credentials
- Alliance for Excellent Education, Issue Brief, Updated June 2008
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[http://www.solutionsforourfuture.org/site/PageServer?pagename=global\\_competition\\_R](http://www.solutionsforourfuture.org/site/PageServer?pagename=global_competition_R)
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- Viewing the Landscape-Myths and Realities about the Current and Future Economy and Workforce,  
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