

Career Pathways in Practice: Virginia's Partnership to Effectively Deliver Career Pathways Services to Learners

Scott W. Kemp
Career Coach Coordinator
Office of Workforce
Development Services



All Agencies and Personnel
in Virginia who provide
Career Pathways services
are finally coming together.
Or as I like to call it...



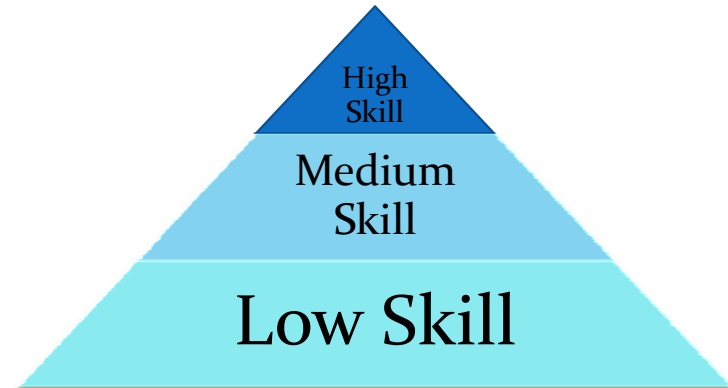
Elements of the "Perfect Storm"

- P-16 Council
- Career Pathways Task Force
- Academic & Career Plans
- Virginia Education Wizard
- Practitioners

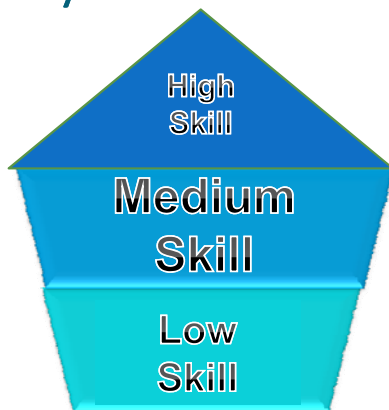
What are Career Pathways?

They are a change in focus of how we view the connection between education/training opportunities and the demands of the workforce

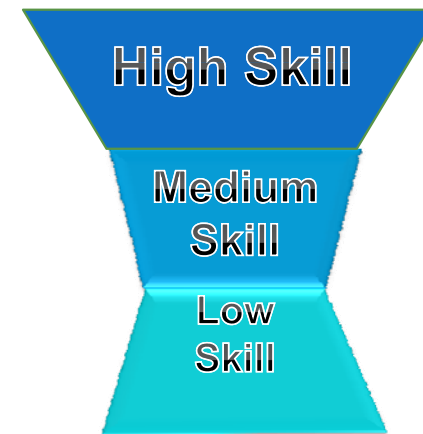
Employment in the 1970s



Employment in the 1990s



Employment in 2010



How has Workforce Changed?

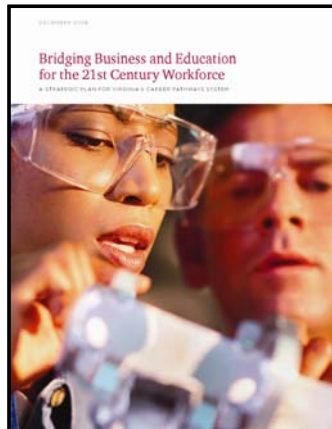
Labor has changed the need for postsecondary education and the potential for community colleges has grown

How has Education Changed?

Education has changed the need for learners to earn postsecondary credits in high school to start this process.

- **Bridging Business and Education for the 21st Century Workforce**

- A Strategic Plan for Virginia's Career Pathway System



www.vccs.edu/workforce/careerpathways/

CAREER PATHWAYS SYSTEM—THE BRIDGE TO ECONOMIC AND INDIVIDUAL SUCCESS



■ State Career Pathway Definition and Goals

Common Characteristics of Career Pathways

- **Extensive Reliance on Data to identify gaps and evaluate effectiveness of efforts**
- **“Road maps” delineating career opportunities**
- **Linkages between academic and occupational programs**

Page 18

Common Characteristics of Career Pathways

- **Curricula defined in terms of competencies required for jobs and further education**
- **Emphasis on “learning by doing”**
- **Outreach to middle and high school students to prepare and motivate**

Page 18

Why Career Pathways?

For the educational and workforce community

- **Link secondary and postsecondary training opportunities with employment opportunities and needs of the workforce**



Why Career Pathways?

For the individual learner

- Match the education abilities and desires of the learner with the market demands of the workforce



Career Pathways can be customized for the learner

“The process of creating individual learning plans...helps engage students in their own development, a critical component in their success.”

Chait, R., Muller, R.D., Goldware, S., & Housman, N.G. (2007). *Academic interventions to help students meet rigorous standards: State policy options*. Washington, DC: Institute for Educational Leadership.

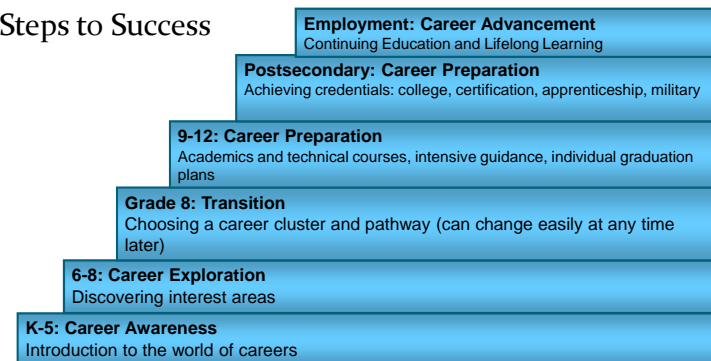
Career Pathways can be customized for the learner

“Many students are unaware of how critical this skill, goal setting and planning, is to a full rewarding, and successful life....goals give us our bearing and point us in a purposeful direction.”

Pellitteri, J., Stern, R., Shelton, C., & Muller-Ackerman, B. (Eds.) (2006). *Emotionally intelligent school counseling*. Mahwah, NJ: Lawrence Erlbaum Associates.

How Personal Pathways Work

Steps to Success

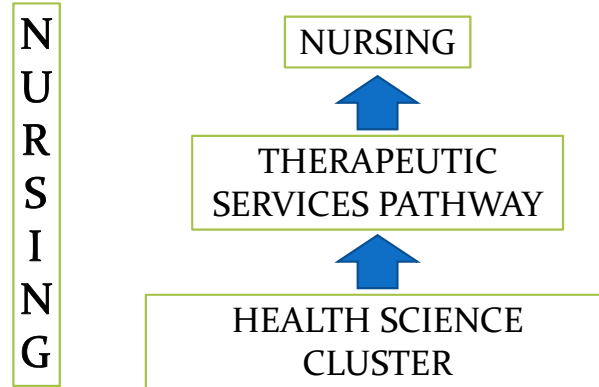


U.S. Department of Education

Career Clusters: *Framework*

- Cluster Level
 - Represents the skills and knowledge, both academic and technical, that all students within the cluster should achieve regardless of their pathway.
- Pathway Level
 - Represents the skills and knowledge, both academic and technical, necessary to pursue a full range of career opportunities within a pathway - ranging from entry level to management, including technical and professional career specialties.
- Career Specialties
 - Represents the full range of career opportunities within each pathway.

The Big Difference



How can Career Pathways be implemented and made real?

**Career
Planning
Process**

Why Career Planning?

- Essential process in the understanding and selection of careers
- Helps learners connect the pieces of the puzzle
 - Self assessment
 - Career exploration
 - Decision making

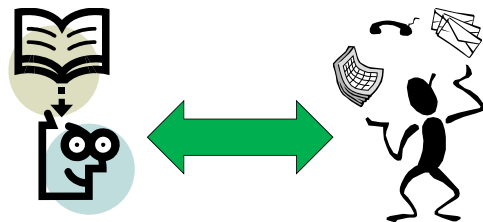
Why Career Planning?

- Helps learners find and use information
- Helps learners make career connections
- Is essential in creating and managing a career plan or program of study
- Guides learners throughout schooling years and beyond
- Prepares learners for successful transitions (postsecondary and careers)

Why Career Planning?

Research shows that students who put a career plan in place during their high school years are 47 percent more likely to complete postsecondary education.

How do we get learners and parents interested in career planning now?



Knowledge

Skill

Why are Knowledge & Skill Sets Important to Career Planning?

The foundational principle of career pathways is that a set of knowledge and skills can be identified within an occupation that are shared with other occupations in a pathway and other pathways in a cluster.

Context for Including the Academic and Career Plan in the SOA

In December 2007, in a letter distributed to all members of the Board of Education, Governor Tim Kaine requested that the revised Standards of Accreditation, contain provisions for each middle and high school student to have an academic career plan that aligns academic and career goals with the student's course of study.

The Academic and Career Plan

I believe such a plan can help students who may be at risk of not graduating by reinforcing the expectations well ahead of their senior year. The planning process might also encourage students who are satisfied with minimum effort to reach for higher levels of achievement knowing the economic benefits of postsecondary career pathways. Additionally, it will give students opportunities to identify areas of interest and explore new things about which they may not otherwise be aware.

Governor Timothy M. Kaine. Letter to the Virginia Board of Education, December 2007.

Virginia BOE Policy Changes Context for SOA

- January 2008
 - Board proposed changes to the SOA.
- February 2009:
 - The Board adopted final changes to regulations for accrediting public schools in Virginia.

Standards of Accreditation: Overview of Academic and Career Plan (ACP)

Virginia BOE Policy Changes Context for SOA

- January 2008
 - Board proposed changes to the SOA.
- February 2009:
 - The Board adopted final changes to regulations for accrediting public schools in Virginia.

Revisions to the Regulations Establishing Standards for Accrediting Public Schools in Virginia

8 VAC 20-131-140:

College and career preparation programs and opportunities for postsecondary credit.

Academic and Career Plan

Beginning with the 2010-2011 academic year, all schools shall begin development of a personal Academic and Career Plan for each seventh-grade student with completion by the fall of the student's eighth-grade year.

Academic and Career Plan Transfer Students

Students who transfer from other than a Virginia public school into the eighth grade shall have the Plan developed as soon as practicable following enrollment.

Beginning with 2011-2012, students who transfer after their eighth-grade year shall have the Plan developed upon enrollment.

Academic and Career Plan

Shall include, but not be limited to:

- The student's program of study for high school graduation that is aligned with a postsecondary career pathway and/or college entrance;
- Postsecondary career pathway based on student's academic and career interests;

Academic and Career Plan

Shall be signed by the student, student's parent or guardian, and school official(s) designated by the principal;

- The school shall have met its obligation for parental involvement if it makes a good faith effort to notify the parent or guardian of the responsibility for the development and approval of the Plan;
- Shall be included in the student's record; and
- Shall be reviewed and updated before the student enters the ninth and eleventh grades.

Academic and Career Plan

- Any personal academic and career plans prescribed by local school boards for students in grades 7-12 and in effect as of June 30, 2009, are approved to continue without further action by the Board.
- The Board of Education will establish guidelines for development of the Plan.

Academic and Career Plan

Career Assessment as a Critical Component

Tool to assist students in aligning interests, values, knowledge, and skills with career clusters and identifying career pathways that will meet their individual career goals.

Guidance Document Overview

1. Explanation/Requirements
2. Timeline/Guidelines
3. Template
4. Components
5. Responsibilities
6. Sample Questions for Students
7. Resources and Policies
8. Case Scenarios
9. Appendices

On-line Career Planning Tool

- Developed with VDOE, VCCS & SCHEV
 - Electronic Career Plans
- Governor's Workforce Development mandate for all students to have an individualized career plan
- DOE Grant to develop electronic transcripts

Wizard 1.0 makes it easy for Virginia students to:

- Assess their **careers interests** and **work values**
- Find **specific occupations** in demand, how much education is required, how much those jobs pay, and the top employers – within their local area and other regions of Virginia
- Find community college **majors** and **programs** that match their location and career interests
- Compare the **cost of colleges** and **universities** throughout Virginia
- Find and apply for **financial aid**
- Identify **transfer pathways** to the baccalaureate degree

Wizard 2.0 will make it easy for students to:

- **Assess** their **skills** and explore associated career clusters
- **Prepare for college** admission & attendance
- **Explore** public and private **colleges and universities** throughout Virginia based on various 'fit' factors and save results
- **Build résumés** and prepare for interviews

Wizard 2.0 will also allow counselors and teachers to access student information in the Wizard

Wizard 3.0 will make it easy for students to:

- Create and store **academic and career plans**
- Import **career pathways** to their academic and career plans

Wizard 3.0 will also allow counselors and teachers to create ad hoc Wizard reports on the students they serve

Who are Career Coaches?

- Community college employees housed in local high schools
- Identify student and school needs in consultation with high school and college administration and counseling
 - Develop and implement services to address those needs
- Serve as career pathway specialists in the high schools

What is the Career Coach History?

- From 11 coaches in Jan 2005 to 120 coaches in September 2009
- From 13 to 172 high schools
- From 10 to all 23 Virginia community colleges

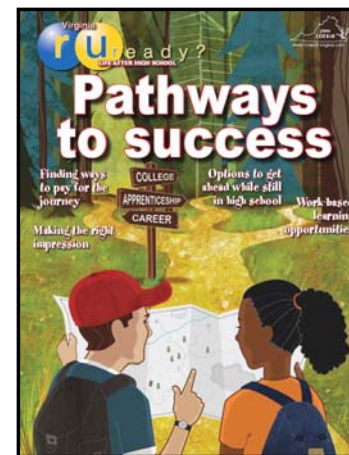
Career coaching: Why head off on the career journey alone?

What would it be like to have hands on the pulse of education and career planning? Helping you develop a career plan, connecting you to the right resources, and providing you with the information you need to make the most of your options.



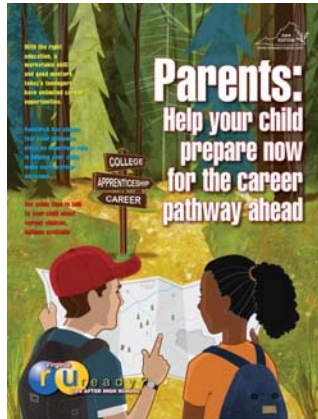
2009
R U Ready
Magazine

r u ready? Magazine



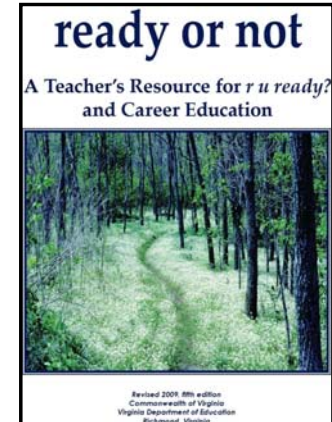
- Youth Appealing resource
- Online and in print
- Juniors in High School
- Plans for Life After High School
- Educational Opportunities in HS
- PDF Version on the CTE Home Page

Parent Guide to *r u ready?*



- Designed for 8th grade parents to help with the transition to high school
- Designed as a Folder for HS Course Requests
- Web Sites
- Career Cluster Information

Ready or Not: Resource Guide



- Classroom curriculum companion piece to the *r u ready?* magazine
- Download from CTE web site or order from CTE Resource Center web site

Questions?

Scott Kemp

Career Coach Coordinator

804-819-4968

skemp@vccs.edu

