

Career Pathways Leadership II

How to Improve Existing Career Pathways

Day 1

2023 Summer Institute
Palatine, IL June 21 - 22



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Welcome!

- Who we are...
- Why we are here...To provide Teachers, Counselors, Administrators, and CTE Directors with Career Pathways Leadership direction.
- Our task...To help you build on current initiatives, understand, and implement for your students Career Pathways that align with student interests and industry needs leading to a certificate or a degree.

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Workshop Resource Toolbox

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Career Pathways Recap



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**54% of U.S. adults 16-74
years old**

(about 130 million people)

**lack proficiency in literacy,
reading below the equivalent
of a 6th grade level.**

Dr. Jonathon Roswell
Gallup - 2020

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Today's Headlines



Innovation

Skilled Workforce

Economic Development

Global Competition

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A New Paradigm

Vocational Education	Career and Technical Education
For a few students	For all students
For a few jobs	For all careers
6 to 7 program areas	16 clusters – 79 pathways
Courses	Programs of Study
In lieu of academics	Includes/integrates academics
High school focused	High school, postsecondary and business partnerships

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“Schools Lead the Way
but the System Must
Change: **Rethinking
Career and Technical
Education**”

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As the economy rapidly shifts toward automation, there is growing consensus that while new jobs will be created, change is the new normal.

Systemic change, not minor improvements, will be necessary.



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COVID-19

Disruptive Innovation
Opportunity

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Based on Bureau of Labor statistics projections, looking forward to 2036, 56% of current jobs in the US can be automated.

Johannes Moenius
University of Redlands

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Identified trends that must be addressed for CTE to fulfill its promise.

Educators and policy leaders must push harder to:

- Develop systematic training for in-demand careers.
- Provide accessible information about employment prospects to guide student choice.
- Create consistent work-based learning opportunities.
- Improve the quality of basic education.
- Improve access to high-quality schools and programs.
- Identify outcomes and student demographics, especially for part-time programs.
- Leverage opportunities from post-secondary and business partnerships.

CRPE
REINVENTING
PUBLIC EDUCATION

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Definition of Career Pathways in WIOA

- Align with skills needed by industries in state or regional economy;
- Prepare individuals to succeed in a range of education options, including apprenticeships;
- Include counseling to support an individual in achieving education and career goals;
- Include, as appropriate, concurrent education and training opportunities for a specific occupation or occupational cluster;
- Organize education, training, and support services to meet individual needs and accelerate educational and career advancement;
- Enable individuals to attain a high school diploma or equivalent, and at least one recognized postsecondary credential;
- Help individuals enter or advance within an occupation or occupational cluster.

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Career Pathways...

- Consist of a clearly defined sequence of rigorous academic and career-related courses, called a **Program of Study**, which begins in 9th grade.
- Require input from education, community and business stakeholders.
- Connect secondary to postsecondary education, leading to:
 - Associate Degree,
 - Industry-Recognized Certificate or Licensure, or
 - Baccalaureate and beyond.
- Are organized around broad career clusters, identified at the national and state levels.
- All Access for all students

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Definition of Career Clusters...

- Group careers and related industries based on common knowledge and skills – both academic and technical (meta-majors)
- Connect education to future employment and economic development
- Serve as an organizing tool for schools, small learning communities, academies and magnet schools
- Provide the foundation for seamless transition from secondary to postsecondary education
- Aid counselors in providing academic and career guidance – more career options rather than tracking into fewer jobs
- Consist of specialized career pathways

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Career Clusters...

- Broad groupings of occupations/career specialties
- Organized by common knowledge and skills required for career success
- 16 Career Clusters™
- 79 related pathways (subgroupings of occupations/career specialties)
- Supported by the original 2006 Perkins legislation
- Organizing tool for curriculum design and school guidance
- Framework for seamless transition to career and college

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16 Career Clusters



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79 Pathways Within the 16 Clusters...



PATHWAYS TO COLLEGE & CAREER READINESS

CareerClusters®

<p>Agriculture, Food & Natural Resources</p> <ul style="list-style-type: none"> • Agribusiness Systems • Animal Systems • Environmental Service Systems • Food Products & Processing Systems • Natural Resources Systems • Plant Systems • Power, Structural & Technical Systems • Architecture & Construction <p>Architecture & Construction</p> <ul style="list-style-type: none"> • Construction • Design/Pre-Construction • Maintenance/Operations <p>Arts, A/V Technology & Communications</p> <ul style="list-style-type: none"> • A/V Technology & Film • Journalism & Broadcasting • Performing Arts • Printing Technology • Telecommunications • Visual Arts <p>Business Management & Administration</p> <ul style="list-style-type: none"> • Administrative Support • Business Information Management • General Management • Human Resources Management • Operations Management <p>Education & Training</p> <ul style="list-style-type: none"> • Administration & Administrative Support • Professional Support Services • Teaching/Training <p>Finance</p> <ul style="list-style-type: none"> • Accounting • Banking Services • Business Finance • Insurance • Securities & Investments <p>Government & Public Administration</p> <ul style="list-style-type: none"> • Foreign Service • Governance • National Security 	<ul style="list-style-type: none"> • Planning • Public Management & Administration • Regulation • Revenue & Taxation <p>Health Sciences</p> <ul style="list-style-type: none"> • Biotechnology Research & Development • Diagnostic Services • Health Informatics • Support Services • Therapeutic Services <p>Hospitality & Tourism</p> <ul style="list-style-type: none"> • Lodging • Recreation, Amusements & Attractions • Restaurants & Food/Beverage Services • Travel & Tourism <p>Human Services</p> <ul style="list-style-type: none"> • Consumer Services • Counseling & Mental Health Services • Early Childhood Development & Services • Family & Community Services • Personal Care Services <p>Information Technology</p> <ul style="list-style-type: none"> • Information Support & Services • Network Systems • Programming & Software Development • Web & Digital Communications <p>Law, Public Safety, Corrections & Security</p> <ul style="list-style-type: none"> • Correction Services • Emergency & Fire Management Services • Law Enforcement Services • Legal Services • Security & Protective Services <p>Manufacturing</p> <ul style="list-style-type: none"> • Health, Safety & Environmental Assurance • Logistics & Inventory Control • Maintenance, Installation & Repair • Manufacturing Production Process Dev. • Production • Quality Assurance
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www.careertech.org/Career-Clusters

www.careertech.org/Career-Clusters

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Adult Career Pathways

- Supports the unemployed and underemployed
- Supports career-limited adults needing a wide range of support services
- Requires significant employer and community engagement
- Focuses on long-term solutions with short-term objectives
- Offers a model that's flexible and adaptable to local/regional needs

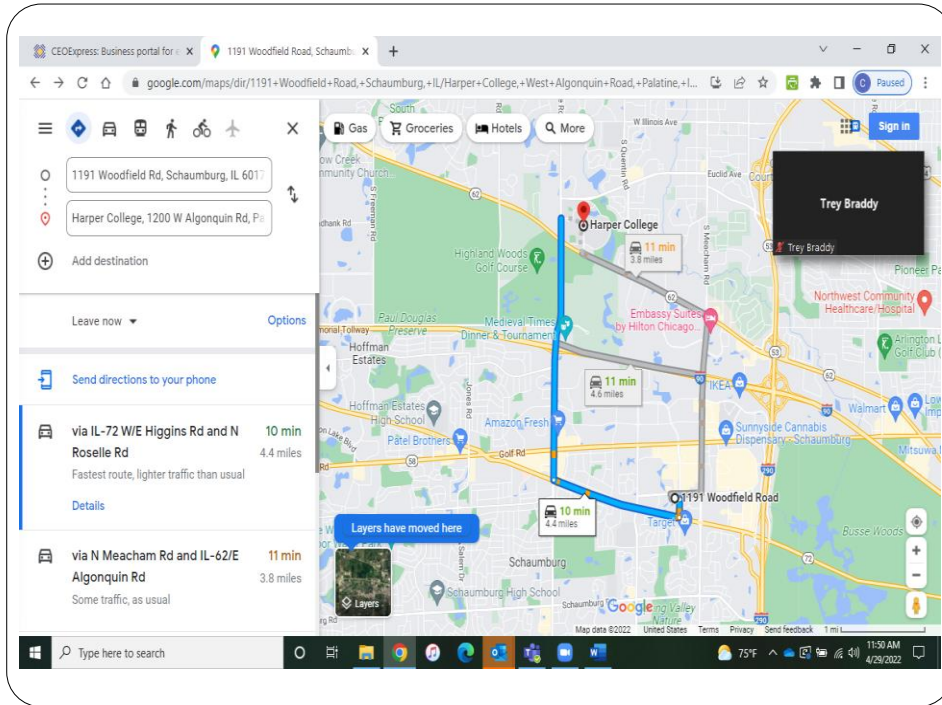


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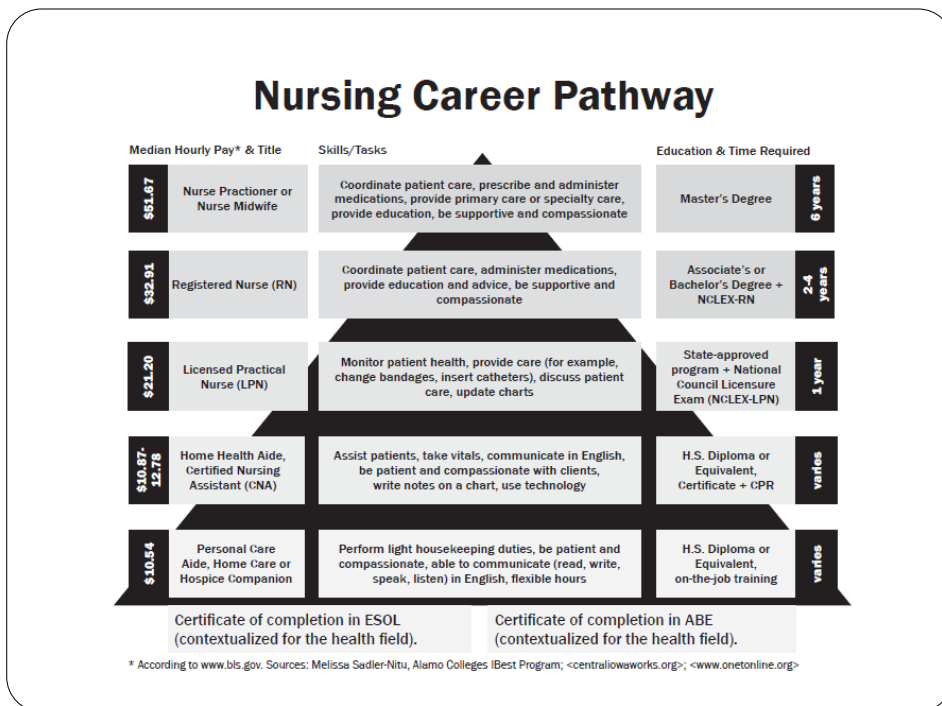
Definition of Career Pathway Map

A career pathway map is a visual story depicting the postsecondary credentials, industry certifications and career opportunities that lead to students' increased economic mobility.

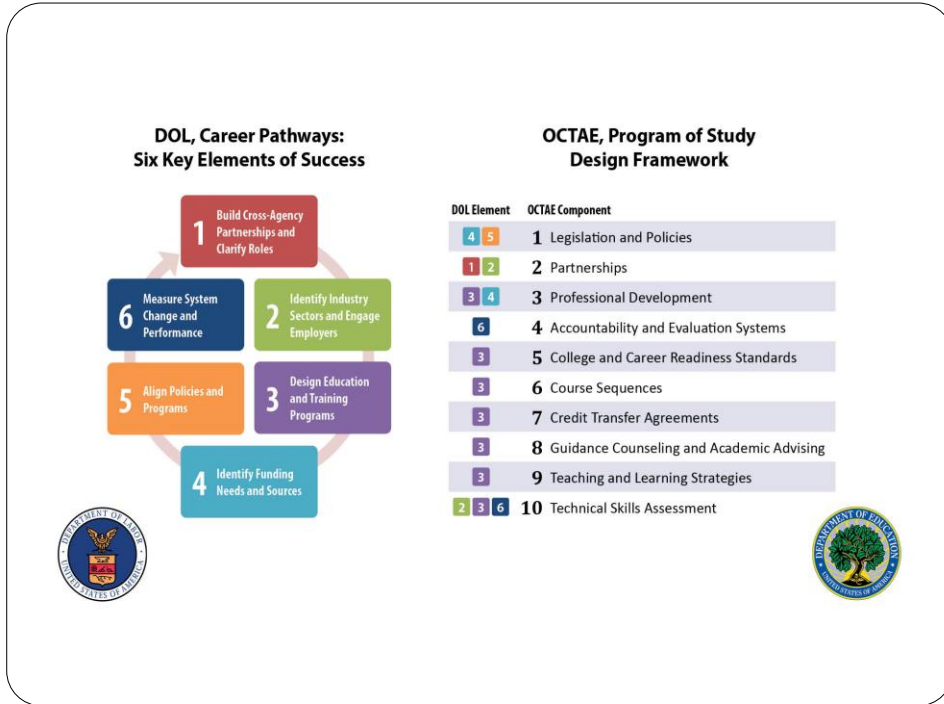
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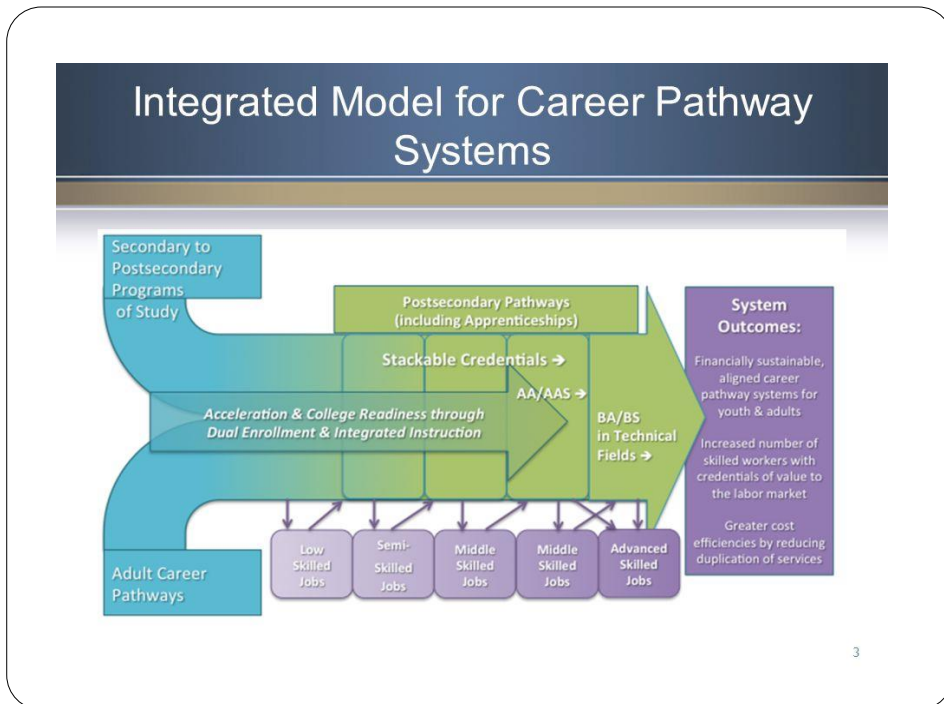
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Sample Career Pathway

GATEWAY
Technical College

NURSING CAREER PATHWAY

Suggested courses:

543-309 Nursing Assistant	3 credits
806-177 General Anatomy & Physiology	4 credits
801-136 English Composition*	3 credits
809-188 Developmental Psychology	3 credits
801-198 Speech	3 credits
809-188 Intro to Psychology*	3 credits
809-196 Intro to Sociology	3 credits

*AP tests may substitute with a valid score.

22 COLLEGE CREDITS

Students have the opportunity to earn **22 credits** in the Gateway Technical College Nursing program at **no cost** while they are in **high school**.
SAVE UP TO \$43,306.76
Saving for Your Future!

32% of Gateway's Nursing Degrees while you're still in high school.

22 CREDITS TOWARD A DEGREE
Apply your credits toward a Nursing degree at Gateway.

<p>Nursing Assistant Technical Diploma</p> <p>3 credits</p> <p>Potential Jobs: Certified Pharmacy Assistant (CMA), Nursing Aide, Patient Care Assistant, or Home Health Aide</p> <p>Median Income: \$13.38 per hour \$27,830 annually</p>	<p>Nursing Associate Degree</p> <p>65 credits</p> <p>Potential Jobs: Registered Nurse, Hospital Staff Nurse, Case Nurse, Home Health Nurse, or Hospital Nurse</p> <p>Median Income: \$32.93 per hour \$68,474 annually</p>	<p>Bachelor's Degree</p> <p>65 credits</p> <p>Via existing articulation agreements with colleges such as: Alverno College, Central Wisconsin University, Carroll University, Marquette University</p>
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Get Certified

- Earning your Nursing Assistant technical diploma prepares you to earn the industry-recognized certification of Certified Nursing Assistant.
- Earning your Nursing associate degree makes you eligible to earn the industry-recognized certification of Registered Nurse.
- Students who complete the first year of coursework are eligible to earn the Licensed Practical Nurse Internal certificate, as well as taking the NCLEX PN exam to become an LPN in the State of Wisconsin.

info Get Started
Contact our New Student Specialists for more information.
Email: newsstudentspecialist@gtc.edu
Phone: 1-800-247-7122
Web: gtc.edu/nrs

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Start with your End Goal In Mind

What is your plan?



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Coming together is a beginning, staying together is progress, and working together is success.

Henry Ford



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Career Pathway Assessment Tool

- What has been done?
- Where are the gaps?
- Create Next Steps

For the next __minutes please
take the assessment (up to next steps) to determine
status.

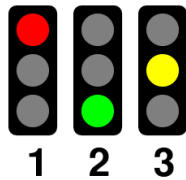
The results will be the foundation for the workshop.

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Assessment Results, Let's share!

- What did you discover?
- What will be your target for today?
- What will be your target for next week?

Are you ready?



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“People Support What They Help to Create”

- Engage them early
- Ask for input
- Understand where they are coming from
- Implement some of THEIR ideas
- Thank them for collaborating
- Celebrate successes



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Poster Project

Your Career Pathway Team

- Who are your people? ***Be specific***
- How will you engage them?
- Why you chose them?

Be ready to share your poster, you will
have __ minutes to create!



shutterstock - 738602710

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A leader is someone who
knows the way, shows the
way and goes the way.

John C. Maxwell
American author, speaker and pastor

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Building Partnerships



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Partners in a Successful Career Pathways System

- Economic development
- Chambers of commerce
- Business and industry
- Government/public agencies
- Community-based organizations
- Non-profit organizations
- Secondary and postsecondary education institutions
- Teachers and administrators
- Students/parents/guardians
- Workforce development agencies



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Education, What role do they play?

- Supporting U.S. role as a leader in research and development
- Developing and leading rigorous career pathways that integrate academic, technical and employability skills
- Helping ensure America's future economic competitiveness and long-term success by producing skilled workers
- Responding effectively to globalization and technological changes

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Potential Roles and Responsibilities

Adult Education

- program design; curriculum development; bridge programs; techniques for teaching lower-skill adults; basic literacy, math, and computer skills; ESL; assessment tools

State or Community Colleges

- linkages between credit and non-credit; chunking and modularizing of programs; articulation agreements to promote portability; support services; financial aid

Employers

- identification of in-demand and emerging occupations; identification of skill sets (*essential, workplace, foundational, employability*); curriculum development; internships and project-based learning; mentors; employment; career ladder information; funding (tuition reimbursement)

Community-based Organizations

- referrals and recruitment; support services; marketing; case management; financial assistance (e.g., food stamps, dependent care, transportation)

Workforce Entities

- labor market information; economic and workforce trend analysis; identification of target industries; resource development and allocation; employer engagement; skills assessments; job search assistance; job placement services; policy development

Florida AECF Toolkit, p. 44

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What role should **Your** partners play?



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Who Defined

What or which person or people

“Who is that business and/or
education partner?”

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HOW?

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Aligning Pathways



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Why Defined

For what reason or purpose
“Why do we align career pathways?”

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Why should you align your pathways?

- Allows for multiple entry and exit points
- Makes it seamless for the student
- Connects to the secondary and postsecondary programs
- Facilitates purposeful dual enrollment/concurrent enrollment

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It's all about _____ (the education institution)

- Identify your cluster
- Identify your pathway
- Choose your courses (list one or two to start with)
- Create your sequence
- Identify dual enrollment/concurrent enrollment
- Determine multiple entry and exit points
- Does it lead to a credential?

Let's take __ minutes to get a start on this, keep it for more work and reference later!

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Our fingerprints
don't fade from the
lives we've
touched.

Will Fetters
writer and producer

50

What % of the workforce are in occupations that are highly likely to **GROW** as a share of the workforce by 2030?

10%

What % of the workforce are in occupations that are highly likely to **SHRINK** as a share of the workforce by 2030?

20%

nesta

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Roughly what % of the workforce are in occupations where it is too uncertain to say what will happen to those jobs?

70%

nesta

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McKinsey Research on Future of Work

1 in 16 workers may have to switch occupations by 2030.

- That's more than 100 million workers across the eight modern economies studied
- Job growth will be:
 - More concentrated in high-skill jobs (healthcare and STEM fields)
 - Declining for middle- and low-skill jobs (food service, production work, office support roles)

What is the Future of Work
Jan 2023, McKinsey & Company

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McKinsey Research on Future of Work

The pandemic accelerated three broad trends that will continue to reshape the workplace:

1. Remote work
2. E-commerce expansion
3. Accelerated adoption of digital technologies, including automation and AI

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The Trend toward Skills-Based Hiring

The readiness gap for a skills-based approach

Moving away from the job construct is important or very important to my organization's success

93%

My organization is very ready to address the movement away from jobs

20%

Source: Deloitte 2023 Global Human Capital Trends survey.

Deloitte Insights | deloitte.com/insights

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Understanding Skills-Based Hiring

“At the heart of this shift is **skills**, and the realization that we’ve been thinking about skills **all wrong**: *overestimating skills for those who developed them through the traditional pathways like higher education, and underestimating skills for just about everyone else.*”

- *The Job Market of the Future is All about Skills*
Linked In, Dec. 2022

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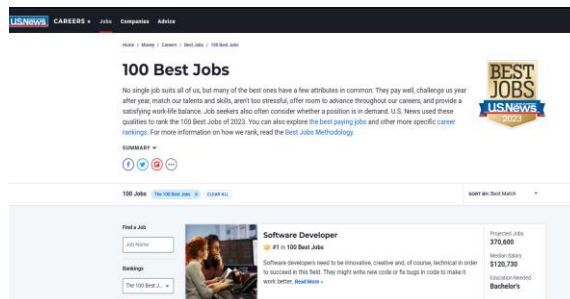
LinkedIn Data on Skills-Based Hiring

- Roughly 1 in 5 jobs in the US now no longer require 4-year degrees: a 25% jump up over last year.
- Among the thousands of employers using LinkedIn for hiring, more than 40% are now using skills data to fill open roles.
- Feed posts about “skills-first hiring” topics doubled in 2022 from 2021.

- *The Job Market of the Future is All about Skills*
LinkedIn, Dec. 2022

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Ever asked
what are
the top
jobs?



The screenshot shows the US News '100 Best Jobs' article page. The title is '100 Best Jobs'. Below the title is a summary: 'No single job suits all of us, but many of the best ones have a few attributes in common. They pay well, challenge you year after year, match our talents and skills, aren't too stressful, offer room to advance throughout our careers, and provide a satisfying work-life balance. Job seekers also often consider whether a position is in demand. U.S. News used these qualities to rank the 100 Best Jobs of 2022. You can also explore the best-paying jobs and other more specific career rankings. For more information on how we rank, read the Best Jobs Methodology.' Below the summary is a 'SUMMARY' section with social media sharing icons. At the bottom, there is a job listing for 'Software Developer' with a salary of \$70,000, ranked #1 in 100 Best Jobs. The job description states: 'Software developers need to be innovative, creative and, of course, technical in order to succeed in this field. They might write new code or fix bugs in code to make it work better. [Read more](#)'.

<https://money.usnews.com/careers/best-jobs/rankings/the-100-best-jobs>

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As many as 30 million American workers without four-year college degrees have the skills to realistically move into new jobs that pay on average 70 percent more than their current ones.

Opportunity@Work

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For 74 percent of new jobs in America, employers frequently require four-year college degrees, according to a recent study.

The impact is most pronounced on minorities, eliminating 76 percent of Blacks and 83 percent of Latinos.

Opportunity@Work

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AUTOMATE everything
you can. Then...

DELEGATE everything
YOU don't need to do.
Then.....

DELETE every task that
is not needed.

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Poster Project; **A D D**

(please be ready to share)

When Implementing Career Pathways, what is
one thing you can

Automate

Delegate

Delete

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Workforce Development Issues

Commonalities Across Industries

- Lack of qualified workforce available in the labor pool
- Employee turnover
- Poor work ethics and professionalism
- Lack of effective pre-employment assessment
- Recruitment and retention in rural areas
- Training and retention of supervisors
- Recruitment and retention of trade technicians

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Soft Skills, Essential Skills, Critical Skills



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What Google Learned about Soft/Employability/Essential Skills

Top 8 characteristics of success at Google (in order):

1. Being a good coach
2. Communicating and listening well
3. Insights into different points of view and values
4. Empathy toward/being supportive of colleagues
5. Critical thinking skills
6. Problem solving skills
7. Ability to make connections across complex ideas
8. STEM expertise

Washington Post reports on Google's internal study of hiring practices.

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Importance of Employability/Essential Skills

- Harvard Business Review: Collaborative activities at work have increased 50% in past 20 years
- Business News Daily: Collaboration, problem-solving, communication, and leadership skills at top of hiring list
- National Academy of Sciences: Greater proficiencies in literacy, numeracy, strong interpersonal, technical, and problem-solving skills
- Florida Chamber: Soft skills gap 2x as big as hard skill gap

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Qualities Employers Look For

You can consider highlighting these skills in your resume and interviews

- Communication Skills
- Honesty
- Loyalty
- Dependability
- Teamwork
- Flexibility
- Self-Reliance
- Eagerness to Learn
- Confidence
- Work Ethic
- Determination
- Problem-Solving Skills
- Positivity
- Ambition



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Ways to Demonstrate Work Ethic

- 1 Put away things that might distract from your work, such as your cell phone.
- 2 Ask trusted colleagues or mentors to help you identify areas for improvement and set SMART goals.
- 3 Spend your time wisely on tasks that align with your goals and prioritize tasks by impact.
- 4 Organize your notes, email inbox, and workspaces for increased focus, motivation and time management.
- 5 Take breaks throughout the day and practice a healthy work/life balance to avoid burnout.
- 6 Identify aspects of your work that motivate you such as tasks, goals or colleagues.
- 7 Practice time management to complete quality, on-time work and to be more present during meetings.

indeed
career guide

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Poster Project



- Choose 3 soft skills your students/clients lack
- Create strategies you could implement to improve these soft skills

You have __ minutes to create your poster.

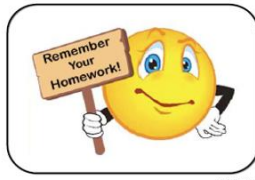
Be ready to share!!

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Leadership and learning are
indispensable to each
other.

unknown

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Homework Assignment

As you are out and about this evening, please see if you can find examples of the following to share tomorrow morning:

- Positive Display of An Essential \ Soft Skill
- Example where an Essential Skill/Soft Skill would have **enhanced your experience**