

Scaling Career Pathways: A Certification for Influencers



Your present
circumstances don't
determine where you can
go. They merely
determine where you start.

Nido Qubein

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.

Table Tents

- Who are you?
- As you begin the workshop which climer card do you connect with and why?





Workshop Resource Toolbox

<https://www.cord.org/ncpnconnect-cpl2-2023/>

Career Pathways Recap



**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

Today's Headlines



Innovation

Skilled Workforce

Economic Development

Global Competition

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

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.

COVID-19

Disruptive Innovation Opportunity

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

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.

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.

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

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

Career Clusters...

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

16 Career Clusters



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

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.



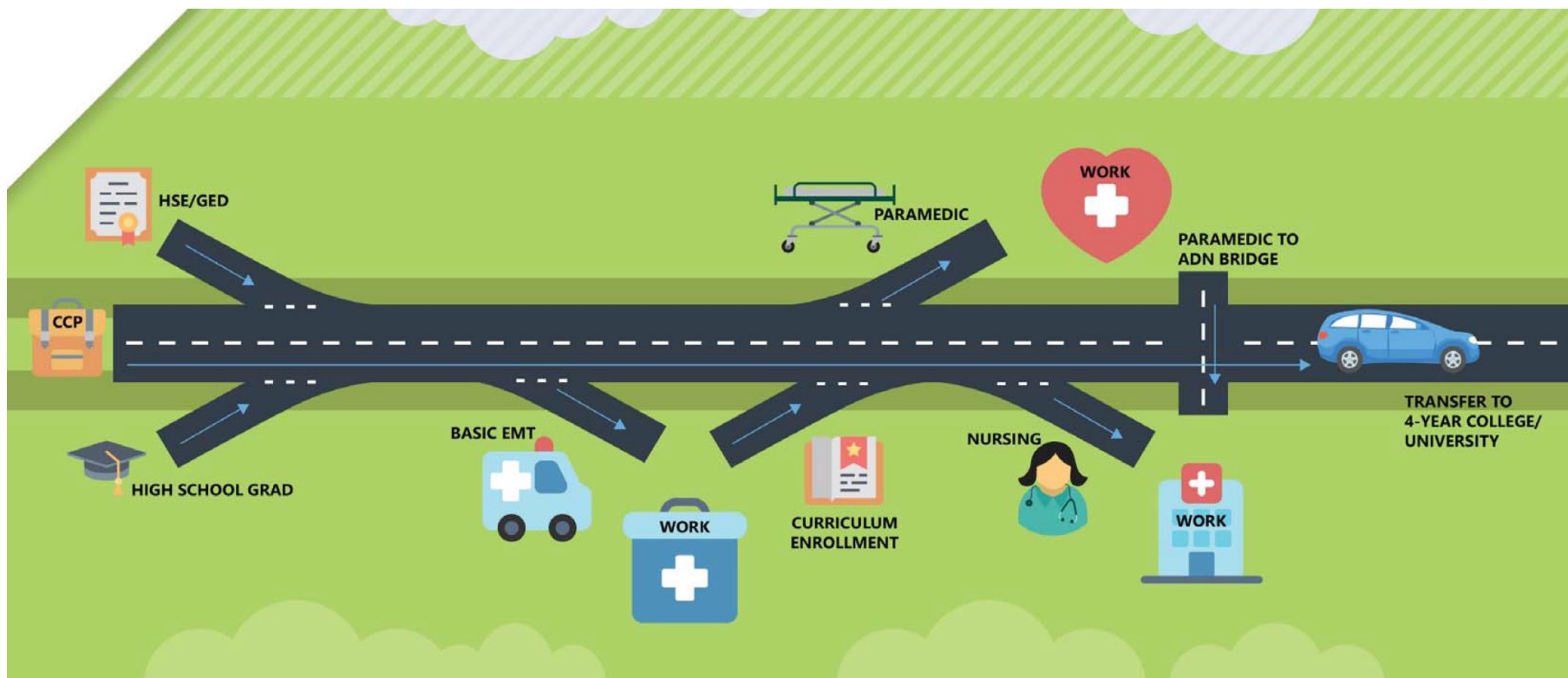
Lake Sumter
State College

Career Pathways

Health Service Management Associate in Science

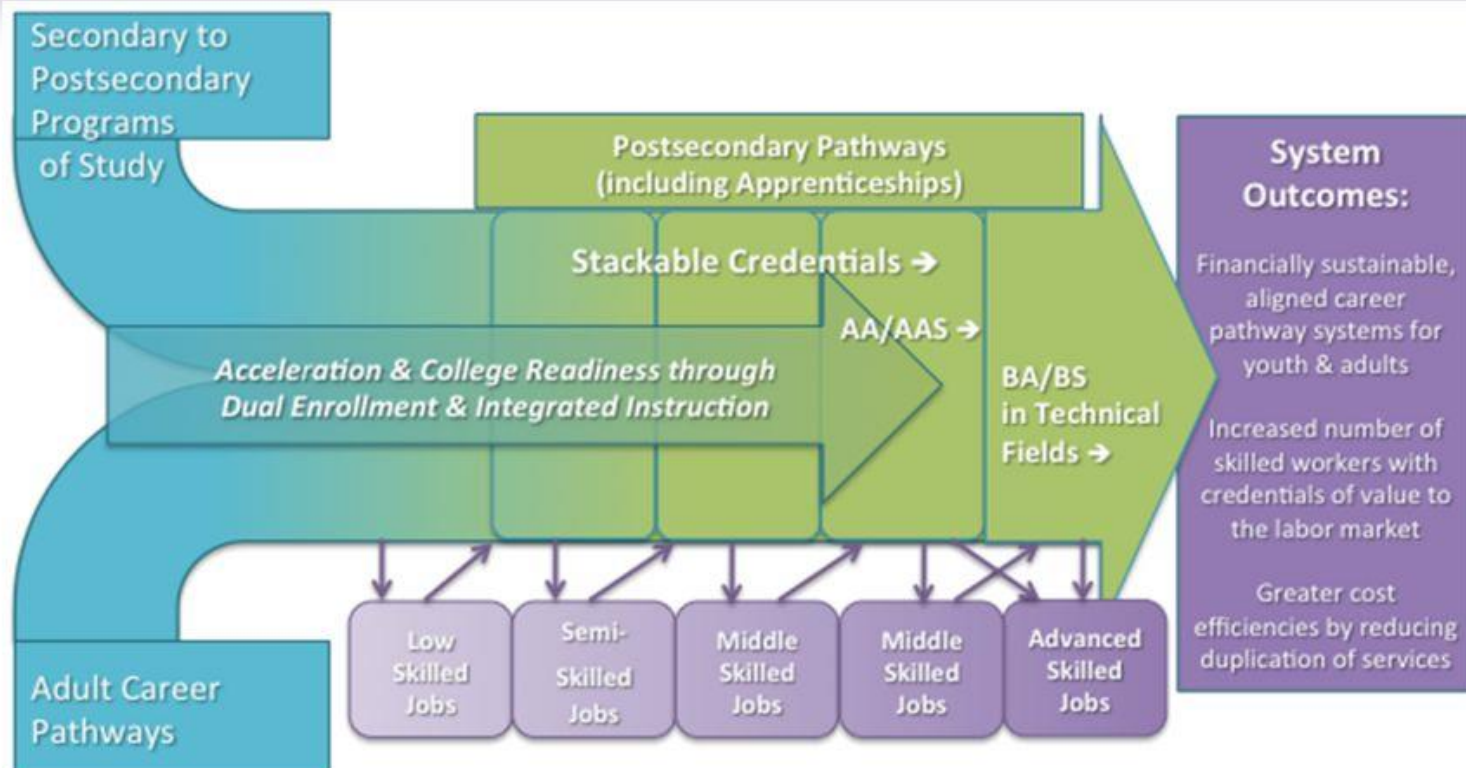
Prior Credit High School Career Pathways Certificate	Prior Credit Technical College Certificate	College Credit Certificate	College Credit Certificate	Associate Degree	Bachelor Degree
Administrative Office Specialist	Accounting Operations	Medical Information Coder/Biller (37 credit hours)	Medical Office Management (34 credit hours)	Health Services Management (60 credit hours)	Strategic Leadership (120 credit hours)
Allied Health Assisting	Administrative Office Specialist	Industry Certifications	Career	Industry Certifications	Career
Applied Cybersecurity	Medical Assisting	CCA; CCS; CCS-P; CPC	Average Cost of Program	CAHIMS; CMM	Average Cost of Program
Applied Information Technology	Practical Nursing	Career	\$3,750.00	Career	\$7,200.00
Business Management & Analysis	Industry Certifications	Average Cost of Program	Typical Starting Positions	Average Cost of Program	Typical Starting Positions
Digital Design	Certified Medical Administrative Assistant (CMAA)	\$4,100.00	Medical Secretary, Medical Receptionist, Insurance Clerk, Billing Clerk	\$6,600.00	Medical Practice Manager, Health Services Department Manager, Revenue Cycle Supervisor/Manager, Human Resource Specialist, Entrepreneur
International Business	Registered Medical Assistant (RMA)	Typical Starting Positions	Average Starting Salary	Typical Starting Positions	Average Starting Salary
Legal Administrative Specialist		Medical Records/Health Information Technicians, Insurance/Billing Specialist, Coding Specialist, Coder/Biller, Insurance Specialist	\$15.67 hourly	Medical Office Manager, Health Services Department Supervisor, Billing Supervisor, Revenue Cycle Analyst	\$25.66 hourly
Nursing Assistant		Average Starting Salary		Average Starting Salary	
Web Development		\$15.67 hourly		\$18.00 hourly	
Industry Certifications					
Certified Medical Administrative Assistant (CMAA)					
Certified Nursing Assistant (CNA)					

Learn more at www.LSSC.edu/academics



EMS Program

Integrated Model for Career Pathway Systems



Rice Lake Dual Enrollment Financial Services Customer Representative Academy

Technical Diploma 14 credits

Learn the basic elements of money management. Receive a better understanding of where money goes and strategies for building financial security and wealth. Instruction is offered in a combination of in-person and ITV (Interactive Television) right in your high school! Looking for more opportunities? This program is a Career Pathway into Financial Services, a two-year technical diploma.

WITC's Financial Services Customer Representative Academy graduates are well-prepared to step directly into a variety of careers with topics such as:

- ✔ Credit Cards
- ✔ Saving
- ✔ Taxes
- ✔ Buying a car
- ✔ Running a business
- ✔ Loans
- ✔ Managing debt
- ✔ Retirement
- ✔ Buying a house
- ✔ Bookkeeping
- ✔ Budgeting
- ✔ Negotiating deals
- ✔ Investing
- ✔ Insurance

Next Steps:

1. Meet with your High School Guidance Counselor/Dual Enrollment Coordinator to see if you qualify for the WITC Dual Enrollment Academy.
2. Attend a Dual Enrollment Informational Session at WITC or your high school.
3. Complete a WITC Dual Enrollment Academy Application and submit it to your High School Guidance Counselor/Dual Enrollment Coordinator for approval.

Curriculum

CLASS	CREDITS
Financial Accounting	4
MS PowerPoint	1
MS Word A	1
MS Excel A	1
MS Excel B	1
Principles of Finance (ITV)	3
Personal Finance	3

Observe Business students in action through the WITC Career Program Shadow. A quick call to a WITC admissions advisor starts the process.



witc.edu • 800.243.9482

Contact your High School Guidance Counselor if you are interested in this type of learning experience

WITC is an equal opportunity/access/affirmative action/veterans/disability employer and educator.

New Richmond Dual Enrollment Welding Academy

Technical Diplomas: Shielded Metal Arc Welding (SMAW) | Gas Metal Arc Welding (GMAW)

The Welding Academy introduces you to the basics of SMAW and GMAW. It includes the study of metals and equipment used when welding. The instruction emphasizes accepted applications in butting and joining metals using standard welding techniques.

American Welding Society Skill Standards skills and knowledge covered:

- ✔ Welding skills & theory
- ✔ Layout
- ✔ Welding symbols
- ✔ Welding codes
- ✔ Fabrication
- ✔ Print reading
- ✔ Math

Advantage:

Upon successful completion of the program, participants will earn Shielded & Gas Metal Arc Welding Technical Diplomas. The 10 credits earned through the Dual Enrollment Academy can also be applied to the WITC Welding Technical Diploma (34 credits).

Next Steps:

1. Meet with your High School Guidance Counselor/Dual Enrollment Coordinator to see if you qualify for the WITC Dual Enrollment Academy.
2. Attend a Dual Enrollment Informational Session at WITC or your high school.
3. Complete a WITC Dual Enrollment Academy Application and submit it to your High School Guidance Counselor/Dual Enrollment Coordinator for approval.

Curriculum

CLASS	CREDITS
Shielded Metal Arc Welding	3
Print Reading Welding	2
Gas Metal Arc Welding 1	3
Applied Math	2

Observe Welding students in action through the WITC Career Program Shadow. A quick call to a WITC admissions advisor starts the process.




witc.edu • 800.243.9482

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Sample Career Pathway




NURSING CAREER PATHWAY


Suggested courses:

543-300 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
809-198 Intro to Psychology*	3 credits
809-196 Intro to Sociology	3 credits


*AP tests may substitute with a valid score.




Students have the opportunity to earn **22 credits** in the Gateway Technical College Nursing program at **no cost** while they are in **high school**.
Saving for Your Future!



SAVE \$3,306.76



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



22

CREDITS TOWARD A DEGREE

Apply your credits toward a Nursing degree at Gateway.

Nursing Assistant Technical Diploma

3

Credits

Potential Jobs:
Certified Nursing Assistant (CNA), Nursing Aide, Patient Care Assistant, or Home Health Aide

Median Income:
\$13.38 per hour
\$27,830 annually

Nursing Associate Degree

65

Credits

Potential Jobs:
Registered Nurse, Hospital Staff Nurse, Clinic Nurse, Home Health Nurse, or Hospice Nurse

Median Income:
\$32.93 per hour
\$68,474 annually

Bachelor's Degree


Transfer up to


65

Credits

via existing articulation agreements with colleges such as:

Alverno College
Cardinal Stritch University
Carroll University
Marian University





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: newstudentspecialists@gtc.edu

Phone: 1-800-247-7122

Web: gtc.edu/nss

Start with your End Goal In Mind

What is your plan?



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

Henry Ford



Career Pathway Assessment Tool

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

For the next few minutes, please
review the assessment to determine your status.

“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



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!



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

John C. Maxwell

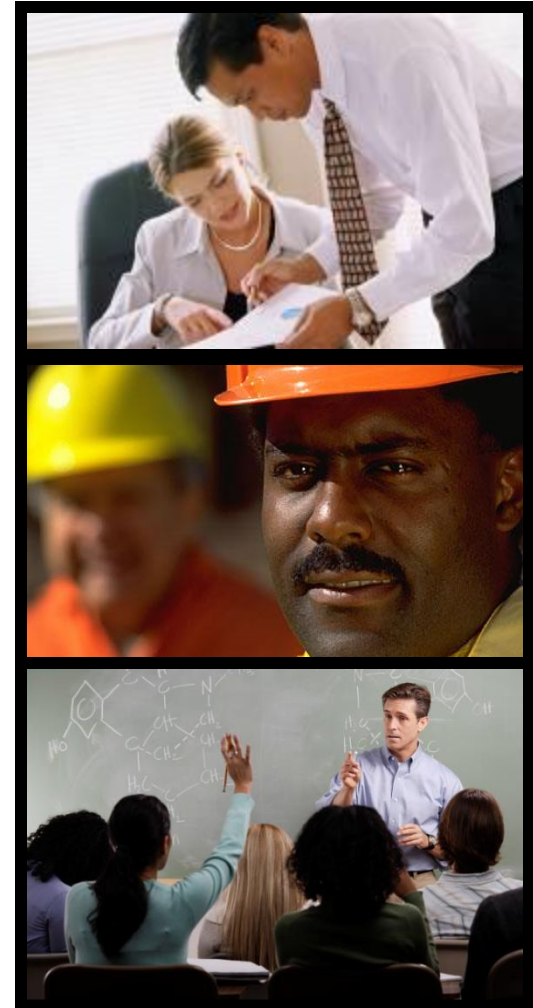
American author, speaker and pastor

Building Partnerships



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



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

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

What role should
other partners play?



Who Defined

What or which person or people
“Who is that business partner?”



Partners Activity 1 & 2

WHO Education Partners		WHO Business and Industry	

Be specific, list names, titles, contact information etc.

How Defined

In what way or manner; by what means.

“How does it work?”

Table talk – discuss some examples of
HOW to establish partnerships

“How” Examples

- Research your opportunities
- Gather your team
- Know your ask
- Leverage your connections
- Utilize your network
- Make cold calls
- Close the sale

HOW?

Aligning Pathways



Why Defined

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

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

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

Will Feters
writer and producer

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%

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

70%

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)

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

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

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

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*

Ever asked
what are
the top
jobs?



USNews CAREERS » Jobs Companies Advice

Home / Money / Careers / Best Jobs / 100 Best Jobs

100 Best Jobs

No single job suits all of us, but many of the best ones have a few attributes in common: They pay well, challenge us 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 2023. 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](#).

BEST JOBS
USNews
2023

SUMMARY ▼

f t i y ...

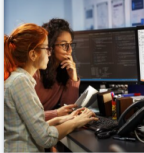
100 Jobs [The 100 Best Jobs](#) x [CLEAR ALL](#) SORT BY: Best Match ▼

Find a Job

Job Name

Rankings

The 100 Best J...



Software Developer

#1 in 100 Best Jobs

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](#)

Projected Jobs
370,600

Median Salary
\$120,730

Education Needed
Bachelor's

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

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

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

AUTOMATE everything
you can. Then...

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

DELETE every task that
is not needed.

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

Soft Skills, Essential Skills, Critical Skills



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.*

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

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

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.

Marketing your Career Pathways

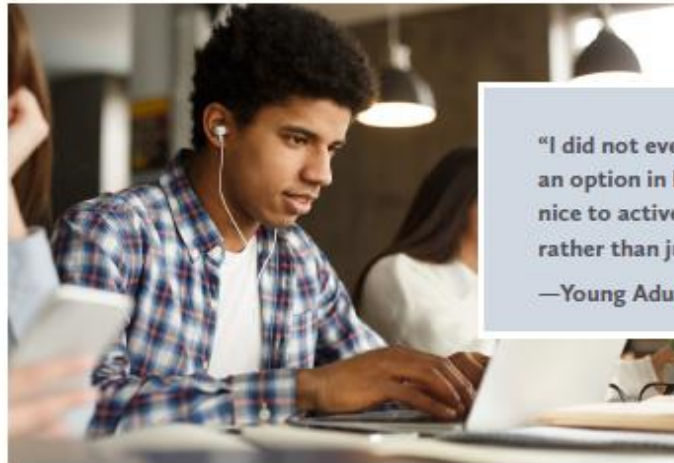
You need to get the word out!



Who needs to know?

- Stakeholder, who are they
 - Students
 - Parents
 - Counselor
 - Advisors
 - Business and Industry
 - ??

In well-articulated pathways, college-level and honors/advanced courses are integrated with opportunities to develop “real-world” and technical skills—and available to all students. Policymakers and local education leaders have the opportunity to change these perceptions by more clearly demonstrating how all students can access and combine a variety of different types of educational opportunities, and the potential advantages of doing so. They can also make it a priority to ensure that such pathways are, in reality, feasible and that common barriers to access (again, scheduling conflicts, limited program or class availability) are mitigated if not eliminated.



“I did not even know that these programs were an option in high school. It would have been nice to actively learn about different careers rather than just hearing about them.”

—Young Adult

ExcelinEd. (2021). Pathways Matter to Families: What Parents and Young Adults Believe and Want to Know About Education to Workforce Pathways

We don't ask kids what they want to be when they grow up; we ask them what problems they want to solve when they leave school.

Rick Surrency
Superintendent
Putnam County, FL

Elevator Speech



What is an elevator pitch?

It's a short, memorable description of what you do and/or what you sell. The goal is to earn a second conversation, not to convince the person you're talking to they should hire you or buy your solution.

An elevator pitch is never an opportunity to close a deal. It's an opportunity to close more of your prospect's attention and time. It's a quick introduction to you, your company, and how you can help your prospect.

Career Pathway Website Sample



AGRICULTURE,
HORTICULTURE &
NATURAL RESOURCES



AVIATION



BUSINESS,
MANAGEMENT &
FINANCE



CONSTRUCTION



CULINARY &
HOSPITALITY



EDUCATION & HUMAN
SERVICES



ENGINEERING
TECHNOLOGIES



GENERAL, GLOBAL &
INDIVIDUALIZED
STUDIES



HEALTH SCIENCE



INFORMATION
TECHNOLOGY



MANUFACTURING



MARKETING, SALES &
SERVICE



OCCUPATIONAL AIDE
READINESS



PUBLIC SAFETY



TRANSPORTATION

Sample Annual Report



https://issuu.com/chippewavalleytechnicalcollege/docs/annual_report_to_high_school_2020-2021?fr=sNmMwNDI2Mjc5MTM

Career Pathway Websites

Partner Poster Project!

Do you have a website?

What would the front page look like?

Where would it go next?

Who is your audience?

What would you include?

You will have ____ minutes to work on this.

Evaluation of your Career Pathway



What Steps Should You Take to Evaluate Your Career Pathways Program?

- Quality program design and curriculum; employer engagement to ensure occupations you're training for are really in demand
- Logic model for program/plan in place to track program implementation
 - Inputs? (People served, financial resources, staff/personnel...)
 - Track program activities (Types of education and training provided)
 - Track program outputs (Completers, test takers, attendance....)
 - Outcomes? (Learning gains, credential attainment, employment, earnings...)

Career Pathway Evaluation



Cluster: _____ Pathway _____

1. Quality program design and curriculum; employer engagement to ensure occupations you're training for are really in demand

Is my Career Pathway meeting the needs of employers and is there a demand?

Y ___ N ___

Evidence:

2. Logic model for program/plan in place to track program implementation

- Inputs? (People served, financial resources, staff/personnel...)

Are we serving the right people, do we have the financial resources, do we have staff?

Y ___ N ___

Evidence:

3. Track program activities (Types of education and training provided)

- Track program outputs (Completers, attendance....)

Do we know what types of education and training is provided, who is completing and who is coming each day?

Y ___ N ___

Evidence:

- Outcomes? (Learning gains, credential attainment, employment, earnings...)

Can we see gains in learning, are credentials able to be obtained in this pathway, can we track employment?

Y ___ N ___

Evidence:

The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark.

Michelangelo



Communicating Key Messages

Imagine you've secured an appointment with a local philanthropist who has supported education and workforce development initiatives in the past. You have 6 minutes to explain why the Career Pathways program you're proposing should be the recipient of the foundation's \$250,000, 12-month grant.

What would you say?

Take a few moments to think about it.

We will share.

Next Steps



When Defined

At what time

“When will we make changes”

Assessment Next Steps

Action Steps

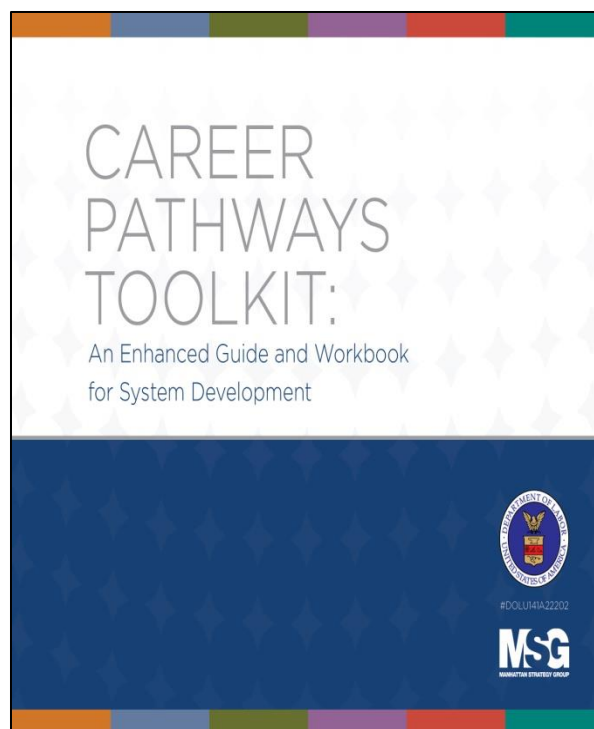
- Reference Career Pathways Assessment Tool for missing elements
- Start creating “action steps”

Never give up on a dream just
because of the time it will take
to accomplish it. The time will
pass anyway.

Earl Nightingale
radio speaker, writer

Resources





<https://lincs.ed.gov/professional-development/resource-collections/profile-957>

What are the industry needs in your community?



www.bls.gov

← → ↻ wtcssystem.edu

Apps My WTCS Oracle PeopleSoft S... Ann Google for Work New Tab ownCloud Tableau Server Inbox (2) - wtcsca... Star Training My Evaluations a.westy@charter.ne... WTCS Office Streng... TTP Dashboard My CT Shirts

WISCONSIN
TECHNICAL
COLLEGE
SYSTEM

Search

Find My College Choose Your Technical College

Colleges Programs Technical College Benefits Workforce Solutions Impact About Find your career →

Accelerate up to 15 mph.

We Were Built for this Moment

Career Exploration Site;

www.wtcsystem.edu

Top Career Areas

- [Associate of Arts and Science Degrees](#)
- [Marketing, Sales and Service](#)
- [Information Technology](#)

Additional Career Areas

- [Finance](#)
- [Education and Training](#)
- [Business, Management and Administration](#)
- [Architecture and Construction](#)
- [Transportation, Distribution and Logistics](#)
- [Law, Public Safety and Security](#)
- [Hospitality and Tourism](#)
- [Health Sciences](#)
- [Human Services](#)
- [Arts, AudioVisual Technology and Communications](#)
- [Agriculture, Food and Natural Resources](#)
- [Science, Technology, Engineering and Mathematics](#)
- [Manufacturing](#)

Top Results

These careers are the best fit for you based on your quiz answers.



Associate of Arts and Science Degrees

Apply this liberal arts education toward what's next in your educational journey. These programs provide students with an excellent foundation for continuing experience in higher education.

[Explore Programs in this Area →](#)



Marketing, Sales and Service

The Marketing, Sales and Service career area programs focus on anticipation, planning, management and satisfaction of consumers' demand for products, services, and ideas by performing marketing, sales and service activities.

59% of graduates employed in a field related to their education.

Example Careers



Information Technology

The Information Technology career area programs focus on the design, development, support and management of hardware, software, multimedia and systems integration services.

69% of graduates employed in a field related to their education.

Example Careers

Computer Support Technician

Career Exploration Site: <https://www.wtcsystem.edu/programs/career-quiz/>

<https://cte.ed.gov/initiatives/credentials>



OCTAE Program Memorandum 21-1

Introduction to
**STACKABLE
CREDENTIALS**

Prepared by
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The Stackable Credentials Expansion and Dissemination Initiative
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Office of Career, Technical, and Adult Education

January 2021

 **PATHWAYS TO
CREDENTIALS**



NCPN Webinar recording

Beyond Dual Credit Courses: Creating
High School Academies That Offer
Stackable Credentials



<https://www.ncpn.info/webinars/>

DUAL CREDIT AND K-12 PARTNERSHIPS



Dual credit is earned for a selection of high school courses that allow students to simultaneously earn both high school and college credit. Over the last five years, there has been striking growth in the number of students earning WTCS dual credit and the number of credits earned. Researchers have identified numerous advantages in earning dual credit, including cost savings, early entry to career pathways, decreased college remediation, reduced time to degree completion and stronger postsecondary outcomes.

DUAL CREDIT¹



FIRST DECLINE IN OVER TEN YEARS. LESS THAN 6% LOSS DUE TO COVID-19 RAPID RESPONSE.

COVID-19 Rapid Response:

- Transition to online learning
- Technology access for dual credit students
- Effective virtual teaching practices
- Safe in-person delivery of critical lab-based courses

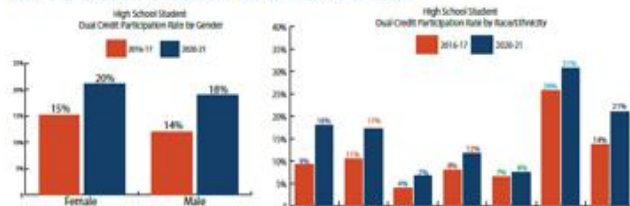


49,422 Wisconsin high school students saved over \$32.1 million in college credit in 2020-21

Average Savings of \$649.50 per student

¹Dual Credit refers to courses that allow students to earn college credit while in high school, including Start College Now, Transcribed Credit, Youth Apprenticeship, 38.14 Contract and Advanced Standing. Student counts are unuplicated.

WTCS DUAL CREDIT PARTICIPATION²



²Represents the % of all high school students in Wisconsin who participate in dual credit by gender and race/ethnicity.

DUAL CREDIT TYPES

Start College Now

Allows public high school juniors and seniors who meet certain requirements to take postsecondary courses at a Wisconsin technical college. Approved courses count toward high school graduation and college credit is earned. All cost for this program is covered by the high school.



Transcribed Credit

A college course and all its resources, including a college mentor are provided to a qualified high school teacher in order to deliver a full college course to students while in high school. The students will receive a college transcript, and both college and high school credit at no cost to the student.

Youth Apprenticeship

Allows high school juniors and seniors who meet certain requirements to receive school-based and work-based instruction. A high school can contract with a technical college and instructor to teach a college level course to high school students when appropriate. The contract is paid by the high school.

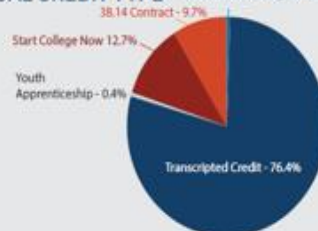
38.14 Contract

Allows high school students to gain college level instruction from a college instructor. Both college level credit and high school credit is earned. The high school and the technical colleges engage in the contract. The contract is paid by the high school.

Advanced Standing

Advanced Standing is also referred to as "Credit in Escrow". The credit is activated when a student enters a program at the college. The college has an articulation agreement with the high school stating that one or more high school course(s) outcomes align to the first college level course. No additional costs are incurred to the student or high school.

2020-21 CREDITS EARNED BY DUAL CREDIT TYPE



TRANSCRIPTED CREDIT: TOP CAREER CLUSTERS

Articulation Course Agreements With High Schools (2020-21)



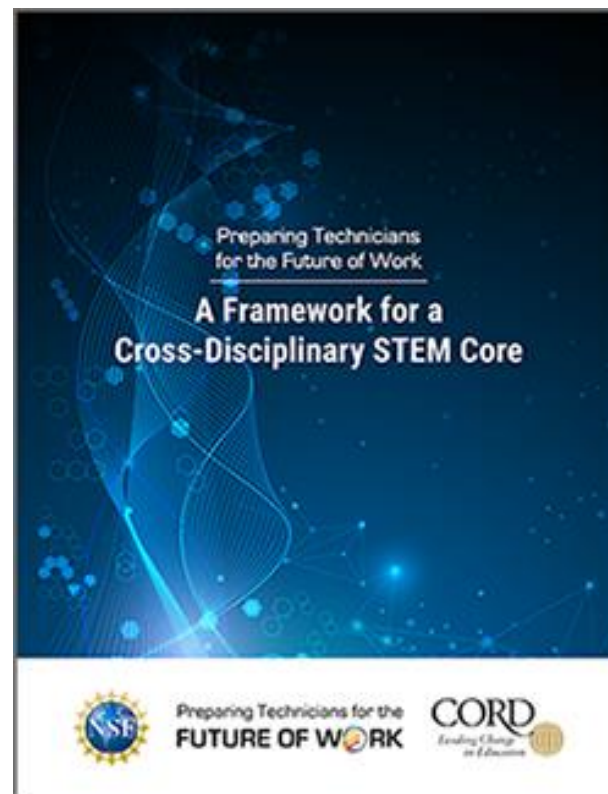
"I feel great knowing that not only I accomplished all of this before I graduated high school, but gaining this college degree will give me the edge I need for my career and business."

- Hunter, East Troy High School, GTC Business Management

IN 2020-21,

435 HIGH SCHOOLS OFFERED 3,628 TRANSCRIPTED CREDIT ARTICULATION AGREEMENTS.

Transcribed Credit is FREE for all students.



<https://www.preparingtechnicians.org/cross-disciplinary-stem-core/>

If everyone is moving forward
together, then success takes
care of itself.

John F. Kennedy

— “ —

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do.

– Steve Jobs



Thanks for being with us!

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Don't cry because
it's over. Smile
because it
happened.

Dr. Seuss