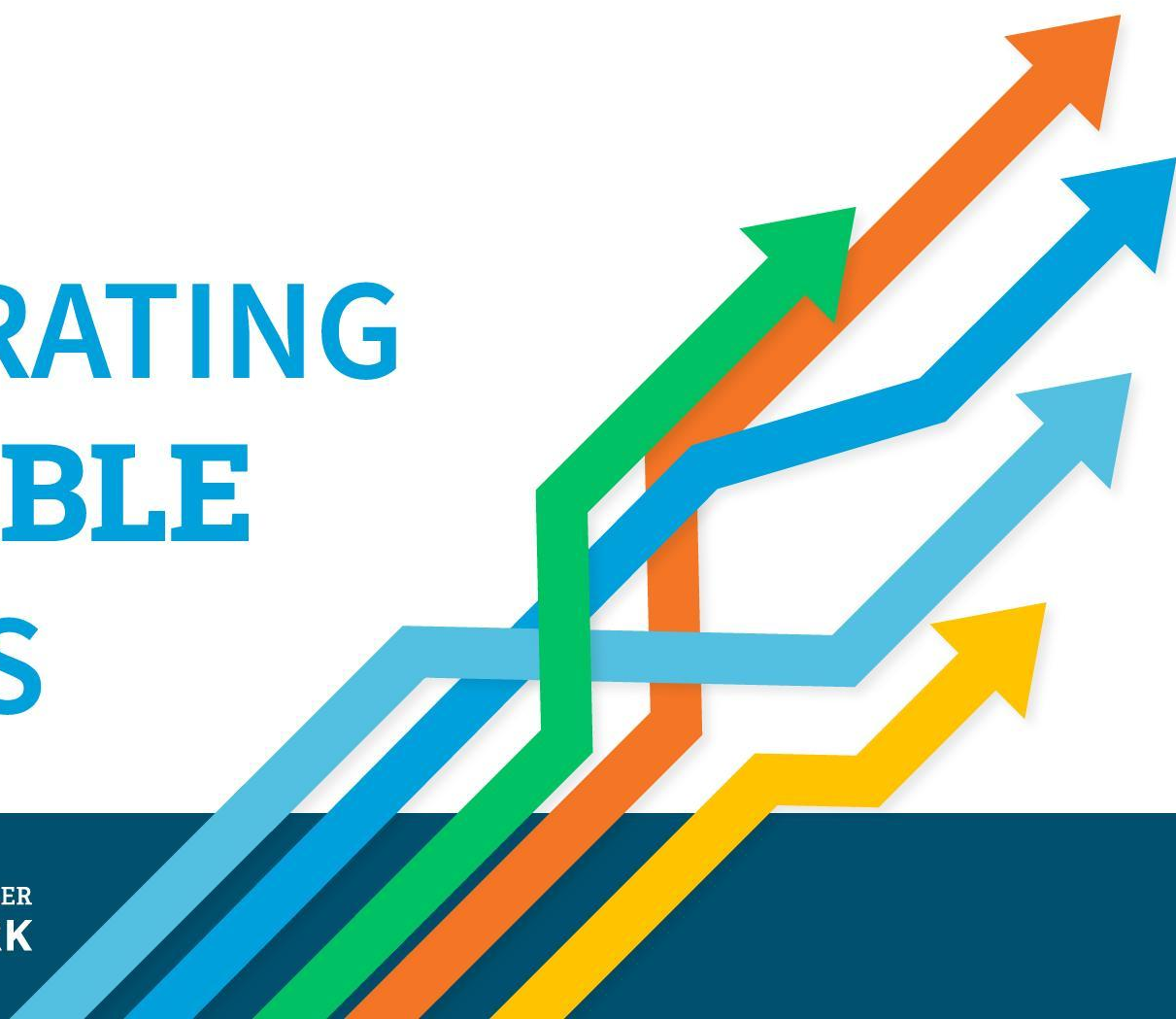


March 8, 2023

ACCELERATING EQUITABLE SUCCESS



ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK





Exploring Access and Equity in Work-based Learning

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Leyden High School

**Frank Holthouse, Director of Careers,
Leyden High School,
fholthouse@leyden212.org**

**Michael Kuhn, Director, DesPlaines
Valley Region EFE, Director@dvr-efe.org**

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Equity is a journey

Leyden High School District 212 believes in the importance of equity and justice by committing to: Raising the achievement of all students while eliminating differences in academic achievement based upon race, family income, disabilities, sexual identity, gender identity, status as an English learner, or any other factors.

EDUCATE

ENRICH

EMPOWER

Policy in Practice

District Definition of “Equity” and “Inequity”

Committee Work

Book Studies: *Culturally Responsive Teaching and The Brain*, *Street Data*

Intensive two-day *Beyond Diversity* Training

Notice, Name, Interrupt Protocol

Golden Ticket Alumni Hiring Initiative



Work Based Learning re-defined

The traditional Cooperative Education program had several barriers based on student empathy interviews

- Travel
- Fees
- Uniforms
- Scheduling
- Time needed outside of the school day (Socioeconomic Status)
- On boarding (Undocumented students)
- Knowledge of different opportunities (Adult barrier)

Work Based Learning re-defined

With the guidance of the Des Plaines Valley Region we identified and developed more School-Based Enterprises.

Doing more vetting with offsite locations

National Alliance for Partnerships in Equity (NAPE) Tool kits and PD

Empathy Interviews: Student Feedback as well as employer feedback

Balance of student voice and mentors

Find alternate ways to pay students such as scholarships

Leverage Alumni

Creative Solutions that lead towards Equity

Technology Support Internship

- Level one tech support for Students Chromebooks and all teacher devices
- Credential Focused when not working on tickets
- Articulated Credit

Auto Service

- Live cars
- Advanced jobs
- Ticketing and Cost Estimating
- Dual Credit

Education Academy

- CTE Ed Grant Honorarium for partner Teachers
- edTPA Focus
- Dual Credit

Gold and Bold Cafe

- Food Handlers Managers
- Industry visits/ Critiques
- Dual Credit





Questions?

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East St. Louis District 189

Jazlyn Staniel, Career Pathways
Supervisor, East St. Louis Senior High
School

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Career & Technical Education Career Pathways

1. Audio Visual Production
2. Automotive
3. Business Education
4. Cosmetology
5. Construction
6. Culinary Arts
7. Education
8. Electrical Trades
9. Health Occupations
10. Welding

Career Pathways

- All Career Pathway programs offer dual credit and/ or industry certification opportunities
- ESLSHS collaborated with Northern Illinois University Education Systems to align Career Pathways with courses at South Western Illinois College & Southern Illinois University Edwardsville
- Pathways ensure that students take courses in high school that prepare them to be college and career ready
- Pathways expose students to a range of various high grossing careers which addresses the state workforce needs while ensuring students are getting into higher wage careers

Let's Talk Equity

- People of color are more likely to choose lower paying career paths
- African Americans specifically are over represented among low-paying college majors
- African-American college students are more likely to pursue majors that lead to low-paying jobs, setting up many for future debt and underemployment.
- African Americans represent 12 percent of the US population, but are underrepresented in the number of degree holders in college majors associated with the fastest-growing, highest-paying occupations - STEM, health, and business

College and Career Pathway: Health Sciences

	ORIENTATION / INTRODUCTION Grades 9-10	SKILL DEVELOPMENT Grades 10-12	CAPSTONE / ADVANCED Grade 12
CAREER FOCUSED COURSES	Orientation to Health Care Careers	Medical Terminology (SWIC HRO 160)	Nursing Assistant Clinical (SWIC HRO 105) or Intro to Phlebotomy Procedures
WORK-BASED LEARNING	Career Exploration Team-Based Challenge	Career Exploration: Job Shadow Team-Based Challenge	Career Development Experience: CNA Clinical Internship or Phlebotomy Clinical Internship
SCIENCE	Biology Physics	Chemistry or AP Chemistry » AP Bio »	AP Chemistry » AP Bio »
SOCIAL SCIENCE	Civics or Consumer Ed or AP Human Geography »	US History or AP US History » World History or AP World History »	AP Psychology » or Human Anatomy
MATH	Algebra I or Geometry	Geometry or Algebra II or Pre-Calculus	Honors Pre-Calculus or AP Calculus » or AP Statistics » or Transitional Math QL/Stats
ENGLISH	English or Honors English	English or AP English »	AP English » or Dual Credit English or Transitional English

Courses and Work-Based Learning Address the PWR Act Recommended Essential Employability Competencies

POSTSECONDARY OPTIONS



» AP or Dual Credit

📄 Dual Credit Course

📄 Dual Credit Course Affiliated With IAI Code

🏆 Course/Program Prepares for Industry Credential

📄 Postsecondary Course Affiliated with IAI Code

🏆 College and Career Pathway Preparation Award

Creating Quality Work Based Learning Opportunities

- Detailed MOU Agreements
- Host Site Assessments
- Workplace cultural climate surveys
- Employability Skills Preparation for students
- In person student orientation with all the necessary stakeholders
- Consistent check ins (evaluations) with students and employers
- Structured mentorship documents for employer & student discussions

Barriers & Growth Areas

- Transportation
- “Diversifying” the workforce
- Employer Communication
- Creating & Sustaining employer partnerships
- Quality Work Sites
- Student Communication
- Student preparation (soft skills training)



Questions?

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Small Group Discussion & Reflection

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Discussion Prompts

- What barriers to equitable access exist in your community?
- How are you thinking about potential solutions to address these barriers?
- What successes have you had in providing equitable access to WBL?
- How have you been informed by students to design/enhance WBL experiences ? What students do you need to hear from to address your identified barriers to equitable access?
- How do you handle an employer relationship that is not being a good partner/mentor to students?