Quality College & Career Pathway Endorsements: New ISBE Rules & Lessons Learned from Early Implementation

**Marci Johnson,
CTE Director, ISBE**

**ILLINOIS
STATE BOARD OF
EDUCATION**

CAREER
CONNE**CTE**D
ILLINOIS
Opportunities for Success

Agenda

- Perkins Data
- HB 3296
- Part 258 rules
- Endorsement data
- College and Career Pathway components

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Perkins V State Plan

- **Goal 1**: Increase the percentage of individuals who obtain a postsecondary certificate, degree, or industry-recognized credentials.
- **Goal 2**: Strengthen CTE offerings by improving access, program quality, and transition points between education and workforce systems and programs.
- **Goal 3**: Increase participation in CTE dual credit coursework.

- **Goal 4**: Increase responsiveness to local, regional, and state workforce needs based on labor market information and employer input.
- **Goal 5**: Recruit and retain a sustainable pipeline of CTE educators.
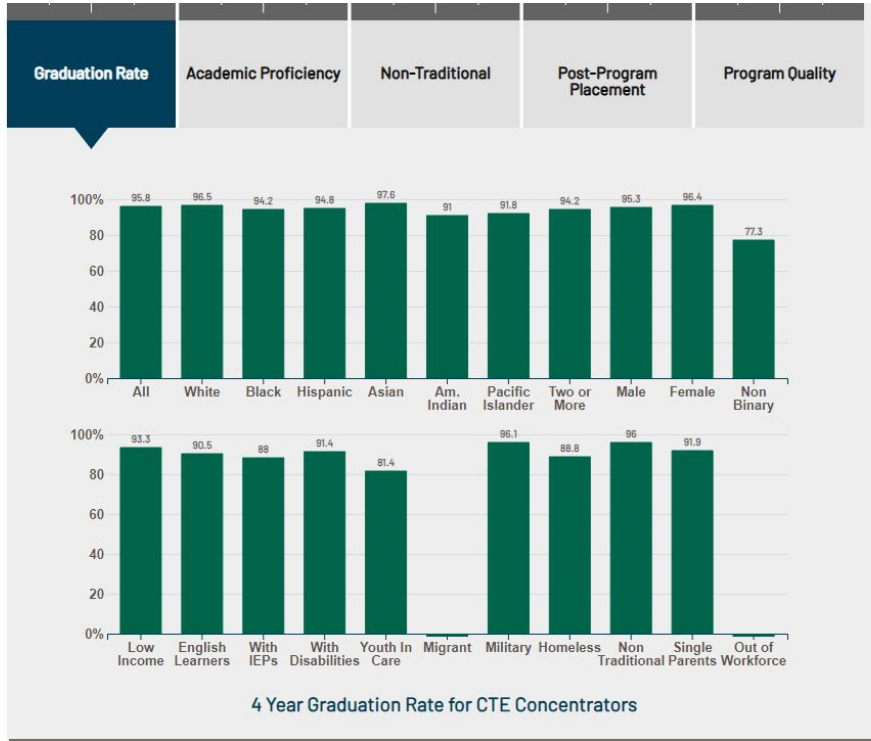- **Goal 6**: Expand access to quality work-based learning for all students.

https://www.isbe.net/perkinsv

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Illinois Report Card – CTE
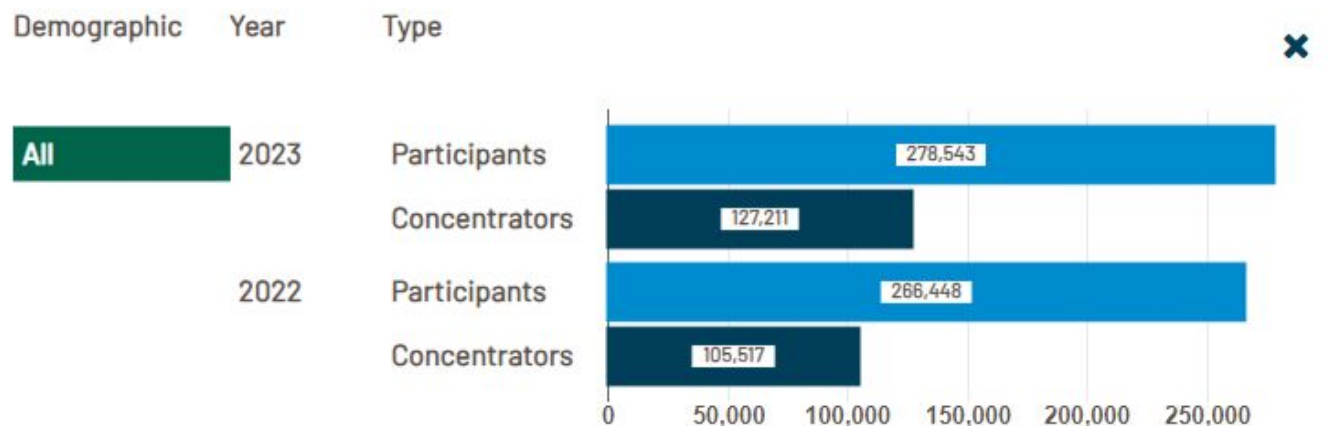
Iwww.llinoisreportcard.com

IRC CTE Data Continued

4 Year Graduation Rate for CTE Concentrators

Perkins Accountability

| Perkins ID	Indicator	FY 24	FY25	FY26	FY27	FY28
1S1	Four-Year Graduation Rate	95.80	96.15	96.50	96.85	97.20
1S2	Extended Graduation Rate	95.50	95.70	95.90	96.10	96.30
2S1	Academic Proficiency in Reading	29.64	30.84	32.04	33.24	34.44
2S2	Academic Proficiency in Mathematics	25.64	27.14	28.64	30.14	31.64
2S3	Academic Proficiency in Science	53.94	54.24	54.54	54.84	55.14
3S1	Post-Program Placement	64.30	64.80	65.30	65.80	66.30
4S1	Nontraditional Program	31.50	32.00	32.50	33.00	33.50
5S2	Attained Postsecondary Credits	38.00	38.40	38.80	39.20	39.60
5S3	Work-Based Learning	10.00	10.60	11.20	11.80	12.40
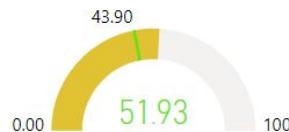
ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Public Comment

- What are your thoughts about these measures?
- Do they look achievable?
- What can be done to increase these numbers?
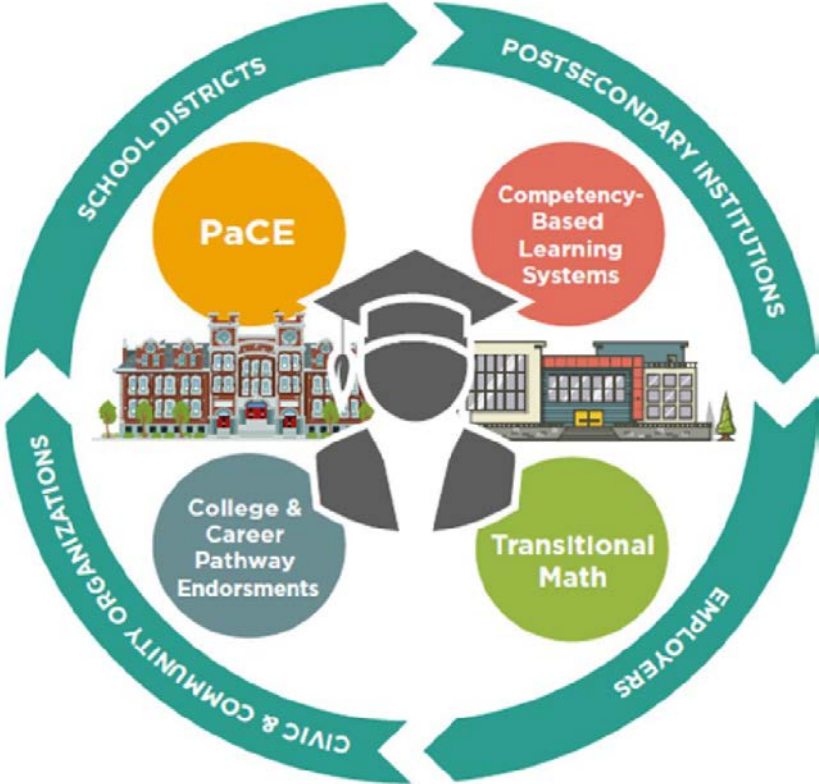
https://forms.office.com/r/gsiGbx0qWR

HB3296 ([link](#))

- Signed May 27, 2022
- Implementation of PaCE Framework
- Graduating class of 2027 - 1 Career Pathway Endorsement
- Graduating class of 2029 - 2 Career Pathway Endorsements
- Graduating class of 2031 - 3 Career Pathway Endorsements
- Opt-out provision
- Rulemaking forthcoming
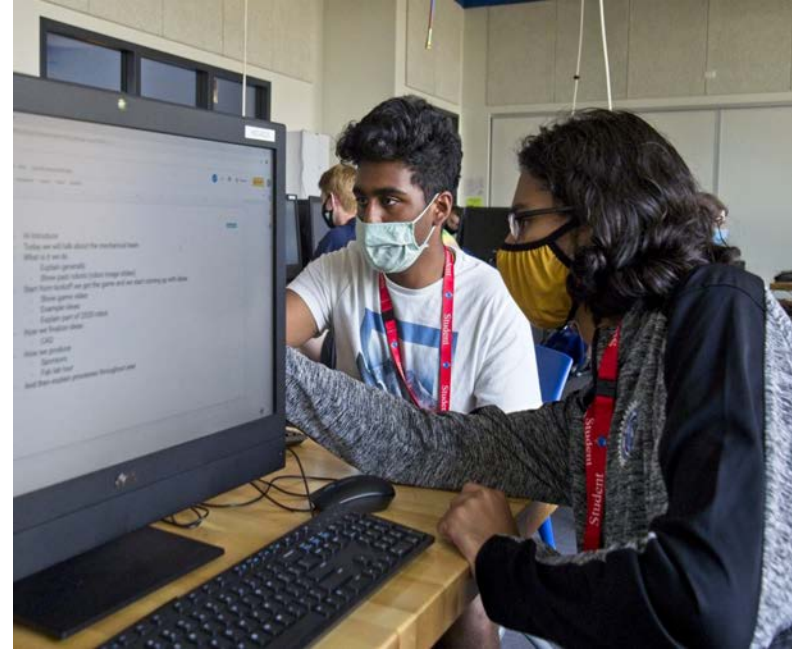
Postsecondary and Workforce Readiness Act

Middle School PaCE Framework

By the end of 6th grade

A student should be exposed to:
- information about and examples of a wide range of careers
- language that emphasizes individual skills, strengths, and assets
- practices that develop a growth mindset

A student should be supported to:
- explore their interests
- practice their strengths
- develop their confidence in their abilities

By the end of 7th grade

A student should be supported to:
- engage in guided self-reflection
- articulate aspirations
- envision a positive future

- explore their habits
- create or change a habit
- record their progress
- explore career interests

- explore their strengths
- effectively ask for help
- understand a growth mind set

By the end of 8th grade

A student should be supported to:
- explore barriers to aspirations
- articulate personal strengths
- identify sources of motivation

- explore career interests
- develop an educational plan for at least one career interest
- compare possible financial futures
- complete a career cluster survey
- attend a career exploration day

- demonstrate a growth mind set
- explore learning styles
- map a support network
- complete a unit on education planning

A student should be exposed to:
- the concept of career clusters of interest
- relationship between community service/extracurricular activities and postsecondary (PS)/career goals
- be exposed to a financial literacy unit in a course or workshop

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

High School PaCE Framework

By the end of 9th grade	By the end of 10th grade	By the end of 11th grade	By the end of 12th grade
A student should be supported to: ○ complete a career cluster survey ○ complete a career interest survey ● attend a PS options workshop ● select course work for PS/career plans aligned with the ISBE College and Career Readiness Indicators ● enroll as appropriate in early college credit courses ● outline a plan for community service and extracurricular activities related to PS plans ● attend a basic financial aid presentation with a trusted adult **A student should know:** ● one or two careers for further exploration ● the relationship between HS coursework, attendance, and grades to PS plans ● importance of community service and extracurricular activities to PS and career plans ● general cost ranges of various PS options	**A student should be supported to:** ○ visit at least one workplace aligned with career interests ○ participate in activities related to their career cluster of interest ○ select a career area of interest: enroll in career pathway (CP) as available ○ explore opportunities along the Work Based Learning Continuum. ● connect and build relationships with 2-3 adults to support the PS and career selection process ● review coursework, and PS/career plans in relation to the ISBE College and Career Readiness Indicators (every year) ● attend a basic financial aid presentation with a family member **A student should know:** ○ educational requirements, cost, expected entry level, and midpoint salary for occupations in selected CP ○ skills related to career interests ● different types of PS credentials and institutions ● general timing of PS entrance exams and applications ● benefit of early college credit opportunities to PS access and completion	**A student should be supported to:** ○ revisit the career interest survey ○ participate in a mock job interview ○ create a resume and personal statement ○ complete an experience within the Work Based Learning Continuum. ● determine readiness for college-level coursework in math/ELA and enrollment in either "catch up" or "speed up" course ● complete at least one early college credit opportunity ● attend a college fair ● visit at least 3 PS institutions ● take at least one college entrance exam ● complete a Postsecondary Plan Workshop **A student should know:** ○ application deadlines, test timing, cost, and preparation for industry-based certification for CP ● entrance requirements, including application deadlines, for expected PS programs of study ● 3-5 match schools, one safety, one reach school for PS program of study ● negative impact of remediation on PS goals ● financial aid deadlines for chosen PS options	**By the end of 12th grade a student should be supported to:** ○ complete at least two team based challenges." ○ obtain an internship opportunity related to the CP if applicable ○ if applicable, receive industry-based certification(s) related to the CP ● address any remedial needs in math/ELA ● complete a financial aid offer workshop **A student should know:** ○ how CP courses and experiences articulate to degree programs at PS options ● estimated cost of chosen PS options ● affordability of PS options in relation to expected entry-level career salary and anticipated debt ● terms and conditions of any scholarship or loan **By 12/31 of 12th grade a student should have:** ● completed 3 or more admissions applications to PS institutions ● ensure all steps in the PS admissions process are completed on time ● attended a Financial Aid Application completion workshop ● completed a financial aid application

ILLINOIS EDUCATION AND CAREER SUCCESS NETWORK

College and Career Pathway Endorsement (Part 258)

- Via an online portal, the application and plan must be submitted no later than December 15 of the school year the district intends to award the Endorsement.
- The State Board will notify the district of its approval status no later than February 28 of the submitted school year.

The Endorsement plan requirements

- Endorsement is aligned with a specific career pathway;
- Have all required components to earn a College and Career Pathway Endorsement;
- Describe the labor market or workforce needs in the career pathway in which an Endorsement is sought;
- Be aligned with coursework in the career pathway that is offered in one or more postsecondary institutions in the region and the school district must list the postsecondary partner institutions.

College and Career Pathway Endorsement

A student shall:

- develop and periodically update an individualized plan for postsecondary education or training, careers, and financial aid;
- complete a career-focused instructional sequence;
- demonstrate readiness for non-remedial coursework in reading and mathematics by high school graduation;
- complete a minimum of 2 Career Exploration Activities or one Intensive Career Exploration Experience, a minimum of 2 Team-based Challenges, and at least 60 cumulative hours of participation in one or more Supervised Career Development Experiences

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

District Reporting to ISBE

Offering the endorsement(s),

- must submit to the State Board an annual report no later than July 31 that includes the names of the students who have earned an Endorsement, those students' Student Identification Numbers, and the career pathways in which Endorsements have been sought.

OR

Opt out of the Endorsement,

- must submit information to the State Board, via the College and Career Pathway Endorsement application portal, no later than July 1, 2025 or no later than the July 1 immediately before the school year the district would be required to award the Endorsement.

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Crosswalk of Endorsement Areas to National Career Clusters

ENDORSEMENT AREA	RELATED CAREER CLUSTERS (From National Career Cluster Framework)
ANFR (Agriculture, Food, and Natural Resources)	• Agriculture, Food, and Natural Resources
A&C (Arts and Communications)	• Arts (Performing and Visual), Audio/Video Technology and Communications
FBS (Finance and Business Services)	• Business Management and Administration • Finance • Marketing • Hospitality and Tourism • Transportation, Distribution, and Logistics (Logistics Pathway)
HPS (Human and Public Services)	• Education and Training • Government and Public Administration • Law, Public Safety, Corrections, and Security • Human Services
HST (Health Sciences and Technology)	• Health Sciences
IT (Information Technology)	• Information Technology
METT (Manufacturing, Engineering, Technology, and Trades)	• Architecture and Construction • Manufacturing • STEM (particularly Engineering and Technology Pathway) • Transportation, Distribution, and Logistics (Transportation Technology) • Energy

Postsecondary & Workforce Readiness Act

Awareness to Action: *Promoting Equity in Education and Careers*

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Endorsement Data

Total Endorsements by Year

Year	2020	2021	2022	2023
Total Number of Endorsements Awarded	5	47	596	1071

Applications to issue CCPEs

289 districts statewide

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK
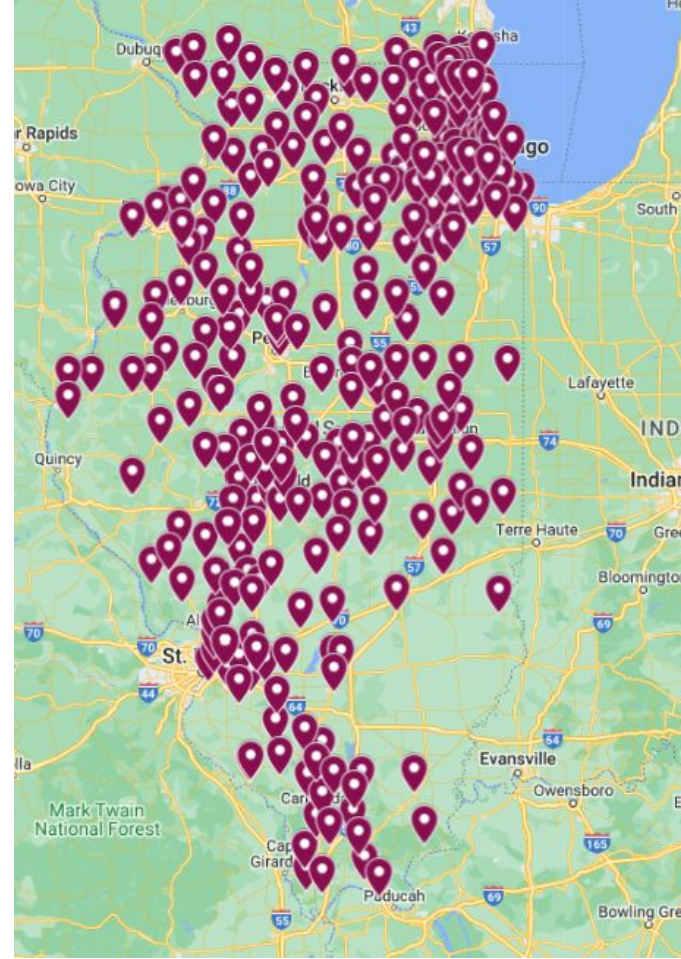
Total Graduates: 964

	Total	Percentage
Female	625	64.83%
Male	339	35.17%
Hispanic	189	19.61%
Black	21	2.18%
Asian	149	15.46%
White	571	59.23%
Two or more races	29	3.01%

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

	Total	Female	Male	Hispanic	Black	Asian	White
CCPE earners (A&C)	11	4	7	4	0	0	7
CCPE earners (AFNR)	6	3	3	1	0	0	5
CCPE earners (FBS)	191	62	129	29	6	20	127
CCPE earners (HPS)	366	308	58	74	3	42	236
CCPE earners (HST)	268	234	34	58	10	62	128
CCPE earners (IT)	58	9	49	6	0	18	33
CCPE earners (METT)	74	9	65	18	2	8	43

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Pathway Endorsement Components

- Individual Plan for Postsecondary and Career Readiness
- Labor Market/Workforce Needs
- Postsecondary Partner
- Course Sequence
- Academic Readiness
- Professional Learning Experience

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Individual Plan Postsecondary and Career Readiness

Career Goals
How are students supported with comprehensive postsecondary and career planning?

Postsecondary Plans
Where are schools collecting and storing information?

Literacy Planning
What are the various roles and responsibilities for the work related to students postsecondary and career planning?

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Postsecondary Partner

- ❏ Name one or more postsecondary institutions in the Career Pathway regionally
- ❏ List any credentials that will result in coordination with the partner
- ❏ Eligible credentials include…
  - ❏ Bachelor's degree
  - ❏ Associate degree
  - ❏ Apprenticeship
  - ❏ College certificate
  - ❏ Industry credential

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

ELA Academic Indicator Options

- During or before high school Jr. or Sr. year

Option	Collected/Reported	Qualifying Courses/Data	Format
ELA AP Exam	CCRI Collection	An official AP exam score of 3, 4 or 5 in any AP ELA course	01 = Yes 02 = No
ELA IB Exam	CCRI Collection	An official IB exam score of 4, 5, 6 or 7 in any IB ELA course	01 = Yes 02 = No
Minimum ACT/SAT subject scores	CCRI Collection & ISBE Assessment	ACT Reading score ≥ 18, English ≥ 22 SAT EBRW ≥ 540	01 = Yes 02 = No
ELA AP Course Grade A, B, or C	Course enrollments & grade data	01005A000 AP English Language Composition 01006A000 AP English Literature and Composition	Credit Count
ELA IB Course Grade A, B, or C	Course enrollments & grade data	01007A000 IB Language A (English) 01011A000 IB Language A: Language & Literature 01012A000 ISB Literature and Performance	Credit Count
Dual Credit English Course	Course enrollments & grade data	Acceptable values are: A+A, A-, B+ B, B-, C+, C, C-, Exceeds Standards, and Meets Standards for any dual credit designated ELA course in SIS	Credit Count
Transitional English	Course enrollments & grade data	01004A001 Transitional English	Credit Count

Math Academic Indicator Options

- During or before high school Jr. or Sr. year, unless otherwise specified

Option	Collected/Reported	Qualifying Courses/Data		Format
Math AP Exam	CCRI Collection	An official AP exam score of 3, 4 or 5 in any AP math course		01 = Yes 02 = No
Math IB Exam	CCRI Collection	An official IB exam score of 4, 5, 6 or 7 in any IB math course		01 = Yes 02 = No
Algebra II	Course enrollments & grade data	02056A000 Algebra II or 02057A000 Algebra III 02303A000 High School Math 3 02064A000 Integrated Mathematics III		Credit Count
Minimum ACT/SAT subject scores	Course enrollments & grade data	ACT math score ≥ 22 + math in 12th grade SAT math score ≥ 540 + math in 12th grade		01 = Yes 02 = No
Math AP Course Grade A, B, or C	Course enrollments & grade data	02124A000 AP Calculus AB 02125A000 AP Calculus BC	02203A000 AP Statistics 10157A000 AP Computer Science A	Credit Count
Math IB Course Grade A, B, or C	Course enrollments & grade data	02131A000 IB Mathematical Studies 02132A000 IB Mathematics	02133A000 IB Mathematics and Computing-SL 02134A000 IB Further Mathematics	Credit Count
Dual Credit Math Course	Course enrollments & grade data	Acceptable values are: A+ A, A-, B+ B, B-, C+, C, C-, Exceeds Standards, and Meets Standards for any dual credit designated math course in SIS		Credit Count
Transitional Math	Course enrollments & grade data	02055A001 High School Transitional Math 4 – STEM 02153A001 High School Transitional Math 4 – Technical Math 02201A001 High School Transitional Math 4 – Quantitative Literacy		NA

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Professional Learning

❏ Two Career Exploration Activities
❏ Two Team-Based Challenges
❏ 60 hours of Career Development
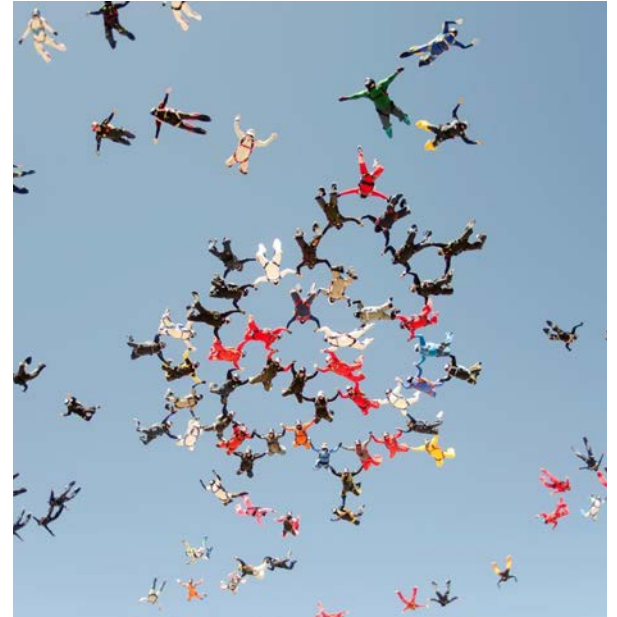Experience/Internship

Professional Learning: Career Exploration

❏ Report on two Career Exploration Activities or one intensive Career Exploration Activity

❏ Activities can take place while the student is in grades 6 –12, however at least one of the activities must take place in grades 9 –12.

Career Exploration Activities	
	Worksite Tour
	Job Shadowing
	Career-Related Service Learning
	Mentorship
	Team Based Challenges
	Career and Technical Student Organizations

Professional Learning: Team-Based Challenges

Report on two Team-Based Challenges that include these components:

❏ Authentic problem or challenge
❏ Students interact in a meaningful way with an adult mentor
❏ Students demonstrate at least one Pathway specific Technical Competency and at least one Cross-Sector Essential Employability Competency (Essential Skill)
❏ Students work in collaborative groups to solve the problem
❏ Final product or a final presentation on the outcome of the Team-Based Challenge

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Professional Learning:
Career Development Experience

Examples of Career Development Experiences include:

- Work-based learning experiences (formerly referred to as cooperative education)
- Internships
- Supervised agricultural experiences
- Research apprenticeships
- School-based enterprises
- Student-led enterprises
- Youth Apprenticeships

Professional Learning: Career Development Experience

Career Development Experiences can include:

- Workplace settings based in the school district, so long as:
    - They are authentic
    - The district employee fulfills the role of an industry mentor or supervisor rather than the role of a traditional classroom teacher
- Virtual workplace settings
    - Must be authentic to virtual working conditions
    - Must have a mentor/supervisor from the workplace who is an employee of that organization

All other criteria of the Career Development Experience must be met

ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

Implementation Challenges

- Team Based Challenges
- Career Exploration
- Alignment to Post Secondary
- Career Development Experience
- Industry Partners

Work-Based Learning Continuum

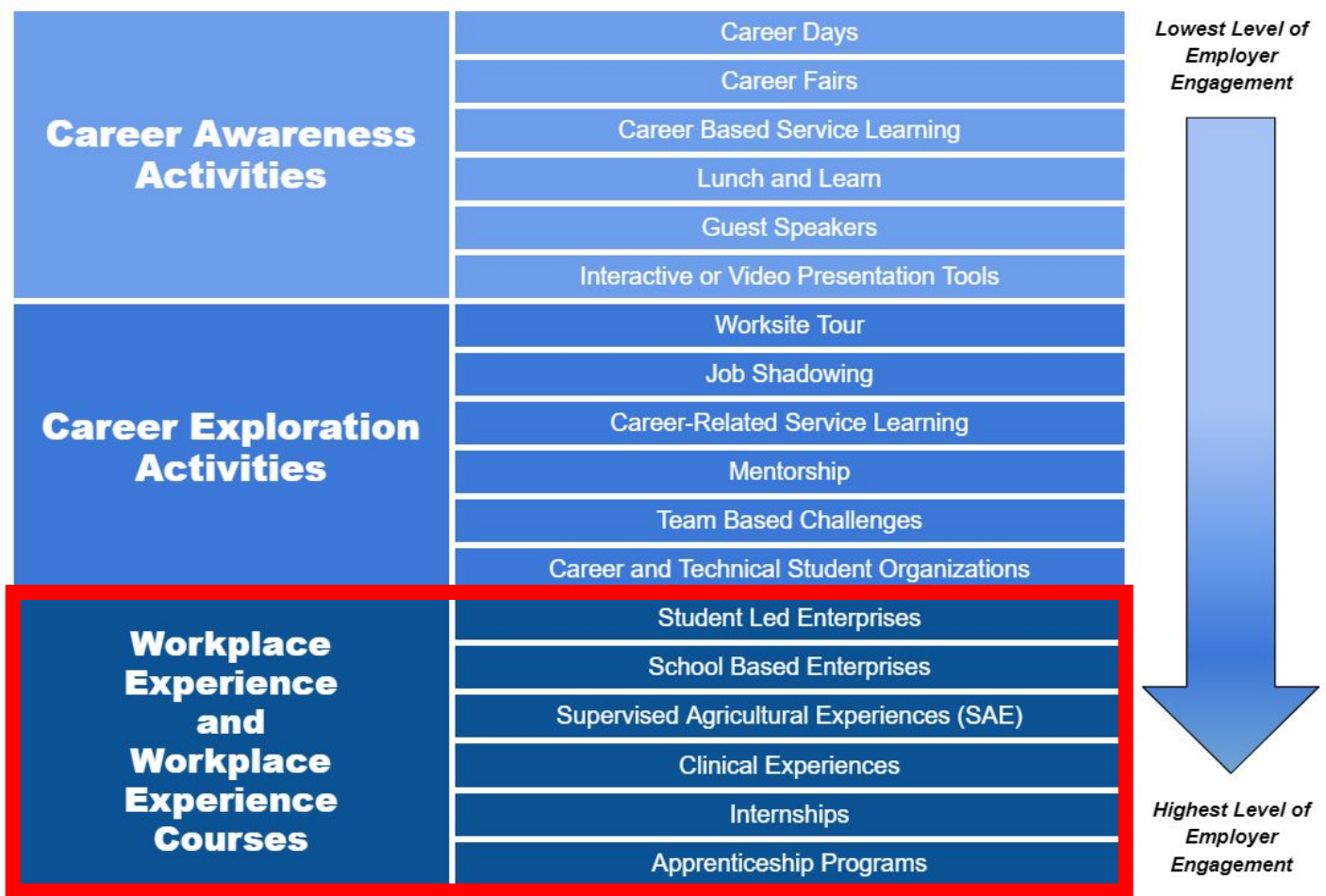Work-Based Learning Continuum

Host Engagement Continuum

Definitions: *Illinois Career Pathways Dictionary*

What is Work-Based Learning?

Work-based learning is defined in Perkins V legislation as "sustained interactions with industry or community professionals in real workplace settings, to the extent practicable, or simulated environments at an educational institution that foster in-depth, firsthand engagement with the tasks required in a given career field, that are aligned to curriculum and instruction."

Career Awareness Activities	Career Days	Lowest Level of Employer Engagement
	Career Fairs	
	Career Based Service Learning	
	Lunch and Learn	
	Guest Speakers	
	Interactive or Video Presentation Tools	
Career Exploration Activities	Worksite Tour	
	Job Shadowing	
	Career-Related Service Learning	
	Mentorship	
	Team Based Challenges	
	Career and Technical Student Organizations	
Workplace Experience and Workplace Experience Courses	Student Led Enterprises	
	School Based Enterprises	
	Supervised Agricultural Experiences (SAE)	
	Clinical Experiences	
	Internships	
	Apprenticeship Programs	Highest Level of Employer Engagement

Awareness to Action: *Promoting Equity in Education and Careers*

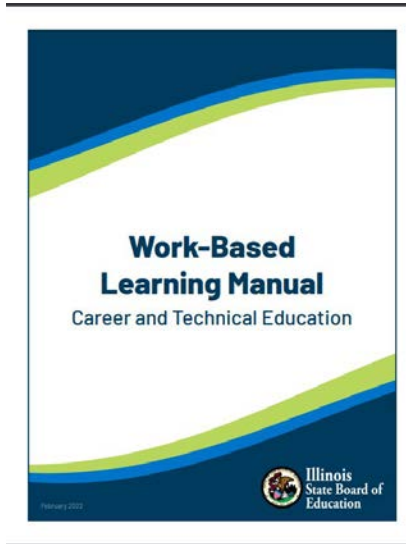ILLINOIS EDUCATION AND CAREER
SUCCESS NETWORK

How does a College and Career Pathway Endorsement apply to an employer?
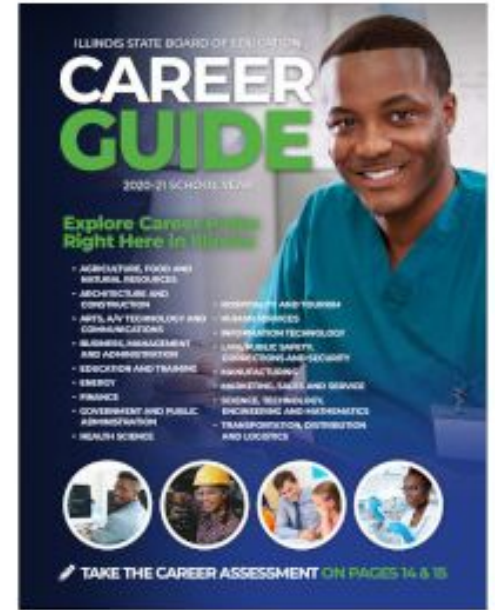
Resources

[Work-Based Learning Manual](#)

[College and Career Pathway Endorsements](#)

Contact Information

Marci Johnson

CTE Department

Illinois State Board of Education

100 N. 1st St. C-215

Springfield, IL 62777

marjohns@isbe.net

217-524-4832