



ILLINOIS EDUCATION AND CAREER  
**SUCCESS NETWORK**

# Success Network Policy Committee

*Q2 Full Committee Meeting*

June 4, 2024



# Welcome & Introductions

Please share your name and organization in the chat, and:

*What is your favorite summer treat?*

# Today's Topics

- Welcome & Introductions
- New High-Quality Criteria
  - Career Pathways
  - Work-Based Learning
- CCPE Currency Spotlight
- Transportation Memo
- Policy and Legislative Updates
- Wrap-Up & Announcements

# High-Quality Criteria

# Quality Criteria Purpose

- Focus on refinement and highlighting best practices building from the quality of work already implicit in districts who already seeking authorization or implementing pathways (CTE or CCPE).
- Emphasize perspectives both from current *and* emerging pathway implementers in secondary and postsecondary space.
  - Not only focusing on “experts.”
  - Deeply considering rural and small size district dynamics.
- Key frame of innovative practices to bring depth of perspective: What the student experience and engagement should look like to inform **continuous improvement** processes and **ensure equitable access** to quality pathway components.

# Process for Development

## Advisory Committee

- Diverse, statewide advisory group of stakeholders in work-based learning, convening from October 2023 to April 2024
- Consisted of of CTE specialists, school administrators, employers, and other school partners.

1

EdSystems compiles desk research on national and statewide best practices.

2

Advisory Committee provides asynchronous feedback, determining what to keep, add, and edit; EdSystems makes revisions

3

Advisory Committee engages in consensus building to rank and discuss criteria; EdSystems makes revisions

4

Advisory Committee reviews final version of criteria; EdSystems makes final revisions

# Continuum of Practice



Embeds equitable practices by criteria



Includes continuous improvement processes by component

# Work-Based Learning Criteria

## What

- High-quality work-based learning criteria across the continuum.
- Comprehensive resource for improving work-based learning program implementation with a lens toward equity and continuous improvement.





## Career Awareness Criteria

As defined in the Illinois Career Pathways Dictionary, “career awareness” is the process by which students explore possible career clusters and specific jobs that are available and gain a deeper understanding of the different paths they can take toward a fulfilling future. Career awareness is a valuable opportunity to connect an individual’s own abilities and interests to related college and career opportunities.

	High-Quality Criteria	Student “I Can” Statements
<b>Aligning Coursework</b>	<ul style="list-style-type: none"> <li>○ Classroom connects content and skills to pathways of interest.</li> <li>○ Students understand how aptitudes align to career areas and the academic application to career fields.</li> </ul>	<ul style="list-style-type: none"> <li>○ I can understand how aptitudes align with career areas. I can understand how my education applies to career fields.</li> </ul>
<b>Understanding Pathways</b>	<ul style="list-style-type: none"> <li>○ Students are made aware of work-based learning opportunities available to them in high school and postsecondary education aligned to their career area of interest.</li> <li>○ Career interest inventories inform high school career and technical education engagement as well as college and career planning.</li> </ul>	<ul style="list-style-type: none"> <li>○ I can understand what work-based learning means, and what opportunities are available for me in high school and postsecondary for each career area of interest.</li> </ul>
<b>Student Reflection</b>	<ul style="list-style-type: none"> <li>○ Self-reflection activities are provided to make meaning and connect student knowledge, interests, values and skills with essential employability competencies and authentic workplace problems and experiences.</li> <li>○ Students are provided opportunities to reflect on career interest inventory results and identify the activities and aspects of work that align to their career goals.</li> </ul>	<ul style="list-style-type: none"> <li>○ I can reflect on how to connect my knowledge, interests, values, and skills to authentic job experiences.</li> <li>○ I can identify the activities and aspects of my job that align with my career goals, to connect these preferences to future careers I envision myself in.</li> </ul>
<b>Engaging Stakeholders</b>	<ul style="list-style-type: none"> <li>○ Industry is engaged in the design of career awareness activities and local employers, organizations, and people are prioritized to be highlighted in videos, posters, materials, etc.</li> <li>○ Students are made aware of successful individuals in a career field of interest that they identify with in race, gender, and other characteristics to learn about their career journey.</li> </ul>	<ul style="list-style-type: none"> <li>○ I can identify successful individuals in career fields that we share identity in race, gender, and other similar characteristics to learn about their career journey.</li> </ul>



### Policy Alignment

#### PaCE Framework

Career awareness activities are highlighted throughout the PaCE framework, including engaging in guided self-reflection and completing career cluster surveys.

#### College and Career Pathway Endorsements System

While career awareness is not a required experience to earn a College and Career Pathway Endorsement, it is an important building block of a high-quality work-based learning continuum. Better informing students of different careers and related postsecondary opportunities will support their engagement in future work-based learning experiences that are a required part of earning an endorsement.

### Advisory Highlight

Career awareness opportunities are similar to but different than career exploration activities. Both encourage students to learn about their own interests and skills as they interact with the existing job market. However, career exploration takes this one step further with direct contact and integration within the labor market.

	Career Awareness	Career Exploration
<b>Student engagement:</b>	<ul style="list-style-type: none"><li>• Gain general knowledge about industry sectors and their occupations</li><li>• Explore personal abilities and interests</li></ul>	<ul style="list-style-type: none"><li>• Direct contact with employers or other partners</li><li>• Deepening knowledge of one or more industry sectors in an area of interest and their occupations</li></ul>
<b>Examples include:</b>	<ul style="list-style-type: none"><li>• Career interest surveys</li><li>• Interactive or video presentation tools</li><li>• Self-reflection activities and projects</li></ul>	<ul style="list-style-type: none"><li>• Worksite tours</li><li>• Job shadows</li><li>• Mentoring</li><li>• Guest speakers</li><li>• Career days or fairs</li></ul>

“Career awareness is essential, and this stage should focus on all the opportunities rather than deep diving into them. That deep dive should begin during the exploration. This stage should be an introduction, while career exploration should begin with higher-level exposure.”

– Career Coordinator, Des Plaines Valley Region



### *Student Equity Considerations*

As students engage in career exploration and awareness opportunities, teachers and administrators need to better clarify expectations for student. Most students can engage in exploration and increase career awareness by taking school-sponsored courses that teach one of the career pathways. However, language that's unfriendly to students or a lack of outreach from the administration can confuse students about what course decisions they're allowed to make to explore different career pathways.

Furthermore, scheduling issues are one of the most prominent barriers to student access to work-based learning. For many students, opportunities for career awareness and career exploration are considered an extracurricular or out-of-school activity, causing scheduling conflicts with other after-school commitments. When students are forced to balance between academic, athletic, and postsecondary preparation, it's necessary to understand the language, scheduling, and outreaching barriers that exist.

### *Career Awareness Resources*

- [Career Conversation Starters](#): These guides, developed by the American School Counselor Association, provide conversational prompts for communicating about career and postsecondary planning with students of all grades, parents, and communities.
- [Career Inventories](#): CareerOneStop offers a free assessment that shows students careers that fit their interests based on a short questionnaire.
- [Educators Share Their Stories of Teaching in Central Illinois](#): This video series from Education for Employment #330 features educators as they share their stories of why and how they started their careers.

# Defining the Components for Career Pathways

Aligning with other Illinois processes, i.e., CCPE, Perkins V, CTE Programs of Study, etc.

## **Component Sections of Quality Criteria:**

- Development and Engagement
  - Academic Instruction and Supports
  - Employer-Informed Competencies and Skills
  - Recruitment and Access
  - Instructional Sequence
  - Instructors
-

# Continuum of Practice



## **Implementing**

***Required or aligned to support College and Career Pathway Endorsement authorization***

These practices include both the components that ISBE requires and assesses in authorizing College and Career Pathway Endorsements for districts as well as core baseline enabling factors to support implementation of pathways.



## **Refining**

***Processes for regular revision and equitable improvement***

In addition to the implementing criteria, these practices help practitioners enhance and deepen their implementation.







## **Advancing**

***Model practices***

In addition to implementing and refining criteria, these practices will guide practitioners to continue building their pathways as they grow in implementation capacity and skills.

# Development and Engagement Criteria

Development and engagement focus on collaboration between K-12 and postsecondary institutions, responses to analyses and findings of local needs, and engaging external stakeholders to design programs aligned with the College and Career Pathway Endorsement, specifically by implementing career-focused instruction and career exploration activities. To align with the endorsement, college and career pathway teams should consistently review labor market information; identify high-skill, high-wage, and in-demand occupations and related competencies within the region; consider long-term industry trends and the future of work; and participate in continuous improvement processes.

	 <b>Implementing</b> <i>Required or otherwise aligned to support endorsement authorization</i>	 <b>Refining</b> <i>Processes for regular revision and equitable improvement</i>	 <b>Advancing</b> <i>Model practices</i>
<b>Stakeholder Collaboration and Engagement</b>	<p>Pathway includes:</p> <ul style="list-style-type: none"> <li>○ Identification of employer partners for work-based learning aligned with labor market trends.</li> <li>○ Identification of postsecondary partners for dual credit and pathway continuation.</li> </ul>	<p>Pathway includes implementing criteria, plus:</p> <ul style="list-style-type: none"> <li>○ Frequent employer engagement and industry alignment to maintain relationships and align with emerging labor market opportunities.</li> <li>○ Engaging existing employer advisory committees in pathway design and continuous improvement processes.</li> <li>○ Frequent meetings with postsecondary partners and targeted programs to compare research on industry trends and impacts on pathways.</li> <li>○ Identification of stakeholder partners beyond postsecondary institutions and employers (parent groups, local community organizations) that may be targeted for feedback.</li> </ul>	<p>Pathway includes implementing and refining criteria, plus:</p> <ul style="list-style-type: none"> <li>○ Dynamic, responsive collaboration between employer partners, postsecondary partners, and other external partners.</li> <li>○ New industry trends addressed through pilot programs.</li> <li>○ Postsecondary institutions that collaborate deeply and establish formal transition plans for endorsement earners (e.g., offering "currency").</li> <li>○ Employer partners that have committed jobs to endorsement earners.</li> </ul>
<div data-bbox="556 805 680 936">  </div> <p><b>Equitable Practices</b></p> <ul style="list-style-type: none"> <li>○ Cultivating partnerships with community organizations representing underrepresented groups.</li> <li>○ Ensuring diverse voices in employer advisory committees.</li> <li>○ Fostering initiatives that prioritize diversity, equity, and inclusion in program development and job commitments.</li> <li>○ Creating diverse, intersectional mentorship opportunities within partnerships.</li> </ul>			

	 <b>Implementing</b> <i>Required or otherwise aligned to support endorsement authorization</i>	 <b>Refining</b> <i>Processes for regular revision and equitable improvement</i>	 <b>Advancing</b> <i>Model practices</i>
<b>Postsecondary Articulation and Workforce Transition</b>	<p>Pathway includes:</p> <ul style="list-style-type: none"> <li>○ Alignment of content between secondary and postsecondary coursework and curricula, maximizing opportunities for dual credit or articulated credit in applicable academic and technical areas.</li> <li>○ Specificity as to how the program is structured or articulated to provide educational opportunities for students.</li> </ul>	<p>Pathway includes implementing criteria, plus:</p> <ul style="list-style-type: none"> <li>○ A secondary-to-postsecondary education transition that is seamlessly connected through curriculum alignment and cross-institutional collaboration.</li> <li>○ Courses with flexibility and preparation for more than one postsecondary program or career within an industry sector, (e.g., courses such as Medical Terminology that prepare for nursing, radiology technician, or other health science postsecondary programs).</li> <li>○ Learning experiences that engage students in authentic, industry-aligned projects supported by instructional strategies that are student-centered, developmentally appropriate, and research-based.</li> </ul>	<p>Pathway includes implementing and refining criteria, plus:</p> <ul style="list-style-type: none"> <li>○ Clear and efficient pathway maps and transfer agreements that are developed collaboratively by secondary and postsecondary partners, which articulate how pathways extend from secondary into two-year and four-year credentials.</li> <li>○ Co-developed, consistent messaging and branding of pathway maps and materials from both secondary and postsecondary partners.</li> </ul>
	<div data-bbox="479 740 633 893" data-label="Image"> </div> <p><b>Equitable Practices</b></p> <ul style="list-style-type: none"> <li>○ Developing postsecondary currency opportunities that incentivize students to complete the rigorous College and Career Pathway Endorsement requirements and increase the number of students matriculating into postsecondary programs aligned to their secondary pathways.</li> <li>○ Collaborating with third-party partners who offer additional support to historically marginalized students through the transition from secondary to postsecondary to degree completion (e.g., affinity groups serving historically marginalized groups in a particular industry).</li> </ul>		

# CCPE Currency Spotlight



# How Do We Define Currency?

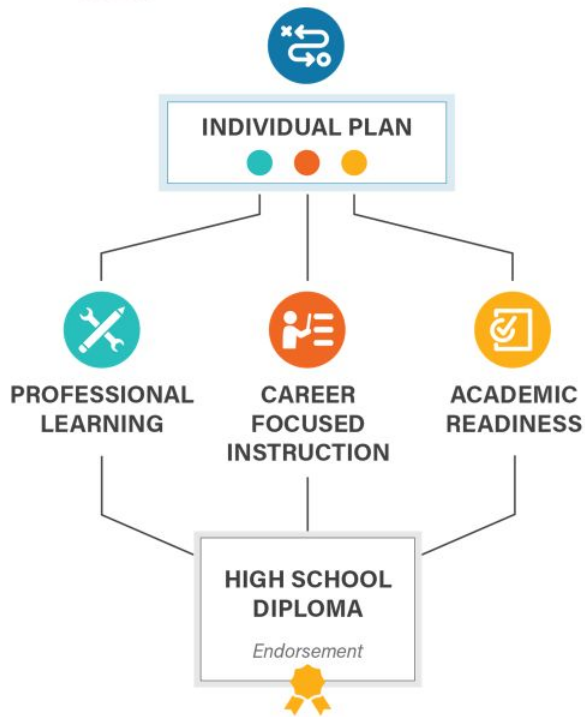
**Currency can be defined as something in circulation as a medium of exchange.**

We created an initiative to maximize the currency and benefit of students who are College and Career Pathway Endorsement (CCPE) earners.

Institutions created additional unique funding and support opportunities for CCPE earners that enroll at their program. Colleges created various currency options throughout the state.



# College and Career Pathway Endorsement Framework



## INDIVIDUAL PLAN

Each student completing an endorsement must have an individualized plan, which includes college planning linked to early understanding of career goals, financial aid, resume, and personal statement.

## PROFESSIONAL LEARNING

Awareness, exploration, and preparation activities that provide opportunities for students to interact with adults in their workplace

9th	10th	11th	12th
At least 2 career exploration activities or 1 intensive experience		60 cumulative hours of paid or credit supervised career development experience with a professional skills assessment	
At least 2 team-based challenges with adult mentoring			

Through these experiences, a student gains essential employability and technical competencies in their identified sector.

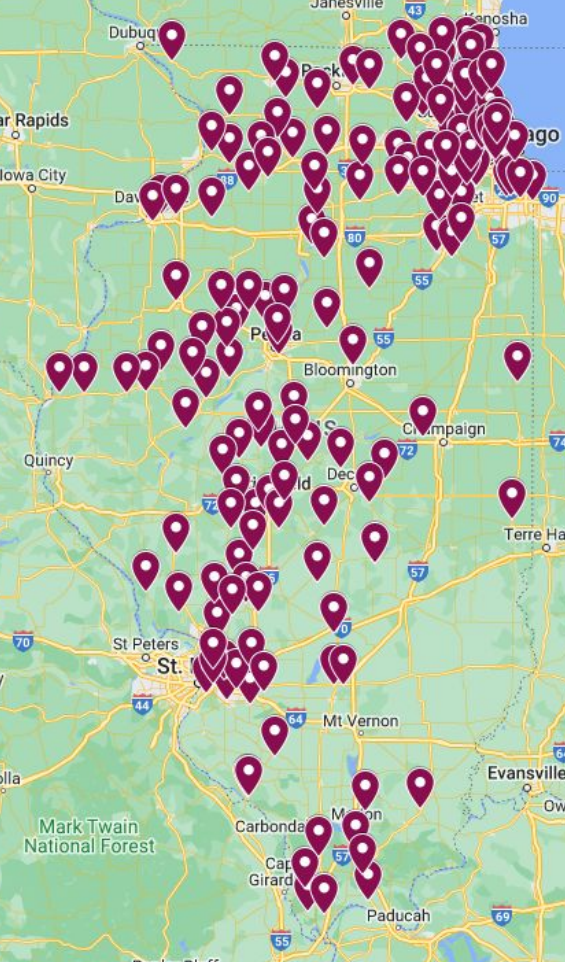
## CAREER-FOCUSED INSTRUCTIONAL SEQUENCE

Two years of secondary coursework, or equivalent competencies, that articulate to a postsecondary credential with labor market value. Must include at least 6 hours of early college credit.

9th	10th	11th	12th
Orientation / Introduction			
	Skill Development		
			Capstone / Advanced Courses

## ACADEMIC READINESS

Ready for non-remedial coursework in English and math by high school graduation through criteria defined by district and local community college



# Pathway Endorsements Statewide

Since 2017, EdSystems has sought out districts willing to implement Illinois' innovative College and Career Pathway Endorsements system. EdSystems worked with ISBE to create the district pathway approval process and rulemaking processes.

There are now **220+ school districts** seeking to implement Endorsements.

- Urban, suburban, and rural
- Traditional, CBE, CTE, and pathway districts

**1,072 students** in the Class of 2023 earned Endorsements.

[>> Recent blog post highlighting CCPE progress](#)

# Community College Pathway Currency Examples

## Tuition stipends and scholarships

- Illinois Valley Community College will provide tuition waivers for one three-credit-hour course to up to 20 students who earn the CCPE on their transcript in either HST or METT, which has a financial value of approximately \$400 for students.
- Students at Kaskaskia Community College who are CCPE earners in a Agriculture pathway will receive 1 credit tuition waiver upon enrollment. This is a financial savings of \$136 for students.

## Job Placement/Guaranteed Job Placement

- Parkland has partnered with a employer that will offer job placement for apprenticeship students

## Additional Student Supports

- Special orientation for CCPE completers
- Additional support for students who take gateway courses
- Additional faculty office hours and tutors

## Advanced program application and/or admissions process (adding application points)

- CCPE students who attend Parkland and earn one industry-recognized credential in Certified Nurse Assistant, Emergency Medical Technician, or Sterile Processing Technician while in high school will have the opportunity to receive guaranteed placement in the Nursing or Allied Health Pathway, which has a selective admissions process.
- High school students who earn the CCPE and take BIO 108 in high school at Sauk Valley will receive additional application points toward admission into the LPN program, which also has a selective admissions process.
- At Shawnee Community College CCPE completers will receive 10 points toward admissions into the Nursing program. This significantly increases a students chance for admissions

*Blog Post - [Strengthening Student Currency: Early Adopters of College and Career Pathway Endorsements](#)*

# 2023 Partner Colleges

College	Pathway	Currency
Sauk Valley Community College	HST	<a href="#">additional student supports, tuition stipend</a>
Shawnee Community College	HST	points added to application, nursing testing fees
Kaskaskia College	AFNR	<a href="#">tuition stipend</a>
Joliet Junior College	All	<a href="#">tuition stipend</a>
Parkland College	METT, HST	guaranteed job placement, points added to application, testing fees for CNA
Illinois Valley College	METT, HST	tuition stipend
Black Hawk College	All	<a href="#">tuition stipend</a>

\* Success Network Leadership Community

# Northern Illinois University Currency Option



Illinois high school graduates who have earned a College and Career Pathway Endorsement (CCPE) and enroll at NIU receive invitations to apply to two premier academic programs:

[University Honors and Research Rookies](#)

# High School Currency Options

Applicants who graduate from Vienna High School with a CCPE in education and have a teaching license will be granted an interview for any open teaching positions for which they qualify.

Other potential options:

- Toolkit set for students graduating with CCPE in manufacturing, welding
- District absorbing the cost of one community college course

# Statewide Currency Options

- [Golden Apple Scholars](#) of Illinois is automatically advancing any applicants who have earned or are on track to earn the CCPE.
- [Minority Teachers of Illinois Scholarship](#) offers funding to any CCPE graduates. Available as early as freshman year for up to \$7.5k per year
- [Scaling Transformative Advanced Manufacturing Pathways](#) (STAMP). Partnership with Illinois Manufacturing Association to offer scholarships for Endorsement earners and access to employer partners
- **NEW: Illinois Community College Board:** Advocating to ICCB that it is necessary to incorporate CCPE Currency into CTE grants to Colleges and establish statewide practice



# 2024-2025 Grant Regions

- South Suburban College
- College of Lake County
- Illinois Central College
- Prairie State
- John A. Logan
- Rock Valley Community College
- McHenry Community College

# Transportation Workgroup Updates

The second of 2 memos from this group to be released in June.

[Barriers memo](#) was released in January.

MEMO

## Transportation-Related Barriers Impacting Student Access to Work-Based Learning

*Initial Findings from the Success Network Policy Committee*

Over the past decade, work-based learning has been a critical strategy in the state's broader efforts to expand college and career pathways. For in-school youth, this is a fundamental component of the College and Career Pathway Endorsement (CCPE) system established in the 2016 Postsecondary and Workforce Readiness (PWR) Act<sup>1</sup>. The CCPE has also been incorporated into the Every Student Succeeds Act Plan and Perkins V Plan such that they also advance implementation of work-based learning for students statewide. Further, the 2022 passage of HB3296 ([Public Act 102-0917](#)) calls for districts to scale their offerings of the endorsements, thus functioning as an additional policy push to provide increased access to work-based learning. Coupled with the momentum generated by these policy levers, bodies such as the Illinois Work-Based Learning Innovation Network<sup>2</sup> also foster efforts to scale work-based learning as a key career awareness and preparation activity.

As a result of these ongoing efforts to develop and scale work-based learning for in-school youth, policymakers and practitioners have engaged in conversations around barriers

Launched in December 2022, the [Policy Committee](#) provides space for local practitioners and policy leaders to collaborate and learn from one another, elevates local practice to inform Illinois state policy, and supports local practitioners in taking advantage of policy windows. Composed of a range of education, workforce, community-based organizations, advocacy groups, and state agency stakeholders spanning the P-20 pipeline, the Policy Committee offers a useful venue for these conversations.

January 10, 2024

# Student Survey Responses

Self-Reported Community Types  
of Student Responders



- Rural: 6.9% (47)
- Urban: 9.2% (63)
- Suburban: 83.9% (573)

92%

of students said  
public transportation  
is available to them.

of those  
students

76%

reported they do  
not use public  
transportation.

# Themes in Qualitative Results

- Safety concerns
- Inconvenience of public transit
  - Both in regard to how far and when students travel
- Cost- both of public transit, vehicle, maintenance, gas, etc.
- Unreliable to get rides from other, especially depending on distance or schedule
- Benefits or availability to WBL aren't always clear

# Organizing Solutions

## Local/District

- Prioritizing strong partnerships supports innovation
  - Student fare
  - Strategic locations
  - New formats

## Statewide

- State agencies should consider
  - Flexible funding
  - Incentives for employers
  - Streamlined processes for employer partnerships

## Resources

- Illinois Work-Based Learning Innovation Network (I-WIN)
  - [Resource Hub](#)
- [Career Development Experience Toolkit](#)

# Policy and Legislative Updates

# Budget Highlights

- \$350 Million Increase for Evidence-Based Funding (EBF)
- \$58 Funding for Career and Technical Education (CTE) – includes \$10 million increase
  - Coincides with ISBE's new CTE funding formula for FY2025
- \$10 Million Increase for Monetary Award Program (MAP)
- \$3.175 Million for Dual Credit Funding to ICCB (flat)



# Select Legislative Highlights

## Passed

[HB5250](#) – Accelerated Placement Policy updates

[HB4417](#) – Workplace Readiness Week

[SB2862](#) – IBHE In-Demand Jobs

[SB3581](#) – Postsecondary enrollment reports (including modality)

[SB3594](#) – Illinois Articulation Initiative

[SB2907](#) – Job Training Transparency Act

## Failed in Senate

[HB 4262](#) – Student Teacher Stipends

[HB 5020](#) – Dual Credit Quality Act Amendment

# Takeaways & Reflections from Session

# Wrap-Up & Announcements



**Did we miss  
anything?**



**What do you  
want to know  
more about?**



**What  
should we  
explore?**

# Upcoming Relevant Events

## Career Connections Conference

- June 18, 2024, 8:30am – 3:30pm
- Tinley Park Convention Center
- More info & registration [at this link](#)

## College Changes Everything Conference

- July 18, 2024, 8am-4pm
- Tinley Park Convention Center
- More info & registration [at this link](#)



### 12th Annual Conference

Tuesday, February 25, 2025  
I Hotel & Illinois Conference Center  
Champaign, Illinois

***Anything else coming up?  
Please share in the chat!***



ILLINOIS EDUCATION AND CAREER  
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**Next meeting:**  
**September 25, 9-10:30 am**  
**[register](#)**



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**Thank You!**

