



## How to Stop Talking About It & Just Do It – A Collaborative Approach to Sequencing Career Pathways

Brent Baker

Peoria Pathways to Prosperity Coordinator



# WHO AM I?



## **Brent Baker**

- B.S. in Psychology from Bradley University
- Americorps Alumnus
  - Two years of service at the Peoria Housing Authority
- Peoria Pathways to Prosperity Coordinator at the Greater Peoria Economic Development Council
- President of Bike Peoria NFP
- Board member of Yaku Peoria



# PEORIA & PEORIA PUBLIC SCHOOLS

## Context & Demographics

### Peoria Public Schools

- Population: 13,675
  - 23% White
  - **57% Black**
  - 10% Hispanic
  - 2% Asian
- **Low-Income Rate: 75%**
- **Mobility Rate: 21%**
- **Chronic Truancy Rate: 18%**
- **Graduation Rate: 65%**
  - 83% Asian
  - 73% White
  - 70% Hispanic
  - **57% Black**

### Peoria

- Population: 115,007
  - 62% White
  - 27% Black
  - 5% Hispanic
  - 2% Asian
- **Youth (16 – 19) Unemployment: 29%**
- Adult (20 – 64) Unemployment: 8%
  - Asian: 6%
  - White: 7%
  - Hispanic: 12%
  - **Black: 21%**
- Poverty Rate: 22%
  - Asian: 10%
  - White: 15%
  - Hispanic: 30%
  - **Black: 40%**



# PEORIA PATHWAYS TO PROSPERITY

## History and Background

### Spring, 2014

- Mayor Ardis invited executives from Peoria Public Schools, Peoria Federation of Teachers, CEO Council, Peoria Chamber of Commerce, Illinois Central College, Illinois Student Assistance Commission, Illinois Pathways Initiative, and Greater Peoria Workforce Alliance to participate in conversation with George Letavish, Illinois Governor's office to consider the possibility of joining the Pathways to Prosperity Network.
- These (stakeholders) agreed to bind together to form a Peoria Pathways to Prosperity (PP2P) team to study education to career challenges facing students matriculating through the Peoria Public Schools and to recommend improvements.

### June, 2014

- A Joint Resolution was approved by the respective boards and signed by all the partners.
- The PP2P stakeholders identified individuals to serve on the PP2P working team and met regularly with JFF to conduct asset mapping, which concluded in the summer of 2014



# PEORIA PATHWAYS TO PROSPERITY

## History and Background

### Fall 2014 – Spring 2015

- The JFF report identified healthcare and manufacturing as the leading employment sectors and outlined the gaps in the talent pipelines leading to those career areas.
- The report also called for greater alignment between Peoria Public Schools and Illinois Central College's curriculum leading to these occupation.
- Finally, private sector businesses were called on to collaborate with education by creating work-based learning opportunities for Peoria youth.

### June, 2015

- Submitted and received a \$65,000 Innovation Fund Grant from the American Federation of Teachers, imbuing new life into the Pathways effort. Peoria was among New York, Pittsburgh, Miami, and San Francisco.
- This Innovation Fund Grant allowed PP2P to hire a full-time coordinator and also provided support for the purchase of the 3 year license of the Career Cruising Inspire software.
- I was hired as the full time Peoria Pathways Coordinator in August of 2016.

# PEORIA PATHWAYS TO PROSPERITY

## History and Background





# PEORIA PATHWAYS TO PROSPERITY

## Goals

- Create and connect high-impact Career Development Opportunities (internships, employment, etc.) for Peoria Public Schools high school students, using a platform called Career Cruising Greater Peoria Works; successfully place *at least* 50 internships by June 2017.
- Assist in creating, aligning, and embedding early college credit in PPS High Schools in collaboration with Illinois Central College, working to implement a more intentional career pathways model.
- Increase College/Career-readiness, and high school completion rates of Peoria Public Schools students.
- Increase local talent pool to meet the increasing regional market demands.



# SEQUENCING CAREER PATHWAYS

## History

- Previous Peoria Public School (PPS) administration had a loose understanding of the career pathways framework; it was not a priority codified in their strategic plan.
- With new leadership in the summer of 2016 came a fundamental shift in thinking towards making high school curriculum more engaging, rigorous, and relevant to students' career ambitions.
- Academic Instructional Officer Tom Welsh was made the Career Pathways liaison, charged with building out a more robust pathways model with the help of the Peoria Pathways to Prosperity partnership; we were able to move forward!
- Monthly meetings with PPS administrators and Illinois Central College staff were rescheduled to re-innervate the Pathways conversations.





# SEQUENCING CAREER PATHWAYS

## Timeline & Process

- **August 22nd, 2016**
  - Initial Pathways conversation with Tom Welsh
  - Established a new understanding of Career Pathways: “An intentional sequence of courses guiding students towards concrete next steps aimed at career success.”
- **Sept. 28th, 2016**
  - First school improvement session with high school counselors
    - Invited all 12 high school counselors to participate in four hour planning exercise.
    - Split counselors into three teams, with each team assigned five career pathways (of the 16 outlined by the Department of Education)
    - **The Challenge:** provide an intentional, recommended sequence of courses - given the context of each career cluster – that a student could follow from grade nine through twelve.

# PATHWAYS SKETCH AFTER 1<sup>ST</sup> COUNSELOR MEETING

Health Science					
Planning, managing and providing therapeutic, diagnostic services, health informatics, support services, and biotechnology re					
	Career Related Courses	Science	Social Studies	Math	English
Grade 9		Earth, Life or Physical Science, Biology	World History or World Geography	Algebra I or Geometry	English I
Grade 10	Orientation to Health Occ. (MHS), Health Occ. Skill Development (RHS, WCTC)	Biology or Chemistry	Psychology, Sociology (PHS, RHS)	Geometry or Algebra II	English II
Grade 11	ICC 104 (MHS; formerly HEOC 111), 114 , Health 120 [First Aid] & 121 [Med Term], BIOL 106 [A&P] Medical Terminology (MHS)	Chemistry, Anatomy, AP Biology, AP Chemistry	US History, AP Psychology	Algebra II, Trig., Stats., or Calculus	English III, AP Language Arts
Grade 12	Health 112 & 116, Health 041 (WCTC) MLT 110	Anatomy, AP Biology, AP Chemistr DC Biology	American Govt./ Econ.	Calculus , Trig., Stats., DC math, Tr	English IV, Dual Credit, AP Lit.
School Activities	Career Enhancement Tools / Work-based Learning				
	UICOMP Mentorship		CPR Training		
	Methodist College Health Career Exploring		Job Shadow		
	Nursing Assistant Certification		Internships		
	First Aid Training				
College & University Majors	College & University Majors				
	Pre-Med				
	Registered Nurse				
	Licensed Practical Nurse				
	Behavioral Health				
	Healthcare Administration				



# SEQUENCING CAREER PATHWAYS

## Timeline & Process

- **Sept. 29th – Oct. 25th, 2016**
  - After initial sequencing of Pathways with high school counselors, our Illinois Central College (ICC) partner, Judy Dietrich, worked with relevant ICC deans to input all of the certification, degree, and transfer degree programs into our framework.
- **Oct. 24th, 2016**
  - Met with ICC deans for an in-person, page-turn review of the 16 cluster sequences.
- **Oct. 26th, 2016**
  - Invited all 12 high school counselors back to participate in a final quality-control review of Pathways guide.
- **Nov. 29th – Dec. 7th 2016**
  - Final review with University of Illinois' Dr. Hackmann from and his grad department of our Pathways guide, and finally out to print.
- **January 2<sup>nd</sup>, 2017**

# PATHWAYS GUIDE AFTER ICC INPUT

	Career Related Courses	Science	Social Studies	Math	English	
Grade 9		Earth, Life or Physical Science, Biology	World History or World Geography	Algebra I or Geometry	English I	
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School Activities	Career Enhancement Tools / Work-based Learning					
	UICOMP Mentorship		CPR Training			
	Methodist College Health Career Exploring		Job Shadow			
	Nursing Assistant Certification		Internships			
	First Aid Training					
College & University Majors	College & University Majors					
	Pre-Med					
	Registered Nurse					
	Licensed Practical Nurse					
	Behavioral Health					
	Healthcare Administration					
Illinois Central College Programs	Certificates		Applied Science Degree	Associate in Science Transfer Degree	Associate in Arts Transfer Degree	Four-Year Universities Transfer Programs
	Computed Tomography * post degree		Dental Hygienist	Pre-Chiropractic (Plan of Study)	Psychology (Plan of Study)	BSN
	Emergency Medical Tech		LPN to RN Completion Program	Pre-Medical, Pre-Dental (Plan of Study)		Second Degree in Nursing
	Licensed Practical Nurse		Medical Laboratory Technician	Pre-Pharmacy (Plan of Study)		Behavioral Health
	Massage Therapist		Occupational Therapy Assistant	Pre-Veterinary (Plan of Study)		Healthcare Admin & Management
	Medical Assistant (ICC & Methodist)		Paramedic	Pre-Physical Therapy (Plan of Study)		
	Nursing Assistant (ICC & Methodist)		Physical Therapist Assistant	Dietetics (Plan of Study)		
	Medical Coder					
	Medical Corpsman to Practical Nurse		Radiographer			
	Medical Office Admin Assistant		Registered Nurse			
	Phlebotomist		Respiratory Therapist			
	Surgical Technologist		Surgical Technologist			
Careers	Certification/Associates Degree:					
	Computed Tomography Tech	\$59,120.00		Bachelors or Higher Degree:		
	Radiographer	\$58,120.00		Surgeons	\$206,040.00	
	Respiratory Therapist	\$54,980.00		Orthodontists	\$204,000.00	
	Occupational Therapy Assistant (OTA)	\$54,530.00		Anesthesiologists	\$187,300.00	



# SEQUENCING CAREER PATHWAYS

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- **January 2<sup>nd</sup>, 2017**

# PATHWAYS GUIDE AFTER COMPLETION

The graphic is a large, tilted poster titled "PATHWAYS GUIDE AFTER COMPLETION" at the top. It is divided into two main columns: "Arts/AV/Comm" on the left and "Business/Admin" on the right. The poster is organized by grade level (9, 10, 11, 12) and includes sections for "School Activities", "Illinois Central College Programs", "College & University Majors", and "Careers".

**Arts/AV/Comm Section:**

- Grade 9:** Career Based Course (Arts/AV/Comm), Science (Biology, Chemistry, Earth Science), Social Studies (History), English (English I, English II).
- Grade 10:** Career Based Course (Arts/AV/Comm), Science (Biology, Chemistry, Earth Science), Social Studies (History), English (English I, English II).
- Grade 11:** Career Based Course (Arts/AV/Comm), Science (Biology, Chemistry, Earth Science), Social Studies (History), English (English I, English II).
- Grade 12:** Career Based Course (Arts/AV/Comm), Science (Biology, Chemistry, Earth Science), Social Studies (History), English (English I, English II).

**Business/Admin Section:**

- Grade 9:** Career Based Course (Business/Admin), Science (Biology, Chemistry, Earth Science), Social Studies (History), English (English I, English II).
- Grade 10:** Career Based Course (Business/Admin), Science (Biology, Chemistry, Earth Science), Social Studies (History), English (English I, English II).
- Grade 11:** Career Based Course (Business/Admin), Science (Biology, Chemistry, Earth Science), Social Studies (History), English (English I, English II).
- Grade 12:** Career Based Course (Business/Admin), Science (Biology, Chemistry, Earth Science), Social Studies (History), English (English I, English II).

**Other Sections:**

- School Activities:** Lists various clubs and organizations like Art, Music, Chess, etc.
- Illinois Central College Programs:** Lists programs like Associate of Arts Transfer Degree, Applied Science Degree, etc.
- College & University Majors:** Lists majors like Business Administration, Marketing, etc.
- Careers:** Lists various career paths and their requirements.

# PATHWAYS GUIDE AFTER COMPLETION



## Health Science

GRADE	Career Related Courses	Science	Social Studies	Math	English
9		Earth, Life or Physical Science, Biology	World History or World Geography	Algebra I or Geometry	English I
10	Orientation to Health Occ. (MHS), Health Occ. Skill Development (RHS, WCTC)	Biology or Chemistry	Psychology, Sociology (PHS, RHS)	Geometry or Algebra II	English II
11	ICC 104 (MHS; formerly HEOC 111), 114 , Health 120 [First Aid] & 121 [Med Term], BIOL 106 [A&P] Medical Terminology (MHS)	Chemistry, Anatomy, AP Biology, AP Chemistry	US History, AP Psychology	Algebra II, Trig., Stats., or Calculus, Math Investigations	English III, AP Language Arts
12	Health 112 & 116, Health 041 (WCTC) MLT 110	Anatomy, AP Biology, AP Chemistry, DC Biology	American Govt. / Econ.	Calculus, Trig., Stats., DC math, Transition to College Math	English IV, Dual Credit, AP Lit.

# PATHWAYS GUIDE AFTER COMPLETION

## Career Enhancement Tools / Work-based Learning

### School Activities

UICOMP Mentorship  
 Methodist College Health Career Exploring  
 Nursing Assistant Certification  
 First Aid Training  
 CPR Training  
 Job Shadow  
 Internships

### Illinois Central College Programs

#### Certificates

Computed Tomography \* post degree  
 Emergency Medical Tech  
 Licensed Practical Nurse  
 Massage Therapist  
 Medical Assistant (ICC & Methodist)  
 Nursing Assistant (ICC & Methodist)  
 Medical Coder  
 Medical Corpsman to Practical Nurse  
 Medical Office Admin Assistant  
 Phlebotomist  
 Surgical Technologist

#### Applied Science Degree

Dental Hygienist  
 LPN to RN Completion Program  
 Medical Laboratory Technician  
 Occupational Therapy Assistant  
 Paramedic  
 Physical Therapist Assistant  
 Radiographer  
 Registered Nurse  
 Respiratory Therapist  
 Surgical Technologist

#### Associate Transfer Degree

**Associate in Arts**  
 Psychology (Plan of Study)  
**Associate in Science**  
 Pre-Medical, Pre-Dental (Plan of Study)  
 Pre-Chiropractic (Plan of Study)  
 Pre-Pharmacy (Plan of Study)  
 Pre-Veterinary (Plan of Study)  
 Pre-Physical Therapy (Plan of Study)  
 Dietetics (Plan of Study)

#### 4-Year Universities Transfer Programs

BSN  
 Second Degree in Nursing  
 Behavioral Health  
 Healthcare Admin & Management

### College & University Majors

Pre-Med  
 Registered Nurse  
 Licensed Practical Nurse  
 Behavioral Health  
 Healthcare Administration

For students interested in obtaining a Bachelor's Degree or higher, they may complete an Associate Transfer Degree in Arts or Science or Engineering at ICC and follow a "Plan of Study" in collaboration with an ICC Advisor to insure a smooth transition to a 4 year institution.

#### Certification/Associates Degree

Computed Tomography Tech <b>\$59,120.00</b>	Phlebotomist <b>\$31,630.00</b>
Radiographer <b>\$58,120.00</b>	Medical Assistant <b>\$30,186.00</b>
Respiratory Therapist <b>\$54,980.00</b>	Medical Coder <b>\$29,120.00</b>
Occupational Therapy Assistant (OTA) <b>\$54,520.00</b>	Medical Office Assistant <b>\$24,960.00</b>
Dental Hygienist <b>\$45,760.00</b>	Certified Nursing Assistant (CNA) <b>\$24,000</b>
Surgical Technologist <b>\$44,330.00</b>	
Medical Lab Tech <b>\$43,985.00</b>	
Licensed Practical Nurse (LPN) <b>\$43,170.00</b>	
Physical Therapy Assistant (PTA) <b>\$35,360.00</b>	

#### Bachelors or Higher Degree

Surgeon <b>\$206,040.00</b>	Clinical Data Manager <b>\$80,110.00</b>
Orthodontist <b>\$204,000.00</b>	Registered Nurse <b>\$67,490.00</b>
Anesthesiologist <b>\$187,200.00</b>	
Obstetrician and Gynecologist <b>\$185,640.00</b>	
Oral and Maxillofacial Surgeon <b>\$181,560.00</b>	
Nurse Anesthetist <b>\$157,140.00</b>	
Pharmacist <b>\$121,500.00</b>	
Physician's Assistant <b>\$98,180.00</b>	
Biomedical Engineer <b>\$86,220.00</b>	

### Careers





# SEQUENCING CAREER PATHWAYS

## Obstacles & Challenges

- **Shining Brighter Light on Intra-District Inequities**
  - This process highlighted the deep programming inequities between the three traditional high schools and CTE center; these inequities existed before, they're now made more clear.
- **How Rigid a Pathways System?**
  - We struggled with how students would select a pathway and if they would have to 'lock-into' a pathway by a certain grade.
  - Ultimately, we ended up with providing a 'recommended sequence of courses' given a student's interest with ongoing efforts to refine and bolster the pathways model.
- **Generality More Challenging Than Specificity**
  - Simply, it was harder to think generally instead of more specific programs of study; will improve in future iterations.
- **Don't Let Perfect Stop Progress**
  - Enough said.
- **District-Specific Graduation Requirements May Impede Pathways Enrollment**
  - With the current graduation requirements, students have limited opportunities for electives; will improve in future iterations.



# SEQUENCING CAREER PATHWAYS

## Future Directions

- **Refining and Sequencing Pathways/Programs of Study; Adding More Early College Credit**
  - Specifically in healthcare occupations, IT, Engineering/Manufacturing, and Education/Training.
- **Illinois Post-Workforce Readiness Act Pilot**
  - Exploring competency-based approaches in key pathways.
- **Engaging Industry Leaders to Engage in Pathways Sequencing**
  - Working to build in capstone external experiences.
  - Also, working to ensure students are provided needed/marketable skills
- **Ensuring Rising Middle Schoolers Have Opportunities to Explore Careers**
  - Through Career Cruising and New Horizons Club (career exploration lunch-and-learn program).
- **Tackling Graduation Requirement Obstacle**
  - Reviewing and reforming requirements to open more career-relevant elective options to high school students.



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**THANK YOU**

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[bbaker@greaterpeoriaedc.org](mailto:bbaker@greaterpeoriaedc.org) | 309.696.4733