Piloting Career Exploration and Career Development Experiences

Resources & Insights from Illinois Communities
Who’s Here Today?

Please write your name, title, and organization in the chat

The session is being recorded and will be shared out with the presentation.

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Unmute yourself or use the chat to provide any comments or questions.

EQUITY FIRST: BUILDING TOWARD A BETTER FUTURE AND REVITALIZING LEARNING
Today’s Session

● Overview of pilot grant opportunity from the Illinois State Board of Education (ISBE)
● Pilot Community Presentations
  ○ Career Exploration
    ■ Elm Middle School
  ○ Career Development Experiences
    ■ Northern Kane County Regional Vocational System
● Illinois Work-based Learning Resources
Illinois’ WBL Continuum
Career Exploration

From the Illinois Career Pathways Dictionary:

An activity such as a job shadow, attendance at a career exposition, or employer site visit providing an individual with the ability to engage directly with employers, for the purpose of gaining knowledge of one or more industry sectors or occupations.
Career Development Experience (CDE)

A supervised work experience relating to an individual’s career area of interest that:

1) Occurs in a workplace or under other authentic working conditions;
2) Is co-developed by an education provider and at least one employer in the relevant field;
3) Provides compensation or educational credit to the participant;
4) Reinforces foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework;
5) Includes a Professional Skills Assessment that assesses skill development and is utilized as a participant feedback tool; and
6) Takes place for a minimum of 60 total hours.
Overview of ISBE Pilot Grant
Career Exploration and Career Development Experience Grant Pilot

- Awarded about $1.5 million
- 173 school districts in Illinois
  - To develop and improve work-based learning experiences for students
  - Identity, create, improve, and expand work-based learning resources that will be shared statewide
Purpose of the grant

Identify and develop innovative resources Illinois needs to promote Career Exploration and Career Development Experiences

- What are we lacking? Does COVID recovery change our students' needs? How can we provide more equitable access?

Development of a statewide resource bank to be released in June 2022

- Documentation of best practices, models and lessons learned from pilot schools will be used to develop a resource bank of innovative models, resources and templates that can be adapted and utilized statewide for implementing Career Exploration and Career Development Experiences
Communities of Practice

Strategic guidance and technical assistance for implementation of Career Exploration and Career Development Experiences through professional development and community of practice sessions with EFEs and pilot schools.

- Content covered and resources shared during these sessions reflect the implementation needs and questions expressed by EFEs and pilot schools.
## Timeline of Engagements

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Event</th>
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<tbody>
<tr>
<td>August 2021</td>
<td>Kickoff with EFEs and representatives from pilot schools</td>
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<tr>
<td>October 2021</td>
<td>Community of practice for EFEs and pilot schools</td>
</tr>
<tr>
<td>December 2021</td>
<td>Community of practice for EFEs and pilot schools</td>
</tr>
<tr>
<td>February 2022</td>
<td>Community of practice for EFEs and pilot schools</td>
</tr>
<tr>
<td>April 2022</td>
<td>Community of practice showcase for EFEs and pilot schools to present on their pilot experience (best practices, lessons learned, resources developed, and insights)</td>
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*This showcase will be open to communities outside of the pilot*
Pilot Community Presentations
Through pathway exploration, aligned programs of study and experience-based learning opportunities, students will graduate with well-developed post-secondary plans and a diverse set of skills suited for academic and career success.
College & Career Pathways in EPSCUD 401: What is it?

Elm Middle School

Starting at Elm Middle School, students explore a variety of interests aligned to future careers.

Elmwood Park High School

As students enter EPHS, they continue with coursework opportunities that focus in greater depth on college and career pathways of interest to them. [EPHS Pathways](#)
Student interest surveys delivered to gather interest for programming

All students take part in the course selection process.

Career Study courses are created based on survey information relating to the 16 career clusters

The middle school currently offers 7 electives correlating to the 16 career clusters and will be adding 2 more in the 2022-2023 school year.
## Sixteen Career Clusters

<table>
<thead>
<tr>
<th>Agriculture, Food, &amp; Natural Resources</th>
<th>Education &amp; Training</th>
<th>Hospitality &amp; Tourism</th>
<th>Manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture &amp; Construction</td>
<td>Finance</td>
<td>Human Services</td>
<td>Marketing, Sales &amp; Service</td>
</tr>
<tr>
<td>Arts, A/V Technology &amp; Communications</td>
<td>Government &amp; Public Administration</td>
<td>Information Technology</td>
<td>Science, Technology, Engineering &amp; Mathematics</td>
</tr>
<tr>
<td>Business Management &amp; Administration</td>
<td>Health Science</td>
<td>Law, Public Safety, Corrections &amp; Security</td>
<td>Transportation, Distribution &amp; Logistics</td>
</tr>
</tbody>
</table>
Elm Career Study Offerings 2022-2023

- Psychology
  Human Services

- Entrepreneurship
  Business Management & Administration

- Game Design
  Science, Technology, Engineering & Mathematics

- Hospitality & Tourism
  Hospitality & Tourism

- Sociology
  Human Services

- Creative Writing
  Education & Training

- Business
  Business Management & Administration

- **Health Science
  Health Science

- **Architecture
  Architecture & Construction
Career Electives

Exposure
- Each course is 1 trimester long

Low Stakes
- Courses are pass/fail which allows students a low-risk opportunity to explore new areas of interest

Variety
- Students have the opportunity to take 9 different courses throughout their time at EMS

Long Term Benefit
- Students benefit from this exploration because it provides an opportunity to explore different pathways before making a post-secondary commitment
Transitioning to High School

01
Once at high school, students will be able to explore individual pathways based on their interests.

02
Students are exposed to both college preparatory courses and vocational training opportunities based on their interests as they move through high school.
College & Career Pathway Video
Do you have any questions?  

gauthierl@epcusd401.org  
ontiveroski@epcusd401.org  
groenevelda@epcusd401.org  

THANKS!
Northern Kane County Regional Vocational System EFE 110

Career Development Grant Project
## 2020 Perkins Data

<table>
<thead>
<tr>
<th>Metric</th>
<th>Regional Score</th>
<th>Benchmark for 2022</th>
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</thead>
<tbody>
<tr>
<td>4 yr. Graduation Rate</td>
<td>96.72</td>
<td>95.4</td>
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<tr>
<td>Extended Graduation Rate</td>
<td>96.74</td>
<td>95.4</td>
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<tr>
<td>ELA Proficiency</td>
<td>36.61</td>
<td>38.6</td>
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<tr>
<td>Math Proficiency</td>
<td>39.32</td>
<td>37.6</td>
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<tr>
<td>Science Proficiency</td>
<td>42.79</td>
<td>39.9</td>
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<tr>
<td>Non-traditional Program</td>
<td>38.39</td>
<td>40.3</td>
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<tr>
<td>Post Secondary Credits</td>
<td>1.88</td>
<td>31.2</td>
</tr>
<tr>
<td>Work Based Learning</td>
<td>4.44</td>
<td>7.0</td>
</tr>
<tr>
<td>District</td>
<td>School</td>
<td>Total Students</td>
</tr>
<tr>
<td>----------</td>
<td>-----------------</td>
<td>----------------</td>
</tr>
<tr>
<td>D300</td>
<td>Dundee Crown</td>
<td>2560</td>
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<tr>
<td></td>
<td>Hampshire</td>
<td>1757</td>
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<tr>
<td></td>
<td>Jacobs</td>
<td>2043</td>
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<tr>
<td>D301</td>
<td>Central</td>
<td>1240</td>
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<tr>
<td>D303</td>
<td>East</td>
<td>2405</td>
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<tr>
<td></td>
<td>North</td>
<td>1972</td>
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<tr>
<td>U46</td>
<td>Bartlett</td>
<td>2399</td>
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<tr>
<td></td>
<td>Elgin</td>
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<tr>
<td></td>
<td>Larkin</td>
<td>2036</td>
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<td></td>
<td>South Elgin</td>
<td>2717</td>
</tr>
<tr>
<td></td>
<td>Streamwood</td>
<td>1818</td>
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The Haves and Have nots’

- Data showed that our low socioeconomic schools had the lowest percentage of WBL.
- Students were unwilling to leave their paid part time jobs to participate in an unpaid internship.
Two Tiered Approach

● Work Based Learning classes (Co-Op)
  ○ Automotive Dealerships
  ○ Automotive Repair Shops
  ○ Manufacturers
  ○ Welding Shops

● Work Based Learning built into curriculum (Credit from ISBE for these)
  ○ Automotive
  ○ Culinary
  ○ Business Incubator
  ○ Veterinary Science
Co-Op vs. WBL

- Worked with business partners and community organizations to develop a new program
  - Structure of System
  - Timeline of Pilot Program
  - Business Partner Development
  - Application for Students

- Presented to our Administrative Council in February 2021

- Using grant money to pay for student internship experiences
Additional Supports

- Purchased Scrubs for students in our CNA program to use while out on site
- Purchased tool sets for automotive students to use on site
- Visited high school classes to talk with students about opportunities
- Working to give students coaching on soft skills
- We will be working to offer training for our counselors on the program
Back-up Plan

Regional Competition Night

● Culinary “Chopped” Competition
● Welding
● Manufacturing (Display of TMA competition pieces)
● Automotive
● Business Incubator “Pitch Night”
State Frameworks & Resources for WBL
Highlight and explore innovative models for work-based learning, initial focus on virtual

Engage in conversations on creating sustainable, high-quality models that provide broader and more equitable access, with a focus on building social capital for Black and Latinx students

Build connections among communities to share best practices, learnings and resources

Identify needs for state policy changes or support systems

Link to I-WIN Resource Hub

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Thank you!