Integrating College and Career Readiness

Career Development Education
Webinar – March 10, 2015
Career Development Education
All students deserve a world-class education that prepares them for success after high school.

Academic proficiency is no longer enough to ensure student success.

Students also need to be proficient in the knowledge, skills, and experiences required to navigate the workplace and function as contributing citizens.
Origins of Current CCR Definition

- 2011 - The Board of Elementary and Secondary Education (BESE) created task force on better integrating college and career readiness into K-12 education (ICCR Task Force)
- 2012 - ICCR Task Force completed report and recommendations. BESE voted to accept the recommendations; charged Department of ESE to develop blueprint for implementation
- Report provides definition of Career readiness: “An individual has the requisite knowledge, skills and experiences in the academic, workplace readiness and personal/social domains to successfully navigate to completion an economically viable career pathway in a 21st century economy.”
College and career readiness means an individual has the requisite knowledge, skills and experiences in the academic, workplace readiness, and personal/social domains to successfully navigate to completion an economically viable career pathway in a 21st century economy.
Career Development Spectrum

The process through which an individual comes to understand his or her place in the world of work

**CAREER AWARENESS**

Students are aware of the broad range of career and/or occupations in the world of work

★ Career Speakers
★ Career Days/Fairs
★ Career Interest Inventories
★ Company Tours

**CAREER EXPLORATION**

Students engage in some in-depth exposures to career options

★ Job Shadowing
★ Job Rotation
★ Informational Interviews
★ Job Skills Portfolio
★ Community Service
★ Leadership in Career Clubs
★ Contextual Learning
★ Coursework
★ Labor Market Research

**CAREER IMMERSION**

Students engage in structured work and learning experiences connected to teaching and learning

★ Internships
★ Capstone Projects
★ Entrepreneurial Enterprise
★ Clinical Experiences
★ Part-Time Employment
★ CVTE Cooperative Education
★ Apprenticeship
The Career Development Education Guide

- A guide for career development education, focusing on the continuum of career awareness, career exploration and career immersion activities.

- Includes a glossary of career development activities with definitions and frameworks to assist with efforts to create, expand or improve on existing CDE initiatives.

- The Career Development Education Guide/Glossary can be found at: http://www.doe.mass.edu/connect/cde.html
ESE’s Performance Targets for CDE

**Schools**
Increase the percent of high schools offering career development activities

**Students**
Increase the number of students participating in career development activities

**Employers**
Increase the number of employers sponsoring career development activities
Exemplary CDE Models in Schools

- Students participate in a well-designed sequence of CDE activities that become progressively deeper and more intensive as the students gain skills and maturity.

- Their CDE experiences occur over the course of several years, starting with awareness and moving to exploration and then immersion, ideally beginning no later than middle school.

- Their experiences are linked to an individual college and career planning process, often called an “Individual Learning Plan,” with experiences documented in a portfolio.

- The CDE offered by the district also addresses students’ attitudes and beliefs about their future selves, ensuring a personalized approach to their learning process.

See ESE’s Roadmap Rubric to assess your district’s CDE system. [http://www.doe.mass.edu/ccr/ccrla/](http://www.doe.mass.edu/ccr/ccrla/) (This is the page that reviews our professional development plans; there are links to several of our tools there, including the rubric.)
CVTE – A Leading Context for CDE

- The state’s system of career vocational technical education (CVTE) offers an optimal model for CDE.

- 9th Graders participate in “Exploratory,” a course designed to allow students to check out all of the CVTE programs of study offered at the school, satisfying the awareness and exploration stages.

- Students select a program of study at the end of 9th grade, and then receive a significant amount of technical training in their program over the next three years.

- Students have the opportunity for a “Coop” experience, along with an in-depth training in their field, satisfying the immersion stage.

- Students develop a career plan, which is a form of ILP.
Connecting Activities as a CDE Support

- Includes about 200 high schools in network.
- Especially valuable to schools without CVTE
- Brokers connections with employers to provide all phases of CDE, as requested by schools
- Accent on work-based learning, e.g. internship programs, with placements tailored to student interests and career goals.
- Provides technical assistance and PD to staff implementing these initiatives.
- Visit massconnecting.org for more information
How CA Supports CDE in Schools

- Through Connecting Activities, the WIBs are actively involved in developing and/or supporting all three types of career development for students in high schools across the state.
- In its annual RFP for CA, ESE requests WIBs to present numeric goals about all three realms for its partner high schools, which serve as performance measures.
- Each fiscal year, WIBs are required to enter data about these activities in the CA database, and the year-end results are compared to the goals.
- Many high schools rely on CA to provide the programmatic elements needed for career awareness, exploration and/or immersion, such as job shadow programs, career fairs, company tours, guest speakers, and internship program placements.
Another CDE Context: ICCR Demonstration Sites

- CDE is a central aspect of this 2 year initiative, which was
designed to incentivize districts to develop mechanisms for College
and Career Readiness for all students:

- There are five districts involved:
  - Chicopee
  - Gill-Montague
  - Hampden-Wilbraham
  - Northbridge
  - Weymouth

- Each of these is actively involved in CDE for students, and are at
various stages of implementing CDE activities during this year, which
is the implementation year for the project
Lowell High School’s CDE Work
Lowell High School – Overview

- High School is located in the heart of downtown Lowell in an urban setting
- Enrollment currently at 3,020 students
- A comprehensive high school that offers 7 pathways:
  - Engineering
  - Health
  - Civic Engagement
  - Business
  - TV/ Communications
  - Fine Arts
  - Health and Bioscience
- Eleven Guidance Counselors at LHS with an average case load of 300 students.
Lowell’s College and Career Center

- College and Career Center (CCC) within the high school to support students and initiatives throughout the year, such as:
  - PSAT administration
  - Scholarships
  - Dual enrollment
  - College rep. visits
  - Job assistance & resume-building
  - SAT registration
  - College applications

- Three Guidance Counselors staff the College and Career Center which is open all day to service students with anything college or career related.

- Guidance Counselors can refer students at any time or students can access the center on as needed basis.
Lowell Leading CDE Initiatives

- Hired Career Relations Counselor for the College and Career Center (CCC) 2013/2014 school year
- Career Center of Lowell established office hours in CCC
- District purchased Naviance for high school
- This year, Naviance introduced at every grade level twice a year, reaching all students
- Career interest inventories saved in student portfolios
- Pathways marketed to students during freshmen seminar class to highlight electives available
- Showcase of pathways in Freshmen Academy
Naviance Curriculum by Grade Level

- **Grade 9: Three Units**
  - Strengths Explorer and Intro to Naviance
  - Career Cluster Finder
  - Game Plan

- **Grade 10: Two Units**
  - Career Interest Profiler - (More in depth than Career Cluster Finder)
  - Resume/Game Plan Update

- **Grade 11: Two Units**
  - Do What You Are – Personality Type Survey
  - College Search/ Game Plan Update

- **Grade 12: Two Units**
  - Using Naviance for the College Application Process
  - Senior Survey
CDE initiatives in Lowell

- Career speakers series with various business professionals i.e. Lowell General Hospital partnership
- Panel discussions for pathways and open forum, i.e. Engineering panel, Women in Engineering
- Internships for students in Health, Engineering and Civic Engagement Pathways, developing them for Business path
- Field trips through Junior Achievement to specific industry related to pathways
- Foundations skills workshops: interview skills, resume writing, dress for success
- Career series video to highlight professionals (alumni interviewed with TV studio during advisory)
CDE initiatives in Lowell (cont.)

- Representatives from the Career Center of Lowell in high school once a week for part time job assistance through Connecting Activities
- Host Job Fair in the spring in collaboration with Career Center of Lowell, another Connecting Activities effort
- Options Fair for seniors looking for trade/vocational training programs
- Partnership with Junior Achievement offering free field trips to area businesses related to pathways
- Membership with the Greater Lowell of Chamber of Commerce
- Partnership with Middlesex Community College/U Mass Lowell
## Business Education Articulation Agreement

Middlesex Community College agrees to grant credits towards Lowell High School coursework in an effort to eliminate unnecessary duplication of instruction as well as encourage students to further their education in at the post secondary level at MCC.

<table>
<thead>
<tr>
<th>LHS</th>
<th>MCC (3 credit courses)</th>
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<tbody>
<tr>
<td>Power Point &amp; Excel and Google This</td>
<td>CAP 101 Microcomputer Application</td>
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<tr>
<td>Accounting 1A &amp; Accounting 1B</td>
<td>BUS 120 Intro to Accounting</td>
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<tr>
<td>Marketing 1A &amp; Marketing 1B</td>
<td>BUS 240 Principles of Marketing</td>
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<tr>
<td>Personal Finance</td>
<td>BUS 121 Personal Money Mgmt</td>
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<td>Business Law 1 &amp; Business Law 2</td>
<td>LGL 102 Business Law</td>
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<tr>
<td>Intro to Financial Services (J DCU)</td>
<td>BUS 214 Cooperative Field Exp. 1</td>
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Our work moving forward for CDE at Lowell High School

- Continued relationship with Workforce Investment Board
- Develop internship opportunities for every pathway
- Foundation skills built into curriculum
- Build on Career Speakers Series
- Offer more worksite visits and field trips
- Articulation agreements in the works for the Fine Arts Pathway, TV/Media partnership with MCC
- Continue to grow pathway programs, offering certifications within each pathway
- Maintain relationship with the Greater Lowell Chamber of Commerce
- Continue to grow certifications in our pathway programs, currently offering OSHA, Serv Safe, Adobe Illustrator, First Aid and CPR certifications
QUESTIONS?