

**WCMEW Summit** 

October 30, 2023

2:15-3:15

## **Today's Presenters**



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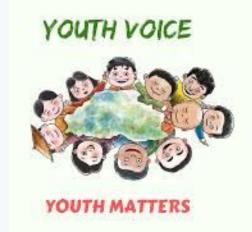
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Regional Career Pathways
Pathways Wisconsin







# **Youth Voice In Career Readiness**





# Method: Survey

For more information, check out this <u>Survey & Focus</u> <u>Groups: At a Glance!</u>

#### Sampling Sources:

- Current high school students: Outreach through K-12 school districts, student organizations
- Recent high school graduates: Outreach through colleges, workforce development, student organizations

#### Quantitative and Qualitative data:

- Demographic questions
- Categorical questions
- Narrative questions



How does your high school prepare you for future education and careers? A survey for Current HS Students

Help the Wisconsin Department of Public Instruction make sure that all students graduate ready for their career by sharing your experience with us!

Please complete this survey by May 31st. Help us get 6,000 survey responses in 60 days!

Any questions about this survey, please contact Karin Smith, Education Consultant at the Wisconsin

Format: Google Forms Survey Collection Period: March - June 2022

Total Questions: 11

Current high school students - total responses: 4,286 (total number of high school students in 2021-22 = 260,326)

Recent high school graduates - total responses: 204 (total number of graduates from 2016-2021 = 342,360)

### Method: Virtual Focus Groups and Interviews

For more information, check out this <u>Survey & Focus Groups: At a Glance!</u>

Sampling and Selection:

<u>Current high school students:</u> Outreach through CESA and Wisconsin youth-serving organizations.

Students self-selected.

Recent high school graduates: Outreach through workforce development organizations. Participants

self-selected based on availability for scheduled focus groups.

Qualitative data: Focus group and interview questions

Format: Virtual

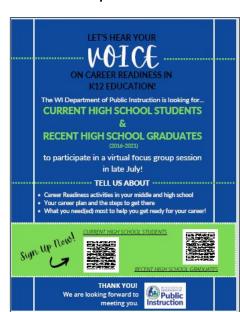
Duration: 45 minutes - 1 hour

Number of current high school focus group sessions: 8

Total number of current high school participants: 14

Number of recent high school graduate focus group sessions: 3

Total number of recent high school graduate participants: 7



# Youth Voice: Key Findings #1-#4

Most students learn about career readiness activities from teachers. But they go to family for help.

#### The career readiness activities recent high school graduates report as the most interesting are:

- Career and technical education courses
- Work-based learning, including internships, Youth Apprenticeships, and working in a school store
- Project-based learning

Students need teachers to be engaged, excited, and encouraging during career readiness activities.

They can benefit from formal and informal one-on-one advising, mentoring, and career coaching from teachers.

#### **Students want:**

- More career readiness activities that start earlier and occur more often
- Career readiness activities to be hands-on and interactive, aligned to their interests, and include "real" people from the jobs they are interested in
- To understand all their postsecondary education options

# Youth Voice: Key Findings: #5-#8

#### Students need to see how learning is relevant in all their classes.

Part of this includes helping students to understand how content is applied to various careers and will help students develop career readiness skills.

#### Students are more engaged in their learning when they have more choice and voice.

This applies to more opportunities to take elective courses that match their interests as well as providing more options within career readiness activities.

#### The top reasons students report discouraging participation in career readiness activities are:

- Lack of awareness
- Feel they do not belong or the activities aren't for them
- It's too overwhelming
- The activities are repetitive or not aligned with their interests
- Too many competing priorities

High school graduates feel the most important skills to teach in K-12 are communication, critical thinking, and self- or time-management.

Other skills that came up were self-confidence, independence, responsibility, growth mindset, diversity and inclusion, financial literacy, technology skills, basic home and auto repair skills.

# Youth Voice: Other Interesting Findings

- Fewer than half of the current high school students surveyed feel they can clearly state their academic and career goals. 62% of recent graduates felt they had a solid plan for their future by the time they graduated.
- 35% of recent graduates did not feel that their K-12 education prepared them for the world of work. 40% did not feel they had a good understanding of all their career options.
- 29% of recent graduates did not feel that their K-12 education prepared them for postsecondary education and training. 36% did not feel they had a good understanding of all their postsecondary education and training options.
- 27% of recent graduates did not feel welcomed to participate in career readiness activities.
   28% did not have people or programs to help them with career readiness.
- Only 4% of current high school students feel their parents do not support their postsecondary education and career plan.

For more detailed information, check out <u>this document!</u>

### **Career Readiness is the Goal!**



Every child graduates from high school ready for success in their career, community, and in lifelong learning.



### **Academic and Career Planning**

Academic and Career Planning (ACP) = The process school districts in Wisconsin use to ensure all students graduate college and career ready.

4 Stages to Successful Academic and Career Planning (ACP)





## **Career Pathways**

For many students, the ACP process leads naturally to a career pathway.





## Career Pathways in K-12

Foundation = Sequence of CTE courses and two career pathway options:

Option:
Work-based
Learning

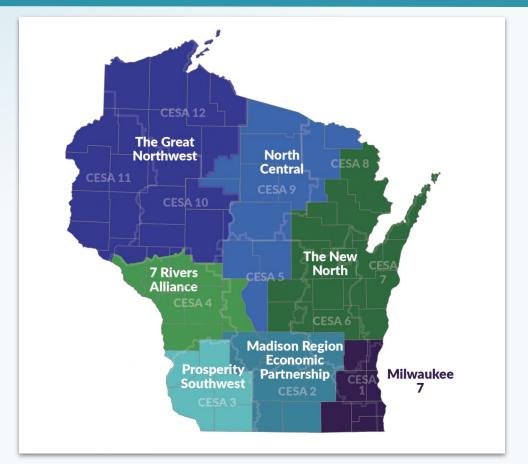
Option: Industry-Recognized Credential

Option:
College Credit
Opportunity

Option:
Career and
Technical Student
Organization



## **State Expansion of Regional Career Pathways**



https://dpi.wi.gov/pathways-wiscon sin/regional-pathways-project



### **Current State RCP Maps**

#### State endorsed career pathways

- Advanced Manufacturing
- Agriculture, Food, and Natural Resources
- Architecture and Construction
- Business Administration
  - Business Management
  - Finance
  - Marketing
- Direct Patient Care
- Education and Training
- Energy
- Hospitality, Culinary, and Tourism
- Information Technology



In order to determine high skill, high demand industries for career pathway development, DPI partners with the Department of Workforce Development to identify career clusters/industry sectors that meet the definition. Taking the most current 10-year projections, job classifications are identified by greater-than-average growth. These are then crosswalked to CTE career clusters and examined for educational levels required to obtain these jobs in a cluster. Clusters

are prioritized if they have demand at multiple education and skill levels.



### **Each Region Has Convened a Collaborative of Partners**

- CESAs
- Regional and county economic development partners
- Chambers of commerce
- Business and industry partners
- Workforce development professionals
- Higher education partners
- Community organizations
- Supportive services partners
- Youth Apprenticeship consortiums





### **Statewide Implementation Goals**

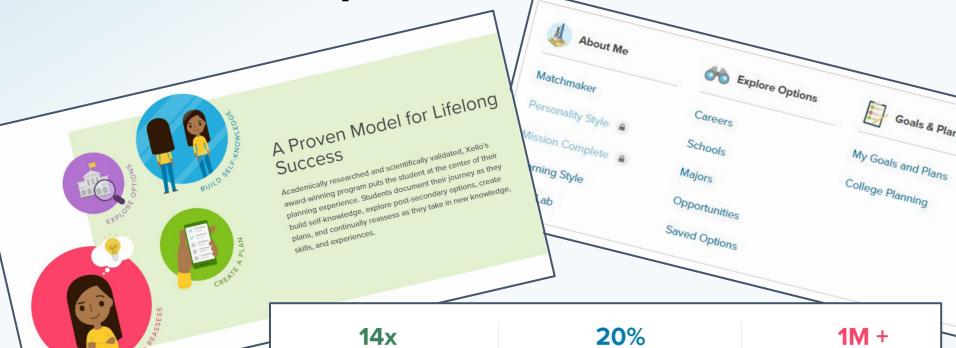
**Year One (2020-2021) Goal** = To create the infrastructure necessary for regional career pathway development.

**Year Two (2021-2022) Goal** = To engage and encourage students to access, participate, and complete regional career pathways.

**Year Three (2022-2023) Goal** = To ensure access and equity are addressed in regional career pathway access, participation, and completion with an emphasis on special populations.

**Year Four (2023-2024) Goal** = Ensure all schools/districts have at least one approved regional career pathway in order to address student access to RCPs.

Career Exploration and Xello



more engaging than the average education software program of student logins happen outside of school hours hours spent using Xello each academic year

### Wisconsin Xello Data

#### 2020-21 SY

61.97% students engaged/logged in

7.49 average number of student logins

#### 2021-22 SY

67.01% students engaged/logged in

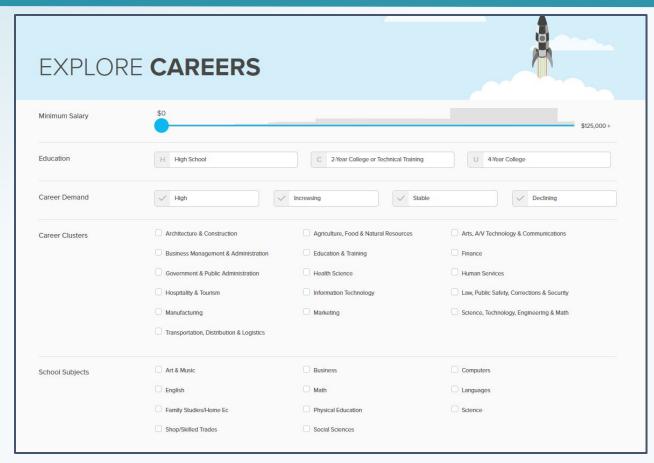
7.62 average number of student logins

2021-2022: 7841 students in grades 6-12 saved the health science cluster in Xello





# **Career Exploration In Xello**





### **Patient Care Careers in Xello**



### **Employer Connections in Xello**





## **Patient Care Companies in Xello**























#### **How To Get Connected**

#### 7 Rivers Alliance:

Inspire 7 Rivers: The Inspire 7 Rivers initiative links education and industry to help students and job seekers achieve their goals and address workforce development needs.

- Areas served: Currently serving school districts within Black River Falls, Holmen, Tomah, Hillsboro, and Blair-Taylor. Over the next three years, the program will expand to include school districts throughout the entire 7 Rivers region.
- Contact: Chris Hardie, chris@7riversalliance.org 
   or reach out to Christy Tainter at ctainter@cesa4.org

#### MadREP:

<u>Inspire Madison</u>: Inspire Madison Region brings together businesses, schools, community organizations and volunteers to create a vibrant workforce in the Greater Madison Region.

- · Areas served: Columbia, Dane, Dodge, Green, Jefferson, Iowa, Rock and Sauk counties.
- Contact: Everett Mulroe, emulroe@madisonregion.org ☑, (608) 571-0409

#### **New North:**

The Inspire WI Network: The Inspire WI network was officially launched in 2021 when CESA 6, Inspire Sheboygan County, and Partners in Education in Rhinelander came together to utilize a consistent model and delivery for career-based learning for students and educators across each region. A centralized domain and streamlined request process is the foundation to provide a greater network to connect students and educators with industry partners.

- Areas served: In 2022, the Inspire WI Network grew to include districts in CESA 9 and now connects students to employers in Brown, Calumet, Columbia, Dodge, Fond du Lac, Green Lake, Langlade, Lincoln, Marathon, Manitowoc, Oneida, Outagamie, Ozaukee, Sheboygan, Taylor, Vilas, Washington and Winnebago counties.
- Contact: Candice Boutelle, <u>cboutelle@inspiresheboygancounty.org</u> or (715) 572-2130

#### North Central Wisconsin:

Inspire Grow North: Inspire Grow North connects students and educators with local employers using the same ACP platform Wisconsin students are already using—Xello. Through Inspire, students will have seamless access to company profiles from over 1,700 companies around the state. In addition, CESA 9 and Inspire Grow North, as part of the Inspire Wisconsin Network, will help students and teachers coordinate in-person work-based learning experiences throughout the year to give students the hands-on work-based opportunities so vital to their futures.

- Area(s) served: CESA 9, its Inspire member school districts, Northcentral Wisconsin businesses, and organizational partners such as the Wisconsin Economic Development Corporation, Grow North REDO, and regional industry advisory organizations.
- Contact: Brooke Holbrook, bholbrook@cesa9.org ☑

Inspire Northeast Wisconsin: Inspire Northeast Wisconsin brings industry and education together. An online career software program, Inspire Northeast Wisconsin impacts education and workforce development by allowing students located in the region to connect directly with local businesses as students progress in their academic and career planning.

- Areas served: CESA 8, its member school districts, Northeast Wisconsin businesses, and
  organizational partners such as the Wisconsin Economic Development Corporation,
  NEW North Region, Oconto County Economic Development Corporation, Shawano
  Country Chamber of Commerce, Shawano County Economic Progress, Inc., and
  Shawano United Way
- Contact: Lynn Aprill inspirenewisconsin@gmail.com ☐ or (920) 855-2114, x 226

#### M7:

#### Communication

 Contact: Aaron White, Inspire M7 Coordinator inspirem7@cesa1.k12.wi.us

#### Learning about Patient Care Careers through CBLEs

#### Wisconsin Guide to Implementing Career Based Learning Experiences

EXPERIENCE	TYPE	
1. Classroom speaker	CBLE	
2. Company tour	CBLE	
3. Career fair	CBLE	
4. Career-related project	CBLE	
5. Part-time or summer job	CBLE	
6. Job Shadow	CBLE	
7. Career-related volunteer or service learning	CBLE	
Career and technical student organization (CTSO) or Career- related out-of-school activity	CBLE	
9. Informational interview	CBLE	

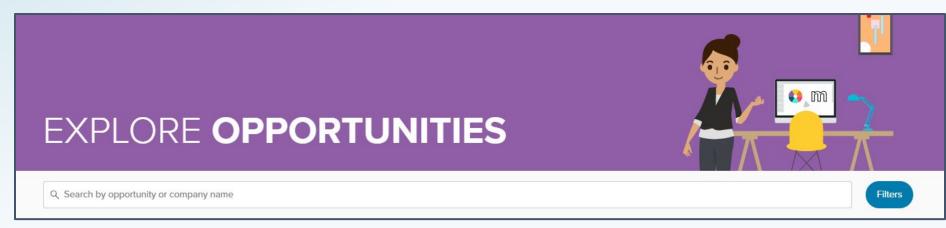
10. Career mentoring	CBLE
11. Simulated worksite	CBLE or WBL
12. School-based enterprises (SBE)	CBLE or WBL
13. Student entrepreneurial experience (SEE)	CBLE or WBL
14. Supervised agricultural experience (SAE)	CBLE or WBL
15. Internship or local co-op	CBLE or WBL
16. State-certified employability skills co-op	WBL
17. State-certified occupational program co-op	WBL
18. State-certified youth apprenticeship	WBL

# **CBLEs Aligned to Elements of ACP**

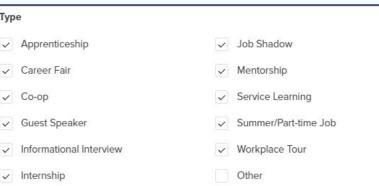
KNOW	EXPLORE	PLAN & GO
<ul> <li>Classroom Speaker</li> <li>Company Tour</li> <li>Career Fair</li> <li>Career-related         Project </li> <li>Part-time or Summer         Job </li> </ul>	<ul> <li>Job Shadow</li> <li>Career-related         Volunteering or         Service-learning</li> <li>CTSO or Career-related         Out of School Activity</li> </ul>	<ul> <li>Informational Interview</li> <li>Career Mentoring</li> <li>Simulated Worksite</li> <li>School-based Enterprise</li> <li>School Entrepreneurial Experience</li> <li>Supervised Agricultural Experience</li> <li>Internship or Local Co-op</li> <li>State Certified Co-op</li> <li>Youth Apprenticeship Program</li> </ul>



## **CBLE Experiences In Xello**



Cluster	
Architecture & Construction	Human Services
Agriculture, Food & Natural Resources	Hospitality & Tourism
Arts, A/V Technology & Communications	Information Technology
Business Management & Administration	Law, Public Safety, Corrections & Security
Education & Training	Manufacturing
Finance	Marketing
Government & Public Administration	Science, Technology, Engineering & Math
✓ Health Science	Transportation, Distribution & Logistics



119 Exploration Opportunities



### **Employer/Partner Resources**

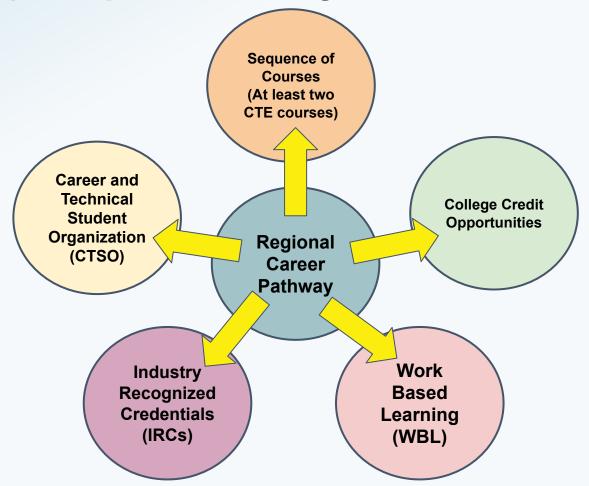
#### Business and Education: Building the Future Workforce Together

 It has never been more important for business and education to work together to meet the challenge of workforce development.
 Communication is key. Sharing a common language will help everyone talk about the activities needed to prepare students for the economy into which they will graduate.

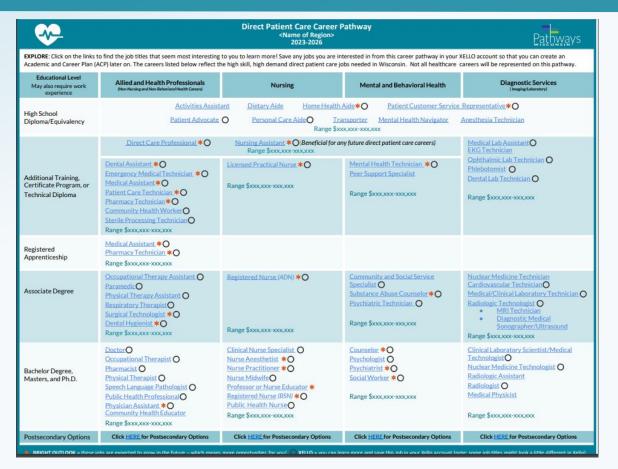
# <u>Legal and Liability Considerations for Employers Hiring Students Through a Work-Based Learning Program</u>

 Many employers avoid hiring youth because they do not know what is involved. This brochure addresses topics related to the legal and liability issues employers face when hiring a student learner through a school-sponsored program.

### **Quality Components of Regional Career Pathways**



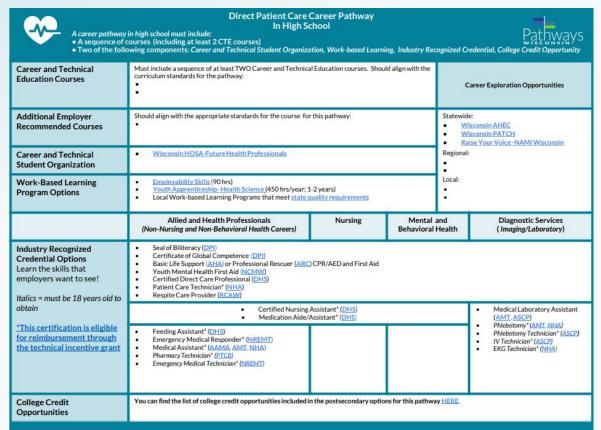
#### Direct Patient Care Regional Career Pathway Map Template



<u>Link to state RCP template</u>



#### **Direct Patient Care Regional Career Pathway Map Template**



Link to state RCP template



### **Direct Patient Care RCP Data**

Region	Total number of SCHOOL DISTRICTS that offered the <u>Direct Patient Care</u> RCP in 2022-23
7 Rivers	14/29 (48%)
Great Northwest	51/85 (60%)
M7	31/55 (56%)
MadRep	28/58 (48%)
New North	61/92 (66%)
North Central Wisconsin	10/34 (29%)
Prosperity Southwest	30/30 (100%)

Total number of SCHOOL DISTRICTS that offered the <u>Direct Patient Care</u> RCP in 2022-23: 225/383 (59% of school districts)



# **Program Data: CNA Programs**

Start College Now, Nursing Assistant		2022		2023
	Student	Course Enrollment	Student	Course Enrollment
Row Labels	Count	Count	Count	Count
01 - Chippewa Valley Technical College	*	*	*	*
02 - Western Technical College	53	54	38	38
03 - Southwest Wisconsin Technical				
College	28	29	20	20
04 - Madison Area Technical College	187	187	197	199
05 - Blackhawk Technical College	24	24	39	39
06 - Gateway Technical College	54	54	49	49
08 - Waukesha County Technical College	31	31	31	31
09 - Milwaukee Area Technical College	17	17	22	22
10 - Moraine Park Technical College	39	39	35	35
11 - Lakeshore Technical College	28	28	34	34
12 - Fox Valley Technical College	25	26	24	24
13 - Northeast Wisconsin Technical College	168	168	159	159
14 - Mid-State Technical College	48	48	51	51
15 - Northcentral Technical College	44	45	49	49
16 - Nicolet Area Technical College	*	*	30	30
17 - Northwood Technical College	37	37	20	20
Grand Total	796	800	806	808

<sup>\*</sup>Not reported to protect subgroups with fewer than 10 students.



### **Looking Ahead: Future Healthcare Pathways**

Three other areas to consider for future pathway development:

- Health Informatics
- Support Services
- Biotechnology Research & Development





# **Questions?**





### **Direct Patient Care Pathway Contacts**

Christina Patrin: Consultant for Health Science/Wisconsin HOSA
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christina.patrin@dpi.wi.gov

Beth Kaminski: State Director for Regional Career Pathways
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Region	Regional Coordinator	Email	
The Great Northwest	Dani Lewandowski	danil@cesa11.k12.wi.us	
North Central	Brooke Holbrook	bholbrook@cesa8.org	
The New North	Tania Kilpatrick	tkilpatrick@cesa6.org	
7 Rivers Alliance	Amanda Langrehr	alangrehr@cesa4.k12.wi.us	
Prosperity Southwest	Darla Burton	dburton@cesa3.org	
MadREP	Gene Dalhoff	gdalhoff@madisonregion.org	
M7	Eric Hill	ehill@cesa1.k12.wi.us	

