Ensuring Schools are Career Ready to Meet PA's Future Ready

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OUR MISSION & WHY

The mission of EduConfident Partners is to provide continuity of learning and inclusive opportunities for all children by building the capacity of schools to develop courageous innovative solutions in K-12 education.

Our Why: Within the changing landscape of education are opportunities for school leaders to work within budget constraints to creatively meet the needs of students, teachers, and families. Kids deserve great schools that provide continuity of learning regardless of the physical environment or limited resources. Schools deserve high quality supports and resources, teachers crave genuine professional learning experiences, and students need engaging and authentic instruction.

AGENDA

01
Career Education

02
PA Future Ready Index

03
Resources and Ideas

04
Q & A

At the HEART of Our Work...

"...Instead of focusing on the job as a reward for completing their education, I encourage students to aim for a career that aligns with their values, interests and skills. Concentrating on a job is terminal, stressful and boring. Career development is long-term, constantly changing and full of possibility -- a marathon, not a sprint. Education is a part of this development, not just a means to an end."

Dr. Stephanie K. Eberle
Assistant Dean of Stanford University's BioSci Careers
Inside Higher Education

What is Career Education in Your Own Words?

What is Career Education?

Career Education is....

- ❖ Helping develop knowledge and skills to choose a career
- ❖ Evaluating possible career paths
- ❖ Bringing occupational relevant to academic curriculum
- ❖ Having experiences designed to prepare students for the world of work

"...developing knowledge, skills and attitudes through a planned program of learning experiences in education and training settings which will assist all students to make informed decisions about their study and/or work options and enable effective participation in their working life..." - Career Industry Council of Australia

Why is Career Education important?

For Students

"Career Day really put the workplace in perspective for me. Networking was a truly real and new experience and I'm glad I was taught how to do it this 10th grade year. Now I have the ability to network and get a job at a young age."

-Student Reflection
Mastery Shoemaker Career Day
STEM Fellows Cohort 1 Project

For Society

"Pennsylvania's economic future depends on having a well-educated and skilled workforce. No student should leave secondary education without a solid foundation in Career Education and Work

It is the rapidly changing workplace and the demand for continuous learning and innovation on the part of the workers that drive the need to establish academic standards in *Career Education and Work*"
--PA Career Ed. & Work Standards.

Supporting students in making well informed choices about subjects can lead them to have a more optimistic outlook on life, sense of purpose and greater level of contribution that they make to their families and society. - Career Industry Council of Australia

PA Career Education and Work Standards

Career Education and Work Standards
Here's what students should know and be able to do.

This chart provides a brief description of the assessment points for the Career Education and Work Standards for students at four grade levels.* Pennsylvania has established academic standards to assist individual school districts in developing strategies to ensure that students have the opportunity to acquire age-appropriate skills and knowledge throughout their education. Districts can implement strategies within existing disciplines or can implement stand-alone courses to specifically address these standards.

	Grade 3	Grade 5	Grade 8	Grade 11
Career Awareness and Preparation	■ Recognize that individuals have unique interests. ■ Identify current personal interests. ■ Recognize that the roles of individuals are constantly changing. ■ Identify the range of jobs available in the community. ■ Describe the work done by school personnel and others in the community. ■ Explore how people prepare for careers. ■ Explain why education and training plans are important. ■ Explain how workers in their careers use what is learned in the classroom.	■ Describe the impact of individual interests and abilities on career choices. ■ Describe the impact of personal interests and abilities on career choices. ■ Relate the impact of change to traditional and nontraditional careers. ■ Describe the range of career training programs in the community. ■ Describe the factors that influence career choices. ■ Investigate people's rationale for choosing careers. ■ Identify the components of a career plan. ■ Connect personal interests, abilities, and academic strengths to personal career options.	■ Relate careers to individual interests, abilities, and aptitudes. ■ Relate careers to personal interests, abilities, and aptitudes. ■ Explain how traditional and nontraditional careers offer or hinder career opportunities. ■ Explain the relationship of career training programs to employment opportunities. ■ Analyze the economic factors that impact employment opportunities. ■ Analyze the relationship of school subjects, extracurricular activities, and community experiences to career preparation. ■ Create an individual career plan including career portfolio, career goals, cluster/pathways opportunities, individual interests and abilities, and training/education requirements. ■ Choose personal electives and extracurricular activities.	■ Relate careers to individual interests, abilities, and aptitudes. ■ Analyze career options based on personal interests, abilities, aptitudes, achievements, and goals. ■ Analyze how the changing roles of individuals in the workplace relate to new opportunities within career choices. ■ Evaluate school-based opportunities for career awareness/preparation. ■ Justify the selection of a career. ■ Analyze the relationship between career choices and career preparation opportunities. ■ Assess the implementation of the individualized career plan. ■ Review personal high school plan in light of current personal career goals and select postsecondary opportunities based upon personal career interests.
Career Acquisition *(Getting a Job)*	■ Identify appropriate speaking and listening techniques used in conversation. ■ Discuss resources in researching job opportunities. ■ Compose a personal letter. ■ Identify the importance of developing a plan for the future. ■ Discuss the importance of essential workplace skills.	■ Apply appropriate speaking and listening techniques. ■ Identify and review resources available in researching job opportunities. ■ Compose and compare a business and a personal letter. ■ Identify individualized career portfolio components. ■ Apply essential workplace skills to daily activities (e.g. commitment, communications, dependability, team building).	■ Identify effective speaking and listening skills used in a job interview. ■ Evaluate resources available in researching job opportunities. ■ Prepare a draft of career acquisition documents. ■ Develop an individualized career portfolio. ■ Explain the importance of the essential workplace skills/knowledge to the career acquisition process.	■ Apply effective speaking and listening skills used in a job interview. ■ Apply research skills in searching for a job. ■ Develop and assemble, for career portfolio placement, career acquisition documents. ■ Analyze, revise, and apply an individualized career portfolio to chosen career path. ■ Demonstrate the application of essential workplace skills/knowledge in the career acquisition process.
Career Retention and Advancement	■ Identify attitudes and work habits that contribute to success both at home and school. ■ Identify how to cooperate both at home and school. ■ Explain effective group interaction terms. ■ Explain how money is used. ■ Discuss how time is used both at home and school. ■ Identify the changes that occur in family and friends' roles at home, at school, and in the community. ■ Define and describe the importance of lifelong learning.	■ Explain how student attitudes and work habits transfer from the home and school to the workplace. ■ Explain the importance of working cooperatively with others to complete a task. ■ Identify effective group interaction strategies. ■ Explain budgeting. ■ Develop a personal schedule based on activities and responsibilities at home and school. ■ Describe the impact of role changes at home, school, and at work, and how the role changes impact career advancement and retention. ■ Describe how personal interests and abilities impact lifelong learning.	■ Determine attitudes and work habits that support career retention and advancement. ■ Analyze the role of each participant's contribution in a team setting. ■ Explain and demonstrate conflict resolution skills. ■ Analyze budgets and pay statements. ■ Identify and apply time management strategies as they relate to personal and work situations. ■ Identify characteristics of the changing workplace and explain their impact on jobs and employment. ■ Identify lifelong learning opportunities that support career retention and advancement.	■ Evaluate personal attitudes and work habits that support career retention and advancement. ■ Evaluate team member roles to describe and illustrate active listening techniques. ■ Evaluate conflict resolution skills as they relate to the workplace. ■ Develop a personal budget based on career choice. ■ Evaluate time management strategies and their application to personal and work situations. ■ Evaluate strategies for career retention and advancement in response to the changing global workplace. ■ Evaluate the impact of lifelong learning on career retention and advancement.
Entrepreneurship	■ Define entrepreneurship. ■ Discuss the character traits of successful entrepreneurs. ■ Discuss entrepreneurial opportunities.	■ Identify the risks and rewards. ■ Discuss the character traits of entrepreneurs past and present. ■ Discuss the steps taken to bring goods and services to market.	■ Compare and contrast entrepreneurship to traditional employment. ■ Evaluate how entrepreneurial character traits influence career opportunities. ■ Identify and describe the basic components of a business plan.	■ Analyze entrepreneurship as it relates to personal character traits. ■ Analyze how entrepreneurship relates to personal character traits through the ongoing development of the career portfolio. ■ Develop a business plan for an entrepreneurial concept.

*Assessment points listed on this chart were abbreviated for space reasons.

Commonwealth of Pennsylvania
Tom Wolf, Governor
Pennsylvania Department of Education
Pedro A. Rivera, Secretary

Grade-Level Standards ©2006/Reprint 2016

What does Career Education have to do with PA Future Ready?

- Emphasizing the weighting of value-added measures, which incentivizes a focus on all learners and is less sensitive to demographic variables.

- Measuring English language acquisition among ESL students, not simply performance on a test of grade level ELA standards.

- Incentivizing career awareness instruction beginning at the elementary level.

- Addressing the issue of unequal weighting of content areas in the current SPP.

- Increasing the weighting of rigorous course offerings such as AP, IB, and dual enrollment.

- Allowing LEAs to include locally-selected reading assessments (grade 3) and math assessments (grade 7) as additional snapshots of student progress.

- Recognizing schools that graduate students with at least one high-value, industry-recognized credential.

Career Readiness

Work Based Learning Experience

More on the indicators:

Career Readiness Indicators:

Ongoing measurement 3rd-11th grade

Connected to PA Education and Work Standards:
- Career Awareness and Preparation (Section 13.1)
- Career Acquisition (Getting a Job) (Section 13.2)
- Career Retention and Advancement (Section 13.3)
- Entrepreneurship (Section 13.4)

Career Portfolio
- 2 pieces of evidence each year
  - Data collected end of 5th, 8th, 11th grade through PIMS

Individualized career plan
  - Data collected end of 8th and 11th grade through PIMS

Industry Based Learning Experience Indicator:

Measured in 12th grade

Options for meeting indicator:
- Industry Standards-Based Competency Assessment (NOCTI/NIMS)
- Industry recognized credentials
- Work-based learning experience

Example Work-based learning experiences:
  - Registered Apprenticeship
  - Cooperative Work
  - Internship
  - Service-Learning
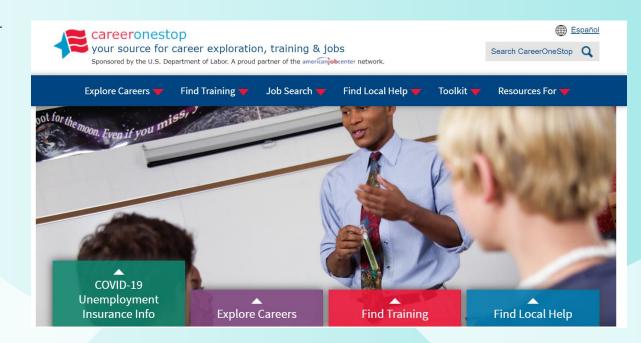 - School-Sponsored Enterprise

Data collected at end of 12th grade through PIMS

Example Resources for Learning- # 1 - Career OneStop

Description: Online source for career exploration, jobs and training information.

Highlight Services
- Career Assessments
- Career Database with state and federal statistics
- Job search feature to find current employment opportunities
- Connection to local resources
- Toolkit for job coaches and professionals supporting career exploration activities

Career OneStop - Application

Remote Learning Use

1. Career Cluster Scavenger Hunt

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2. Investigate and Discuss by having students complete the Skills-to-Career Matcher or Interest-to-Career Survey and they have a virtual chat and chew about their matches.

In-the class Use

1. Personalized Career Portfolio using "Finding Training Resources".

2. Career Growth Gallery Walk to allow teams of students to Create graphs comparing career clusters employment growth and wage differences using "Toolkit Resources".

Examples

1. Career Exploration Activity 2019

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2. Explore the "Pi Day STEM Career Activity" with students using the Career OneStop resources.

Example Resources for Learning- #2
U.S. BUREAU OF LABOR STATISTICS K-12

Description: Educational arm of the BLS that has career cluster quick links, games and quizzes to apply learning, in addition to videos and lessons.

Highlight Services
- Career Assessments
- Career Database with state and federal statistics
- Job search feature to find current employment opportunities
- Connection to local resources
- Toolkit for job coaches and professionals supporting career exploration activities

U.S. BUREAU OF LABOR STATISTICS K-12 - Application

Remote Learning Use

1 To build student's career content knowledge and vocabulary have them complete any of the online games

2. Students use BLS Career Exploration clusters quick facts database to design infographics.

In-the class Use

1.Have students participate in "Predict and Project" activity. Where they use BLS Chart Maker and BLS Statistics to identify employment projections (growth and unemployment) and then predict the following years.
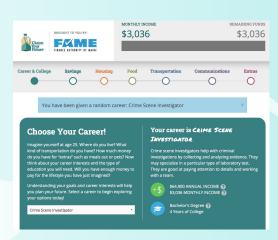
Examples

1.BLS Teacher Desk Activities include:

—

What's My Career for K-5?
How to spend YOUR $$$
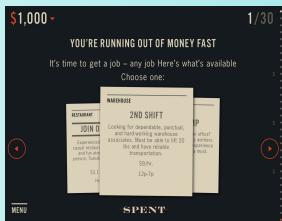Inflation me THAT!
Choosing a Career!
Chart Maker

Example Resources for Learning- # 3 -
"Life" Online through Play Spent and Claim Your Future

Description: Interactive games to promote life choices, cause and effect, and understanding finances.

Highlight Features
- Choose a career - features info on various careers to consider
- Make life choices related to daily living - rent, insurance, etc.
- Demonstrates how choices impact finances, daily life

"Life" Online through Play Spent and Claim Your Future - Application

Remote Learning Use

To give students a chance to make their own choices and learn from outcomes. Set up a padlet or discussion board where students can reflect on their experience and that of others.

In-the class Use

Have students work in groups and each complete the game based on the same career. After they are done have them use a cause and effect chart to share their experience with others.

Examples

1. Next Gen Personal Finance - Simulation Blog

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2. Claim your Fame - Teaching Guide

Example Resources for Learning - #4
Candid Careers

Career Exploration expanding multiple Industries

Whether you are just graduating from college or contemplating a career change, streamlining the process is critical. While career exploration related to your major is a great place to start, you don't want to miss out on opportunities that may be outside of your direct work experience or academic curriculum.

Industry   Career Title   Major
Random

Art	Business	Construction & Real Estate	Education	Entertainment
Total: **432**	Total: **2151**	Total: **374**	Total: **1307**	Total: **380**

pen "https://www.candidcareer.com/channel_detail.php?chid=8&p=industry&f=sv2" in a new tab

Description: Library of videos recorded by various professionals on many career-related topics.

Highlight Services
- **Free Sample Videos**
- **Fee for larger selection and profiles**
- **Many primary sources**
- **Connections to many careers**
- **Connections to many topics that related to all careers and cross-sector competencies.**

Candid Careers

Remote Learning Use

1 Prepare a webquest for students focused on careers related to your content area and using the videos as the source of knowledge.. Review the sample free Candid Career page
2. Have students create interview questions about a specific career and research to get them answered via the videos.

In-the class Use

1. As you plan your content for the year, identify videos to share that match your content. Create a graphic organizer students can use throughout the year to document their interests and what they've learned from the videos.

Examples

1. Have students who have their own ideas or budding careers create their own videos. Here are some young entrepreneurs who have created their own videos on Kidspiration.

Other Resources

Curriculum
[Rozzy Learning](#)

[Khan Academy -Careers](#)

PBS LearningMedia
[Careers Connections](#)

[Careers in Demand Series](#)

[Occupation STEM](#)

State Resources
[PDE Academic Standards for Career Education and Work](#)

Idea Sparks for Career Education

Shira
17 minutes ago

Share your thoughts...

Idea **Sparks** for Career Education

Q & A Session

Stay in touch!

We recognize the unique nature of planning for the 2020-2021 school year. EduConfident is here to support your in-person, hybrid, and online learning plans!

Services:
- Thought Partnership and Resource Sharing with Leadership
- Collaborative Planning with Teacher and Leadership Teams
- Professional Development for Teachers and Staff
- Customized Support

Topics Include But Not Limited to:
- Planning & Facilitating your Back-to-School Staff Development
- Digital Access for ALL and Student Online Security
- Developing Learning Cohorts for Hybrid Learning
- Class Scheduling and Workloads for Staff
- Curriculum Scope & Sequence and Lesson Planning
- Learning Management and Data Platforms
- Online Instructional Practices & Evaluation
- Authentic Assessment Strategies
- Building Positive Relationships with Students and Families
- Providing Supports and Services for Special Populations
- Virtual Behavior Management and Planning
- Partnering with Families to Support Specialized Services at Home
- Meeting College and Career Indicators of PA Future Ready Index
- Ensuring Support Systems for Successful Implementation of Teaching and Learning

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