AVOIDING THE ABYSS IN CAREER EDUCATION: MAKING YOUR WORK MATTER

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From School to Work

- What are we doing to prepare our young people for an effective future and success in their work?

- Research cites:
  - Communication skills
  - Interpersonal skills
  - Initiative, Self-confidence, and Collaboration

  In leaders, over 85% of workplace success is based upon these skills over intellect (4-25%)

  (Sternberg, 1996, and Hunter & Schmidt. 1984)

Finding Voice

- Consider the work world in the 21st century. How is this different today than when you were in school? What do you know and how do you know it?

- Based on the world of work in the 21st century, what do you think the High School Experience should be for your students?

- What do you most want to see your student achieve or accomplish when they are ready to graduate?

Education

- If school is not about educating our children for their futures, for their careers, then what it is about? We must believe in the importance of "education to careers".

  - Susie Morrison, 1999

Pathways to Prosperty

□ "We fail students young people not because we are indifferent, but because we have focused too exclusively on a few narrow pathways to success. "

▪   (Symonds, Schwartz and Ferguson, 2011)

It is not our father or mother's world today!

Preparing students in a real world context is the biggest challenge we face as educators

Developing Curiosity and Creativity

◻ Sanders, 2012 suggests…..

Models of Prof. Development

Individual Guided Development: *identifying areas of interest the teacher sees as important to address personally*

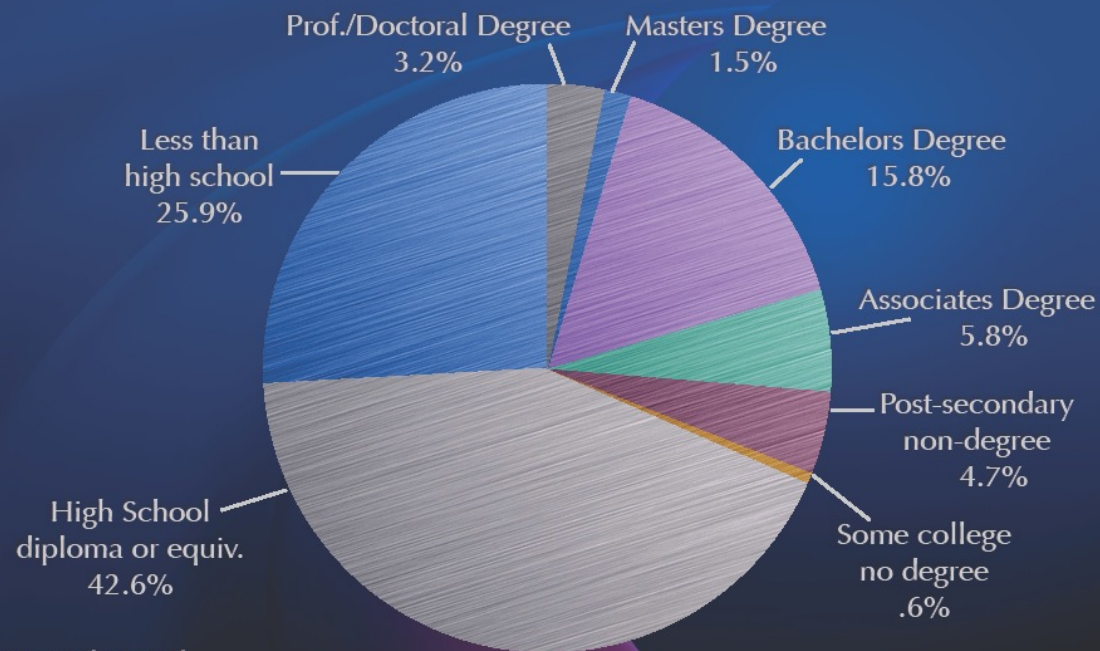**Observation and Assessment:** *including career readiness elements in lesson planning*

Involvement in a School Improvement Process: *gap analysis across the curriculum to identify appropriate ways to incorporate career readiness*

Training: *technical skill development*

Inquiry: *developing an organizational culture that continually asks questions about relevance*

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The Power of Education

Employment by Education 2020

Prof./Doctoral Degree 3.2%

Masters Degree 1.5%

Bachelors Degree 15.8%

Less than high school 25.9%

Associates Degree 5.8%

Post-secondary non-degree 4.7%

High School diploma or equiv. 42.6%

Some college no degree .6%

Represents the typical education level needed to enter the occupation

Bureau Labor Statistics, Feb. 2012

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Ready for College and Careers

- "High School should be considered successful in proportion to the degree to which they prepare their students to continue to learn beyond high school."

  (David Conley, 2010)

Are Being College Ready and Work Ready one in the same?

Think Postsecondary Readiness……Not College Admission

Think Career Readiness…….Not Work Preparedness

This allows students to proceed on a career pathway, not just be trained to get a job!

(Conley, 2010)

THE STUDENT PIPELINE

Educational attainment in Illinois, 2005:

- Age 18-24 with HS Diploma: 78.6%
- Age 25-64 with HS Diploma: 88.4%
- Age 25-64 with Associate Degree: 8.3%
- Age 25-64 with Bachelor's or Higher: 31.8%
- Age 25-64 with Graduate/Prof. Degree: 11.7%

NCHEMS (March 17, 2008). *A public agenda for Illinois higher education: Planning for career and college success*. Summary observations and findings regarding public need.
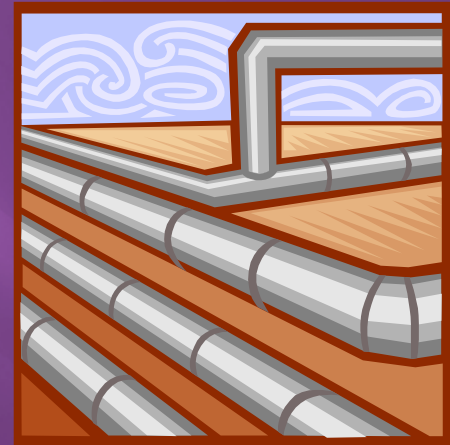
THE STUDENT PIPELINE CONT.

Percentage of 9th graders graduating from high school, four years later by race/ethnicity:

96.4%: Asian

84.4%: White

60.4%: Hispanic

52.0%: African-American

NCHEMS (March 17, 2008). *A public agenda for Illinois higher education. Planning for career and college success*. Summary observations and findings regarding public need.

CAREER CLUSTERS

What are Career Clusters?

Career Clusters are groups of occupations and industries that have in common a set of foundational knowledge and skills. There are 16 nationally recognized clusters, within which are multiple career pathways.

CAREER PATHWAYS

What are Career Pathways?

Career Pathways are multi-year programs of academic and technical study that prepare students for a full range of postsecondary options within each of the 16 clusters. Currently, there are 81 nationally recognized pathways, each with specific pathway knowledge and skills.

Clusters ➡️ Pathways

PROGRAMS OF STUDY (POS)

What are Programs of Study (POS)?

Programs of Study are sequences of courses that incorporate a non-duplicative progression of secondary and postsecondary elements which include both academic and CTE content, curriculum alignment to challenging standards, rigorous content, and lead to the attainment of an industry recognized credential, certificate, or degree.

PROGRAMS OF STUDY OVERVIEW

CAREER CLUSTERS ▶ **CAREER PATHWAYS** ▶ **PROGRAMS OF STUDY**

Career Current Status

How do we know curricula, instruction and professional development are aligned to promote career readiness for your students?

What are you **currently doing** in your schools that is directed at preparing your students for their future?

- What is most successful?
- What role does your school counselor play in this initiative?
- How do you involve parents or stakeholders from the community in this initiative?

Need for a Comprehensive Approach to Career Development

- Link high school career focused pathways to community college and 4 year majors

- Provide more effective career and college counseling and guidance-Educate on College Knowledge. (see NIU graduate's thoughts)

- Match our teaching with the 21st century needs of students…diversity, interests, abilities.

- See college as a means to the end, not the end. Emphasize life-long learning. Value all learning and all education.

  - (Symonds, Schwartz and Ferguson, 2011)

Careers is the Priority

- Make education a collaborative effort between ALL teachers and counselors to the betterment of every student in the school.

- Use common core standards cautiously. Continue to find ways to enhance the student's curiosity and entrepreneurial ideas.

- Increase relevant workplace experience for high school students…."try on a career choice."

- Strive to increase academic instruction.

- Give counselors support to educate each student appropriately.

(Symonds, Schwartz, and Ferguson, 2011)

Focus on the Student

(Sanders, 2012)

Today's children and the world we are preparing them for

- http://www.youtube.com/watch?v=42E2fAWM6rA

What Can Be Different?

- What is missing that you think would make your school better able to serve your students and their career and post-secondary needs?

- What assistance would you need from VALEES or the ROE to strengthen your career program for students?