Business-Defined, Career Competencies and Career Pathways

Workforce Development Contributors to High School Reform

2013 USCM
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Capital Workforce Partners:
- Promotes and invests in youth and future workforce solutions
- Assists employers, helping them grow and remain competitive
- Identifies and supports the development of sustainable career paths for adults

Capital Workforce Partners is North Central Connecticut’s Workforce Investment Board
1) Career Competency Development is tied to the Capstone Experience and provides internships and related workforce readiness experiences key to student success

2) Career Pathways can lead to long term sustainable outcomes for the future workforce

3) To align local school districts to common goals and outcomes, and broker a universal employer engagement strategy; Partnerships key.
The Career Competencies

- Basic Skills
- Problem Solving and Decision Making
- Interpersonal Communications
- Computer Literacy
- Personal Qualities
- Customer Service
- Job Seeking Skills
- Financial Literacy
The Career Competencies

• An integral component of the summer youth employment program, year round youth employment initiatives and now...

Interwoven as part of education curriculum delivery
Turnkey program delivery in development

Password not needed to access the majority of valuable components of Career Competency development tools

Visit Employer section to hear what employers have said about this workforce development approach
Local School District Strategies

OPPORTUNITIES

1. CAPSTONE ALIGNMENT
2. ALTERNATIVE CAREER PATHWAYS
3. UNIVERSAL EMPLOYER ENGAGEMENT APPROACH
OPPORTUNITIES

1. **CAPSTONE ALIGNMENT**: Career Competencies embedded into core curriculum and school routine, as part of Capstone requirements.

2. **ALTERNATIVE CAREER PATHWAYS**

3. **UNIVERSAL EMPLOYER ENGAGEMENT APPROACH**
The **Capstone Experience** provides a way for students to demonstrate the knowledge and skills they acquired during their secondary education.

- Engages students in a project/experience that focuses on an interest, career path or academic pursuit that synthesizes classroom study and real world perspective.
- High school students plan, complete and present a culminating project linked to their Student Success Plan.

- May include an in-depth project, reflective portfolio, community service and/or internship.

- Students will demonstrate research, communication and technology skills including additional relevant 21st century skills.

- Begins as early as 9th grade.
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- CWP Career Competencies provide youth employment experiences, career engagement and instruction that supports these Capstone Requirements.
Next Steps: Implement The Plan

Create a viable business plan for the development, launch and success of an internship program, and align activities to internship standards

— Project program growth from a pilot; then be scaled up over five years

— Set financial expectations
- Linkages to higher education
- an evaluation tool to assess internship experience
- a communications plan for schools, students, and families regarding internship opportunities
- Typically in the summer, during the 11th grade or 12th grade.
- Must include a Student Worksite Learning Plan
  (includes work-readiness competency standards with pre- and post-assessments, directed toward student career goals and interests.)
OPPORTUNITIES

1. CAPSTONE ALIGNMENT

2. ALTERNATIVE CAREER PATHWAYS - contextualized learning and enhances/retains connection to career and vocational pathways.

3. UNIVERSAL EMPLOYER ENGAGEMENT APPROACH
Alternative Pathway Programs

• Targets students interested in alternative career pathways leading directly to employment
• Overage, Under credited
• Business Connections
• Support Services
• Adult Mentors

Career competency system linked to work and career readiness credit bearing activities
Local School District Strategies

OPPORTUNITIES

1. CAPSTONE ALIGNMENT

2. ALTERNATIVE CAREER PATHWAYS

3. UNIVERSAL EMPLOYER ENGAGEMENT APPROACH

Key to avoiding duplication in outreach to employers, and maximizing work experiences
Universal Employer Engagement

- Workforce Board as recruiter of employers
- Track and Monitor
- Serve as Single Point of Contact
- Link Youth and Adult Employer Engagement

Hire young adults who are ready to work
North Central Connecticut Youth Employment Program
2011 Employer Participation Guide

“Summer youth employment is good for our future workforce, good for business and good for our community”
Custom Approach and Partnerships

The Hartford Area Experience

Internship and Employer Engagement Work Group

• Workforce Board Leadership
• Business
• Community Agencies / Funders / Unions
• Higher Education
• High School
• Municipal Government
Custom Approach and Partnerships

The Hartford Area Experience

Partnerships In Development

• Consolidated School District of New Britain
• Hartford Public Schools
• Synergy High / CT River Academy - East Hartford
• Bristol, Manchester; Workforce Development Committees formed
• CETC, State Dept. of Ed, etc.
Thank You

And Good Luck with Your Initiatives

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