NEW SKILLS FOR YOUTH

JPMORGAN CHASE & CO.

Ready4 | SUCCESS

OKLAHOMA

New Skills For Youth Phase II

State Superintendent of Public Instruction

Joy Hofmeister

OKLAHOMA CONTEXT

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Ready4 Change

- **50%** of our workforce had a high school diploma or less in **2015**.
- **75%** of our jobs will require more than a high school diploma by **2025**.

Oklahoma is new to a unified career pathways approach but ready to take action.

STRENGTHS

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Ready4 Partnerships

- Statewide Buy-in for Cross-Sector Partnerships
- Agreement to Align Career Pathway Resources
- NSFY Aligns with Governor's Oklahoma Works
- "How-To" Guide for Business & Education Partnerships
- Employers Offer Teacher Externships

Foundation for statewide buy-in established.

STRENGTHS

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Ready4 Students

- OK Career Guide and OK College Start has assisted approximately 200,000 students
- 2016 Oklahoma Legislation
  - Career Endorsements on diploma
  - Apprenticeships, Internships, Mentorships

We support student engagement and success.

STRENGTHS

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Ready4 Results

- Plans are data-driven through measurable workforce and education goals.
- Career pathways programs reviewed with local criteria.
- Diplomas will be recognized for career pathway readiness.

Measurable outcomes validate student success.

GAPS

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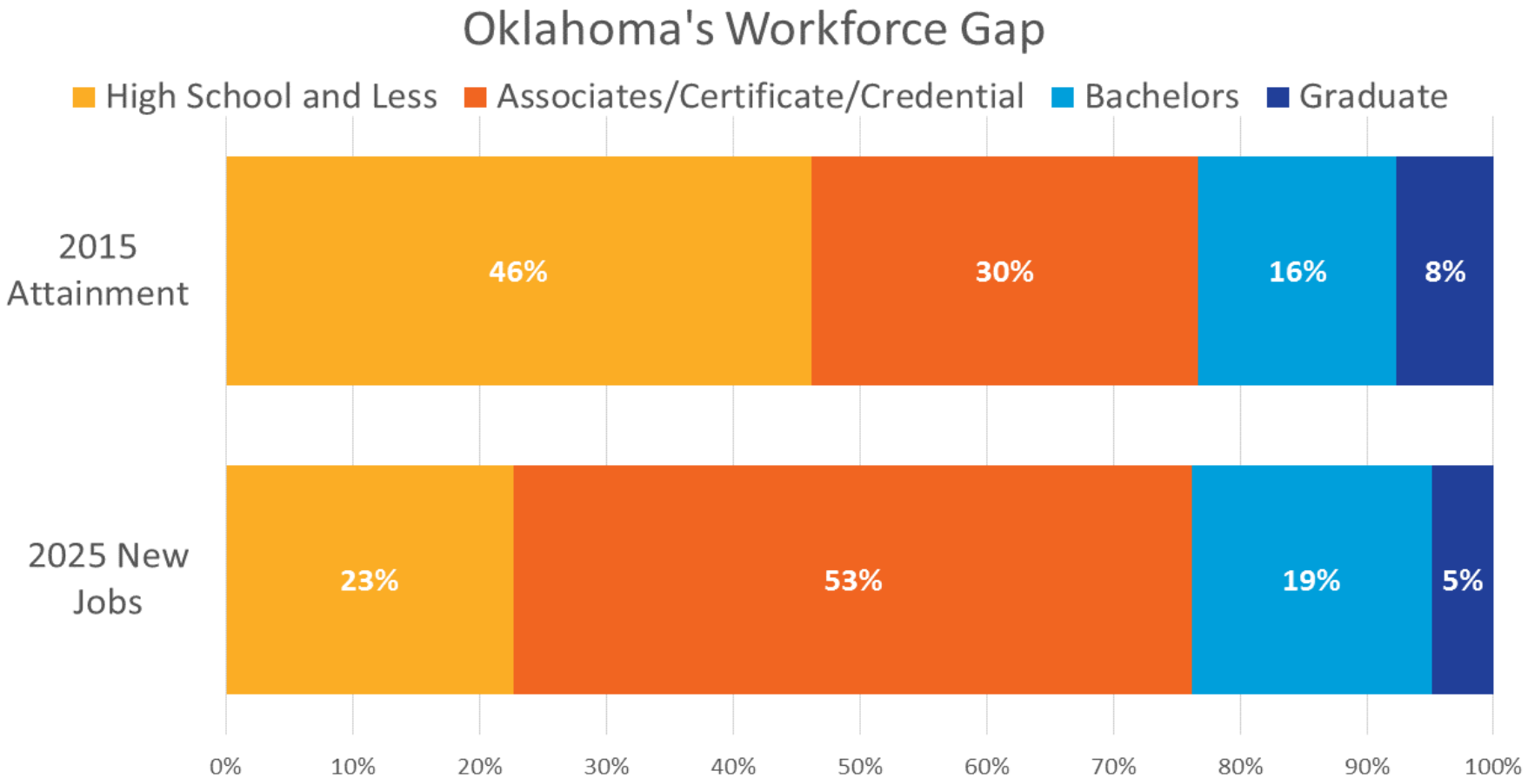

Source: OK Office of Workforce Development; EMSI Q2, 2015

Ready4 Equity and Access

- Oklahoma needs student information connected between secondary and postsecondary data systems.
- The State needs employer-led, system-wide pathways to match business needs for five wealth-generating sectors.
- Access gap exists for under-served and under-represented populations for rigorous career pathways and college-ready academics.
- The State lacks common definitions and strategies for all stakeholders.

Information Access Gap

Ready4 Equity and Access

- Under-served and under-represented populations lack access to work-based learning.
- Rural schools have limited access to businesses.
- Educators need professional development in career advisement for all student groups.
- The State lacks digital statewide communication needed for career awareness, exploration and plans of study.

Opportunity Gap

DATA ANALYSIS

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2014 Career Technology Education Concentrators

- There are not enough concentrators in established statewide ecosystems of aerospace and defense, agriculture and biosciences, energy, financial services and transportation, distribution and logistics.
- Only about one-third of career technology students reported rigorous assignments in their classes;

We must prepare more career technology students for high-demand occupations.

Based on Southern Regional Education Board Oklahoma Needs Assessment – September 2016

DATA ANALYSIS

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Career Technology Education Completion

Only 3 of 10 high school seniors took college or career technology courses in 2015-2016.

- More females (34%) than males (23%)
- Fewer American Indian (21%), Black (9%), Hawaiian/Pacific Islander (17%) and Hispanic (16%)
- More Whites (34%)

Oklahoma's minority students are under-represented and under-served.

DATA ANALYSIS

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Degrees and Certificates 2014-15

- More degrees are needed to meet the demand in finance.
- More credentials are needed to meet the demand in computer science.
- More degrees are needed to meet the demand in secondary education.
- More manufacturing credentials are needed to prepare for management of large-scale construction projects.

Our current data analysis indicates that Oklahoma needs to award more degrees and credentials in high-demand pathways.

THEORY OF CHANGE

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Ready4 | theory of change

Through comprehensive, sustained, statewide cross-sector partnerships, all students will receive access, support and opportunity for relevant, rigorous career pathways that result in postsecondary and career success.

OBJECTIVE 1

Employer Engagement

Key Economic Networks

Strengthen and sustain by coalition building and resource exchange.

OBJECTIVE 2 & 4

Student Engagement

Individual Academic Plans

School-Wide Career Advising

Elevate student engagement for equitable access using Individual Academic Plans, school-wide career advising and re-defining the senior year.

OBJECTIVE 3

Incentivize Career-Focused Accountability

Postsecondary Indicators

Identify relevant postsecondary indicators that incentivize student success.

the vision

To ensure all students have the opportunity and support to successfully secure a postsecondary degree and/or industry certification that reflects each individual's passions and skills.

OBJECTIVE 5

Asset Mapping

Effective Use of Resources

Mobilize resources to support all students on their postsecondary path to success.

OBJECTIVE 6

Partnerships

Business, PK-12, CTE, HE, Community

Build and sustain education partnerships.

OBJECTIVE 7

Strategic Communication

Connect

Collaborate

Commit

Use media and virtual connections so cross-sector can engage and connect.

MAJOR OBJECTIVES

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- **Annually through 2020: Scale** from a small number to all students having support and intervention for career planning.
- **By 2019-2020: Increase** number of students implementing Individual Academic Plans that lead to career and postsecondary preparation.
- **FY 2017-2018: Redefine** the senior year.
- **2017-2018: Increase** weight for career & postsecondary indicators of success in accountability system.
- **Each year through 2020: Expand** employers providing work-based learning (e.g. apprenticeships and internships).
- **Engage** businesses with students beginning in early grades.
- **Annually through 2020: Increase** numbers of stackable postsecondary credits and/or industry certifications in high school.
- **Annually**: **Use** asset map to maximize career pathways resources.

MAJOR OBJECTIVES

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DIGITAL COMMUNICATION CONNECTIONS

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Leveraging Resources and Engaging Stakeholders

Three-Year State Action Plan: Cross-Sector Commitment

- Scale systems and programs to match unique regional/diverse needs.
- Communicate marketing plan to speak to new generation using best-in-class technology platforms.
- Regional CEOs advise educator partners on leadership, professional skills and industry-based training.
- Align and collaborate with Governor's Oklahoma Works initiative to strengthen career-readiness implementation.
- Oklahoma's NSFY is bringing groups together who previously worked in isolation to unite for a common goal for career pathways for all students.

Leveraging Resources and Engaging Stakeholders

Oklahoma Digital Community of Practice

- Content-delivery platform is similar to Facebook.
- Share notes and start discussions like Twitter.
- Activity feed provides a continually updating snapshot.
- Users can take part in discussions and interactions.
- Platform matches business and education information, resources, internships and externships.

ACTION PLAN

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Major Outcomes

- Foster Individual Academic Plans through engagement of families, teachers, schools, business and community.
- Expand and sustain cross-sector partnerships.
- Provide equitable access to career pathways to all students.
- Increase weight for career and postsecondary indicators in accountability system.

Maximize grant dollars to align an efficient, accountable, equitable system for student success.

EARLY WINS

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Ready4 Success

- Ready4 website provides a hub for all stakeholders to have access to information, toolkits and curriculum support
- Memorandum of Understanding between Governor of Oklahoma and State Superintendent of Public Instruction
- Call to Action Summit, a culminating event to support the Action Plans
- Strong collaboration and plan alignment with Governor's Oklahoma Works initiative

Collaboration and Action for Student Success

EARLY WINS

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DIGITAL COMMUNITY OF PRACTICE

SUSTAINABILITY

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Ready4 Collaboration

- Data-sharing MOUs with Oklahoma State Department of Education, Oklahoma State Regents for Higher Education and Oklahoma Department of Career and Technology Education
- Governor's Council for Workforce and Economic Development established in Workforce Innovation and Opportunity Act (WIOA)
- Communication plan to sustain the connectivity and information flow between and among business, students and family, schools and community
- Governor and State Superintendent MOU to sustain the collaboration between NSFY and Oklahoma Works

Cross-Sector Collaboration for Sustaining Student Success

SUSTAINABILITY

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Ready4 Partnerships

- **Business** provides labor-market information, employability-skills data and work-based learning to meet needs for high-demand, high-skilled jobs.
- **Secondary schools** provide students with Individual Academic Plans and employability skills so that students are prepared for meaningful career opportunities.
- **Career and Postsecondary Institutions** use Labor Market Information to align programs with career needs, provide entry and exit options and identify stackable credentials.

Cross-Sector Partnerships for Sustaining Student Success

QUESTIONS?

OKLAHOMA TEAM

State Superintendent - Joy Hofmeister

Oklahoma State Regents Vice Chancellor - Dr. Debbie Blanke

State Director of Career and Technology Education - Dr. Marcie Mack

Senior Policy Advisor - Phil Bacharach

Mid- America Industrial Park Chief Administrative Officer – Dave Stewart

Deputy Superintendent - Dr. Cindy Koss

NSFY Program Manager - Dr. Maridyth McBee