

ICAP Building Blocks To Real World Connections

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Introduction

- ❖Why Are We Here?
 - Every Student Succeeds Act (ESSA)
- ICAP Building Blocks: Middle School to High School
 - Where Are You Now?
 - Plan With ICAP In Mind
 - Real World Connections
 - Work-Based Learning, Building Partnerships
- Resources



Oklahoma Edge: 8-Year Strategic Plan

❖Oklahoma's Every Student Succeeds Act (ESSA) plan outlines the 8-year strategic goal of 100% of grade 6-12 students developing a meaningful Individual Career Academic Plan (ICAP).

*ICAP equips students with the awareness, preparation, and action to create individualized, meaningful exploration of college- and career-readiness opportunities.
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preparation, and action to create individualized,
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Why Are We Here?





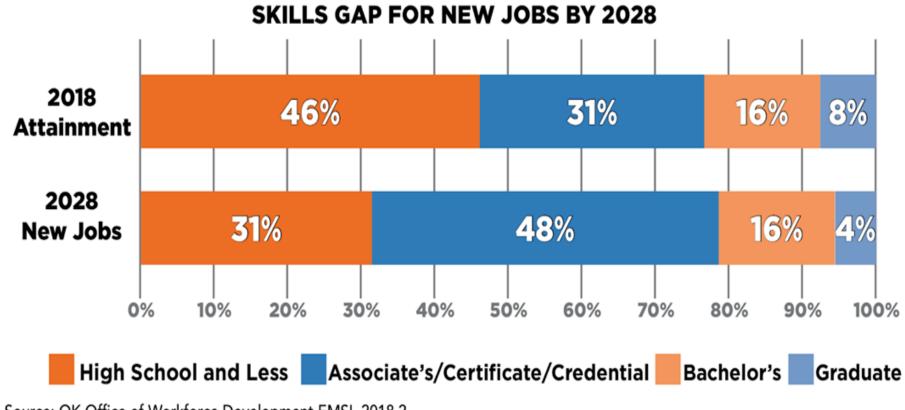
ICAP Requirements - HB 2155

- College & career interest surveys
 - OKCareerGuide or OKCollegeStart
- Written post-secondary & workforce goals and progress towards goals
- Intentional sequence of courses
- Academic progress
- Scores on college & career ready assessments
- Experience in service learning and/or work environment activities



Close Oklahoma's Workforce Gap

GOAL: By 2025, 70% of residents 25-64 years-old will have education or training beyond high school.





ICAP: BUILDING BLOCKS TO REAL WORLD CONNECTIONS – WHERE ARE YOU NOW?

Provide a time in the master schedule to expose students to college and career opportunities (i.e. daily advisory or career exploration class)	Select an online tool to facilitate Individual Career Academic Planning (i.e. OKCollegeStart, OKCareerGuide)	Assemble an ICAP Team that meets regularly			
Work with middle/high school on transition activities to stay abreast of graduation requirements	Provide students with authentic and applied career exploration opportunities	Assemble a Business/Community Partnership Team that meets regularly			
Incorporate employability (life) skills into your lesson plans and curriculum	Participate in activities that address real world experiences (e.g. jobshadowing, mentorships, internships)	Assess student career interest and awareness for use as reflective tool throughout ICAP process			

Share with other participants your successes and challenges for these bridging indicators.





Build Blocks Early

6th & 7th Grade Career Assessment

Early awareness is critical to developing an appropriate, relevant career pathway for students. Elementary/Middle School counselors and teachers must introduce ICAPs AND share that information with receiving schools.

- > Introduce ICAP
- »Assessment—OK CareerGuide, OKCollegeStart
- Guest Speakers
- Career Fairs/Projects
- > Exploration Activities

8th Grade Academic Career Plans

Students must see value in coursework as many high school plans require some courses be taken prior to 10th grade; therefore, middle schools must identify students who are eligible for and need to take high school courses in middle school such as Algebra I, English I and/or Technology.

- > Update ICAP
- » Purposefully Plan HS Enrollment
- > Visit Career Tech
- > Promote ACT/SAT
- > Oklahoma's Promise Application



Build Blocks HS - 1

9th Grade Freshman Super Saturday

Orientation PRIOR to 9th grade helps parents and students make informed decisions about high school.

- Update ICAP
- Review HS Course Selection
- Review Pathways:
- Career Tech
- Concurrent
- > Internships

10th Grade Sophomore Seminar

Parents and students play a major role in high school success by developing a plan that best fits the needs of the student

- > Career Tech Plan
- Concurrent Plan PreACT/PSAT/ACT/SAT Score
- Oklahoma's Promise Deadline
- Credit Check
- > Attendance/Grades



Build Blocks HS - 2

11th Grade Junior J.A.A.M. Junior Academic Advisement Meetings

- Academic Status PRIOR TO Senior Year
- Group w/Juniors, Parents, Counselor
- Diploma of Distinction
- OK Promise Review
- Concurrent Enrollment
- Service Learning
- Career Tech Program
- > Internship Readiness
- State Assessment (ACT/SAT)

12th Grade Senior Exit Meetings

- Individual w/Senior, Parent, Counselor PRIOR to Fall Break
- Finalize Credits
- Concurrent Enrollment / Career Tech Certifications
- Finalize OK Promise
- Scholarships / FAFSA
- College Applications / Requirements
- Service Learning
- > Internships



ICAP Building Blocks

JANUARY/FEBRUARY

PREPARATION/PLANNING - ACTIVITIES, EXPERIENCES, AWARDS IN E-PORTFOLIO									
Completion Criteria	6	7	8	9	10	11	12		
Postsecondary Goals			\	\	1	\	✓		
Career Planning Activities			\	\	1	\	✓		
Organizations & Activities	\	1	\	\	1	\	✓		
Community Service	1	1	1	1	1	1	✓		
Job Shadow			1	1	1				
Internship						1	1		

Taken from ICAP Toolkit on OKEdge.com



Roadblocks to Building Blocks

Securing adequate team planning time

- First year is the hardest
- Schedules vary
- Staffing limited

Ensuring ALL team members are on same page

- Difficult monitoring (Who takes the lead?)
- Some staff go rogue!
- Students tell all! ("We didn't do that in our class!")



Roadblocks to Building Blocks

Consistency in resource usage

- > A must for replication purposes
- Online platform rolls students by grade level (can HS continue?)
- Catching up new students

Building "The Binder"

- Documenting Lesson Plans/Activities
- Calendar of Events
- Google folders
- Copies

the the challenges; explore the possibilities.



Subject (Course) Codes:

Summary of 2019-2020 Subject Codes Changes

PK-8th Grade Subject Codes for 2019-2020

9th-12th Subject Codes for 2019-2020

Career Technology Subject Codes for 2019-2020*

*May only be taught by Career Technology Education teachers

More information about **subject codes** can be found at: Office of Accreditation, Office of Accountability, CareerTech



What is Work-Based Learning?

Work-based learning (WBL) expands academic and technical learning and accelerates advancement along career pathways. WBL develops readiness for work as well and skills that support entry or advancement in a particular career field.

~ Employer Guide To Work-Based Learning

WBL is equivalent to the Work Environment requirement of ICAP



OKLAHOMA'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in a whole, in the workplace, providing the learner with hands-on, real world experience.

LEARNING ABOUT WORK

LEARNING THROUGH WORK

LEARNING AT WORK

Career Awareness helps individuals build awareness of the variety of careers available.

- Workplace
 Tours
- Guest Speakers
- Career Fairs
- Field Trips

Career Exploration

provides individuals with experiences that help inform career decisions.

- Job Shadowing
- Career Research
- Informational Interviews
- Career Interest Assessment
- Mentoring

Career Preparation

Supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-Work-Experiences
- Internships
- Pre-Apprenticeship
- Project-Based Learning
- Service-Learning

Career Training

Occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-Job-Training
- Employee

HIGH QUALITY WBL FRAMEWORK

Clear work-based learning partnership agreement

Authentic work experience component

Structured learning component

Culminating assessment and recognition of skills

OUTCOMES:

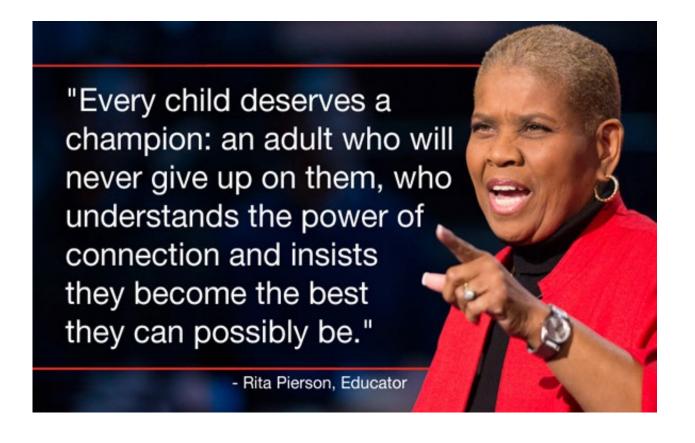
Skilled Talent for Business

+

Meaningful Careers for Students & Job Seekers

www.oklahomaworks.gov/work-based-learning

Mentorships

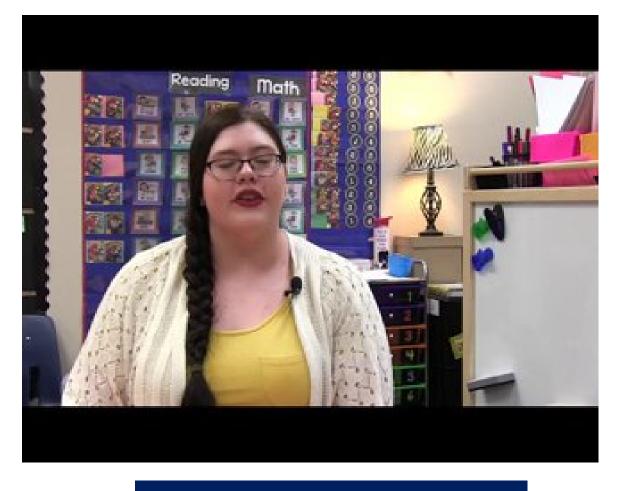


Allows students to explore a specific career of interest by developing a mentor mentee (role model) with an experienced person in a company for guidance and to improve employability skills.



Internships

An internship (paid or unpaid) is position for a student or trainee to work in an organization for a limited duration to gain work experience, and potentially satisfy requirements for a credential and/or course credit if enrolled in an academic institution.



Hilldale Public Schools



(HB 2535) Credit on Academic Indicators for Internships:

Internships Course Codes: These course codes should be used for all approved internships. Only the following internship course codes will be used for the Postsecondary Opportunities indicator in accountability.

- 2790 Internship I Juniors
- 2791 Internship II Seniors

- 8102 Business Information Technology Internship
- 8468 Culinary Arts Internship
- 8622 Marketing Internship

Reporting: Internship participation is also reported to the Wave by the school. The reporting process for internships aligns closely with the College Prep Coursework reporting procedures previously discussed. Schools should ensure that their local SIS accurately populates the required fields:

- 1) Course Code and Title
- 2) Local Course Description
- 3) Instructional level

- 4) Term Span Code
- 5) Length of Course
- 6) Grade(s)

For more information, view Internships FAQs.



Work-Based Learning At-A-Glance

Apprenticeships

Paid or not paid

Age Requirements

Scheduling

Insurance/Liability

Areas of Need (Student Interest)

Location

Transportation

Connected:

Your Local Resources

Internships

Paid or not paid

Transportation/Location

Relevant Experience

Student Schedules

Graduation Requirements

Connected:

County Health

County Parks/Recreation

Colleges/University

Businesses

Mentorships

Availability

Consistency

Hidden Agendas

Privacy

Social vs Career

Connected:

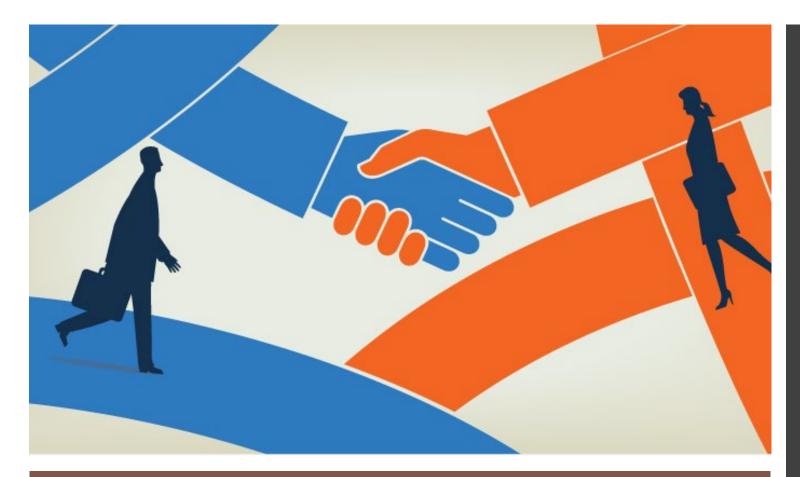
Community Programs

Church Groups

Girl/Boy Scouts

Fraternities/Sororities





Benefits To Partnerships

"When schools and community organizations work together to support learning, everyone benefits. Partnerships can serve to strengthen, support, and even transform individual partners, resulting in improved program quality, more efficient use of resources, and better alignment of goals and curricula."

> The Expanded Learning & Afterschool Project

The Building Blocks of Any Career

Your education and experience may make you eligible to apply for a job, but to be successful in most roles, you will need skills that you are likely to develop over time. Some will be specific to the job, but the vast majority will be so-called 'soft skills' that can be used in any job or employment sectors.

These soft skills are 'employability skills': they are what makes you employable.

Employability Skills: The Skills You Need to Get a Job



Communication Skills





Effective partnerships require **continuous** listening skills and communication skills to ensure desired **results**.



Suggested Partnership Process

Get Connected!

- Oklahoma Workforce Development Boards
- Oklahoma Chambers of Commerce
- 3. Oklahoma CareerTech Regional Coordinators



Form Partnership Team!

School/District & Industry/Community

Superintendents & Principals

Counselors & Teachers (Special Ed)

Youth & Family Coordinators

College- and Career-Readiness Staff

Human Resources

Executive Teams

Public Affairs/Public Relations

Tribal Nations



Suggested Partnership Process - 2

Develop Outreach Plan!

Market with intent to entice a business/community organization to partner with your school district.

ICAPs ensures that Oklahoma students have the necessary skills for the workforce upon graduation.





Business/Community Partnership Team - Where Are You Now?



Interests you know your students have:

Partnerships you already have connections with:

Partnerships in your community you know of but need to reach out to:

Who can you think of to serve on your partnership team? (staff, parents, business/community, students):



Partnerships in Action



Oklahoma high schools are giving their seniors a taste of adulthood with a full day devoted to the next steps after graduation.

Make a difference.

In order to be successful later in life, students need to make a plan for their future now – and you can help. Learn how you can encourage students to pursue college degrees and other career pathways beyond high school.



Business & Community



Educators



Prepare Your Workforce



Business & Education



Partnership Guides



Connect with Local Educators



Oklahoma's High-Demand Industries



Internships & Externships



Build a Better

Workforce

How to Get Involved

Supporting Students



Supporting Your Students

<u>Professional</u> <u>Development</u>



Implementing the ICAP



Financial Aid & Scholarships



Career Literacy



Oklahoma's Workforce



How to Get Involved

Plan for the Future



Elementary School



Middle School



High School



Mark Your Calendars

March 2-6, 2020

What is Oklahoma Career Expo Week?

This week-long event connects students with businesses to give our future talent an opportunity to explore the possibilities that await them in Oklahoma.

Planning Resources:

Career Expo Week Event Planning Guide
Career Expo Week Website



Contact Information:

Oklahoma State Department of Education

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ICAP Building Blocks Survey





Thanks for joining us!

