

OKLAHOMA STATE DEPARTMENT OF
EDUCATION
— CHAMPION EXCELLENCE —

New Skills for Youth Grant

Work Group Progress



Objective 1: Employer Engagement

Accomplishments So Far

- 1. Oklahoma Office of Workforce Development created Workforce Briefings by sectors as of May 2016.**
- 2. Use existing State Superintendent's Business Advisory Council as the Lead for the Employer Engagement Work Group.**



Objective 1: Employer Engagement

Needs Assessment Summary

Strategy 1 – Identifying high-skill, high-demand sectors

Established Practice

Strategy 2 – Aligning skills and competencies with the labor market

Emerging Practice

Strategy 3 – Dynamic Review Process

Emerging Practice



Objective 1: Employer Engagement

Key Challenges

Profitable discussion without action or deliverables across groups with similar goals



Objective 1: Employer Engagement

Next Steps

- 1. Document the skills needed for current high-skill, high-demand careers in Oklahoma sectors.**
 - a. Update the document annually.**
 - b. Include employability skills needed to be successful in each career.**
 - c. Differentiate high demand careers by area of the state aligned to the Key Economic Networks (KENS).**



Objective 2: Rigor and Quality in Career Pathways for ALL Students

Accomplishments So Far

- Small working group developed began the process and will expand to include cross-sector representatives
- Conversation around Needs Assessment and Metrics
- Needs Assessment-Completed

Objective 2: Rigor and Quality in Career Pathways for ALL Students

Needs Assessment Summary

Strategy 1:

Quality and rigor in pathways – (Limited Progress)

Strategy 2:

Equity and access in pathways-(Emerging Practice)

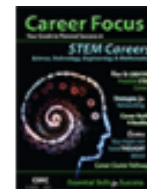
- Pockets of Excellence across the state
- Many initiatives going on across the state supporting Career Pathways
- Pathways for ALL students

Objective 2: Rigor and Quality in Career Pathways for ALL Students

Needs Assessment Summary

- Opportunity to move forward
- Many Tools available to assist schools, student and parents

*career***tech**



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Oklahoma GEAR UP
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Oklahoma Tuition Aid Grant Program (OTAG)
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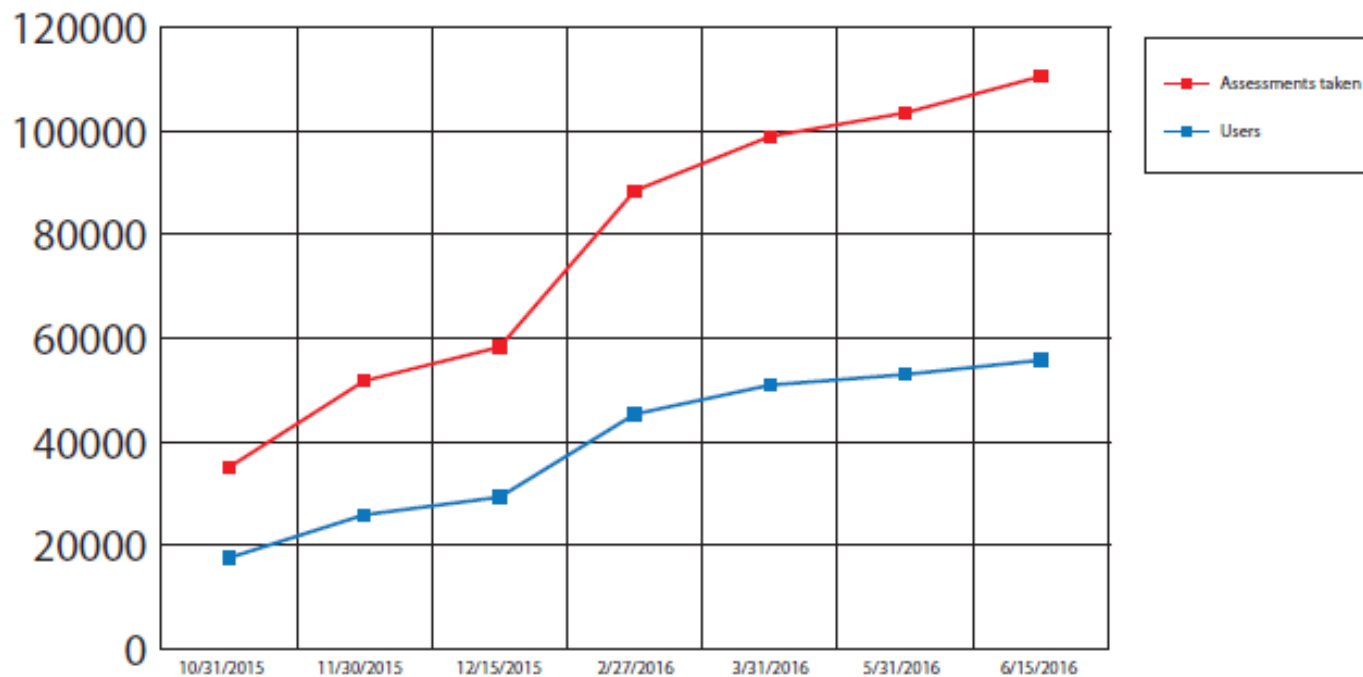
Create a “My Future” file

Download the Making Most of College

Visits checklist



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Objective 2: Rigor and Quality in Career Pathways for ALL Students

Key Challenges

- Statewide definition of Career Pathways including terminology (Oklahoma Works and Career Pathway committee creating definition)
- Ensure access to All students – including rural areas and underserved & under-resourced populations
- Link and share statewide data
- Develop a consistent, flexible system to address local and global career options with varied implementation options

Objective 2: Rigor and Quality in Career Pathways for ALL Students

Next Steps

- Refine metrics
- Identify high-quality delivery models that can be replicated
- Develop deliverables and timeline for milestones

Objective 3: Career Focused Accountability System

Accomplishments So Far

- 1. Career Technology, K-12, and Higher Education leaders met to evaluate the current status.**

Objective 3: Career Focused Accountability System

Needs Assessment Summary

- 1. Objective 3a. Career-focused indicators publicly reported received a 2: Emerging Practice.**
- 2. Objective 3b. Career-focused indicators have accountability weight received a 2: Emerging Practice.**
- 3. Student recognitions and incentives for developing and demonstrating career readiness received a 2: Emerging Practice.**



Objective 3: Career Focused Accountability System

Key Challenges

- 1. Difficulty in determining students' post high school accomplishments due to lack of common identifying number.**
- 2. Difficulty in implementing a career pathway for each student due to cutbacks in counselors and decrease in education funding.**

Objective 3: Career Focused Accountability System

Next Steps

- 1. Identify a workable plan to allow each 8th grader to develop a career pathway.**
- 2. Create a plan to update the career pathway during each year of education.**
- 3. Determine a workable Oklahoma accountability plan to include a measure of managed career pathways.**

Objective 4: Scaled Pathways that Culminate in Credentials of Value

Accomplishments So Far

- 1. Identified and contacted working group**
 - 7 members; 2 committee leads; 2 state leads
- 2. First Working Group meeting June 15**
 - Reviewed draft needs assessment
 - Gathered input and consensus on rating
- 3. Notes compiled and distributed with assigned post meeting work**
 - Milestones and metrics achievable in 3 years
- 4. Next meeting set for July 20**



Objective 4: Scaled Pathways that Culminate in Credentials of Value

Needs Assessment Summary

Strategy 1 - Scale High Quality Career Pathways

- Middle and high school target populations
 - Urban vs. rural considerations
 - Funding considerations
 - Ties to industry and high wage employment outcomes
 - Narrow choices for students but create specific plans
 - Special attention to “drifters” rather than those with career or college plans in place
-
- Rating: 2 – Emerging Practice

Objective 4: Scaled Pathways that Culminate in Credentials of Value

Needs Assessment Summary

Strategy - 2 Expand Career Guidance Systems and Work-Based Learning Opportunities

- Pockets of excellence, but need statewide plan, possibly by grade level with checklists
- Leverage OKCareerGuide and OKCollegeStart
- Place emphasis on career guidance/assessments earlier (middle school and high school)
- Provide professional development for counselors on tools and assessments
- Include mental health and social services
- Rating: 2 – Emerging Practice

Objective 4: Scaled Pathways that Culminate in Credentials of Value

Needs Assessment Summary

Strategy - 3 Credentials Have Value

- Define terms and create common language
- Seek funding for credentials (instruction & assessments)
- Leverage concurrent enrollment activities
 - ✓ address inequities in access
 - ✓ Address reduced funding
- Review how credentials and concurrent enrollment factor into school accountability ratings
- Leverage the Apprenticeship grant OKWorks received
- Rating: 2 – Emerging Practice

Objective 4: Scaled Pathways that Culminate in Credentials of Value

Key Challenges

1. **Common terms/language (i.e. “credential,” “certification,” “certificate”, etc.)**
2. **Communication to students, parents, and community**
3. **Adequate funding for:**
 - Advisors and professional development
 - Advising tools
 - Instruction for credentials
 - Assessments for credentials



Objective 4: Scaled Pathways that Culminate in Credentials of Value

Next Steps

1. Compiling Information

- **Milestones**
- **Metrics**

2. Conducting next working group meeting

- **July 20, 2016 at 1:30 p.m.**

3. Agenda for next meeting

- **Strategy Profiles**
- **Planning Template**



Objective 5: Align State and Federal Funding Streams

Accomplishments So Far

- 1. Meetings established in July to determine the funding streams (federal, state and private) for workforce initiatives in Oklahoma.**



Objective 5: Align State and Federal Funding Streams

Key Challenges

- 1. Leveraging resources to maximize efficient use of funds.**
- 2. Overlaps and gaps in use of state funds to provide equitable student access to career pathways.**



Objective 5: Align State and Federal Funding Streams

Next Steps

- 1. Develop a funding asset map.**
- 2. Coordinate efforts to obtain the maximum use of the funds from state initiatives to accomplish the shared goal of all Oklahomans ready for careers.**

Objective 6: Ensure Cross-Institutional Alignment

Accomplishments So Far

- 1. Identified and contacted working group**
 - Business, Career Tech, Higher Education and K-12 representatives**
- 2. First Working Group meeting June 20**
 - Reviewed draft needs assessment ratings and comments**
 - Identified gaps and current initiatives**
 - Notes compiled and distributed**

Objective 6: Ensure Cross-Institutional Alignment

Needs Assessment Summary

Strategy 1: Mapping the career preparation delivery system – Emerging Practice

Strategy 2: Aligning the career preparation delivery system – Emerging Practice

Objective 6: Ensure Cross-Institutional Alignment

Key Challenges

- Lack of awareness of Career Pathways Initiatives
- Lack of real-world application
- Lack of buy-in for Career Pathways
- Competing interests among Career-Tech, higher education, and common education

Objective 6: Ensure Cross-Institutional Alignment

Next Steps

- Develop Easy Start Career Pathways Guide
- Create state wide data base for experts/speakers bureau for classroom visits and help in schools
- Road trips for teachers - Externships
- Elevate importance of Career Pathways and the power of partnerships as endorsed by Oklahoma leadership.

