

OKLAHOMA STATE DEPARTMENT OF  
**EDUCATION**  
— CHAMPION EXCELLENCE —

# New Skills for Youth Grant

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## Work Group Progress



# Objective 1: Employer Engagement

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## 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

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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

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## Key Challenges

Profitable discussion without action or deliverables across groups with similar goals

# Objective 1: Employer Engagement

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## 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

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## 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

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## 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



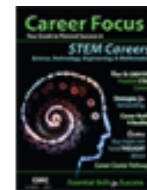
# Objective 2: Rigor and Quality in Career Pathways for ALL Students

## Needs Assessment Summary

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



*career*tech



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[www.Okcollegestart.org](http://www.Okcollegestart.org)

[www.UCanGo2.org/resources](http://www.UCanGo2.org/resources)

# OKcollegestart.org

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Remember, **OKcollegestart.org** is your one-stop shop for interactive college planning tools and information about career exploration, selecting a college or university, ACT/SAT test prep, financial aid and more. Open a free student account and find **OKcollegestart.org** on Facebook today! **OKcollegestart.org** or **800.858.1840**



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[studentinfo@osrhe.edu](mailto:studentinfo@osrhe.edu)

ACT Financial Aid Need Estimator  
[act.org/fane](http://act.org/fane)

ACT Student Center  
[actstudent.org](http://actstudent.org)

Federal Student Aid  
[studentaid.ed.gov](http://studentaid.ed.gov)

Free Application for Federal Student Aid (FAFSA)

[fafsa.gov](http://fafsa.gov)  
[startwithfafsa.org](http://startwithfafsa.org)

Oklahoma GEAR UP  
[okgearup.org](http://okgearup.org)

Oklahoma Tuition Aid Grant Program (OTAG)  
[otag.org](http://otag.org)

[www.Okcollegestart.org](http://www.Okcollegestart.org)

[www.UCanGo2.org/resources](http://www.UCanGo2.org/resources)

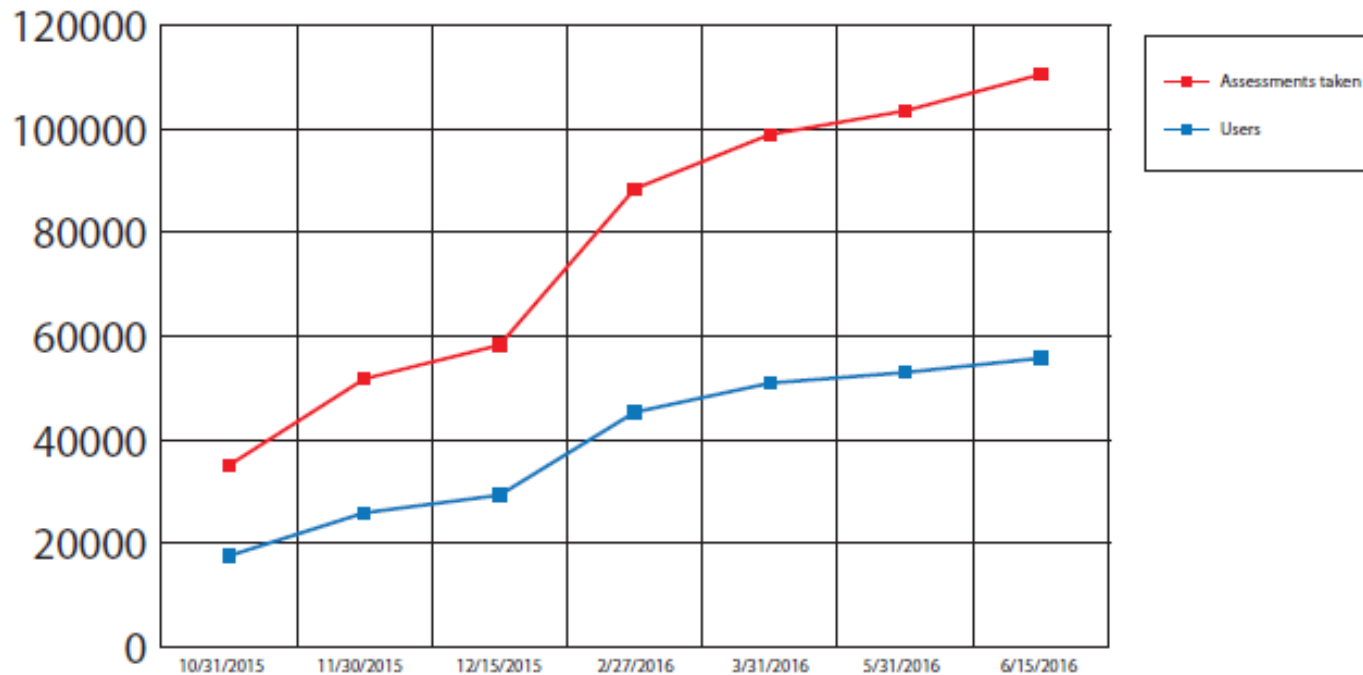
Create a “My Future” file

Download the Making Most of College

Visits checklist



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

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## 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

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## 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

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## Accomplishments So Far

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

# **Objective 3: Career Focused Accountability System**

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## **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

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## 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

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## Next Steps

- 1. Identify a workable plan to allow each 8<sup>th</sup> 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

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## 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

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## 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

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## 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**

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## **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

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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

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## 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

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## 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.