

# CONNECTIONS TO CAREER:

CONNECTING COURSEWORK TO “REAL LIFE”



**HOST: REBEKAH BARR**

**TIME: 12:30PM – 1:50PM**

# Purpose

The purpose of this session is to create space for peer discussion, led by facilitators, on how Early College programs are connecting their Early College guided academic pathways to careers. The career activities today will be examined particularly as they are related to MyCAP.

DESE Career Guide: three levels of career related activities for students: career awareness, exploration, and immersion.

# Career Development Spectrum of Activities

In an exemplary model, students participate in a well-designed sequence of career development activities that become progressively deeper and more intensive as the students gain skills and maturity. This sequence of CDE activities help students move from the cognitive to the experiential.

## Career Awareness

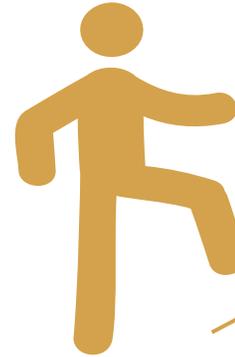
Students **learn about** the world of work, including its broad range of industries and occupations:

- ★ Career Speakers
- ★ Career Days/Fairs
- ★ Career Interest Inventories
- ★ Career research report
- ★ Company Tours

## Career Exploration

Students **learn through** activities and work experiences that help them explore career options

- ★ Job Shadowing
- ★ Job Rotation
- ★ Informational Interviews
- ★ Job Skills Portfolio
- ★ Community Service
- ★ Leadership in Career Clubs
- ★ Contextual Learning Coursework
- ★ Labor Market Information



## Career Immersion

Students **engage in** immersive work experiences that prepare them for choices about post secondary education and careers

- ★ Capstone Projects
- ★ Internships
- ★ Entrepreneurial Enterprise
- ★ Clinical Experiences
- ★ Part-Time Employment
- ★ CVTE Cooperative Education
- ★ Apprenticeship

# Designated Early College Programs Across MA



MA Designated Early College Districts and High Schools		
Berkshire	Berkshire	
Cape and Islands	Cape and Islands	
Central	Central Massachusetts	<b>Worcester:</b> Burncoat Senior High, Claremont Academy, Doherty Memorial High School, North High School, South High, University Park Campus, Worcester Technical High School
	North Central	<b>Fitchburg; Gardner; Sizer School:</b> North Central Charter Essential School
Greater Boston	Boston	<b>Boston:</b> Charlestown High School, Dearborn STEM Academy, Madison Park Vocational High School
	Metro North	<b>Chelsea; Somerville</b>
	Metro South/West	<b>Framingham; Marlborough</b>
Northeast	Greater Lowell	<b>Lowell; Nashoba Valley Technical High</b>
	Merrimack Valley	<b>Haverhill; Lawrence; Whittier Regional Vocational</b>
Pioneer Valley	Northshore	<b>Lynn:</b> Lynn English, Classical, Fecteau-Leary, Lynn Vocational; <b>Salem; Danvers</b>
	Franklin/Hampshire	<b>Hadley</b>
Southeast	Hampden County	<b>Springfield:</b> HS of Commerce; <b>Holyoke;</b> <b>Westfield:</b> Westfield High, Westfield Technical Academy
	Bristol	<b>Fall River:</b> Durfee High School
	Brockton Area	<b>New Heights Charter School of Brockton</b>
	Greater New Bedford	
	South Shore	

# FACILITATORS

**Kerry Akashian**

**Jennifer Leonard**

**Barbara-Jean Chauvin**

**Lisa Harney**

**Joseph Goins**

**Kristin Hunt**

**Rebekah Barr**

**Yaw Asante-Bio**



# CONNECTING ACTIVITIES



# Connecting Activities

ADVISING, ASSISTING, & ADVOCATING FOR YOUTH  
EMPLOYMENT OPPORTUNITIES SINCE 1998.

MASSCONNECTING.ORG

**Connecting Activities (CA)** is a statewide network charged with supporting work-based learning and other career development education activities for students. CA offers several free resources to support you and your school as you develop experiences for students.

# Connecting Activities:

- Build the capacity and capabilities of CA's network of schools, employers and community partners who **provide career development and work-based learning opportunities for youth.**
- **Increase the number of students placed in WBL immersive experiences** (e.g. internships, whether paid or unpaid) and **youth employment, and the number of employers engaged**, especially in STEM fields, by developing new strategies and efficiencies.
- Support DESE's efforts **to improve equity and access for underserved student populations** by working with school partners to target these populations for CA services.

# Career Awareness Activities



**Awareness:** Students see visual images and messages reinforcing the variety of careers available to them from a young age, participate in events, self-assessments, and other activities to become aware of career opportunities and personal interests, learn about the first steps that might lead to a desired career path.

# Career Exploration Activities



**Exploration:** Students learn more about various careers, including career pathways and postsecondary education and training. Through career pathways programs, classes, and workshops, students begin to gather information while also developing career skills.

# Career Immersion Activities



**Immersion:** Students gain hands on experience in career areas of interest. Career Immersion includes work-based learning experiences, capstone projects, mentorships, and other opportunities to try out a career area and start to build career skills.

# BREAKOUT SESSION: Awareness

## Guiding Questions:

- What do career awareness activities currently look like for EC students?
- How do these awareness activities prepare them to select their pathway at the high school?
  - How do programs use awareness activities to connect students to college coursework?
  - How are these introduced/shared with them (during advisory, workshops, MyCAP, etc.)?
- What awareness activities do you want to see in your own programs?*

# COME BACK TOGETHER

Examples of Career Awareness Activities:

**Career Day/Career Fair**

**Career Interest Inventory/ Career Interest Assessments**

**Career Speakers**

**Labor Market Information Analysis**

**Service Learning/Community Service/ Civic Awareness**

**Company Tours/Career-Related Field Trips**

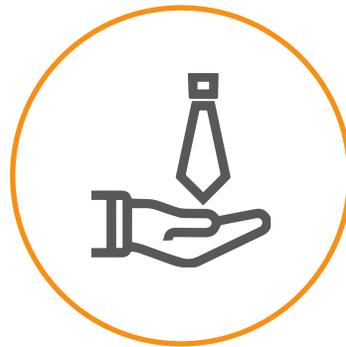
**Individual Career Coaching/Guidance**

# Disconnect between Education to the Realities of Employment



## Education

The official four-year graduation rate for students attending public colleges and universities is 33.3%. The six-year rate is 57.6%. At private colleges and universities, the four-year graduation rate is **52.8%**, and 65.4% earn a degree in six years.



## Employment

**43% of college graduates are underemployed in their first job.**

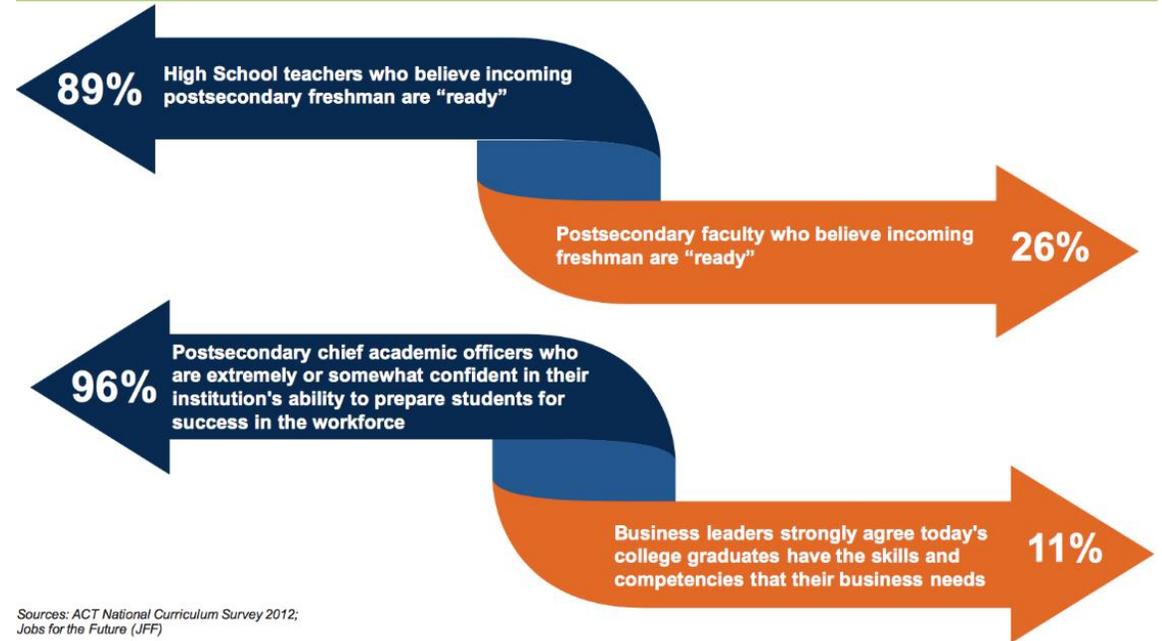


## Economic Development

**Employers are hiring, but 80% say they can't find skilled candidates**

Mismatch will continue to grow...

## MISMATCHES IN "READINESS"



Sources: ACT National Curriculum Survey 2012; Jobs for the Future (JFF)

# BREAKOUT SESSION: Exploration

## Guiding Questions:

- What do career exploration activities look like specifically for EC students?
  - How are they scheduled and made available for EC students?
- What exploration activities do you think would be helpful, especially for EC students?

# COME BACK TOGETHER

Examples of Career Exploration Activities:

**Career Exploration Courses**

**Career Skills Workshops**

**Financial and Economic Literacy Events and Workshops**

**Job Shadow Day**

**Mentorship Programs**

**Mock Interviews/Informational Interviews**

**Vocational Exploratory Courses**



**Not connecting** students  
to their  
interest and **career paths**  
matter



# Students Not Feeling Engaged

## HIGH SCHOOL DISENGAGEMENT

The 2012 Gallup Student Poll asked students how involved and enthusiastic they feel about school. Nearly eight in 10 elementary students reported high engagement. **By high school, only half that many did.**



ELEMENTARY SCHOOL

76%

MIDDLE SCHOOL

61%

HIGH SCHOOL

44%



How can **relevance be increased** while supporting the pathway to postsecondary success for all students, particularly those traditionally underserved?

# Understanding Research - Motivators

Table 4  
*Strategy effect sizes from meta-regression model.*

Strategy	Effect size	<i>p</i>
Career Development/Job Training 	0.81	0.56
Family Engagement	0.67	0.00
Mentoring 	0.63	0.91
Behavioral Intervention	0.46	0.01
Literacy Development 	0.42	0.00
Work-Based Learning 	0.26	0.01
School/Classroom Environment	0.25	0.00
Service-Learning 	0.21	0.00
Health and Wellness	0.18	0.00
Academic Support 	0.11	0.00

# BREAKOUT SESSION: Immersion

## Guiding Questions:

- What do these immersion activities look like specifically for EC students?
- How are they scheduled and made available for EC students?
- What immersion activities do you want to see in your own programs? How can immersion activities be provided for your students without additional costs?

# COME BACK TOGETHER

Examples of Career Immersion Activities:

**Capstone Projects/Senior Projects**

**Co-Curricular Activities and Clubs**

**Entrepreneurship Programs**

**Skills Portfolios**

**Industry-Recognized Credentials**

**Work-Based Learning Experiences**

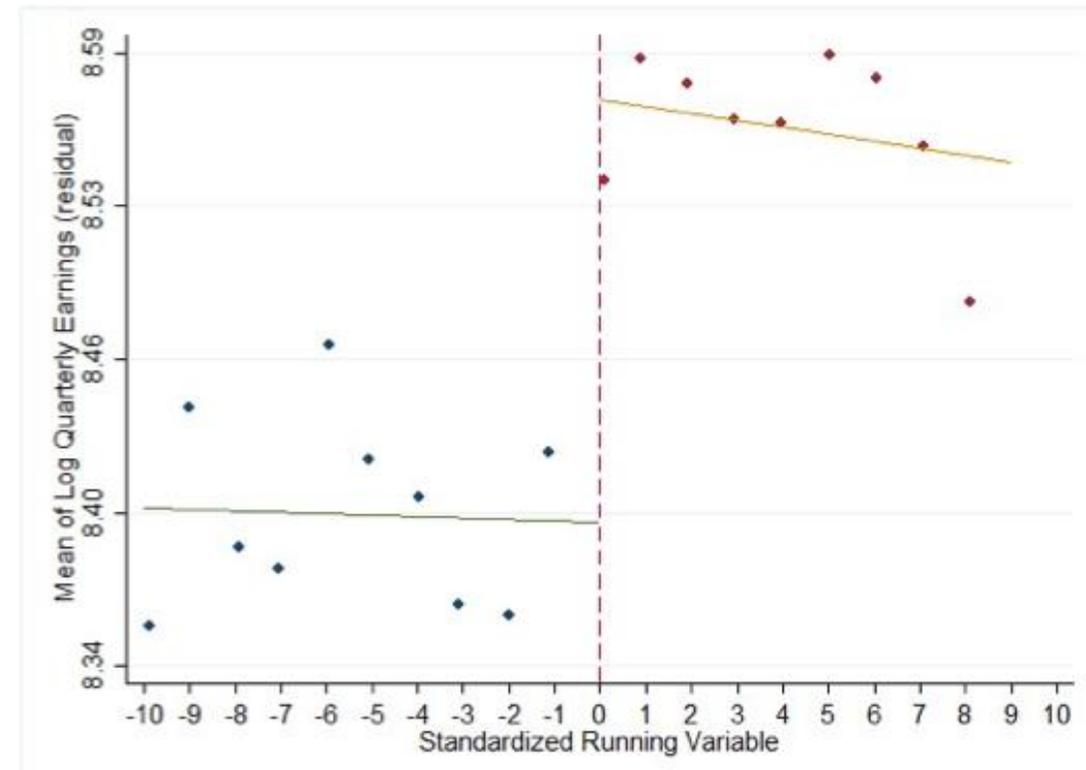
**Virtual Internships**



Less than **10 percent** of children born in the bottom quartile of household incomes attain a bachelor's degree by age 25, compared to **more than 50 percent** in the top quartile.

# Study: Career and Technical Education Yields Not Just Higher Earnings but Higher Test Scores

- Enrolling in Connecticut's technical high school system increases ... students' earnings by roughly one-third in the years immediately following high school, [a study](#) has found.
- Not only do the schools boost young men's professional prospects, the authors conclude, they have a substantial impact on their academic performance as well, suggesting that their early success could persist well into their careers.
- "That improvement means you can take a kid who has a certain set of interests and get them into a school that's going to fulfill those interests," he said. "And the increased academic engagement that's created because of those interests means that they're not just going to do better at becoming a plumber or becoming an HVAC specialist, but they're also going to accumulate the general skills that people need to succeed in the labor market in the long run



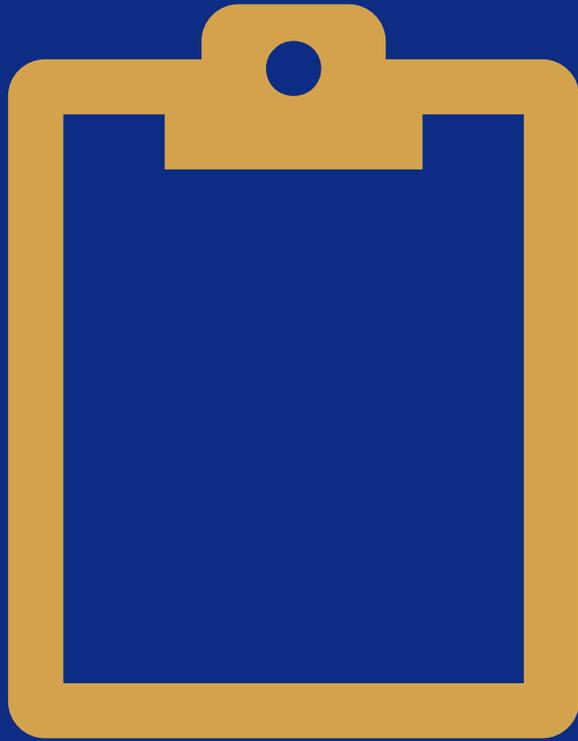


## GUIDING PRINCIPLE #4: CONNECTION TO CAREER

Designated programs should expose students to a variety of career opportunities including greater depth in careers relevant to their selected pathway, for example, by providing opportunities for targeted workforce and career skills development, career counseling, and elements of experiential and workplace learning.

# SESSION SURVEY

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**Before leaving this session,  
please complete the brief  
survey linked in the chat.**

# Thank You!

Partial session recordings, guiding questions and session materials will be posted on the resource website after the conclusion of the Spring Summit.