



SUMMER LEADERSHIP SERIES MA EARLY COLLEGE

Session 5: Connection to Career

Introductions



Great schools do not exist apart from great leaders.

NAESP & NASSP, 2013

AGENDA

- Introductions
- Survey Results
- Discussion of Best Practices
- Synthesis of the Session
- Overview and Closing



Results from Survey Four



Great schools do not exist apart from great leaders.

NAESP & NASSP, 2013



SURVEY RESULTS

Regarding Session One:



Benefits

- Learned new techniques
- Realized the importance of being mindful



More Discussion Wanted

- Would like to go deeper – learn even more
- Would like to learn more about how to incorporate it into classes/school



SURVEY RESULTS

WAYS SCHOOLS MAKE CONNECTION TO CAREER W/ STUDENTS

- Motivational speakers
- Apprenticeships
- Career Exploration through Naviance

TEACHING EMPLOYABILITY SKILLS

- We teach social skills
- We have a short intro to soft skills in our introductory course

WORK-BASED LEARNING OPPORTUNITIES

- Office help with school personnel
- Internships

ONLINE PROFESSIONAL SMALL LEARNING COMMUNITIES

- **Vocational –**

- Focused on innovation in education, Dr. Joseph Goin’s career began as a Vocational Educator in the state of Tennessee and has continued to innovate academic and commercial spaces alike. In this session, Joseph will **discuss certification versus college degrees, how to determine high-value careers, understanding and developing pathways, and effective resources & materials that can sustain progress on the pathway to career readiness.**

- **Equity – Hasan Davis / Trauma / At-risk**

- A. Hasan Davis (Hasan Davis) has reshaped himself over the course of many years through dedication, diligence, and dynamic thinking. Hasan has become a thought leader in the fields of education and juvenile justice, making youth support and guidance his purpose. In this session, Hasan will **discuss ways to increase equity in education, both in-person and remotely. He will provide practical strategies on how to assess equity, improve equity and address students most at risk.**

- **ELL – NMPED (This might be combined into supporting special populations.**

- ... will share practical strategies to support ELL students (and their families) in remote learning environments.

- **Remote Learning –Program Offering / Evaluation**

- ... will share three support domains critical for students in remote learning environments and explore resources and strategies to effectively execute these domains of support.

- **Soft Skills- Joseph – Employability**

- Focused on innovation in education, Dr. Joseph Goin’s career began as a Vocational Educator in the state of Tennessee and has continued to innovate academic and commercial spaces alike. In this session, **Joseph will look at crucial employability skills required for career success. He will provide strategies for helping students develop these skills.**

- **SEL – R. Keeth Matheny**

- R. Keeth Matheny, M.S., is a model teacher, national trainer, and the 2015 recipient of the National Dropout Prevention Center’s Crystal Star Award for Excellence in supporting student success. He is the co-author of School-Connect, a highly acclaimed research and evidence based Social and Emotional Learning curriculum. In this session, Keeth will **present will part two of SEL presentation?**

- **Leadership in Covid – William Hayes**

- Dr. William Hayes is the founding principal of Mastery High School of Camden, a Renaissance partner school in Camden, New Jersey . Prior to his current position, he was a turnaround principal at Franklin D. Roosevelt Academy Pre-K-8 in Cleveland, OH. Dr. Hayes spent his early career as a high school teacher and administrator in Boston Public Schools. In this session, William **will discuss the wide array of challenges facing leaders during the Covid-19 pandemic and provide practical strategies to lead teachers, students, families and the school community.**



SURVEY RESULTS: WORK-BASED LEARNING

ASSESSING THE QUALITY OF WORK-BASED LEARNING OPPORTUNITIES

- Just beginning the process, would love to see how others assess the quality of opportunities

ASSESSING STUDENT PERFORMANCE/PROGRESS IN WORK-BASED LEARNING

- Observation and staff input; does not affect grades
- Portfolio-based



SURVEY RESULTS: CHALLENGES AND ISSUES

CHALLENGES:

- IT issues
- Choosing a sound curriculum

ADDRESSING ISSUES SUCH AS HIPAA, LIABILITY INSURANCE, AGE-RESTRICTIONS, ETC.

- Confidentiality form with students and patients
- Address with business partners

TRANSPORTATION TO AND FROM WORK-BASED LEARNING

- Student Special Ed bus/small bus
- Student-based



SURVEY RESULTS: BUSINESS PARTNERS

HOW ARE BUSINESS PARTNERS INVOLVED IN DECISION-MAKING?

- Via email, usually
- Align pathways to the need

DO YOU HAVE VALUABLE RESOURCES CONNECTING TO CAREERS YOU WOULD BE WILLING TO SHARE?

- One person said “yes.” We would love to see those resources!

DO YOU HAVE FORMALIZED MOUs W/ BUSINESS PARTNERS?

- Answers were split 50/50 between yes and no

Best Practices



Great schools do not exist apart from great leaders.

NAESP & NASSP, 2013

Mismatch will continue to grow...

MISMATCHES IN “READINESS”

89%

High School teachers who believe incoming postsecondary freshman are “ready”

Postsecondary faculty who believe incoming freshman are “ready”

26%

96%

Postsecondary chief academic officers who are extremely or somewhat confident in their institution's ability to prepare students for success in the workforce

Business leaders strongly agree today's college graduates have the skills and competencies that their business needs

11%

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



Career Forward Task Force

23

Disconnect between education and 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%**.



Employment

43% of **college graduates** are **underemployed** in their first job. Of those, roughly two-thirds remain in jobs that don't require **college** degrees five years later.



Economic Development

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



Not connecting students
to their
interests 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?

Long Term Impact of Not Getting it Right



BloombergBusinessweek Global Economics

<http://www.businessweek.com/articles/2014-01-16/student-loans-the-next-big-threat-to-the-u-dot-s-dot-economy>
Student Loans, the Next Big Threat to the U.S. Economy?
By Caroline Salas Gage and Janet Lorin | January 16, 2014

Tiffany Roberson works for the state of Texas as a parole officer, teaches part-time, and is living with her parents. She completed her master's degree. She's held off marrying her boyfriend of four years.

\$1 trillion student loan debt widens US wealth gap

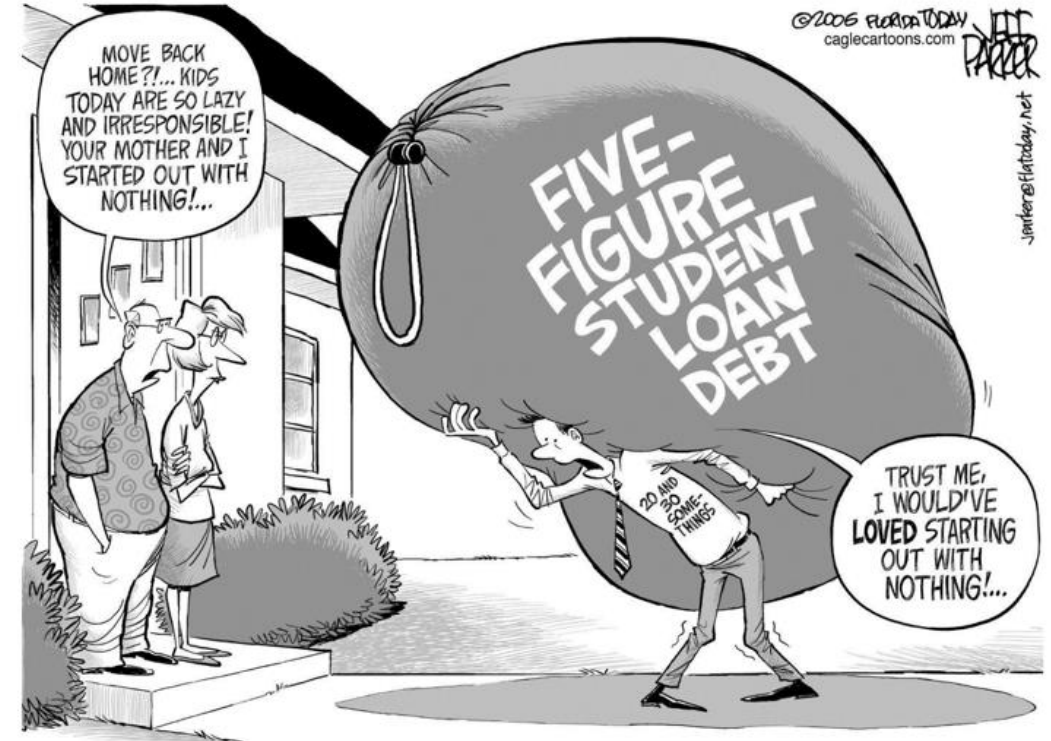
Posted Thursday, Mar. 27, 2014 0 comments Print Reprints Share Like

ARTICLE PHOTOS (3) COMMENTS

BY CAROLYN THOMPSON
Associated Press

Every month that Gregory Zbylut pays \$1,300 toward his law school loans is another month of not qualifying for a decent mortgage.

Even parents toward their student loans \$900 Dr. Nida Deyyaz





In today's world, twenty-first-century skill demands are steadily increasing. **Most high-paying jobs require additional education and training beyond a high school diploma.** We must make sure that our children, particularly those who are traditionally underserved, are prepared for and have access to postsecondary education.

—Gov. Bob Wise, Alliance for Excellent Education



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.

Understanding Research - Motivators

Table 4

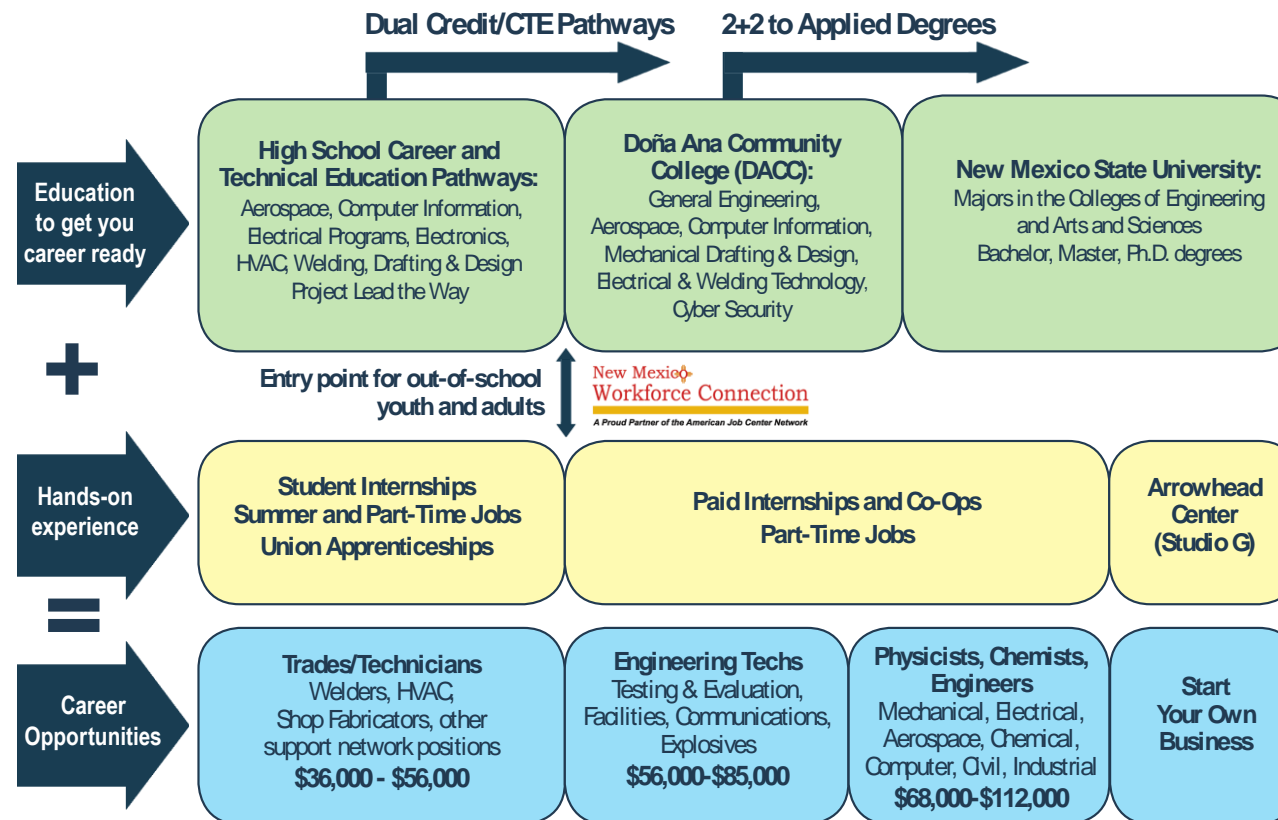
Strategy effect sizes from meta-regression model.

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

Career Pathways in Arrowhead ECHS



Aerospace, Space, and Defense Industries Pathways, Partners, and Positions

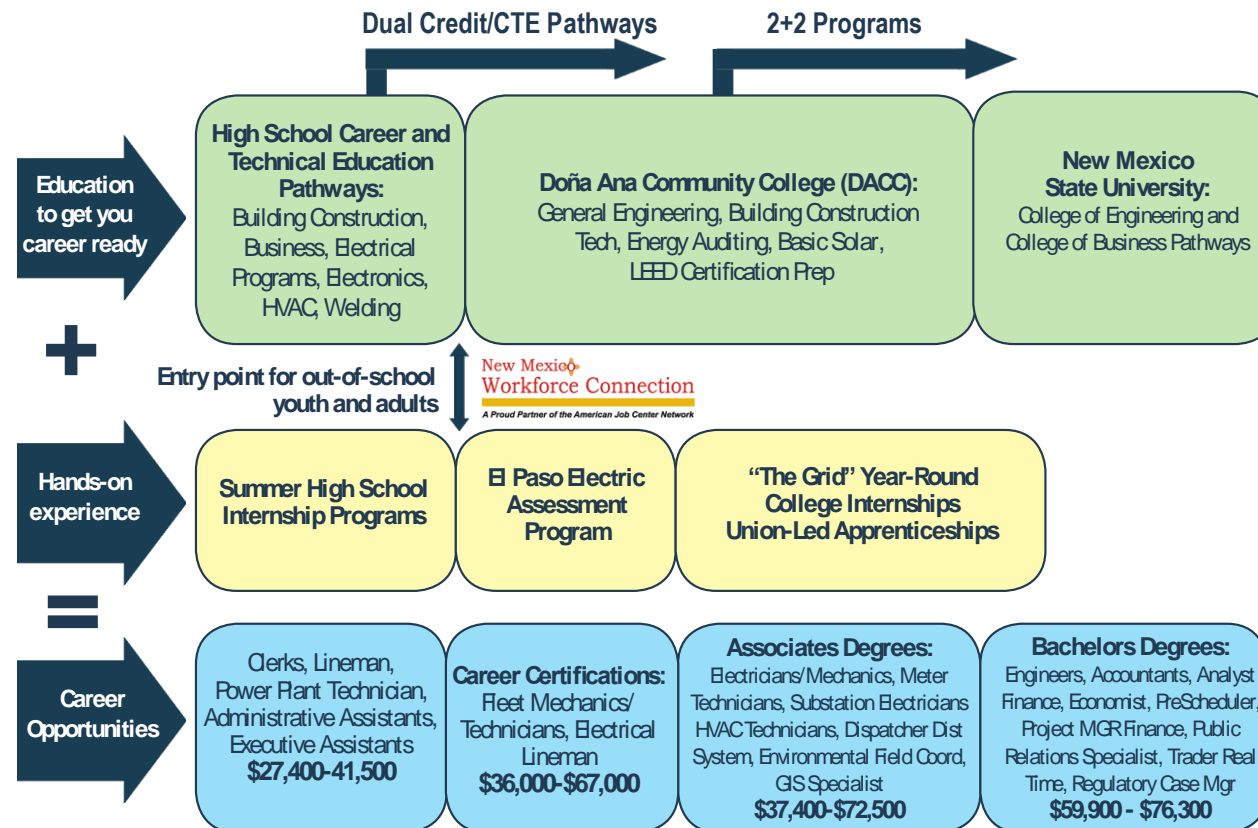
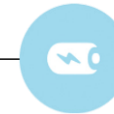


Career Pathways ECHS



Energy Industry

Pathways, Partners, and Positions



Connection to Careers

Trevor Stokes
President & CEO



**PARTNERSHIP FOR
WORKFORCE INNOVATION**

Making The World of Work Understandable



Guiding Principles – Early College High Schools

The Massachusetts High Quality College and Career Pathways Initiative

#4: Connection to Career

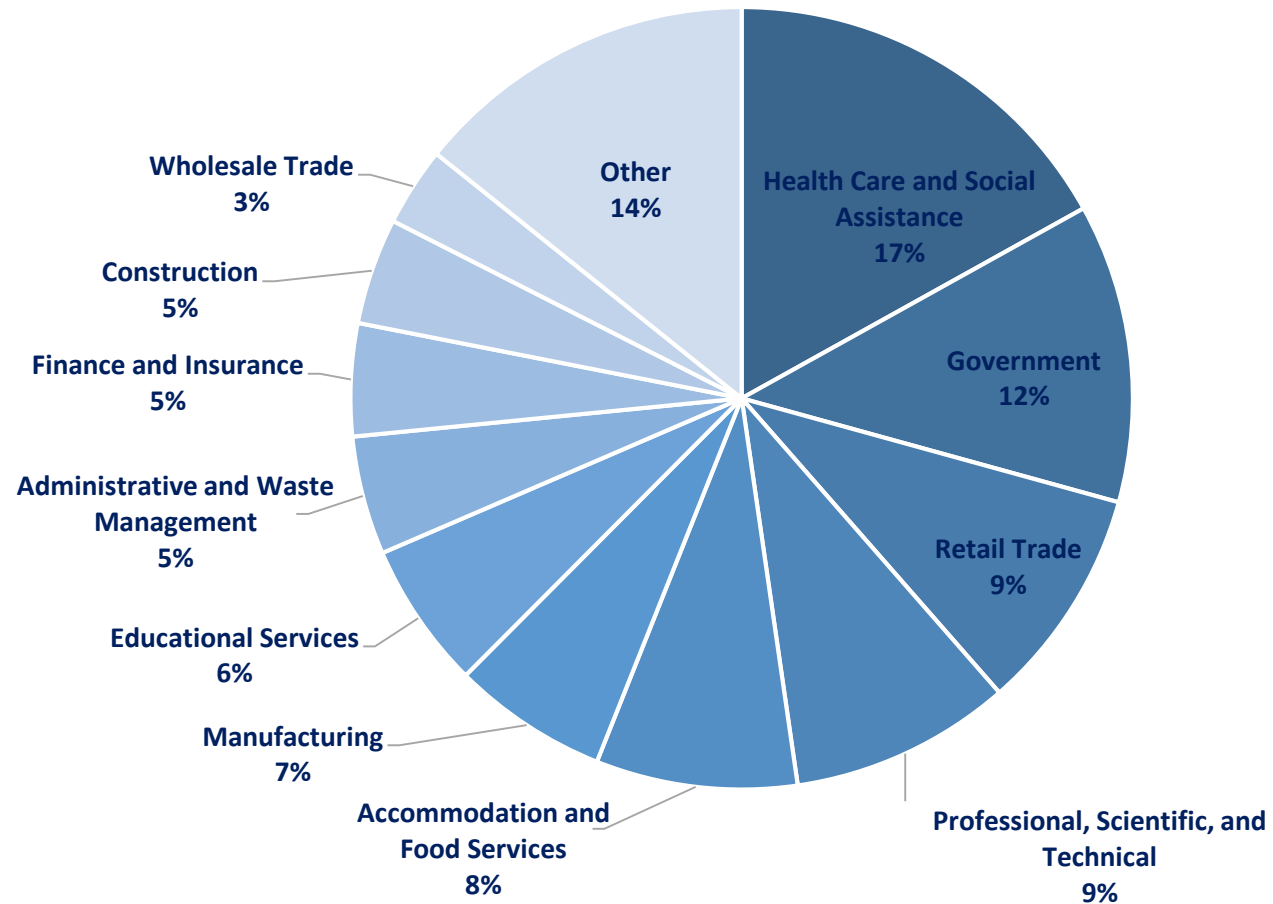
“Designated programs should expose students to a variety of career opportunities including greater depth in careers relevant to their selected pathway”

Massachusetts Early College Designation – Preliminary Outline of Key Elements

As presented to the Massachusetts Board of Elementary and Secondary Education and the Massachusetts Board of Higher Education on January 24, 2017

Labor Market Intelligence for Educators

Employment by Industry, Massachusetts, 2019 Q4



Labor Market Intelligence for Educators

Industries by Jobs, Massachusetts, 2019 Q4

Industry	Establishments	Jobs	Average Wages	Location Quotient
Restaurants and Other Eating Places	13,768	245,539	\$23,996	0.92
Education and Hospitals (Local Government)	732	175,768	\$60,877	0.83
General Medical and Surgical Hospitals	190	169,217	\$78,304	1.45
Colleges, Universities, and Professional Schools	307	164,445	\$53,719	3.38
Individual and Family Services	48,359	104,123	\$27,406	1.59
Local Government, Excluding Education and Hospitals	3,601	96,893	\$70,334	0.69
Computer Systems Design and Related Services	8,440	86,371	\$159,920	1.58
Grocery Stores	2,792	83,851	\$25,820	1.28
Scientific Research and Development Services	2,575	78,295	\$185,545	4.37
Management of Companies and Enterprises	1,517	74,134	\$139,116	1.26
State Government, Excluding Education and Hospitals	2,164	70,067	\$81,129	1.26
Employment Services	2,257	64,820	\$51,400	0.74

Labor Market Intelligence for Educators

Industries by Location Quotient, Massachusetts, 2019 Q4

Industry	Establishments	Jobs	Average Wages	Location Quotient
Fishing	331	1,363	\$120,540	8.35
Audio and Video Equipment Manufacturing	23	2,536	\$139,511	5.03
Footwear Manufacturing	6	1,401	\$71,703	4.54
Scientific Research and Development Services	2,575	78,295	\$185,545	4.37
Cutlery and Handtool Manufacturing	32	3,495	\$101,576	3.81
Specialty (except Psychiatric and Substance Abuse) Hospitals	46	21,032	\$70,194	3.65
Colleges, Universities, and Professional Schools	307	164,445	\$53,719	3.38
Seafood Product Preparation and Packaging	46	2,780	\$61,628	3.21
Software Publishers	1,488	34,402	\$163,538	3.07
Other Financial Investment Activities	2,658	31,824	\$305,314	2.65
Navigational, Measuring, Electromedical, & Control Instruments Manufacturing	348	25,532	\$128,881	2.47
Textile and Fabric Finishing and Fabric Coating Mills	68	1,766	\$73,592	2.44

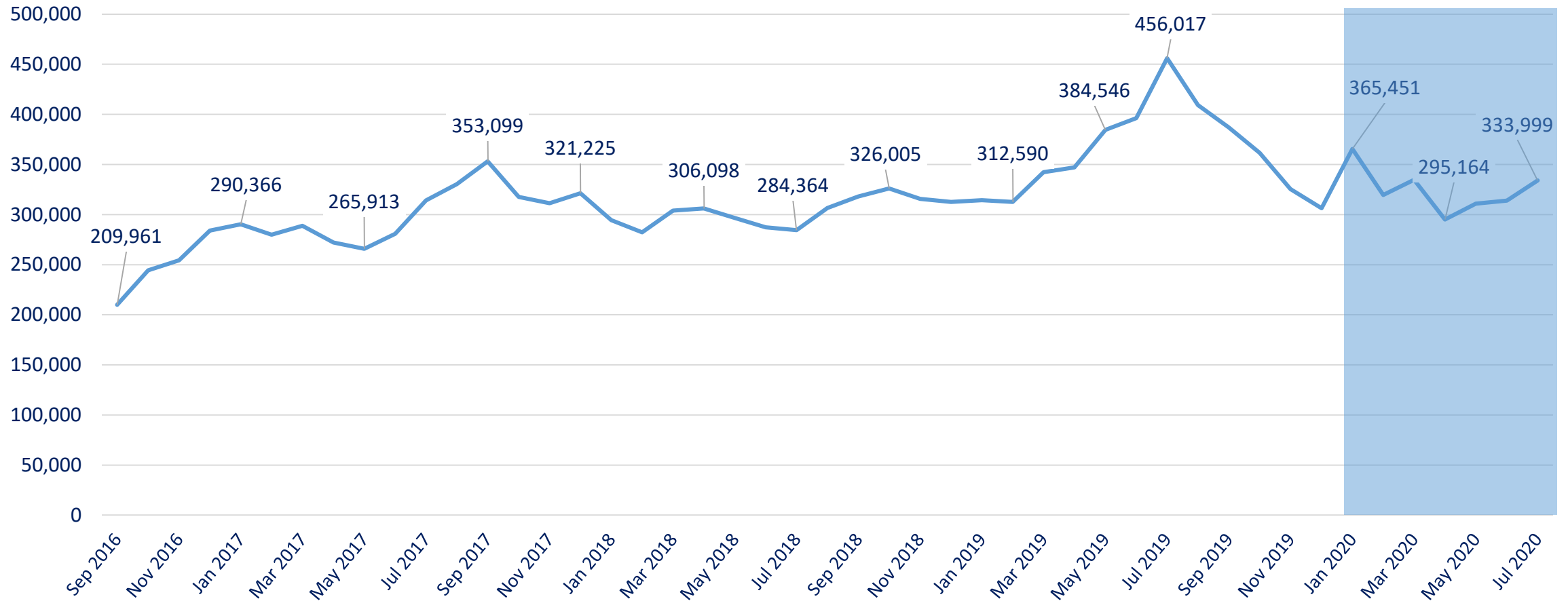
Labor Market Intelligence for Educators

Industries by Average Wages, Massachusetts, 2019 Q4

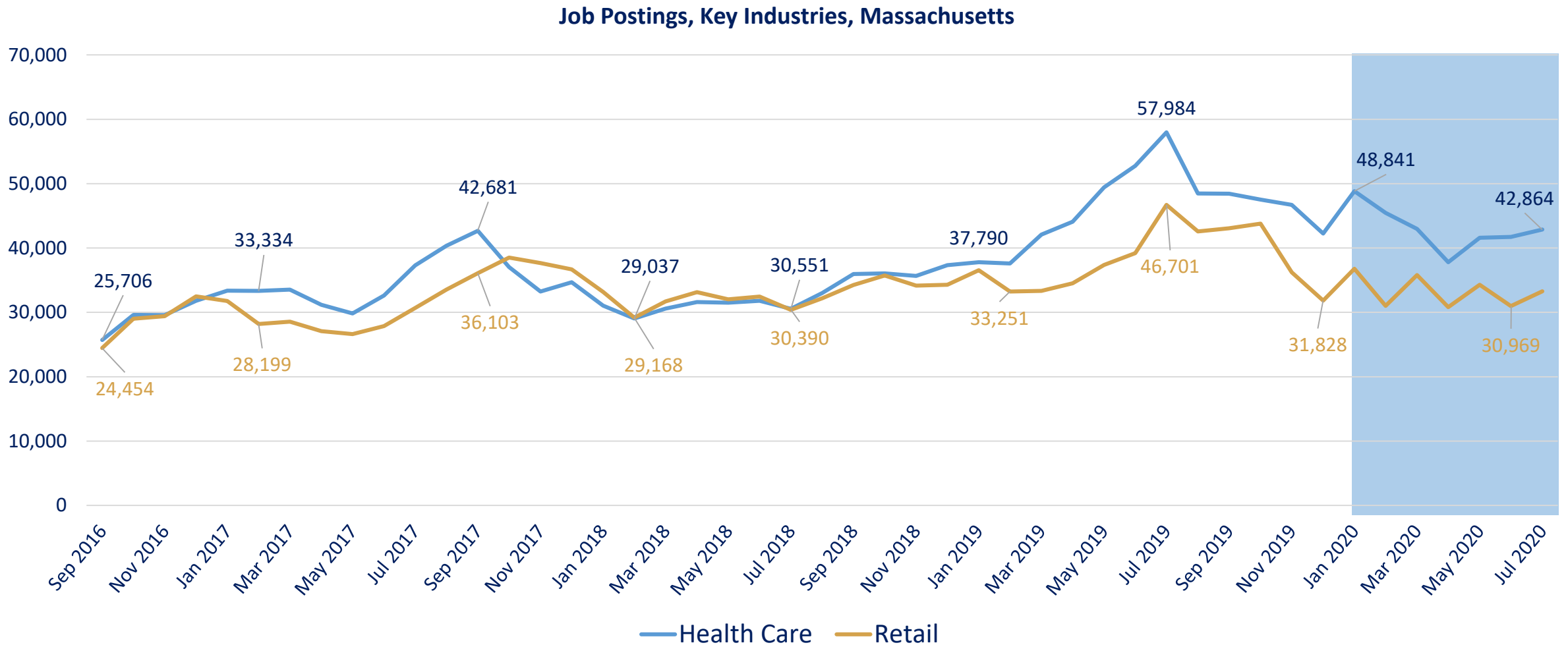
Industry	Establishments	Jobs	Average Wages	Location Quotient
Spectator Sports	154	2,751	\$322,610	0.76
Other Financial Investment Activities	2,658	31,824	\$305,314	2.65
Securities and Commodity Contracts Intermediation and Brokerage	815	12,924	\$299,786	1.16
Scientific Research and Development Services	2,575	78,295	\$185,545	4.37
Drugs and Druggists' Sundries Merchant Wholesalers	473	6,667	\$180,253	1.15
Software Publishers	1,488	34,402	\$163,538	3.07
Computer and Peripheral Equipment Manufacturing	54	8,711	\$160,850	2.21
Computer Systems Design and Related Services	8,440	86,371	\$159,920	1.58
Activities Related to Credit Intermediation	389	3,021	\$156,445	0.41
Other Information Services	1,018	12,194	\$153,553	1.48
Nondepository Credit Intermediation	545	5,841	\$145,354	0.42
Electric Power Generation, Transmission and Distribution	202	7,880	\$144,915	0.83

Labor Market Intelligence for Educators

Job Postings, Massachusetts

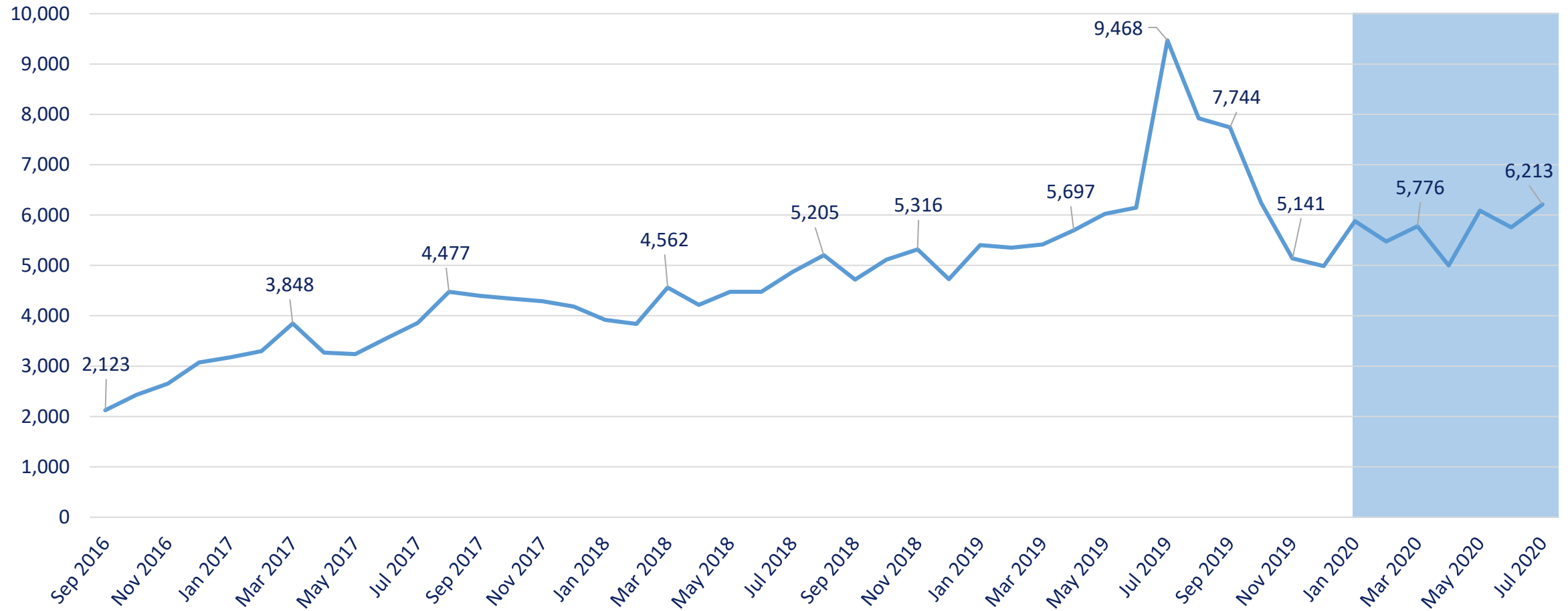


Labor Market Intelligence for Educators



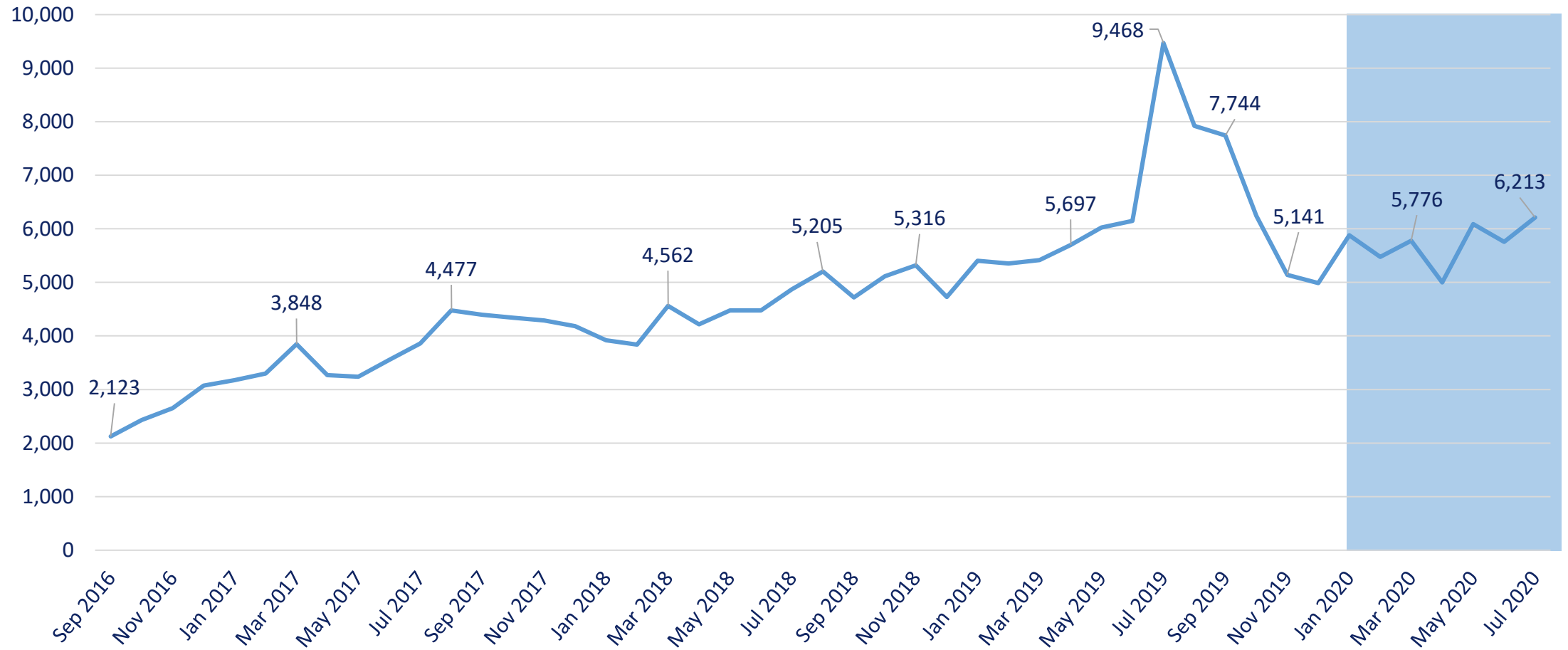
Labor Market Intelligence for Educators

Job Postings, Construction, Massachusetts



Labor Market Intelligence for Educators

Job Postings, Construction, Massachusetts



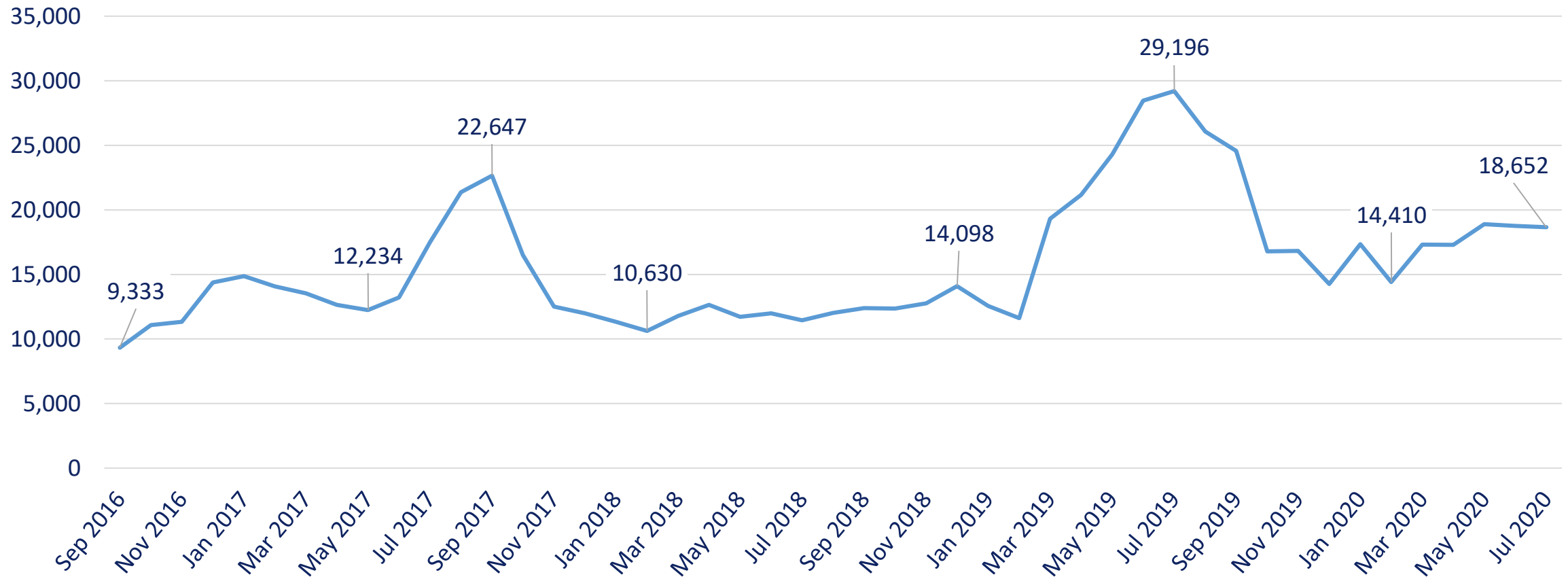
Labor Market Intelligence for Educators

Top occupations, Job Postings, Massachusetts, August 31, 2020:

Occupation	Postings, 2020
Registered Nurse	57,372
Software Developers	44,506
Truck Drivers	40,268
Retail Salespersons	20,533
Marketing Managers	18,172
Home Health and Personal Care Aides	17,505
Computer Occupations, All Other	16,766
Retail Supervisors	16,624

Labor Market Intelligence for Educators

Registered Nurses



Labor Market Intelligence for Educators

Registered Nurses

Job Titles	Postings, 2020
Travel Registered Nurse	6,414
ICU Nurse	3,125
Emergency Room Nurse	1,957
Surgical Nurse	1,858
Operating Room Nurse	1,456
Labor and Delivery Nurse	1,078

Labor Market Intelligence for Educators

Registered Nurses

Skill	Postings, 2020
Patient Care	6,598
Dedication	3,106
Medications	2,970
Collaboration	2,879
Communication	2,656
Evaluation	2,529

BREAKOUT DISCUSSIONS

- In your breakout session discuss the two questions:
 - Based upon the presentation and an understanding of the data, does it change your outlook? Why or Why Not?
 - What types of activities do you use to engage learners around career exploration?

Labor Market Intelligence for Students

Five Things I Wish Your Students Knew About the World of Work

#1: It will likely not be necessary to leave Massachusetts to find a great career in the field you love.

Labor Market Intelligence for Students

Industries that pay more in Massachusetts than in the country as a whole:

- Information
- Finance and Insurance
- Professional, Scientific and Technical Services
- Management of Companies
- Education
- Health Care and Social Assistance

Labor Market Intelligence for Students

Five Things I Wish Your Students Knew About the World of Work

#2: The ability to learn might be the single most critical professional skill you ever develop.

Labor Market Intelligence for Students

Five Things I Wish Your Students Knew About the World of Work

#3: Behavioral issues can affect more than just your educational experience.

Labor Market Intelligence for Students

Five Things I Wish Your Students Knew About the World of Work

#4: The most in-demand and most lucrative careers in our labor market require significant levels of math and reading skills.

Labor Market Intelligence for Students

Five Things I Wish Your Students Knew About the World of Work

#5: It's not all about academics and technical skills.

Labor Market Intelligence for Students

Five Things I Wish Your Students Knew About the World of Work

Top Requested Skills:

- *Communication*
- *Dedication*
- *Collaboration*
- *Customer Service*

Labor Market Intelligence for Students

Five Things I Wish Your Students Knew About the World of Work

Top Requested Technical Skills (#22):

- *(#22) Writing*
- *(#25) Engineering*
- *(#27) Nursing*

Labor Market Intelligence for Students

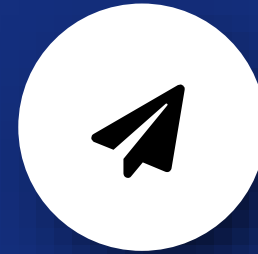
Conclusions and Recommendations

- Classroom evaluations of labor market trends
- Workforce Equilibrium Analyses for key industries
- Skills maps for critical pathways
- Industry sector partnerships

Session Synthesis



**Develop
Action
Plan**



**Support
Available via
Community
Forum**

Follow Up

Summer Leadership Series

Evaluation

Survey 5 - MA Summer Early College Leadership Series

Effective Partnerships

<https://survey.zohopublic.com/zs/KHCCEE>

Topics and/or
Questions

Bi-Weekly Check-in on September 8th

Next Leadership
Session

Session on Effective Partnerships on September 15th



<http://www.maearlycollege.com/>



jgoins@ns4ed.com

tstokes@careersthatwork.net



865-414-0033

Thank You Contact Us

