

Jackson County Career Readiness Initiatives

Michigan Talent Shortage



State of Michigan Talent Initiatives

Governors Talent Investment Board
Michigan Career Pathways Alliance



Jackson County Work



School Improvement
Career Readiness Goal



Six Common Strategies

Career
Cruising

Labor Market
Awareness

Career
Pathways

Career
Awareness

Work-Based
Learning
Opportunities

Employability
Skills

Data Resources

1. Michigan's 2016 Annual Economic Analysis
2. Jackson Area Career Outlook 2020- DTMB, LMISI, WDA
3. WIN Jackson County Labor Market Report 2017
4. Hot 50 Jobs High- Demand High-Wage Careers
5. Going Pro Hot 25

Michigan Talent Shortage

- Baby Boomers are retiring in “ever increasing numbers”
- Michigan Merit Curriculum - All students must go to college message
- Teacher hiring shift- loss of skilled trades training in schools
- Culture shift - more working parents, kids not getting same experiences
- Michigan population decline results in decline in graduates
- Michigan is expected to have modest job growth from 2014-2024
- Changing workforce trends

Michigan's 2016 Annual Economic Analysis - September 2017



Michigan Talent Shortage

- Michigan is bursting at the seams with diverse career opportunities.
- The Professional Trades alone will account for more than 500,000 jobs in our state's economy by 2024, adding 15,000 new jobs each year during that time.
- Students are unaware of, and don't always have access to, the multiple pathways that lead to rewarding and good-paying jobs in Michigan.
- A robust talent pipeline is needed to fill the growing number of jobs available today.
- Michigan's talent gap is the state's No. 1 threat to a thriving economy.



State of Michigan Career Readiness Initiatives

Governor's Talent Investment Board



The Governor's Talent Investment Board (GTIB) is the principal private-sector policy advisor on building a strong workforce system aligned with state education policies and economic development goals.

Developed a 6 Step Resolution that strenuously encourages improvements in the K-14 education system.

Resolution was approved in September 2016

- 1. Identify Job Opportunities**
- 2. Increase Career Awareness**
- 3. Increase Work-based Learning**
- 4. Align Curriculum to Pathways**
- 5. State Funding requirements for training programs**
- 6. Expand CTE reach and credit options**

Superintendent Whiston Executive Directive

June 2017

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GOVERNOR



BRIAN J. WHISTON
STATE SUPERINTENDENT

June 26, 2017

State Superintendent Brian J. Whiston
Executive Directive
To Implement Recommendations of the Career Pathway Alliance


“A series of recommendations were developed to make professional trades programs a pathway to a career, higher education, and lifelong learning.

Some will require legislation to be adopted and enacted.

Others can be done administratively by the Michigan Department of Education. Therefore, with the authority as State Superintendent and Executive of the Michigan Department of Education (MDE), I direct the MDE staff to administratively implement the following recommendations of the Career Pathway Alliance”

Superintendent Whiston Executive Directive

June 2017

1. Required productive use of **education development plans (EDPs)** and talent transcripts
 - 2. Require career exploration and job readiness education – As part of School Improvement Plans**
 3. Keep professional trades instructors on the critical shortage list
 4. Promote non-taxable deductions for professional trade instructors and courses
 - 5. Externships** for continuing education and professional development
 6. Maximize Michigan Merit Curriculum Flexibility
 7. Require state-funded CTE programs must lead to an industry-recognized credential
 8. Establish a Career Programs Playbook
 9. Establish a “Rising Tide” (technical assistance teams) for professional trades programs
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Career Pathway Alliance Initiative

Designed to help improve student access to career pathways and help schools enhance their programs- all in an effort to narrow the talent gap and continue to build a stronger talent base in Michigan.

Goal is to seek to improve access to multiple pathways to good jobs in Michigan

Provides a list of initiatives for the state



Career Pathway Initiatives

1. Promote Student Success
 - a. Put EDP usage in SI Plans
 - b. SIP Plan for Career Discovery each level
 - c. MS Career Exploration/Job Readiness (21st Century Skills) Course
 - d. Career Cruising, MI Bright Future, Pathfinder
 - e. Enhance Career Counseling
 - f. Implement Talent Transcripts
2. Embed MMC Flexibility
3. Increase Professional Trades Instructors

The logo for the Michigan Career Pathways Alliance is a blue rectangular box with rounded corners. Inside the box, the words "MICHIGAN CAREER PATHWAYS ALLIANCE" are written in white, uppercase, sans-serif font, stacked in three lines.

MICHIGAN
CAREER PATHWAYS
ALLIANCE

The tagline "Educate. Empower. Employ." is written in white, lowercase, sans-serif font on a green horizontal bar at the bottom of the logo box.

Educate. Empower. Employ.


Career Pathway Initiatives- Cont.

4. Support Career Development
 - a. **Bring Education and Business Together**

5. Professional Trades Experience for Students and Educators
 - a. **Implement Out-Of-Classroom Experiences**
 - b. Ensure CTE programs lead to industry-recognized credential
 - c. Count CTE as transferable college credit

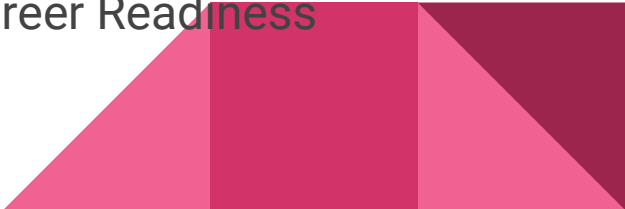
6. Promote Career Pathways
 - a. **Going PRO campaign**





Jackson County Career Readiness Initiatives

Jackson County Career Readiness Subcommittee

- An ad-hoc committee of Jackson County Superintendent Association
 - Charged with assimilating state, regional and county labor force goals, data and talent initiatives into an action plan for the Jackson County school districts
 - Made up of a representative from each of the county school districts
 - Reports regularly to the JCSA the progress of the plan
 - Reviews employability data quarterly
 - Website- HUB of resources for Jackson County Talent Pipeline
 - Creates a Common School Improvement Goal for Career Readiness
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Jackson County School Improvement Goal



Jackson County School Improvement Goal

Students will be aware of and prepared to enter post-secondary opportunities such as certification programs, college, apprenticeship programs, on the job trainings, or military to succeed in today's professional careers.




Jackson County Measurable Objective

100% of Students will complete High School with an individualized, attainable, documented post secondary plan that will lead to successful employment opportunities.



Jackson County Strategies

- 1. Career Cruising**
 - 2. Labor Market**
 - 3. Career Pathway**
 - 4. Career Awareness and Exploration**
 - 5. Work-Based Learning Opportunities**
 - 6. Employability Skills**
- 

Activities

1. Career Cruising

- a. EDP District Plan
- b. CC Marketing
- c. Matchmaker

2. Labor Market

- a. All Classes have posted
50 HOT Jobs poster
- b. Post Secondary Plan

3. Career Pathway

- a. Align MS Electives and HS
courses to Pathways
- b. MS Experience in all
Pathways

Activities

4. Career Awareness and Exploration

- a. Career Awareness MS and/or High School Course**
- b. Going PRO Scavenger Hunt**

5. Work-Based Learning Opportunities

- a. MIBright Future**

6. Employability Skills

- a. Soft Skill/Talent Transcript**

1. Career Cruising

- A. EDP District Plan
- B. Marketing CC
- C. Matchmaker



2. Labor Market

- All Classes have posted 50 HOT Jobs poster
- Post Secondary Plan



MICHIGAN'S HOT 50
HIGH-DEMAND HIGH-WAGE CAREERS
Job Outlook Through 2024

Occupation	2022 Median Annual Wage	2024 Median Annual Wage	Projected Annual Growth Rate	Projected Annual Job Growth	Projected Annual Job Openings
Software Developers	\$124,840	\$131,170	15%	1,100	1,100
Software Engineers	\$118,170	\$124,500	15%	1,100	1,100
Software Quality Assurance Engineers	\$111,500	\$117,830	15%	1,100	1,100
Software Testers	\$104,830	\$111,160	15%	1,100	1,100
Software Engineers, Applications	\$98,160	\$104,490	15%	1,100	1,100
Software Engineers, Systems	\$91,490	\$97,820	15%	1,100	1,100
Software Engineers, Hardware	\$84,820	\$91,150	15%	1,100	1,100
Software Engineers, Network	\$78,150	\$84,480	15%	1,100	1,100
Software Engineers, Database	\$71,480	\$77,810	15%	1,100	1,100
Software Engineers, Embedded	\$64,810	\$71,140	15%	1,100	1,100
Software Engineers, Mobile	\$58,140	\$64,470	15%	1,100	1,100
Software Engineers, Web	\$51,470	\$57,800	15%	1,100	1,100
Software Engineers, Cloud	\$44,800	\$51,130	15%	1,100	1,100
Software Engineers, Data	\$38,130	\$44,460	15%	1,100	1,100
Software Engineers, Security	\$31,460	\$37,790	15%	1,100	1,100
Software Engineers, AI	\$24,790	\$31,120	15%	1,100	1,100
Software Engineers, Blockchain	\$18,120	\$24,450	15%	1,100	1,100
Software Engineers, Quantum	\$11,450	\$17,780	15%	1,100	1,100
Software Engineers, AR/VR	\$4,780	\$11,110	15%	1,100	1,100



NAME

SCHOOL

CONTACT

PHONE
ADDRESS

OTHER INFORMATION

POST-SECONDARY PLAN

- In the form below, please indicate your plans for after High School in the appropriate box.
- You must include one piece of Documentation in the list with this plan.
- This plan must be submitted to your Senior Guidance Counselor by the last day of your senior year.

COLLEGE OR UNIVERSITY

DOCUMENTATION

- Application
- Acceptance Letter
- FAFSA
- Name Of College or University

WORK FULL TIME

DOCUMENTATION

- Application completed
- Letter from Employer

JAGS OR JEC 13TH YEAR

DOCUMENTATION

- Letter from Program
- Letter from Employer
- Certification

APPRENTICESHIP TRAINING

DOCUMENTATION

- Name of Program
- Letter from Program
- Letter from Employer
- Certification

MILITARY

DOCUMENTATION

- Branch
- Acceptance Letter

OTHER - PLEASE INDICATE

DOCUMENTATION

3. Career Pathways

- a. **Align MS Electives and HS courses to Pathways**
- b. **MS Experience in all Pathways**

Common Middle School Electives:

- **Health**
- **Skilled Trades**
- **Band/Choir**
- **Technology**
- **Lifeskills**
- **Art**



4. Career Awareness and Exploration

- a. Career Awareness MS and/or High School Course
- b. Going PRO Scavenger Hunt



5. Work-Based Learning Opportunities

The overall goal of MI Bright Future is to address the long-term workforce needs in Michigan, especially in high-demand occupations, by supporting the development of an informed, educated, skilled and experienced talent pipeline.

MI Bright Future is a partnership of k-12, workforce development, post-secondary partners, and chambers of commerce working to integrate career planning technology tools with the existing educational development planning process and career awareness and readiness strategies in the K-12 school system.



6. Employability Skills

NWHS Soft Skills Rubric

RESPECT	4 Exceeds expectations	Seeks and accepts the opinions and input of others Consistently demonstrates both respectful and helpful behavior
	3 Meets expectations	Listens and accepts the opinions of others Demonstrates both respectful and helpful behavior
	2 Emerging expectations	Sometimes accepts others Sometimes demonstrates respectful and helpful behaviors
	1 Below expectations	Usually ignores the opinions and input of others Needs improvement in demonstrating respectful and helpful behavior

WORK HABITS	4 Exceeds expectations	Is consistently in attendance Always punctual and prepared Consistently displays a positive attitude Always on task. Always strives to meet potential Spends extra time to ensure tasks are well done Consistently follows directions accurately
	3 Meets expectations	Usually in attendance Punctual and prepared for class Stays on task. Strives to meet potential Completes tasks and meets deadlines Usually follows directions accurately
	2 Emerging expectations	Mostly in attendance Occasionally punctual and prepared Sometimes stays on task. Beginning to strive to meet potential Inconsistent with task completion Occasionally follows directions accurately
	1 Below expectations	Rarely in attendance Seldom punctual and prepared Rarely displays a positive attitude Needs to remain focused on task. Does not strive to meet potential Needs to complete tasks and meet deadlines Seldom follows directions accurately

INITIATIVE	4 Exceeds expectations	Initiates curiosity and interest in learning Independently engages in learning activities Consistently perseveres and problem solves Demonstrates resourcefulness and seeks assistance as necessary
	3 Meets expectations	Demonstrates curiosity and interest in learning Engages in learning activities Demonstrates perseverance Demonstrates resourcefulness and seeks assistance as necessary
	2 Emerging expectations	Occasionally demonstrates curiosity and interest in learning Sometimes engages in learning activities Occasionally perseveres Shows growth in resourcefulness and sometimes seeks assistance
	1 Below expectations	Seldom demonstrates curiosity in learning activities Rarely engages in learning activities Lacks perseverance Rarely uses alternate resources to assist with learning

COLLABORATION	4 Exceeds expectations	Acts as a leader or exemplary team member Consistently provides thoughtful ideas in teams Consistently values and encourages all members of teams
	3 Meets expectations	A strong team member Provides thoughtful ideas in teams Values and encourages all team members
	2 Emerging expectations	Participates minimally and requires some prompting as a team member Sometimes provides thoughtful ideas in teams Sometimes values and encourages all team members
	1 Below expectations	Rarely participates in team activities Rarely provides thoughtful ideas in teams Rarely values and encourages team members

Proposed Timeline

2016-2017	Studied Reports from State
September 2017	Studied Report from WIN- Established Target Activities
October 2017	Established TEAM - Compiled County Efforts
November 2017	MIBright Future Initiate- Project Development
December 2017	Establish Project Management Teams for Activities
January - June 2018	Develop Implementation Plans for Activities County-Wide
September 2018 Activities	Launch Target Activities County-Wide and Establish 2018-2019

Thank you!

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