



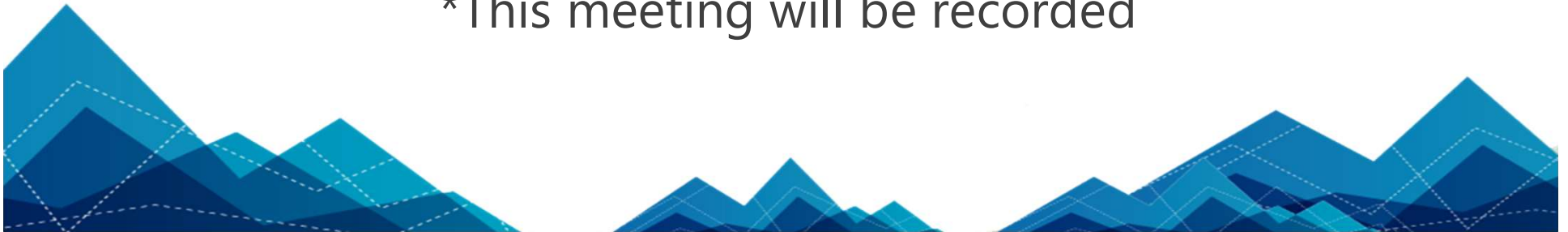
Colorado Workforce
Development Council



Work-based Learning Incubator: Learning About Work

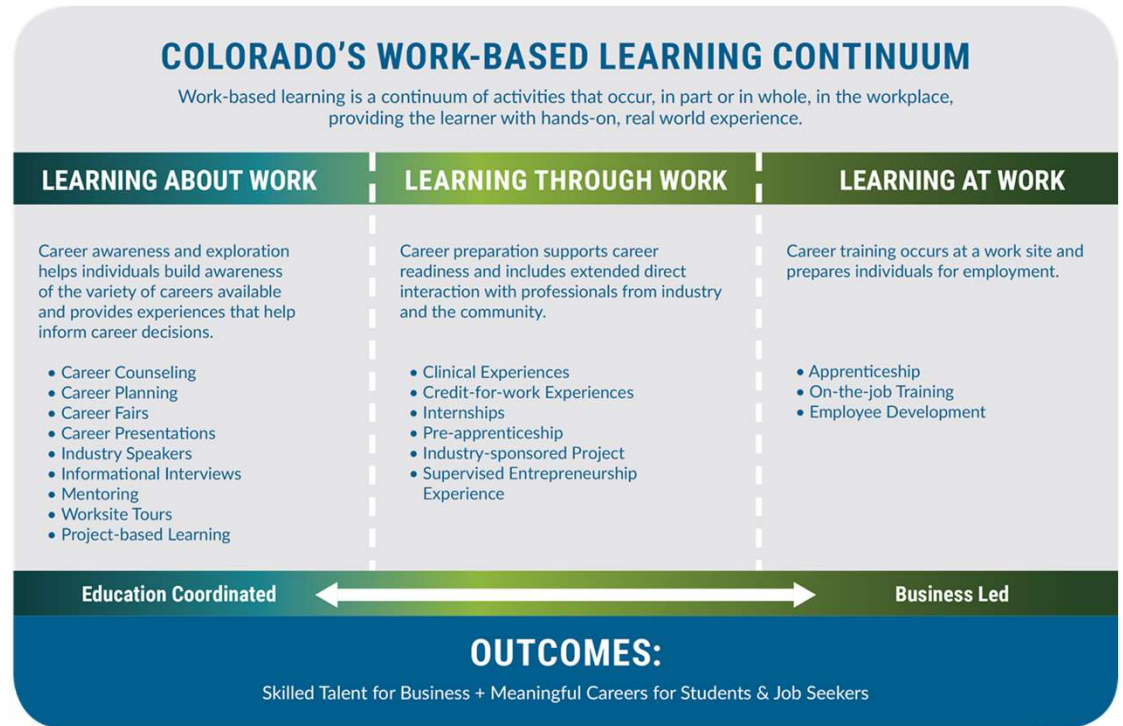
December 10, 2020

*This meeting will be recorded



Objectives

- Learn promising practices around how to engage K-12 students in “Learning About Work” activities of the Work-Based Learning Continuum



Agenda



- Work-based Learning Incubator Announcements
- Learning about work in the Santa Fe Trail area
- Learning about work in the Cajon Valley
- Learning about work through Virtual Job Shadow



Coming soon....



Call for proposals, volunteers and student panelists.....



Welcome!

CREC, GSN, & Santa Fe Trail BOCES



- Introduction to the college and career work being done by the CREC, GSN, and the Santa Fe Trail BOCES.
- How to involve younger students in college and career exposure opportunities.
- How we adapted our work in a COVID-19 world and how to build capacity that will last beyond COVID-19.



Meet the Team!



Kirk Banghart
Vice President & Chief Facilitator



Jennifer Nesselhuf
Project Coordinator



Generation Schools Network



15 years of Innovation in Education

- New school models
- Successful turnaround work
- Rural leaders: 66 district Colorado
- Rural Education Collaborative
- Broad impact: districts from largest (NYC & DPS) to smallest (rural & charter)
- Experienced tech partners

 **GENERATION**
SCHOOLS NETWORK



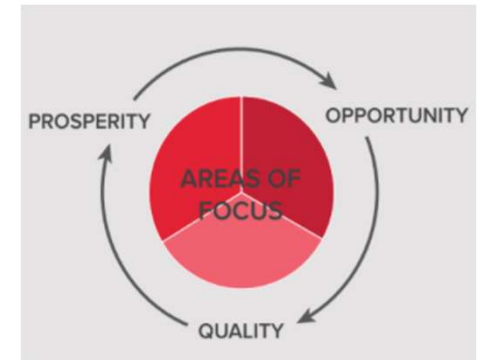
About the CREC



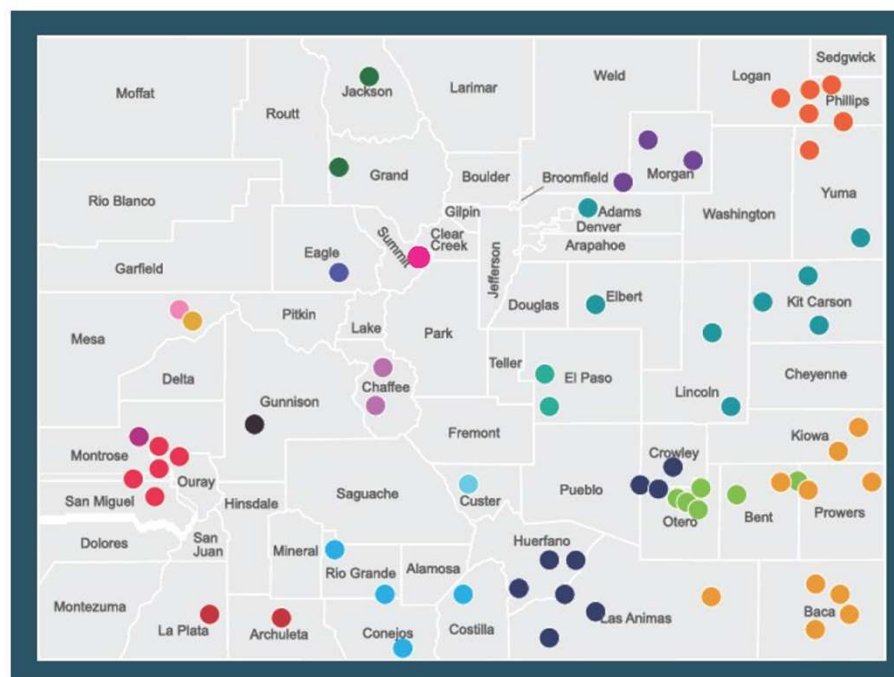
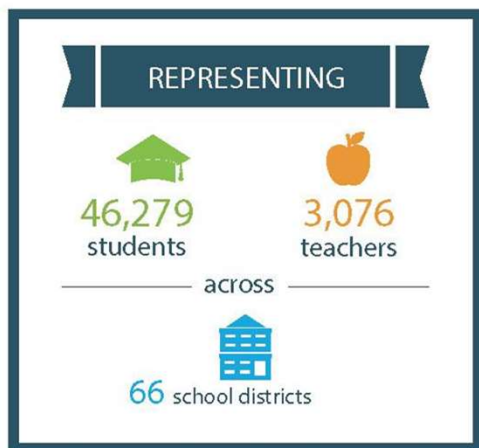
The Collaborative is a group of rural districts working together to advance educational opportunities and economic prosperity across rural Colorado.

The CREC supports rural districts by:

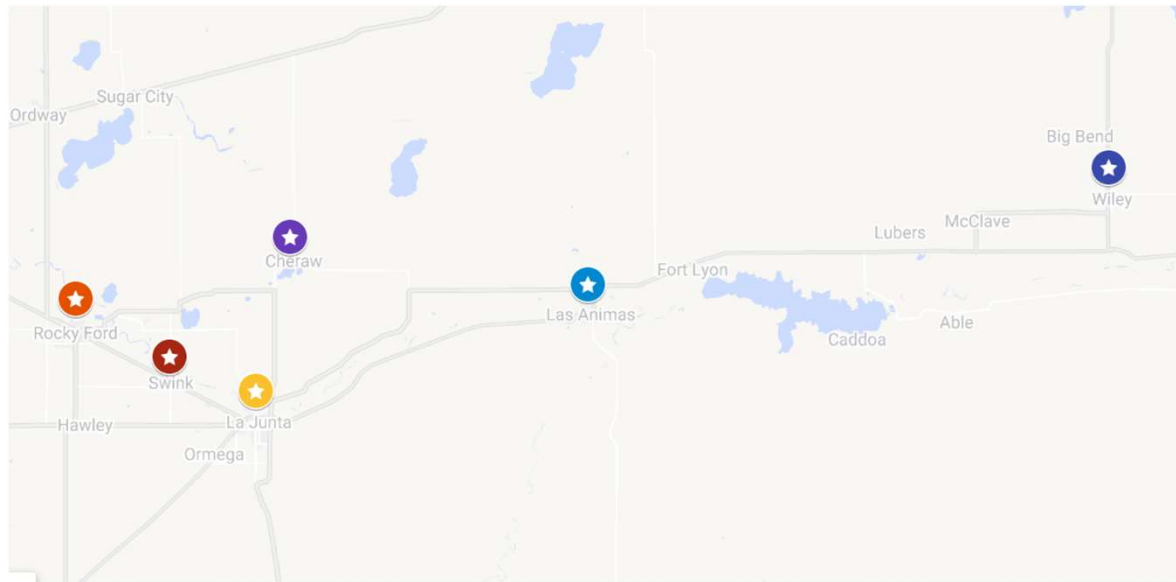
- Securing external resources to invest in innovations that matter most
- Making it easier to access must-know information about available resources and supports for rural schools, teachers, and students
- Raising their collective voice and influence around educational practice and processes that work



Our CREC Districts



About the Santa Fe Trail BOCES



Cheraw



Las Animas



Swink



La Junta



Rocky Ford



Wiley

A Rural Solution to a Rural Challenge



Mismatch
between skills
students graduate
with & skills local
employers want

Decline in
skilled workers
entering the
local workforce

Rural
communities
are often faced
with isolation
and resource
scarcity

Young people leaving
rural communities
after graduation due
perceived lack of
career opportunities

The future of
local businesses
are at risk of
deteriorating
with no
succession plan

Pathways to Prosperity Program Offerings



4th grade 12th grade

BitsBox Computer Programming (4-6)

Real-World Problem Scenarios/Work-Connected Learning Projects (5-12)

Student Entrepreneurship Fairs (5-12)

Entrepreneurship Camps (5-8)

Manufacturing Tours (6-8)

Entrepreneurship Club (9-12)

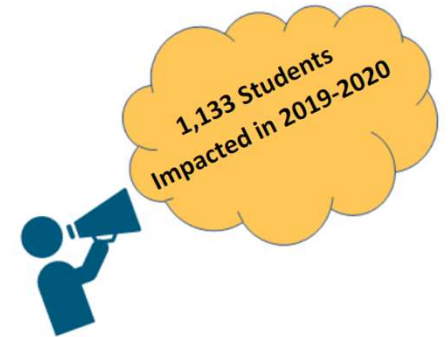
Ogallala Commons Summer Internships (9-12)

Concurrent Enrollment (10-12)

Career Cab (11-12)

SFT BOCES Internship Seminar/Prep (11-12)

SFT BOCES Internships (11-12)



Get Students Involved Early



Middle School Division Finalists



Name: Emma Wittler
7th Grade, Vilas School

Business Name: Occasional Kitchen
Investment: \$150



Name: Kinsley Williams
6th Grade, Eads School

Business Name: Loads of Love
Investment: \$50



Name: Ira Crouch
6th Grade, Crouch Academy

Business Name: Captain Cluckers
Investment: \$200



Name: Delaney Bond
5th Grade, Bond Homeschool

Business Name: The Pearly Pear
Investment: \$500



Name: Brodie Hilty
6th Grade, Springfield School

Business Name: BoBo's Windows and Panes
Investment: \$100



“The excitement that the students had. They saw...how easy it can be to change lives.”

-Cisco Perez, CAD Tech/IT,
Innovative Water Technologies



Adapting for COVID-19



- Use this time to experiment! How can you use something differently? What have you wanted to try, but haven't felt comfortable trying?
- Ask yourself, "What can be filmed or created now for use later?"
- Leverage virtual options that will improve student access beyond COVID.



Leverage Existing Resources & Partnerships



Key Takeaways:

- 1) Start exposing students to career opportunities as early as possible.
- 2) Use the resources currently available - don't recreate the wheel.
- 3) Use virtual options to expand access and opportunities for students and the community.
- 4) Use momentum to build and improve virtual staff training options.



Career Connected Experiences in Elementary School - Ed Hidalgo

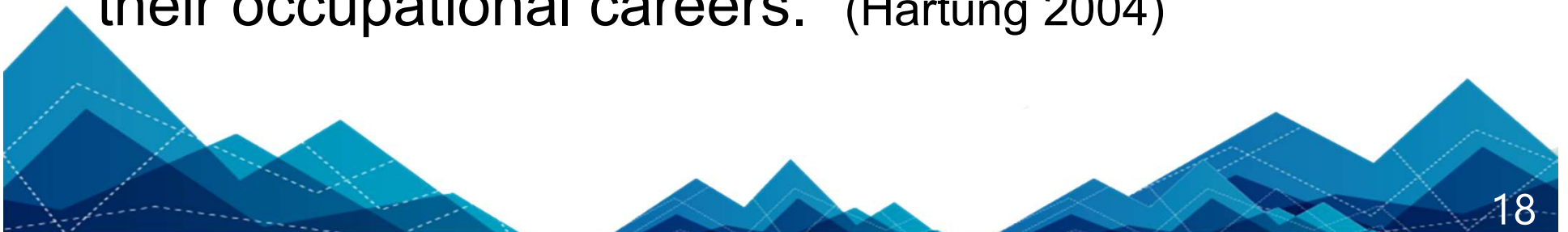


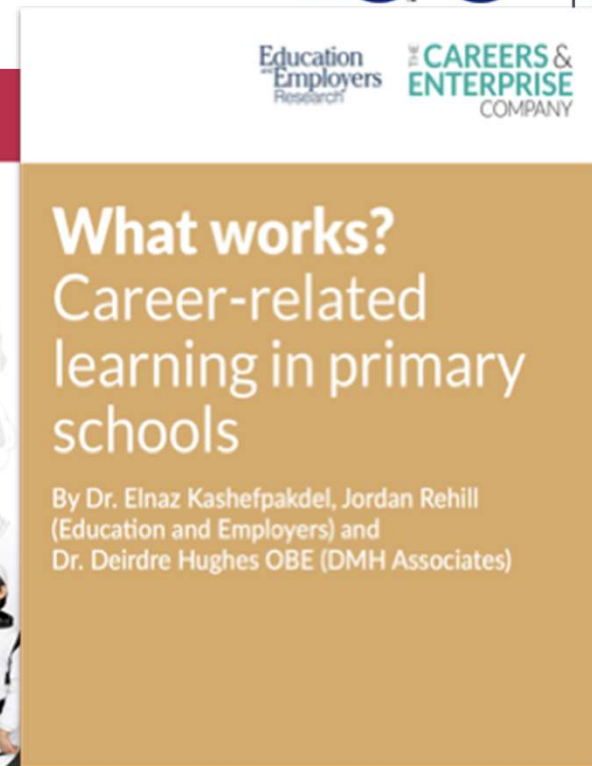
Career & Literacy Development
for the **COVID** generation

Research in Vocational Psych



"Vocational development begins much earlier in the life span than generally assumed, and what children learn about work and occupations has a profound affect on the choices they make as adolescents and young adults, and ultimately, on their occupational careers." (Hartung 2004)





Career Development is a Human Process

“Any assessment, no matter how good, is only as good as the interpretation”

Dr. Ian Martin
Professor, Career Development

Coaching Conversations Are On-Going

Coaching Begins



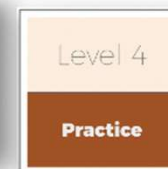
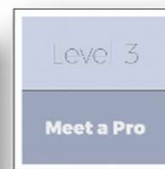
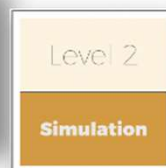
Self Reporting



Take Assessments



Student Exploration



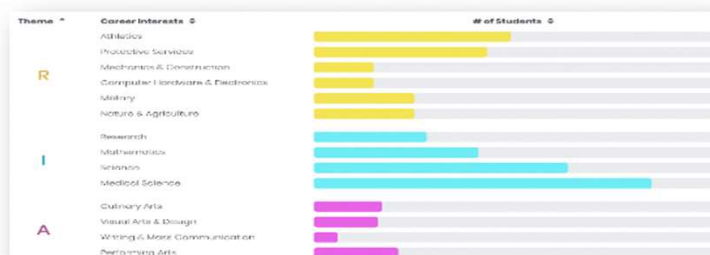
Coaching Reflections



Goals



Next Steps



RIASEC in Action

Career Development Framework



Integration Framework



Implementation Framework

The Academic and Career Journey is comprised of 4 Levels



Holland RIASEC



The most widely adopted theoretical framework for ***interest*** measurement.

54 Career Experiences



						
	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Kinder	Police Officer	Doctor	Artist	Elementary School Teacher	Baker	Farmer
First	Firefighter	Civil Engineer	Technical Writer	Registered Nurse	Florist	Mail Carrier
Second	Carpenter	Veterinarian	Musician	Fitness Trainer	Chef	Software Developer
Third	Forester	Zoologist	Comic Book Writer	Customer Service Representative	Real Estate Agent	Computer Programmer
Fourth	Yoga Instructor	Geographer	Marketing Manager	Park Naturalist	Entrepreneur	Paralegal
Fifth	Horticulturalist	Climate Change Analyst	Reporter	Dietitian	Cosmetologist	Theme Park Engineer
Sixth	Radiologist	Hydrologist	Librarian	University Faculty Member	Sales Manager	Team Assembler
Seventh	Automobile Mechanic	Sociologist	Graphic Designer	Career Counselor	Operations Manager	Accountant
Eighth	Environmental Engineering Technician	Wind Energy Project Manager	Urban & Regional Planner	Personal Financial Advisor	Optician	Financial Analyst

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World of Work COVID Response E - Learning Materials TK-8



Welcome to the WoW E-Learning Materials Playlist. Lessons are designed for student exploration during Distance Learning. Copy, share and create these WOW experiences with your students.

Topic	TK-2	3-5	6-8
1 - RIASEC Exploration	TK-2 Video Lesson Teacher Slides Realistic Activity Book Color Book Info RIASEC at Home	3-5 Lesson RIASEC at Home Realistic Activity Book - 3rd Grade	What's my RIASEC? RIASEC at Home
2 - RIASEC Exploration	TK-2 Video Lesson Teacher Slides Investigative Activity Book	3-5 Lesson Investigative Activity Book - 3rd Grade	SuperStrong
3 - Realistic	TK-2 Realistic Lessons Teacher Slides Artistic Activity Book	3-5 - R Careers Exploration Lesson Artistic Activity Book - 3rd Grade	SuperStrong Debrief
4 - Investigative	TK-2 Investigative Lessons Teacher Slides Social Activity Book	3-5 - I Careers Exploration Lessons Social Activity Book - 3rd Grade	SIV Middle School Lesson
5 - Artistic	TK-2 Artistic Lessons Enterprising Activity Book	3-5 - A Careers Exploration Lessons Enterprising Activity Book - 3rd Grade	Exploring Career Options Middle School Lesson
6 - Social	TK-2 Social Lessons Conventional Activity Book	3-5 - S Careers Exploration Lessons Conventional Activity Book - 3rd Grade	Exploring Education Pt 1 Middle School Lesson

Teacher Integration



What role can content standards play in the WoW?

Reading a Novel

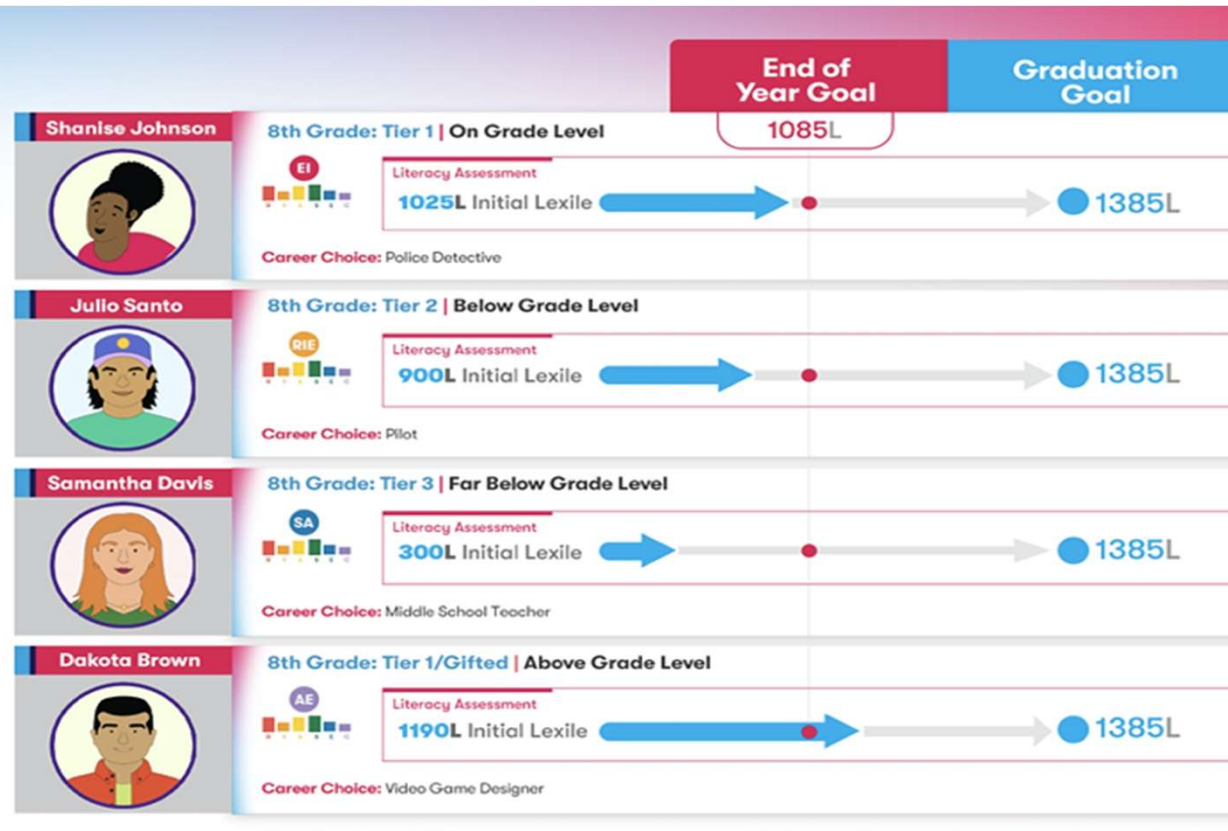
Identify characters'
RIASEC themes
within the story.



RIASEC and Literacy



Identifies the gap each student needs to close



The RIASEC Connection



**OSU MAJORS
BY HOLLAND
CODE (RIASEC)**

2016-2017

A GUIDE FOR USING THE RIASEC PERSONALITY AND PREFERENCE
INSTRUMENT TO FIND YOUR GOALS AND MAJOR AT OSU



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Columbus, OH 43210

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O*NET OnLine

Help Find Occupations Advanced Search Crosswalks Share O*NET Sites

**Build your future
with O*NET OnLine.**

Welcome to your tool for career exploration
and job analysis!

O*NET OnLine has detailed descriptions of the
world of work for use by job seekers, workforce
development and HR professionals, students,
researchers, and more!

What's New?
New BLS wage information in
O*NET websites
[Learn More](#)
Get O*NET news by [email](#) or [RSS](#).

I want to be a...
Start the career you've
dreamed about, or find one
you never imagined.
[Find It Now](#)
at My Next Move

What is O*NET?



Workforce Connection



Public Administration

A PRIORITY SECTOR in San Diego County

People in this sector solve problems through their research, analysis, leadership and public service. They listen to concerns, collaborate with others and respond to the community with a goal of improving people's lives.

San Diego Workforce Partnership

Scan to take a quiz and learn how your interests align with San Diego jobs!

#mynextmove

Sample occupations

Occupation	How much will I earn per hour?	What level of education is expected by employers?
The Director / Deputy Director (People who manage, coordinate, and oversee the work of others in a government agency or department)	\$128 \$13 \$136	4 years
The Director / Deputy Director (People who manage, coordinate, and oversee the work of others in a government agency or department)	\$41 \$44 \$46	4 years
The Director / Deputy Director (People who manage, coordinate, and oversee the work of others in a government agency or department)	\$15 \$15 \$16	4 years
The Director / Deputy Director (People who manage, coordinate, and oversee the work of others in a government agency or department)	\$17 \$17 \$18	4 years
The Director / Deputy Director (People who manage, coordinate, and oversee the work of others in a government agency or department)	\$24 \$24 \$25	4 years
The Director / Deputy Director (People who manage, coordinate, and oversee the work of others in a government agency or department)	\$18 \$18 \$19	4 years

***** Doctoral degree **** Masters or professional degree *** Bachelors degree ** Associate degree or certificate * High school diploma or less

To explore, visit workforce.org/mynextmove

Advanced Manufacturing

A PRIORITY SECTOR in San Diego County

This sector combines fields like engineering, computer drafting, biotech and more to design and build our future.

San Diego Workforce Partnership

Scan to take a quiz and learn how your interests align with San Diego jobs!

#mynextmove

Sample occupations

Occupation	How much will I earn per hour?	What level of education is expected by employers?
Research, Development and Service Technicians (Design, repair, test or maintain equipment, machinery, tools and instruments)	\$25 \$25 \$26	4 years
Industrial Engineers (Design, develop, test and manufacture or manage industrial production processes)	\$31 \$31 \$32	4 years
Equipment and Industrial Designers (Design and develop equipment, machinery, tools and instruments)	\$17 \$17 \$18	4 years
Customer Service Representatives (Interact with customers to provide services, to purchase and maintain the new team)	\$11 \$11 \$12	4 years
Plant Line Supervisors of Production and Operating Workers (Supervise, coordinate the activities of production workers, such as inspectors, production workers and machine operators)	\$14 \$14 \$15	4 years
Statistical Process Control (Monitor and quality control of a product or process to ensure the work meets manufacturing standards)	\$14 \$14 \$15	4 years

***** Doctoral degree **** Masters or professional degree *** Bachelors degree ** Associate degree or certificate * High school diploma or less

To explore, visit workforce.org/mynextmove

#2Gen Strategy



The Launch Pad



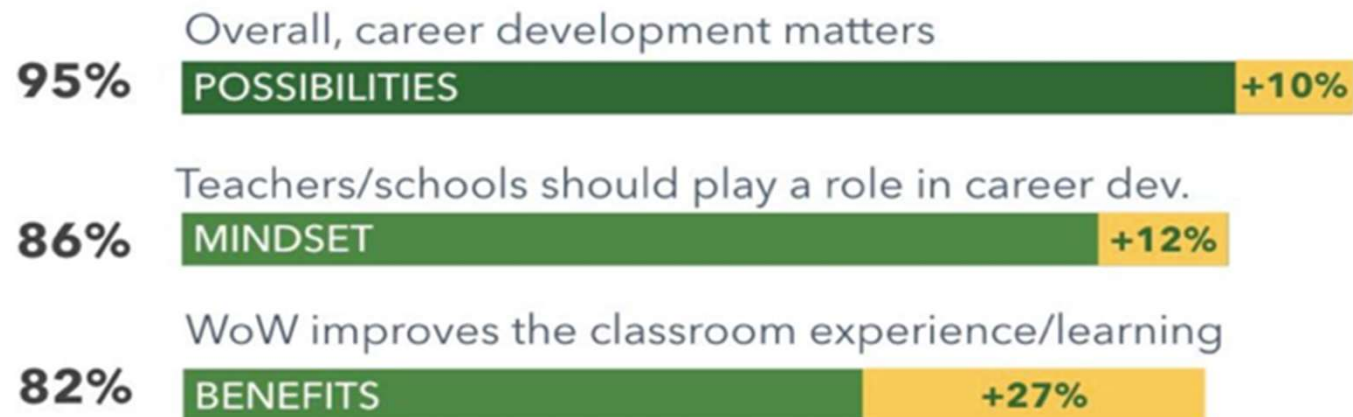
New middle school career center answers “Why am I learning this?”

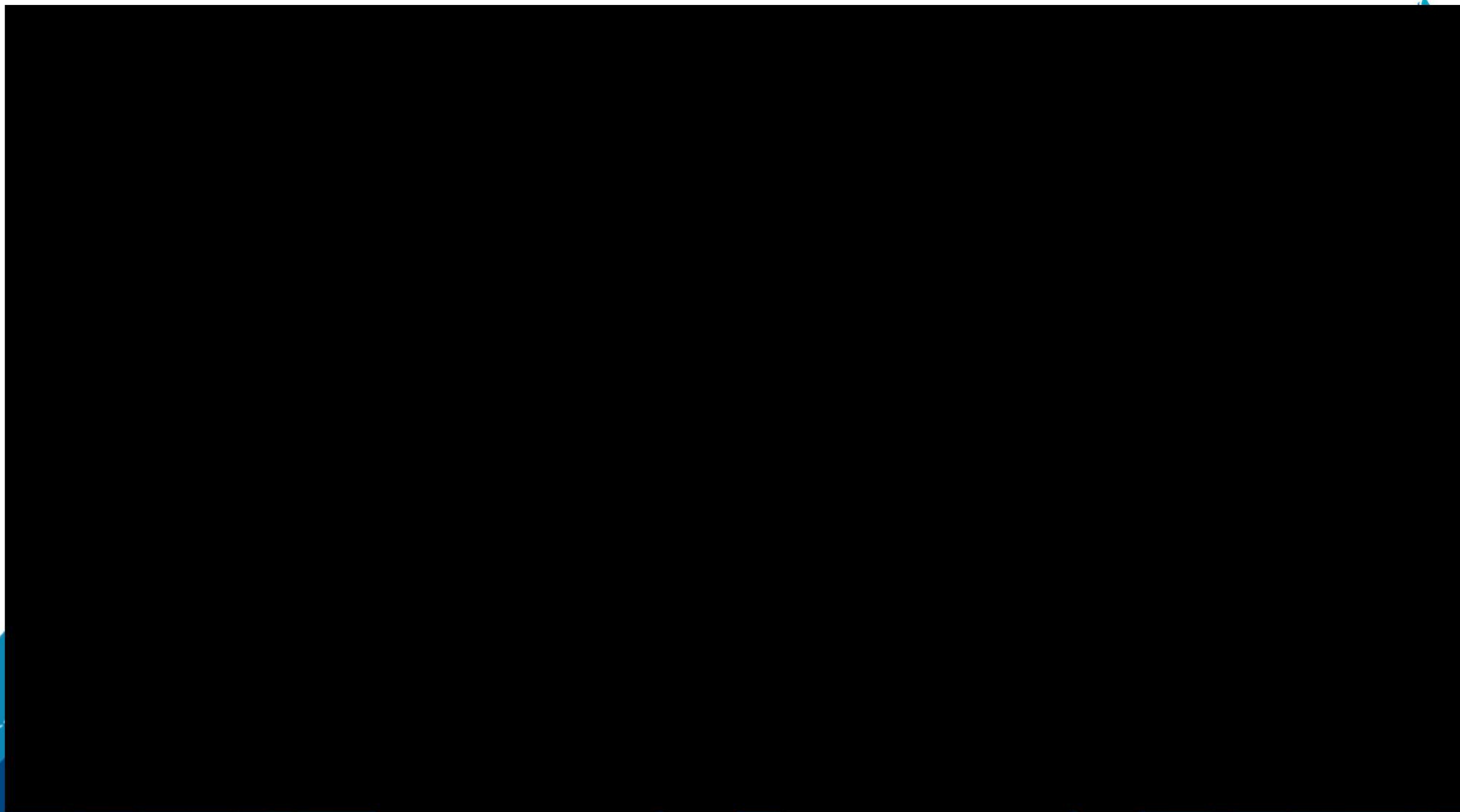
November 6, 2020



By Sarah Burns, Director of Research Application

Teachers' Beliefs - CareerDev







Wendy Corley



Users can:

- Take assessments to identify careers of interest (including the O*Net Interest Profiler, O*Net Work Importance Locator, and more)
- Based on assessment results, users can explore relevant careers by watching hundreds of job shadowing and career advice videos and, or Life Skills Videos that are relevant to success
- Utilize job and college search tools

Partners can (Partners who have access to a license):

- Access student-level reports for Individualized Employment Plan (IEP), career planning development, including transition planning
- Utilize printable "mini-lessons" on career-readiness topics (including employability soft skills, financial literacy, and more)
- Use existing or create custom lessons for users/groups based on interest level and ability with FlexLessons



What changes have you made for COVID?





Virtual Job Fair - Town Hall



Survey and Punch Card



9.3

10.8

11.12

12.10

1.14

2.11

3.11

4.8

5.13

June

Work-based Learning Incubator Punch Card



Colorado Workforce
Development Council

Thank you!

Next webinar January 14:
Learning Through Work
2:30 - 4:00