

Vision for Workforce Development through CTE

1. Economic development, build more skilled workforce
 - a. Career pathways – applied curricula targeted to meet long-term demand in the priority sectors that will grow the economy (construction sciences/green building design, healthcare sciences, advanced manufacturing/IT)
 - i. Early introduction to CTE and CP, beginning in middle school
 - ii. Include pre-apprenticeships and work-based learning
 - iii. Co-developed with employers
 - iv. Multiple on- and off-ramps, easy navigation to postsecondary opportunities
 - v. Framed around stackable credentials and industry-recognized credentials
 - b. As result of last session, limited service staffing in place to begin CP's work.
 - i. Also introduces opportunities for building more career readiness in Vermont's educational design for *all students*, especially when leverage PLPs.
 - ii. Increase rigor and quality of secondary CTE.
 - c. Direct allocation of funds for career pathways investment.
 - i. Perkins secondary and postsecondary CTE
 - ii. Dual Enrollment and Early College
 - iii. State CTE grants and (potentially) formula funds
2. Immediate Employment Needs
 - a. Develop Adult CTE system for "retooling," nimble training systems to meet immediate employer needs
 - i. Assign DOL to lead adult CTE system
 1. Most funding for current (piecemeal) system in DOL
 - b. Adult CTE programming
 - i. At high school CTE centers
 1. After hours, shared resource model
 2. Secure employer buy-in and \$
 - ii. DOL eligible training provider programs
 1. Registered apprenticeships
 - iii. CCV/VTC
 1. Programs designed to meet "gap" between high school and two-year degree completion.
 - c. Capital fund investment
 - i. Grants program to provide necessary equipment for adult CTE, renovate existing spaces, add on to existing spaces, and other relevant fixed assets.
 - ii. \$500,000 state capital fund

- iii. To increase affordability and efficiency, funds prioritized for projects that are open source, multi-purpose.
- iv. Will supplement existing secondary CTE resources, not duplicate or supplant.

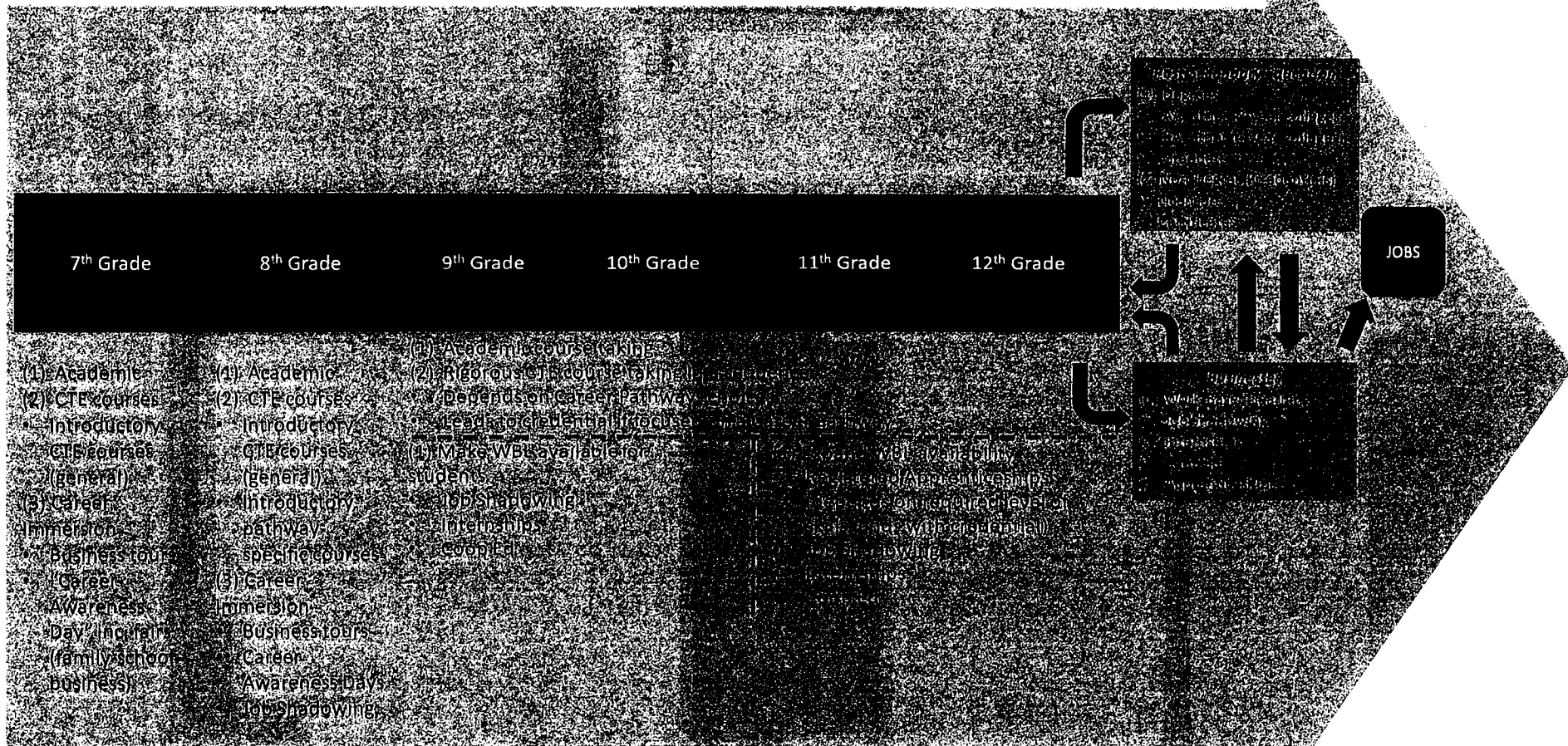
Work Plan – Career Pathways | AOE

Target Month/Period	Deliverable/Outcome	Status
YEAR 1		
AUGUST '17	POSITION AUTHORIZED	COMPLETE
SEPTEMBER '17	RECRUITING	COMPLETE
OCTOBER '17	HIRED	COMPLETE
NOVEMBER – JANUARY '18	<ol style="list-style-type: none"> 1. Create work plan 2. Develop working career pathways framework from grade 7 – 20/wkfce 3. Three initial Career Pathways finalized (construction, health sciences, advanced manufacturing) 4. Networking - Professional, organizational, and initiative oriented in 3 priority areas 	<ol style="list-style-type: none"> 1. COMPLETE 2. COMPLETE 3. Two are complete (working with VTC on third; anticipated completion date: April 2018) 4. ONGOING
FEB to APRIL '18	<ol style="list-style-type: none"> 1. Specific program requirements & curriculum identified for 3 occupational pathways within each of Construction, Health Science, and Manufacturing (I.E. plumbing, nursing, CNC machinist) 2. Career Pathways presented to SWBD and SBE, approved by both 3. Begin marketing of Career Pathways 	
MAY-JULY 2018	<ol style="list-style-type: none"> 1. Training completed in select regions to help develop institutional/regional capacity for career pathways model. 2. Tools & Materials to help implementation of the first three in middle & high schools developed. 3. Continue marketing of Career Pathways 	
YEAR 2		
AUGUST 2018	<ol style="list-style-type: none"> 1. Complete “green-up” review of curriculum and standards to ensure new career pathways programs include “green” and sustainability content, skill and knowledge development where appropriate 2. FIRST THREE OCCUPATIONAL AREAS COMPLETE and ready for CTE centers to begin adopting, implementing, and recruiting students for the 2019-2020 school year 	
SEPTEMBER 2018	<ol style="list-style-type: none"> 1. Middle school requirements identified, broadly, for Construction, Health Science, Manufacturing 	

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	<ol style="list-style-type: none"> 2. Meet with CTE staff, employers, postsec partners and other stakeholders to identify potential pitfalls 3. Begin planning for fiscal alignment of grant dollars to Career Pathways 	
OCTOBER-NOVEMBER 2018	<ol style="list-style-type: none"> 1. Complete implementation and statewide evaluation/monitoring plan developed for first three CPs 2. Host forum with middle school and high school counselors and principals to introduce CPs and increase buy-in. 	
DEC18-JUNE 2019	<ol style="list-style-type: none"> 1. CTE program requirements & curriculum identified for 3 occupational pathways within Information Technology, Hospitality & Tourism, Agriculture updated 2. Training completed in select regions to help develop institutional/regional capacity for career pathways model. 	
JULY 2019	Tools & Materials to help implementation of the first three in middle & high schools developed.	
AUGUST 2019	<p>Complete “green-up” review of curriculum and standards to ensure new career pathways programs include “green” and sustainability content, skill and knowledge development where appropriate.</p> <p>LIMITED SERVICE POSITION ENDS</p>	

VT Career Pathways: A Vision for Secondary Education



DRAFT

CONSTRUCTION / CARPENTRY

Care Pathways
Description

High School

COURSES

MIDDLE SCHOOL

- Exploratory
- ACADEMIC
- 4 English
- 3 Mathematics
- 3 Science
- 3 Social Studies
- Electives

PATHWAY COURSES

- Pre-Tech
- Carpentry I
- Carpentry II
- Architecture and Construction I
- Architecture and Construction II

COLLEGE CREDIT

DUAL ENROLLMENT

- 2 courses
- CCV, VTC, Central Maine CC

FAST FORWARD

- At least 1 course
- VT State Colleges

**WORK-BASED
LEARNING**

- Job shadow
- Internship
- Coop Ed

CERTIFICATIONS

- Associated General Contractor
- OSHA 10
- National Center for Construction Education and Research
- S/P2 Construction
- First Aid / AED
- Heartsaver CPR

Post-Secondary

TRAINING

- Cost Estimator Training
- Construction Apprenticeship

2-YEAR COLLEGES

CERTIFICATES

- Building Construction Technology Certificate
- Fine Woodworking & Cabinet Making Technology Certificate

DEGREES

- Construction Management (AAS)
- Architectural & Building Engineering Technology (AAS)

4-YEAR COLLEGES

UNDERGRADUATE

- Construction Management (BS)
- Architectural Engineering Technology (BS)

GRADUATE

- Civil Engineering (MS; PhD)
- Architecture (PhD)

HEALTH SCIENCE

Career Pathways
Description

COURSES

MIDDLE SCHOOL

- English
- Academic
- Civics
- Career
- Health
- Physical Education
- Art
- Music
- Foreign Language

PATHWAY COURSES

- Health
- Anatomy & Physiology
- Biology
- Human Biology
- Human Growth & Development
- Medical Terminology

COLLEGE CREDIT

DUAL ENROLLMENT

- Anatomy
- Biology
- Chemistry
- English
- Health
- History
- Mathematics
- Science

**WORK-BASED
LEARNING**

- Internship
- Cooperative Education
- Apprenticeship
- Job Shadowing
- Mentorship

CERTIFICATIONS

- American Red Cross
- American Heart Association
- American Medical Association
- American Nurses Association
- American Society of Health Care Administrators
- American Society of Health Care Executives
- American Society of Health Care Management
- American Society of Health Care Quality Improvement
- American Society of Health Care Safety
- American Society of Health Care Security
- American Society of Health Care Compliance
- American Society of Health Care Ethics
- American Society of Health Care Law
- American Society of Health Care Finance
- American Society of Health Care Information Systems
- American Society of Health Care Research
- American Society of Health Care Statistics
- American Society of Health Care Evaluation
- American Society of Health Care Improvement
- American Society of Health Care Innovation
- American Society of Health Care Leadership
- American Society of Health Care Management
- American Society of Health Care Practice
- American Society of Health Care Research
- American Society of Health Care Statistics
- American Society of Health Care Evaluation
- American Society of Health Care Improvement
- American Society of Health Care Innovation
- American Society of Health Care Leadership
- American Society of Health Care Management
- American Society of Health Care Practice

TRAINING

- On-the-Job Training
- Health Science Apprenticeship

2-YEAR COLLEGES

CERTIFICATES

- Practical Nursing Certificate
- Phlebotomy Certificate
- Allied Health Preparation

DEGREES

- Human Services (AS)
- Health Care Adm (AS)
- Radiologic Technology (AS)

4-YEAR COLLEGES

UNDERGRADUATE

- Nursing (BS; BSN)
- Radiologic Sciences (BS)
- Health Sciences (BS)
- Medical Laboratory & Radiation Sciences (BS)

GRADUATE

- Nursing (MS; PhD)
- Health Science (DHS)

High School

Post-Secondary