



**Career Counseling Taskforce Meeting
State Workforce Innovation Council
July 19, 2016
10:30-12:00**

Mission from the SWIC: The Career Counseling Taskforce will assist with operationalizing career readiness standards, including marketing needs, outreach and coordination with K-12 and assist with increasing career and technical education (CTE) awareness and growth in relation to the demand perspective.

❖ **Call to Order/Roll Call/Welcome and Introductions**

Blair Milo, Taskforce Chair

In attendance: Mayor Milo, Amy Marsh, Nichole Mann, Jim Patterson, Matt Fleck, Samantha Vidal, Trish Wlodarczyk, Kim Ramsey, Andrew Bradley, Angela Vaughn, Erin Dietrich, Amanda Culhan

❖ **Approval of Taskforce Minutes**

Blair Milo

❖ **Plan:**

How can this taskforce impact career and occupational information and choice?
How do we know when this is successful?

- *What do we think is essential that students and adults should know regarding occupational information?*
- *What is critical for them to know and experience?*
- *What tools would be meaningful to help us (across the entire learning continuum) get there?*
 - **Wage**
 - **Demand**

- **Geographic Factors**
 - **Training Requirements**
 - **Cost of living factors**
 - **Career plan rigidity/flexibility**
 - **Opportunities for upward mobility**
 - **Occupations that match my abilities and strengths**
(these are being built into Indiana Career Explorer)
- Current wage and demand information – together – highest demand at certain wage in their region and projected
 - What is the next step to get there? (education, work experience, experiences to make them marketable)
 - Meaningful wage? - Minimum wage is \$7.25 (not enough for any single adult)
 - \$10.14 is 25th percentile in Indiana
 - What are we telling people about wage?
 - Indiana is below national average; our living expenses may be a bit below – differs based on housing, transportation, etc. What wage is needed depends on family size.
 - Benefits are also important, in addition to wage
 - Financial security – connect to ALL students that this is possible to achieve
 - Ladder of career opportunities
 - Scope and sequence for when this material is appropriate for learners
 - Adapted to younger kids... also teaching what questions to ask, as opposed to always giving the answers
 - Metrics and incentives at each level
 - Graduation plan (scenarios – single; married)
 - Internships and externships making the largest impact at the school level
 - **Tools:**
 - Indiana Career Explorer
 - Indiana Self Sufficiency Calculator shows what it takes to get by for any family of any composition
 - IN Reality
 - Hoosier Hot 50 and videos
 - Goal? Ensuring every student experiences first-hand workplace field: Looking at this by level.
 - Elementary (career day, guest speakers)
 - Middle (job shadowing, interviewing a worker; visit to career center)
 - High (internship, job shadow, work-based learning)
 - Barrier: Restrictions on age, confidentiality, etc. in the work setting
 - Simulation labs at postsecondary institutions, CTE centers, list of job shadow opportunities

Electronic grad plan – on this plan (CAN, for example) – resources come up; pathway for this course; what exists in my region for this pathway; what courses could I take in high school?

Virtual counseling, assistive device; specialized by student's location; what experiences might be helpful?

Database – including all community resources

In an ideal scenario, what would be the pipeline for student to go through every step of the way?

Along the way, what does the student need to know and experience to get there?

State law breaks this down by:

- Career Awareness – (K-5)
 - Field trips (CTE center, postsecondary institutions, workplace)
 - Careers on Wheels
 - Career Day
 - Career interest inventory
 - Guest speakers
 - Classroom lessons
 - Reality store
 - Learn More survey completion
- Information – (6-8)
 - Completion of Graduation Plan
 - Field trips (CTE center, postsecondary institutions, workplace)
 - Careers on Wheels
 - Career Day
 - Career interest inventory
 - Guest speakers
 - Classroom lessons
 - Reality store
 - Job shadowing
 - Resume building
 - Pathway options
 - Learn More survey completion
- Exploration – (9-10)
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- Preparation and Planning – (11-12)
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What experiences (at minimum) do we want the student to have during that time frame? How do we equip counselor to ensure the student has that information? Perhaps looking at Indiana School Counseling Competencies for Students? (focusing on career)

- How do we ensure these things happen whether there is a counselor or not?
 - Local Chambers to 'adopt' or partner with a school? (Noblesville model)?
 - One day of school be dedicated to this.... Out of the 180 day requirement. 'Lemonade day' – Richmond does this.
 - 'Ground hog day' = take your child to work day
 - February is CTE month
 - Create a map of experiences to present to the SWIC

- How do we know we're successful?
 - Transcripts to measure that everyone has had a workplace experience – did the student have a workplace experience at some point in high school?
 - Completion of graduation plan (map of Indiana – these are schools completing – how do we incentivize this?)
 - Graduation plan as vehicle to monitor these
 - Scholar Track – will be open to all students – way to track these things
 - # of students needing remediation
 - # of students completion pathways
 - # of students completing work-based opportunities
 - Are students gaining meaningful employment
 - Career attainment
 - Set skills at end of high school
 - Action towards career attainment

- Recommendation to SWIC – open Scholar Track to all students, 9-12
- Incentive (SSP incentive)

- Beyond high school –

- 'Graduation Plan' – change to 'Career Plan' or 'Postsecondary Plan'
- DWD post-graduation survey for CTE students

Work Ethic Certification Taskforce working on an implementation guide – reviewing it on July 27th. They can share with us perhaps at August meeting.

Both taskforces to meet in August or September??

❖ **Next Meeting: August 24 (date change)**

- Draft of this outline
- Self Sufficiency Standard Tool
- Work Ethic Certification Implementation Guide

Adjournment

Blair Milo