

"WHY" Before WHERE #ID2020







Ken Wallace, Superintendent Maine Township HSD 207 @KenWallace207 <u>kwallace@maine207.org</u>





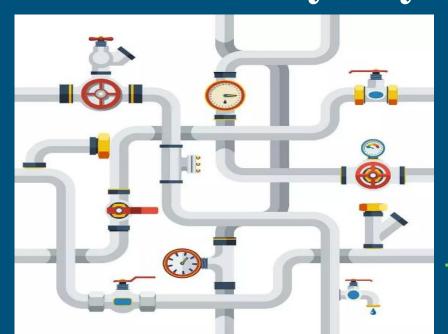
District 207 Communities:

Des Plaines
Glenview
Harwood Heights
Unincorporated Cook
County
Morton Grove
Niles
Norridge
Park Ridge
Rosemont





"We Aren't Training Plumbers Anyway"



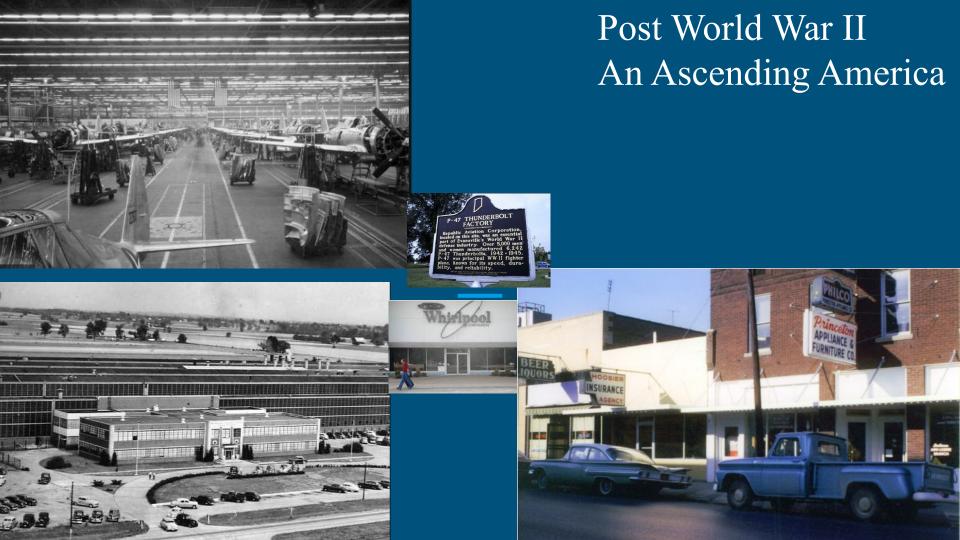
Sometimes we outsmart our common sense:



The Ascending America We Remember





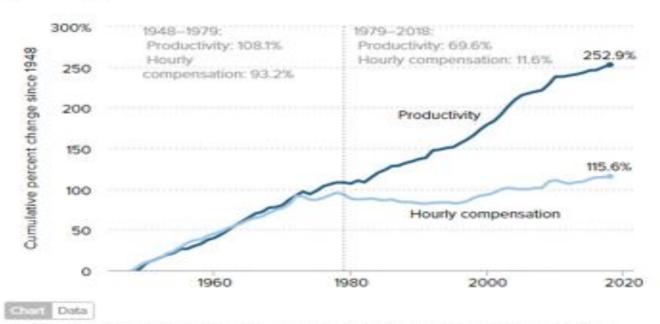


Inflection Points

Productivity
Relationship to
Wages has
Changed

Inequality is rising as workers are increasingly cut out of the economic returns to productivity growth

Productivity growth and hourly compensation growth, 1948–2018



Notes: Data are for compensation (wages and benefits) of production/nonsupervisory workers in the private sector and net productivity of the total economy. "Net productivity" is the growth of output of goods and services less depreciation per hour worked.

Source: Adapted from The Productivity-Pay Gap, Economic Policy Institute, July 2019.

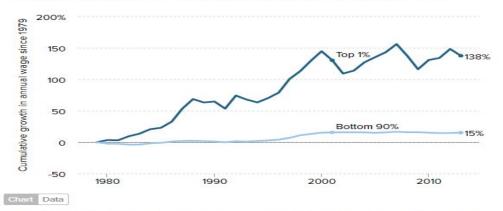
Trends That Matter

Slow Wage Growth Combined With Exponential Growth of Higher Ed Cost

FIGURE 3

When it comes to the pace of annual pay increases, the top 1% wage grew 138% since 1979, while wages for the bottom 90% grew 15%

Cumulative change in real annual wages, by wage group, 1979–2013

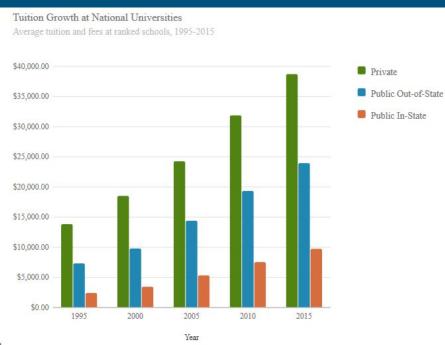


Source: EPI analysis of data from Kopczuk, Saez, and Song (2010) and Social Security Administration wage statistics

Reproduced from Figure F in Raising America's Pay: Why It's Our Central Economic Policy Challenge

Economic Policy Institute

...students who graduate with excessive debt are about 10% more likely to say that it caused delays in major life events, such a buying a home, getting married, or having children. They are also about 20% more likely to say that their debt influenced their employment plans...



..This year, more than two-thirds of college graduates graduated with debt, and their average debt at graduation was about \$35,000, **tripling in two decades**.

Search FRED

FRED: Economic Data Information Services Publications Working Papers Economists About

St. Louis Fed Home

MY ACCOUNT

Categories > National Accounts > National Income & Product Accounts > GDP/GNP > Shares of GDP

☆ Shares of gross domestic income: Compensation of employees, paid: Wage and salary accruals: Disbursements: to persons (W270RE1A156NBEA)

DOWNLOAD -



52

Units: Percent.

Frequency: Annual

1Y | 5Y | 10Y | Max

1948-01-01 to

EDIT GRAPH ©

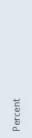


Updated: Aug 29, 2019

Not Seasonally Adjusted

Shares of gross domestic income: Compensation of employees, paid: Wage and salary accruals: Disbursements: to persons

2018-01-01





Not Seasonally Adjusted

Percent,

2018: 43.2 (+ more)

Updated: Aug 29, 2019

Search FRED

1948-01-01

to

2018-01-01

Categories > National Accounts > National Income & Product Accounts > GDP/GNP > Shares of GDP

FRED: Economic Data Information Services Publications Working Papers Economists About

Annual

☆ Shares of gross domestic income: Compensation of employees, paid: Wage and salary accruals: Disbursements: to persons (WZ70RE1A156NBEA)

Observation: Units Frequency: 1Y | 5Y | 10Y | Max

Shares of gross domestic income: Compensation of employees, paid: Wage and salary accruals: Disbursements: to persons 52 51 50 49 48 47



MY ACCOUNT

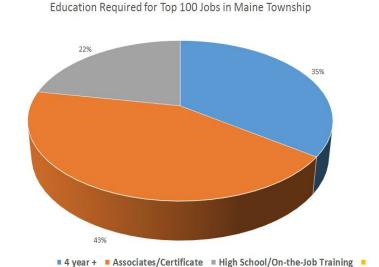
St. Louis Fed Home

DOWNLOAD -

EDIT GRAPH *



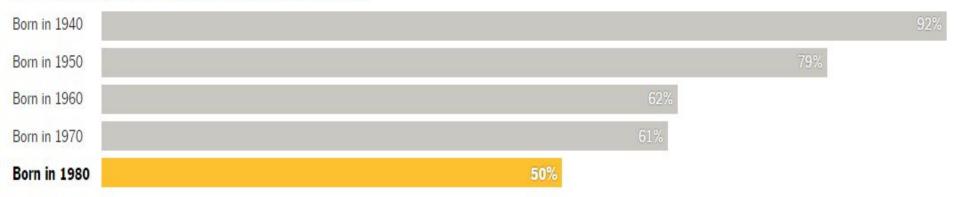
Generation Screwed?



Note: Rates are calculated as a twelve-month moving average. Recent College Graduates are those aged 22 to 27 with a bachelor's degree or higher, while College Graduates are those aged 22 to 65 with a bachelor's degree or higher. All figures exclude those in the military or currently enrolled in school. Shaded are indicates period designated recession by the NBER.

Sources: U.S. Census Bureau and U.S. Bureau of Labor Statistics, Current Population Survey; U.S. Department of Labor, O*NET.

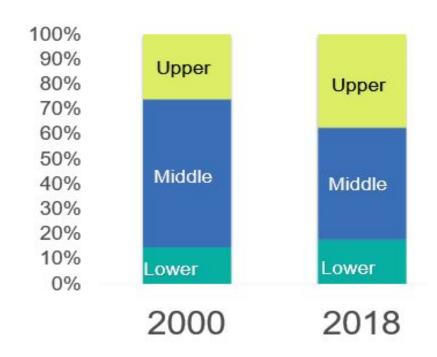
Chance of making more money than your parents if you were ...



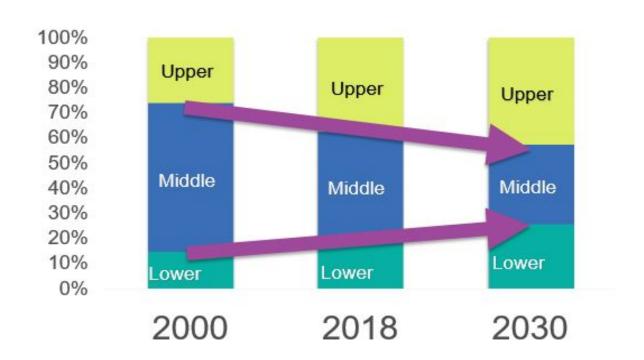
The Missing Middle



The Missing Middle



The Missing Middle



Relative mobility is almost twice as high in Canada



Probability that a child born to parents in the bottom fifth of the income distribution reaches the top fifth

Sources: Chetty et al., "Where is the land of opportunity? The geography of intergenerational mobility in the United States" (USA); Blanden and Machin, "Up and down the generational income ladder in Britain: Past changes and future prospects," (UK); Boserup, Kopczuk, and Kreiner, "Intergenerational Wealth Mobility: Evidence from Danish Wealth Records of Three Generations." (Denmark); Corak and Heisz, "The intergenerational earnings and income mobility of Canadian men: Evidence from longitudinal tax data" (Canada)

This is Bigger Than CTE



TIER 1
ALL IN!



If you can write an algorithm for a task, the job is gone.



There Will NEVER Be a Substitute for GREAT Schools Creating POWERFUL Learners

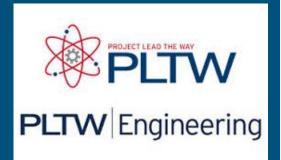
Top 10 Skills

Source: Future of Jobs Report, World Economic Forum



WHAT to DO?

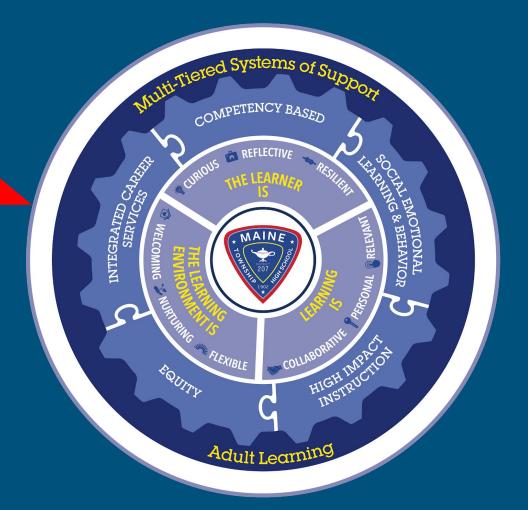












Effect Sizes on Dropout Rate (2015 Meta-Regression Analysis)

Career Development/Job Training Family Engagement** Mentoring 0.46 Behavioral Intervention* Literacy Development** Work-Based Learning* School/Classroom Environment** Service-Learning** Health and Wellness** Chappell, S. L., O'Connor, P., Withington, Academic Support** C., & Stegelin, D. A. (2015, April). A * p < 0.01: ** p < 0.005 meta-analysis of dropout prevention outcomes and strategies. Retrieved from

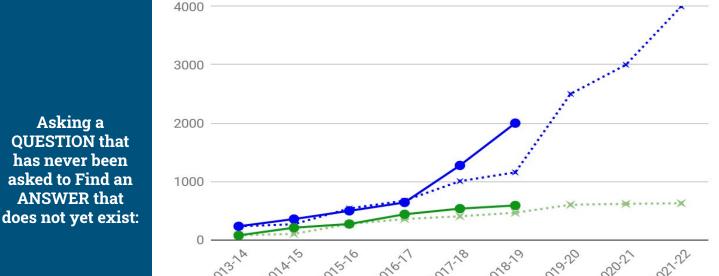




www.dropoutprevention.org/ major-research-reports/meta-analysis

Expansion of D207 Career Pathways Program





× Number of Partners GOAL Number of Partners ACTUAL

× Number of Career

Experiences GOAL Number of Career **Experiences ACTUAL**



Asking a

QUESTION that has never been asked to Find an

ANSWER that

MAINE * TOWNSTRICT 207 STATE 20	New Partners/Career Experiences etc specifics	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
	Number of Career Experiences GOAL	230	265	536	670	1004	1155	2500	3000	4000
	Number of Career Experiences ACTUAL	230	354	495	639	1707	1999			
	Number of Partners GOAL	74	100	268	355	402	462	600	615	625
	Number of Partners ACTUAL	74	206	269	436	533	587			

Game plan: Individual Career Plan Each Student: Grades 8-12

Grade: 9

∇ Four Year Plan Reflection

4 year plan - I leaned about the specific classes have to take such as U.S. history and government. One short term goal is to find a class that i really enjoyed and

A Pathway: Exploratory Studies

Exploratory Studies - October 29, 2018

& Career: Treasurers and Controllers

Courses Taken

ALGEBRA 2 FRESHMAN (FELTON) AP HUMAN GEOGRAPHY (Murray)

BIOLOGY ACC (VAUGHN)

Treasurers and Controllers --- Computer and Information Systems Managers -

Grade: 10

D207 Sophomore Values Reflection Reflection Values - Jonathan Camarillo -

Financial Reward, Flexibilty, Security, Balance, Independence

Pending Career Trek to Discover Financial Services (Finance & Investing Day) 11/5/19 Career Trek to Discover Financial Services (Finance & Investing Day) 11/5/19-

Reflection: Not yet submitted.

Courses Pursuing AP EUROPEAN HISTORY (BARNEY)

AP EUROPEAN HISTORY (BARNEY) CHEMISTRY ACC (PIECHOCINSKI) CHEMISTRY ACC (PIECHOCINSKI) DIGITAL MARKETING (RANDAZZO)

ENGLISH 2 ACC (GRAV) ENGLISH 2 ACC (GRAV) FINANCE AND INVESTING (YEATES)

GEOMETRY & TRIG ACC (DE MARIGNY)

GEOMETRY & TRIG ACC (DE MARIGNY)

What is an Apprenticeship? Workshop-Reflection: Not yet submitted.

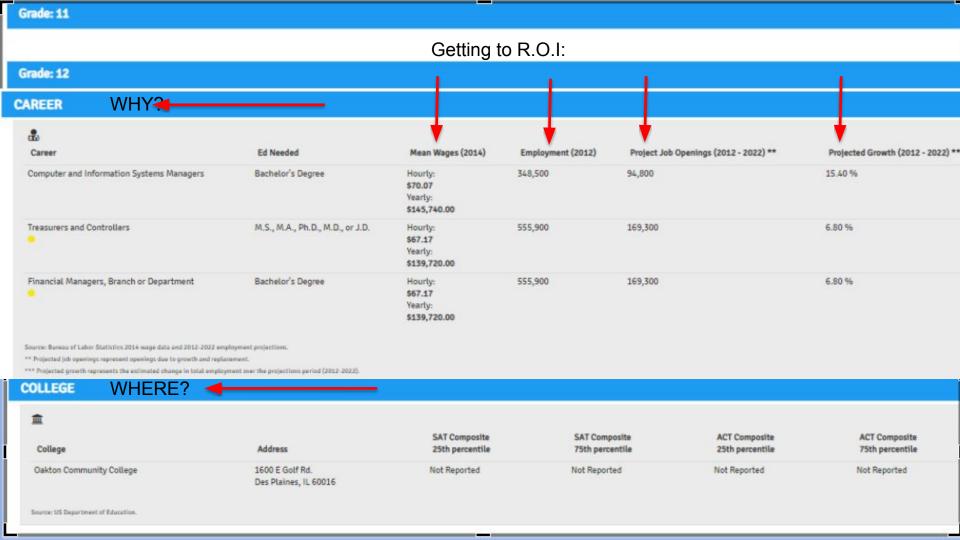
Career Trek to Discover Financial Services (Finance & Investing Day) 11/5/19-

It narrows down the colleges I am looking at, ensuring that I am looking at more

D207 Senior ROI Reflection Reflection

affordable schools.

Reflection: Not yet submitted.



D 207Personalized Student Career Plan Five Year Checklist



GOAL: PREPARATION



- Counselors: Why do I need a counselor? Registration Overview. Transition to HS. Elective Courses, 4-year Planning
- Career & College Resource Center What is the CCRC? Where is the CCRC? Why do I need it?



- What does Integrated Career Services
- What are the tools used for ICS: pathwayMANAGER, YouScience, JobsEQ.
- ICS Staff:
- Counsolors
- Career Coordinators
- Teachers, Coaches Club Sporsors



- + Clubs & Activities: Gettinging involved in
- · Finding Your First Job
- Job Search & Employment Application
- Interview Preparation
- Work Permit

- How to Pay for Continued Education or Training after High School Graduation
- Introduction to the importance of Return on Investment (ROI) regarding postsecondary and industry needs.
- Proparing for cortification, trade school. apprenticoship, associato's dograe, or bacholor's dogree
- **Application and Essay Workshops**



GOAL: SELF-EXPLORATION



YOUSCIENCE

- . Complete YouScience Core Career Aptitude (III) and Interest (II) Assessments
- · Review YooScience results with Counselor. . Connect: personality, values, interest, abilities, significant others (family leisure)



PATHWAY MANAGER

- Log into Pathway Manager and update
- Enfor top 3 corners from YouScience or sulf-discovery
- · Identify with one of the Career Pathways
- · Create four year course selection. Review how Maine 207 courses are
- connected to Career Pathways
- . Enter Yourly Good



WORLD OF WORK EXPOSURE

- Caroor Experiences: (Caroor Traks, Guest Speakers. Career Panels at your school) Volunteering/Community Service
- · School-sponsored and/or community-
- bound extracurricular actavitus



POST-SECONDARY EDUCATION

- General introduction to Navignae site and
- Consider AP course and Dual Credit **upportunities**
- . Introduction to the importance of Return on Investment (ROI) regarding post-secondary and industry noods.



EXPLORE THE WORLD-OF-WORK & CONTINUE SELF-EXPLORATION



YOUSCIENCE

- Introduced to YouScience assessment.
- Optional Activity:
 - · Complete YouScience Core Career Aptitude (II) and Interest (I) Accomments
 - Complete additional aptitude amplifium (5 ("Were Brain Games") and/or additional



"Internal Profiler" (II) PATHWAY MANAGER

- Update "Careers" and "Pathways" section within Profile.
- Update four-year course selection plan Students identity their work-related values
- and introduced to career decision-making pie and process



WORLD OF WORK EXPOSURE

- . Caroor Experiences (Job Shadowing, Quest Speakers, Career panels, Informational interviewe)
- · Taking classes in your pathway
- · Resume Workshops (Student Services-
- YouScience Discussion Guide · Participate in Volunteering/Community
- Service and extracurricular activities



POST-SECONDARY EDUCATION General Introduction to Navignop site and

- Consider AP course and Dual Credit
- opportunities:
- · Continued Return on Investment (ROI) discussion while considering career choice with industry requirements



CONTINUE CAREER EXPLORATION & PLANNING AND POST- SECONDARY EDUCATION, EXPLORATION, & PLANNING



YOUSCIENCE Optional Activity:

- Complete YouSelonce Core Coreer
- Aptitude (II) and Interest (II) Assessments
- Complete additional aptitude amplifiors (5) ("More Brain Games") and/or additional Interest Profiler" (I)



PATHWAY MAMAGER

- Update "Caroors" and "Pathways" section within Profile
- Optional Activities: · Enter "College or Trade School" Section
 - within Profile. . Enter "Point of Pride"
 - · Enfor nerver experiences including



Intro to Apprenticeships and Trade Schools

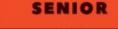
- · Port-time jobs
- · Taking classes in your pathway
- · Career experiences (career troks, job shadowing, internships)
- Update resume
- · Participate in Volunteering/Community Service and extracurricular activities



POST-SECONDARY EDUCATION

- Advanced Navignee · Find Colleges linked to majors
- Naviance Super Match
- · Consider AP and Dual Credit opportunities · Visit Post-Secondary institutions
- · Personalized Return on Investment (ROI) Counsoling using Jobs EQ





CONT'D CAREER EXPLORATION & PLANNING & POST-SECONDARY EDUCATION EXPLORATION, PLANNING, & DECISION-MAKING



YOUSCIENCE



- . . Complete YouSuisone Core Carser Aptitude (II) and interest (I) Assessments
 - Complete additional optitude amplifium ["More Book Comos"] and/or additional "Interval Profiler" (II)



- Optional Activities:
- . Setter "Point of Prints" · Enter ourser experiences including enhanteurism and employment



WORLD OF WORK EXPOSURE

- Carser experience capatione Participate in Voluntoering/Community
- Service and extracurricular activities
- Update resume



POST-SECONDARY EDUCATION Post-Secondary Ed applications Apply for financial aid & begin searching

- Common Application
- College Essay and Application
- Advanced Naviance Find Colleges linked to majors
- Naviance Super Match · Sign to apprenticathip or training program
- · Evaluate and update Return on Invite (ROI) information to finalize past-secondar













Maine Township HS District 207 CAREER ADVISEMENT TOOLS

JobsEQ

INFORMATION

Industry/Labor Trends Industry/Labor Projections Specific, local hiring

USERS

Career Coordinator Department Chairs Counselors

USAGE

Programming direction Curriculum decisions Partnership development Student post-secondary return on investment decision making



Info IN >

YouScience

INFORMATION

Student aptitude Student interests Occupation skills Labor Market Info

USERS

Student Parent Counselors Career Coordinators Teachers

USAGE

Student self-discovery
Programming direction
Occupation/Career decisions
Classroom pathway makeup
High School & Post-secondary needs

→ Info OUT

K > Info IN & OUT



pathwayMANAGER

INFORMATION

INFO IN

Course guide for general class information Course pathway association Courses mapped to top high-growth, high-demand occupations Career experience opportunities

USERS

Student
Parent
Counselor
Career Coordinators
Teachers

INFO OUT

Student occupation interest Student pathway interest Post-secondary interest Reflection content Staff/Student In-depth Interaction Points of Pride

USAGE

Course selection
Pathway education
Career experience selection
Programming direction
Student "pocket" id

pathwayMANAGER











APPRENTICESHIP **PROGRAM**





Harper College





















CHICAGO REGIONAL COUNCIL OF CARPENTERS







Using Authentic Career Experiences to Provoke Responses and Improve Decision Making Getting to "WHY" before "Where"

















FUTURE FOCUS: Kickstart Apprenticeship Program

MANUFACTURING CERTIFICATION January 2020 STARI Introductory CNC Training Program | Mill & Lathe NIMS Certification

TRAINING OVERVIEW

Theory and hands-on training in set-up, operations, and programming of a CNC mill and CNC lathe. COST: Free

COURSE CREDIT

January 2020 - .5 credit for Training

June 2020 - Paid internship (pending successful completion of training program)

LOGISTICS

Students will receive training at the Technology & Manufacturing Assoc. Training Center in Schaumburg during half of both block days (i.e., two blocks per Wednesdays and Thursdays). Students will be transported to and from school (12pm pick-up/4pm return).

ENGINEERING, MANUFACTURING, & DESIGN PATHWAY OCCUPATION SNAPSHOT | CNC OPERATOR



Source: Jobelt D and US Bureau of Labor Statistics Sep 2019

Communication
Open Diversel
Indoordary Victor
Tour Figur

COURSE IS FOR

Seniors interested in becoming a CNC operator, machinist, CNC programmer, engineer production supervisor

PATHWAY TO

Mill & Lathe Certification (NIMS Exam)
Employment (upon certification)
- Manufacturing Apprenticeship
- Associate's Degree

(P)

AFTER SUCCESSFUL COMPLETION

of this course, students will be able to:

- Demonstrate skills in programming, setup, and operation.
- Manufacture small parts using a CNC lathe and mill.
- Register with NIMS and sit for two NIMS CNC credentialing exams.
- Interview for a PAID INTERNSHIP!

6

NEXT STEPS

VEST: Meet with Ms. Cook on Wed, 1/8 @ noon at the main entrance EAST: Meet with Ms. Cook on Thur., 1/9 @ noon at the Trophy Room entrance

Vinlagin-f

TRAINING OVERVIEW

Theory and hands-on training to prepare for state board exams includes lectures, Al "patient" training, clinical patient hours, and paid work hours. Topics include: Anatomy, personal care, infection control, mental health, safety, COST: Free (includes tuition, books, and cost of State exam)

COURSE CREDIT

Summer CNA course: 0.5 credit hour Spring Semester: Careers at Work Training (CWT) -1 credit (PE exempt)

LOGISTICS

Summer: Students will transport him/herself.

Spring Semester: Students will be transported to and from school and Glenview Terrace Rehabilitation and Nursing Facility in Glenview.

COURSE IS FOR

Servors interested in helping patients with activities of daily living and other healthcare needs under the direct supervision of a nurse.

PATHWAY TO - CNA State License

Employment (upon Licensure)
 Licensed Practical Nurse, Registered Nurse,
 Bachelor's of Science in Nursing



AFTER SUCCESSFUL COMPLETION

this semester course, students will be able to.

- Assist patients with daily living activities (eating, bathing, moving)
- Obtain and record patient vital signs (weight height, blood pressure, temperature, pulse)
- Clean and sanitize patient areas



PROGRAM DATES

June 2019 - August 2019 OR March 2020 - May 2020 Tuesdays & Thursdays (5pm-9pm) Saturdays (9am-4:30pm)

PAID WORK EXPERIENCE 15 - 20 hours per week

OCCUPATION SNAPSHOT: CNA



Source: JobsEQ October 2019 | US Russou of Labor Statistics October 2019

Career Exploration



For more information go to: https://maine207.org/career-exploration/

How do you want to change the world?

We can help you figure out where to begin.



Career Pathways

Connecting youth to real-world experiences to better determine a personal career path.





Login to <u>pathwayMANAGER</u> to search for career experiences and employment. (Use the same login as you do to access school email.)



MAINE TOWNSHIP CAREER PATHWAYS

Business and Communications

tions Arts, Communications, & Media

Health & Human Services

Engineering, Manufacturing, & Design

Environmental Sciences

Exploratory Studies



What Does It Look Like to "GET IT RIGHT"?





Student & Business Partner Voice

When Students Are Learning and Leading Their Future

Recommendations



- 1. Start right now for EVERY student Bigger than CTE
- 2. Develop great schools
- 3. Re-evaluate the mission of school Integrate Career Advisement Service
- 4. Develop a business round table
- 5. When possible align curriculum to your local jobs market
- 6. Have different conversations with parents
- 7. Evaluate students after they leave your high schools.

Tech Does Have The Power to Transform Our Lives:







THANK YOU!! #ID2020

Follow me @KenWallace207 kwallace@maine207.org



