

# “WHY” Before WHERE



Northern Kane County  
**REGION 110**  
EDUCATION THAT WORKS

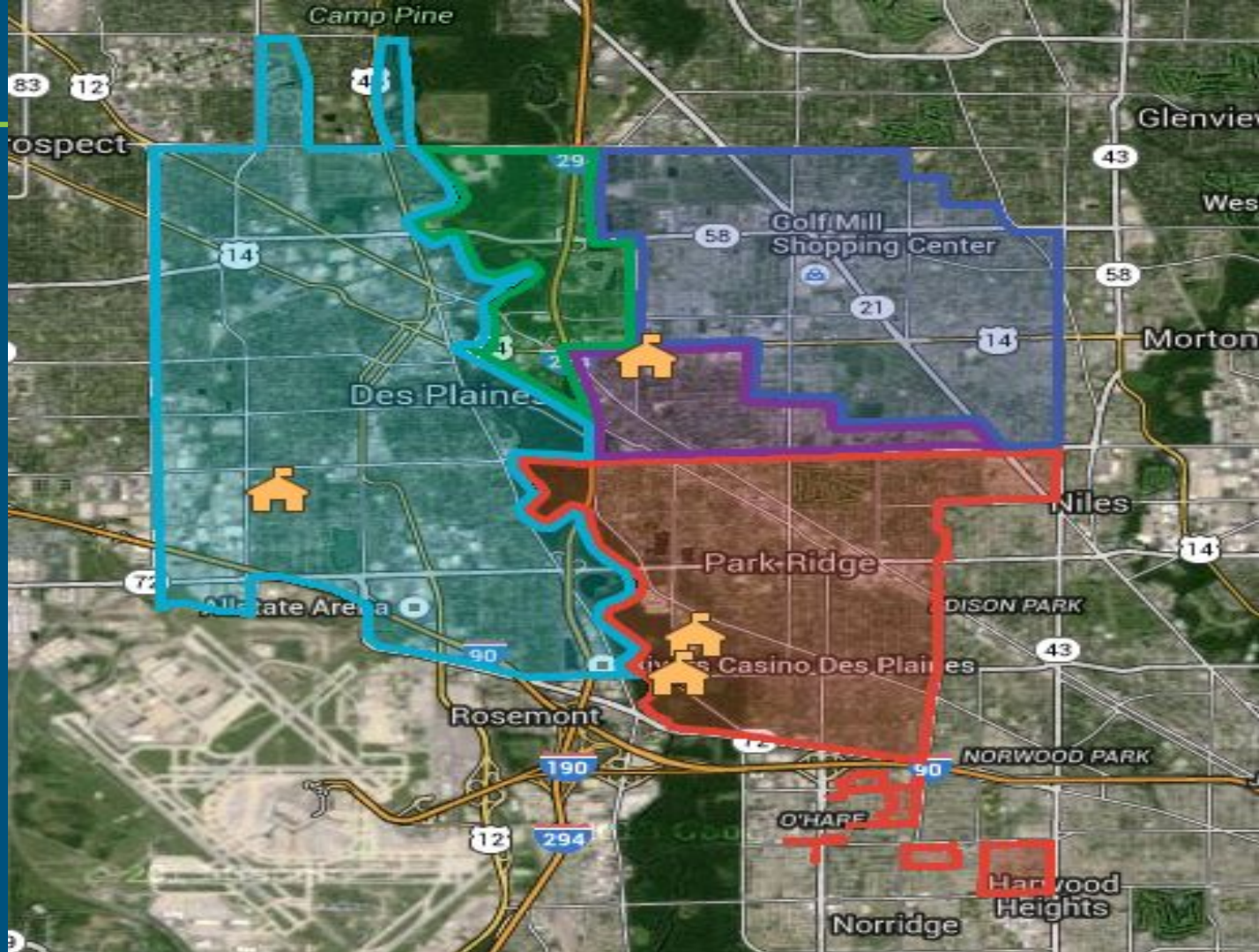


Ken Wallace, Superintendent Maine Township HSD 207  
@KenWallace207 kwallace@maine207.org



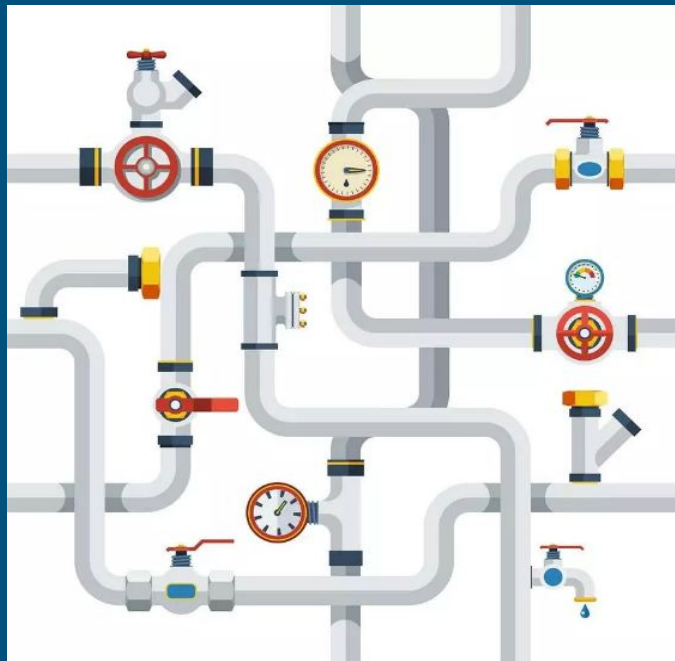
## District 207 Communities:

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





# “We Aren’t Training Plumbers Anyway”





# This is Bigger Than CTE



TIER 1  
ALL IN!



# Start With Learning Experiences



**Scott Schultes**

Algebra II Machining & Manufacturing



**Thomas Kaiser**

Algebra II Machining & Manufacturing



**Stephanie Rodriguez**

Algebra II Machining & Manufacturing Student



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# Including ADULT Learning Experiences



## MAINE TOWNSHIP CAREER PATHWAYS

### Business and Communications

### Health & Human Services

### Environmental Sciences

### Arts, Communications, & Media

### Engineering, Manufacturing, & Design

### Exploratory Studies



# Top 10 Skills





# Top 10 Skills



Complex  
Problem Solving



Critical  
Thinking

# Top 10 Skills



Complex  
Problem Solving



Critical  
Thinking



Creativity

## Top 10 Skills



Complex  
Problem Solving



Critical  
Thinking



Creativity



People  
Management

# Top 10 Skills



Complex  
Problem Solving



Critical  
Thinking



Creativity



People  
Management



Coordinating  
with Others



# Top 10 Skills



Complex  
Problem Solving



Critical  
Thinking



Creativity



People  
Management



Coordinating  
with Others



Emotional  
Intelligence

# Top 10 Skills



Complex  
Problem Solving



Critical  
Thinking



Creativity



People  
Management



Coordinating  
with Others



Emotional  
Intelligence



Active  
Listening

# Top 10 Skills



Complex  
Problem Solving



Critical  
Thinking



Creativity



People  
Management



Coordinating  
with Others



Emotional  
Intelligence



Active  
Listening



Service  
Operation

# Top 10 Skills



Complex  
Problem Solving



Critical  
Thinking



Creativity



People  
Management



Coordinating  
with Others



Emotional  
Intelligence



Active  
Listening



Service  
Operation



Negotiation



# Top 10 Skills

Source: Future of Jobs Report, World Economic Forum





McKinsey Global Institute

# Skill shift: Automation and the future of the workforce

May 2018 | Discussion Paper

By [Jacques Bughin](#), [Eric Hazan](#), [Susan Lund](#), [Peter Dahlström](#), Anna Wiesinger, and Amresh Subramaniam



Demand for technological, social and emotional, and higher cognitive skills will rise by 2030. How will workers and organizations adapt?



# The Future is Already Here:

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# If You Can Write An Algorithm

## Predictive Analytics to Artificial Intelligence

1. GPS
2. Medical
3. Facebook (2.2 billion users)
4. Alibaba
5. Project Debater – millions of articles



al·go·rithm

/ˈalgəˌrɪθəm/

*noun*

a process or set of rules to be followed in calculations or other problem-solving operations, especially by a computer.

"a basic **algorithm** for division"





# The Future of Personal Assistance?

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**On September 23, 2019  
Facebook purchased CTRL-Labs  
which has developed a bracelet  
to communicate with computer  
via thought.**



## YOUR MONEY

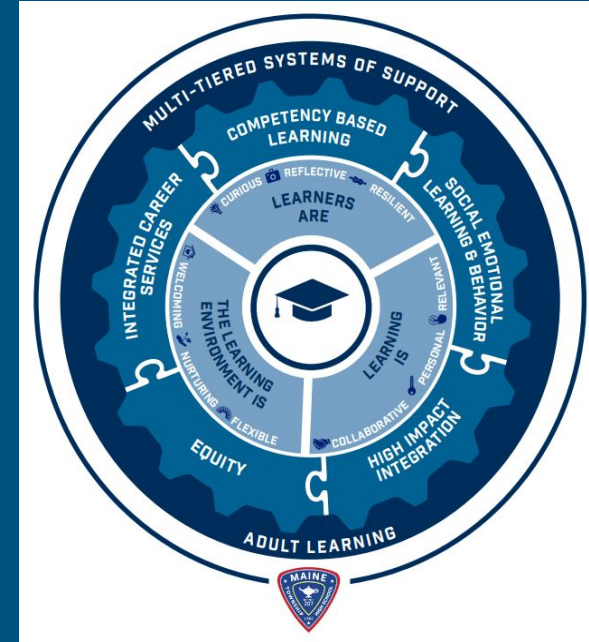
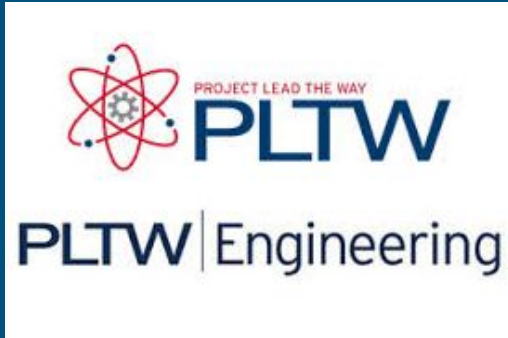
YOUR MONEY

# Your Parents' Financial Advice Is (Kind Of) Wrong

The personal-finance playbook followed by past generations doesn't add up for many people the way it used to. It's time for some new money rules.



# WHAT to DO?

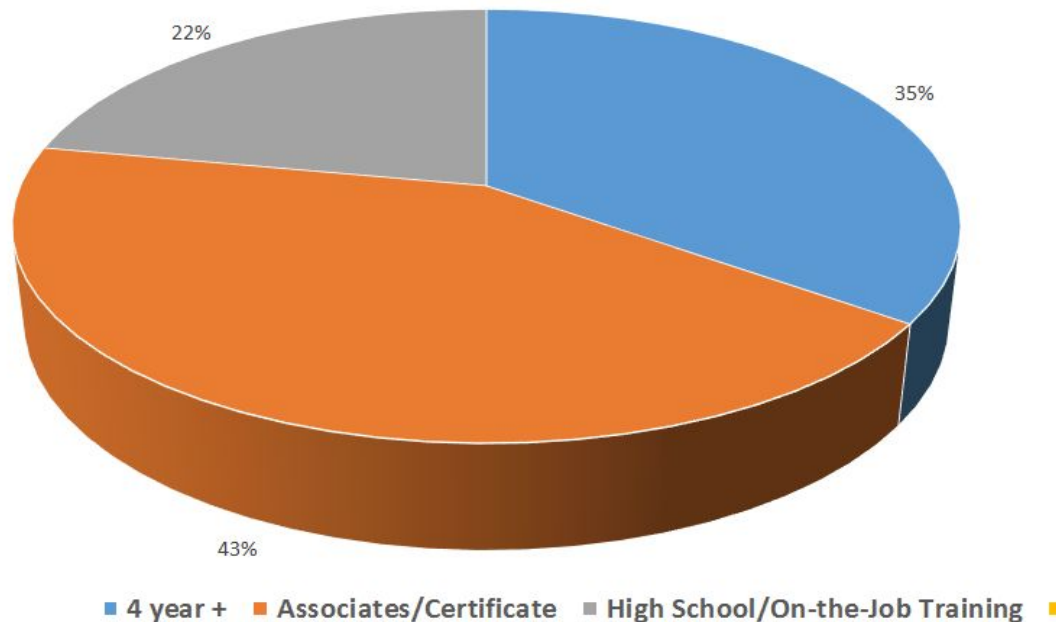




# We Paid Attention to the ACTUAL Workforce

## Top 100 Jobs in Maine Township High Wage and High Demand

Education Required for Top 100 Jobs in Maine Township



SOURCE: US | IL Bureau of Labor Statistics, IDES & EMSI data (December 2018)



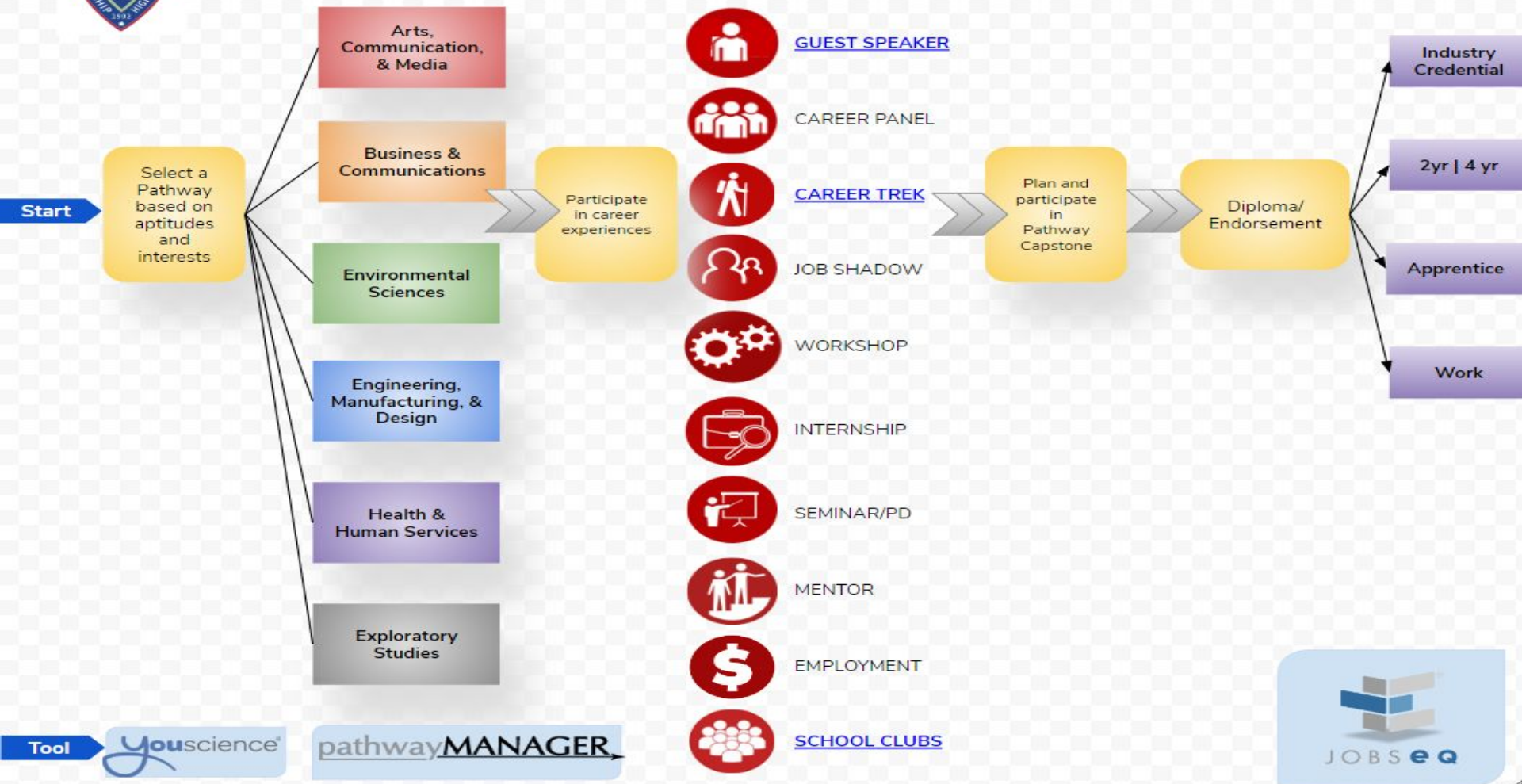
# Key Strategy: STAY Relevant

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- Technology
- Learning Experiences
- Career Experiences
- Inventing
- Creating
- Problem Solving



## DISTRICT 207 CAREER PATHWAYS CONCEPT MAP



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

**MY CAREER PLAN & PORTFOLIO** **UPDATE CAREER PATHWAY GOALS** **YEARLY GOAL** **CAREER BROWSER** **View Careers by Pathway**

SEARCH AND SELECT A STUDENT

CA JONATHAN - 2022 - West

Collapse All

**Grade: 9** add note

**Four Year Plan Reflection**  
5 Year Plan - I learned about the specific classes how to take such as U.S. History and government. One short term goal is to find a class that I really enjoyed and was had no idea I would like. For my long term goal I want to make sure I'm prepared when I graduate.  
March 22, 2019

**Pathway: Exploratory Studies**  
Exploratory Studies October 20, 2019

**Career: Treasurers and Controllers**  
1. Treasurers and Controllers --- Computer and Information Systems Managers --- Financial Managers, Branch or Department --- October 20, 2019

**Courses Taken**  
ALGEBRA 2 FRESHMAN (JULIAN)  
AP HUMAN GEOGRAPHY (Nancy)  
BIOLOGY ACC (JULIAN)  
ENGLISH 1 ACC (JULY)  
INTRO TO BUSINESS (JANUARY)  
PE FRESHMAN BOYS (JULIAN)  
SPANISH 2 ACC (JULIAN)

**Grade: 10** add note

**D207 Sophomore Values Reflection Reflection**  
Values - Loyalty, Compassion  
Financial Reward, Profitability, Security, Balance, Independence  
November 15, 2019

**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.  
Reflections: Not yet submitted.

**Courses Pursuing**  
AP EUROPEAN HISTORY (JANUARY)  
AP EUROPEAN HISTORY (JANUARY)  
CHEMISTRY ACC (JANUARY)  
CHEMISTRY ACC (JANUARY)  
DIGITAL MARKETING (JANUARY)  
ENGLISH 2 ACC (JULY)  
ENGLISH 2 ACC (JULY)  
FINANCE AND INVESTING (JULY)  
GEOMETRY & TRIG ACC (JANUARY)  
GEOMETRY & TRIG ACC (JANUARY)  
HEALTH (JULY)  
PE SOPHOMORE (JULY)  
SPANISH 3 ACC (JULY)  
SPANISH 3 ACC (JULY)

**What is an Apprenticeship? Workshop**  
What is an Apprenticeship? Workshop.  
Reflections: Not yet submitted.

**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.  
Reflections: Not yet submitted.

**D207 ROI Reflection Reflection**  
ROI -  
It narrows down the colleges I am looking at, ensuring that I am looking at more affordable schools.  
October 1, 2019

**Grade: 11**

**Courses Planned**  
COLLEGE ACCOUNTING ACC (JANUARY)  
COLLEGE ALGEBRA & TRIG (JULY)  
ENGLISH 3 (JULY)  
PHYSICS 102 (JULY)  
SPANISH 4 ACC (JANUARY)  
STRENGTH POWER AND SPEED (JANUARY)  
US HISTORY (JANUARY)

**Grade: 12**

**Courses Planned**  
CAREER/COLLEGE LIT

**CAREER** add note

Career	Ed Needed	Mean Wages (2014)	Employment (2012)	Project Job Openings (2012 - 2022) **	Projected Growth (2012 - 2022) ***
Computer and Information Systems Managers	Bachelor's Degree	Hourly: \$70.87 Yearly: \$145,740.00	348,500	94,800	15.40 %
Treasurers and Controllers	M.S., M.A., Ph.D., M.D., or J.D.	Hourly: \$67.17 Yearly: \$139,720.00	555,900	169,300	6.80 %
Financial Managers, Branch or Department	Bachelor's Degree	Hourly: \$67.17 Yearly: \$139,720.00	555,900	169,300	6.80 %

Source: Bureau of Labor Statistics 2014 wage data and 2012-2022 employment projections.  
\*\* Projected job openings represent openings due to growth and replacement.  
\*\*\* Projected growth represents the estimated change in total employment over the projection period 2012-2022.

**COLLEGE**

College	Address	SAT Composite 25th percentile	SAT Composite 75th percentile	ACT Composite 25th percentile	ACT Composite 75th percentile
Oakton Community College	1600 E Golf Rd. Des Plaines, IL 60016	Not Reported	Not Reported	Not Reported	Not Reported

Source: US Department of Education.

Grade: 11

Getting to R.O.I:

Grade: 12

CAREER

WHY?



Career

Ed Needed

Mean Wages (2014)

Employment (2012)

Project Job Openings (2012 - 2022) \*\*

Projected Growth (2012 - 2022) \*\*

Computer and Information Systems Managers

Bachelor's Degree

Hourly:  
\$70.07  
Yearly:  
\$145,740.00

348,500

94,800

15.40 %

Treasurers and Controllers

M.S., M.A., Ph.D., M.D., or J.D.

Hourly:  
\$67.17  
Yearly:  
\$139,720.00

555,900

169,300

6.80 %

Financial Managers, Branch or Department

Bachelor's Degree

Hourly:  
\$67.17  
Yearly:  
\$139,720.00

555,900

169,300

6.80 %

Source: Bureau of Labor Statistics 2014 wage data and 2012-2022 employment projections.

\*\* Projected job openings represent openings due to growth and replacement.

\*\*\* Projected growth represents the estimated change in total employment over the projections period (2012-2022).

COLLEGE

WHERE?



College

Address

SAT Composite  
25th percentile

SAT Composite  
75th percentile

ACT Composite  
25th percentile

ACT Composite  
75th percentile

Oakton Community College

1600 E Golf Rd.  
Des Plaines, IL 60016

Not Reported

Not Reported

Not Reported

Not Reported

Source: US Department of Education.



# Five Year Checklist

## 8TH GRADE

### GOAL: PREPARATION

#### RESOURCES

- 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?

#### INTEGRATED CAREER SERVICES (ICS)

- What does Integrated Career Services mean?
- What are the tools used for ICS: pathwayMANAGER, YouScience, JobsEQ
- ICS Staff:
  - Counselors
  - Career Coordinators
  - Teachers, Coach(es) Club Sponsors

#### WORLD OF WORK EXPOSURE

- Clubs & Activities: Getting involved in school
- Finding Your First Job
  - Job Search & Employment Application
  - Interview Preparation
  - Work Permit

#### POST-SECONDARY EDUCATION

- How to Pay for Continued Education or Training after High School Graduation
- Introduction to the importance of Return on Investment (ROI) regarding post-secondary and industry needs.
- Preparing for certification, trade school, apprenticeship, associate's degree, or bachelor's degree
- Application and Essay Workshops

## FRESHMAN

### GOAL: SELF-EXPLORATION

#### YOUSCIENCE

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

#### PATHWAY MANAGER

- Log into Pathway Manager and update profile
- Enter top 3 careers from YouScience or self-discovery
- Identify with one of the Career Pathways
- Create four-year course selection.
- Review how Maine 207 courses are connected to Career Pathways
- Enter Yearly Goal

#### WORLD OF WORK EXPOSURE

- Career Experiences - (Career Talks, Guest Speakers, Career Panels at your school)
- Volunteering/Community Service
- School-sponsored and/or community-based extracurricular activities

#### POST-SECONDARY EDUCATION

- General introduction to Naviance site and resources
- Consider AP course and Dual Credit opportunities
- Introduction to the importance of Return on Investment (ROI) regarding post-secondary and industry needs.

## SOPHOMORE

### GOAL: EXPLORE THE WORLD-OF-WORK & CONTINUE SELF-EXPLORATION

#### YOUSCIENCE

- Introduced to YouScience assessment.
- Optional Activity:
  - Complete YouScience Core Career Aptitude (I) and Interest (I) Assessments
  - Complete additional aptitude amplifiers (I) ("More Brain Games") and/or additional "Interest Profiler" (I)

#### PATHWAY MANAGER

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

#### WORLD OF WORK EXPOSURE

- Career Experiences (Job Shadowing, Guest Speakers, Career panels, Informational Interviews)
- 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 Naviance site and resources.
- Consider AP course and Dual Credit opportunities
- Continued Return on Investment (ROI) discussion while considering career choices with industry requirements

## JUNIOR

### GOAL: CONTINUE CAREER EXPLORATION & PLANNING AND POST- SECONDARY EDUCATION, EXPLORATION, & PLANNING

#### YOUSCIENCE

- Optional Activity:
  - Complete YouScience Core Career Aptitude (I) and Interest (I) Assessments
  - Complete additional aptitude amplifiers (I) ("More Brain Games") and/or additional "Interest Profiler" (I)

#### PATHWAY MANAGER

- Update "Careers" and "Pathways" section within Profile
- Optional Activities:
  - Enter "College or Trade School" Section within Profile
  - Enter "Point of Pride"
  - Enter career experiences including volunteering and employment

#### WORLD OF WORK EXPOSURE

- Intro to Apprenticeships and Trade Schools
- Part-time jobs
- Taking classes in your pathway
- Career experiences (career talks, job shadowing, internships)
- Update resume
- Participate in Volunteering/Community Service and extracurricular activities

#### POST-SECONDARY EDUCATION

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

## SENIOR

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

#### YOUSCIENCE

- Optional Activity:
  - Complete YouScience Core Career Aptitude (I) and Interest (I) Assessments
  - Complete additional aptitude amplifiers (I) ("More Brain Games") and/or additional "Interest Profiler" (I)

#### PATHWAY MANAGER

- Update "Careers," "Pathways," "College or Trade School" Sections within Profile.
- Optional Activities:
  - Enter "Point of Pride"
  - Enter career experiences including volunteering and employment

#### WORLD OF WORK EXPOSURE

- Career experience capstone
- Participate in Volunteering/Community Service and extracurricular activities
- Update resume

#### POST-SECONDARY EDUCATION

- Post-Secondary Ed applications
- Apply for financial aid & begin searching for scholarships
- Common Application
- College Essay and Application
- Advanced Naviance
- Find Colleges linked to majors
- Naviance Super Match
- Sign to apprenticeship or training program
- Evaluate and update Return on Investment (ROI) information to finalize post-secondary plan



D207 Toolkit



pathwayMANAGER





## 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



### pathwayMANAGER

↩ ➤ Info IN & OUT

#### INFORMATION

##### *INFO IN*

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

##### *INFO OUT*

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

#### USERS

Student  
Parent  
Counselor  
Career Coordinators  
Teachers

#### USAGE

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





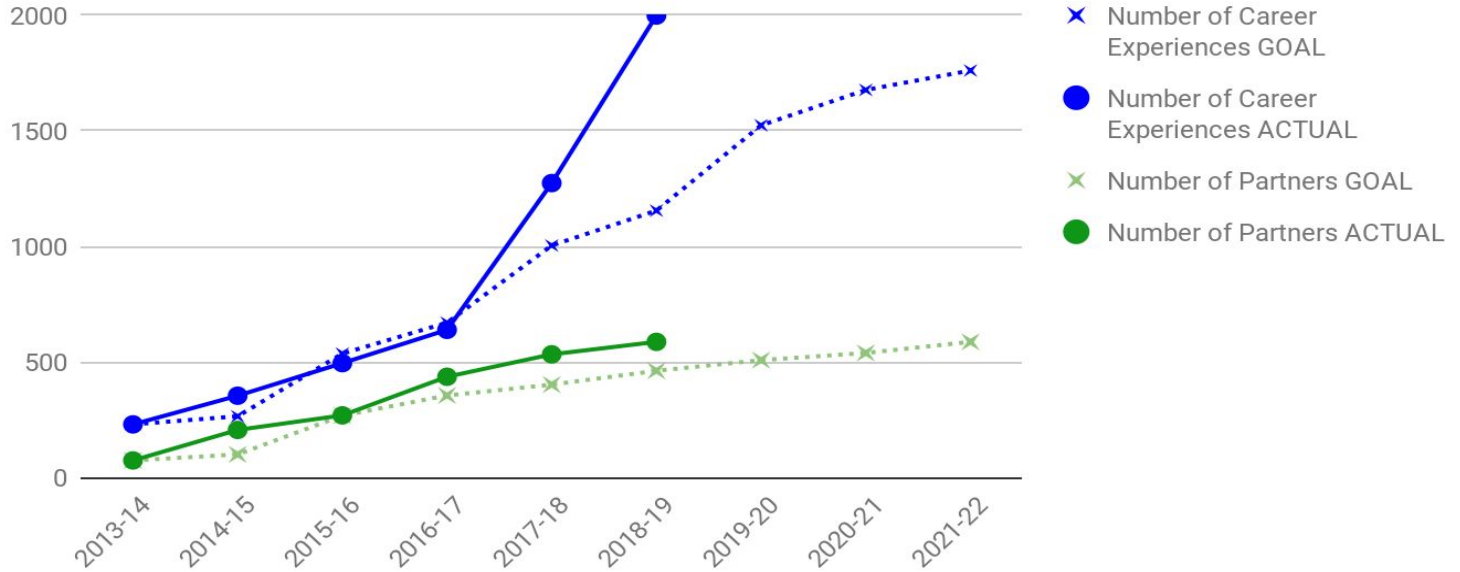
# No Substitute For EXPERIENCE

Experience is the best  
teacher, and the worst  
experiences teach the best  
lessons.

Asking a  
QUESTION that  
has never been  
asked to Find an  
ANSWER that  
does not yet  
exist:

## Expansion of D207 Career Pathways Program

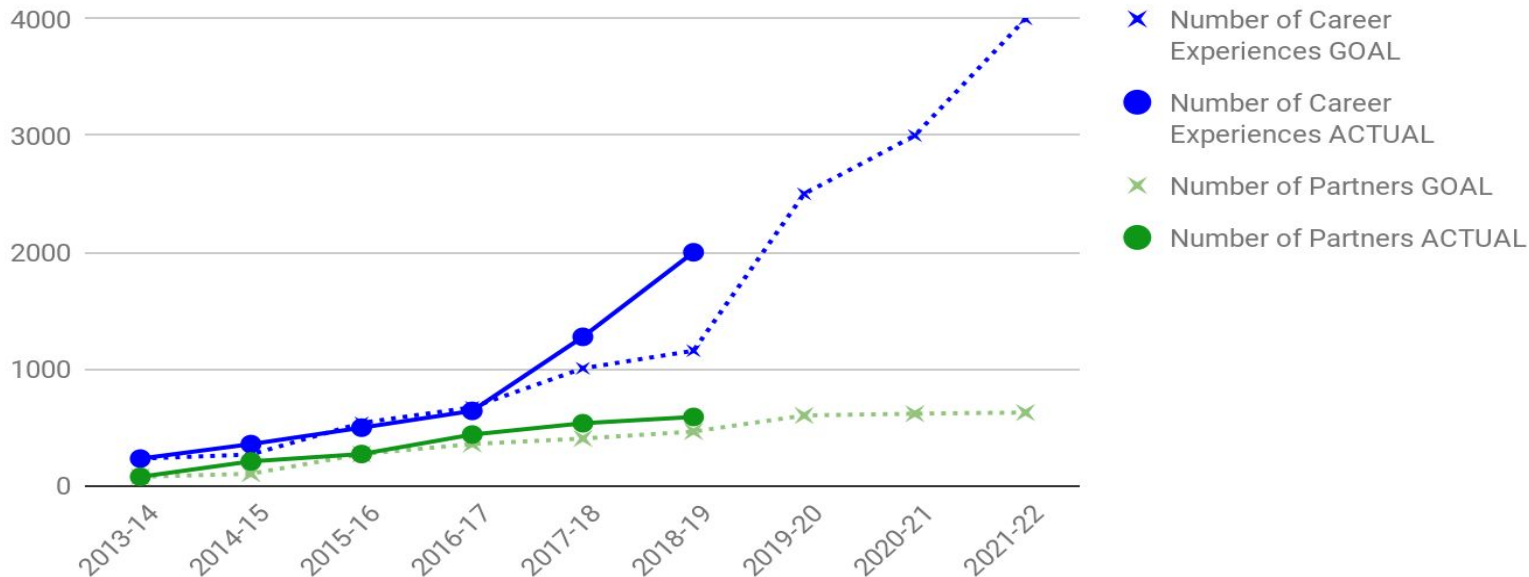
(as of 4-30-19)



<u>New Partners/Career Experiences etc specifics</u>	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	1524	1677	1761
Number of Career Experiences ACTUAL	230	354	495	639	1707	1999			
Number of Partners GOAL	74	100	268	355	402	462	508	539	587
Number of Partners ACTUAL	74	206	269	436	533	587			

# Expansion of D207 Career Pathways Program

(as of 6-30-19)



Asking a  
QUESTION that  
has never been  
asked to Find an  
ANSWER that  
does not yet exist:



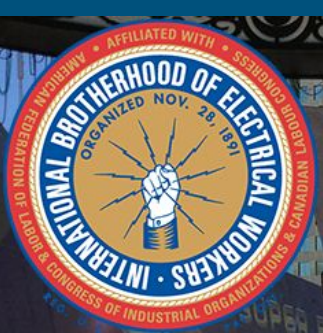
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Number of Career Experiences ACTUAL	230	354	495	639	1707	1999			
Number of Partners GOAL	74	100	268	355	402	462	600	615	625
Number of Partners ACTUAL	74	206	269	436	533	587			



# Communicate:

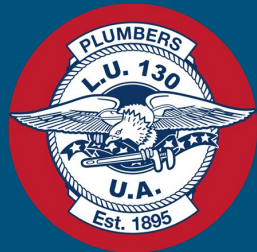
We are ALWAYS looking for  
ways to get our students authentic  
experiences





ICATT

APPRENTICESHIP  
PROGRAM



CHICAGO  
**Pipefitters**  
LOCAL 597

amazon

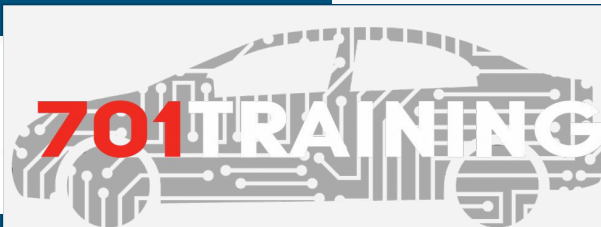
Glenview  
Terrace



CHICAGO EXECUTIVE  
AIRPORT



UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA  
CHICAGO REGIONAL COUNCIL OF CARPENTERS  
A POSITIVE FORCE IN BUILDING COMMUNITIES<sup>SM</sup>



Northeastern  
ILLINOIS UNIVERSITY

# Getting it “Right” in High School, Life, Career and Post High School Planning by Provoking Responses





A person is seen from the side, operating a professional video camera mounted on a tripod. The setting is a studio or production space, with various pieces of equipment visible, including a large light on a stand to the right and another camera on a tripod to the left. The scene is dimly lit, with the primary light source being the studio lights.

# **D207 TV Goals:**

**Showcase D207's students/success stories through digital storytelling**

**Provide student career experiences to broadcasting interns**



# #IDEAcon Social Media Interns Nicole, Veronica & Itzel





# Internship Roles

## Full-cycle Project Development

- Producer

- Writer (also serves as Gaffer)

- Director

- Cinematographer

- Sound Recordist

- Editor





# 207 Geometry and Construction (GeoConstruction) Classes have help built 10 Habitat for Humanity homes

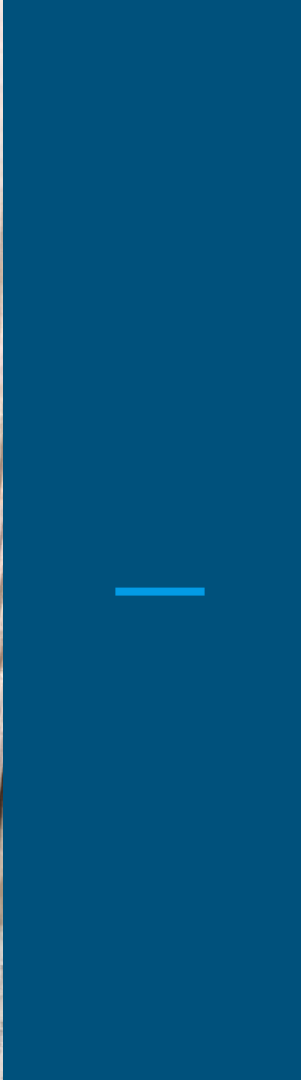




Relevant career experiences for every student to help them find the right “Fit”









# Student & Business Partner Voice

When Students Are Learning and  
Leading Their Future



# Recommendations



1. Start right now
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.



Northern Kane County  
**REGION 110**  
EDUCATION THAT WORKS

# THANK YOU!!

## Follow me

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kwallace@maine207.org

