Navigating Career Navigation

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Gratiot-Isabella RESD
Defining the Mission...

► **Central Michigan Talent Consortium**
  ► The Central Michigan Talent Consortium will reduce the regional talent gap to ensure employers have a high-quality workforce and students have the skills and opportunities to find gainful employment.

► **Michigan Career Development Model**
  ► The MCDM is designed to provide all students (K-12) in the Michigan educational system with the necessary knowledge and skills for success in a career of their choice and lifelong learning.
Central Michigan Talent Consortium

► Goal 1: Robust EDPs
► Goal 2: Talent Portfolio
► Goal 3: Work-Based Learning
► Goal 4: Career Exploration
Michigan Career Development Model

- Target 1: Career Zones, Clusters, Pathways
- Target 2: Contextualized Academics
- Target 3: Awareness, Exploration, Preparation
- Target 4: Out of School Time/Family Engagement
- Target 5: Interest Inventories & Activities
- Target 6: Career Planning
- Target 7: Educational Development Plan
- Target 8: Talent Portfolio
Connections to Schools
Survey

- Building principals & counselors
- Looking for the decision maker
- Ranking implementation
- Get contacts for one-on-one meeting
**Michigan Career Development Model Overview**

<table>
<thead>
<tr>
<th>Grades K – 3</th>
<th>Grades 4 – 8</th>
<th>Grades 7 &amp; 8</th>
<th>Grades 9 &amp; 10</th>
<th>Grades 11 &amp; 12</th>
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<tr>
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**Recommended Activities by Target**

**Target 1:** Introduction of MCDM to families, oncoming newsletter updates, guest speakers, **Xello**, CTE tours

**Target 2:** MCDM embedded in core content, intentional focus on career zones/clusters in each grade, PSAT, SAT prep

**Target 3:** College apparel days, guest speakers, field trips to varied facilities, college campus visits, employability workshops, mentoring relationships, instruction on soft skills

**Target 4:** Parenting classes around career options, business sponsorship for school activities, family/school events held (off-site) within the community, career-focused summer camps, after school academic opportunities, student involvement in community-based programs

**Target 5:** Small group or one-on-one conversations with students around interests, career ability inventory, work values inventory, volunteer work, apprenticeships

**Target 6:** Use **Xello** to continue exploring career focus and planning academic pathway, revisit & edit annually

**Target 7:** Use **Xello** to develop formal Education Development Plan (EDP) under supervision of counselor or qualified designee with attention to multiple components

**Target 8:** Build & edit Talent Portfolio of student experience, badges, certifications & accomplishments to demonstrate marketable skills
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<tr>
<td>Letter introducing Career Awareness to parents (letter template)</td>
<td>Embed Career Awareness activities into core curriculum (provide list of ideas per core &amp; grade)</td>
<td>College apparel days (create event flyer)</td>
<td>Voluntary home visits by teachers for families</td>
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<td>Ongoing communication with parents about career planning (monthly newsletter articles provided for publishing or online posting)</td>
<td>Focus on each Career Cluster in a specific grade or subject matter (attend, facilitate planning mtg)</td>
<td>Business &amp; Industry guest speakers</td>
<td>Parent leadership classes/council (present, speakers)</td>
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<td>Parent and community members as career guest speakers (organize event, find speakers)</td>
<td>Art project focused on careers</td>
<td>(find speakers)</td>
<td>Afterschool classes linked curriculum (help plan)</td>
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<td>Career Awareness field trips (provide list of options)</td>
<td>Academic-based activities like Lego League, Science Olympiad, Robotics, STARBASE (provide connections/exemplars for getting started)</td>
<td>Identify jobs in the Career Zones (provide lesson plan)</td>
<td>Local partners co-sponsor community, building, cultural events (find partners in your community)</td>
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<td>Other:</td>
<td>Incorporate collaborative teaching model (PD, facilitate teacher collaborative planning, model)</td>
<td>College and career expo</td>
<td>Career focused summer camps (find information)</td>
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<td>Exploratory play around Career Zones</td>
<td>Career Interest Inventory (provide lesson)</td>
<td>Family events held at community locations (find community locations)</td>
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<td>Other:</td>
<td>Career Interest Interview (provide lesson)</td>
<td>Back to School Night with class meetings about grade level strategies for home (facilitate)</td>
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<td>Other:</td>
<td>Student-led conferences (teacher training)</td>
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Date

Dear [XXXXX] Families,

[XXXXX] is pleased to announce our commitment to providing all students in [XXXXX] School District with access to the necessary knowledge and skills for success in a career of their choice through the Michigan Career Development Model.

With a renewed emphasis from the State of Michigan on career development, [XXXXX] is pleased to take on a more active role in assisting students as they prepare for their future education and career pathways. With support from the State of Michigan Career Development Model and Graftol-Iseabella RESO, [XXXXX] looks forward to continuing and enhancing students’ education and career planning through our career navigation system.

**Career Awareness (Grades K - 8):** Students will be introduced to various types of careers in the six Career Zones: Arts & Communication; Business, Management; Marketing & Technology; Engineering, Manufacturing, & Industrial Technology; Health Sciences; Human Services, and Natural Resources & Agriscience.

**Career Exploration (Grades 7 & 8):** Students will dig deeper into Career Clusters to discover which career pathways best align with their interests and talents. During this process, students will develop an Educational Development Plan (EDP) on Xello, an online platform purchased for all GRESO middle and high schools. The EDP will include learning more about those career fields of interest to the student, planning course selections for high school, and highlighting employability skills.

**Career Preparation (Grades 9 - 12):** Students will refine their career goals and the necessary educational preparation needed to be productive citizens by reviewing and revising their EDP annually. Counselors and/or Career Navigators will help students and their families plan and prepare for post-secondary education and career opportunities.

Sincerely,

[XXXXX]
March is Reading Month
Let's get started!

Your Turn! Go through the checklist below to see what the experience will be like for your students.

- From your educator screen, open a student demo account for 7th grade. You will notice it pops up in a different window.
- Go through Matchmaker survey
- Go through Personality Style survey
- Click on Careers and explore
  - Add at least 3 Careers to your favorites list
- Click on Schools and explore
  - Add at least 3 Schools to your favorites list
  - Spend some time using the map exploration feature
- Click on Majors and explore
  - Add at least 3 Majors to your favorites list
- Click on Goals and Plans and explore
  - Create a plan for yourself
- If you still have time, complete the Mission Complete and Learning Style survey

When in doubt, click on the Xello logo to go back to your dashboard!
Elementary Career Awareness PowerPoints
Career Quest, Job Fairs & Mock Interviews

► Supporting existing programs
► Offer feedback: resumes, cover letters, & interview techniques
► Interview follow-up etiquette
► Creating connections & offering follow-up support
Home Connections

► P/T Conferences
► Student Showcase
► Open House
School Improvement Support

- Individual or embedded goal
- Awaiting clarification from MDE
Conversations with Students

► One on one
► Small group based on interest, grade
► Work-based learning opportunities
► Test awareness & prep
CTE Student Support

► Graphics & Printing - designing logo for our work & website

► Radio & TV Production - video clips to highlight local business
Reflection

With someone at your table...

1. Share one idea or practice that you are considering taking back to your region.

1. Share an additional practice that has been successful within your region.
Business & Industry
SPOTLIGHT ON LOCAL BUSINESSES

WHERE
Avalon & Tahoe Manufacturing
903 Michigan Ave
Alma, MI

WHAT
Premier Luxury and Quality Pontoon Boats

WWW.AVALONPONTOONS.COM

DID YOU KNOW?
Avalon & Tahoe is the winner of the 2020 NMMA Innovation award for the world’s first ever wake surfing pontoon boat - the WakeToon!

We are the 3rd largest pontoon manufacturer in the world with 250 dealerships around the globe.

We have been around since 1972 and used to be called Plainview Pontoon Boats.

We employ around 400 people from local communities just like yours.

We have a full benefit program including medical, dental, 401K retirement, paid vacation and bonuses!

KEYS TO SUCCESS AT A&T
Great attendance record
Self motivated and hard working
Great attitude and team worker
Video Spotlight
Business Connections

- Talent Consortium
- Educator to Industry Tour
- Inspire profiles
- Externships
Broker Connections

► Work-based Learning
► Field Trips
► Speakers
► Funding
Workplace Citizenship Skills

► “Soft Skills” Development
► Comprehensive K - 12 Curriculum
► Defined by local employers
► Credentialing
Central Michigan Career Connection

► The connection between the community, business & industry, and the schools.

► Website (in progress)

► Employer profiles in Xello and from website
## Behind the Scenes

### Communication Logging

<table>
<thead>
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<th>Gratitude Communication Log</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Alma Public Schools</strong></td>
</tr>
<tr>
<td>Last Name/SCCL (PK to 1)</td>
</tr>
<tr>
<td>10/08/29 Castle Tilles filled out all 4 in the support survey. We need to contact her and see where we can help.</td>
</tr>
<tr>
<td>10/10/29 Signed a letter of support survey. Let us know what our help can be.</td>
</tr>
<tr>
<td>10/10/29 ASP via email filled out support survey. Anecdote: This is also needed support.</td>
</tr>
<tr>
<td>10/28/29 Signed a letter of support survey. Let us know what our help can be.</td>
</tr>
<tr>
<td>10/28/29 Emailled Mrs. Schall support survey. Anecdote: This is also needed support.</td>
</tr>
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## Xello Tracking

## Facilitate Barriers
“There aren’t two worlds, education and work; there is one world - life.”
- Willard Wirtz (Former Labor Chief)

Access the documents in this presentation here in a shared Google Folder:

https://drive.google.com/drive/folders/1gj-1DfMmVwD9-Se-ola5t0NRFZSeLPJ5?usp=sharing

*Please be sure to make a copy of the document before editing it.