



# Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

To: State Board of Education

From: Jason Callahan, Assistant Secretary of Student Pathways & Opportunities

Flora Jones, Director of Student Pathways & Opportunities

Re: Locally Created Pathway - Career+™ Locally Created Pathway

Date: January 2, 2024

## **Recommendation: Approve Greater Lafayette's Career+™ Pathway as a Locally Created Pathway.**

Locally Created Pathways (LCPs): Per the Graduation Pathways policy adopted by the State Board of Education (SBOE) in December 2017, schools may apply for locally developed assessments for students to demonstrate college- and career-readiness. These LCPs augment the current list of Postsecondary-Ready Competencies already included in the established policy. LCPs must meet the following 3 criteria: 1) Collaboration; 2) Competency; and 3) Continuous Improvement. LCPs must be developed in collaboration with businesses, postsecondary institutions, and/or community organizations. They must also provide students with relevant knowledge and prepare them for postsecondary education or employment. Finally, LCPs must be evaluated and improved upon at the local level to ensure students are being provided with meaningful education and experiences.

### **Criterion 1: Collaboration:**

#### **Career+™ Ecosystem Overview**

Greater Lafayette Career+™ serves 15,110 students from Attica Consolidated School Corp, Faith Christian School, Frontier School Corporation, Lafayette Catholic School System, Lafayette School Corporation, Logansport Community School District, MSD Warren County, Tippecanoe School Corporation, Tri-Co School Corporation, West Lafayette Community School District.

#### **Non-exhaustive list of Career+™ Employer Partners**

• ABC Metals	• Dana	• IU Health	• Polymer Science, Inc	• Subaru
• Arconic	• Evonik	• Kirby Risk	• Primient	• Terra Drive Systems
• Caterpillar	• Franciscan Alliance	• Kuri-Tec Manufacturing	• Rea Magnet Wire	• Wabash
• Cook Biotech	• GE Aviation	• Lafayette Instrument	• River Bend Hospital	• WSP



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## Criterion 2: Competencies:

<b>Pathway 1</b> Caps: Y1 20%, Y2 15%, Y3 10%, Y4 5%, Y5 0%	<b>Pathway 2</b> No Cap
<p><b>Coursework</b></p> <ul style="list-style-type: none"> <li>● Complete the Career+™ Next Level Microcredential</li> <li>● Complete the Career+™ Workplace Communication Microcredential</li> <li>● Complete the Career+™ Workplace Leadership Microcredential</li> </ul> <p><b>Experiences</b></p> <ul style="list-style-type: none"> <li>● Complete a minimum of 3 Career+™ Chats</li> <li>● Complete a minimum of 3 Career+™ Tours</li> <li>● Complete Career+™ Rotation experience</li> <li>● Participate in Go for Growth; WBL optional</li> <li>● Complete a 12+ hour micro-apprenticeship or skills bootcamp</li> <li>● Participate in HireMe; Interview with a minimum of 3 employers</li> </ul> <p><b>Plans</b></p> <ul style="list-style-type: none"> <li>● 4-year career-connected high school plan that includes required coursework and experiences.</li> <li>● 2-year post-high school plan that includes career objectives aligned to post-secondary experiences or training designed to accelerate wage growth and career advancement opportunities.</li> </ul> <p><b>Outcomes</b></p> <ul style="list-style-type: none"> <li>● LCP graduates earn 3 college credits transferable to any applied associates degree program.</li> <li>● Employer-awarded badges validate workforce readiness.</li> <li>● LCP candidates are required to have a job offer or enroll in postsecondary training or degree seeking program.</li> </ul> <p><b>Total hours of Career-Connected Learning = 145</b></p>	<p><b>Coursework</b></p> <ul style="list-style-type: none"> <li>● Complete the Career+™ Next Level Microcredential</li> <li>● Complete the Career+™ Workplace Communication Microcredential</li> <li>● Complete the Career+™ Workplace Leadership Microcredential</li> </ul> <p><b>Experiences</b></p> <ul style="list-style-type: none"> <li>● Complete a minimum of 3 Career+™ Chats</li> <li>● Complete a minimum of 3 Career+™ Tours</li> <li>● Complete Career+™ Rotation experience</li> <li>● Participate in Go for Growth</li> <li>● Complete a 75+ hour internship, modern youth apprenticeship, or registered apprenticeship</li> <li>● Participate in HireMe; Interview with a minimum of 3 employers</li> </ul> <p><b>Plans</b></p> <ul style="list-style-type: none"> <li>● 4-year career-connected high school plan that includes required coursework and experiences.</li> <li>● 2-year post-high school plan that includes career objectives aligned to post-secondary experiences or training designed to accelerate wage growth and career advancement opportunities.</li> </ul> <p><b>Outcomes</b></p> <ul style="list-style-type: none"> <li>● LCP graduates earn 3 college credits transferable to any applied associates degree program.</li> <li>● Employer-awarded badges validate workforce readiness.</li> <li>● LCP candidates are required to have a job offer or enroll in postsecondary training or degree seeking program.</li> </ul> <p><b>Total hours of Career-Connected Learning = 208</b></p>

## Criterion 3: Continuous Improvement:

Students who pursue the Greater Lafayette Career+™ Pathway will be placed into a Pathway 1 or Pathway 2 model based on their unique needs and the availability of high quality internships and youth apprenticeship opportunities. The two pathway model allows for a *Good to Great* transition as the Greater Lafayette community scales the number of available internships and youth apprenticeship opportunities over a 5-year period.



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## Additional Information:

### Explanation of Coursework

- **Next Level Microcredential:** Students design a career-connected learning plan aligned with locally available, in-demand jobs as they explore in-demand industries and specific jobs available in their community.
- **Workplace Communication Microcredential:** Students master critical employability skills and complete career rotations to discover jobs aligned with their interests. Pathway 2 students interview for WBL opportunities.
- **Workplace Leadership Microcredential:** Students master critical employability skills and complete micro-apprenticeships (pathway 1) that are locally referred to as skills bootcamps OR complete a 75+ hour youth apprenticeship. Both pathway 1 and 2 students participate in HireMe to interview for immediate employment or college internship opportunities.

### Definition of terms

- **Career+™ Chat:** Video conference with employers designed to help students explore career opportunities.
- **Career+™ Tour:** Onsite tour with employers designed to help expose students to the work culture and gain their first hands-on experience with a company.
- **Career+™ Rotation:** Employers have two options. Rotate students through available in-demand entry level jobs or rotate students through a career progression to develop students' understanding of advancement opportunities.
- **Micro-apprenticeship or Skills-Bootcamp:** 3 to 4 day experience onsite with employers. Designed to allow employers to validate students' workforce readiness and allow students to test their fit with a company before accepting a job offer. During the micro-apprenticeship or skills bootcamp students will learn skills critical to their first day on the job.
- **Go for Growth:** Annual event designed to help students apply for available WLB opportunities.
- **HireMe:** Annual hiring event designed to help students secure job offers before they graduate high school.
- **Career+™:** The "+" signifies the requirement for all Career+™ graduates to enroll in a career training or degree seeking program designed to help them advance from an entry level job to a higher skilled, higher wage opportunity.

### Leading Indicators

Year 1 Pilot Year Results	Year 2 Quarter 1 Leading Indicators
<ul style="list-style-type: none"> <li>● 3,278 students participated in Career+™ events</li> <li>● 1,414 career coaching and navigation meetings</li> <li>● 882 students created a resume and participated in interview preparation</li> <li>● 781 students completed a workforce microcredential</li> <li>● 381 students attended the regional hiring event and had over 1100 documented interactions with employers</li> <li>● 384 4-year career-connected high school plans created</li> <li>● 198 students participating in a pilot of video chats with employers</li> <li>● 68 students were hired directly into Career+™ opportunities.</li> <li>● 14 teachers across 8 schools chose to embed a microcredential in their coursework.</li> </ul>	<ul style="list-style-type: none"> <li>● 3,591 students participated in 49 career-connected experiences (tours, job shadowing, video chats, and employer-hosted events)</li> <li>● 3164 students are enrolled in 5021 Workforce Microcredentials</li> <li>● 1,273* students are registered to participate in Go For Growth to explore opportunities for work-based learning.</li> <li>● 1,421* students are registered to participate in HireMe to interview for work-based learning, college internship, and immediate employment opportunities</li> <li>● 168 teachers are creating career-connected classrooms by providing students access to Career+™ Experiences</li> <li>● 131 teachers across 20 schools are choosing to embed a microcredential in their coursework</li> </ul>

\*Final registration numbers for Go For Growth and HireMe will be confirmed on or before 12/15.