



PROVIDENCE/CRANSTON YOUTH COMMITTEE

of the Providence/Cranston Workforce Board

Thursday, March 23, 2017

Lifespan @ 335R Prairie Ave. Suite 1B Providence, RI

AGENDA

1. Welcome Introductory Remarks, Announcements

2. Approval of Minutes from Dec. 7, 2016

3. DISCUSSION: GWB Career pathways Advisory Committee
Prepare RI Plan for RI Youth ATTACHED

4. JDF Summer Youth Program 2017
Recommendations for Funding

5. Old Business

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Career Pathways Advisory Committee

February 15th Meeting

Agenda

⌘ Approval of the minutes

⌘ Public Comment

⌘ What the Plan Aims to Do, and What it Doesn't (0:30-0:45)

⌘ Cross Institutional Alignment and the Role of CPAC (0:45-1:00)

⌘ Approval of the Plan

⌘ Priority items for next meeting

Public Comment

What the Plan Aims to Do: Six Key Objectives

Key Objective 1:
Demand-Driven and
Employer-Led
Processes

Key Objective 2:
Rigor and Quality in
Career Pathways
for ALL

Key Objective 3:
Career-Focused
Accountability
Systems

Key Objective 4:
Scaled Pathways
that Culminate in
Credentials

Key Objective 5:
Align State and
Federal Funding
Streams

Key Objective 6:
Ensure Cross-
Institutional
Alignment

What the Plan Does Not Aim to Do

⌘ Track Students into Pathways

- The goal is to provide a rigorous career education for all students, as all youth will enter a career one day. These programs are not alternative pathways for students who aren't 'college' types.

⌘ Train and Pray

- Goal of these opportunities is to prepare students for the jobs that exist and closely listen to employer needs, so that youth will have the real skills that will set them up for success in the workforce.

⌘ Work in the system as it is

- The action plan aims to sustain this effort by pulling every partner together; each agency, employers, students, families, teachers, and school leaders, to execute on the plan. This work will not be successful if it is done in siloes, and is not aligned.

Important issues that are not fully addressed in the plan

⌘ Unemployed Young Adults and Out-of-School Youth (18-24)

- Because the initial New Skills for Youth Competition did include focus on this population, the action plan is relatively silent on addressing career pathways for this community.
- However, because the state recognizes the importance of increasing skills for this population, additional work addressing career pathways for young adults and out-of-school you will be assumed by the Adult Education Committee and integrated with the Career Pathways as necessary.

⌘ Making the Postsecondary System More Demand-Driven

- The plans does include some steps to ensure post-secondary education is tied to industry, but more work is necessary and will require greater involvement from all Higher Education Institutions.
- President Hughes will address this issue in CCRI's strategic plan in the Fall

⌘ Preparation for Non High-Wage Jobs

- There are essential social-service jobs, including education, child care, and others, that do not fall under the high-wage, high-demand sectors, but rather are low-wage, high-demand.
- This is an issue being addressed in the Adult Education Committee and in additional working group.

⌘ Any other issues?

Objective 1: Strengthen Employer Engagement

⌘ Three Year Goals

- Employer led structures are aligned, ensure programs are targeted to in-demand sectors, and meet industry needs
- RJRI is expanded to include K-12 in all partnerships
- Barriers to employer engagement with youth are reduced and the process is made easier
- Employers can more easily partner with all three postsecondary institutions, with a particular focus on CCRI

⌘ Year One Priorities

- Launch of Real Skills for Youth partnership pilots
- Develop a guiding policy for work-based learning that eases the process for employers
- Pilot a employer-sponsored competency based learning initiative at CCRI
- Create an online employer engagement tool to guide employers interested in engaging with youth

What the Plan Aims to Do

Objective 2: Promote Quality and Rigor in Career Pathways

⌘ Three Year Goals

- By 2020, all students have access to flexible career pathways programming, including but not limited to CTE
- All career pathways programming are held to the same standards that ensure quality
- All students can act on their right to enroll in high-quality and equitable CTE programs anywhere in the state
- All educators are provided opportunities that give them experience in high-wage, high-demand careers

⌘ Year One Priorities

- Launch initial “menus” of career awareness and work-based learning opportunities
- Improve CTE enrollment processes making it easier for student enrollment
- Launch a communications and marketing campaign targeted to students and families encouraging enrollment in career education in hw/hd fields
- Hold the first Prepare RI Summits for educators, employers, and school leaders
- Launch Prepare RI Teacher-Leader Program for teachers passionate about career education

What the Plan Aims to Do

Objective 3: Establish a Career-Focused Accountability System for K-12 Schools

⌘ Three Year Goals

- Include career-focused indicators as part of the state's ESSA Plan
- Collect and publically report career-focused indicators on an annual basis
- Recognize and reward students for demonstrating career readiness

⌘ Year One Priorities

- Inclusion of a "Diploma Plus" indicator in the ESSA Accountability Plan
- Publish the first version of an annual report on the performance of students against career-focused indicators, easily accessible to the public
- Begin developing diploma endorsements that recognize students for meeting career pathways standards

What the Plan Aims to Do

Objective 4: Scale Pathways that Culminate in Credentials of Value to Employers and Students

⌘ Three Year Goals

- Rapidly scale high quality work-based learning and career awareness and exposure programming by 2020
- Provide quality career advising to all students
- Increase the number of career pathway completers who earn postsecondary credentials of labor market value

⌘ Year One Priorities

- Develop a new infrastructure at GW to support more effective summer youth employment programming
- Launch a web tool to provide labor market data to help students make sound, well-informed decision about course and pathway participation
- Revise the existing ILP framework to ensure every student receives evidence-based career advisement, and each school has the resources to provide it
- Begin creating college advising worksheets that publicize how postsecondary coursework is aligned to hw/hd sectors
- Adopt and operationalize transfer policies that ensure career pathways are flexible in the postsecondary system

What the Plan Aims to Do

Objective 5: Align State and Federal Funding Streams

⌘ Three Year Goals

- Reorganize and intentionally align state and federal funding streams from education, workforce development, and economic development sources to more effectively deliver career-focused programs and career pathways to all youth
- Braid state and federal funding streams to eliminate barriers for increased access to high-quality programming in high-skill, high-demand fields

⌘ Year One Priorities

- Partner with RIPEC to improve the process and common template that collects workforce information from state agencies to build a comprehensive and usable asset map
- Review the CTE funding methodology to reduce barriers for students to take career education coursework and incentivize programming in hw/hd fields

What the Plan Aims to Do

Objective 6: Ensure Cross-Institutional Alignment

⌘ Three Year Goals

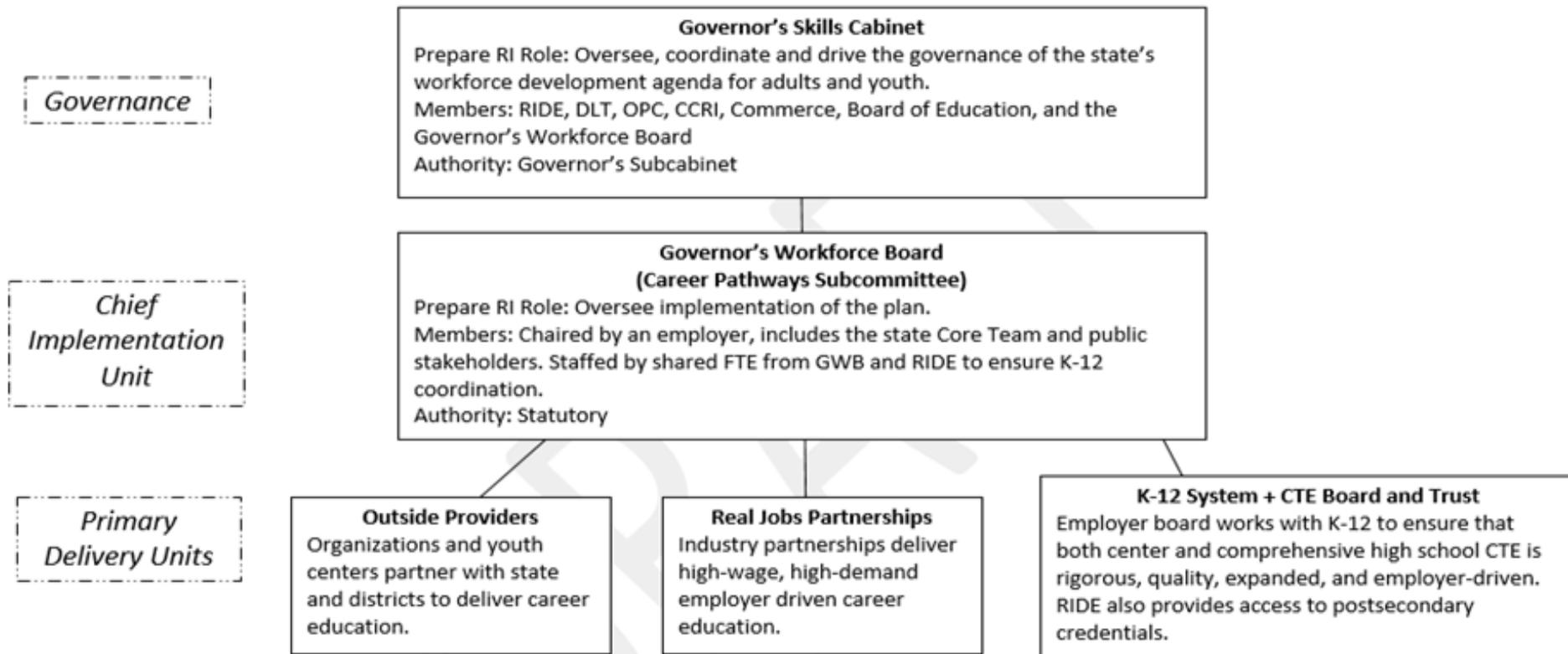
- Institutionalize the career preparation delivery system to ensure policies and processes improve and sustain beyond leadership transitions
- Align efforts behind a unified communications strategy that reduces the stigma around career education and creates a sustaining demand for it
- Utilize the state's Performance Management Office to track progress against the goals and action items in the Prepare RI action plan

⌘ Year One Priorities

- Improve capacity to lead this work across agencies and with the public
- Initiate the communications plan
- Develop measures to be used for quarterly review of the action plan
- Review the CTE funding methodology to reduce barriers for students to take career education coursework and incentivize programming in hw/hd fields

The Role of CPAC and Cross-Institutional Alignment

Rhode Island Youth Career Preparation System Map



Who's Who, and What's What

Governor's Workforce Board (GWB)

- The primary policy-making body on workforce development for the State, with statutory responsibility and authority to plan, coordinate, fund and evaluate workforce development activities.
- The GWB consists of 21 members representing business, labor, education, community, and government who establish workforce development policy and allocate Job Development Funds (JDF).

New Skills For Youth

- The national competition created by the Council of Chief State School Officers (CCSSO) and JP Morgan Chase

Prepare RI

- Rhode Island's commitment and action plan to improve career readiness and college attainment for all Rhode Island youth.

Career Pathways Advisory Committee (CPAC)

- A sub-committee of the GWB with statutory authority § 42-102-10 to support and oversee statewide efforts to develop and expand career pathways.

Real Skills RI

- An expansion of Real Jobs RI (RJRI) - sector partnerships focused on getting Rhode Islanders training and jobs in high-wage, high-demand industries- to increase career awareness and work-based learning experiences in K-12 space through Real Jobs RI Partnerships.

CPAC's Role: Advising on Implementation and Engaging Stakeholders

⌘ ***Career Pathways Advisory Committee serves as chief implementation unit***

- Reconvened with a new mission focused on overseeing the implementation of the action plan to build pathways from K-12 through post-secondary education and career.
- Intentionally comprised of representatives from employers, the New Skills for Youth Core Team, and other public stakeholders.

⌘ ***The CPAC's primary authority is to advise state leaders on the implementation of the action plan***

- Discussing what's going well, and what isn't.
- Reviewing proposed programs and actions.
- Serving as a place to convene employers, advocates, and other stakeholders as necessary for their feedback and advice.

⌘ ***Performance Management***

- Similar to the Overdose Task Force, the state's Office of Performance Management will help CPAC lead cross-sector quarterly reviews of the action plan to monitor implementation.

Action Item: Approval from CPAC

The Career Pathways Advisory Committee approves of the Prepare RI action plan and commits to ensuring the various stakeholders are held accountable, community feedback is received and progress is made toward increasing career and college readiness for all Rhode Island youth.

Next Meeting

⌘ Establishing Youth Career Readiness Quarterly Outcomes for Review

- ⌘ Objective 6, Goal 3: Utilize the state's Performance Management Office to track progress against the state goals and action items included in the plan
- ⌘ Action: The CPAC and Office of Performance Management will review and track performance
- ⌘ Lead entity: Governor's Office and Office of Performance Management

⌘ Prepare RI Summits

- ⌘ Objective 2, Goal 4: Provide all educators with supports, professional development and leadership opportunities to gain expertise and strengthen ability to integrate career readiness in the classroom.
- ⌘ Action: Hold quarterly Prepare RI Summits to develop communities of practice
- ⌘ Lead entity: RIDE, teachers, Superintendents

⌘ Individualized Learning Plan

- ⌘ Objective 4, Goal 2: All students receive focused career advising, beginning in Middle School to help youth make informed decisions.
- ⌘ Action: Establish a small working group to revise the existing Individual Learning Plan (ILP) framework to ensure that all students have access to and benefit from a technology-based tool.
- ⌘ Lead entity: RIDE and working group