

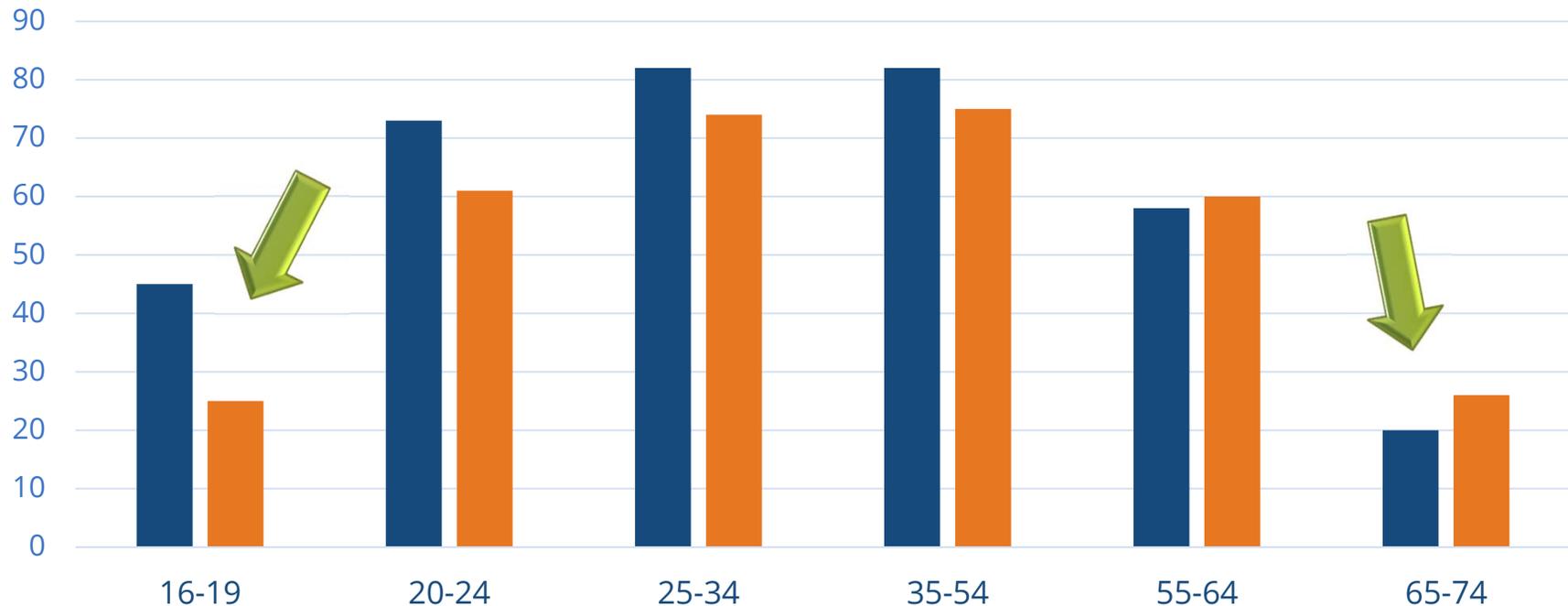


Tennessee's Revitalized Work-Based Learning Model

Youth Unemployment is High

Employment rates by age, United State, 2000 and 2011

■ 2000 ■ 2011



“Teens aged 16-19 experienced the most dramatic decline in employment rates... the lowest rate for teens in the post-World War II era.”

-The Brookings Institution, March 2014

Why does this matter?

“Reduced work experience as a high school student, especially for those not enrolling in four-year colleges upon graduation, is often associated with lower employment rates and earnings in later years.”

“Teen employment is path dependent – that is, that recent employment history is strongly associated with current employment.”

-The Brookings Institution, March 2014



Teens with work history in the previous year	Percent higher chance of employment than those without work experience
Worked 1-13 weeks	33%
Worked 20-26 weeks	59%
Worked 40+ weeks	86%

In Tennessee...

By educational attainment, **55-65 percent** of current/future job openings **will require** some level of **postsecondary** education.

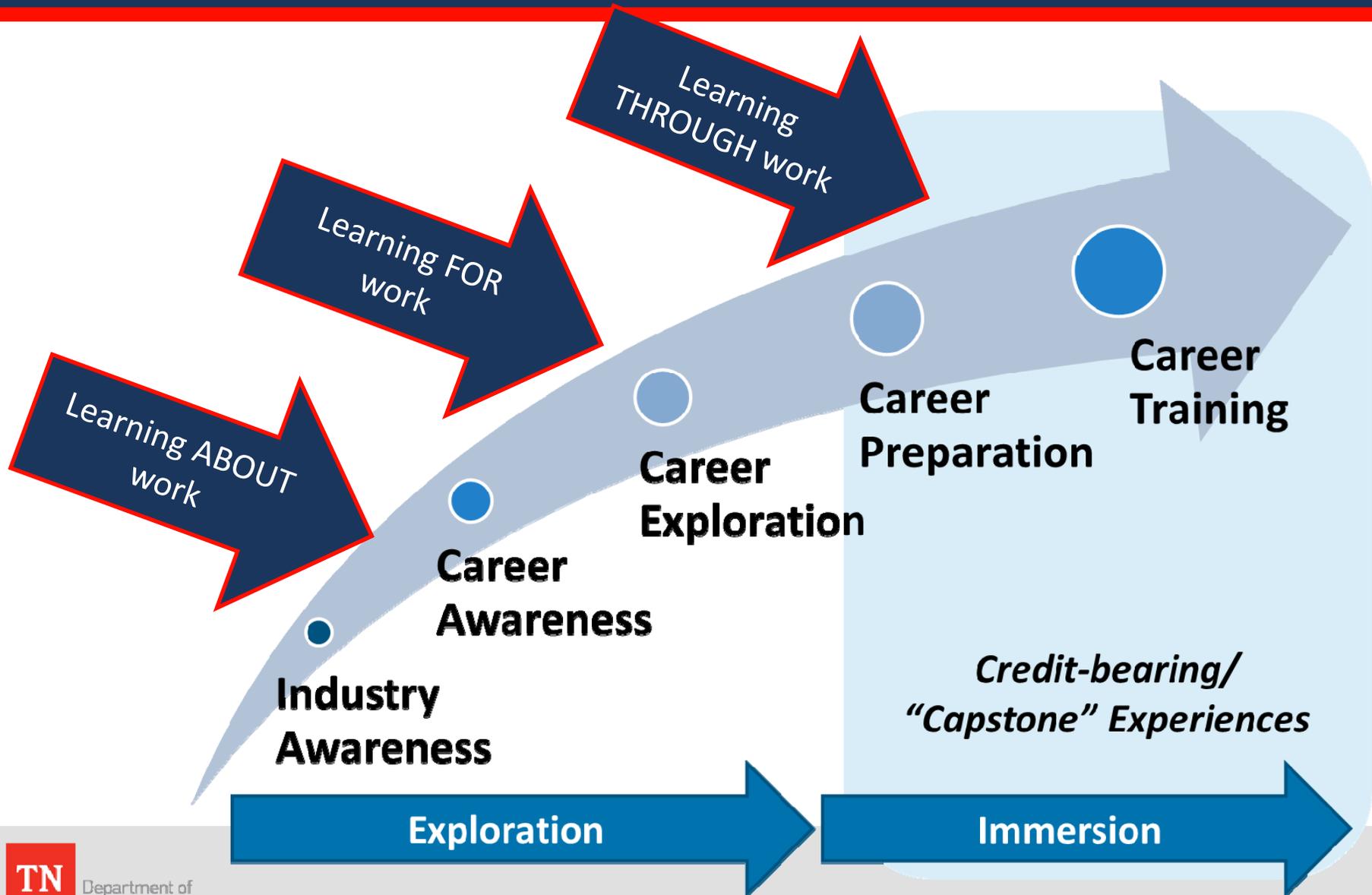
Presently

- **42nd nationally** in terms of working adults with at least a two-year degree.
- **Less than 60 percent** of high school graduates in the state go on to postsecondary education.
- Without additional strategies in place, only **39 percent** of Tennesseans will have a postsecondary credential by 2025.
- The Governor's **Drive to 55** was developed to address this gap.

Source <http://www9.georgetown.edu/grad/gppi/hpi/cew/pdfs/tennessee.pdf>

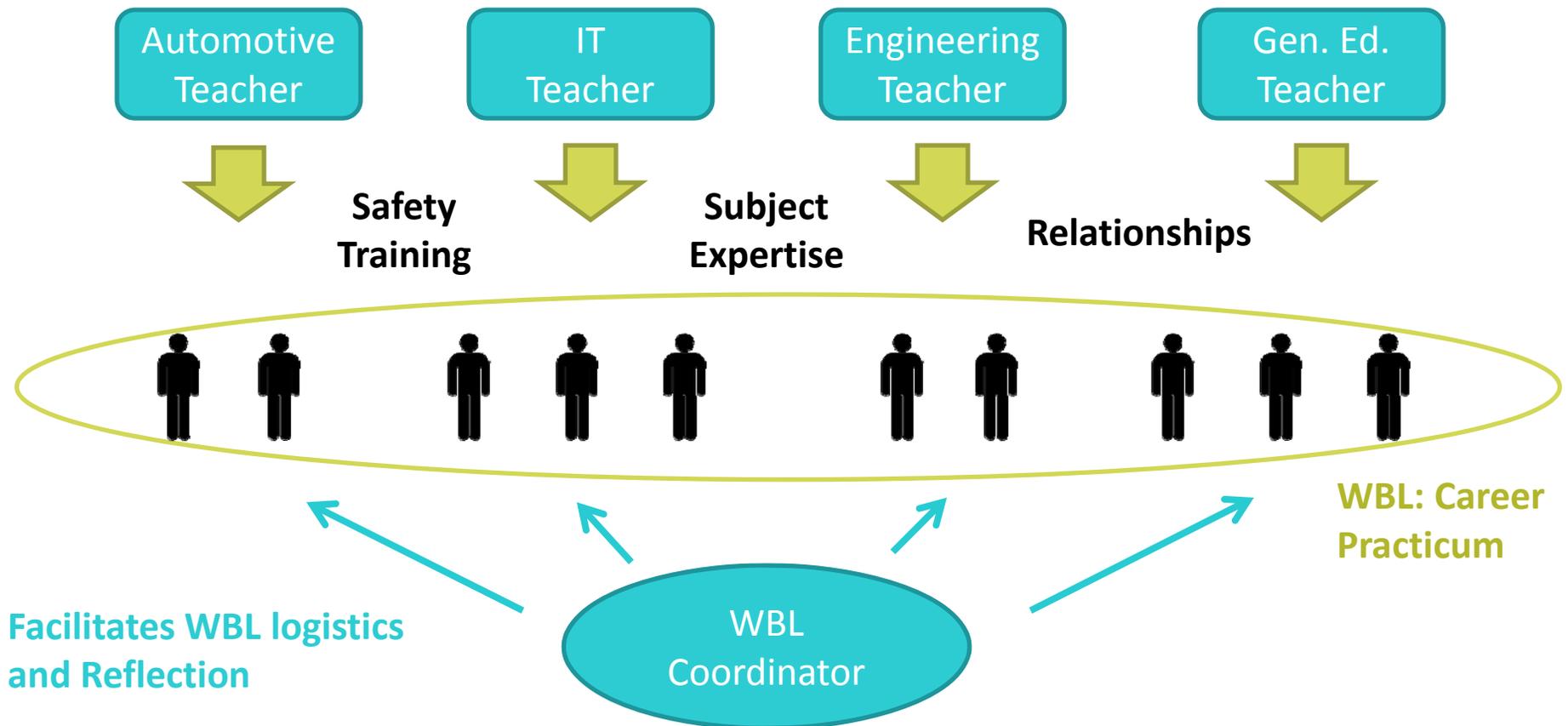


Career Readiness Starts Early



Work-Based Learning: Career Practicum

Course standards are aligned to Employability Skills and can be met in any career cluster



Tennessee's Targeted Employability Skills

Academic & Technical Skills	<ul style="list-style-type: none"> Literacy, Math, and Technical Skills Workplace Safety
Career Knowledge & Navigation Skills	<ul style="list-style-type: none"> Understanding career paths Planning and goal setting Reflection
21st Century Learning & Innovation Skills	<ul style="list-style-type: none"> Creativity and innovation Critical thinking and problem solving Communication Collaboration Information literacy ICT: technology literacy
Personal & Social Skills	<ul style="list-style-type: none"> Initiative Professionalism, Ethics, and Interpersonal Skills Cultural and global competence Adaptability and flexibility Productivity

Employability Skills Checklist



Department of
Education

Work-Based
Learning

Employability Skills Checklist

The following skills were identified as the most critical employability skills that can be learned through work-based learning. Over 225 stakeholders from all three grand divisions vetted this list through focus groups with the Tennessee Department of Education, including administrators, teachers, WBL coordinators, CTE directors, and postsecondary and industry partners. While all skill areas below were deemed important, the most critical areas were considered "Application of Academic Knowledge and Skills" and "Personal and Social Skills."

<p>Application of Academic and Technical Knowledge and Skills</p> <ul style="list-style-type: none"> <input type="checkbox"/> LITERACY: Read and comprehend relevant academic and technical texts <input type="checkbox"/> MATH: Select and apply relevant mathematical concepts to solve problems and perform expected tasks <input type="checkbox"/> INDUSTRY-SPECIFIC TECHNICAL SKILLS: Demonstrate industry-specific technical skills <input type="checkbox"/> INDUSTRY-SPECIFIC SAFETY SKILLS: Demonstrate adherence to industry-specific safety regulations
<p>Career Knowledge and Navigation Skills</p> <ul style="list-style-type: none"> <input type="checkbox"/> UNDERSTANDING CAREER PATHS: Plan and navigate education and career paths aligned with personal goals <input type="checkbox"/> PLANNING: Develop and implement a personalized student learning plan <input type="checkbox"/> REFLECTION: Reflect on experiences through creation of a personal portfolio
<p>21st Century Learning and Innovation Skills</p> <ul style="list-style-type: none"> <input type="checkbox"/> CREATIVITY AND INNOVATION: Think creatively, Work creatively with others, Implement innovations <input type="checkbox"/> CRITICAL THINKING & PROBLEM SOLVING: Reason effectively, Make judgments and decisions, Solve problems <input type="checkbox"/> COMMUNICATION: Oral and written communications skills appropriate to the context, Listen effectively <input type="checkbox"/> COLLABORATION: Exercise flexibility and willingness, assume shared responsibility, work with diverse teams <input type="checkbox"/> INFORMATION LITERACY: Access and evaluate information, manage information accurately and ethically <input type="checkbox"/> ICT (Information, Communications & Technology) LITERACY: Use technology effectively and appropriately
<p>Personal and Social Skills</p> <ul style="list-style-type: none"> <input type="checkbox"/> INITIATIVE: Work independently, demonstrate agency, curiosity, and the ability to learn <input type="checkbox"/> PROFESSIONALISM, ETHICS, AND INTERPERSONAL SKILLS: Demonstrate reliability, integrity,

Student Centered

- WBL must be student centered:
 - Produces a portfolio of evidence of employability skills
 - Aligns to the student's selected area of elective focus
 - Supports student's long-term goals and interests
 - Demonstrates growth of the student

Metrics:

- **Portfolio quality and student growth measures**
- Personalized Learning Plans reflect placement alignment with student's area of elective focus
- WBL course standard/21st Century Skill attainment
- Students participate in WBL from all 16 CTE career clusters
- Demographics, Attendance, and Discipline Data

District Implementation

- WBL must be educator supported:
 - Requires regularly facilitated reflection time to supplement work experience to meet course standards
 - Improves continuously through professional development, networking, and district support

Metrics:

- Certification of WBL coordinators by district
- Engagement of WBL coordinators in PLCs by district
- **Program of Study Completion**
- Teacher TEAM Evaluation Data to assess strength of facilitation and instructional practices
- WBL Portfolio Pilot: Developing portfolio growth measure to demonstrate teacher effectiveness

Regional Alignment

- WBL must be community aligned:
 - Provides access to high-demand, high-wage careers
 - Reflects state and regional workforce needs and trends
 - Encourages community ownership and collaboration

Metrics:

- WBL placements (by Pathways TN regions and district) reflect TN labor and workforce data
- **WBL placements are reflective of program of study enrollment**
- District surveys reflect quality program indicators (CTE Directors, WBL Coordinators)
- WBL program assessments are implemented locally



Districts and schools in Tennessee will exemplify excellence and equity such that all students are equipped with the knowledge and skills to successfully embark on their chosen path in life.

Excellence | Optimism | Judgment | Courage | Teamwork