How a Board Can “Lead Career Pathway Efforts”

Tony Georges, KentuckianaWorks Board Chair
Dr. Joe Ellison, Assistant Superintendent for High Schools,
Jefferson County Public Schools
Reading WIOA Broadly

• The law says that Boards “shall lead career pathway efforts” in their regions – it doesn’t say “may”

• Our Board identified the alignment between what our high school graduates knew when they graduated – and what employers wanted them to know – as a key area where we could partner with our school systems to drive change

• We have partnered with JCPS – the state’s biggest school district – and our Chamber (GLI) for six years now
Roles for the Board

- Strategic leadership – career pathways to offer (based on Labor Market Intelligence), key sectors to focus on
- Recruitment of business partners – We worked with GLI to help JCPS recruit and celebrate its first 11 business partners – then grew the number to over 100 before COVID slowed our momentum
- We staff and lead the Guiding Team for the Academies – the “convening authority” that brings the business and broader community to the table to partner and problem-solve with JCPS
How Do we Pay for it?

• So far we’ve not had to spend WIOA $$ to pay for the staffing – we’ve raised outside funding from the James Graham Brown Foundation and JPMorgan Chase to pay for it.

• But we’ve also embedded this career pathway leadership work in our WIOA Local Plan – so that if we ever have to spend WIOA funding on it, we can.
About JCPS and the Academies of Louisville
About JCPS

- 29th largest school system in the United States
- Largest school system in Kentucky
  - 1/7 of all KY students
- About 100,000 students
- 125 different languages spoken
- 81 percent of school-aged children in Louisville/Jefferson County attend Jefferson County Public Schools (JCPS)
- Majority minority
- 63% qualify for free/reduced lunch
- 169 schools
  - (25 High Schools + 2 Behavior Support Programs)
Quick Facts

Academies of Louisville

Starting Year 6 of implementation:

- Approximately 18,000 students in 55 academies within 15 JCPS High Schools

- 130+ unique companies have signed on to serve as business partners supporting 59 unique career pathways

- The graduating class of 2021 was the first class to have gone through all four years of the Academy model

- Three main partners driving the work: JCPS, KentuckianaWorks, and Greater Louisville Inc.
What is the Academy model?

*Career-themed small learning communities that connect classroom learning to the real-world.*

**Freshman Academy**

Strong transition program to ensure all 9th explore careers and transition to academies!

**Business Partnerships**

Strong engagement with business partners to support LEARNING experiences and connects students with your content.

**Interdisciplinary**

Find relevance through the lens of career academies—Project-Based Learning Authentic Challenges

**10-12 Career Academies**

4 course career pathway teamed with core content leading to work-based learning opportunities, field trips, tours, industry certifications

**Investment**

Major financial investments in buildings renovations, teacher expansion, equipment, and resources

**Leadership**

Dedicated Assistant Principal and Counselor per academy & Academy Coach to connect partners

@JCPSKY @AcademiesofLou
Example: Academies & Pathways
4 Year Trend of Postsecondary Readiness by AofL School
(fka Transition Readiness/College & Career Readiness)
<table>
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<th>What is an Academy Business Partner?</th>
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<td><strong>One Year Commitment</strong></td>
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<td>Works with the school for at least one year</td>
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<td><strong>Assigns Primary Contact</strong></td>
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<td>Identifies a primary partner contact who will be the first point of contact for the school’s Academy Coach</td>
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<td><strong>Planning Sessions</strong></td>
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<td>Participates in planning sessions with the school to determine how best to work together; produce Action Plan</td>
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<td><strong>Advisory Council</strong></td>
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<td>Serves on the school’s Academy Advisory Council</td>
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<td><strong>Work-Based Activities</strong></td>
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<td>Supports the goals of the Academy in at least two work-based activities</td>
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<td><strong>WBL Platform</strong></td>
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<td>Post open work-based learning opportunities on our digital platform</td>
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How business partners support schools

CAREER AWARENESS & EXPLORATION

Learning ABOUT the Company & Careers
- Classroom Speakers
- Speed-networking
- Roundtable Discussions
- Industry/Advisory Council
- Curriculum Review

CAREER PREP

Learning WITH the Company
- Job Shadow
- Reverse Job Shadow
- Worksite Tour
- Teacher Team Internship

CAREER APPLICATION

Application IN the Company
- Capstone Experience
- Student Internship
- Student Apprenticeship

LOW INTENSITY

MODERATE INTENSITY

HIGH INTENSITY
What does being an Academies Business Partner look like?

Hands-on learning from Norton Healthcare Health Science Academy

Career Exploration field trip to Humana IT Academy
GE Appliances at Doss High School

GEA2DAY
WORK 2 DAYS FOR TUITION + PAY

GE APPLIANCES
a Haier company
Two Class Act Federal Credit Union Branches at Doss and Southern High Schools *Staffed by Academy Students*
The Basics:

- Staffed by KentuckianaWorks, the convening body
- Meets 5 times per year with 1 longer retreat in August/September
- Members represent business, education, and non-profits
- **Executive Committee**: Subgroup of Guiding Team; goes deeper on issues and reports back to Guiding Team

Purpose and Roles:

1) Primary advocate for this work
2) Provides strategic oversight for all phases of initiative
3) Cultivates deep community-wide ownership
4) Sets yearly goals and monitors progress
5) Members serve as ambassadors for the Academies
Questions?