

How a Board Can “Lead Career Pathway Efforts”

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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?

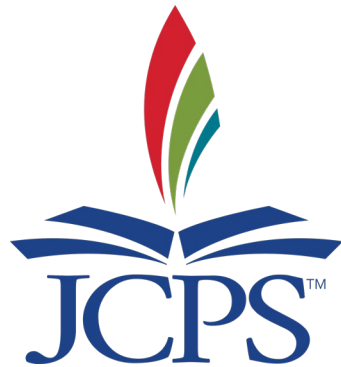


- So far we've not had to spend WIOA \$\$ to pay for the staffing – we've raised outside funding from the James Graham Brown Foundation and JPMorgan Chase to pay for it
- But we've also embedded this career pathway leadership work in our WIOA Local Plan – so that if we ever have to spend WIOA funding on it, we can

About JCPS and the Academies of Louisville

About JCPS

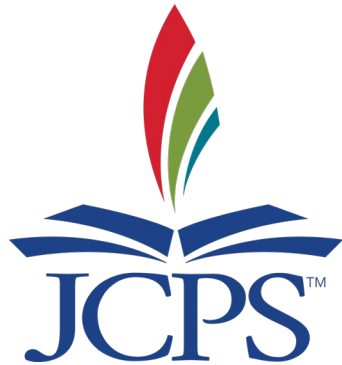
Quick Facts



- **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)**

Academies of Louisville

Quick Facts



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



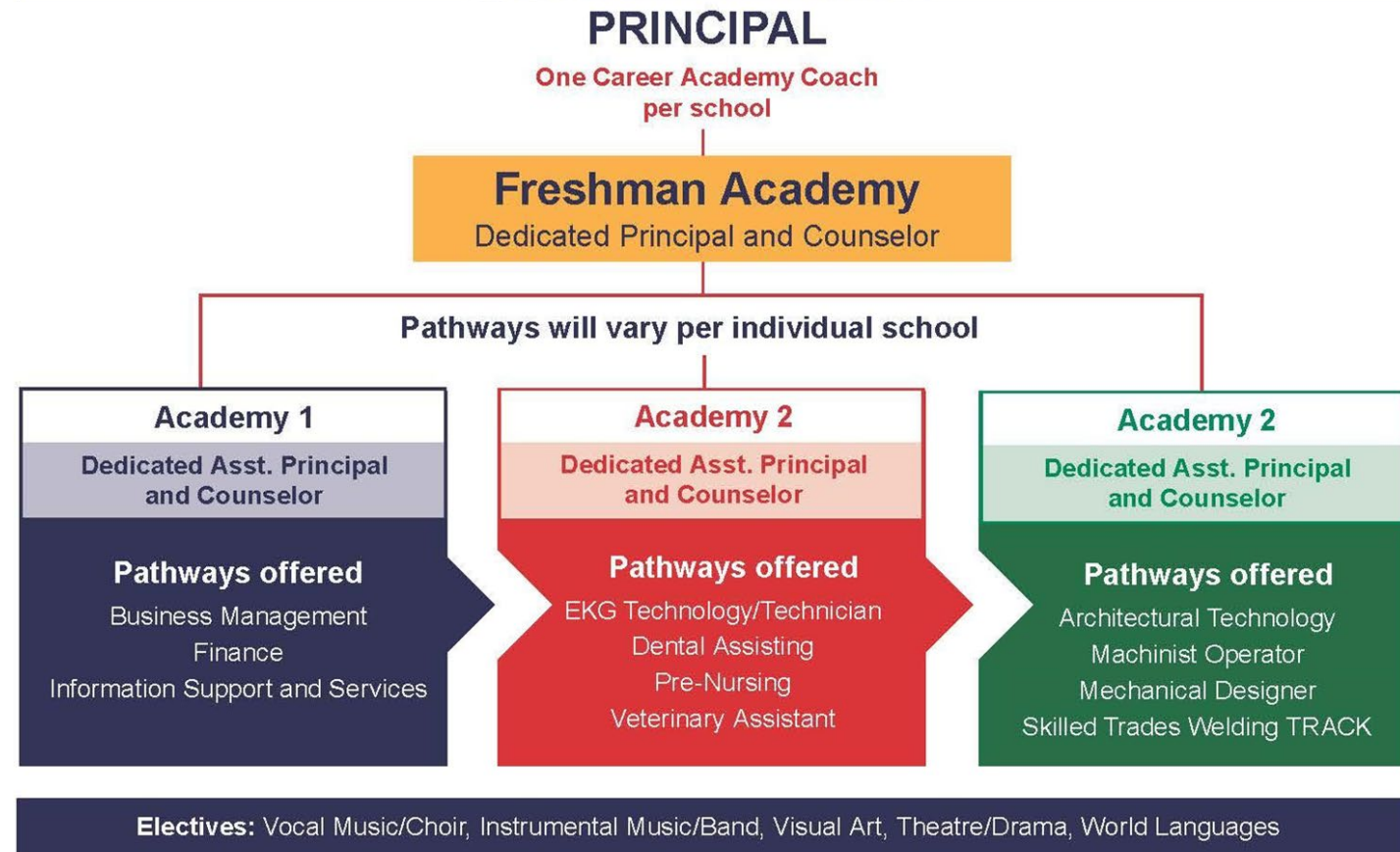
Leadership

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

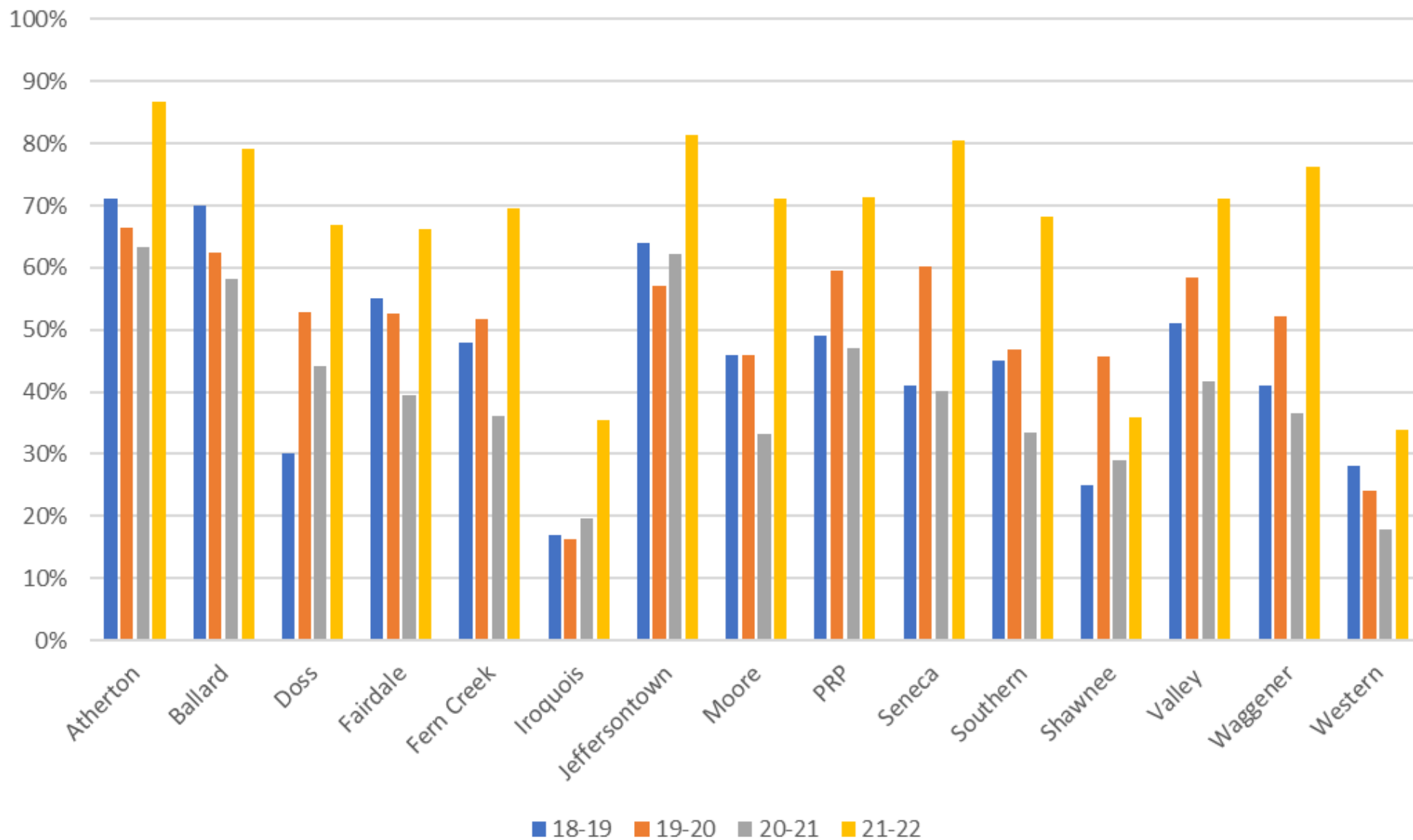


Example: Academies & Pathways

Strong Business and Community Partnerships



4 Year Trend of Postsecondary Readiness by AofL School (fka Transition Readiness/College & Career Readiness)



What is an Academy Business Partner?



One Year Commitment

Works with the school for at least one year



Assigns Primary Contact

Identifies a primary partner contact who will be the first point of contact for the school's Academy Coach



Planning Sessions

Participates in planning sessions with the school to determine how best to work together; produce Action Plan



Advisory Council

Serves on the school's Academy Advisory Council



Work-Based Activities

Supports the goals of the Academy in at least two work-based activities

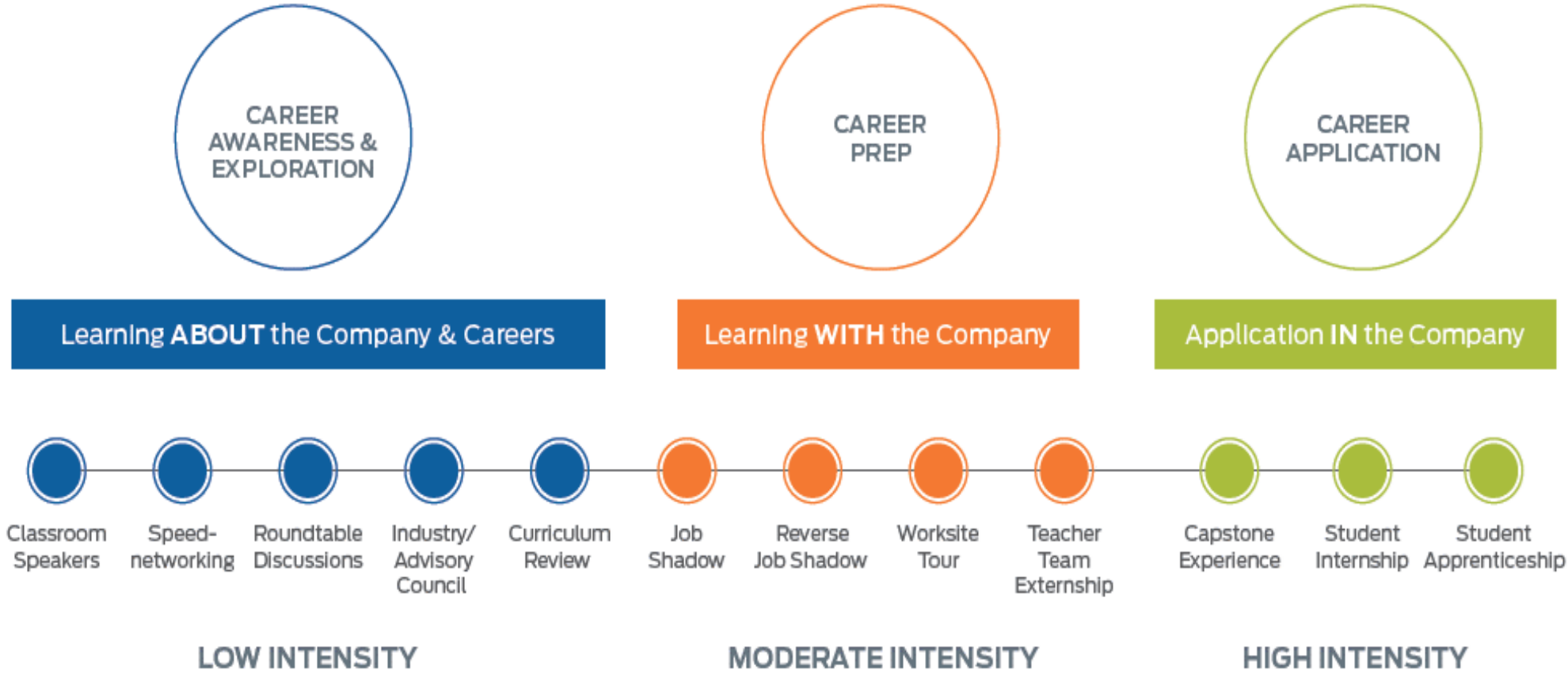


WBL Platform

Post open work-based learning opportunities on our digital platform



How business partners support schools



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**



Delivering Education



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



Academies Guiding Team and Executive Committee

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?

