

# MICHIGAN CAREER PATHWAYS ALLIANCE

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## MICHIGAN CAREER PATHWAYS RECOMMENDATIONS

### PROMOTE STUDENT SUCCESS

- Elevate productive use of education development plans (EDPs)** – Put meaningful and consistent use of EDPs in school improvement plans.
- Increase opportunities for career discovery** – As part of school improvement plans, schools must submit a plan with a series of milestones for career exposure in elementary, middle and high school.
- Implement career exploration and job readiness** – Change the Michigan Merit Curriculum to include a robust career exploration and job readiness (job skills for the 21st Century) course in 7th, 8th or 9th grade.
- Use tools for student career planning** – Encourage statewide use of Career Cruising, MI Bright Future and Pathfinder for students (and adults) to explore career options and learn the steps necessary to enter desired careers.
- Enhance career counseling** – Support districts with the hiring of “career development facilitators” who support school counselors, with the focus of helping students explore career options, whether that pathway is early/middle college, apprenticeship, community college or four-year universities, and provide guidance on setting a path to a career. We have additional “best practices” from which districts can choose.
- Implement talent transcripts** – Document tangible career skills students have achieved during education. (For example, list software proficiencies and professional certifications to illustrate skills beyond classroom grades.)

### EMBED MICHIGAN MERIT CURRICULUM FLEXIBILITY

- Showcase Michigan Merit Curriculum flexibility** – Provide technical assistance to school districts on how to integrate Michigan Merit Curriculum requirements with career programs (such as geometry and carpentry) and allow computer science as a foreign language, and career health programs to count as health and/or physical education requirements. Valuable, outside project-based learning opportunities such as Square One and First Robotics will also be considered for credit.

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### INCREASE PROFESSIONAL TRADES INSTRUCTORS

- Recruit and retain CTE instructors** – 1) Adopt and communicate MDE policy change allowing for non-teacher certified CTE instructor authorization for up to 10 years; 2) Allow Professional Trades instructors who have retired to come back and teach without a retirement penalty; 3) Develop a condensed teaching certificate for those teaching Professional Trades courses.

### SUPPORT CAREER DEVELOPMENT

- Bring education and business together** – Establish a formal entity and mechanism to build and maintain a collaborative partnership with local districts, employers, advocates and training centers to help match what is being taught with community needs.
- Develop CTE/ Professional Trades playbook** – Develop and provide a playbook of best CTE practices to schools and support those that need help implementing them.
- Match crowdfunding for counselors and Professional Trades programs** – A program to provide state-matching dollars through a crowdfunding program to assist in covering the costs for counselors and Professional Trades programs.
- Promote non-taxable deductions for Professional Trades instructors and curriculum development**
- Expand CTE statewide** – Start the discussion to provide equitable opportunities for all students with additional funding to schools to operate CTE and Professional Trades programs statewide.

### DEVELOP PRACTICAL PROFESSIONAL TRADES EXPERIENCES FOR STUDENTS AND EDUCATORS

- Implement externships and out-of-classroom experiences** – Time spent by teachers and counselors engaging with local employers and technical centers will count toward continuing education and professional development.
- Ensure state-funded CTE programs lead to an industry recognized credential** – Require an industry-recognized credential as determined by the state (TED and MDE) through discussions with regional employers.
- Count rigorous CTE credentials as transferable college credits** – Any institution that takes public money needs to accept and count these credits toward a degree from that institution. Establish an unbiased entity to act as “referee” to determine if the rigor of CTE credentials are transferable.

### PROMOTE CAREER PATHWAYS

- Continue Going PRO campaign #GoingPROinMI to change perception of Professional Trades** – Peer-to-peer approach aimed at students, parents, educators, coaches. Will include paid media, website, social, blogs, video, career fairs, open-source sharing with stakeholders.