

Aspire Talent Team
21st century skills certification discussion
October 3, 2016

Attendance: Clark-Pleasant schools, KYB Americas, City of Greenwood, Greenwood Community Schools, Nineveh-Hensley-Jackson schools, Center Grove Community Schools, Johnson-Kelly heating and cooling, Midwest Purification, Franklin Community Schools, Endress+Hauser, Express Employment, Franklin Township schools, Zoe facility services, Beech Grove schools, Central-9 Career Center, Aspire talent team, NSK, Greenwood Chamber. 32 attendees.

Nicole Otte opened the meeting. Dana Monson gave a welcome from Aspire and a short overview of the program.

Michael Denny: Greater Clark County Schools. The school corporation has the PRIDE Program. Work ethic certification is a culmination for the students from the PRIDE program. Corporation has 20 schools total. 10,500 students. 95 million budget, 57% free/reduced lunch and 35% minority population. Mission is to have students ready for post-secondary opportunity. Not just a focus on 4-year college, but including all forms of post-secondary, including 2 year and certifications, internships, apprenticeships, and military. PRIDE merged college and career readiness with positive behavior interventions and support skills and work ethic certification. Persistence, respectfulness, initiative, dependability, efficiency= pride. The focus of the program is to balance state accountability, hard skills, soft skills and relationships with a K-12 foundation to prepare students to succeed in school and the workplace. Businesses and organizations need a highly qualified talent pool and depend upon employees being proficient in soft skills. There is no separate curriculum with specific actions for teachers to follow but instead is built into the current curriculum. It is a philosophy that is embedded in the culture of the classroom and school and connects academic concepts with real-life. Advisory Council includes over 90 education business and government leaders. Started with. 25. Developed an action plan to start: 1. Implement the work ethic certification 2. Establish business partnerships. 3. Develop a campaign to make parents students and the community aware of the college and career readiness initiative. Created a marketing campaign for this. College and career centers are located in each of three high schools. Has staff as well. Purpose is to plan, implement and facilitate activities that prepare students for their post-secondary opportunities. Biggest impact is with the school-business partnerships. Created student internships unpaid, co-op work experience paid, targeted field trips and worksite tours, teach externships, school based advisories, pathway specific job shadow, classroom/career fair presentations mentorships co-teaching.

Work ethic certification: focus is on soft-skills that seem to be sorely lacking in many of today's employees. Created a basic rubric to evaluate a student. Focus is on 5th, 8th and 12th grade students. The student is required to get three signatures in each of the PRIDE areas from three different adults in the school, but not their teacher, have academic readiness GPA of 2.0. and an attendance rate of 98% with four or fewer sign in and sign outs and tardiness and one or fewer discipline referrals. Want to add a drug screen pass when funding is available.

Attendance is the hardest one for students to achieve. First year had 24% seniors receive the certification. Seniors get guaranteed job interview from 65 companies, applicant pool preference, increase in base pay/other financial incentive, tuition re-imbursement. Receive sash at graduation for completion. Certificate signed by governor. Schools in 5 economic growth regions in the state are implementing WEC this year. Businesses receive recognition for participation.

Kristen Scott, Lebanon Community Schools: School community work coordinator. Funded through the Lebanon RDC with TIF dollars. 3500 students total. Created POWER pathway and certification. Work based learning senior internship, career chats, career day and college and career fair. Power is perseverance, organization, work ethic, efficiency and responsibility. Courses are tied to this concept. Can enter the pathway as early as 8th grade. Certain courses are required as part of this. OSHA 10 certification is also included in this program. Students who achieve this will receive an interview and/or a pay increase based on their achievement at a local company.

Clark uses work keys program paid for by the education foundation. The externships are a \$500 stipend and are funded by local businesses and education foundation. Communication skills are a major need for students, one of biggest concerns of employers.

Discussion Questions:

Would your organization accept a work ethic certification?

- It should help to give an employer an idea of the preparation a student has made for the workforce.
- It is a good way to know the applicant better and have some background on the student.
- Would like to see the follow up after kids graduate and see if the work ethic education has stuck with them and proven results for the employers. Not enough data as of yet.

How can these skills be incorporated into current curriculum?

- Part of the PBIS.
- Hard to see it as regular curriculum but as part of business, the culture of the school.
- Clark-Pleasant is putting some 21st century skills into curriculum in the elementary schools. For example, using eye contact when speaking to someone.

There are some state initiatives that could assist with the planning for this certification.

Each school is dedicated to the workforce and soft skills education. Each school district is different however and the work is being accomplished differently. Many high school students are ready for the workforce but they don't know how to present themselves. Then front line managers often think high school students aren't ready for the workforce and they believe they need to wait until they are older to hire.