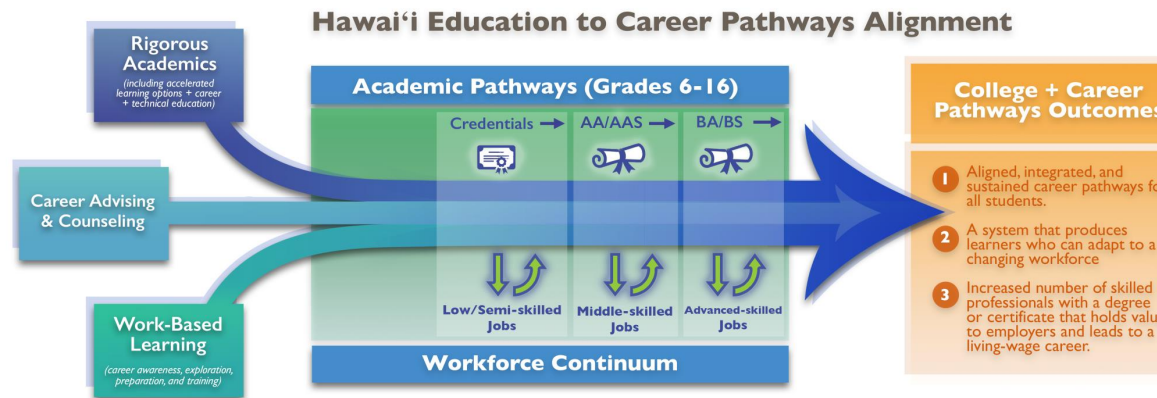
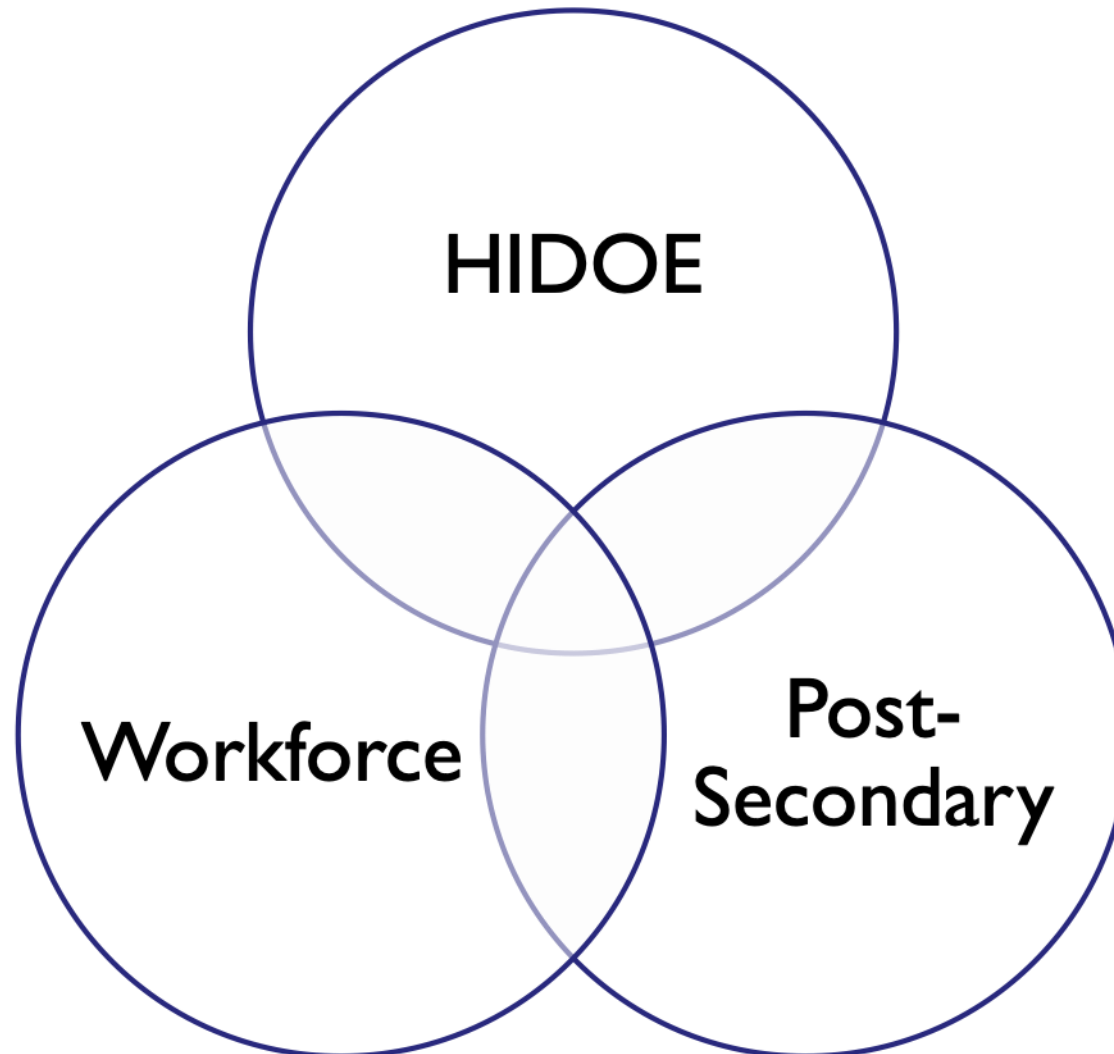


Career Pathways





Career Pathway Team
Kelly Miyamura, Nicole Atwood,
Lynsey Bow, RJ Rodriguez
Hawaii P-20

Career Pathways



Hawaii P-20

HAWAI'I P-20 STRATEGIC PLAN OVERVIEW

VISION

Hawai'i P-20 envisions that all Hawai'i residents will be educated, caring, self-sufficient, and able to contribute to their families, to the economy and to the common good, and will be encouraged to continue learning throughout their lives.

MISSION

Hawai'i P-20 strengthens the education pipeline from early childhood through postsecondary education and training through data-informed decision-making, advocacy, policy coordination and stakeholder engagement; all in support of student achievement.

HAWAI'I GOAL

"55 BY '25"
55% of Hawai'i's working age adults will have a 2- or 4-year college degree by 2025.

GOAL

The "Why"

COLLEGE, CAREER, AND COMMUNITY READINESS

ROLE

The "How"

- ADVOCATE POLICY
- ANALYZE DATA
- INCUBATE PROGRAMS FOR SCALING
- COMMUNICATE ABOUT EDUCATION

KEY INITIATIVES

The "What"

SCHOOL READINESS

- Best Practices in Assessment
- More Preschool Classrooms
- Data Infrastructure Establishment

COLLEGE READINESS

- Middle School Transition
- 9th Grade Readiness
- 12th Grade Transition Courses
- College Planning and Affordability
- Early College/ Dual Credit

CAREER READINESS

- CTE Pathway Alignment
- College & Career Guidance Program
- STEM Workforce Alignment
- CTE Workforce Alignment

PROGRESS GOALS

INCREASE


Preschool Enrollment

INCREASE 3rd Grade English Language Arts, and Math Proficiency

INCREASE Number of 9th Grade Students on Track to Graduate

INCREASE High School Grads Enrolling Directly into Postsecondary Ed

DECREASE Need for Remediation in English and Math



www.55by25.org | Office: 808-956-3879 6/2017

Success Metrics

- College Access
- College Enrollment
- Decrease College Remediation
- Early College Matriculation
- Career Technical Education Matriculation
- UH Graduates found working (with “living wages”)

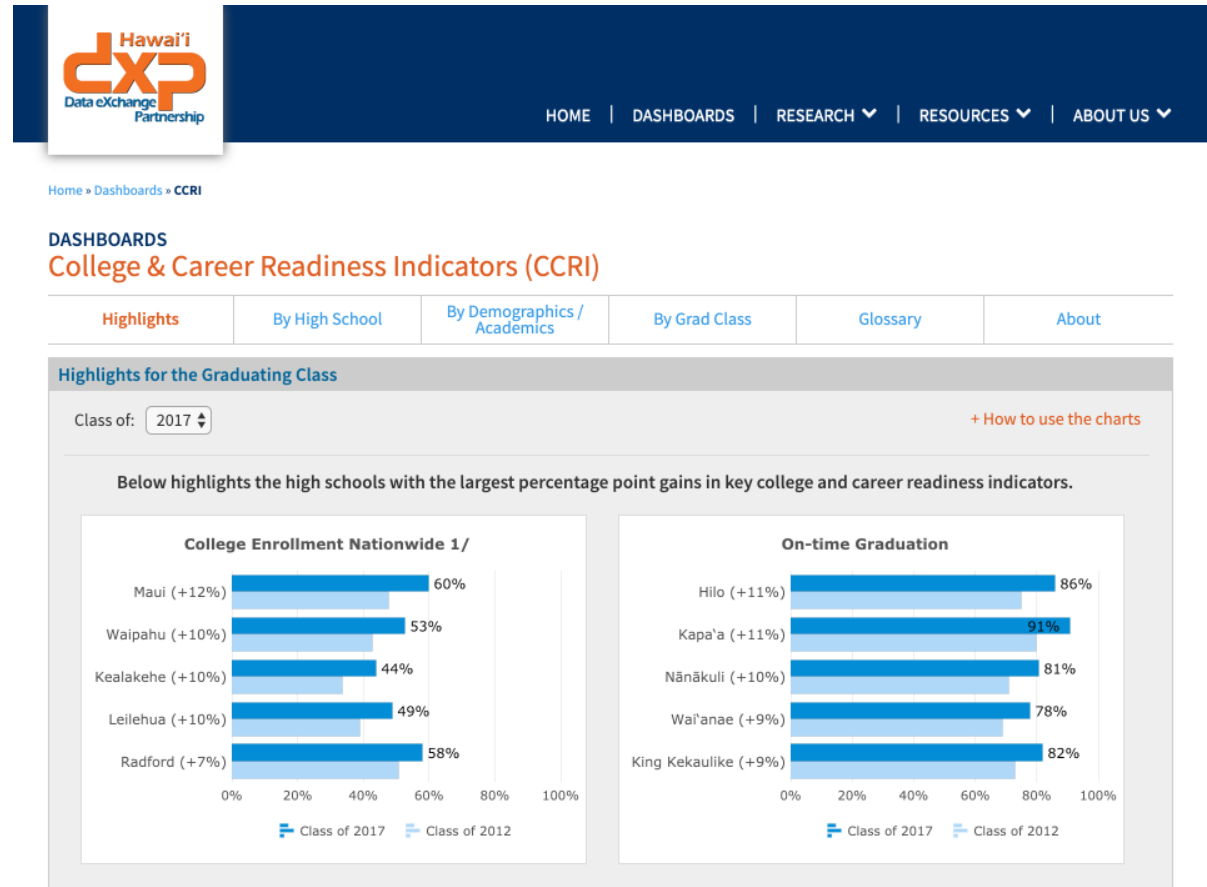


Hawaii's goal to have 55% earn
a college degree by year 2025

Measuring Readiness

College and Career Readiness Indicators (CCRI)

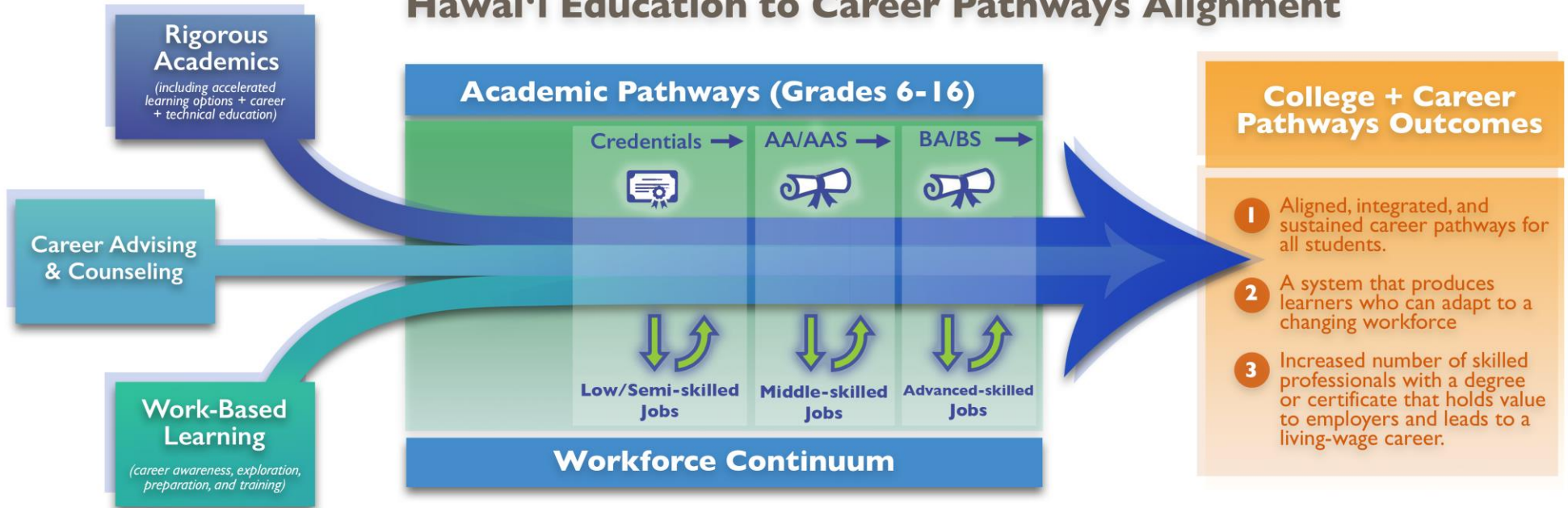
- College Enrollment
- On-Time Graduation
- Advanced Placement and Dual Credit
- ACT and Smarter Balanced Assessment
- College Remediation
- Career Technical Education



www.hawaiidxp.org

Career Pathways

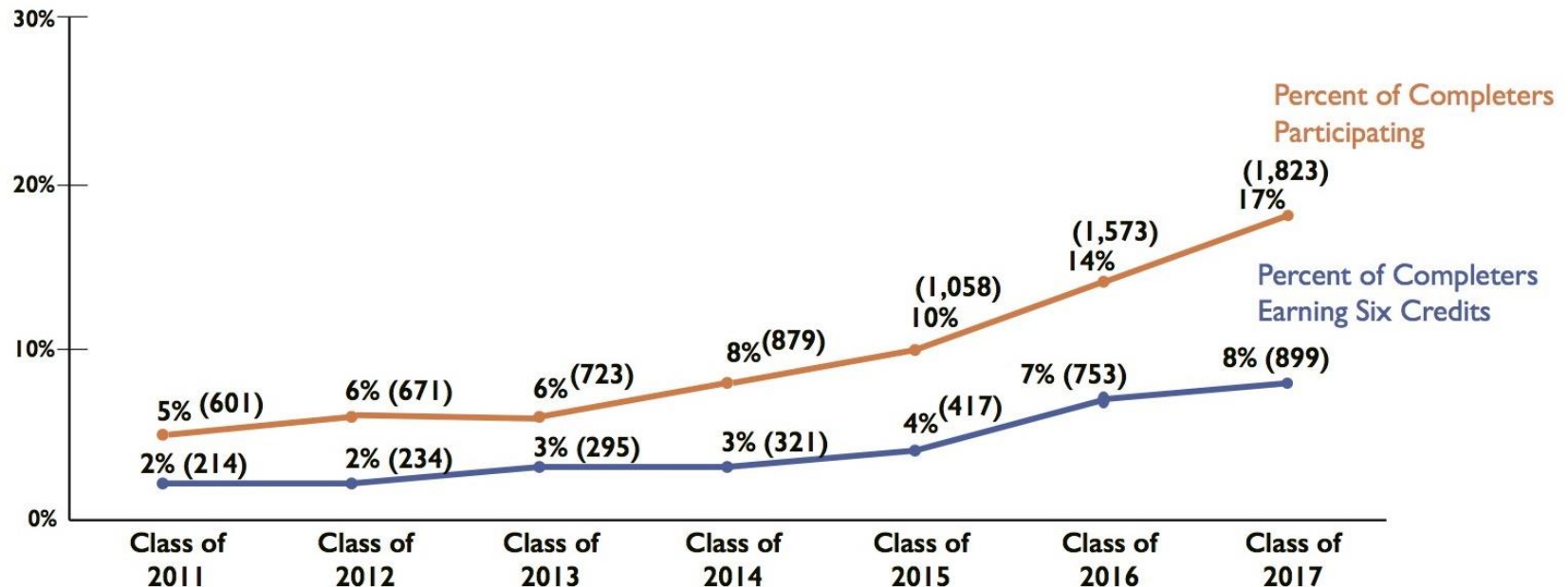
Hawai'i Education to Career Pathways Alignment



Rigorous Academics

- Early College (Running Start, Jump Start, Early Admit)

The percent of completers **participating in dual credit** and the percent **earning at least six credits** are steadily increasing.



Rigorous Academics





- Early College
- Transition Courses
 - High School Math Transition Course (UH Policy)
 - High School English Language Arts Transition Course
 - 7th Grade Math course (“Algebra Readiness”)
- Math, ELA, Science Summits
- Career and Technical Education (CTE) Alignment
 - HIDOE and UH CTE Programs/Sequencing
 - Informed by labor market information
- *2019: Financial Literacy, STEM and Computer Science*

Counseling and Advising

- Integrating: College and Career Aspirations, Academic Readiness, Navigating Transitions (including FAFSA)
- “6-16” Complex Area Teams: Middle School, High School, UHCC (2yr-4yr)
- Professional Development (Supporting Career Pathways)

Definition of College, Career, and Community Readiness in Hawai'i

Hawai'i students who are prepared for meaningful engagement in college, career, and community have successfully:

-  Achieved proficiency in essential content knowledge
-  Mastered key learning skills and cognitive strategies
-  Acquired practical knowledge enabling successful transitions from high school to college and career
-  Built a strong foundation of identity through an ongoing process of wayfinding to engage in local, national, and global contexts

By “students”, we mean those enrolled in Hawai'i's education system recognizing that college, career and community readiness is a lifelong process that begins with early childhood learning.

By “college,” we mean two- and four-year post-secondary institutions, trade schools, and technical schools.


By “career,” we mean a pathway of employment that provides a family-sustaining wage.

By “community,” we mean the set of interdependent relationships among physical, social and/or cultural groups linked by shared values and responsibility for one another, the natural world, and local and global well-being.

Advising Material

- HIDEOE Graduation requirements
- CTE courses
- UH Campus Programs
- Peter Quigley and Paul Sakamoto UHCC Industry Sector Website “Career Explorer”

PATHWAY: EDUCATION



Program of Study: Elementary Education

RIASEC (SOCIAL-ARTISTIC-CONVENTIONAL) Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others. Artistic occupations frequently involve working with forms, designs and patterns. Conventional occupations frequently involve following set procedures and routines.

6-8	Prior to, or at the beginning of the student's 9 th grade year, students should complete an appropriate career assessment tool to assist them and their parents in planning the appropriate courses for high school.						
9	English/ Language Arts I (1.0)	World History and Culture (1.0)	Algebra 1 (1.0)	Science Elective (1.0 – Physical Science)	Public Human Service Core*	PE Lifetime Fitness (0.5)	World Language (Recommend two or more years of the same language)
10	English/ Language Arts II (1.0)	US History and Government (1.0)	Geometry (1.0)	Biology (1.0)	Explorations in Education Cluster*	PE Elective (0.5 – Recommend Emphasis on nutrition)	Fine Arts (Recommend one or more years of fine/performing arts with an emphasis on Music Appreciation, Explorations in Drama, Creative Dance)
11	Expository writing (0.5) English Elective (0.5 – Emphasis on writing)	Participation in Democracy (0.5) Modern History of Hawai'i (0.5)	Math Elective (1.0 – Algebra 2)	Science Elective (1.0 – Chemistry)	Elementary Education Concentration*	Health Today and Tomorrow (0.5) Personal Transition Plan (0.5)	
12	English Elective (1.0 – Emphasis on Reading Comprehension focus)	Psychology (0.5) – CTE Related Academic Requirement* Social Studies Elective (0.5 – Sociology/ Anthropology)	Math Elective (1.0 – Recommend a 4 th year of math)	Science Elective (1.0 – Recommend a 4 th year of science – Human Physiology)	Education Capstone Internship Co-op*		

HIDEOE Graduation Requirements: English (4 credits), Social Studies (4 credits), Math (3 credits), Science (3 credits), Health/PE (1.5 credits), Personal Transition Plan (0.5 credits), CTE/JBOTC/World Language/Fine Art (2 credits)

Required courses are listed above. Elective recommendations from UH faculty/staff as well as Industry Partners on how best to prepare for the workforce are identified in the ().

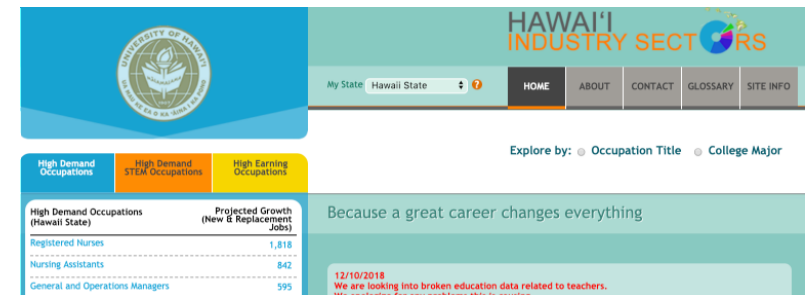
***CTE Pathway Program of Study sequence* (Core, Cluster and Academic Requirement)**

Work-based Learning Experience Opportunities (Based on UH programs and industry)

- Sample First year coursework (UH Manoa): ENG 100, MATH 111, Family Resources 230 or Psychology 240, Global Multicultural Perspectives, Physical Science, Hawaiian Studies 107, Biological Science
- 40 hours of "Group Leadership Experience" (Ex: Attendance care, Volunteer, Care)
- Teachers will need to graduate from a State Approved Teacher Education Program (SATEP) found at the [Hawaii Teacher Standards Board](#) to be licensed

2yr	Hawaii CC Early Childhood Education • Associate in Science (AS) • Certificate of Achievement (CA) • Certificate of Competence (CO) NOTE: License for HIDEOE schools requires Bachelor's degree (Transfer to a 4-yr program)	Leeward CC AAT Program • Associate in Arts in Teaching (AA) NOTE: License for HIDEOE schools requires Bachelor's degree (Transfer to a 4-yr program)	Kapiolani CC Liberal Arts • Associate in Arts (AA) • Concentration in Elementary Education NOTE: License for HIDEOE schools requires Bachelor's degree (Transfer to a 4-yr program)	Kauai CC Early Childhood Education • Associate in Science (AS) • Certificate of Achievement (CA) • Certificate of Competence (CO) NOTE: License for HIDEOE schools requires Bachelor's degree (Transfer to a 4-yr program)	Maui College Early Childhood Education • Associate in Science (AS) • Certificate of Achievement (CA) • Certificate of Competence (CO) NOTE: License for HIDEOE schools requires Bachelor's degree (Transfer to a 4-yr program)
4yr+	University of Hawaii at Manoa College of Education • BEd Elementary Education • BEd Early Childhood & SPED • BEd Dual Prep: Elementary and Early Childhood • MEd Early Childhood Education • MEd Curriculum Studies PK-3 School Level NOTE: Articulation agreements	University of Hawaii West Oahu • BEd Elementary Education (K-6) • Additional 15 credits "Add a Field" for Special Education NOTE: Articulation agreements	University of Hawaii at Hilo • Certificate in Education Studies • Master of Arts in Teaching • Kuhavavala Hawaiian and Indigenous Teacher Education Program NOTE: Articulation agreements		

Workforce Opportunities: Licensed Elementary School Teacher (www.onetonline.org)



My State: Hawaii State

HOME ABOUT CONTACT GLOSSARY SITE INFO

Explore by: Occupation Title College Major

High Demand Occupations (Hawaii State)	Projected Growth (New & Replacement Jobs)
Registered Nurses	1,816
Nursing Assistants	842
General and Operations Managers	595

Because a great career changes everything

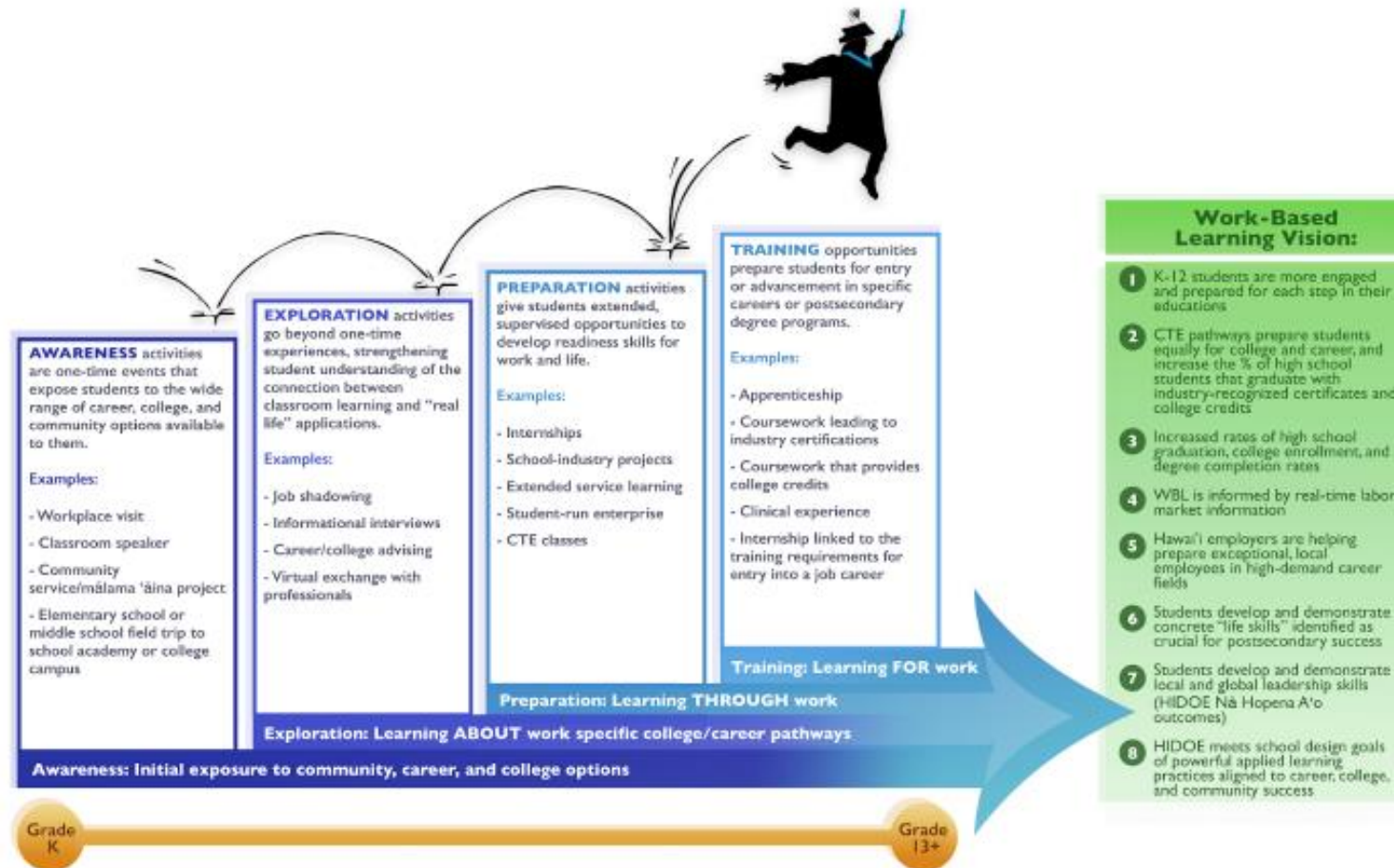
12/10/2018
We are looking into broken education data related to teachers. We anticipate for any problems this is routine.

www.uhcc.hawaii.edu/workforce

Work-Based Learning Continuum

Hawai'i Work-Based Learning Continuum for Career, College, and Community Readiness

The Hawai'i Work-Based Learning Continuum builds students' academic skills, life skills, and experience as they progress from learning **ABOUT** work to learning **THROUGH** and **FOR** work that connects to their career, college, and community goals.



Work-Based Learning

Awareness

- Tours, Guest speakers, Career fair, Community service

Exploration

- Job shadow, Interviews, Virtual exchanges

Experience

- Internship, Service learning, Technical mentoring, HIDOE CTE

Training

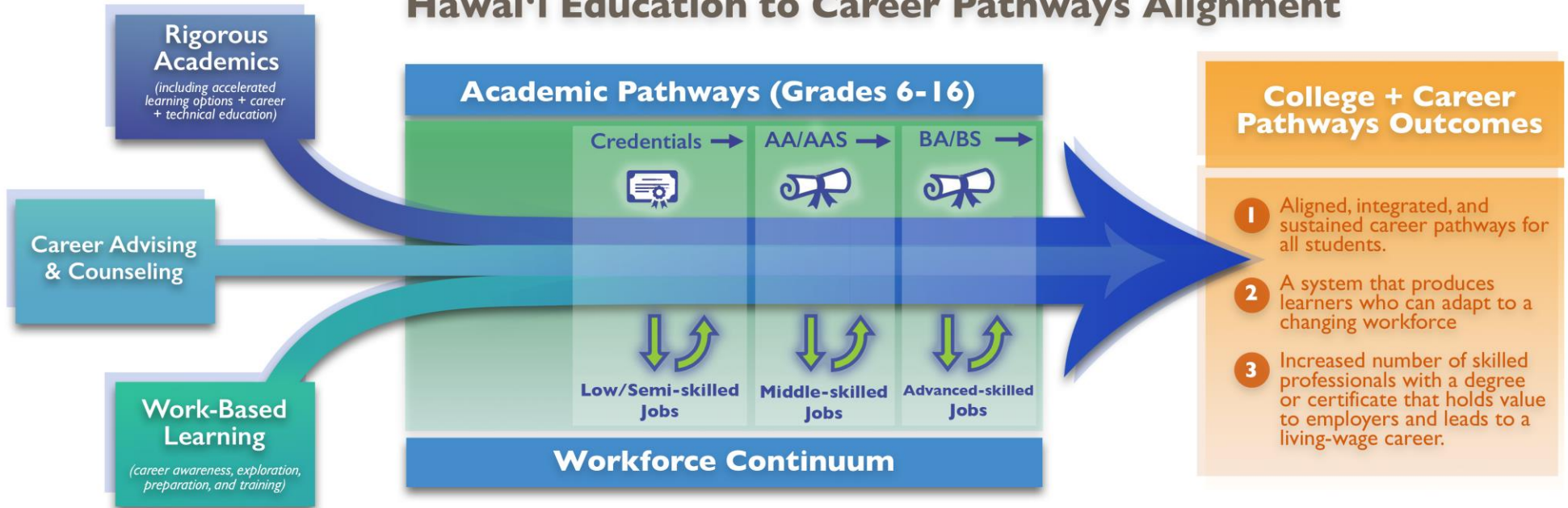
- Apprenticeship, Job site training, Clinical experience, HIDOE CTE honors, Industry certification

WBL PROJECTS

- Work-Based Learning Framework
- Harold K.L. Castle Foundation Grant 2020
Three regions: Maui (Maui College), Kauai (Kauai Economic Development Board), Waipahu & Pearl City (Chamber of Commerce)

2019 Pathway Summit

Hawai'i Education to Career Pathways Alignment



Pathway Summit

- 300 attendees
(HIDOE, Postsecondary,
Workforce, Regional Teams)
- Co-facilitated by JFF Network
and Local educators
- Message: “Why are aligned
career pathways critical for
success?”
- HIDOE + UH Campuses
- Rigorous Academics,
Counseling/Advising, Work-
based Learning
- Student Panel
(Nursing Pipeline)
- Regional Team RFP (5/23)
- GEAR UP 7-year grant
“Career Pathways”
(5 Regions)

Major Takeaways

1. Vertical Alignment

Secondary and Post-secondary partners
(Consistency and Grounding in clear
purpose)

*Most challenging

*Support with coordination

2. Industry/Workforce Partners

Work-Based Learning

Advisory Boards

Labor Market Information
(Regional)

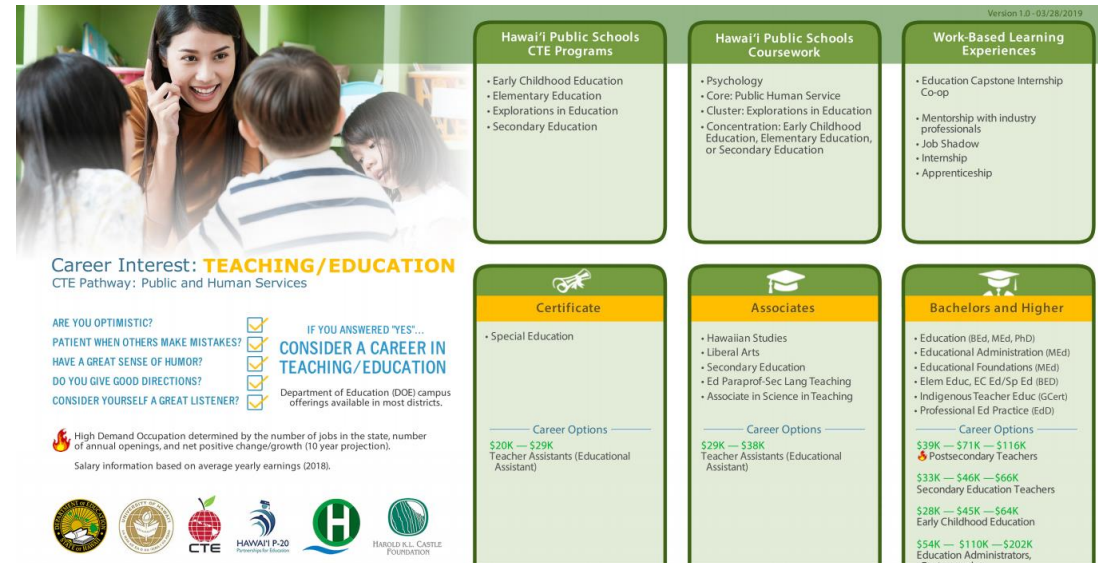
Attendance at the 2020 Pathway
Summit

High Demand Career Pathways

“High Demand”

- Number of jobs in the state,
- Number of annual openings, and
- Net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018)



Career Interest: TEACHING/EDUCATION
CTE Pathway: Public and Human Services

Version 1.0 - 03/28/2019

Hawai'i Public Schools CTE Programs

- Early Childhood Education
- Elementary Education
- Explorations in Education
- Secondary Education

Hawai'i Public Schools Coursework

- Psychology
- Core: Public Human Service
- Cluster: Explorations in Education
- Concentration: Early Childhood Education, Elementary Education, or Secondary Education

Work-Based Learning Experiences

- Education Capstone Internship Co-op
- Mentorship with industry professionals
- Job Shadow
- Internship
- Apprenticeship

ARE YOU OPTIMISTIC?

PATIENT WHEN OTHERS MAKE MISTAKES?

HAVE A GREAT SENSE OF HUMOR?

DO YOU GIVE GOOD DIRECTIONS?

CONSIDER YOURSELF A GREAT LISTENER?

IF YOU ANSWERED "YES"...

CONSIDER A CAREER IN TEACHING/EDUCATION

Department of Education (DOE) campus offerings available in most districts.

High Demand Occupation determined by the number of jobs in the state, number of annual openings, and net positive change/growth (10 year projection).

Salary information based on average yearly earnings (2018).

Certificate

- Special Education

Career Options

\$20K — \$29K
Teacher Assistants (Educational Assistant)

Associates

- Hawaiian Studies
- Liberal Arts
- Secondary Education
- Ed Paraprof-Sec Lang Teaching
- Associate in Science in Teaching

Career Options

\$29K — \$38K
Teacher Assistants (Educational Assistant)

Bachelors and Higher

- Education (BEd, MEd, PhD)
- Educational Administration (MEd)
- Educational Foundations (MEd)
- Elem Educ, EC Ed/Sp Ed (BED)
- Indigenous Teacher Educ (GCert)
- Professional Ed Practice (EdD)

Career Options

\$39K — \$71K — \$116K
Postsecondary Teachers

\$33K — \$46K — \$66K
Secondary Education Teachers

\$28K — \$45K — \$64K
Early Childhood Education

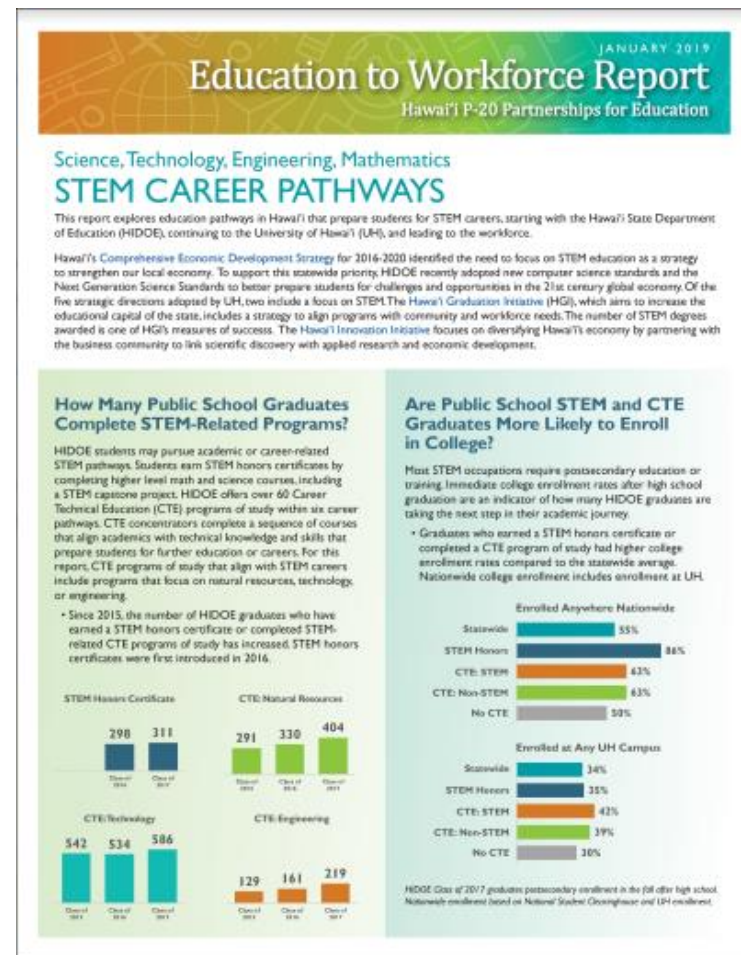
\$54K — \$110K — \$202K
Education Administrators.

Peter Quigley quigleyp@hawaii.edu
UHCC System Office of the Vice President

Automotive, Business, Culinary/Hospitality/Tourism, Cyber Security, Teaching, Engineering, Finance, HVAC, Information Technology, Medical Support, Nursing

STEM Careers

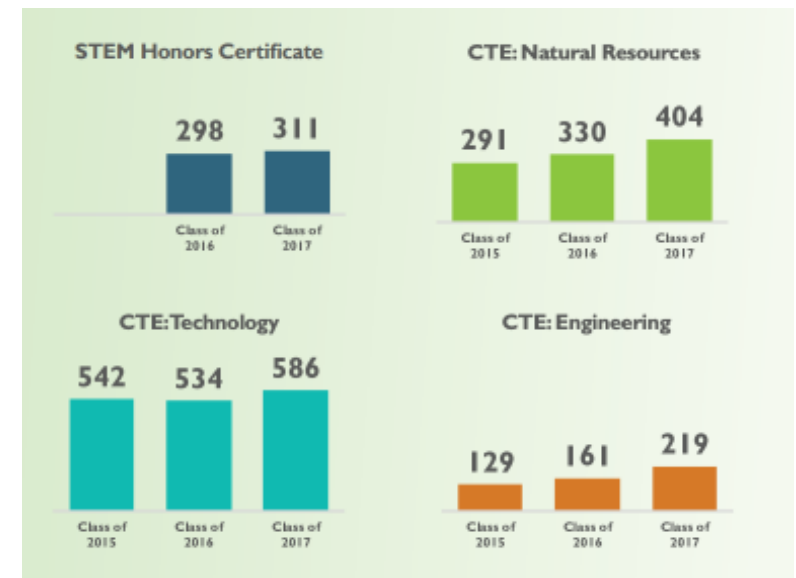
- How many public school students complete K-12 STEM programs?
- Are STEM/CTE graduates more likely to enroll in college?
- Are STEM/CTE graduates more likely to enroll in STEM majors at UH?
- Do the UH STEM graduates remain in the workforce?
- Are UH programs preparing students for the projected STEM workforce careers?



Released 2/5/19

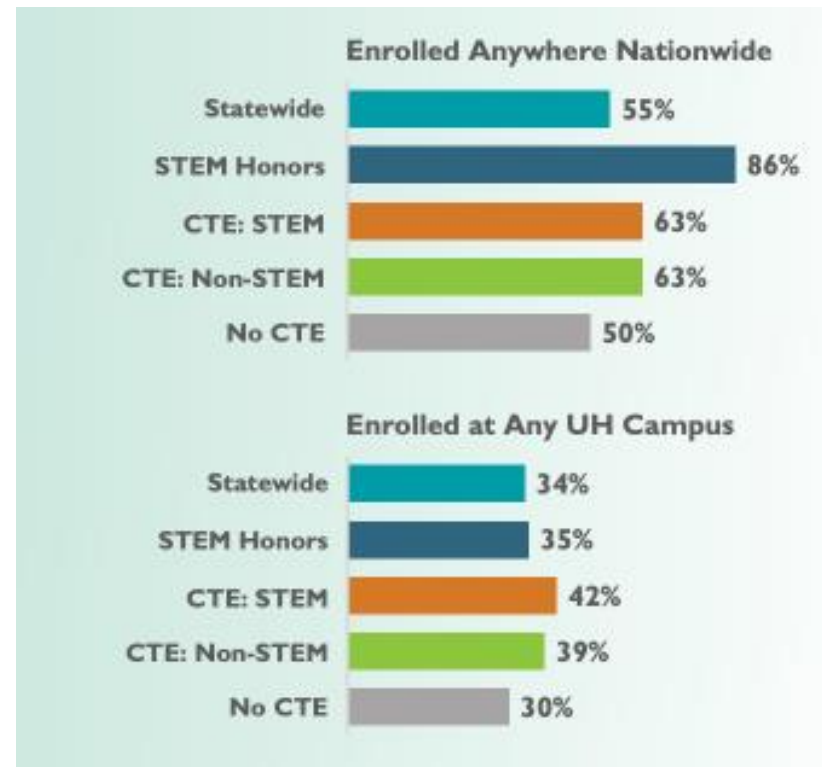
STEM Careers

- Increase in public school students completing K-12 “STEM” programs
- STEM Honors Certificate (2016)
- Career and Technical Education
 - Natural Resources
 - Technology
 - Engineering



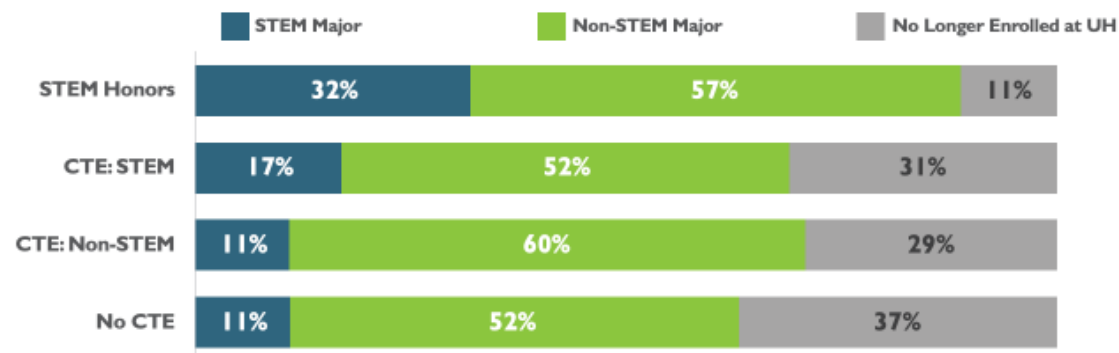
STEM Careers

- Public School STEM/CTE graduates are more likely to enroll in college
 - STEM Honors
 - CTE Program of Study



STEM Careers

- STEM/CTE graduates are more likely to Pursue STEM Majors at UH?
- STEM pathways in high school have an influence on college STEM decisions and persistence



HIDOE Class of 2014-2016 graduates enrolled at UH in the fall after high school.

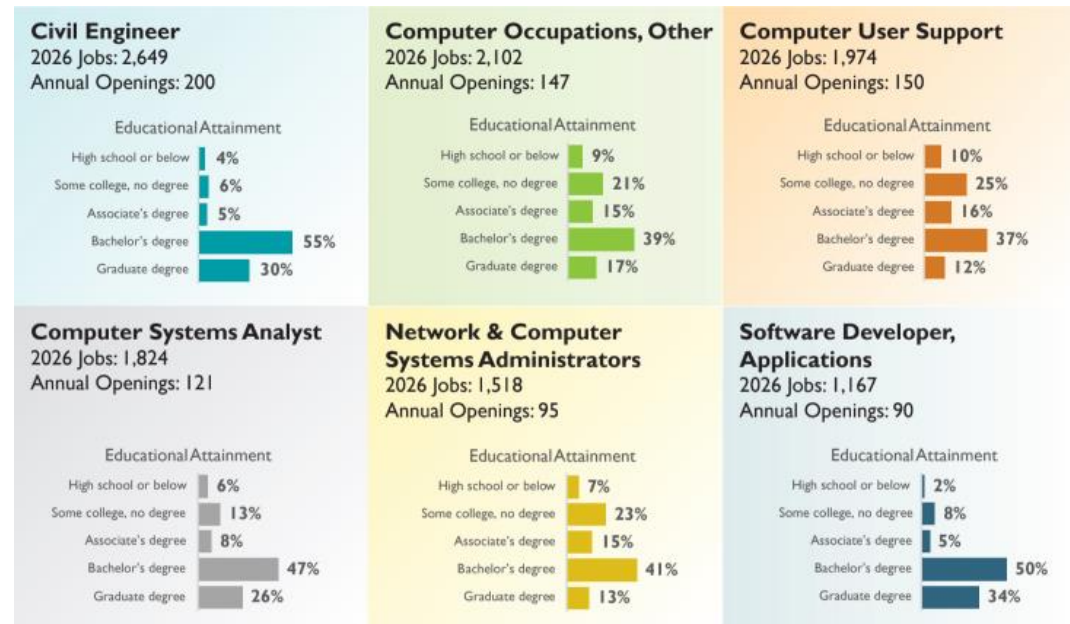
STEM Careers

- The majority of STEM graduates earn bachelors degrees at UH
- The number of graduates earning associates degrees at UH has increased by 36%



STEM Careers

- Do STEM Graduates Remain in the Workforce?
 - Science vs. Technology
- STEM Workforce Projections for Hawaii
 - Civil Engineer
 - Computer Occupations



Career Preparation

Template for Analysis

- K-12 programs related to X field
- K-12 program influence on college enrollment
- K-12 program influence on UH Major
- Amount of UH graduates earning degrees related to X field
- Influence of degrees in X field on persistence in the workforce
- Workforce projections for X field