

# **Ready, Set, Plan It:** A District-Wide Approach to Preparing Students for College and Career

September 9, 2020



# Welcome!



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Florida College Access Network

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@kathy\_mcdonald

# Guest Presenter

**Anthony Cook**

Coordinator of College and Career  
Services

School District of Osceola County

[Anthony.Cook@OsceolaSchools.net](mailto:Anthony.Cook@OsceolaSchools.net)



# Guest Presenter

**LaVerne Handfield**  
Programs Coordinator

Florida College Access Network  
[Lhandfield@FloridaCollegeAccess.org](mailto:Lhandfield@FloridaCollegeAccess.org)



@LHandfield2



# Questions & Conversation

- Submit your questions in the box
- Share on social media
  - Twitter: @FLCollegeAccess
  - #FCAN
  - #ReadySetPlanIt

*This webinar is being recorded; all materials will be available within a week of recording*



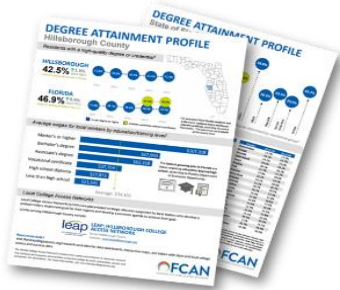
## **Our mission:**

We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

## **Our vision:**

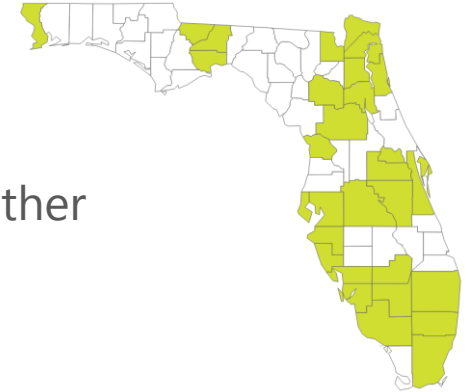
A Florida working together, where education is the pathway to economic mobility for all.

# FCAN's Work



**Research and Data** FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida's talent pool.

**Local college access networks (LCANs)** LCANs represent 82% of the state's population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.



**COLLEGE  
READY  
FLORIDA**

**Statewide Initiatives** FCAN coordinates 4 College Ready Florida initiatives that support students in continuing their education after high school.

## 7 Conditions for Success

**Opportunity for everyone:** To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

**Clear information and guidance:** Students and families need exposure and counseling early and often to make informed decisions about their futures.

**Affordable:** Postsecondary education needs to be within everyone's financial reach, regardless of household income or life circumstances.

**Multiple pathways to success:** Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

**Lifelong learning:** No degree or credential is "one and done;" Floridians need to prepare for career changes through continuous learning.

**Effective use of data:** Transparent access to data on education and economic outcomes, especially for Florida's diverse populations, helps achieve our goals.

**Community collaboration:** When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.



# Statewide Initiatives



**COLLEGE  
READY  
FLORIDA**



**PLAN IT  
FLORIDA**

Ensures all students graduate high school with a college and career plan



**APPLY  
YOURSELF  
FLORIDA**

Helps students complete college applications during the school day with the support of volunteers



**FLORIDA  
FAFSA  
CHALLENGE**

Encourages students to complete applications for federal financial aid



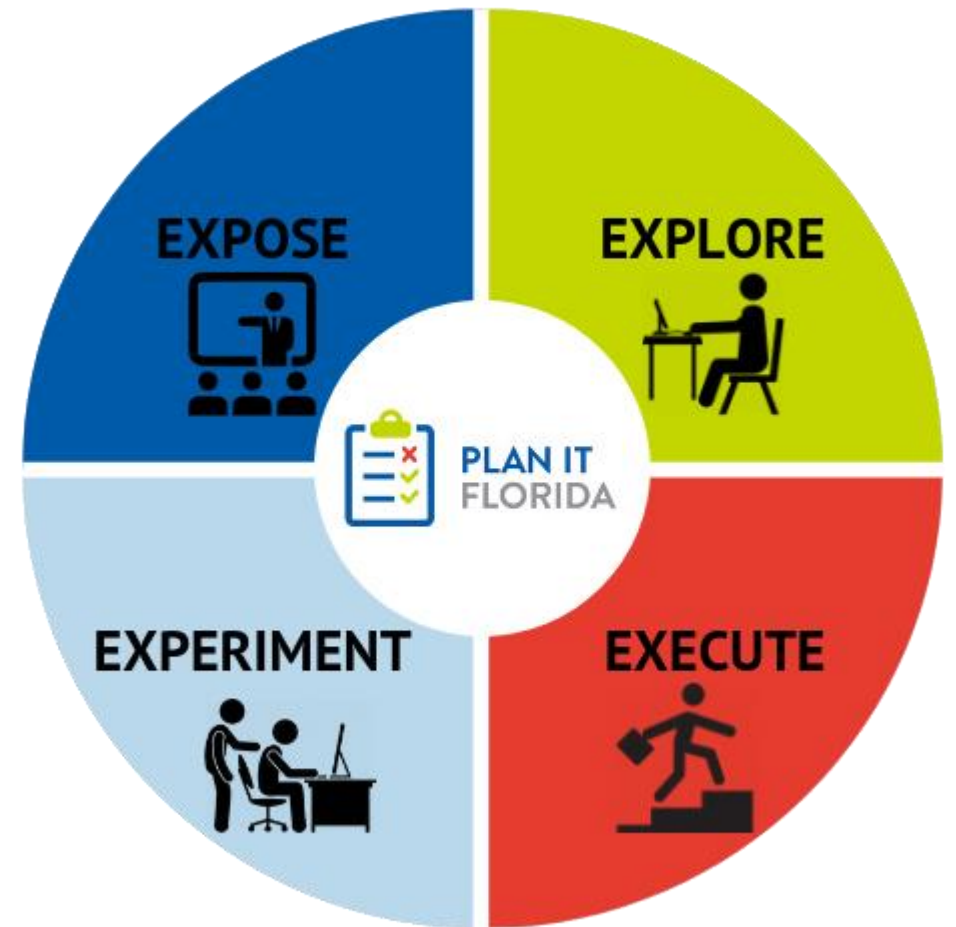
**FLORIDA  
COLLEGE  
DECISION DAY**

Celebrates the academic goals and postsecondary plans of students

# Plan It Florida

Ensuring every Florida student graduates high school with a college or career plan.

- Help students develop their skills while exploring interests and career options
- Expose students to various postsecondary options
- Build a college-going culture



**Poll: Do you track students' plans for life after high school?**

**MAKE A PLAN!**

It is important for students to start early to plan for life after high school. To support students in planning for their future, engage them in the 4 E's—EXPOSE, EXPLORE, EXPERIMENT, EXECUTE—to encourage them in exploring their interests and career options, and developing a plan to achieve their goals.

**EXPOSE**

**EXPLORE**

**EXPERIMENT**

**EXECUTE**

**CHOOSE YOUR PATH!**

There are 3 main paths students can take after high school, depending on their future goals—education, career and technical education, or military service.

**EDUCATION**

Career and technical education prepares students for a specific career, such as design, veterinary, or health care. Colleges offer certificates, diplomas, and degrees in these fields. Students can earn a knowledge that can be used in many different careers. Associate's degrees, technical certificates, and industry-recognized credentials are examples of these credentials.

Students can complete a business or technical program at a college to earn a bachelor's degree, which offers more flexibility in the workforce.

**SERVICE**

Many students enlist in the military to gain specific skills that can be used in many different careers. After high school, students may choose to join the military to gain skills that can be used in many different careers. Organized college through service, such as disaster relief, is another option.

**WORK**

After high school, students can enter the workforce. Many jobs provide on-the-job training, which can be a great way to gain experience and skills.

**THE MORE YOU LEARN, THE MORE YOU EARN!**

By the time today's students enter the workforce, the majority of jobs in Florida will require a degree or credential beyond high school. The word "college" is used to describe any high-quality, credential-granting education or training beyond high school, including 2-year degrees, 4-year degrees, technical certificates and industry-recognized credentials.

*Median wages for local workers by education/training level<sup>1</sup>*

Master's or higher	\$109,671
Bachelor's degree	\$73,369
Associate's degree	\$66,809
Vocational certificate	\$41,632
High school diploma	\$31,508
Less than high school	\$25,587
Average	\$45,814

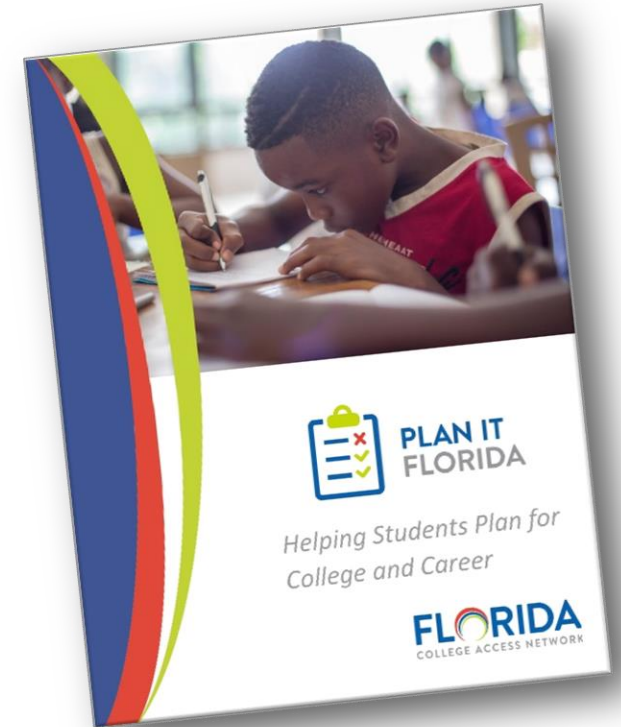
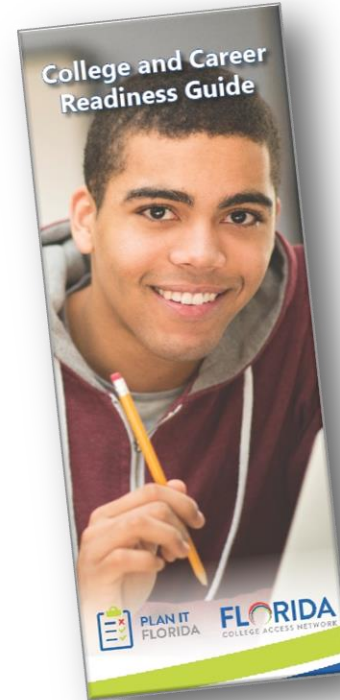
**The top 10 fastest growing jobs in Florida are those requiring education beyond high school, according to the Florida Department of Economic Opportunity.**

**Why College Matters**

- On average, bachelor's degree holders earn \$1 million more than those with just a high school diploma over their working life.<sup>2</sup>
- By the year 2025, 67% of jobs will require education beyond high school; currently, only about 50% of Floridians hold such a credential.

1. Average Earnings: Florida Department of Economic Opportunity, 2018.  
2. Cornwell, A., Chinn, B., Foss, S. (2012). The College Payoff: Education, Occupations, Lifetime Earnings.

**FLORIDA**  
COLLEGE ACCESS NETWORK



# Plan It Florida Resources: 1-pagers

**KREYE YON PLAN!**

**¡HAZ UN PLAN!**

**MAKE A PLAN!**

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**EXPOSE**

**EXPOSE** your student to a wide range of potential careers and post-high school options available.

Activities can include a workplace visit or attending a college or career fair.

**EXPLORE**

Help your student **EXPLORE** careers and post-high school options they're interested in and encourage them to learn more about these options.

Activities can include interviewing someone who works in a career that interests your student, volunteering with a particular group, or visiting a college campus.

**EXPERIMENT**

Encourage your student to **EXPERIMENT** with different skill sets and interests to discover what they like.

Activities can include shadowing someone at work, joining a career-focused club, or participating in an internship.

**EXECUTE**

Help your student **EXECUTE** the plan they have made.

Activities can include applying to college, filling out the FAFSA, creating a résumé, applying for jobs, or enlisting in the military.

**FLORIDA**  
COLLEGE ACCESS NETWORK

**CHWAZI CHEMEN OU!**

**¡ELIGE TU CAMINO!**

**CHOOSE YOUR PATH!**

There are 3 main paths students can take after high school, depending on their future goals—education, service, or work.

**EDUCATION**

**Career and technical education (CTE)** programs help students learn skills to prepare for a specific career, such as paramedic, aircraft mechanics, digital design, veterinary assisting, culinary arts, etc. Local state colleges or technical colleges offer certificates for these types of jobs.

Students can earn a **2-year associate's degree**, which can help build a body of knowledge that can prepare students for a career or further education. Associate's degrees in areas like healthcare or information technology/computer science can prepare students for work in specific fields.

Students can complete a **4-year bachelor's degree** to prepare them for work in fields like business, engineering, and teaching. They can also continue on to **graduate school** for careers in medicine, law or other fields. As part of earning a bachelor's degree, students will build a broader body of knowledge that can offer more flexibility to change careers over time.

**SERVICE**

Many students enlist in the **military**, where they can receive on-going training in specific jobs that can translate to civilian work. They will also have the option to return to school later using GI Bill benefits.

Students may choose to do a **service program** that allows them to explore their interests. Organizations like AmeriCorps allow them to earn money for college through service. AmeriCorps members participate in service programs such as disaster cleanup, home building, and others.

**WORK**

After high school, students have the option to start **working**. To increase their earning potential, they should consider exploring **apprenticeship programs**, which provide on-the-job training and education while earning a wage.

**FLORIDA**  
COLLEGE ACCESS NETWORK

**PLIS OU APRANN, PLIS W AP TOUCHE!**

**¡CUANTO MÁS APRENDES, MÁS GANAS!**

**THE MORE YOU LEARN, THE MORE YOU EARN!**

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**Why College Matters**

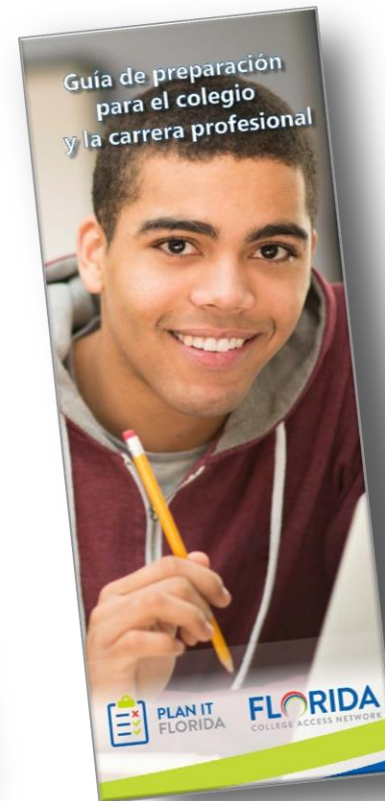
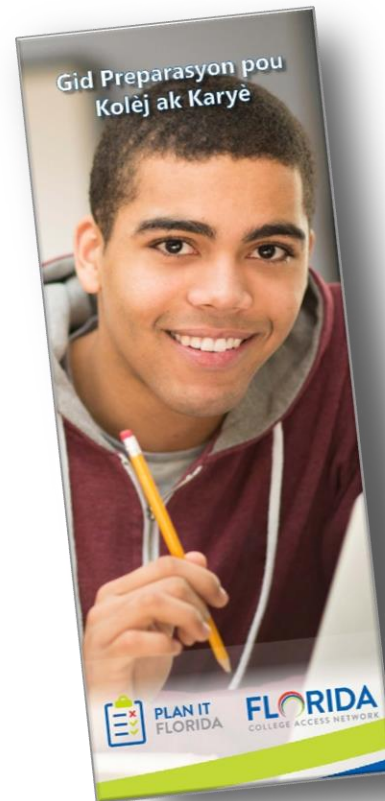
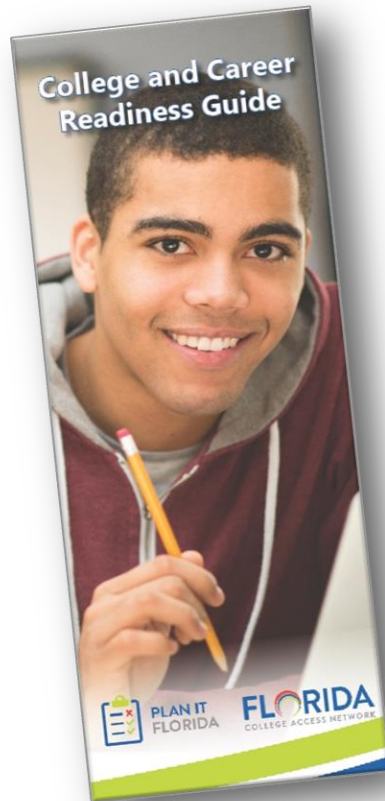
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**FLORIDA**  
COLLEGE ACCESS NETWORK

1. Average Earnings: Florida Department of Economic Opportunity, 2018.  
2. Carnevale, A., Cheah, B., Rose, S. (2011). The College Payoff: Education, Occupations, Lifetime Earnings.


Now available in Spanish & Haitian Creole


# Plan It Florida Resources: College & Career Readiness Guide




Now available in  
Spanish & Haitian  
Creole

# Plan It Florida Resources: Toolkit



 **PLAN IT FLORIDA**

Helping Students Plan for College and Career



**Career Chats**  
Appropriate for Grades: 6-12 | Cost: Low-Med  
Categories: **EXPOSE** **EXPLORE**

**What Do You Need?**

- Partnerships with local employers
- Time and space for a career chat
- Lunch (optional)

**Activity Description:**  
Inviting professionals to come to your school to talk to students can expose them to careers they might not otherwise have experience with. These career chats can take multiple forms:

**Panel discussion:**  
Invite multiple professionals in a single sector or multiple sectors to come and talk about their jobs to an assembly of students or to a specific class related to the subject area.

**Pros:** More engagement; students get to ask specific questions  
**Cons:** More planning required; money needed for lunch

**Luncheon:**  
Invite professionals to a luncheon, and seat students at tables with a professional seated at each table to talk with students. Professionals circulate throughout the lunch so students hear from multiple people.

**Pros:** Efficient; reaches several students at once  
**Cons:** Top-down; less engaging

**Small class discussions:**  
Invite professionals to present to individual classrooms.

**Pros:** More engagement/specific attention  
**Cons:** Less efficient; may need professionals to give same chat to multiple classrooms

**Spotlight**  
Every November, schools across the country invite community members to share about their career or a hobby during the Great American Teach-In. You can encourage presenters to be more interactive by sharing with students not only what it is they do for a living, but the journey they took to get there. What did they study? What did they think they wanted to do? What was their education experience like?



**Lunch & Learn**  
Appropriate for Grades: 6-12 | Cost: Low  
Categories: **EXPOSE** **EXPLORE**

**What Do You Need?**

- Space during lunchtime

**Activity Description:**  
Many schools make use of "Lunch & Learn" events they hold once a week or once a month during lunch. Students bring their lunches to a classroom where they can learn about different careers during lunch. Some counselors use lunch & learn events for specific tasks like college essay writing, applications, FAFSA completion, Bright Futures application, etc. These settings can also be used for more informal activities. Counselors can use this time to invite guest speakers (such as area employers). In middle school, counselors can bring guest speakers from different high schools to familiarize students with the options available for high school.

**Workplace Visit**  
Appropriate for Grades: 6-12 | Cost: Med-High  
Categories: **EXPOSE** **EXPLORE**

**What Do You Need?**

- Partnerships with local employers
- Transportation

**Activity Description:**  
Taking students to visit local employers can help them develop an idea of what jobs are available in the area and what kind of work people in different industries do. This can be an especially effective strategy for building interest in high-demand jobs students might not be familiar with. For instance, Sarasota is a major manufacturing hub. To build interest in the opportunities in this field and in engineering, Sarasota's local college access network helped organize field trips for elementary and middle school students to visit the Tervis factory.

10

# Plan It Florida Activities

Family College Nights	Career Fair Bingo	Career Chats/Great American Teach-In	Internship/Volunteering/Work	Celebration Display Wall
<p>Familiarize families with resources for students' post-high school plans</p> <p>Time &amp; space, speakers</p> <p>6-12</p>	<p>Help younger students interact with presenters of different careers/clusters</p> <p>Time &amp; space, refreshments, bingo sheet</p> <p>4-12</p>	<p>Expose students to different careers in your community</p> <p>Time &amp; space, speakers</p> <p>K-12</p>	<p>Help students "try on" different careers through experience</p> <p>Partnerships</p> <p>8-12</p>	<p>Get students excited about plans by prominently displaying them</p> <p>Materials for students to write plans, central location for display</p> <p>12</p>
<b>Expose</b>	<b>Expose</b>	<b>Expose</b>	<b>Experiment</b>	<b>Execute</b>
	<b>Explore</b>	<b>Explore</b>		



# Other Resources

Earn Up *Career Pathways*

**EARN UP**  
Higher Earning through Higher Learning

ABOUT PARTNERS CONTACT US

HIGH SCHOOL STUDENTS ADULT LEARNERS VETERANS CAREER PATHWAYS

## CAREER PATHWAYS

### IT & Innovation

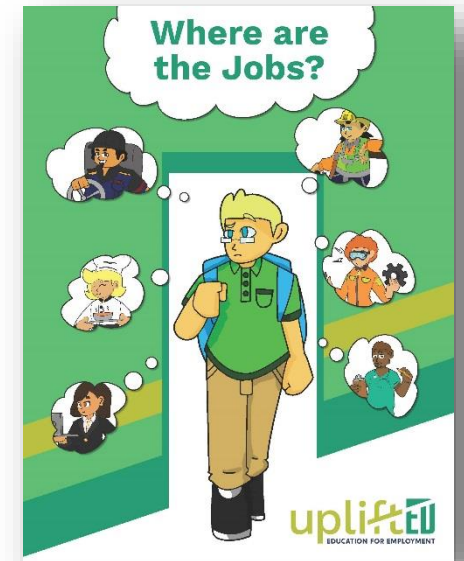
IT & Innovation consists of: Data Centers, Software, Defense Technologies, Fintech / Financial Security Software, Healthcare IT, Smart Infrastructure, Autonomous Vehicles, Energy, and Solar & Water Technologies.

#### INDUSTRY RESOURCES

IT and Innovation Pathway Report

IT and Innovation Pathway Only

UpliftED *Where Are the Jobs?*



### What do you mean when you say High Quality Degree and Credential?

- #1 INDUSTRY RECOGNIZED**  
Either developed and offered by, or endorsed by, a nationally recognized industry association organization that represents a large portion of the industry. A credential that is sought or accepted by companies within the industry for hiring or recruitment includes credentials from vendors, e.g. Microsoft.
- #2 STACKABLE**  
Part of a sequence of credentials that can be accumulated over time to build an individual's qualifications and help them move along a career path to different and potentially higher-paying jobs. A.H.S. diploma or G.E.D., industry certifications, associate degrees, bachelor's degrees, and master's degrees are examples.
- #3 PORTABLE**  
A credential that is recognized and accepted in settings other than that in which it was earned. Across geographic areas; At other educational institutions; By other industries; By other companies.
- #4 ACCREDITED**  
A credential earned at an institution of higher learning that meets acceptable quality. In order to receive federal financial aid, students must enroll in a school or program that the U.S. Dept. of Education recognizes as accredited.

### Advanced Manufacturing

This industry improves the performance of manufacturing with the creation of new science and technology geared towards production. If you enjoy working with your hands and using tech to solve problems, this may be the career path for you.

Pathway 1	Pathway 2
Now: <b>Welder - Entry Level</b> Average Wage: \$14-\$18 Training: 20 Weeks	Now: <b>Assembly Technician</b> Average Wage: \$14-\$17 Training: 10 Weeks
Later: <b>Welder - Advanced</b> Average Wage: \$16-\$20 Training: 20 Weeks	Later: <b>Inspection Technician</b> Average Wage: \$17-\$19 Training: Ongoing, "On-the-Job" Training

### What is happening in our local area?

CareerSource Central Florida are our local workforce experts. They have identified 6 high-demand industries where the need for skilled workers is growing. These industries include:

- Advanced Manufacturing
- Construction
- Healthcare
- Hospitality
- Information Technology & Finance
- Trade, Transportation and Logistics

You might be wondering... What type of entry level jobs are being offered? How long will training take? What is the average starting salary? Can I move up from the starting point? Each of these questions will be explored in the following pages as we take a deeper dive into each industry area.\*\*

\*\* The following wages are estimates of entry-level salaries and do not include the value of fringe benefits.  
\*\* The following are examples of career pathways for each of the high growth industries.  
You can find more options here: <https://bit.ly/2XAM77z>

# Examples



## Career Planning Guide Middle School Activities at a Glance CREATING A WORKFORCE PIPELINE: ENROLLED, EMPLOYED, ENLISTED



The *Career Planning Guide* includes tasks and events designed to help guide students toward one of the three E's after high school – Enrolled, Employed, Enlisted.



	7 <sup>th</sup> Grade	8 <sup>th</sup> Grade
<b>August – October</b>		<input type="checkbox"/> Register for an account, if applicable <input type="checkbox"/> Take Interest & Skills Inventories*
<b>August – January</b>	<input type="checkbox"/> Register for an account and take Interest Inventory*	
<b>November – December</b>		<input type="checkbox"/> Career Exploration <sup>1</sup>
<b>January – March</b>		<input type="checkbox"/> Attend Youth Career Expo <input type="checkbox"/> Attend Magnet Expo
<b>Outcome</b>	<input type="checkbox"/> Assist with scheduling students into appropriate 8 <sup>th</sup> grade coursework	<input type="checkbox"/> Assist with high school advisement

\*Indicates item/task within My Career Shines curriculum. **Red – Required.** <sup>1</sup> – Resources Provided (TBD).  
Ownership Possibilities: Career Lab Specialist, School Counselor, CTE Teacher, Digital Citizenship Instructor, AVID

5/29/19

Marion County Public Schools



## Scope & Sequence: SY 2018-2019 Broward County Public Schools

### District Vision:

A college-going, career-ready culture ensures that students are academically prepared, emotionally resilient, and procedurally aware of life after high school.

### 6<sup>th</sup> Grade Naviance Activities:

Naviance Activity	Success Planner Details	Key Data Point(s)	Data '17-'18
Complete Transition to MS Survey	Marked as complete when student completes the "Transition to MS" survey in Naviance Student.	% of students complete the Transition to MS survey	<b>66%</b> of 6 <sup>th</sup> grade students completed the Transition to MS survey.
<i>Career Exploration</i> : Complete Career Cluster Finder and Add Career Clusters to Favorites list	Marked as complete when student completes the Career Cluster Finder and adds at least one career cluster as a favorite.	% of students learning about different career clusters and which ones might be best for them, based on their interests.	<b>29%</b> of 6 <sup>th</sup> grade students completed the Career Cluster Finder assessment.
Explore Roadtrip Nation: Take What's Your Road and browse videos	Marked as complete when student completes the Roadtrip Nation Reflection Survey	% of students who learn from various leaders and indicate who their favorite leader is.	<b>16%</b> of 6 <sup>th</sup> grade students explored Roadtrip Nation.
Begin building resume	Marked as complete when students create a new "Print Version" of their resume (About Me > Resume > Create New Print Format)	% of students who have started building a resume.	<b>6%</b> of 6 <sup>th</sup> grade students began building a resume.

Broward County Public Schools



**Poll: How do you track students' plans for life after high school?**



# Future of Plan It Florida

- **Goal:** 100% of graduating high school seniors have a thought-out plan for what comes next
- **Multiple pathways to success:** education, service, work
  - Name of institution student will enroll in (to send transcript)
    - Intended major/area of study
    - How they're paying for college (FAFSA & Bright Futures completion)
  - Branch of military student will enlist in
  - Student's career choice
    - Company/organization of employment

**EDUCATION**

**SERVICE**

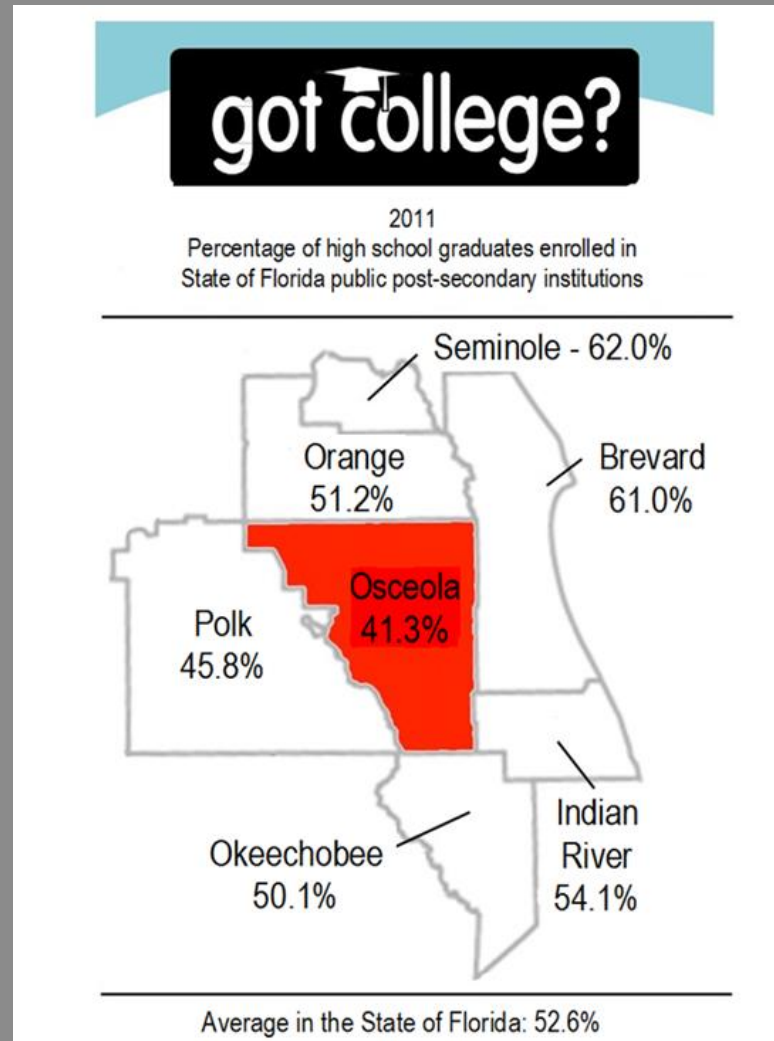
**WORK**



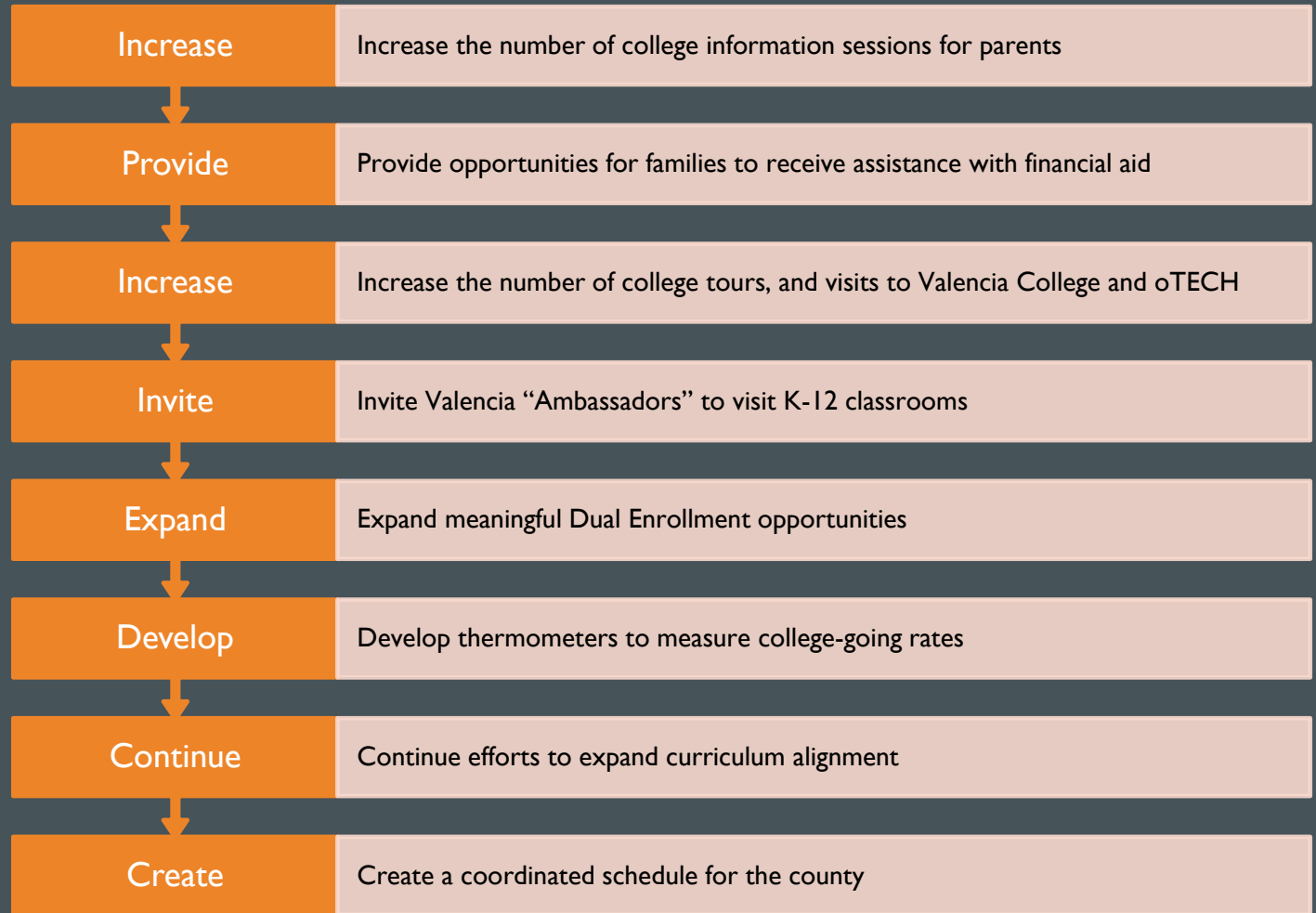
# FCAN PLAN IT WEBINAR

**READY, SET, PLAN IT: A DISTRICT-WIDE APPROACH TO PREPARING STUDENTS FOR COLLEGE AND CAREER**

# THE WHY?



# THE STRATEGY



## SDOC & PLAN IT FLORIDA

How do we marry what we do  
with our state initiatives after the  
Got College movement?



### APPLY YOURSELF FLORIDA

College Week



### FLORIDA FAFSA CHALLENGE

School based –  
nights, days,  
monthly, weekly,  
EOC



### FLORIDA COLLEGE DECISION DAY

District-wide – last  
week of April and  
first week of May



TRACKING PLANS  
AND PROGRESS  
TOWARDS POST-  
SECONDARY  
EDUCATION



K-12 Career  
Exploration embedded  
in content area

Elementary = Block  
(College Week & Career  
Week)  
Middle = Social Studies  
High = ELA



Common Data  
Tracking file for High  
School

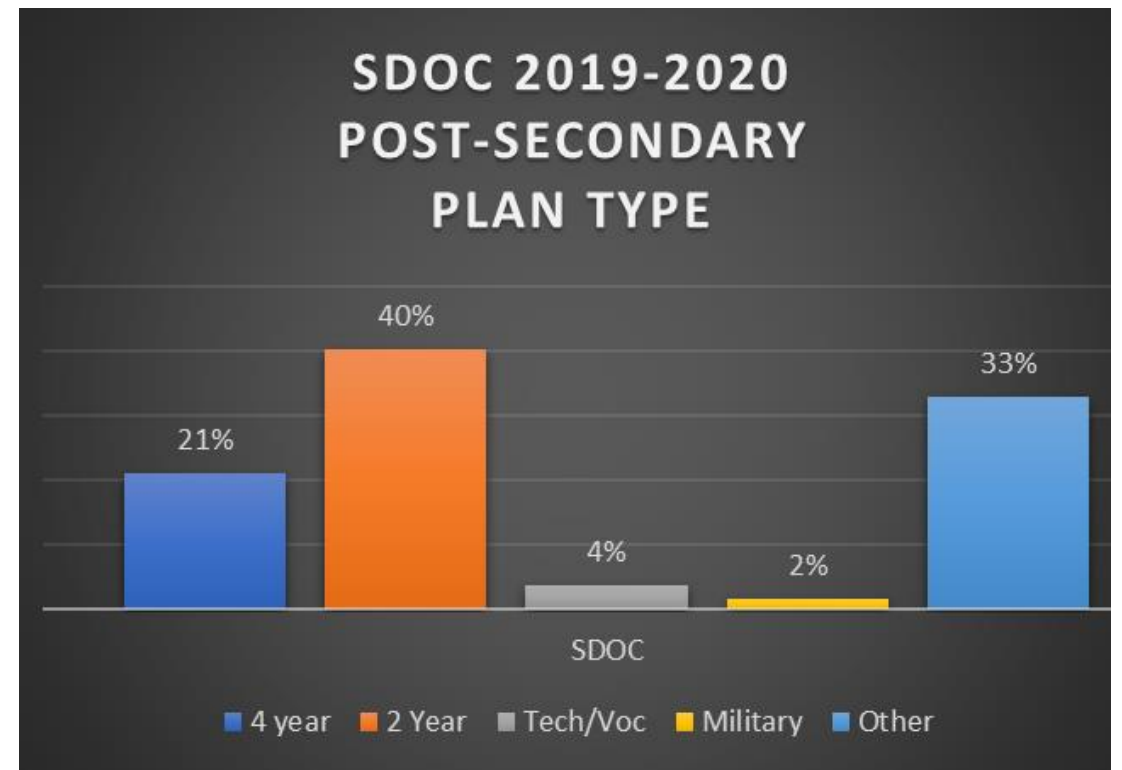
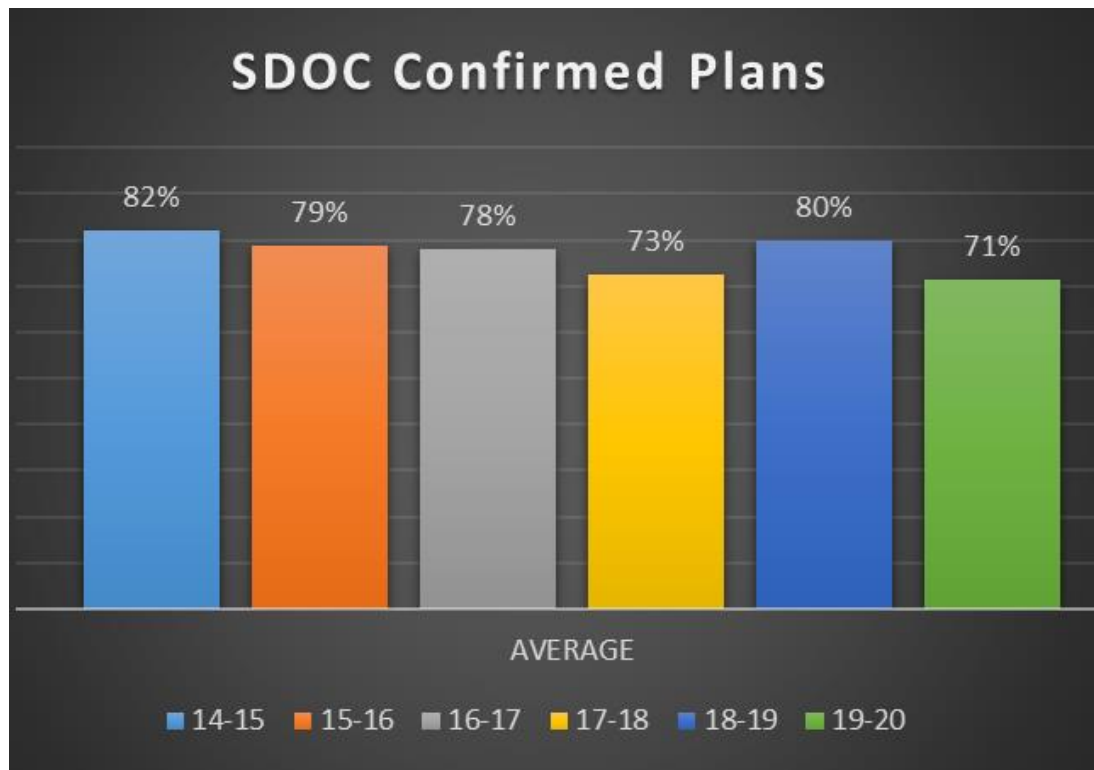
Platform = Xello, Naviance,  
SCOIR  
Frequency = monthly  
Destination = One Drive



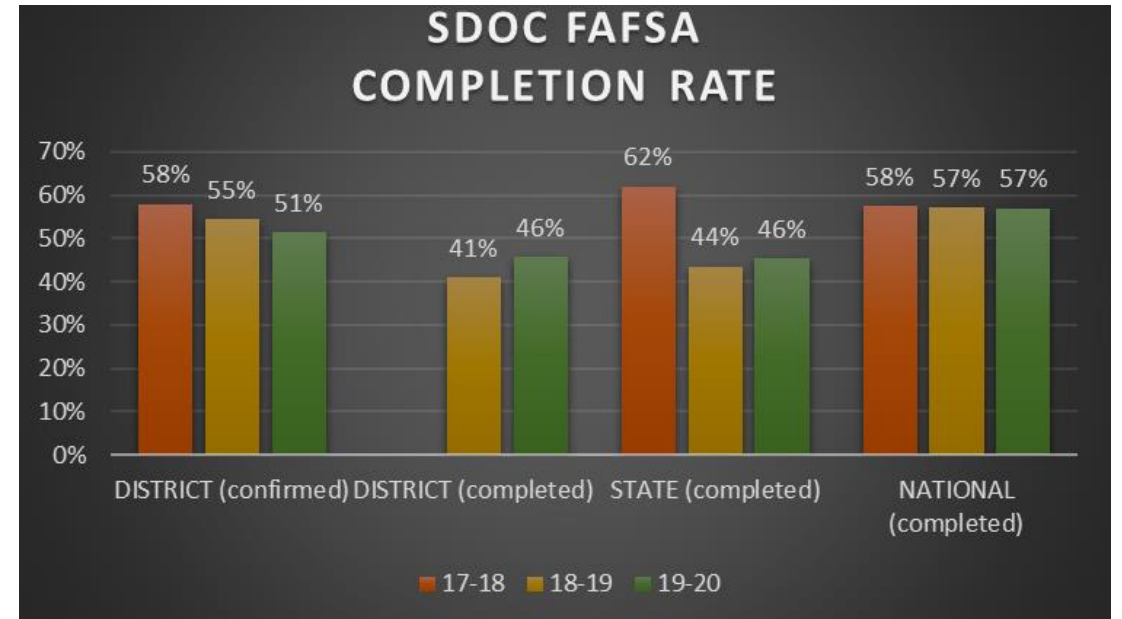
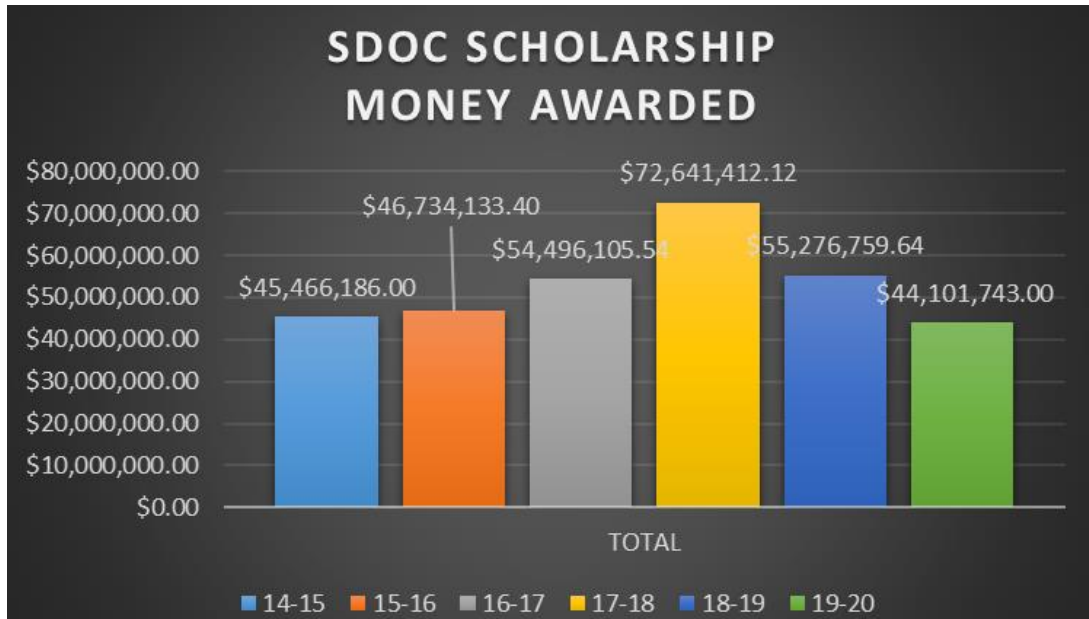
Data Points

Confirmed Plans,  
Confirmed FAFSA  
completion, Scholarship  
Dollars, Final post-  
secondary plans

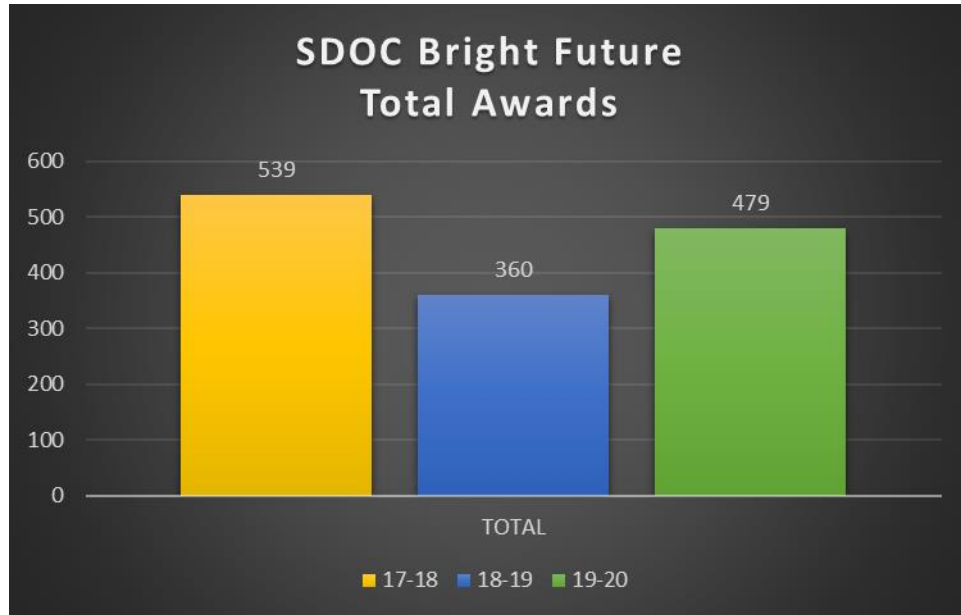
# SDOC POST-SECONDARY DATA



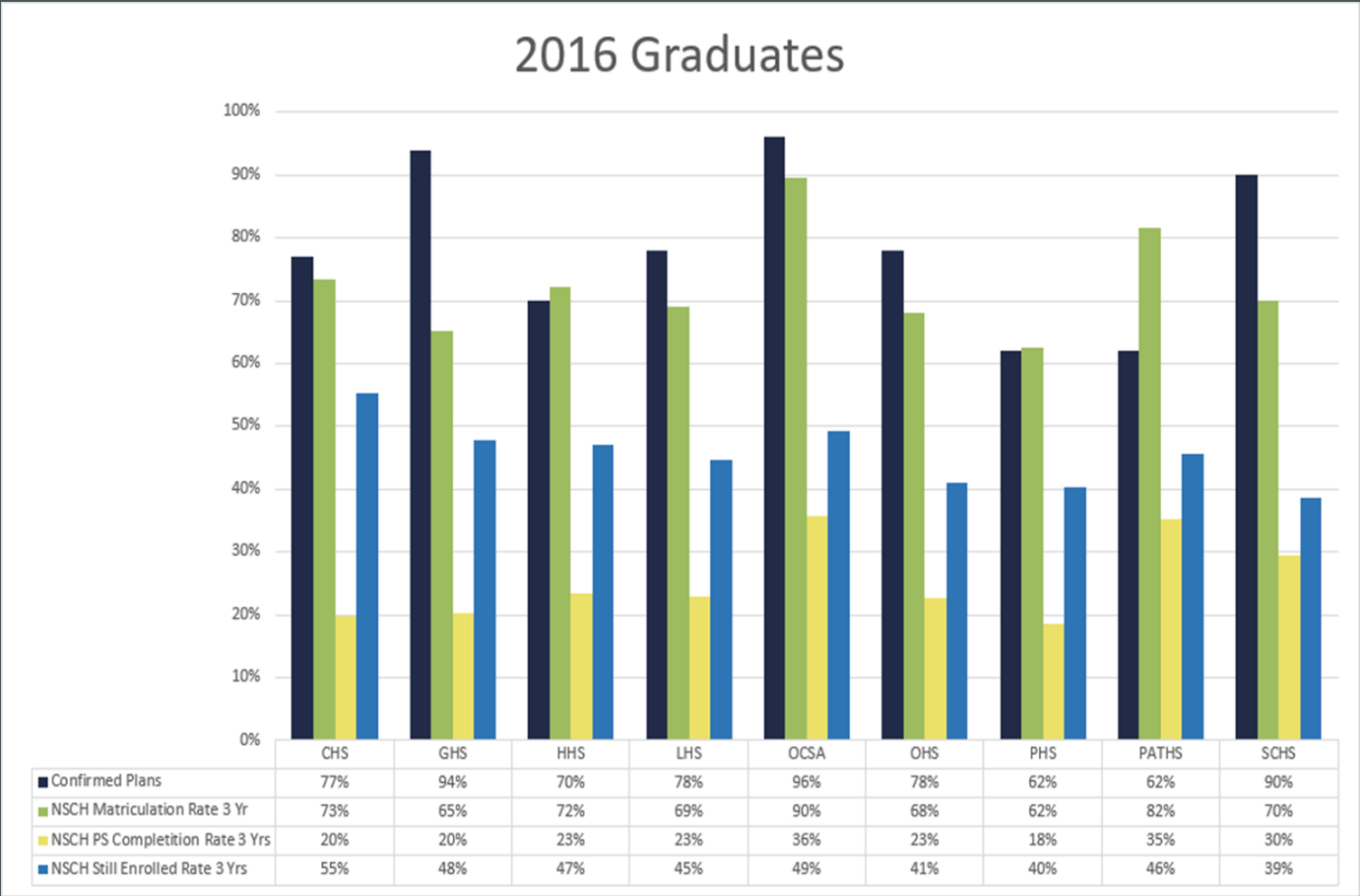
# SDOC POST-SECONDARY DATA



# SDOC POST-SECONDARY DATA



# SDOC MATRICULATION



# HOW STUDENT PLANS INFORM SUPPORT PROGRAMS

## CTE Pathways & Recruitment

Middle to High School

Dual Enrollment –traditional & CTE

## Field Trips

5<sup>th</sup> Grade

7<sup>th</sup> Grade

CTE Premier

Valencia & oTECH

## Funding

MOU Budget

Education Foundation

District

## Stakeholder Support

School Board

Local Colleges

District Leadership & Departments



# Questions?



**Anthony Cook**

Coordinator of College and Career Services,  
School District of Osceola County

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**LaVerne Handfield**

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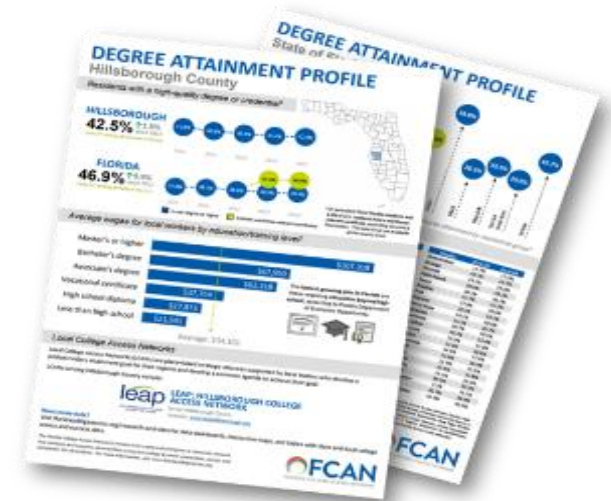
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# Conclusion

