

Poudre School District

# CAREER & INNOVATION

Postsecondary & Workforce Readiness

Career & Technical Education (CTE)

Individual Career & Academic Plan (ICAP)

Workforce & Business Development

Work-Based Learning (WBL)

Concurrent Enrollment



POUDRE  
SCHOOL  
DISTRICT

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[www.psd futureready.org](http://www.psd futureready.org)



# About PSD Career & Innovation

In Poudre School District, we want every student to graduate from high school with options.

Students feel empowered knowing they have choices in high school that lead to meaningful options after graduation, whether 2-year college, 4-year college, apprenticeship, workforce, or military.

## Aligned with CDE's Office of Postsecondary & Workforce Readiness:

The Office of Postsecondary & Workforce Readiness (PWR) exists to support schools and districts to help each Colorado student become PWRful, as described here: "Colorado high school graduates demonstrate the knowledge and skills (competencies) needed to succeed in postsecondary settings and to advance in career pathways as lifelong learners and contributing citizens."

To achieve this goal, the Office of PWR supports districts, and schools to:

- think through the personalization of a pathway through high school and on to college and career for each student in Colorado.
- support all the ways students can enter into postsecondary education – including certificate programs, apprenticeships and other work-based learning experiences, 2- and 4-year degrees, military, and career training.

The Office of PWR partners with higher education and industry and workforce partners to strengthen, coordinate, and align programs and policies to support students to succeed in college and the workforce.

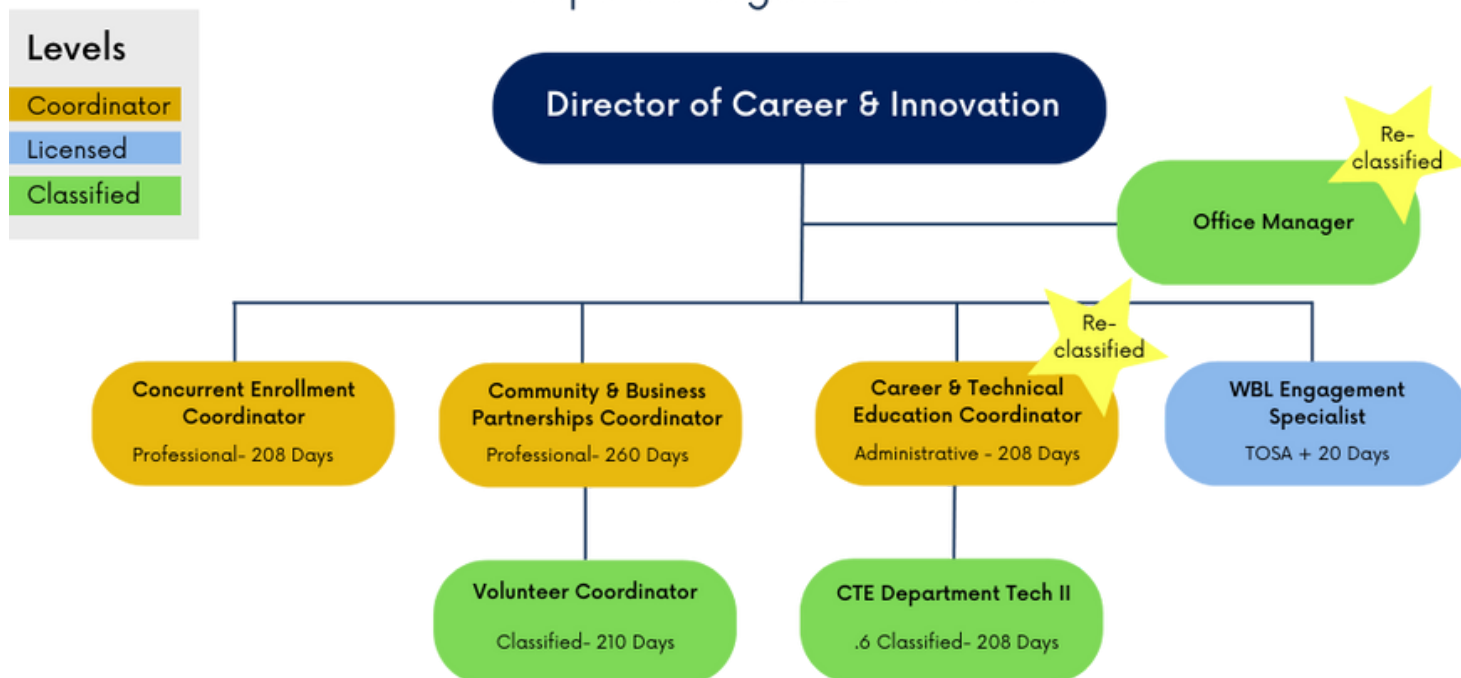
<https://www.cde.state.co.us/postsecondary>



**COLORADO**  
Department of Education

# Career & Innovation Department

## Proposed Organizational Chart



Proposed changes reflected in the above Org Chart:

- The Concurrent Enrollment Coordinator is a position that is needed to address the growth in CE programming. In January 2021 the Business Analyst position that supported some CE work in the curriculum department was not replaced.
- Reclassify the Assistant Director of Career & Innovation position from a 260 day contract to a 208 day CTE Coordinator position. An administrative license is required.
- Currently the Futures Lab Office Manager supports the C&I department. Re-classify the department secretary to an Office Manager position.

## Streamline the Transition From High School to College and Careers

“The Big Blur”—erases the arbitrary dividing line between high school and college and opens the opportunity for students to start on a path toward a postsecondary credential and preparation for a career.

<https://www.jff.org/points-of-view/lets-streamline-the-transition-from-high-school-to-college-and-careers/>

### The Big Blur



- High School
- Postsecondary Education
- Labor Market

# Career & Technical Education (CTE)

## Middle School Exploration Courses

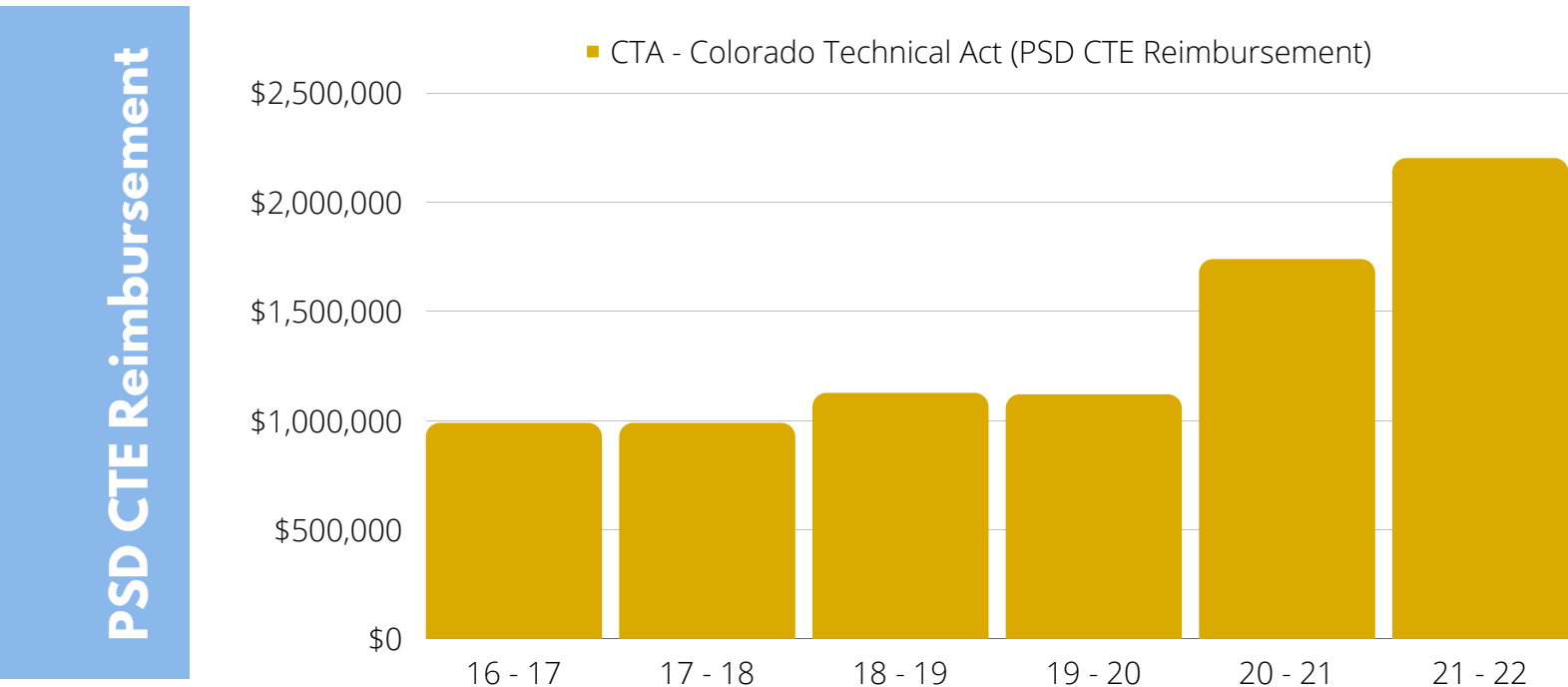
Computer Science, Intro to Culinary Arts, Multimedia, Technology & Design

## High School CTE Pathways

Agriculture, Business & Marketing, Computer Science, Architecture & Construction, Culinary & Hospitality, Design & Multimedia Arts, Education & Training, Engineering, Healthcare, Interior & Fashion Design, Manufacturing & Welding, Production & Managerial Arts

## Futures Lab - Designated Career & Technical School

Advanced Manufacturing, Audio Production, Aviation, Business & Innovation, Coding, Culinary, Design Build, Early Childhood Education, Graphic Design, Natural Resource Management, Networking & Cybersecurity,



## #CTEWORKS!

### 2021-2022 PSD CTE 4-YEAR GRADUATION RATES

1258 PSD students concentrated in a CTE pathway by completing 4+ courses



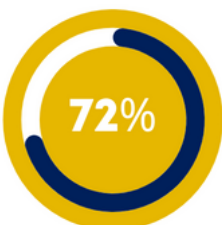
**CTE**

639/654 Seniors



**ELD**

3/3 Seniors (FRHS)



**IEP**

28/40 Seniors



**FRL**

115/119 Seniors



**GT**

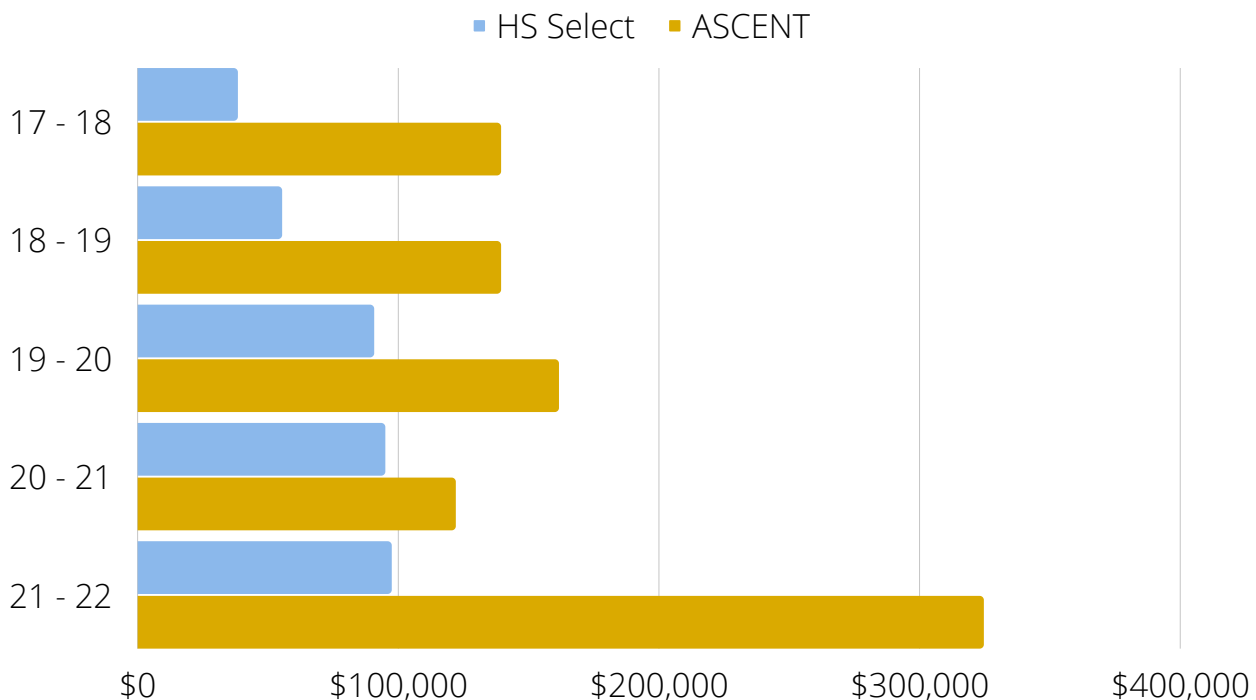
121/121 Seniors

# FRCC Concurrent Enrollment

- Campus Select - Courses taken on the FRCC Campus
- High School (HS) Select - FRCC Courses taken on a PSD High School Campus
- ASCENT - 5th year high school program
- TREP - 5th & 6th year Teacher Recruitment Prep Program
- Manufacturing P-TECH - Pathways in Technology Early College High School (PHS)

## CE Student Enrollment

	Campus Select	HS Select	ASCENT	Associate Degree's	TREP	P-TECH
2017-2018	178	998	57			
2018-2019	217	1439	80			
2019-2020	183	2138	79			
2020-2021	199	2150	90	6		
2021-2022	214	2624	98	9		
2022-2023			124		12	18

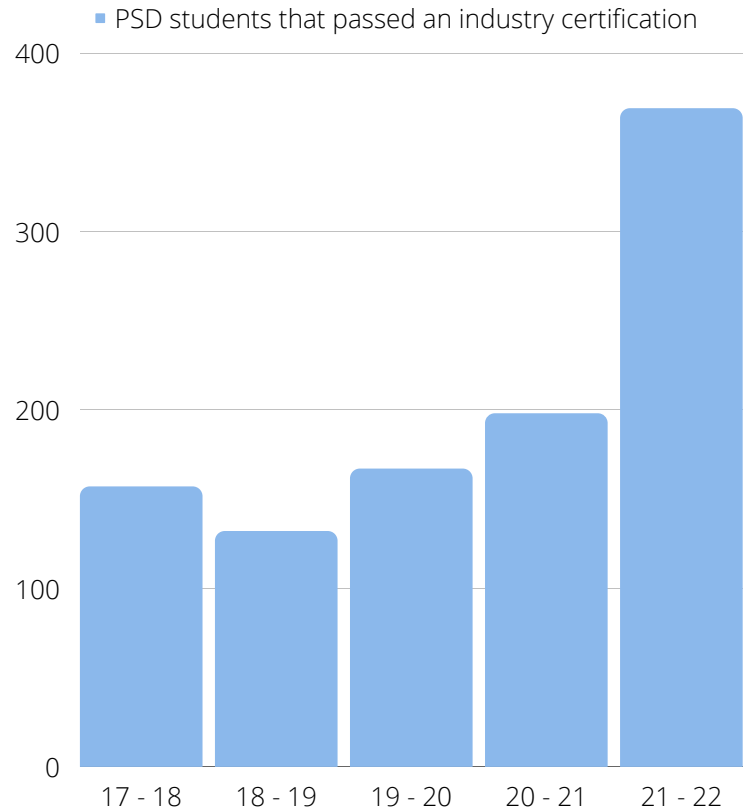


## PSD CE Reimbursement

# Industry Certifications

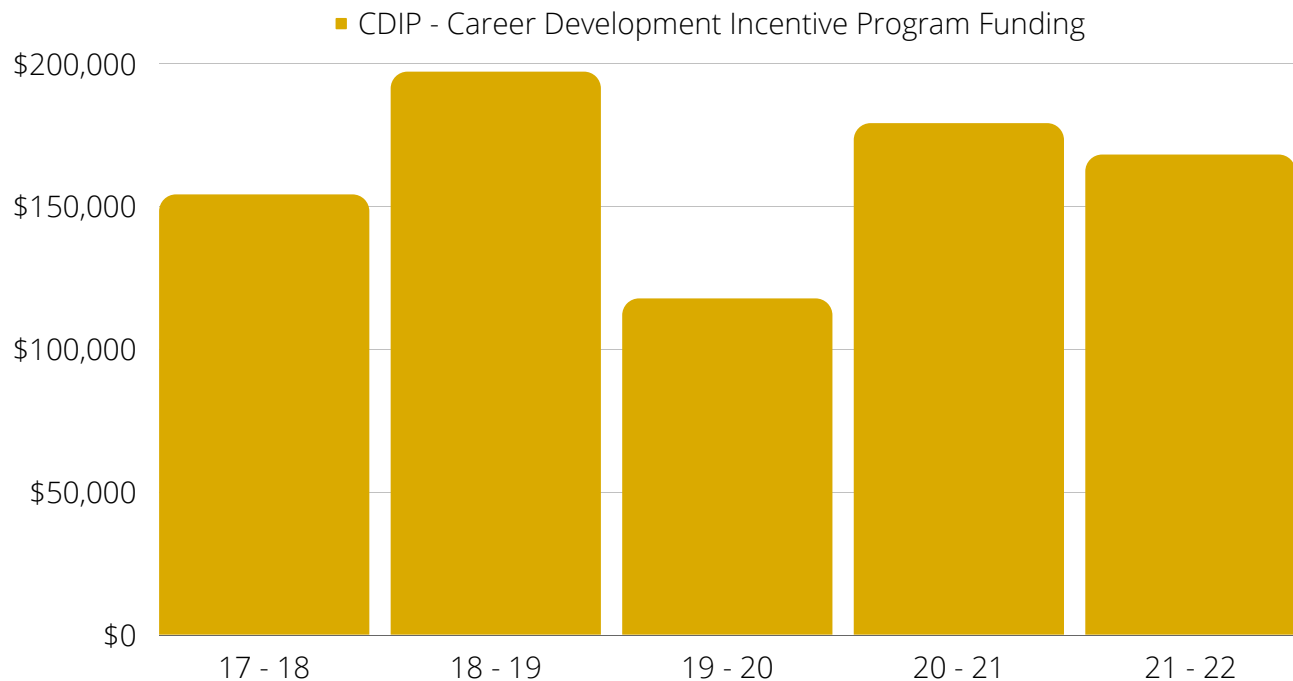
## Certifications available to PSD students:

- Solidworks (CSWA and CSWP)
- Social Media Certification - Hootsuite
- ServSafe Manager Certification
- S/P2 Automotive Service
- Autodesk - REVIT
- CNA (Certified Nursing Assistant)
- App Development with Swift, Level 1
- Adobe Photoshop
- Adobe Illustrator
- Adobe Certified Associate- Premier Pro
- Early Childhood Education Certification
- Entrepreneurship & Small Business
- Prostart
- Microsoft Certified User
- FAA Drone Pilot Certification
- CompTIA A+ Certification
- CompTIA Linux+

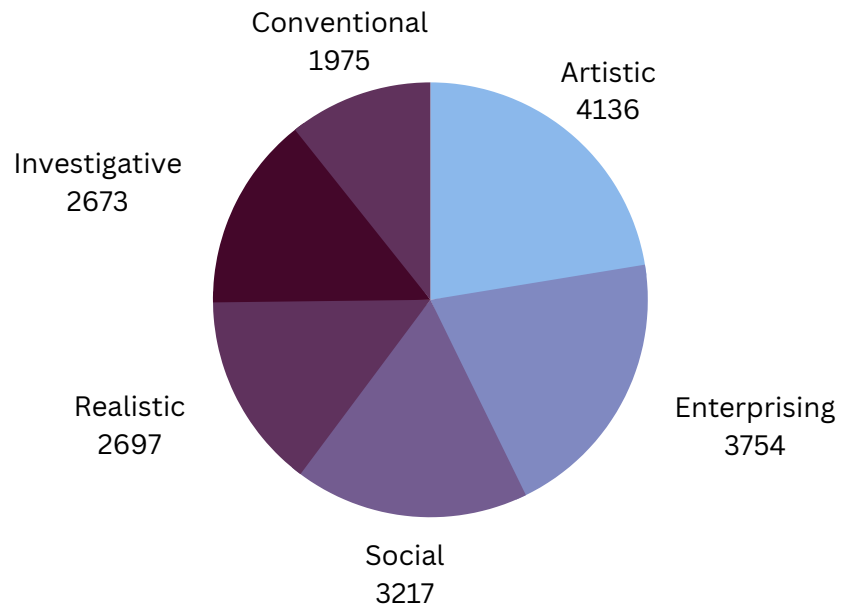


## Career Development Incentive Program (CDIP)

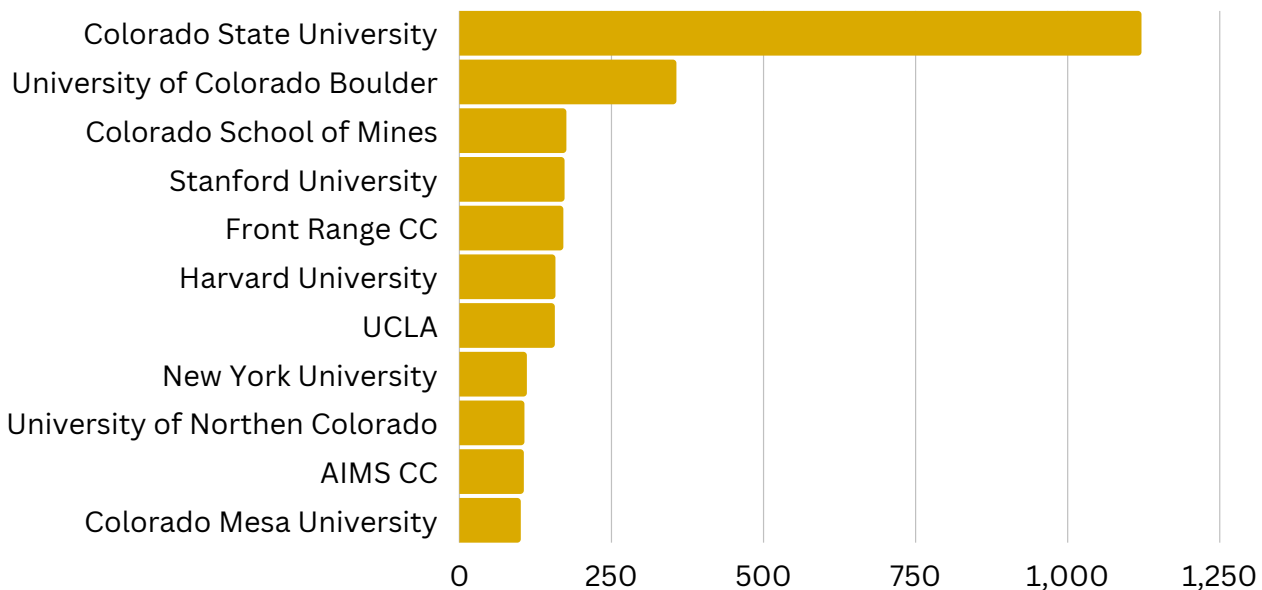
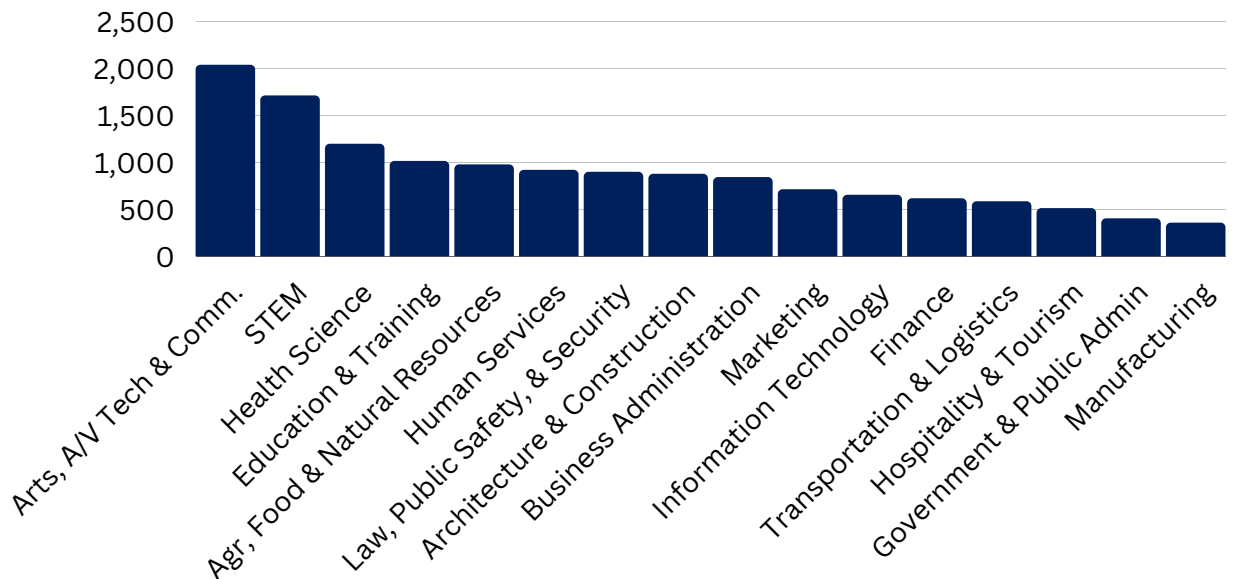
The Career Development Incentive Program, or Career Development Success Pilot Program in House Bill 18-1266, provides financial incentives for school districts to encourage high school students to complete qualified industry credential programs, internships, residencies, construction pre-apprenticeship or construction apprenticeship programs.



# Individual Career and Academic Plan (ICAP)



## Career Interests



Personality Styles

College Interests



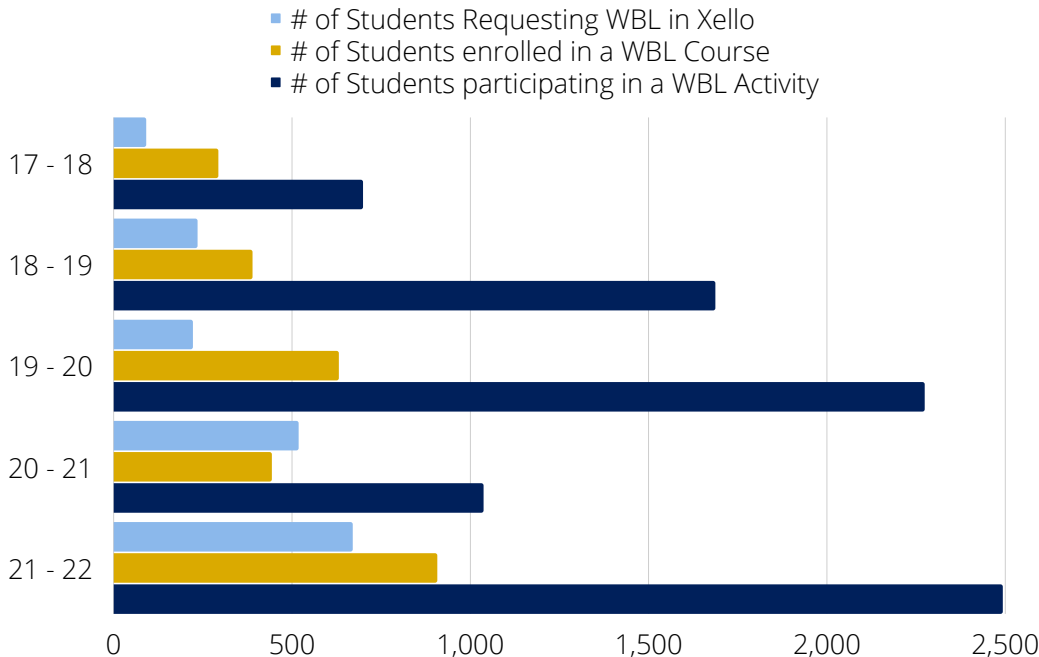
# WORK-BASED LEARNING

## WHAT IS WORK-BASED LEARNING (WBL)?

Work-Based Learning is an education strategy that helps students develop and apply their academic, technical and employability skills through real-life work experiences. In PSD students earn 1 credit for every 15 hours in a WBL experience.

## WHY IT MATTERS

- **Employers:** More than 80% of employers want new hires to have completed an internship, apprenticeship or related work-based learning experience.
- **Educators:** Students with a career goal are more engaged learners, and according to college administrators, an internship is the #1 experience that leads to a job.
- **Students:** Youth employment in the U.S. is at an all-time low, and less than a third of students today have held a job during high school or college.



## COMPONENTS OF QUALITY WORK-BASED LEARNING

- Connected to career pathways
- Formalized expectations between the student, employer, and PSD
- Evaluation of student performance and
- Workplace skill development

## EXAMPLES OF WORK-BASED LEARNING

- Apprenticeships
- Internships
- Job Shadows
- Career Tours
- Service Learning

# Go Beyond!

Work Based Learning Team - Full-time WBL Coordinators at each High School

[www.psdfutureready.org/wbl](http://www.psdfutureready.org/wbl)



# Workforce & Business Development

## Workforce Development Committees:

- PSD CTE Pathway Advisory Committees
- Manufacturing Sector Partnership
- Healthcare Sector Partnership
- Larimer County Economic and Workforce Development Committee
- Larimer County Work-Based Learning Alliance

## Educator Externship Program Partners:

- Lion Home Services
- Armstrong Hotel
- Columbine Health Systems
- CareSynergy
- Tolmar Pharmaceuticals
- UCHealth
- Neuworks Mechanical
- Summit Stone
- Poudre Fire Authority
- Foundations Counseling
- Colorado Youth Outdoors
- Fort Collins Museum of Discovery
- United Way of Larimer County
- Colorado State University
- Woodward
- Banner Health

## Apprenticeships Programs:

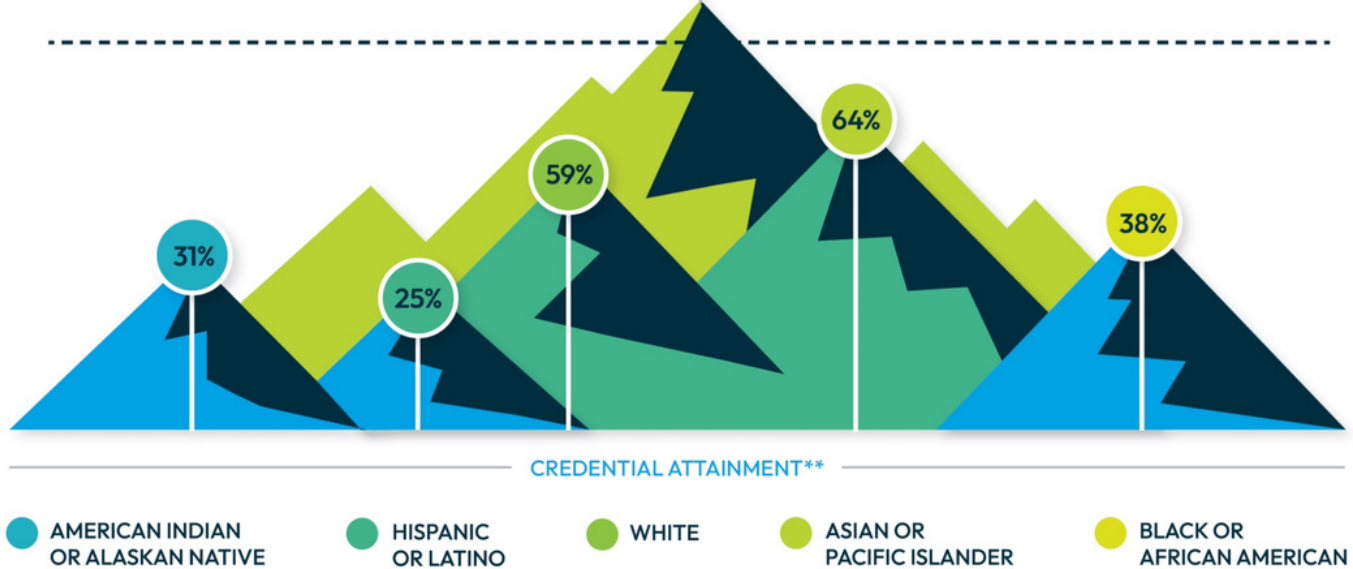
- CareerWise Youth Apprenticeships
- Larimer County Summer Internship Program
- Columbine CNA Apprenticeship Program
- Neuworks Mechanical Plumbing Apprenticeship Program

	Partners registered on Xello	Educator Externships	Apprenticeship Students
2018-2019	82	8	4
2019-2020	135	0	7
2020-2021	126	0	15
2021-2022	147	10	26

A dynamic economy demands a strong talent pipeline, yet

90%

of top jobs\* in Colorado require education beyond high school.



\*Tier 1 Top Jobs, per Colorado Talent Pipeline Report, 2021

\*\*Credential = certificate, associate or bachelor's degree.

<https://attainmentnetwork.org/our-impact/>

## FRCC Concurrent Enrollment Partner Data 2021-2022

