

Career Technology Education Pathways at Gem City Career Prep High School: An Alternative to Earn a High School Diploma and Industry-Recognized Credential

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Keywords: Credit recovery, Career Pathways, CTE, Graduation

Funding Sources

- Gem City Career Prep General Fund

Project Cost and Budget Narrative:

The budget is approximately \$13,000 which includes:

- 2 training programs (Certified Logistics Associate and Certified Logistics Technician)
- Certification in Forklift operation (equipment rental & space)
- OSHA 10 Training
- Staff: Instructor (4) days/week for (1+) of training
- Test proctor
- Testing materials (MSSC)
- 12-week program
- Instructor training class also included

Project Description

This project is located at Gem City Career Prep High School, Dayton, Ohio. The curriculum model is designed to allow students the option to choose a career pathway in which they can earn the *industry recognized credential* (IRC) to earn the (12) graduation points needed to meet the state of Ohio graduation requirements. The students of Gem City Career Prep can choose from (4) career pathways to study and receive training: Certified Logistics Associate (CLA) or Certified Logistics Technician (CLT), Phlebotomy or EKG Technician.

For the purposes of this project, the target group of students being studied are those who have chosen to pursue credentialing as a CLA or CLT. Such skills and credentials will also prepare these students for the workforce via gained knowledge, certifications and confidence to pursue future endeavors.

Staffing Pattern

- Staffing is scalable based on student enrollment into various career pathways.
- Name of Project Director or Responsible Individual(s)
 - Lanika Shepard-Masey, School Administrator (Monitor and Evaluate)
 - Gregory Stone, Consultant (Facilitate, Implement, Monitor and Evaluate)
 - Tennille Love, Career Technology Education (CTE) Committee Member. Gem City Career Prep/Academic Coach, Sinclair Fast Forward Re-engagement Center (Implement, Monitor and Evaluate)
 - Gem City Career Prep Teachers (Facilitate, Implement, Monitor)
 - CTE course instructors (Facilitate, Implement)

Population Served

- Students who are 16-22 years of age who have currently enrolled at Gem City Career Prep High School (credit recover high school).

Project Origination

During the 2018-2019 school year this Career Technology Education model was created and

then implemented during the 2019-2020 school year per the goal of FusionEd, the management company of Gem City Career Prep High School (designated as a drop out recovery school per the state of Ohio). The CLA/CLT career pathway program was piloted in the second quarter of the school year with ten (10) students.

This model's curriculum is in alignment with state graduation requirements per Ohio House Bill 491. This model addresses the skills/labor gap within industries with high demand such as Manufacturing, Allied Health Sciences and Technology, as well as offering students an alternative pathway to high school graduation.

Issues Addressed

- Skills/labor gap in Manufacturing, Allied Health Sciences and Technology
- Alternative pathway of earning high school diploma
- Lack of motivation
- Student attendance rate
- Truancy
- Student retention rate
- Student completion rate
- Community Resources
- Employer/business-sector relations

Desired Outcomes and Measurable Objectives

- Increase graduation rate by 10% over next three years
- Increase student acquisition of an Industry Recognized Credential (IRC) by 10% over the next years

Strategies and/or Interventions of the Project:

- Strategies:
 - Provide students with career pathway options
 - Provide students with exposure to careers by:
 - Coordinating college tours
 - Attending job fairs
 - Participating in special college events
 - Attending company tours / job shadowing
 - Promoting the Career Technology Education (CTE) programs to new students via student orientation
 - Inform students of possible post-secondary options:
 - Seniors participate in college orientation programs
 - Inviting guest speakers from various industries
- Interventions
 - The school's intervention specialist works with students that are a part of these career pathway programs to assist them per their Individual Education Plans (IEP) or 504 Plans (40% of students have an IEP or 504 plan).

- The students can participate in an incentive program to promote/reward attendance and performance on their modules.
- Additional tutorial assistance and extra class sessions are offered on Fridays for students that need support or are delinquent in assigned work.

Project Timeline

- August to June of each school year

Outcomes Related to School Completion, Dropout Prevention, and/or Graduation Rates:

- Six students that are in the CLA/CLT pathway program are also participating in another vocational skill pathway program
- 40% of students participating in the program have perfect attendance
- 60% of students participating in the program have a 54% attendance rate
- Four students participating in the CLA/CLT pathway program will use the IRC to meet the state graduation requirements
- This career program model is an alternative graduation pathway which allows students to graduate faster
- These students receive a certification in logistics, enabling them to procure an entry-level job in manufacturing

Special Conditions, Expertise, and/or Skills Required to Carry Out Project:

- Dropout Prevention/Intervention Strategies
- Specific professional certifications in areas of expertise (ie: Manufacturing, Allied Health Sciences, Technology)
- Data Usage/Analysis
- High School to Workforce/Post-secondary Transition

Results (Outcomes and Achievements):

- 40% of students participating in the CLA/CLT pathway program are on track to graduate in June 2020
- 60% of the students participating are on track to graduate June 2021
- Students participate in mock interview sessions
- Students receive job placement assistance

Current Status of Project:

- 60% of students in the program are still working to complete high school course credits
- Upon completion of their CLA/CLT program students have an opportunity to participate in an Electrician program that will allow them to earn graduation/IRC points
- 2-year Manufacturing program is in the developmental stages. It will include a scholarship for students to obtain a long or short-term certificate from Clark State University
- Currently developing a promotional campaign for the CLA/CLT pathways

- Developing a business advisory council which will be responsible to assist in establishing resources for the various career pathways
- Surveying students and linking them to career interests
- Developing short/user-friendly career plan for students to update their plans as they matriculate
- Implementation of the 40 Developmental Assets by Search Institute

Role in Project as a NDPS Certification Program Participant:

Due to my experience as an educator/academic coach as well as my background in workforce development, I was asked to join the CTE Committee to help plan and implement this new initiative at Gem City Career Prep. My efforts as both committee member and academic coach became more focused and multifaceted. I was delegated the responsibility to design and implement a career assessment process that would allow students to identify their career interests upon enrollment. Additionally, I was also responsible for overseeing the coordination of the Allied Health pathway to ensure all related courses aligned to meet both State graduation requirements as well as keeping students on a path to earning a short-term or long-term certificate.

Lessons Learned:

- Improving the promotion of the program to current students because more students became interested in participating than expected
- Use the program as marketing tool for school recruitment and to increase enrollment
- The CLA/CLT career pathway program has allowed Gem City to develop new business relationships with companies within the logistics industry
- This hands-on and engaging program provides with supplemental resources that connect the work world with academics

Advice for Dropout Prevention Practitioners about the Project:

- Utilize MSSC (Manufacturing Skill Standard Council) for resources, support and recruitment of business to participate in career technology education and job placement.
- Provide students with short-term certification programs which can potentially allow them to complete their graduation requirements faster, hence being placed in an entry-level job.
- Acknowledge that students want career pathway programs for in-demand fields that are relatively easy for them to complete within a short time span.
- Provide students with mentors and job coaches that will help them explore their career options
- Utilize an effective career assessment tool