



UNIVERSITY OF  
**GEORGIA**  
Carl Vinson  
Institute of Government  
*Georgia Workforce and  
Economic Resilience Center*

**GEORGIA'S  
WORKFORCE  
CONFERENCE**

# Career Development 2.0

Innovating the Career Readiness  
Framework



# Career Development 2.0: Innovating the Career Readiness Framework

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# Who We Are



Toni Dickerson, Ed.S.  
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**IMPACT**

# Blueprint for the Future



**IMPACT**

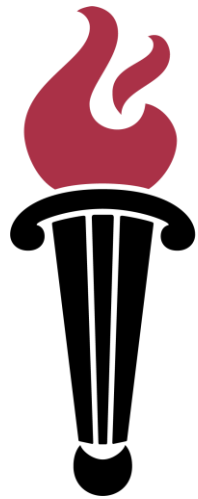
# Learning Objectives

## **By the end of this presentation:**

- Participants will be able to identify the components of the K-12 Approach to College and Career Readiness
- Participants will identify educational practices that support a more holistic development of students for post-secondary success

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# A Brief History



GWINNETT  
COUNTY  
PUBLIC  
SCHOOLS

COLLEGE  
AND CAREER  
DEVELOPMENT



GCPS SCHOOL COUNSELING

- Support Personnel
- Shared Resources
- Collaborative Tools

# IMPACT

# K-12 Approach to College and Career Readiness



# GCPS K-12 Career Development

## 1st Grade

- Agriculture, Food & Natural Resources
- Transportation, Distribution, & Logistics
- Law, Public Safety, & Security

## 2nd Grade

- Arts, A/V Technology, & Communications
- Health Science
- Education & Training

## 3rd Grade

- Hospitality & Tourism
- Human Services
- Energy

## 4th Grade

- STEM
- Manufacturing
- Business Management & Administration
- Architecture & Construction

## 8th Grade

- AchieveWorks Skills Assessment
- What are my strongest skills & opportunities for growth?
- I can name the soft skills I'd like to improve & name a career my skills match.

## 7th Grade

- Career Cluster Assessment
- How do my personal interests & abilities influence future career choices?
- I can name 3 career clusters I'm interested in.

## 6th Grade

- Career Key Assessment
- How does my personality, interests, abilities, and values influence career choices?
- I can name my top 3 Holland Traits.

## 5th Grade

- Finance
- Information Technology
- Marketing
- Government & Public Administration
- 17 Career Cluster Overview

## 9th Grade

- Career Interest Profiler
- Explore 3 Careers & save the results in their favorite list.
- Review & revise IGP to guide course registration
- Notified about Dual Enrollment

## 10th Grade

- Strength Explorer Assessment
- Review & revise IGP to guide course registration
- Notified about Dual Enrollment
- Enrollment

## 11th Grade

- Complete College Super Match & save 3 possible choices of postsecondary training.
- Review & revise IGP to guide course registration
- Notified about Dual Enrollment
- Research 1 additional workforce development initiative.

## 12th Grade

- Senior Minute Meeting
- Complete the GCPS Graduate Exit Survey





# Awareness

- 1st – 5th Grade
- Students build a **foundation of career awareness** by learning the **17 career clusters**

Pathful junior



1. Agriculture, Food & Resources
2. Architecture & Construction
3. Arts, Audio-Video Technology & Communications
4. Business, Management & Administration
5. Education & Training
6. Finance
7. Government & Public Administration
8. Health Science
9. Hospitality & Tourism
10. Human Services
11. Information Technology
12. Law, Public Safety, Corrections, & Security
13. Manufacturing
14. Marketing, Sales and Service
15. STEM
16. Transportation, Distribution & Logistics
17. Energy

A detailed curriculum grid for Pathful Junior, organized by grade level (1st to 5th) and subject area (Reading, Writing, Math, Science, Social Studies, Visual Arts, Technology, and Character). Each cell in the grid contains specific learning objectives and standards. The grid is color-coded by grade level: 1st (green), 2nd (blue), 3rd (purple), 4th (orange), and 5th (red). Illustrations of various career-related characters and objects are placed throughout the grid to represent different career clusters.

	Reading	Writing	Math	Science	Social Studies	Visual arts	Technology	Character
1st								
2nd								
3rd								
4th								
5th								

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# Computer Science for All

**Elementary**  
81 schools



- Improve equity and access to CS
- Develop students as learners, users, and creators of CS
- The role of computing in the world
- Knowledge and skills for future careers

**Middle**  
29 schools



**High**  
24 schools



# IMPACT

# Exploration



- 6th – 8th grade
- Students bring their knowledge of the career clusters and begin to **explore careers through the lens of their own unique interests, values, & skills**
  - *Self-Discovery using career assessments*
  - *Research pathways, skills, and knowledge sets*
  - *Research education & training needed for favorite careers*
  - *Select & **plan courses in their Individual Graduation Plan (IGP)** to gain more exploration or skills in a career field*



Pathful

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# Middle School Programs + Planning



## Middle School Summer Career Academy

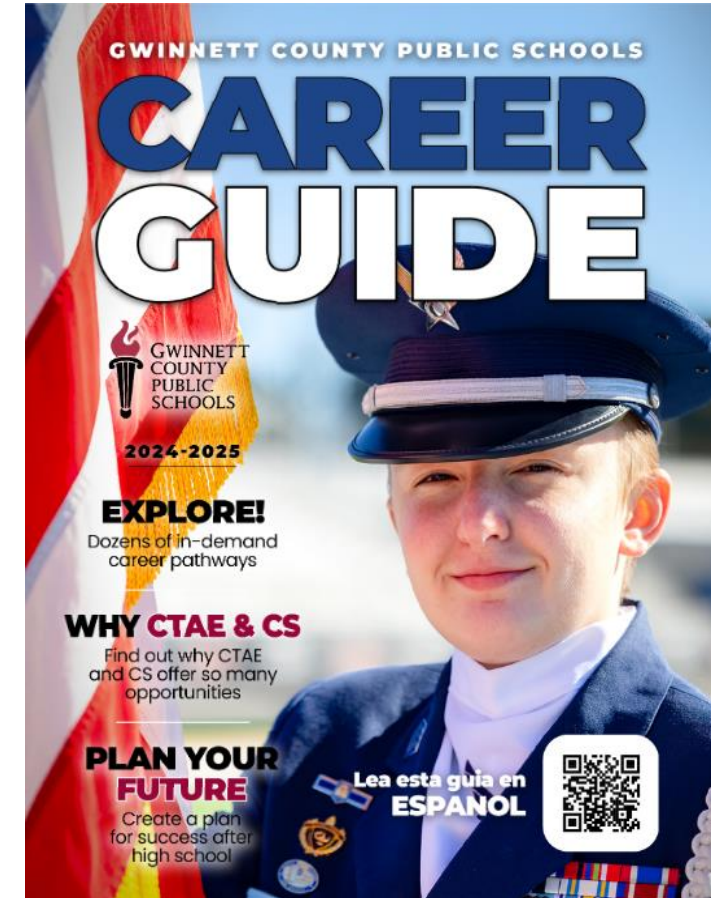
JUNE 1-4

EXPLORE, CREATE, DISCOVER!



- Business + Finance
- Communications
- Careers
- Energy
- Junior Leadership Corp
- Family Consumer Science
- Teaching as a Profession
- Computer Science
- Marketing
- Engineering

DECA, FBLA, FCCLA, TSA, VEX



# IMPACT

# Preparation & Planning

- 9th – 12th grade
- Students transition from exploration into the **active planning & preparation stage** by taking courses which match possible career interests or educational pathways.
  - *Career Interests Profiler*
  - *Explore 3 Careers*
  - *Review & Revise IGP*
  - *Learn about Dual Enrollment*
  - *Strengths Explorer Assessment*
  - *College Super Match & 3 possible postsecondary choices*



# IMPACT

# Post-Secondary Planning

- College & Career Days
- Support for College Applications
- College Affordability
- Military Partners – Military Mashups
- Apprenticeships
- Field Trips based on Industry Needs & Interests
- College & Career Specialists at Academy Schools
- High Systems Leverage & Advisement

# CTAE Pathway Access

	Agriculture, Food, and Natural Resources	Architecture and Construction	Arts, AV/Technology, and Communication	Business, Management, & Administration	Educ. and Training	Energy	Finance	Government and Public Administration	Health Science	Hospitality and Tourism	Human Services	Information Technology	Law, Public Safety, Corrections, and Security	Manuf.	Marketing	STEM	Transportation, Distribution, and Logistics	TOTALS			
	Forestry/Natural Resources Mgmt. Environmental Agriculture Systems Companion Animal Systems Veterinary Science Architectural Drawing & Design Carpentry Electrical HVACR Masonry Plumbing Welding	Animation & Digital Media AV Technology & Film I or II Film Production Graphic Design Business & Technology International Business Entrepreneurship Early Childhood Education I or II Teaching as a Profession	Advanced Accounting Business Accounting Financial Services JROTC - Army JROTC - Air Force JROTC - Marines JROTC - Navy	Allied Health & Medicine Biotechnology Diagnostics Phlebotomy Exercise Physiology Health Information Management Patient Care Pharmacy Sports Medicine	Culinary Arts Hospitality, Rec. & Tourism Sports & Entertainment Marketing Nutrition & Food Science Cosmetology	Artificial Intelligence Computer Science Cybersecurity Game Design Networking & Cloud Computing Web Development	Applications of Law Firefighting Criminal Investigations Forensic Science	Manufacturing Mechatronics Fashion Merch. & Retail Mgmt. Marketing & Management Communications & Promotions	Electronics Engineering & Technology Automotive Technology Collision Repair - Painting & Refinishing Collision Repair - Non-Structural Analysis & Damage Repair Distribution & Logistics Flight Operations												
Archer HS	X			O			X				X									7	
Berkmar HS		X X X X	X X		X			X			X	X						X	O	X	15
Brookwood HS	X			O	X	O	X					X	X					X	O	X	12
Central Gwinnett HS			X	O	X			X	X			X	X							X	11
Collins Hill HS			X	O		O	X X		X			X	X					X		X	11
Dacula HS			X X	O			O	X				O		X				X		X	11
Discovery HS			X	X	X	X	X	X		O	X	X						X		X	13
Duluth HS			X			X			X		X	X						X	O	X	10
Grayson HS					X		X	X				X	X					X		X	8
Grayson Technical^		X X			X				X	X	X	X	X					X		X	11
GSMST			X X			X			X			O X	X							X	8
Gwinnett Online				X			X X					X X	X					X		X	7
Lanier HS			X			X					X	X						X		X	8
Maxwell HS		X X	X		X				X		O O	X	X	X				X		X	20
McClure HS HS			X						X	X X X	X	X						X		X	8
Meadowcreek HS		X	X	O	X		X O	X				X	O	X X				X	X	X	17
Mill Creek HS			X				O				X	X	X					X		X	8
Mountain View HS			X	X	X		X					X						O		X	7
Norcross HS			X	X	X			X				X	X					X		X	7
North Gwinnett HS					X			X			O	X	X					X		X	9

# IMPACT

# CTAE Pathway Access



## Berkmar High School - Career, Technical, and Agricultural Education (CTAE) Pathways



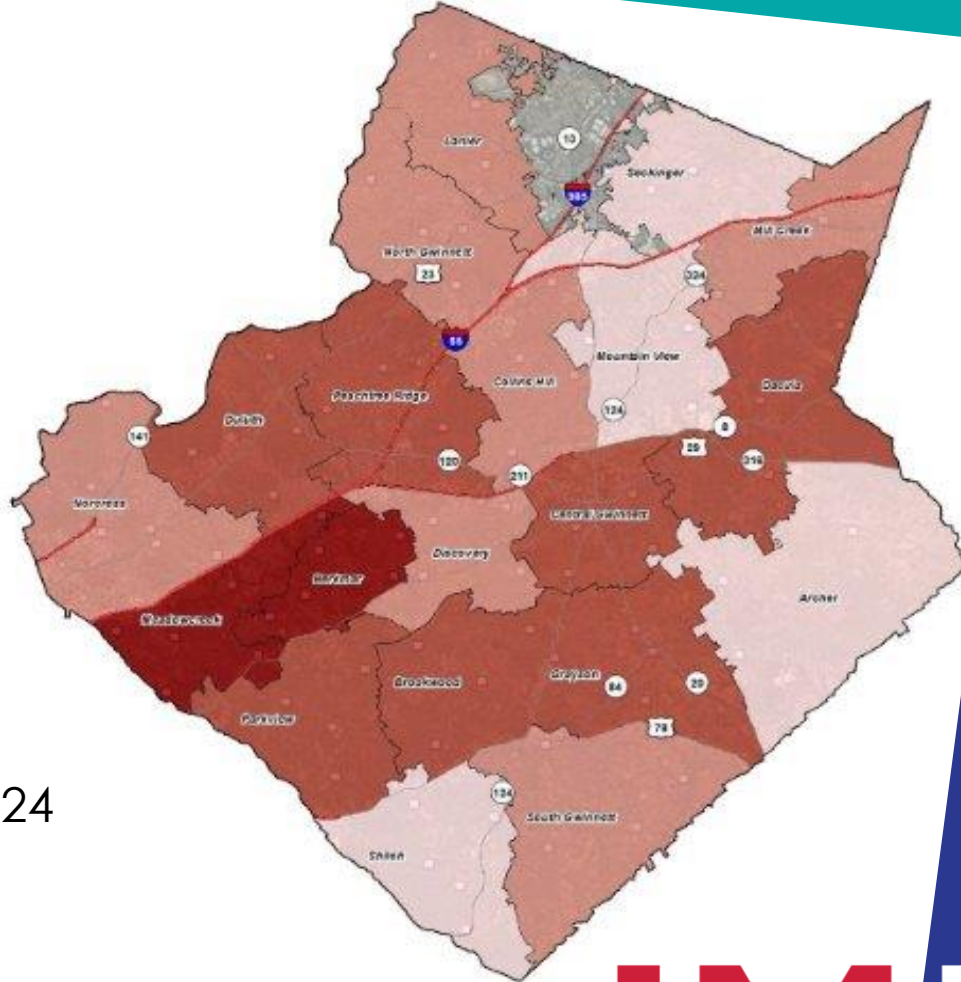
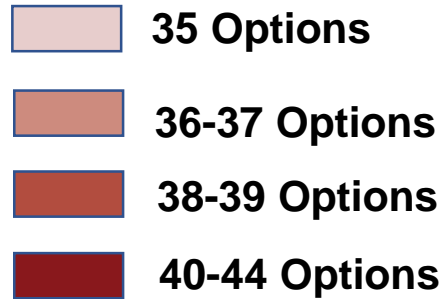
The table below shows the 13 Career and Technical Education Pathways offered. In addition to the pathway information, the table demonstrates the senior internship, industry certifications, and post-graduation college and career opportunities for students upon completion of a pathway.

Career Cluster	Pathway	Course 1	Course 2	Course 3	Certification and Credentials Earned	Immediate Job Opportunities with Certification	Post-Secondary Education Opportunities	Future Career Opportunities
Architecture & Construction	Carpentry	Industry Fundamentals and Occupational Safety	Introduction to Construction	Carpentry I	NCCER Carpentry Level 1 Certification	Construction Carpenters, Drywall Installers, Floor Layers	Associate in Construction Management, <a href="#"><u>Bachelor's in Business Administration</u></a>	Construction Managers, Construction & Building Inspectors
	Electrical	Industry Fundamentals and Occupational Safety	Introduction to Construction	Electrical I	NCCER Electrical Level 1 Certification	Electrician and Power Transmission Installation	Associate in Electrician	Solar Energy Installation Manager, Electricians
	Masonry	Industry Fundamentals and Occupational Safety	Introduction to Construction	Masonry I	NCCER Masonry Level 1 Certification			
	Plumbing	Industry Fundamentals and Occupational Safety	Introduction to Construction	Plumbing I	NCCER Plumbing Level 1 Certification	Plumber	Associate in Plumbing	Plumber, Pipe Fitters



# CTAE Pathway Access + Impact

## Access to Pathways by Cluster



## Impact:

- 98.6% CTAE Graduation Rate
- 5,013 Pathway Completers SY24
- 5,824 Credentials Earned
- \$2.2 Million in WBL wages

# IMPACT

# College and Career Readiness Framework



# Comprehensive College & Career Focus

- Career Lesson Pacing Guide
  - 100% completion expected
- Program Analysis
- Advisory Boards
- Classroom and Lab Updates
  - (Equipment, etc.)
- Maxwell and Grayson Tech
- EOPAs, AP, Dual Enrollment

**BRIDGE Bill is a Universal Tier I**  
**CAREER DEVELOPMENT** Support  
 for EACH & EVERY Student



- Builds career awareness through assessments
- Explores options through research of career & postsecondary education
- Plans & prepare with IGP's

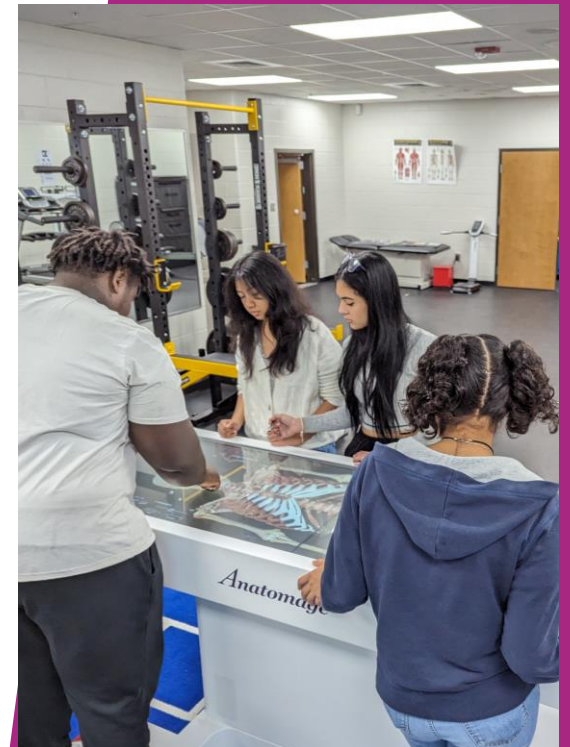
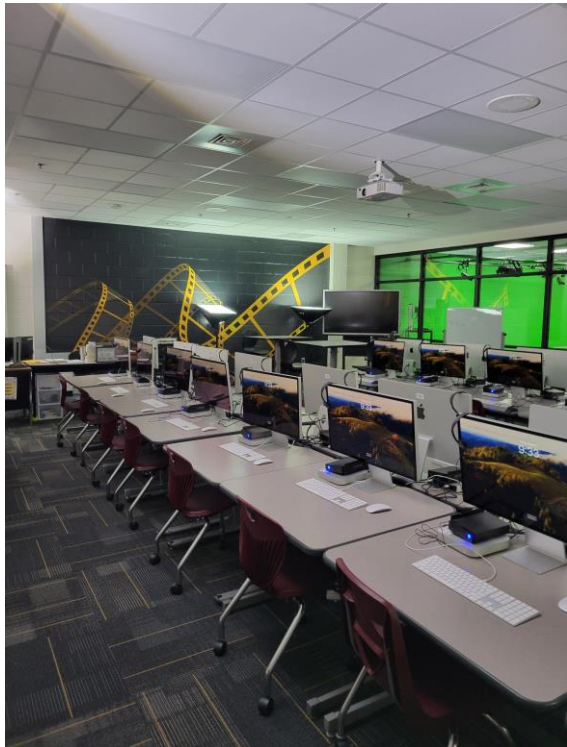
	August	September	October	November	December	January	February	March	April	May
Kindergarten										
1st Grade	Transportation Career Cluster			Agriculture Career Cluster			Law and Public Safety Career Cluster			
	Education/Training Career Cluster			Health Science Career Cluster			Arts A/V Tech/Communications Career Cluster			
2nd Grade	Energy Career Cluster			Hospitality and Tourism Career Cluster			Human Services Career Cluster			
	STEM Career Cluster			Manufacturing Career Cluster			Business Management Career Cluster Architecture and Construction Career Cluster			
3rd Grade							Finance Career Cluster			
							Informational Technology Career Cluster			
							Marketing Career Cluster Government/Public Administration Career Cluster			
4th Grade							Electronic Career Profile and Career Key			
5th Grade							Career Cluster Finder and Explore 3+ Careers			
6th Grade	Achieve Works Assessment									
	Achieve Works Interpretation						Individual Graduation Plan			
7th Grade				Dual Enrollment						
8th Grade							Career Interest Profiler			
	Individual Graduation Plan			Dual Enrollment						
9th Grade	Strengths Explorer Assessment			Dual Enrollment			Individual Graduation Plan			
	Strengths Explorer Interpretation						Individual Graduation Plan			
10th Grade				Dual Enrollment			College Super Match			
							Workforce Development			
11th Grade				Grad Exit Survey for December Grads			Grad Exit Survey for May Grads			
12th Grade										

# IMPACT

# Comprehensive College & Career Focus

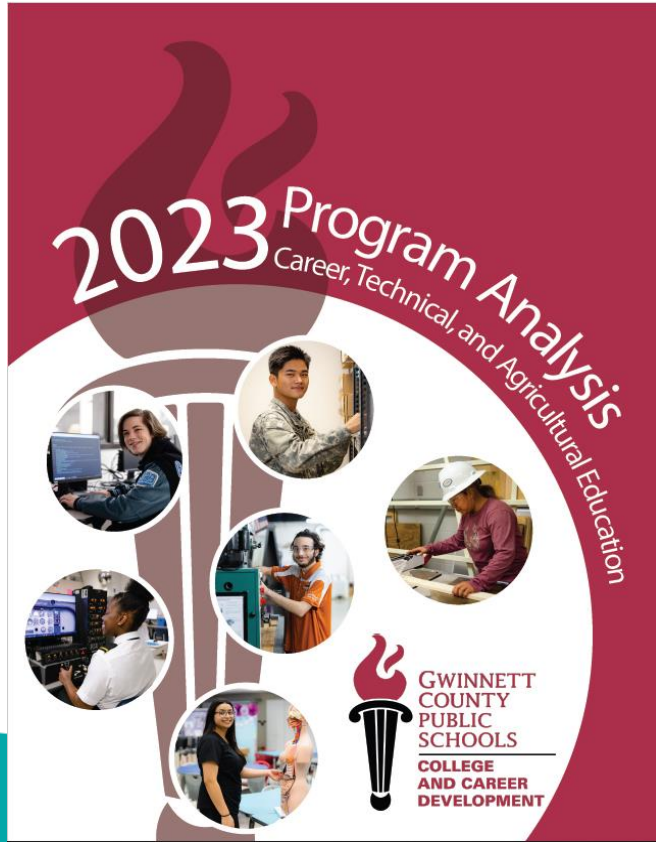
**In addition to counseling programming, CTAE complements those efforts:**

- District-Wide and School-Based Advisory Boards
- State-of-the-Art CTAE Labs
- Maxwell High School of Technology + Grayson Technical Program
- Emphasis on Credentials of Value, AP CS, and Dual Enrollment



# Planning for the Future

Starting 2020, the Department of College and Career Development began a biannual analysis of CTAE programmatic needs that shape program development, growth, and sunsetting.



## Annual Demand

Career Cluster	10-year Demand for Atlanta MSA	Annual Demand for Atlanta MSA	Annual Demand for Gwinnett County (based on Gwinnett's % of Atlanta MSA population)	% of Overall Jobs (based on demand)
Science, Technology, Engineering, and Math	178,235	17,824	2,674	10%

## Number of Programs

Career Cluster	<b>Example</b> # of Students to Complete a Pathway (% of 6,500)	# of Programs Needed (at 25 students per program)
Science, Technology, Engineering, and Math	650	26

The Program Analysis examines current programs, evaluating success rates for producing skilled pathway completers, and help leaders make informed decisions about future program development.

# IMPACT

# Academy High Schools

The wall-to-wall academy model in GCPs launched in 2017 at seven existing high schools—Berkmar, Central Gwinnett, Discovery, Lanier, Meadowcreek, Shiloh, and South Gwinnett

These schools became uniquely equipped to engage in smaller learning communities driven by CTAE pathways couched in an academy where students had a more agile leadership group supporting them:

- Academy AP
- Academy Counselor
- Academy Lead Teacher
- Academy Coach
- College and Career Specialist

District Support:

- College and Career Specialist Coordinator
- Academy Schools Coordinator

Triad or Quad Leadership Teams:

- Kid Talks
- Career Exploration Events
- Tiered Support (MTSS)
- Internships/Externships



# IMPACT

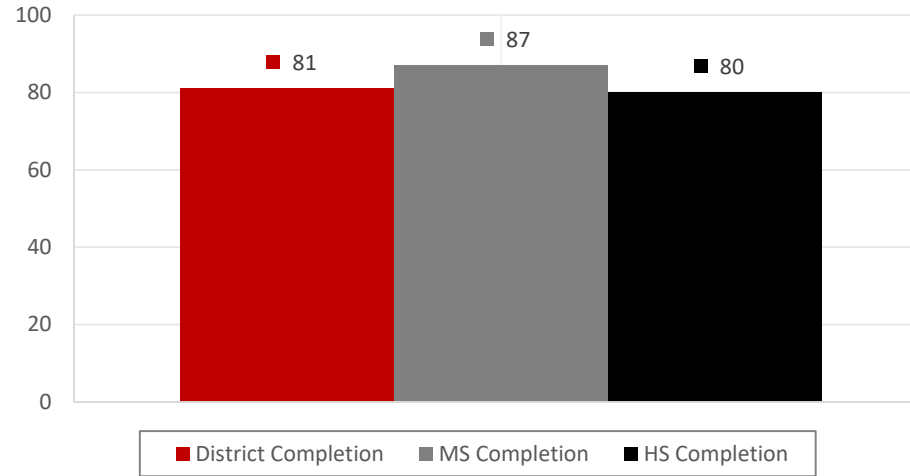
# Impact and Next Steps



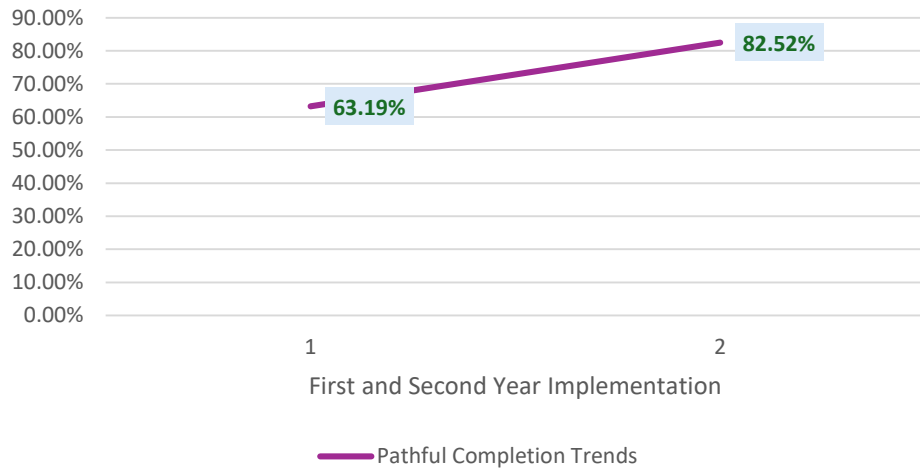
# College & Career Readiness Data

Increase in student completion numbers for state BRIDGE Bill Data using Naviance platform since starting our partnership.

GCPS 23-24 SY BRIDGE Data



Pathful Completion Trends



Increase in usage of Pathful Junior career platform since starting our partnership.

**IMPACT**



# College & Career Readiness Data

Year	# of Students Tested	Percent Passed	Additional Certifications Earned		
2021-2022	3,584	69%	5,755		
2022-2023	4,209	72%	6,416		
Graduating Class		2020-2021	2021-2022	2022-2023	5,824
Overall: Graduation Rate		82.5%	83.1%	81.9%	
Concentrator: Graduation Rate		90.8%	91.3%	92.5%	
Completer: Graduation Rate		97.4%	98.3%	98.6%	

**IMPACT**

# Student Data

Graduate Exit Survey – S drive (create pie chart to show data from page 4)

GCPS FAFSA Completion Rates – S drive under FAFSA folder – June 2024  
federal rate & GCPS completion rates (create pie chart)

**IMPACT**

# Next Steps

- Making data more accessible across levels (i.e. aptitude data from MS to HS)
- Data-informed guidance from counselors and advisors
- Developing high quality internship opportunities (Work-Based Learning)
- Equitable pathway access—focusing on ML and SPED students

