

# Pathways Programming East Lyme Public Schools



Jeffrey Newton, Superintendent  
David Fasulo, Assistant Principal & Pathways Coordinator  
Jaime Barr Shelburn, BOE Member  
Alisa Bradley, BOE Member  
Candice Carlson, BOE Member  
Alicia Haynes, ELHS student

# "We must redesign our education system and workforce systems to become on-ramps for young people to enter rewarding careers." Miguel Cardona



**We must redesign our education and workforce systems to become on-ramps for young people to enter rewarding careers. College and Career readiness are essential components of a prosperous future.**

On Tuesday, January 24, 2023, U.S. Secretary of Education Miguel Cardona launched "Raise the Bar: Lead the World." In a speech at the U.S. Department of Education, Secretary Cardona laid out the Department's focus for the year, building off his priorities to promote academic excellence for every learner and better prepare our nation for global competitiveness.



## Keys to Success



### Dual Enrollment

Earn college credit during high school



### Work-based Learning

Gain early exposure to real world experience



### Workforce Credentials

Develop a competitive edge for your career



### Career Advising and Navigation

Make informed decisions about life after high school

We call on our governors, mayors, boards of education, postsecondary systems, workforce boards, and district and school leaders—working in partnership with parents, families, communities, and educators—to join us in Unlocking Career Success for students across our country.

# Legislative Connections to Pathways

## **SB 228, An act concerning the Pipeline for Connecticut's Future Program...**

The bill requires the CSDE, by July 1, 2023, to develop best practices that school boards may use when setting up a Pipeline for Connecticut's Future program (i.e., a pathways program), which involves boards partnering with local businesses to offer students on-site training and course credit.



# East Lyme Board of Education Pathways Goal

"The BOE will support the expansion of the East Lyme High School Pathways Program including the district's development of community partnerships and career/technical education learning opportunities."





## East Lyme High School gets behind workforce training push



Welding Instructor Shaun Vanlew guides East Lyme High School senior Carter Bonura as he welds his initials into a piece of metal at Porter & Chester Institute in New London on Tuesday, May 16, 2021. The program is offered through the high school's Pathways program for career exploration. (Sarah Gordon/The Day)



May 31, 2023 8:11 pm • Last Updated: May 31, 2023 8:34 pm

By Elizabeth Regan

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## East Lyme High School teams up with National Guard for cybersecurity class



### 1-95 blasting engineer turns over detonator to next generation in East Lyme



Mike Rodriguez, operations engineer for Morse Drilling and Blasting, left, stands with Alicia Rogers, a senior, front second from left, holds the lighter after she set off the explosives, Wednesday, Nov. 1, 2023, while she and her fellow engineering students react to the blast at the I-95 construction site in East Lyme. (Dane Jensen/The Day)



November 01, 2023 6:26 pm • Last Updated: November 01, 2023 7:32 pm  
By Elizabeth Regan  
Day Staff Writer

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## Connecticut High Schools to Expand College-Level Courses With Help of \$3.8M State Grant

— Emilia Otte, 9.27.2023

ELPS East Lyme High School  
January 18 •

The pilot collaboration between ELHS and Firmin's Garage has been a great success. For the second automotive class the instructor really put the students through their paces. Alongside the many mini-lessons, students performed a multi-point inspection and oil change, inspected and replaced defective tire pressure sensors, balanced four tires, and inspected brakes. The students learned the nuances of hidden locking nuts on tires and reprogramming tire pressure sensors. Aside from the hands-on learning, the students can better understand a diagnostic report and make more informed decisions on recommended repairs and maintenance.

ELPS East Lyme High School  
May 19 •

The East Lyme High School Porter & Chester Institute collaboration has been a great success! Superintendent Newton did well when competing against ELHS students on a high-tech welding simulator. The student's final week entailed specialized instruction on a variety of welding techniques using a simulator as well as traditional tools. For next year, we are exploring expanding the collaboration to include a focus on allied health. The students, due to their commitment, represented the ELHS community in an admirable fashion.



# A Pathways/Community Relations Data Snapshot



ELHS Facebook post of Superintendent Newton at our Firmin's Garage partnership last year.

After four days, the post was shared 34 times with a reach of **9,726** and **3,437** engagements (likes, clicks, shares).



# East Lyme High School Mission Statement

The East Lyme High School experience prepares students academically, emotionally, and socially to be positive forces in the world and to live responsible, purposeful, and healthy lives.

This also speaks to a living wage. Given the current labor market conditions, a living wage is attainable for students directly entering the workforce given the proper training and supports.



# How Much You Need To Earn To Live "Comfortably" In CT

A recent article estimates a family of two adults and two children in New London County would need to earn **\$94,312 annually**.

"The family budget calculator does not include many expenses associated with a middle-class lifestyle, including student loan payments or saving for college or retirement."

"The group noted there is **"nowhere in the country" where a minimum-wage worker would earn enough to adequately provide for their family's basic needs.**"

A recent United Way report estimates a family of four requires **\$126,000 annually**.

Posted 10/28/2019 Patch Reporter Dan Hampton

Posted 9/19/2023 CTMirror Reporter Keith Phaneuf





# East Lyme Schools District & Building Level Goals/Pillars

Social and Emotional Learning  
High Impact Teaching  
Diversity, Equity, and Inclusion  
Culture and Climate

Pathways has objectives in our district improvement plan that support **Diversity, Equity, and Inclusion.**

Pathways Programming also complements and supports each of our district Goals/Pillars.

# What is the East Lyme High School Pathways Program?

**The Pathways Program is not a single entity; the programming involves a variety of components.**

The goals of the Pathways programs at ELHS are to advance student learning with community-based experiences, increase capacity in the Career and Technical Education programming, and support students in their post-secondary learning and career choices.

## Resource Allocation Pathways Coordinator

The position requires autonomy to make programming decisions, ability to coordinate supports, and frequent communication with stakeholders.



# Pathways Coordinator Roles & Responsibilities

## Supervision of the Pathways Classes

- Pathways English and science. These are multi-grade classes patterned after Big Picture Learning (student centered) programs.
- Learning Through Interest class; offering Experiential Learning Opportunities to all eligible ELHS juniors and seniors.
- A continued partnership with the Mystic Seaport; team building and apprentice program.
- The Career Concentrations Program

The above-mentioned supports also complement our Multi-Tiered System of Supports for academics and Social Emotional Learning.



# Pathways Coordinator Roles & Responsibilities - continued

- PPT Facilitator for Initial Referral and Reevaluation PPTs; offering a direct line of communication and relationship building to support transition goals.
- Supervision and evaluation of the Career Technical Education and Global Language Departments.
- Advanced Placement Coordinator (AP testing enrollment and assessment logistics) which supports our Dual Credit programs.
- Grant writing such as the Perkins Grant, workforce & community partner grants, and the State Dual Credit/Enrollment Grant.
- Grant support for 2022-23 equaled \$75,406; 2023-24 is anticipated to exceed \$100,000.

# Pathways Coordinator Roles & Responsibilities - continued

And of course, develop  
community partnerships  
and relationships to create  
new programs,  
opportunities, and  
resources.



# Agencies that have provided much needed guidance and assistance.



## Eastern CT Manufacturing Pipeline

### Your Pipeline to Success

The Eastern CT Manufacturing Pipeline Initiative provides no-cost training to address the hiring needs of ELECTRIC BOAT (EB), members of the EASTERN ADVANCED MANUFACTURING ALLIANCE REGIONAL SECTOR PARTNERSHIP (EAMA RSP), and other manufacturers.

For JOBSEEKERS, it provides several options:

- ▶ short-term classroom training
- ▶ online manufacturing training
- ▶ job search assistance



Our goal is to create a mutually rewarding school-business network – one where the business provides a full continuum of work-based learning experiences and the student provides value and work product to the business.



## Eastern CT Healthcare Pipeline

### Healthcare Pipeline Initiative (HPI)

TRAIN FOR A HEALTHCARE CAREER

Healthcare employers are hiring now!

Learn the entry level skills you need to get the job.



Training is at **no cost** to the employer or student



Short-Term Training Programs:

- Personal Care Aid
- Sterile Processing Tech
- Pharmacy Tech
- CNA
- Phlebotomy and more!



Learn in-demand skills

- Safe practice & patient safety
- Caring for patients with special needs
- CPR skills
- Staff wellness & Self care

# Working with the Eastern CT Workforce Investment Board (EWIB)



The Pathways program organizes and proctors the Eastern CT Manufacturing Pipeline Initiative Assessment and the Allied Health Assessment for interested seniors in the spring.

The program provides no-cost training to address the hiring needs of Electric Boat, members of the Eastern CT Advanced Manufacturing Alliance, and other manufacturers.

The assessment also connects students with a CTHIRES account for job training support and placement throughout Connecticut.

This is an excellent opportunity for graduating students to be directly hired at a competitive wage with benefits.





Learning Through Interest Class  
Experiential Learning Opportunities/Internship



## DODD STADIUM

14 Stott Ave, Norwich, CT  
Thursday, September 28 | 9:00 AM - 12:00 PM

The **Explore Manufacturing Expo** connects students (grades 7-12) with manufacturing employers in Eastern Connecticut.

The event will deliver a variety of exciting career exploration opportunities to *raise awareness and pique interest* in the broad range of well-paying manufacturing careers

**A STOP ON THE**  
 **CT Manufacturing**  
**Roadshow '23**  
Making Future Makers

**SCAN HERE  
TO REGISTER**



For more info, contact [angelaadams@norwichchamber.com](mailto:angelaadams@norwichchamber.com)



# Components of Learning Through Interest (LTI) Programming

- Career Fairs
- Resume Writing
- Connecting students with employment.
- Connecting students with credentialing (CDL license, OSHA certifications, Captain's license, C.A.D. SolidWorks certifications).
- Connecting students with post-secondary training; often at no cost.



# Small Group Visits to the American Job Center

- [Job Search Assistance](#)
- [CTHires.com](#)
- Employment counseling and career development guidance
- [Professional résumé critiques](#)
- Career related assessment tools including Career Interest Inventory
- Myers-Briggs Type Indicator (MBTI) personality inventory
- Mock interviews
- [Employer Recruitments](#)
- Training and Apprenticeship referrals
- [Trade Adjustment Assistance \(TAA\)/Trade Readjustment Allowance \(TRA\)](#)
- [Veterans Services](#)
- Certification of Dislocated Workers
- Referral to Supportive Services
- Computers with Internet access - Microsoft Word
- Federal/State job announcements (online)
- Job Search resource books and videos
- Labor Market Information (on-line)



ELHS student working on his State approved HVAC apprenticeship hours.



CONNECTICUT DEPARTMENT OF LABOR

Partner of the American Job Center Network

CONNECTICUT DEPARTMENT OF LABOR

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[Unemployment Benefits On-Line](#) [Job Seekers](#) [Employers](#) [Labor Market Information](#) [Directions/Office Information](#)

### MONTVILLE AMERICAN JOB CENTER CONTACT INFORMATION



The AJCs & career service centers are open for virtual and in-person assistance. Due to social distancing & to avoid waiting, the agency strongly recommends that customers [make an appointment](#). The wearing of face masks is optional in the American Job Centers.

Looking for a job? We have some [recruitment events](#) to check out.

**Montville American Job Center**  
601 Norwich New London Turnpike, Suite 1  
Uncasville, CT 06382

# Strengthening Experiential Learning and Classroom Partnerships

Victoria (2023 graduate) was considering a career as a Special Education teacher.

Her ELO site was the Flanders Elementary Before and After School program. Her learning goals were tied to Birth to Three Playgroup, Special Needs Aide, and AP Psychology.

Victoria is currently studying Early Childhood Education at Eastern CT State University.

Two ELHS seniors are currently participating in this program/partnership.





# Career Concentrations Program

Career Concentrations allows students interested in a particular career path to receive a certificate of accomplishment for successfully completing courses that help them to prepare for a related career field.

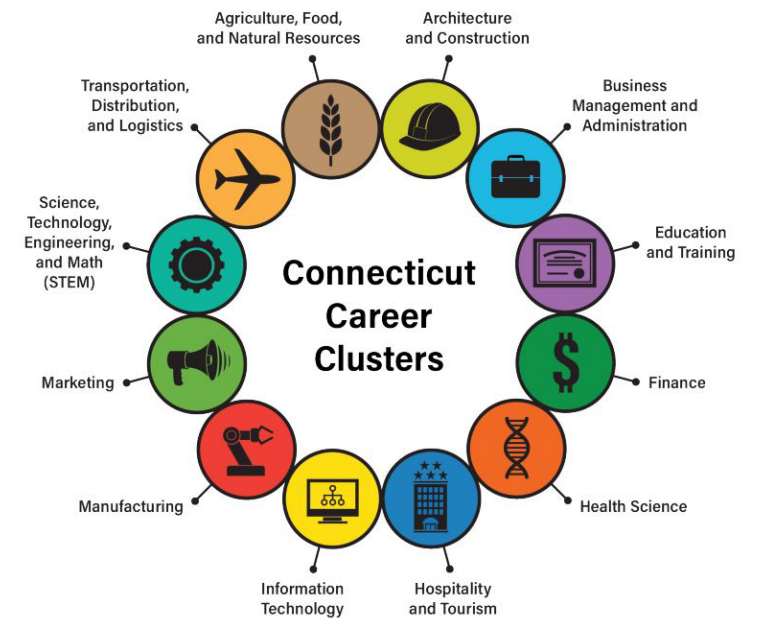
The certificate, and letter from the administrator, can be used as a reference for college or career resumes. Successful completion of a Career Concentration is noted on the students' transcript, and they are further recognized at the ELHS Awards night.

In addition to the CT Career Clusters, ELHS offers concentrations such as **Performing and Visual Arts, Public safety, Allied Health, Broadcasting, and World Languages and Cultures.**

During the 2022-23 school year; 35% percent of the ELHS seniors earned Career Concentrations certificates.

## The 12 Connecticut Career Clusters

The 12 Connecticut Career Clusters have a variety of career pathways in which eligible secondary and postsecondary recipients can create programs of study for students, leading to numerous related occupations.



# Firmin's Garage Exploratory Program

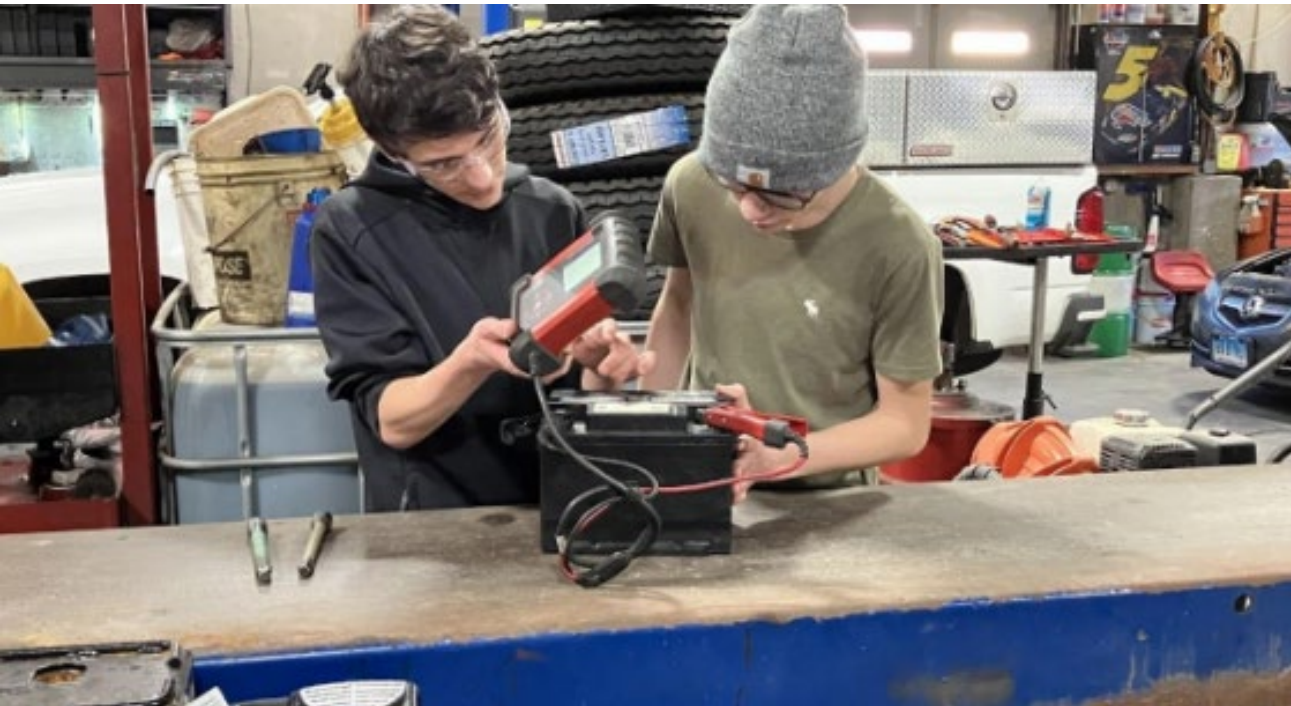
- Students attend the class after school, four consecutive Fridays from 3:00pm to 5:30pm.
- Firmin's Garage donated the use of their facility.
- Niantic Rotary and Lions Club provided financial support for the shop mechanic instructor salary and shop supplies.
- Supervised by the Pathways Coordinator.
- **Additional cost to district - \$0.**







Firmin's Garage partnership is a model for utilizing community resources and support. Community feedback was exceptionally positive.



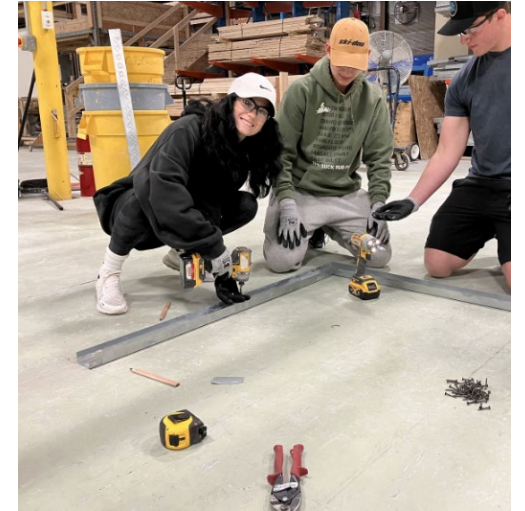
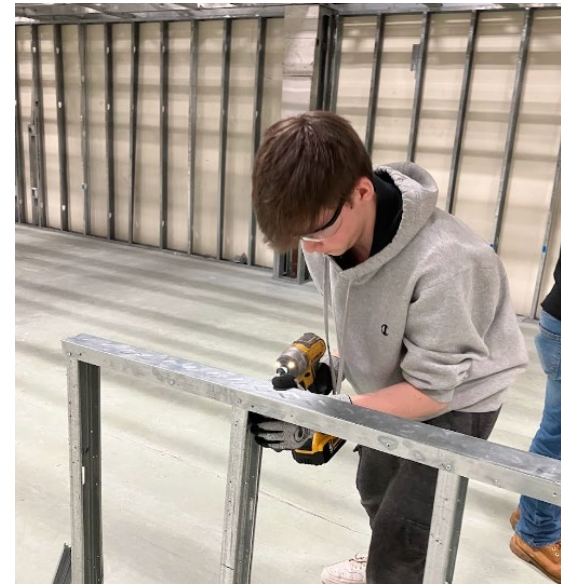


# North Atlantic States Carpenters Training Fund (NASCTF) Collaboration

- The Construction and Woodworking programs are supplementing the curriculum with materials supplied by the NASCTF.
- The NASCTF offers programming/field trips for students at ELHS at no cost at their state-of-the-art training facility.
- The NASCTF will reduce the required four-year apprenticeship to three years, given the proper documentation of student participation in the supplied curriculum.



Learning commercial  
carpentry at the  
union training facility.





# East Lyme Community Giving Garden

## Prepare your Partners/Volunteers

Collaborations included the ELHS AP Environmental class to discuss the use of sustainable practices in food production and how the Giving Garden fits into the issue of “food deserts”.





# Porter and Chester Career Exploration Program for ELHS Students

Students participate in two classes per week, for four weeks, during the last block of the day.

Sessions include plumbing, electrical, welding, and medical assistant.

There is no cost to the district for this collaboration.



# The Porter & Chester Institute Collaboration is a Win-Win

[East Lyme High students get first-hand look at other options after graduation \(wfsb.com\)](http://wfsb.com)

Channel 3 News Link

**East Lyme High students get first-hand look at other options after graduation**



# Saturday Welding Class in Cooperation with Collins and Jewel and Acme Wire

Students are given a top-notch exploratory program at Collins and Jewel and safety equipment to take home.

One of the seniors from ELHS was offered, and accepted, a position at the company.

Small manufacturers, due to the high demand, are offering competitive salaries and training to hire and retain employees.





# Cyber Security class sponsored by the Army National Guard/Camp Nett Cyber Security Team

- Classes are held at East Lyme High School and the Army National Guard Camp, Camp Nett, in East Lyme.
- Transportation provided by Camp Nett.
- Classes taught, at no cost, by Camp Nett Cyber Security Team members.

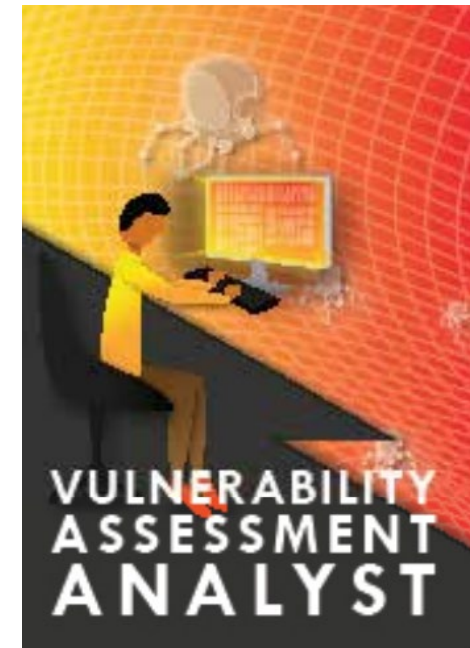


# Regional collaboration with Waterford High School, and positive community relationships.

Seventeen students participated during the pilot in September.

[East Lyme High School teams up with National Guard for cybersecurity class \(wfsb.com\)](https://www.wfsb.com)

Channel 3 News Link



# Military Vehicle and Aviation Maintenance sponsored by the Army National Guard/Theater Aviation Support Maintenance Group

- Classes are held at the TASMAG facility.
- Transportation provided by Camp Nett.
- Classes taught, at no cost, by TASMAG team members.

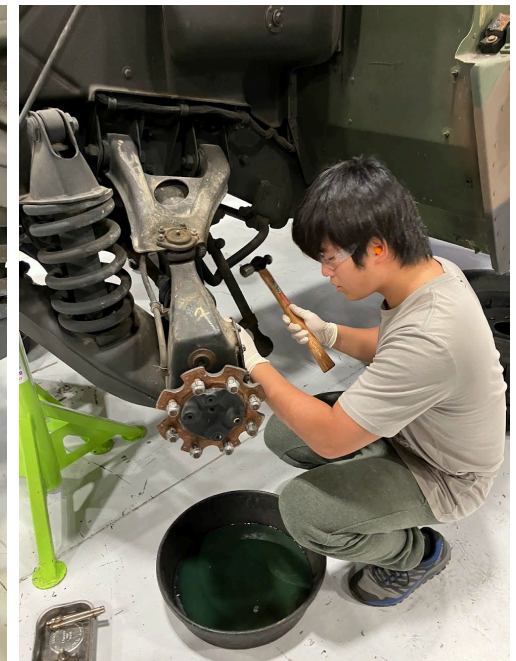


[East Lyme High School students learn vehicle maintenance with the National Guard \(wfsb.com\)](https://www.wfsb.com/news/local/east-lyme-high-school-students-learn-vehicle-maintenance-with-the-national-guard/)

Channel 3 News Link



Students in  
Action at  
TASMG



# Collaborating with the General Dynamics Electric Boat Workforce Development

**High level** training allowing direct entry  
to continuing education, employment  
supports, or direct hire opportunities.

Electrical, Sheet metal, Pipefitting,  
Machining, Ship Fitting, and Welding

Classes meet 3:30pm-6:30pm at the  
Three Rivers Comm. College Mfg. Center  
& Comm. College of RI Education Center.

**GENERAL DYNAMICS**  
Electric Boat  
presents:

**the boat**  
for **next gen**

**FREE**

Discover what Electric Boat has to offer in this  
3 week-long program with  
**East Lyme High School and Waterford High School**

**April 15<sup>th</sup>- May 1<sup>st</sup>**  
Mondays and Wednesdays  
3:00 – 6:00 PM

**Explore a different trade each night:**  
Electrical · Sheet metal · Pipefitting ·  
Machining · Ship fitting · Welding

**See if Electric Boat is the career move for you!**

Training location schedule for:

4/15, 4/17 and 4/22 Classes will be conducted at Three Rivers Community College Manufacturing Center, 189 Fort Hill Road, Groton, CT 06340 (welding, ship fitting, machining)

4/24, 4/29 and 5/1 Classes will be conducted by the Community College of Rhode Island at the OPC's Westerly Education Center, 23 Friendship Street, Westerly, RI (pipefitting, electrical, sheet metal)

**SENEDIA** **IBAS** **Three Rivers** **COMMUNITY COLLEGE** **CC** **Westerly Education Center**

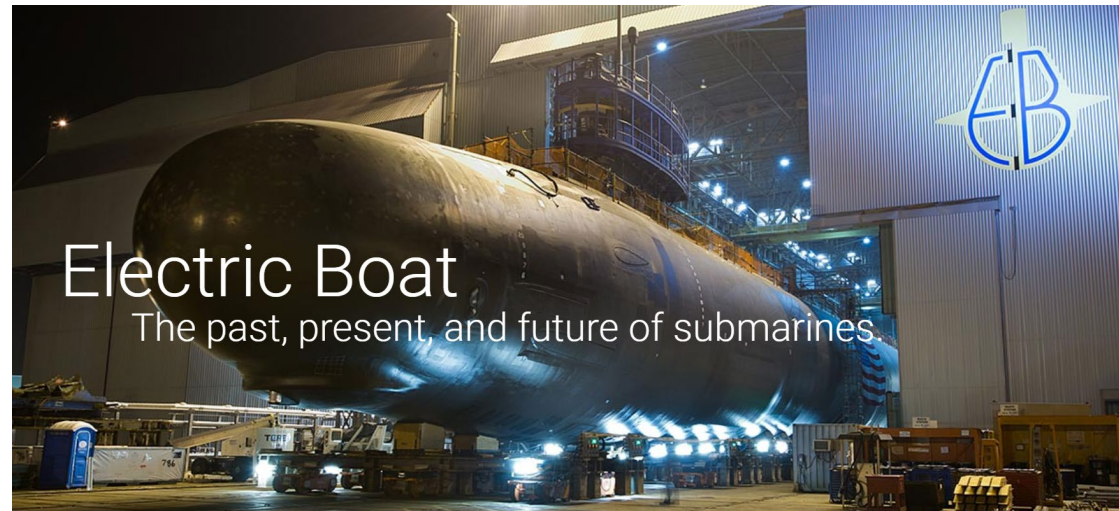
Sponsored by: SENEDIA and IBAS



# Boat for Next Generation Community Outreach

The Boat for Next Generation program will also be offered at our elementary school(s) for the 2023-24 school year.

These sessions will be taught by instructors from Electric Boat and offer STEM activities such as "welding" cheese and crackers together.

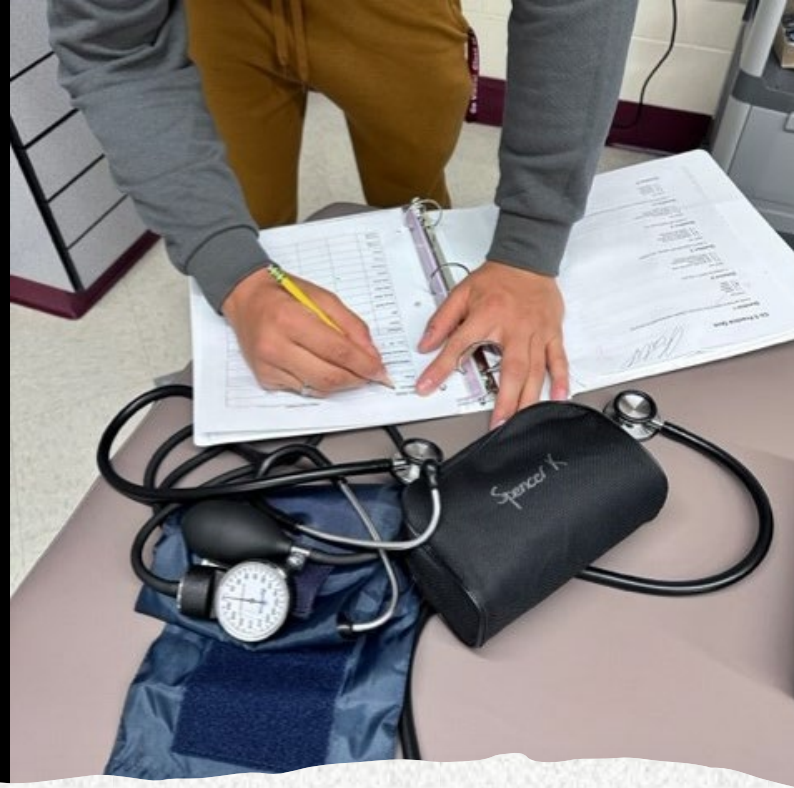




# ELHS Emergency Medical Technician Certification Program – New for the 2023-24 school year

- Collaboration with L&M Hospital and CTREADY Healthcare Pipeline
- Class meets requirements for CT and National E.M.T. certification
  - Pending completion of practical and written exams
- Seed money from Pathways grant funding totaling \$55,279
- UCONN Early College Experiences class





ELHS Emergency Medical  
Technician Certification Program

"They can walk directly into the workforce, filling those critical needs for emergency medical technicians. They can walk directly into a career." East Lyme interview with our EMT instructor, Mrs. Turano CTE Examiner 9-27-23.



# A Solid Post Secondary Plan

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- Makenna plans to go to Three Rivers CC for science/pre-med.
- During this time, she plans to upgrade her certification from EMT to paramedic.
- She then plans to go to Massachusetts College of Pharmacy and Health







## I95 Project ELHS Engineering/Pre- Engineering and Construction Partnership



- Blast Button Video Link
- <https://photos.google.com/photo/AF1QipNHvEUHrJWY-KIP4qg-1RrasKsZ5JRzpKkhus-t>

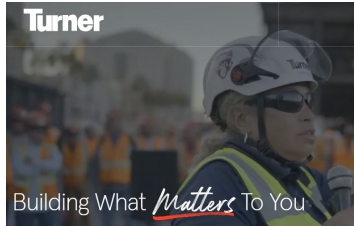






# Mystic Seaport Team Building and Apprentice Program





**SONALYSTS**

An Employee Owned Company



In the works, with a goal of connecting every department with a community partnership.



A final thought on  
Pathways programs  
and chronic  
absenteeism.



When students make the connection  
between a high school diploma and  
attainable post-secondary  
opportunities/interests, their eyes  
light up. These experiences also tend  
to elicit greater parental support.



# Allocating Resources to Pathways is a Win-Win Scenario

## Increase in Student and Parent Engagement

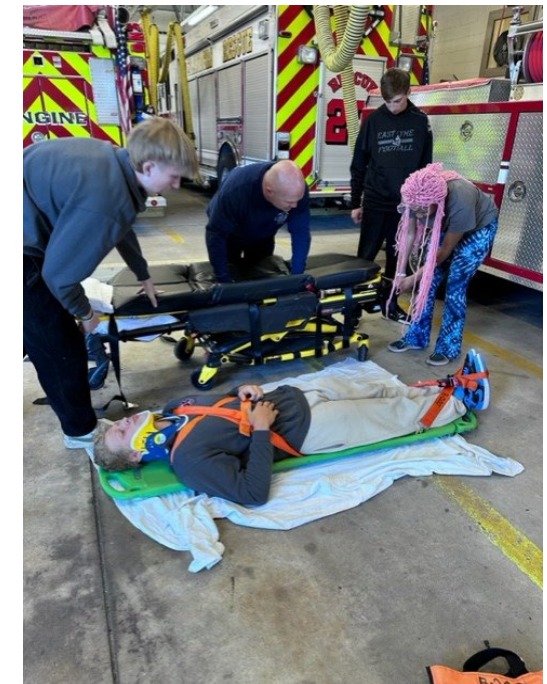
Programming gives students and parents another **pathway to fulfill our Vision of the Graduate**; increasing pride and ownership in the ELHS experience.

Increase in meaningful direct post-secondary opportunities; employment and/or education and training.



## Increase in Community Support

Community members may debate about school resource allocation, but all sides (in our experience) support Pathways programming.



Thank you for your time today. Questions?

Feel free to reach out to  
[Jeffrey.Newton@elpsk12.org](mailto:Jeffrey.Newton@elpsk12.org)

or

[David.Fasulo@elpsk12.org](mailto:David.Fasulo@elpsk12.org)  
with further questions.

