



CAREER PATHWAYS

*Launch Your Future Today*

LYFT Pathways Advisory Committee  
March 9, 2023

**Career & Technical Education**

# Today's Agenda...March 9, 2023

- 9:00 – 9:30 Welcome, Introductions & Updates
- 9:30 – 9:50 LYFT Expansion Opportunities
- 9:50 – 10:15 CTE Consortium Updates
  - Career-Connected Learning
  - Legislative Efforts
  - Alternative Teacher Prep
- 10:15 – 10:45 Funding Discussions
  - Past, Present, Future Funding
  - Current and Future Grant Recipients
- 10:45 – 11:25 Advisory Committee Refresher/Orientation
- 11:25 – 11:30 Closing

# Looking back...March 2021 Small Group Discussion on LYFT as Regional Service Model

*How might LYFT shift from a source of funds to a comprehensive regional service model?*

- Centralized services for career pathways
  - Replicate the work and learn coordination in all schools
  - How to share funding sources to support more of this work
  - Technical assistance model
  - New careers course taught by team from CMJTS/PIC/SWWC
- Coordination – Leading the work collaboratively
  - Connections and catalyst between schools, colleges, business, industry
  - LYFT Advisory Consortium continues; [build similar regional groups and a statewide group of reps from each region]

# LYFT Career Pathways – CTE Center Concept

## LYFT Career Pathways: *Launch Your Future Today*

- *Rural Center for CTE in SW and WC Minnesota*
- *A Comprehensive Minnesota Rural CTE Center*
- *Minnesota Rural Center for CTE*

### About Us

- Purpose
- History
- Partnership
- Governance

### Business Connections

- Work-based Learning
- FutureForward™
- Business Engagement Model
- Labor Market Reports
- Entrepreneurship
- Workforce Agency Contacts

### CTE Licensing

- CTE Licensing
- WBL Endorsement
- Concurrent Enrollment

### Career Education

- CTE Courses - Programs
- 3 Es Roadmap
- Career Education Course
- Career Counseling Services
- Project Discovery
- CTE Exploration Kits

### Project Funding

- Funded Projects
- LYFT Pathways
- Foundation
- Carl Perkins
- Grant Writing

# Your Insights...

*If LYFT Pathways was adopted as a multi-region or State model, how might that positively or negatively impact our region's efforts?*

## **POSITIVES/ADVANTAGES**

- Political Capitol
- Shared ideas/best practices; avoiding duplication
- Spirit of cooperation (regional yet collaborative)
- LYFT brand and model expanded upon; building bridges between business, education, community
- Greater opportunity for leveraged dollars
- Continuity for students; mobility

## **CHALLENGES/DISADVANTAGES**

- Potential loss of control; how to collaborate yet customized/flexible within each region
- Equitable distribution of funds
- Regional differences (demographics, lifestyle, economics)
- Keeping focus on spirit of cooperation
- Concern of losing voice of business/economic development
- Larger areas/cities may not “need” collaborations
- Keeping administrative costs down
- Competition between schools/regions

# Expanding LYFT CAREER PATHWAYS...

***What, if any, new insights do you have related to how expanding LYFT might positively or negatively impact our region's efforts?***

# NOTES- Insights on expanding LYFT

OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"><li>• Chance to involve more employers, including some major employers (e.g. Mayo Clinic)</li><li>• Expanding opportunities along edges of existing regional groups.</li><li>• Focus of the students</li><li>• More efficient use of funds</li><li>• To broaden the cooperation with local economic developers who have existing relationships with businesses. So an opportunity to grow the program and strengthen partnerships between districts and businesses.</li><li>• Opportunity to leverage more public and private dollars statewide.</li><li>• Would be serving the current governor's home area = political win.</li><li>• Chance to bring in more new/fresh ideas</li></ul>	<ul style="list-style-type: none"><li>• MMDC, UMVRDC, and SRDC do not have regional development counterparts in Southeast MN. Would be important to identify others who could fill similar roles in that area.</li><li>• Keeping our developed identify that we have established over years of collaboration</li><li>• Keeping focus on students and not on the businesses - business certainly benefit and that's great...</li><li>• Marketing to all students/parents</li><li>• Alignment of college credits with offerings; Clarity to those involved. How do things help students if they are credit based? If they are not?</li><li>• Would the collaborative model be shared across the south? This is our strength.</li></ul>

# Small Group Discussions – January 2023

## *If adopted, what might a statewide structure for LYFT Pathways look like?*

- Regional Steering/Advisory groups with state-level interaction between the groups
- Grants handled at local/regional level
- Shared web site (LYFT) with regional opportunities/resources by drop downs
- Funding – some for statewide efforts/coordination and some at regional level
- Coordination of some statewide efforts handled by specific region (FutureForward™ by SE, 3E's by SWWC, etc.)
- Have a paid position for coordination within each region; ensure management or coordination not tied to specific person; clear roles/responsibilities if someone leaves
- Use existing organizational structures as model (service coops, ADO's, ECI, etc.)



# Expanding LYFT: How will it look?

- ***What, if any, new ideas do you have for how a multi-region or statewide LYFT might look?***

# EXPANDING LYFT: HOW IT MAY LOOK

- **Similar to how the Regional Development Organizations work**
  - Independent regions but directors and, as appropriate, other staff meet on a regular basis to discuss ideas, opportunities, etc.
  - Individual brands but also have a Minnesota Association of Development Organizations (MADO) umbrella. This gives us a little more opportunity for “force coordination”.
- **Since Perkins and WIOA are required to be aligned it somewhat makes sense to leverage that existing structure.**
- **Local Plans feeding a regional plan**

# MSC CTE Consortium Update: Career Connected Learning

Four of MN Service Cooperatives (SWWC, Sourcewell, SCSC, and SSC) implement *Career Navigation/Coordination Services or Programming* in some fashion.

Coming together to learn from each other and explore opportunities for enhancing and expanding this work across the state.

*February 2023 –  
Each shared brief overview of...*

- *WHAT* career navigation services/programming they provide
- *WHY* they offer these services
- *HOW* it works in their region
- *IMPACT* they are seeing

# Career-Connected Learning: Sharing & Exploring

<b>CELEBRATIONS</b> (What's working well?)	<b>OPPORTUNITIES</b> (What are some potential improvements?)
<ul style="list-style-type: none"> <li>• Career Awareness/Exploration via hands-on activities/learning               <ul style="list-style-type: none"> <li>• Career Expos, Trades Camps, lots of experiences</li> </ul> </li> <li>• Increased engagement/connections/relationships with employers               <ul style="list-style-type: none"> <li>• Greater connections with students</li> <li>• Engaged in experiential learning</li> <li>• Hosting teacher tours</li> <li>• Bringing career info to the classroom</li> </ul> </li> <li>• Talent pipeline through business connections               <ul style="list-style-type: none"> <li>• Summer/Part-time student employment via career fairs</li> </ul> </li> <li>• Impacting significant # of students through expanded CTE opportunities</li> <li>• Creating career-ready graduates               <ul style="list-style-type: none"> <li>• Industry-recognized credentials</li> </ul> </li> <li>• Equity with all levels of students/all sizes of communities</li> <li>• Providing tools to guide students in identifying what they like/don't like</li> <li>• Quarterly planning days (professional learning/discussion/networking) for school leaders, career consultants</li> <li>• Sharing of state-wide best practices</li> <li>• Worker smarter rather than harder – “borrowing brilliance”</li> </ul>	<ul style="list-style-type: none"> <li>• Stepping up experiential learning               <ul style="list-style-type: none"> <li>• internships, apprenticeships, more job shadows</li> <li>• Greater recruitment for work experiences/training</li> </ul> </li> <li>• More people doing what we're doing</li> <li>• Support to help employers prioritize and implement advanced opportunities with students</li> <li>• Continue to engage core instructions teachers; embed CTE within coursework/industry connections</li> <li>• Improved ways to measure AND SHARE our impact               <ul style="list-style-type: none"> <li>• Tracking student employment</li> <li>• Individual career choices</li> </ul> </li> <li>• Making the work financially sustainable</li> <li>• Greater engagement with higher educations               <ul style="list-style-type: none"> <li>• Resources for students to transitions from HS to PS</li> <li>• Remove barriers to use PSEO for CTE (not just general coursework)</li> </ul> </li> <li>• Increased parent engagement</li> <li>• Eliminate transportation barrier</li> <li>• Filling the equity gap</li> <li>• Creating a contact list for subject matter expertise among our group</li> <li>• Better alignment of state systems – common language, definitions</li> <li>• Create a community of practice to continue sharing/learning</li> <li>• Increased collaboration among schools, regional partners, employers</li> </ul>

# Legislative Efforts

- HF 2497
- Career and Technical Education Consortium Grants
- Collaboration of the MN Service Cooperatives
- \$5 Million/Year
- All 9 Service Cooperatives (including Metro ECSU)

One-Pager Created to Share with Legislators

Available @:

<https://drive.google.com/file/d/1RT-1CDxovw4zHteG2NqHtmHqyu1fWNuF/view?usp=sharing>

# MSC CTE Consortium Update: Teacher Licensure

## Lakes Country Individualized Licensure Programs:

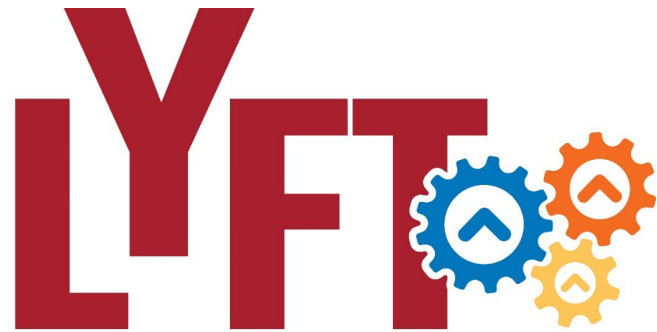
- Core Skills for CTE
- Construction Careers
- Manufacturing Careers
- Transportation Careers
- Teacher Coordinator of WBL

*Available at NO COST to  
Teacher/District through  
Rural CTE Funding*

*SWWC staff trained to  
coordinate/assist with  
licensure in future*

## ***What suggestions do you have for bringing awareness to Districts and identifying teachers in our region who may be interested?***

- “Dangle the carrot”: funding for programs through Perkins, not having to keep reposting positions through the district, connections with industry, etc. Do this, in addition to getting courses approved through MDE, will help. Extra money and saving time is music to their ears!
- Marketing hook? More investment in CTE licensure could lead to more students.
- Perkins Consortia meetings/news
- Post on the LYFT website; LYFT News
- Superintendents Meetings
- Inform/suggest as opportunity to school boards



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# Rural CTE Funding

PAST, PRESENT, and FUTURE



# Rural CTE Funding: PAST – CURRENT - FUTURE

## PAST

- 2018 – 2022 SWWVC - \$3,000,000 – LYFT Career Pathways
- 2021 - 2022 SCSC and SSC Combined - \$3,000,000 - Future Ready CTE
- 2021 – 2022 Northeast/Northwest Combined - \$1,500,000

## CURRENT

- 2022 – 2024 Rural MSC's (8 - Metro Excluded) - \$6,000,000

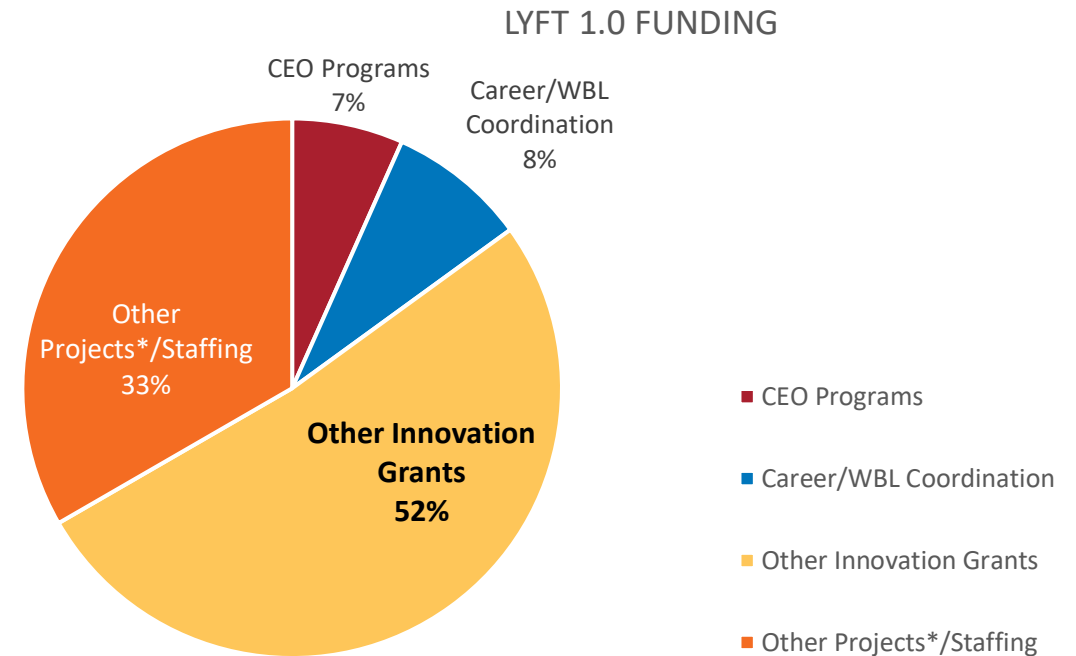
## FUTURE

- 2024 – 2025 Nine MSC's (Metro Included) - \$5,000,000\*
- 2025 – 2026 Nine MSC's (Metro Included) - \$5,000,000

*\*If the appropriation in the first year is insufficient, the 2025 appropriation is available; Any balance in the first year does not cancel but is available in the second year.*

# SWWC LYFT PATHWAYS FUNDING HISTORY

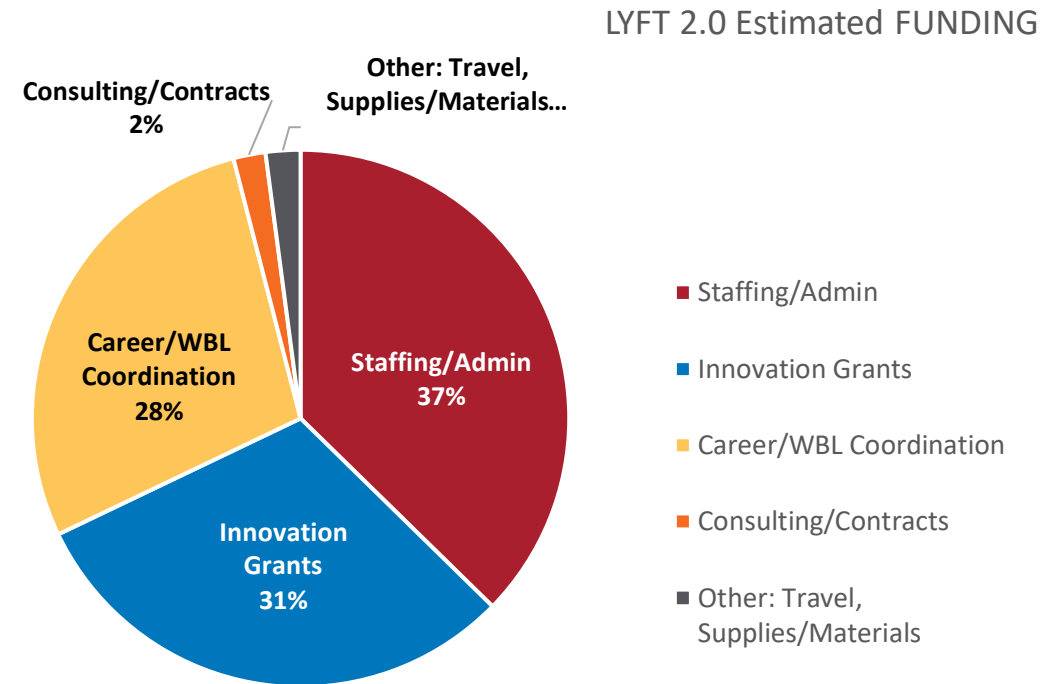
CEO Programs	\$200,000
Career/WBL Coordination	\$250,000
Other Innovation Grants	\$1,550,000
Other Projects*/Staffing	\$1,000,000
<b>OVERALL TOTAL LYFT 1.0</b>	<b>\$3,000,000</b>
*First Tech Challenge, LYFT Videos/Marketing, 3E's Resources, Career Course, etc.	



\*First Tech Challenge, LYFT Videos/Marketing, 3E's Resources, Career Course, etc.

# LYFT 2.0 ESTIMATED FUNDING

LYFT 2.0 Estimates	FUNDING
Staffing/Admin	\$ 232,000
Innovation Grants	\$ 190,000
Career/WBL Coordination	\$ 174,500
Consulting/Other Contracts	\$ 12,000
Other: Travel, Supplies/Materials	\$ 13,000
OVERALL TOTAL LYFT 2.0	\$621,500



# Leveraged Resources: Sources

- Workforce Partners (SW Mn PIC/CMJTS)
  - WIOA (Workforce Innovation and Opportunity Act)
  - Otto Bremer
  - SW Initiative Foundation
  - United Way
- Business/Industry – Inkind \$ Cash
- Perkins
- School Districts
- Higher Education

*What additional resources might support this work? [Thoughts from Fall, 2022]*

- Founding business partners; create legacy for local area
- Local Economic Development Authorities – funds to support local people/work
- Unions – example shared of reimbursement for students attending heavy equipment class through MN Virtual Academy

# Future Funding

*How might we best utilize resources and align efforts to support this work into the future?*

# How might we best utilize resources/align efforts to support this work?

- Encourage greater sharing of resources/collaboration
  - Who else can we partner with? Develop and share stakeholder/available resources list
  - Explore shared services – Career Connectors, Shared professional development
  - Expanded engagement between careerforce centers and educational institutions
- Increase employer engagement – larger scale/increased resources
- Provide greater awareness/learning through convening (all current/potential partners, businesses, economic developers); educate on the value of this work (ROI)
- Provide avenue for donations/solicitation of funds (LYFT web site/Foundation campaign/United Way model of funding)
- Create match making page on web site to match schools/employers
- Mitigate barriers for underserved student populations; greater support for “undecided” students
- Provide more technical resources on LYFT web site

# Reflections/Next Steps

## THANK YOU!

- Eriann Faris, [eriann.faris@swwc.org](mailto:eriann.faris@swwc.org)
- Tom Hoff, [tom.hoff@swwc.org](mailto:tom.hoff@swwc.org)
- Cheryl Glaeser, [cheryl@achieveresultstogether.com](mailto:cheryl@achieveresultstogether.com)

Upcoming meetings:

March 16 – Check-In Zoom

April 20 – Check-In Zoom

May 18 – Check-In Zoom

June 15 – Meeting (Redwood Falls)

# Rural CTE Consortium



## MEMBER SCHOOL DISTRICTS



Helping Communities Prosper







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## ADVISORY COMMITTEE ORIENTATION

# What is LYFT Career Pathways?

Launch Your Future Today (LYFT) is a rural career and technical education (CTE) pathway initiative with the purpose of rebuilding CTE in southwest and west central Minnesota.

# The Goal of LYFT Career Pathways

For every secondary student in the region to gain marketable skills through meaningful CTE courses and opportunities, which lead to further education and careers that match our region's labor market needs.

# What is a Career Pathway?

A series of connected education and training programs and support services that enables people to secure or advance in employment within a specific industry or occupational sector.  
(DEED)

# Finding a Pathway

## Typically



1. College



2. Major



3. Career Pathway

## Should Be



1. Career Pathway

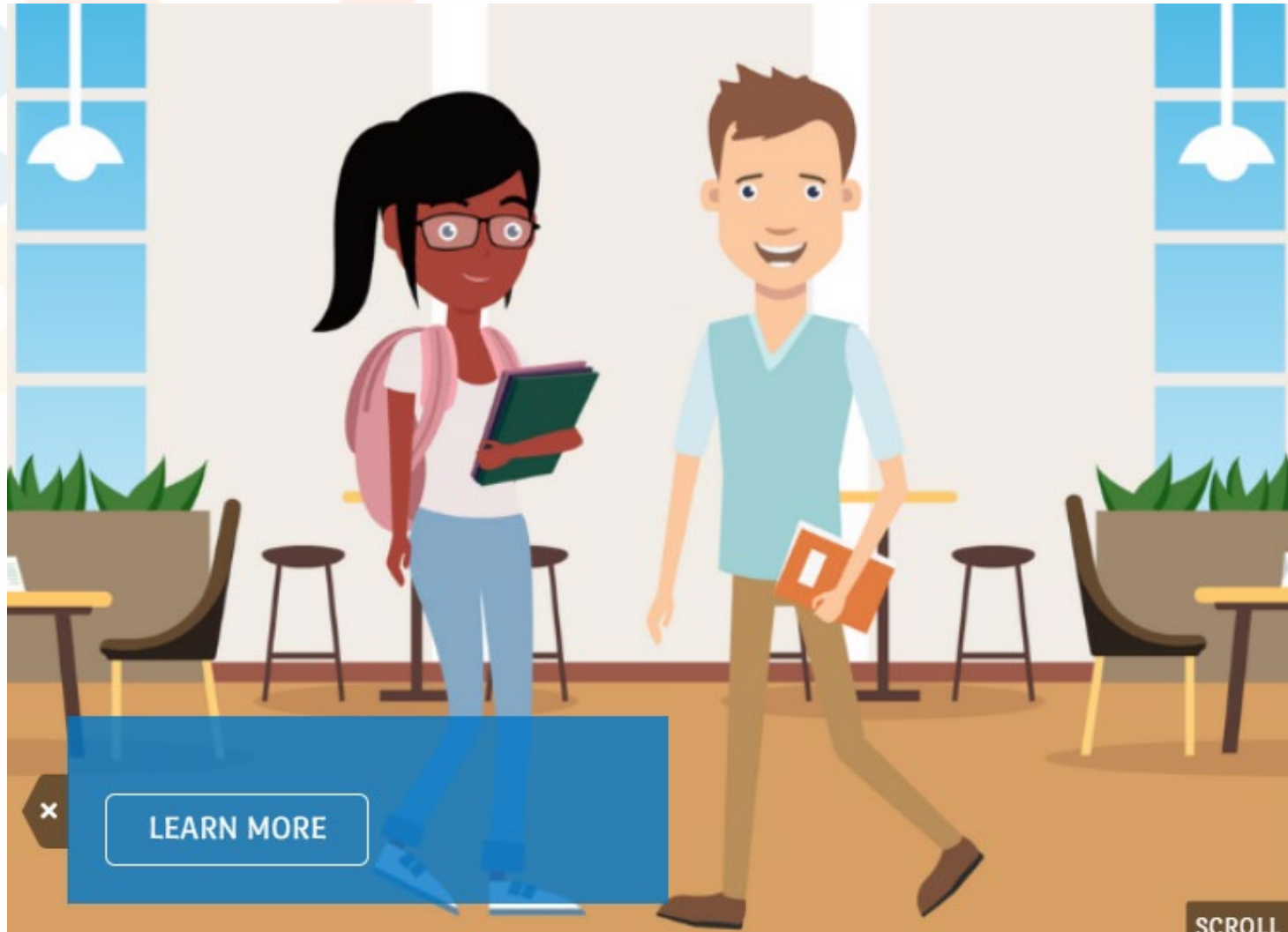


2. Major – Credential



3. Future Training

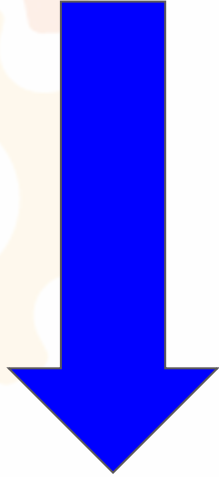
# What's next after high school?



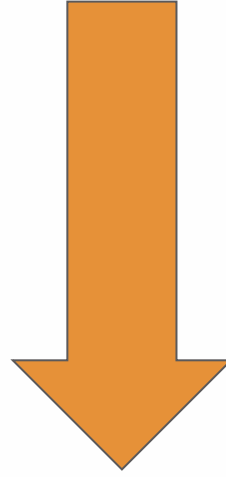
# Why are Career Pathways Needed?



# of CTE  
Classes



# of CTE  
Students



# of CTE  
Teachers



Funding  
for CTE



Business  
Demand  
for Skilled  
Employees

# Regional Labor Market

- Aging labor force and general population
- Not enough young people going into skilled trades to make up for baby boomer retirements
- Higher percentage of people with just a high school diploma or less (compared to MN)
- Half of job openings are in Health Care and Manufacturing
- Lower wage levels than metro and other parts of the state.
- Employers NEED SKILLED EMPLOYEES!



# LYFT Career Pathways Funding

- LYFT was originally funded through a \$3 million Rural Career and Technical Education Consortium Grant, which was passed by the Minnesota Legislature in 2017.
- The Rural Career and Technical Education Consortium Grant continues to fund CTE efforts of 8 greater Minnesota Service Cooperatives (MSCs) through a legislative appropriation of \$6 million shared by the MSCs
- SWWC's portion of the current legislative funding that extends to June of 2024 is \$621,500

SCHOOL DISTRICTS,  
HIGHER EDUCATION,  
WORKFORCE AGENCIES  
AND BUSINESS WORK  
TOGETHER TO ENSURE  
STUDENT SUCCESS

Collaborative  
and  
Innovative

Business  
Driven and  
Supported

CTE

Student-  
Centered

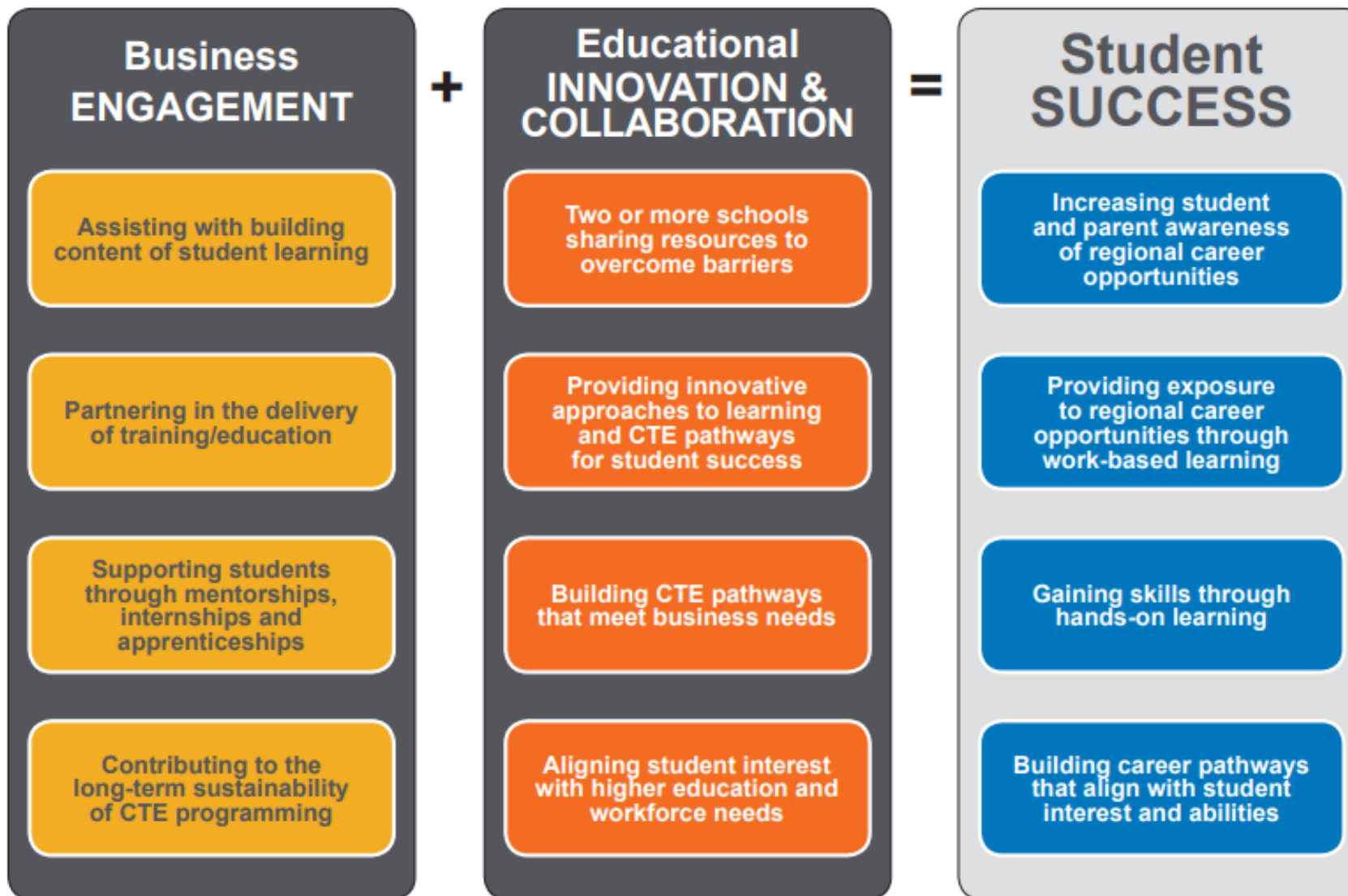
THRIVING COMMUNITIES

BUSINESS DRIVES CTE  
PROGRAM CONTENT  
AND SUPPORTS CAREER  
AWARENESS AND SKILL  
DEVELOPMENT

ALL STUDENTS ARE  
AWARE OF LOCAL/REGIONAL  
CAREER OPPORTUNITIES,  
UNDERSTAND THEIR  
INTERESTS & ABILITIES, AND  
ARE EQUIPPED TO PURSUE A  
CTE PATHWAY THAT BEST  
FITS THEM



## Launching Futures: Formula for SUCCESS



# LYFT Career Pathways Partners



## MEMBER SCHOOL DISTRICTS



Helping Communities Prosper



- Regional School Districts
- Regional Businesses
- Chambers of Commerce
- City and County Economic Development

# LYFT Career Pathway Partners

- Central Minnesota Jobs and Training
- DEED
- Glacial Lakes Adult Basic Education
- Minnesota West Community and Technical College
- Ridgewater College
- Southwest Adult Basic Education
- Initiative Foundation
- Southwest Minnesota Private Industry Council
- Southwest Minnesota State University
- SWWC Service Cooperative
- Mid-Minnesota Carl Perkins Consortium
- Minnesota West Carl Perkins Consortium
- Minnesota Department of Education
- Regional School Districts
- Regional Businesses
- Chambers of Commerce
- City and County Economic Development



# LYFT Pathways Partnership Roles

## **MRV CTE Collaborative Schools**

- Develop new opportunities
- Coordinate school schedules
- Expand student awareness
- Communication between schools, college and business
- Industry advisory committees

## **SWWC Service Cooperative**

- LYFT Pathways fiscal host
- Consortium leadership
- Partnership meeting facilitation
- Grant technical support
- CTE program approval
- Licensing support

## **SW Minnesota Private Industry Council**

- Work-based Learning (WBL) coordination
- Business relationships
- Student work-readiness skills
- Leveraging funding for WBL experiences
- Youth Skills Training (YST) grant

## **Minnesota West Community and Technical College**

- College level instruction
- Classroom space
- Business relationships
- Student equity
- Course content expertise
- College credit for students
- D2L platform and support

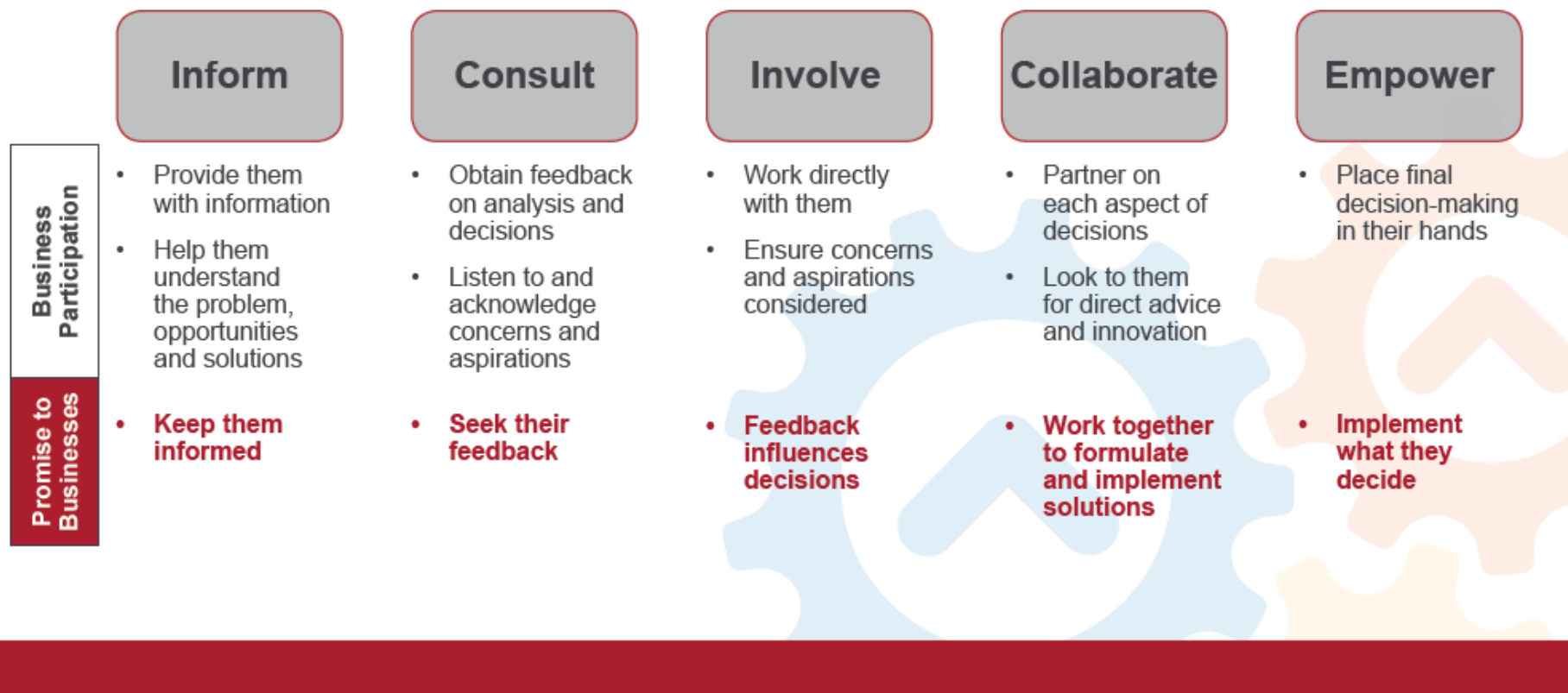


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## Business Engagement Spectrum for Career and Technical Education Courses

This tool shows different levels of engagement on a spectrum from “inform” to “empower,” with businesses having higher degrees of influence over decisions made as the engagement levels move toward empower. There are many factors and situations that determine the degree of engagement, so there is no right or wrong placement on the spectrum.



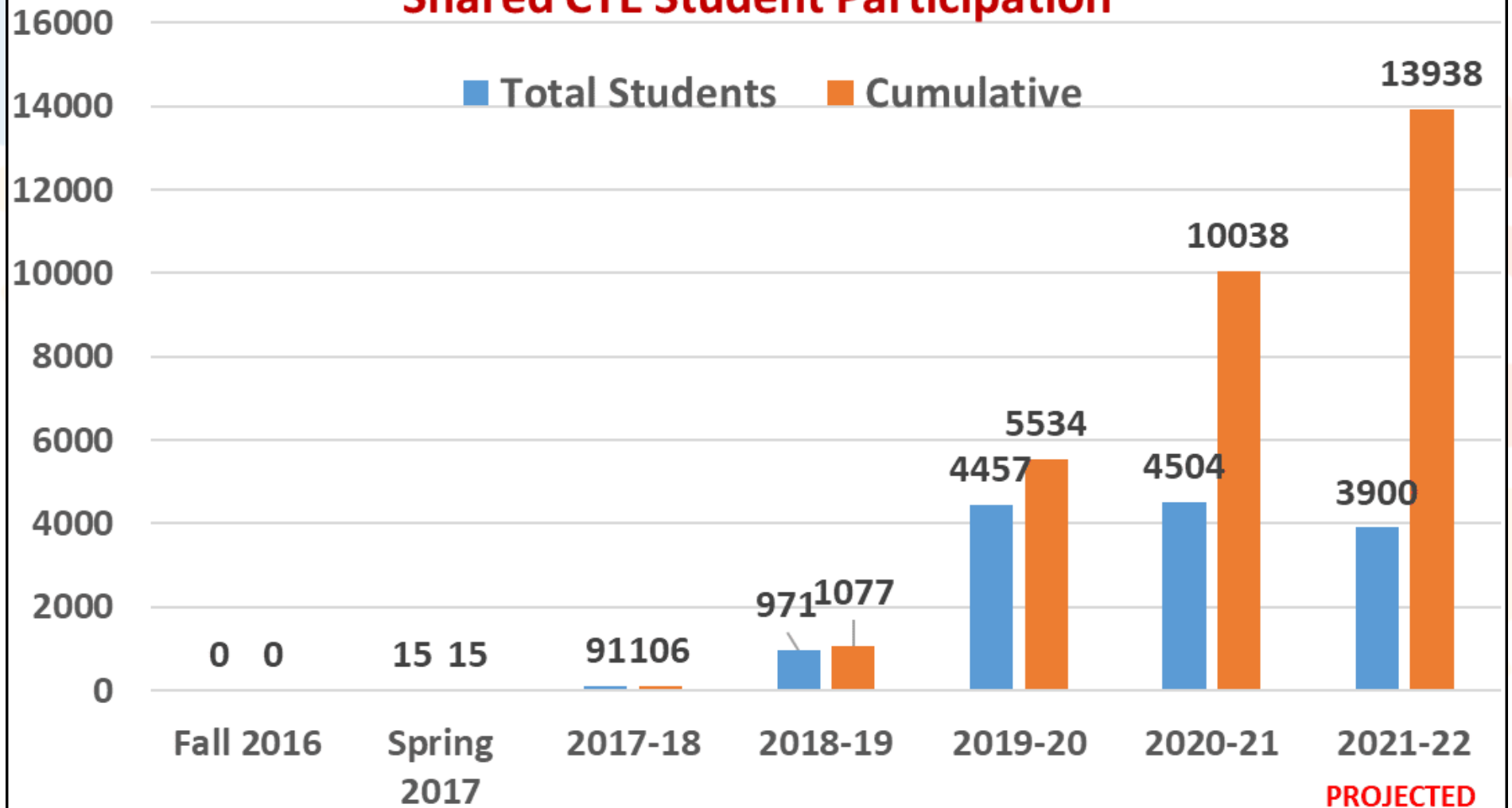
# LYFT Career Pathways Today

- Funded **65** LYFT Projects leveraging \$**1,344,322** across region spurring innovative CTE experiences for students
- Impacted **18,884 Students @ 64 School Districts**
- Developed LYFT web site and 3E's Roadmap/Resources
- Developed LYFT Career Course
- Established/supported 5 Career Navigators/Connectors
- Established/supported 5 CEO programs in the region



# LYFT Student Impact

## LYFT Pathways Impact on Shared CTE Student Participation



# Resources for Students/Educators

- **Video:** Focus on alternative options/decisions
- **3E's Roadmap:** Exploration, Exposure, Experience
- **Resources/Worksheet**
- **3E's Workshop**
- **Career Course**

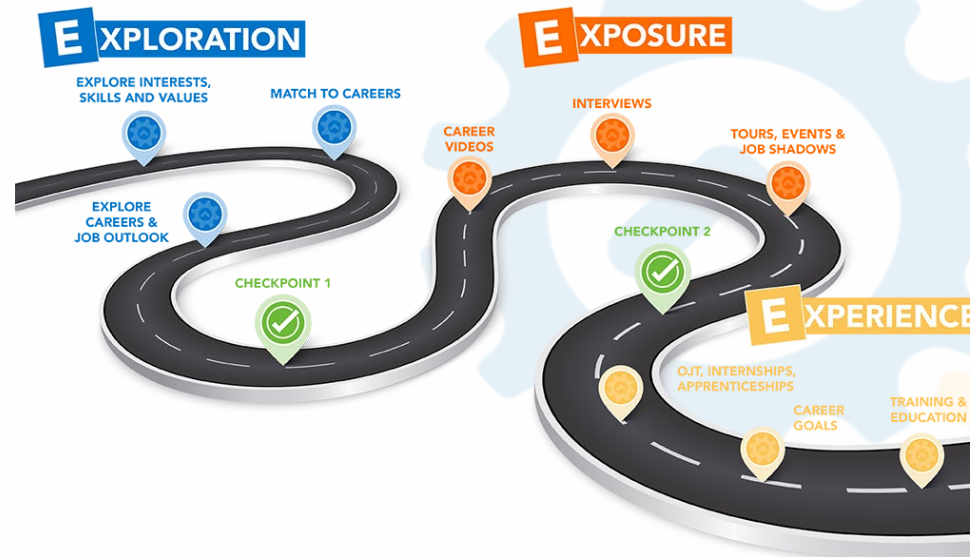
## What happens next after high school?

Watch [this video](#) to get started on your journey.

The 3 Es Roadmap

**EXPLORATION** | **EXPOSURE** | **EXPERIENCE**

Download this [FREE WORKSHEET](#) to help you track what you learn along your journey.



# Purpose of Advisory Committee

- To work in partnership to develop a sustainable high school career and technical education (CTE) system.
- To identify current regional organizations, structures, and processes that can support a new CTE system.
- To share existing resources and help leverage new resources that increase our efficiencies and lead to a sustained system.

# Role of Advisory Committee

- Support a shared vision for LYFT Career Pathways
- Provide awareness of existing systems, structure, CTE offerings
- Develop guidelines/parameters for funding
- Reach consensus on decision-making process for funding
- Advise SWWC on the continued administration of LYFT Career Pathways activities and initiatives
- Participate as partners in the LYFT Career Pathways efforts

# Key SW MN Priorities 2023

- Advancing Student/Employer Connections
- Ensuring Equitable Access to Advanced CTE Opportunities for All Students
- Expanding Regional Awareness and Collaboration
- Advancing Educator Awareness/Development