



CAREER PATHWAYS

*Launch Your Future Today*

LYFT Pathways Advisory Committee

April 20, 2022 (**WITH NOTES**)

**Career & Technical Education**

# Meeting Objectives

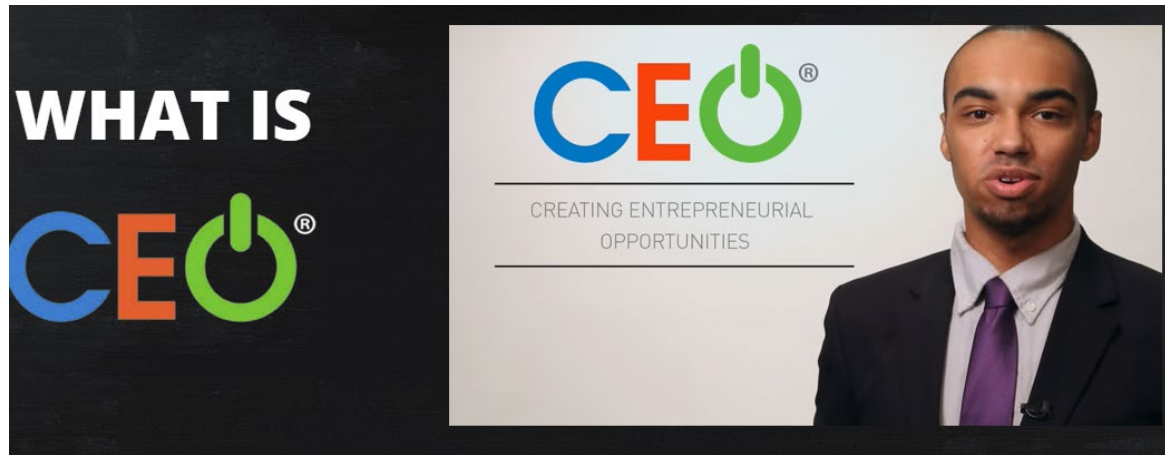
- Share and reflect on the projects and efforts funded thus far through LYFT
- Review and gather feedback on future funding and priorities
- Explore the alignment of Perkins Consortium Funding/Priorities with LYFT Pathways
- Discuss leadership transitions and the future of LYFT Pathways/the Advisory Committee

# LYFT PROJECT UPDATES

## Recently Funded LYFT Projects: (\$75,000)

- Sparking Welding – Canby, YME, SMI & Hydraulics (\$20K)
- Pathways Technology – JCC, MCW, HLO & AGCO (\$15K)
- Journalism/Videography – YME, Lakeview, SMSU, Pioneer Public TV, & FilmNorth (\$20K)
- Auto Brakes & Steering – Marshall, RCW, MN River Valley CTE, SWMN PIC, Minnesota West, Lockwood Motors, Kruse Motors, MN Transportation Center of Excellence (\$20K)
- EMT – NLS, Paynesville, Centra Care, New London Ambulance, Ridgewater (\$10K)

# Entrepreneurship



## **LYFT-Supported Collaborations:**

- SW MN CEO — Luverne, Pipestone, Adrian, Ellsworth, HBC, Edgerton, SW Christian
- West Central MN CEO — MACCRAY, KMS, RCW, Central MN Christian
- Lyon/Murray County Area — Marshall, MCC
- MN River Valley — YME, Montevideo, Lakeview

# Entrepreneurship Networking Day



"Please set-up our next class so we can talk about it as a class to give you feedback and ideas. Thank you for having so much doing in the event."



# SMSU Student Comments & Observations

## Comments:

"Thank you all for doing this for us."

"We know you guys care for us."

"Next time, can we get on stage with you guys for the business pitch; all of you gave us confidence."

## Observations:

One student was truly thankful that Action Manufacturing knew his name and are in the process of setting-up a meeting with him.

"I know I have to trim the business idea now; you said it, but this event reinforced it."

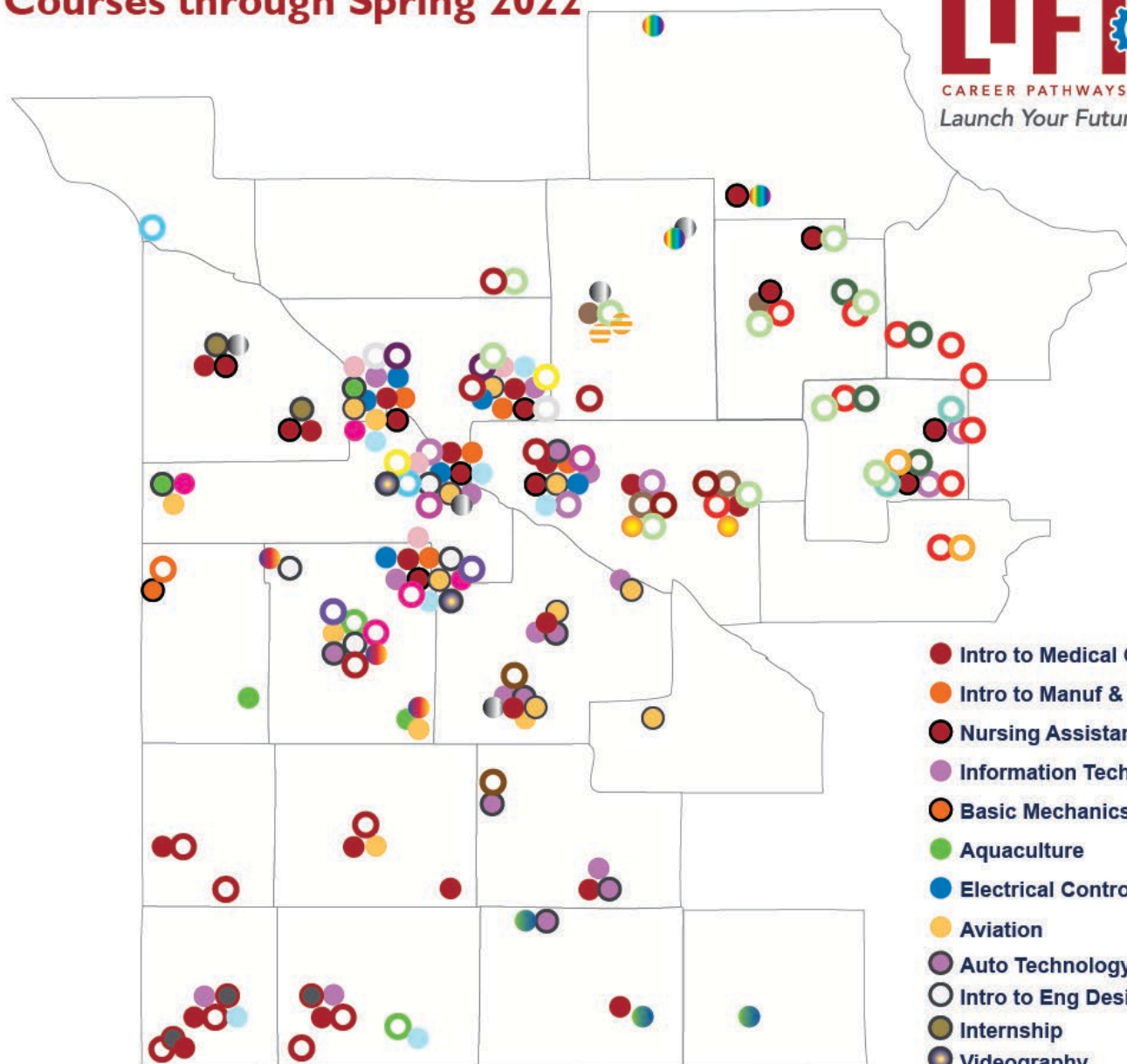
"Please set-up our next class so we can talk about it as a class to give you feedback and ideas. Thank you for having so much doing in the event."

"I am so happy that I took this class; I didn't have to take it. I saw my first cousin [from CEO] because of this event, and I didn't even know she wanted to be an entrepreneur."



# 2021-22 School Year

## Courses through Spring 2022



- Intro to Medical Careers
- Intro to Manuf & Engin
- Nursing Assistant
- Information Tech Concepts
- Basic Mechanics
- Aquaculture
- Electrical Controls
- Aviation
- Auto Technology
- Intro to Eng Design
- Internship
- Videography

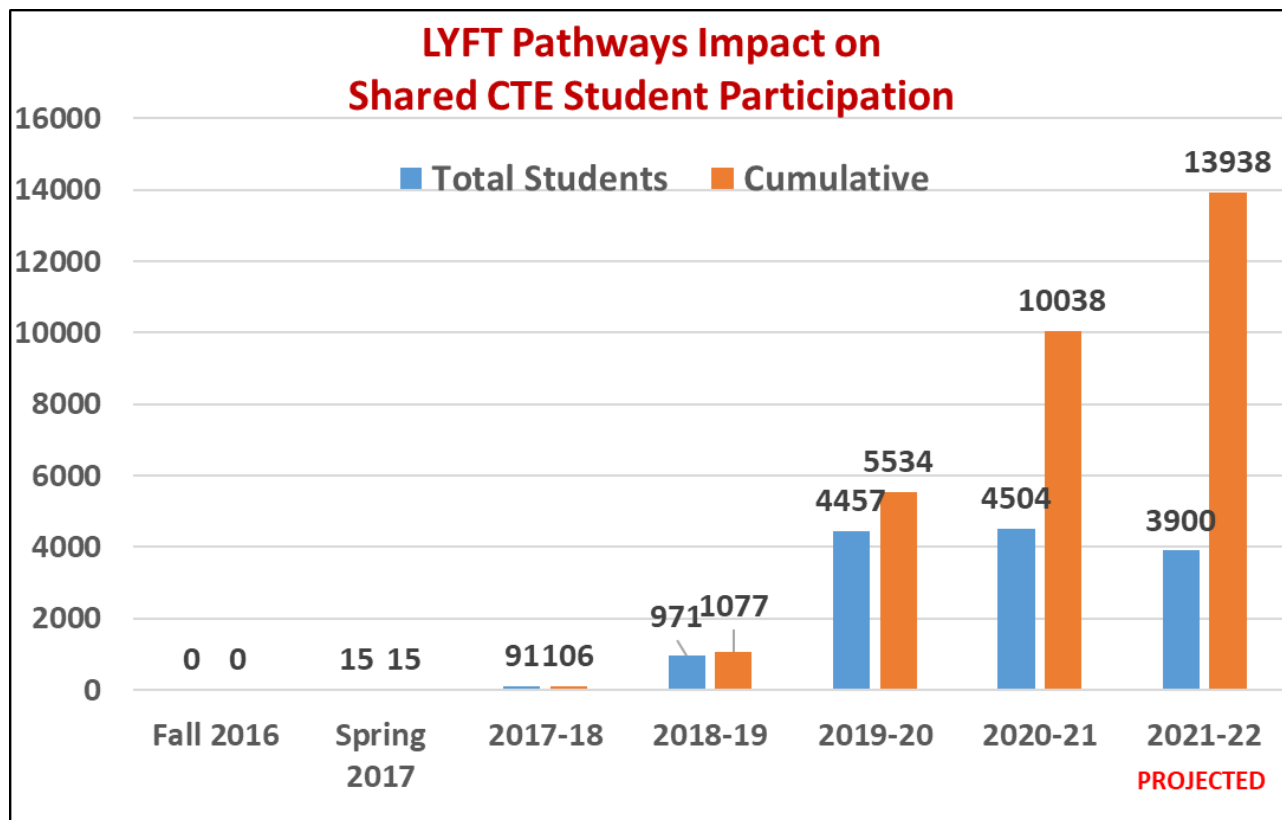
- CMJTS Work Based Learning
- Small Business Basics
- Food Truck
- CS Discoveries
- Community Health Worker
- Networking Basics
- CPR, First Aid & AED
- Electrical, Plumbing and HVAC
- CADD PLTW
- Tiny House
- Medical Terminology
- IGNITE Your Future
- Child Development
- Architecture PLTW
- Yellowstone Productions
- ProStart
- CEO
- Manufacturing
- Welding Principles
- CDL Training Program
- Intro to Education
- Pharmacy Tech
- AgDrone Technology
- Medical Careers Internship
- Industrial Const Methods
- PIC Work Based Learning
- Documentary Film Making
- CROW CAPS MAPS
- Work and Learn
- Pathways Technology
- YES! ECO Careers
- BEN CEO in the Classroom

# LYFT Pathways Impact

**10,038 Students**  
**51+ LYFT Projects**  
**40 of Them Courses**

**PROJECTED**  
**by End of 2022...**

**Nearly 14,000**  
**Students**



# Budget/Funding Update

Rural CTE Consortium Funding	\$3,000,000
Expended to Date (6/30/21)	\$2,630,000
<u>Committed for Projects/Staff for FY21-22</u>	<u>\$370,000</u>
Estimated Remaining for FY 22 New Projects	\$0

# Survey: What excites you most about the future of CTE in the region?

- **Students – Expanded Opportunities/Growing Interest**
  - Education of local careers; trying different pathways
  - traditionally underserved students
  - Growing interest from students for CTE careers
  - Options to stay in the area/make a good living withing leaving
- **Business, Education, & Student Interaction & Engagement**
  - Increased awareness, action and involvement of high schools
  - Connecting students/educators with local employers
  - Business/industry promoting CTE; awakened to attract young workers
- **Alignment**
  - Of HS, college, workforce, and community partners
  - Of educational programming/regional economic needs

*“There hasn’t been this much talk about CTE in all the time I’ve been involved in education  
The expansion and growth of CTE across the region!”*



*Looking Back &  
Moving Forward*

# Survey: Rank the following activities according to effectiveness in advancing/growing CTE opportunities

	1	2	3	4	5	6	N/A	TOTAL	SCORE
Work-based learning opportunities for students in partnership with area businesses/workforce agencies	14.29% 2	28.57% 4	28.57% 4	28.57% 4	0.00% 0	0.00% 0	0.00% 0	14	4.29
New/Innovative CTE courses at area high schools	14.29% 2	28.57% 4	35.71% 5	14.29% 2	0.00% 0	7.14% 1	0.00% 0	14	4.21
Career Navigators/Coordinators working as liaisons between schools, students, and businesses	21.43% 3	7.14% 1	21.43% 3	28.57% 4	21.43% 3	0.00% 0	0.00% 0	14	3.79
Career exposure events/workshops for students	28.57% 4	7.14% 1	14.29% 2	7.14% 1	35.71% 5	7.14% 1	0.00% 0	14	3.64
Advanced business/education partnerships that have led to innovative courses/experiences for students	13.33% 2	33.33% 5	0.00% 0	13.33% 2	26.67% 4	13.33% 2	0.00% 0	15	3.53
The 3E's Video/Roadmap/Worksheet as resources for building awareness/pathways	6.67% 1	0.00% 0	6.67% 1	6.67% 1	13.33% 2	66.67% 10	0.00% 0	15	1.80

## Survey: Additional effective activities/opportunities

- Awareness of opportunities through industry tours and parent communications
- Keeping teachers updated on latest technologies & opportunities
- Showing students a roadmap; importance of building skills (CNA to MD; Welder to Engineer)
- Longitudinal study of outcomes for participants of CTE programs; Empirical evidence of effectiveness for long-term funding/planning

# Survey: What concerns you most about the future of CTE in the region?

- **Sustainability challenges**

- Ability of school districts to work together through leadership transitions/turnover/succession; continuing the vision/partnerships
- Lack of future planning
- Losing steam with our network
- Instructor availability/credentialing impacting the ability to grow/sustain CTE
- Maintaining funding for school programs
- Perkins Funding - Narrow focus/strict guidelines; how MN interprets the law
- The *system's* ability to align/support all students and necessary programs

- **Student Opportunities – Equity, Numbers, Age, Focus**

- Equity of CTE services between schools; some student more access than others
- Enough student interest to ensure program success
- Continued worker shortage but not enough students to fill critical need
- Not reaching youth when young enough; do more in elementary schools
- Lack of consideration of career growth/advancement for students; Need well-rounded offerings/people at all educational levels

# LYFT Challenges – Shared in the Past

- Student travel for center-based instruction of shared-CTE projects
- Graduation requirements; schools desire local control and flexibility
- Shortage of CTE teachers
- Coordination of CTE classes between school partners
- Dedicated funding for shared-CTE projects that incentivize cooperation
- Vulnerability of partnerships due to leadership/staff turnover and competing self-interests

# Survey: What improvements could be made to our current/past LYFT Pathways efforts?

## • PROGRAMS/PROJECTS

- Become more particular about the alignment of programs; Next phase should place higher importance on economic need
- More programs on the shelf/in the can (ready to be replicated in more communities)
- More assistance for planning youth apprenticeships, work-based learning, service learning opportunities

## • GRANT FUNDING

- Allow for varying amounts to be requested
- Not sure we need \$50,000 grant to get projects going; set a lower maximum request amount
- Require a more specific match

# Survey: What ideas do you have for how we might better prepare students for education/training/regional careers?

## ● Student/Employer Connections

- Continue working on school/employer engagement
- Continue creating more opportunities for students to have an immersive experience with employers
- Get back to pre-pandemic progress of getting students out into the workplace setting and getting them connected to area employers (building their network)

*"It's easy for businesses and schools to focus on their internal worlds, but making the connections and seeing the applications can really make a difference."*

## ● Opportunities/Experiences for ALL Students

- Ensure available to all students/schools
- Start younger
- Offer college credit for work exploration/experience in high school
- Support schools/students as they reflect on these experiences/opportunities as move through HS

*"Adjust focus to include work in elementary schools. Working with Legos, erector sets, chemistry sets, etc. help kids find their "spark" at younger ages so that we can stoke that fire."*

## ● Teacher Awareness

- Ensure teachers are aware of the opportunities/experiences that exist and are available to their students

*"Students can get college credits in post-secondary courses for going camping or eating food, why not for building a trailer or caring for another human while in HS?"*

# Your Insights on Future Work...

- *How might we best prepare students for education, training and regional careers moving forward?*

# Your Insights...

## What's working well (Continue As Is)

- Business Partnerships required for access to funds
- Focus of students as the center
- Regional/education/workforce alignment
- CEO programs
- Career Navigators
- Offering grants to support projects/innovation

## What could be improved? (Modify or Expand Upon)

- Expand efforts to Jr High/Elementary Students
- Grants to partnerships but lower maximums (not \$50K; perhaps \$20K)
- Require matching funds to aid sustainability
- CEO in every school (building culture of entrepreneurial thinking)
- Career Navigators in every school
- Faculty, counselor administration & community engagement
- More diversity on Advisory Committee (HS students, age, gender, race, geography, etc.)
- Curriculum/Teacher Development - Embedding CTE into all courses and Read/Write Math into CTE courses

# Your Insights...

## What's missing? - (Additions/New Ideas)

- Cross pollination of lessons/ideas between schools (Innovation in Education Conference?)
- Ways to connect schools/programs that are not located near one another (collaborate on CTE offerings)
- Connections to branded events (manufacturing week, etc.)
- Increase student equity/access through transportation support
- Workshops – out of field teaching
- More focus on diversity (lessen barriers; identify the true issues)
- Expand to Adult Basic Education or 4-YR college drop outs/2 yr transfer students
- Connect CTE students/higher education (mentorship and inspiration)
- Apprenticeship programs that are skills-oriented (without some of the other educational requirements); potentially DOL Youth Skills; Resources like Bring you're a Game

# Region/Statewide Efforts

*What's taking shape  
in our region & across MN?*



# Statewide CTE Funding/Efforts

- Minnesota Service Cooperatives – Collaborative CTE Planning/Implementation
- Rural CTE Consortium Grant
  - State Funds—Fiscal Years 2022 and 2023 - \$6 million
  - MDE currently reviewing 2 joint Minnesota Servicer Cooperative grants totaling \$3 million
  - Priorities currently identified...
    - Statewide CTE Coordination/Planning
    - Regional CTE Coordination/ Career Pathways Navigation
    - Experiential CTE opportunities – projects; work-based learning, employer engagement, etc.
    - CTE Teacher Recruitment/Professional Development/Licensure

## MN West Consortium

- MN West Community & Tech College
- 38 High Schools

## Mid-Minnesota Consortium

- Ridgewater College
- 17 High Schools

## Perkins V Uses of Funds

- Up to 5% for administrative purposes
- Must have clear link between comprehensive local needs assessment and how funds are spent
- Used to support CTE programs that...
  - Aid students in making informed plans/decisions about future education/careers and increasing student achievement
  - Provide professional development for teachers, faculty, admin, etc.
  - Provide CTE skills for high-skill, high-wage, industry demand occupations
  - Support integration of academic skills into CTE programs
  - Develop and implement evaluations of activities supported by this funding

# Perkins Funding Requirements

- Requires comprehensive local needs assessment and alignment
- Expenditures of approved CTE programs only;
- 5th grade and up only
- May not be used for remedial/developmental courses
- May not be used for postsecondary customized training
- Must have strong industry connection (use same equipment, tools, learning opportunities as current industry)
- No supplanting of funds
- No consumable supplies
- No direct individual/student benefit (awards, scholarships, tuition, items retained by students, promo items, etc.)
- No capital improvements

Currently funds are most often used for purchasing equipment, career exposure through industry tours/expos; and teacher workshops

Committee noted the importance of aligning LYFT efforts with Perkins and WIOA to ensure most efficient use of funds and to avoid duplication.

# Minnesota WIOA Mission/Goals

NOTE: The group suggested having SW MN PIC and CMJTS provide us with an update on their goals/plans; how tied to this work at our next meeting.

- **Mission:** To create a Career Pathway System that aligns local, state, and federal resources, policies and services to meet the workforce needs of business and industry and improves access to employment, education, and training services for Minnesota's current and future workforce.
- **Goals:** To build on this vision, live out our mission and continue strengthening the workforce development system, the 2020 WIOA goals are:
  - 1. Reduce educational, skills training and employment disparities based on race, disability, gender, or disconnected youth.
  - 2. Build employer-led industry sector partnerships that expand the talent pipeline to be inclusive of race, disability, gender, and age to meet industry demands for a skilled workforce.

# OTHER EFFORTS/AWARENESS...

- SWWC/LYFT Leadership Transitions
  - Tom Hoff shifting to .25 FTE for the next year; transition to retirement
  - In interview/hiring process for new person who Tom will work with over the next year
- LYFT Pathways Advisory Committee
  - Group sees the benefit in continued collaboration; will discuss future frequency/focus this fall
- Education (Secondary/Post-Secondary)
  - Groundwork is being laid for legislative funding toward student education funding similar to South Dakota
- Economic Development
  - Much focus on childcare and housing as key challenges impacting workforce development

# Your Insights for the future...

- ***Where should we focus our future work/new Rural CTE funds? (i.e.) What needs our most immediate attention?***
- *How might we best utilize resources and align efforts to support this work?  
(To be discussed at future meeting)*

# Where should we focus our future work/new Rural CTE funds? (i.e.) What needs our most immediate attention?

*Ideas generated (not listed in any particular order)*

## **Transportation/Travel Infrastructure and Funding**

- Major barrier; helps underserved students; aids participation and completion of programs

## **Business Engagement**

- Help businesses understand how to partner; Relationships with businesses are critical
- Consider having cohorts/consortiums of like businesses work together to be involved/offer experiences for students (less impact on small businesses)

## **Greater focus on Diversity & Inclusion**

- Meet the needs of the underserved and you meet everyone's needs

## **Student Engagement/Involvement in Planning (need to hear from them!)**

# Where should we focus our future work/new Rural CTE funds? (i.e.) What needs our most immediate attention?

*Ideas generated (not listed in any particular order)*

## **Strategic Marketing: Student, Parent and Community/Public Awareness**

- Workforce/CTE information available at school events
- Public messaging about CTE careers (high demand/high wage opportunities); use social media, TikTok, etc.)
- Strategic marketing tied to other events (CTE month; manufacturing month, etc.)
- Myth busting around 2 year and 4 year options (no shaming for either)

## **Career Awareness & Planning**

- Student exposure to multiple career options/skills that transfer; Help students see that they aren't preparing for one perfect job
- Include counselors in educating students on what happens @ 2-yr schools (help counselors understand Return on Investment)
- Teacher awareness/professional development: career awareness to classroom teachers (all content areas; how learning applies in real world); potential teacher stipend for professional development

# Reflections/Next Steps

- Next Steps

- MDE approval of Rural CTE Collaborative Legislative Funding
- Determine funding mechanism for school-business partnership grants
- Determine initiatives shared by LYFT Pathways Partnership
- Determine ongoing efforts of LYFT Advisory Committee
- Transition to new leadership

Next meeting: TBD  
Likely late July or August

**THANK YOU!**

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# Rural CTE Consortium



## MEMBER SCHOOL DISTRICTS

