



FUTURE FOCUSED KCS WORKFORCE DEVELOPMENT



The Goal of KCS Workforce Development

Funded by the Bill and Melinda Gates Foundation, KCS Workforce Development strives to equip students at every level with the tools for future success. Our program fosters career awareness in elementary students, career exploration in middle school, and hands-on career experiences in high school. Our ultimate goal is to prepare every student for life beyond graduation and empower them with the skills and knowledge for economic mobility.



FAIRMONT STUDENTS EARN CUTTING-EDGE 5G CREDENTIAL THROUGH UD PROGRAM

Six Fairmont students are part of an exciting new program at the University of Dayton College of Engineering. Through this initiative, they are taking a course with a UD professor and earning a highly sought-after credential in 5G Telecommunications. This opportunity was made possible by a grant awarded to UD, enabling them to extend this cutting-edge program to high school students across the region.



2024 FIRST SEMESTER NUMBERS AND ACTIVITIES

- Career Surveys and YouScience Assessments

- 497 8th grade students completed YouScience (92%)
- 1,694 Fairmont students completed the Career Interest Survey (71%)

- Field Trips

- Construction Career Expo (HS) - 62
- FC Industries (HS) - 138
- Phillips Tube (MS) - 100
- UD 5G (HS) - 6
- Upcoming: Kettering Hospital and Kettering College for MS and HS

- MS Lunch-n-Learn

- Sept - Sheet Metal Local 24 Dayton
- Oct - Dayton Regional Manufacturers Association
- Nov - Kettering Health and Fairmont CTC
- Dec - Parallax Advanced Research and Montgomery County Youth Works

COLLECTING FEEDBACK FROM STUDENTS, FAMILIES, AND BUSINESS PARTNERS

- Students attending FT

- 100% agreed or strongly agreed that the FT was helpful in making future career decisions
- 97% agreed or strongly agreed that the FT helped identify a connection between what they are learning in school and future goals
- 76% said the FT has motivated them to come to school and work hard so they can achieve their future goals

- Families attending career programming events

- 100% agreed or strongly agreed that they would like more opportunities to explore career pathways with their child through school events
- 100% strongly agreed that career exploration and exposure should be a key focus in the education provided by KCS
- 86% feel more knowledgeable about career opportunities in our area for their student

- Businesses attending career events at KCS

- 93% agreed or strongly agreed that these events help strengthen their company's connection with the local school community
- 100% would attend these events again
- 100% would recommend these types of events to other businesses in their field
- 93% agreed or strongly agreed that students are interested and engaged

Quote from a student: "I don't think this career field is for me, but I'm glad that I went on the field trip and found out before I made any long term decisions."

Quote from a parent: "It was nice there was a variety of fields, with plenty of options that my child could try."

Quote from business: "It was great to tie our opportunities to students YouScience results."



YOUSCIENCE CAREER REPORT FOR KCS

Why Aptitudes Matter

An aptitude is an individual's innate ability, distinct from interests, personality traits, or learned skills, which are influenced by environment and can change over time. Unlike interests—which are shaped by exposure—aptitudes are hardwired and typically solidify around age 14.

For example, a student may not express interest in a career they've never encountered, but aptitude-based data can reveal their natural fit for such roles. This approach helps students explore careers they may not have considered, showing them opportunities where they are "wired" to excel and find satisfaction.

Using engaging brain games and exercises, YouScience uncovers hidden talents and opens doors to career paths that align with students' natural abilities. This approach equips them with the self-awareness and confidence to explore pathways that might otherwise remain hidden, helping them make informed decisions about their future.

How We're Leveraging the Data

Kettering City Schools is committed to preparing students for future workforce opportunities by actively collaborating with industry and higher education. Using YouScience student data, we are strategically connecting students to careers through three key initiatives:

1. Targeted Career Exposure:

- Partnering with local industries and higher education institutions to offer hands-on experiences like middle school lunch and learns, field trips, job shadowing, and work-based learning tailored to the aptitudes identified in students' YouScience assessments.
- Highlighting in-demand career pathways through our districts monthly career initiative and aligning these pathways with our Portrait of a Graduate traits.
- Using targeted recruitment to share events with students and families such as University of Dayton's Engineer for a Day visit opportunity, the City of Kettering Entrepreneur Summer Camp, and Sinclair's Automotive Summer Camp.

2. Customized Educational Pathways:

- Collaborating with higher education institutions and industry to create course pathway documents that highlight beneficial classes at Fairmont High School for students to take within each career pathway.
- Offering advanced studies courses, dual enrollment and CTC training opportunities that support seamless transitions from school to careers or further education.

3. Closing Awareness Gaps:

- Using YouScience data to identify and address exposure gaps, ensuring students learn about careers they may not have considered but are well-suited for.
- Hosting workshops and information sessions, such as our YouScience career exploration night to educate students, parents, and the community about emerging career fields and their requirements.

Through these initiatives, Kettering City Schools empowers students to discover their potential, equipping them with the tools and experiences needed to thrive in their future careers.

YouScience is a career and aptitude discovery platform that helps students identify their strengths, interests, and potential career paths based on their unique skills. Students take this assessment in 8th grade and again in high school to track their growth and refine their career focus. We're excited to share our first **YouScience Report for Kettering City Schools**—take a moment to explore how this tool is guiding our students' future success!

YouScience Results by Industry Sector All Active Assessed Students Grades 8-12



of Individual Students Assessed
1596

Agriculture, Food, & Natural Resources

415
291 1.4x
30% exposure gap

Both: 75

Architecture & Construction

265
304 1.1x

Both: 63

Arts, Audio/Video Technology, & Communications

320
733 2.3x

Both: 165

Business Management & Administration

393
360 1.1x
8% exposure gap

Both: 103

Education & Training

181
649 3.6x

Both: 86

Finance

256
46 5.6x
82% exposure gap

Both: 18

Government & Public Administration

262
53 4.9x
80% exposure gap

Both: 14

Health Science

478
300 1.6x
37% exposure gap

Both: 92

Hospitality & Tourism

166
53 3.1x
68% exposure gap

Both: 15

Human Services

252
607 2.4x

Both: 123

Information Technology

522
145 3.6x
72% exposure gap

Both: 45

Law, Public Safety, Corrections, & Security

316
276 1.1x
13% exposure gap

Both: 55

Manufacturing

289
130 2.2x
55% exposure gap

Both: 32

Marketing

223
377 1.7x

Both: 45

Science, Technology, Engineering, & Mathematics

226
312 1.4x

Both: 72

Transportation, Distribution, & Logistics

221
149 1.5x
33% exposure gap

Both: 37

Aptitude Interest

Data pulled November 18, 2024

Check out pictures from our first YouScience Career Exploration Night for 8th grade Families! We had over 20 businesses representing a wide range of career paths.

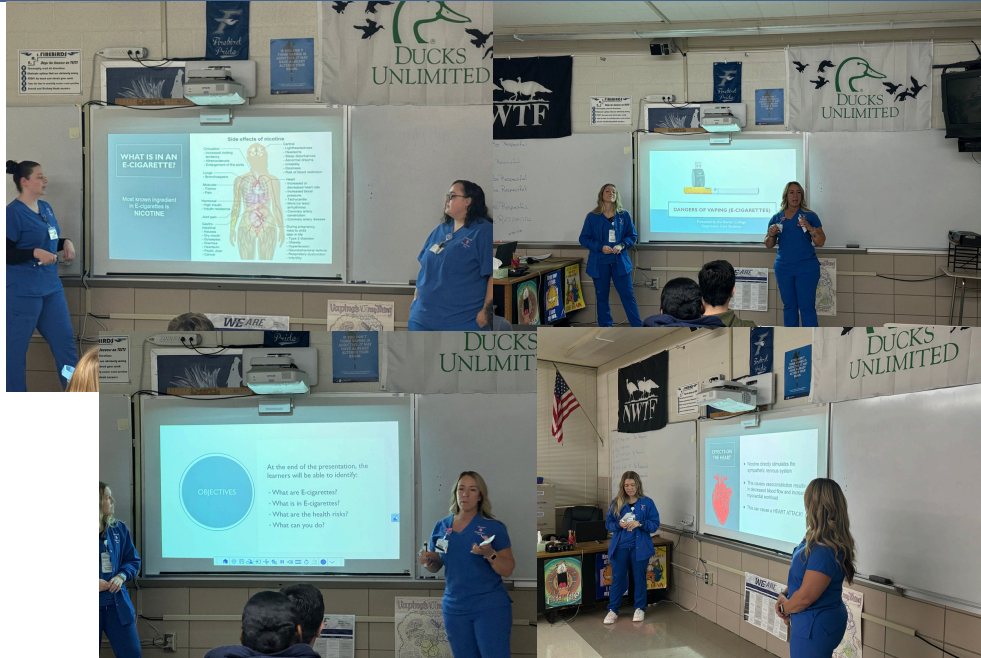




HIGHLIGHTS ACROSS THE DISTRICT

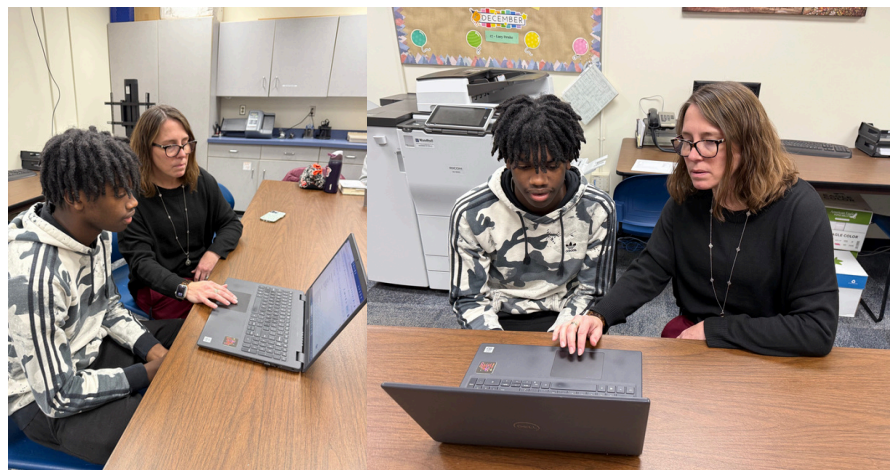
Check out some of the amazing ways that teachers and administrators are integrating career awareness, exposure, and exploration into their lessons!

Darron Baker, KMS Health teacher, welcomed Sinclair Community College's Respiratory Care Program to his health class for an informative presentation. They discussed the harmful effects of vaping, a key part of the health curriculum, and seamlessly connected it to their career field. The speakers provided valuable insights into their program, sharing details about the work environment, salary expectations, and career opportunities in respiratory care.



Brooke Goodwine, principal at Greenmont Elementary, introduced the Greenmont Student Ambassador Program to help 5th-grade students develop as both learners and leaders. Students applied for roles such as student greeters, peer mentors, and classroom assistants, creating resumes and participating in an Interview Skills Course led by Mrs. Goodwine and school counselor Jodee Ball. Following the course, students had the opportunity to interview with a panel of adult leaders from the school and local community.

Karen Burns, intervention specialist at Fairmont High School, took the initiative to gather career interest survey results for all students on her caseload. She ensured every student completed the survey and is using the information to guide conversations about their future plans, incorporating it into IEP meetings. Additionally, Mrs. Burns has leveraged the survey results to advocate for her students' participation in field trips and other career-related events.



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Do you have an upcoming lesson that incorporates career awareness? Please reach out to Nicole Will so that we can highlight your activity!

04/04