

Career Kickstart Update

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ISSAQUAH
SCHOOL DISTRICT 411

Purpose

- Share goals of Career Kickstart Pilot
- Review key components
- Share challenges to consider
- Discuss next steps for expanding career readiness

What is Career Kickstart?

Overview

Career Kickstart was a FREE two-week immersive summer program giving high school students the opportunity to learn more about careers they're interested in, and gain exposure to a wider range of career options.

Students visited leading companies, heard from industry professionals, and experienced a job shadow for 1-3 days, while learning important employability skills throughout.



Program Recognition

Program Designers

- Casey Henry, Internship Coordinator, Gibson Ek High School
- Jessica Hall, TOSA, CTE
- Mallory Jamison, College and Career Specialist, Skyline HS
- Whitney, Richardson, SanMar

Sponsors

- Issaquah Schools Foundation
- SanMar Corporation

Staff Chaperones

- Stacy Clawson
- Jennifer Paulson
- Erika Peterson
- Heather Schopen
- Connor Trimble

Worksite Visit Hosts

- Bank of America
- Boeing
- Microsoft
- Paccar
- Seattle Children's Hospital
- Starbucks

Shadow Hosts

- Bassetti Architects, Seattle
- Bruker Spatial Biology, Bothell
- Hargis Engineers, Seattle
- Hermanson Construction, Kent
- King County District Court, Redmond
- Kirwin Financial, Issaquah

Shadow Hosts Continued

- KCLS Service Center, Issaquah
- Okta, Bellevue
- Out of the Box Manufacturing, Renton
- Proliance Sports Medicine, Issaquah
- SanMar Video, Seattle
- Sequoia Scientific, Bellevue
- Swedish Orthopedic Institute, Seattle
- University of Washington, Seattle
- Well and Table, Issaquah

Goals of the program

- Provide career connected experiences for students
- Test and gather feedback on a series of curated career experiences
- Consider challenges and opportunities for scaling career experiences
- Propose future opportunities

Student Experiences



Challenges to Solve

- Limited Student Reach
- Complex Logistics & Liability
- Shadow Matches with Student Interests
- Transportation & Staffing Costs
- Building and Sustaining Partnerships
- Equity in Outreach

Proposed Next Steps

9th Grade: Worksite Visits

- 2025–26 Pilot: Coordinate small-group worksite visits during SBA testing days, targeting 50–100 students per high school.
- 2026–27 Aim: Expand worksite visits to reach broader groups or all 9th graders during PSAT and SBA testing days, integrating career exposure early in the high school journey.

10th Grade: Industry Insights Panels

- 2025–26 Pilot: Host career panels during Flex Time, featuring professionals from sectors such as healthcare, business, trades, and technology.
- 2026–27 Aim: Formalize panel series and increase student participation through targeted outreach and integration with Advisory/Homeroom time and/or HSBP lessons.

11th Grade: Career Kickstart Workshop Day

- 2025–26 Pilot: Offer a one-day Career Kickstart event for a limited number of students selected via lottery, or host optional workshop sessions during Flex Time. Workshop sessions would include financial planning, networking, resume building, informational interview practice, and professional headshots.
- 2026–27 Aim: Scale the event to include all juniors district-wide, with support from PTSA, ISF, and local Chambers of Commerce.

12th Grade: Senior Exit Interviews

- Ongoing: Continue the district's existing Senior Exit Interview (SEI) process.
- 2026–27 Aim: Encourage all seniors to complete a self-organized job shadow experience before graduation, supported by instructional resources and community partnerships. Students could share their experience during their SEI.

Questions or Considerations for Scaling Career Experiences

