



SD 71 Program Review

# CAREERS



# Purpose and Goals

- Review SD71 Careers to determine if it is aligned and coherent while achieving its mandate.
- Review both the internal aspects and external aspects of SD71 Careers to determine what is going well and what can be improved/targeted for growth.
- Provide the Board and Senior Leadership with Core Recommendations for future direction of SD71 Careers.

# Committee Members

- Brian McAskill – Chair
- Randy Grey – Vice Chair (District Career Co-ordinator)
- Zale Darnel – PVP
- Kelley Giorgianni – WEX Co-ordinator (CUPE)
- Kara Dawson – Lead Technology Teacher

# Process (Appreciative Inquiry)

- Committee first met Nov 20<sup>th</sup>
- Final meeting was March 4<sup>th</sup>
- **Partner groups interviewed** – PVPs, WEX Co-ordinators, CE Teachers, Select Elementary Teachers, Sandwich personnel
- **Surveys** – Chamber of Commerce, other districts, CUPE, Teachers and former students/parents
- **Visits** – Cowichan SD (similar in size), Sandwich
- **Historical Information & Data** – Randy Grey

# Guiding Questions

- **Where are we now?** (What is going well and what is not going well?)
- **How did we get here?**
- **Where do we want or need to be in the future?** (How do we know what the community desires/requires?)
- **How are we going to get to where we need to be?** (Dream Proposal)
- **Is what we are doing making a difference?** (What evidence do we have to support this?)

# Synopsis of Information Gathered – History & Growth (1)

- District teaching position created in 2009 – Randy Grey
- **Train in Trades (ACE-IT)** – growth from one student to approx. 45 students/year
- **Dual Credit (NIC)** – a roller coaster – English, Psychology, Tourism, Business. Audit issues although others (South Island Partnership) offer hundreds of spots.
- **Work in Trades** – growth from three to four students per year to 25-35/year average (creation of YWT .5 position)
- **Trade Samplers** – Metal, Construction, Transportation

## History & Growth (2)

- **Skills Exploration Classes** – offered at all three secondaries (approx. 150 students)
- **Try a Trade** – All grade 7 students with student leaders from high school
- **Elementary ADST & Maker** – Maker carts (Woodworking)
- **Work Experience** – approx. 350 students
- **ITA grants and other funding** – growth year after year

# The Cowichan Visit – Game Changer

- Reason for visit –
  - Similar size island district (approx. 450 students less)
  - ITA/Ministry recognize Cowichan SD as a leader in Careers
  - Successful Careers program demonstrating exponential growth
  - Connection with Randy Grey (have adopted some of his ideas)
  - All we know is SD71 – provided terms of reference for what growth can look like and what structures are needed to spur growth



# The Cowichan Visit Takeaways

## 1 – Growth is Possible and Achievable

- 2012 - .6 Admin Time and Part Time Clerical  
(212 Student Head Count) (SD71 – 259 Student Head Count)
- Current - 1.0 Administration, 3.7 Teaching Time, 35 hrs. Clerical  
(1106 Student Head Count) (Comox Valley – 566 Student Head Count)

## 2 – Champions are Vital

## 3 – Funding Model

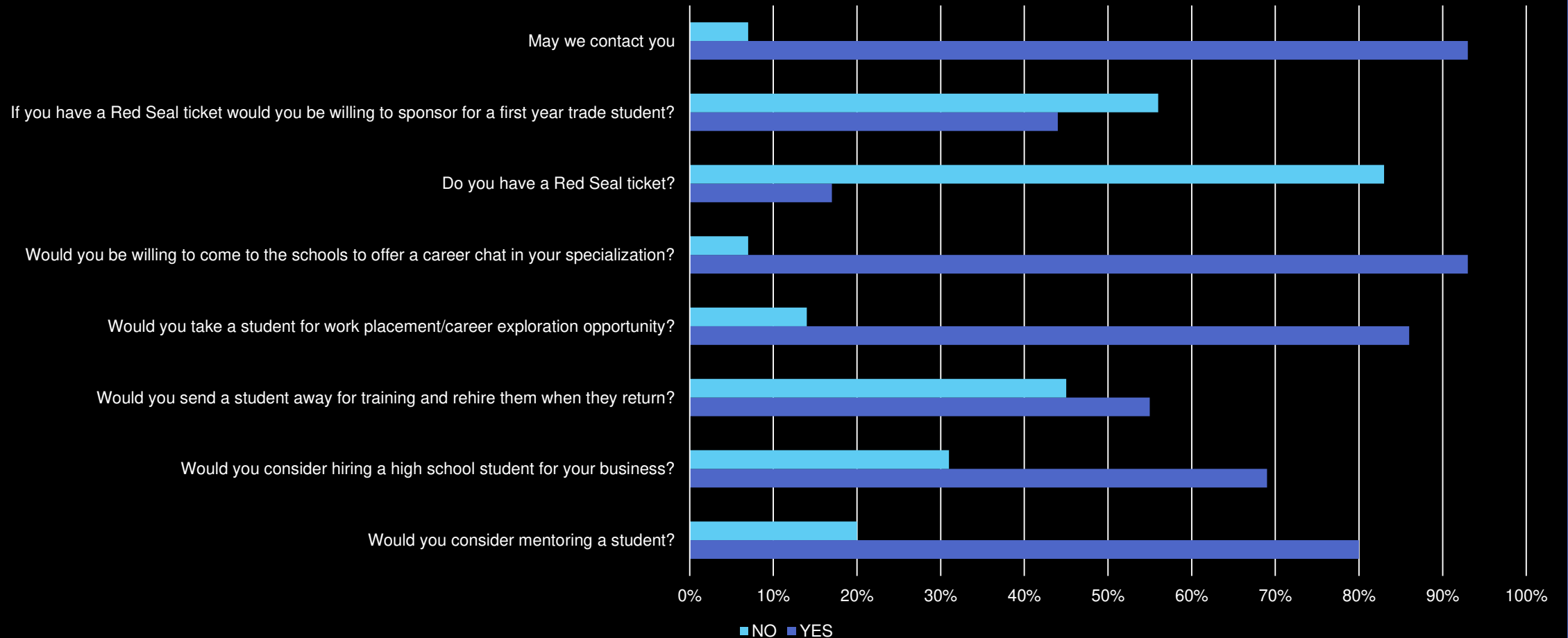
- Allow it to be able to grow
- A business model – reinvest revenue for growth and incentives

## 4 – Dedicated and Committed Staffing

- Increases in staffing led to increases in enrolled students

# CV Chamber of Commerce Survey (Quantitative)

Comox Valley Chamber of Commerce Business Survey



# CV Chamber of Commerce Survey (Qualitative)

Q – If you are having an employee shortage, how can Comox Valley Schools help?

1 - Provide opportunities to learn:

Workplace skills & ethics  
Level entry ready job skills  
Certifications (ie. FoodSafe, Forklift,  
Fall Protection, WHMIS, First Aid, etc)  
Through real world experience  
& hands on

2 – Communication

CV Schools to CoC  
CoC to CV Schools

# CV Chamber of Commerce Survey (Qualitative)

Q – What qualities are you looking for in a student placement?

**Reliable**

Positive Attitude

Willing/Eager to Learn

Organized

Communication Skills

Honesty

Work Independently

Team Player (can work in groups)

**“I’d take attitude over training any day”**

# Career Education K-7

- Current system relies on elementary teachers to add one more teaching area to their day (9<sup>th</sup> subject area)
- Teachers asking for support, guidance and shared resources
- Currently confusion around number of digital portfolio platforms and how they fit (MyBlue Print, Scholantis)
- Career Education at Elementary often incorporated into other subject areas (e.g, Applied Design Skills and Technologies ADST)

# Career Education 8-12

- **CE 8&9** - is hit and miss – all secondaries moving to delivering it
- **CLE 10** – a two credit face to face course in all secondaries
- **CLE 11** – a two credit blended course in all secondaries this year
- **CLC 12/Capstone** – 2019-2020 Implementation – various delivery models
- There is **strong collaboration** between the teachers at the three secondaries
- **Beginning in grade 10 there is a desire and value in the CE teacher following students through graduation and external courses.**

# Community Connections - WEX Co-ordinators

- 5 positions covering Vanier, Isfeld, Highland, Nala'atsi and Glacier View (4.4 fte)
- Positive outlook throughout meeting
- Would like STEP Program revamped
- Number of Software platforms causes frustrations
- WEX placements and number available are not a concern
- What is the expected role of the WEX co-ordinators in Capstone?
- Future WEX at Elementary/Lake Trail and Cumberland
- Future SD71 Careers Fair



# Community Connections – Work in Trades (1)

- Began in July 2014 (formerly SSA)
- Approx .5 to .6 fte position (YWT Co-Ordinator)
- Growth every year:
  - 2014-15      18
  - 2015-16      30
  - 2016-17      30
  - 2017-18      38
  - 2018-19      23 (March 1<sup>st</sup>)





# Community Connections – Work in Trades (2)

- Claim four courses per student as completed (*Ex. Approx. \$130 000 in 2016-2017*)
- YWT allows students:
  - to accrue hours towards their apprenticeship
  - to receive an ITA file and number
  - to add four courses to their transcript
  - to receive a \$1000 cheque from the Ministry of Education upon successful completion of 900 work based hours (*91 awarded to date with more pending*)
- Students know they have a “go to” individual to assist them during that first year



# Community Connections – ITA Registrations

## TOP 10 SCHOOL DISTRICTS (SD) IN BC WITH STRONGEST REGISTRATION

### BY % OF STUDENTS

SD 19 REVELSTOKE	21%
SD 81 FORT NELSON	20%
SD 64 GULF ISLANDS	12%
SD 79 COWICHAN	12%
SD 27 CARIBOO CHILCOTIN	10%
SD 46 SUNSHINE COAST	10%
SD 48 SEA TO SKY	10%
SD 59 PEACE RIVER SOUTH	10%
SD 60 PEACE RIVER NORTH	10%
SD 82 COAST MOUNTAINS	10%

### BY # OF REGISTRANTS

SD 34 ABBOTSFORD	458
SD 42 MAPLE RIDGE & PITT MEADOWS	337
SD 36 SURREY	324
SD 79 COWICHAN	258
SD 73 KAMLOOPS/THOMPSON	242
SD 39 VANCOUVER	197
SD 71 COMOX VALLEY	190
SD 68 NANAIMO/LADYSMITH	179
SD 43 COQUITLAM	176
SD 35 LANGLEY	175



**\$4 million**

in funding allocated to 60 school districts to purchase equipment to support trades programs

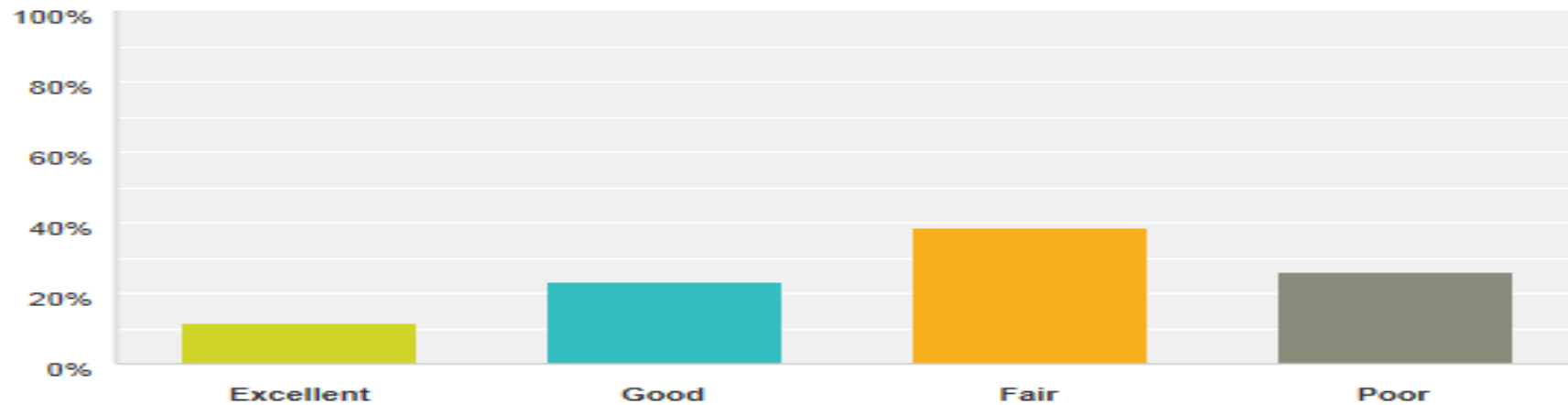
**46** school districts received funding to directly support Youth Work in Trades programs

# Career Education – The Student Voice

## 2017 Survey of Former Students/Parents (14 - 35+ yrs)

### How would you rate your career education in high school?

Answered: 111 Skipped: 2



Answer Choices	Responses
Excellent	11.71% 13
Good	23.42% 26
Fair	38.74% 43
Poor	26.13% 29
Total	111

# Career Education – The Student Voice

**Do you think it is important to have a Teacher/Program Worker that is knowledgeable and current in career education providing career guidance and opportunities?**

Answered: 112 Skipped: 1

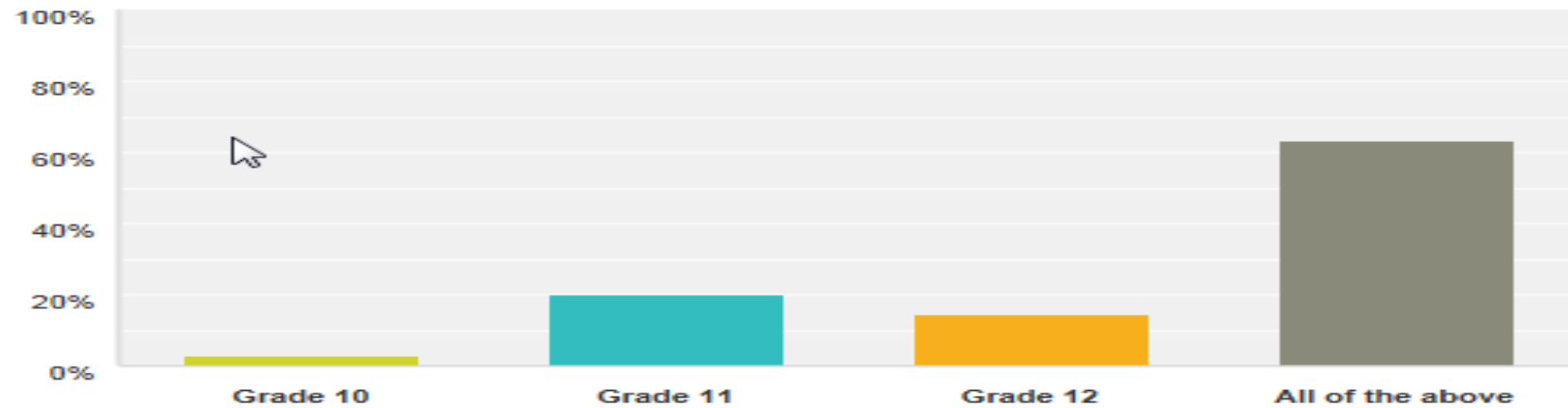


Answer Choices	Responses	
Yes	85.71%	96
No	0.89%	1
Please expand	13.39%	15
Total		112

# Career Education – The Student Voice

## What grade level should work experience/job shadow occur?

Answered: 111 Skipped: 2

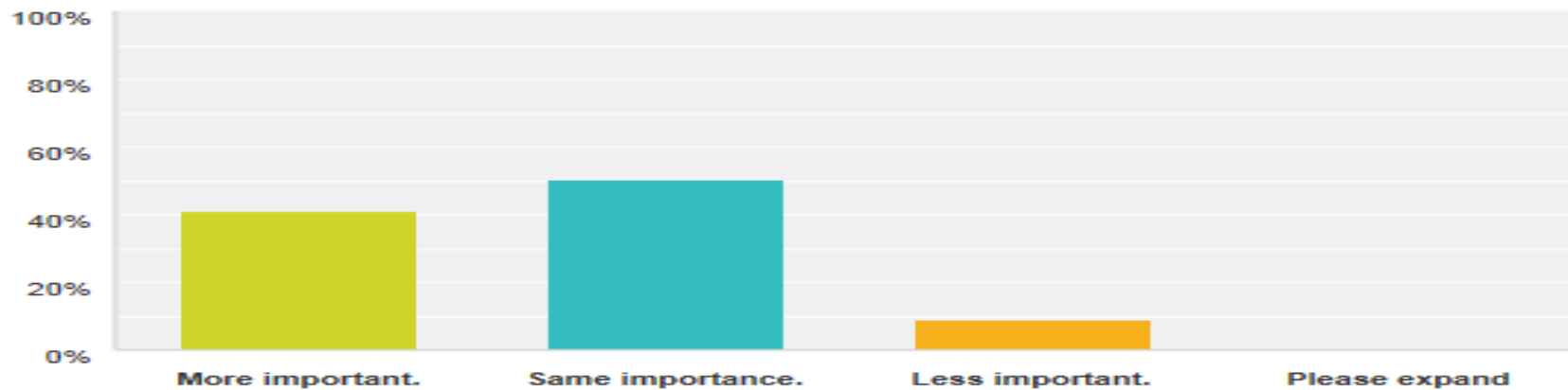


Answer Choices	Responses
Grade 10	2.70% 3
Grade 11	19.82% 22
Grade 12	14.41% 16
All of the above	63.06% 70
Total	111

# Career Education – The Student Voice

**How would you rank Career Education compared to other mandatory subjects like Math, Science, Physical Education, etc?**

Answered: 113 Skipped: 0



Answer Choices	Responses	Count
More important.	40.71%	46
Same importance.	50.44%	57
Less important.	8.85%	10
Please expand	0.00%	0
<b>Total</b>		<b>113</b>

# Alignment & Coherence

## SD 71 Strategic Plan

1. Engage students in relevant and meaningful experiences to inspire a love of learning
2. Integrate ways of Aboriginal learning and knowing into our K-12 classrooms
3. Create and support innovative practices and learning environments
4. Broaden student learning through engagement in opportunities which enrich and enhance cognitive, social and emotional capacities
5. Support the alignment of the New Curriculum, instructional strategies, assessment practices, and communicating student learning.

## SD71 Careers



**Relevant to careers and future skills**

**Mentorships, sharing of experiences**

**Flexible Learning Environments with more created every year**

**Careers provides daily learning opportunities for each capacity**

**Careers is the redesigned curriculum with improvement-focussed and application of knowledge and skills based assessment**