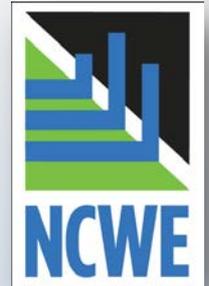


NCWE: National Council for Workforce Education



- **An affiliate council** of the American Association of Community Colleges (AACCC)
- **A national forum** for administrators, faculty, business, labor, military, and government in workforce education, to affect and direct the future role of two-year and other post-secondary institutions in workforce education and economic development
- **The link** between policy and workforce education and economic development by providing support, research, and critical information to members on current and future trends and policies.

THE IMPORTANT ROLE OF THE CTE DEANS AND DIRECTORS IN THE SUCCESS OF MI-BEST

Darlene G. Miller, Ed.D.
Executive Director
National Council for Workforce Education



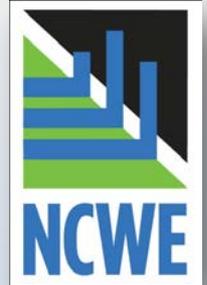
Workshop Goals



The aim of the workshop is to:

- Support the development of quality career pathways and integrated career pathway programs
- Assist deans and directors in understanding their critical role in MI-BEST
- Engage deans and directors as to their role in supporting faculty

Nine Important Roles



- Quality Career Pathways and Integrated Career Pathways
- Role of Advisory Boards and Employers
- Building a Relationship with your ABE Colleagues
- Choosing the Right Career Pathway
- Choosing the Right Faculty
- Integration and/or Contextualization
- Integrating the Curriculum and Shared Learning Outcomes
- Transition Points
- MI-BEST Champion



WHAT ARE QUALITY CAREER PATHWAYS AND WHY ARE THEY IMPORTANT?

Quality Career Pathways



- Partnership driven and demand driven
- Have the goal of increasing an individual's educational and skills attainment and employment outcomes
- Target jobs in industries or sectors of importance to local economies

Quality Career Pathways

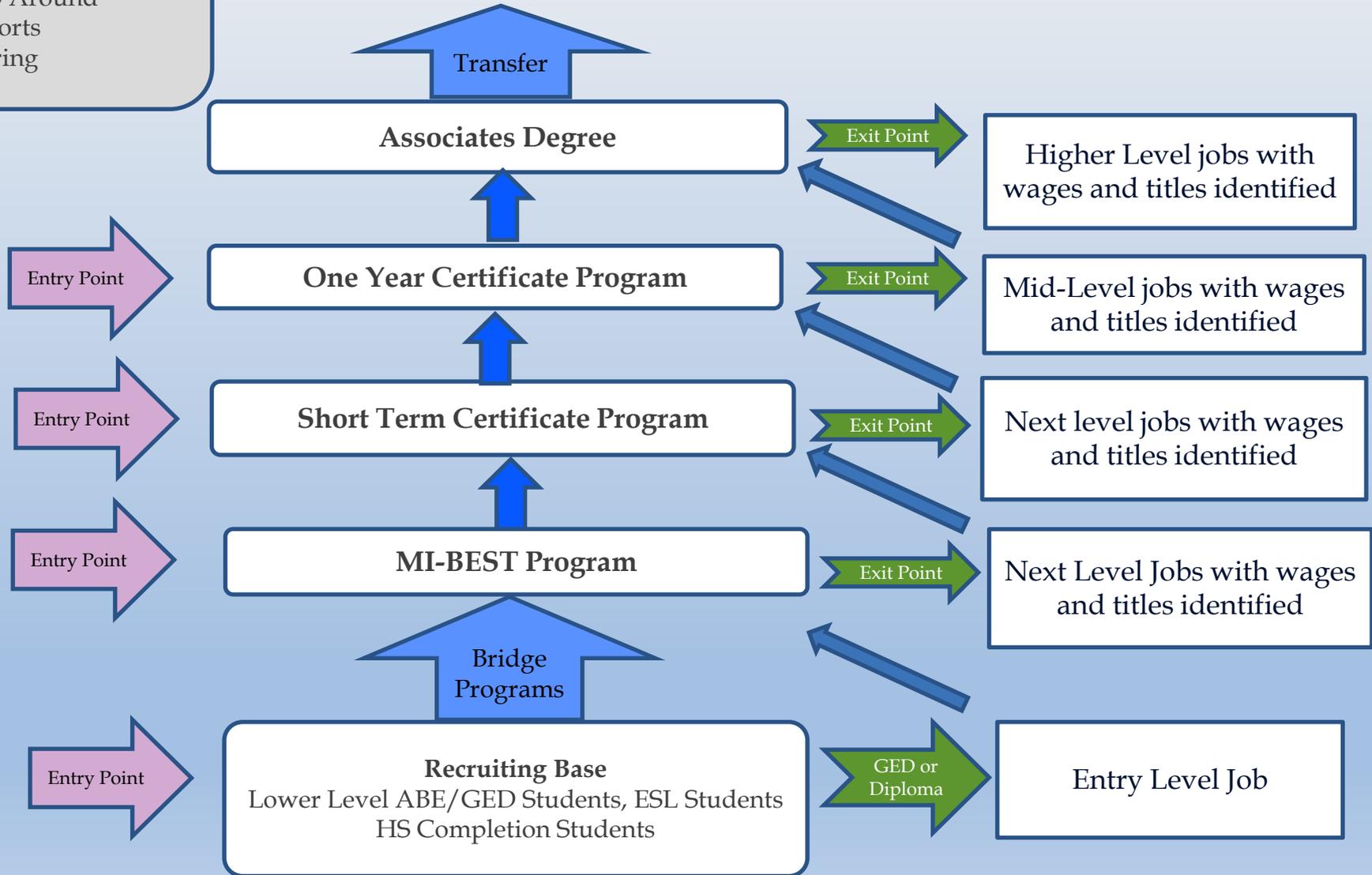


- Create avenues of advancement for current workers, jobseekers and future labor market entrants
- Increase the supply of qualified workers for local employers and keep the region's workforce skilled and qualified.
- Important to MI-BEST in that they create a pathway for learners with multiple entry and exit points with jobs along the continuum

Well Developed Career Pathway

Student Support Services

FA Counseling
Career Counseling
Wrap Around Supports
Tutoring

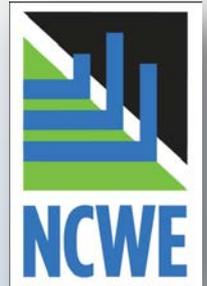


Why Integrated Career Pathways



Essentially, effective integrated career pathways not only transform ABE, they also transform the teaching of career and technical education.

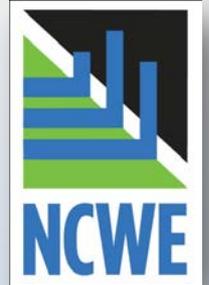
Why Integrated Career Pathways



- Aligning literacy development learning outcomes with technical skill outcomes ensures that learners are prepared both academically and technically to succeed in the ever changing workplace
 - Skilled technically and skilled at reading, writing and math

- Responding to employer's complaints about literacy and workplace readiness skills
 - How many times have you heard employers say, "they can do X technical skill well, but they cannot read or communicate"

Why Integrated Career Pathways

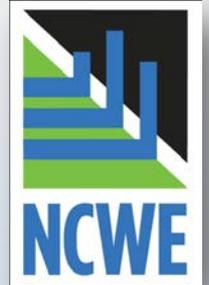


- Create a pathway for low-skilled adult to achieve a family-wage career
- Fill the employer skills gap pipeline



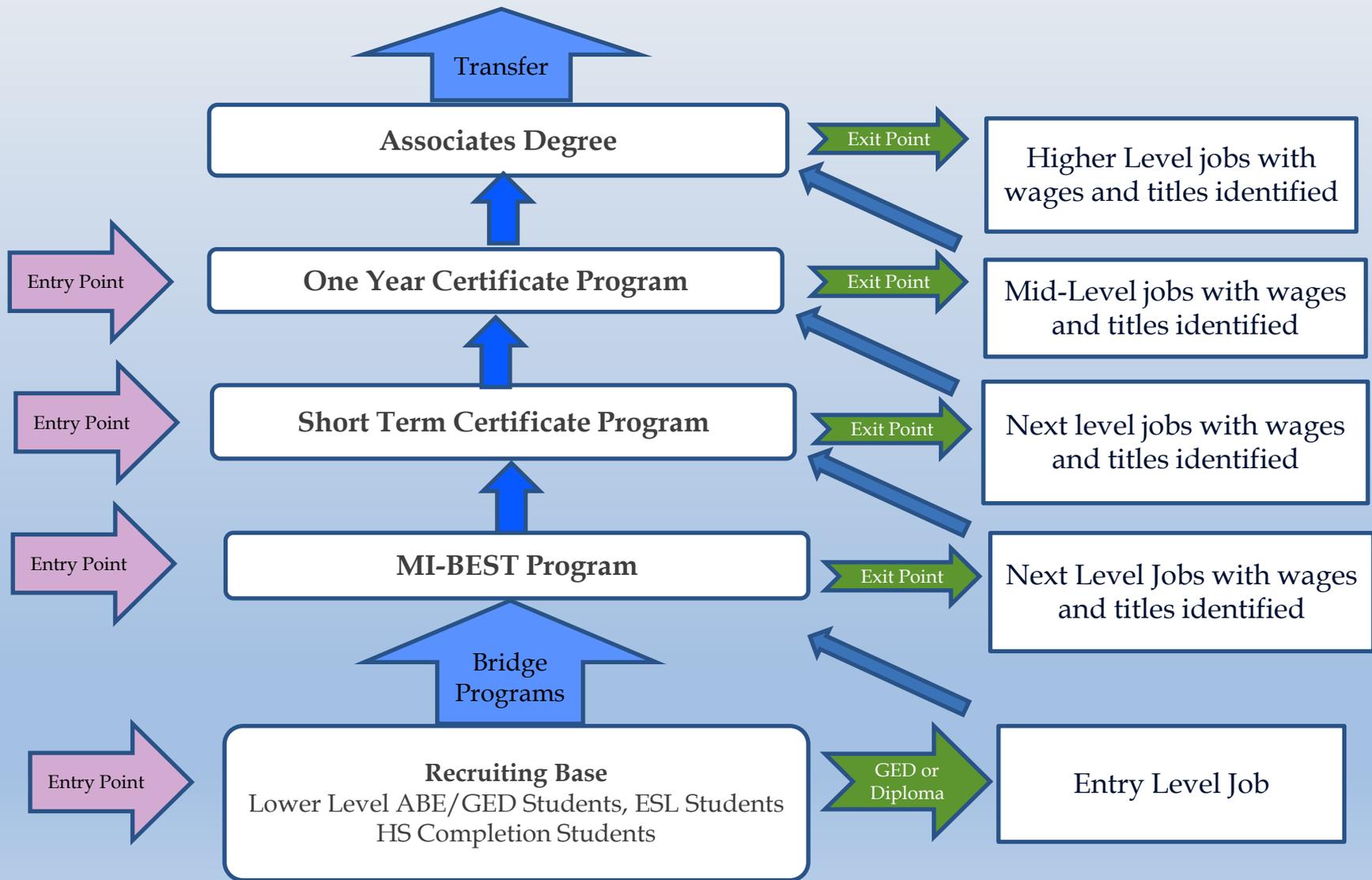
EMPLOYERS, ADVISORY BOARDS AND QUALITY CAREER PATHWAYS

Employer's Role in MI-BEST



Without employer input, can you have a quality career pathway?



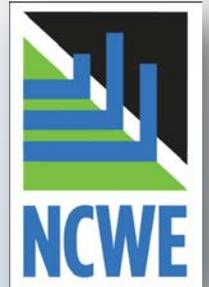


Employer's Role in MI-BEST



- Identify entry-level jobs and literacy skill level for those positions.
 - Can you get a job with a HS diploma or GED in this industry or sector?
- Identify literacy skills along the career pathway
 - What reading and writing skills does the employer require along the pathway?
 - Help the employer understand “what is a 9th grade reading level”

Employer's Role in MI-BEST



- Identify jobs along the career pathway and match those jobs to the curriculum
- **Validate** that there are jobs along the pathway
- What are the wages?





BUILDING A RELATIONSHIP WITH YOUR ABE COLLEAGUE

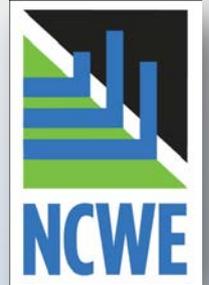
Working Together to Ensure Success



- You are the academic leaders so you need a good working relationship!
- Together you:
 - Help CTE faculty understand literacy skill development
 - Help ABE faculty understand CTE licensing and employer expectations
 - Marriage Counselor



Understanding ABE



- What are NRS level gains?
- How are ABE students tested?
- National reporting requirements

Remember, MI-BEST is not just about CTE programs, it is also about students gaining literacy skills and achieving a GED



CHOOSING THE RIGHT CAREER PATHWAY

Choosing the Right Career Pathway



Your job as the administrator is to have some really difficult yet necessary conversations with your faculty before you decide if this is the right career pathway and what it would entail to develop a MI-BEST curriculum

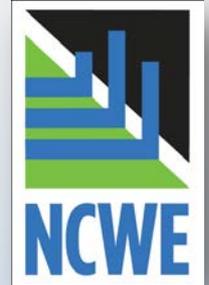
Choosing the Right Career Pathways



- Stackable?
 - Successfully lead to higher levels of education and employment
- Do the short-term certificates really lead to family wage employment?
 - As the administrator you have a moral obligation to ensure that there are jobs



Maybe the Wrong Career Pathway?



- What about the existing program? Is it already producing more graduates than jobs in the community?
- Is there a waiting list to get into the program and/or is there room for more enrollments?

Helping to Choose the Right Career Pathway



- Realistic evaluation
 - Is the program calculus based and do students need to be ready for college algebra in the first short-term certificate
 - Will you be setting students up for failure?
 - Concomitantly, do you really need college level algebra and where will the student really need it?
 - Great opportunity to talk with faculty about pre-requisites

Helping to Choose the Right Career Pathway

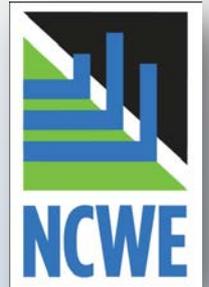


- Realistic evaluation
 - Is the curriculum heavily science based and if so, what is the reading level necessary after the MI-BEST program and can you get your students there?
 - Organic Chemistry
 - Anatomy and Physiology
 - Shoreline A&P



CHOOSING THE RIGHT FACULTY

Effective Teaching Teams



- The CTE faculty member cannot be the “Sage on the Stage”
 - Willing to share the spotlight
 - Recognize their strengths and weaknesses
 - Not afraid to be innovative or learn new things



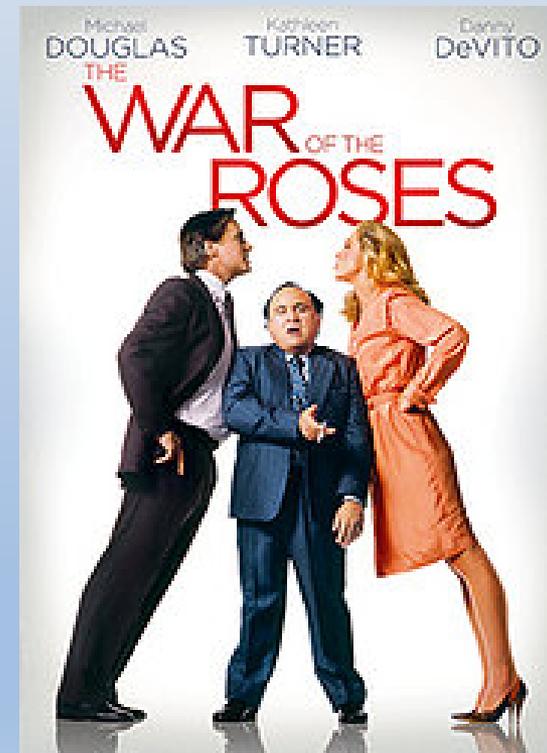
Effective Teaching Teams



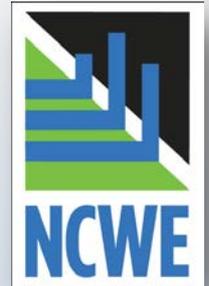
- Marriage
 - Boot vs Bonnet
- Equal Partnership with an Invisible Hierarchy

THE ULTIMATE MIB-BEST TEAM

Technical Faculty, Basic Skills Faculty and Navigator or Success Coach are all part of the team



No Two Teams are Exactly Alike!

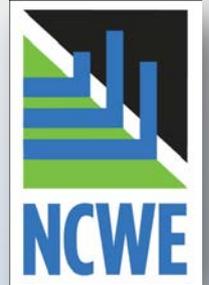


- Support and encourage
- Recognize that Team A may do it one way and Team B another way and support both
- Sometimes you have to help the team understand that there may be a more effective way to work together



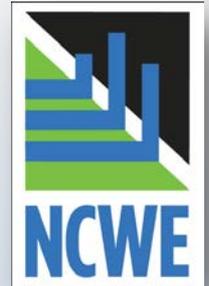
INTEGRATION AND/OR CONTEXTUALIZATION

Integration



Integrated curriculum is the incorporation of reading, writing, or math instruction into the teaching of the technical content, thus, it is integrated!

Contextualization

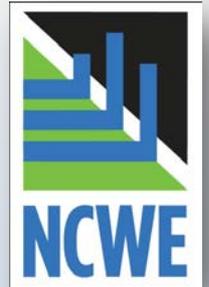


Contextualized curriculum involves the teaching of reading, writing and math against a backdrop of specific subject matter to which such skills must be applied for example, supplemental instruction



INTEGRATING THE CURRICULUM AND SHARING LEARNING OUTCOMES

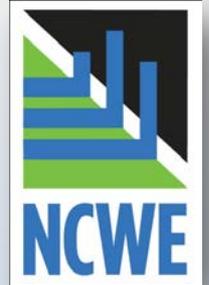
Belying Technical Faculty Fears



I cannot infuse the ABE curriculum into my program, I will lose my technical learning outcomes!



Common Technical Faculty Complaints!



- We take students into this college who cannot read, write or do math!
- I spend all of my time in the classroom teaching literacy

Putting Together the Pieces



Given that assessment is an ongoing process aimed at understanding and improving student learning, your role as the academic leader is to work with faculty to ensure the **right learning outcomes** and the **right assessments**

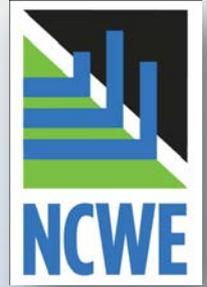


Combining Learning Outcomes and Assessments



- Not every goal or educational objective can always be assessed
 - need to identify those of greatest importance and those which can be meaningfully measured
- Work with their ABE partner to collectively identify methods or instruments for gathering evidence
 - improve technical competency and literacy

Positive Outcome



- A positive unintended consequence of these conversations and assessments is that CTE faculty gain a clearer understanding of the literacy skill levels required throughout their program.
- Improves technical faculty's development of learning outcomes and assessments





TRANSITION POINTS

Strong Academic Leadership



As the academic leader, you need to ensure student success and removal of barriers!

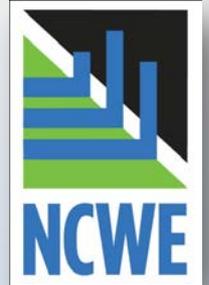
Transition Points



- When the learner completes the first certificate in the integrated pathway, do they possess the literacy skills to continue to the next level?
- What if they fail?
 - Bridge curricula
 - Curriculum redesign

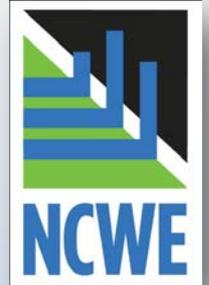


Ensuring Success

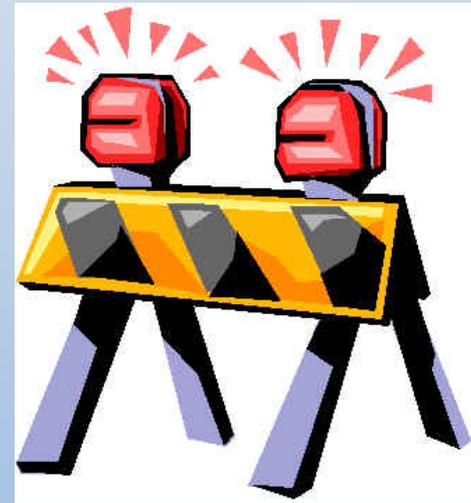


- Faculty planning time and professional development
- Have the ABE faculty or a general education faculty do an analysis of the textbooks and the curriculum from beginning to end.

Transition Points



- Other structural barriers
 - Arbitrary prerequisites
 - Policies
 - Naysayers



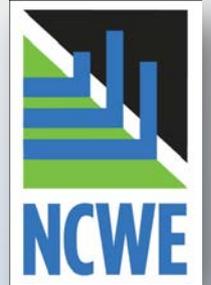
Closing Thought



- As the academic leader, you are so very critical to the success of MI-BEST
- You need to be the champion, cheerleader, and the marriage counselor



Thank you!



Darlene Miller, Ed.D.

executivedirector@ncwe.org