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CAREER EDUCATION LANDSCAPE

Survey Analysis

March 2023

Survey Objectives and Respondents

31

Real World Learning School Districts were given the opportunity to share insights related to their respective approaches to career education (defined for them as: the continuum of experiences through which students learn about careers

29

Districts responded with information about:

- Career Education Strategy, Tools, Activities and Limitations
- Approach to Capturing and Acting on Student Career Interests
- Engagement of Students in Career Exploration
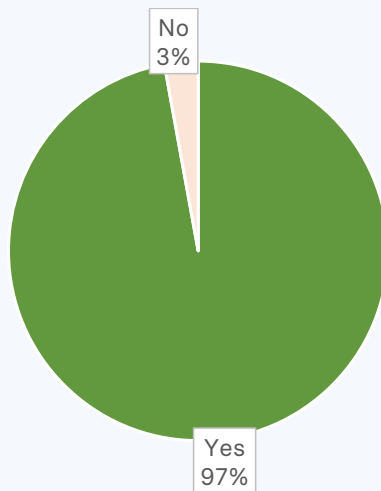- Development of Career Readiness Skills
- Social Capital

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Overall Career Education Strategy: Awareness, Activities and Tools
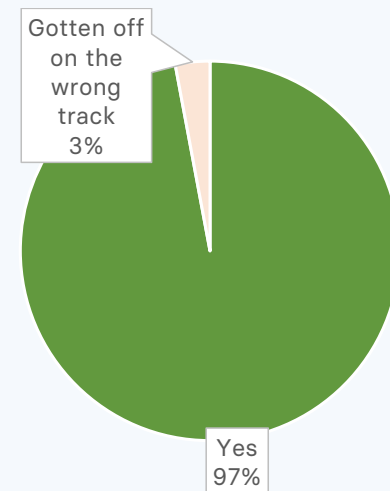
Districts are aware, familiar, and optimistic

Our district has a Career Education Strategy

No
3%

Yes
97%

I'm familiar with it

Somewhat
Familiar
29%

Very
Familiar
71%
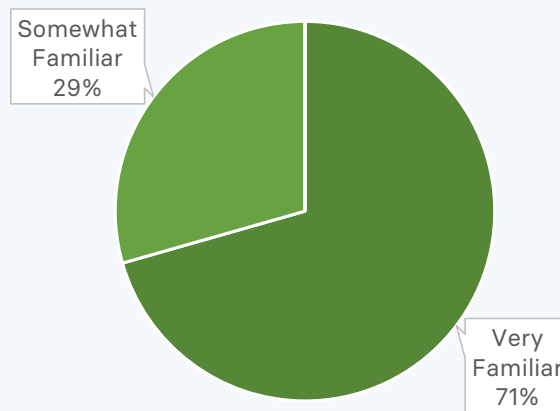
We're headed in the right direction

Gotten off
on the
wrong
track
3%

Yes
97%

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Activities with employers dominate

Career education activities we've observed in our district

Client-connected projects, 30

Industry visits, 29

Internships, 29

Career fairs, 6
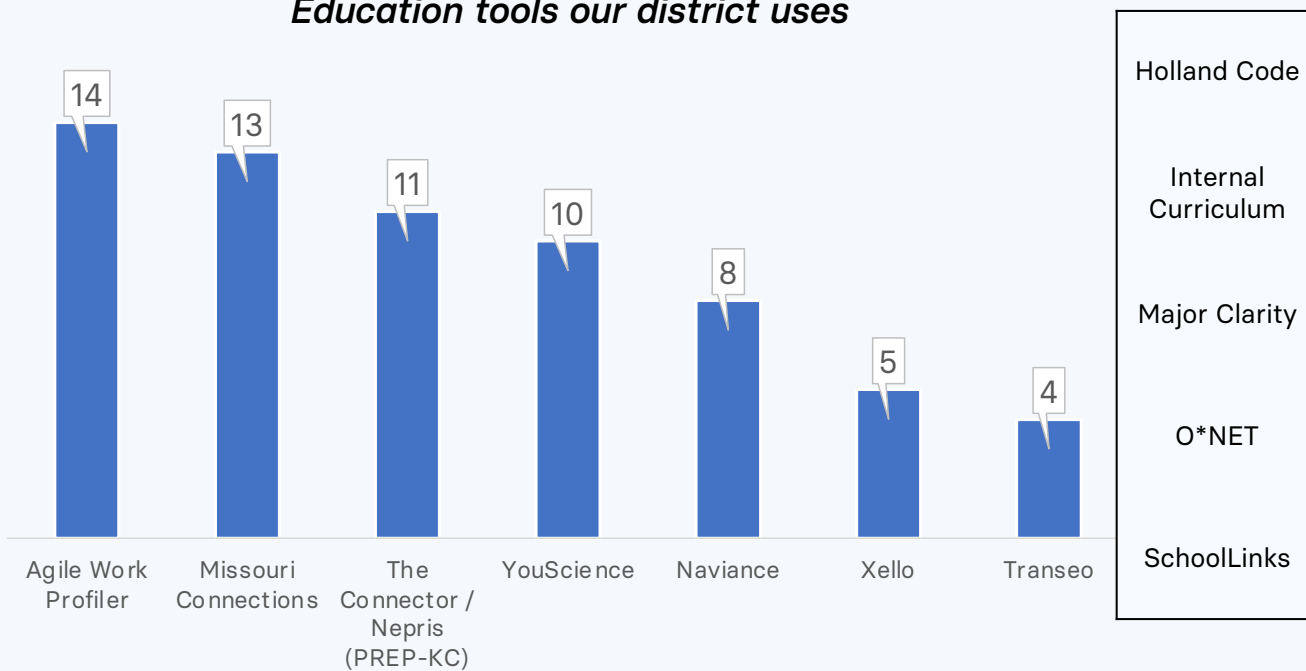
College exploration, 3

Dual Enrollment	Mock Interviews	Job Shadows
Mentoring	K-12 Career Curriculum	Apprentice-ships
Industry Partnerships	Business Roundtable Events	Student Voice
DECA	MECA Challenge	The BrandLab

Numbers indicate tally of similar responses

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Districts are somewhat satisfied with tools

Education tools our district uses

Tool	Tally
Agile Work Profiler	14
Missouri Connections	13
The Connector / Nepris (PREP-KC)	11
YouScience	10
Naviance	8
Xello	5
Transeo	4

Numbers indicate tally of similar responses

Holland Code

Internal Curriculum

Major Clarity

O*NET

SchoolLinks

We are satisfied with our current career education tools

Very Satisfied 22%

Somewhat Dissatisfied 16%

Somewhat Satisfied 62%

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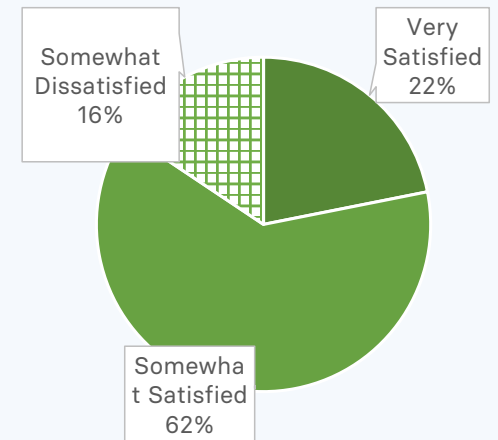
# Zooming in: comparing and contrasting satisfied and dissatisfied users

Biggest limitations in implementing quality career ed:

"... Perspective of teachers... math teacher vs. teacher focusing on math instruction while also creating connections for students..."

"Occasionally budget..."

"We need a cultural shift..."

Tools used are the same between dissatisfied and very satisfied groups.

Somewhat Dissatisfied 16%

Very Satisfied 22%

Somewhat Satisfied 62%
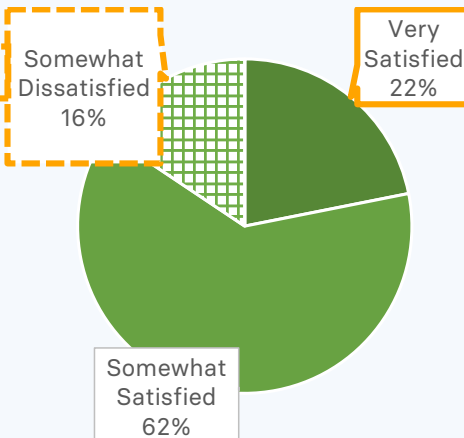
Biggest limitations in implementing quality career ed:

"Identifying and hiring qualified staff..."

"... the education of our parents and students..."

"... our school schedule..."

"Our size... makes it hard to do specialized programs..."

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Zooming In: MO trends

Tools used in the region

Map Legend — Districts

Crossroads
Guadalupe Centers
DeLaSalle
KIPP
University Academy

Tool | Districts Using Tool
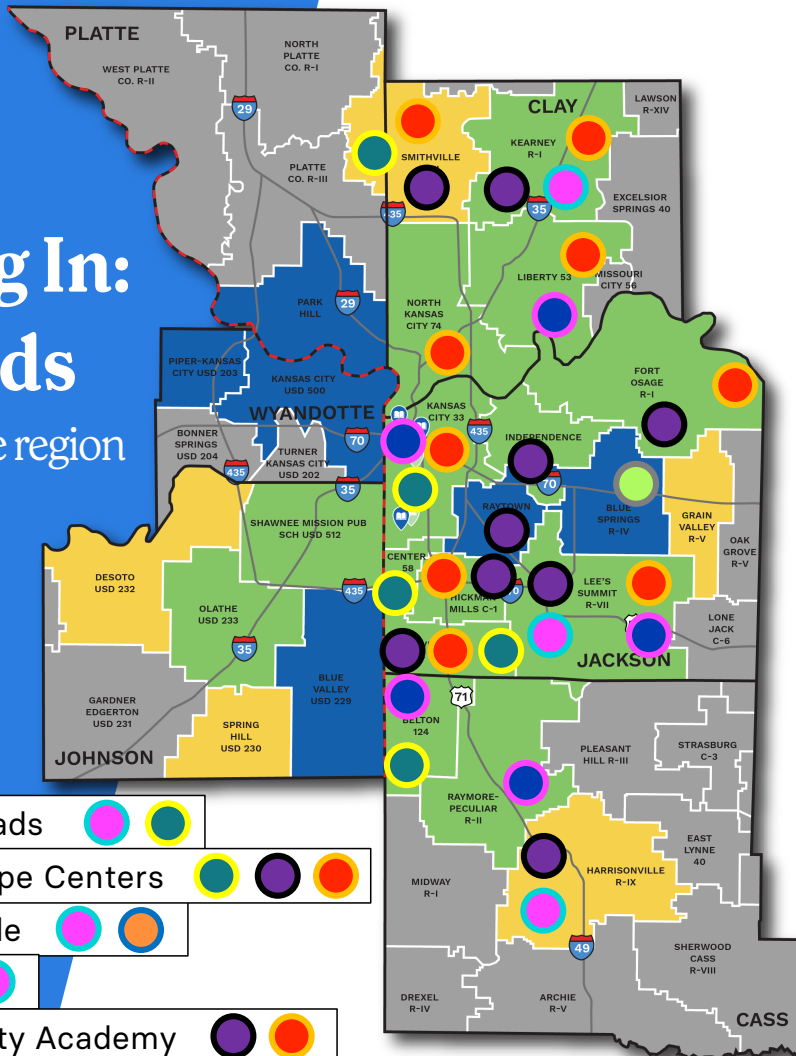
Tool	Districts Using Tool
Agile Work Profiler	KCPS; Fort Osage; Hickman Mills; Grandview; Lee's Summit; North KC; Liberty; Kearney; University Academy; Guadalupe Centers; Smithville
YouScience	Lee's Summit; Kearney; Crossroads; DeLaSalle; KIPP; Harrisonville
The Connector	KCPS; Center; Hickman Mills; Grandview; Belton; Crossroads; Guadalupe; Smithville
Naviance	KCPS; Lee's Summit; Ray-Pec; Belton; Liberty
Missouri Connections	Independence; Fort Osage; Hickman Mills; Grandview; Lee's Summit; Kearney; University Academy; Guadalupe Centers; Raytown; Smithville; Harrisonville
Xello	Blue Springs

Zooming In: KS trends

Tools used in the region
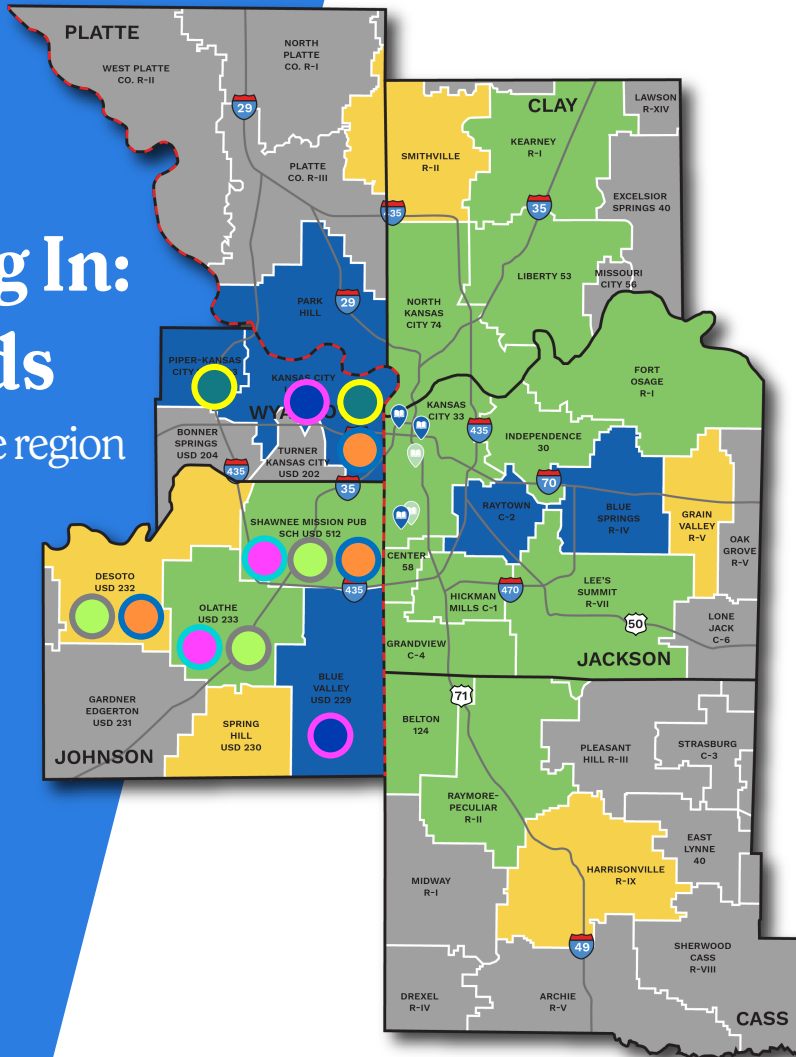
Tool	Districts Using Tool
YouScience	Shawnee Mission; Olathe
The Connector	KCKPS; Piper
Naviance	KCKPS; Blue Valley
Xello	Shawnee Mission; Olathe; De Soto
Transeo	Shawnee Mission; KCKPS; De Soto

Highlights

Q9 Which career education engagements and activities in your district (or school) are you most proud of?

Center pathways year shop opportunities using Career Fair
students business program district internships college
Client connected projects started

"I think that the first year of our Client Connected Projects went well..."

"The number and quality of our CCPs..."

"The growth in our internship program..."

"... industry partners..."

"... proud of our college / university partnerships..."

"Our internship program is growing."

"... I am pleased with the awareness we have generated in the business community..."

"... career fair..."

"... career center..."

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Obstacles

Q10 In your opinion, what (if anything) is limiting your district's ability to implement quality career education for all students?

school requirements career state time many opportunities parents
students need teachers Transportation staff work
programs limiting district specific implement new education

"Professional dev[elopement] for teachers[.]"

"Identifying and hiring qualified staff..."

"... training for teachers."

"We need more time..."

"...no money to hire additional staff or to implement new programs."

"Transportation."

"... starting to work towards the change, but it takes time."

"We believe our school schedule limits [our] ability to implement RWL programming."

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Career Interests:
When and How they are captured

Districts use interest data differently and have mixed satisfaction

We're satisfied with our ability to capture interests

- Somewhat dissatisfied 18%
- Very satisfied 25%
- Somewhat satisfied 57%
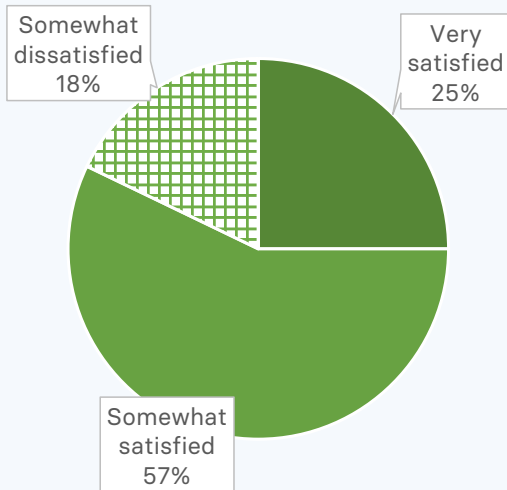
Our district acts on students' career interests

- No 7%
- Unsure 4%
- Yes, for customized learning plans 53%
- Yes, for general planning 36%
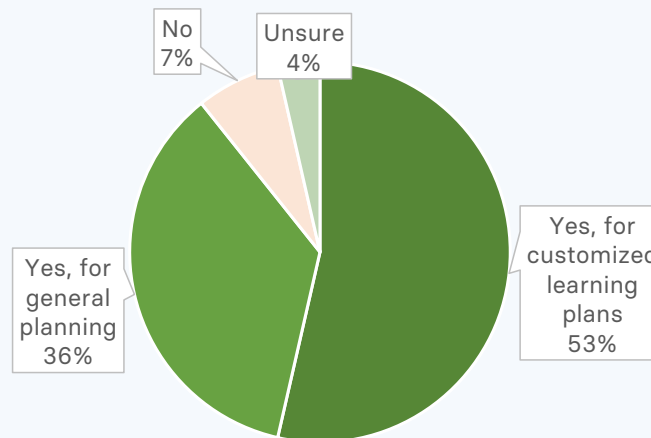
We also use students' career interests to inform:

"... [expansion of] our offerings[.]"

"The staffing model..."

"... freshman [to] choose classes in high school."

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Strategies and limitations

We capture students' career interests via:

Q14 How does your district capture career interests of current students?

YouScience Missouri Connections Academy Xello high school
career interests career grade students use
middle school level class Career Jumping surveys

"... 8th grade connections class and through advisory[.]"

"Missouri Connections"

"Students take YouScience in middle school..."

"We start in 9th grade with Agilities assessment..."

"... student survey..."

Things limiting our ability to capture career interests include:

Q17 In your opinion, what (if anything) is limiting your district's ability to capture and act on student career interest data?

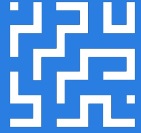time working using tool data school students capture

"We don't have a solid top down policy..."

"Better defined strategy..."

"The tool we use is cumbersome..."

"... creating buy-in from teachers."

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Career Exploration:
When and How it happens

Even throughout K-12, varied satisfaction

Our district engages students in career exploration
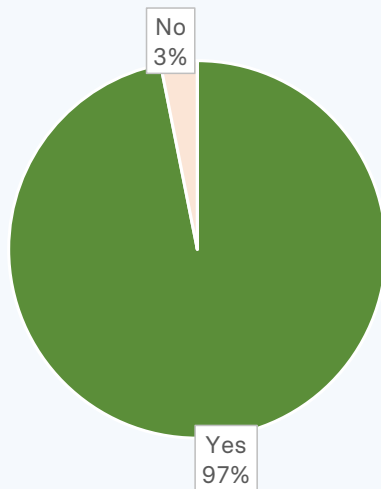
No 3%

Yes 97%

We engage students in career exploration during:

16	22	25	1
Grades K-5	Grades 6-8	Grades 9-12	Unsure
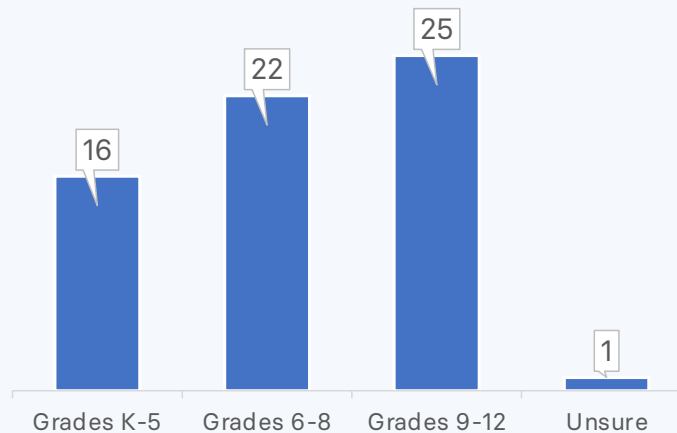
Numbers indicate tally of similar responses

We're satisfied with our ability to engage students in career exploration

Somewhat dissatisfied 3%

Very dissatisfied 3%

Very satisfied 32%

Somewhat satisfied 62%

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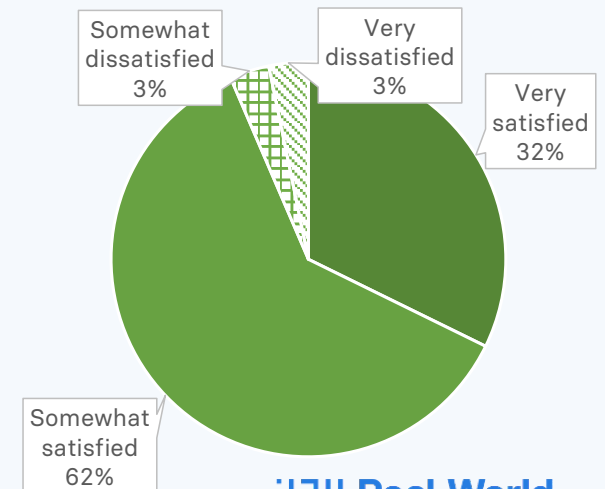
Strategies and limitations

We engage students in career exploration via:

Q21 How does your district engage students in career exploration?

middle school well field trips elementary Career Fairs high
guest speakers days career college students tours
Internships Career Exploration curriculum Offering

"… bring in a lot of guest speakers"

"Guest speakers in elementary and middle school…"

"We have several career fairs for each grade level…"

"… field trips to various places…"

"…careers course in middle school…"

"… Freshman seminar."

Things limiting our ability to engage students in career exploration include:

Q22 In your opinion, what (if anything) is limiting your district's ability to engage students in career exploration?

career exploration planning students classes Time staff

"Time throughout the school day is a limiting factor."

"Time needed to find and organize career exploration activities…"

"… staffing the program…"

"We would love more connections…"

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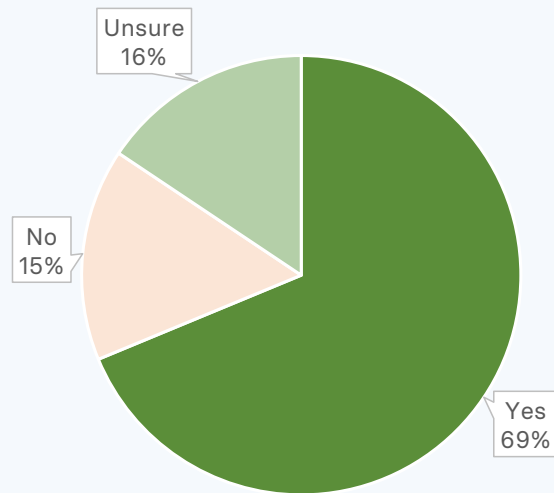# Career Readiness Skills:
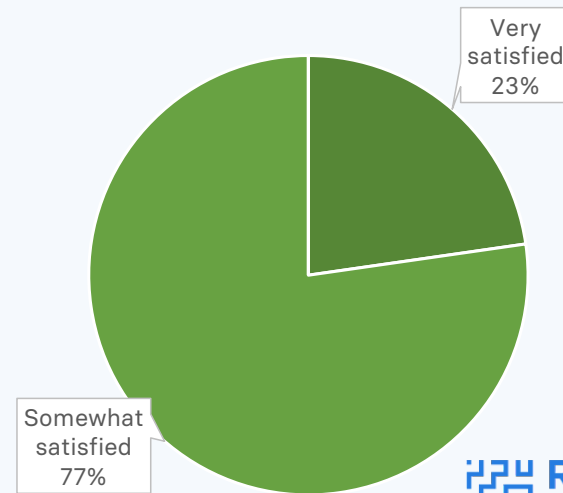How they are defined, when and how they are developed

When skills are defined, development of skills is satisfactory

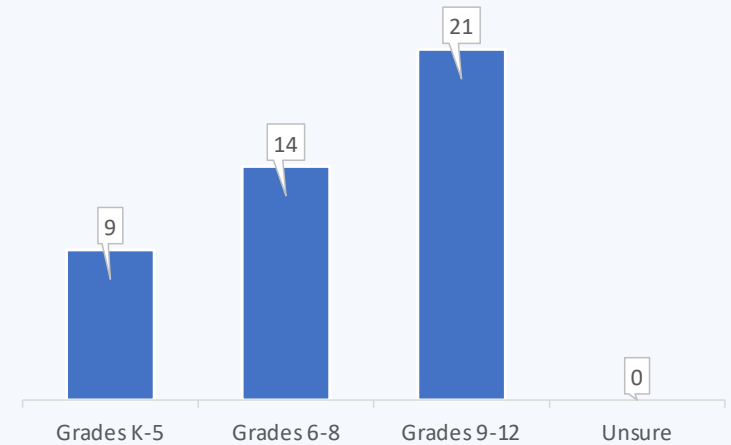## Our district has defined an explicit set of career readiness skills

Unsure 16%

No 15%

Yes 69%

We're satisfied with our ability to help students develop career readiness skills

Very satisfied 23%

Somewhat satisfied 77%

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Skill definition formats vary, skill development concentrated in 6-12

We articulate the most valuable skills in the following formats:

Portrait of a graduate, 18

Learning standards, 13

School district website, 9

In the works, 3

Digital badges, 2

IRCs, 2

Numbers indicate tally of similar responses

We help students develop career readiness skills during:

Grades K-5	Grades 6-8	Grades 9-12	Unsure
9	14	21	0

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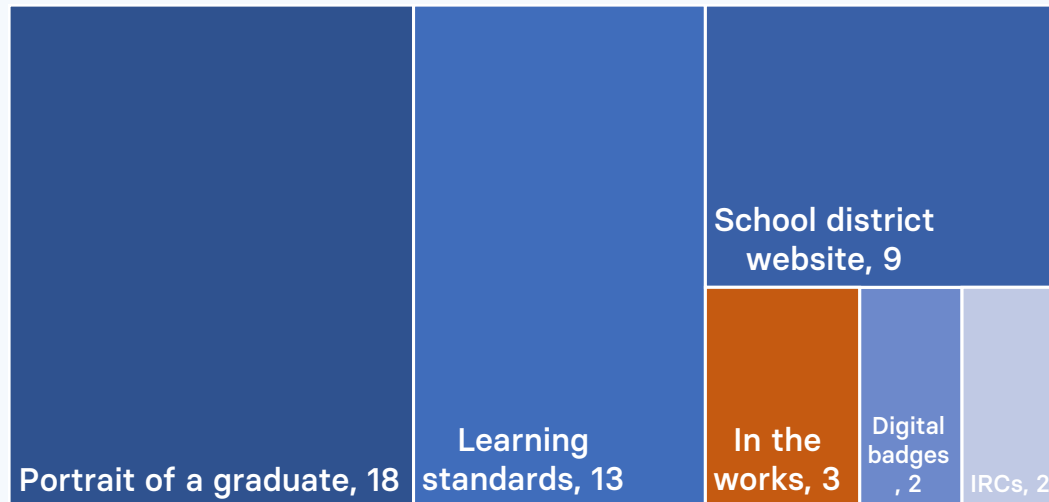
Strategies and limitations

We help students develop career readiness skills via:

Q27 How does your district help students develop career readiness skills?

students Client Connected Projects teachers portrait graduate college Work experience opportunities career counselor skills course Internship focused learning mock interviews curriculum high school classes development

"Through [coursework] on skill development…"

"… in advisory…"

"… freshman seminar…"

"… through client connected projects and limited internships."

"… CTE programs…"

Things limiting our ability to help students develop career readiness skills include:

Q28 In your opinion, what (if anything) is limiting your district's ability to help students develop career readiness skills?

skills see staff time Teacher school

"Teacher capacity – both will and skill…"

"… don't have a vertical alignment of what skills should be developed for each grade."

"Staff not knowing what career readiness skills are…"

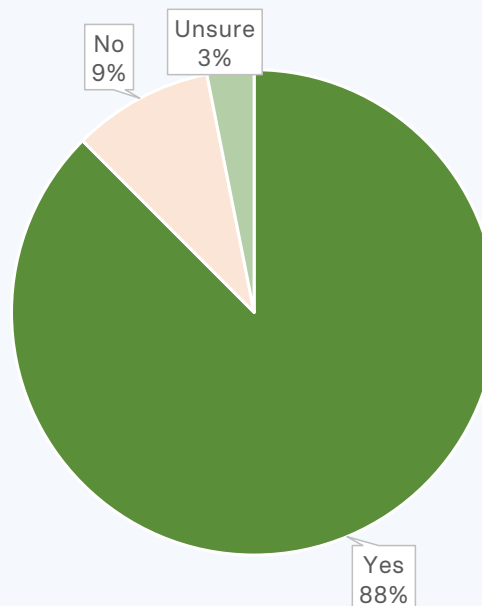*"They are not viewed as academic."*

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Social Capital

Districts are confident they are growing students' social capital

Our district's career education grows students' social capital

No 9%

Unsure 3%

Yes 88%

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Appendix

Provided definitions:

- **Career education** - the continuum of experiences through which students learn about careers

- **Career interests** - current awareness of and affinity towards certain career paths

- **Career exploration** - building awareness of previously unknown career paths

- **Skills** - discrete competencies

- **Social Capital** - the value in a person's relationships with others

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