



OKLAHOMA
EDGE

**Oklahoma State Department of Education
Business and Education Partnerships
Individual Career Academic Planning (ICAP) for ALL Students
5-11-18 Oklahoma Works Conference**

Individual Career Academic Planning (ICAP)

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Dr. Cindy Koss
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ICAP Vision

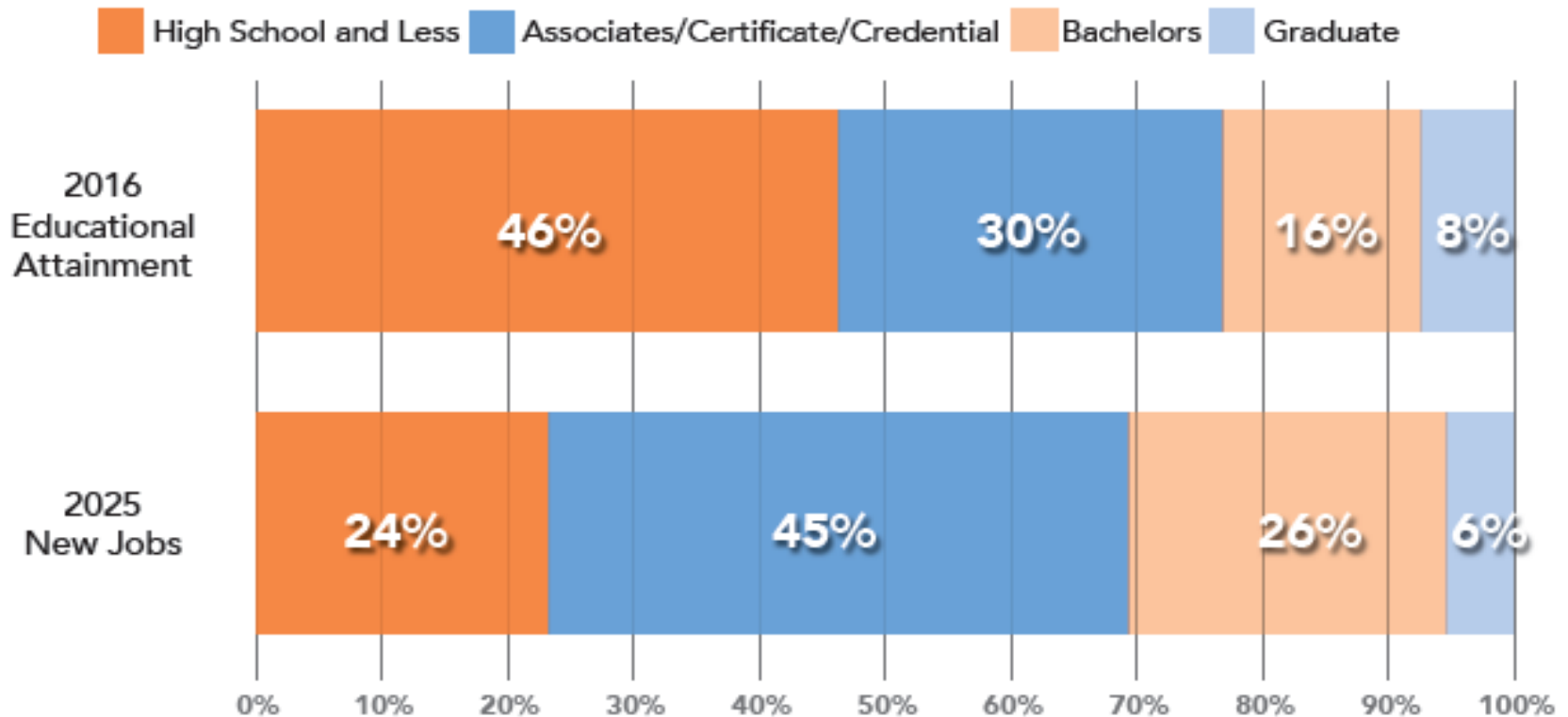
Ensure all students have the opportunity and support to successfully secure a postsecondary degree or industry certification that **reflects each individual's passions and skills.**

1. WHY ICAP?

Close Oklahoma's Workforce Gap

GOAL: By 2025, 70% of residents 25-64 years-old will have education or training beyond high school.

Oklahoma's Workforce Gap

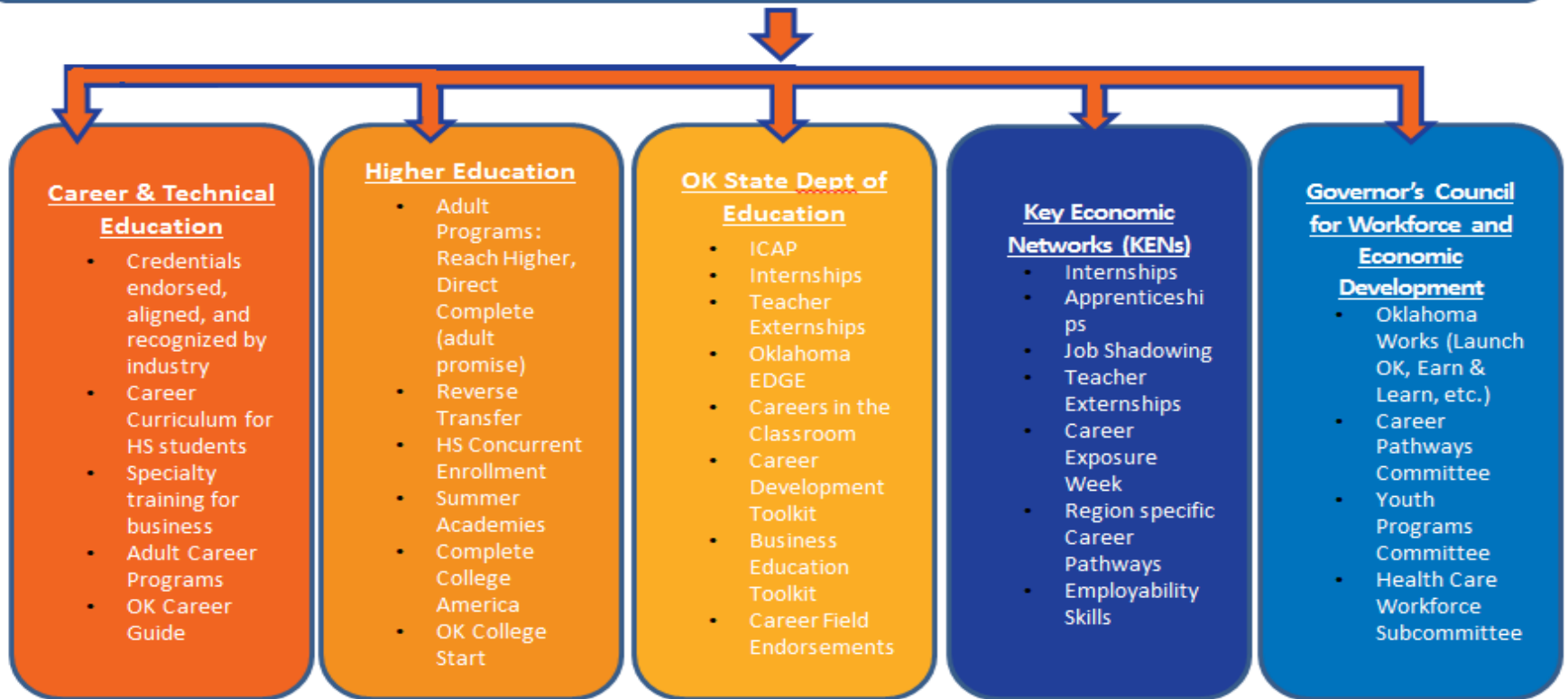


OKLAHOMA WORKS

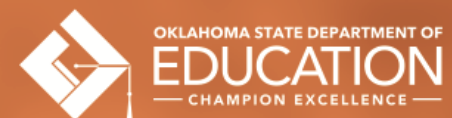
Statewide initiative to align resources, education, training and job opportunities to build Oklahoma's workforce and help Oklahomans achieve the American Dream.

LAUNCH OKLAHOMA

Goal to increase postsecondary education and training attainment to 70% by 2025, including degrees, certificates and high quality credentials. The goal was established to address the gap between the skilled workforce we have and what will be needed by employers.



A proud partner of the AmericanJobCenter network



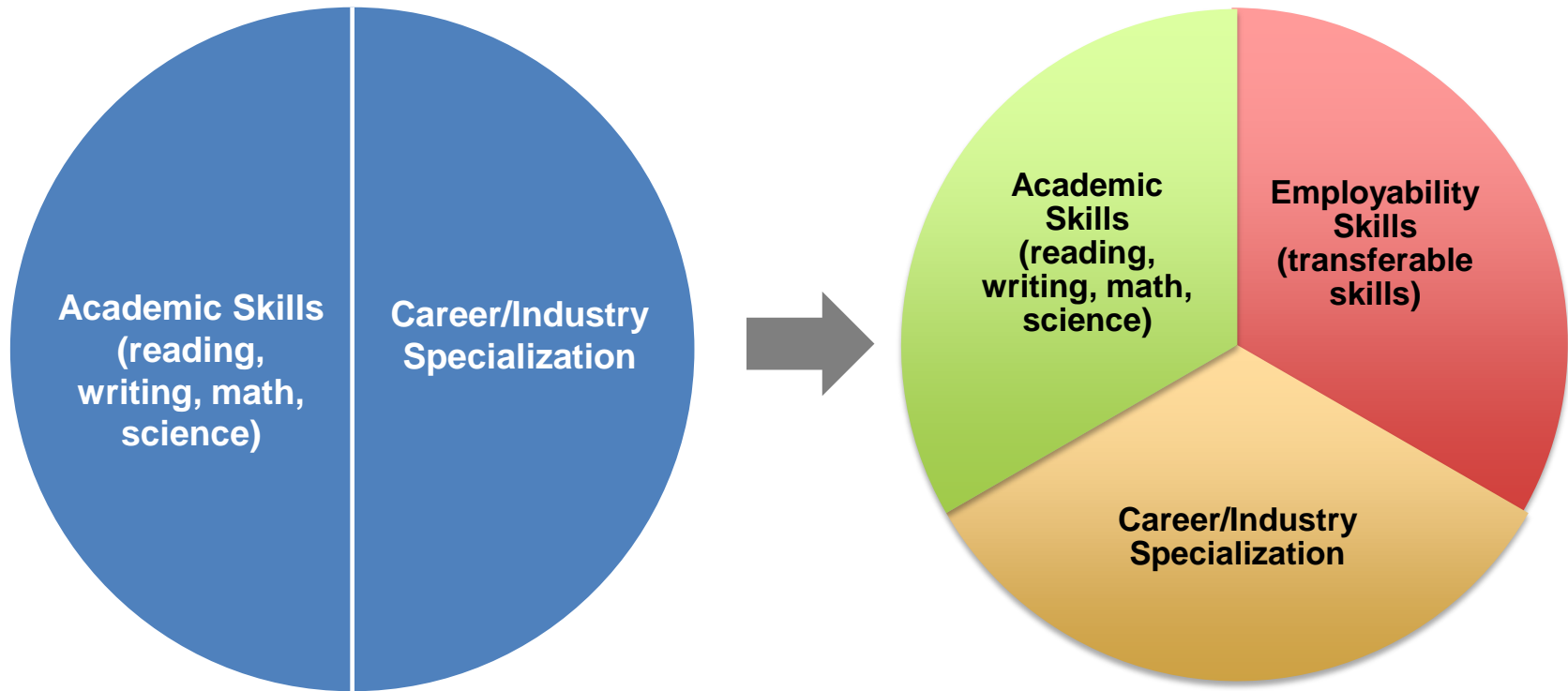
WHY ICAP?

Oklahoma Process

Beginning with the student, IF families, employers, community members, and educators collectively support and actively help students implement high-quality ICAPs,

THEN students will be equipped with the knowledge and tools necessary to be prepared for postsecondary opportunities and pursue a career and achieve economic independence and an ICAP documents progress.

Ability to Adapt to New Work Demands Is Critical



2. WHAT IS OKLAHOMA INDIVIDUAL CAREER ACADEMIC PLANNING (ICAP)?

What is ICAP?

Individual Career Academic Planning is a multi-year process that intentionally guides students as they **explore career, academic, and postsecondary opportunities.**

Beginning with the **family and student**, involvement in the ICAP process includes support from educators and other caring adults.

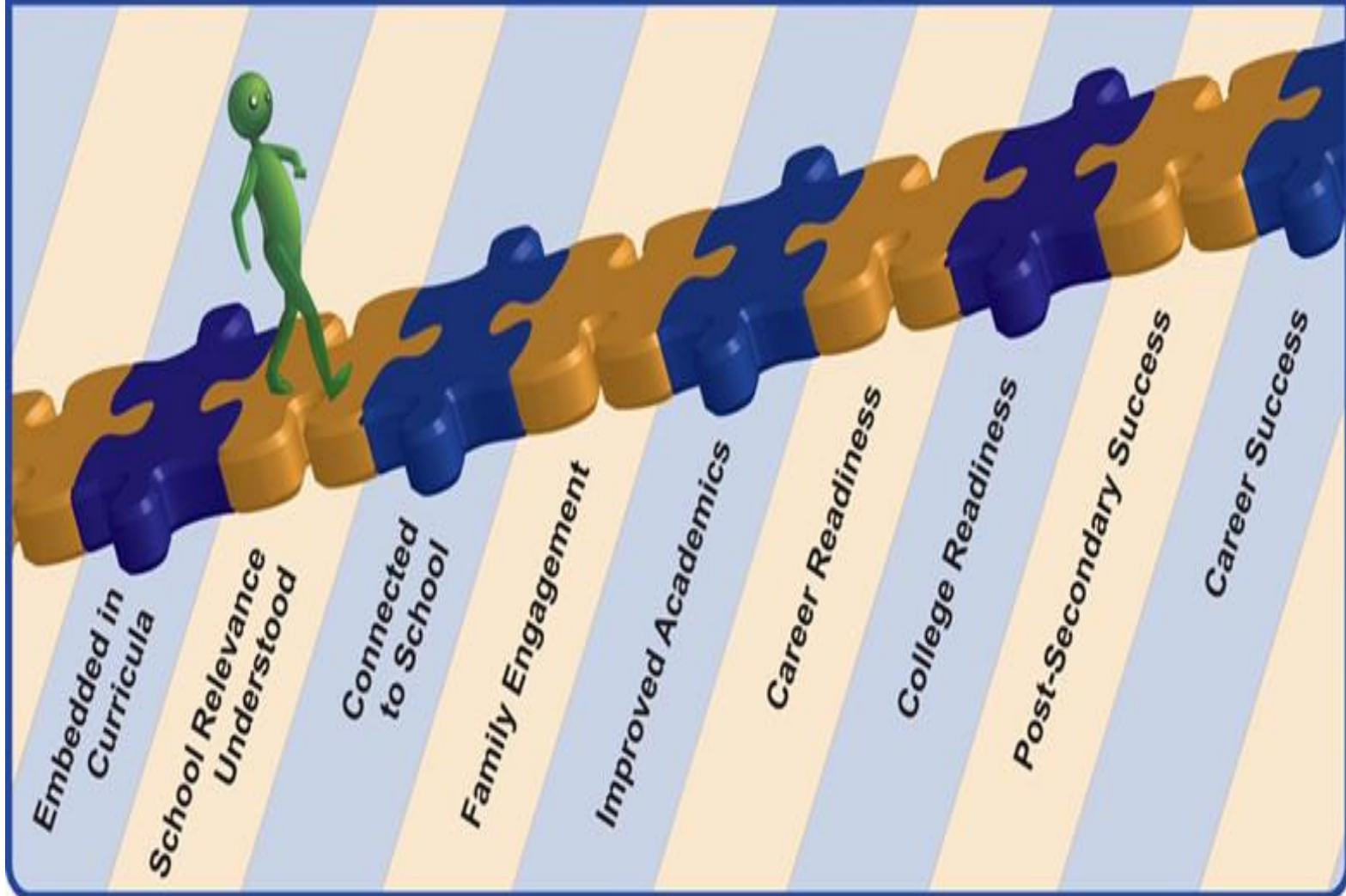
Students develop their awareness, knowledge, and skills in order to **create their own meaningful pathways to be career and college ready.**

ICAP is a STUDENT DEVELOPED PLAN

Students learn about their **strengths**, identify their **skills**, explore their **interests** in different career clusters, enter their responses to **surveys and interest inventories**, continuously update their progress, in these **four areas at least annually**:

- 1. Academic**
- 2. Career**
- 3. Postsecondary Opportunities**
- 4. Extracurricular**

The Path from ILPs to Post-Secondary & Career Success



From Use of Individualized Learning Plans as a Promising Practice for Driving College and Career Readiness Efforts, Solberg et al (2014)



Marissa Lightsey
Program Manager
New Skills for Youth (NSFY)

3. HOW DOES ICAP WORK?

Learn more ways to implement ICAP
strategies.

Visit OSDE website:

<http://sde.ok.gov/sde/new-skills-youth>

Intentional ICAP Process

4 STAGES OF SUCCESSFUL STUDENT INDIVIDUAL CAREER ACADEMIC PLANNING (ICAP)

AWARENESS – WHO AM I?

GET TO KNOW YOUR INTERESTS, SKILLS AND STRENGTHS

EXPLORATION – WHERE DO I WANT TO GO?

EXPLORE CAREER PATHWAYS AND EDUCATION OPPORTUNITIES

PREPARATION – HOW DO I GET THERE? HOW DO I SET MY ROUTE?

SET GOALS, CHOOSE COURSES, JOIN CLUBS AND ACTIVITIES, OBTAIN FINANCING, COMPLETE APPLICATIONS, WRITE RESUMES

ACTION – WHAT ARE MY ACTION STEPS?

REVIEW AND REVISE PLAN AS NECESSARY

Career Development Continuum

Preparing all Youth for Success in College, Career, and Life



Educated

Engaged

Experienced

Aware

Skilled

Prepared

Connected

Career Awareness

Learn about a wide variety of jobs and careers

Classroom & School

- Web research
- Guest speakers
- Career interest assessment
- College and career fairs
- Career contextual instruction
- College awareness

Workplace

- Industry tours and field trips
- Career and job fairs
- Youth in the workplace
- Informational interviews

Families & Neighborhood

- Adult interaction
- Role model observation

Career Exploration

Explore, research, and plan for the future

Classroom & School

- Career pathways, courses, and clubs
- Integrated curriculum
- Classroom simulations
- Career plan development
- Career-focused projects and assignments
- College exploration

Workplace

- Job shadowing
- Career mentoring
- Community projects

Families & Neighborhood

- Risk-taking
- Role-playing

Career Preparation

Gain education, training, and work experience

Classroom & School

- Core academic preparation
- Career technical courses and programs
- Work skills classes
- Career-related project-based learning
- Work-ready certification
- Occupational certifications
- College preparation

Workplace

- Work experience
- Internships
- Apprenticeships

Families & Neighborhood

- Skill-building
- Progression of responsibility

K-8

9-16

Awareness

Exploration

Preparation



ICAP Rollout

- ❖ Phase I – 2017-2018 Pilot Districts (28)
 - ❖ District choice for grade level for initial implementation (6-12)
 - ❖ Beginning Steps for: Awareness, Exploration, Preparation, Action
 - ❖ Career Interest Inventories and Surveys
 - ❖ Career Cluster Exploration – Career Fairs, Job Shadowing, Internships
 - ❖ Career and Academic Planning Tools
 - ❖ Student and Staff feedback - surveys, focus groups and interviews from 2017-2018 ICAP pilot districts and sites
 - ❖ OSDE ICAP Team - Technical Assistance, Professional Development, Webinars, Summit, Mid-Year Reviews, Monthly Support Meetings, Counselor Advisory
- ❖ Phase II – 2018-2019 – Additional Pilot Districts and Sites
- ❖ Phase III – 2019-2010 – Beginning with 9th graders all students participate in ICAP process

ICAP Pilot Study Districts

- Ada
- Atoka
- Bennington
- Bristow
- Broken Arrow
- Carnegie
- Choctaw-Nicomma Park
- Duncan
- Enid
- Glenpool
- Grove
- Jenks
- Lawton
- Mid-Del
- Millwood
- Mustang
- Norman
- Oklahoma City
- Owasso
- Peggs
- Ponca City
- Pryor
- Putnam City
- Sallisaw
- Shawnee
- Stillwater
- Stillwell
- Yukon

ICAP Online Tools

OK Career Guide – The OK Career Guide is a free online tool used to provide students free career interest assessments, information concerning career expectations, growing trends in occupations, scholarship and financial aid resources and information concerning programs of study available in Oklahoma. <https://okcareerguide.kuder.com/landing-page>

OK College Start – OK College Start is a free online tool used to provide students free career interest assessments, information concerning career expectations, growing trends in occupations, scholarship and financial aid resources and information concerning programs of study available in Oklahoma. <https://www.okcollegestart.org/>

Learning Community Online Platform

OSDE Learning Community Online Platform –

The OSDE Learning Community Online Platform is a one-stop interactive learning platform that will engage students, parents, educators, business, community to create partnerships with business and education for meaningful work-based learning experiences. This platform will communicate to parents and students the exciting advancements in careers in high-demand, high-skilled areas.

Overview Video www.sde.ok.gov/sde/new-skills-youth-business-resources

Industry Tour Engineering - CEC <https://vimeo.com/247873400>

Industry Tour Electrician – Google <https://vimeo.com/247873462>

Infographic - Physical Therapist <https://tinyurl.com/y7e7dkpd>

Infographic - Civil Engineering <https://tinyurl.com/y9l8q2t4>

Careers in the Classroom - Geoscientist <https://vimeo.com/257720897>



Chelsea Hunt
Career Pathway Strategy Lead
New Skills for Youth (NSFY)

4. HOW CAN BUSINESSES HELP?

Connect with Educators

Support career readiness programs

- Host teacher externships
- Spread awareness and importance of ICAP
- Provide internship opportunities
- Participate on education advisory committees
- Provide time, expertise and funding support for project based learning
- Participate in “Careers in the Classroom”

Oklahoma’s workforce can be built with YOU and YOUR Team connecting with educators!

Business & Education Shared Needs

- Communication – Written, Oral & Active Listening Skills
- Critical Thinking & Problem Solving
- Collaboration – Shared Responsibility

- Productivity – Sets goals, Manages time
- Punctuality
- Persistence
- Professionalism – Reliability, Responsibility

Business & Education Shared Expectations & Ask of Students - Future Employees

Academic Expectations

- Advanced academic knowledge and skills in literacy, mathematics, ICT (information, communications and technology) literacy

Technical Expectations

- Technical knowledge and skills within a specific industry or discipline

Professional Skills Expectations

- Cross-cutting knowledge and skills needed to be successful in the labor market at all employment levels and in all sectors including critical thinking, collaboration, communication & problem solving

INTERNSHIPS

- **An internship** is a form of **structured and supervised experiential learning that provides students practical experience** in career fields of interest.
- **Internships illustrate classroom relevance** in the professional world.
- An internship offers students **career exploration and skills application** while providing employers assistance with project work.

Contact: Chelsea Hunt chelsea.hunt@sde.ok.gov

Hilldale Public Schools Internship for Seniors – Dr. Kaylin Coody
Elevate Story www.sde.ok.gov/sde/new-skills-youth



EXTERNSHIPS

Oklahoma Education & Industry Partnerships
Industry Tours

Teacher Summer Experiential Learning

Connect: www.okcareer.tech/oeip

Oklahoma Paid Teacher Externships in
STEM areas

Contact: Dr. Robyn Miller — robyn.miller@sde.ok.gov

Oklahoma Teacher Externships Toolkit

<http://sde.ok.gov/sde/sites/ok.gov.sde/files/documents/files/ExternshipToolkit.pdf>

Business-Education Partnerships

Examples: KEN Regions

Northeast

- Pryor Public Schools

Partnerships:

- Mid America Industrial Park
- Pryor Chamber of Commerce

Event(s):

Senior Career Internship Program

- GRDA
- American Castings
- Summit Physical Therapy
- Rivercross Hospice
- Junior Achievement

South Central

- Duncan Public Schools

Partnerships:

- Southwest Oklahoma Impact Coalition
- Duncan Area Economic Development Foundation
- Local Business and Industry

Event(s):

- Teacher tours of business and industry
- Community Career Pathways Kickoff Event
- Pathways to Future Careers Internship Program (<https://vimeo.com/259857607>)

Oklahoma Business- Education Partnerships

The Next Step – Business, Community, Education Event

Senior Conference

Building an Aviation Program Through Community Partnerships

Ada Public Schools

Pathways to Future Careers Internship Program

Duncan High School

The Del Quest Student Mentoring Program with Del City Chamber

Del City High School

Senior Health Careers Internship Program

Stilwell Public Schools

PLEASE SHARE YOUR STORY!

[Template: Share Your Story](#)

More examples here: <http://sde.ok.gov/sde/share-your-story>

Summary: ICAP Concepts

ICAP Partners

Cross-Sector collaboration promotes the use of ICAPs for college and career preparation

ICAP is a Process

Students go through a process of self-exploration, career exploration, and career preparation and planning

Oklahoma has a Skills Gap

Many Oklahoma students lack the skills needed to fill the middle to high skill jobs available in our growing economy

ICAP Works

Research shows that students with an ICAP see the relevancy in their course-work and are more motivated and engaged

ICAP is a Plan

Students develop postsecondary education, career, and financial plan with their ICAP

Oklahoma has an Aging Workforce

As more and more baby boomers retire, this skills gap will only become more pronounced

Contacts



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