



MAINE CAREER ACADEMY DESIGN GROUP KICK-OFF

JUNE 10, 2024



GOALS FOR TODAY



INTRODUCE CAREER ACADEMY
CONCEPT AND KEY PARTNERS



ALIGN ON DESIGN GROUP ROLE
AND TIMELINE



BREAKOUT GROUPS TO IDENTIFY
PATHWAY STRENGTHS AND
OPPORTUNITIES

WELCOME DESIGN GROUP MEMBERS!



Healthcare

- Helene Kennedy & Joe Baty, Maine Health
- Collen Hilton, Northern Light
- Sarah DeCato, DOE
- Angie Hunt, The Cedars
- Renee Freudenberger, Woodfords
- Bill Tracy, Hancock County Tech
- Stephanie Haskins, GNG Adult Ed
- Bren Peterson, USM
- Betsy Libby, CMCC
- Joy Gould, DHHS

Early Childhood Ed

- Patricia Williams, UMF
- Abigail Carter, Maine Roads to Quality
- Jenny France, Somerset CTE
- Annie Sargent, Ellsworth Adult Ed
- Tracey Fortin, KVCAP
- Leanne Larsen, DOE
- Kevin Stilpen, PATHS

Clean Energy

- Brie O'Malley, ReVision Energy
- Tagwongo Obomsawin & Liz Love, Gov Energy Officer
- Abbie Yammamoto, Portland Adult Ed
- Amanda Peterson, United Tech Center
- Kathy Bertini, DOE
- Amrit Verma, UMaine

The National Governors Association

Founding

The May 1908 meeting of President Theodore Roosevelt and governors led to the creation of the National Governors Association.



Image: The first meeting of the National Governors Association in 1908.

What We Do

The National Governors Association (NGA) is the bipartisan organization of the nation's governors. Through NGA, governors identify priority issues and deal with matters of public policy and governance at the state, national and global levels.

The NGA Center for Best Practices is the only research and consulting group that directly serves governors and helps governors and executive branch leaders develop and implement innovative solutions to public policy challenges. Our Government Relations team ensures that states are a strong voice in Washington, D.C. We also provide management consultative services to both new and incumbent governors, their senior executive staff and trusted advisors.



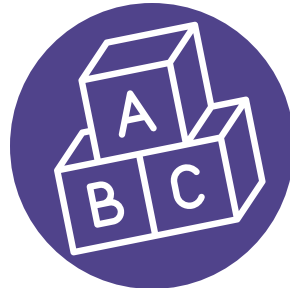
NGA Center for Best Practices Policy Programs



Homeland
Security



Cybersecurity



K-12 Education



Environment



Health



Postsecondary
Education



Land Management,
Agriculture,
Wildlife and Rural
Communities



Workforce
Development
And Economic
Policy



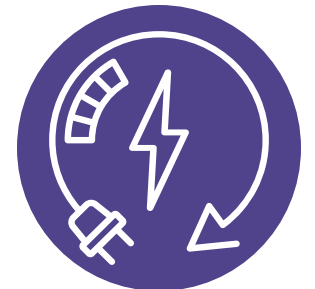
Infrastructure



Public Safety
And Legal
Counsel



Children And
Families



Energy



NGA Center for Best Practices Services



Governors' Advisors
and State
Executives
Networks



Multi-State Peer
Learning Cohorts



Facilitation and
Strategic Planning
Support



Research and
Policy Briefs



Customized
Technical
Assistance

NGA Workforce Development & Economic Policy Program

- 45 states and territories engaged last year
- Focus areas include:
 - Workforce system governance and innovation
 - Economic mobility
 - Barriers to employment
 - Sector solutions
 - IJIA, CHIPS, and IRA implementation
 - Future of work and digital skills
 - Apprenticeship and youth apprenticeship



Image: North Dakota Governor Doug Burgum at NGA's 2023 Summer Workforce Symposium.

WHAT ARE THE COMPONENTS OF A CAREER ACADEMY?



Dual Enrollment

Earn college credit during high school

[Learn More](#)



Work-based Learning

Gain early exposure to real world experience

[Learn More](#)



Workforce Credentials

Develop a competitive edge for your career

[Learn More](#)



Career Advising and Navigation

Make informed decisions about life after high school

[Learn More](#)



Education & Training Career Pathway <Name of Region> 2022-2025



EXPLORE: Click on the links to find the job titles that seem most interesting to you to learn more! Save any jobs you are interested in from this career pathway in your XELLO account so that you can create an Academic and Career Plan (ACP) later on.

Educational Level <small>May also require work experience, a specific license, and/or background check and fingerprinting</small>	Early Childhood Education	K12 Education	Higher Education	Adult and Community Education
High School Diploma, Certification	Assistant Child Care Teacher, Child Care Teacher, or Infant Toddler Teacher * ○ Nanny (Au Pair) ○ Range \$xxx,xxx-xxx,xxx	Food services worker * ○ School Safety Officer or Security Personnel School Office Assistant Teacher Assistant * ○ School Bus Monitor Range \$xxx,xxx-xxx,xxx	Food services worker * ○ Facilities Maintenance Worker Tutor Residential Advisor Range \$xxx,xxx-xxx,xxx	Community Education Instructor Youth Development Worker Community Recreation Staff Umpire or Referee or Coach Range \$xxx,xxx-xxx,xxx
Post High School Certification or Technical Diploma (Registered Apprenticeship*)	Early Childhood Education Teacher * * ○ Family Child Care Provider * Child Care Director * Preschool Teacher * ○ Range \$xxx,xxx-xxx,xxx	Bus Driver * ○ Range \$xxx,xxx-xxx,xxx	Lab Assistant Range \$xxx,xxx-xxx,xxx	Behavior Technician HR or Organizational Development Assistant Career or Life Coach ○ Range \$xxx,xxx-xxx,xxx
Associate Degree	Head Start Assistant Teacher * Social and Human Services Assistant ○ Range \$xxx,xxx-xxx,xxx	Paraeducator * Health Room Aide * IT Support Specialist * ○ Lab Assistant Short term Substitute Teacher * Range \$xxx,xxx-xxx,xxx	Administrative Assistant ○ Library Technician ○ IT Support Specialist ○ Lab Manager Range \$xxx,xxx-xxx,xxx	Community Program Manager Social and Human Services Assistant ○ Library Technician ○ Range \$xxx,xxx-xxx,xxx
Bachelor Degree and beyond	Head Start Lead Teacher * 4K Preschool Teacher (in a School District) * ○ Early Childhood Special Education Teacher * ○ Range \$xxx,xxx-xxx,xxx	Education Policy Analyst Range \$xxx,xxx-xxx,xxx Teacher <ul style="list-style-type: none"> • Pre K-12 Education * ○ • Special Education * ○ Pupil or Student Services Staff <ul style="list-style-type: none"> • School Social Worker * • School Counselor * or School Psychologist * Educational Administrators K-12 ○ Range \$xxx,xxx-xxx,xxx	Professor, Adjunct, Instructor ○ Library Media Specialist ○ Student Services Staff <ul style="list-style-type: none"> • Disability Services Coordinators • Career Services Advisors • Admissions Counselors ○ • Academic Advisor Range \$xxx,xxx-xxx,xxx	Director of Community Education Corporate Trainer or Development Specialist ○ Library Media Specialist ○ Range \$xxx,xxx-xxx,xxx
Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options	Click HERE for Postsecondary Options





Education & Training Career Pathway In High School



A career pathway in high school must include:

- A sequence of courses (including at least 2 CTE courses)
- Two of the following components: *Career and Technical Student Organization, Work-based Learning, Industry Recognized Credential, College Credit Opportunity*

Career and Technical Education Courses	Must include a sequence of at least TWO Career and Technical Education courses. Should align with Education Building Blocks for the pathway:	CAREER EXPLORATION PROGRAMS		
Additional Recommended Courses	Should align with Education Building Blocks for this pathway:	State: • Educators Rising - Wisconsin		
Career and Technical Student Organization	ECCLA (Wisconsin) ECCLAINC.org (National)	Regional: •		
Work-Based Learning Program Options	<ul style="list-style-type: none"> • Employability Skills (90 hrs) • State Skill Standards Co-Op- Child Care Services(480 hrs/1 year) • Local Internship/Local Work-based Learning Programs that meet state quality requirements 	Local:		
	Early Childhood Education	K12 Education	Higher Education	Adult and Community Educa
Industry Recognized Credential Options Learn the skills that employers want to see! <i>Italics = must be 18 years old to obtain</i> *This certification is eligible for reimbursement through the technical incentive grant	Blood Borne Pathogens First Aid CPR	<ul style="list-style-type: none"> • Mandatory Reporter Training • Abusive Head Trauma Prevention • Watch Me! (CDC) 	<ul style="list-style-type: none"> • Educators Rising microcredentials <ul style="list-style-type: none"> ◦ Classroom Culture, Anti-bias Instruction, Collaboration, Formative Assessment, and Learner Engagement • Suicide Prevention Training 	Registered Behavior Technici Personal Coaching Certificat WIAA Referee Certificatio
College Credit Opportunities	You can find the list of college credit opportunities included in the postsecondary options for this pathway HERE .			

CAREER ACADEMIES

WHY CAREER ACADEMIES?

*Between the activities of Maine Career Exploration, pre-apprenticeships, early college, industry partnerships, career pathways at MCCS and University of Maine System (UMS), and various navigators—Maine has **several components of career academies in place.***



*The career academy model braids together these existing components in a way that **directly connects student learning to industry-needed skills and creates a more seamless way for Maine’s employers to engage, educate and invest in building our talent pool.***

Peer State Spotlight: Delaware

Delaware Pathways

- Launched in 2016 by executive order
- 30,000+ students currently participate in 29 programs of study which are offered in every district and most high schools
- System Design
 - Guided by the Delaware Pathways Steering Committee
 - Statewide program development through partnership with Department of Labor and Department of Education
 - Available to all 9-12 grade students

Peer State Spotlight: Delaware

- Thirteen Career Clusters
 - Architecture & Construction
 - Business Management
 - Education & Training
 - Finance
 - Health Sciences
 - STEM
- Elements to Complete a Pathway
 - Three levels of coursework taken over 3-4 years
 - High school-based classes, early college or post-secondary courses
 - Work based learning experience

Peer State Spotlight: Massachusetts

- Innovation Career Pathways

- Launched in Summer 2017
- Approximately 8,000 students in 226 Designated Pathways in 97 schools in SY24-SY25

- System Design

- Innovation Pathway Programs are designated by the state on a yearly basis with 5-year performance contracts.
- Designation requires a school district or charter school + local workforce development board + employer
- Students in the K-12 system are eligible to take part

Peer State Spotlight: Massachusetts

- Six Broad Industry Sectors

- Advanced Manufacturing
- Information
- Clean Energy
- Environmental and Life Sciences
- Health Care and Social Assistance
- Business and Finance

- Integrated Instruction

- At least 2 Technical courses aligned with the Industry Sector
- At least 2 Advanced courses, which can include dual enrollment, AP, or other college-level courses
- A 100-hour internship or capstone project

Peer State Spotlight: Wisconsin

- [Wisconsin Regional Career Pathways](#)
 - Launched in 2016
- System Design
 - Regional Career Pathways are developed by 7 regions across the state. The state is responsible to reviewing and endorsing any new pathways submitted by a region.
 - Regional career pathway collaborative groups are facilitated by the local Cooperative Educational Service Agencies
 - Include school districts, employers, local workforce and economic development organizations, higher education
 - Students in the K-12 system are eligible to take part

Peer State Spotlight: Wisconsin

- 9 Regional Career Pathway Sectors

- Agriculture, Food, and Natural Resources
- Business Administration
- Energy

- Components of a Pathway (at least 3)

- Sequence of CTE courses
- Career and technical student organization related activities
- Work-based learning experience

- Healthcare
- Hospitality, Culinary, and Tourism
- Information Technology
- Industry-recognized credential
- Dual enrollment opportunity

WHY CAREER ACADEMIES?

For
students

Creates a more seamless pathway between education and training with the needs of the local job market, provide a range of postsecondary options, result in a high school diploma with at least one industry-recognized credential, and help students enter or advance within an occupation.

For
schools

Provides a specific plan for occupations that are high-wage and in-demand. This allows schools to focus on student and curriculum activities with input and support from employers and higher education.

For
employers

Make partnerships with a greater number of schools possible. This allows employers to shape the future talent pipeline, foster young talent, and highlight local career opportunities across an entire region

GUIDING PRINCIPLES FOR MAINE CAREER ACADEMY DESIGN PROCESS

- **Goal is NOT to design a new program** but connecting existing programs and scale what works
- **Design with the dual customer** in mind – learners & employers
- Target audience is **young people** in school-based settings AND **adult learners / career changers**
- **Design with equity in mind** – think of communities under-represented in the field and create a more seamless pathway for them to succeed
- **Be creative with implementation** – it may look like a traditional high school model or it may be more flexible, weaving programs together across systems!



TIME FOR A
POLL

KEY ROLES AND EXPECTATIONS

Intended outcomes:

- Develop career academy model for 3-4 key high-wage / in demand occupations in Maine in clean energy, healthcare, & education sectors
- Create alignment across workforce system leaders on shared definition, vision, and funding/scaling plan to implement career academies
- Facilitate industry-education alignment and employer engagement to invest in workforce development

Key roles

- **Design groups:** Composed of employer, education and government leaders with on-the-ground sector expertise convening to design
- **Workforce decision makers:** Key decision makers from State of Maine agencies, MCCA & UMaine system to advise on vision for Maine Career Academies, set criteria for program inclusion, and advise on implementation
- **Core staff group:** DOL, DOE, UMS & MCCA providing coordinating support to design groups
- **NGA:** Facilitate design groups, provide project support, bring in other state speakers to share best practices, advise on implementation best practice

DESIGN GROUP PROCESS

June

- TODAY: Kick-off design groups, introduce model and identify opportunities / barriers in current pathways
- Next steps: Meet with your design groups to hone in on key occupational pathway of focus

July - August

- Design group starts to define occupational career pathway & key competencies to inform pathway
- Decision makers: Align on definition & vision of Maine Career Academies

September -
October

- Sector design groups inventory existing assets and evaluate for inclusion in future career academy model
- Decision makers: Determine criteria for high-quality career academy components for inclusion

November -
December

- Sector design groups propose career academy model for their key occupations and define necessary resources, barriers and supports for implementation (identify to inform 2025 pilot projects)
- NGA develops a Maine career academy implementation plan to include braided funding recommendations
- Decision makers: Approve pathways & align on scaling plan

DESIGN GROUP TIME

1. **Introduce yourselves!**
2. **Pick 1-2 entry level occupations** that lead to high-wage/in demand careers
 - Healthcare: CNA; Early Childhood Education: Child Development Associate/Assistant, Clean Energy: Helper Electrician
3. **Discuss the current journey a young adult or adult learner might go through to attain their first credential and then connect to work or post-secondary education**
 - Think through each stage – attaining the 1st credential, connecting to work, and advancing via continued post-secondary education
 - What's working well at each stage today? What can be improved?

To report

- Top 1-2 areas that are working well today to build into career academy model
- Top 1-2 barriers to address within career academy design process

NEXT STEPS

- Design group support staff will be in touch to identify time to reconvene before late July to:
 - Identify top 1-2 occupations of focus
 - Begin to map the pathway from 1st credential to advanced degree
 - Begin to identify key competencies and skills along the pathway
- Next full group meeting – Late July with guest speakers from other states with career academy models (date:TBD)