

Career Readiness Mini-Grants

Pennsylvania Association of Intermediate Units

Tom Gluck, PAIU
Abby Smith, Team PA

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Background

- PA Department of Labor & Industry (L&I) awarded Team Pennsylvania Foundation (Team PA) a \$300,000 grant
- Team PA will be the fiscal agent
- PAIU will coordinate the process with IUs and LEAs

Encouraging Innovation in Career Readiness

- **STEAM Mini-Grant Model**: Allegheny IU #3 used a mini-grant program to expand the STEAM opportunities for students in their member districts
 - *Encouraged innovation*
 - *Incentivized increasing STEAM programming*

Goals & Potential Impact

- Scale, share, and replicate best practices in career readiness across Pennsylvania
- Establish career pathways as a model for skill, credential, and degree attainment
- Increase opportunities for all youth to participate in work-based learning through pre-apprenticeship, apprenticeship, and other similar experiences

Goals & Potential Impact (cont' d)

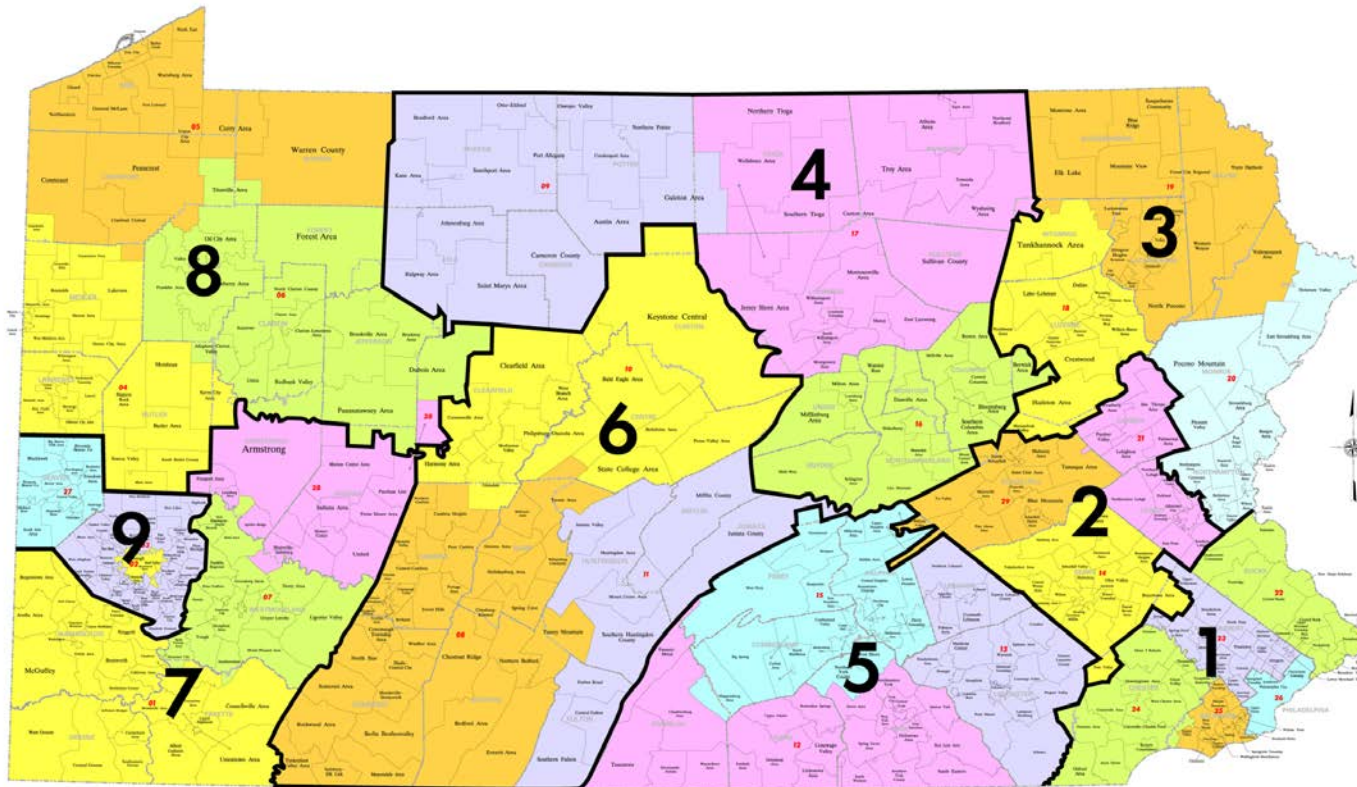
- Improve alignment between K-12 and the workforce development system at a micro-level
- Expand and encourage partnerships between districts and Local Workforce Development Boards (LWDBs)
- Increase the use of labor market information in career readiness activities at the district level

Basic Information

- School Districts (publics and charters) can apply for mini-grants to support career readiness activities for the 2017-18 school year.
 - Projects can be at the school or district level, but all school-level projects must have superintendent approval
- Mini-grant award amount:
 - \$5,000: Single school, multiple schools within a district, or one district
 - \$10,000: 2 or more districts

How will this process work?

- IUs will work in regions for this project
- \$30,000 per region to distribute to 3-6 districts in each region



- Funds will flow from Team PA to one IU in the region and then to the awardees

How will this process work?

- Visit the Mini-Grants Website Link:
 - <https://teampa.com/resource/minigrants/>
- Website includes instructions, a fillable PDF application, and a link to submit your file (due Aug. 14th)
- Completed application is submitted to your IU region
- IU leaders in each region will review applications and select 3 – 6 awardees (announced Sept. 5th)

Application & Evaluation Criteria

- Integration of Career and Education Work Standards
- Relevance to Local Labor Market
- Partnership and Collaboration
- Implementation Plan & Timeline
- Resource Allocation
- Sustainability
- Budget Allocation

Rubric available on the Mini-Grants Website

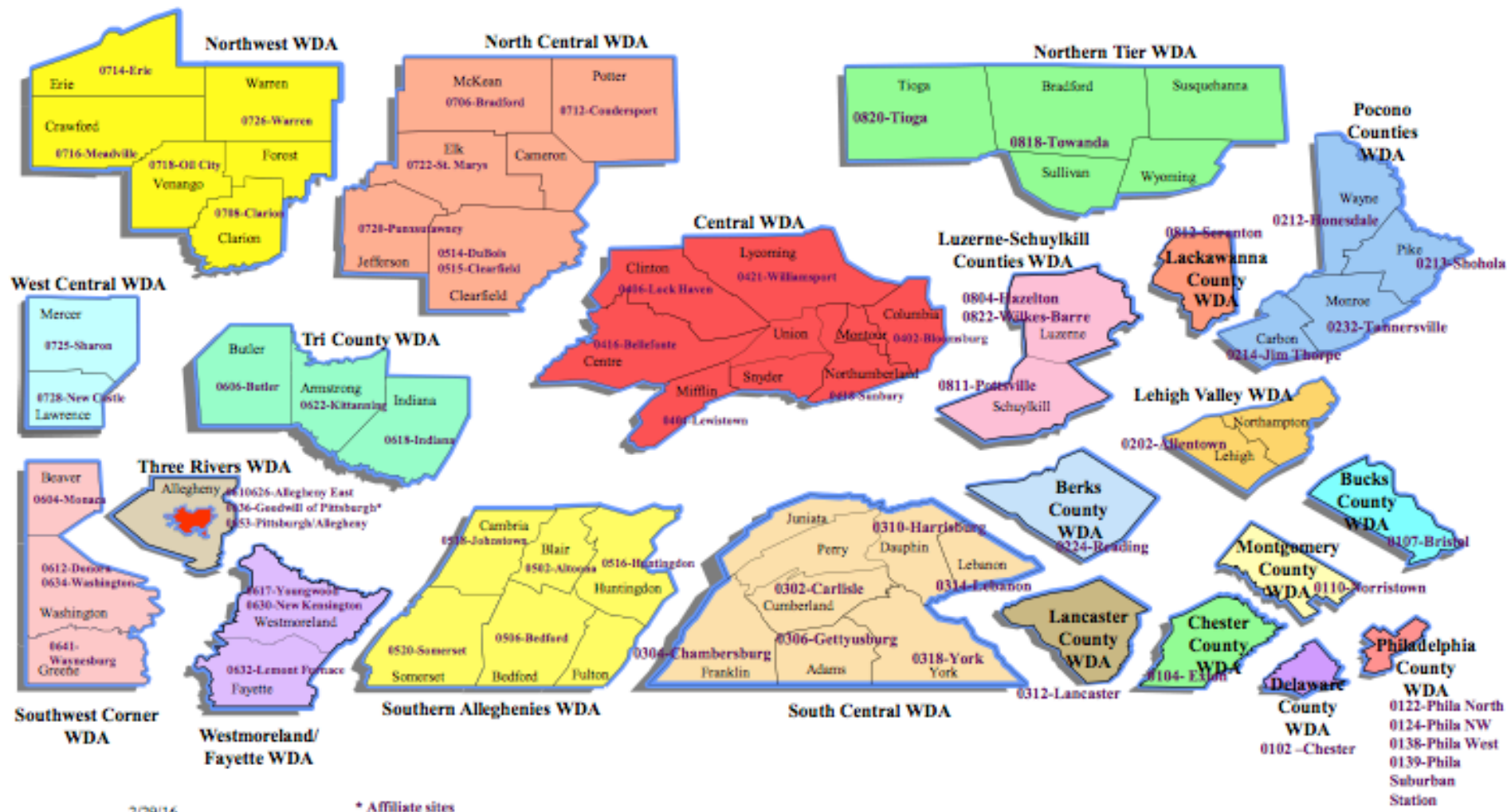
Essential Criteria: Partner with Local Workforce Development Board

- School districts must partner with their Local Workforce Development Boards (LWDBs)
 - School districts may also consider additional partners (CTCs, employers, local chambers, etc.)
- LWDB contact points provided on the Mini-Grants Website

Background on Local Workforce Development Boards

- Federal government funds a nationwide infrastructure to assist:
 - Individuals looking for a new job or to advance their careers; and
 - Employers who need to fill vacancies with skilled workers or to train their workforce.
- Programs are locally driven to serve their communities with guidance from employers, as well as other community stakeholders.

Workforce Development Areas/PA CareerLink Offices



2/29/16

Map available on the Mini-Grants Website

Background on Local Workforce Development Boards

- **LWDB Responsibilities:**
 - Analyze regional conditions;
 - Engage employers;
 - Develop and implement career pathways;
 - Provide oversight and coordination for the workforce services and CareerLink® centers

Background on Local Workforce Development Boards

- **Youth Services include:**
 - Tutoring, study skills and dropout prevention;
 - Alternative secondary school offerings;
 - Occupational skills training;
 - Paid and unpaid work experiences, job shadowing and internships;
 - Summer employment opportunities; and
 - Adult mentoring.

Partnership with Local Workforce Development Boards

- Outline the role of all partners in your application as it pertains to *this* project
- Specify the role(s) that you **anticipate** the LWDB will play. Some ideas include:
 1. Helping identify regional labor needs;
 2. Providing connections with employers, post-secondary entities, certification programs, etc.;
 3. Assisting with establishing career pathways, work-based learning, internships, job shadowing or pre-apprenticeship opportunities.

Partnership with Local Workforce Development Boards

- Different schools and districts have different experiences working with LWDBs
 - For ones with established relationships, these projects are intended to deepen those connections or expand opportunities
 - For others, these projects will be the foundation for new partnerships
- *We recognize that this mini-grant initiative is a starting point with a short runway to implementation*

Essential Criteria: Ground Projects in Labor Needs

- School districts must demonstrate a need for their career readiness project through **labor market information (LMI)** and a **connection High Priority Occupations (HPOs)**
- LWDBs will be an important resource in grounding work in regional labor needs
- Other resources available on the Mini-Grants Website and the Pennsylvania Department of Labor & Industry's website

Resources to Understand Labor Needs

- **Top Job Skills Projected in PA:**
 - Top 50 Work Activities (i.e. greet customers)
 - Top 50 Tools & Technologies (i.e. accounting software)
- **Pennsylvania Career Guide:**
 - Includes a self-assessment tool for students, activity ideas, occupations and salaries, resume building tools, and more

Resources to Understand Labor Needs

- High Priority Occupation (HPO) Lists & Regional Workforce Projections:
 - Explore some of the key areas where employers are hiring, by region
- Pennsylvania State System of Higher Education (PASSHE) Workforce Characteristics and Gap Analysis Reports:
 - Nearly 1 million skilled jobs will need to be filled across PA through 2024
 - These reports explore our state's gaps and needs

Example Elementary School Project

- Visit 3 different job sites
 - CEW Standards Addressed:
 - Identify the range of jobs available in the community;
 - Discuss the importance of the essential workplace skills
 - Relevance to LMI: Identify 3 High Occupation Areas
 - Partnership: LWDB makes connection to 3 different employers in those High Occupation Areas
 - Budget Allocation: school buses, staff time

Example Middle School Project

- **'Future Me' afterschool program**
 - **CEW Standards Addressed:**
 - Relate careers to individual interests, abilities, & aptitudes;
 - Analyze the relationship of school subjects, extracurricular activities, and community experiences to career preparation.
 - **Relevance to LMI: Analyze Top 50 Skills Lists**
 - **Partnership: LWDB helps identify speakers from businesses looking to hire people with those skill sets**
 - **Budget Allocation: staff time**

Example High School Project

- **Expand health career pathway with PULSE program**
 - **CEW Standard Addressed:**
 - Justify the selection of a career.
 - **Relevance to LMI: Regional Workforce Employment Data**
 - **Partnership: LWDB provides feedback on how to expand school's existing health career pathway**
 - **Budget Allocation: Membership fees to regional intermediary that runs the PULSE program**

Key Dates

- July 10th: Grant Application Open
- July 13th @ 2:00 p.m.: Zoom Info Session
REQUIRED
- August 14th: Grant Applications Due
- September 5th: Award Notifications
- January 12, 2018: Progress Reports Due
- June 1, 2018: Final Reports Due