



## Career Readiness Initiative and Cross-Sector Team Objectives and Successes

The Michigan Career Readiness Initiative (CRI) including the Council of Chief State School Officers (CCSSO) Career Readiness Collaborative, CRI Cross-Sector Team and CRI Planning Team, provide a sustainable approach to career readiness priorities and strategies designed to endure across administrations and brands. The CRI supports multi-state agency collaboration and stakeholder engagement across education, career readiness and workforce development initiatives. The CRI Cross-Sector Team consists of leaders in K-12 education, higher education, workforce development and business and industry.

On May 4, 2021, the CRI Team provided an update, for each of the key objectives, with supporting criteria to assess Michigan's policies and practices using a 1-4 rating scale:



**1 = Limited Progress** This outcome is not yet a priority within the state. There is very little activity and no significant effort to address this outcome yet.



**2 = Emerging Practice** This outcome is becoming a priority for the state. Early work has been done within the state to lay a foundation to reach this outcome.



**3 = Established Practice** This outcome is a priority for the state. Policies have been adopted and work is being implemented across the state that can be strengthened and scaled.



**4 = Sustained Practice** The state has fully met this outcome. Policies have taken root; programs have been scaled; systems are sustainable; and no major work is needed.



## Key Objective 1: Employer Engagement

Identify high-skill, high-wage, in-demand industry sectors, such as manufacturing, information technology, and healthcare and the occupations and credentials associated with each pathway.

---

2019 Emerging Practice



2021 Sustained Practice

---

**Career Pathways Grant (CPG):** Launched a collaborative grant opportunity offered by the Michigan Department of Education - Office of Career and Technical Education (MDE-OCTE) and the Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD) to fund secondary/postsecondary collaborative partnerships for the purpose of developing seamless secondary/postsecondary programs of study aligned to local labor market needs and student interest; with learner-friendly on-ramps and off-ramps, that culminate in postsecondary recognized credentials.

- Recipients collaborated with K-12, postsecondary education, workforce development communities and employers to identify the credentials valued by industry and based on labor market information. These credentials were then linked to state Career and Technical Education (CTE) program standards to ensure aligned, high quality CTE programs of study.
- Developed, pilot-tested and implemented an employer survey for identifying credentials of value to employers with input and recommendations from the CRI Cross-Sector Team.
- Created a credential selection checklist and process utilizing information gained at CRC national meetings from other states.
- Identified credentials within 7 CTE Instructional Programs (CIP): CIP 51.0000, Health Sciences/Allied Health/Health Sciences, General; CIP 46.0301, Electrical and Power Transmission Installation; CIP 46.0000, Construction Trades; 47.0604, Automobile Technician (ASE Certified); CIP 52.0299, Business Administration, Management & Operation; 12.0400, Cosmetology; and, CIP 13.0000, Education General.
- Developed two new CIP Code programs for Aviation and Hospitality.

The CRI Cross-Sector Team members reviewed documents and provided valuable feedback on effective communication with employers. Grantees shared their work with the Cross-Sector Team several times for cross-sector (secondary, postsecondary and employer) discussion and input including at the June 2020 Cross-Sector Team meeting. Cross-Sector Team members also provided information on the impact of the pandemic on employers, and how they were continuing to offer internship opportunities for students virtually. These opportunities were then shared with CTE programs statewide via the MDE website. Postsecondary Cross-Sector Team members provided perspectives on the impact of the pandemic on postsecondary institutions.



**CCSSO Career Readiness Collaborative:** MDE-OCTE and LEO-WD continued to participate in the Career Readiness Collaborative CCSSO Career Readiness Collaborative initiative to support states in improving career readiness. The CRC is a partnership of states committed to create multiple pathways for each student to successfully transition into, through, and beyond the K-12 system and to provide students and adult learners access to high-quality career pathways and opportunities that culminate in a credential, degree, or set of knowledge/skills that are highly-valued by the labor market.

During the June 2021 conference, Michigan had the opportunity to share “identified problems of practice” in order to receive feedback and recommendations for how comprehensive high schools could offer robust CTE, as well as recommendations for effective use of Perkins V special populations set-aside funds. The CRI planning team will be implementing these recommendations in the coming years.

**State Apprenticeship Expansion:** LEO-WD received \$10 million to expand apprenticeship programs in Michigan, that includes funds for the Michigan Youth Apprenticeship Readiness Network (MiYARN).

- The cross-agency collaboration developed through the CRI supported cross-agency work on this grant application.
- LEO-WD shared the grant information with the CRI Cross-Sector Team and asked for input on ways to disseminate information to potential grantees.

**Comprehensive Local Needs Assessment (CLNA):** MDE-OCTE revamped the Secondary Perkins CLNA.

- Information and recommendations obtained from the CCSSO Career Readiness Collaborative virtual meetings were incorporated into the secondary CLNA such as including postsecondary supply information on the CLNA and adding equity and special populations information to the CPG forms and CLNA.
- The Michigan team discussions during the CCSSO Career Readiness Collaborative meetings lead to a new way of looking at career readiness work including identifying experts within MDE-OCTE and LEO-WD to work on specific topic areas across projects including the CPG grants and the CLNA.

**Credential Engine:** Uploaded secondary CIP Code programs.

**CRI Cross-Sector Team:** Added additional employer representatives to help identify high-skill, high-wage and in-demand industry sectors or occupations and ensure alignment of skills and competencies with the labor market. They provide valuable insight on talent pipeline needs, and work with CTE and workforce development to develop career pathways, curricula, and credentials.



## Key Objective 2: Rigor and Quality in Scaled Career Pathways that Culminate in Credentials of Value for ALL Students

Use policy and funding levers to improve the quality and rigor of career pathways that span secondary and postsecondary, including high-quality work-based learning experiences that culminate in postsecondary or industry credentials of value and are widely available to and accessed by all students.

---

2019 Emerging Practice



2021 Sustained Practice

---

**Collaboration and Alignment of Similar Goals:** Support and advocate for initiatives which either had members on the Cross-Sector Team, or shared information with the Cross-Sector Team, or both included:

- Michigan Higher Education Attainment Roundtable (MIHEART)
- Career Pathway Grant (CPG)
- Michigan College Access Network (MCAN)
- Michigan Industry Cluster Approach (MICA)
- Michigan Reconnect
- Comprehensive Local Needs Assessment (CLNA)

The February 2, 2021, the Cross-Sector Team was provided an opportunity for the Cross-Sector Team to review each CRI priority and assess progress to date, and hear presentations on priorities of the governor, Department of Education and Department of Labor and Economic Opportunity in preparation for Career Readiness Initiative goal-setting for 2021-2023.

**Equity and access are priorities in Perkins V:** Much of the national CRC meetings focused on these issues. States were encouraged to develop CTE equity statements and Michigan drafted a CTE equity statement which was approved by both Departments and shared with the Cross-Sector Team. Strategies to address equity and access in career pathways implemented in 2020-2021 included:

- Virtual coursework opportunities
- Cross-department special populations work
- Cross-department work on CLNA

**MDE-OCTE has partnered with University of Michigan Youth Policy Lab** to document student access to secondary CTE throughout the state as a first step to identifying and disparities in access to CTE.

**CCSSO Career Readiness Collaborative team** members utilized debrief time from the June CRC to discuss priorities and planning, including issuing an RFP to create comprehensive career ladders to support the career pathways grants work.



## Changed the Michigan Merit Curriculum to include robust career exploration and job readiness (job skills for the 21<sup>st</sup> Century).

- Perkins V High Quality CTE Programs of Study Subcommittee reviewed and made recommendations.
- Finalized the Michigan CTE Work-Based Learning Continuum and CTE Virtual WBL Continuum.
- Collected 1st year student-level quantitative data on work-based learning (WBL).
- The Michigan State Plan for Perkins V was approved for 2020-2023.
  - Administered jointly by MDE-OCTE and LEO-WD.
- Defined Size, Scope and Quality of CTE programs.
- Identified resource materials to support CTE education and educators during COVID19 pandemic including virtual internship resources.

**Career Pathways Grant (CPG) Implementation:** Approved 7 CPG projects during the first round of grants for a total of 47 new or updated credentials.

- Provided technical assistance for 7 new CIP codes.
- Added new approved credentials to programming for 5S1.
- Developed WBL templates
- Developed new Program of Study templates
- Developed Instructional Design templates
- Second application period begins in July 2021.

### Key Objective 3: Career Focused Accountability Systems

Incorporate robust career-focused indicators in state K-12 accountability systems that measure and value successful completion of high-quality career pathways, attainment of credentials with labor market value, participation in work-based learning, and enrollment in postsecondary education or apprenticeships.

2019 Not Rated  
➔  
2021 Emerging Practice

The state **collects and publicly reports a robust set of career-focused indicators** that measure and value student access and equity within career pathways. Career-focused indicators that are collected and disaggregated for CTE students, only:

- Work Based Learning
- Industry credentials
- Completion of a career pathway
- Placement in postsecondary education or employment



Indicators just beginning for CTE students:

- Access to career pathways for CTE students, but not for all students
- Educational Development Plan (EDP) required of all 8th grade students, but not collected in aggregate-able form

**Looking Forward:** The June CCSSO Career Readiness Collaborative focused on postsecondary preparedness and state-specific needs. The CRC Team debriefed and developed plans for the coming few years. The CCSSO lead will develop custom forms for Michigan to reflect the state's progress and priorities. The Michigan team will finalize the updated CRI Needs Assessment and propose goals and strategies for 2021-2023 to the Cross-Sector Team including:

- Ways to support districts and colleges in uses of recovery funds to support student growth and economic recovery
- Develop strategies to help CTE programs address learning losses in math
- Support student enrollment in postsecondary education. Increase FAFSA completion rates.
- Postsecondary completion rates and reduce needs for remediation.
- Promote access to CTE to increase high school graduation rates.
- Identifying credentials of value and employment if field related to credential.
- Increase focus on quality data to support career readiness.
- Develop career ladders with clear on and off ramps.

The Career Readiness Initiative (CRI) works to achieve key objectives and targeted outcomes that are in alignment with the goals of the Michigan's Top 10 Strategic Education Plan.

- Improve the health, safety, and wellness of all learners.
- Expand secondary learning opportunities for all students.
- Increase the percentage of all students who graduate from high school.
- Provide adequate and equitable school funding.
- Increase the percentage of adults with a postsecondary credential.

For more information about the Career Readiness Initiative, contact Dr. Jill Kroll, Supervisor for the Office of Career and Technical Education at 517-241-4354 or [krollj1@michigan.gov](mailto:krollj1@michigan.gov).