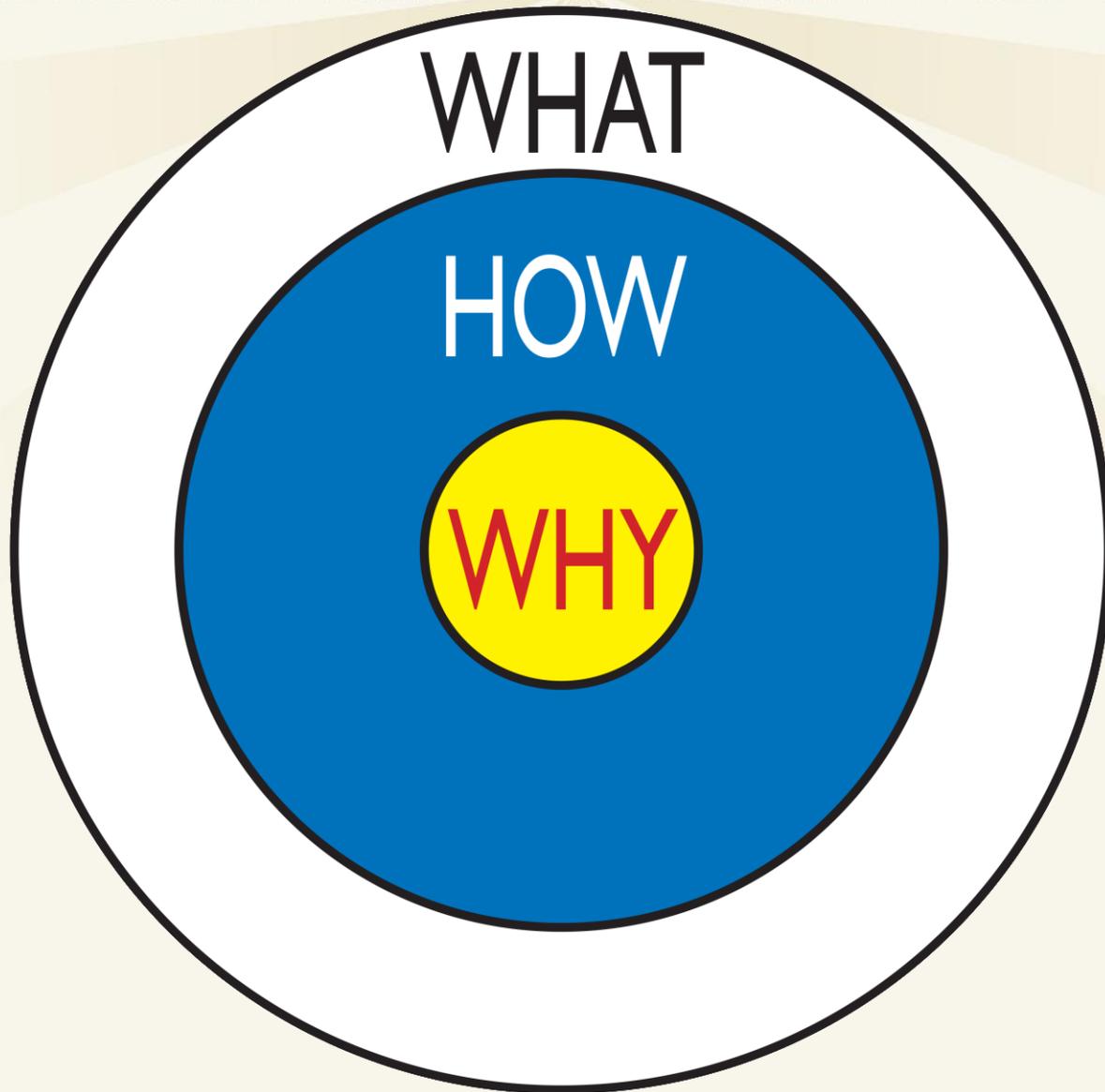




NEBRASKA DEPARTMENT OF EDUCATION



Workforce Development

- Focuses on people to enhance a region's economic stability
- Essentially a human resources strategy

Talent Focus



Economic Development

- Focuses on developing and growing **businesses**
- Goal is to diversify a region's/state's economic base

Business Focus



Bridging the Divide



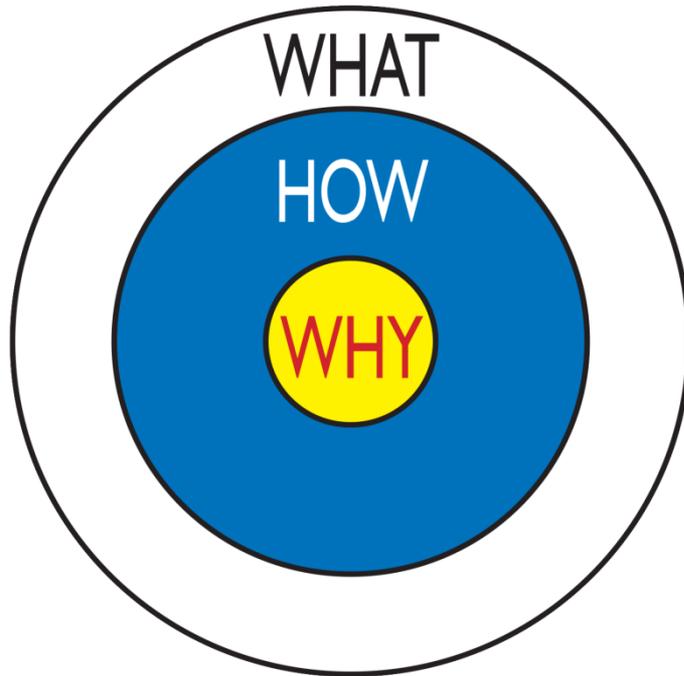
Economic
Development =
Bringing Jobs to
People



Workforce
Development =
Bringing People
to Jobs



The Golden Circle



Why –

How –

What –

What is your state (or school) doing to...

- Bridge the divide between Economic Development and Workforce Development?
- Align to H3 careers (High Demand, High Skill, High Wage)
- Align with key economic initiatives
- Align to labor market data
- Meet employer expectations

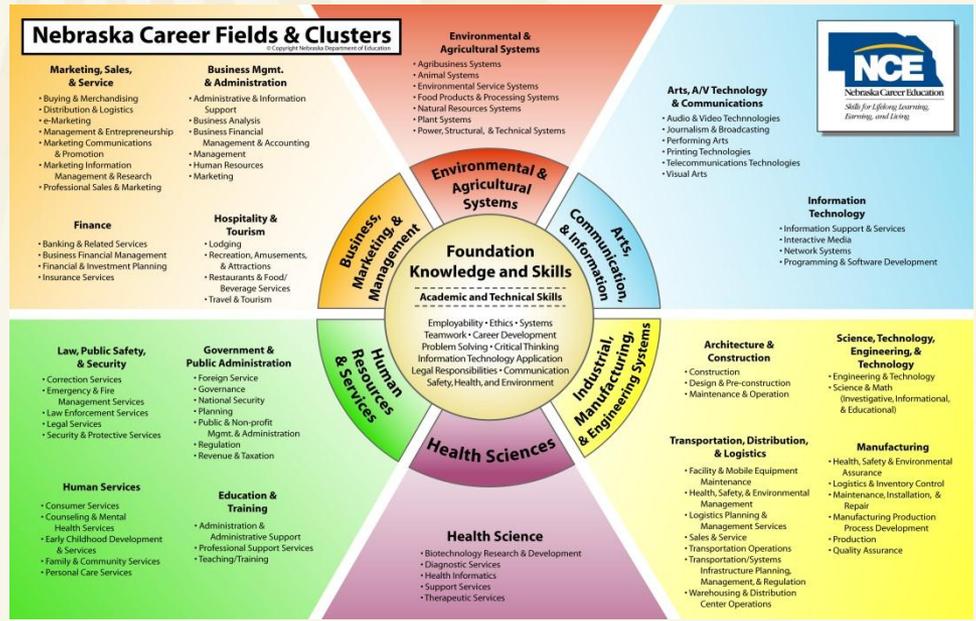
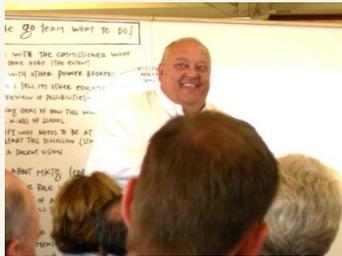
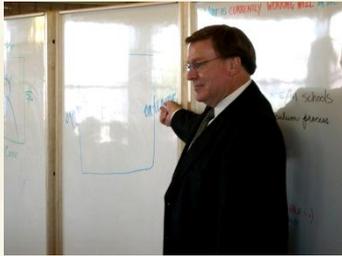


The Journey



Nebraska Department of Education Career Education Strategy Design Retreat

September 2 - 4, 2004



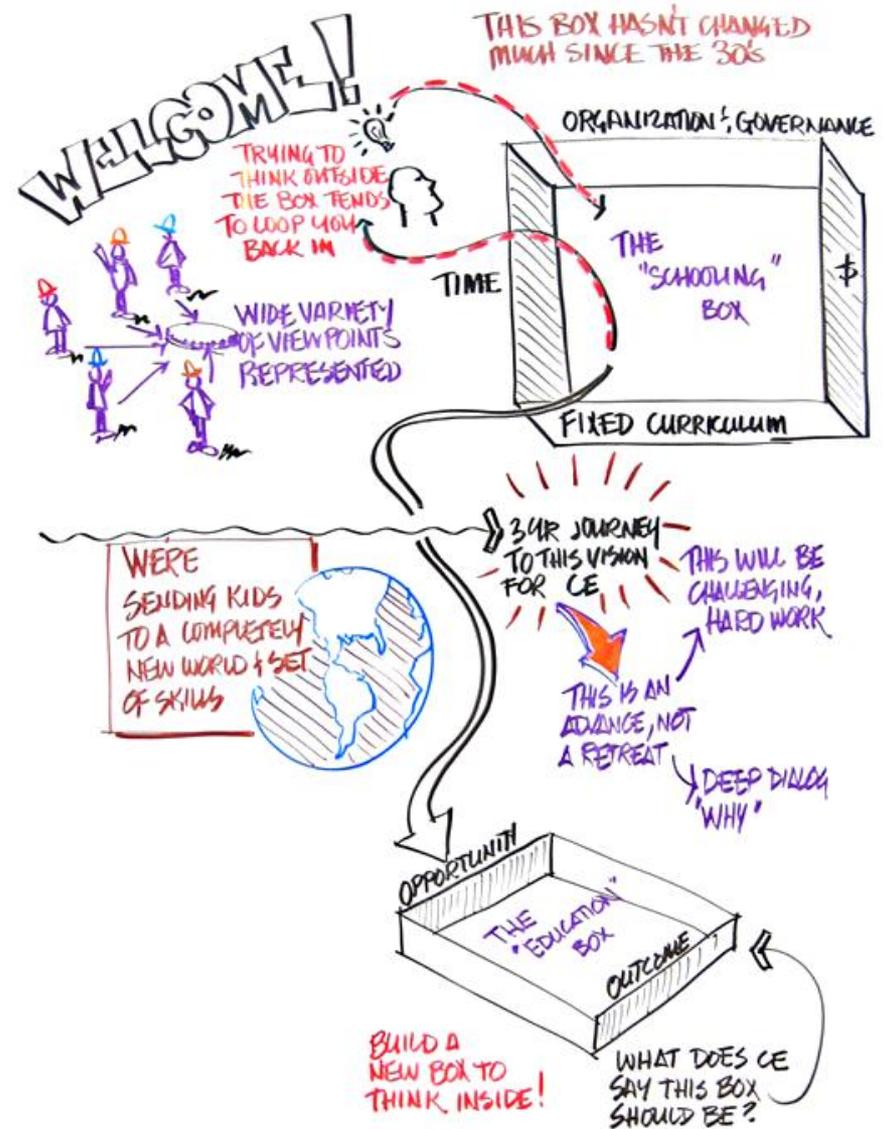
NEBRASKA DEPARTMENT OF EDUCATION

© 2004 Nebraska Department of Education



Why Career Education?

- Need a workforce prepared for a dynamic future.
- Must start helping kids at an earlier age to explore various career fields.
- We need to change a few mindsets - and take the lead in the nation.
- It's an inclusive change.



2020 Vision for Nebraska Career Education

DRAFT 10/26/04

A road map to the future of career education in Nebraska

- Broadened Curriculum Possibilities
- Expanded Delivery Options
- Increased Relevance
- One Common Vision



Nebraska Career Education

Skills for Lifelong Learning, Earning and Living

The Mission of Nebraska Career Education

The mission of Nebraska Career Education is to provide an effective and efficient framework that affords all students the opportunity to:

- Learn through career exploration and occupational skill development that meets academic standards,
- Earn as productive citizens in a global society, and
- Live as a contributing member of their community

The Vision for Nebraska Career Education

Nebraska Career Education is a vital part of the total educational system and provides equitable opportunities for all students to experience:

- ◊ relevant career exploration and preparation
- ◊ rigorous academic knowledge and skill development
- ◊ seamless transitions within the education system and into the workplace

Strategic Priorities for Nebraska Career Education

The Strategic Priorities for Nebraska Career Education are as follows:

★ Teach

- ◊ Recruit and prepare high quality teachers for Nebraska Career Education
- ◊ Explore endorsement options to ensure adequate supply of teachers for new model
- ◊ Provide effective professional development to sustain relevance of instruction
- ◊ Participate in research to determine best practices

★ Deliver

- ◊ Establish a new career field delivery system
- ◊ Create the Nebraska Career Management System
- ◊ Strengthen secondary/postsecondary transition
- ◊ Create new opportunities for special population and nontraditional involvement

★ Prove

- ◊ Develop and refine tools for technical skill assessment
- ◊ Maintain a credible system of performance measures for career education
- ◊ Use accountability data for program planning and improvement
- ◊ Connect career education to school improvement initiatives

★ Connect

- ◊ Strengthen the relationship between secondary and postsecondary career education
- ◊ Support efforts to establish dual credit and alternative delivery for career education
- ◊ Establish partnerships with Nebraska business and industry
- ◊ Create opportunities for shared resources with Workforce Development and Economic Development

★ Promote

- ◊ Develop and market Nebraska Career Education brand
- ◊ Market the change in career education
- ◊ Develop career exploration and preparation materials for a variety of audiences
- ◊ Support inclusion of special populations and nontraditional students



Articulating the Why to Stakeholders

To prepare all Nebraskans to:

LEARN through career exploration and occupational skill development while meeting academic standards;

EARN as productive citizens in a global society, and

LIVE as contributing members of their communities.



Why?

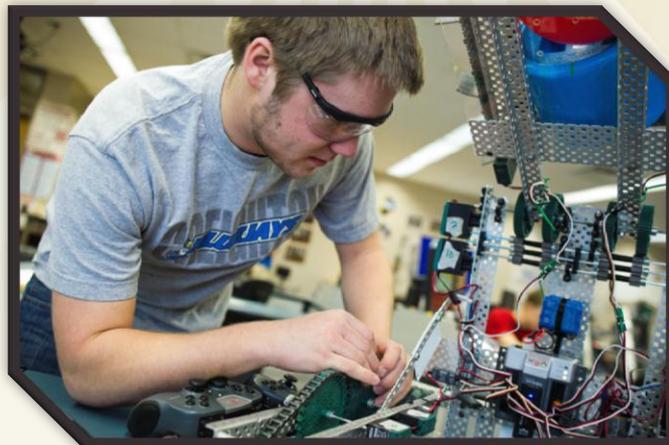
- To maximize the potential of students, schools, and the community.
- To link knowledge and skills to relevant experiences .
- To increase efficiency and effective utilization of personnel and expertise, and to support optimized coordination.
- To provide support for seamless transitions for students as they move from Pre-K through their careers.



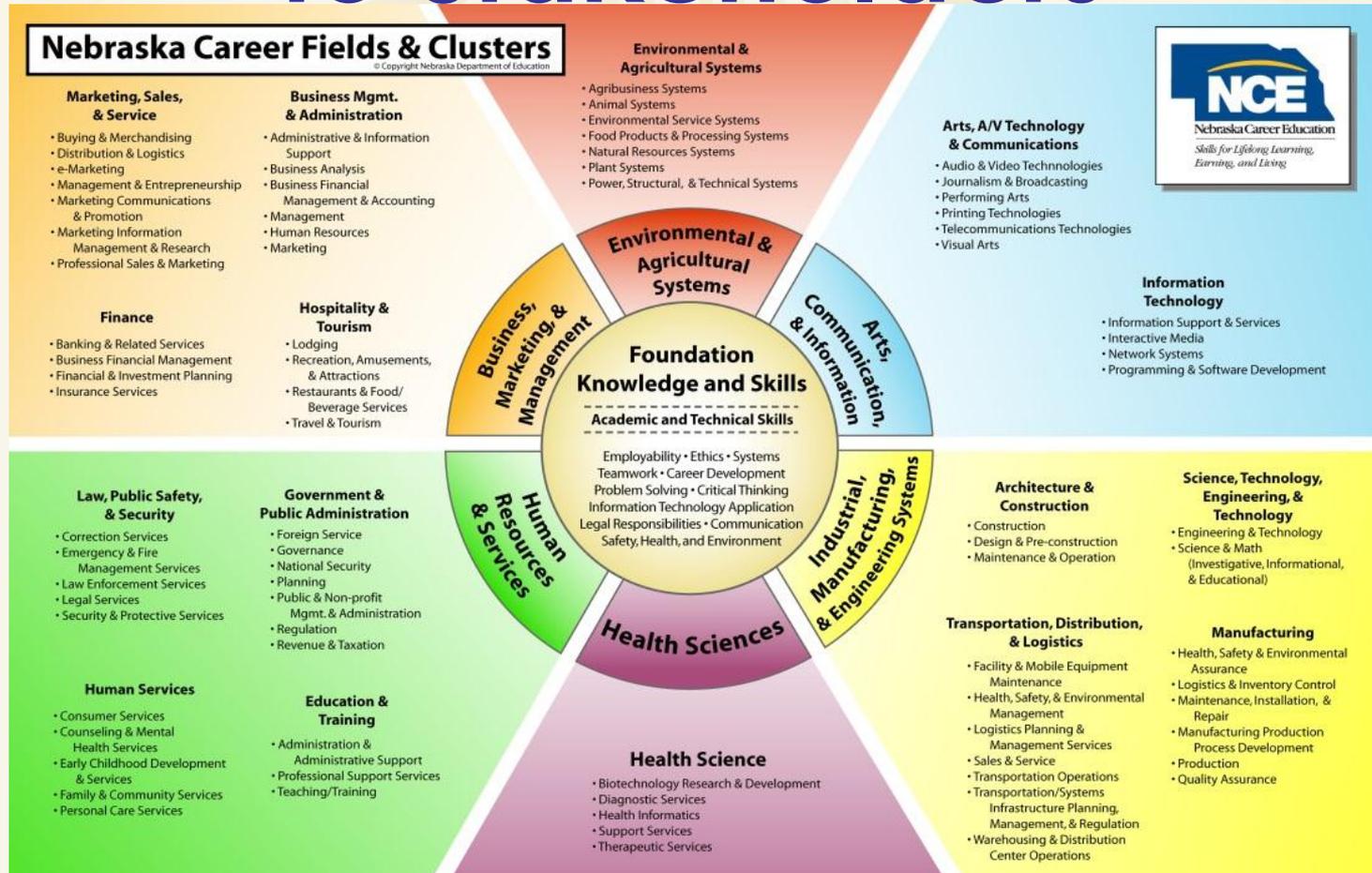
2020 Vision Strategic Priorities

The How

- *Teach*
- *Deliver*
- *Prove*
- *Connect*
- *Promote*

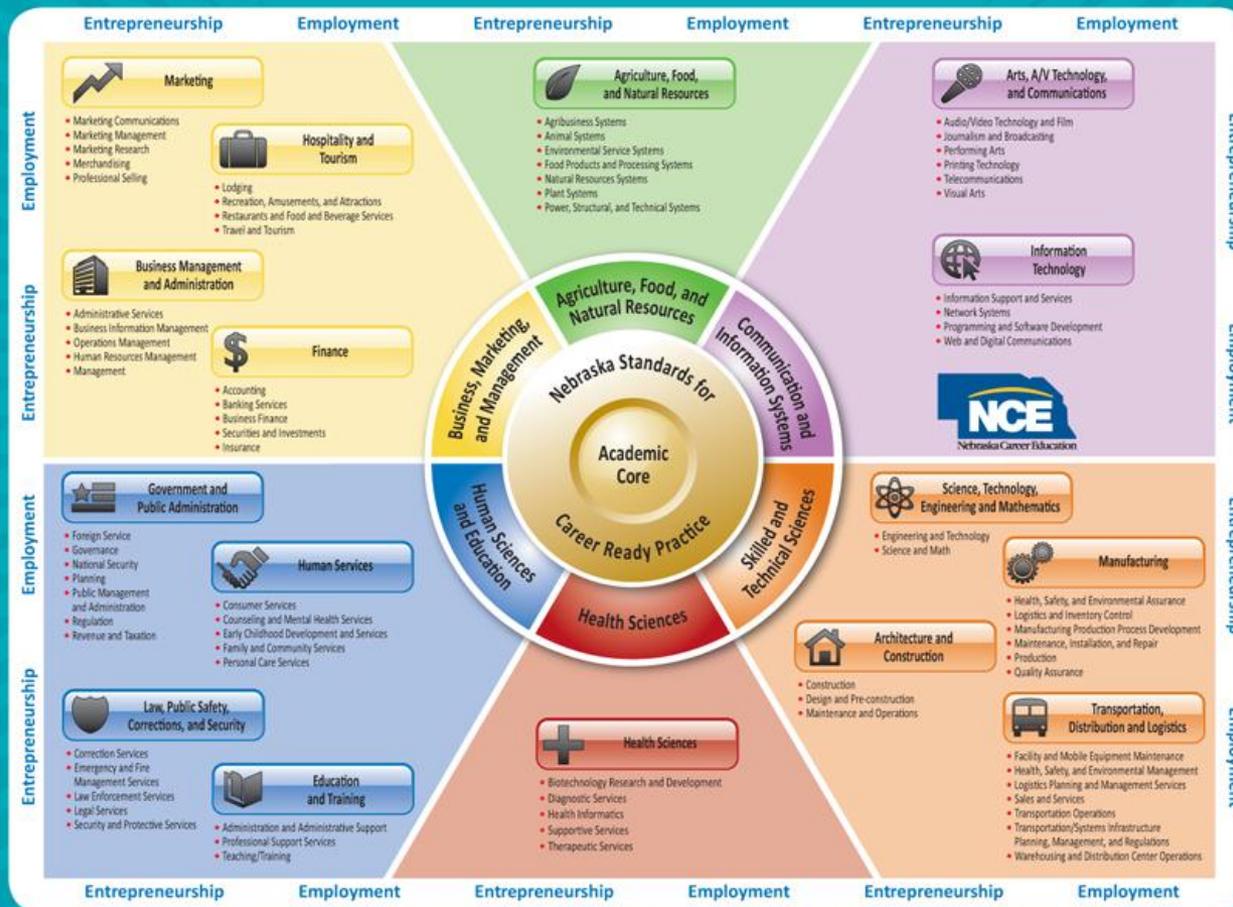


Articulating the How to Stakeholders



LEARNING THAT WORKS FOR NEBRASKA™

nebraska career education model



www.CEStandards.education.ne.gov

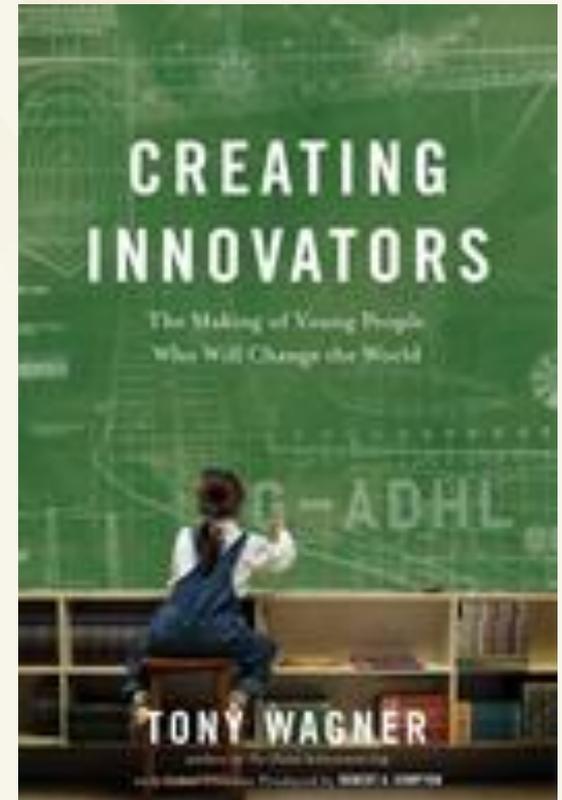
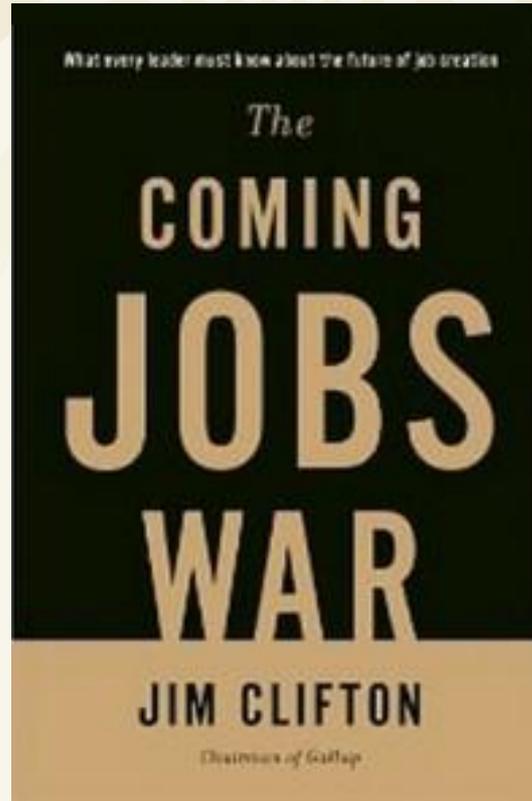
Adapted from NASDCTE/INCTE Career Clusters: Pathways to College and Career Readiness. Developed by the Nebraska Department of Education 2012.



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Why?



Changing Face of Rural Economic Development Strategies

<u>Traditional</u>	<u>Nontraditional</u>
Industrial recruitment	Small Business Entrepreneurship
Regional Center	Cluster-based
Bedroom Community	Innovation and Knowledge
Amenity-based	Creative Class

Department of Economic Development Industry Cluster Initiative



NEBRASKA DEPARTMENT OF EDUCATION



Nebraska's primary industry clusters driving the state's economic base

5 Industry Clusters Current Strengths

- Specialized, Growing and Outpacing National Growth
- Financial Services
- Transportation, Warehousing & Distribution Logistics
- Precision Metals Mfg.
- Biosciences
- Renewable Energy

3 Industry Clusters Emerging Strengths or Opportunities

- Not Specialized, Growing in Employment and may be Gaining Competitive Share
- R&D & Engineering
- Health Services
- Hospitality & Tourism

4 Industry Clusters Retention Targets

- Specialized, but Challenged in Employment and Competitive Share
- Agriculture & Food Processing
- Business Management & Admin. Services
- Software & IT Services
- Agricultural Machinery



Industry Cluster Initiative

Objectives:

- Addressing common needs of firms in a cluster from workforce development to technical assistance to market access
- Better organizing and focusing state economic development services to advance competitive industries
- Enabling more broad-based initiatives to engage colleges and universities to address industry needs and opportunities



Industry Cluster Initiative

- Organize and manage industry councils.
- Find key private sector individuals to lead industry councils.
- Councils serve as primary resources to communicate private sector needs for industries to stabilize, grow and innovate
- Goal - move industry sector up the value curve for increased value of goods/services produced & increased need for specialized and skilled labor.

**Transportation,
Logistics**

Manufacturing

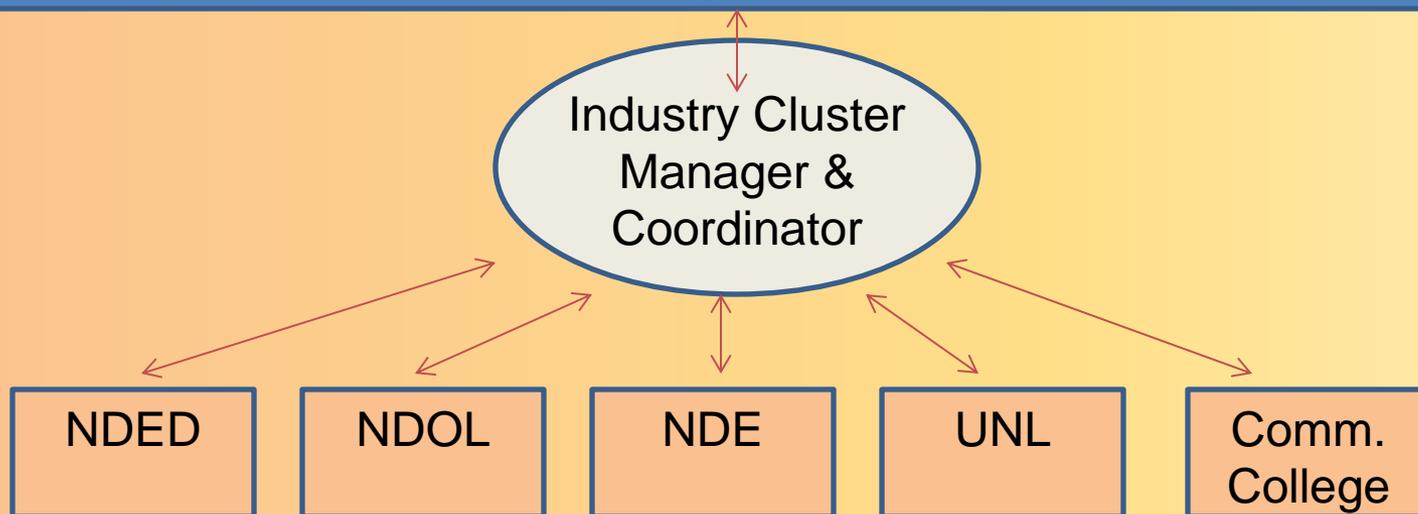
**Information
Technology**

Bio Fuels/Solutions

**Food Processing
Value added ag**



Industry Council



- Cluster managers will be the primary communication and connecting point between the industry councils and government agencies such as NDED, NDOL, NDE, universities, colleges etc.

Nebraska Industry Councils

Employer Voice on Workforce Issues

Logistics, Manufacturing, Bio-Science, Finance/Insurance, Information Technology and Health Services



Partner Council

CTE, ABE, TANF, VR, MSF, SNAP, SCSE, HUD, WIA, W/P. TAA, Postsecondary Ed, Veterans, Corrections, Juvenile Justice, etc.



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Partner Councils

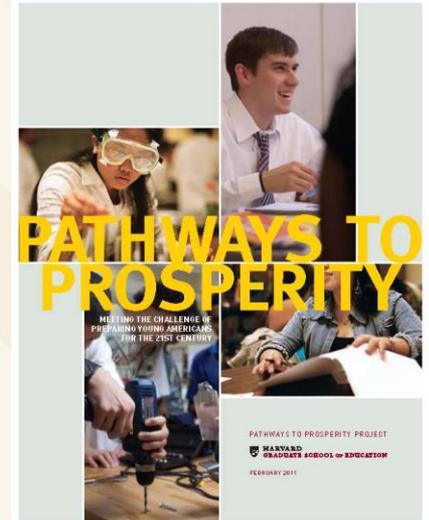
- **Mission** – Convene & strengthen cross-agency partnerships
- **Purposes**
 - Skill gap solutions
 - Resource solutions
 - Work readiness solutions
 - Innovative workforce solutions



Partner Agency	Program	
Nebraska Department of Education	<ul style="list-style-type: none"> • Career Technical Education • Adult Basic Education • Vocational Rehabilitation 	
Nebraska Department of Economic Development	<ul style="list-style-type: none"> • HUD • Nebraska Advantage Training 	
Nebraska Health and Human Services	<ul style="list-style-type: none"> • Temporary Assistance for Needy Families • Supplemental Nutrition Assistance Program • Senior Community Services Employment Program 	
Proteus, Inc.	<ul style="list-style-type: none"> • Migrant Seasonal Farmworker Program 	
Nebraska Community College Association	<ul style="list-style-type: none"> • Community Colleges (6) 	
Indian Center, Inc.	<ul style="list-style-type: none"> • Native American Program 	
American Business Corporation	<ul style="list-style-type: none"> • Job Corps 	
US DOL Apprenticeship Program		
Nebraska Department of Labor	<ul style="list-style-type: none"> • Wagner Peyser • WIA • Veterans • Trade Adjustment Assistance 	<ul style="list-style-type: none"> • Unemployment Insurance • Worker Training • Rapid Response • Labor Market Information

Pathways to Prosperity

- The challenges:
 - The idea of the “forgotten half”
 - A more demanding labor market
 - Widening skills & opportunity gap
 - Setting the right target



Symonds, W., Schwartz, R., & Ferguson, R. (2011). Pathways to prosperity: Meeting the challenge of preparing young Americans for the 21st Century.



NEBRASKA DEPARTMENT OF EDUCATION



Pathways to Prosperity

- By 2018, Nebraska expected to have 1.1 million jobs.
 - Of these jobs, 66% will require some type of postsecondary education.
 - However, only 29% will require a 4-year degree or higher, while 37% will require an Associate's Degree or some college.

Symonds, W., Schwartz, R., & Ferguson, R. (2011). Pathways to prosperity: Meeting the challenge of preparing young Americans for the 21st Century.



Potential Solutions

1. Promoting World-class CTE
2. Providing effective career counseling
3. Expanding work-based learning
4. Forging business-education partnerships



Bridging the Divide



**Economic
Development =
Bringing Jobs to
People**



**Workforce
Development =
Bringing People to
Jobs**





Nebraska Career Education

**K-16 Career
Guidance &
Counseling**



**Career
Readiness
Standards**



**Career &
Technical
Education**



**Federal
Perkins
Act**



CSOs



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Nebraska Career Education System



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Nebraska Career Education System

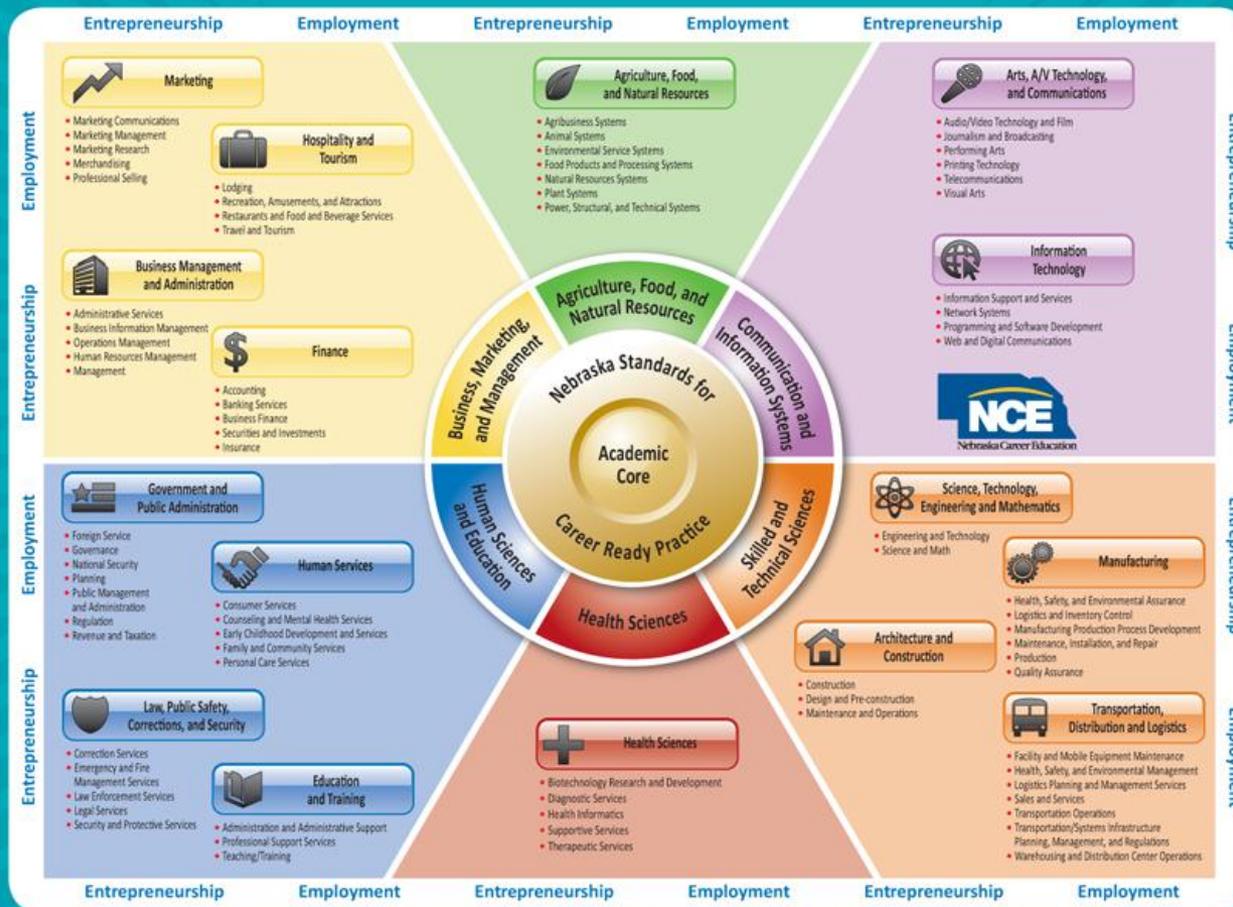


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LEARNING THAT WORKS FOR NEBRASKA™

nebraska career education model



www.CEStandards.education.ne.gov

Adapted from NASDCTE/INCTE Career Clusters: Pathways to College and Career Readiness. Developed by the Nebraska Department of Education 2012.



NEBRASKA DEPARTMENT OF EDUCATION



Rigorous and Relevant Career Education

- Nebraska Career Education is:
 - Aligning to H3 careers (High Demand, High Skill, High Wage)
 - Aligning with Nebraska economic initiatives (Battelle Study)
 - Aligning to labor market data
 - Meeting employer expectations



Career Education Standards & Programs of Study

- Course standards developed at the cluster and pathway level
- Alignment between secondary and postsecondary Programs of Study
- Crosswalked to the Nebraska State Core Academic Standards



NEBRASKA LAUNCHES CAREER EDUCATION STANDARDS WEBSITE

<http://cestandards.education.ne.gov>

The new CTE course standards and benchmarks for each of the six career fields were crosswalked with the Nebraska Academic Standards and the Common Core State Standards and are now available at <http://cestandards.education.ne.gov>. The crosswalks clearly identify the important role that CTE course content has in supporting and enhancing the academic core. This crosswalk process was produced in collaboration with the North Central Comprehensive Center and the Standards Team Analysis of MeLTEL.

Linked to this same website are the state-approved programs of study for each career field. Programs of study include a minimum of three one-semester courses.

nebraska standards for career ready practice

Use the resources located at www.education.ne.gov/nce/standards.html to promote the importance of being a career-ready person. These resources include a poster complete with suggestions for use, career readiness standards booklet, and an alignment guide to the mathematics and English Language Arts standards.

NE Learn

<http://nelearn.nebraska.gov>

Developed by the Nebraska Departments of Labor, Economic Development and Education, this website links:

- **H3** identifies the High Skill, High Wage, and High Demand Occupations by providing weekly updated regional and statewide data about Nebraska's Economic Industry Clusters at <http://h3.ne.gov/H3/>.
- **Career Readiness Modules** designed to improve basic skills for job readiness. Incorporate one or more of the career readiness modules into classroom instruction. These free online modules can be accessed at <http://nelearn.mylearning.org/course/view.php?id=2>.

CTE NEBRASKA DEPARTMENT OF EDUCATION NCE



reVISION

Establishing a clear vision for Nebraska Career Education.

- Utilize data to align CTE with workforce and economic projections
- Develop talent pipelines for economic growth and workforce development
- Align high school CTE programs with postsecondary education entrance expectations
- Provide opportunities for students to obtain industry certifications/credentials
- Strengthen Career Guidance



NEBRASKA DEPARTMENT OF EDUCATION



reVISION

Establishing a clear vision for Nebraska Career Education.

Part 1:
School's
Assessment
of Current
Career
Education
Programs

Part 2:
Meeting
Facilitated
by Nebraska
Career
Education
Staff

Part 3:
Community
Engagement
Meeting #1

Part 4:
Meeting
Facilitated
by Nebraska
Career
Education
Staff

Part 5:
Community
Engagement
Meeting #2

Part 6:
Meeting
Facilitated
by Nebraska
Career
Education
Staff



NEBRASKA DEPARTMENT OF EDUCATION



Career Academies Career Centers

NDE Rule on Career Academies
under development

Career Center Conversations

- Lincoln, Omaha, Columbus, Rural Pilot



NEBRASKA DEPARTMENT OF EDUCATION



World-Class Career Technical Education

- Multiple Delivery Methods
 - Career Academies/Career Centers
- Innovative Instruction
 - Problem-based/Project-based learning
- Extended Learning
 - Career Student Organizations
 - Work-based learning
- Blended Courses
 - Core academic credit for CTE courses



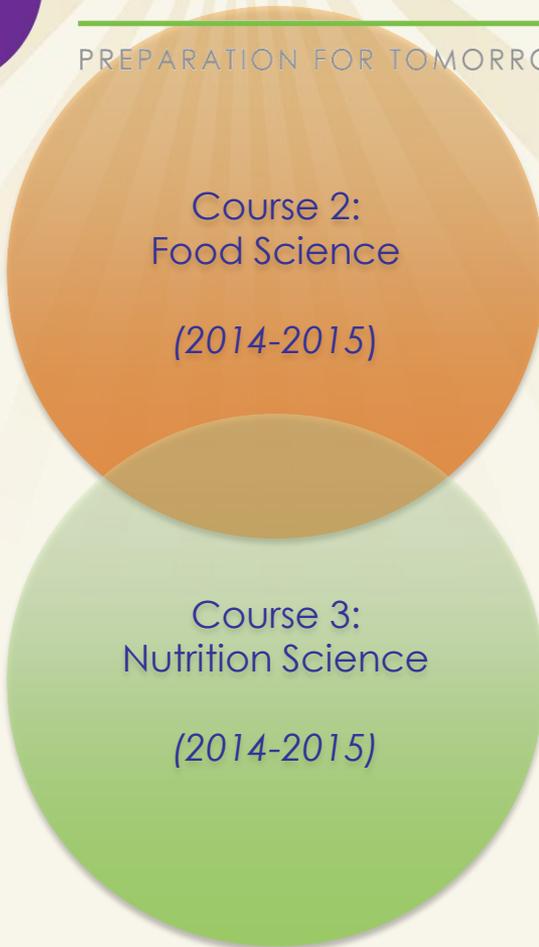


food and nutrition sciences

PREPARATION FOR TOMORROW



Foundational



High-rigor Science



Advanced Application



NEBRASKA DEPARTMENT OF EDUCATION





food and nutrition sciences

PREPARATION FOR TOMORROW



- Designed to provide students with a clear link between high school and growing career areas.
- Four, project-based courses in the career areas of Food Science and Nutrition Science
- Industry and university representatives identified the complex and authentic projects that will be used to teach the technical content
- High levels of technical and academic rigor
- Partners: NDE, UNL, ConAgra Foods, and SREB



NEBRASKA DEPARTMENT OF EDUCATION



Nebraska Career Education System



NEBRASKA DEPARTMENT OF EDUCATION



Nebraska Standards for Career Ready Practice



K-14 Professional Development

New Toolkit

Self-Evaluation on Nebraska Career Connections

Endorsement by NE Workforce Investment Board

Departments of Labor and Economic Development and Vocational Rehabilitation collaboration



NEBRASKA DEPARTMENT OF EDUCATION



Collaboration

Initiatives with NE Departments of Labor and Economic Development

- ✓ Industry Councils
- ✓ Career Readiness Modules
- ✓ Teacher Effectiveness Modules
- ✓ H3 Website
- ✓ NE Learns State-Wide Workshops

<http://nelearn.nebraska.gov/>

NELearn  <http://nelearn.nebraska.gov>

In June 2010, the Nebraska Department of Labor (NDOL) and the Nebraska Department of Education (NDE) were awarded the FY2010 Workforce Investment Act (WIA) Federal Incentive grant. The grant encouraged the development of a partnership between the two agencies in order to create innovative, comprehensive, and well-coordinated programs. This partnership allowed the agencies to focus on the goal of assisting the public in acquiring needed job skills, accessing and utilizing labor market information, preparing for the GED and learning English as a second language.



This grant accomplished five products, which utilize technology to serve Nebraskans.

- i-pathways**, an interactive online CEDB test preparation curriculum. Nebraska uses the blended method of delivery, where students study individually off site and also participate in traditional classroom instruction. i-pathways provides instructional options that are aligned with the essential skills and knowledge adults will need as they prepare to earn their CEDB credentials and transition into higher education or the workforce.
- H3**, a website that provides educators, economic developers, students and their parents, community leaders and career seekers with labor market information concerning Nebraska's high-skill, high-wage and high-demand occupations.
- Career Readiness**, online learning modules developed to help individuals improve basic skills for job readiness. The career development process includes awareness, exploration, preparation, and application of those skills, culminating in life-long career management. This course provides information on seeking employment, workplace success, communication, presentations, conflict resolution, decision making, teamwork and leadership, workplace ethics, social and cultural awareness, and financial and personal well-being.
- USA Learns** is an online instructional program for English as Second Language (ESL) students. It can be utilized both in and out of the classroom. It has three distinct courses: beginning, intermediate, and high level. The three main areas of learning are: survival skills, workplace skills, and the practice of reading and writing.
- Professional Development** online learning modules that help teachers and workforce professionals focus on the teaching/training skills and knowledge vital for success as an educator in the classroom and other workplace settings. After completing this course, the professional will have explored effective classroom management, the learning environment, types of assessments, technology in the classroom, understanding adult learners, and utilizing the literacy and numeracy measures of the Workforce Investment Act.

All the programs developed through this grant are free and can be accessed at <http://nelearn.nebraska.gov/>.



NEBRASKA DEPARTMENT OF EDUCATION



H3 Website

<http://h3.ne.gov/H3/>

The screenshot shows the H3 website interface. At the top, it says "Official Nebraska Government Website" and "h3.ne.gov High Wage, High Demand, High Skill". Below this is a "WELCOME" section with a paragraph about the website's purpose and a definition of "Today's Hot Jobs". To the right is a "SEARCH OPTIONS" section with a search box. Below the search box are three sections: "Nebraska Regional Reports" with a map, "Nebraska Career Clusters" with a circular diagram, and "Nebraska's Economic Industry Clusters" with a list of industries.

WELCOME

The Nebraska Departments of Labor, Economic Development and Education collaborated to provide educators, economic developers, students and their parents, community leaders and career seekers information on the states' high skill, high wage and high demand occupations.

Today's Hot Jobs are defined as High Wage, High Demand and High Skill. High wage is determined when an occupation has wages at or above the median, high demand is determined by the number of annual openings, the net change in employment, and the growth rate for the specific occupation. High Skill is defined as occupations which require some form of training and education beyond high school. All three factors must be present to be an HD Occupation. For more information on the methodology, [click here](#).

Today's Hot Jobs:

The occupation list below are the top 10 jobs found in Nebraska this week; cross referenced with the HD definition and the number of job postings within networks.

1. Heavy and Tractor-Trailer Truck Drivers
2. Insurance Sales Agents
3. Registered Nurses
4. Sales Representatives, Services, All Other
5. General and Operations Managers
- 6.
7. First-Line Supervisors of Retail Sales Workers
8. Heating, Air Conditioning, and Refrigeration Mech.
9. Mechanical Engineers
10. Food Service Managers

SEARCH OPTIONS

Job Title or SOC Code Search

Nebraska Regional Reports

Nebraska Career Clusters

Nebraska's Economic Industry Clusters

- Agricultural Machinery
- Agriculture & Food Processing
- Biosciences
- Business Management & Administrative Services
- Financial Services
- Health Services
- Hospitality & Tourism
- Precision Metals Manufacturing
- Research, Development, & Engineering Services
- Software & Computer Services
- Transportation, Warehousing and Distribution Logistics
- Renewable Energy

- Real-time information on Nebraska's "Hot Jobs" – high skill, high wage, high demand occupations
- Workforce projections by economic industries and career clusters
- Great resource for educators, economic developers, students, parents, community leaders and career seekers



Career Readiness Modules Teacher Effectiveness Modules

<http://nelearn.nebraska.gov/>

- Designed for employers, career seekers, parents, educators, students, and professionals.
- Focuses on knowledge and skills important for success in both classroom and workplace settings.
- Moodle-based modules produced by NET Interactive and Educational Media



CAREER READINESS

NEBRASKA DEPARTMENT OF LABOR

NEBRASKA DEPARTMENT OF EDUCATION

Career Readiness Modules Table of Contents

Career Readiness Modules are constructed in Moodle and are accessible at <http://nele.arn.nebraska.gov/>.

Module 1—SEEKING EMPLOYMENT

1. Overview
2. Identifying Interests and Aptitudes
3. Researching Companies and Job Openings
4. Networking: What is it?
5. Networking: Online and In Person
6. Job Prep Self-Check
7. Applying for a Job
8. Creating a Resume: Overall Tips
9. Creating a Resume: Detailed Scenarios
10. Writing a Cover Letter
11. Designing a Portfolio
12. Applying for a Job Self-Check
13. Interviewing Skills: Preparing
14. Interviewing Skills: On the Phone
15. Interviewing Skills: Face-to-Face
16. Interviewing Skills: What to Wear
17. Interviewing Skills: You and the Employer
18. Interviewing Skills: Following Up
19. Interviewing Self-Check

Module 2—WORKPLACE SUCCESS

1. Overview
2. Defining Success
3. Complying with the Rules
4. Meeting Expectations
5. Habits for Success
6. Commitment to Success
7. Responsibility
8. Networking
9. Successful Habits Self-Check

Module 3—COMMUNICATION

1. Overview
2. Business Conversations
3. Constructive Communication
4. Constructive Communication: Questions & Answers
5. Business Conversation Self-Check
6. Face-to-Face Communication

7. Nonverbal Messages: Tone
8. Nonverbal Messages: Body Language
9. Nonverbal Messages: Body Language and Emotions
10. Nonverbal Messages Self-Check
11. Verbal Messages
12. Verbal Messages: Phone Etiquette
13. Verbal Messages: Special Features of Phone Calls
14. Written Communication: Email
15. Written Communication: Email Etiquette
16. Written Communication: Formal Documents
17. Written Communication: Word Choice and Format
18. Verbal and Written Self-Check

Module 4—PRESENTATIONS

1. Overview
2. Preparation: Research
3. Preparation: Organize
4. Preparation: Opening and Closing
5. Preparation: Engage your Audience
6. Preparation: Visualize
7. Preparation: Practice, Practice, Practice!
8. Preparation Self-Check
9. The Event: Check it Out!
10. The Event: You're On!
11. Virtual Presentations
12. Presentations Self-Check

Module 5—CONFLICT RESOLUTION

1. Overview
2. Different Styles — Different Conflicts
3. Conflicts and Styles Self-Check
4. Respect
5. Active Listening
6. What's Going On?
7. Conflict Can Be a Good Thing
8. Reaching a Resolution: Preparation
9. Reaching a Resolution: Right Before the Meeting
10. Reaching a Resolution: The Meeting
11. Reaching a Resolution Self-Check

Module 6—DECISION MAKING

1. Overview
2. Take Time and Care
3. Who Decides?
4. The Need and the Players
5. Research
6. Gearing Up to Decide Self-Check
7. Create Options
8. Evaluate Options: With your Heart
9. Evaluate Options: With your Brain
10. Options Self-Check
11. Decide, Act, and Follow Through

Module 7—TEAMWORK AND LEADERSHIP

1. Overview
2. Teams, Leaders, and Managers
3. Intrapreneurs
4. What Makes a Good Leader?
5. Leadership Self-Check
6. The Whole Picture
7. Running Meetings
8. Communications, Consensus, and Conflict
9. Brainstorming
10. Embracing Change
11. Teamwork Self-Check

Module 8—WORKPLACE ETHICS

1. Overview
2. Following Laws and Workplace Codes
3. Specific Issues
4. The Special Case of Theft
5. Your Ethics Self-Check
6. Implications and Consequences
7. Conflicts with Company Ethics
8. Dealing with Unethical Behavior
9. Respect on All Levels
10. Owning Your Actions
11. Behaving Ethically Self-Check

Module 9—SOCIAL AND CULTURAL AWARENESS

1. Overview
2. Social Awareness
3. Dining Etiquette

4. Social Awareness Self-Check
5. What is Culture?
6. Cultural Groups
7. Stereotypes v. Generalizations
8. Cultural Awareness
9. Promote Intercultural Communication
10. Cultural Awareness Self-Check
11. Fight Harassment

Module 10—FINANCIAL WELLBEING

1. Overview
2. Managing Credit
3. Wise Consumer Choices
4. Credit Card Issues
5. Credit Card Tips
6. Identity Theft
7. Credit Report
8. Credit Self-Check
9. Financial Goals
10. Personal Budget
11. Lifestyle, Insurance and Taxes
12. Financial Wellbeing Tips
13. Financial Wellbeing Self-Check

Module 11—PERSONAL WELLBEING

1. Overview
2. The Wellbeing Wheel
3. Personal Wellbeing Plan
4. Body: Nutrition and Diet
5. Body: Fitness and Exercise
6. Body Self-Check
7. Mind: Cultural Health
8. Mind: Intellectual Health
9. Mind: Social Health
10. Mind: Emotional Health
11. Mind: Seeking Health When You Need It
12. Mind Self-Check
13. Life: Balancing Home and Work

RESOURCES

1. How to Use this Course
2. Useful Resources and References
3. Contact Us and Site Credits



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Produced by NET Interactive and Educational Media through a Workforce Investment Act (WIA) Incentive Grant



NEBRASKA DEPARTMENT OF EDUCATION



NEBRASKA STANDARDS FOR

Career ready practice

The Nebraska Standards for Career Ready Practice addressed in each of the Career Readiness Modules are noted below. Career Readiness Modules are constructed in Moodle and are accessible at <http://nelearn.nebraska.gov/>.



MODULE 1. SEEKING EMPLOYMENT

1. Applies appropriate academic and technical skills.
2. Communicates effectively and appropriately.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
8. Works productively in teams and demonstrates cultural competency.
9. Utilizes technology.
10. Manages personal career development.

MODULE 2. WORKPLACE SUCCESS

2. Communicates effectively and appropriately.
3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
7. Models ethical leadership and effective management.
8. Works productively in teams and demonstrates cultural competency.
9. Utilizes technology.

MODULE 3. COMMUNICATION

1. Applies appropriate academic and technical skills.
2. Communicates effectively and appropriately.
7. Models ethical leadership and effective management.
8. Works productively in teams and demonstrates cultural competency.
9. Utilizes technology.

MODULE 4. PRESENTATIONS

1. Applies appropriate academic and technical skills.
2. Communicates effectively and appropriately.
3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
6. Demonstrates innovation and creativity.
9. Utilizes technology.

MODULE 5. CONFLICT RESOLUTION

2. Communicates effectively and appropriately.
3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
6. Demonstrates innovation and creativity.
8. Works productively in teams and demonstrates cultural competency.

MODULE 6. DECISION MAKING

2. Communicates effectively and appropriately.
3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
6. Demonstrates innovation and creativity.
8. Works productively in teams and demonstrates cultural competency.

MODULE 7. TEAMWORK & LEADERSHIP

2. Communicates effectively and appropriately.
3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
7. Models ethical leadership and effective management.
8. Works productively in teams and demonstrates cultural competency.

MODULE 8. WORKPLACE ETHICS

2. Communicates effectively and appropriately.
3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
7. Models ethical leadership and effective management.
8. Works productively in teams and demonstrates cultural competency.
9. Utilizes technology.

MODULE 9. SOCIAL & CULTURAL AWARENESS

2. Communicates effectively and appropriately.
3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
7. Models ethical leadership and effective management.
8. Works productively in teams and demonstrates cultural competency.

MODULE 10. FINANCIAL WELLBEING

3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
9. Utilizes technology.
11. Attends to personal and financial well-being.

MODULE 11. PERSONAL WELLBEING

3. Contributes to employer and community success.
4. Makes sense of problems and perseveres in solving them.
5. Uses critical thinking.
11. Attends to personal and financial well-being.



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Nebraska Career Education System

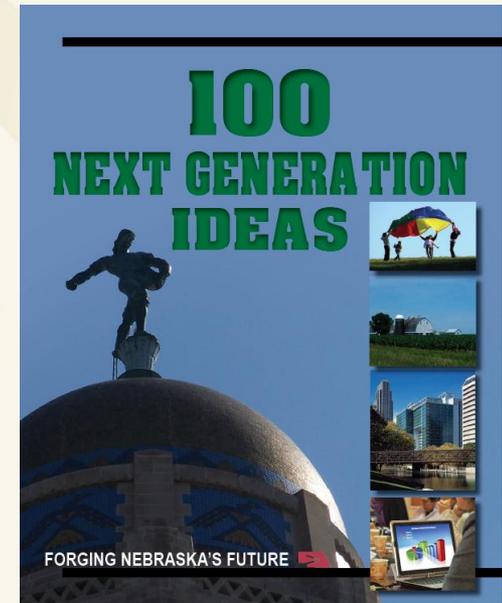


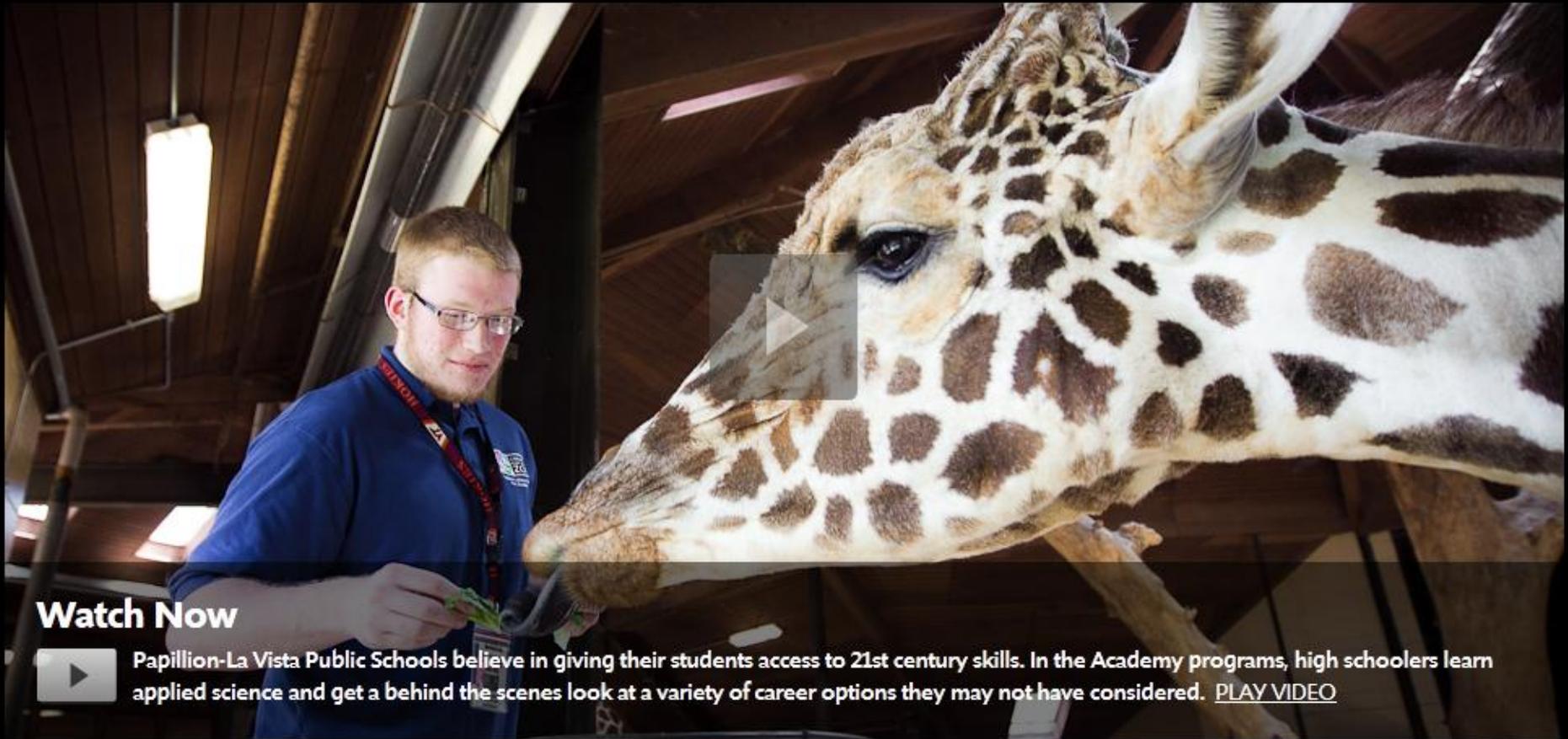
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Rethinking Work-Based Learning

- Expand and improve opportunities for work-based learning
 - Expand job shadowing, internships, connections to business
 - Develop virtual tours of Nebraska businesses
 - Teacher and counselor externships
- Engage Nebraska businesses and communities
- Partner with state and local chambers of commerce





Watch Now



Papillion-La Vista Public Schools believe in giving their students access to 21st century skills. In the Academy programs, high schoolers learn applied science and get a behind the scenes look at a variety of career options they may not have considered. [PLAY VIDEO](#)

On-The-Job In A Most Unique Way <http://nelovesps.org/watchnow?TN=PROJECT-20110619100633>



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World-class Workforce

Nebraska business leaders have traditionally bragged about the exceptional quality and work ethic of the average Nebraska worker. Data comparing gross domestic product per capita clearly supports this employer belief, with Nebraska's GDP per worker well in excess of the national average.

By definition, Nebraska has enjoyed full employment for much of the past decade, averaging less than 4% unemployment. Unfortunately, this low unemployment rate has resulted in worker shortages across the state, especially in the skills and trades areas. Nebraska employers are increasingly reporting difficulty filling positions at all levels; some companies are even choosing to grow operations in locations outside of Nebraska as a result of this limited workforce.

To maintain its competitive edge, Nebraska must possess a readily-available workforce that enjoys strong skills, an eagerness to learn and a passion for success. Aggressive statewide efforts must be made to substantially grow the number of high-quality workers in the state. Long-term, Nebraska students must be given the chance to learn about opportunities in various career fields through career exploration and hands-on learning. Similarly, students must be given real-world work experiences that solidify their career choices and leads them to Nebraska career opportunities. Without aggressive strategies to grow and equip the future workforce, Nebraska's economic future will be limited.



Ideas

48.

Establish a coordinated statewide focus on career academies to assure that high school students explore and learn about career and post-secondary educational opportunities before they graduate. Academies allow students to choose a focused educational path that offers employment skills, career readiness and successful higher education outcomes.



49.

Reemphasize the role of community colleges in preparing students for careers in skilled and technical areas.



50.

Create regional vocational tech high schools linked directly to community colleges for skills training and obtaining academic credit.

51.

Conduct a review of all K-12 and higher education curriculums with input from private sector human resource professionals to determine that curriculums support Nebraska's private sector job opportunities.

52.

Enhance job training and education programs to assure an available and highly-skilled workforce for Nebraska's manufacturers.

53.

Highly encourage all higher education students to complete a for-credit internship/practicum in their field of study prior to graduation. Encourage businesses to participate through continuation of the Nebraska Intern Program. Use a catchy marketing campaign like "Brain Retain" and add a "Monster.com" website where employers could link up with college students.

"Workforce education needs to be flexible and meet the needs and wants of business first, and the needs of the delivering institution second. Community colleges need to go the extra mile and deliver innovative services in a timely fashion."

~ Jason Stratman
Western Nebraska Community College



Cultivate Our Education System

Nebraska's economic foundation is closely tied to the existence of a strong education system that generates the workforce, business owners and leaders of the future. Historically, Nebraska has held the success of its public schools in high regard. Students from Nebraska, for example, routinely score well above national averages on tests like the ACT. However, like other aspects of modern life, education faces unique challenges in assuring a talent pool that can compete in the global marketplace.

Changes in family and economic structure have placed an increased emphasis on the importance of early childhood education. K-12 schools must routinely balance the demands of teaching a growing curriculum and an increased emphasis on outcome measurement while also addressing social and cultural erosion in the classroom. Higher education (community colleges, colleges and universities) must continually reevaluate their curriculums to assure they meet the needs of an ever-changing employment market for graduates.

Nebraska's commitment to a strong public education system does not come without a cost, as education funding is a major component of the state's budget and is also a major factor in local property tax rates. In recent years, the increasing tax support requested for education has consistently exceeded the average increase in the cost of living. Every year, the level of funding required to support education at all levels is a point of legislative debate while taxpayers increasingly demand transparency within the education system, particularly related to outcomes.



To leverage future economic success, Nebraska must continually cultivate a dynamic education system. This dynamic system will require a focus on educational quality and outcomes. Costs will need to be controlled by cooperatively establishing priorities and making strategic investments. Educators need the freedom to adopt new teaching methods and to encourage life-long learning. Success of our dynamic education system will offer opportunities for enhanced economic growth across the State.

Ideas

32.

Nebraska needs to place more importance on high quality early child care and education for improved economic development and quality of life. Early childhood education is one of the most efficient ways to improve quality of life, stimulate long-term economic opportunities, increase the number of good jobs and improve education.

33.

Create a public school teacher pay structure that is performance-based, with flexibility to offer higher levels of funding to teachers working in historically low performing schools, as well as teachers in difficult to fill subjects.

34.

Eliminate tenure for new hires in the higher education system.

35.

Assure a more reasonable teacher certification process for non-traditional educators (i.e. retirees, business professionals, etc).



45.

Nebraska should work to better coordinate curriculum and degrees among community colleges.

46.

Incorporate basic budgeting and finance skills such as balancing a checkbook, basic accounting and financial investing into required curriculum for all graduating students. Too many students are graduating not knowing how to do these basic skills, which are a given part of day-to-day life.

47.

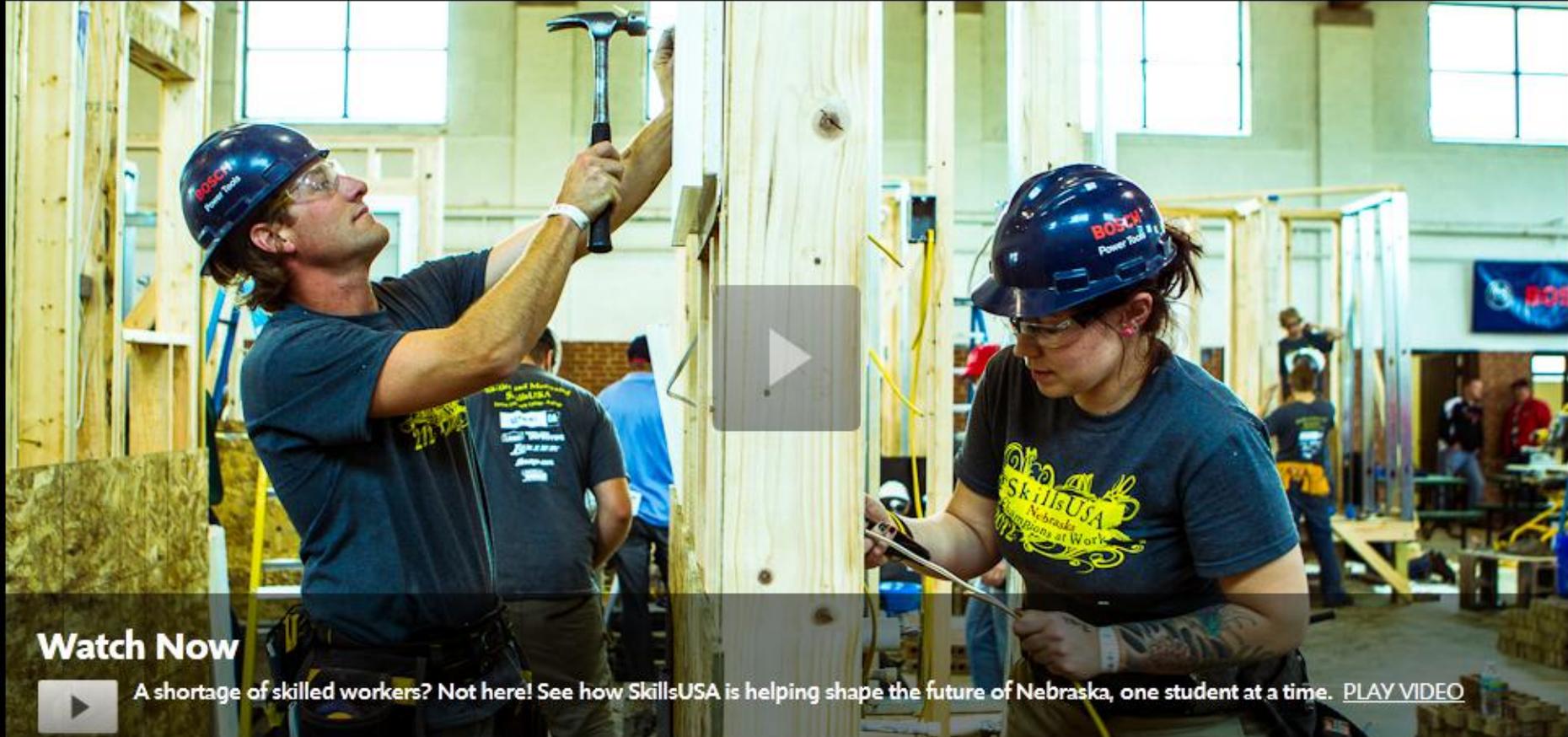
Intentionally and strategically incorporate entrepreneurship awareness and exploration into Nebraska's elementary, middle and secondary school academic and career technical education curricula to help forge a bond between youth and their communities and the state.



"This is a time when our higher educational institutions can be innovative in how they deliver education, and shape the skills of students and the existing workforce. Growing the talent pool through education will assure Nebraska's future growth."

~ James Linder, MD
University of Nebraska





Watch Now



A shortage of skilled workers? Not here! See how SkillsUSA is helping shape the future of Nebraska, one student at a time. [PLAY VIDEO](#)

SkillsUSA: Working to Ensure America Has a Skilled Workforce..

<http://nelovesps.org/watchnow?TN=PROJECT-20120514050439>



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*We need to equip students
with the right knowledge,
skills and direction to
prepare them for life.*

*We need to give them the
tools and experiences to
align their passion, aptitude
and skills to seek the right
postsecondary education to
prepare them for their
chosen career path.*

*We need to prepare them for
THEIR future, not **OUR** past.*



Thank you for your time.

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