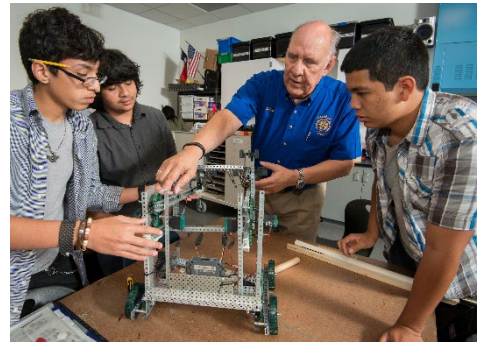


## IMPACT REPORT: Career Readiness

### PROGRAM OVERVIEW

#### Vision & Mission

Career Readiness guides all HISD students in the discovery of their passions, empowering them not only to graduate feeling prepared, but also to reach their highest career potential. The division's vision is to enhance career development knowledge for all middle and high school students by integrating relevant, real-world experiences into academics. CTE contributes to a student's application of academic knowledge, as well as higher-order reasoning, problem-solving skills, employability, and work-related skills.



The mission of the Career Readiness department is to provide career awareness, exploration, and instruction to students through a variety of educational pursuits while in Houston ISD. These opportunities include career training through Career and Technical Education (CTE) programming; earning advanced workforce credit through Level 1 Certificate, associate's degree via P-Tech; comprehensive career advising; and development of future leaders and ethical citizens through the JROTC program.

#### Opportunity & Impact

Career Readiness provides grade level appropriate opportunities for students in grades K through 12 to explore industry career paths, develop academic and technical skills, knowledge and training necessary to succeed in future careers and to become lifelong learners.

CTE offers programs of study across fourteen career clusters, consisting of coherent sequences of rigorous academic and industry specific courses designed to foster and develop career interests and skills. Students can earn their endorsement for graduation as well as an industry-based certification or licensure. A diverse spectrum of high growth, high demand occupations are explored in the classroom and through real world experiences with industry professionals.



## PROGRAM SUMMARY

### Target Student Population

All students participating in CTE courses across the district: **43,885**. This figure represents 80 percent CTE participation among high school students.

- Individuals with Disabilities, Economically Disadvantaged Families, students preparing for Non-traditional Fields, Single Parents, Out of Workforce, English Learners, Homeless Individuals, Youth in Foster Care, Youth with Parent in Active Military, Migrant Students

### Target Grade Level

**Elementary K-5:** Career Readiness provides opportunities for career awareness through active play and participation, such as the Career Ready Wagon.



**Middle School 6<sup>th</sup> – 8<sup>th</sup> grade** A diverse spectrum of high growth, high demand occupations are explored in CTE course offerings and through real world experiences with industry professionals.

**High school 9<sup>th</sup> – 12<sup>th</sup> grade:** Offering courses from thirteen career clusters, so students can earn their endorsement for graduation as well as an industry-based certification or licensure.

### Staffing and Campuses

The Career Advising teams work directly with students to provide connections and services that encourage planning of college and career goals, so that students meet graduation requirements and are prepared for post-secondary opportunities such as military, workforce, apprenticeships, or community college programs.

- Students to Career Navigators (ESSER College and Career Advisors) - 60:1
- Students to Advising Specialists - 265:1

#### Central Office Staff

- Executive Director/Directors: 3
- Senior Managers: 5
- Managers: 6
- Sr. CTE Program/Advising Specialists: 15
- ESSER College and Career Advisors (Navigators): 8

Each Central Office Staff is divided into the following support teams:

- Curriculum, Certifications & Professional Development team
- Business Partnerships
- Infrastructure and Operations
- Special Projects
- Compliance, Programming and Special Populations
- Advising

Central Office Staff support CTE teachers and campuses

- CTE Student to CTE Central Office Staff - 1,123:1
- CTE Students to CTE teachers (average) – 90:1

See **Appendix A** for comprehensive list of campuses and staffing



## PROGRAM IMPACT

### Advising

**Career Navigators:** These career advisors work closely with seniors who have indicated that they are interested in pursuing a two-year or technical college credential, a career in the military or entering the workforce immediately following graduation. Each senior must complete an individualized post-secondary advising plan which includes a minimum of 5 sessions.

**Advising Specialists:** Each Specialist provides 17 different presentations within CTE classrooms that allow students to gain insight into CTE Program options, career paths, and developing soft skills, meeting with an average of over 265 students throughout the year. Students participate in three types of workshops; resume building, interview skills, and Marvy Finger Foundation Scholarship applications.

- **Career Tip Tuesday videos**, or short informative videos featured through our YouTube channel to provide tips students can use to prepare for a career of their choice each month.
- **H-Town Career Readers book club.** Students from thirteen campuses participated in activities, discussions, and reviewed scenarios planned monthly by the Specialist in Canva
- **Walkthrough Wednesday** is a monthly opportunity to engage in person or live virtually between industry employers and students.

### Business Partnerships

Students spend between 90 to more than 180 minutes (about 3 hours) per day participating in work-based learning (WBL) opportunities within CTE practicum courses. This Spring semester has 1,539 students at 25 high schools participating in 16 different practicum courses.

Students are provided 18 experiential learning opportunities to engage with industry business partners at their work sites and through CTE events to gain insight into different employers and career occupations.

**Career & Technical Student Organizations (CTSOs)** extend teaching and learning through innovative programs, business and community partnerships and leadership experiences at the school, state, and national levels.

Students elect officers, engage with business professionals, and volunteers to develop their professional skills. A total of 1,819 students at 19 high schools participating in CTSOs such as Texas FFA (Future Farmers of America), Texas Future Business Leaders of America, or Texas Health Occupations Student Association.



See **Appendix B** for full list of CTSOs

## PROGRAM HIGHLIGHTS

### **CCMR Month**

October is College, Career, & Military Readiness Month. During this time, HISD's College & Career Readiness (CCR) Department celebrates all the amazing opportunities that the district offers through creative and informative sessions weekly via district-wide virtual Zoom.

### **CTE Month**

CTE Month® (February) is an opportunity for students across the district to gain knowledge about different careers, fields, and industries through their campus CTE programs and organizations.

### **R.A.P. Rising Ambitious Professionals**

This inaugural event hosted 286 middle school boys from 15 campuses from traditionally underserved backgrounds. This event was sponsored by Capital One, and students were given hands-on experiences to careers in Financial Literacy, Culinary, Manufacturing, Health Science, Military, Forensic Science, STEM, Construction technology, and Agriculture Science.

### **2<sup>nd</sup> Annual Hackathon**

This Holiday Hackathon event, sponsored by Schlumberger, is an opportunity for students at every level to compete in different coding competitions during National Computer Science Week, an annual call to action to inspire K-12 students to learn computer science, advocate for equity, and celebrate the contributions of the community. Over 400 students from 5 elementary, ten middle schools and six high schools competed in this year's Hackathon, which featured CoderZ's Virtual Robotics Competition, an International Qualifying event for SeaPerch underwater robotics, a Micro: bit Wearable Challenge, FIRST Robotics, and drones.

### **Girls In Industry Day**

The Girls in Industry Day initiative works with 31 industry partners to expose 320 seventh and eighth grade girls from 16 middle school campuses to non-traditional occupations and high-growth industries through hands-on and engaging activities.

### **3<sup>rd</sup> Annual Seniors to Success**

Seniors to Success is a hiring event for graduating seniors to engage with employers seeking to fill vacancies within their organization upon graduation. Students come prepared to meet 64 business partners with pre-completed applications and resumes for onsite interviews. This year saw a 25% increase in attendance, with almost 300 graduating seniors from 20 schools.



### **Marvy Finger Family Foundation Scholarship**

The Marvy Finger Family Foundation (MFFF) exclusively provides full scholarships to HISD seniors seeking a career and technical education pathway at a local community college. The scholarship covers tuition, books, supplies, and tools needed to complete the program. An annual banquet is held to recognize and celebrate the recipients for the students and their parents.



## PROGRAM HIGHLIGHTS (cont.)

### 11<sup>th</sup> Annual When I Grow Up Expo

The When I Grow Up Expo (WIGU) is our renowned annual career exploration event, where students of all ages and their families are invited to discover careers from local businesses and opportunities within post-secondary institutions.

### Career & Military Signing Day

Career & Technical Education's signature event highlights the accomplishments of graduating students who have successfully been hired by an industry partner or have chosen to be enlisted into any of the armed services, including the US Coast Guard. Last year, we celebrated 112 students with military commitments and 64 area employers.

### Districtwide Professional Development

Academic Pre-Service Days for all CTE teachers and CTE

Administrators, as well as teacher Professional development days throughout the year –

- A full day of CTE-specific training on district-designated days
- Professional development for New Teacher Academy, Tier 2 Leaders, and Principals



## STUDENT STORY HIGHLIGHTS



### Heidy Rodriguez, Austin High School,

**MAREK intern** Heidy Rodriguez is a senior-level student in the MAREK Construction Academy. Heidy has earned her certification for OSHA10 hour, NCCER core, NCCER drywall 1 and 2 and will receive her level one construction certificate this spring. Heidy was a leader in her summer internship at St. Joseph's Hospital last summer; her foreman said he would welcome her on his jobsite at any time. Heidy is planning on joining the Marek team fulltime after graduation.

### Katherine Dominguez, Chavez HS, Pharmacy Tech with Walgreens

Katherine Dominguez earned her Pharmacy Technician Certification Board requirements upon completion of the program at Chavez High School. She is currently a Certified Senior Pharmacy Technician with Walgreens Pharmacy and a full-time nursing student at The University of Texas at Austin. During the height of the pandemic Katherine volunteered at Walgreens (while, a current employee) to work in the front lines as a Covid-19 testing team member within the Chavez High School community. Katherine also earned the American Pharmacist Association, Apha certified Immunizer status, and is certified to immunize as a pharmacy technician.



### Hana Gebremariam, Wisdom HS, Skills USA

Hana Gebremariam is the salutatorian of the class of 2023 at Wisdom HS. Originally from Ethiopia, Hana has been in the United States for 4.5 years. As a member of SkillsUSA, Hana placed 1<sup>st</sup> in Job Interview and 1<sup>st</sup> in Medical Math. Hana will be attending the University of Houston this Fall and majoring in Biology.

## CHALLENGES, NEXT STEPS & COLLABORATION

### Challenges

- Hiring in high-need areas, including health science, engineering, and computer science (usually due to competitive industry wages).
- Finding the appropriate vendors that can provide equipment, materials, and facilities for 169 programs of study within 13 career clusters
- Lapsing vendor contracts as a barrier to purchasing specialized equipment and hindering students' exposure to key pieces within specific industries
- Limited advising staff for increasing non-traditional students interested in directly joining the workforce after high school graduation.
- CTE teachers joining directly from the industry with limited amount of teacher training and pedagogy.



### Next Steps

#### In-district Registered Apprenticeships

Utilizing the various internal HISD departments, such as Facilities, Maintenance and Operations, we are creating apprenticeship opportunities so that students can practice the skills learned within their CTE programs of study and gain experience on the job.

#### Integrating core subject TEKS into CTE courses

The Career Readiness division recognizes that students are often invested in their CTE Programs of Study in a different way than they are in the core courses. By integrating core TEKS instruction into CTE courses, students would have a chance to practice STAAR tested TEKS in an environment where they have real world and hands-on applications.

#### Teacher externships

We are developing a plan to expand the collaboration between teachers and provide more opportunities for CTE teachers to get further training specific to the programs of study. Many of the teachers have been out of industry for some time and need to get familiar with what may be new or updated so that they can ensure that students are gaining the most up to date knowledge and skills.

#### CTE Summit 2024

The goal of the CTE Summit is to focus on educating parents about the types of CTE programs and providing stakeholders opportunities to learn from industry partners. By involving industry partners, we hope to provide stakeholders with insight into the latest employment trends, skills needed for the workforce, and future economic opportunities. This summit will focus on parents, teachers, and community members working together collaboratively to support CTE programs.

#### Grow Your Own

Partnering with the district Talent Management office, the community college and nearby universities, our aim is to work together to create a pipeline for students who want to become teachers. By enabling them to begin in high school with immersive experiences and earning dual credit toward a degree, students have a unique opportunity to get a head start on a career in education.

## CHALLENGES, NEXT STEPS & COLLABORATION (cont.)

### Collaboration

#### BridgeYear

Career Readiness partners with Bridge Year whose focus is to expose students career pathways that require less than a typical four-year degree. BridgeYear provides Career Test Drives at six high school campuses with over 1,200 students. This year, 160 graduating seniors from 6 high schools participated in a Career Accelerator conference. During the Career Accelerator conference, students practiced their interview and other soft skills with industry professionals from Honeywell Industries and Friedkin Group. Students who participated in the BridgeYear activities are eligible to apply for a \$500 BridgeYear summer scholarship to assist with a 2-year community college.



#### United Airlines

HISD and United Airlines announced a multi-year mentoring and career development program for aspiring aviators and aircraft enthusiasts. This includes a financial commitment of \$300,000 through HISD Foundation towards Sterling Aviation Early College High School's aviation program.

- **Aviation Career Expo** an event at Sterling high school with 288 students in 8<sup>th</sup> grade from 11 middle schools participating in 6 industry activity-based stations, including Pilots, Tech Operations, Maintenance, Airport Operators, In Flight attendants, and the Girls in Aviation.
- **Girls in Aviation** an opportunity for 60 students from middle and high schools to visit the environment where women lead in occupations of the aviation industry to learn about their roles, challenges, and career paths.
- **United Mentorship Wrap** engaging and interactive sessions with 3 United Airlines mentors and 6 Sterling HS mentees
- **United We Read Wrap** United Airlines employees conducted virtual read-aloud, reading e-books to students from 6 elementary schools. They introduced them to various aspects of the aviation world by visiting with pilots in the cockpit of a plane, hearing from air traffic control officers, and stories from United executives in airport terminal.

#### Weaver Cultivating Greatness Program

CTE students from Jordan Career Center and Heights participated in a Spring Summit where they solved real-world issues. Students toured the offices and met industry professionals in the fields of forensic accounting, tax prep, accounting advisory and more. Three students walked away with scholarships based on preliminary essays and five students walked away with a \$200 gift card

#### Texas Works Path to Success

Texas Health and Human Services Department provides guaranteed positions to rising seniors at two high schools; Wheatley and Sterling. The starting salary for the guaranteed positions upon graduation is \$29,520 + benefits, with an automatic 7% increase after 12 months. Students receive employment and begin work in June.



## CHALLENGES, NEXT STEPS & COLLABORATION (cont.)

### **SCI (Service Corporation International)**

SCI is giving 5 scholarships to Houston ISD graduating seniors to support with access to quality, high-demand employment opportunities through obtaining a certificate, license, AAS degree from a local community college, and/or bachelor's degree from a 4-year institution.



### **HISD Collaborations:**

#### **Business Operations**

- Internship and Apprenticeship Opportunities
- Program Evaluation – Many of our programs align to an Operations area, so we are partnering with their department to evaluate our programs for equipment and safety needs

#### **HISD Talent Management**

- Grow Your Own – Teacher training and recruitment of students into careers in education
- Recruitment and retention of CTE teachers to address shortages that affect compliance with state statutes and funding.

#### **HISD Student Support Services**

- Working with counselors to help students follow their chosen CTE program of study.
- Working with Master Schedulers to optimize student participation in CTE

#### **HISD Federal and State Compliance**

- Collaborate to ensure all statutory requirements are being met for weighted funding.
- Verify PEIMS submission data related to CTE reporting.

#### **HISD Office of Strategy and Innovation**

- Seeking to expand the Innovation Fair to include more opportunities for Dreamers, who may need to pursue careers in entrepreneurship.

#### **School Choice**

- Alignment of new programming to expand opportunities and increase equity and access for all students in the district.



## GOAL ALIGNMENT

### Board Goal Progress:

The percentage of students who by the end of grade 11 have demonstrated career readiness via an industry-based certification will increase eight percentage points from 0 in 2019 to 18% in 2024.

### Office of CCMR Department Goals:

The Office of College and Career Readiness equips students to achieve their post-secondary goals by providing transformational advising, rigorous instructional environments, impactful real-world experiences and engagement with colleges, industry partners, and the military.

#### Short-term Goals/Outcomes:

##### CTE

- Administrators and CTE instructors will adopt and utilize available supplemental curriculum, instructional strategies and will become knowledgeable about the types of careers available for students to pursue and share this with students.
- CTE instructors will become more knowledgeable about and administer industry-based certifications to students relevant to each student's program of study, increasing earned certifications by 5%.
- CTE district office will learn from business partners, instructors, and campus administrators the type of equipment and facility enhancements needed to prepare students to enter the workforce.

##### STUDENT OUTREACH

- Improve awareness, exposure, and participation in CTE programs among middle school students by developing specialized initiatives that expand their learning with hands-on engagement.
- Develop post-high school transition plans with students and showcase students that enter the workforce or military post-graduation, increasing the number of CTE students obtaining employment post-graduation by 3%.
- Provide monthly industry engagement opportunities for students.

#### Mid-term Goals/Outcomes:

##### CTE

- CTE students will earn an endorsement and industry-based certification, and students who were initially unsuccessful on the certification exam will have an opportunity to retest.
- An increased number of campuses and the district receive an acceptable CCMR rating.
- In coordination with the district's construction services department and outside contractors and vendors, state-of-the-art facilities and equipment are made available to the students of HISD.

##### STUDENT OUTREACH

- Evaluate growth opportunities for non-traditional programs of study for student populations, such as Architecture and Construction for females and Health Science for males.

## GOAL ALIGNMENT (cont.)

- Increase overall participation in Computer Science & STEM programs of study.
- Expand the number of business partners collaborating with our department for career-based initiatives to ensure that all industries are represented.
- Provide ongoing opportunities to practice employability and soft skills.
- Expand access to CTE programs of study for students from special populations.

### Long-term Goals/Outcomes:

#### CTE

- Students graduate high school career and college ready as evidenced by the attainment of an industry-based certification, college credits, or military enlistment.
- An increasing number of graduates leverage the knowledge and skills obtained in a CTE program of study to impact their earning potential positively and that of their future families.
- HISD CTE contributes to an improved regional economy.

#### STUDENT OUTREACH

- Provide continuous evaluation of student interest in alignment with programs of study.
- Increase completion of CTE programs of study.
- Improve awareness of CTE options for students both in high school and the lower grades to increase completion of CTE programs of study.
- Expand long-term partnerships with local businesses for work-based learning opportunities.
- Develop district-wide Grow-Your-Own programs in multiple career clusters.
- Ensure all programs of study have multiple entry and exit points.

## APPENDIX

### Appendix A: Comprehensive list of campuses, staff, and CTE student population

Campus	# of CTE Staff	CTE Student Population
Jordan Career Center	19	520
Austin High School	17	1359
Bellaire High School	18	1587
Carnegie Vanguard High School	2	185
Challenge Early College High School	3	312
Chavez High School	21	1978
Community Services	0	1
Michael E. DeBakey High School	12	915
East Early College High School	9	452

Eastwood Academy High School	6	389
Energy Institute High School	12	675
Energized for STEM Academy	3	292
Furr High School	8	941
Harper DAEP	2	39
Heights High School	20	2325
Houston Academy for Int'l Studies	11	447
Houston Math, Science and Tech Center	13	1408
High School for Law and Justice	10	415
Jones High School	6	304
Kashmere High School	7	542
Kinder HS for the Perform. & Visual Arts	3	258
Lamar High School	26	2813
Mickey Leland College Prep. Academy	3	142
Liberty High School	3	164
Long Academy	2	160
Madison High School	15	1699
Middle College HS at HCC Fraga	2	125
Middle College HS at HCC Gulfton	1	108
Milby High School	19	2005
North Forest High School	8	822
North Houston Early College High School	8	409
Northside High School	16	948
Scarborough High School	6	564
Sharpstown High School	11	1196
Sharpstown International High School	5	406
South Early College High School	6	306
Sterling High School	14	1136
<i>Texas Connections Academy of Houston</i>		2307
Waltrip High School	14	1380
Washington High School	5	505



Westbury High School	17	1858
Westside High School	26	2247
Wheatley High School	10	521
Wisdom High School	14	1,872
Worthing HS	9	697
Yates High School	7	704
Young Women's College Prep. Academy	4	188
Attucks Middle School	1	68
Baker Montessori	0	0
Baylor College of Medicine at Ryan	1	71
Baylor College of Medicine at Rusk	1	115
Black Middle School	2	195
Burbank Middle School	1	77
Clifton Middle School	0	0
Cullen Middle School	1	31
Edison Middle School	1	18
Fleming Middle School	0	28
Fonville Middle School	1	16
Forest Brook Middle School	1	84
Hamilton Middle School	2	173
Hartman Middle School	1	121
Henry Middle School	1	46
Hogg Middle School	1	349
Holland Middle School	1	159
Lanier Middle School	3	177
Lawson Middle School	2	76
Meyerland Perf. & Visual Arts Academy	2	162
Navarro Middle School	1	104
Pershing Middle School	1	217
Pin Oak Middle School	2	165
Revere Middle School	2	116

Stevenson Middle School	2	103
Sugar Grove Academy	1	158
TH Rogers Middle School	1	64
Tanglewood Middle School	2	245
Welch Middle School	1	25
Westbriar Middle School	1	96
<b>Totals:</b>	<b>488</b>	<b>43,885</b>

**Appendix B: List of CTSOs at campuses**

<b>Career and Technical Student Organization (CTSO)</b>	<b>Number of Campuses</b>
<b>Business Professional of America (BPA)</b>	4
<b>Distribution Education Clubs of America (DECA)</b>	2
<b>Future Business Leaders of America (FBLA)</b>	3
<b>Family Career and Community Leaders of America (FCCLA)</b>	0
<b>Future Farmers of America (FFA)</b>	4
<b>Health Occupation Student of America (HOSA)</b>	9
<b>Skills USA</b>	6
<b>Texas Association of Future Educators (TAFE)</b>	0
<b>Technology Student Association (TSA)</b>	2