

Education for Employment Plan



SWALLOW SCHOOL DISTRICT
INSPIRING EXCELLENCE SINCE 1844

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ACADEMIC & CAREER PLANNING

[Academic & Career Planning \(ACP\)](#) is a student-driven, parent-supported process in which students create and cultivate their own unique and information-based visions for post-secondary success, obtained through self-exploration, career-exploration, and the development of career management and planning skills. ACP is an integral part of Swallow School District’s comprehensive school counseling program. In the Swallow School District, students receive ACP services and resources throughout the grade levels.



CHAPTER PI-26

[Chapter PI-26](#) is the legislation in the State of Wisconsin that requires every school district to provide academic and career planning services to pupils enrolled in grades 6-12 in the school district beginning in the 2017-2018 school year. This chapter establishes the requirements for “Education for Employment” programs. The purpose of “Education for Employment” programs is to do all of the following:

- a) Prepare elementary and secondary pupils for future employment.
- b) Ensure technological literacy; to promote lifelong learning.
- c) Promote good citizenship.
- d) Promote cooperation among business, industry, labor, post-secondary schools, and public schools.
- e) Establish a role for public schools in the economic development of Wisconsin.

LABOR MARKET STATISTICS

Below are charts showing projections of Wisconsin’s current fastest-growing occupations, their required training, and their salaries, and a Waukesha County profile summary. Students use data such as this at the local, state, and national levels to guide their efforts to meet ongoing labor needs.

Wisconsin's Fastest-Growing Occupations (Source:

http://study.com/articles/Wisconsin_Career_Outlook_Fastest_Growing_Wisconsin_WI_Career_Opportunities.html?scrlybrkr=b90b147d)

Profession	Projected Annual Increase in Jobs 2012 - 2022	Percentage Growth
Interpreters and Translators	100	45%
Diagnostic Medical Sonographers	60	41%
Avionics Technicians	10	40%
Physician Assistants	100	37%
Skincare Specialists	30	35%
Mechanical Insulation Workers	20	33%
Meeting, Convention and Event Planners	90	32%
Septic Tank Servicers and Sewer Pipe Cleaners	40	32%
Audiologists	10	31%
Postsecondary Health Specialties Teachers	240	31%

Required Training and Salaries for Fastest-Growing Occupations (Source:

http://study.com/articles/Wisconsin_Career_Outlook_Fastest_Growing_Wisconsin_WI_Career_Opportunities.html?scrlybrkr=b90b147d)

Profession	Typical Required Training	Average Salary in 2014 in Wisconsin
Interpreters and Translators	Bachelor's Degree	\$46,700
Diagnostic Medical Sonographers	Associate's Degree	\$77,320
Avionics Technicians	FAA-Approved Tech School	\$53,530
Physician Assistants	Master's Degree	\$92,300
Skincare Specialists	Postsecondary Nondegree Program	\$30,470
Mechanical Insulation Workers	Apprenticeship	\$61,780
Meeting, Convention and Event Planners	Bachelor's Degree	\$43,070
Septic Tank Servicers and Sewer Pipe Cleaners	On the Job	\$36,430
Audiologists	Doctoral or Professional Degree	\$80,340
Postsecondary Health Specialties Teachers	Master's or Doctoral Degree	\$113,370

Waukesha County Labor Statistics

(Source: http://worknet.wisconsin.gov/worknet/jsprofile_results.aspx?menuselection=js&area=133)

Top Industries by Employment - 4th QTR 2016:

- Food Services & Drinking Places
- Professional & Technical Services
- Admin & Support Services
- Edu Services
- Merch Whls Durable Goods

Top Paying Hourly Occupations - 2016:

• Physicians and Surgeons, All Other	\$134.18
• Family and General Practitioners	\$114.57
• Psychiatrists	\$108.56
• Internists, General	\$107.74
• Chief Executives	\$83.85

June 2017 Unemployment Rate (non-adjusted):

• Waukesha County	3.2%
• Wisconsin	3.4%
• United States	4.5%

2015 Population:

• Waukesha County	396,488
• Wisconsin	5,771,337
• United States	321,418,820

Miscellaneous Information:

• Avg Home Cost - 2nd Qtr 2013	\$230,000
• Per Capita Income - 2015	\$63,995
• Number of K-12 Public Schools	113
• Number of Post-Secondary Schools	19

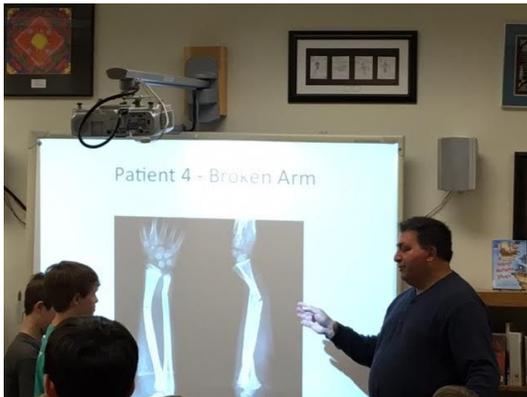
CAREER INTEREST & EXPLORATION

Through [Career Cruising \(CC\)](#), an online career-exploration program, students learn about the educational and training requirements for occupations that will fit these needs. Students in the 6th through 8th grades use CC to constantly refine their career-related interests and which careers may satisfy those interests.

They may further use CC to research labor statistics to find projections of occupational growth and earnings related to careers of interest. Finally, they may use this data to make important decisions about programs of study in middle and high school, and possible post-secondary programs.

The Swallow School District provides students with the opportunity to participate in hands-on career exploration activities, such as the “Career Expo” (job-fair provided by the Waukesha County Technical College and the Waukesha Business Community) and “Middle School Career Day” (tour of the WCTC campus). Through these experiences and the ACP curriculum, students become familiar with the educational and training requirements for many different occupations.

Guest speakers presenting on career duties, selection, and preparation



Dr. Mark Polentini showcasing an X-ray with middle school students.



Hartland EMT's teaching CPR to middle school students.



A sampling of career exploration offerings for middle school students during the 2016-17 school year.



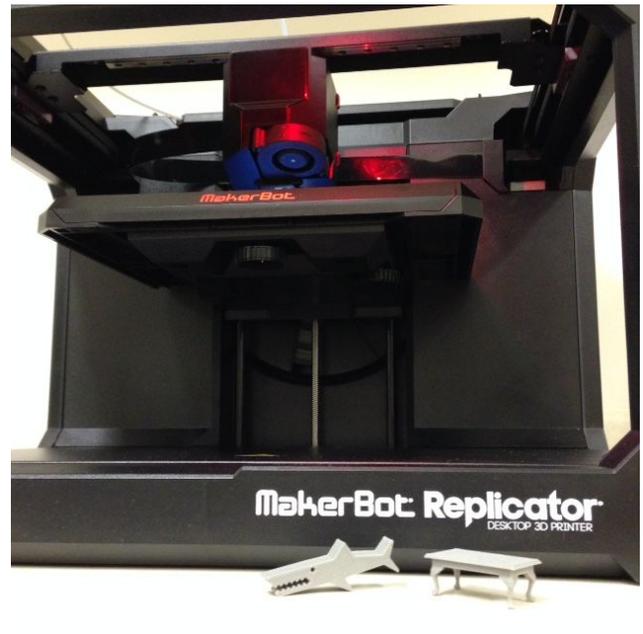
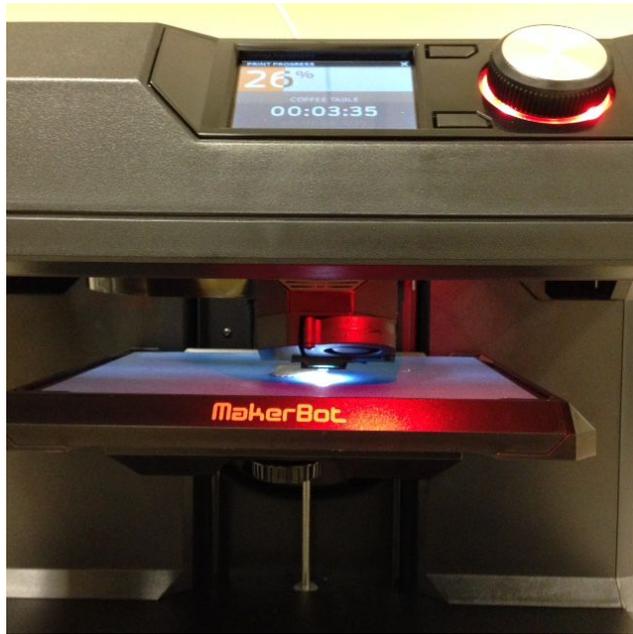
A student meeting with a community partner to design and market a line of dancewear.

Students on the voyage of career exploration with the Discovery Lab!



Swallow School's Discovery Lab is used for engineering and a variety of hands-on learning experiences.

Swallow students complete an engineering challenge.



Swallow School's 3D printer in action.

Products crafted by students using the 3D printer.

ENGAGING PARENTS

Current Practice:

- A letter goes to the parents of all 6th graders informing them of the ACP curriculum throughout middle school and how they can support their child's growth.
- Inform parents of and educate them about accessing their child's CC portfolio via a parent-portal.
- Twice-a-year updates of ACP programming to parents for grades 6-8.
- Offers to parents to serve as chaperones for the Career Expo and Middle School Career Day field trips.
- Opportunities for student-led ACP conferences for all students in the 8th grade.
- Availability of the school counselor to discuss ACP details in-person or via media.



ACP ACTIVITIES

(In order to see more detailed information about the curriculum and learning targets associated with ACP in Social Studies, Technical Education, and Guidance/Career Education, please go to the [Academic Programming](#) page of the Swallow School website.)

Kdg. – 8th Grade: Financial Literacy lessons

3rd Grade:

- Introduction of and discussion about career-related terms: occupation, job, career, vocation, profession, etc.
- Introduction of and discussion about levels or types of career-training: apprenticeships, on-the-job training, military, post-secondary education.
- Hands-on activity wherein students draw a picture of their “dream career” and include specific contents (where they would work, who they would work with, what items they would need, and them “in action” with their career).

5th Grade:

- Preparation for and attendance at Junior Achievement’s “Biztown”:
 - Fill out a job application
 - Go through an interview process
 - Learn about the positions of a mayor, CFE, & CEO, and what their resumes may look like.

6th Grade:

- Career Cruising lessons:
 - Matchmaker Interest Inventory
 - My Skills
 - Learning Styles Inventory
- Introduction of “Career Clusters” and “Career Pathways”
- “SMART Goal” activity with student-choice of job-shadowing experience or pursuit of a career-related academic goal.

7th Grade:

- Update Career Cruising self-knowledge inventories.
- Attend Career Expo job-fair.
- Write a reflection on Career Expo relative to expectations and actual experiences, and save to CC portfolio.
- Write a research paper on a career of their choice using data from Career Cruising and save to CC portfolio.
- Review levels of career training.
- Discuss results of ACT-Aspire as they relate to “College & Career Readiness” and have students enter reflection to CC.
- Labor Market exploration.

- Financial Literacy.
- Guest speakers
- Add to CC portfolio (grades, test-results, extracurriculars, accomplishments, etc.)

8th Grade:

- Update CC self-knowledge inventories.
- Introduce Conferencing to happen later in the school year.
- Ongoing offers of field trips such as “Middle School Career Day” at Waukesha County Technical College (WCTC) and “National Manufacturing Day” (various businesses).
- Review previous ACT-Aspire reflection and compare to more recent results, and enter new reflection.
- Labor Market analysis
- Financial Literacy
- Employability skills
- Registration for high school, enter reflection to CC about class choices as they relate to career interests.
- Guest speakers
- Present CC portfolio to parents for conferencing.
- Attend Junior Achievement’s “Finance Park”, enter reflection to CC about their experiences.
- Add to CC portfolio (grades, test results, extra-curriculars, accomplishments, etc.)

ALIGNMENT WITH “STUDENT GROWTH & ENGAGEMENT” STRATEGIC OBJECTIVES

- **Strategic Objective #1** emphasizes implementing a personal learning experience for each student. The use of CC for creating, researching, and housing personal career information squarely meets this objective.
- **Strategic Objective #2** emphasizes extending student learning beyond the day and the year. The ongoing and developmental nature of each student’s ACP clearly meets this objective with its community/business and future-career oriented approach.
- **Strategic Objective #3** emphasizes service learning/community service opportunities for students to engage their interests and grow their skills with real-world challenges. Swallow’s ACP program provides students with relevant information about both their interests and their skills such that they can more effectively choose service opportunities.
- **Strategic Objective #4** emphasizes the creation of student leadership opportunities which lead to the betterment of the school and community. CC provides a place to house and monitor leadership goal processes, reflections about goal progress and/or attainment, and a portfolio of leadership activities to perhaps use in order to obtain non-school related leadership opportunities.

INDIVIDUALIZED ACP SUPPORT

- Career information software tool: Career Cruising
- ACP conferencing for all 8th graders

- For students with disabilities, partnering between school counselor and special education case managers for ACP conferencing and Individual Education Plan (IEP) meetings.
 - For all students with an IEP and who turn 14 years of age during the course of an IEP, there is a specific Transition Planning process wherein supports are created to help students move towards ACP goals.

STAFF DEVELOPMENT

- Ongoing ACP development workshop offered through CESA #1
- Monthly school counselor attendance at all grade-level PLC's.
- Quarterly meetings between Arrowhead HS (ACP pilot school) and feeder school counselors regarding ACP development.
- Strengthen relationships between Swallow School staff and the Hartland Chamber of Commerce.
- Ongoing staff development towards meeting the objectives of a 3-year Action Plan for Student Growth and Engagement for all Swallow School staff.

PARTNERS IN EDUCATION

- Swallow Education Foundation (SEF)
- Hartland Chamber of Commerce