



EDUCATION FOR EMPLOYMENT PLAN

2017

Approved by the School Board on: September 11, 2017

Table of Contents

Education for Employment Introduction.....	3
Eau Claire Area School District Strategic Plan.....	3
Community Profile and Labor Market Needs.....	4
a. 2017 Graduating Class Career Interests.....	4
b. Skills Gap Survey Data.....	4
Collaboration and Partnerships.....	7
a. Families.....	7
b. Business and Industry.....	7
c. Educational Institutions.....	8
Career and Technical Education.....	9
a. Elementary School Level.....	9
b. Middle School Level.....	9
c. High School Level.....	10
d. Postsecondary Opportunities.....	11
e. Access and Support for All Students.....	13

Education for Employment Introduction

The Eau Claire Area School District (ECASD) is required by the Wisconsin Department of Public Instruction to update its Education for Employment Plan to meet the requirements of Wisconsin ss.121.02/PI-26. This process focused on the direct requirements of Chapter PI 26: Education for Employment Plan and Program.

This plan has been reviewed and revised throughout the 2016-17 school year to update programming and opportunities, and integrate Academic and Career Planning requirements. A team working on Academic and Career Planning also relied on program information and data from multiple sources. The planning team synthesized work from the District's many stakeholder groups.

Eau Claire Area School District Strategic Plan

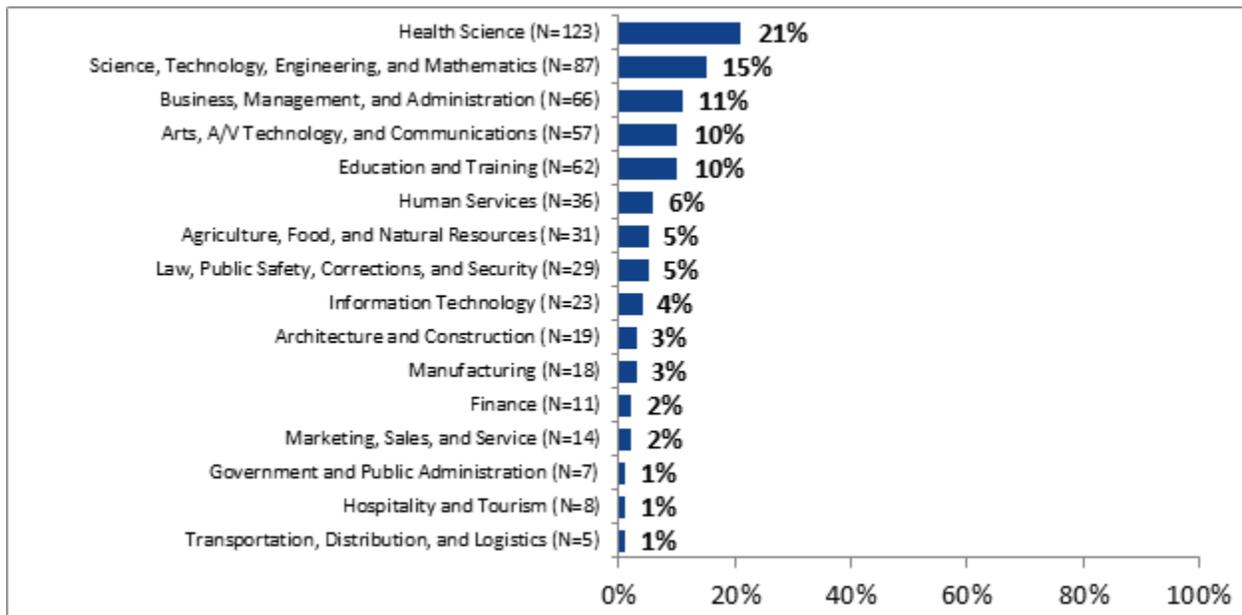
The mission of the Eau Claire Area School District is "to inspire and prepare our students to live creative, fulfilling, and responsible lives." The Eau Claire Area School District's vision is to "challenge minds, build relationships and nurture individual growth to prepare all student for postsecondary success." In this pursuit, the School Board has adopted five strategic priorities to focus District work. The following Education for Employment Plan incorporates each of the five strategic priorities to ensure all students are prepared for postsecondary success.

1. Academic Achievement
 1. Articulate and align a culturally relevant, rigorous and engaging curriculum and assessment system PreK-12.
 2. Implement a clearly defined system for goal setting and shared accountability for student achievement and for the development of the whole child.
 3. Prepare every student to be college or career ready - able to think critically, solve problems, communicate effectively, and work collaboratively with others.
2. Student Social and Emotional Growth
 1. Maintain safe and supportive learning environments.
 2. Develop District guidelines and expectations for students to take responsibility for their own learning and behavior.
 3. Provide experiences and instruction that address the needs and the growth of the whole child.
3. Collaborative Cultures
 1. Clearly define roles, responsibilities, reporting relationships, decision-making processes and resource allocations.
 2. Support Professional Learning Communities (PLC) structures and professional learning.
 3. Promote and support strong staff and student relationships
4. High Quality Staff
 1. Create a District-wide professional development strategy that acknowledges and supports staff collaboration and leadership.
 2. Implement a collaborative system for educator effectiveness that incorporates professional dialogue focused on student learning.

3. Focus professional development on the long-term implementation of a few, high quality strategic initiatives.
5. Partnerships with Families and Community
 1. Develop a District-wide communication plan that assures all communications are streamlined, timely and transparent.
 2. Collaborate with parent and community partners on District and school level goals and priorities.
 3. Identify and implement innovative partnerships focused on assuring post-secondary success of Eau Claire Area School District graduates.

Community Profile and Labor Market Needs (*Strategic Priorities 1, 3 & 5*) 2017 Grading Class Career Interests

In the Spring of 2017, the senior class was surveyed to assess patterns in their career interests. The results from the 596 respondents are shown in the graph below.



Skills Gap Survey Data

Employment data in the Chippewa Valley show both a need for future employees in hard to fill positions, as well as in fields composed of workers nearing retirement. Additionally, employers have expressed a need to attract workers to the area, and have cited the area’s resources (ex. music, culture, landscape, and the Confluence Project) as reasons for workers to relocate to the Chippewa Valley. Employers have cited the region’s compensation in comparison to larger metro areas as one of the biggest challenges they face in recruiting and retaining employees.

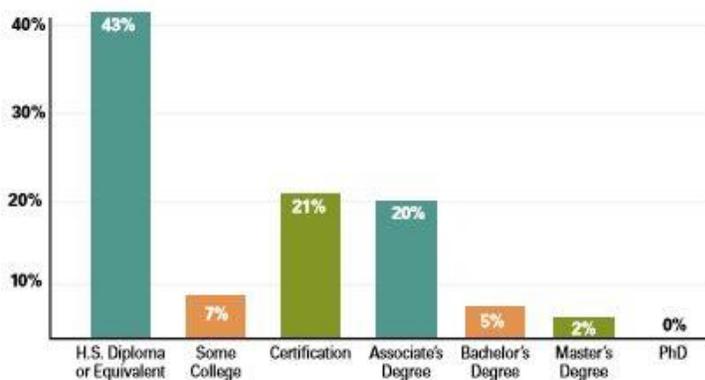
Every year, the Eau Claire Area Economic Development Corporation’s Critical Talent Committee collaborates with area businesses and the regional Department of Workforce Development to survey area employers to identify patterns regarding their needs. Results are then discussed with area

businesses at the Critical Talent Committee meetings as well as various Eau Claire Area Chamber of Commerce committee meetings. The charts below were created by Scott Hodek, an economist with the Department of Workforce Development (May, 2017).

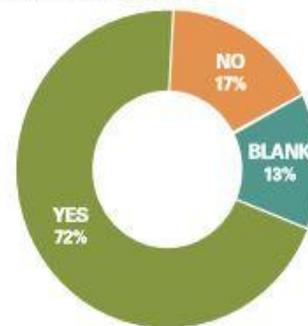
HARD TO FILL POSITIONS

Businesses were given the ability to designate up to five occupations they have difficulty hiring in western Wisconsin, as well as experience and education desired in each. Over a third of businesses who responded listed 3 or more hard-to-fill positions. Businesses projected 1,917 openings in the next 12 months in these hard-to-fill positions, with 2,923 openings in the next 2 years. A 35% increase indicates a steep acceleration of openings in hard-to-fill positions.

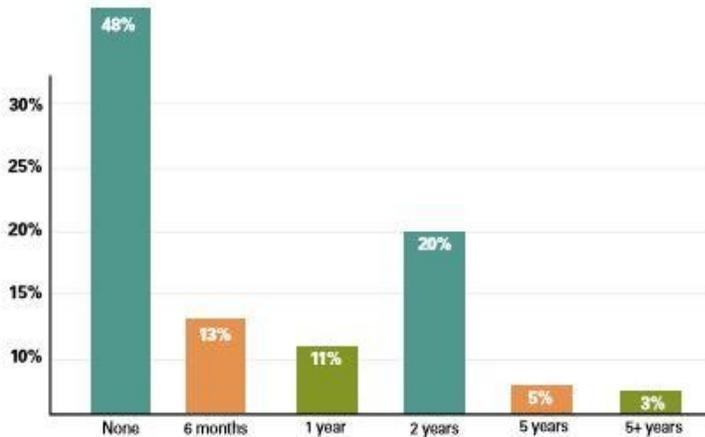
EDUCATION DESIRED IN HARD-TO-FILL POSITIONS



DO YOU HAVE DIFFICULTY FILLING CERTAIN POSITIONS?



EXPERIENCE DESIRED IN HARD-TO-FILL POSITIONS



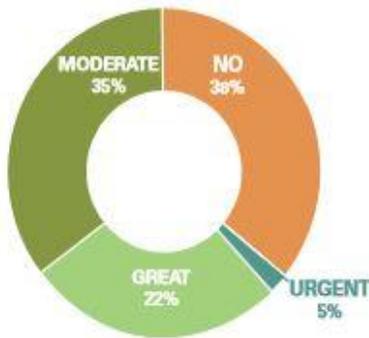
SUMMARY OF HARD-TO-FILL POSITION OPENINGS

POSITION	2016	2017
CNA	179	350
RN	113	209
Medical Assistant	70	151
Software/IT	36	71
CNC Related	38	69
Driver (CDL)	26	67
Nurse Practitioner	21	46
Engineer	24	45
Maintenance	25	37
Machinist	18	31
Physician Assistant	12	27
Electrician	9	20
Engineering Tech	7	11

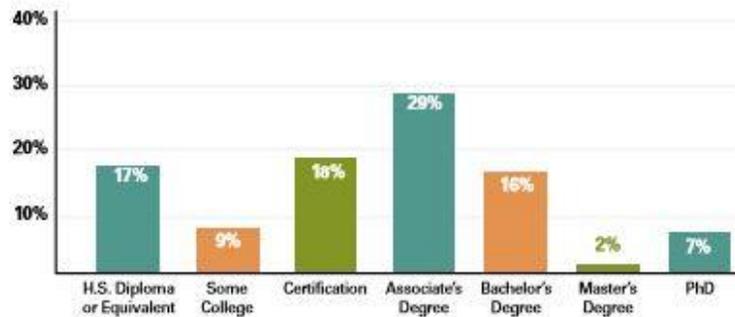
RETIREMENT CONCERNS

National demographic trends show the upcoming baby boomer retirements will exacerbate the recruitment problem, making certain positions even harder to hire. 62% of businesses reported that they are concerned with hiring new employees to replace retiring employees - 27% stating that they have either great or urgent concerns. Two years worth of experience will be desired for almost half of the positions that will be open due to retirements.

IS RETIREMENT OF CURRENT EMPLOYEES A CONCERN FOR YOU?



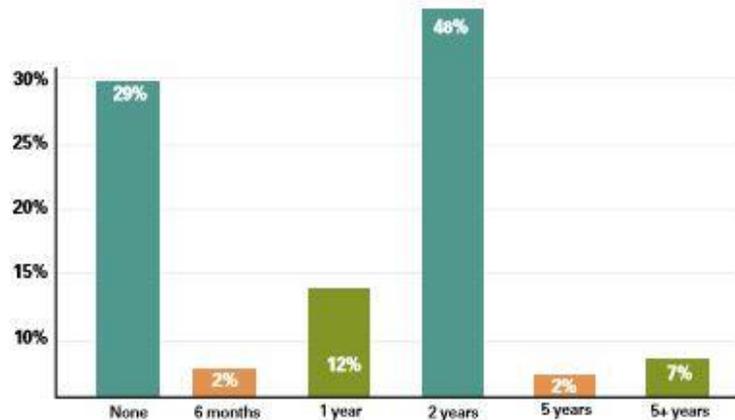
EDUCATION DESIRED IN RETIRING POSITIONS



SUMMARY OF ANTICIPATED RETIREMENTS

OCCUPATION	# RETIRING
CNA	58
Other Production Occupations	54
RN	53
Manager/Executive	30
Construction Equipment Operator	30
Physician	25
Welding	23
Maintenance	20
Engineer	17
Protective Services	17
Medical Assistant	12
Post Secondary Instructor	11

EXPERIENCE DESIRED IN RETIRING POSITIONS



Collaboration with Partnerships (*Strategic Priorities 1, 2, 3, & 5*)

Families

The Eau Claire Area School District will work in partnership with families to engage them in the PreK-12 Academic and Career Planning (ACP) process. Relevant information will be available on the District website as well as school sites for families to use. Building newsletters and updates will also include information on Academic and Career Plans throughout the school year.

- Individual assistance and communication will be offered by counselors, teachers, administrators, and other school staff regarding Academic and Career Plans throughout a student's Pre-K - 12 experience.
- Academic and Career Planning brochures have been sent home to all families in 6th -12 grade. They are also readily available at all schools for students and families. The ACP brochure gives an overview of Academic and Career Planning and illustrates how this will impact elementary, middle and high school students.
- As Academic and Career Planning is implemented, teachers and counselors will develop efficacy in communicating student career goals with families resulting in increased staff-family collaborations.

Business and Industry

Eau Claire Chamber of Commerce

- Youth Leadership Eau Claire – This program develops leadership skills for juniors from both District high schools. The students in this program are selected through an application process.
- Excellence in Education Banquet – The Chamber of Commerce and the two high schools identify students who have excelled in the classroom, who have overcome significant obstacles to become successful students, and who have shown significant growth in their high school career. Teachers that influenced each student are also identified and honored, along with educators who are identified as innovative and others who have had a significant impact on the educational institution.
- Real Life Academy Committee – This committee develops a semi-annual financial literacy simulation for high schools in the Chippewa Valley. Each event serves over 400 area students each semester.
- Business Expo and Job Fair – This event communicates to businesses the ability to provide work-based learning opportunities for the future workforce.

Eau Claire Area Economic Development Corporation

- Critical Talent Committee - This committee aids in the management of the Inspire model for work-based learning opportunities. They also manage the Skills Gap Survey, which informs Academic and Career Planning.
- Workforce Development Committee – This group works on several issues surrounding the development of the region's workforce capacity. Eau Claire Area School District representatives provide feedback to their work and discuss how projects connect with one another in the Eau Claire community. Through this committee an internship partnership has been developed between the University of Wisconsin - Eau Claire, the Chippewa Valley Technical College, and

the Eau Claire Area School District to identify potential internship businesses and connect them with student candidates.

Workforce Resource

- Workforce Resource is partnering with high school Transition Coordinators to provide career opportunities and apprenticeships for students with special needs.

Youth Apprenticeships

- The Eau Claire Area School District collaborates with the Department of Workforce Development, as well as local business and industry, to place students in Youth Apprenticeship and internship positions. These positions are in the following areas:
 1. Agriculture, Food, & Natural Resources
 2. Architecture and Construction
 3. Arts, A/V Technology, & Communications
 4. Finance
 5. Health Services
 6. Hospitality, Lodging, & Tourism
 7. Information Technology
 8. Manufacturing
 9. Science, Technology, Engineering, & Math
 10. Transportation, Distribution, & Logistics
 11. Local Government

Community Advisory Groups

- Career and Industry Advisories are being formed to determine community educational needs and to build the partnerships needed to expand opportunities for students with their Academic and Career Plans.
- Currently, Advisories have been formed in Hospitality, Manufacturing, and Fine Arts.

Educational Institutions

Cooperative Educational Services Agency 10 (CESA 10):

- Eau Claire Area School District staff members work with the Cooperative Educational Services Agency 10 to obtain an annual State of Wisconsin Department of Workforce Development's Youth Apprenticeship grant. This grant is used to assist funding of the Eau Claire Area School District's Work-Based Learning Coordinator. CESA 10 staff provides significant expertise to the Eau Claire Area School District on the implementation of this state grant at the local level. This includes a variety of issues ranging from how these experiences are advertised in the District course catalog to ensuring that the District is aware of important changes to workplace rules for minors.
- The Eau Claire Area School District collaborates with the Cooperative Educational Services Agency 10 on its annual Carl Perkins Grant. CESA 10 hosts semi-annual meetings that involve support in writing Eau Claire Area School District's grant and evaluating past grants.

Postsecondary

- The Eau Claire Area School District is a member of the Chippewa Valley Technical College’s Tech Prep Council.
- Eau Claire Area School District staff members have collaborated with the Chippewa Valley Technical College to develop advanced standing and transcribed credit agreements.
- The Chippewa Valley Technical College provides a liaison that visits both of the Eau Claire Area School District’s high schools weekly to help students make decisions about postsecondary programming and to make that transition.
- The Eau Claire Area School District has partnered with Chippewa Valley Technical College to create Academic Academies. These academies allow a student to enroll in a dual credit course that is instructed by CVTC faculty and programmed exclusively with Eau Claire Area School District students. These courses are scheduled to not conflict with traditional high school course programming.
- The Eau Claire Area School District also partners with the University of Wisconsin - Eau Claire on the Upward Bound and Blugold Beginnings programs to support the success of all students.

Career and Technical Education

Elementary School Level

At the elementary level, District students take part in various in-school simulations for entrepreneurship and many elementary schools have key partnerships with local businesses that provide resources, as well as tours for students.

Students take part in various in-school simulations for entrepreneurship and many elementary schools have key partnerships with local businesses that provide resources, as well as tours for students. Junior Achievement is also an integral part of the District’s elementary schools. Many elementary students also are given the opportunity to learn basic work skills, like customer service, while “employed” at the in-school financial institution.

At the elementary level, many of our schools have partnerships with various Junior Achievement programs and work closely with business mentors to achieve career awareness for District elementary students. Career awareness is also built into the curriculum, where appropriate, particularly in the areas of Science, Language Arts and Social Studies. Additionally, counselors involve students in career inventory activities in grades four and five.

Middle School Level

Eau Claire Area School District Middle School Career and Technical Education courses are listed below.

Grade Level	Title	Duration
6	Computer Applications	Semester
8	Family and Consumer Science	Semester
8	Family and Consumer Science: Exploration	Semester
8	Business Exploration	Semester
8	Engineering and Design	Semester
8	Gateway to Technology: Design and Modeling/Automation and Robotics	Semester
8	Introduction to Computer Science (piloted at South Middle School only for 2017-18)	Semester

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As a part of their Computer Applications class in 6th grade, middle school students are required to establish a Career Cruising online account and to participate in career inventories. Career Cruising is the technology platform students use to document and learn more about careers and postsecondary options. This will be part of the individual Academic and Career Plan for all students.

In addition, all 7th grade students attend Career Venture in May to develop an understanding of career opportunities in the Chippewa Valley. This program is coordinated by Workforce Resources each spring to promote career exploration.

As part of the Family and Consumer Sciences class in 8th grade, students are involved in a career exploration unit that continues the use of Career Cruising. Students learn how to use school resources to update their Academic and Career Plans, which includes exploring Programs of Study and understanding graduation requirements.

Middle school students also have the benefit of an in-school financial institution at Northstar Middle School. At this level the student “employees” learn about the financial industry and can practice basic employability skills, such as getting to work on time and teamwork. Junior Achievement units also appear in the middle school program at all three middle schools.

High School Level

Eau Claire Area School District High School Career and Technical Education courses are listed below.

Course #	Title	Credits
1304	Construction I	0.5
1309	Aerospace Engineering	1.0
1310	Introduction to Electricity and Wiring	0.5
1312	Digital Electronics	1.0
1318	Introduction to Engineering Design	1.0
1320	Civil Engineering and Architecture	1.0
1324	Principles of Engineering	1.0
1326	Computer Integrated Manufacturing	1.0
1328	Photography I	1.0
1330	Photography II	1.0
1332	Printing Graphics I	1.0
1334	Printing Graphics II	0.5
1341	Metals/Welding I	1.0
1342	Welding II	1.0
1346	Woodworking I	1.0
1348	Woodworking II	1.0
1349	Construction I	0.5
1350	Construction II	1.0
1352	Recreational Small Engines	0.5
1354	Vehicle Care	0.5
1356	Automotive Mechanics I	1.0
1358	Automotive Mechanics II	1.0
1360	Engineering Design and Development	1.0
1370	Computer Hardware	0.5
1378	Cartoon Animation	0.5

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1382	Video Game Development	1.0
1384	Introduction to Computer Science	0.5

High school students will continue working on their Academic and Career Plan developed in middle school. Students will use Career Cruising to explore various career interests and continue postsecondary planning. Students can participate in various postsecondary experiences, such as Advanced Placement courses, Youth Options and internships.

School counseling services are planned and provided by District counselors in conjunction with supervising administrators and other licensed staff. To improve the District’s programs and services, these staff members will seek the input of students, parents and guardians, and other community members or entities, as appropriate. The general goals and functions of the school counseling program are to assist students in the areas of Academic Development and Planning, Personal/Social/Emotional Development, and Career Development and Planning. These three areas are defined in the Wisconsin Comprehensive Counseling Model.

Postsecondary Opportunities

The Eau Claire Area School District currently offers courses in Agriculture & Natural Resources (1 teacher), Business & Information Technology (8 teachers), Marketing (2 teachers), Family & Consumer Sciences (6 teachers), and Technology & Engineering (14 teachers). The Eau Claire Area School District has 73 updated Programs of Study that will be utilized with Academic and Career Planning by the District in the fall of 2017. Career & Technical Student Organizations (CTSOs) include Future Farmers of America (FFA), Future Business Leaders of America (FBLA), Family, Career and Community Leaders of America (FCCLA), DECA, and SkillsUSA.

The Eau Claire Area School District has the following advanced standing or transcribed credit agreements with the Chippewa Valley Technical College (CVTC).

High School Course	CVTC Course Credit	CVTC Program
Veterinary Science I (0112) Veterinary Science II (0114)	006-180 Animal Science	Agriscience Technician (Animal Science Emphasis) 10-006-03A
Accounting I (0300) Accounting II (0302) Accounting III (0303)	101-111 Accounting I	Accounting 10-101-1
Microsoft Office Suite I (0304)	103-102 Microsoft Office Suite	Accounting 10-101-1
Microsoft Office Suite I (0304)	106-181 Business Information Management	Administrative Assistant Program 10-106-6
Marketing I (0322)	104-104 Professional Selling	Marketing 10-104-3
Marketing I (0322) Marketing II – Internship Classroom Component (0324) Marketing II – Internship Work Component (0326)	104-102 Marketing Principles	Marketing 10-104-3

ECASD Education for Employment Plan 2017

Assistant Child Care Teacher (ACCT) (0426)	307-148 Foundations of Early Childhood Education	Early Childhood Education 10-307-1
Auto Technician Internship (1600) Auto Collision Internship (1602) Drafting & Design Internships (1604 or 1606) Financial Services Internship (1608) Graphic Arts/Printing Internship (1614) Health Internship (1610) Hospitality, Lodging & Tourism Internship (1612) Information Technology Internships (1618 or 1620)	Based on degree or technical program	Related associate degree or technical program
Agriculture & Natural Resources Internship Classroom Component (0106) Agriculture & Natural Resources Internship Work Component (0108)	Based on degree or technical program	Related associate degree or technical program
Business Internship Classroom Component (0336) Business Internship Work Component (0338)	Based on degree or technical program	Related associate degree or technical program
Computer Hardware (1370)	Web 1-XHTML & CSS (1374)	

The Eau Claire Area School District has the following advanced standing agreements with the Wisconsin Indianhead Technical College (WITC).

High School Course	WITC Course Credit	WITC Program
Woodworking (1348)	WITC Course Credit	Technical Program

Work-Based Learning

- High school students have access to a variety of school supervised work-based learning activities. The District provides a comprehensive work-based learning program including Department of Workforce Development Youth Apprenticeship and Department of Public Instruction Co-op programs. Currently there are 14 different work-based learning internship programs available for students. The District also provides at-risk students with work-based learning programs such as the Department of Public Instruction’s Employability Skills program.

- Junior Achievement also offers many connections with the community. District internship students also participate in Collaborative Employability Connections, an enhanced Junior Achievement program designed to help fulfill the requirements of the state Employability Skills certificate. Other industry certifications such as Project Lead the Way are also available. Students interested in nursing can accelerate their programming through the Chippewa Valley Technical College's Academic Academies.
- The Eau Claire Area School District has partnered with the Chamber of Commerce, Economic Development Corporation, CESA 10, and Momentum West to adopt the Inspire platform to connect students with regional career exploration opportunities. These partnering entities are planning to implement Inspire during the fall of 2017. Inspire is an interactive database in which students can explore regional career opportunities and ask questions to employees in that field.

Access and Support for All Students

Special Needs

- All students PreK-12 students will have access to Academic and Career Planning.
- All students have opportunities to participate in the District's work-based learning program.
- Each high school also employs a Transition Coordinator to work with special needs students to ensure their successful transition into post-secondary life. One of the high priorities for these coordinators is to ensure all students have employability skills by the time they exit high school. Through the work of the Transition Coordinator at each school, special needs students are encouraged to enroll in Career and Technical education classes, and then to work with the coordinator to relate these courses to their overall career plans. Currently, Transition Coordinators are working with Workforce Resource to find work-based learning opportunities and Youth Apprenticeship placements.
- The Transition Coordinators work to provide work-based learning opportunities through programs such as Project SEARCH and Life without Limits.
- Coaches or teacher aides are also scheduled in Career and Technical Education classrooms to support special needs students.
- Staff members have had training in self-advocacy instruction and practice for special needs students.
- Planning and implementing tiered support systems using the Response to Intervention Model framework for both academic and social/emotional needs has been a significant initiative in the Eau Claire Area School District.
- A student with an Individual Education Plan will have an Academic and Career Plan to support their Postsecondary Transition Plan.

English Learners

- The District offers inclusionary, pull-out, or push-in delivery models through content-based structured English immersion. This is taught by certified instructors of English Learners with the support of bilingual assistants.
- The District currently has a Hmong School/Community Liaison, interpreters in multiple languages in elementary and secondary schools, and a strong partnership with the Eau Claire Hmong Mutual Assistance Association.

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- The District collaborates with El Centro de Conexión de Chippewa Valley to support Spanish-speaking students.
- Differentiation and the use of bilingual staff are used to assist students in career awareness, exploration, and preparation.
- All communications to parents/guardians regarding Academic and Career Plan will be translated or delivered with a bilingual staff if the family requests this on the District home language survey.

Culturally Responsive Practices

- In District high schools, the District supports clubs such as Multicultural Club, Hmong Club, Japanese Club, Spanish Club, German Club, French Club, Amnesty International Club, Gay-Straight Alliance, and Hmong American Peem Tsheej Club.
- The District provides a Freshman Mentoring Program (Link Crew) for all 9th grade students. This program is led by juniors and seniors.
- The District monitors the achievement gaps for various sub-groups of students using risk ratio data. Teachers are aware of the achievement gaps as well as strategies for closing the gaps.
- District staff has and will continue to embed Culturally Responsive Practices into daily instructional practices.
- A comprehensive plan to address District disproportionality identification will be implemented.