

Workforce Summit Facilitator's Debrief Sheet

Breakout Group Summary Sheet (**Not all questions were answered by all groups.*)

Question 1: How will career maturity benefit workforce and economic development?

Stakeholder Solutions:

Student

1. too much focus on testing versus basic worker skills
2. Will help with exposing to many careers and pathways
3. It has to do with discipline...because he was DRIVEN to do something even though he had nothing to start with. Going to camps that teach you how to start a business. Parents need money the AP exams are expensive. If families can't afford it. Combing programs. We have internships where you can shadow people from different areas. Some kids have no motivation.

Educator

1. Help the students get caught up.
2. You can start your own business. Programs in school that teach students how to start a business. We are being pushed hard to get AP courses in. But without the backup of parents and the community and what plans. Using resources that are free. Students don't want to do activities. Doing things that are interactive.

Parent

1. What a student thinks is different from reality help expose one to
2. Need an open mind and parents need to understand he mission
3. Students should be required to teach Entrepreneurship

Business/Community

1. Phoenix Contact –Career maturity is a huge benefit ; differences in generations (students need to adapt behaviors); i.e. watch & phone; Catholic rep--need basic worker skills; Hershey rep—need more family support;
2. JA rep—solution to teaching life skills; business needs to keep up with technology and speed of working
3. Obtain better employees
4. Better prepared employees - so that they will be long term employees.
5. Perhaps having government be involved because they have the power to CHANGE to the laws. Making activities interactive and making the transition interesting. How can we get young people to START PLANNING? We need to keep thinking of ideas, willingness of PLANNING.

Postsecondary

Question 2: How do we prepare the ready-to-work workforce of tomorrow?

Stakeholder Solutions: Life-long learning for all stakeholders.

Student

1. A better understanding of what their high school diploma actually means. More experience with internships that teach students how to interact in the workforce environment-real world experience. Students need to be employable once they graduate and have the skills needed. Students should be told that trade skills (2-year degrees) are critical to our workforce and economy, not just 4-year degrees. Ability to dual-enroll.
2. Being exposed in high school and also having a plan B
3. Co-op. related to interests
4. being taught the basic employee skills (soft skills)
5. Students taking the initiative to surround themselves with real world experiences – summer or holiday breaks.
6. Mechanicsburg offers programs for parents who go to seminars about colleges, internship, co-ops, the info is out there. It's the media and stereotype.

Educator

1. High school/k-12 schools need to do more to prepare students for the real-world, whether that is a 4 year, 2 year etc. experience. Need to better inform parents as well. More technological involvement in schools and access to technology (technology updates) is needed for students. Schools should require internship programs and workforce involvement.
2. Start education early—engaging students early on in their education.
3. De-stigmatize vocational education.
4. Exposure to real world for students throughout their education.
5. Offering summer internships even if they don't get "credit", but they get the opportunity.
6. Exposure at an early age – letting parents know of the opportunities.
7. Getting students to know each other early. Mom and dad are key players before school districts can introduce it. If they don't understand it's useless. It's changing the mindset from elementary up. Giving students the option...some students want to go to VO-tech but the parents are unsupportive. It starts at home. Looking at all kids and their individual potential. Our culture won't scratch the American Education system, never mentioned in reform. When you hear them talk about that the culture won't allow us to change it. If you are not in that category of going to college it's a negative stigma. Getting more businesses to talk about this. You don't have to have a four year degree.

Parent

1. More involvement in education and what their children are actually being taught.
2. Parental mentality toward education and 2-year vs. 4-year degrees need to change (the negative stigmatism toward trade skills need to change by parents).
3. Parents talking to their kids about their jobs – good and bad aspects
4. My oldest daughter got married in Sweden they have to learn a skill before they can college form high school. Learning from other countries that are successful.

Business/Community

1. Employers need to be more involved in the schools-i.e., students hearing from an employer the importance of reliability, timeliness etc.-the soft skills.
2. Adopt a Pilot Program from Southwest Airlines
3. Interview skills
4. Professionalism (Facebook, etc.)
5. We have to educate parents that they do not HAVE TO go to a 4-year degree school. How do we reach parents effectively? Change the vocabulary. Have been to other countries where they do a lot of programs and they have to learn skills because they are mandatory. They started out as a skill and moved into a career.

Postsecondary

1. Place more prestige on all types of training, not just 4-year degrees.
2. You can tell the difference between students who truly don't want to be there.

Question 3: How will high school drop-out rates affect workforce and economic development?

Stakeholder Solutions: Collaboration needed and engaging children in all realms.

Student

Lack of expertise and ability to find employment; earning potential severely hindered. Solution is showing students they may excel in other areas and to pursue those areas.

Educator

1. Real-world skills for students. Telling students it is OK to find out what they like and try different things.
2. 30% is too high for our area;_rural educator—drop-out rate is high; relevance in education—consequences; allow students to suffer consequences of their actions (get out of a class, write note for absence);
3. Students start to drop out in third grade when they start getting assigned homework. They really dislike it by 5th and hate it in middle school. In 10th and 11th, they've just been waiting for the time they could quit.
 - a. Address this in what are we doing in elementary schools. Students should know: Who I am, What do I like, What career meets these? This needs to be communicated to the elementary school staff.
 - b. If students are having difficulty in classes – they assume their dumb or not

smart. Why aren't we focusing on their strengths to foster their self esteem? Keep parents engaged in this process with allowing them to know what is going on and how to keep them engaged together.

- c. Change the discussion at the teachers table – self identify things in their practice together, the likelihood to be shared would be highly more likely with success stories. As we're listening to stories – it is always what we've always done only 'better'. What about new outside-the-box ideas? Let teachers help teachers grow together to form and build. Combine vocational and English ... both of best worlds.
 - d. Regulations at the school level – what we feel is best for them. We don't include the businesses which is where the student will end up. What do BUSINESSES believe is best for them?
 - e. Schools need a meeting between business and education to showcase opportunities and network to create new opportunities.
4. New GED regulations. Develop a "Cool Off" period, time required between the time the student decides to drop out and when they can legally go. Activities built into this period to develop career maturity.
 5. Education is driven by the PSSAs and that is wrong. Character education building personal skills. Getting students out on co-ops and work study – not just tech students.
 6. Recognize students learn in different ways
 7. Connecting students with knowledge about what they are learning and why they need to know it – getting students to understand the purpose of education.
 8. Integration – school to career

Parent

1. Ownership in child's life-parents needs to emphasize importance of education and graduating. Positive reinforcement for excelling in school and doing well.
2. students need to understand consequences of their decisions;
3. Lack of models to discourage drop out behavior.
4. Sounds better when heard from someone else

Business/Community

1. This will hinder your economic competition, nationally and globally, because you will not have the appropriate staff and employees. Deterrence to companies looking to locate to areas if there are high drop-out rates.
2. businesses can work with schools; pointed out opportunities—more jobs than applicants; projected labor shortage; primary career area with a backup plan
3. The educated workforce is about to retire. Where can we engage in today's youth for tomorrow's workers? Need skill sets – what are these? How can this be communicated with schools and educators? What is currently being taught in the curriculum that has an area for integration?
4. There is disconnect but also an implication that business and industry has separated – they need to combine to say we're here and ready to help. (E.G., East Pennsboro,

Middletown)

5. The education system fails the students by passing them regardless of performance levels. Something needs to be put in place that prevents parents and/or schools from passing kids when they should not pass.
6. Need a GED to get into the workforce
7. More motivation needed
8. Expose students to apprenticeships (pre-apprenticeships)
9. Notice pattern earlier
10. Disengagement
11. Learn from failures Mentoring within schools
12. Business Education Partnership - making a longer commitment – not just once and done.

Postsecondary

Need for real-world skills-transitioning into workforce environment so you know how to react and what to expect in the everyday work environment.

Question 4: What career development strategies can we employ to keep students engaged in learning?

Stakeholder Solutions:

Student

1. Making education 'real' by providing opportunity to experience real jobs while in school—via field trips and internships
2. Senior graduation project
3. Involvement in a variety of programs
4. Understand that learning is lifelong
5. Students want hands on activity
6. Communicate with teachers future plans
7. Students would like to hear from business people on career opportunities – learn about people in the community.
8. Career Days – each student picks 3 careers to listen to those opportunities and network and get business contacts for internships or job shadowing. Incorporates grade 9 – 12.

Educator

1. Working with the business/community as well as with the students and parents to understand what the needs are and what will hold the interest of the students.
2. Learning from failures in the past
3. Job shadowing
4. Class on how to complete their senior graduation project
5. Having students use their job shadowing experiences assist them with selecting their schedule

6. Applied Learning
7. Career Counselors/Transitional Coordinators in each school
8. Quit teaching to the test
9. Use the business sector in the classroom
10. Education is lifelong
11. Re-educate administrators with the business community
12. Career pathways providing relevance as to what they are doing in their classes.
Providing opportunities that allow students to apply what they have learned in the classroom. Expose kids to different career fields to determine what they like and dislike. Take the ASVAB to match student strengths to realistic goals.
13. Have to give up control
14. Relate to individuals interest outside of school
15. Relate subjects to careers
16. Ex. Skype a person in that career to relate the subject to what they do Let students investigate the areas in which they have strengths
17. Give students opportunities that might not follow the regular “track” of business, college prep, skilled careers.
18. Bring in business people to talk about their career path and how they got where they are today.
19. Small group discussions with real “life” people.
20. Taking students on “field trips” to listen to other students.

Parent

1. Become educated on career education and assist schools with helping students understand options that are available
2. Applied Learning
3. Include grandparents and/or extended family in general
4. Push government to refocus how we ‘rate’ our schools—less focus on teaching to the test
5. Push government to embrace the trades and non-bachelor degree focus
6. Don’t expect the schools to ‘be it all’ –babysitter, educator, cook, etc.—be involved with your children
7. College isn’t for everyone
8. Education is lifelong
9. “If you’re green you’re growing, if you’re ripe, you rot”
10. Remind children that learning is not only in the ‘classroom’ but in each day of your life
11. Supporting students in efforts to explore careers.
12. Connection needs to be made between students, parents, and teachers

Business/Community

1. Start at the 9th grade level to incorporate career education—resumes, interviewing, selecting a path, etc.
2. Assist with applied learning

3. Pairing actual learning w/subject matter
4. Get into the classroom
5. Programs that provide mentoring, internships, and job shadowing for students
6. Look at alternative methods, not all kids will work a traditional 9 to 5 job.
7. School reform
8. Find out what students are truly interested in and then let them explore that opportunity

Postsecondary

1. Work with business, K-12, etc. in providing information on what jobs are available and what type of education is needed
2. College isn't for everyone
3. When a person gets excited about something, there is a career behind it. Connecting a passion with a career.

Question 5: How do we educate parents about their critical role in directing students towards career maturity?

The word we heard this morning was connections. Educational institutions and business partners need to stand side by side. Higher education is part of the mix and they need to educate on how they have adapted to the new technologies and trends in education to both students and parents. An idea to engage parents is through forming a coalition or commission where we involve parents, educators, and business partners to have the floor to discuss education, curriculum, attitude, counseling & guidance, bringing students and re-engaging them (who leave the schools). It all begins today in the connections. Industry needs to be more of a role and not at the secondary level – but at the 4th grade career café level where kids give up their recess and they learn about pathways and industry. Rebranding and perceptual changes – make it cool, make it attractive and create a buzz and hype about it.

Career ready and college ready at two different things. Giving the opportunities through apprenticeships, internships, cooperative education can be the tool needed to keep kids engaged, energized, and excited in their career maturity. Academic skills do not determine ability at the vocational levels. Someone who couldn't pass a 5th grade math can understand shop.

Stakeholder Solutions: Question 2 answers lend closely to this question.

Student

1. Having mentors.
2. parents needs to help students to become more independent; do need to learn ethics and businesses don't know how to hand students (gap);
3. Student should have a role. If it is happening in high school it is too late. They should start philosophy change in elementary school when they are excited about these opportunities. Build the ideas young from an educator's perspective so

- students can have the ability and mind-set for their own future.
4. As a senior, basic at math but everything else is proficient – certified nursing assistant classes at HACC – graduated...but now stays at school for a 1st and 5th period only for a math remediation class.
 5. Students and parents talk about careers and career maturity
 6. We enjoy internet and learn a lot from it.

Educator

1. Email blasts to parents on information. Change the approach that guidance counselors take with students. How can counselors impact the parents? Career exploration.
2. Come from parents' employers; role models; teaching ethics in schools; promote work based education;
3. Opportunity to sit down and speak with parents - behavioral/academic – have the time to sit down and ask questions & direct students to available resources for them. Let parents know about the resources that are available for their students and how the workforce has changed.
4. Integrate into middle school discussion about the career pathways and areas of interest so that step is covered at the high school level and they can build upon those steps.
5. Help to form the opinion that for students, education isn't something "done to them" ... it is something done for them to assist them. Be active. Be involved. Be engaged.
6. Comprehensive programs and new technologies need to be integrated to college. Parents need to be the ones who need to be persuaded, informed and entertained with these ideas. It is a two-pronged idea.
7. Why do students have to wait until they are in 10th grade to talk about going on to a 2 year degree? We need more tracks other than academic – what are you qualified to do as a high school graduate. If you are hands on – get them more experience where they are hands on to be sure they fit in that arena. Address the students who will not be going to college but make it applicable to all that have the opportunity.
8. Approach both parents and students combined. Most go through a college-prep course. Perception of "those" kids who went to vo-tech school. Only 47 students from CCHS go to vocational school – of their 1,400 students. Perception of vo-tech is a place where the learning support kids go – this must be changed. From a vo-tech standpoint – they would like to see a focus on RTI in K-8 to be successful in whatever they choose.
9. We need the students to have the first buy in. Change the stats that we show parents where they are showing if their student goes to a college, they'll make \$10 more than one who doesn't ... but if you're a plumber, you're already making that.
10. Make parents aware what speakers are coming in at a variety of venues other than just a newsletter that is mailed quarterly.
11. Start with educating parents who have never learned how to parent. Parent/Family nights offered through the schools (provide a meal). Schools move to a "pathways"

- program promoting a variety of paths other than just a 4 year degree.
12. Talk in terms of workforce development with parents.
 13. Start early. Many parents don't understand there are options other than a 4 year degree.
 14. Teach parents in the PTO setting about the career standards.
 15. Offer career nights – to make parents aware of different careers.
 16. Directing parents to information via the web
 17. Most students don't know what their parents do. Having a conversation with their students and teaching your kids life lessons. I think the human dynamic. Kids really need to look at themselves. In urban settings it's a different setting. Find a job you enjoy and you will never work a day in your life. I meet a lot of people that are doing the things they enjoy doing. If you want to find a good career, figure out what you want to learn. Know yourself and what you enjoy.

Parent

1. Parents should not push children into 4-year degrees. Parents should take ownership of their child's education. Take your child to work day, important to actually show your child the work environment. Planting seeds in children; being mentors. Accessibility to school website with information and having the ability to monitor their child's grades and progress.
2. can expand beyond parents—friends, extended family;
3. Spoke to kids about transition to a four year university – peer pressure felt from other parents asking them where their students were going and what they would be doing in life.
4. Daughter went to a four year university as her choice. Was not sure if his daughter sensed the peer pressure from her peers as much as he did as a parent. As an educator, he spoke to his students about this and helped them to realize they should open that dialogue with their parents to help their parents understand the opportunities. So many students do what their parents say they should do.
5. Have businesses come to parent night.
6. As a parent, different children have different goals – parents try to steer their children towards careers. The thought of a 4 year degree in 8th grade terrifies her daughter. If you have students watch PCN programs talking about companies in central Pennsylvania who pay well and have opportunities. Explain and SHOW them the options.
7. Don't see anything coming into the elementary schools and it is an option for 8th graders to visit the vo-tech schools. Come into middle schools and speak with 6th graders to generate interest. Come to back to school nights if you're talking about parents and engage them with the opportunities the pathways offer.
8. Like to see vo-tech schools who believe in it teach parents. Promoting what they have. They have open house and run radio spots on The River as far as advertising. They are trying to do more to engage the community to come into their building to let them see what their programs are all about. Do programs for teachers where teachers can rotate through programs to see what and how the students will learn

at the vo-tech center.

9. As a parent – assumed that their children needed a four year degree to be successful. School districts look better when they can say **% of kids goes to a four year institution. But is that REALLY helping the students?
10. What they see in their own work environment and how it is translated to their child.
11. Have an influence on students with what they think is right (solid examples)
12. Educate the parents about career pathways and what educators are teaching
13. Parental involvement is key (support)
14. Compete with other parents (envy) they want their kid to represent them
15. Need to be aware of strengths and attributes of their students.
16. Know what their student's abilities are – be realistic.
17. Educate self on opportunities for students.
18. Branch out to other social groups – schools, media, businesses could help with this process to make parents aware of successful people in the area.

Business/Community

1. Being mentors in the community.
2. educating parents to help understand gap; help to embrace new technologies; respect between generations for knowledge of technology—or lack of;
3. Working with businesses that are growing and coming into the community. Companies are expanding – new technologies are emerging that we may not be prepared for right now. Starting to target children now for the occupations that will be here in 5 years. Solar, Technology, the Green movement... Here is involved, here is what is needed, and here is what you will be able to make doing this.
4. Go to parent night to talk to the parents regarding emerging careers and what is coming for the future that they should help in preparing their children for.
5. State Farm Insurance grant opportunity for service learning project to educate parents on the value of education, community service and career education. Eliminate the negative stereotype related to non-professional careers.
6. Companies need to advertise the trades more to parents.
7. Plan B
8. Keep options open
9. Further education is critical now
10. Envy plays a role in career decisions
11. Show parents some of the statistics about career opportunities.
12. Advertising career options.
13. Media is very harmful to students because they look up to the media for an identity. Parents need to monitor what their kids are watching on television.

Postsecondary

1. Colleges should continue beyond high school and colleges should engage in the trades and offer combinations. Why is there such a great division between the two: academic and trade?
2. Put an infrastructure in place to educate the parents. The parent is usually the

biggest hurdle in that they provide career guidance that maybe the student doesn't want.

Question 6: How can business influence student decisions about postsecondary training and education that meets their needs?

Stakeholder Solutions:

Student

1. in some schools, students must take more responsibility; focus is not on career, but on post secondary education;
2. Students are teaching about technology (txtin)
3. Students can outreach to businesses and can go to other businesses that have not been used in the past.
4. Businesses coming to the HS to do presentations about skills. Project Dreams where they have to shadow a skills that get us out there. Allows us to think about what we truly want to do. They talk about specific job skills that employers are looking for.

Educator

1. Cedar Cliff: parents talk about their careers (different job fields); individually invite students by career pathway; Elementary educator—speakers based on 5 pathways, needs to start in elementary—meet during recess & lunch times; Middletown—spoke about careers class; “career maturity”, Is the student ready to learn about careers?;
2. Businesses know better than anyone what they are looking for and are able to provide information. Provide the realities of what the jobs are about. Providing job retention skills for students. Jr. Achievement and Smart Futures (E-Mentoring).
3. Teaching soft skills

Parent

1. College visits with students.
2. Help define expectations of different career opportunities.
3. Increase awareness of what it takes to be successful.
4. Networking with other parents – availability to talk about your work with students.
5. PTA could provide career fair opportunities.
6. Active involvement of family in career decisions.
7. Exposure to different opportunities and different career opportunities.
8. Take Your Child to Work

Business/Community

1. Does student understand consequences of dropping out of school? Schools need to take the lead in making students aware, parents are too busy working etc.; Dress when going for interviews; Promotion of JA for dress, interviewing, budgeting, etc.
2. Cooperative education and mentorships are important. Mentors provide student

with someone to talk to in the field. Businesses allowing this “intrusion” of time and resources required of the business. Business providing a value to these experiences other than money or college credits.

3. open house
4. classroom training and on the job training
5. diversify what one can do
6. internships and job shadowing Business offer career shadowing
7. Business coming in to talk with students
8. Business offering internships
9. Businesses giving students the opportunity to learn soft skills

Postsecondary

Round-table discussions of business, education and parents on what is offered career-wise.

SUMMARY

1. Using the community to bring out the best in all of us.
2. Generation gap
3. Teaming schools, companies, and parents to work toward the career education objective
4. Instilling the value of the experience and the relevance vs. the monetary.
5. Parents want the businesses speaking that way.
6. Using workforce development vocabulary.
7. All stakeholders working together and not reinventing the wheel.

FINAL--What are 1-2 SOLUTIONS?

Having a lot of different activities that revolve around students discovering and learning about their career options. Other countries such as France and Germany have longer school days. The United States should learn from other countries that have the better educated students. Schools should spend less time focusing on sport and extra curricular activities and more ACADEMICS. Athletic directors should worry less about making sure their team is at the top.

Government needs to invest money into career maturity and the best place is the schools. **We need more government support and involvement.** We need representatives and senators to attend these kinds of events. Then if the government gets involved the media will follow. The media will help us raising awareness in the community, businesses, educators, etc. We also need to get creative and utilize free services such as social networking sites like FACEBOOK, TWITTER, etc. to raise awareness about this organization and the importance of addressing our concerns now.