

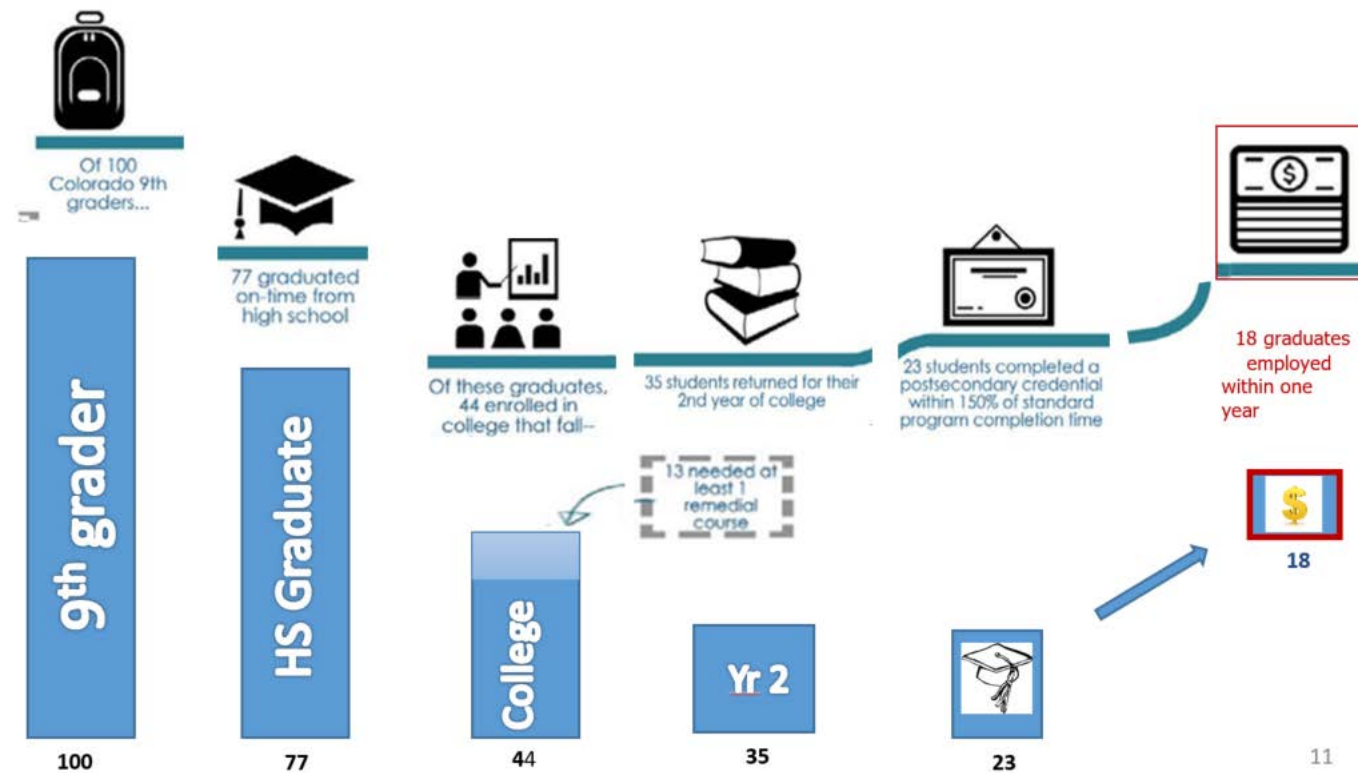


Becoming a Middle School Meaningful Career Conversationalist (MCC)!



COLORADO
Department of Education

Economic Story



Postsecondary Workforce Readiness (PWR)

Colorado high school graduates demonstrate the knowledge and skills (competencies) needed to succeed in postsecondary settings and to advance in career pathways as lifelong learners and contributing citizens.

*- Adopted by the Colorado State board of Education and
Colorado Commission on Higher Education (Winter 2016)*

Competencies

Skills needed for opportunities beyond high school

Ensuring students are prepared and have the in-demand skills to enter the workforce is an essential strategy to meeting economic and business needs in Colorado. At the secondary level, the goal is for all students to understand and articulate their individual skill set, how they relate to potential careers and jobs, and graduate with these in-demand skills from high school. Colorado industry representatives are clear that students who graduate from high school and seek to work in Colorado need in-demand skills that meet business, industry and higher education standards. Aligned high school graduation expectations are intended to be a roadmap to help students and their families plan for success after high school by demonstrating their knowledge, skills and abilities to enter the workforce, military or higher education without significant training or remediation.

Entrepreneurial Critical thinking and problem solving Creativity and innovation Inquiry and analysis Risk taking	Personal Initiative and self-direction Personal responsibility and self- management Adaptability and flexibility Personal awareness Learn independently Perseverance	Civic/Interpersonal Core academic foundation Collaboration and teamwork Communication Global and cultural awareness Ethics and integrity	Professional Time management Career literacy Grit and resilience Work ethic: dependable and Reliable Self-advocacy
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COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

LEARNING ABOUT WORK

Career awareness and exploration help individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours

LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Project-based Learning

LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

EDUCATION COORDINATED



BUSINESS LED

OUTCOMES:

Skilled Talent for Business + Meaningful Careers for Students & Job Seekers

Graduation Guidelines

GRADUATION GUIDELINES | FACT SHEET

Menu of College and Career-Ready Demonstrations

Local school boards establish high school graduation requirements that meet or exceed the Colorado Graduation Guidelines for the graduating class of 2021.

Local school boards and districts select from this menu to create a list of options that their students must use to show what they know or can do in order to graduate from high school, beginning with the graduating class of 2021. School districts may offer some or all of the state menu options, may raise a cut score on an included assessment and may add graduation requirements in other content areas.

Graduation Guidelines begin with the implementation of Individual Career and Academic Plans (ICAP), Colorado Academic Standards for all content areas including Civics and 21st Century Essential Skills.

Students must demonstrate college or career readiness in English and math based on at least one measure.

Districts have the authority to adapt the college and career demonstrations necessary to earn a standard high school diploma to accommodate for: English learners, gifted student and students with disabilities.

MENU OF OPTIONS: This menu lists the minimum scores required.

ACCUPLACER

ENGLISH	MATH
63 on Reading Comprehension OR 70 on Sentence Skills	61 on Elementary Algebra

ACCUPLACER is a computerized test that assesses reading, writing, math and computer skills. The results of the assessment, in conjunction with a student's academic background, goals and interests, are used by academic advisors and counselors to place students in college courses that match their skill levels.

ACT

ENGLISH	MATH
18 on ACT English	18 on ACT Math

ACT is a national college admissions exam. It measures four subjects – English, reading, math and science. The highest possible score for each subject is 36.

ACT WorkKeys – National Career Readiness Certificate

ENGLISH	MATH
bronze or higher	bronze or higher

ACT WorkKeys is an assessment that tests students' job skills in applied reading, writing, mathematics and 21st century skills. Scores are based on job profiles that help employers select, hire, train, develop and retain a high-performance workforce. Students who score at the bronze level (at least 3) in applied mathematics, reading and writing earn the ACT's National Career Readiness Certificate.

Advanced Placement

ENGLISH	MATH
2	2

AP exams test students' ability to perform at a college level. Districts choose which AP exams will fulfill this menu option. Scores range from 1 to 5 (highest).

ASVAB

ENGLISH	MATH
31	31

The Armed Services Vocational Aptitude Battery (ASVAB) is a comprehensive test that helps determine students' eligibility and suitability for careers in the military. Students who score at least 31 are eligible for service (along with other standards that include physical condition and personal conduct). Students who take the ASVAB are not required to enlist in the military.

Concurrent Enrollment

ENGLISH	MATH
Passing grade per district and higher education policy	Passing grade per district and higher education policy

Concurrent enrollment provides students the opportunity to enroll in postsecondary courses, simultaneously earning high school and college credit. School districts and institutions of higher education each determine passing grades for credit and concurrent enrollment. An eligible concurrent enrollment course is 1) the prerequisite directly prior to a credit-bearing course or 2) a credit-bearing course.

District Capstone

ENGLISH	MATH
Individualized	Individualized

A capstone is the culminating exhibition of a student's project or experience that demonstrates academic and intellectual learning. Capstone projects are district determined and often include a portfolio of a student's best work.

Industry Certificate

ENGLISH	MATH
Individualized	Individualized

Industry certificates are credentials recognized by business and industry. They are district determined, measure a student's competency in an occupation and they validate a knowledge base and skills that show mastery in a particular industry.

International Baccalaureate (IB)

ENGLISH	MATH
4	4

IB exams assess students enrolled in the official IB Diploma Programme. Courses are offered only at authorized IB World Schools. Scores range from 1 to 7 (highest).

SAT: Scores updated for new SAT (2016)

ENGLISH	MATH
430	500

The SAT is a college entrance exam that is accepted or required at nearly all four-year colleges and universities in the U.S. The current SAT includes sections on reading, writing and math. The highest possible score for each section is 800.

Collaboratively developed, standards-based performance assessment

ENGLISH	MATH
State-wide scoring criteria (in development)	State-wide scoring criteria



<https://www.cde.state.co.us/posts/econdary/graduationguidelines>

ICAP – Meaningful Career Conversations



ICAP - Individual Career and Academic Plan - is:

- A **foundational tool** that gives students ownership of the process that helps them explore their unique talents and aspirations, participate in career and postsecondary options, and create pathways to financial success after high school.

Explore
Experience
Engage
Excel



ICAP – Meaningful Career Conversations



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- A **foundational tool** that gives students ownership of the process that helps them explore their unique talents and aspirations, participate in career and postsecondary options, and create pathways to financial success after high school.

- And it is also a **PROCESS**, that is:

- Personal
- Perpetual
- Practical
- Purposeful
- P.....



PAPER



Postsecondary and Workforce Readiness

AP Incentives Pilot Program

ASCENT

Career Development Success Program

Career Readiness

Concurrent Enrollment

Early College High School

High School Equivalency (HSE) Testing Program

Graduation Guidelines

Individual Career and Academic Plan (ICAP)

Background

ICAP Awards

ICAP Summit

Implementation

Promising Practices

Regional Training

Resources

P-TECH

School Counselor Corps

Resources

Contact Us

Home

Individual Career and Academic Plan (ICAP)

About ICAP

ICAP is a multi-year process that intentionally guides students and families in the exploration of career, academic and postsecondary opportunities. With the support of adults, students develop the awareness, knowledge, attitudes, and skills to create their own meaningful and powerful pathways to be career and college ready.

News

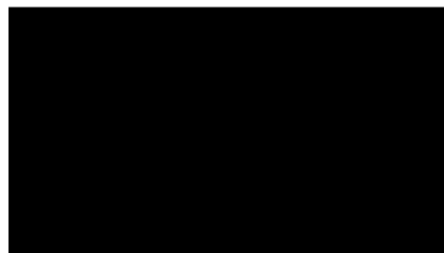
Regional Training: PWR Symposiums 2018

ICAP Implementation Tools

- [Background](#)
- [Implementation](#)
- [Promising Practices](#)
- [Resources](#)



Featured Video



Featuring students from Warren Tech in Jeffco Public Schools

Quick Links

- [How to Get Started](#)
 - [ICAP Toolkit](#) (PDF)
- [ICAP Awards](#)
- [ICAP Quality Indicators](#)
- [ICAP Fact Sheet](#)
- [State Board Rules for Individual Career and Academic Plans](#) (PDF)

Career Conversations Resources

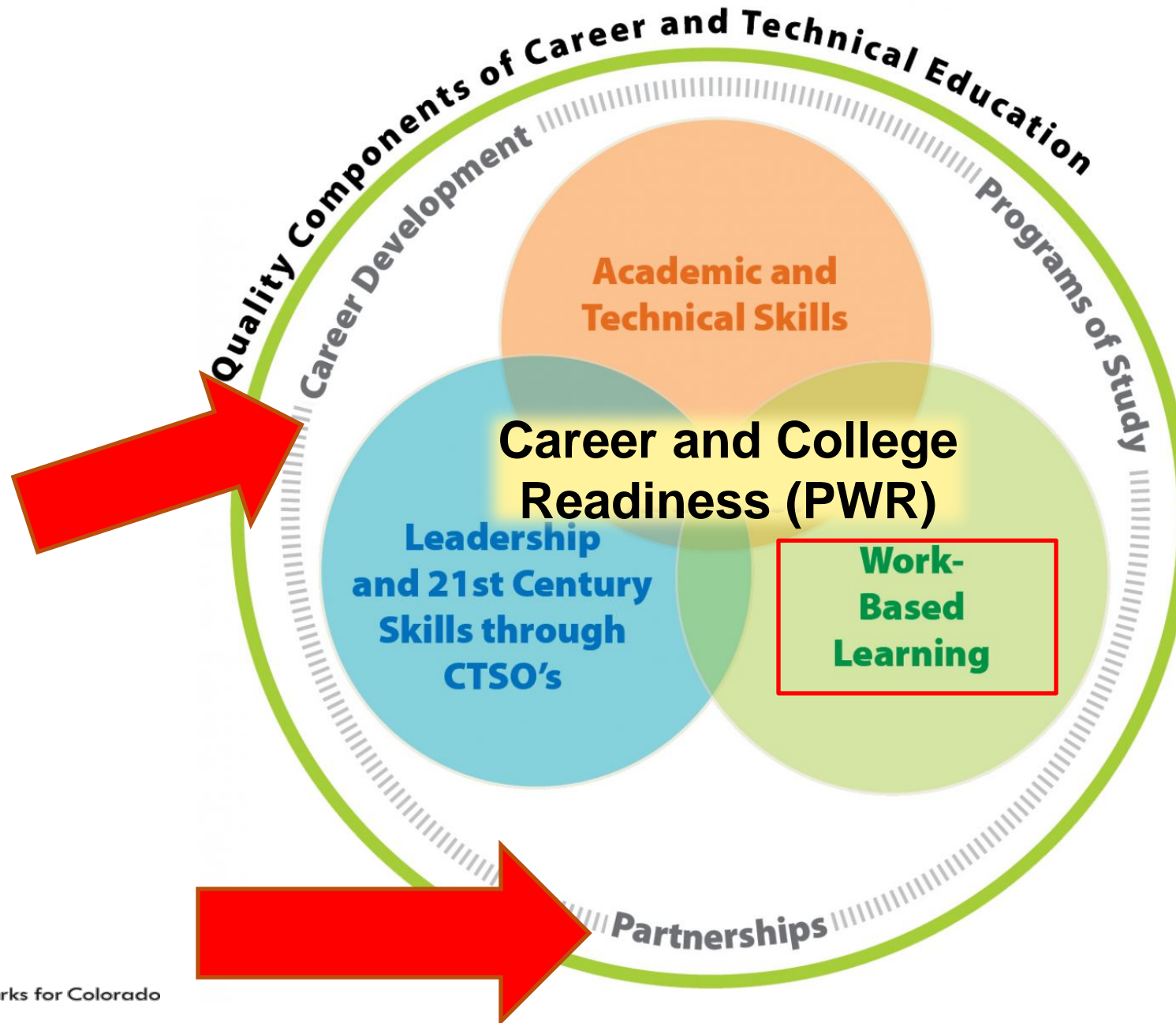
- [Career Conversations Starters](#)
- [Career Conversations Middle School](#)
- [Career Conversations High School](#)
- [Career Conversation Starters Postsecondary](#)
- [Career Conversation Starters Workforce](#)

<http://www.cde.state.co.us/postsecondary/ICAP>

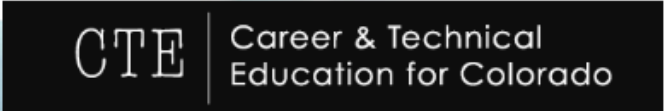

COLLEGE WAS ONCE SEEN AS
STEAK WHILE CAREER AND
TECHNICAL EDUCATION WAS SEEN
AS HAMBURGER. TODAY, COLLEGE
IS STILL STEAK BUT CTE HAS
BECOME LOBSTER. IN THE IDEAL
K-12 SCHOOL SETTING, ALL
STUDENT'S WOULD BE ENGAGED IN
HIGH QUALITY 'SURF N' TURF.'


MICHAEL ARMBRUSTER

InstaQuote



<http://coloradostateplan.com/career-guidance/individual-career-and-academic-plan-icap/>




[Home](#) [Administrator](#) [Educator](#) [Career Guidance](#) [Directory](#) 

Individual Career and Academic Plan (ICAP)








Home / Career Guidance / Individual Career and Academic Plan (ICAP)

ICAP Toolkit

See the Colorado Department of Higher Education (CDE) website for information on ICAP background, awards, summit, implementation, practice, training, and resources.

 [CDE ICAP Toolkit](#)


Meaningful Career Conversations (MCC)

-  [MCC Prompts](#)
-  [MCC Starters](#)
-  [Middle School MCC Starters](#)
-  [High School MCC Starters](#)
-  [Employer Career Conversation Starters](#)
-  [Postsecondary Career Conversation Starters](#)
-  [Elementary School version forthcoming!](#)

Training and Assistance

Learn more or share your promising practice with us.

- ★ [Colorado ICAP Regional Training](#)
- ★ [ICAP Tech Assistance Appointment Request Form](#)
- ★ Toll Free Voicemail for Technical Assistance 1-844-797-4227 (1-844-PWR-ICAP)



ICAP is the vehicle by which Colorado students explore the world beyond high school and reflect their understanding and plan for these next steps. ICAP is also a tool that reflects how a student's Postsecondary and Workforce Readiness (PWR) is achieved, accomplished and understood.

Process: ICAP is a multi-year process, one that will span the lives of students who are now in middle and high school and that will continue into adulthood. By adopting research-based best practices and by revamping our knowledge for developmentally appropriate ICAP activities with secondary students,

MIDDLE
SCHOOL

CAREER



CONVERSATIONS

Premises:

1. All students have the opportunity to explore interests, abilities, values and goals with a certified school counselor.
2. All students have freedom of postsecondary training and career choice.
3. Career development engages students, parents and community partners.
4. Career development is a lifelong process beginning at pre-K.
5. Students have the right to change their career aspirations and goals at any time.
6. Career conversations are primarily strength-based.

Instructions: Determine the student's needs based on the corresponding ASCA Mindsets & Behaviors. Some students may need to address each Mindset & Behavior standard throughout the years, while others may only need to focus on a few. Adapt these questions to meet individual students' needs.

ASCA Mindsets
& Behaviors

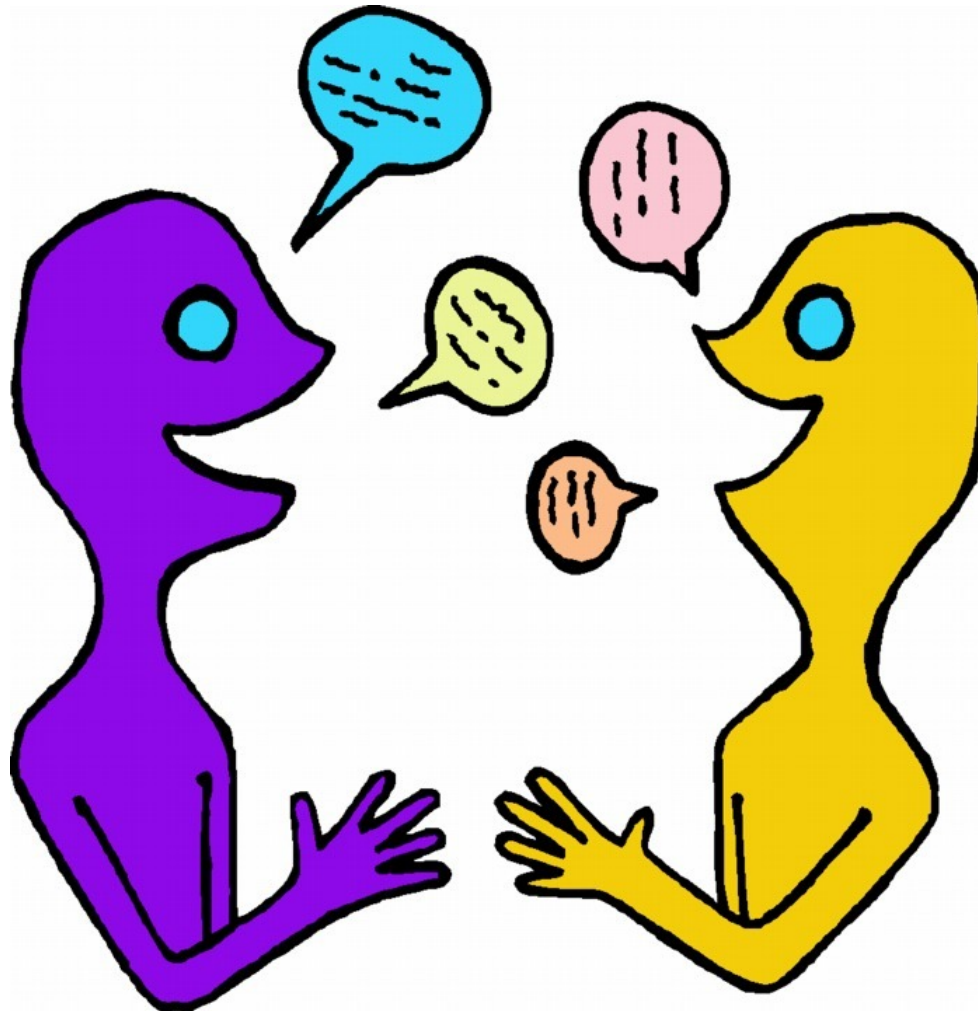
Questions/Parents

Questions/Community

Questions and Prompts/Students

MINDSETS

MCC activity



PWR Resources

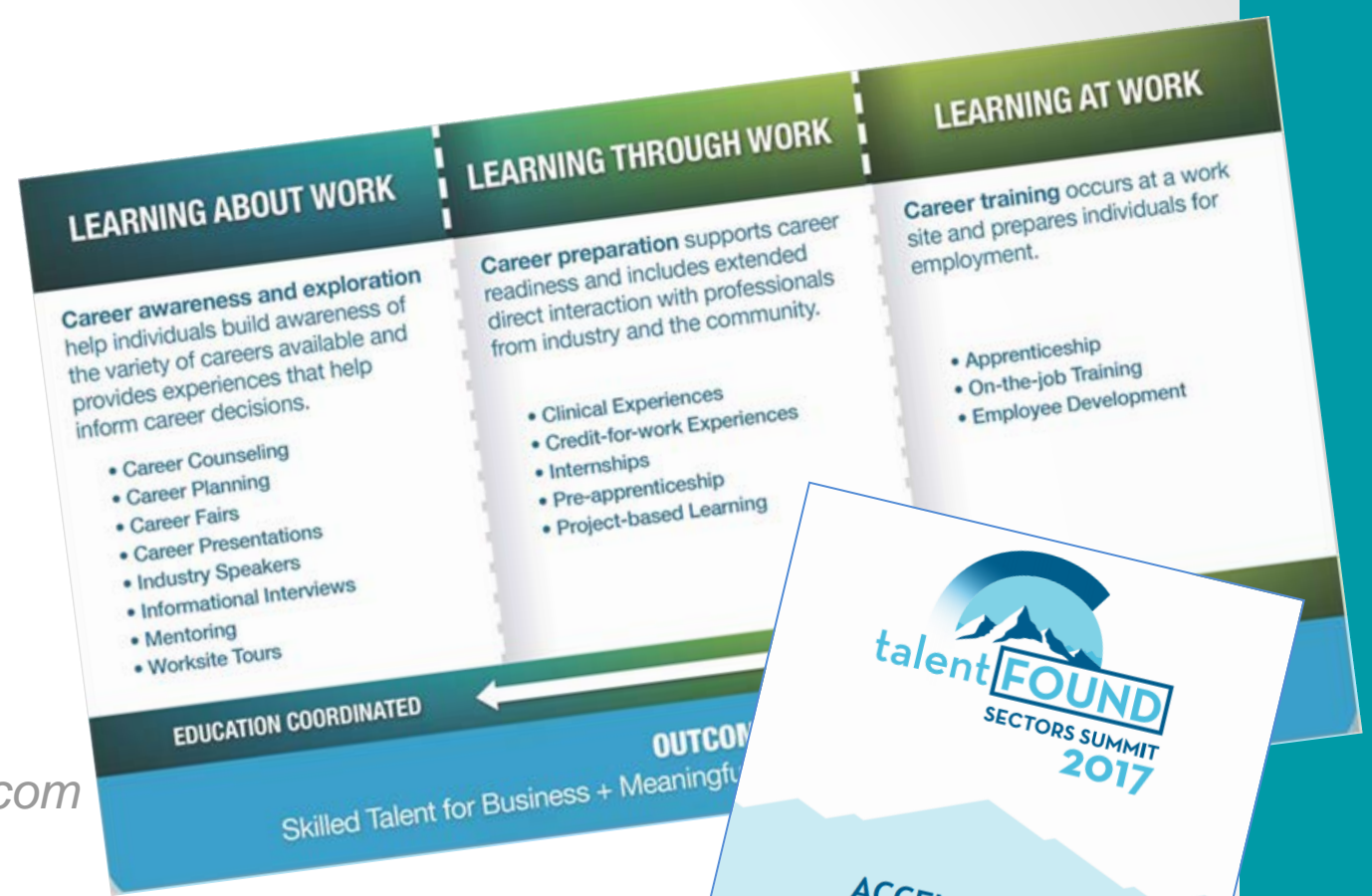
- CDE: Office of Postsecondary Readiness:
 - PWR description & Essential Skills
 - ICAP & Meaningful Career Conversations
 - School Counselor Corps Grant Program
 - Concurrent Enrollment
 - Career Readiness & Work Based Learning Incubator
 - Career Success Pilot - incentives for industry certifications
 - High School Equivalency
 - ASCENT & PTECH
 - AP Incentives
- CTE website
- CDE Grants and Awards
- Work Based Learning Credential & CTE Specialist Credential
- Adult/Postsecondary ICAP



Resources

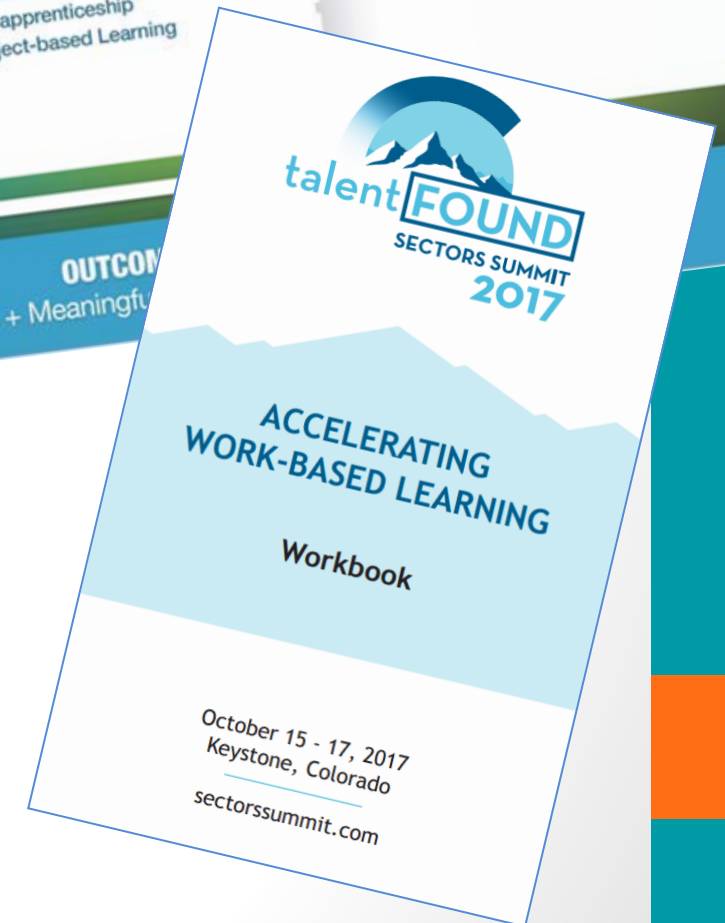
WBL Resources

- [Work-based Learning Continuum](#)
- [Thriving WBL Community Assessment](#)
- [TalentFOUND Terms](#)
- [Partnering within Colorado's Talent Development Network Videos](#)
- [Accelerating WBL Workbook](#)
- *Coming soon: ApprenticeshipEvolution.com*



Talent Development Resources

- [Talent Pipeline Report](#)
- [TalentFOUND Gateway](#)
- [CareersinColorado.org](#)
- [Launchmycareercolorado.org](#)
- [Skillful.com](#)
- [yourworkforcecenter.com](#)



Virtual Job Shadow

VirtualJobShadow.com
Empowers!



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office: 303.318.8853

CRUISE onto CAREER PATHWAYS with Virtual Job Shadow



- Career assessments
- Job and internship search
- Resume builder
- Post-secondary school search
- Individual digital portfolio
- Job advice and career magazine



COLORADO
Department of
Labor and Employment

VJS
Junior

Save the Dates:

- Regional PWR Symposiums on Capstone/ICAP
 - November 1, 1:00 – 3:30 p.m. in Haxtun
 - November 6, 9:00 a.m. – 3:00 p.m. in Glenwood Springs
 - Other dates TBA
- Winter Middle School CTE Forum

You're Invited to ICAPs 10th Birthday!!



2019-2020 is year 10 of ICAP in Colorado. Festivities will commence!
Invitations forthcoming.

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