

Stearns Benton Employment and Training Council
HECAP Progress Report Narrative
Final Report 2015
8/20/2015

1. Summary of WSA Project Model:

Stearns-Benton Employment & Training Council's (SBETC) Higher Education Career Advising Pilot (HECAP) model is designed to assist students in the three schools within the St. Cloud Area School District. These schools include: the Alternative Learning Center, Apollo High School and Technical High School. The SBETC Career Planners assist the students in selecting a career of interest, to prepare for that career including a post-secondary path by providing the following individual and /or group services:

- Creating and reviewing learning plans with students
- Career exploration
- Labor market information and information on high demand occupations
- Individual career counseling activities to include: assessment, skills identification, goal setting and development of an individual plan
- Mock interviews
- Information on training programs
- Assist the work experience programs in the schools
- Classroom presentations on job search techniques, resources in the area, resume building
- Job search assistance
- Provide information to youth on services available through the WorkForce Center to include WIA/WIOA Youth, Minnesota Youth Program, available community internships and other area programs as appropriate
- Coordinate panels and speakers from the business community

2. Need for Project at Partnering School Districts:

The St. Cloud Area School District is one of many districts within the State that must comply with the World's Best Workforce legislation. This is an unfunded mandate that requires all students to have an individual plan in place by the end of eight grade/start of ninth grade. This plan then follows the student through their senior year and can be adjusted accordingly based on changes in the student's life. Districts are must comply with this mandate while dealing with overcrowding, staff shortages and funding cuts.

3. Activities- What was accomplished:

- Individual Career Exploration and Planning: SBETC Career Planners worked with 1,297 students on various individual career planning activities. Each student established a written plan and action steps for completion.
- Class Presentations: SBETC staff presented to 1,057 students on the following topics: Workforce information as a Resource, Career Exploration, Skill Identification Assessment, Current Hot Jobs, Safety in the Workplace, Interviewing, Resume Building, Labor Market Information, Online Applications, Social Media Do's and Don'ts, Volunteering and Internship Possibilities, Labor Laws, What Employers are Looking For, and how to use the online sites such as the Department of Employment & Economic Development and MinnesotaWorks.net.

- Mock Interviewing: SBETC staff conducted mock interviews with 137 students.
- SBETC staff administered the online MCIS (Minnesota Career Information System) program to 1,491 students. This online program includes learning modules that cover: Career Information, Assessments, Budgeting, College and Apprenticeship Information, Labor Market Information, and Starting to Build a Resume. These meeting also took place in the ELL classes.
- Career Day/Fairs/Tours: SBETC staff participated in two career days. The first day at North Jr. High School was a presentation to 242 students on Success Strategies in School and in the Workforce. The second career day included numerous local businesses from the St. Cloud area. SBETC staff helped with coordination, took students on a tour of the WorkForce Center, presented on a panel, hosted a presenter and staffed an information booth on programs and resources for the students. Approximately 1,000 students attended this day.

4. How the Schools and Students were impacted:

SBETC Career Planners are seasoned experts in delivering career planning advice, career path information and developing employment plans. The district staff do not have the resources to administer these activities with the students that the SBETC Career Planners reach. Without this funding, over 3,000 students would be excluded from receiving these needed services which aid in ensuring the students have a clear pathway for obtaining a successful career in the future.

5. Individual story of how the Project impacted a student:

Tia is a senior at Tech High School who will be attending the CO2 program at St. Cloud State University this fall and plans to study either Elementary Education or Social Work. The SBETC Career Planner was able to work with Tia to research programs at SCSU and assist her in understanding the employment outlook for her choices. Tia also found it difficult to find suitable work that fit her abilities and busy school schedule. Eventually, Tia was able to find a position at a nearby business that met her needs. The SBETC Career Planner helped her fill out the online application, practiced interview questions and followed up with her after the interview. Tia was hired and now helps train new employees. Tia states she is grateful for the assistance and feels her whole class benefitted from SBETC's presence in the classroom.

6. Comments from students:

"This Career Planner helped me narrow down what I want to go to college for and what steps I need to take to get where I want to be. The help I received was so major. I would be lost and confused without this help."

"I am grateful for all the help I got from my Career Planner."

"Linda did a great job of helping me know all the right steps to take before graduation and continuing into college. The way she laid everything out on a single sheet of paper from future

goals to things I need to get done or keep doing. Honestly, just having someone like Linda to be able to ask questions and plan things is definitely worthwhile.”

“My Career Planner helped me to find good places to apply for a job and helped me with some personal problems I was going through. She helped me get through it and helped me be who I am today.”

“My Career Planner helped me figure out what I want to major in and to know that no matter how many setbacks I have, I will still be able to dream as long as I have goals.”

7. Comments from School Staff:

Teacher stated: “The day SBETC staff did Mock Interviews was the most productive day for my class.”

School Counselor: “It has been great having the Career Planner help at our school with their knowledge and skills. I hope this service can continue at our school.”

Teacher: “I am hoping you can continue coming to our school next year again. It has been such a service to our students.”

Teacher stated: “The SBETC Career Planner has provided so much individual attention to my students that I am unable to provide. Students appreciate the guidance she provides when making short-term, intermediate, and long term goals. They also benefit from the many resources that she is able to suggest like housing, student loans, employment, High school internships. Apollo has benefitted from this fabulous effort.”