

## Preparing Employers to Engage in the Academies

1. Facilitating Tours
  - a. Schools ↔ careers
  - b. Tours, conversation and expectations
  - c. Take Your Boss to School
  - d. Quarterly visits to school - see all classes
  - e. Training center visits
  - f. Experience real world
  - g. Positive communication
  - h. \*Invites
2. Job Shadowing
  - a. ≥ 1 day experience; want 1-2 weeks!
  - b. See full spectrum
  - c. lb-going throughout the year
  - d. Visits multiple sites for same career
  - e. Showcase job variation
  - f. Practice and display soft skills
  - g. Identifier (swag) for student
  - h. \*mutual transparency
3. Guest Speakers
  - a. Relevant & intentional
  - b. Relate to speaker/message
  - c. Model soft skills
  - d. Follow-up reflection
  - e. Variety → interdisciplinary
  - f. Multi-cultural/diversity
  - g. \*invite; including benchmarks, flexible schedule in school, clear expectations
4. Pathway Mentors
  - a. Help keep student on track/focused
  - b. Build personal relationships
  - c. Open minded
  - d. Communication with student and staff
  - e. Easy school accessibility
  - f. Firm commitment
  - g. Mentor-mentee match
  - h. Trained mentors
  - i. \*paradigm shift in cultural perceptions
5. Internships / Apprenticeships / Co-ops
  - a. Set requirements
  - b. Curriculum ↔ career
  - c. Tiered system
  - d. \*expand network
    - i. Advertise, invite, & cheer
    - ii. Outreach activities
    - iii. Testimonials

- iv. Continued conversation to build and maintain sustainability
6. Teacher Externships
    - a. Current
    - b. Real world
    - c. Relevant to math, science, choir, etc
    - d. Requirement ⇨ interest driven
    - e. Regular experience
    - f. Interdisciplinary
    - g. \*two-way street
      - i. Inviting schools
      - ii. Overcoming perceptions
      - iii. Correct time and placement
  7. Advisory Panel → Career Impact Team
    - a. Curriculum ↔ career
    - b. Student voice & choice
    - c. Engaging
    - d. \*strategic; identifying key players, vested in AoR, staff commitment
  8. SEE Your Future Expo
    - a. Diverse careers
    - b. Multicultural
    - c. Real world connection
    - d. Purposeful / intentional
    - e. Insightful reflection
    - f. Interaction
    - g. \*on-site survey & additional engagement and connect referral
    - h. \*formal welcome and/or exit

## **Governance and Leadership**

1. Advisory Council
  - a. Business, Marketing, Accounting combine
    - i. Start big group → small breakout
  - b. Industry 4.0 @ Gateway
    - i. IT, Engineering, Manufacturing
  - c. Automotive & Aviation → Transportation &/or Mechanics
2. Membership
  - a. District representation
  - b. Counselors (high school & middle school  $\frac{7}{8}$ )
  - c. Special Ed. & Transition
  - d. # meetings, challenge to get employers (GTC)
  - e. GTC - Jaime & Katie w/ faculty
3. Value
  - a. Relevancy
  - b. Current & updated curriculum
  - c. Student - employment
  - d. Seamless transition to post-sec
  - e. Workforce development
  - f. Closing achievement gaps
  - g. Common language
  - h. Multiple pathways for student success
  - i. Skills & credentials
  - j. Professional development - real world
  - k. Monetary investment
4. Barriers
  - a. Educate B & I & Community on message
  - b. Post-sec "turf" - what's best for each student
  - c. Competing missions & visions
  - d. Understanding K12 barriers (funds, accreditation, state)
  - e. Two + different worlds
  - f. Appreciating all employers
  - g. Curriculum - employer support & understanding
  - h. Change
    - i. 13 advisory councils
    - ii. Budget process
5. Suggestions
  - a. Evolution of CPACs to school specific
  - b. Bring to school level
  - c. Connecting to students
  - d. Stratify list of discussion items
  - e. FAQ for advisories
  - f. Decision-makers pathway
  - g. NCPN Pre Conference - Jaime

## **Increasing Employer Engagement**

1. Models for positive interaction between students and employers
  - a. SEE Your Future Expo
  - b. Chick Fil A Leadership Academy
    - i. Engaging students in leadership
    - ii. Currently at Case HS
    - iii. Soft skill development - important to the company's success
  - c. Guest Speaker
    - i. OSHA Certification Speaker
  - d. Prepared checklist/feedback
2. Brochure
  - a. Listing the Academies/Pathways
  - b. BHAG experiential learning goal
  - c. Naming rights
    - i. Every Academy in Nashville had two major employer sponsors
  - d. Tie-in how Academies are integral to current workforce issues
  - e. Market low impact opportunities
  - f. Get recent marketing grad with employer
  - g. Now is time to get involved
  - h. Student voice
  - i. Share brochure with conversation