

32ND ANNUAL SYMPOSIUM

PATHWAYS TO CAREER READINESS:

AN EDUCATION AND WORKFORCE DEVELOPMENT SYMPOSIUM

February 9 & 10, 2023

Hershey Lodge and Convention Center

ORGANIZED BY

PENNSYLVANIA ASSOCIATION OF CAREER AND TECHNICAL ADMINISTRATORS

8:00 a.m. – 9:00 a.m.	REFRESHMENT BREAK IN EXHIBIT AREA
Red Room	
8:00 a.m. – 6:00 p.m.	EXHIBIT AREA OPEN
Red Room	
8:00 a.m. – 6:00 p.m.	REGISTRATION
Registration Desk	
12:30 p.m. – 12:45 p.m.	OPENING GENERAL SESSION
White Room	WELCOME Dr. Leon Poeske – President, Pennsylvania Association of Career and Technical Administrators REMARKS The Honorable Austin Davis, Lieutenant Governor
12:45 p.m. – 2:15 p.m.	GENERAL SESSION
White Room	BUILD SUPER HEROES Mr. David Edward Garcia – Motivator, Author, and Comedian
2:15 p.m. – 2:45 p.m.	REFRESHMENT BREAK IN EXHIBIT AREA
Red Room	
2:45 p.m. – 3:45 p.m.	BREAKOUT SESSIONS
Magnolia A	ACT 158 PATHWAY CONNECTIONS: INDUSTRY CREDENTIALS, WORK-BASED LEARNING, AND THE WORKFORCE Ms. Laura Fridirici – Career Readiness Advisor and Special Education Consultant to the Secretary, Pennsylvania Department of Education <i>Pennsylvania's workforce must be equipped with the tools and skills necessary to prepare them for postsecondary success. To sustain a future-ready global workforce, all learners must be engaged in accessible, equitable, and meaningful career pathways. Join this session from the Pennsylvania Department of Education to learn how to support graduates for postsecondary success through industry credentials and work-based learning experiences aligned to workforce needs and student's career interests.</i>
Magnolia B	PREPARING FOR THE ONSITE APPROVED PROGRAM EVALUATION Ms. Jean Kelleher – Program Standards and Quality Assurance Manager, Pennsylvania Department of Education Ms. Karen Remick – Administrative Director, Somerset County Technology Center Ms. Karen Pflugh – Administrative Director, Dauphin County Technical School Ms. Sandy Carr – Instructional Support Supervisor, Erie County Technical School <i>Are you new to CTE? Have you ever been through an Approved Program Evaluation? Do you need to know what documents are needed? If this sounds like you then this session is</i>

for you. Come and learn from CTCs that recently went through the process with flying colors and what they did to prepare for the team's visit.

Magnolia C**BUILDING SCHOOLS FOR BELONGING AND EQUITY**

Dr. Cathleen Plesnarski – Executive Director, Eastern Center for Arts and Technology
Ms. Jenny Portillo – Senior Education Equity Specialist, Mid-Atlantic Equity Consortium

How can we leverage data to build equitable schools that promote a sense of belonging for all students? How can we develop effective equity action plans that meet student and staff needs? In this session, participants will learn about the ways in which Eastern Center for Arts and Technology, in partnership with the Center for Education Equity, has leveraged data to identify and address equity issues affecting students and staff. Participants will also learn about ways in which they can develop equity action plans and explore planning resources. This session will also present considerations for implementation of an equity action plan.

Magnolia D**SOAR – UNDERSTANDING STATEWIDE ARTICULATION AGREEMENTS**

Ms. Tracey Readinger – Career and Technical Education Advisor 2, Pennsylvania Department of Education

This session will explore SOAR and include a review of postsecondary requirements and signatory addendums for statewide articulation agreements, PDE verification on postsecondary websites, discussion of prerequisites and industry credentials, how to navigate collegetransfer.net, and a peek at secondary partners.

Wild Rose A**PENNSYLVANIA CAREER PATHWAYS NETWORK: A COMMUNITY MODEL FOR PENNSYLVANIA SCHOOL AND WORKFORCE DEVELOPMENT SYSTEMS – PANEL PRESENTATION BY NEWER AND ESTABLISHED SITES**

Dr. James Kraft – CTE Consultant
Dr. Joann Hudak – PA Lead, YouScience (formerly NC3T)

The Pennsylvania Career Pathways Network was established in 2016 with two initial county-wide sites. The project has grown to include 13 sites encompassing the geographic regions of Pennsylvania including rural, suburban, and urban schools with six of the 13 sites added this school year. The Career Pathways model includes career and technical schools and sending districts working closely with their business community to provide students with authentic experiences through K-12 plus career-connected learning, curriculum delivery, professional development, and work-based experiences. Session participants will also hear about the Profile of a Graduate Work being implemented by SUN and Erie County as an enhancement to the Career Pathways Model. This session is designed to showcase the Career Pathways continuum from newer to established sites. Hear about the benefits of creating a career pathways system for your community.

Wild Rose B**COOPERATIVE EDUCATION – GUIDELINES FOR ADMINISTRATION AND BEST PRACTICES**

Mr. RC Youse – Diversified Occupations Coordinator, PCEA/Berks Career and Technology Center - East

Mr. Ron Martino – School to Career Coordinator, PCEA/Bucks County Technical High School
Ms. Lisa Golding – Specialized Career and Technical Education Advisor, Bureau of Career and Technical Education, Pennsylvania Department of Education

This session will offer an overview of the Guidelines for Administration for Cooperative Education. Participants will receive updates from PDE with Cooperative Education resource materials and information on PA School Code. Also, Chapter 339, Child Clearances, and

Child Labor Laws will be shared. With over 15 years of experience in Cooperative Education, the presenters will share best practices from the field and answer frequently asked questions related to cooperative education.

Empire B

CONSTRUCTION CRAFT PROFESSIONALS EXCEL BY MULTISKILLING – A CASE STUDY IN PROFESSIONAL PARTNERSHIPS

Ms. Ellyn Lester – Assistant Dean, Construction and Architecture, Pennsylvania College of Technology

Mr. Rob Balfanz – Senior Director, Vinyl Siding Institute (VSI)

Almost one third of today's craft professionals will be retiring when this year's freshmen graduate. As the demand for skilled Gen Z's increases, how will we entice them to join the construction world and how will we keep them interested throughout their careers? Penn College and the VSI are formulating a solution through multiskilling! Via this case study, participants in this session will explore the benefits of multiskilling, including how to align vinyl siding installation best practices with classroom activities and student learning outcomes to introduce students to a NEW skill and provide opportunities to differentiate themselves in the industry.

3:45 p.m. – 4:00 p.m.

BREAK IN EXHIBIT AREA

Red Room

4:00 p.m. – 5:00 p.m.

BREAKOUT SESSIONS

Magnolia A

NEW TEACHER INDUCTION PLAN

Ms. Tiffany Cover – Assistant Director/Principal, Clearfield County Career and Technology Center

Mr. Fred Redden – Executive Director, Clearfield County Career and Technology Center

This session will showcase a new teacher induction plan created by Clearfield County Career and Technology Center. This new plan aligns with the Canvas LMS platform for more accountability, stability, and support at a time when teachers need it most.

Magnolia B

FINDING SCHOOL AND COMMUNITY RESOURCES TO PREPARE ALL STUDENTS FOR THEIR NEXT STEP AFTER HIGH SCHOOL

Ms. Stacy Thorpe – School Counselor and Department Chair, Cedar Cliff High School

Mr. Mark Miller – Career Coordinator, Cedar Cliff High School

How can we prepare all of our graduates for life after high school? Cedar Cliff High School has implemented an extensive College in the High School program for students considering college. Also, a large number of the school's students attend the local CTC. About 30 percent of our graduates do not fit into either of those categories. What can we do to help them prepare for their next step? Additionally, 20 percent of our college bound students will quit before they earn their degree. How can we help those students to make more realistic choices and avoid unnecessary debt? Join this session to hear some of the ideas and strategies that have been implemented. Topics to be covered include College in the High School, community partnerships, and addressing ACT 158. We hope you will join us in a collaborative conversation to hear our experiences and also share yours.

Magnolia C**YOUR ROLE IN CONNECTING STUDENTS TO WORKFORCE PARTNERSHIPS**

Ms. Nancy Dischinat – Executive Director, Workforce Board Lehigh Valley

Ms. Sarah Lutz – Director of Youth Initiatives, Workforce Board Lehigh Valley

Bada Bing! Workforce Development is our thing! Our program will discuss the role that educators and employers have in connecting students to jobs, college, training, internships, apprenticeships, and career pathways. The presenters will showcase the strong partnerships between Lehigh Valley school districts, local employers, and the workforce development system. This session will highlight best practices such as: (1) implementing “career kiosks” in high schools, (2) capitalizing on employer training opportunities, (3) including students’ input in career pathway development, (4) hosting employer/educator roundtable discussions, and (5) utilizing employer community funds. This session will also feature conversations surrounding high school graduation requirements and employer expectations of the incoming workforce.

Magnolia D**CTE PROGRAMMING VERSUS PRE-APPRENTICESHIP: WHAT ARE THE DIFFERENCES?**

Ms. Danielle Demirovic – Pre-apprenticeship Manager, Apprenticeship and Training Office,
Pennsylvania Department of Labor and Industry

Mr. James Chiarchiaro – Contracted Representative, Apprenticeship and Training Office,
Keystone Development Partnership

The presenters will discuss how to leverage pre-apprenticeship programming in order to supplement existing CTE programming by utilizing pre-apprenticeship as a workforce development tool. Panel members will accompany the presenters during this session.

Wild Rose A**PENNSYLVANIA CAREER PATHWAYS NETWORK: A COMMUNITY MODEL FOR PENNSYLVANIA SCHOOL AND WORKFORCE DEVELOPMENT SYSTEMS – COACHING SESSION FOR THE SIX NEW SITES AND ANYONE WANTING TO LEARN MORE ABOUT CREATING A CAREER PATHWAYS SYSTEM**

Dr. James Kraft – CTE Consultant

Dr. Joann Hudak – PA Lead, YouScience (formerly NC3T)

The Pennsylvania Career Pathways Network was established in 2016 with two initial county-wide sites. This project has grown to include 13 sites encompassing the geographic regions of Pennsylvania including rural, suburban and urban schools with six of the 13 sites added this school year. The Career Pathways model includes career and technical schools and sending districts working closely with their business community to provide students with authentic experiences through K-12 plus career-connected learning, curriculum delivery, professional development and work-based experiences. This session is a follow-up to the previous session with panel presenters and is designed to provide an opportunity for the established sites to provide technical assistance to the new sites as well as interaction with anyone interested in learning more about the PA Career Pathways Model and Profile of a Graduate work occurring in Pennsylvania.

Wild Rose B**INTEGRATING CAREER DEVELOPMENT: ENSURING EVERY STUDENT’S PATHWAY TO CAREER READINESS**

Mr. Aaron Slusser – Middle School Counselor, Milton Area School District

Ms. Tia Dreckman – Middle School Counselor, Milton Area School District

Ms. Jeannette Carter – Education Specialist, Smart Futures

Ms. Kathy Specht – Career Education Specialist, Smart Futures

Ms. Betty Holmboe – Career Education Specialist, Smart Futures

This fireside chat focuses on the use of career development and a Career Plan and Portfolio to prepare students for career success. Milton Area School District has CTE programs

within its high school, while Somerset County Technology Center is a part-time CTC. They will discuss how career development and Smart Futures improve career readiness for CTE students. Participants will be asked to share their own experiences of career development strategies that work.

Empire B

ENVISIONING C.T.E.S. (CROSS-CURRICULAR TOOL FOR EDUCATING STUDENTS)

Mr. Joe Luther – Assistant Director, Admiral Peary AVTS

Ms. Angela Hudak – Special Education Coordinator, Admiral Peary AVTS

To assist all students in meeting Pennsylvania, College and Career Measures, student ambassadors from Admiral Peary AVTS will work with fifth grade students to develop their knowledge of future vocations. By career cluster, high school students will present information about individual program areas to elementary students who will then choose and visit a cluster area. During the visitation, fifth grade students will be engaged in student-led, hands-on activities while completing an experience packet. Mock interviews will follow. Embedded outcomes include opportunities for advanced NOCTI preparation, leadership development, student engagement, and assistance in making informed future vocational decisions.

5:00 p.m. – 6:00 p.m.

RECEPTION IN EXHIBIT AREA

Red Room

6:00 p.m. – 8:00 p.m.

CTE CELEBRATION DINNER

Nigerian/Trinidad

Dr. Jeffery A. Fuller – Deputy Secretary, Office of Elementary and Secondary Education,
Pennsylvania Department of Education

7:00 a.m. – 8:00 a.m. **CONTINENTAL BREAKFAST**

Nigerian Room

8:00 a.m. – 9:00 a.m. **BREAKOUT SESSIONS**

Magnolia A

EMPLOYER PANEL DISCUSSIONS

Mr. Brent Borzak – Administrative Director, Carbon Career and Technical Institute

During this session the presenter will share how Carbon Career and Technical Institute hosted several panel discussion events with students. Employment related topics were discussed among the panelists and students. The events were successful, inspirational, practical, and effective. In addition, the events helped students network with future employers and meet employee role models.

Magnolia B

REDUCING THE STIGMA OF MENTAL HEALTH SUPPORT

Ms. Sara Goodyear – CTE School Counselor, AW Beattie Career Center

Ms. Kim Zylinski – CTE School Counselor, AW Beattie Career Center

This presentation will provide useful tips for normalizing mental health awareness on a systemic, school-wide level. This will be demonstrated through a focus on building/improving your SAP team, integrating student participation in mental health advocacy activities, identifying ideas for mental health-related classroom lessons, and developing a partnership with community mental health resources. This session will provide additional ideas for branding your SAP team and/or department as well as collaborating with students to participate in mental health awareness activities in both the school and the community.

Magnolia C

ENGAGING EMPLOYERS IN WORK BASED LEARNING – CAREER READY LANCASTER!

Ms. Kimberley Patrick – Coordinator, Career Ready Lancaster!, Lancaster County Workforce Development Board

Ms. Jill Hackman – Career Pathways Coordinator, Eastern Lancaster County School District

In this session, Career Ready Lancaster! will share ways to engage local businesses in career pathways by providing them with tangible resources designed to build a pipeline of employees. Engaging business is an ongoing challenge. This presentation will provide tips for getting businesses involved and meeting them where they are. Together presenters and attendees will create a list of successful strategies to engage employers in helping to meet graduation requirements and "step up" to provide work-based learning opportunities.

Wild Rose A

ACT 13 AND EDUCATOR EFFECTIVENESS – BEGINNING TO END

Ms. Amy Lena – Director, Bureau of School Support, Pennsylvania Department of Education

Ms. Laurie Kolka – Assessment Specialist, PVAAS State-Wide Team, Pennsylvania Department of Education

With one year of Act 13 under our belt, we're ready to plan for a smooth evaluation process this school year. The presenter will cover the who, what, when, where, why, and how of Act 13 Educator Effectiveness and walk you through the timeline for a seamless evaluation process from beginning to end. She will also share resources to support the development of LEA Selected Measures and uncover how the process of roster verification in PVAAS will yield Teacher Specific Measures (achievement and growth). How to streamline the data population or export for the Act 13 summative evaluation forms using

the PEERS tool will be demonstrated. Thoughtful planning will help you maximize the available tools and make this year's summative evaluation process a breeze! Come with your unique scenario and we'll help you through the evaluation process so that you have a clear understanding of implementing Act 13 in your local setting.

Wild Rose B

CTSOs – THE CONNECTION FROM CLASSROOM PARTICIPATION TO JOB READINESS

Ms. Cynthia Midgett – Dental Occupations Instructor, Middle Bucks Institute of Technology
Ms. Donna Pavlovic – HOSA State Director/Adviser, Pennsylvania HOSA-Future Healthcare Professionals

Pennsylvania Department of Education requires CTSOs to be co-curricular in the CTE classroom. This is often hard to implement and may seem daunting for the CTE staff. What if you could implement the CTSO and provide workforce readiness skills at the same time? What if you could use CTSOs to enhance classroom management? What if you could use CTSOs to increase the participation from your students and provide student buy-in to classroom and school visions? Well you can, and we are going to show you how. The skills required to participate in CTSOs mirror the skills required to be career ready, CTSOs provide a myriad of resources, let us show you how to use them to meet your co-curricular requirements from PDE and mold your students into future members of the workforce.

Empire B

WORKFORCE INNOVATION NOW PROGRAM W.I.N.

Mr. Dean Graziano – Vice President of Education, izzit.org
Mr. Brian Dean – Education Outreach Specialist, izzit.org
Ms. Kim Cosklo – Cosmetology Instructor, Susquehanna County Career and Technology Center

The presenters from izzit.org are pleased to present the very first Career Readiness course curriculum that incorporates learning competencies with the three key elements prescribed by the Association for Career and Technical Education (ACTE): Financial health literacy, employability skills, career pathways (also known as work-based learning).

9:15 a.m. – 10:15 a.m.

BREAKOUT SESSIONS

Magnolia A

THE PENNSYLVANIA TALENT PIPELINE PROJECT – IMPROVING THE ABILITY OF DEFENSE INDUSTRIAL BASE SUPPLIERS IN PENNSYLVANIA TO RECRUIT, HIRE, ONBOARD, AND RETAIN THE NEXT GENERATION OF SKILLED MANUFACTURING TALENT

Mr. Vince Jordan – Director, Workforce Success Initiatives, TMG

In 2021, to help increase capacity of the defense industrial base to meet the Navy and larger DoD need for defense platforms and systems the armed forces, the US Navy initiated a program in Pennsylvania to help defense industrial base employers improve their talent acquisition and workforce retention strategies. This initiative helps company's build strong relationships with their local K-12 programs and career and technical education programs in their local area, improve recruiting and hiring strategies, and then coach these companies on ways to help students transition into good paying career opportunities as productive and engaged new team members.

Magnolia B

NCCER'S INDUSTRY RECOGNIZED CONSTRUCTION CREDENTIALS

Ms. Susan Muggeo – Director, Pearson/NCCER
Mr. John Augustine – Administrative Director, Greater Johnstown Career and Technology Center

Why do Industry Recognized Credentials matter? We know about the challenges you face as an educational institution. We also know that the marketplace is more complex than ever before. Growing accountability mandates, uneven economy and increasing workforce demands are challenging you to find new opportunities for preparing your career-aspiring students for long-term gainful employment. The local construction forecast has gone from bleak to terrific. Our industry partners are anticipating record growth and expanded opportunities for young graduates. As emphasis on skilled craft training waned during the high-tech glamour of the 1990's and 2000's, the construction industry is now eager to partner with career and technical education to develop the programs necessary to fill the talent pipeline. Now's the time to position your students to earn portable, industry recognized credentials.

Magnolia C**PREPARING CTE STUDENTS FOR WORKFORCE SUCCESS THROUGH A COLLABORATIVE APPROACH**

Ms. Lisa Rich – Special Education Teacher, Middle Bucks Institute of Technology

Ms. Pamela Swoyer – Work Based Education Teacher Coordinator, Middle Bucks Institute of Technology

This presentation will provide best practices using a team approach in Cooperative Education and Transition for student success in the workforce. A team of CTE educators, special education teachers, ELL teachers, school counselors, and Cooperative Education coordinators, supports the best work-based learning experiences for students. The efforts of a team help students find postsecondary career options and/or higher education placements that reflect the student's strengths, needs, economic profile, and interest, often providing pathways for tuition reimbursement and scholarship. Additionally, collaborating with school specific special programs and SkillsUSA competitions assist students in learning skills that support career advancement and postsecondary opportunities. The Early Childhood Education, TEACH, and Rising Stars continuum will be highlighted.

Magnolia D**USING EMPLOYABILITY SKILLS TO IMPROVE SCHOOL CLIMATE AND TEACH SEL**

Ms. Stacey Minahan – Assistant Director, Schuylkill Technology Center

Ms. Gretchen Witman – Social Worker, Schuylkill Technology Center

CTCs have a unique advantage when it comes to improving social and emotional learning as they strive to educate students in the realm of vocational readiness. The presenters will demonstrate how focusing on employability skills such as motivation, adaptability, teamwork, emotional regulation, reliability, integrity, strong work ethic, communication skills, and problem-solving can positively affect student success while also increasing the social and emotional skills often identified as "lost" in today's youth. While we focus on employability skills, we engage students who have chosen CTE and are already invested in their futures. Over time, improving student outcomes in regard to employability can have the added bonus of improving the school environment with regard to relationships amongst students and staff, behavior, academic success, job placement, and morale.

Wild Rose A**CHAPTER 49/ACT 55: A NEW PERSPECTIVE ON TEACHER INDUCTION AND PROFESSIONAL DEVELOPMENT**

Ms. Amy Lena – Director, Bureau of School Support, Pennsylvania Department of Education

Chapter 49 sets forth requirements for educator preparation, certification, induction, and ongoing professional education. Recent amendments relating to certification of professional personnel were designed to enhance educator preparedness by establishing new training requirements related to culturally responsive and sustaining education

(CRSE), structured literacy, and professional ethics. Presenter will detail LEA responsibilities for induction, professional development, and Comprehensive Plan reporting.

Wild Rose B

EQUITY IN WORK-BASED EDUCATION – BRIDGE PROGRAM

Dr. Lisa Greenawalt – Executive Director, Lehigh Career and Technical Institute

Ms. Sandra Joseph – Supervisor of Specialized Instruction and Analytics, Lehigh Career and Technical Institute

Lehigh Career and Technical Institute's BRIDGE program (Building Responsible Independent Diverse Guided Experiences) provides opportunities for high school students who receive specialized instruction to gain invaluable work experience as they transition to adult life. Learn how we collaborate with our local community college to offer comprehensive services to help students master their skills in transition, academic, and career areas while earning dual enrollment credit. Join us to see how we partner with Lehigh Valley businesses, with the assistance of the Office of Vocational Rehabilitation (OVR), where students work in guided environments, while honing their technical and professional skills.

Empire B

CAREER DEVELOPMENT PROGRAMS IN TRADITIONAL HIGH SCHOOL SETTINGS

Ms. Jill Hackman – Career Pathways Coordinator, Eastern Lancaster County School District

Mr. John Robbins – Transition Coordinator, Eastern Lancaster County School District

Learn about the career development programs at Garden Spot High School, a traditional school, including internship, cooperative education, and career coaching. Attendees will learn about program supports and activities that enable students to make wise career choices and graduate with a realistic career plan. Attendees will also learn how to develop a cost-effective career pathways program within existing school structures.

10:30 a.m. – 11:15 a.m.

GENERAL SESSION

Nigerian Room

WHERE MEP'S (MECHANICAL, ELECTRICAL, PLUMBING) WORKFORCE SHORTAGE STANDS AND WHAT TO DO ABOUT IT

Mr. Ryan Kiscaden – Author, HVAC and Plumbing Marker

11:15 a.m. – 12:00 p.m.

GENERAL SESSION

Nigerian Room

REACTION PANEL

Mr. Ryan Kiscaden – Author, HVAC and Plumbing Marker

Ms. Paige Knowles – Author

Ms. Ellyn Lester – Assistant Dean, Construction and Architecture, Pennsylvania College of Technology

Ms. Tara Toms – Apprenticeship Manager, Keystone Development Partnerships

Mr. Edward McFarlane – President, Haller Enterprises

Facilitator: Ms. Carrie Amann – Executive Director, Pennsylvania Workforce Development Association (PWDA)

CLOSING REMARKS

Dr. Leon Poeske – President, Pennsylvania Association of Career and Technical Administrators

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PATHWAYS TO CAREER READINESS: EDUCATION AND WORKFORCE DEVELOPMENT SYMPOSIUM

February 8 & 9, 2024

Hershey Lodge and Convention Center Hershey, PA

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ACKNOWLEDGES AND THANKS THE FOLLOWING ORGANIZATIONS

FOR THEIR COOPERATION AND SUPPORT

Pennsylvania Association of Career and Technical Education

Pennsylvania Association of Private School Administrators

Pennsylvania Commission for Community Colleges

Pennsylvania Department of Community and Economic Development

Pennsylvania Department of Education

Pennsylvania Department of Labor and Industry

Pennsylvania State System of Higher Education

Pennsylvania Workforce Development Association

