

**Program Information****\*Grant Program Title**

Northern Kentucky High School Pipeline to College and Careers

**\*Requested Funding Amount**

\$75,000.00

**Grant Program Summary**

This project will connect schools and employers in preparing youth for successful high school-life-career transitions. The ultimate result will be a decreased number of unfilled hard-to-fill positions among Northern Kentucky employers.

**Program Goals and Benefits**

The program goal is to connect schools and employers in Northern Kentucky in preparing youth for employment success. The project will help schools and employers work together to share needs and opportunities for effective job shadowing, apprenticeship, internship, and other hands-on workplace experiences; develop and expand existing effective experiences; advocate for legislative and cultural support for needed changes in support of workforce readiness; train workplace staff and school staff about opportunities for youth; promote those opportunities in the community and enroll youth; and provide ongoing support for success in job shadowing, apprenticeship, internship, and other hands-on workplace experiences, ultimately reducing unfilled jobs. A full-time Pipeline Connector will directly link employer partners with staff in Northern Kentucky Cooperative for Educational Services' 17 member school districts, bringing information from businesses to schools and from schools to those designing and supporting workplace training opportunities for youth. The connector will work with employers and school staff to develop, enhance, and align workplace training opportunities with education and workforce certifications standards. NKCES's existing school partnerships will provide channels for coordination of training and distribution of information to ensure that students from any school have equal opportunities for participation. The Connector's work is expected to improve perceptions across Northern Kentucky about the value of high school workplace preparation; to increase placement of students in apprenticeships, internships, job shadowing and other hands-on training experiences; to increase the percentage of participants who pursue two-year degrees or certifications after high school graduation; to increase workforce participation rate; and to decrease the number of unfilled positions that are difficult to fill among Northern Kentucky employers.

**Project Start Date**

07/01/2018

**Project End Date**

06/30/2019

**Funding Priority/Priorities - Workforce Development**

- Programs or studies that identify and/or address skill set gaps in the regional workforce

- Programs that strengthen the transition from high school to post-secondary ed for technical careers
- Programs that focus on targeted training for the manufacturing and energy sector

### **Outputs - Workforce Development**

% Increase in number of students enrolled in technical programs

% Increase in awareness of technical careers

### **What qualitative and quantitative (if not already indicated) measures do you plan to use to measure your success?**

Kentucky Cabinet for Education and Workforce Development will provide information about skill set gaps in the regional workplace through its website and the KCEWS Future Skills Report. We will use these data in conjunction with local data from the Chamber of Commerce, TriEd and Workforce Investment Board to analyze closing skill set gaps in Northern Kentucky. The Connector will create a Pipeline to College and Careers Program Profile (Excel workbook) to track student participation in programs designed and implemented through this project. This Profile will provide data describing the number of programs that strengthen transition from high school to post-secondary education for technical careers. The Profile will also track the number of postsecondary and business training programs initiated through this project that provide support for manufacturing and energy careers. The percentage of increase in number of students enrolled in technical programs will be gathered from the Kentucky School Report Card Transition to Adult Life after Graduation report. The percentage of increase in awareness of technical careers will be gathered from students' Individual Learning Plan Career Cruising entries and pre- and post- surveys with students.

### Program Evaluation update related to measures of success:

In addition to the resources noted above, an asset mapping/needs assessment school survey was conducted in November/December 2018 to determine current situation of college and career readiness opportunities in the 21 high schools within the NKCES footprint (survey report attached). The results have created baseline data for quantitative measurement for high schools students.

All high schools offer more than one college and career exposure opportunity for students. All but two high schools have internship relationships with businesses but only 60-70 businesses (47 identified in survey, remainder are approximates) were identified in the survey as providing internships, with healthcare and construction job sectors providing the most. 195 students are in internships. Apprenticeships are limited with only four schools providing this opportunity. Fifteen students are working in Apprenticeships.

All high schools offer Dual Credit. Approximately 2300 students are in Dual Credit classes. All but five schools offer AP Courses – schools have identified 3377 students in AP courses.

Transportation is identified as a barrier in being able to offer exposure to college and career opportunities, to internship opportunities, to apprenticeships, and to dual credit offerings on college campuses.

Schools have identified their needs related to business and college. College visits, transportation and help with adjustment to college life were the top three needs high schools see for students. Internships/co-ops, job shadowing, and business partnerships are the top three identified business needs for students. All schools identified a representative to engage with the NaviGo College and Career Networks.

## Impact Information

**WD Outputs - Students enrolled in technical careers. Please describe how Duke Energy's Workforce Development grant affected the estimated percentage increase in the number of students enrolled in technical careers.**

What Duke Energy's Workforce Development grant has allowed us to do is:

- collect baseline data from the schools so we can measuring the increase in numbers
- to consider needed KPI's related to technical careers,
- to host a Healthcare Summit with over 60 in attendance that led to the creation of the Healthcare Career Network to connect secondary, post secondary and healthcare providers around technical career needs
- to establish a Healthcare Career Working Group to evaluate additional Dual Credit opportunities and pursue healthcare apprenticeships
- to create the NKY High School CCR Counselors Network to align efforts and make career/job exposure opportunities available for all NKY students
- to partner with the River Cities Project that will eventually lead to CTE opportunities for all students in NKY.

As a matter of information and as indication of the creation of some basic measuring systems, here is the CTE enrollment for the 2017-18 school year, the most recent numbers available at this time.

CTE Pathways Enrollment	Number of Students		
District	2017-2018	2018-2019	2019-2020
Beechwood	108		
Bellevue	13		
Boone County	1470		
Bracken County	81		
Campbell County	378		
Covington	589		
Dayton	54		
Erlanger-Elsmere	134		
Fort Thomas	234		
Kenton County	948		
Ludlow			
Newport	84		
Pendleton County	170		
Walton-Verona	130		
Williamstown	59		
<b>Total</b>	<b>4452</b>		

**WD Outputs - Technical career awareness. Please describe how Duke Energy's Workforce Development grant affected the estimated percentage increase in awareness of technical careers.**

Through the NaviGo College and Career Network partnership with the River Cities Project and in partnership with Gateway, training hubs are being developed for all districts. Logistics/Supply Chain and IT hubs are ready for high school student enrollment at Gateway Community and Technical College for Fall 2019; 24 students will enter Logistics/Supply Chain pathway and 16 students will enter IT pathway.

125 students from Holmes, Ludlow, Bellevue, Dayton, Lloyd, Newport, and Silver Grove participated in an Aviation Logistics Career Exploration Session at CVG in November.

At a recent meeting of the NaviGo College and Career Network, high school counselors and administrators participated in a non-profit fair to discover new opportunities available for their students.

We know exposing CCR Counselors to what's available for their students is key to counselors being able to provide current and effective career learning opportunities for their students. CCR Counselors met with Mary Taylor and Brenda Demic, both from the Kentucky Department of Career and Technical Education, to learn and get questions answered about Kentucky's TRACK – Tech Ready Apprentices for Careers in Kentucky – program. We do anticipate the creation of apprenticeships, through the TRACK program in the upcoming year.

**\*Please indicate any challenges or lessons learned. Address any major staff or board changes. (1000 character maximum)**

**Challenges:**

There are multiple organizations/programs working to engage business, to create opportunities for students. This means duplication of contacts to business and schools, creating confusion for both. A lot of time, during the past six months, has been spent working to define the work of all of the organizations in the workforce development space – along with this grant-funded program, these include but aren't limited to: GROW, IGNITE, Ky Chamber TPM, River Cities, Career Center, PWC. Without alignment of work, we can't expect business to engage and we can expect business frustration. A solution is now being created through the NKY Workforce Partner Roundtable.

Goal/ Purpose of Roundtable: Increase level of collaboration/alignment among NKY workforce partners, specifically those working with local employers/ businesses ***to improve coordination and alignment with employers to better support them in attracting, retaining and promoting workers.***

Current Participants (others will be added as needed):

NaviGo  
Brighton Center / KY Career Center  
Kenton County Public Library  
Life Learning Center  
Chamber (GROW)  
Tri-ED  
Cabinet for Economic Development  
Gateway  
KY Chamber

**\*Describe how Duke Energy was recognized for its support of the program. (2000 character maximum)**

**\*Upload additional documents relevant to recognition or promotion.**

**\*Provide actual-to-budget income and expense report for the funded program. (upload file)**

**\*Share a story that illustrates how your program made a concrete and sustainable difference in the life of your beneficiaries (200 character maximum)**

In a recent tour of St. Elizabeth Hospital, led by students from Kenton County Schools who are job shadowing at the hospital, a young lady said that she always thought she wanted to be a nurse. Because she had the opportunity to be in the hospital and learn more about nursing, she decided nursing is not for her. She expressed her surprise that there are so many other healthcare careers that are definite options for her in this field.