



OREGON CAREER
CONNECTED LEARNING
RESOURCE HUB



CCL GUIDE FOR INDUSTRY PARTNERS

ENGAGE WITH LEARNING
[CAREERCONNECTOREGON.ORG](https://careerconnectoregon.org)

Build

your future workforce.



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Career Connected Learning is a partnership between the Oregon Department of Education and the Oregon Higher Education Coordinating Commission. Design and implementation of this guide by Career Connect Oregon and by Southern Oregon Education Service District.



OREGON
DEPARTMENT OF
EDUCATION
Oregon achieves... together!





WELCOME PARTNERS,



PREPARING young people to succeed in the workplace requires partnering with local schools and engaging in career readiness activities. Strengthen your partnerships by building Career Connected Learning (CCL) in your community using this guide.

CCL connects industries to schools to develop future-ready students with the skills to meet workforce needs. It gives industries access to students and educators, provides space for industry to inform education about current trends and practices, and offers opportunities to partner with educators at all levels.

CAREER EDUCATION WORKS

- Career exploration for high school students is making a difference. In Oregon, students enrolled in Career Technical Education programs are 15% more likely to graduate from high school in four years than students who do not take the courses, according to the Oregon Department of Education.

FUTURE READY?

265,000 NEW JOBS BY 2031

For every new job added by growing and expanding businesses, Oregon employers will have another nine job openings requiring newly trained workers to replace those who leave the labor force or make a major occupational change. —qualityinfo.org



BENEFITS FOR BUSINESS & INDUSTRY

BENEFITS OF CCL INCLUDE



- Helping businesses meet their worker needs
- Increasing productivity



- Developing higher quality performance
- Improving retention and job satisfaction



- Building social capital and reputation



- Higher return on investment (ROI),
 - For example, apprenticeships yield:



- \$1.47 return for every \$1 invested (International study)
- \$1.26 return for every \$1 invested (South Carolina study)

CAREER CONNECTED LEARNING FRAMEWORK

Oregon defines the stages of career development through a system of Career Connected Learning (CCL), a framework of career awareness, exploration, preparation, and training that is both learner-relevant and directly linked to professional and industry-based expectations. CCL connects the interests, aptitudes, education, and goals of every Oregon youth to their future.



AWARENESS

Learning About Work



EXPLORATION

Learning For Work



PREPARATION

Learning Through Work



TRAINING

Learning At Work

WHAT ARE STUDENTS LEARNING?

Career awareness and exploration can happen at any age and any stage for an individual. The pace and flow of career preparation and training may vary depending on student readiness, district programming and community partnerships. The CCL Domains below are organized by recommended grade levels to provide an example of a K-12 scope and sequence for career development.



GRADES K-4

Career Awareness

- Career awareness activities help students learn about themselves and the world around them.
- Students learn about a wide variety of jobs and imagine how their interests relate to future careers.



GRADES 5-8

Career Exploration

- Students continue to develop their interests and appreciate their unique strengths.
- Guided by their interests, students explore a variety of jobs and identify what skills are needed.



GRADES 9-12

Career Preparation and Training

- Students continue exploring careers, while learning about opportunities and tools to help with planning.
- Through career research and workplace discovery, students apply learning through hands-on and work-based learning experiences.
- Students develop employability, technical and professional skills. Strategies link educational decisions with career options.



Grades K-4

HOW CAN I HELP STUDENTS LEARN ABOUT WORK?

JOB INTEREST

Reach out to your local classrooms and share various types of jobs that exist in your workplace. Offer to sponsor a poster contest that promotes careers in the community.

CLASS VISIT

Offer classroom presentations that show young people how the skills and knowledge they are learning now are applied throughout the workplace.

FIELD TRIPS

Host student visits to your workplace and learn about various jobs through interviews or mini-presentations from employees that represent varying levels of education, skill, and knowledge.

CAREER DAY

Team up with your school district to host a career day or an evening event for the community to learn more about various businesses, organizations and jobs in the community.

CAREER AWARENESS

KEY EXPERIENCES: GUEST SPEAKERS, CAREER DAY, INTEREST & ASSESSMENT, JOB RESEARCH

Grades 5-8



CAREER EXPLORATION

HOW CAN I HELP STUDENTS LEARN FOR WORK?

WORKPLACE SOLUTIONS

Team up with teachers from your local schools to create an authentic project where students apply the skills and knowledge learned in the classroom to solving a workplace problem.

COMMUNITY PROJECTS

Partner with your local schools to coordinate a community service project that involves several businesses and organizations. Allow students to lead the planning and organizing for the project.

INFORMATIONAL INTERVIEWS

Host students at your workplace for a day where they will learn about jobs and explore major areas of your company while meeting, observing and interviewing employees.

KEY EXPERIENCES: CAREER FAIRS, INFORMATIONAL INTERVIEWS, WORKPLACE TOURS, CLASSROOM SIMULATIONS, JOB SHADOWS



HOW CAN I HELP STUDENTS LEARN THROUGH WORK AND AT WORK?

POST JOBS

Post job openings and internship opportunities for your company or organization with local schools.

MENTORSHIP

Coordinate a mentorship program that offers students enrichment opportunities such as career-readiness skills and career exploration.

INTERNSHIP

Host a student intern to build work experience and promote community partnerships.

CO-OP

Collaborate with your local schools to design a co-op program for students in high school.

ADVISOR

Serve on an advisory committee for your school to inform classroom curriculum to prepare students for success in the workplace

CAREER DAY

Team up with a school to host a career day or an evening event for the community to learn more about businesses and jobs in the community.

CAREER PREPARATION & TRAINING

Key Experiences: School-based enterprise, service learning, cooperative work experience, workplace simulation, on-the-job training, internships, clinical experiences, registered pre-apprenticeships, registered apprenticeships.

» Partner Resource Links

01

Internships

Toolkit from Oregon Department of Administrative Services Office for Workforce Solutions



02

Mentorships

ASPIRE has created mentor opportunities for volunteers across Oregon



03

Apprenticeships

Oregon Apprenticeship works to connect you to Registered Apprenticeships



04

Labor Laws

Oregon Bureau of Labor and Industries laws for working with minors



05

CTE WBL Course

Self-guided course on work-based learning by the Oregon Department of Education

06

OR Youth Works

Workforce development grant programs within HECC's Office of Workforce Investments.

More useful links can be found at careerconnectoregon.org

Partnering to Manufacture Work-based Learning Success:

Oregon Manufacturing Innovation Center Training (OMIC Training)

Industry-driven

Modeled on Boeing's training center in the United Kingdom, OMIC Training is an industry partnership workforce training center led by Portland Community College (PCC) with representatives from multiple businesses, including Boeing and other large businesses as well as smaller and mid-sized manufacturers in the area.

Key metrics

Employers offer class presentations, tours, mock interviews and career fairs. The pathway culminates in two stackable Carer Pathway Certificates and multiple industry recognized credentials. Students attend a career fair after graduation to network with hiring employers.



80%
completion rate



78%
students hired



\$19
hourly starting wage

Learn more about OMIC and apprenticeships at Portland Community College at www.pcc.edu

Find more at OMIC [announcements](#)

ALIGNED WITH WORKFORCE



In addition to business partners, PCC brings together K-12 school districts, four-year universities in the state, representatives and community organizations from the workforce system, and community organizations working with recipients of TANF and SNAP to link those workers with skills training and employment opportunities through the OMIC Training.

LOCALLY-BASED



The partnerships forged in the creation of OMIC are formalized versions of those that existed before the center. Building on existing relationships enables PCC to tailor training to meet a broad range of both worker and business needs, including those of small and mid-sized companies with whom coordination often takes a longer time to implement because staff is pulled in many different directions and training may typically be provided—and developed—on an ad hoc basis.

EXPANDING WORK-BASED LEARNING



As a founding partner, PCC is in the process of aligning efforts to recruit workers for OMIC Training with the Oregon Community College SNAP 50/50 Consortia, a collaboration of fourteen community colleges and the state Department of Human Services. Through the PCC-led consortium, colleges provide SNAP recipients with coaching in their career pathways program and scholarships to pay for tuition, books, tools, and equipment they need for the structured, on-the-job component of the program. One such pathway, the Maritime Welding Program was created in collaboration with Vigor, a large Pacific Northwest shipbuilder. During training, participants learn onsite in the Vigor shipyards from faculty who have worked in the industry, many of whom are also employed by Vigor.

Employers offer class presentations, tours, mock interviews, and career fairs. The pathway culminates in two stackable Carer Pathway Certificates and multiple industry recognized credentials. Students attend a career fair after graduation to network with hiring employers, including Vigor. The program has an 80% completion rate, and 78% of completing students have been hired in the industry with a starting wage of \$19 an hour. Vigor is also a partner in OMIC Training, and by building on the maritime welding pathway, PCC will create a training course that helps participants build on existing skills to reach the level necessary for the certified welders to transition to apprenticeship programs to be offered through OMIC Training. This approach will increase diversity in the field and create access to careers offering economic mobility, critical to the students served in the SNAP 50/50 project.

JOIN AN ADVISORY COMMITTEE TODAY FOR A TALENTED WORKFORCE TOMORROW

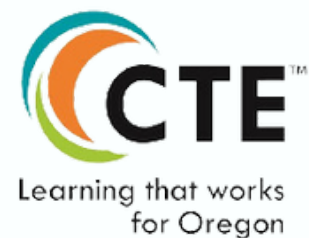
A **Career and Technical Education (CTE) Program Advisory Committee** is a group of individuals whose experience and abilities represent a cross section of a particular occupational area. The primary purpose of a CTE Program Advisory Committee is to assist educators in establishing, operating, and evaluating CTE programs. In this role, advisors serve the needs of students, their community, and business and industry partners. They ensure that students receive relevant instruction. One of the most common characteristics associated with high-quality CTE programs is the strong relationships that local schools have with their business partners. Local advisory committees are often the most effective means of developing and strengthening a talented workforce.

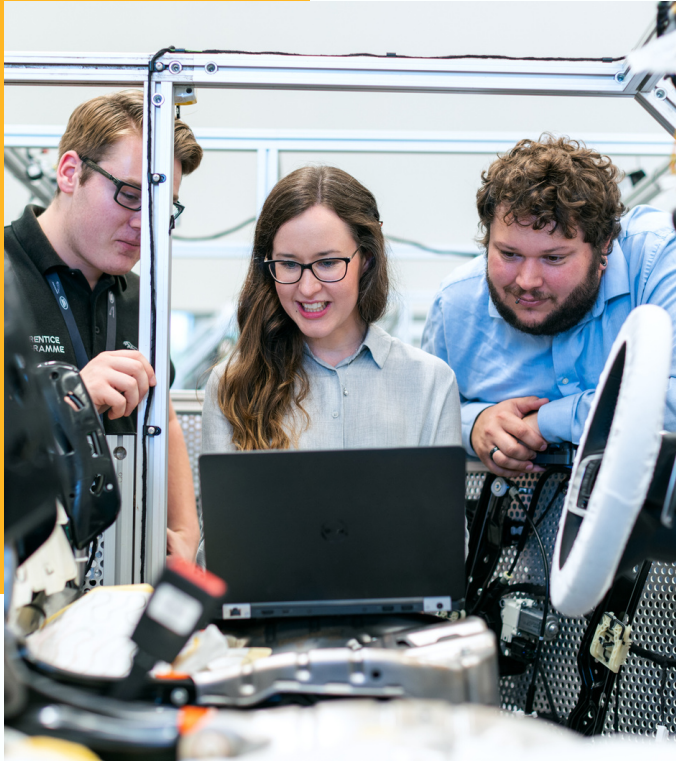
THE 17 community colleges in Oregon provide a consistent source for well-trained individuals who are ready for work. As the largest workforce training institutions in Oregon, community colleges provide career education for people seeking the knowledge, skills and abilities needed to prepare for local jobs. Career education programs not only address your industry's technical demands, but are developed around twenty-first century skills like adaptability, analytic and solution-oriented mindset, collaboration, communication, digital fluency, and self-awareness. Community colleges want to partner with you to learn:

- What knowledge, skills, and abilities make your employees successful?
- How can students gain industry experience to better prepare them for your current job opportunities?



To join a CTE advisory committee contact your local community college today.





Is your business student-ready?

Below is a series of self-assessment questions to consider as you expand student pathways to success.

- Is your company or organization supporting employees to mentor students or work with schools to offer guest lectures?
- Do employees in your company or organization support job shadow programs, engage in industry-sponsored projects, or support Career & Technical Student Organizations?
- Does your company or organization have a youth employment strategy?
- Does your company or organization support work-based learning opportunities for students (including internships, registered apprenticeships, clinical experiences or other experiential learning models)?
- Does your company or organization support teachers to participate in externships or job shadowing activities?
- Is workforce development and career-connected learning part of your corporate social responsibility strategy?
- Does your company have human resources policies that support hiring youth who are under the age of 18?
- Has your company or organization considered skills-based hiring?
- Has your company or organization identified industry-recognized credentials that are used in the hiring process? If yes, is this information shared with education and training providers?
- Have you communicated your workforce needs through a secondary or postsecondary program advisory committee?



THANK YOU

**EVERY OREGON REGION
HAS A CCL TEAM READY TO
SUPPORT YOUR PARTNERSHIP**

CONNECT FOR MORE INFORMATION

- ✓ CTE Regional Coordinators for High Schools
- ✓ STEM Hub Directors for K-12+
- ✓ CCL System Navigators for K-12
- ✓ CTE Community College Deans for Post-Secondary
- ✓ Career and Guidance Counselors at each district



Connect by region at the
CCL RESOURCE HUB
www.careerconnectoregon.org