

Joint Statement

Issued by the Cincinnati Public Schools Business Advisory Council
2021-2022

Mission of the Cincinnati Public School Business Advisory Council:

Through the Career-Based Learning curriculum at Cincinnati Public Schools (CPS), the Business Advisory Council (BAC) aims to open the door for CPS students to see post-secondary career opportunities that maximize their potential and meet our region's workforce needs of the future. The BAC is accomplishing this by informing, hosting and curating experiential learning opportunities that connect business volunteers with CPS students to help students recognize potential career options and develop employability skills. These interactions will help students see the career opportunities that exist and the skills that they will need to fill these positions.

Meeting Schedule:

September 8, 2021

October 21, 2021

March 9, 2022

June 8, 2022

Membership

The BAC is currently composed of business and education leaders, representing the majority of the 16 nationally recognized career clusters. The Council is also supported by the district's Career and Technical Education Manager, who serves as the lead point of contact for the BAC as well as Senior Leadership (Director of School Leadership, Assistant Superintendent, and Superintendent of Schools).

Quality Practices Implemented:

Development of Professional Skills

At CPS, Career-Based Learning (CBL) is an educational strategy that connects students with business professionals to provide them with real-life insight into potential careers. It is designed to help students combine what they learn in the classroom with essential workforce skills to develop their employability. The CPS Business Advisory Council curates these experiences for CPS students. The current offerings are as follows:

Advisory Grades 3-12

At CPS, students from grades 3-12 have a specified time every week to devote to Advisory. Advisory is facilitated by teachers and is structured on 4 goals:

Social and Emotional Learning- Students are engaged in a variety of self-assessments focused on the VIA Character Strengths, Clifton Strengthsfinder, and other career development assessments housed within the Naviance learning platform. Students learn about themselves and how to relate better with each other by reviewing and applying the results of these assessments. These assessments are also used to help students with their post-secondary exploration

Building Community- Students participate in team building activities in an effort to connect with their fellow students and teachers as well as their broader school community.

Post-Secondary Planning- Starting at 3rd grade, CPS begins teaching students about the variety of careers that are available to them by utilizing a scaffolded approach that moves students from career awareness to career exploration, to career readiness, and ending in career attainment. In the upper grades, a considerable amount of time is focused on soft skill development as well as life skills. These two areas are most requested by the region's business community.

Academic Monitoring: Students keep track of their grades and progress toward grade completion and graduation. This reinforces the skills of self-advocacy and time management.

All of the efforts in Advisory prepare students to be successful not only in their academic career but also prepares them for life after graduation.

Career-Based Learning Curriculum Experiences:

Due to the impact of Covid-19, the BAC and the district have drastically reimaged experiential learning activities. Though new parameters have been implemented, the efforts have not stopped for CPS students. All of the experiences are virtual this year with plans to return to a blended approach as the safety precautions are lifted.

Beyond the Tassel Speaker Series

Employment Skills Taught/Modeled/Obtained:

Drug Free, Reliability, Work Ethic, Punctuality, Discipline, Teamwork/Collaboration, Professionalism, Learning Agility, Critical Thinking/Problem Solving, Leadership, Creativity/Innovation, Oral and Written Communications, Digital Technology, Global/Intercultural Fluency, Career Management

Grades Targeted: *Grades 9-12; Families*

Description: The Beyond the Tassel speaker series was created as an opportunity to connect with students and families around critical topics associated with college and career attainment. The series is streamed online via Facebook live every 2nd and 4th Monday. Students and families get an opportunity to listen and ask questions of area experts in the college and career space. Topics covered include a CPS alumni student panel about HBCUs, spotlights of area

colleges providing CPS specific scholarship opportunities, detailed walkthrough of how to look for jobs during the pandemic, application basics, and in demand industry spotlights.

Career Symposium

Employment Skills Taught/Modeled/Obtained:

Drug Free, Reliability, Work Ethic, Punctuality, Discipline, Teamwork/Collaboration, Professionalism, Learning Agility, Critical Thinking/Problem Solving, Leadership, Creativity/Innovation, Oral and Written Communications, Digital Technology, Global/Intercultural Fluency, Career Management

Grades Targeted: Grades 11-12;

Description: 11th and 12th graders from across the district take part in a half day workshop to learn about employability skills (soft skills). This opportunity is open to approximately 4,000 students. The unique part of this workshop is that the sessions are administered by area business volunteers who share the information through the lens of their industries. The live portion of this experience is for our students in our work-based learning opportunities. The experiences are recorded and distributed to all students and families for their viewing as well.

Virtual Tours

Employment Skills Taught/Modeled/Obtained:

Work Ethic, Professionalism, Learning Agility, Critical Thinking/Problem Solving, Leadership, Creativity/Innovation, Digital Technology, Global/Intercultural Fluency, Career Management

Grades Targeted: Grades 7-12; Families

Description: Local Companies are providing inside views into their businesses via virtual tours. These videos have discussion questions attached to them and will be shared via Advisory.

“How I Got Here” Video Series

Employment Skills Taught/Modeled/Obtained:

Work Ethic, Professionalism, Learning Agility, Critical Thinking/Problem Solving, Leadership, Creativity/Innovation, Digital Technology, Global/Intercultural Fluency, Career Management

Grades Targeted: Grades 6-12; Families

Description: Key employer partners (Supply Chain OKI, Allied Construction Industries, Tri-Health, Chamber of Commerce, Children’s Hospital, Belcan, DHL) share their personal journeys in this series to demonstrate the often winding paths of success. Personal attributes, career aspirations, and failures are shared to give students a comprehensive understanding.

Life Ready

Employment Skills Taught/Modeled/Obtained:

Drug Free, Reliability, Work Ethic, Punctuality, Discipline, Professionalism, Learning Agility, Critical Thinking/Problem Solving, Leadership, Creativity/Innovation, Digital Technology, Global/Intercultural Fluency, Career Management

Description: Life Ready is a virtual workshop that interactively helps answer students' pressing questions about life skills including financial literacy, managing changing relationships and personal affairs management. Life Ready is targeted for all 11th grade students, which totals approximately 2,000 students.

Mock Interviews

Employment Skills Taught/Modeled/Obtained:

Reliability, Work Ethic, Punctuality, Discipline, Professionalism, Learning Agility, Critical Thinking/Problem Solving, Leadership, Oral and Written Communications, Digital Technology, Global/Intercultural Fluency, Career Management

Description: The Mock Interviews program is another opportunity for students to engage with professionals in the community in a formal interview setting in an effort to showcase and hone the professionalism skills that they have developed throughout the academic year. This experience will be conducted virtually utilizing breakout sessions.

Employment Pipelines

Employment Skills Taught/Modeled/Obtained:

Drug Free, Reliability, Work Ethic, Punctuality, Discipline, Teamwork/Collaboration, Professionalism, Learning Agility, Critical Thinking/Problem Solving, Leadership, Creativity/Innovation, Oral and Written Communications, Digital Technology, Global/Intercultural Fluency, Career Management

Description: As more and more career sectors face talent gaps, CPS is poised to help meet industry talent needs through the Employment Pipeline programs. Area businesses can elect to partner with the district to train and employ students during their senior year in high school. In addition to industry specific training, students also get an opportunity to learn about financial literacy and employability skills that will make them successful in their careers. The goal is that students walk away with in demand skills and a job offer upon completion.

Build Partnerships and Informing Curriculum

The CPS Business Advisory Council and CPS Staff have been intentionally working to build partnerships for student success. A tiered structure has been created, which consists of multiple different entry points and levels of engagement to provide flexibility of partnership.

Tier 1 consists of engagement in our experiential learning opportunities. Tier 2 consists of adopting a school to support their career development and Tier 3 encompasses the first two tiers as well as being a work-based learning/career pipeline provider.

In addition to individual partnerships, the district and BAC have chosen to partner with regional organizations for the sake of more strategic and streamlined engagement. These partnerships include our regional Junior Achievement office, InterAlliance, Advanced Manufacturing Industry Partnership, Health Collaborative of Cincinnati, Allied Construction, The Cincinnati Business Commission and the Cincinnati USA Regional Chamber that has incorporated our work-based learning efforts into their strategic plan as a result of the partnership.

The Business Advisory Council has chosen to structure its meetings to not only discuss programmatic progress but has also incorporated opportunities to provide industry insights. In order for the career-based learning curriculum to be kept up to date and in step with the changes in the local and national economy, the BAC is consistently asking members to provide the following:

- **Member Spotlights:** Members share current trends, gaps, and successes of their respective industries and employers. The BAC then discusses ways to help introduce concepts to students or create strategies on how the district can help mitigate needs in the region.
- **Job Market Outlooks:** The Cincinnati USA Regional Chamber (also a member of the BAC) is poised to provide quarterly updates on the current and future job markets, which will help inform the career-based learning curriculum and experiential learning opportunities. In addition, one of the BAC members has conducted multiple comparative analyses of the current job market in our region and has done some forecasting of the future economy so that the district can appropriate work to prepare students.

Additionally, the BAC will continue to recruit business volunteers that reflect the emerging sectors as well as align to the 16 nationally recognized career clusters.



Ohio's 2022 Three-Star Business Advisory Councils

- **Building Bridges to Careers**
- **Cincinnati Public Schools**
- **Educational Service Center of Central Ohio**
- **Montgomery County Educational Service Center**

- **Muskingum Valley Educational Service Center**
- **North Point Educational Service Center**
- **Tri-County Educational Service Center**