

## Overview of Golden Path Solutions

- Golden Path Solutions works with employers, schools, and students
- Goals:
  - Give students a tool to understand their skills & potential career fits
  - Allow employers to connect with schools & students at scale
  - Match students and employers through data
  - Help students prepare for the future and employers develop future workforce
- Done through our web application Compass
- Compass is available to all ND high-school students statewide through partnership with ND CTE (Career & Technical Education), XAP (RUReady) & GPS
- Available in a growing number of schools in MN

## Employers Participate in the Student Journey to a Career

Connecting with students throughout high school helps build a talent pipeline

Career Profiles drive awareness

Work-Based Learning builds relationships and familiarity

 Both lead to potential sponsorships & employment when student graduates

Multiple ways for employers to connect with schools & students.

### **Career Exposure**

Companies join **Connections Database** to facilitate student exposure through field trips, career fairs, guest speaking, etc.

### **Career Engagement**

Students gain experience and see if they are a good fit through **Work-Based Learning** (WBL) & **Events** 

- Career
- On graduation, students have a much better sense of direction
- Students & employers know eachother, leading to employment or sponsorships

#### **Awareness**

Students learn about careers and company through Career Profiles

## >275 Participating Employers & Growing













































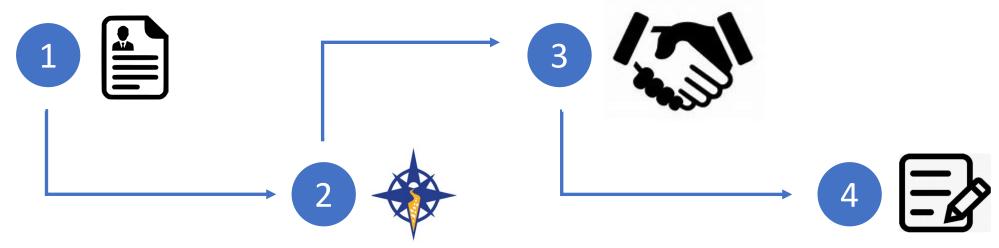
## High Level Workflow

#### **Work-Based Learning Opportunities Created**

- Includes Connections DB, WBL, & Career Profiles
- Employers create in Compass, sent to Pro User
- Pro User can also create just for their school
- Once approved, opportunities are visible for students

#### Students apply to & participate in WBL opportunities

- Students apply, Pro User approves
- Applications shared with employer for approval
- Upon acceptance, a WBL Experience is created, hours logged
- Pro User can initiative evaluations during or at end



#### **Students Learn About Skills & Opportunities**

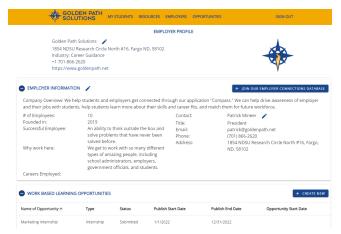
- Students update Compass with classes, activities, hobbies
- Students browse and are matched with opportunities
- Can learn more about companies, careers, and WBL

### **WBL Completed**

- Students reflect on experience
- Evaluations driven with employers
- Choice Ready Reporting

## The Process for Work-Based Learning

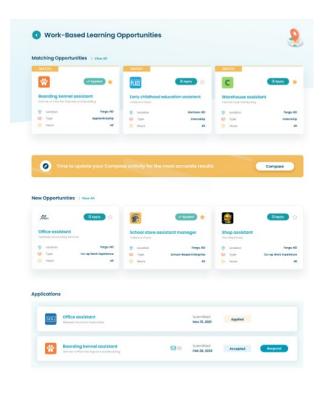
1 Employers Create Profiles & Opportunities, school professionals approve



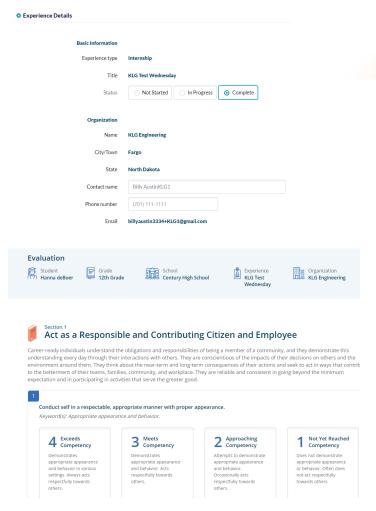
2 Students Take Compass Assessment



3 Students apply to opportunities



4 Student Reflects, Employer Evaluates



## Demo

- Employer Login & Landing Page
- Approving Work-based Learning opportunities
- Creating your own employer records and WBL opportunities
- Student's Compass profile and matching to WBL
- Application process (Student>>Pro Center user>>Employer)
- Evaluation



## Resources (Full Links)

#### **Employer Resources:**

- Golden Path Overview and Options on ND CTE website: https://www.cte.nd.gov/sites/www/files/documents/WBL/GoldenPathOverviewAndOptions.pdf
- Half pager for employers to hand out to students: Canva template is <a href="https://www.canva.com/design/DAFamOXy7Go/NXoLdwcj0VNgRm2tRAYwUQ/view?utm\_content=DAFamOXy7Go&utm\_campaign=designshare&utm\_medium=link&utm\_source=publishsharelink&mode=preview.">https://www.canva.com/design/DAFamOXy7Go/NXoLdwcj0VNgRm2tRAYwUQ/view?utm\_content=DAFamOXy7Go&utm\_campaign=designshare&utm\_medium=link&utm\_source=publishsharelink&mode=preview.</a>
- Social posts employers can use on their social media sites. Canva template is
   <a href="https://www.canva.com/design/DAFaM7UuL7s/CffDXi21fg7EoGHiFV3E-A/view?utm\_content=DAFaM7UuL7s&utm\_campaign=designshare&utm\_medium=link&utm\_source=publishsharelink&mode=preview#3.">https://www.canva.com/design/DAFaM7UuL7s/CffDXi21fg7EoGHiFV3E-A/view?utm\_content=DAFaM7UuL7s&utm\_campaign=designshare&utm\_medium=link&utm\_source=publishsharelink&mode=preview#3.</a>
- Work-based Learning presentation with Job Service, WSI, Department of Labor, etc. <a href="https://www.jobsnd.com/wblwebinar">https://www.jobsnd.com/wblwebinar</a>

#### **Parent Resources:**

• **Process describing sponsorships and consent to parents**: <a href="https://drive.google.com/file/d/1EZrTOCDSn0rab-mx49hBhAGwLwG4GRG1/view?usp=share-link">https://drive.google.com/file/d/1EZrTOCDSn0rab-mx49hBhAGwLwG4GRG1/view?usp=share-link</a>

#### **Student Resources:**

- Standard ND login information and benefits of Compass: https://drive.google.com/file/d/1vROiw4aDuNbWukUJyyqph9YkCHOI3TeW/view?usp=share\_link
- Career awareness activity map (one activity per month, including updating Compass, applying to WBL)
   <a href="https://docs.google.com/spreadsheets/d/10mHiviOBtElh4PWHsZ2MkZltYHWI6ry4/edit?usp=share\_link&ouid=105986454323372216">https://docs.google.com/spreadsheets/d/10mHiviOBtElh4PWHsZ2MkZltYHWI6ry4/edit?usp=share\_link&ouid=105986454323372216</a>
   <a href="https://docs.google.com/spreadsheets/d/10mHiviOBtElh4PWHsZ2MkZltYHWI6ry4/edit?usp=share\_link&ouid=105986454323372216">https://docs.google.com/spreadsheets/d/10mHiviOBtElh4PWHsZ2MkZltYHWI6ry4/edit?usp=share\_link&ouid=105986454323372216</a>
   <a href="https://docs.google.com/spreadsheets/d/10mHiviOBtElh4PWHsZ2MkZltYHWI6ry4/edit?usp=share\_link&ouid=105986454323372216">https://docs.google.com/spreadsheets/d/10mHiviOBtElh4PWHsZ2MkZltYHWI6ry4/edit?usp=share\_link&ouid=105986454323372216</a>
- Presentation that can be used rolling out Compass to students during a 50 minute period, along with tips and tricks https://docs.google.com/presentation/d/19dKAHf8iWjH5l-BHvgxI8HLnLTnUPTgb/edit?usp=share\_link&ouid=105986454323372216836&rtpof=true&sd=true

## Success Story – Expanse Electric & August in Williston



- Expanse needs Panel Shop Techs
- Created a Career Profile and a WBL Opportunity
- August graduates in 2024, wanted experience
- Was a great fit, now August is planning on attending NDSCS and working for Expanse
- Learn more at:

https://goldenpath.net/work-based-learning-is-a-win-win-for-expanse-electrical-and-williston-student/

# Curriculum Map

The following Curriculum Map should be used as a default for rolling out to students to increase their usage of the platform and keep them engaged throughout their high school career. Counselors or Administration within the school should tweak these steps to best fit within their current Work-Based Learning program. Notes are included in each cell to best maximize student usage and provide Compass Administrator guidance in rolling out monthly material.

	September	October	November	December	January	February	March	April	May	Stretch Goals	
9tl	Set up and create	Pick 3 careers that you are interested in in the career exploration section of Compass. Complete Journal Entry 1.	Research Holland Codes. Journal Entry 2.	Favorite your first career profile. Complete Journal Entry 3.	Update first half completed classes. Add second half classes that students plan to take	Review Personality Type. Do you agree with what it says about you? Why? Journal Entry 4.	Pick out 3 careers that your relatives do. Could you see yourself working in that career? Journal Entry 5.	Interview a 2 adults using the attached form about their careers. Journal Entry 6.	Update second half classes. Research Work Based Learning options. Visit with a teacher or counselor to see if your courses match your goals	Login to account once every 2 weeks	
10t	Update your courses for first half classes that you are going to take. Visit with a teacher or counselor to see if your courses match your goals	Sign up for a Job or Career Fair. Journal Entry 7 when complete.	Reflect on your experience from the Career Fair. Journal Entry 8.	Email a professional at a career that matches with you. Journal Entry 9.	Update first half completed classes. Add second half classes that students plan to take	Pick 3 careers that you are still interested in. Reflect on if they a have changed from Freshman year. Journal 10.	Skills. Why do you think	Review 3 attached Resumes. Visit with an adult and view their resume. Journal 12.	Update second half classes. Create a Resume using a template. Visit with a teacher or counselor to see if your courses match your goals	Have 2 Career Exposure experiences. These can include things such as Career Fairs, Field Trips, or Job Shadows.	
11t	Update your courses for first half classes that you are going to take. Visit with a teacher or counselor to see if your courses match your goals	Review 3 work-based learning experiences that interest you. Contact a professional in that area. Journal 13	What skills are important in the workplace? How are you gaining them? Journal 14	Favorite two new Career Profiles on Compass. What interests you about the companies? Journal 15	Update first half completed classes. Add second half classes that you are going to take. Add your account as searchable for companies.	Pick 3 careers that you are still interested in. Reflect on if they a have changed from previous years. Journal 16.	Pick and/or Apply for 3 work-based opportunities that you may be interested in. Journal 17	Update resume from Sophomore year. How have you increased your skills in the last year? Journal 18	Update second half classes. Sign up for Work-Based Learning opportunities for summer or Senior Year. Visit with a teacher or counselor to see if your courses match your goals	Get a job in your	
12t	lare going to take Review	Reflect on post-secondary or workforce options for next year. Journal 19		Review attached checklist for tasks to be completed prior to graduation. Journal 21	Update first half completed classes. Add second half classes that students plan to take	Pick 3 careers that you are still interested in. Reflect on if they a have changed from previous years. Journal 22.	Reach out to 3 industry professionals within your chosen career path. Use the attached sheet to guide questions. Journal 23	Update resume from Junior year. How have you increased your skills in the last year? Journal 24	Update second half classes. Reach out to potential sponsorship opportunities. Apply to positions	Join a work-based learning company. Discuss contingency plans with your employer.	
	All School Plan										
	Event									10	

## Materials to get the word out

- Golden Path has generated a series of materials to get employers interested
- Social media templates allow employers to showcase their investment in students
- Branded handouts can be shared with students at events (i.e. career fairs) for students to follow up









## Resources (Abbreviated Links)

### **Employer Resources:**

- Golden Path Overview and Options on ND CTE website: here
- Half pager for employers to hand out to students: Canva template is <a href="here">here</a>.
- Social posts employers can use on their social media sites. Canva template is <a href="here">here</a>.
- Work-based Learning presentation with Job Service, WSI, Department of Labor, etc. here

#### **Parent Resources:**

• Process describing sponsorships and consent to parents: <a href="here">here</a>

#### **Student Resources:**

- Standard ND login information and benefits of Compass: here
- Career awareness activity map (one activity per month, including updating Compass, applying to WBL) here
- Presentation that can be used rolling out Compass to students during a 50 minute period, along with tips and tricks - here

# Appendix Slides



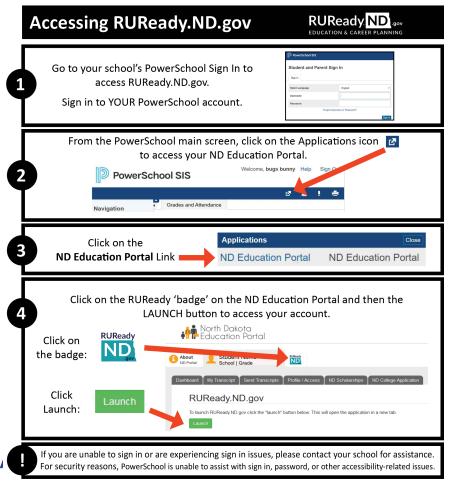
# Student Screens



## **Getting to Compass**

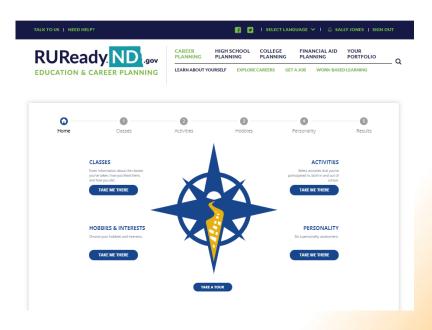
Compass is integrated with PowerSchool and can be found in RUReady.

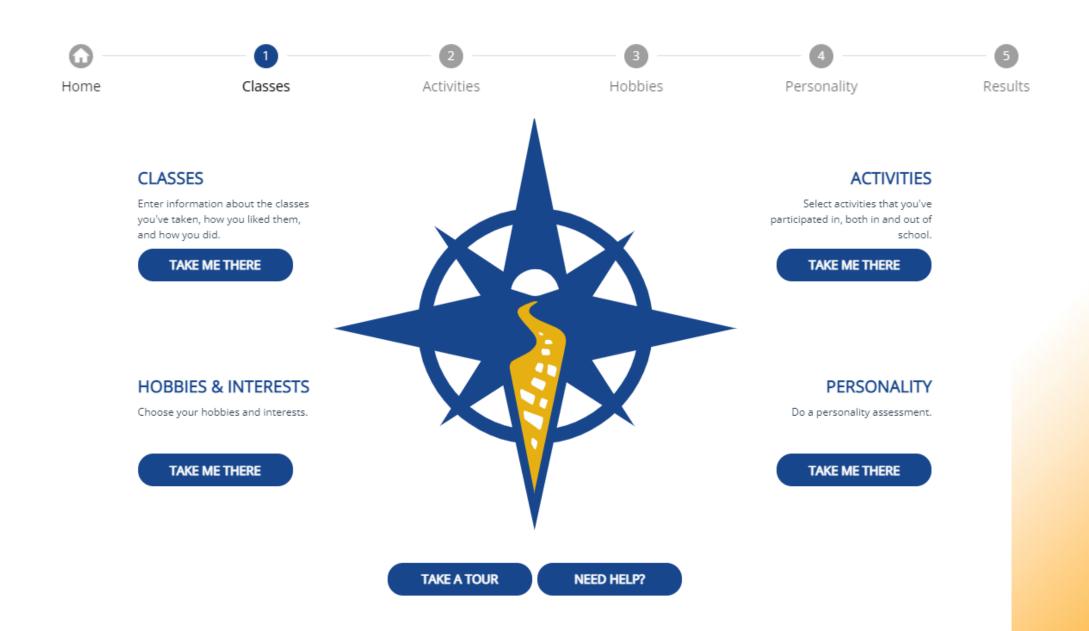
### Accessing RUReady.ND.gov:



### **Accessing Compass:**

- Click "Go to my Compass Profile"
- Go to Work-based Learning>>Compass
- Go to Career Planning>>Learn About Yourself>> Compass





## Complete Your Profile & Check Your Progress

- To find your class transcript, go the ND Education Portal and "Your Transcript".
- You don't need to get to 100% complete

### **CLASSES**

Enter the classes you've taken since your freshman year of high school.





## Look at Your Results & Search Opportunities

- Holland Scores
- Suggested Careers
- Career Profiles
- Work Based Learning Opportunities
- Events

## HOLLAND SCORES See what skills your information says about you.

YOUR HOLLAND SCORES ©

CAREER PROFILES ©

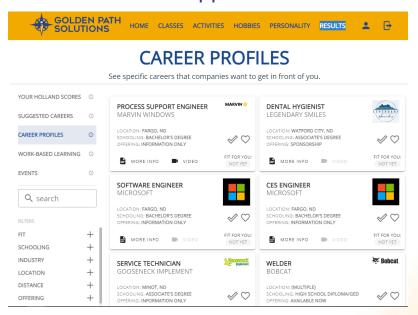
EXPLORE CAREERS

WORK-BASED LEARNING ©

EVENTS ©

Realistic Investigative Artistic Social Enterprising Conventional

#### Learn About Local Opportunities with Local Employers



### **Explore Generic Careers**

WORK-BASED LEARNING ①

EVENTS

## EXPLORE CAREERS See directions below to explore careers

You can use your Holland Codes from Compass to see generic careers that you're a fit for. You can see careers with actual employers by clicking on "Career Profiles".

CAREER PROFILES

Click the button below to Explore Careers in RUReady. Choose "Interests" as your search criteria and enter your top 2 Holland Codes listed below. See what careers you might be a good fit for!

YOUR TOP HOLLAND CODES

Realistic
 Conventional

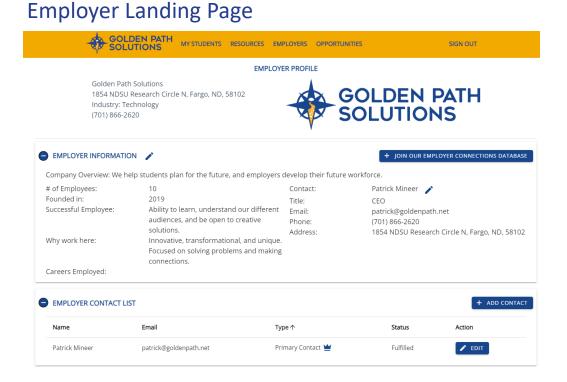
CLICK HERE TO GO TO "EXPLORE CAREERS"

# Employer Screens

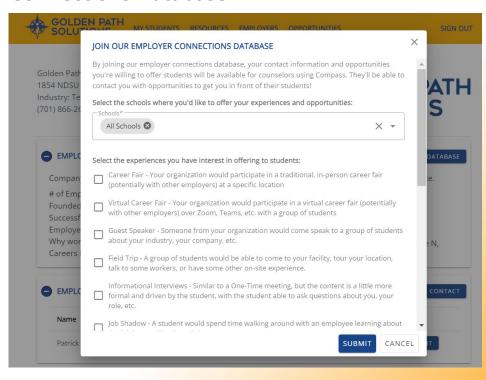


## Employers Create Accounts, Offer WBL & Career Profiles

- Employers get a login to Compass & create their landing page
- Joining the Connections Database shares contact info & career exposure activities to selected schools
- Creating Work-Based Learning opportunities allows employers to connect with specific students
- Building Career Profiles allow employers to market careers, how to get there, and offer potential sponsorships
- Connections Database & WBL free, fees for Career Profiles vary

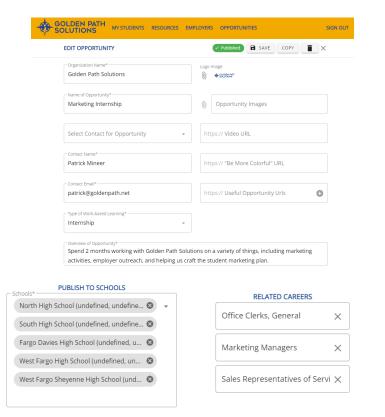


#### **Connections Database**

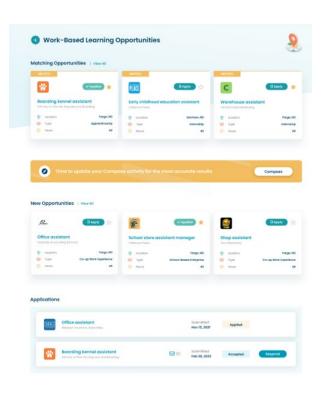


## Work-Based Learning

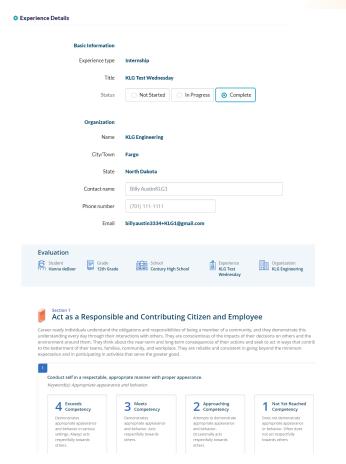
- WBL allows for a specific experience with a small number of students to get exposure to your company
- You can choose schools to share opportunities with
- Great to create deliberate connections with a small number of students.
- 1 Employers Create WBL Opportunity, choosing what schools to share with and what skills to look for.



2 Students apply to opportunities





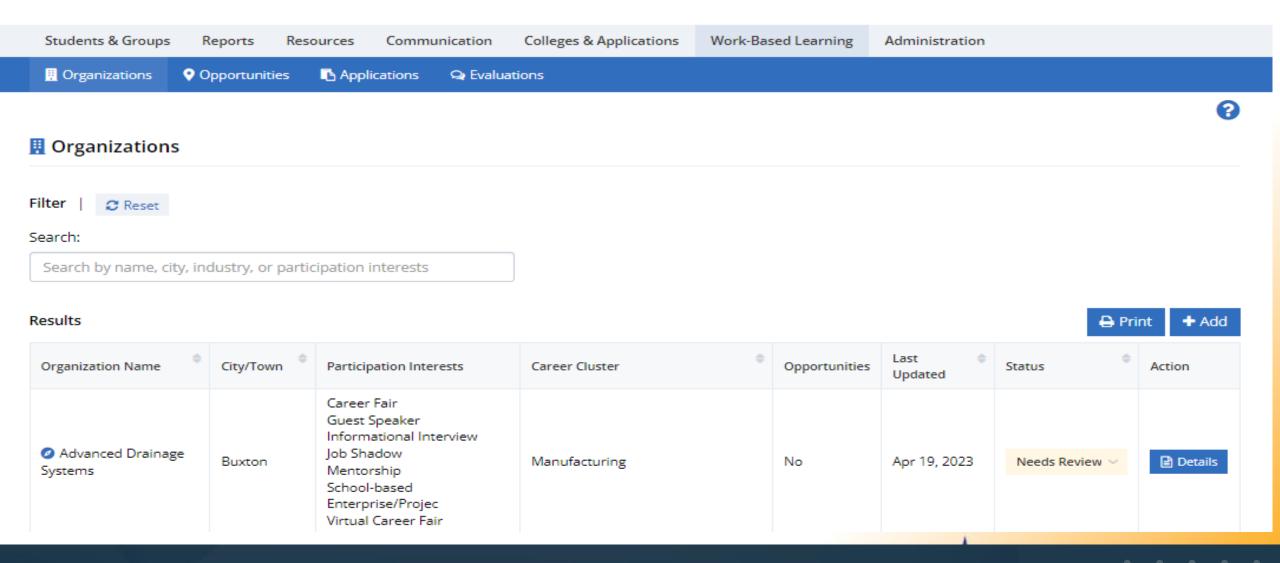


# Professional User Screens

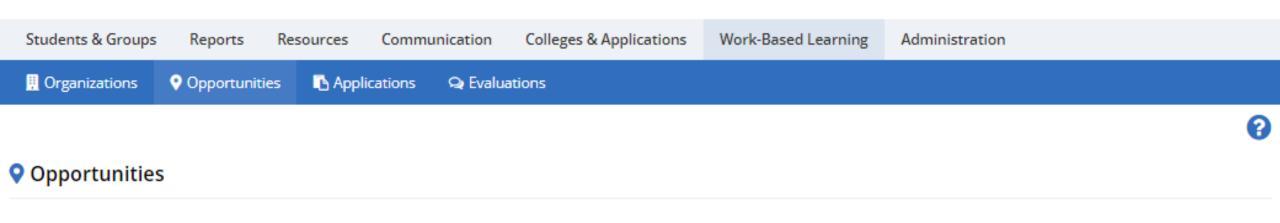












Search:

Filter

Reset

Search by opportunity, organization, city, industry, or type

#### Results

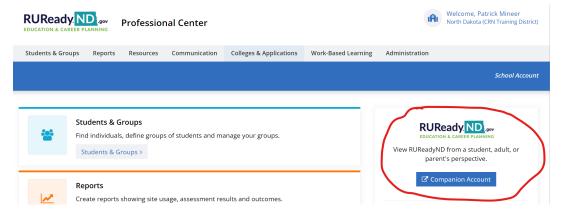
							<b></b>	T / dd
Opportunity Name	Organization   Name	City/Town	Туре	Number of  Openings	Application   Due Date	Last \$ Updated	Status	Action
Access Your Future Service Intern	RDO Equipment Co.	Bismarck	Internship	2	Sep 1, 2023	Jan 17, 2023	Needs Review ~	<b>≧</b> Details

## Professional Center Screenshots

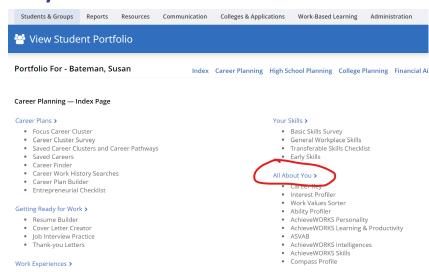
### Two ways to find the Compass Profile:

- For yourself: Use the companion account in RUReady, click on Compass Profile
- For your student:
  - Go to Students & Groups
  - Find the student you are looking for
  - Go to Career Planning>>All About You
  - Scroll down to the Compass Profile and open it

### For yourself:



#### For your student:



Click on "All About You", then scroll down to Compass Profile

## Career Experiences as part of Choice Ready



#### NORTH DAKOTA CHOICE READY

The North Dakota CHOICE READY framework is a tool to assist educators to ensure all students successfully depart high school possessing the ESSENTIAL SKILLS necessary to be ready for life. The journey begins by ensuring students leave having the ESSENTIAL SKILLS to be successful for whichever path they choose. Students shall then strive to be POST-SECONDARY READY, WORFORCE READY, and/or MILITARY READY.



#### **ESSENTIAL SKILLS**

Earn a North Dakota high school diploma

Complete a 9-week Career Education Course/Individual Counseling (15.1-21-18), Financial Literacy (15.1-21-21), and pass ND Civics Test (15.1-21-27) and four or more additional indicators:

- 25 hours of Community Service
- 95% Attendance (not counting school related absences)
- Career Exploration Experience
- Two or more years in organized Co-Curricular Activities
- Two or more years in organized Extra-Curricular Activities
- Successfully complete a Capstone Project
- Successfully complete an on-line learning course
- Demonstrate competency in 21st Century Skills

Students shall then complete two or more of the CHOICE READY components below.



#### **POST-SECONDARY READY**

Complete a Four-Year Rolling Career Plan, and earn a 2.8 GPA or greater, and complete one academic indicator set below:

ACT / SAT minimum or subsection scores:

ACT English—18
ACT Reading—22

SAT Reading/Writing—480 SAT Math—530

ACT Math—21

ACT Science—23

or

#### Two or more additional indicators:

- Advanced Placement Course (A, B, or C) (4, 3, or 2)
- Dual Credit Course (English or Math) (A, B, or C) or (4, 3, or 2)
- Algebra II (A, B, or C) or (4, 3, or 2)
- ■Advanced Placement Exam (3+)
- ■International Baccalaureate Exam (4+)
- ■3.0 GPA in core course requirement for NDUS admission
- CREAM (Eng./Math) Course (70% or greater)



#### **WORKFORCE READY**

Complete a Four-Year Rolling Career Plan, and complete two or more additional indicators:

- Complete three CTE courses or more (A, B, or C) or (4, 3, or 2)
- Complete Career Ready Practices (3.0)
- Dual Credit Course (A, B, or C) or (4, 3, or 2)
- WorkKeys (Gold or Silver)
- Technical Assessment / Industry Credential
- Workplace Learning Experience (40 hrs.)
- Work-based Learning Experience (Perkins V) (40 hrs.)
- CREAM (Eng./Math) Course (70% or greater)
- NDSA (Reading/Math) Level 3 or greater or (ACT for Accountability: English 19/Mathematics 22)



#### MILITARY READY

Complete a Four-Year Rolling Career Plan,
ASVAB score of 31 or greater (as determined by
branch), or acceptance into the military.
Quality Citizenship (No Expulsions/Suspensions),
Physically Fit (Students who have successfully
completed required PE courses (A, B, or C) or (4, 3, or 2)

Complete **two or more** additional indicators from the **Post-Secondary** or **Workforce** options.

- Career Exploration
- Workplace Learning
- Work-based learning



## Opportunities to Connect Students to Real-World Experiences

### **Career Exposure Options**

- Career Fairs
- Virtual Career Fairs
- Guest Speaking
- Field Trips
- Informational Interviews
- Job Shadows

### Career Engagement Options (WBL)

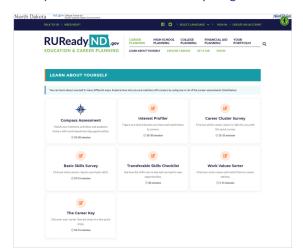
- Cooperative Work Experiences
- Internships
- Apprenticeships
- Mentorships
- Practicums
- School-Based Enterprises/Simulations
- Career & Technical Student Organizations
- Service Learning
- Part-time or summer jobs



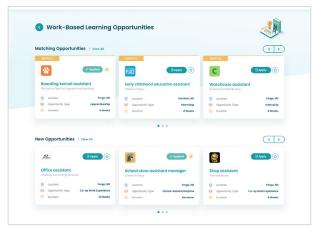
## The Future ND Solution for Work-Based Learning

- RUReady.ND.gov building a WBL module in conjunction with NDCTE and GPS
- Golden Path will feed employer information into RUReady
- Workflows will be introduced for counselors to approve opportunities, collect & approve applications, and request evaluations for Choice Ready reporting
- Employer connections database helps teachers/counselors find employers willing to offer experiences
- Golden Path's Compass assessment tool embedded in RUReady, helps match skills to opportunities
- No cost to individual schools in North Dakota
- Planned to be complete in fall of 2022

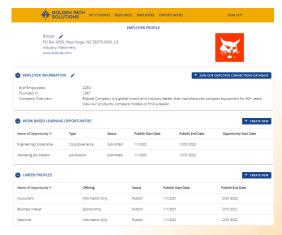
#### Compass Assessment in RUReady.nd.gov



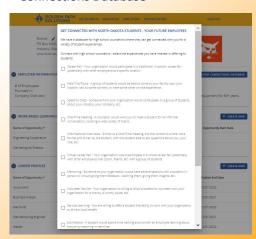
WBL Opportunities in RUReady.nd.gov



**Employee Landing Page** 



#### Connections Database



## Incorporating into Curriculum

- Complement existing content with a guest speaker
- Encourage a student to learn more through an informational interview
- Encourage student to read career profiles or apply for a cooperative work-experience, internship, apprenticeship, etc.
- Partner with an employer on an opportunity for practicum, school-based enterprise/simulation\*
- Find employers willing to offer these experiences through the Connections Database

#### \* Definitions:

- Practicum: Employer mentors and/or coach a student through a very focused path of study related to a specific industry or career that will count towards that student's graduation.
- School-based Enterprise/Simulation: Employer works with school or teacher to provide an indepth classroom project or simulation intended to provide real-world scenarios related to a specific industry in an educational setting.
- Career & Technical Student Organization: You would like to participate in or create an
  opportunity for students to participate in an activity, event, or competition related to a specific
  industry (similar to DECA or similar organization)



## The Benefits

- Collaboration with industry helps student develop knowledge & skills they need.
- Student engagement is higher.
  - "WBL has been found to help students apply and extend classroom learning, increase motivation and understanding, explore careers, and develop critical understanding of the work environment" (National Research Center for Career & Technical Education)
  - According to the University of Wisconsin's Center on Education and Work, over 75% of participating students enroll in postsecondary education, with more than a 60% completion rate. Furthermore, almost all participating employers say they would recommend it to others (Symonds et al, 2011).
- Could lead to alternative paths to school credit ("Learn Everywhere" HB1478)
- Perkins V grant dollars for qualifying experiences
- Choice Ready reporting

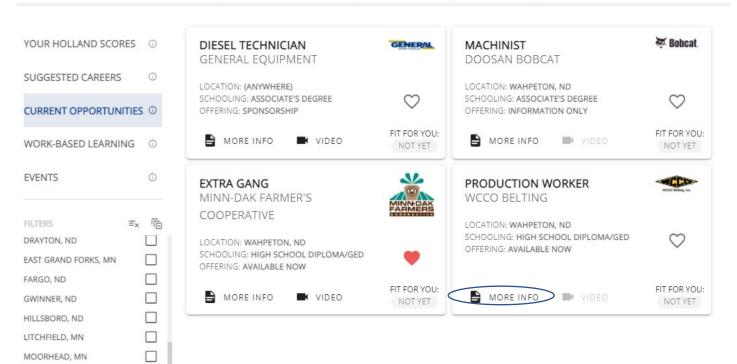


## Compass Helps Students Learn About Careers

- Students learn about your company, your positions, and any sponsorships.
- Useful for immediate recruiting or awareness for future hiring.
- Links provided to profile and any other promotional material (i.e. videos)

### **CURRENT OPPORTUNITIES**

See specific careers that companies want to get in front of you.



WAHPETON, ND





#### The Production Worker with WCCO Belting

#### Who is WCCO Belting?

WCCO founder, Ed Shorma, was the son of immigrants and a farm boy who found himself on the world stage. He had a remarkable ability to establish a vision and work tirelessly to attain it. What was more impressive, however, was his way of inspiring other men and women with his drive and ambition so deeply that they, too, dedicated their lives in support of reaching the goals he set. This loyalty, combined with Ed's work ethic, helped him expand the family business into eight separate businesses and over one-thousand employees. This earned him the title of 1982 Small Business Person of the Year, a Small Business Administration award presented to him by President Ronald Reagan.

Fast forward to today. WCCO Belting has the process of turning raw rubber and fabric into products their customers need down to a science. They produce belts that are used across numerous industries from agriculture to construction to manufacturing. Equipment using WCCO belts range from tractors to conveyers to balers. Their belts are specially designed to carry specific things like grain, rocks, packages, wood, recycled products, just to name a few examples. Each belt is custom made and made exactly how the customer needs them. WCCO Belting is one of the largest employers in the area, distributing products literally across the world and named as one of the area's best places to work!





An employee on the production line

WCCO Belting's facility in Wahpeton

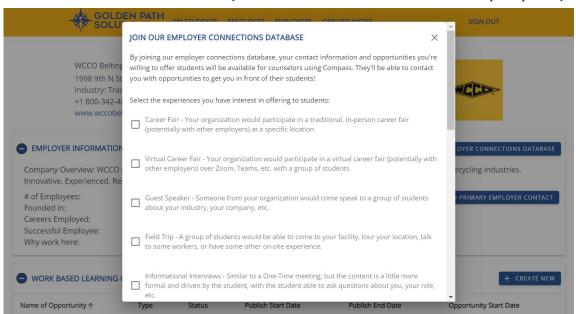


40-Year Employee Surprised with Corvette

## **Employers Add Work-Based Learning Opportunities**

- Each employer has a login to Compass
- Employers can join the Connections database so contact information is available to school counselors
- Employers can also create Work-Based Learning opportunities at no charge, helping students learn and potentially earn school credits

#### Connections Database (recommended for ALL employers)



#### Creating a new Work-Based Learning Opportunity

