



**GOLDEN PATH  
SOLUTIONS**

# Agenda

- Recap of the work-based learning process
- The Compass profile process & benefits
- Tracking Work-based Learning with the RUReady Experience
- Driving adoption with students, employers, and teachers

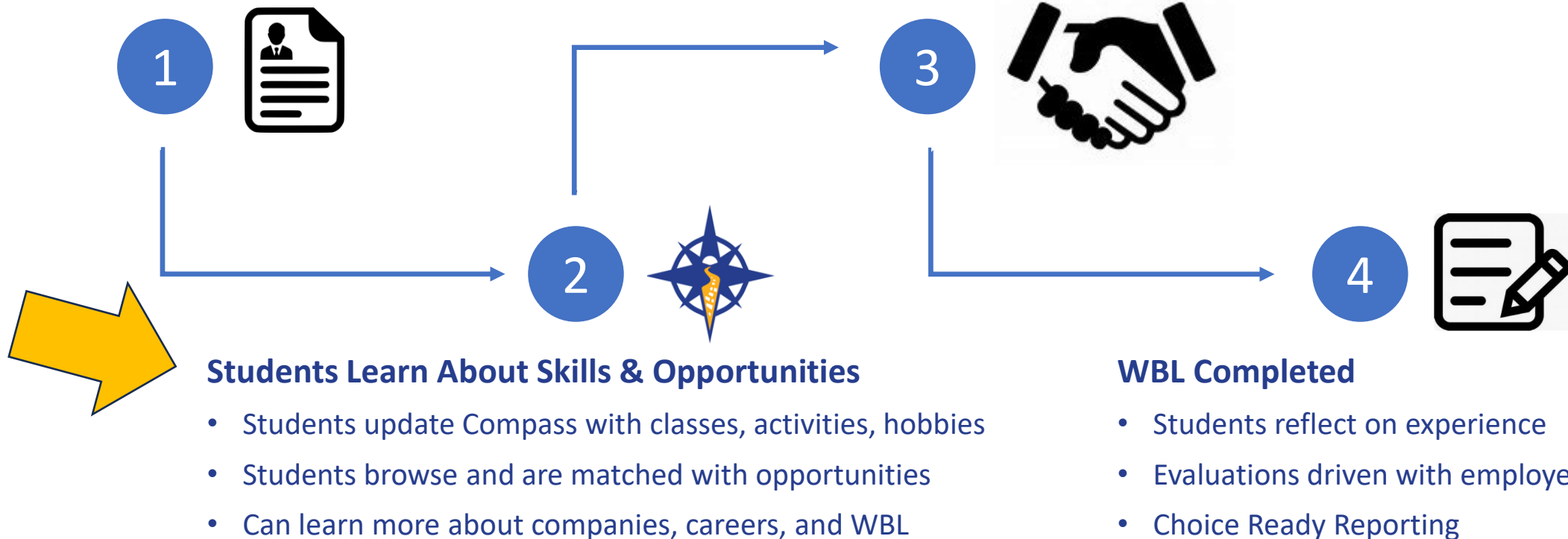
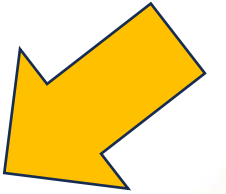
# High Level Workflow of Work-based Learning

## 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

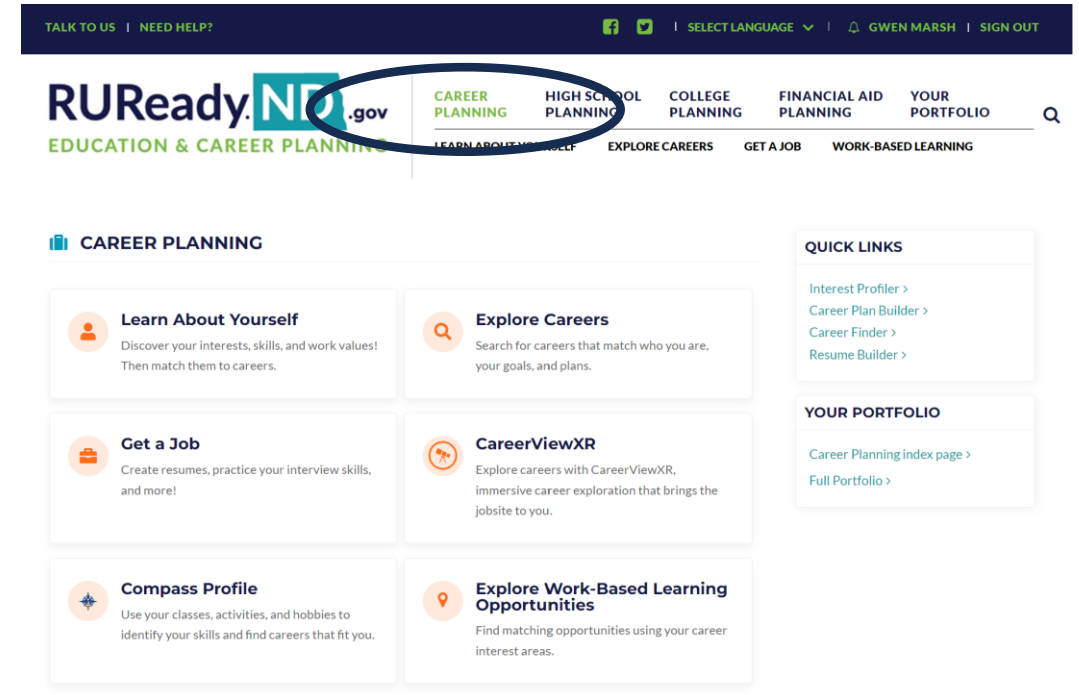
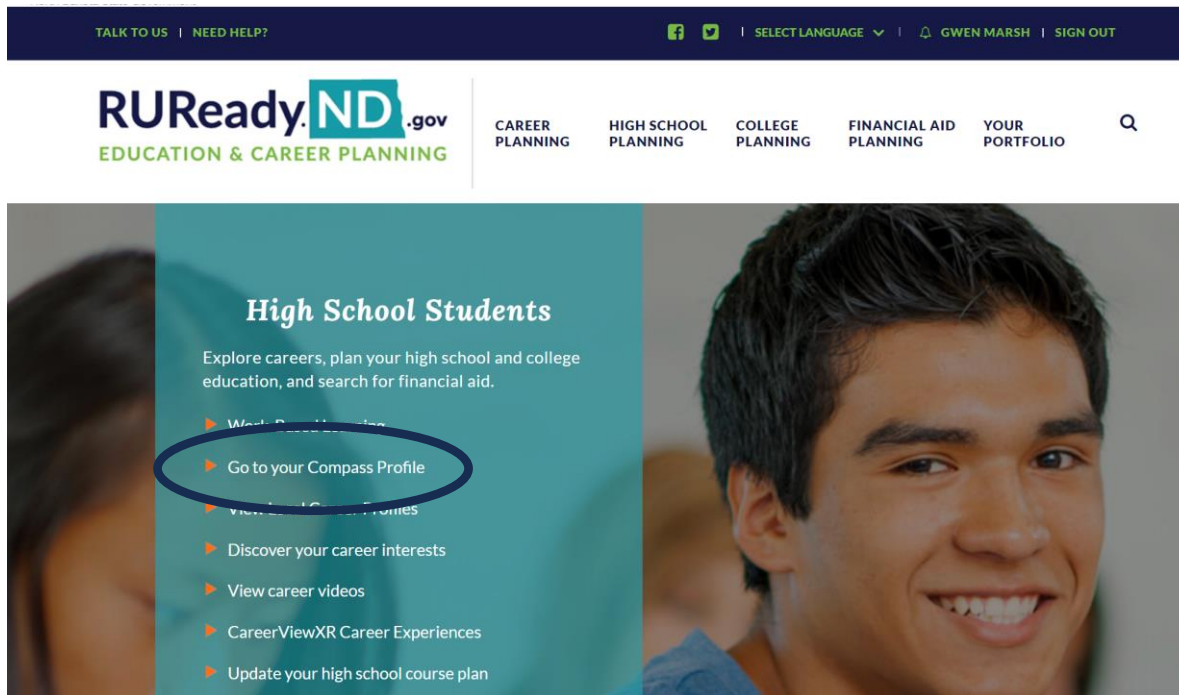
## Students apply to & participate in WBL opportunities

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



# The Compass Profile

- Accessed from the RUReady home page or Career Planning section



# Updating the Compass Profile



## WELCOME TO COMPASS



Home

1

Classes

2

Activities

3

Hobbies

4

Personality

5

Results

### CLASSES

Enter information about the classes you've taken, how you liked them, and how you did.

TAKE ME THERE

### HOBBIES & INTERESTS

Choose your hobbies and interests.

TAKE ME THERE

### ACTIVITIES

Select activities that you've participated in, both in and out of school.

TAKE ME THERE

### PERSONALITY

Do a personality assessment.

TAKE ME THERE




TAKE A TOUR

NEED HELP?

- Students update Classes, Activities, Hobbies, and Personality
- Under “Results” students see Holland Codes and can view opportunities
- Opportunities include:
  - Career Profiles
  - Link to generic careers
  - Link to Work-based Learning
  - Events

# Example – Updating Classes



CAREER PLANNING

HIGH SCHOOL PLANNING

COLLEGE PLANNING

FINANCIAL AID PLANNING

YOUR PORTFOLIO

LEARN ABOUT YOURSELF

EXPLORE CAREERS

GET A JOB

WORK-BASED LEARNING

WELCOME TO COMPASS

Home

1Classes

2Activities

3Hobbies

4Personality

5Results

CLASSES

Enter all of the high school classes you've taken or are currently taking.

CLASSES

OVERALL PROGRESS

ADD NEW

SUBJECT	CLASS NAME	GRADE TAKEN	DISLIKE OR LIKE CLASS CONTENT	HOW DID YOU DO?	ADD COMMENTS
SAMPLE	SAMPLE CLASS	<9 9 10 11 12 >12	😞😞😞	<C C B A	I FOUND THIS CLASS INTERESTING.
BUSINESS	ACCOUNTING 1	<9 9 10 11 12 >12	😞😞😞	<C C B A	
BUSINESS	ACCOUNTING 1	<9 9 10 11 12 >12	😞😞😞	<C C B A	
BUSINESS	ACCOUNTING 2	<9 9 10 11 12 >12	😞😞😞	<C C B A	
ENGLISH	AMERICAN LITERATURE	<9 9 10 11 12 >12	😞😞😞	<C C B A	
ART	CERAMICS & SCULPTURE 1	<9 9 10 11 12 >12	😞😞😞	<C C B A	
ART	CERAMICS & SCULPTURE 2	<9 9 10 11 12 >12	😞😞😞	<C C B A	
ART	CERAMICS & SCULPTURE 3	<9 9 10 11 12 >12	😞😞😞	<C C B A	
MUSIC	CHAMBER ORCHESTRA	<9 9 10 11 12 >12	😞😞😞	<C C B A	
ENGLISH	CREATIVE WRITING	<9 9 10 11 12 >12	😞😞😞	<C C B A	

- Students add classes they've taken or going to take (for 4-year plan)
- Students add additional information
- If a class isn't there, student can request it be added.
- Same process for Activities, Hobbies, and Personality

# Student Results & Opportunities

- After Compass Profile is updated, student will be matched to Career Profiles, WBL opportunities, events, etc.
- Profile only needs to be updated once a semester. Career profiles should be reviewed frequently for new opportunities.
- Students can opt in to be searchable if they want



## Learn About Local Opportunities with Local Employers

### CAREER PROFILES

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

DOWNLOAD PROFILE

YOUR HOLLAND CODES

SUGGESTED CAREERS

CAREER PROFILES

WORK-BASED LEARNING

EVENTS

YOUR APPLICATIONS

Q search

FILTERS

FIT +

SCHOOLING +

INDUSTRY +

LOCATION +

DISTANCE +

OFFERING +

FAVORITE +

CAREER CLUSTER +

Job Title	Company	Location	Schooling	Offering	Fit for You
Precision Machinist/Mold Maker	COMDEL INNOVATION	WAHPETON, ND	ASSOCIATE'S DEGREE	INFORMATION ONLY	GREAT
Mechanical Construction	NORTH DAKOTA'S BUILDING TRADES UNION	(ANYWHERE)	APPRENTICESHIP	SPONSORSHIP	GREAT
General Construction	NORTH DAKOTA'S BUILDING TRADES UNION	(ANYWHERE)	APPRENTICESHIP	SPONSORSHIP	GREAT
Respiratory Therapist	ALTRU HEALTH SYSTEM	GRAND FORKS, ND	ASSOCIATE'S DEGREE	INFORMATION ONLY	NOT YET
Ultrasound Technician	ALTRU HEALTH SYSTEM	GRAND FORKS, ND	ASSOCIATE'S DEGREE	INFORMATION ONLY	NOT YET
Park Ranger and Manager	NORTH DAKOTA PARKS AND RECREATION	(ANYWHERE)	BACHELOR'S DEGREE	INFORMATION ONLY	NOT YET

## Explore Generic Careers

### EXPLORE CAREERS

See directions below to explore careers

YOUR HOLLAND SCORES

CAREER PROFILES

EXPLORE CAREERS

WORK-BASED LEARNING

EVENTS

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".

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**

1. Realistic
2. Conventional

CLICK HERE TO GO TO "EXPLORE CAREERS"



# The Work-based Learning Experience

- After the student accepts a work-based learning offer, an experience is created.
- Experience captures hours, status, reflection, etc.
- Accessed by Your Portfolio>>Career Planning>>Work-based Learning Experience

The screenshot shows the RUReady.ND.gov website. The top navigation bar includes links for 'TALK TO US | NEED HELP?', social media icons, 'SELECT LANGUAGE', 'PATRICK MINEER | SIGN OUT', and a menu with 'CAREER PLANNING', 'HIGH SCHOOL PLANNING', 'COLLEGE PLANNING', 'FINANCIAL AID PLANNING', and 'YOUR PORTFOLIO'. The 'YOUR PORTFOLIO' section is expanded, showing 'CAREER PLANNING', 'HIGH SCHOOL PLANNING', 'COLLEGE PLANNING', 'FINANCIAL AID PLANNING', 'YOUR PROFILE', and 'YOUR JOURNAL'. Below this, a search bar and a list of links are visible: 'Career Plans', 'Getting Ready for Work', 'Work Experience', 'Your Skills', 'All About You', and 'How You See Yourself'. The 'CAREER PLANNING' section is highlighted with a blue icon. It contains three main categories: 'Career Plans' (with links like 'Career Cluster Survey', 'Focus Career Cluster', 'Saved Clusters and Career Pathways', 'Saved Careers', 'Career Finder', 'Career Plan Builder', and 'Entrepreneurial Checklist'), 'Getting Ready for Work' (with links like 'Resume Builder', 'Cover Letter Creator', 'Job Interview Practice', and 'Thank-you Letters'), and 'Work Experience' (with links like 'Employment Experiences', 'Work-Based Learning Experiences', and 'Work-Based Learning Opportunities'). The 'Work Experience' section is circled in blue.

The screenshot shows the 'Edit Experience' form. At the top, there is a back arrow and the text 'Edit Experience' with a small icon. Below this is the 'Experience Details' section, which is updated on 'Aug 9, 2023'. The form is divided into several sections: 'Basic Information' (Experience type: Internship, Title: Internship, Status: In Progress), 'Organization' (Name: Oakes Welding, City/Town: Oakes, State/Territory: North Dakota), 'Contact name' (Patrick Mineer), 'Phone number' ((701) 888-8888), and 'Email' (patrick@hotmail.com). The 'Status' section has three radio buttons: 'Not Started', 'In Progress' (selected), and 'Complete'.



## Experience Details

Basic Information

Experience type

Internship

Title

Internship

Status

☐ Not Started
 ☒ In Progress
 ☐ Complete

Organization

Name

Oakes Welding

City/Town

Oakes

State/Territory

North Dakota

Contact name

Patrick Mineer

Phone number

(701) 888-8888

Email

patrick@hotmail.com

Date & Time

Start date

08/07/2023

End date

(Optional) mm/dd/yyyy

Total hours

(Optional)
 

☒ Log Hours
 ☐ 3


Use **Log Hours** to track daily progress. Not available until experience is started.

Description


Describe your work-based learning experience.

Spend the summer with us learning how a welding shop runs, and get some hands on experience!

- Student marks experience as either In Progress or Complete
- Enter Start Date and Hours
- Enter End Date when complete
- Student can reflect when they're done
- You can send out evaluation when complete (in Pro Center). Click "Request"


**RUR**  
EDUCATION & CAREER PLANNING

# Professional Center



Welcome, Patrick Mineer  
 Beulah High School

[Students & Groups](#)
[Reports](#)
[Resources](#)
[Communication](#)
[Colleges & Applications](#)
[Work-Based Learning](#)
[Administration](#)

[Organizations](#)
[Opportunities](#)
[Applications](#)
[Evaluations](#)

## Evaluations

Filter

Reset

Search:

Search for students, experiences, or organizations

Results

Print

Student Name	Experience Title	Organization Name	Hours	Experience Status	Requests	Action
Jones, Sally	Nurse Internship	Casselton Medical Center	0	Not Started	3	Request
Jones, Sally	Parts Sales Internship	High Plains Equipment	3	Complete	2	Request
Mineer, Patrick	Floor Internship	Zesty Crackers	0	Not Started	2	Request
Jones, Sally	Manufacturing Internship	ABC Manufacturing	2	In Progress	1	Request
Mineer, Patrick	Floor	Zesty III	0	Not Started	1	Request
Mineer, Patrick	Internship	Oakes Welding	8	In Progress	1	Request

# Suggested Best Practices

## **Profile:**

- Have students update Compass at the beginning of the school year or before employer related events.
- Some schools are using Compass for 4-year plan (even doing in 8<sup>th</sup> grade)
- Take advantage of our presentation and handouts for help (either class led or students doing individually)
- Use Activity Map for suggestions on career activities if you'd like

## **Experiences:**

- Have student accept the offer formally and update their experience
- Before you give credit to the student, have them mark the experience as Complete, add reflection
- Use Professional Center for the Evaluation

# Getting Us Your Class List

- When students update Compass, we want them to see their school classes
- We need you to send them to us from PowerSchool
- Follow these steps with a PowerSchool admin:
  - Log in to PowerSchool SIS.
  - Go to sqlRReports>>Run sqlReport | Edit sqlReport>>State Course Info.
  - Choose either CSV or TAB
  - Send to: Julie Hersch ([juhersch@nd.gov](mailto:juhersch@nd.gov)) or Patrick Mineer, GPS [patrick@goldenpath.net](mailto:patrick@goldenpath.net) .

# Driving Adoption

## School Professional Resources:

- Career awareness activity map (one activity per month, including updating Compass, applying to WBL) [here](#)
- Presentation for Compass rollout over a 50-minute period, along with tips and tricks – [here](#)

## Employer Resources:

- Golden Path Overview and Options on ND CTE website along with login: [here](#)
- Half pager for employers to hand out to students: Canva template is [here](#).
- Social posts employers can use on their social media sites. Canva template is [here](#).
- Work-based Learning Whitepaper

## Parent Resources:

- Process describing sponsorships and consent to parents: [here](#)

## Student Resources:

- Low fidelity video for students: <https://www.youtube.com/watch?v=9eJT0UacbMY>
- Standard ND login information and benefits of Compass: [here](#)

# The Process for Work-Based Learning

## 1 Employers Create Profiles & Opportunities, school professionals approve

**GOLDEN PATH SOLUTIONS** MY STUDENTS RESOURCES EMPLOYERS OPPORTUNITIES SIGN OUT

EMPLOYER PROFILE

Golden Path Solutions  
1854 NDSU Research Circle North #16, Fargo ND, 58102  
Industry: Career Guidance  
+1 701-856-2620  
https://www.goldenpath.net

**EMPLOYER INFORMATION** [JOIN OUR EMPLOYER CONNECTIONS DATABASE](#)

Company Overview: We help students and employers get connected through our application "Compass." We can help drive awareness of employer and their jobs with students, help students learn more about their skills and career fits, and match them for future workforce.

# of Employees: 10  
Founded in: 2019  
Successful Employee: An ability to think outside the box and solve problems that have never been solved before.  
Why work here: We get to work with so many different types of amazing people, including school administrators, employers, government officials, and students.  
Careers Employed:

**WORK BASED LEARNING OPPORTUNITIES** [CREATE NEW](#)

Name of Opportunity	Type	Status	Publish Start Date	Publish End Date	Opportunity Start Date
Marketing Internship	Internship	Submitted	1/1/2022	12/31/2022	

## 2 Students Take Compass Assessment

**RUReady ND.gov**  
EDUCATION & CAREER PLANNING

CAREER PLANNING HIGH SCHOOL PLANNING COLLEGE PLANNING FINANCIAL AID PLANNING YOUR PORTFOLIO

LEARN ABOUT YOURSELF EXPLORE CAREERS GET A JOB VOICES

1 Classes 2 Activities 3 Hobbies 4 Personality 5 Results

**CLASSES**  
Enter information about the classes you've taken. Then you'll find them, and how you did.  
[TAKE ME THERE](#)

**ACTIVITIES**  
Select activities that you've participated in, both in and out of school.  
[TAKE ME THERE](#)

**HOBBIES & INTERESTS**  
Choose your hobbies and interests.  
[TAKE ME THERE](#)

**PERSONALITY**  
Do a personality assessment.  
[TAKE ME THERE](#)

[BUILD HELP](#)

## 3 Students apply to opportunities

**Work-Based Learning Opportunities**

**Matching Opportunities** [View All](#)

- Boarding kennel assistant**  
Golden Path Solutions  
Fargo, ND  
Apprenticeship  
40 hours
- Early childhood education assistant**  
Golden Path Solutions  
Fargo, ND  
Internship  
40 hours
- Warehouse assistant**  
Golden Path Solutions  
Fargo, ND  
Internship  
40 hours

**New Opportunities** [View All](#)

- Office assistant**  
Golden Path Solutions  
Fargo, ND  
Co-op Work Experience  
40 hours
- School store assistant manager**  
Golden Path Solutions  
Fargo, ND  
School-Based Internship  
40 hours
- Shop assistant**  
Golden Path Solutions  
Fargo, ND  
Co-op Work Experience  
40 hours

**Applications**

- Office assistant**  
Submitted: Nov 18, 2021  
Applied
- Boarding kennel assistant**  
Submitted: Feb 08, 2022  
Accepted Respond

## 4 Student Reflects, Employer Evaluates

**Experience Details**

**Basic Information**

Experience type: **Internship**

Title: **KLG Test Wednesday**

Status: ☐ Not Started ☐ In Progress ☒ Complete

**Organization**

Name: **KLG Engineering**

City/Town: **Fargo**

State: **North Dakota**

Contact name:

Phone number:

Email:

**Evaluation**

Student: Hanna deBoer  
Grade: 12th Grade  
School: Century High School  
Experience: KLG Test Wednesday  
Organization: KLG Engineering

### Section 1 Act as a Responsible and Contributing Citizen and Employee

Career-ready individuals understand the obligations and responsibilities of being a member of a community, and they demonstrate this understanding every day through their interactions with others. They are conscientious of the impacts of their decisions on others and the environment around them. They think about the near-term and long-term consequences of their actions and seek to act in ways that contribute to the betterment of their teams, families, community, and workplace. They are reliable and consistent in going beyond the minimum expectation and in participating in activities that serve the greater good.

**1** Conduct self in a respectable, appropriate manner with proper appearance.  
Keyword(s): Appropriate appearance and behavior.

4 Exceeds Competency	3 Meets Competency	2 Approaching Competency	1 Not Yet Reached Competency
Demonstrates appropriate appearance and behavior in various settings. Always acts respectfully towards others.	Demonstrates appropriate appearance and behavior. Acts respectfully towards others.	Attempts to demonstrate appropriate appearance and behavior. Occasionally acts respectfully towards others.	Does not demonstrate appropriate appearance and behavior. Often does not act respectfully towards others.

# Appendix Slides



# 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**, **WORKFORCE 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      SAT Reading/Writing—480  
ACT Reading—22      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



**GOLDEN PATH  
SOLUTIONS**



# Opportunities to Connect Students to Real-World Experiences

## Career Exposure Options

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

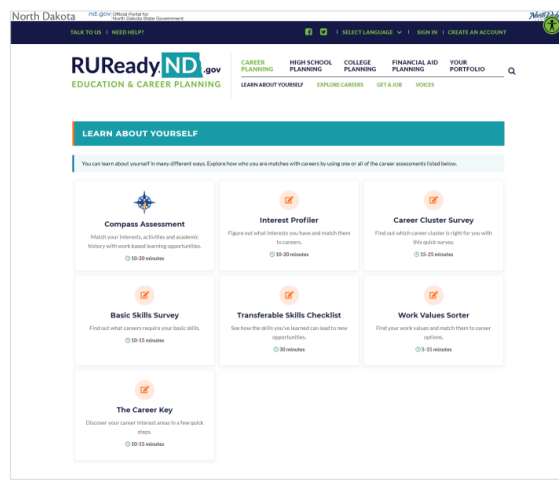
## Career Engagement Options (WBL)

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

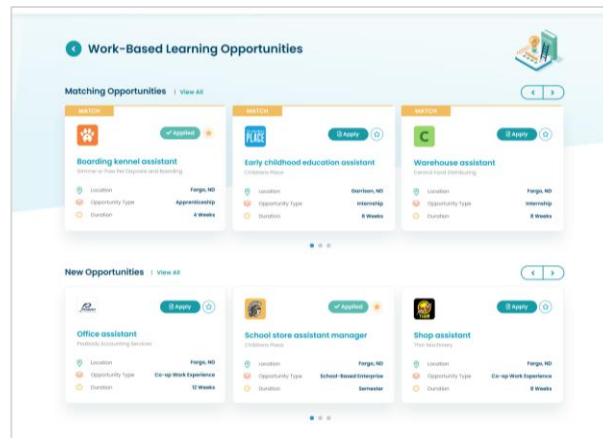
# The Future ND Solution for Work-Based Learning

- 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

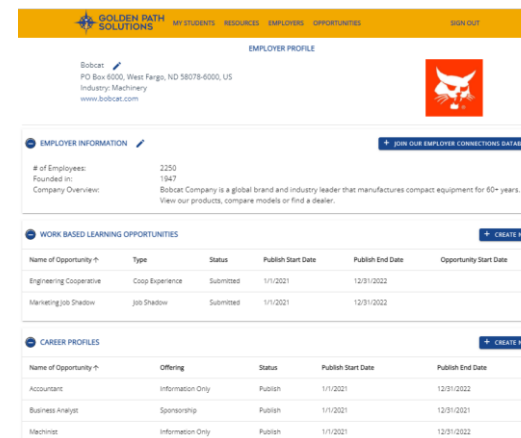
Compass Assessment in RUReady.nd.gov



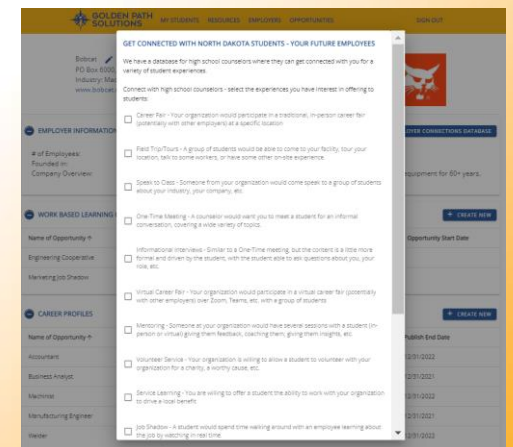
WBL Opportunities in RUReady.nd.gov



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 in-depth 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.

YOUR HOLLAND SCORES ⓘ

SUGGESTED CAREERS ⓘ

CURRENT OPPORTUNITIES ⓘ

WORK-BASED LEARNING ⓘ

EVENTS ⓘ

### FILTERS

- DRAYTON, ND ☐
- EAST GRAND FORKS, MN ☐
- FARGO, ND ☐
- GWINNER, ND ☐
- HILLSBORO, ND ☐
- LITCHFIELD, MN ☐
- MOORHEAD, MN ☐
- WAHPETON, ND ☒

### DIESEL TECHNICIAN GENERAL EQUIPMENT



LOCATION: (ANYWHERE)  
SCHOOLING: ASSOCIATE'S DEGREE  
OFFERING: SPONSORSHIP



MORE INFO VIDEO

FIT FOR YOU:  
NOT YET

### MACHINIST DOOSAN BOBCAT



LOCATION: WAHPETON, ND  
SCHOOLING: ASSOCIATE'S DEGREE  
OFFERING: INFORMATION ONLY



MORE INFO VIDEO

FIT FOR YOU:  
NOT YET

### EXTRA GANG MINN-DAK FARMER'S COOPERATIVE



LOCATION: WAHPETON, ND  
SCHOOLING: HIGH SCHOOL DIPLOMA/GED  
OFFERING: AVAILABLE NOW



MORE INFO VIDEO

FIT FOR YOU:  
NOT YET

### PRODUCTION WORKER WCCO BELTING



LOCATION: WAHPETON, ND  
SCHOOLING: HIGH SCHOOL DIPLOMA/GED  
OFFERING: AVAILABLE NOW



MORE INFO VIDEO

FIT FOR YOU:  
NOT YET



### 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



Search



40-Year Employee Surprised with Corvette



# Employers Add Work-Based Learning Opportunities

Available to all  
ND Schools Fall  
of 2022

- 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)

The screenshot shows the Golden Path Solutions website with a modal titled "JOIN OUR EMPLOYER CONNECTIONS DATABASE". The modal text states: "By joining our employer connections database, your contact information and opportunities you're willing to offer students will be available for counselors using Compass. They'll be able to contact you with opportunities to get you in front of their students!". Below this, it asks to "Select the experiences you have interest in offering to students:" and lists four options with checkboxes: "Career Fair - Your organization would participate in a traditional, in-person career fair (potentially with other employers) at a specific location", "Virtual Career Fair - Your organization would participate in a virtual career fair (potentially with other employers) over Zoom, Teams, etc. with a group of students", "Guest Speaker - Someone from your organization would come speak to a group of students about your industry, your company, etc.", and "Field Trip - A group of students would be able to come to your facility, tour your location, talk to some workers, or have some other on-site experience." At the bottom of the modal, there is an option for "Informational Interviews - Similar to a One-Time meeting, but the content is a little more formal and driven by the student, with the student able to ask questions about you, your role, etc." The background shows the employer's profile for WCCO Belting, including company overview, employee count, and a table of work-based learning opportunities.

Name of Opportunity ↑	Type	Status	Publish Start Date	Publish End Date	Opportunity Start Date
Cooperative Work Experience	Work-based Learning	Active	10/1/2021	12/31/2022	10/1/2021

## Creating a new Work-Based Learning Opportunity

The screenshot shows the "CREATE A NEW OPPORTUNITY" form on the Golden Path Solutions website. The form is divided into two main sections: "OPPORTUNITY DESCRIPTION" and "ADDITIONAL RESOURCES".

**OPPORTUNITY DESCRIPTION:**

- Type of Opportunity\*: Work-based Learning (dropdown menu)
- Organization Name\*: WCCO Belting (text input)
- Name of Opportunity\*: Cooperative Work Experience (text input)
- Contact Name\*: John Smith (text input)
- Contact Email\*: john@hotmail.com (text input)

**ADDITIONAL RESOURCES:**

- More Information Resource: Radio buttons for "An External URL" and "A PDF or other document".
- Logo Image: Upload button and a preview of the WCCO Belting logo.
- Opportunity Images: Upload button and a text input for "https:// Video URL".
- Useful Opportunity Urls: Text input for "https:// Useful Opportunity Urls" with a plus icon to add more.