

School District Creates

EMPLOYABILITY CREDENTIALING PROGRAM

for Michigan Schools with CTE Learn's CareerPrepped Platform



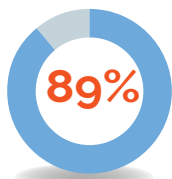
Shaping the Future
Through Education
**Gratiot
Isabella
RES D**

Background

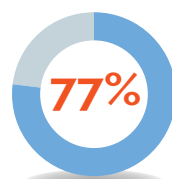
Gratiot-Isabella Regional Educational Service District (GIRES D) formed a talent consortium of local education and business stakeholders to identify the challenges employers face in hiring and retaining quality talent. The consortium found that the biggest problem faced by local employers was that candidates lacked **"essential workplace skills"** such as time management, communication and teamwork which are needed in all jobs in all industries. Additionally, they found the following:



of employers said essential workplace skills were as important or more important than technical skills



of employers said that they have a difficult time finding potential new hires with essential workplace skills



of employers ranked essential workplace skills as important as cognitive skills such as reading and math ability



Problem

Job candidates lack essential **"essential workplace skills"**



Solution

Create a program to help students develop and demonstrate essential workplace skills needed for career success



Approach

- Comprehensive
- Competency-based
- Customizable
- Scalable institution-wide
- Affordable
- Accessible post-graduation

Creating the Program



In conjunction with local employers, GIRES D created a comprehensive employability skills credentialing program they named **"Workplace Citizenship Skills,"** to help students in grades 9-12 develop & demonstrate workplace skills employers identified as essential but lacking in potential hires. CTE Learn's CareerPrepped platform was chosen to facilitate the program.



Platform

CTE Learn's CareerPrepped

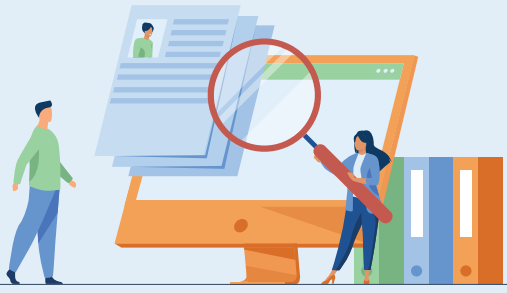
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We found most platforms simply taught soft skills and asked students to repeat information back or to pass a quiz. CareerPrepped is more comprehensive. It empowers students to build, prove and showcase their skills so they're visible and verifiable to employers.

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Amanda Medina
Curriculum Developer & Career Navigator
Gratiot-Isabella RES D



CareerPrepped Offered

- Online Skill Builders addressing essential workplace skills
- Self-reflection and skill practice activities
- Ability for schools to **"pick and choose"** resources they want to use
- Opportunities for students to build evidence of their skills
- Method for students to demonstrate hard-to-prove **"soft skills"** with authentic evidence stored in digital **"Skill Badges"**
- Digital talent portfolios to showcase all skills and qualifications
- Ability to transform digital talent portfolio to printable resume
- Interview prep videos to help students develop job interviewing skills
- Unlimited, lifelong student access
- Comprehensive knowledge base and customer support



"CareerPrepped is really comprehensive. The thing that was so important to us, and why we chose CareerPrepped, was it's not focused on testing students to see if they know the right answers to questions. With CareerPrepped, we're able to understand if students can identify, articulate and prove their skills with evidence. It's more meaningful and has so much more value to employers because they can see the evidence and validate students' claims. It allows employers to base hiring decisions on who actually has skills and not students who might otherwise simply say they have skills because they've passed multiple choice tests in school."



Douglas J. Bush
Associate Superintendent for Career & Technical Education
Gratiot-Isabella RESD



Create Your Custom Program

Use GIRESD's program as a basis to create your own customized employability skills program.
Learn how: <https://bit.ly/giresd-es>



Credentialing Criteria

To acquire GIRESD's "Workplace Citizenship Skills Certification," students in grades 9-12 must meet specific criteria which was developed in conjunction with GIRESD's talent consortium. Certification requirements are outlined below:

- Completion of specified CareerPrepped Skill Builder activities
- 80% of Skill Badges claimed and endorsed by an adult
- Minimum of two pieces of evidence for each badge (Skill Challenge activities on CareerPrepped are available to help build evidence)
- Must complete a presentation articulating the skills developed as a result of program participation and justify skill claims with evidence
- Good attendance as determined by school policy
- GPA of 2.0+ in 12th grade



Goals Achieved Through Program

- Schools comply with standard of the Michigan career development model requiring all students to graduate with a talent portfolio
- Students graduate with evidence of skills they can show employers
- Employers agree to give students with GIRESD's Workplace Citizenship Certification preferential treatment in hiring process
- Employers get qualified candidates with skills they say are typically hard to find and screen for



About Gratiot-Isabella RESD

Gratiot-Isabella RESD is one of 56 intermediate school districts in Michigan serving nine K-12 public school districts, two public school academy, and eight private/parochial schools in Gratiot and Isabella Counties. In addition to serving various school entities, the district provides educational services to special non-school populations and employment services to employers, employees, and the unemployed. Learn more: www.giresd.net



About CTE Learn CareerPrepped

CareerPrepped is an all-in-one career success platform designed to help individuals thrive in the modern job market by providing a comprehensive suite of self-help tools that allow users to spotlight their skills, stand out, get hired and get ahead. CareerPrepped connects skilled talent, educators, and employers in a collaborative community to support career readiness, work-based learning, skills-based hiring, and lifelong career development. Learn more: www.ctelearn.org/careerprepped