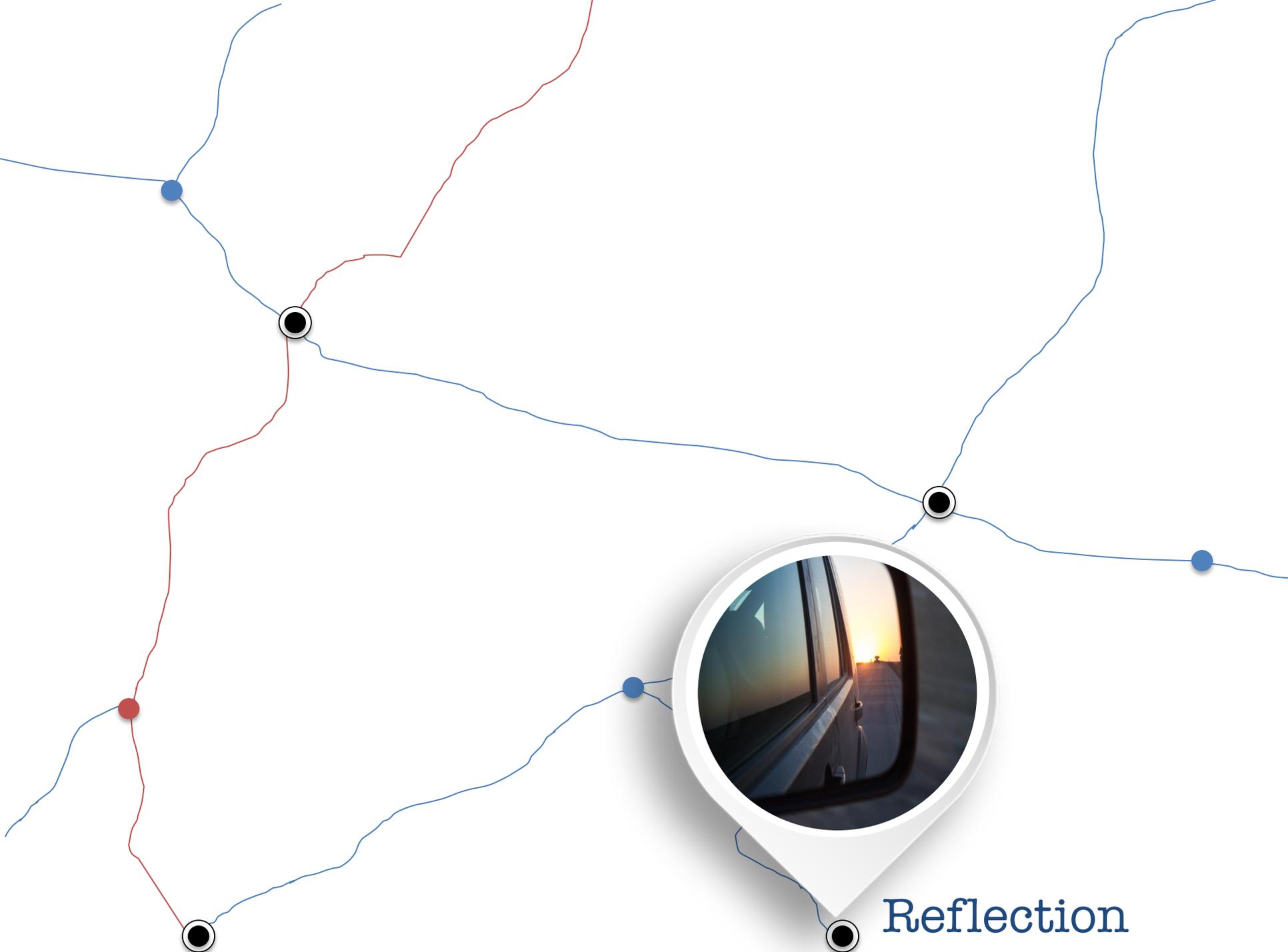


Tiffany Morse
Paula Hodge

Multipliers



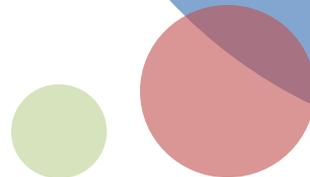
Leaders who use their intelligence to **amplify** the smarts and capabilities of the people around them.



Reflection



What is something
that's happened in your
organization in the last
five years that you can
celebrate?



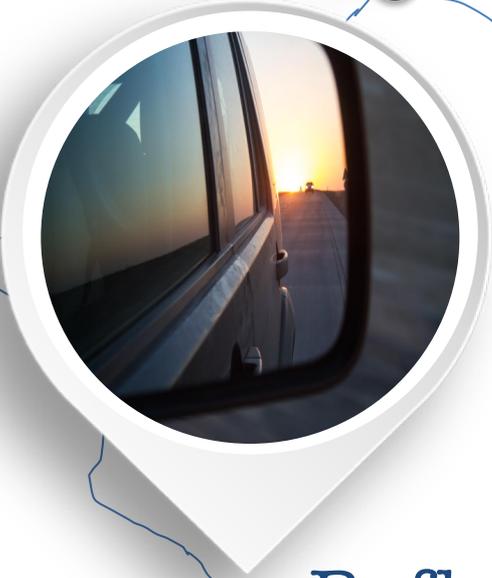


What have you
learned, gained, and
discovered through
that?

How has that
changed
your
organization?



Collaboration



Reflection



Collaboration is **NOT** cooperation ... it is more than the intersection of common goals.

It is a collective determination to reach the same objective by

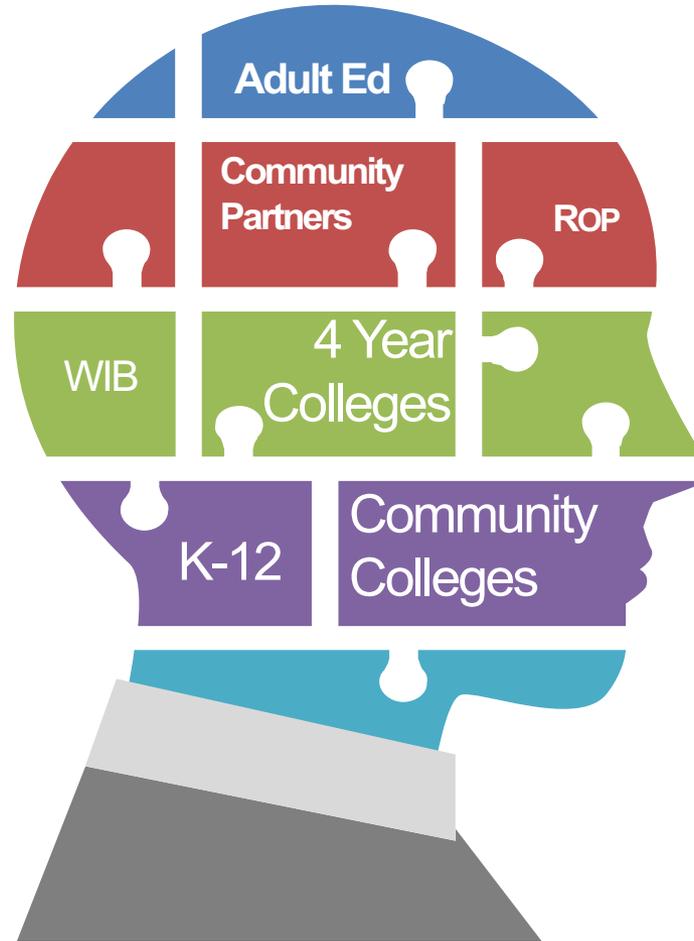
sharing knowledge

learning

and building consensus



**Sharing
Knowledge**





Learning

Building Trades and Construction					
District	High School	Pathway	Courses		
High School	Conejo Valley Unified School District	Conejo Valley Newbury Park Thousand Oaks	Cabinet Making and Wood	Wood I Wood II Cabinet Making (ROP)	
		Thousand Oaks	Cabinet Making and Wood	Wood I Wood II Construction Basics Cabinet Making (ROP)	
	Oxnard Union High School District	Adolfo Camarillo Oxnard	Cabinet Making and Wood	Wood I Wood II Cabinetmaking Production Technology	
		Oxnard	Green Technologies Academy	Wood A Wood B Project Lead the Way Engineering	
	Simi Valley Unified School District	Simi Valley	Wood Technology	Wood Advanced Wood Design	
	Ventura Unified School District	Buena	Cabinet Making and Wood	Wood I Wood II Wood III Cabinet Making	
Ventura		Residential and Commercial Construction	Wood I Wood II		
Adult School	School	Classes	Certificate		
	Conejo V.	Woodworking/Refinishing			
	Oxnard				
	Simi V.		CAD Drafting Principles		
	VACE				
Community College	College	Classes	AA/AS	Certificate of Achievement	Proficiency Award
	Moorpark				
	Oxnard				
	Ventura	<ul style="list-style-type: none"> Construction Technology 	<ul style="list-style-type: none"> Building Inspection Construction Management Drafting Industl Design 	<ul style="list-style-type: none"> Building Inspection Construction Management Drafting Industl Design 	<ul style="list-style-type: none"> Electrician Trainee

Ventura County Career Pathways



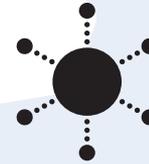
Objective

1



Build robust partnerships between employers, schools and community colleges

2



Better prepare students for the 21st century workplace

3



Improve student transition into postsecondary education, training and employment in Ventura County

Rules of the Road



**Building
Consensus**



Build trust by doing what you say you're going to do



Keep the *past in the past*



Expect *conflict* in order to reach consensus



Give the group a *starting place*



Bring the *right people*, not the right titles





*Think about
Collaboration.*

*What would this look
like if we got it right?*



Transformation



Collaboration



Reflection



“A vision without a practical plan to develop it, is only that... “a vision.”

Applied Academics Continuum

Strategic Employability Skills

Workforce readiness is addressed by embedding employability competencies such as communication, problem solving, and workplace etiquette into each course.

1

Essential Career Connections

- Guest Speakers
- Field Trips
- Career Fairs
- Tours
- Internship
- Mock Interviews
- Job Shadowing
- Mentoring
- Entrée to Employment

2

Courses and Curriculum

All pathways must include at least one course articulated for college credit. Pathways should also include A-G, approved courses and use the Ventura County course-code naming structure.

3

Project Based Learning

Each pathway course should include immersion in an activity or project that is designed to be both motivating and appropriately challenging, and applicable to real-world business and industry.

4

CTSOs

Student engagement through Career and Technical Student Organizations allows the development and practice of leadership roles and the application of occupational and academic content knowledge as an integral part of the instructional program.

5

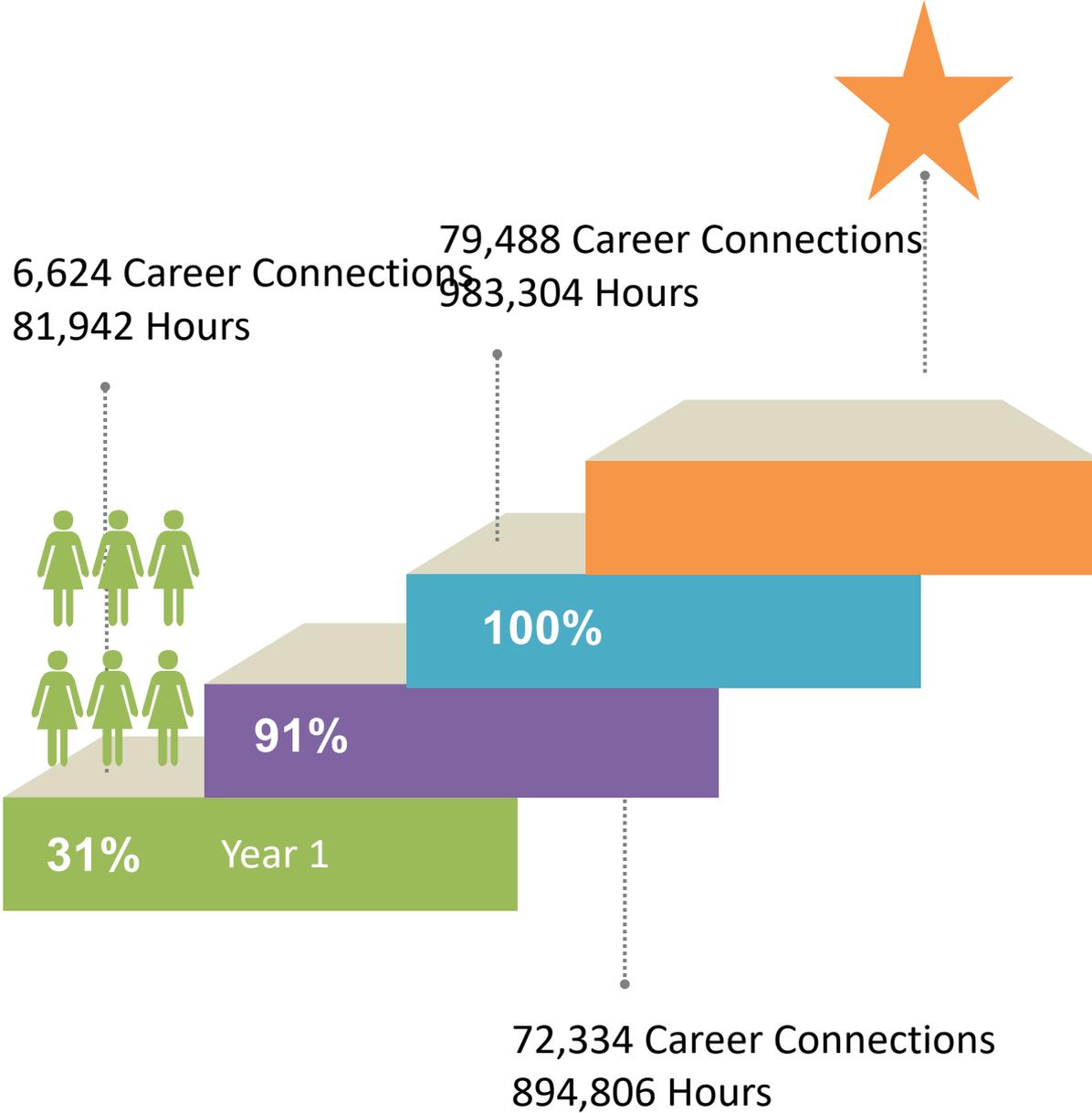
Employability Toolkit

Students in pathways should develop foundational employment tools including a 10-year plan, resume, cover letter, LinkedIn profile, and interview practice.

6

Industry Certifications

When possible, pathways should be built to allow students to obtain stackable industry certifications beginning in high school.





*Kids aren't prepared
for college*

*Our students have
strengths and areas
of growth. They are
learners and our job
is to teach them*

*We can't find
qualified
employees*

*We are building an
ecosystem to attract
talent and investing
in our future
capacity*



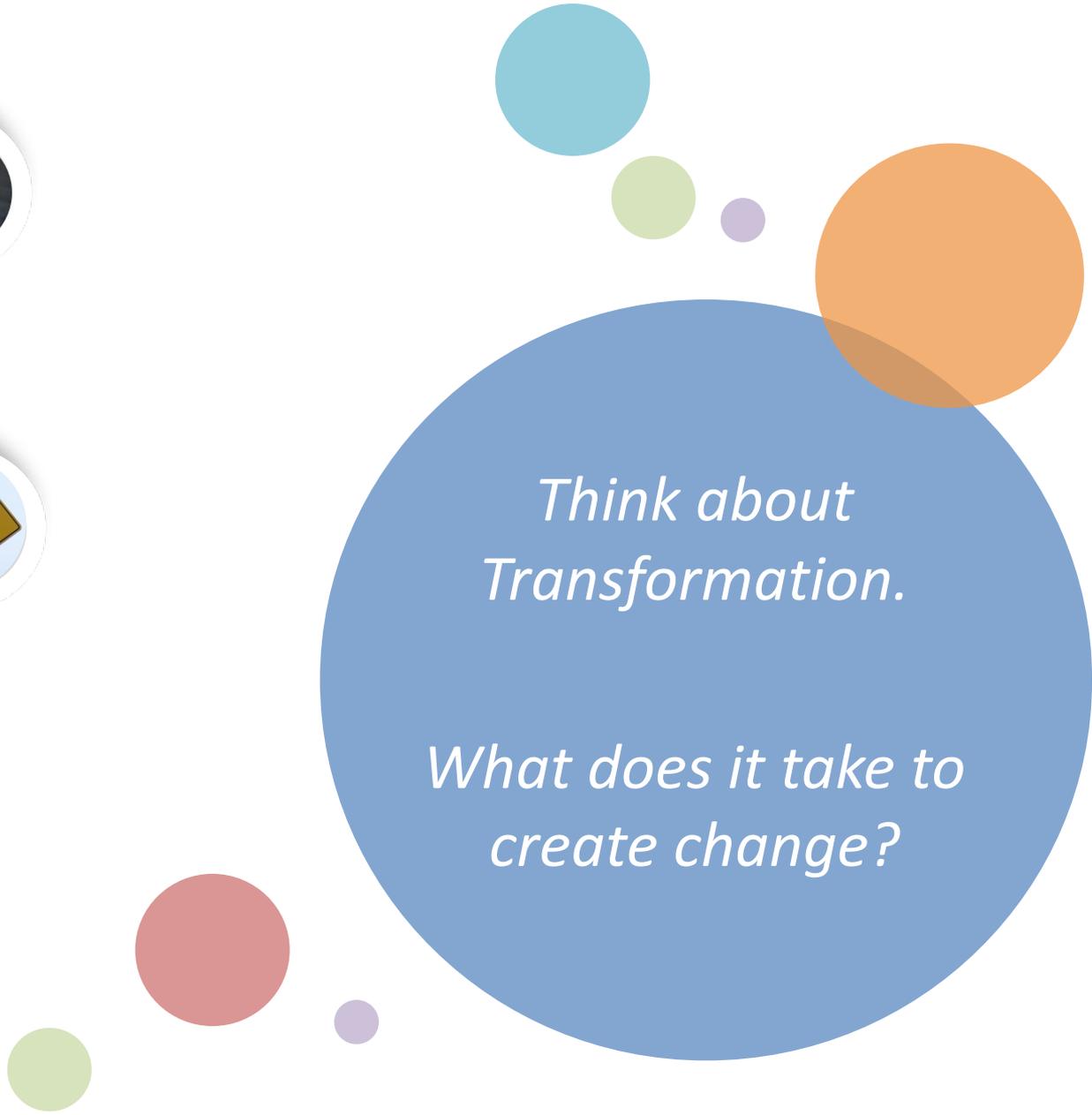
Schools don't understand business

School districts are major employers. We have many of the same struggles as businesses



*Think about
Transformation.*

*What does it take to
create change?*





Transformation



Collaboration



Innovation



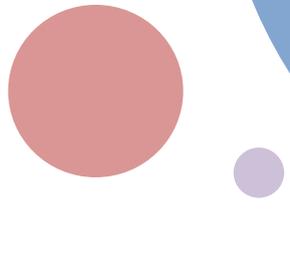
Reflection



There is the mistake of overdoing the defense of the status quo, the error of investing too much time and energy in keeping things the way they are.

And then there is the mistake made while inventing the future, the error of small experiments gone bad.

We are almost never hurt by the second kind of mistake, yet we persist in making the first kind again and again.



Think about Innovation.

*What might be possible
in the next 5 years in
your county?*



What unique contributions can you each make?

How can we support each other in taking the next steps?