



CAREER PATHWAY FORUM

Through shared responsibility and accountability, Alberta's government, school authorities, post-secondary institutions, partner organizations, and employers enable students to EXPLORE, ENGAGE, and EXPERIENCE skilled trades and technologies.





CAREER PATHWAYS

Mandate Letters



Premier of Alberta

Office of the Premier, 307 Legislature Building, Edmonton, Alberta T5K 2B6 Canada

July 25, 2023

The Honourable Demetrios Nicolaides
Minister of Education

Dear Minister:

I want to thank you for your service to this government and congratulate you on your new role as Minister of Education.

Our Cabinet is made up of talented, diverse, and experienced leaders and I am proud to share with you our responsibility to fulfill the mandate given to us by Albertans. We all love this beautiful province and want the best for our families and our future. Over the next four years, we will take clear and decisive action to grow and diversify our economy while ensuring our health, education and other core social programs are world class.

I have full confidence that our team will build on our solid foundation of stability, informed decision-making, and good governance to improve the lives of Albertans and help our province realize its potential.

Ensuring our children receive a world-class education is a top priority and focus of this government. Alberta's economy is creating tens of thousands of jobs in the modern economy yet we are not doing enough to encourage Alberta students to pursue career paths that offer most plentiful and lucrative employment opportunities. This is both hurting students and exacerbating our provincial labour shortage. We must do a better job of equipping youth with the skills and direction they need to find meaningful employment in the jobs they are building.

Part of achieving this objective is to promote greater choice in education. Expand student options in our public, separate, francophone, charter, independent (private) and home education systems will ensure parents have a host of tailored options for their children's education that best suit the needs of their individual students.

And importantly, as we grow new opportunities for students, we must address the needs of students with mental health and other learning challenges. These children need to be provided with every opportunity to flourish in our education system and economy and to be successful, fulfilled and fully participative in building our province.

Under your leadership as Minister of Education, I expect you to work closely with your Cabinet and Caucus colleagues and the public service through the Committee, Cabinet, and legislative processes to deliver on our platform commitments to support Albertans, including:

- Working in cooperation with the Minister of Advanced Education, fund grant "CAREERS" with public and separate school divisions to increase student participation in off-campus programs or paid internships.



Premier of Alberta

Office of the Premier, 307 Legislature Building, Edmonton, Alberta T5K 2B6 Canada

July 21, 2023

The Honourable Rajan Sawhney
Minister of Advanced Education

Dear Minister:

I want to thank you for your service to this government, and congratulate you on your new role as Minister of Advanced Education.

Our Cabinet is made up of talented, diverse, and experienced leaders and I am proud to share with you our responsibility to fulfill the mandate given to us by Albertans. We all love this beautiful province and want the best for our families and our future. Over the next four years, we will take clear and decisive action to grow and diversify our economy while ensuring our health, education and other core social programs are world class.

I have full confidence that our team will build on our solid foundation of stability, informed decision-making, and good governance to improve the lives of Albertans and help our province realize its potential.

Under your leadership as Minister of Advanced Education, I expect you to work closely with your Cabinet and Caucus colleagues and the public service through the Committee, Cabinet, and legislative processes to deliver on our platform commitments to support Albertans, including:

- Increasing and accelerating auto-credentialing for workers from national and international jurisdictions with similar standards.
- In coordination with the Minister of Treasury Board and Finance, designing and implementing an up to \$10,000 Graduate retention tax credit for Alberta's post-secondary graduates.
- Funding additional aviation management seats at Mount Royal University and other post-secondary institutions, and providing grants to help more Albertans pursue a career in aviation.
- Investing \$4 million per year to add more mental health professional spaces in Alberta's post-secondary institutions.

In addition, I expect you to deliver on further initiatives overseen by your ministry including:

- Reviewing Alberta's professional governing bodies and post-secondary institutions, for the purpose of making recommendations to protect the free speech rights of Alberta professionals.



CAREER PATHWAYS - Reports

CAREER EDUCATION IN ALBERTA

Career Education Task Force - Final Report
March 2023



1. Elevating career education programming to be a high priority, accessible to all students.
2. Providing non-financial resources for career education, including staff training, quality staff and tools.
3. Ensuring the delivery of sufficient financial resources for career education.
4. Enhancing collaboration and alignment between career education partners.



CAREER PATHWAYS - Reports

Skills for Jobs Task Force

Explored ways to renew and expand trades education and opportunities so students get the right skills and training to get good jobs in Alberta.



SKILLED TRADES, APPRENTICESHIPS, AND VOCATIONAL EDUCATION STRATEGIC FRAMEWORK

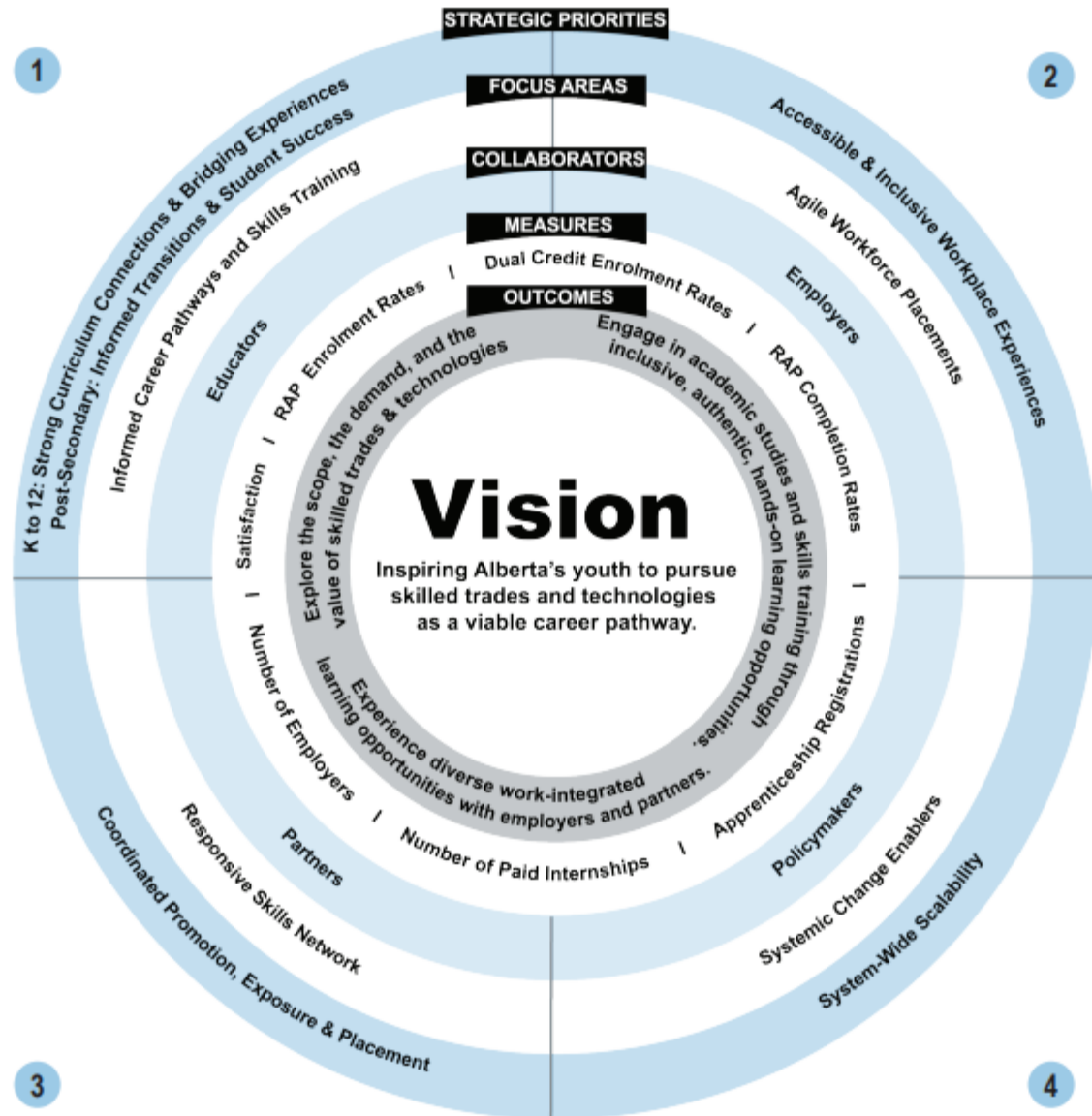
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EDUCATORS

K - 12:
Strong Curricular Connections & Bridging Experiences
Build curricular connections and provide authentic learning experiences, garnering support of parents in guiding students along an informed career pathway that ensures their academic and skilled readiness.

Post-Secondary:
Informed Transitions & Student Success
Equip students to succeed through rigorous academic studies and skills training opportunities, bridging their transition from high school to post-secondary and the workplace.

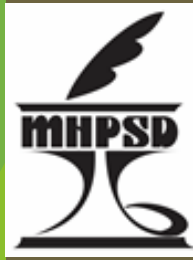
PARTNERS
Coordinated Promotion, Exposure & Placement
Provide accurate, informative, and robust tools and resources for students to experience the workplace and connect with employers.



EMPLOYERS

Accessible & Inclusive Workplace Experiences
Create networks to identify and facilitate safe, inclusive, high-quality learning opportunities for students to explore and experience the workplace.

POLICYMAKERS
System-Wide Scalability
Prioritize skilled trades and technologies programming for students to inform policies and funding that enable equitable, system-wide scalability of learning opportunities.



CAREER PATHWAYS



OUR VISION

Strong vibrant communities where youth develop successful careers.

OUR MISSION

Enable youth on their path to a rewarding career.



CAREER PATHWAYS Board Meeting

Agenda

- Brief Overview of the work
 - Elementary to High School to Work Force Vision
 - Work Experience, Internships and Dual Credit
 - The Potential of Collegiates
 - The Potential of Partnerships



CAREER PATHWAYS

What have we done to date?

- Creation of internal Careers team - Kelly, Darren, Mike & Denise
- Nearly 400 work experience placements in the last calendar year
- Partnership with Careers: Next Generation
- Dual Credit Agreements with Lethbridge, Olds, MHC, SAIT, U of C, Bow Valley College
- Membership in ACAT provincial Dual Credit committee
- Approx. 20 teaching staff attended CTEC conference in Canmore (Oct)
- Approx. 20 STEM staff attended Leth College “Try-a-Trade” day (Dec)
- Increased enrolment in dual credit (80) and in work experience placements



CAREER PATHWAYS Model

- Partnership with BILD Medicine Hat
- Creation of an Advisory Board
- Collegiate Application
- Scope and Sequence for gr. 9 - 8 - 7 and younger - [MyBluePrint](#)
- STEM Robotics and Try-A-Trade
- Grade 9 “Pre-requisites” + Chrome Academy
- Gr. 10 - 12 - Emergence of Pathways - 3 examples
- Parent and Student involvement/voice
- Ongoing, start up & enhancement grants



CAREER PATHWAYS

Scope & Sequence Expanded

Grade SEVEN: Intro 2024-2025

Building competencies:

Students will develop an awareness of themselves and the possibilities for life after grade school.

- We will facilitate grade seven students with “myBlueprint”
- This means that they will all have logged in
- They will have accessed at least three different features
 - Surveys on Learning styles/Personality and Interests
- They will have started to build their profile on the site
- (possible presentations and information on careers or the pathways we create)



CAREER PATHWAYS

Scope & Sequence Expanded

Grade EIGHT: Explore

Building competencies:

Students will develop an awareness of themselves and the possibilities for life after grade school.

- Students will continue to build their portfolio in “myBlueprint”
 - They will complete at a minimum the next three surveys
- Students will continue to do skills inventories to build their self awareness
- We will use experiences to help guide students in their formation of an informed decision regarding their “Pathway to Success”
- Trailer of Trades
- Field trips to partners in industry:
 - CF / Hydraco / City of Medicine Hat / Medicine Hat College



CAREER PATHWAYS

Scope & Sequence Expanded

Grade Nine: Explore and Engage

Building competencies:

Students will have determined a “Potential Pathway”

- Provide opportunities for students to learn more about their pathway.
- Careers Night / Trailer of Trades / Field Trips
- Students will continue to develop their Portfolio in “myBlueprint”
- Students will develop an idea of what their pathway through High school could look like. This could include goal setting, course selection, possible career investigations.
- Enrollment in Work Experience

** By the end of this year all students should have completed HCS 3000, a Resume and cover letter in “myBlueprint”, and acquired their Learners License.



CAREER PATHWAYS

Scope & Sequence Expanded

Grade Ten: Engage

See separate handout for Internship details and other grade 10 opportunities

Work Experience Summer and Ongoing



CAREER PATHWAYS Dual Credit

- Overwhelming data pointing to increased access to post secondary credential programs
- Government and division mandate
- Explore career pathways early
- High level of success
 - MHPSD stats: 117 courses, 92% average
 - 100% pass rate in completed courses



CAREER PATHWAYS Dual Credit

What courses are available?

- There are over 70 courses available
- 29 courses have been accessed by MHPSD Students
- Pathway 'clusters' have been identified to assist selection
- It is fine to take courses from different clusters or colleges
- https://docs.google.com/spreadsheets/d/1aEGEyJB7wklx0zyx6bttf_eiOMUQOr8gQIH7uEodg9I/edit#gid=0



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CAREER PATHWAYS Dual Credit

In order to be successful, students must:

- Have the prerequisite courses
- Commit to attending weekly in-person meetings for support
- Demonstrate the ability to manage school email
- Demonstrate the ability to navigate the digital learning platform
- Attend regularly scheduled classes and complete assignments
- Have strong time management, organization, communication and problem-solving skills



CAREER PATHWAYS Dual Credit

How is dual credit scheduled?

- Fall, Winter and Summer semesters
- 16 weeks per course
- Assignments due weekly
- School schedule examples:
 - Outside of the regular timetable
 - During spares
 - During spares with directed support
 - As a parallel cohort



CAREER PATHWAYS Dual Credit

Logistics

- Courses cost between \$500-\$700 per
- We are currently using dual credit grant money to fund
- \$50,000 funding commitment from MHPSD (capped at 100 students)
- 24 per year in Trades
- 24 per year in Health Care Aide
- Summer school and gap year enrollment exempt from cap



CAREER PATHWAYS Dual Credit

Who is the ideal candidate?

- Students who (can) fit success criteria
- Students who have the prerequisites
- Grade 11 seems to be the sweet spot for dual credit
- Academic schedule that is not filled
- Student may be at risk of not attending post secondary
- Student is struggling to find career pathway



CAREER PATHWAYS Dual Credit

Success Stories

MHHS Grade 12 student. He had an excellent academic record and wanted to take a dual credit course in veterinary studies as he felt that it would be his career of choice. Although his marks in the course (100%) were pretty decent, he learned something even more important: that he did not want to be a veterinarian. He would agree that this was a much less expensive way to learn this, both in terms of time and finances.



CAREER PATHWAYS Dual Credit

Success Stories

MHHS Grade 11 student with a 65% average and no clear career or post secondary pathway. He completed three dual credit courses over the next two years, averaged over 90% in these courses, and found his career passion. He entered his first year of college with 15% of his program complete, saving almost \$2000 in the process.



CAREER PATHWAYS Dual Credit

Success Stories

MHHS Grade 10 student. An excellent student, she wanted to learn in an unfamiliar area, particularly precision agriculture robotics. It should be noted that she was a new Canadian with no agriculture background. One of her teachers in a related subject area went above and beyond, providing class time and support when possible. She finished with 99.6%, still the highest mark ever awarded by that college in the single most difficult first year course they offer.



CAREER PATHWAYS Dual Credit

Success Stories

MHHS Grade 12 student. He had an excellent academic record and wanted to take a dual credit course in veterinary studies as he felt that it would be his career of choice. Although his marks in the course (100%) were pretty decent, he learned something even more important: that he did not want to be a veterinarian. He would agree that this was a much less expensive way to learn this, both in terms of time and finances.



CAREER PATHWAYS Committee Support

Internal	External
Carla Carrier, Darren Klein, Kelly Pitman, Mike Canadine, Denise Yates Dean Brown, Shonna Barth, Todd Samuelson, Warren Buckler, Alice Hardowa, Nathan Gale Bryce Donauer, Josh Roflik, Brian Heidinger, Anthony Anderson, Greg Ross, Anthony Donner, Erin Sawicki	Dave & Tammy Mulder (Mulder Builders), Shelley Brooks (Design Flooring and Exec Officer, Steve Heid (Lacey Homes), Jason Cave (New Rock), Kevin McNamara (Creative Flooring), Aaron Brost (Brost Developments), Shawn Yanke (Concept Plumbing)
Other Key Partners	
Palliser School Division	Lethbridge College
Chinook's Edge School Division	Olds College
SAIT	Medicine Hat College
Province of Alberta	

