





# WORKFORCE DEVELOPMENT



## Penn High School



Initiatives that educate and train students to meet the needs *of current and future business and industry* in our region and nation.

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# Josiah Parker

Assistant Principal  
Career & Technical Education  
Work Based Learning  
Community Engagement  
Pathway Academies

A decorative red border surrounds the text. It consists of a thin red rectangular frame. At each of the four corners, there is a solid red dot. Additionally, there are two thin red lines: one extending from the top-right corner towards the top-right, and another extending from the bottom-left corner towards the bottom-left.

# John Westra

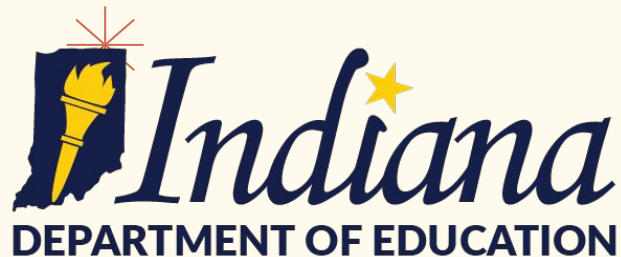
Director of Counseling

# 01

## NLPS

## PATHWAYS

Next Level Program of  
Studies



## **Graduation Requirements**

**High School Diploma**

**Learn and Demonstrate  
Employability Skills**

**Postsecondary-Ready  
Competencies**

## **Graduation Pathway Options**

**Core 40, Academic Honors,  
Technical Honors**

**Project-Based Learning  
Service-Based Learning  
Work-Based Learning**

**Honors Diploma  
ACT/SAT  
ASVAB  
Industry Recognized Certification  
CTE Concentrator  
AP/Dual Credit courses  
Locally Created Pathway**

Course and Credit Requirements	
<b>English/ Language Arts</b>	<b>8 credits</b> Including a balance of literature, composition and speech.
<b>Mathematics</b>	<b>6 credits (in grades 9-12)</b> 2 credits: Algebra I 2 credits: Geometry 2 credits: Algebra II <small>Or complete Integrated Math I, II, and III for 6 credits. Students must take a math course or quantitative reasoning course each year in high school.</small>
<b>Science</b>	<b>6 credits</b> 2 credits: Biology I 2 credits: Chemistry I or Physics I or Integrated Chemistry-Physics 2 credits: any Core 40 science course
<b>Social Studies</b>	<b>6 credits</b> 2 credits: U.S. History 1 credit: U.S. Government 1 credit: Economics 2 credits: World History/Civilization or Geography/History of the World
<b>Directed Electives</b>	<b>5 credits</b> World Languages Fine Arts Career and Technical Education
<b>Physical Education</b>	<b>2 credits</b>
<b>Health and Wellness</b>	<b>1 credit</b>
<b>Electives*</b>	<b>6 credits</b> <small>(College and Career Pathway courses recommended)</small>
<b>40 Total State Credits Required</b>	

Schools may have additional local graduation requirements that apply to all students (not required for students with an IEP).

\* Specifies the number of electives required by the state. High school schedules provide time for many more electives during the high school years. All students are strongly encouraged to complete a College and Career Pathway (selecting electives in a deliberate manner) to take full advantage of career and college exploration and preparation opportunities.

\*\*SAT scores updated September, 2017

\*\*\*WorkKeys assessment titles updated, 2018

## CORE40 with Academic Honors

(minimum 47 credits)

For the **Core 40 with Academic Honors** designation, students must:

- Complete all requirements for Core 40.
- Earn 2 additional Core 40 math credits.
- Earn 6-8 Core 40 world language credits  
(6 credits in one language or 4 credits each in two languages).
- Earn 2 Core 40 fine arts credits.
- Earn a grade of a "C" or better in courses that will count toward the diploma.
- Have a grade point average of a "B" or better.
- Complete one of the following:
  - A. Earn 4 credits in 2 or more AP courses and take corresponding AP exams
  - B. Earn 6 verifiable transcripted college credits in dual credit courses from the approved dual credit list.
  - C. Earn two of the following:
    1. A minimum of 3 verifiable transcripted college credits from the approved dual credit list,
    2. 2 credits in AP courses and corresponding AP exams,
    3. 2 credits in IB standard level courses and corresponding IB exams.
  - D. Earn a composite score of 1250 or higher on the SAT and a minimum of 560 on math and 590 on the evidence based reading and writing section.\*\*
  - E. Earn an ACT composite score of 26 or higher and complete written section
  - F. Earn 4 credits in IB courses and take corresponding IB exams.

## CORE40 with Technical Honors

(minimum 47 credits)

For the **Core 40 with Technical Honors** designation, students must:

- Complete all requirements for Core 40.
- Earn 6 credits in the college and career preparation courses in a state-approved College & Career Pathway and one of the following:
  1. Pathway designated industry-based certification or credential, or
  2. Pathway dual credits from the approved dual credit list resulting in 6 transcripted college credits
- Earn a grade of "C" or better in courses that will count toward the diploma.
- Have a grade point average of a "B" or better.
- Complete one of the following,
  - A. Any one of the options (A - F) of the Core 40 with Academic Honors
  - B. Earn the following minimum scores on WorkKeys: Workplace Documents, Level 6; Applied Math, Level 6; and Graphic Literacy, Level 5.\*\*\*
  - C. Earn the following minimum score(s) on Accuplacer: Writing 80, Reading 90, Math 75.
  - D. Earn the following minimum score(s) on Compass: Algebra 66, Writing 70, Reading 80.

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AP/Dual Credit courses  
Locally Created Pathway**



## MINDSETS

### Lifelong Learning



Demonstrate willingness to work and learn, and continually apply new knowledge.

Possess belief in own ability to succeed and assert self when necessary.



### SELF-CONFIDENCE

## LEARNING STRATEGIES

### Effective COMMUNICATION

Apply skills to clearly, effectively, and convincingly express ideas and messages to others appropriate to the environment.

### DECISION-MAKING

Utilize critical thinking skills and perspectives of others to make informed decisions based on options, rewards, risks, limits, and goals.



### INITIATIVE

Apply self-motivation and self-direction to work and learning.



### ATTENTION TO Detail

Achieve thoroughness and accuracy when accomplishing a task.



### PROBLEM SOLVING

Apply critical and creative thinking skills to resolve problems.



### APTITUDE Awareness

Identify and communicate individual interests and skills that align coursework and experiences to potential career paths and to in-demand occupations.



## WORK ETHIC

### Self-Discipline

Demonstrate self-control and behave in accordance to rules with minimal direction.



Successfully carry out expectations with minimal supervision.



### INDEPENDENCE

### PERSEVERANCE

Demonstrate endurance and capacity to complete tasks.



### Time Management & Organization

Plan and organize long and short-term goals while understanding how to balance school, home, and community activities.

### ADAPTABILITY

Manage transitions and adjust to changing situations and responsibilities.



### INTEGRITY

Act in a trustworthy and honest manner.



### PROFESSIONALISM

Demonstrate skills and behaviors appropriate for school and work.

## SOCIAL & EMOTIONAL SKILLS

### CONNECTION



Demonstrate the ability to network with others through social awareness and cultural sensitivity.

### REGULATION

Recognize and manage one's emotions.



### Collaboration

Work well with others in a team.



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Locally Created Pathway**

# PATHWAYS AT PENN

- Robotics- Industry 4.0
- Industrial Maintenance
- Agriscience Animals
- Horticulture
- Building Trades
- Civil Construction
- Architecture
- Fashion Textiles and Design
- Radio & Television Broadcasting
- Business Administration
- Accounting
- Marketing and Sales
- Education Careers
- Early Childhood Education
- Biomedical Sciences
- Exercise Science
- Culinary Arts
- IT Operations
- Computer Science
- Engineering
- Digital Design (graphic design)
- Visual Arts- Ceramics
- Visual Arts- Painting
- Visual Arts- Drawing
- Visual Arts- Photography
- Visual Arts- Sculpture
- Performing Arts- Band
- Performing Arts- Orchestra
- Performing Arts- Choir
- Performing Arts- Dance
- Performing Arts- Theater

# PATHWAYS AT ELKHART AREA CAREER CENTER

- Automation & Robotics
- Industrial Technical Maintenance
- Precision Machining
- Welding Technology
- Precision Agriculture
- Veterinary Science
- Construction Trades
- Commercial Photography
- Graphic Design
- Radio & Television
- Early Childhood
- Education Careers
- Dental Careers
- Emergency Medical Services
- Medical Assistant
- Cardiology
- Exercise Science
- Central Service/Surgical Tech
- Culinary Arts
- Cosmetology
- Networking
- Criminal Justice
- Fire & Rescue
- Design Technology
- Automotive Collision Repair
- Automotive Services
- Diesel Services
- Recreation & Mobile Equipment



# 02

## CLNA

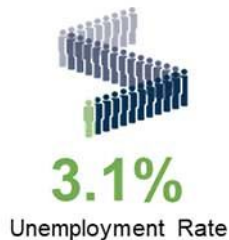
### Ivy

## Tech/EACC

Comprehensive Local Needs  
Assessment: in-depth look at the  
entire local and regional CTE system  
and identify for improvement.

Released March 24, 2023

## UNEMPLOYMENT RATE \*seasonally adjusted



January 2023  
Indiana was

**3.1%**



National  
Unemployment  
Rate is



## LABOR FORCE PARTICIPATION RATE

Labor Force  
Participation Rate

**63.4%**



National Labor Force Rate



**135,336**

Open Job Postings

\*As of March 16, 2023



**19,485**

Regular UI Claims

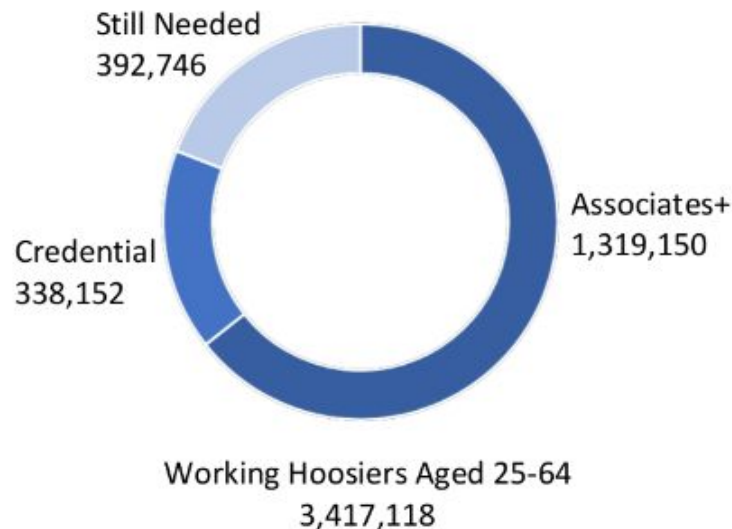
Reference week (12th of the month) input to  
LAUS Unemployment Rate Model



# Talent Development Challenge



- **48.3%** of Hoosiers (25-64) have attained a postsecondary credential or diploma, ranking IN #38 in the nation



Source: Lumina Foundation,  
<https://www.luminafoundation.org/stronger-nation/report/2020/#state/IN>



Education Level	2020 Population	2021 Population	2020 % of Population	2020 State % Population	2020 National % Population
Less Than 9th Grade	22,689	22,824	6%	4%	5%
9th Grade to 12th Grade	37,111	36,867	9%	7%	7%
High School Diploma	135,317	134,779	33%	33%	27%
Some College	80,162	80,121	20%	20%	20%
Associate's Degree	31,728	32,430	8%	9%	9%
Bachelor's Degree	62,931	64,124	15%	17%	20%
Graduate Degree and Higher	38,336	39,340	9%	10%	13%





Occupations  
with the highest  
demand- 2021

Flame Rating	Job Title	Education Level	Average Salary
5	Accountants and Auditors	Bachelor's degree	\$65,880.00
5	Business Teachers, Postsecondary	Advanced degree (includes Master's, Professional, and Doctoral degrees)	\$95,020.00
5	Engineering Teachers, Postsecondary	Advanced degree (includes Master's, Professional, and Doctoral degrees)	\$116,480.00
5	Financial Managers	Bachelor's degree	\$113,150.00
5	General and Operations Managers	Associate's degree	\$96,640.00
5	Health Specialties Teachers, Postsecondary	Advanced degree (includes Master's, Professional, and Doctoral degrees)	\$122,690.00
5	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Post-secondary certificate or some college courses	\$44,060.00
5	Industrial Engineers	Bachelor's degree	\$74,030.00
5	Licensed Practical and Licensed Vocational Nurses	Associate's degree	\$41,540.00
5	Medical and Health Services Managers	Bachelor's degree	\$93,460.00

## Industry Projections 2020-2028

Industry	2020	2028	2020-2028 Change (Jobs)	2020-2028 Change (%)
Agriculture, Forestry, Fishing and Hunting	2,293	2,291	(2)	(0%)
Mining, Quarrying, and Oil and Gas Extraction	105	123	18	17%
Utilities	628	643	16	2%
Construction	14,734	15,431	696	5%
Manufacturing	98,302	91,726	(6,576)	(7%)
Wholesale Trade	14,279	14,871	593	4%
Retail Trade	30,502	30,118	(384)	(1%)
Transportation and Warehousing	8,447	8,503	55	1%
Information	1,987	1,645	(342)	(17%)
Finance and Insurance	7,255	7,187	(68)	(1%)
Real Estate and Rental and Leasing	3,566	3,700	133	4%
Professional, Scientific, and Technical Services	8,814	9,314	499	6%
Management of Companies and Enterprises	5,575	6,759	1,183	21%
Administrative and Support and Waste Management and Remediation Services	12,454	10,957	(1,497)	(12%)
Educational Services	17,804	16,948	(857)	(5%)
Health Care and Social Assistance	37,494	40,370	2,876	8%
Arts, Entertainment, and Recreation	2,851	3,428	576	20%
Accommodation and Food Services	20,323	21,768	1,446	7%
Other Services (except Public Administration)	15,344	15,266	(78)	(1%)
Government	29,596	29,177	(418)	(1%)

03

**SBRC**

**COLLABORATION**

South Bend Regional  
Chamber Collaborations



# LOCAL COLLABORATION

**Manufacturing Day**

**Construction Trades**

**Innovation  
Challenge**

**1**

**2**

**3**

**4**

**5**

**Health Career Week**

**EARN Grant- WBL**

# LOCAL COLLABORATION

**IT Sector  
Partnership**

**Building Trades**

**The Hub**

**1**

**2**

**3**

**4**

**5**

**Land Project**

**Industry ConnectED**

04



## PENN OPPORTUNITIES

Current opportunities for  
Penn students

# Workforce Development at Penn



## **WBL**

Work Based Learning



## **CTE Pathways**

Career and Technical  
Education



## **PBL**

Project Based Learning



## **CBDC**

College Based Dual  
Credit



## **Naviance**

College and Career  
Exploration

# 05

## INDUSTRY CERTIFICATIONS

Industry Recognized  
Certifications





# CURRENT CERTIFICATIONS



## AUTODESK

Design (CAD) Software  
300 students



## ADOBE

Design (Graphic)  
Software  
20-80 students



## MICROSOFT

Business  
60-100 students



## QUICKBOOKS

Accounting  
10 students



## PYTHON

Computer Science  
60-80 students



## OSHA

Construction &  
Manufacturing  
200-300 students

**ServSafe**  
**Culinary Arts**

**NC3 Welding**  
**Machine**  
**Maintenance**

**NCCER**  
**Civil**  
**Construction**

**SACA**  
**Robotics**

**Child & Youth**  
**Care**  
**Education**

**ProStart**  
**Culinary Arts**

**\*Carpentry**  
**Construction**

**\*CompTia A+**  
**IT Support**

06



Q&A

Questions?