



NEBRASKA CAREER EDUCATION SYSTEM

OVERVIEW



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www.education.ne.gov/nce

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Nebraska Career Education

Nebraska Career Education (NCE) exemplifies the concept of college and career readiness. Building on a foundation of academic and technical skill attainment, K-12 students also need career exploration and preparation, whether they are directly entering the workforce, the military or pursuing postsecondary education.

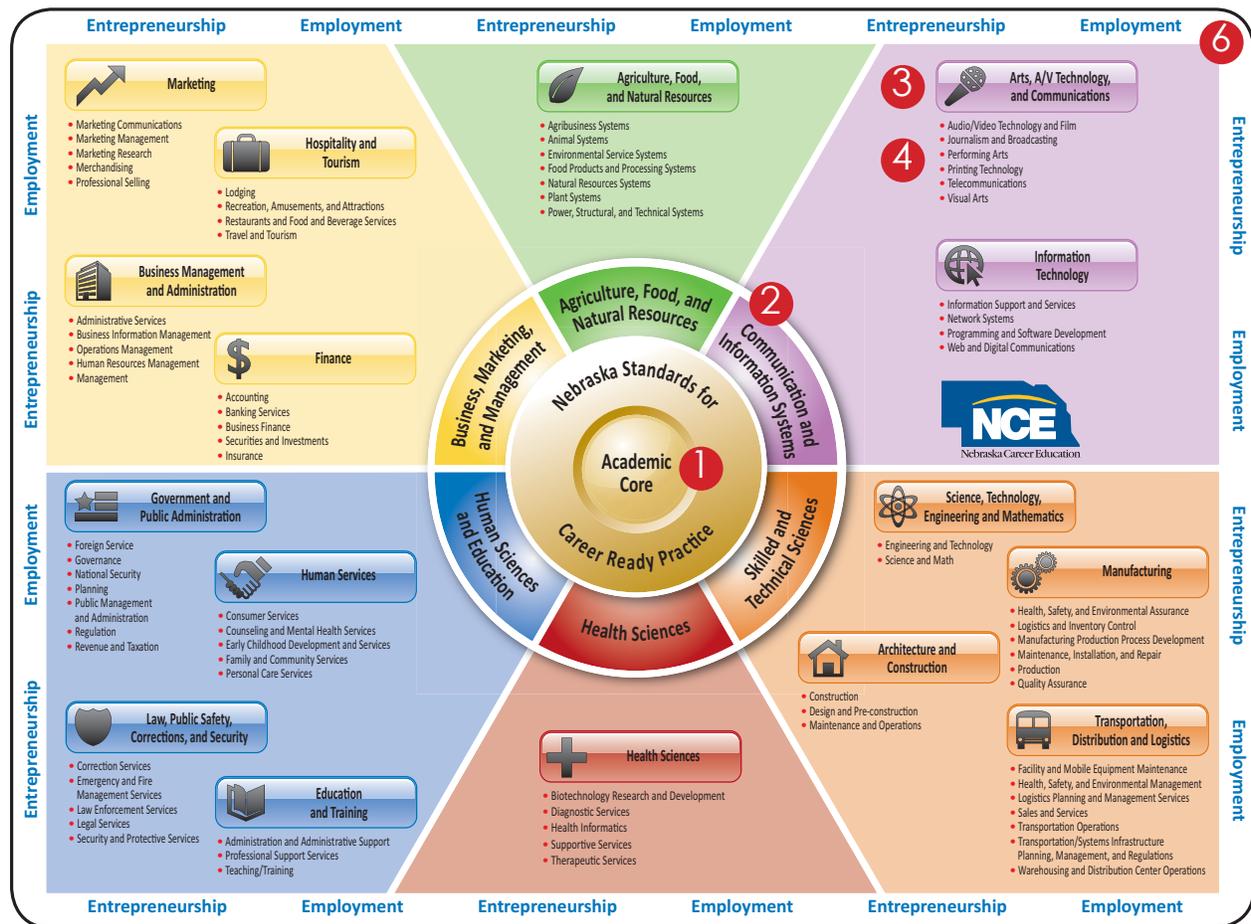
NCE is not about forcing students into a “track” that limits their possibilities; in fact just the opposite is true. A well implemented career education system expands their understanding of career possibilities and helps students plan for the appropriate postsecondary education to achieve their career goals.

Nebraska Career Education is a system that:

- Emphasizes career guidance through career awareness, exploration and preparation
- Offers world-class secondary Career Technical Education Programs of Study with seamless transition to postsecondary education
- Promotes extended learning opportunities for students through components such as Work-Based Learning and career student organizations
- Supports professional development for school counselors, teachers and administrators
- Fosters essential partnerships that link CTE in schools and colleges with business and industry, workforce and economic development and government agencies



Understanding the Nebraska Career Education Model



The core of Nebraska Career Education is the NCE model; a visual map of “career fields” and “career clusters/pathways.” The model organizes the 16 National Career Clusters into six broad sectors of entrepreneurship/employment:

- Agriculture, Food and Natural Resources
- Business, Marketing and Management
- Communication and Information Systems
- Health Sciences
- Human Sciences and Education
- Skilled and Technical Sciences

These fields break down into more specific Career Clusters, Pathways and Occupational Specialties. The model provides a way for:

- Students to explore the diversity of career options available to them
- Students to begin to prepare for their career with plans for secondary and postsecondary education
- Schools to organize curriculum into Programs of Study that prepare students for opportunities in Nebraska's economy



1 Academic Core/College and Career Readiness

At the center of the NCE Model is the expectation for all students to develop a solid academic core. The next ring identifies specific college and career readiness standards and practices that prepare students for success in postsecondary education as well as entrepreneurship/employment.

2 Career Fields

The six career fields represent broad sectors of the job market on which students may choose to focus.

3 Career Clusters

Each career field is composed of career clusters radiating out from it. The clusters are more specific segments of the labor market. Each cluster is a grouping of careers that focus on similar subjects or similar skills. A basic understanding and exploration of each of the clusters will provide students with a solid foundation for career decision-making to conceptualize the entire world of work.

4 Career Pathways

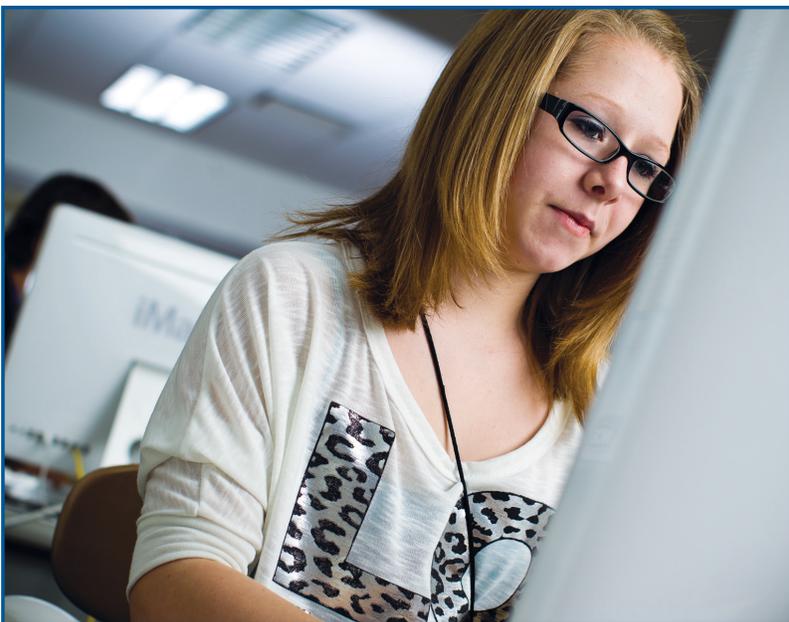
Listed below each cluster, career pathways (indicated with red bullets) further define the specific types of career opportunities within the cluster. Each career pathway within a cluster requires mastery of a more specific set of knowledge and skills related to that pathway.

5 Career Specialties (not shown)

Career Specialties (not shown on the model) are the specific occupation/job titles within a cluster and pathway. With changes in technology, the labor market, and international economy, new job titles will be created while others decline or disappear.

6 Employability and Entrepreneurship

Career education provides the opportunity to gain the knowledge and skills for both employment AND entrepreneurship. The reality for Nebraska and the United States is that entrepreneurship will help ensure our economic growth and vitality. By infusing entrepreneurship competencies, career education is helping to create the next generation of America's innovators and entrepreneurs.





World-Class Career Technical Education

Nebraska has a rich history of quality schools. From the earliest educational offerings, hands-on or vocational education has been a significant part of Nebraska's education landscape. Today, known as Career Technical Education, these programs have evolved into rigorous and relevant course offerings designed to address the workforce and economic development needs of our state. Career Technical Education is the vital component of Nebraska's Career Education System.

NCE has adopted the five principles established as a part of the National Association of State Directors of Career Technical Education Consortium's new vision for Career Technical Education. The principles provide a solid foundation for the continued growth of Career Technical Education.

{1} CTE is critical to ensuring that the United States leads in global competitiveness

- Strong partnerships exist with workforce and economic development to align CTE programs with Nebraska's needs
- Entrepreneurship education is vital for the growth of Nebraska's economic base

{2} CTE prepares students to succeed in further education and careers

- Standards for secondary CTE programs were developed in collaboration with business/industry and postsecondary education institutions
- CTE Programs of Study include dual-credit or capstone courses to prepare students for postsecondary education and their career

{3} CTE is a results-driven system that demonstrates a positive return on investment

- In the 2010-11 school year, 34% of Nebraska's high school seniors were identified as CTE concentrators (students taking three or more courses in a program area). Additionally:
 - CTE Concentrators had a 99% graduation rate, regardless of race or socioeconomic status.
 - CTE Concentrators had a 97% secondary school placement rate (placement in postsecondary education/ advanced training, military or employment)

{4} CTE actively partners with employers to design and provide high-quality, dynamic programs

- Secondary CTE is engaged in an evaluation process called reVISION to align Programs of Study with Nebraska's workforce and economic development needs
- Postsecondary CTE responds to employer needs

{5} CTE is delivered through comprehensive Programs of Study aligned to the National Career Clusters Framework

- Nebraska's Career Technical Education is based on the Nebraska Career Education Model. This model, aligned with the National Career Clusters Framework, provides the curricular and career guidance framework for delivery of CTE

Program of Study Course Sequences

Nebraska Career Education has created State Model Programs of Study to assist students in achieving their education and career goals. A Program of Study is a comprehensive, structured approach for delivering academic and Career Technical Education to prepare students for postsecondary education and career success. Nebraska's State Model Programs of Study were developed in cooperation with postsecondary education and business/industry. Where possible, dual-credit options were developed in the Program of Study.

Nebraska's State Model Programs of Study Course Sequences may be found at:

www.education.ne.gov/nce/ProgramsofStudy.html



Career Student Organizations

Nebraska Career Student Organizations (CSOs) include **DECA**, **Family, Career and Community Leaders of America (FCCLA)**, **Future Business Leaders of America (FBLA)**, **Future Educators Association (FEA)**, **FFA**, **HOSA** and **SkillsUSA**. CSOs are an extension of classroom instruction—applying classroom learning to real-world experiences. They are not clubs. They are connected to middle school and high school instructional programs and do not exist outside of classroom involvement.

Benefits to Students

- Opportunities for all students with all ability levels
- Apply academic and technical learning and skills to real life situations
- Awards, competitions and scholarships
- Development of the whole person, from technical skills to leadership qualities
- Physical and financial well-being, making decisions in real life application
- Career awareness
- Exposure to local, state, national and global opportunities, develop cultural competence
- Discovery and utilization of individual strengths and talents
- How to be responsible, understand organization functions and how to carry those out to completion

Benefits to School

- Engaged and involved students
- Continual sense of school pride through organization involvement
- Enhanced public relations between school, community, students and parents
- Increased parental engagement, involved because of children's involvement

- Leadership opportunities for students that transcends to other areas, apply CSO knowledge to student council, athletic teams and more
- Creates a way to “bridge” classes, all age groups work together for a common purpose

Benefits to Teachers

- Professional development opportunities for growth
- Build relationships with students that enhance classroom and out-of-class experiences
- Connects real-life situations into the classrooms
- Added support and validation of what is taught in the classroom

Benefits to Community

- Student involvement through community development and service projects
- Career awareness in community, students aware of local careers which may encourage them to return to local area for future employment or entrepreneurship
- Engage local businesses in school events and activities
- Foster a level of respect for what community members, business leaders and employers offer to the community

Benefits to Business and Industry

- Ensures that local education and training programs meet business and industry needs
- Prepares students for technical, skilled and service careers
- Teaches students to become world-class employees and responsible American citizens



Effective Career Guidance



Effective
Career Guidance

The mission of career guidance is clear – to increase student achievement and prepare students for meaningful careers and life-long success. Effective career guidance encompasses the following areas:

World of work information

- Nebraska Career Education Model illustrates the multitude of career options
- Nebraska Career Connections website provides career and college information
- H3 website is updated weekly with current job information
- Career Readiness Modules available 24-7 to help students and job-seekers

Strengths-based goal setting and the right education for the right career

- C4C curriculum available on the web for middle school and high school
- Goal Setting Guide
- "Sample/Recommended" content for Personal Learning Plans
- Assessments/Results Interpretation in academic, career and technical skill
- Nebraska Standards for Career Ready Practice
- Work-Based Learning
- Extended Learning Opportunities

Individual Program of Study Planning

- Academic and CTE coursework
- Work-based/extended learning opportunities (secondary and postsecondary)
- Personal Learning Plans
- Postsecondary education and training options: military, diploma, certificate, etc
- Financial decisions/Financial Aid for college

Support networks and career role models

- Parents/Families
- Career Student Organizations
- Career Professionals
- Business/Industry Professional Organizations
- Workforce Development - Industry Councils
- Economic Development - Chamber



Nebraska Career Education System

Steps to Success

The NCE System spans all years of schooling. It begins as early as kindergarten with discussions aimed at building career awareness. It continues in middle school as students explore career options. In high school, young adults prepare for postsecondary education or employment. The system carries on through college and into careers. This chart shows how it works.

Career Management

Lifelong Learning

- Nebraska Career Education Model
- Enhance Academic and Technical Literacy
- Nebraska Standards for Career Ready Practice
- Specialized Training

Career Application

Curriculum and Assessment

- Nebraska Career Education Model
- Academic and Technical Literacy
- Nebraska Standards for Career Ready Practice
- Postsecondary CTE Program of Study

- Extended Learning Opportunities
 - College-Level Career Student Organizations (CSOs)
 - Internships
 - Study Tours
 - Employment

Career Planning

Curriculum and Assessment

- Nebraska Career Education Model
- Academic and Technical Literacy
- Nebraska Standards for Career Ready Practice
- CTE Program of Study

- Extended Learning Opportunities
 - Career Student Organizations (CSOs)
 - Service Learning Projects
 - Internships
 - Postsecondary Campus Visits
 - College and Career Fairs
 - Part-time Employment

Career Exploration

Curriculum and Assessment

- Nebraska Career Education Model
- Academic and Technical Literacy
- Nebraska Standards for Career Ready Practice
- CTE Program of Study

- Extended Learning Opportunities
 - Job Shadow
 - Career Interviews
 - Postsecondary Field Trips
 - Business and Industry Tours

Career Awareness

Curriculum and Assessment

- Nebraska Career Education Model
- Academic and Technical Literacy
- Nebraska Standards for Career Ready Practice

- Extended Learning Opportunities
 - Career Days
 - Field Trips to Businesses
 - Guest Speakers

<p>Career Guidance</p> <ul style="list-style-type: none"> Extended Learning Opportunities <ul style="list-style-type: none"> Career Fairs Mentorships Professional Associations Entrepreneurship 	Lifelong Learning
<p>Career Guidance</p> <p>Career Information System</p> <ul style="list-style-type: none"> Nebraska Career Connections Career Cluster/Pathway/Title Information H3 Career Exploration (High Wage, High Demand, High Skill) Career Readiness Modules <p>Personal Learning Plan (PLP)</p> <p>Career and Education Planning Components</p> <ul style="list-style-type: none"> Update Personalized Plan to complete postsecondary coursework required for career goals 	Postsecondary Education
<p>Career Guidance</p> <p>Career Information System</p> <ul style="list-style-type: none"> Nebraska Career Connections Career Cluster/Pathway Information Financial Aid H3 Career Exploration (High Wage, High Demand, High Skill) Career Readiness Modules <p>Personal Learning Plan (PLP)</p> <p>Career and Education Planning Components</p> <ul style="list-style-type: none"> Update Personalized Plan Prioritize Selected Clusters that Match Interests and Strengths Consider Career Goals Identify Postsecondary Goals Register for Courses Using PLP 	Secondary Education
<p>Career Guidance</p> <p>Career Information System</p> <ul style="list-style-type: none"> Nebraska Career Connections Career Cluster Information Career Readiness Modules <p>Personal Learning Plan (PLP)</p> <p>Career and Education Planning Components</p> <ul style="list-style-type: none"> Develop Initial Personalized Plan Choose Clusters that Match Interests and Strengths Explore Postsecondary Options Register for Courses Using PLP 	Middle School
<p>Career Guidance</p> <p>Career Information System</p> <ul style="list-style-type: none"> Nebraska Career Connections Career Field Information <ul style="list-style-type: none"> ✓ Interests ✓ Strengths ✓ Goals <p>Personal Learning Plan (PLP)</p> <p>Career and Education Planning Components</p> <ul style="list-style-type: none"> Optional at this Time 	Elementary School



Nebraska Standards for Career Ready Practice

"A career ready person capitalizes on personal strengths, talents, education and experiences to bring value to the workplace and the community through his/her performance, skill, diligence, ethics and responsible behavior."

— Definition of career readiness adopted by the Nebraska State Board of Education on May 5, 2010

The standards were derived from extensive input from business and industry representatives expressing the most critical skills needed of employee and/or entrepreneurial success. These standards and related practices should be used over and over again with increasing complexity and relevance by students as they progress through their education pathways. The standards themselves do not dictate curriculum pedagogy or delivery of content. Schools and colleges may handle the teaching and assessing of these standards in many different ways.

The career ready individual...



1. Applies appropriate academic and technical skills



7. Models ethical leadership and effective management



2. Communicates effectively and appropriately



8. Works productively in teams and demonstrates cultural competency



3. Contributes to employer and community success



9. Utilizes technology



4. Makes sense of problems and perseveres in solving them



10. Manages personal career development



5. Uses critical thinking



11. Attends to personal and financial well-being



6. Demonstrates innovation and creativity

www.education.ne.gov/nce/Standards.html

The Nebraska Standards for Career Ready Practice were unanimously adopted by the Nebraska State Board of Education on December 8, 2011.

Education, Business & Industry Partnerships



Nebraska Career Education is a part of Nebraska's educational and workforce/economic development systems. NCE is a connector in the talent pipeline; helping students understand the opportunities in Nebraska's workforce and preparing them for their chosen career.

Examples of NCE's connection to business and industry include:

- Advisory Councils for local CTE programs
- Nebraska Economic Development Industry Councils
- CSO and Career Education Foundation Board Members
- Speakers, Work-Based Learning providers, career mentors
- Partnerships with curricular and professional development efforts

A significant partnership exists between Nebraska Career Education and the Nebraska Department of Labor and the Nebraska Department of Economic Development. Together, these three agencies create a talent pipeline that begins in elementary school and culminates with a successful career in Nebraska. By utilizing resources together, the agencies have developed an H3 website to provide up-to-date career information for Nebraska teachers.

This website can be found at:

<http://nelearn.nebraska.gov>

Work-Based Learning

The connection NCE makes with life as it is lived in the world of work is what makes it different and exciting. Work-Based Learning helps students consider their real-life future by giving them a taste of it right now. NCE treats these extended activities not at extracurricular sidelines to the business of schooling but at central elements of Career Technical Education. The most common types of Work-Based Learning in Nebraska include:

- **Cooperative/Diversified Occupations Education** – an arrangement that coordinates part-time student work with the instruction they receive in the classroom.
- **Apprenticeships** – on-the-job training coordinated with courses of academic study leading to certified mastery of particular skills.
- **Internships** – part-time, on-the-job learning experiences that reinforce classroom instruction.
- **Career Mentoring** – establishes long-term relationships between students and mentors from business to develop career readiness skills, understanding of career options and workplace knowledge.
- **Job Shadowing** – following experienced workers to gain a better understanding of career options and work expectations.

www.education.ne.gov/WBL/index.html



Who Wins with NCE?

The benefits of NCE are designed to spread from schools and students across families and communities until they bring positive change to the entire state. Here's how everybody wins with NCE.

Students Win

By starting with an assessment of each student's goals and crafting an education with those personal objectives in mind, NCE creates customized pathways to success that combine rigorous academic instruction with career education relevant to each student's needs. Whether those pathways lead to community college, on-the-job training, a four-year college or on to graduate school, NCE gives students the tools they need to build their futures.

Parents Win

NCE involves parents in new and effective ways to prepare their children for success in life. By seeking their participation in the design and annual review of their children's Personal Learning Plans, NCE puts parents at the table as their children chart their futures. Parents can make sure their children get the best education possible, both in terms of academic excellence as well as practical preparation for real life.

Educators Win

NCE revitalizes education by connecting schools with the life of the community. Teachers forge closer ties with students as they help them form and execute their personal plans for success. School counselors find increased professional satisfaction as they carry out the essential task of career counseling. Principals and administrators have new opportunities to build community partnerships as schools set up extended learning in local businesses and seek guidance on local workforce needs.

Employers Win

NCE aims to ensure that business and industry have a highly educated pool of people from which to hire. By focusing students on career options early, NCE allows young people the time to pick and choose the right careers for them. It introduces them to the real world of work with rigorous and relevant on-the-job experience such as internships, cooperative education and service learning. The result is that graduates entering the workforce are ready to contribute to their organizations right away.

Communities Win

NCE builds schools that are better able to serve the workforce needs of communities throughout Nebraska. By producing graduates with first-rate academic and technical skills and excellent work habits, schools maximize their effectiveness as engines of local economic development.



Nebraska Career Education System Resources

Career Readiness Modules
<http://nelearn.mylearning.org>

H3 Website (High Wage, High Demand, High Skill)
<http://h3.ne.gov>

Middle School Curriculum for Careers (C4C)
www.education.ne.gov/nce/c4c/index.html

National Association of State Directors of Career Technical Education Consortium
www.careertech.org

Nebraska Career Connections
nebraskacareerconnections.org

Nebraska Career Education
www.education.ne.gov/nce

Nebraska Career Education Data + Research + Analytics Website (DRAW)
www.education.ne.gov/nce/DRAW/index.html

Nebraska Career Education Model
www.education.ne.gov/nce/CareerClustersResources.html

Nebraska Career Education Programs of Study
www.education.ne.gov/nce/ProgramsofStudy.html

Nebraska Career Student Organizations (CSOs)
www.education.ne.gov/nce/CSOs.html

Nebraska Department of Economic Development
www.neded.org

Nebraska Department of Education Academic Standards
www.education.ne.gov/AcademicStandards/index.html

Nebraska Department of Labor
dol.nebraska.gov

Nebraska Entrepreneurship Education
www.education.ne.gov/entreped

Nebraska School Counseling
www.education.ne.gov/CARED/index.html

Nebraska Standards for Career Ready Practice
www.education.ne.gov/nce/Standards.html

Nebraska Work-Based Learning
www.education.ne.gov/wbl

NELearn Website
<http://nelearn.nebraska.gov>

Partnerships for Innovation
<http://partnershipsforinnovation.org>

Professional Development Modules
<http://nelearn.mylearning.org>

reVISION
www.education.ne.gov/nce/revision.html



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This project was funded through the Carl D. Perkins Career and Technical Education Act of 2006, administered through the Nebraska Department of Education. However, the contents do not necessarily represent the policy of the United States Department of Education, and you should not assume endorsement by the Federal Government.



NEBRASKA DEPARTMENT ^{OF} EDUCATION