

New Skills for Youth



OKLAHOMA

IMPACT SNAPSHOT

Oklahoma was one of 10 states selected to participate in New Skills for Youth (NSFY), an initiative enhancing state efforts to increase the number of learners across the country who are prepared for success in both college and career. Between 2016 and 2019, Oklahoma strengthened its career readiness system through NSFY by:

Implementing and scaling Individual Career and Academic Planning (ICAP)

With the passage of House Bill (H.B.) 2155 in May 2017, Oklahoma began implementing ICAP. ICAP is a statewide system of career and academic planning for grades six through 12 that was integrated into state graduation requirements beginning with the graduating class of 2023. ICAP is intended to take a holistic, student-centered approach that involves collaboration at many levels — including with parents, school counselors and local employers — to help guide students to postsecondary success. The state began implementing

ICAP in the 2017-18 school year through a two-year pilot process.

During the pilot process, the state provided resources to help schools develop a school-based career guidance curriculum.

Over the two years of pilot implementation, 74 districts and 134 sites implemented ICAP.



Enhancing the state accountability system

Oklahoma updated its state accountability system in 2017 to value career readiness achievements in school and district report cards. The new accountability system awards points based on student completion of Advanced Placement (AP), International Baccalaureate (IB) or dual enrollment courses and has been expanded to include work-based learning and Career Technical Education (CTE) programs that lead to industry certification. The state plans to emphasize course outcomes rather than only participation in courses in the coming years.

“ I am in 12th grade and started the school year thinking I wanted to do culinary. Through the internship program, I have gained experience, and now through my second internship, I am leaning more toward automotive. **This is knowledge I would not have about myself if I did not go through the internship program.** ”

— Student, Tahlequah High School

“ ICAP has helped me learn more about the career I want, multimedia animator/artist, and how to get the degree or training for this.”

— Student, Ft. Cobb-Broxton High School

“ I talked to my mom about becoming a forensic scientist. Now I can tell my mom how I can become a forensic scientist, all the different types of forensic science, and what colleges there are for me to get this degree.”

— Student, Ft. Cobb-Broxton High School

Developing the Oklahoma Edge website and online learning community

To support its holistic approach to career planning, Oklahoma developed an information- and resource-sharing platform for students, parents, educators and businesses. The [Oklahoma Edge platform](#) features resources to promote career planning, such as ICAP tools and graphic guides detailing career pathways to in-demand fields. With different interfaces for different groups of users (students, parents, educators and employers), the website serves as a “one-stop shop” for meaningful work-based learning experiences and facilitates connections with local industry leaders.



Expanding teacher externships

The Oklahoma State Department of Education recognized the need for the state’s teachers to be more familiar with industry practices and expectations and make more real-world connections in their curriculum. To address this issue, through NSFY Oklahoma expanded teacher externship programs, which provide worksite placements for teachers that allow them to gain hands-on experiences and later impart the knowledge gained to their students. Oklahoma developed an externship toolkit to help businesses create effective teacher externship opportunities. School districts, in partnership with the Department of Career and Technology Education and the Oklahoma State Department of Education, work with community organizations and businesses to secure externship opportunities for teachers each summer.

MAJOR STATE POLICY WINS

Oklahoma Every Student Succeeds Act (ESSA) Plan (2017) [↗](#)

The Oklahoma ESSA accountability system includes the Participation in Advanced Coursework indicator, which measures participation in AP classes, the IB program, dual (concurrent) enrollment, work-based learning and CTE programs that lead to industry certification.

H.B. 2155 (2017) [↗](#)

This bill required the State Board of Education to integrate a system of career and academic planning into statewide graduation requirements. Under the system, all students must complete ICAP to qualify for a standard diploma.

Senate Bill 1171 (2018) [↗](#)

This bill created a state work-based learning program under the Office of Workforce Development in partnership with the Department of Career and Technology Education, among other entities. The program aims to increase the number of state-registered or federally registered apprenticeships and internships available in Oklahoma to 20,000 by December 2020.

H.B. 2911 (2018) [↗](#)

This bill made changes to statute related to ICAP implementation to clarify that ICAP can be used to explore postsecondary opportunities that include military careers, apprenticeship programs, and CTE programs leading to certification or licensure.

Oklahoma NSFY Impact *by the Numbers*

280,000

Number of students affected by ICAP in the past two years

74

Number of districts (encompassing 134 sites) that participated in the ICAP pilot

123

Number of business, community and education partners that were engaged to create the Business and Education Partnership Toolkit

250+

Number of teachers who participated in teacher externships in 2019

3

Number of positions created in the Office of College and Career Readiness, which was developed as a direct result of the NSFY initiative





Sustainability Strategy



The Oklahoma State Department of Education has established an Office of College and Career Readiness as a result of the work accomplished under NSFY. The Office of College and Career Readiness will include an executive director of college and career readiness, an executive director of work-based learning and industry engagement, and an executive director of academic counseling. The office will liaise with the Oklahoma Regents and the Department of Career and Technology Education to ensure that the work accomplished under NSFY continues when the initiative ends. Moving forward, Oklahoma will continue to support ICAP implementation and expand access to work-based learning and postsecondary opportunities for learners.

Oklahoma NSFY Local Impact: Hilldale Public Schools

Hilldale Public Schools in Muskogee, OK, developed an internship program for its senior class to expose learners to real-world experiences before they begin their postsecondary path. The internship program is a semester-long class that allows students to work at two job sites. Students are matched with job sites based on their interests and spend eight weeks working at each job site for an hour and a half daily. The students receive grades based on the employers' evaluations of their work. The program allows students to explore areas of interest to help inform or affirm their postsecondary paths and allows students to develop essential workplace skills.

ABOUT NSFY

NSFY is a \$75 million national initiative developed by JPMorgan Chase & Co. As part of this initiative, the Council of Chief State School Officers, Advance CTE and Education Strategy Group worked with states to improve their career readiness systems. NSFY consisted of two phases. During Phase One (March-October 2016), states conducted a comprehensive needs assessment and developed action plans to examine and transform their career readiness systems and expand the opportunities available to learners. During Phase Two (January 2017-December 2019), states executed their three-year plans to transform their career readiness systems.