

School District Creates

# EMPLOYABILITY CREDENTIALING PROGRAM

for Michigan Schools with CTE Learn's CareerPrepped Platform



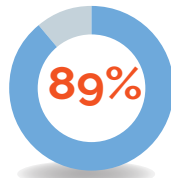
Shaping the Future Through Education  
**Gratiot Isabella RESD**

## Background

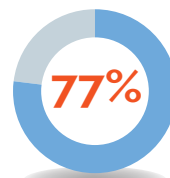
Gratiot-Isabella Regional Educational Service District (GIRESD) formed a talent consortium of local education and business stakeholders to identify the challenges employers face in hiring and retaining quality talent. The consortium found that the biggest problem faced by local employers was that candidates lacked **"essential workplace skills"** such as time management, communication and teamwork which are needed in all jobs in all industries. Additionally, they found the following:



92% of employers said essential workplace skills were as important or more important than technical skills



89% of employers said that they have a difficult time finding potential new hires with essential workplace skills



77% of employers ranked essential workplace skills as important as cognitive skills such as reading and math ability



### Problem

Job candidates lack essential "essential workplace skills"



### Solution

Create a program to help students develop and demonstrate essential workplace skills needed for career success



### Approach

- Comprehensive
- Competency-based
- Customizable
- Scalable institution-wide
- Affordable
- Accessible post-graduation

## Creating the Program



In conjunction with local employers, GIRESD created a comprehensive employability skills credentialing program they named **"Workplace Citizenship Skills,"** to help students in grades 9-12 develop & demonstrate workplace skills employers identified as essential but lacking in potential hires. CTE Learn's CareerPrepped platform was chosen to facilitate the program.



### Platform

CTE Learn's CareerPrepped

“

We found most platforms simply taught soft skills and asked students to repeat information back or to pass a quiz. CareerPrepped is more comprehensive. It empowers students to build, prove and showcase their skills so they're visible and verifiable to employers.

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**Amanda Medina**  
Curriculum Developer & Career Navigator  
Gratiot-Isabella RESD



## CareerPrepped Offered

- Online Skill Builders addressing essential workplace skills
- Self-reflection and skill practice activities
- Ability for schools to **"pick and choose"** resources they want to use
- Opportunities for students to build evidence of their skills
- Method for students to demonstrate hard-to-prove **"soft skills"** with authentic evidence stored in digital **"Skill Badges"**
- Digital talent portfolios to showcase all skills and qualifications
- Ability to transform digital talent portfolio to printable resume
- Interview prep videos to help students develop job interviewing skills
- Unlimited, lifelong student access
- Comprehensive knowledge base and customer support



"CareerPrepped is really comprehensive. The thing that was so important to us, and why we chose CareerPrepped, was it's not focused on testing students to see if they know the right answers to questions. With CareerPrepped, we're able to understand if students can identify, articulate and prove their skills with evidence. It's more meaningful and has so much more value to employers because they can see the evidence and validate students' claims. It allows employers to base hiring decisions on who actually has skills and not students who might otherwise simply say they have skills because they've passed multiple choice tests in school."



**Douglas J. Bush**  
Associate Superintendent for Career & Technical Education  
Gratiot-Isabella RESD



## Create Your Custom Program

Use GIRESD's program as a basis to create your own customized employability skills program.  
Learn how: <https://bit.ly/giresd-es>



## Credentialing Criteria

To acquire GIRESD's "Workplace Citizenship Skills Certification," students in grades 9-12 must meet specific criteria which was developed in conjunction with GIRESD's talent consortium. Certification requirements are outlined below:

- **Completion** of specified CareerPrepped Skill Builder activities
- **80%** of Skill Badges claimed and endorsed by an adult
- Minimum of two pieces of evidence for each badge (Skill Challenge activities on CareerPrepped are available to help build evidence)
- **Must** complete a presentation articulating the skills developed as a result of program participation and justify skill claims with evidence
- **Good** attendance as determined by school policy
- **GPA** of 2.0+ in 12<sup>th</sup> grade



## Goals Achieved Through Program

- Schools comply with standard of the Michigan career development model requiring all students to graduate with a talent portfolio
- Students graduate with evidence of skills they can show employers
- Employers agree to give students with GIRESD's Workplace Citizenship Certification preferential treatment in hiring process
- Employers get qualified candidates with skills they say are typically hard to find and screen for



## About Gratiot-Isabella RESD

Gratiot-Isabella RESD is one of 56 intermediate school districts in Michigan serving nine K-12 public school districts, two public school academy, and eight private/parochial schools in Gratiot and Isabella Counties. In addition to serving various school entities, the district provides educational services to special non-school populations and employment services to employers, employees, and the unemployed.  
Learn more: [www.giresd.net](http://www.giresd.net)



## About CTE Learn CareerPrepped

CareerPrepped is a lifelong career success system that empowers individuals to continuously build in-demand soft skills, prove their soft and hard skills with open badges and portfolio evidence, and showcase their full set of abilities to employers through their own career site. CareerPrepped is powered by MaxKnowledge, ACTE's e-learning partner.  
Learn more: [www.ctelearn.org/careerprepped](http://www.ctelearn.org/careerprepped)