### Good morning,

My name is Angela Mike, and I am currently Executive Director for Career and Technical Education (CTE) for Pittsburgh Public Schools. I have served in this capacity since 2010.

CTE's goal is to empower its students to confidently and successfully transition into post-secondary education <u>and</u> career opportunities and to become positive, contributing members of society. CTE prepares students for career pathways in the global marketplace by offering experiential learning, post-secondary credits and industry certifications.

Pittsburgh Public Schools offers 16 Career and Technical Education programs of study in 6 high schools. Each program of study is linked to a state-identified high-priority occupation. Fifteen of our programs are offered using the 3-year model: Students are in our programs for 3 periods/day, 5 days/week for 3 years.

### Through CTE, students can gain:

- Stackable Industry-recognized certifications
- Transcripted dual enrollment credits
- Preparation for high-wage, high-skill, high-demand careers

CTE students receive hands-on instruction in labs equipped with state-of-the-art equipment that mirror real-world work environments. Taught by teachers who are industry professionals in their respective fields, our students learn how to use the tools, techniques, software and hardware necessary to enter the world of work.

CTE provides academic and career counseling supports along with career preparation resources to help students obtain the competence and the confidence to successfully transition into their chosen career paths.

### **CTE Outcomes Include:**

- Increased graduation rates
- Career and college readiness
- Equity for underserved students
- Student motivation and engagement
- Academic and technical proficiency
- Critical thinking, problem-solving, and communication skills
- Access to entry-level, career laddering jobs

The work that we do and the impact of our programs would not be possible without the funding support we receive from our government.

At the federal level, we have received **short-term support** from the **ESSER grant**, the **Business Education Partnership grant.** We receive **annual funding** from the **Perkins grant**.

At the state level, we annually receive **subsidies** for every student enrolled in a program of study (10<sup>th</sup> grade and above). We receive a **Supplemental Equipment Grant**. The state recently re-instated funding

for dual enrollment costs, and that funding will benefit CTE students. We received a grant from the **Governor's Emergency Education Relief (GEER) Fund**. We also recently received a **2-year grant through the Pennsylvania Department of Labor**.

### How has this funding helped our programs and our students?

#### At the Federal Level:

**Perkins funds** covers salaries for our Career Counselors, English and Math Integration Teachers, and one of our Co-Operative Education Coordinators. Perkins funding is also used to pay for industry certification vouchers and testing, student transportation for job exploration field trips, equipment and technology for our learning labs, plus state-provided professional development for Perkins-funded staff.

**ESSER funds** were used to cover the cost of air conditioning (in 5 programs) and new lighting (in 3 programs). As I mentioned our programs are located in 6 buildings and those buildings have aging infrastructure. Though we have 16 programs, we had to prioritize which programs were in most need of air conditioning and lighting. ESSER funds covered the cost of 2 tiny house kits which have been instrumental in helping our Carpentry students build capacity.

**The Business Education Partnership grant,** which we received through Partner4Work (our workforce development Board), provided supplemental support for a pilot program with Allegheny Health Network that allowed our Health Careers Technology seniors to receive training as Patient Care Technicians (PCTs). Through this program, the trained seniors became paid externs earning \$16.50/hour as PCTs at Allegheny General Hospital and West Penn Hospital. Successful externs were offered the opportunity to be hired as full-time PCTs after graduation. The grant helped cover costs for onboarding certifications and student training.

#### At the State Level:

The **annual subsidies** help cover costs not funded at the federal level. These include CTE student supplies, uniforms, equipment and equipment replacement, specialty furniture, field trips, SkillsUSA membership fees and competition costs, and other student supports.

The **Supplemental Equipment Grant** covers the cost of equipment recommended by industry members of our Occupational Advisory Committees. The advice provided by industry helps our labs to reflect what our students will find in today's workplace, so that their training aligns with industry expectations. The last allocation was used to purchase a downdraft table for the Carpentry Program at Pittsburgh Westinghouse; a Glue Pull Repair Collision System for the Automotive Body Repair program at Pittsburgh Brashear; and an ECG Simulator, Catheterization Simulator, Human Skelton and a Human Torso Model – for the Health Careers Technology programs at Pittsburgh Carrick, Pittsburgh Perry and Pittsburgh Westinghouse.

**GEER funds** helped cover the cost of virtual reality simulation systems for several of our programs. The **SimSpray Powder Training Bay** was purchased for the Automotive Body Repair students at Pittsburgh Brashear (pictured below). This is a safe and cost-effective virtual reality training tool for painters and coaters, allowing students to learn to use a paint spray gun without expending consumable supplies in the process. Hands-on experiences are emphasized, while clean-up and prep are minimized.



The **SURVIVR immersive virtual reality platform** for situational police training was purchased for use in our Emergency Response Technology program. SURVIVR is currently being used by several law enforcement agencies, and has a contract with the U.S. Air Force Security Forces to build the most realistic de-escalation simulations to date. The SURVIVR system will allow our students to more actively engage with the law enforcement component of the curriculum and gain a better understanding of the duties and responsibilities of public safety officers.



We were awarded a 2-year **Schools-to-Work grant** from the **Pennsylvania Department of Labor** in support of our state-registered Carpentry Pre-Apprenticeship program (which was the first pre-apprenticeship program for high school students in the state). This grant helps cover costs that will help students transition into the Carpenter's Union Apprenticeship program (driver's education to help students earn their licenses, first-year apprentice toolkits, work boots and more).

# Allow me to give you a few examples of the impact this funding has had on our students:

• Aniya Givner, a 2022 CTE Cosmetology graduate from Pittsburgh Perry passed is a licensed cosmetologist, owns 1K Styles Salon, and is an online content creator. The training she received through CTE saved her almost \$30,000.



Madina Mada is a 2023 CTE Health Careers Technology graduate. Not only did Madina successfully complete the AHN Junior Scholars program, she was also accepted into the Nursing Program at Carlow University. Madina accepted the entry-level position as a Patient Care Technician (which has career laddering benefits) and will work while she is enrolled in school. CTE helped open both these doors of opportunity. Funding support for the AHN program was provided by the Business Education Partnership grant.



• **Ibrahim Shumbushu** (pictured 2<sup>nd</sup> from the left) is a 2023 CTE Carpentry graduate. Ibrahim transitioned from pre-apprentice to apprentice with the Eastern Atlantic States Regional Council of Carpenters. Ibrahim and his family are from Rwanda. Ibrahim worked past language barriers and other challenges to get where he is today, bringing pride to his family and starting on a path of success that will help them all move forward. Through the Schools-to-Work grant, we were able to cover the costs of his initial apprenticeship fees, his work boots and his first-year apprenticeship tool kit. The ESSER-grant funded tiny-house kit provided the opportunity for him to further develop his carpentry skills while working on a project that will be habitable when completed. The project also allowed him to learn directly from Union carpenters who are partnered with CTE.



• Keshawn Brooks (pictured 4<sup>th</sup> from the left) is a 2016 CTE B.A.S.E. program graduate (Pittsburgh Westinghouse). Keshawn went on to attend Thiel College and now works for Reach, a violence prevention initiative that partners with the Pittsburgh Bureau of Police to help prevent violent incidents in Pittsburgh high schools while also working directly with community engagement officers to provide meaningful support to high schools that have been impacted by violence and threats of dangerous behavior.



There are thousands of success stories like these that could be shared by the CTE providers in our state.

But there are challenges in continuing to provide quality programs that will yield the kind of results that our students need and that our economy demands.

CTE programs are expensive, and that expense continues to grow.

- Large equipment can cost as much as \$30,000 or more.
- Transportation (field trip buses) have more than doubled in price over the past 3 years.
- The cost for industry certification vouchers has increased.
- The cost to cover the latest technologies in our programs have increased.

We are doing as much as we can with what we have, but we need more support to help our students to be career ready.

### Here are a few ways you could help us:

### 1) Allow more flexibility in the use of state-sponsored equipment grant funding.

The state currently offers CTE providers the opportunity to apply for the Supplemental Equipment Grant and the Career and Technical Education Competitive Equipment Grant.

Most career education programs are eligible for the Supplemental Equipment Grant. But the Competitive Equipment Grant requires staff to write the grant and it also requires a grant match. Many CTE programs do not have the staff resources or the partnership connections to apply for the competitive grant.

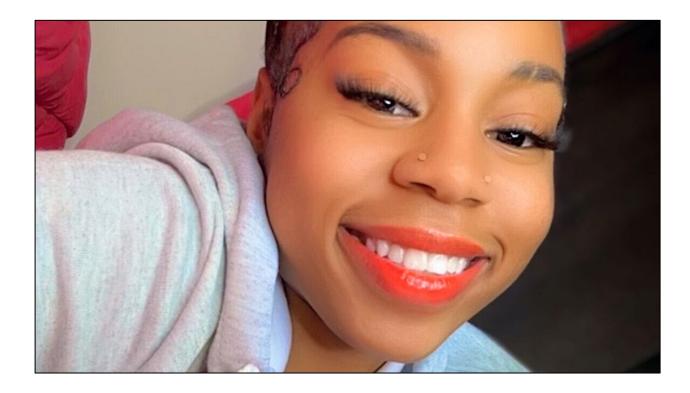
Could the funds from both grants be combined and distributed according to need, without the matching grant requirement?

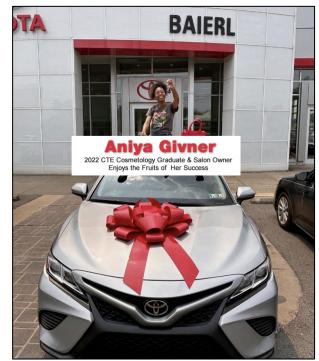
### 2) Allow more flexibility in the state funds allocated for career and technical education.

- a. Provide funding to cover CTE program start-up costs.
  - i. Current funding covers existing programs and hinders our ability to keep pace with labor market needs.
    - 2 CIP codes for aviation/aeronautics were recently added (47.0609 and 49.0101). Though these program offer an exciting opportunity, the costs are prohibitive.
    - 2. A new CIP was added for Education (13.0101). We could help address the nation-wide shortage of teachers through this program, but cannot afford to offer it.

Thank you for your time and attention.

# ANIYA GIVNER CTE Cosmetology – Pittsburgh Perry







# IBRAHIM SHUMBUSHO CTE Carpentry – Pittsburgh Carrick





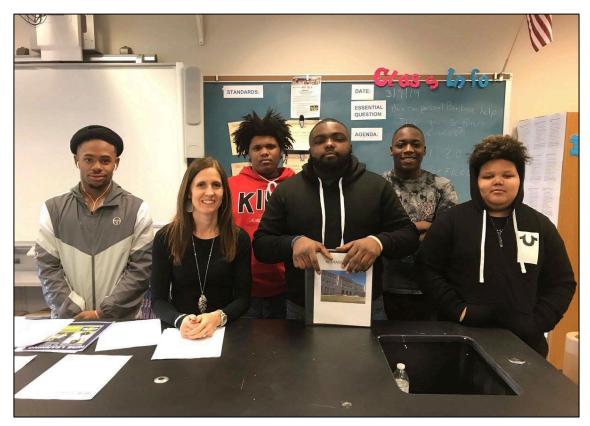
# MADINA MADA CTE Health Careers Technology – Pittsburgh Perry







# KESHAWN BROOKS CTE Business Administration, Sports & Entertainment (B.A.S.E.) – Pittsburgh Westinghouse



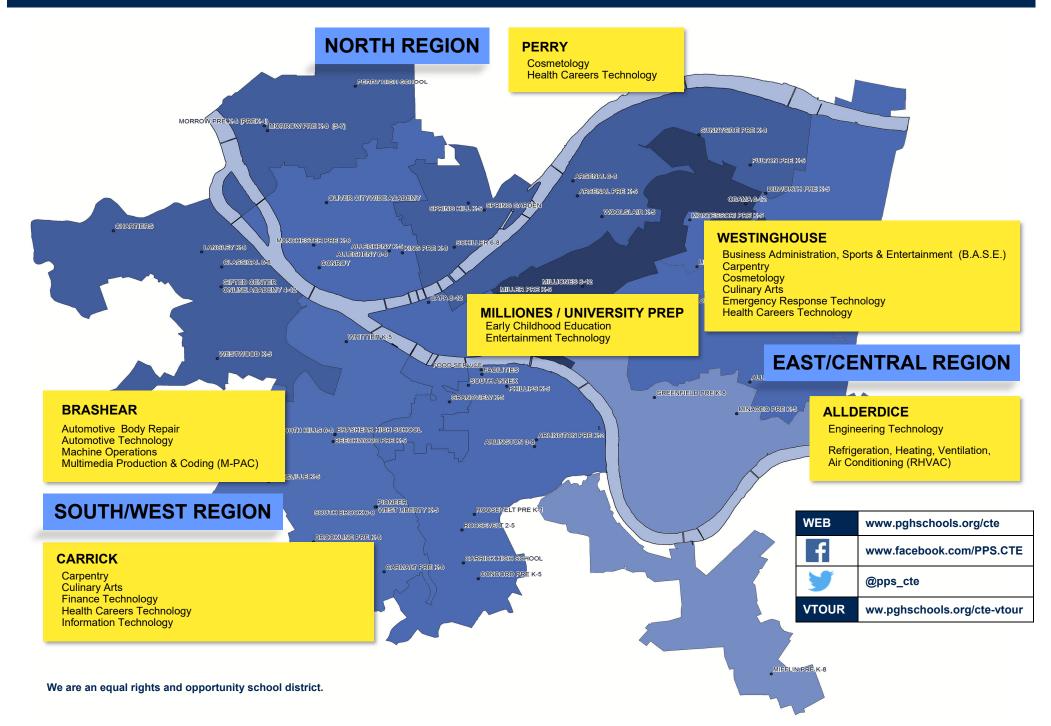






# **Career & Technical Education Division Map**





# CTE IS A CAREER PREP PROGRAM

PPS-CTE students receive hands-on instruction **in labs** equipped with state-of-the-art equipment that mirror realworld work environments. Taught by teachers who are industry professionals in their respective fields, our students learn how to use the tools, techniques, software and hardware necessary for entry-level positions in the world of work.

### CTE PROGRAMS GIVE STUDENTS THE OPPORTUNITY TO CONNECT WITH POTENTIAL EMPLOYERS.

### **CTE STUDENTS:**

- Participate in work-based learning activities that include field trips to industry-specific job sites where they can learn about the wide variety of jobs in each field and what steps to take to qualify for those jobs.
- ► Have internship and job shadowing opportunities with local employers.
- Receive opportunities to directly interact with industry professionals, who help them learn more about the qualities they look for in employees and what CTE students can do to position themselves for available jobs.
- Participate in pre-employment skills development initiatives to help groom them for the workforce (e.g. resume preparation, interviewing and networking skills training, elevator speech preparation).
- In the building trades participate in activities that help them prepare for union apprenticeships.
- Can qualify for paid jobs in their field of interest (after school or during the summer).
- Graduate with an electronic portfolio that may be used to showcase their skills, credentials and accomplishments.

**APPLY ONLINE TODAY:** 

www.pghschools.org/cteapplication

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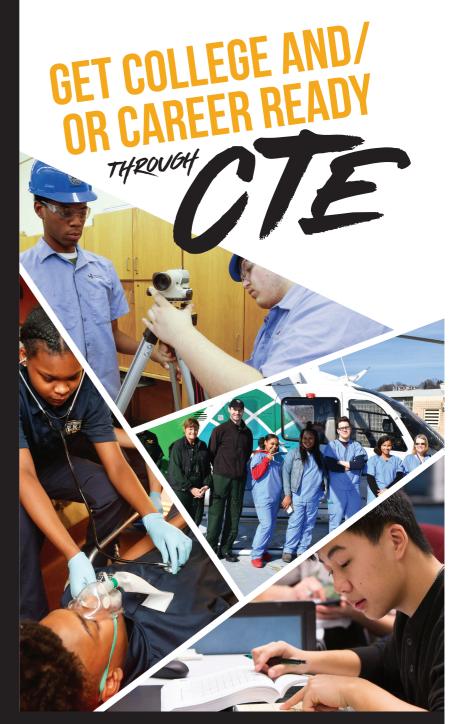
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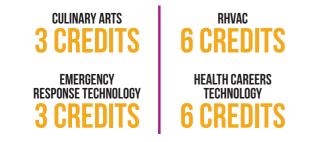
### PREPARE FOR ENTRY-LEVEL EMPLOYMENT AND POST-SECONDARY EDUCATION. CTE PROVIDES THE BEST OF BOTH WORLDS.



# CTE IS A *College* Prep program

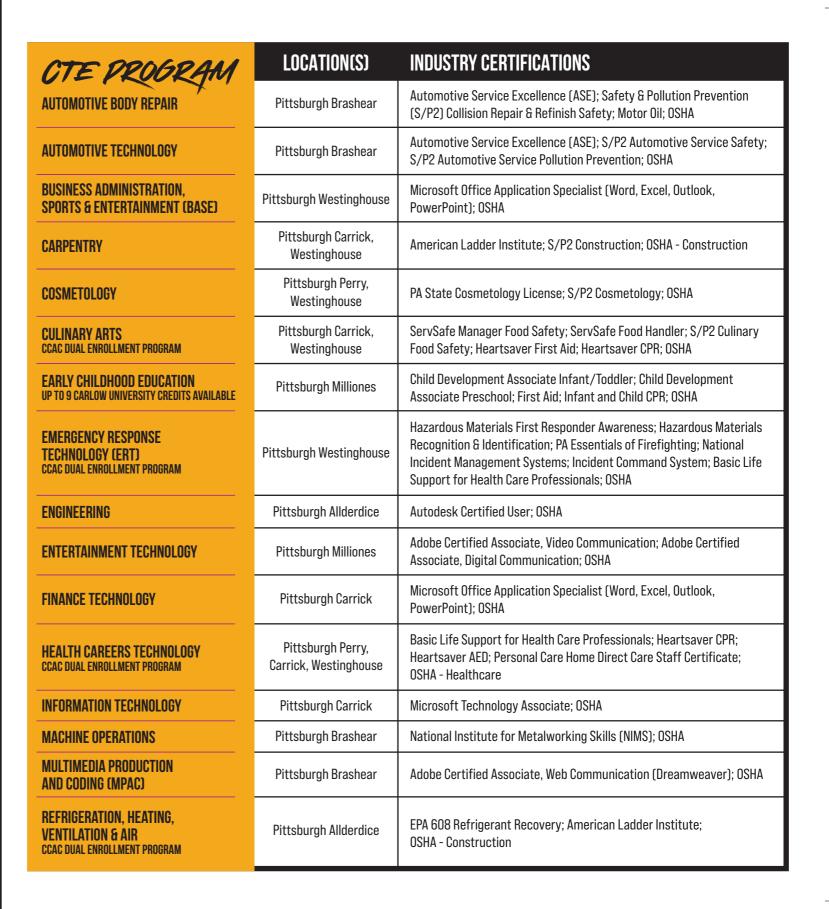
CTE programs in the Pittsburgh Public Schools District not only allow students to earn college credits while in high school through dual enrollment, but can reduce the overall cost of post-secondary education. Our students can earn college credits for the CTE coursework completed in high school (through articulation agreements with colleges and universities throughout the state of Pennsylvania).

These are the CTE programs in which students may earn dual enrollment college credits at Community College of Allegheny County (CCAC):



The credits earned in these courses are transcripted, meaning that the credits are applied to the student's permanent academic record and may be used toward a degree program.

The Pittsburgh Promise Scholarship covers the cost of these credits.



### CTE STUDENTS RECEIVE HANDS-ON INSTRUCTION IN LABS EQUIPPED WITH STATE-OF-THE-ART EQUIPMENT THAT MIRROR REAL-WORLD WORK ENVIRONMENTS.

Taught by teachers who are industry professionals in their respective fields, our students learn how to use the tools, techniques, software and hardware necessary for entry-level positions in the world of work.

MORE CTE FACTS:

- Since 1980, tuition and fees at public 4-year colleges and universities have risen 19x faster than average family incomes. CTE offers FREE dual enrollment college courses and those credits may be used towards a 2-year or 4-year degree program. CTE students may also be able to earn free college credits for the work that they have successfully completed in their high school programs.
- Middle Skill or "New Collar" Jobs are where significant opportunities lie. These jobs account for 53% of the U.S. labor market. They require more than a high school diploma but less than a baccalaureate degree. CTE prepares students for these opportunities.
- Eight years after their expected graduation date, students who focused on CTE courses while in high school had higher median annual earnings than students who did not focus on CTE. (Source: Bridging the Skills Gap: CTE in High School – U.S. Department of Education 2019)
- 91% of high school graduates who earned 2-3 CTE credits enrolled in college (U.S. Department of Education).
- According to the College Board, reading and math scores of CTE students are above those of students overall, as well as their graduation and placement rates.
- High school CTE students are more likely to have a post high school plan than their peers not involved in CTE.

# **IN SUMMARY:**

CTE programs save you money. CTE programs make you money. CTE programs help you succeed.

# **APPLY ONLINE TODAY:**

www.pghschools.org/cteapplication

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# LEARN HOW CTE CAN HELP YOU LEVEL UP



# STRAIGHT OUT OF HIGH SCHOOL.

Career and Technical Education (CTE) programs prepare you to hit the ground running in your career, right out of high school. Through CTE, you will be ready to take advantage of opportunities to go directly into the workforce and/or pursue a 2-year or 4-year post-secondary degree. Here are some of the ways CTE can help you achieve career success: 1) Earn stackable industry certifications; 2) Gain 21<sup>st</sup> century transferable skills; 3) Receive hands-on instruction.

### **1** EARN STACKABLE INDUSTRY CERTIFICATIONS.

An industry certification is a credential recognized by business and industry at the local, state or national level. CTE students can earn industry certifications by taking an industry assessment or licensure examination that measures occupational competency, proves knowledge base, and assesses the level of mastery in a particular industry. The training necessary to pass the examination is provided through CTE programs and CTE covers the cost of the exam for enrolled students, saving parents and employers thousands of dollars.

Industry certifications allow students to show that they have specific, industry-needed skills and abilities, which increases their opportunities beyond high school. They can increase job prospects, marketability to employers, and employability, as well as options for post-secondary education.

Stackable credentials help employees move up the career ladder or along a career pathway to different and potentially higher-paying jobs. CTE students graduate with up to 5 industry-recognized, state approved certifications that may also be used to meet the Keystone graduation requirements.

### **2** CTE PROVIDES STUDENTS WITH 21<sup>st</sup> CENTURY TRANSFERABLE SKILLS THAT WILL BE NEEDED FOR THE WORKFORCE AND FOR POST-SECONDARY EDUCATION.

These include:

- Communication.
   Decision making.
- Critical thinking.
- Problem solving.
- Collaboration.
   Creativity/innovation.

CTE PROGRAM	LOCATION(S)	INDUSTRY CERTIFICATIONS
AUTOMOTIVE BODY REPAIR	Pittsburgh Brashear	Automotive Service Excellence (ASE); Safety & Pollution Prevention (S/P2) Collision Repair & Refinish Safety; Motor Oil; OSHA
AUTOMOTIVE TECHNOLOGY	Pittsburgh Brashear	Automotive Service Excellence (ASE); S/P2 Automotive Service Safety; S/P2 Automotive Service Pollution Prevention; OSHA
BUSINESS ADMINISTRATION, Sports & Entertainment (base)	Pittsburgh Westinghouse	Microsoft Office Application Specialist (Word, Excel, Outlook, PowerPoint); OSHA
CARPENTRY	Pittsburgh Carrick, Westinghouse	American Ladder Institute; S/P2 Construction; OSHA - Construction
COSMETOLOGY	Pittsburgh Perry, Westinghouse	PA State Cosmetology License; S/P2 Cosmetology; OSHA
CULINARY ARTS CCAC DUAL ENROLLMENT PROGRAM	Pittsburgh Carrick, Westinghouse	ServSafe Manager Food Safety; ServSafe Food Handler; S/P2 Culinary Food Safety; Heartsaver First Aid; Heartsaver CPR; OSHA
EARLY CHILDHOOD EDUCATION UP to 9 Carlow University Credits Available	Pittsburgh Milliones	Child Development Associate Infant/Toddler; Child Development Associate Preschool; First Aid; Infant and Child CPR; OSHA
EMERGENCY RESPONSE TECHNOLOGY (ERT) CCAC DUAL ENROLLMENT PROGRAM	Pittsburgh Westinghouse	Hazardous Materials First Responder Awareness; Hazardous Materials Recognition & Identification; PA Essentials of Firefighting; National Incident Management Systems; Incident Command System; Basic Life Support for Health Care Professionals; OSHA
ENGINEERING	Pittsburgh Allderdice	Autodesk Certified User; OSHA
ENTERTAINMENT TECHNOLOGY	Pittsburgh Milliones	Adobe Certified Associate, Video Communication; Adobe Certified Associate, Digital Communication; OSHA
FINANCE TECHNOLOGY	Pittsburgh Carrick	Microsoft Office Application Specialist (Word, Excel, Outlook, PowerPoint); OSHA
HEALTH CAREERS TECHNOLOGY CCAC dual enrollment program	Pittsburgh Perry, Carrick, Westinghouse	Basic Life Support for Health Care Professionals; Heartsaver CPR; Heartsaver AED; Personal Care Home Direct Care Staff Certificate; OSHA - Healthcare
INFORMATION TECHNOLOGY	Pittsburgh Carrick	Microsoft Technology Associate; OSHA
MACHINE OPERATIONS	Pittsburgh Brashear	National Institute for Metalworking Skills (NIMS); OSHA
MULTIMEDIA PRODUCTION And coding (MPAC)	Pittsburgh Brashear	Adobe Certified Associate, Web Communication (Dreamweaver); OSHA
REFRIGERATION, HEATING, Ventilation & AIR ccac dual enrollment program	Pittsburgh Allderdice	EPA 608 Refrigerant Recovery; American Ladder Institute; OSHA - Construction

# CTE EARNING POWER

Through CTE, PPS high school students may begin training for a career in one of these High Priority Occupations (HPOs). HPOs are occupations that are in demand by employers, require higher skill levels and are most likely to provide family sustaining wages.

An employee in a CTE field can earn a starting wage of \$10 to \$20 per hour (depending on the field). So workers in CTE fields can earn between \$1,920 and \$3,200 per month to start. Those are the kinds of wages that support families in good times and bad.

The average monthly take-home pay for an employee earning the minimum wage of \$7.25 per hour is \$1,024.00 (before taxes).

CTE programs are available to PPS students beginning in 10th grade. While you are in high school, you can begin to build a career in a field with proven stability.

CTE's cost-free programs provide value that cannot be measured.

# **APPLY ONLINE TODAY:**

www.pghschools.org/cteapplication

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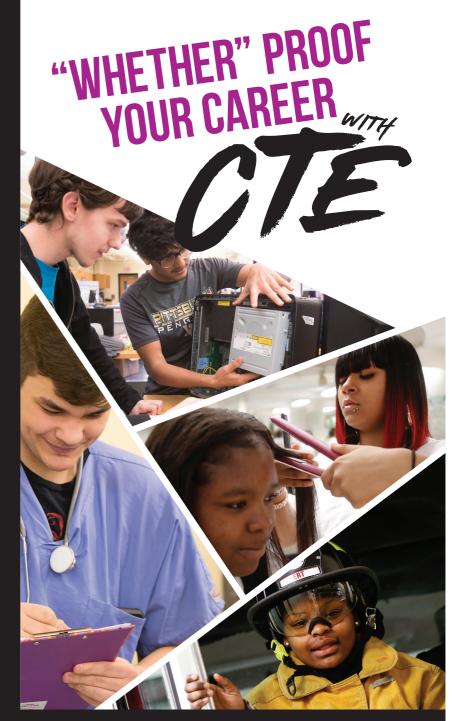
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Pittsburgh Public Schools

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## WHETHER OUR NATION IS FACING A Pandemic or an economic crisis, CTE CAREERS CAN WEATHER THE STORMS.



AN EMPLOYEE IN A CTE FIELD CAN EARN:

**\$10** Minimum starting Hourly wage

\$20 Maximum starting Hourly wage



\$3,200 MAXIMUM MONTHLY STARTING INCOME

VS. MINIMUM WAGE:

\$7.25 MINIMUM STARTING HOURLY WAGE

**\$1,024** MINIMUM WAGE MONTHLY INCOME

### THE CAREER AND TECHNICAL EDUCATION (CTE) DIVISION OF PITTSBURGH PUBLIC SCHOOLS (PPS) PREPARES STUDENTS FOR



As our nation faces a health crisis like COVID-19, we become more acutely aware of CTE's value in providing a skilled workforce.

CTE offers 16 programs that prepare PPS high school students for careers that are crucial to our infrastructure as a society (see chart).

### THINK ABOUT THE KINDS OF JOBS THAT Have been designated as essential...

Healthcare
Food Service
Banking
Construction
Machining
First Responders
Childcare
Business

CTE PROGRAM	LOCATION(S)	INDUSTRY CERTIFICATIONS
AUTOMOTIVE BODY REPAIR	Pittsburgh Brashear	Automotive Service Excellence (ASE); Safety & Pollution Prevention (S/P2) Collision Repair & Refinish Safety; Motor Oil; OSHA
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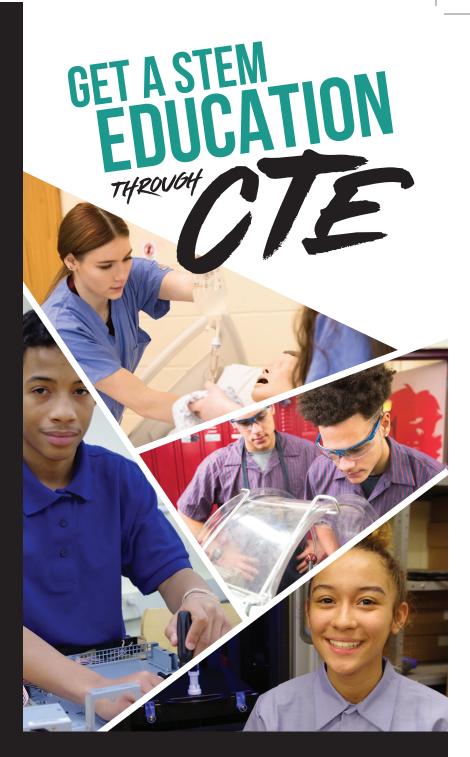
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# **CTE IS STEM ON STEROIDS**



### THERE ARE NUMEROUS HIGH-WAGE, HIGH-SKILL, HIGH-DEMAND CAREERS IN STEM FIELDS THAT CTE PROGRAMS PREPARE STUDENTS TO ENTER.

STEM is a curriculum based on educating students in four specific disciplines — science, technology, engineering and mathematics — using an interdisciplinary approach.

Usually when people think about STEM careers, they think mainly of scientists and engineers. What should come to mind are the numerous high-wage, high-skill, high-demand careers in STEM fields that Career and Technical Education (CTE) programs prepare students to enter.

STEM education is usually thought of as separate and distinct from Career and Technical Education (CTE), when in fact CTE has been on the forefront of using this method of delivering education.

### WHAT CTE AND STEM HAVE IN COMMON: -

### **SHARED APPROACHES:**

- Hands-on/minds-on learning
- Interdisciplinary learning
- Authentic problem solving
- Industry partnerships
- Early career experiences

### SHARED OUTCOMES:

- Increased graduation rates
- Career and college readiness
- Equity for underserved students
- Student motivation and engagement
- Academic and technical proficiency
- Creativity, critical thinking, problem-solving, communication

CTE can make STEM learning more meaningful and engaging while helping students gain vital employability skills including collaboration, critical thinking, communication, and problem solving. Our programs are available to PPS students beginning in 10th grade.

HIGH-DEMAND STEM Career fields	PPS CTE PROGRAMS IN THESE Fields & Their Location(s)
HEALTH SCIENCES	Health Careers Technology <i>Carrick, Perry, Westinghouse</i> Emergency Response Technology <i>Westinghouse</i>
ENGINEERING & Construction	Engineering <i>Allderdice</i> Carpentry <i>Carrick, Westinghouse</i> RHVAC <i>Allderdice</i>
ADVANCED Manufacturing	Machine Operations Brashear
COMPUTER Science & It	Information Technology <i>Carrick</i> Multimedia Production & Coding <i>Brashear</i>
TRANSPORTATION	Automotive Body Repair <i>Brashear</i> Automotive Technology <i>Brashear</i>
MEDIA TECHNOLOGY	Entertainment Technology Milliones
ADDITIONAL Career fields	PPS CTE PROGRAMS IN THESE Fields & Their Location(s)
HUMAN SERVICES	Cosmetology <i>Perry, Westinghouse</i> Culinary Arts <i>Carrick, Westinghouse</i> Early Childhood Education <i>Milliones</i>
BUSINESS	B.A.S.E. <i>Westinghouse</i> Finance <i>Carrick</i>





### TAKE THE CTE V-TOUR!

#### GET TO THE V-TOUR:

Start by going to the CTE Virtual Tour page on the **Pittsburgh Public Schools** website: http://www.pghschools.org/cte-vtour Click the large on-screen image to start the tour.

#### SELECT A REGION:

East Region (for Allderdice, Milliones, and Westinghouse) South/West Region (for Brashear and Carrick) North Region (for Perry)

Select the region in which your home school is located to see the programs offered in that area, or visit a different region to learn more about all available CTE options .

#### NAVIGATE THROUGH THE CTE V-TOUR:

Once you select a region, our tour guide will give you an overview of the programs in that area. To learn more about a specific program, select it using the menu on the left of the screen. Use the arrow keys within the tour to move forward or backwards through the tour.

You'll be able to see a 360° image of each program lab along with other content (see menu at the bottom of the screen). Use your cursor to manually move within the 360° image or press the  $\heartsuit$  icon to automatically rotate it.

#### **IMPORTANT NOTES**:

The information provided by the Virtual Tour Guide is available in audio and in written form on all platforms, including mobile.

To return to the PPS website from the tour, do not use the "back" button on your browser. Use the ⊗ icon located in the top right corner of the tour screen.

