



# PATTERN TO PROGRESS

A Business and Education Partnership Program

***“The Heavy Lifting Required to Raise Education  
Achievement and Create Transformative  
Learning Experiences Calls for Shared  
Commitment and Collaboration” - College  
Summit 2013***

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## INTRODUCTION

Although graduation rates are climbing throughout NYS, the percentage of students who are college and career ready continues to be a concern. Recent statistics published by the NYS Board of Regents indicate that nearly 25% of college students require at least one remedial course. This has a direct impact on the quality of the workforce being produced in today's schools. According to Laura Quigley, Director of Sullivan County Center for Workforce Development, many potential employees have both logistical barriers like transportation and personal barriers, including mental health, criminal records, lack of skills and consistent work histories. These issues undermine the potential of these job seekers to become fully engaged community members.

This is especially concerning in Sullivan County, which has an unemployment rate of 4.8% creating a shortage of employees for current job openings (NYS DOL, May 2017). Consider the anticipated 2018 opening of Resorts World. What should be viewed as a positive employment opportunity instead serves to magnify the problem. When the demand for new positions in a variety of fields exceeds the supply of talent, and that supply is unavailable or ill-prepared to take advantage of these opportunities, the result is a reverse employment crisis with the potential to undo corporate prospects and negatively impact the projected municipal tax base. Therefore, it is necessary to find ways to improve education-to-business connections by providing students with the relevant skills, training and career pathways to help them learn, grow, and develop the traits necessary to be "life-ready" members of our future workforce.

Due to pared-down budgets, a paucity of funding sources, and greater staff demands, it is crucial today for businesses, schools, municipalities, and local agencies to join forces in a common cause. Through these partnerships, students can:

- Make connections between school and future careers
- Explore potential career paths
- Gain knowledge of the job market
- Increase the skills necessary to be successful members of society
- Become more connected to their local community

Forging partnerships with local education systems is a strategy for working together to improve the lives of students and increase the skills of the future workforce.

## RESEARCH EXISTING PROGRAMS/BEST PRACTICES

Our team research regarding Education and Business Partnership programs included a review of National, State, and Regional models and projects. Our research also focused on the successes of such programs and an in-depth review of the local districts that could benefit from such a partnership. Partnerships did create opportunity for change, benefit to the community, and improved educational outcomes with sustained commitment from the districts and businesses. Most of the established

programs focus on the future and high tech jobs for the future (STEM based). In addition to technical jobs, it was critical that we also consider our rural communities, and non-technical workforce needs now and in the future. The current 4.8% unemployment in Sullivan County where service and hospitality development is underway will create further stress on the workforce. The current 6.0% leisure and hospitality unemployment rate in NYS is likely to decline further (Bureau of Labor Statistics, June 2017).

**National:** National Best Practices typically were tied to corporate businesses such as Johnson + Johnson (Bridge to Employment), the National Academy of Finance, and large metropolitan areas such as San Francisco, Boston, Washington DC, New York City and Los Angeles. The majority of these programs have strong ties to STEM education goals (BUILD.org). Although science, technology, engineering, and math are important components of education, smaller communities could also benefit from partnerships that develop the future workforce.

**Statewide:** The New York State “Today’s Students, Tomorrow’s Teachers” program provides opportunities for 800 students in 40 school districts in our North East region. Local districts include Monticello High School, Ellenville High School, Fallsburg High School, Kingston City Schools, and the Liberty Central School district. “Among TSTT alumni, 93% stay in the teaching profession for 3 years and 90% remain teachers for 5+ years, versus the national average of 63% and 50%, respectively” (TSTT annual report [http://www.tstt.org/images/tstt\\_ar\\_2013-14.pdf](http://www.tstt.org/images/tstt_ar_2013-14.pdf)).

**Hudson Valley:** Locally, we are fortunate to have programs that follow a Business / Education partnership model in the Middletown, P-Tech (Newburgh), and E-Tech (Poughkeepsie) programs. Poughkeepsie City School District Superintendent Nicole Williams referenced the many challenges of Urban City Districts - including decreasing enrollment, withdrawal of businesses in urban city areas and increased difficulty with the district labor force.

**Summary of research:** The US Department of Education Office of Planning, Evaluation and Policy Development published a report in September of 2016. The report outcomes include participation, small learning communities, career academies, dual enrollment, early college high schools and improved college and career counseling. These goals can support evidence based outcomes to further strengthen “and transform the high school experience to ensure successful futures for all students” (U.S. Dept. Ed – Sept. 12, 2016).

## PROGRAM DESIGN

**Program Name:**

Pattern to Progress

**Abstract:**

Through participation in the *Pattern to Progress* Pilot Educational program, students will have the opportunity to gain life skills; learn to more effectively plan for life after high school; grow in their abilities to collaborate more effectively with others; and enjoy access to real-world experiences while learning more about college and careers. The participating school district will have the opportunity to develop quality partnerships with businesses and organizations within the community for the benefit of district students and staff.

*(Program proposal is based on organizations and agencies existing in Orange/Sullivan counties and ensures current efforts and resources are not duplicated)*

**Mission and Goals:**

To expose students to a broader range of possibility for their own personal pathway to becoming a life ready, productive, and enlightened member of their community.

- Increase academic engagement and success
- Increase graduation rate
- Provide students with the ability to prepare their own résumé
- Successful completion of internship and summer employment evaluations
- Help students complete applications for secondary education
- Complete post-secondary education observation and surveys
- Increase employment upon graduation rate for students who are not attending college

**Implementation:**

**Sophomore Year Students:**

- Sign commitment contracts
- Enroll in Boys and Girls Club
- Join Interact
- Create Naviance account
- Attend workshops

**Junior Year Students:**

- Remain in Interact and Boys and Girls Club
- Serve as peer mentors to new members
- Assist in the development and hosting of workshops
- Prepare for and begin taking SAT exams
- Prepare for interviews
- Craft résumés
- Participate in summer internships through the Center for Workforce Development

**Senior Year Students:**

- Take final SAT exam
- Remain in Interact and Boys and Girls Club
- Continue to serve as peer mentors
- Continue to assist with workshop development and hosting
- Update résumés
- Complete college applications and FAFSA
- Participate in a two day celebration trip after May 1st

**September:**

Appoint program leader who works with local Rotary, the Center for Workforce Development and Chamber groups to solicit community participation. Students are recruited, agree to program terms, and enroll in partner programs. A board of directors is formed including students.

**October:**

Monthly workshops launched with Goal Setting

**November:**

Monthly workshop-Communication

**December:**

Monthly workshop-Awareness

**January:**

Monthly workshop-Tenacity

**February:**

Monthly workshop-Collaboration

**March:**

Monthly workshop-Responsibility

**April:**

Monthly workshop-Integrity

**May:**

Prepare résumés and interviews for summer internships

**June:**

Celebration and trip

\*In addition to the above monthly workshops, additional workshops will be added to include:

- Money management, Bank accounts, Credit and investments.
- Developing job search strategies, Interviewing skills and techniques

## STAKEHOLDER COMMITMENTS

***School Commitment:***

- Collaborate with Pattern to appoint a Program Leader (Grant funded)
- Provide a monthly space for workshops and meetings
- Provide 10 (10<sup>th</sup> grade) students in need of an additional layer of support and guidance

***Student Commitment:***

- 10 monthly meetings
- Enroll in Boys and Girls Club
- Attend college visits and field trips
- Create a Naviance Profile (student career exploration/pathway platform)
- Apply to the Summer Youth Employment Program
- Join Interact and participate in Rotary community service projects

***Business Commitment:***

Partnerships are, first and foremost, designed to give the business community the opportunity to donate human resources to students. These relationships are not marketing opportunities but rather opportunities to sincerely serve and benefit children. Partner businesses will commit to the following:

- Provide dinner and create a workshop for 1 out of 7 monthly workshops centered around the theme (Based on life ready traits beginning with Goal setting in October)
- Provide a mini grant or sponsor a field trip
- Use social media outlets such as Snap Chat, Periscope and Facebook Live to create vignettes that allow for career exploration
- Support the Center for Workforce Development Summer Youth Program
- Model career and life ready skills through job-shadowing or internships that allow students to explore options
- Provide real-world projects for students to solve

**Government Commitment:**

In order to strengthen these locally arranged measures, an ex-officio student liaison could serve on the Mid-Hudson Regional Economic Development Council as a way of providing a bridge to this demographic to ensure maximum alignment and success.

**PROGRAM PARTNERS**

Program partners are critical to the sustainability of the project. These partners have existing youth programs that will support but not duplicate services provided through Pattern to Progress. In fact, the program partners programs are enhanced by increased enrollment. These program partners provide mentoring, character education, tutoring, career preparation workshops, field trips and career exploration. If the particular program or organization does not exist in the targeted area, others should be explored with similar missions.

**Boys and Girls Club**

*“To enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens”*

This club meets Monday-Friday afternoons and includes academic support to assist with homework and specific academic skill intervention. Frequent field trips include visits to colleges, museums and local points of interest. The club partners with non-profit community organizations to incorporate the concept of civic responsibility and service. Key focuses include Character & Leaderships and Education & Career Development

**Rotary**

*“Service above self”*

Local Rotary chapters are made up of businesses and include a school-based club known as Interact. Rotary and Interact clubs meet on a regular basis and members insist on a shared responsibility to take action on our world’s most pressing issues, such as supporting education and growing local economies.

## **Center for Workforce Development**

*“To support the growth of the local economy by meeting the employment needs of job seekers, current workers and employers”*

The Center for Workforce Development offers résumé writing assistance, interview skill prep and summer internships for the youth throughout local businesses.

### **Logistics:**

Business-education partnerships are designed to give the business community the opportunity to donate human resources to students and staff. Partnerships add activities and experiences that motivate students to enjoy their time in school, raise their expectations and strive to become career and citizen ready. Potential Business Partners include for profit & not-for-profit companies; local, state, and federal agencies; and faith based groups and organizations. Simple online agreements are non-binding, reviewed annually, and renewed biannually. A non-profit board of directors representing business and education will have the role of matching businesses to schools based on student and curriculum needs. Representatives of the business and school outline goals and agree on commitment of time and effort to meet the expected needs of both parties.

## **IMPACT STATEMENT**

The goals of this program are meant to be ambitious yet attainable, providing benefits to participating students, the community, and the businesses that contribute to the program. Participating students will develop the life ready skills necessary to succeed in the next phase of their life. An attitude that comes with being aware of potential pathways to success is fostered. In collaborating with businesses and professionals, students are able to see, feel and touch the attributes needed to be successful. This program is meant to complement the formal education students are receiving with tangible skills and an attitude that will be helpful in the effort to achieve at a high level in college or the workforce.

This program provides students the environment that necessitates the contemplation of the reality that they will soon be transitioning to a new phase in their life. This program will enable students to be proactive in this process of transition instead of reactive. Students will be exposed to options and people that will show them that there are realistic pathways to success and some initial steps will be made available.

An example of the initial steps includes learning how to set goals. The students will also gain an enhanced understanding of the skill sets that are required in potential areas of interest in order to succeed and add value. Furthermore, students gain an awareness of the job market and form connections with other students, and business people that participate in the program.

The community gains a synergistic element by creating a bridge between high school students and local businesses and business people. Benefits include a more qualified workforce as well as a

community that has a more connected school better equipped to engage and prepare its students to be productive and enlightened members of their community. Schools should see not only increased graduation rates, but also students who are more ready to deal with postgraduate challenges. Schools will also benefit as students who would otherwise lack a framework to optimally contribute in the formal school environment are more actively engaged.

Besides the altruistic aspects and fulfillment businesses and business people gain from participating in this program, they also have the ability to communicate exactly what they are looking for and what their business is all about to students who could someday be employees or customers. Furthermore, networking opportunities exist for the businesses that participate along with the realization of goodwill in the community. This program is conducive to participating employers' understanding about young people can potentially add value in a business landscape this has been and probably will be in a constant state of disruption caused by technological advances. Young people can help with this.

This program provides a voice to educators, students, businesses and non-profits working in conjunction to fill gaps for students who need an extra layer of assistance with guidance and tools that will increase the likelihood of producing life ready individuals on the path to immediately contribute to their community and family.

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*“Synergy...it's the profound result when two or more respectful human beings determine to go beyond their preconceived ideas to meet a great challenge.”*

*-Stephen Covey*

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## Resources

<https://www.bridge2employment.org>

<https://www.bwbiotechprogram.com>

<https://www.naf.org>

<https://www.build.org>

<https://www.tstt.org>

<http://ptech.org>

<https://www.thelearningpartnership.ca/files/download/e38d0dcca60c456>

<https://regents.nysed.gov>

[www.co.sullivan.ny.us](http://www.co.sullivan.ny.us)

<https://www.dol.gov>

[www.bgca.org](http://www.bgca.org)

<https://rotary.org>

<https://www2.ed.gov/rschstat/eval/high-school/using-evidence-create-next-gen-highschools.pdf>

U.S. Department of Education Office of Planning, Evaluation and Policy Development.

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Ramapo Central School District Presentation for Pattern for Progress

<https://docs.google.com/presentation/d/1qh8so4waSAayG6IA7-9i60WQzJdfo477792UvaKoDNo/edit#slide=id.p4>