



**Kalamazoo RESA**  
**Career & Technical**  
**Education**  
**(CTE)**

KALAMAZOO RESA

**CTE**



Career & Technical Education

A Report to the Community | April 2022





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# OUR VISION

As our global economy continues to evolve, the way we think of education must adapt along with it. Today, if students are to graduate fully ready for the future, they will need more than a diploma. They will need to be equipped with in-demand skills, experiences and industry recognized credentials that lead to successful employment. The redesign of Kalamazoo County's system of career education offers a unique opportunity to address inequities in the present system and align educators and employers with a shared vision for our region's prosperity. Together, educators, employers, and community partners must design a system that will promote cross-sector cooperation and address historic inequities, supporting both student and employer success, and leading to a brighter future for the communities of Kalamazoo County. In redesigning the countywide system, we are committed to bringing world-class CTE to our community.



## **As we move forward with implementation, KRESA's vision continues to be rooted in:**

- Programming that is systemic in nature, providing integrated, sustained, and sequential opportunities for all students to engage in career awareness and exploration throughout their K-12 career.
- Career-focused programming that serves as a complement to, not a departure from, strong academic preparation. The system design focuses on integrating academic and career education.
- Career education beginning in elementary school that engages all students and is integrated into daily lessons and then increases in intensity, engagement, and skill development as students mature.
- Intentional, specific supports developed to ensure equitable access to programs for all students.
- A system that diminishes barriers to participation including transportation, site-based obstacles, academic readiness, and obstacles to post-secondary enrollment through programs such as the Early Middle College so students can build their skills and maximize their potential.
- A system that is flexible to changing economic and education needs, and harnesses the support of local education, business, and community leaders to establish and sustain its world-class status.
- The 21st Century skills of communication, collaboration, critical thinking, and problem solving that will enable students enter the workforce with a competitive advantage and a toolkit they will take with them throughout their career.
- Our business/education partnership, which will ensure students are offered the opportunity to earn industry-specific technical skills and earn employer-recognized credentials that are highly sought-after by employers.



**Students will be aware of:**

- What work is
- Career pathways
- Their personal interests
- Readiness Skills

**Students will explore:**

- 2-3 career pathways of interests
- Education development planning
- Personal strengths related to career paths
- Readiness skill badging

**Students will experience:**

- Career pathway opportunities
- Education development planning
- Intro to/enroll in CTE/ Early College programs
- Employability training
- Readiness skill badging

# Component Departments of the Redesigned System:

KRESA offers a continuum of career and technical education programs that help young people see what they can be in the future, develop skills to succeed in the world of work, and get connected to opportunities to learn and earn. Our programming extends from K-12 programming in Career Awareness & Exploration to adult employment services as a service provider of Michigan Works! Southwest.

## **Career & Technical Education (CTE)**

*\*Formerly known as Education for Employment (EFE)*

Kalamazoo RESA Career & Technical Education (CTE) equips K-12 students with the skills, knowledge, and training necessary to attain industry-recognized credentials and succeed in well-paying, high-demand careers within our local labor market.

## **Career Awareness & Exploration (CAE)**

Kalamazoo RESA CAE encompasses the countywide K-8 curriculum and experiences designed to help students see what, and who, they can be at an earlier age. Through a deeper and more purposeful self-exploration process, elementary and middle school students will gain a better understanding of themselves and potential career opportunities while simultaneously learning and practicing 21st Century Skills.

## **Work-Based Learning (WBL)**

Kalamazoo RESA Work-Based Learning is an opportunity for students to gain on-the-job experience and career skills in a mutually beneficial employer partnership. Through work experience at job sites across the county, students will increase awareness across the broad spectrum of careers and develop critical teamwork skills to help them succeed in the world of work.

## **Youth Opportunities Unlimited (YOU)**

YOU provides innovative youth programming across Kalamazoo, Branch, Calhoun and St. Joseph counties designed to help young people establish career pathway plans, complete their education and training, navigate barriers, and find and retain meaningful employment.

## **Early/Middle College (EMC)**

Kalamazoo County Early/Middle College (EMC) is an innovative early college program, which gives students the opportunity to earn an associate degree or industry-recognized credential with an additional year of high school.

## **Education for the Arts (EFA)**

Kalamazoo RESA Education for the Arts provides countywide K-12 arts exploration opportunities and skill development courses. Through collaborative relationships with local school districts, the arts community, and business and philanthropic partners, EFA provides services designed to build upon arts programming offered in students' home districts.

## **Michigan Works! Southwest**

As operators of American Job Centers in Kalamazoo, Branch, Calhoun, and St. Joseph Counties, the Michigan Works! Southwest team connects job seekers with employers, resources, and training so that they might find and retain meaningful employment that leads to economic security and personal fulfillment.



# TIMELINE

Since the 2019 CTE Millage, Kalamazoo RESA has made substantial progress implementing the first stage of its redesign of Kalamazoo County's CTE system, focusing on the critical areas of need outlined in the first [Report to the Community](#).



## **January 2018**

Visioning process with educators

## **January 2019**

Design Teams with 75 education, business and community members

## **May 2019**

Securing community commitment and investment

- Report to Community, May 1, 2019
- CTE Operational Millage Campaign
- Public Private Partnership with SMF

## **November 5, 2019**

CTE Operational Millage Election

- Passes with 60% approval

## **2020**

Refine the Design and Begin Implementation

- Career Awareness and Exploration: Hire career coaches, develop curriculum, and implement during pandemic
- Consult with Marc Tucker, NCEE
- Restructure Leadership Team
- Local and National Labor Market Analysis
- Launch focus groups and business surveys

## **2021**

Refining the Design of World-Class CTE

- Further develop and begin implementing key components of the CTE Redesign
- Continue Employer Engagement Processes
- Cultivate Public-Private Partnership with SMF
- Convene CTE Steering Committee to provide recommendations on CTE Center programming
- Engage with architects/engineers
- Begin facility design process with Charrettes
- Anonymous \$100 million donation

## **2022**

Complete Design Work

- Further develop and begin implementing key components of the CTE Redesign
- Conceptual Design and Cost Estimates
- Schematic Design and Cost Estimates
- Design Development and Cost Estimates
- Construction Documents, bidding and costs

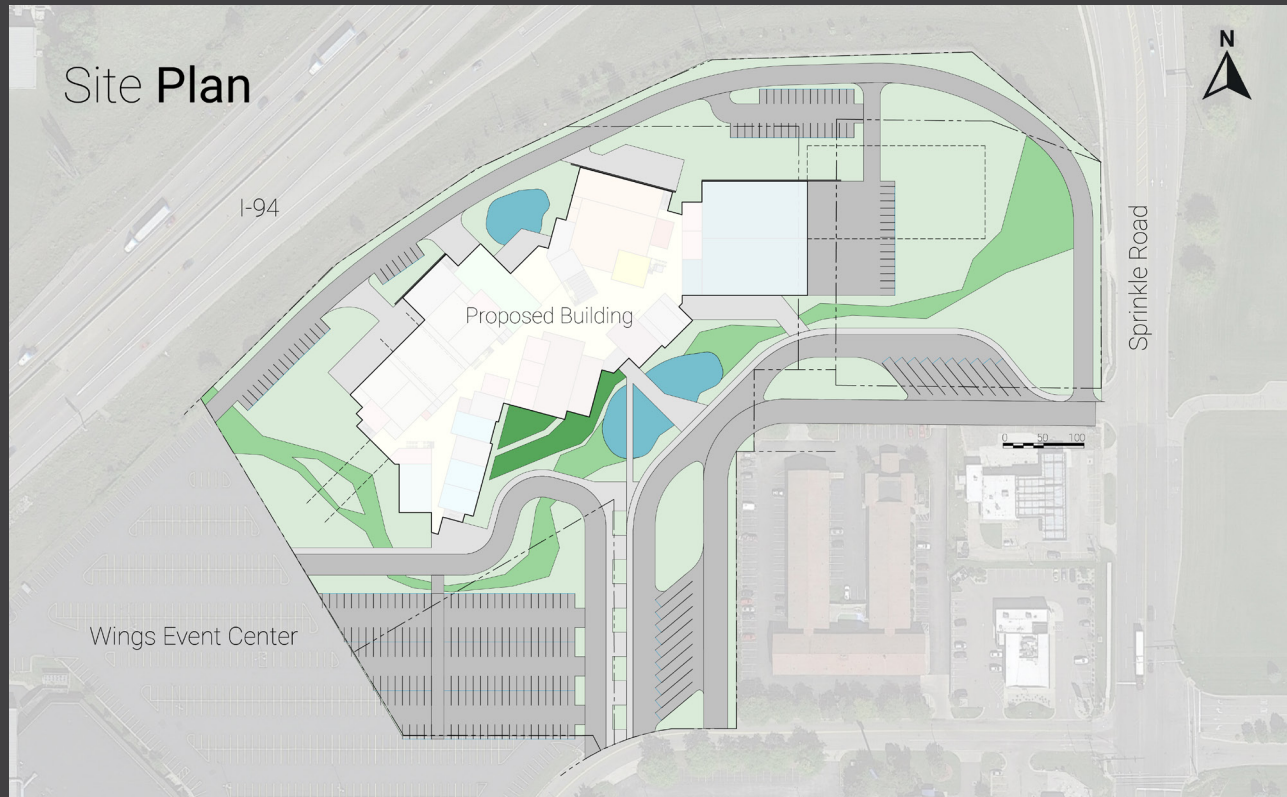
Break ground on the Career Center in late fall

## **2024**

Cut the ribbon on the new Career Center

# THE CAREER CENTER

After months of work and gathering the input of students, educators, industry representatives, and leaders from community-facing organizations, our architects, Wightman & Associates and DLR Group, drafted a conceptual design for Kalamazoo County's new centrally located Career Center in late 2021.



The new facility, expected to open in fall 2024, will be constructed on the parcel of donated land located along the I-94 and Sprinkle Road corridor next to Wings Stadium. The facility's central location adjacent to a major interstate and near the County's industrial base will increase accessibility through a countywide transportation system and ensure equitable access to course offerings for all students across Kalamazoo County school districts – a commitment at the forefront of project planning.

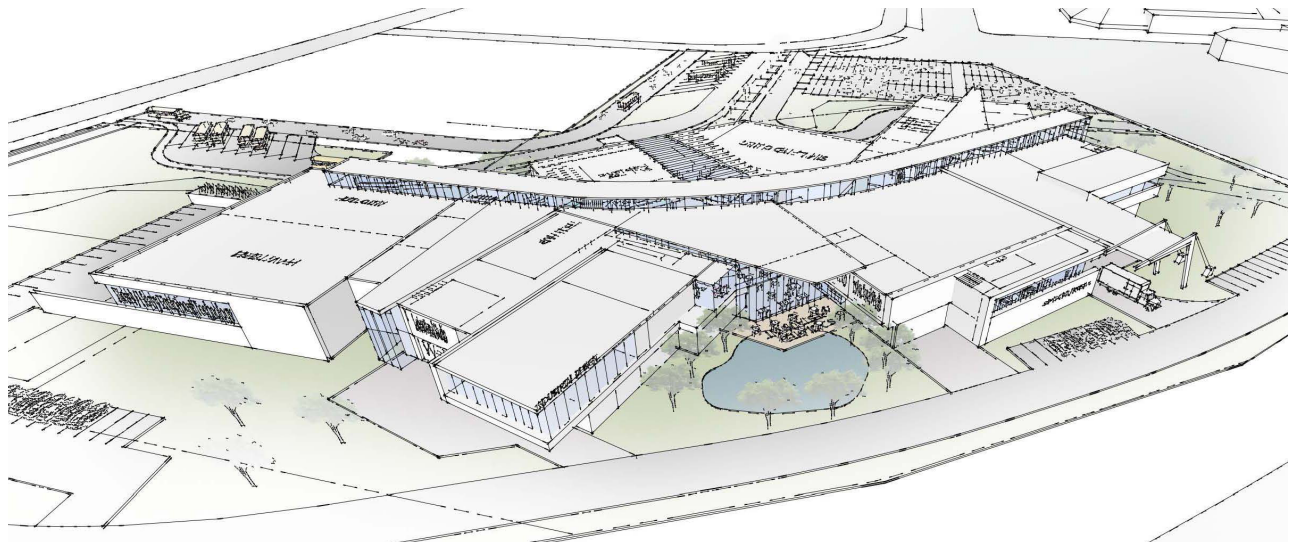


Scan QR code to watch the Fly-Through Video or visit: [www.youtube.com/watch?v=3b\\_8CdtMVw4](https://www.youtube.com/watch?v=3b_8CdtMVw4)

## Donation of Site and \$100M

In October 2021, regional economic development agency Southwest Michigan First announced it had secured an anonymous gift of land along with a \$100 million commitment for the construction of a new, world-class Career and Technical Education Center on the gifted parcel. Kalamazoo RESA and Southwest Michigan First continue their commitment to their vision and re-energized the partnership, united in the goal of redesigning Kalamazoo County's CTE system as the leadership of both are committed to preparing students for future opportunities in our regional labor market.







## COURSE SELECTION

### Steering Committee:

The CTE Steering Committee was a cohort of roughly 50 local education, business and community leaders that convened to recommend CTE course areas to the Kalamazoo RESA Board of Education. The steering committee was designed to integrate perspectives from education, community and business to help ensure that our County's redesigned CTE program and future CTE Center will provide meaningful, equitable opportunities for young people to see what they can be and develop their skills, all while supporting a thriving, more equitable region.

Designing a world-class CTE system requires close collaboration between education and industry. Therefore, the CTE steering committee was cochaired by an industry and educator champion, chosen for their expertise, passion and connections to the community:

- **Education Champion:** Dr. Rita Raichoudhuri, Superintendent of Kalamazoo Public Schools
- **Industry Champion:** Dave Maurer, President and Chief Financial Officer of Humphrey Products

To formulate course recommendations, the KRESA CTE leadership team partnered with the W.E. Upjohn Institute for Employment Research to analyze key data points related to projected industry/occupation growth, wages and levels of education required for entry into the workforce and recommended courses to the committee based on data analysis and sought their approval. The Steering Committee then reviewed the courses and provided input before presenting to the KRESA Board of Education for approval. For detailed information on the Steering Committee's course selection process and methodology, please refer to the [2020 Report to the Community](#).



### Course Recommendations:

The KRESA CTE leadership team presented the Committee's recommendation to KRESA's Board of Education on September 16, 2021. The Board affirmed the slate of courses, which allowed the KRESA team to move forward with space planning for the new CTE Center.

## **COURSES AT CAREER CENTER BY CAREER CLUSTER:**

### **Agriculture, Food and Natural Resources**

- Animal Health and Veterinary Sciences
- Agriculture, Agricultural Operations and Related Sciences

### **Architecture and Construction Trades**

- Construction Trades
- Electrical and Power

### **Transmission Installation**

- Plumbing Technology
- Heating, Air Conditioning, Ventilation and Refrigeration

### **Health Science**

- Health Sciences/Allied Health/Health Sciences, General
- Clinical/Medical Laboratory Science/ Research and Allied Professions
- Health Information/Medical Records Technology/Technician
- Biomedical Sciences, General

### **Hospitality and Tourism**

- Cooking and Related Culinary Arts, General

### **Information Technology**

- Digital/Multimedia and Information Resources Design
- Computer Programming/Programmer
- Computer Systems Networking and Telecommunications

### **Law, Public Safety and Protective Services**

- Public Safety/Protective Services

### **Manufacturing and STEM**

- Machine Tool Technology/Machinist
- Welding, Brazing, and Soldering
- Mechatronics

### **Transportation, Distribution and Logistics**

- Heavy/Industrial Equipment
- Maintenance Technologies
- Collision Repair Technician (ASE Certified)
- Automobile Technician (ASE Certified)

### **New Courses**

- Supply Chain
- Design

## **COURSES AT SATELLITE LOCATIONS:**

### **Agriculture, Food and Natural Resources**

- Natural Resources and Conservation
- Human Services
- Cosmetology

### **Transportation, Distribution and Logistics**

- Aeronautics/Aviation/Aerospace Science and Technology

## **COURSES AT LOCAL SCHOOL DISTRICTS:**

### **Business Management and Administration**

- Business Administration Management and Operations

### **Education and Training**

- Education General

### **Finance**

- Finance and Financial Management Services

### **Marketing**

- Specialized Merchandising, Sales, and Marketing Operations, Other

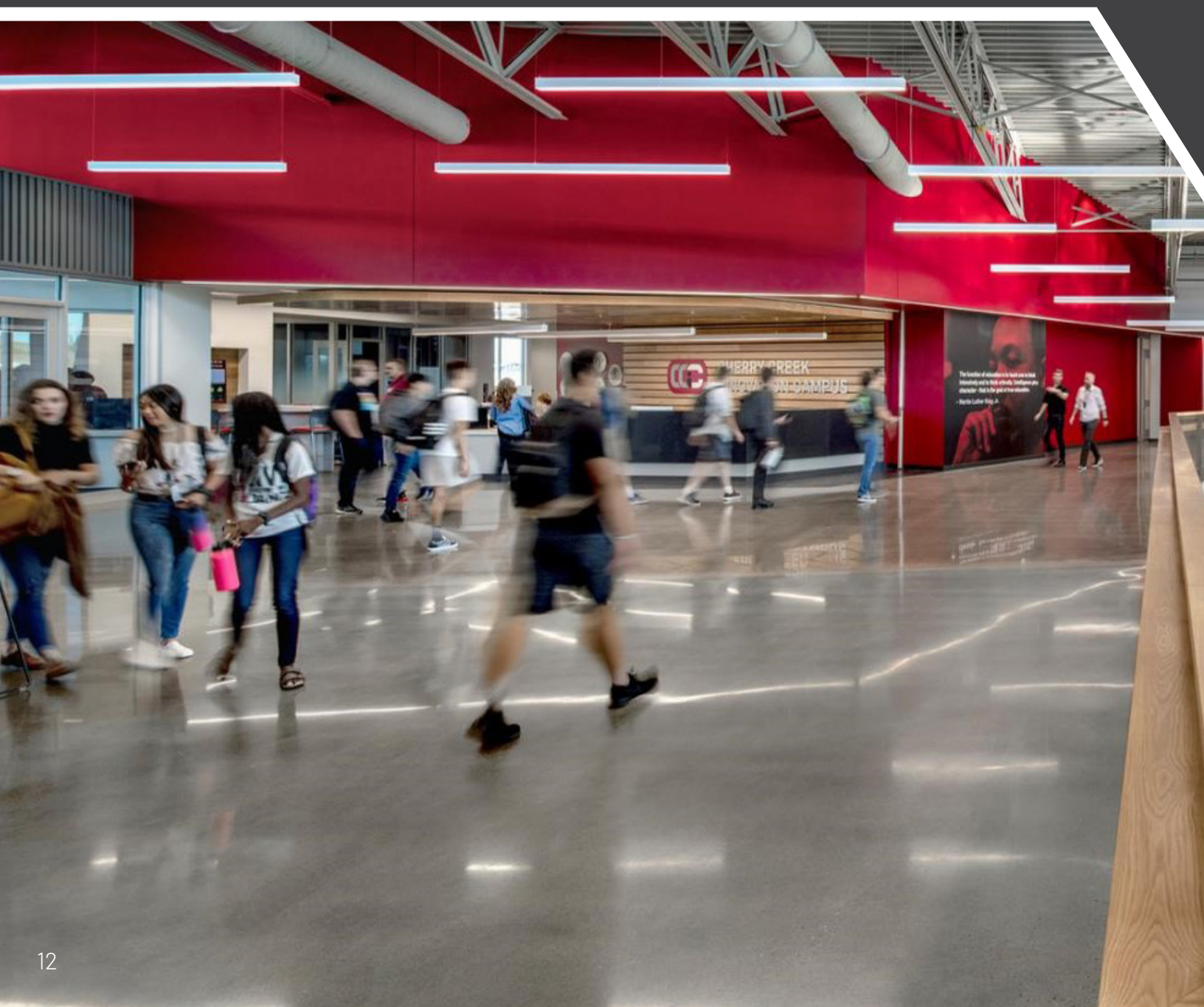


Scan the QR code to view  
Course Recommendation  
PDF or [click here](#).



Prior to any conceptual design, the KRESA team, along with members from Wightman and DLR Group, took part in a variety of exploration activities including several benchmarking tours. This phase of the visioning process included:

- Cherry Creek Innovation Campus
- Canyon View High School
- West-MEC Southwest
- KVCC Culinary Arts and Health Science Building, Food Innovation Lab
- Michigan State University STEM building
- Heritage Hall at Western Michigan University, a LEED Certified Platinum Building
- Genesee Career Institute
- Calhoun Area Career Center
- Kent Career Technical Center
- Muskegon Career Technical Center

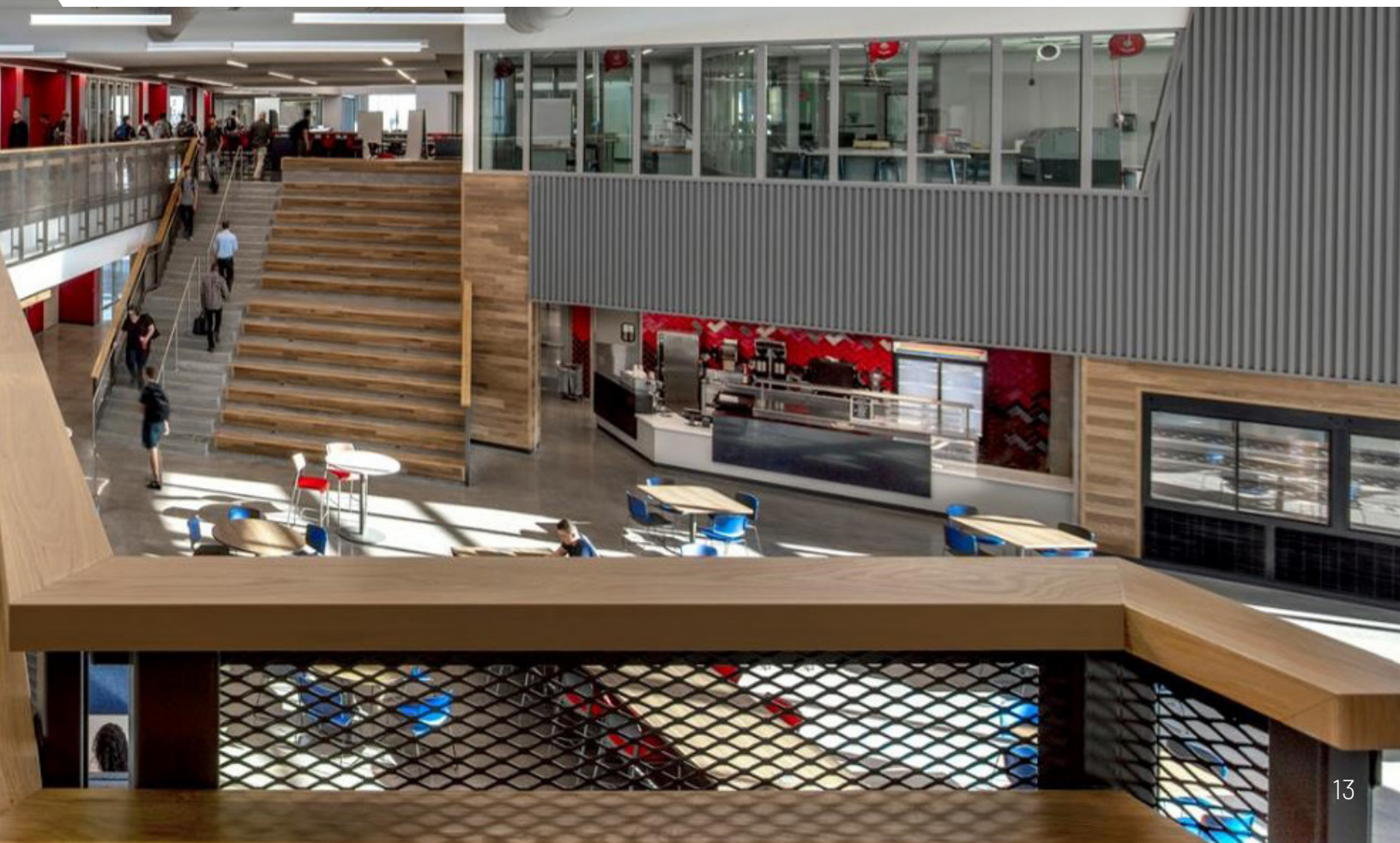


# CAREER CENTER DESIGN

KRESA's goal is to create a facility that will be student-centered and flexible to meet current and future changes in career-based program deliveries. **The next phase of the design process was to conceptualize a vision for the new Career Center's architectural design that will:**

- Enable students to observe, research, and create while accessing technology to problem- solve, engage the community, and prepare for a future beyond their high school years
- Afford teachers, administrators, staff and volunteers ample space to teach, work, plan, and conduct conferences and meetings
- Include a variety of types and sizes of spaces for learning that will adapt to accommodate future changes
- Provide an integrated, technology-enriched environment intended to develop life-long learners

The project schedule also included stakeholder input for the planning and design of the new Kalamazoo CTE Center. KRESA and the project's architects, Wightman and Associates and DLR Group, led visioning workshops with a cross-section of stakeholders. For four days in October, 50 community members representing students and their families, educators, counselors, industry representatives, and community leaders engaged in a structured exploration of the Career Center's design. The goal was to achieve consensus supporting a vision for the new Kalamazoo CTE Center. The result will be a career- based facility designed to meet the needs of the students in the 21st Century in an adaptable and flexible environment. The project's Conceptual Design Phase concluded with the preliminary conceptual design presentation on November 30, 2021.





# Visioning for the Career Center's design was centered on the following objectives for the space:

## **Project-based, Real-world Learning**

The CTE educational program will prepare students for business and industry, providing certifications, simulated real-world experience, real-world work environments enabling them to enter the workforce confidently. By partnering with local industries and enterprises, students will have the opportunity to meet their potential employers while learning their specific job skills and developing their harder skills, critical thinking, communication, problem-solving, self-management, and collaboration.

## **Inclusion**

Adhering to universal design principles, the facility will readily serve students, faculty, industry partners, the community, and other community organizations committed to inclusion and equipping all students to be successful in life. Based on our benchmarking & research, a centralized location will drastically improve the accessibility for all students in the district who want to partake in world-class CTE programming. A world-class CTE Center will lead to increased enrollments, completions and certification outcomes for all students. The new center will allow us to keep our promise to serve and meet the needs of all families, community and industry partners with viable, alternative pathways in education for children for years to come.

## **Collaboration**

The Career Center should be a beacon in the community. Spaces will accommodate events of all types, community meetings, industry partner events, and workforce training. The opportune intersection of students, faculty, and industry partners is accommodated by the inclusion of multipurpose spaces, flexible scheduling, and a "Never-Go-Dark" policy encouraging industry partners to conduct trainings and other events. The combination of students and industry partners intentionally provides students opportunities to solve real-world problems and develop relationships with potential employers.

## **Futureproof and Flexible**

The design will readily allow reconfiguring of furnishings, fixtures, and equipment to accommodate varying modes of instruction. It will readily accommodate future growth and expansion of the Kalamazoo CTE Center, including the building, systems, equipment, and technology upgrades. By integrating flexible building systems and equipment, spaces can adapt to reconfiguration to accommodate new or expanding programs and pedagogy for teaching. The latest cutting-edge lab equipment should be easy to install, ensuring students learn the most relevant industry skills.

## **Innovative Floor Plan**

The design highlights various programs and allows views into many programs, including views to Machine Technology, Admin., Urban Farm to Table, Vet Clinic, Culinary, Nursing, Robotics, Technology, and Auto. The central commons area also represents the "trailhead" of the discovery trail and is adjacent to the culinary program, which compromises of a simulated restaurant that spills over into the commons.

## **Anywhere/Anytime Learning**

Indoor and outdoor space design should allow for planned and spontaneous teaching and learning opportunities. Outdoor learning spaces provide opportunities beyond walls for study, work, demonstrations, competitions, exhibitions, and many more activities. Every aspect of the facility design should include learning opportunities for students.



## ISAAC CARTER, KRESA Career Center's New Principal



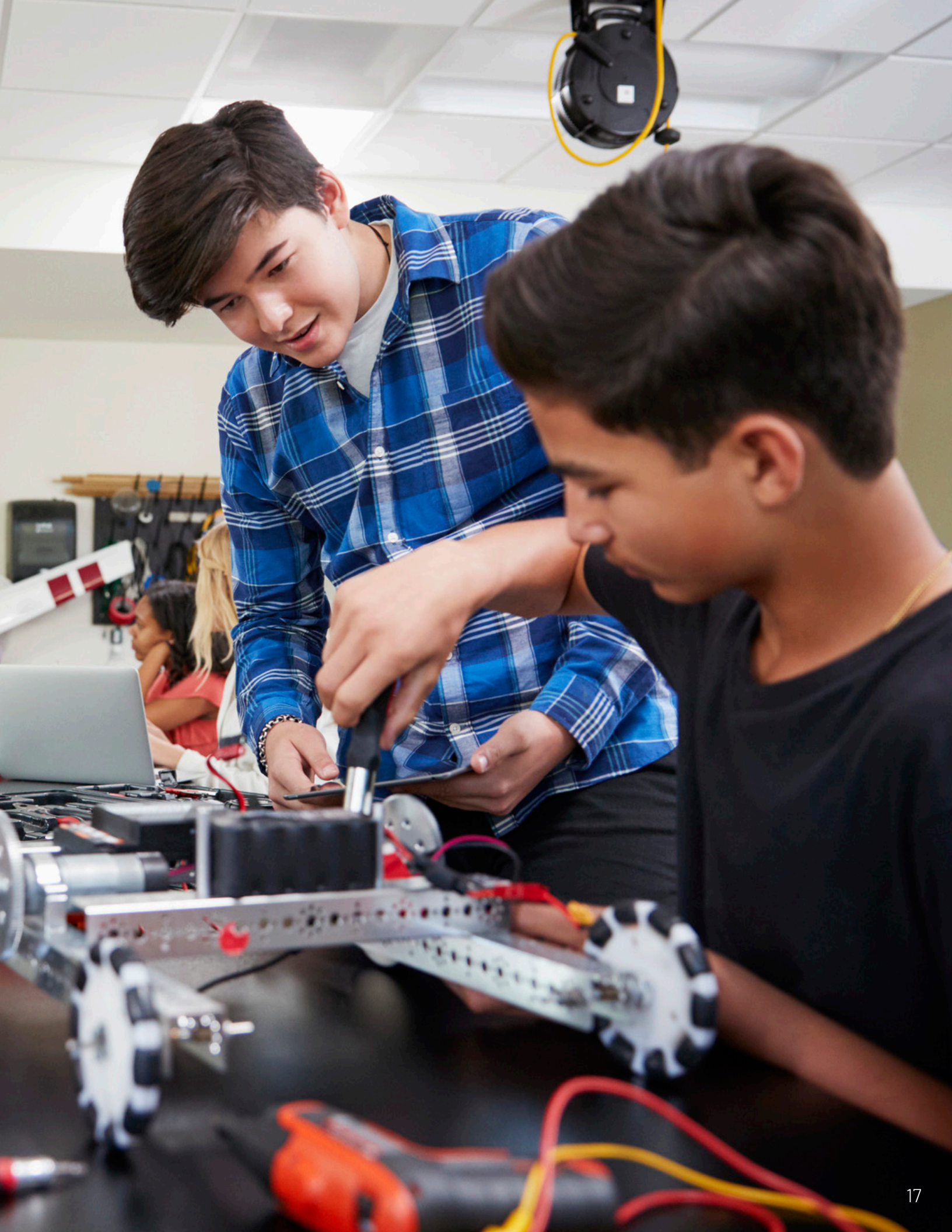
In June 2021, Isaac Carter was tapped to helm the new Career & Technical Education (CTE) Career Center as its principal. Carter is a Chicago Public Schools veteran and will lead career center programming implementation, hire new staff and help with the design of the new facility, which is slated to open in the fall of 2024.

Carter's task will be to oversee the facility's operations and create a welcoming, inclusive and safe school culture for all students that simulates real-world workplaces and allows them to develop their leadership, academic and technical skills. Carter will also be providing leadership to some of our current CTE programs.

Isaac Carter is a graduate of Princeton University and has extensive experience in the field of education having served Chicago Public Schools (CPS) for 17 years as an educator and school administrator. In his most recent role, Carter supported CPS as Campus Manager/Administrator of the district's Chicago Builds program, an off-campus CTE training program for high school students interested in pursuing a career in construction after graduation.

Another of Carter's key objectives will be to draw upon regional economic and employer data to design and implement state-of-the-art programming in fields that lead to local high-wage, high-demand jobs. His 14 years in the private sector prior to becoming an educator will serve him well as he works to forge partnerships with local employers, school districts and community members to continually align countywide career-learning services and programming with the ever-evolving talent needs of employers.





# CAE and WBL Continuum

The redesign of the full continuum of Kalamazoo County career education services includes a focus on providing world-class career development for students K-12+. This body of work includes opportunities to learn about self, community, and career from early years through high school and beyond, with uplifting support, mentorship, and hands-on learning embedded throughout.

This continuum of services outlines the experiences available to engage students in Career Awareness & Exploration (CAE) and Work-Based Learning (WBL) activities designed to foster self-awareness, option-awareness, financial literacy and innovation. The CAE and WBL teams infuse the use of Xello and 21st century skill development throughout the continuum.



Scan the QR code to view our Continuum of Services or [click here](#).

## CAREER AWARENESS & EXPLORATION (CAE)

CAE programs are designed as a part of that continuum of purposeful self-exploration process that allows students the opportunity to:

- Explore a variety of career pathways
- Assess their own personal strengths, interests, and abilities
- Develop a general understanding of “what it means to work”
- Accumulate 21st Century skills
- Develop their soft skills (social/emotional skills)
- Consider all career and post-secondary training and credentialing options





## WORK-BASED LEARNING (WBL)

High school students have the opportunity to earn course credit for hands-on work experience with local employers through internships and apprenticeships. The development of pipelines to apprenticeship through CTE courses as well as other pre-apprenticeship experiences is a current focus of the WBL team. These opportunities combine paid on-the-job training with classroom instruction directly related to the skills needed for success in high-demand, well-paying jobs.

Work-Based Learning provides opportunities for students to gain on-the-job experience and career skills through a mutually beneficial employer partnership. At job sites across the county, students gain exposure to a broad spectrum of careers and develop critical teamwork skills to help them succeed in the world of work. These work-based learning opportunities start late in middle school, continue through high school, and woven together with career readiness activities. In some cases, work-based learning continues beyond high school to help members of the community to launch their careers.

Work-based learning experiences are supported during the school day and beyond. YOU's MyCITY Kalamazoo Summer Youth Employment Program will provide hands-on summer work experience for young people aged 14-21. This year's program will include a two generational pilot. MyCITY 2Gen will foster a whole-family approach to career development and related growth opportunities.



# Work-Based Learning Experiences

## Career Clubs

Opportunities for students to explore and actively engage with an employer in a field of interest. Made possible by collaboration between KRESA, industry partners and local staff to create a mutually beneficial mentor experience.

### Participant Outcomes:

- Opportunity to build a network of support
- Opportunity for greater self-awareness
- Exposure to industry partners in an area of interest



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## Industry Tours

Tours that connect participants to an industry tour/simulation experience in an area of interest. There are many opportunities throughout the year, and KRESA is always looking for new businesses to partner with.

### Participant Outcomes:

- Hands-on experience touring at a variety of employer partners in our local area
- The opportunity to hear from employees about their experience and ask questions



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## Reality Fair

Hands-on simulations that give students a taste of real-world financial realities. Participants are given a fictional occupation, salary, credit score, debt, and insurance payments. Staff are available to help participants make educated financial decisions. These events are paired with opportunities to practice interviewing skills through mock interviews, listen to guest speakers, and participate in workshops that focus on credit scores, taxes, credit cards, and more.



### Participants Outcomes:

- Experience of how life choices and events connect to financial wellness
- Experience utilizing decision making skills to work within a budget
- Opportunity to connect with community supports
- Understand what impacts financial health

# YOU's Work-Based Learning Programming

YOU is a KRESA program that, along with Michigan Works! Southwest, is also part of our continuum of career and talent development services. YOU helps individuals complete their education, find employment and thrive in their communities. Its services strengthen participants through academic enrichment, workforce readiness and the development of social skills while empowering them to become critical thinkers, problem solvers, graduates and leaders.

## **MyCITY**

MyCITY is a summer youth employment program that serves as the gateway to paid internship and work experience. For seven weeks over the summer, participants are paid to explore as many career paths as they would like, develop leadership skills, learn how to set goals and hold yourself accountable, and connect with employers in their community.

## **Career 101 and Career 2.0:**

### ■ **Career 101**

An introduction to career pathway planning, exploration and occupation awareness for ages 14-15. Core programming included four primary elements: career exploration, employability skills, social/emotional learning and goal setting.

### ■ **Career 2.0**

A simulation of the employment lifecycle for young adults ages 16-21. Participants were placed into small groups resembling work teams to complete real work tasks, like determining workplace norms and values, simulating the hiring process, teambuilding and a departmental project.

## **CareerNOW**

The Youth team at YOU supported a local initiative to develop a talent pipeline into early childhood education careers. A major part of this program is a full-time, paid, eight-month apprenticeship, which will result in a Childcare Development Associate (CDA) and employment as an ELP at the Edison Children's Center.

## **Bridging Opportunities**

Bridging Opportunities is a multi-agency initiative focused on youth development and developing strategies for reducing the amount of crime committed by juveniles within city limits. This program fills young people's summer hours with productive activities such as paid work experience, educational support activities, community beautification projects and career exploration. Additionally, each participant is paired with a KDPS officer mentor who checks on them periodically throughout the summer.





## NEXT STEPS

As we move forward with the redesign, there will be many more opportunities to get engaged. We would be thrilled to hear your thoughts or collaborate with your organization or business. There are many exciting developments on the horizon. Please follow us online and on social media for updates in the coming months.

### **2022 Roadmap:**

- Curriculum and Facility committees, comprised of educators and business leaders, to develop curriculum and provide input on the learning spaces as well as input on the equipment needed.
- Developing CTE programming in the fields of Design and Supply Chain to be approved by the State of Michigan.
- Embarking on a visioning process for “Never-Go-Dark” programming, identifying the highest and best uses of the space in the before and after-school hours to maximize student outcomes and community impact.
- Breaking ground on the Career Center in late fall.





KALAMAZOO RESA

**CTE**



Career & Technical Education

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