

# **Workforce Development in the Next Decade**

**Angela H. Bain, PhD, SPHR**  
**Superintendent, Chester County School District**  
**January 29, 2020**  
**Chester Chamber Lunch and Learn**

# Profile of the South Carolina Graduate



## World Class Knowledge

- Rigorous standards in language arts and math for career and college readiness
- Multiple languages, science, technology, engineering, mathematics (STEM), arts and social sciences

## World Class Skills

- Creativity and innovation
- Critical thinking and problem solving
- Collaboration and teamwork
- Communication, information, media and technology
- Knowing how to learn

## Life and Career Characteristics

- Integrity
- Self-direction
- Global perspective
- Perseverance
- Work ethic
- Interpersonal skills

# Elements of the Profile

<b>Profile of the SC Graduate</b>			
<b>I. World Class Knowledge</b>	<b>II. World Class Skills</b>	<b>III. Life and Career Skills</b>	<b>IV. On-Time Graduation</b>
A. Rigorous standards in language arts for career and college readiness	A. Creativity and innovation	A. Integrity	A. On track monitoring
B. Rigorous standards in math for career and college readiness	B. Critical thinking and problem solving	B. Self-direction	B. Wrap around supports
C. Multiple languages	C. Collaboration and teamwork	C. Global perspective	
D. STEM	Communication, information, media and technology	D. Perseverance	
E. Arts	E. Knowing how to learn	E. Work ethic	
F. Social Sciences		F. Interpersonal skills	

# District Strategic Plan Goal for Grades 9-12

- Expand Dual Enrollment opportunities
- Expand Career and Technology opportunities
- Provide Professional Development for teachers to increase rigor and to prepare students for college and careers

# **Chester Economic Development Association Strategic Planning Goal for Education**

**Support the Talent Pipeline through  
Retention, Development, and Attraction**

# Merging School District & County Economic Development Goals

Strengths, Weaknesses, Opportunities & Threats

(SWOT Analysis)

## **Takeaways:**

“Looking toward the future, Chester County and its municipalities will need stronger partnerships within and outside of the county to succeed. The changes taking place are bigger than the county – they are transforming the region.”

“Weakness in school facilities”

# Goal: Supporting the Talent Pipeline

- **Strategy: Increase Educational Attainment and Skills Development**

Some Action Steps School District is taking:

1. Teaching Workforce Readiness skills
2. Dual enrollment and partnerships with YTC, Winthrop and USC-L
3. New utility lineman courses
4. Local internships

# More Action Steps

## Additional Action Steps School District is taking:

- Career pathways focused on healthcare, manufacturing, mechatronics, construction and trades
- Annual Career Expo
- Planning for new district-wide career center to enhance workforce development of Chester County students and to include relative course offerings with local industry
- Planning for new and upgraded facilities to maintain all area high schools
- Working partnerships with local industry



# What Are They Saying? “Perspectives”

School districts are the lifeblood of the local workforce.

The quality of the education systems, facilities, technology and collaboration with the community are key to a successful local quality of life.

# Giti Tire Partnership

**“In today’s competitive workplace, being prepared is essential.**

**Students that are not prepared before entering it will be at a significant disadvantage.**

**Today’s business world needs students that have the skills to compete and prosper.**

**Technology is constantly changing the skills that are needed in business and the education system must meet those needs.**

**Workforce development must start as early in the education system as possible.**

**Cities and counties that focus on effective workforce development will see students turn into leaders that excel, prosper and are able to give back to the communities they live in.**

**The investment into an effective workplace development system will see a return on that investment. Raising the overall standard of living will benefit the entire community.”**

**Hank Eisenga, Vice President of Manufacturing**

**Giti Tire, Chester, SC**

# MUSC Chester Partnership

“One in 5 workers in the United States are involved in some aspect of healthcare and it is vitally important we get our young folks informed on how to pursue these careers.

Our population is aging and there will be greater need in the future.”

Page Vaughn, Chief Executive Officer

MUSC Chester and Lancaster

# Recruiting & Retaining Educators

What attracts new teachers to seek employment in certain school districts?

Just ask Mr. Wendell Sumter, Chief Human Resources and Teacher Quality Officer:

“Facilities Matter! Research studies show that teachers' perceptions and attitudes toward accepting a position in a district are shaped by facilities!

21st Century facilities attract potential educators in their quest to call a school district home!”

# The Role of Career Centers

“The role of Career Centers is to offer high tech and high wage programs that prepare graduates to be college and career ready.

Students must graduate with recognizable certifications and credentials to be work ready with dual credit courses to be technical college ready as well.

There is a tremendous workforce need for secondary technical graduates. For example, a recent workforce report stated there will be a need for 400,000 welders over the next 5 to 6 years to fill those demands in South Carolina!”

“There are thousands of jobs open because we don’t have the trained workforce to fill them.”

Dr. Bob Couch, Director Anderson Institute of Technology

Anderson School Districts 3, 4 and 5

# School District's Curriculum Choices

“Our goal in education is to prepare students to be college and/or career ready. My job as Chief Instructional Officer for the Chester County School District is to ensure all students have the experiences and opportunities they need to pursue a career path. Providing these experiences and opportunities often require partnerships between the school district and business community.

We can't prepare students for the workforce alone; therefore, it is imperative that we create and maintain a positive relationship with community members and business partners. Having these partnerships allows us to establish mentoring programs, job shadowing, and internships for high school students.

Additionally, partnerships with USC-L, York Technical College, and Winthrop University allow us to provide dual enrollment programs. Through dual enrollment, students are able to receive high school and college credit simultaneously while taking a college-level course. Students gain an early start on obtaining a certificate or associate's degree while still in high school, with little or no cost to parents.

We feel strongly about workforce development in the Chester County School District and are fortunate to have the business and community partnerships to help us prepare students to be college and/or career ready.”

Dena Dunlap, Chief Instructional Officer Chester County School District

# Chester Development Association

“Once companies were mostly focused on cheap land and incentives. More and more during the site selection process, we are finding that companies are focusing more on not only the skills of the current workforce available to them, but also the skills of their future workforce they will draw.

Before investing or locating a facility, the company wants to ensure as much as possible its future workforce needs will be met.”

Jeff Burgess, Interim Executive Director

Chester Development Association

# District Poll Results

2 to 1 respondents say our schools need to be upgraded

2 to 1 respondents say our schools need to be safer and more secure

2 to 1 respondents say they trust our district's administration and school board to do what is right for children



## District Facilities Needs

- Capital Improvements Plan outlines pressing needs for now and in the immediate future in order to prepare our students for their own futures.
- Bond overview relative to school safety and security and facilities needs

## District Facilities Needs

- Installation of new doors and keyless entries into schools (current project)
- Planning for new secure vestibules for each high school
- Reducing the number of entry points into Chester High School (84 now!)

# Where do I find more detailed information?

[www.chester.k12.sc.us](http://www.chester.k12.sc.us)

Click on Bond Referendum tab

Choose your topic from the list!