



## Montana Ready Career Coaches

### Fiscal Activity

	<u>Total Budget</u>	<u>Expended</u>	<u>Balance</u>
Personal Services (Through 9/30/2024)	\$ 1,000,000	\$ 118,685	\$ 881,315
Operating	\$ 500,000	\$ 53,808	\$ 446,192
<b>Totals</b>	<b>\$ 1,500,000</b>	<b>\$ 172,494</b>	<b>\$ 1,327,506</b>
<i>As of 9/7/2023</i>			

## Career Coaches Program Update & FTE

### What is Montana Ready?

Montana Ready is an initiative to promote Community, College, and Career preparedness with K-12 and adult education students. Focused on STEM, CTAE, and CTSOs, Montana Ready partners with the public and private sector, the military, and post-secondary entities to promote career ready students as the quality, high-skilled workforce of tomorrow.

### What is the purpose of MT Ready Career Coaches?

- Support current school counselors who are focused on mental health and need further understanding of CTAE and all career pathways.
- Educate parents and others the value of *all* career pathways, including a 4-year college degree.
- Combine and strengthen CTE, adult education, and CTSOs with industry-driven initiatives for workforce development and economic growth in Montana.
- Grow, develop, build, and strengthen cross-agency partnerships within public, private, military, and all pertinent stakeholders.
- Use available data from CTAE division and gather more data to show where Montana is in fall of 2023 and compare the data gathered by spring 2024 to measure impact of the program:
  - All 4 levels of Work Based Learning
  - Dual enrollment and IRCs
  - Utilization of career navigation systems
  - Education and circulation of the value of *all* career pathways including a 4-plus-year college degree.
- Identify Industry Sectors and Engage Employers and develop strategies.
- Design Education and Training Programs that include (but not limited to) giving clear, non-duplicative sequence of courses, dual enrolment and IRCs, credit transfers, instructional strategies that instill work readiness skills, and provide *career-planning* counseling.



- Identify Funding Needs and Sources that stress federal, state, and local policies in promoting and sustaining career pathways and programs.
- Align Policies and Programs so funding comes from multiple sources to provide appropriate resources and continued programs and support professional development and other development activities with cross-agency and private team.
- Measure System Change and Performance by starting with what is currently in place, identifying outcomes, measuring progress along the way, and have a process for collecting and sharing data in career pathways.

### **What is the Funding Source of Career Coaches?**

[Montana ARP ESSER State Plan](#) (pg. 34)

Approved by the US Department of Education in August of 2021

#### **Timeline of Career Coach Development:**

August 2021	Montana ARP ESSER Plan approved which included funding to address lost instructional time through the career readiness and opportunities.
June 2022	Montana Ready Coordinator hired.
July-August 2022	Research was conducted and raised the question “What are other states doing on their road to success for workforce development and economic growth?”
September 2022	Superintendent Arntzen hired Gene Dudley with Chanel Enterprises from Alabama as a consultant to investigate and provide an inventory of where Montana currently sits and what we need to do to find the same success.
March 2023	One key finding from Mr. Dudley was to implement a “career coaching” system based on the Alabama model but more suited to Montana’s large geography with Regional Career Coaches to support what the CTAE division at the OPI is already doing. Regional Career Coaches will be a “game changer” for all students and provide more connection to business and industry for Montana’s workforce and economic growth.
May to July 2023	Nine Career Coaches hired.
June 2023 to Sept 2024	Implementing Career Coaches through a regional model while demonstrating and refining effective practices for Career coaches, while increasing capacity at the local level to sustain the work.
October 2023	Pursuing other funding sources through local partnerships, private and federal grants to continue implementing the Career Coach Model.