



**Developmental Psychology,  
Skilled Training Pathway  
Design and Career  
Preparedness for Student  
Success**

# Integrating Developmental Psychology, Skilled Training Pathway Design, and Career Preparedness for Student Success

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# Agenda



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- Introduction
- Current Issues
- **Student Centered: Developmental Approach**
- **Concepts of Readiness & Preparedness**
- **Research Perspectives**
- **Programs**
- **Career Pathways & Skills Training Framework**

# Current Issues

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## CTE(S)/Career Pathways

- Current and future market needs
- Increasing Rate of Career Market Change
- Skills Crisis: Employers
- Secondary to Post-secondary Gap
- Secondary to Post-secondary Transition
- **Readiness, Preparedness, and Planning**
- **Current Levels of Mental Health, Wellbeing, and Resilience Among Teens and Young Adults**





# Insights and Directions from Developmental Psychology

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**Key Developmental Transitions**

# Readiness & Preparedness

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Key Developmental Stages and Transitions  
(in and out of K-12)

**Preparedness**

=

Credentials and Core  
Experiences/Courses

**Readiness**

=

Developmental Advances,  
Acquisition of Mental  
Tools/Perspectives, Purposeful  
Exploration, Application, and  
Engagement (USE IT!)



# Developmental Bundle

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## Teen/Young Adult Developmental Bundle

### Higher Order Thinking

Possibility Imagining, Critical Thinking, Problem Solving, Analysis and Planning, Self-Reflection, Narrative Self-conceptualization, Systems Thinking (including Social Systems), Purposeful Engagement



# Identity Building

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“  
How am I going  
to get there?”

“  
Who am I?”

## Identity Styles

- Informational (25%)
- Normative (25%)
- Diffused (45%)

“  
Where do I want to go?”




Academic versus CTE(S) Stream Dual Credit? (AP versus Trades)

Data: Taking Dual Credit Courses (either stream)

- Higher Post Secondary GPA's
- Higher PS Attendance
- Quicker PS Attendance
- Quicker PS Completion

***Higher High School GPA (and engagement)***



**Dual Credit  
Psychology for  
Everyday Life**

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# Developmental Dual Credit

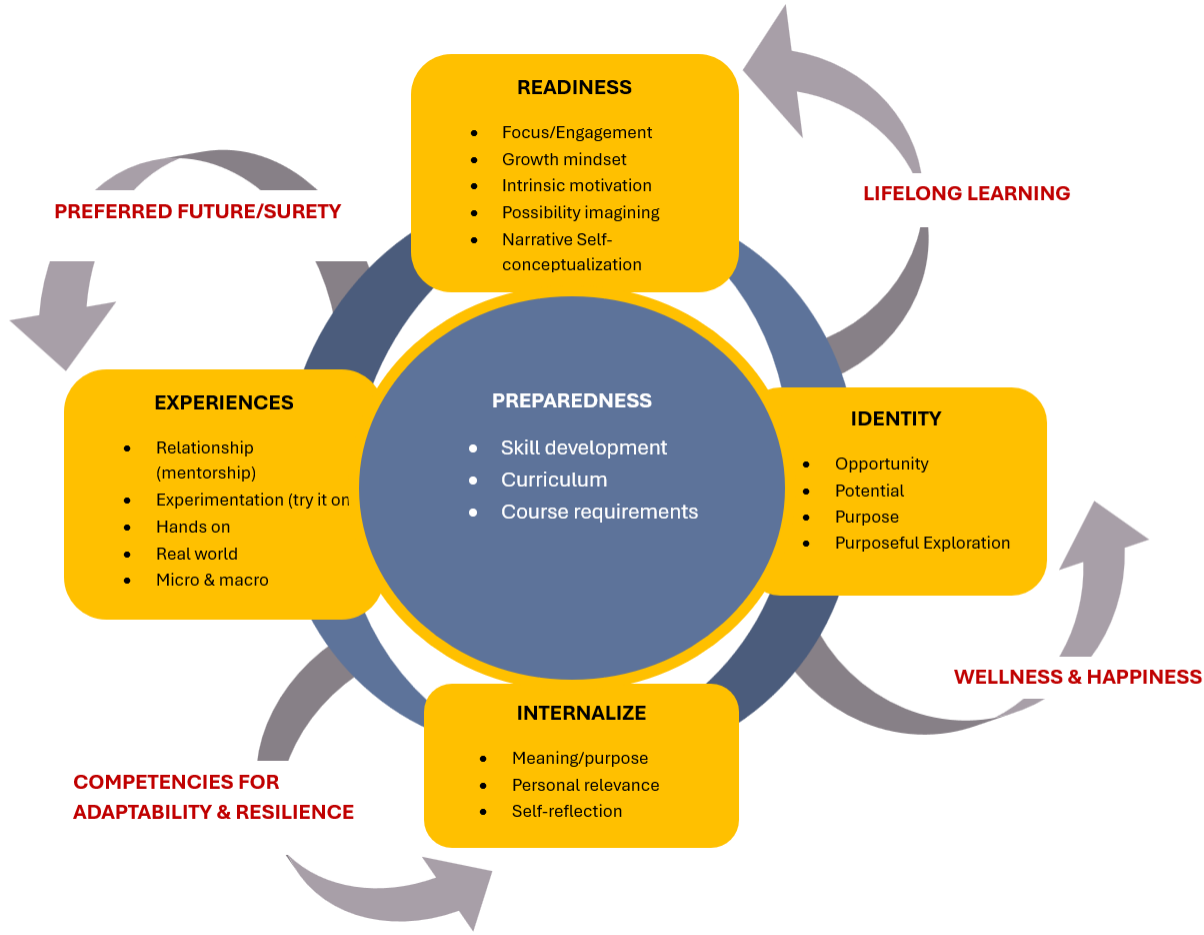
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A little psychology

A little applied developmental psychology

- identity assignment
- stress/coping assignment
- pathfinding exercise/goal setting assignment

# Career Pathways & Skills Training Framework



Developed by:  
Roz Wick  
Dr Mike Boyes  
Lisa Betterton

# Career Pathways Design

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Multiple experiences, wrapped within the career pathways and skilled training framework

## Preparedness

=

Credentials  
Microcredentials  
Skill development

## Readiness

=

Dual credit, work integrated learning, career development programming throughout pathway programming





# Purposeful Experiences

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Micro - short term, less risk, one day, one week, fits within the idea of experimentation  
“Try it out”

Macro - longer term, more at stake, more comprehensive, building on the idea of surety, building up competencies and skills

# Turning Points Program

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Research suggests that:

- “many students face challenges enrolling and succeeding in college, particularly students who are the first in their families to attend college, are members of a minority group, or are low income” (Edmunds et al., 2017).
- “many do not enroll due to a lack of academic preparation or failure to complete the steps involved in applying for college and financial aid” (Edmunds et al., 2017).

# Turning Points Program

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## Context:

- Began in 2018 with Jack James High School (Calgary Board of Education)
- 16 vulnerable high school students; at risk of not graduating high school
- For many students, no focus on intentional future plans - certainly not thinking about post-secondary
- Challenges: academics, life, confidence in self as a capable learner, engagement, motivation

# Program Goals

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Program Goals:

Support at-risk students in:

- Exploring their interests, passions, career goals
- Learning about program areas at SAIT
- Understanding their next steps post-grade 12, including potentially attending a post-secondary institution
- Building a greater sense of confidence in themselves, both academically and personally





# Turning Points Program

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- Over the course of two to three weeks, cohorts rotate between various areas within SAIT
- PREP 100 – complete PREP 100 sessions as part of the program
- Earn **high school credits** through **Learning Strategies** course
- Supervision provided by high school teacher
- Student reflect on their learning each day
  - Identify interests
  - Strengths
  - Next steps
- Sessions take place both at SAIT, home high school and virtually
- Hot lunch program each day at SAIT
- SAIT hoodie for all students

## Participants explore the a variety of program areas:

- Academic Upgrading
- Cranes & Hoist
- Ironworker
- RV Tech
- Water Management
- Aircraft Structures
- Aircraft Maintenance
- Avionics
- Diagnostic Imaging
- Paramedicine
- Medical Lab Tech Culinary Arts
- Medical Lab Assistant
- Automotive
- Carpentry
- Welding
- Hydraulics
- Digital Youth workshops
- PREP-100 sessions
- Green Building Technologies
- Student Loans and Bursaries
- Career Advancement Services

# Turning Points Program

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After completing Turning Points, students' survey data indicated that:

**95%** of students were very confident or somewhat confident that they would complete high school

**78%** of students indicated that they felt participation in the Turning Points program would help them in their high school studies going forward

**78%** of students indicated that they “strongly agreed” or “somewhat agreed” that their **confidence had increased** as a result of program participation

**74%** of students indicated that they “strongly agreed” or “somewhat agreed” that their **post-secondary readiness** had increased as a result of program participation



## Turning Points Program

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After completing Turning Points, students' survey data indicated that:

**65%** of students indicated that they had **never visited** SAIT prior to the Turning Points program

**82%** of students indicated that they had **not previously done career exploration** prior to participating in Turning Points

**79%** of students indicated that they “strongly agreed” or “somewhat agreed” that their **motivation had increased** as a result of program participation

**76%** of students indicated that they were more aware of programs at SAIT after completing the program



## Turning Points Program

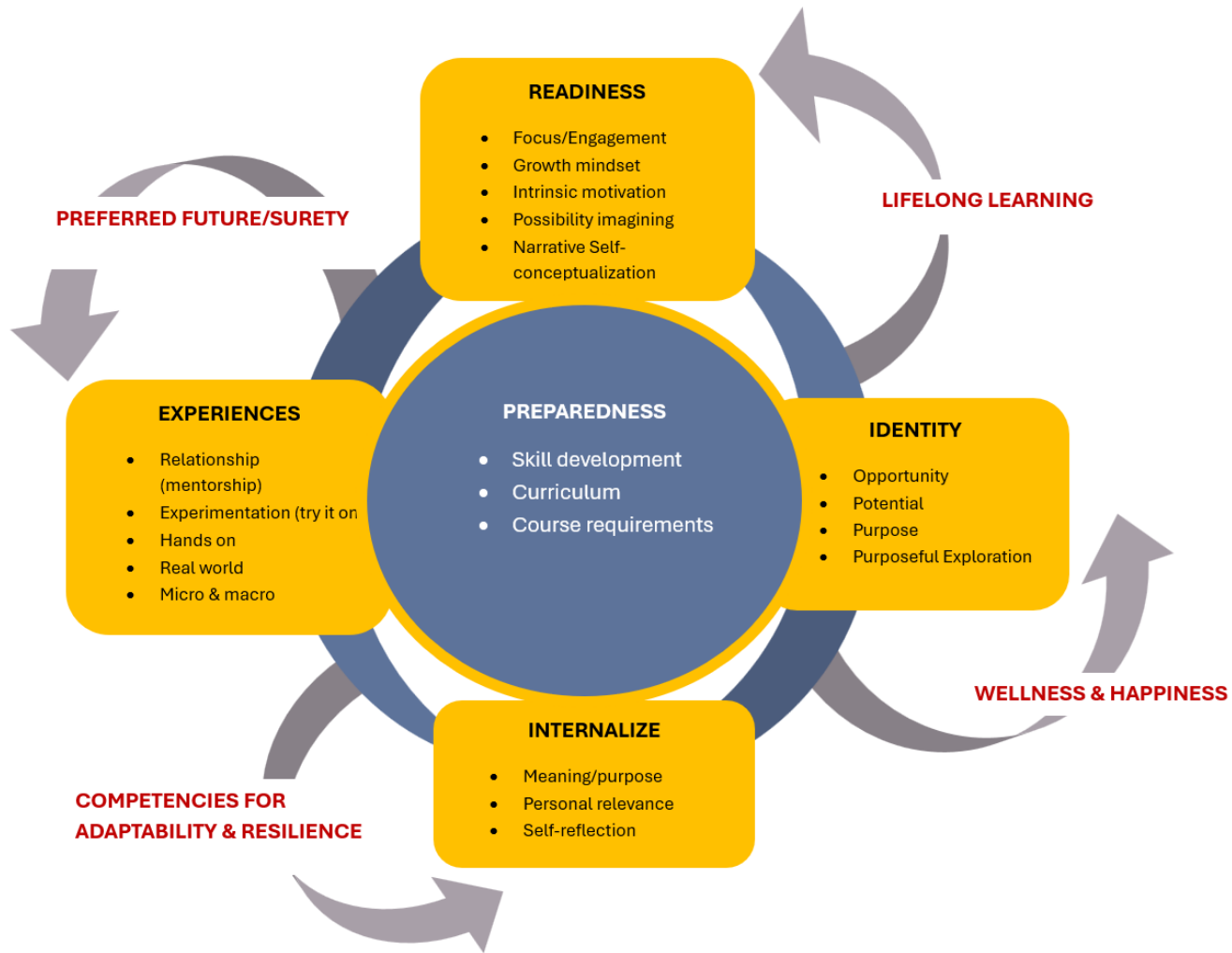
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Program	Number of Students
Pre-Employment Carpentry	5
Intro. to Cook Apprentice	1
Baking & Pastry Arts	1
Pre-Employment Electrician	1
Travel & Tourism	1
New Media Production & Design	2
Pre-Employment Welding	2
Graphic Design & Print Tech	1
Medical Device Reprocessing Tech	1
Legal Assistant	1
Pre-Employment Pipe Trades	2
Academic Upgrading	1
Academic Upgrading - Indigenous Program	1
Automotive Service Technology	1
Welding Technician	1
Culinary Arts	1
Aircraft Maintenance Eng Tech	1

Through to 2021/22, **101** students have come through the program

**24 out of 101 (~25%)** of students have continued on to SAIT, either through dual-credit programs or into a SAIT main program

**11** students have applied for and received Bissett Bursary funding to offset program costs



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# QUESTIONS

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**Thank you**



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