

# Baby Steps: Prioritizing First and Next Steps in Trades/Career Pathways

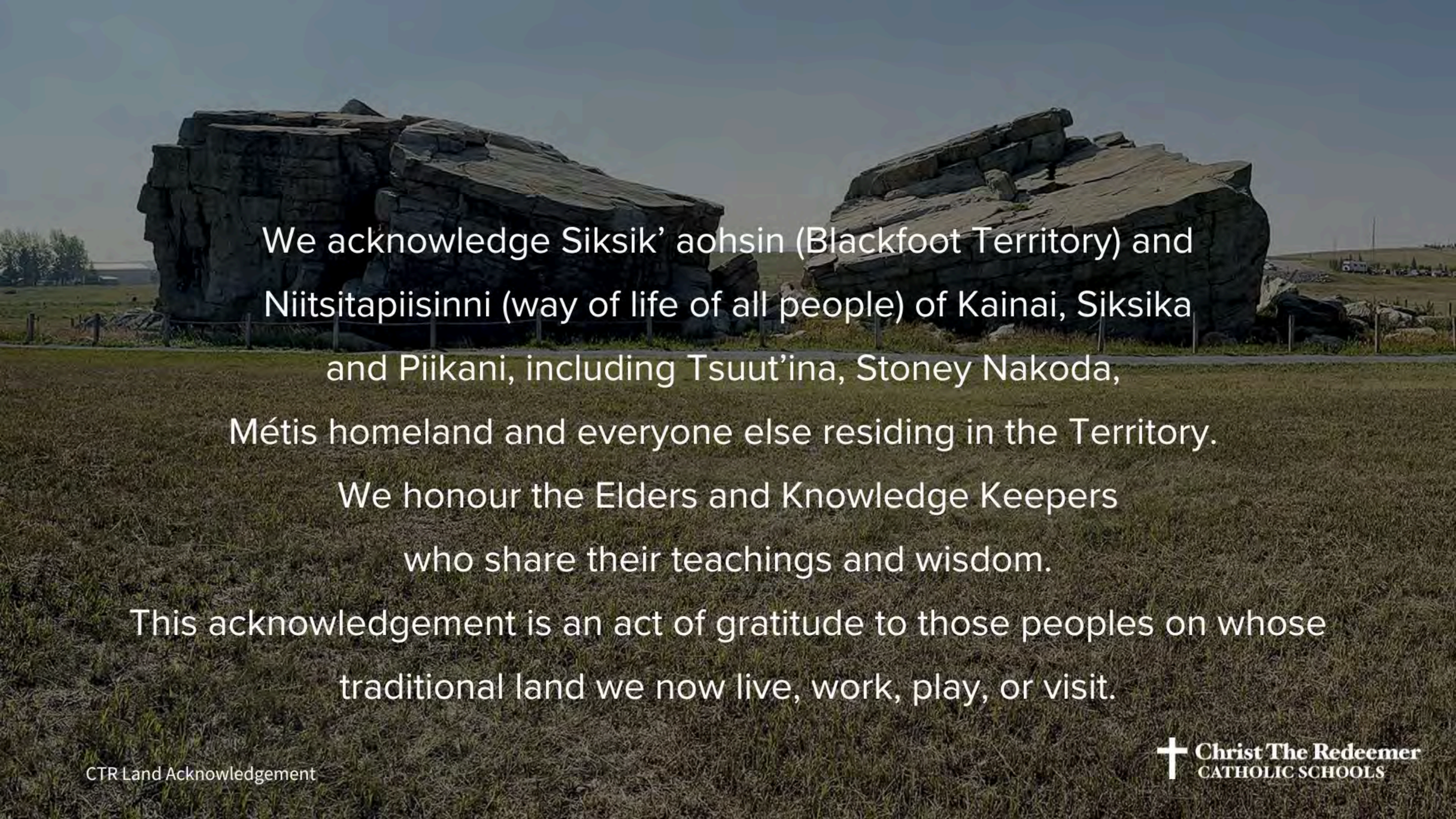
CASS / TAVE Alberta Trades & Technologies 2025 Summit

**“Let us be what we are and be that well, in order  
to bring honor to the Master Craftsman whose handiwork we are. “**

**-St. Francis of Assisi**

**May 27 – 28, 2025**





We acknowledge Siksik' aohsin (Blackfoot Territory) and  
Niitsitapiisinni (way of life of all people) of Kainai, Siksika  
and Piikani, including Tsuut'ina, Stoney Nakoda,  
Métis homeland and everyone else residing in the Territory.  
We honour the Elders and Knowledge Keepers  
who share their teachings and wisdom.

This acknowledgement is an act of gratitude to those peoples on whose  
traditional land we now live, work, play, or visit.



# Introductions

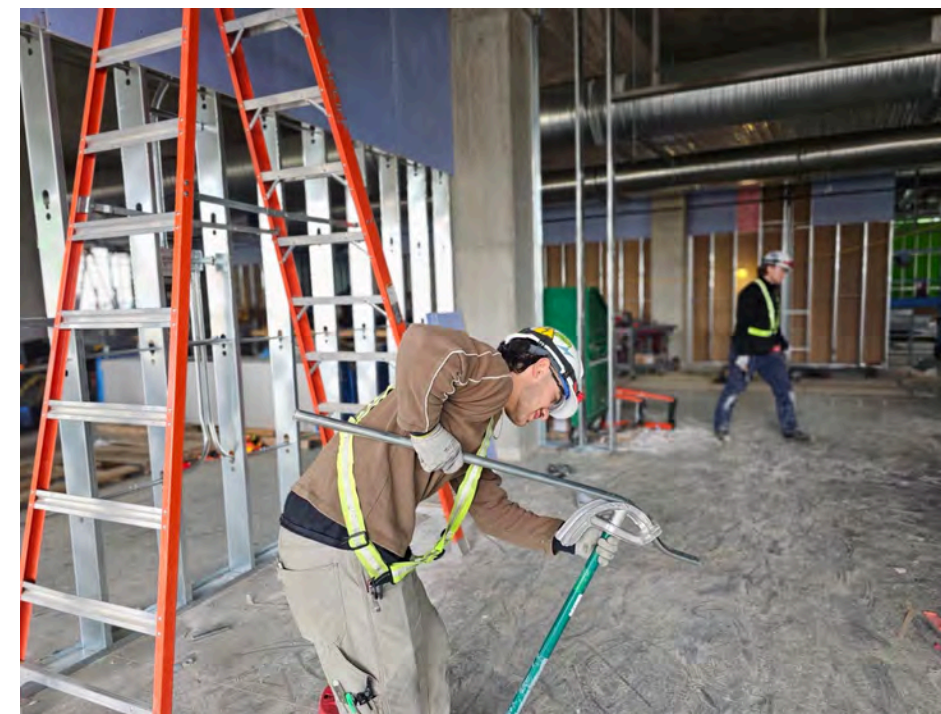
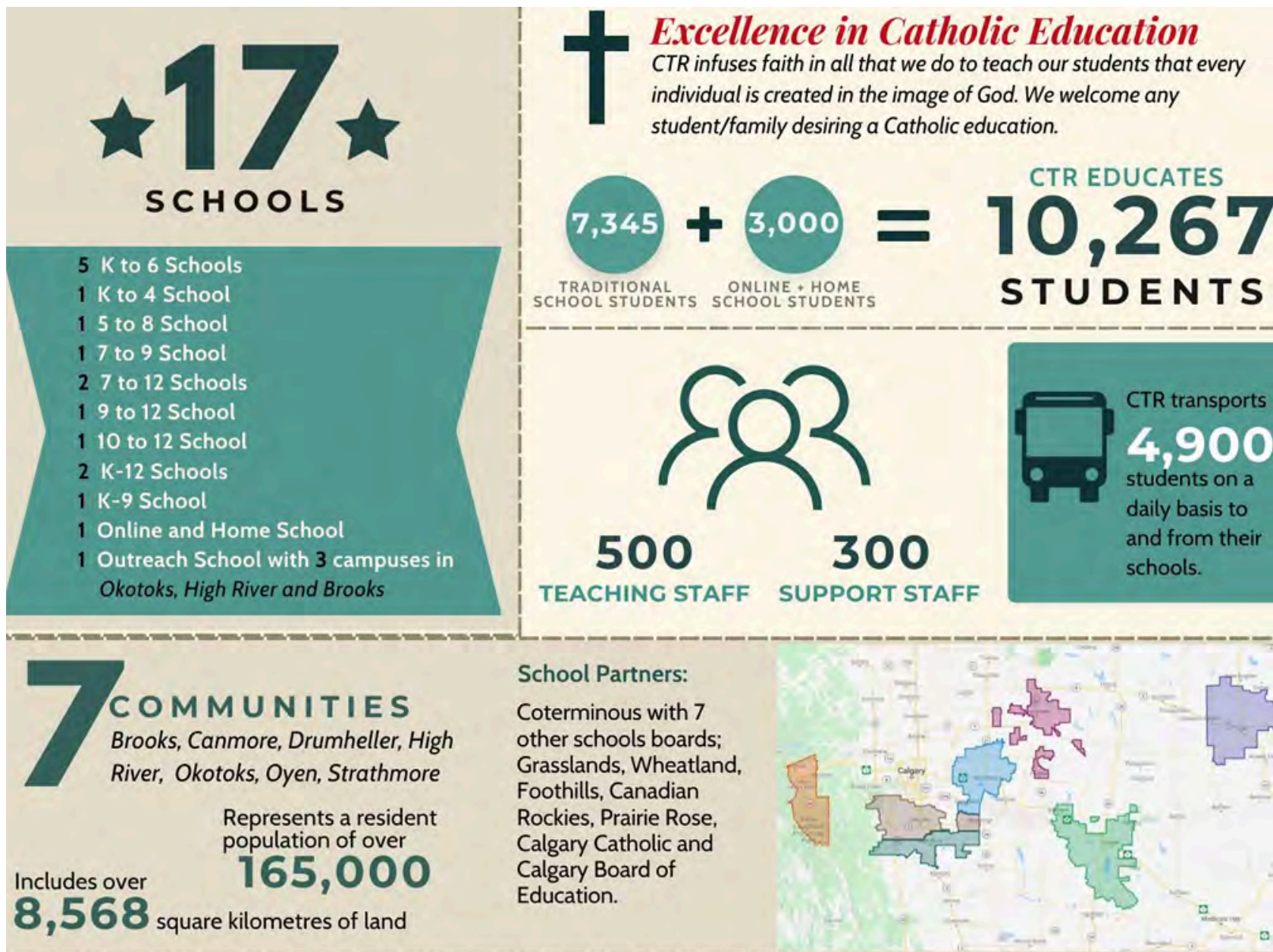
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**CATHOLIC SCHOOLS**



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- **Help people reach their full potential**
- **Enhance education systems**

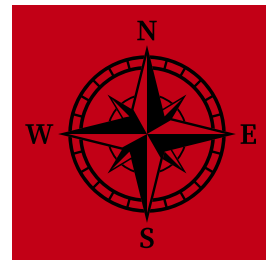
# Today's Presentation Themes



**FIRST BABY STEPS:  
LOOKING BACK**



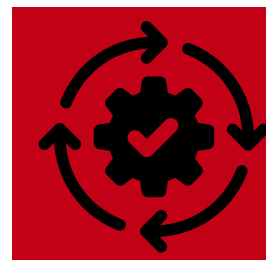
**CURRENT INITIATIVES**



**SETTING DIRECTION**



**COLLABORATIVE DIALOGUE**



**BUILDING CAPACITY &  
COHERENCE**



**NEXT STEPS:  
LOOKING FORWARD**



## CAREER AND OFF CAMPUS **PROGRAM REVIEW**

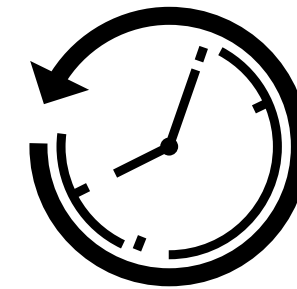


Prepared For:  
Christ the Redeemer Catholic Schools  
April 2024

Prepared By:  
Danica Martin  
  
Danica Designs

## Career and Off-Campus Program Review

# First Steps: Looking Back



Spring 2024





# Key Insight #1

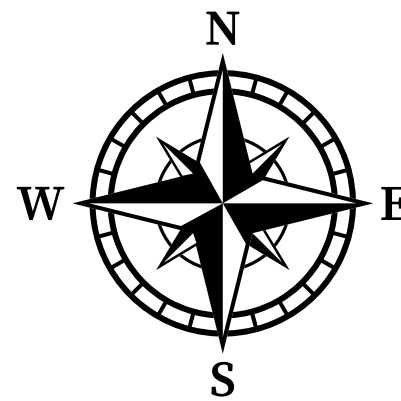
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## CAREER AND OFF CAMPUS **PROGRAM REVIEW**



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# Setting Direction

- Acknowledging the caring educators and career practitioners who support student futures in our schools
- Ensuring that counsellors have adequate time to do the important work of pastorally guiding students as they develop the skills to make decisions for the future
- Recognizing that each community is unique

# Key Insight #2



## CAREER AND OFF CAMPUS **PROGRAM REVIEW**



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**Counsellors expressed a strong interest in sustained and continuous improvement:**

- **They expressed a strong desire to continue to receive district-level professional learning, demonstrating their commitment to professional growth within a learning community.**



# Key Insight #3



## CAREER AND OFF CAMPUS **PROGRAM REVIEW**



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Strong desire for coherence among various stakeholders:

- Developing shared off-campus education paperwork.
- Continuing the counsellor team's initiatives to develop shared resources for students and families to navigate career and post-secondary planning
- Considering how more consistent district-wide myBlueprint integration can foster earlier career exploration and tracking for junior high and high school students



# Key Insight #4

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## CAREER AND OFF CAMPUS PROGRAM REVIEW



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Enhancing students' opportunities to engage in off-campus education:

- Fostering student awareness of off-campus opportunities
- Ensuring that school scheduling facilitates student access



Student Survey Data

11. How would you rate your overall satisfaction with the off-campus programming provided by your school?

◦ 38.9% were Very Satisfied or Satisfied

12. How well-informed do you feel about the post-secondary, career counseling and off-campus programming resources and opportunities available at your school?

◦ 47.1% felt Very Informed or Informed

13. How satisfied are you with the support you receive from your school in making decisions about your future beyond high school?

◦ 55.9% were Very Satisfied or Satisfied



# Key Insight #5



## CAREER AND OFF CAMPUS **PROGRAM REVIEW**



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April 2024

Prepared By:  
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The need to develop a common framework to conceptualized career development education in CTR:

- Acknowledging the provincial mandate letter and insights drawn from the Career Education Task Workforce
- The importance of considering developmentally-appropriate career exploration across K-12



# Think; Turn & Talk

What do you perceive as your top strength and top growth areas for Career and Off-Campus Education in your district? Think of one point for each.

- Please record your ideas on 2 sticky notes:
- 1 idea per note (label as strength/growth)
- Add your name to each one



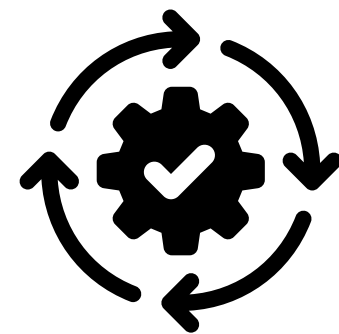
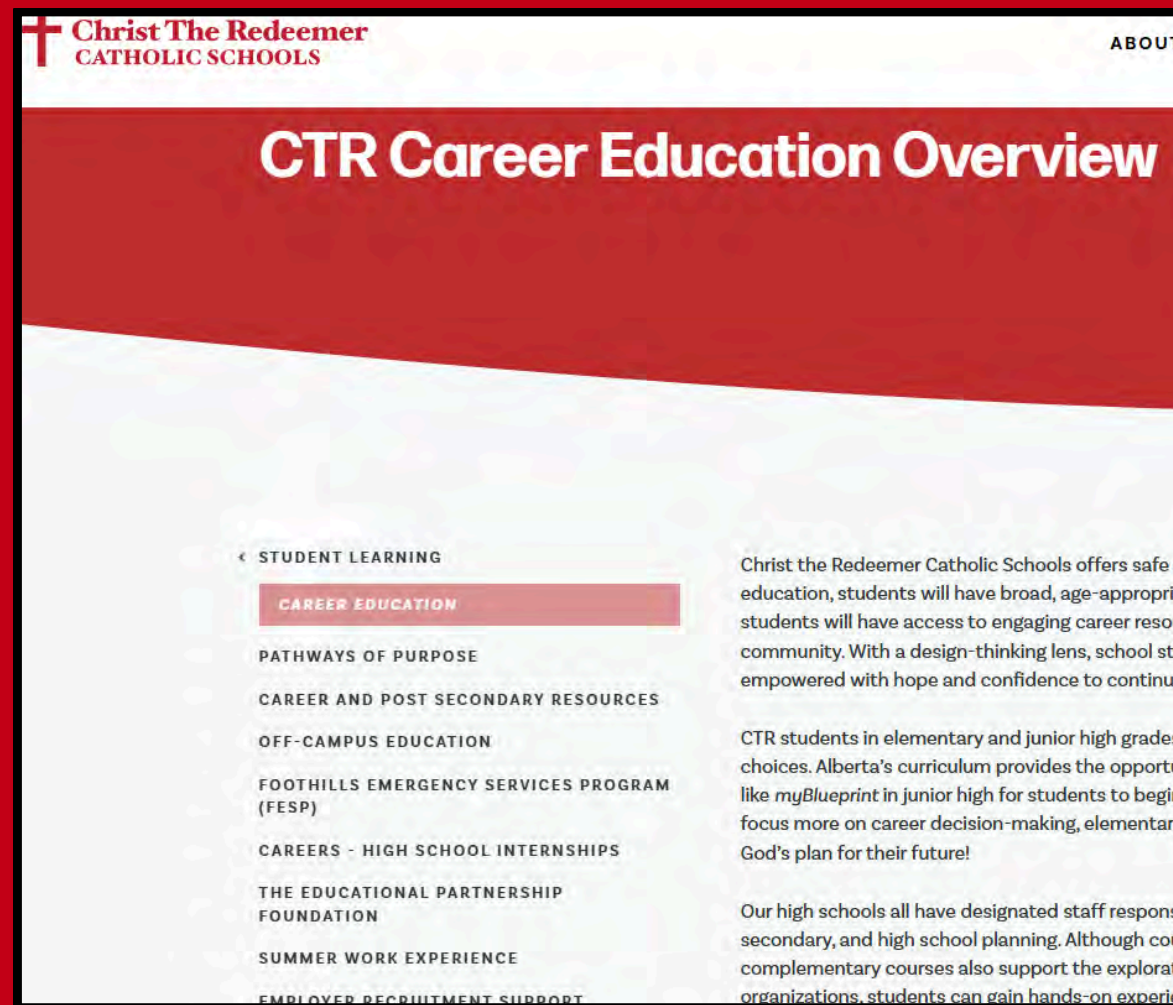


# Quality System Education Leadership

## Building Capacity & Coherence







# Building Capacity & Coherence

Effective communication structures:

- Partnering with the Director of Communications
- Representative contact lists

Revitalized vision and direction setting:

- CTR Career Education website
- Career Education Framework

Capacity building and supportive resources:

- Centralized training/professional learning
- Centralized High School Planning Document
- CAREERS School Engagement Coordinator & Consultant role



# CAREERS School

## Engagement Coordinator

- Raising awareness
- Fostering student engagement
- Empowering collaboration
- Connecting to communities





# Student Demo Activity: Your First Career Ideas



As a **child**, what was your  
**first** career plan?



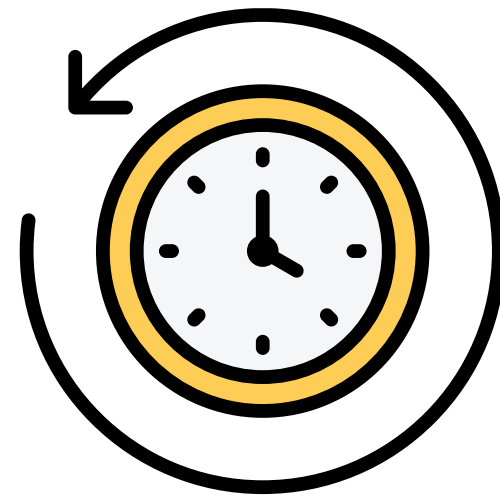
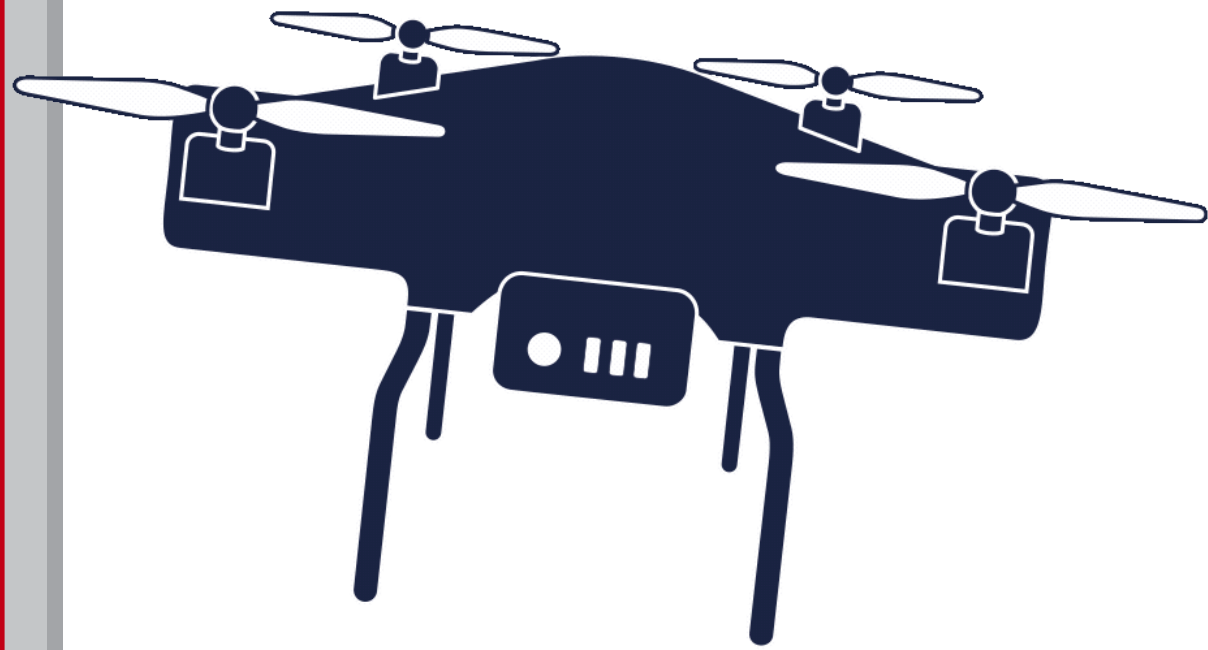


# Do You Still Have the Same Idea Today?

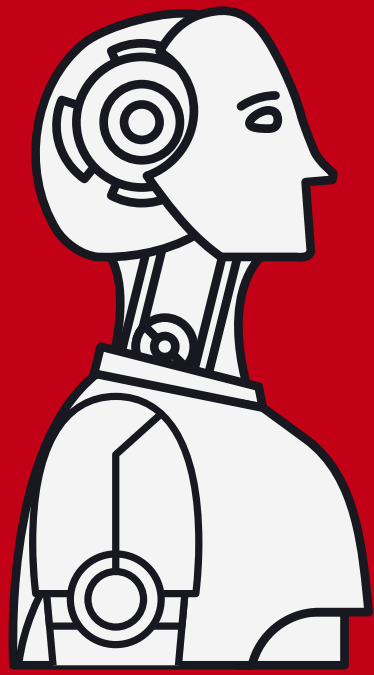




Name a job that likely did  
**not** exist 30 years ago.

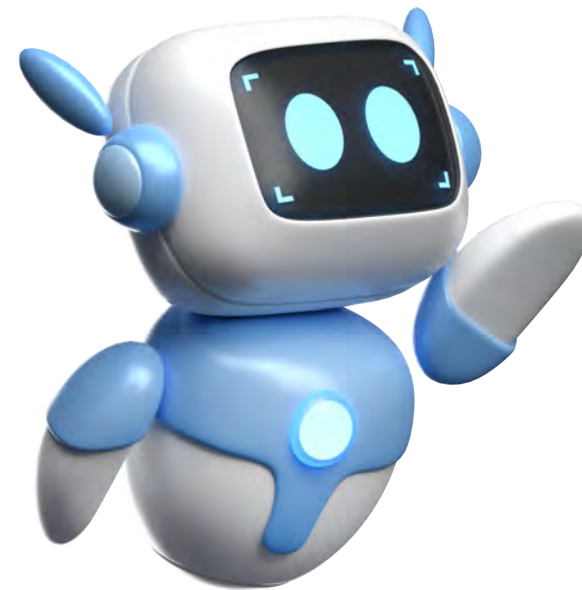




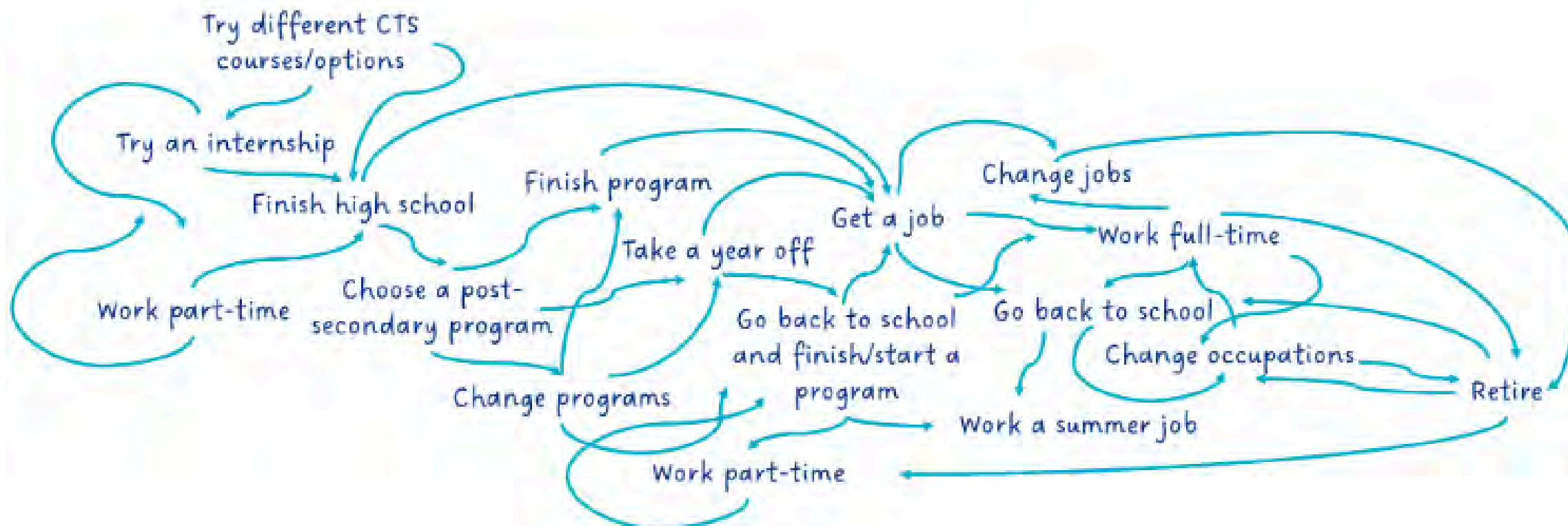


# Other Answers:

- Social Media Manager
- Cloud Architect
- AI Engineer
- Youtuber
- Uber Driver

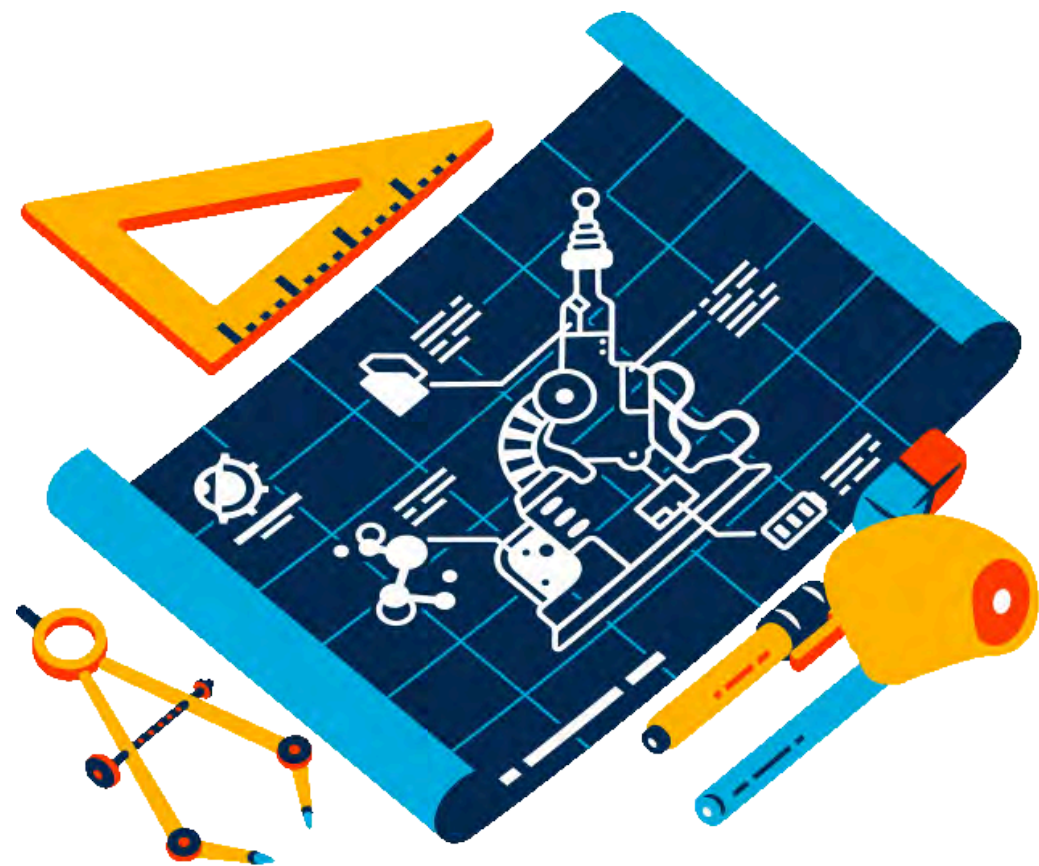


# How Do We Plan for a Complex World





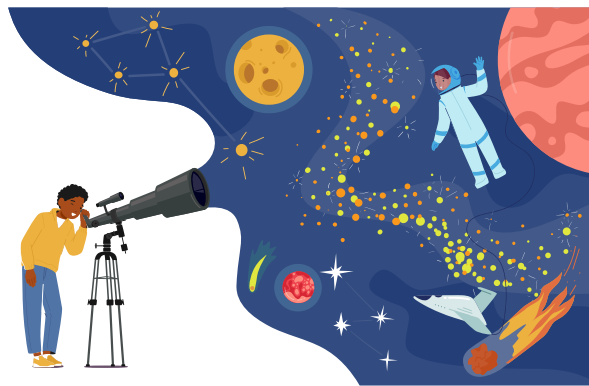
# What do you know about the work that designers do?





# Tackle Complexity by Thinking like a Designer!

**BE CURIOUS**



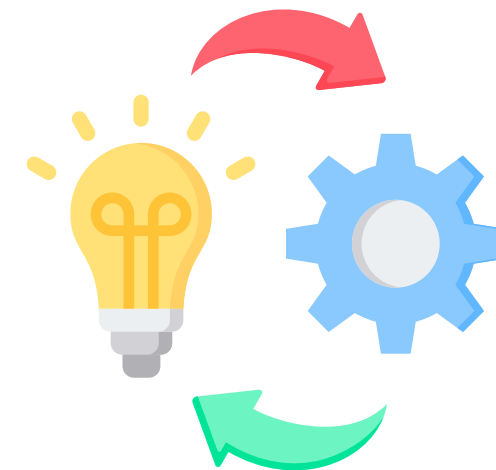
**TAKE ACTION &  
TRY IDEAS OUT**



**BE OPEN TO  
NEW IDEAS**



**SEE IT AS A  
PROTOTYPING**

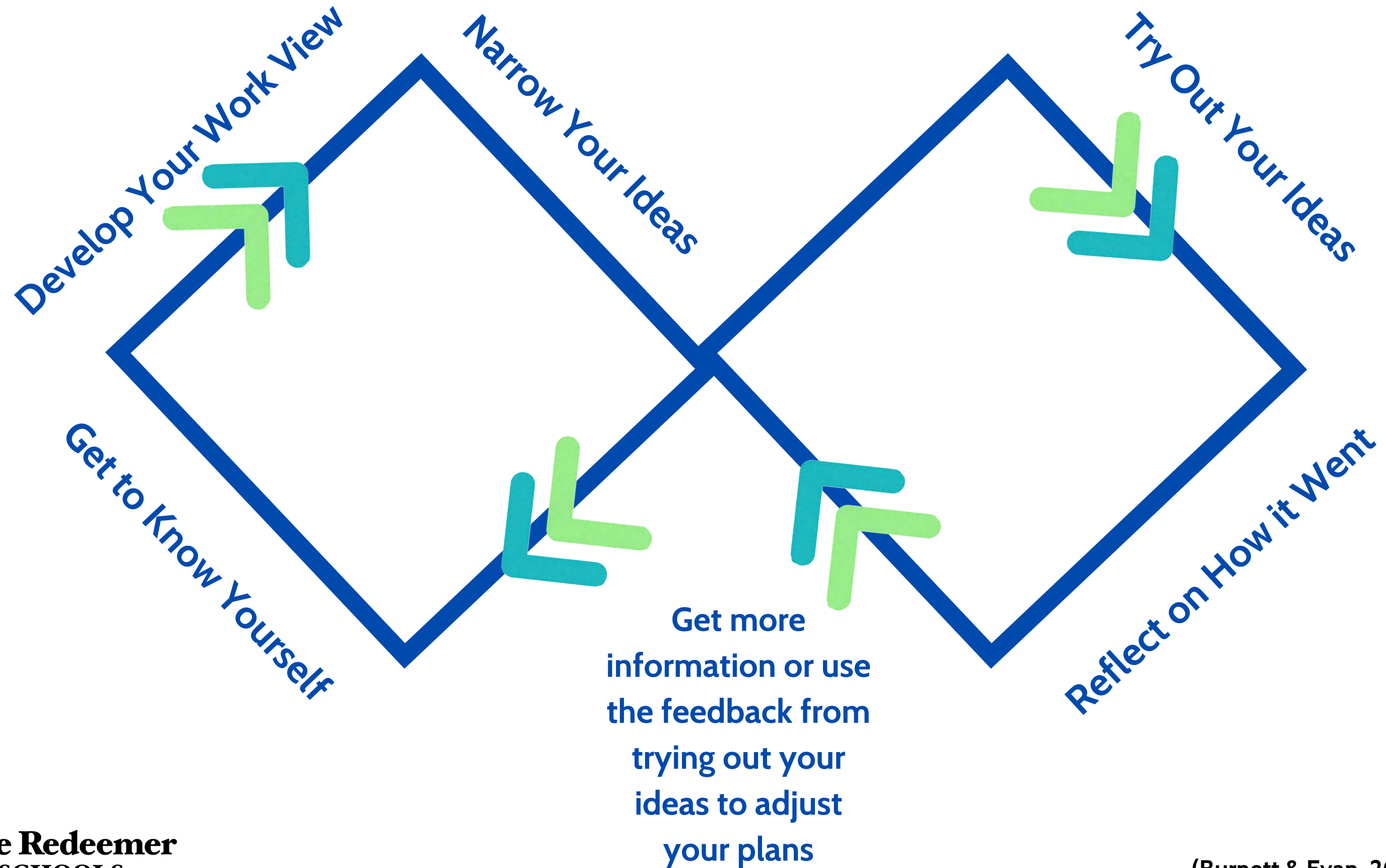


**GET SUPPORT**

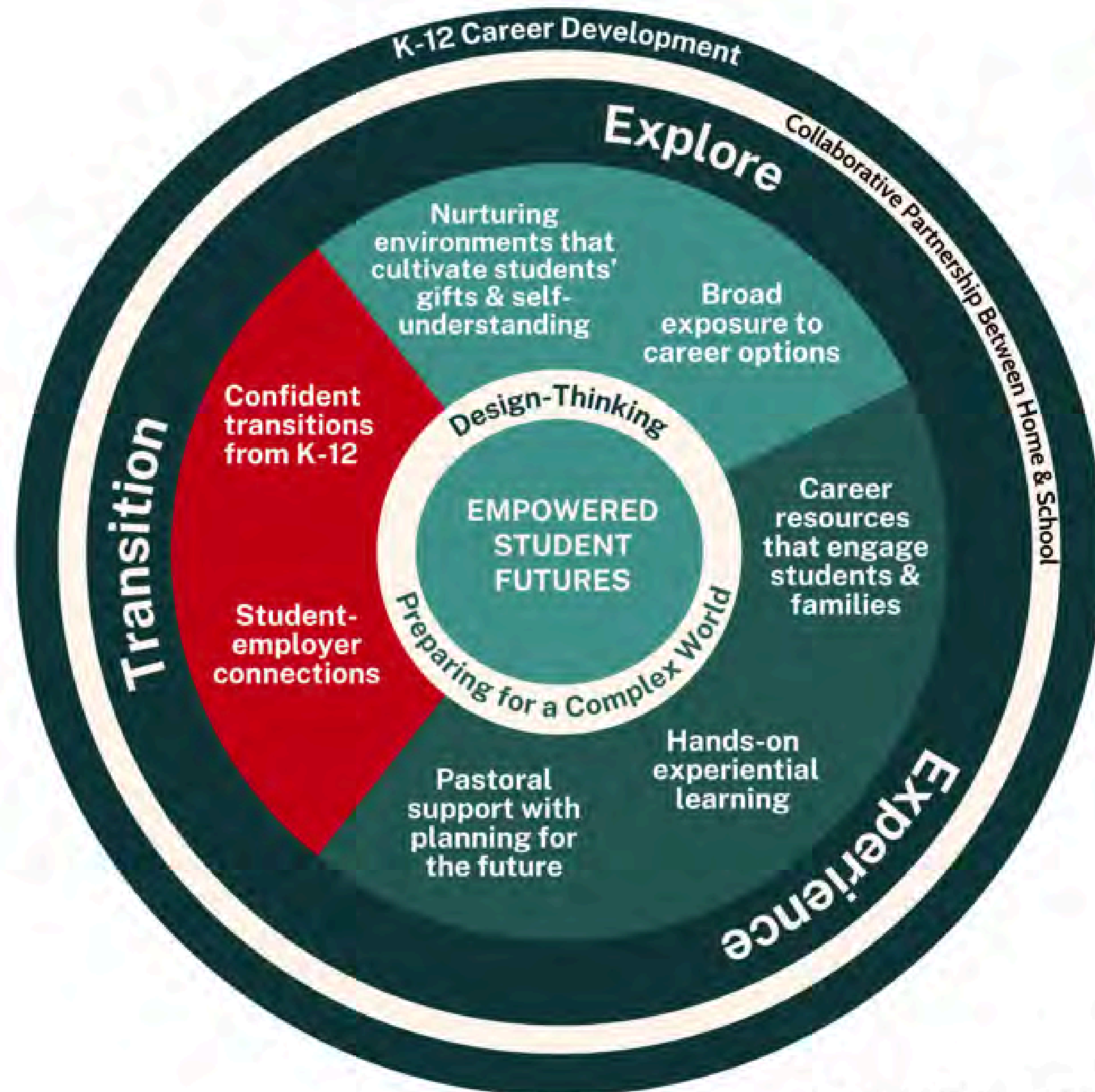




# Career & Life Design



# CTR Career Education Framework

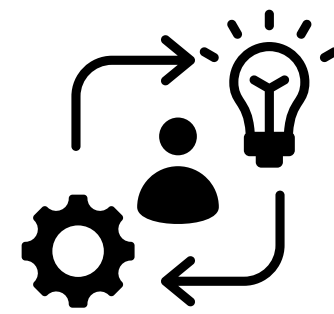


## CTR Mission Statement:

As an evangelizing school division, in partnership with the parish **and the family**, we will deliver an authentic Catholic learning experience by creating a foundation of faith and knowledge in a warm, caring environment **to guide all students** to appreciate the goodness of all creation and **to meet the challenges of life with hope and confidence.**

(Adapted from Alberta Education, 2023)



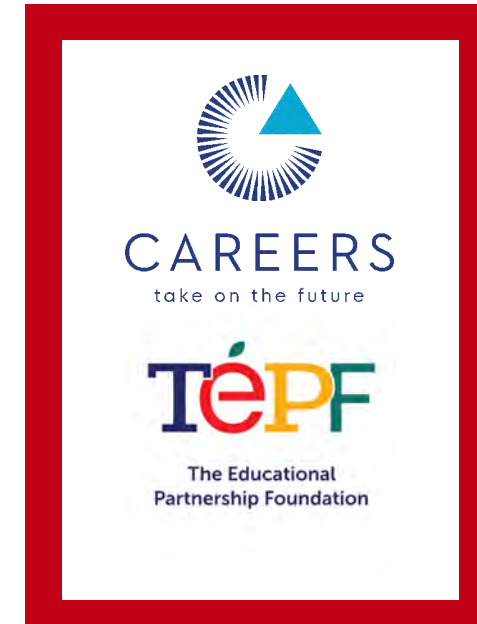


# Current Initiatives



## ENGAGING STUDENTS & COMMUNITIES

- Career & Post-secondary Fairs
- Virtual Reality



## NOT-FOR-PROFIT PARTNERSHIPS

- CAREERS School Engagement Coordinator
- TEPF Partnership: Trades Exploration Program



## SUMMER WORK EXPERIENCE

- Centralized summer off-campus education



## COMMUNITY PARTNERSHIPS

- Foothills Emergency Services Program
- Brooks RCMP Youth Police Academy



# Reflect on Your: Work View



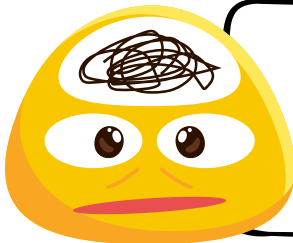
Sort the cards into 3 groups as shown below:



Most  
Important



Somewhat  
Important



Least  
Important

**Job Security**

to have a high likelihood that my job is secure and normally in steady demand

**Work-Life Balance**

to have time for family, fun, and community involvement

**Leadership & Supervision**

to be responsible for leading or directing work, including work done by others

**Job Tranquility**

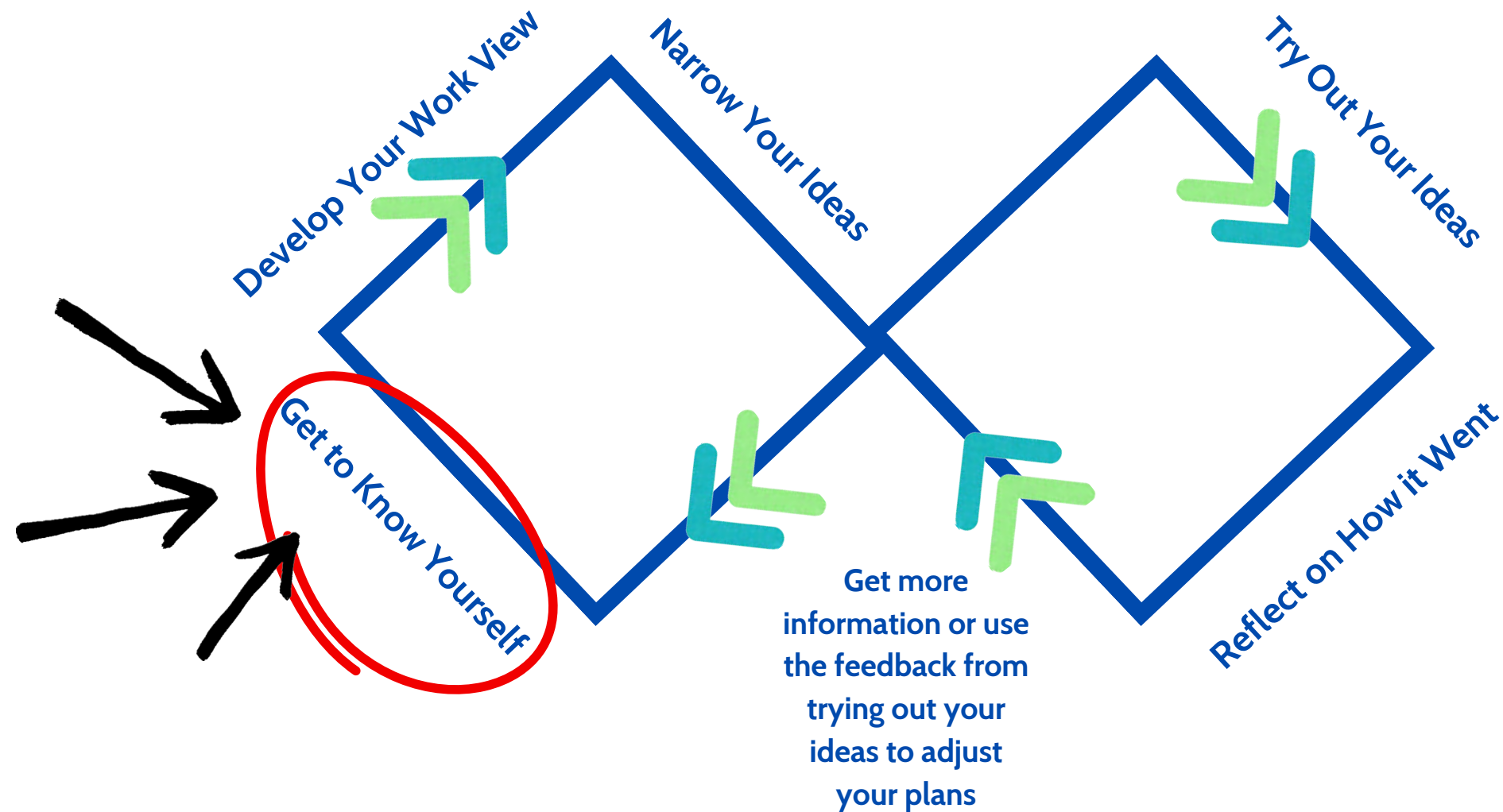
to have peaceful work with minimal pressure or stress

**Fast Pace**

to complete work in an active, high-energy environment



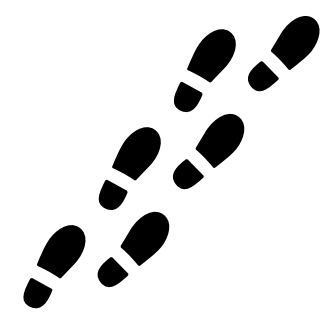
# Get to Know Yourself



(Burnett & Evan, 2016; Design Council, 2024)



Interests  
Strengths/Skills  
Needs  
Personal Context



# Next Steps: Looking Forward



- Learning from other models
- Continuing baseline training for staff
- Standardizing off-campus documentation
- Exploring developmentally-appropriate career education opportunities/resources for students across Gr. 6-12
- Expanding Off-Campus and Dual Credit / Collegiate opportunities
- Prompting dialogue with school admin around:
  - School schedules to optimize off-campus education opportunities
  - How can our CTR team best support our administrators?





# Collaborative Dialogue

- Return to the strength and growth areas you identified earlier
- Place your notes in the centre
- Find a partner with complimentary strengths and growth areas
- Follow the discussion protocol at your table



# Connect With Us:

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