

Black Hawk Schools Academic and Career Planning Program

ACP Mission Statement

The School District of Black Hawk is committed to providing a solid foundation for all students to be successful in their chosen career or life plan after graduation. To ensure our graduates are college and career ready, all students will create and maintain a career and academic plan using the DPI state approved Xello curriculum/program. The Xello program is a self engaging system to benefit our students with developing a process of self exploration, career exploration and implementation of career management and planning skills.

Black Hawk students will begin their career and academic planning in the 6th grade and continue to revise and add to it each year until graduation. Students will be subjected to career education through their general coursework, through the advisory program, Flex offerings, Perkins grant program (School to Work/YA), Xello, and the Wisconsin Department of Workforce Development. Students will build and be able to explore job openings and qualifications within the local, regional, and state areas.

The DPI states ACP is intended to equip students and their families with the tools necessary to make more informed choices about postsecondary education, training, and careers for life after high school. For a brief summary of the importance of ACP, watch this brief video created by DPI entitled [Why ACP Matters](#).

Local, Regional and State Labor Market Needs

Black Hawk School District is a school district that provides academic commitment to the following towns, South Wayne, Gratiot, Martintown, Wiotra, Woodford and Browntown. The school provides educational needs to families within the following two counties, Lafayette and Green.

The following section provides information on the communities that make up the Black Hawk School District.

South Wayne is a village in Lafayette County, Wisconsin, with a population of approximately 446 residents as of 2024. worldpopulationreview.com

Demographics:

- Age: The median age is 43.1 years, slightly higher than the county median of 40.9 years. censusreporter.org
- Households: There are about 201 households, with an average size of 2.4 persons per household. censusreporter.org

Economic Indicators:

- Income: The median household income is \$64,028. wisconsin-demographics.com
- Poverty Rate: Approximately 14.3% of residents live below the poverty line. censusreporter.org

Education:

Educational Attainment: 88% of residents aged 25 and over have completed high school or higher education. city-data.com

Transportation:

- **Commute:** The average travel time to work is 22 minutes.

For more detailed information, you can visit the [Census Reporter page for South Wayne, WI](#)

Gratiot is a village in Lafayette County, Wisconsin, with a population of approximately 215 residents as of the latest estimates. censusreporter.org

Demographics:

- Age: The median age is 44.5 years, which is higher than both the county median of 40.9 years and the state median of 40.1 years. censusreporter.org
- Households: There are about 106 households, with an average size of 2.03 persons per household. censusreporter.org

Economic Indicators:

- Income: The per capita income is \$28,286, and the median household income is \$40,938. censusreporter.org
- Poverty Rate: Approximately 31.6% of residents live below the poverty line. censusreporter.org

Education:

- Educational Attainment: 77.7% of residents aged 25 and over have completed high school or higher education. censusreporter.org

Housing:

- Housing Units: There are about 131 housing units, with a median value of \$131,300 for owner-occupied units. censusreporter.org

For more detailed information, you can visit the [Census Reporter page for Gratiot, WI](#).

Wiota is a town in Lafayette County, Wisconsin, encompassing the unincorporated community. As of the 2020 census, the town had a population of 856 residents. [en.wikipedia.org](#)

Demographics:

- Age: The median age is 39 years, with 28.2% of residents under 18, 29.3% between 25 and 44, 23.6% between 45 and 64, and 13.7% aged 65 or older. [en.wikipedia.org](#)
- Households: There are 331 households, with an average size of 2.69 persons per household. [en.wikipedia.org](#)

Economic Indicators:

- Income: The median household income is \$40,000, and the per capita income is \$18,176. [en.wikipedia.org](#)
- Poverty Rate: Approximately 6.3% of the population lives below the poverty line. [en.wikipedia.org](#)

Housing:

- Housing Units: There are 364 housing units, with a median value of \$131,300 for owner-occupied units. [en.wikipedia.org](#)

For more detailed information, you can visit the [Census Reporter page for Wiota, WI](#).

Woodford is an unincorporated community in Lafayette County, Wisconsin. As of the 2020 census, Woodford had a population of 69 residents. [en.wikipedia.org](#)

Demographics:

- Age: The median age in Woodford is 47.5 years, which is higher than both the Lafayette County median of 40.9 years and the Wisconsin median of 40.1 years. [censusreporter.org](#)
- Households: There are 47 households in Woodford, with an average size of 1.8 persons per household. [censusreporter.org](#)

Economic Indicators:

- Income: The per capita income in Woodford is \$41,523, which is approximately 20% higher than the Lafayette County per capita income of \$34,686. [censusreporter.org](#)
- Poverty Rate: Only 1.2% of residents live below the poverty line, significantly lower than the Lafayette County rate of 10.7%. [censusreporter.org](#)

Housing:

- Housing Units: There are 47 housing units in Woodford, with a median value of \$87,400 for owner-occupied units. censusreporter.org

For more detailed information, you can visit the [Census Reporter page for Woodford, WI](#).

Martintown is an unincorporated community in Lafayette County, Wisconsin, with a population of approximately 893 residents. point2homes.com

Demographics:

- Age: The median age is 46.6 years, with 52.3% male and 47.7% female residents. point2homes.com
- Citizenship: 98.66% are U.S.-born citizens, 1.01% are non-U.S.-born citizens, and 0.34% are non-citizens. point2homes.com

Employment:

- Occupations: 60.27% are white-collar workers, and 39.73% are blue-collar workers. point2homes.com
- Entrepreneurship: 17.42% are entrepreneurs. point2homes.com

Housing:

- Households: There are 331 households, with an average size of 2.69 persons per household. point2homes.com

For more detailed information, you can visit the [Point2Homes page for Martintown, WI](#).

Browntown is a village in Green County, Wisconsin, with a population of 245 residents as of the 2020 census. en.wikipedia.org

Demographics:

- Age: The median age is 36.4 years, with 27.1% of residents under 18, 7.5% between 18 and 24, 23.6% between 25 and 44, 30% between 45 and 64, and 11.8% aged 65 or older. en.wikipedia.org
- Households: There are 109 households, with an average size of 2.57 persons per household. en.wikipedia.org

Economic Indicators:

- Income: The median household income is \$36,500, and the per capita income is \$14,876. en.wikipedia.org

- Poverty Rate: Approximately 5.6% of the population lives below the poverty line. en.wikipedia.org

Housing:

- Housing Units: There are 104 housing units, with a median value of \$131,300 for owner-occupied units. en.wikipedia.org

For more detailed information, you can visit the Census Reporter page for Browntown, WI.

The following provides information on Wisconsin's economy and labor market. Wisconsin's economy, often referred to as "WisConomy," is diverse and robust, encompassing various industries and sectors that contribute to its economic health. The state has experienced notable employment growth, with the labor force increasing by 7,200 over the month and 14,700 over the year, reaching a record-high 3,073,900 employed individuals as of November 2024.

dwd.wisconsin.gov

Key Economic Indicators:

- Unemployment Rate: Wisconsin's unemployment rate stood at 2.9% in November 2024, significantly lower than the national rate of 4.2%. dwd.wisconsin.gov
- Job Growth: The state added 300 jobs in November 2024, with all of the increase occurring in the government sector. revenue.wi.gov
- Wage Distribution: Approximately 26.3% of Wisconsin workers earn less than \$14.22 per hour, totaling 711,930 individuals. An additional 300,716 workers earn between \$14.22 and \$16.76 per hour. Collectively, 37.4% of Wisconsin workers earn less than \$16.75 per hour, the annual equivalent of \$34,840. dwd.wisconsin.gov

Labor Market Resources:

For comprehensive labor market information, the Wisconsin Department of Workforce Development offers the WisConomy portal. This platform provides access to data on job numbers, wages, industry and occupation projections, and more. Users can explore various data tools and visualizations to gain insights into Wisconsin's economic landscape. jobcenterofwisconsin.com

Economic Outlook:

Looking ahead, Wisconsin is projected to add 225,071 jobs from 2022 to 2032, representing a 7.1% growth rate. This includes 381,204 annual openings due to job exits, transfers, and new positions. jobcenterofwisconsin.com

Overall, Wisconsin's economy demonstrates resilience and growth, supported by a diverse labor market and strategic resources like WisConomy to inform workforce development and economic planning.

The **Wisconsin Department of Workforce Development (DWD)** is a state government agency focused on providing services that support workforce development, economic growth, and job training in Wisconsin. The DWD's mission is to enhance the well-being of the state's workforce and businesses by connecting employers with qualified employees, improving the state's labor market, and promoting economic opportunity for all residents.

The website offers tools for job seekers to search for job openings, create resumes, and access career counseling and coaching.

Key Services and Resources Provided by the DWD Website:

1. Job and Career Resources:
 - Job Center of Wisconsin: provides a job search portal where individuals can find and apply for jobs across various industries.
 - Labor Market Information: offers insights into the state's job market trends, including job openings, wages, employment projections, and industry growth.
2. Workforce Development:
 - Training and Education: Information about workforce training programs, apprenticeships, and educational opportunities for individuals looking to enhance their skills.
 - The Wisconsin Apprenticeship Program: offers hands-on training in skilled trades and helps individuals gain valuable industry experience while earning wages.
3. Employer Services:
 - The DWD supports employers by helping them connect with qualified workers through recruitment services and assistance with workforce planning.
 - The **Wisconsin Employer Services** section provides employers with information on posting job openings, offering employee training programs, and navigating state employment laws.
4. Unemployment Insurance:
 - The Unemployment Insurance (UI) Program provides information and assistance for those who have lost their jobs and are looking for unemployment benefits.
 - The website allows individuals to apply for benefits online and access UI-related information.
5. Labor Standards and Workforce Protection:
 - The DWD enforces labor laws in Wisconsin, including minimum wage standards, workplace safety regulations, and protections for employees.
 - Resources and guidelines are available for both workers and employers to ensure compliance with state and federal labor laws.

6. WisConomy:

- This is an interactive tool that offers up-to-date data on the state's economy, including job market statistics, wage data, and industry forecasts.
- It also provides insights into employment trends, skills gaps, and opportunities for workforce development.

7. Economic Development Programs:

- The DWD collaborates with businesses, educational institutions, and community organizations to drive economic development initiatives in Wisconsin.
- The **Workforce Innovation and Opportunity Act (WIOA)** funds programs that provide employment services and educational opportunities for individuals facing barriers to employment.

For more information, you can visit the Wisconsin Department of Workforce Development's official website: <https://dwd.wisconsin.gov>

The website offers a wealth of resources for both job seekers and employers, helping to foster a strong, competitive workforce in Wisconsin.

Lafayette and Green Counties Labor Market

Lafayette County, Wisconsin, has a labor market characterized by low unemployment rates and a strong agricultural sector.

Unemployment Rates: As of November 2024, the unemployment rate in Lafayette County was 1.9%, reflecting a stable labor market.

Employment and Payroll: In 2022, the county had 342 employer establishments, providing employment to 3,385 individuals. The total annual payroll for that year was approximately \$153.8 million. census.gov

Agricultural Sector: Agriculture is a cornerstone of Lafayette County's economy, accounting for about 85% of total business sales and providing approximately 54% of local employment. Dairy farming is particularly significant, with 13 dairy and specialty cheese production plants operating within the county. lafayettecountywi.org

Manufacturing Industry: Manufacturing also plays a vital role in the county's economy. The sector includes metalworking, plastic production, and other manufacturing occupations. Notable manufacturing businesses in the area include Crist Fencing and Concrete Reality, a division of Checker Tile Ltd. lafayettecountywi.org

Overall, Lafayette County's labor market is marked by low unemployment, a robust agricultural industry, and a significant manufacturing presence.

Green County, Wisconsin, has experienced notable labor market trends in recent years. As of December 2024, the county's unemployment rate stood at 2.2%, reflecting a slight increase from November 2024's rate of 2.0%.

In 2023, Green County's workforce profile highlighted a labor force of 20,128 individuals, with an unemployment rate of 2.2%. madisonregion.org

The county's economic landscape is diverse, with key industries including manufacturing, retail trade, health care and social assistance, and accommodation and food services. Manufacturing, in particular, has seen significant growth, with employment increasing by 34% from 2010 to 2019, reaching 3,660 jobs. prosperitysouthwest.com

Green County's labor market dynamics are influenced by its proximity to major markets in the upper Midwest, its strong agricultural base, and its rich Swiss heritage. These factors contribute to a robust economic environment, with a diverse range of employment opportunities across various sectors.

Education and Training Requirements for Occupations That Will Fill Labor Market Needs

Southwest Wisconsin Workforce Development Board <https://swwdb.org/>. This website provides information about the SWWDB, which is responsible for the planning and oversight of the workforce system in southwest Wisconsin - Grant, Green, Iowa, Lafayette, Richland, and Rock counties.

Professional Development for Black Hawk Staff

Staff members are trained in Xello and ACP to assist students with assignments. This training will occur during professional development/early release time or before school inservice days. Training will be on the same rotation as other mandatory training scheduling. New staff will be trained as part of their new staff procedure process. Black Hawk will utilize Xello staff and their online training platforms. The ACP/CTE team will review this plan/policy yearly to ensure current academic and career needs/procedures are being met to best serve our 6th - 12th grade students.

The ACP/CTE team will work to promote the importance of school, post secondary options and career choices. This will be completed by career fairs, class presentations/advisory time, job shadows, presentations by SWTC staff on dual enrollment courses/credits and CESA staff on Youth Apprenticeships and recognition of CTE awareness month (February).

Parental Involvement

Family involvement in academic and career planning plays a crucial role in the success of students, as it provides emotional support, guidance, and valuable insights. When families are

engaged, students often feel more motivated and confident in their decisions. The following points highlight the importance of family involvement:

1. **Emotional and Moral Support:** Families offer encouragement during stressful times, such as making decisions about college or choosing a career path. Their support fosters a sense of stability and security, helping students to focus on their academic and career goals.
2. **Guidance and Advice:** Parents and family members often have a wealth of life experience and can offer practical advice about navigating academic choices, selecting career paths, or finding internships. Their perspective on the job market, financial planning, and the value of education is valuable in shaping well-informed decisions.
3. **Increased Motivation and Commitment:** When families are involved in the academic and career planning process, students are more likely to stay committed to their goals. This sense of shared responsibility can boost their intrinsic motivation to succeed.
4. **Access to Resources and Networks:** Families can connect students with professional networks, internships, or resources that are critical in today's competitive environment. A family's network might provide opportunities for mentorship, job shadowing, or other career-building experiences.
5. **Realistic Expectations and Goal Setting:** Families can help students set realistic academic and career goals based on their strengths and interests, while also considering potential challenges. With guidance from family members, students can develop achievable short- and long-term objectives.
6. **Financial Support and Planning:** Financial considerations play a significant role in academic and career planning. Families are often essential in helping students understand the cost of higher education, scholarships, loans, and budgeting for the future.
7. **Building a Lifelong Partnership:** Academic and career planning is a long-term process, and continued family involvement encourages a partnership that lasts beyond graduation. Families can assist with post-graduation plans, career development, and making important transitions.

Ultimately, family involvement strengthens the student's sense of direction and support, which is essential in achieving academic success and a fulfilling career.

Academic and Career Planning is essentials for all students 6th - 12th grades

Academic and career planning is an essential process that is implemented for all students, ensuring that each individual receives the necessary guidance and resources to achieve their educational and professional goals. Through personalized counseling, assessments, and workshops, students are equipped with the tools and knowledge to make informed decisions about their academic pathways and career choices. This holistic approach fosters self-awareness, skill development, and a clear sense of direction, ultimately preparing students for success in both their academic pursuits and future careers.

Academic and Career Planning promoting Dual Enrollment Options and CTE Pathways

Dual enrollment credits are especially beneficial for students pursuing Career and Technical Education (CTE) career pathways. These pathways typically focus on providing students with the skills and knowledge needed for specific careers, often in high-demand fields such as healthcare, information technology, engineering, and trades. Here's why dual enrollment is a great fit for CTE students:

1. Hands-on, Career-Specific Training:

- **Early Access to College-Level Courses:** Dual enrollment allows CTE students to take courses directly related to their career interests, such as business management, nursing, welding, or computer programming. These courses are often taught by college professors, giving students a more in-depth, real-world understanding of their chosen field.
- **Skill Development:** Students gain practical skills that are directly applicable to their career goals, giving them a head start in the workforce and setting them apart from peers who have not had the same exposure to specialized training.

2. Industry Certifications and Credentials:

- Many CTE dual enrollment programs allow students to earn industry-recognized certifications or credentials while still in high school. For example, students in healthcare programs might complete a Certified Nursing Assistant (CNA) course, or those in information technology may gain certifications in programming languages or network management.
- These credentials can be valuable when applying for jobs or internships, as they demonstrate the student's ability to meet industry standards and requirements.

3. Cost Savings and Affordability:

- **Lower College Costs:** As with any dual enrollment program, CTE students benefit from earning college credits at little or no cost, which reduces the financial burden of obtaining additional certifications or degrees after high school.
- **College Credit Transferability:** Many dual enrollment credits are transferable to postsecondary institutions. This means students pursuing further education in a CTE field can apply those credits toward their associate or bachelor's degrees, saving money and time on their college education.

4. Career Advancement Opportunities:

- **Jumpstart Careers:** By earning college credits in a CTE program while in high school, students are often able to enter the workforce with a strong foundation of skills. This gives them a competitive advantage when looking for full-time employment after graduation.

- **Workforce Connections:** Many dual enrollment programs partner with local businesses and industries, offering students internship or apprenticeship opportunities that can lead to job offers after high school. These partnerships help students build professional networks that can be valuable in their careers.

5. Increased Employment Opportunities:

- **Early Career Pathways:** By completing dual enrollment in fields like healthcare, automotive technology, or construction, students can enter the workforce with practical experience and a credential that makes them more marketable to employers.
- **Higher Earning Potential:** Students who complete dual enrollment in CTE pathways may have higher earning potential early in their careers, as they are equipped with both technical skills and certifications that are in demand by employers.

6. College and Career Readiness:

- **Seamless Transition to Postsecondary Education:** For students who choose to continue their education after high school, dual enrollment creates a smoother transition to college. The experience of taking college-level CTE courses while still in high school helps them become more familiar with the expectations and demands of college.
- **Workforce-Ready Graduates:** Dual enrollment in CTE programs not only prepares students for higher education but also makes them highly employable right out of high school, as they are equipped with the technical skills employers are seeking.

7. Fostering Industry Relationships:

- Dual enrollment programs often involve collaboration with industry partners, such as businesses, trade organizations, or local community colleges. This provides students with exposure to industry standards and can even lead to opportunities for mentorship, internships, or job placements after graduation.

8. Building Confidence and Independence:

- **Academic and Professional Confidence:** Successfully completing dual enrollment courses in a CTE pathway helps students gain confidence in their abilities, both academically and professionally. This confidence can motivate them to pursue additional education, certifications, or career opportunities.
- **Preparation for Post-Graduation Life:** Students in CTE dual enrollment programs often graduate with a clear understanding of their career interests and a plan for the future, which provides a sense of direction and purpose as they move into adulthood.

Dual enrollment credits are an excellent way for high school students pursuing CTE pathways to gain early access to college-level coursework, industry certifications, and hands-on training in their chosen fields. These benefits not only enhance their career prospects and earning

potential but also provide cost-effective, accelerated pathways to postsecondary education and the workforce.

Academic and Career Planning and Youth Apprenticeship and CTE Pathways

Participating in a youth apprenticeship program offers a range of significant benefits for high school students, providing them with practical skills, career exposure, and academic advantages that can set them up for success in both their education and future careers. Here's how youth apprenticeships can positively impact students:

1. Real-World Work Experience:

- **Hands-On Training:** Youth apprenticeships give students the opportunity to gain hands-on experience in a real work environment. This allows them to apply classroom knowledge to practical situations, enhancing their learning.
- **Exposure to the Workplace:** Students learn firsthand about workplace dynamics, such as communication, teamwork, time management, and professional behavior, which are critical for success in any career.
- **Industry-Specific Skills:** Apprenticeships offer students the chance to develop specific technical and trade skills that are directly applicable to their chosen career fields, whether in healthcare, manufacturing, IT, construction, or other industries.

2. Improved Career Readiness:

- **Increased Employability:** Employers often value real-world experience more than academic qualifications alone. Youth apprenticeships help students build a professional resume with relevant work experience, giving them an edge in the competitive job market.
- **Career Exploration:** Apprenticeships allow students to explore potential careers and industries before committing to a specific educational path. This helps them make informed decisions about their future, potentially leading to better long-term job satisfaction.
- **Workplace Certifications:** Many apprenticeship programs offer students the chance to earn industry-recognized certifications or credentials, which can be valuable when applying for jobs or internships in the future.

3. Income and Financial Benefits:

- **Earn While You Learn:** Youth apprenticeships often provide students with a wage or stipend for the work they perform. This allows students to earn money while still in high school, reducing financial barriers to education or extracurricular activities.
- **Financial Responsibility:** Earning money through an apprenticeship also teaches students valuable lessons in budgeting, saving, and managing personal finances, which are important skills for adulthood.

4. College and Career Pathways:

- College Credit and Dual Enrollment: Many youth apprenticeship programs allow students to earn college credits for their work experience, helping them get a head start on postsecondary education. Some programs even collaborate with community colleges or universities to offer dual enrollment opportunities.
- Seamless Transition to Employment: For students not planning to attend college immediately, an apprenticeship provides a direct pathway to employment in their field of interest. Many apprenticeship programs also offer post-graduation job placement assistance.
- Builds Professional Networks: Youth apprenticeships give students the opportunity to network with professionals in their chosen field. These connections can lead to job offers, mentorship, and other career advancement opportunities down the road.

5. Development of Soft Skills:

- Workplace Communication: Students in apprenticeships develop effective communication skills, as they often interact with coworkers, supervisors, and clients in a professional setting.
- Time Management and Accountability: Balancing schoolwork with apprenticeship responsibilities helps students develop time management skills and a sense of accountability, both of which are essential in any career.
- Problem-Solving and Critical Thinking: Apprenticeships often require students to think on their feet and solve problems independently, which helps build strong critical thinking and decision-making abilities.

6. Increased Self-Confidence and Motivation:

- Sense of Accomplishment: Successfully completing tasks and contributing to a real workplace environment gives students a sense of pride and accomplishment, boosting their self-esteem and confidence.
- Personal Growth: Apprenticeships encourage students to step outside their comfort zones, helping them grow both personally and professionally. This can increase their overall motivation to pursue further education or career goals.

7. Better Understanding of Career Expectations:

- Exposure to Industry Standards: Youth apprenticeships help students understand the expectations of the industry they're pursuing, including work ethics, professionalism, safety standards, and specific job requirements.
- Realistic Career Insights: By working in the field, students gain a clear understanding of what their chosen career will actually involve, allowing them to determine whether they truly want to pursue it long-term.

8. Stronger Academic Performance:

- Improved Engagement with School: Many students find that apprenticeships increase their motivation to do well in school, as they can see the connection between what they are learning and their future career. This real-world application of academic knowledge can lead to better grades and a more focused approach to learning.
- Connection Between Work and Studies: Apprenticeships help students see the relevance of their academic studies, as they apply their classroom learning to practical situations. This can make learning more engaging and meaningful.

9. Reduced Student Debt:

- No Need for Immediate College Debt: For students not pursuing a traditional four-year degree, apprenticeships offer an alternative path to well-paying careers without accumulating student debt. Apprenticeships in skilled trades often lead to well-compensated jobs straight out of high school.
- Apprenticeship to Full-Time Employment: Many apprenticeship programs offer students the possibility of transitioning into full-time, permanent employment after completion, often with the benefit of a higher wage than typical entry-level positions.

10. Support from Mentors and Supervisors:

- Mentorship: Apprenticeships often pair students with experienced professionals in the field, providing them with valuable guidance, feedback, and support. Mentors can also help apprentices set career goals and provide advice on how to succeed in the industry.
- Networking Opportunities: Through their apprenticeship, students are exposed to a professional network that can help them build connections and advance their careers.

Youth apprenticeship programs are a powerful tool for high school students to gain valuable work experience, develop industry-specific skills, and earn money while learning. They help students build a foundation for their future career, whether they choose to enter the workforce directly, pursue higher education, or continue their apprenticeship in a specific trade or field. The combination of hands-on training, professional development, and potential career advancement makes apprenticeships an excellent opportunity for students to enhance their education and set themselves up for long-term success.

Post Secondary, Business and Workforce Development

Our school district leaders intend to work with local businesses to develop plans and strategies that incorporate businesses with academic and career planning. The intent is to develop a plan that benefits the businesses as well as students facilitating youth apprenticeships and job shadows opportunities. Additionally, Black Hawk will continue to work with Southwest Technical College for dual enrollment course/credit options, program exploration, and post secondary opportunities.

Postsecondary education and workforce preparation are critical components of a student's journey, equipping them with the skills and knowledge necessary for success in higher education and the professional world. As the demand for skilled workers continues to rise, aligning educational curricula with industry needs has become increasingly important. By 2031, an estimated 72% of jobs will require postsecondary education, compared to 66% today, underscoring the necessity for robust educational pathways that prepare students for these opportunities. [highereditoday.org](https://www.higheredtoday.org)

To effectively prepare students, educational institutions are implementing strategies that integrate academic learning with real-world applications. This includes offering career counseling, internships, and partnerships with industries to provide students with practical experiences. Such initiatives help bridge the gap between education and employment, ensuring that students are not only academically proficient but also possess the skills and experiences valued by employers. [aplu.org](https://www.aplu.org)

Furthermore, addressing the skills mismatch is essential. Many employers report challenges in finding candidates with the necessary skills, while recent graduates often feel unprepared for entry-level positions. This disconnect highlights the need for educational systems to adapt and provide students with the competencies required in the modern workforce. [edweek.org](https://www.edweek.org)

In summary, a comprehensive approach to postsecondary education and workforce preparation is vital. By aligning educational programs with industry demands and providing students with practical experiences, we can ensure that they are well-prepared for the challenges and opportunities of the future workforce.

Community Partnership - Academic and Career Planning/Career Technical Education

Community partnerships play a pivotal role in enhancing students' academic and career planning by providing access to resources, mentorship, and real-world experiences that complement classroom learning. Collaborations between schools and community organizations can lead to improved academic achievement, increased student motivation, and better alignment of educational programs with workforce needs. [expandinglearning.org](https://www.expandinglearning.org)

Engaging with local businesses and community groups offers students opportunities to apply their knowledge in meaningful ways, explore various career options, and develop essential skills such as communication, problem-solving, and leadership. These partnerships also allow students to gain real workplace experience, boosting their self-efficacy and confidence. ctc.dover.k12.nh.us

Moreover, involving families and community members in the academic and career planning process fosters a supportive environment that encourages student success. When schools, families, and community organizations collaborate, they create a network of support that

addresses the diverse needs of students, leading to more equitable and effective educational outcomes. childtrends.org

In summary, community partnerships are essential for providing students with a comprehensive education that prepares them for future academic and career endeavors. By leveraging the strengths and resources of the community, educational institutions can offer a more holistic and impactful learning experience.

Career and Technical Education Programming Available

Career and Technical Education at Black Hawk School District develops students who are prepared for postsecondary education and career success. Our CTE staff are critical in preparing the next generation of students for success in the global workforce. Our high quality CTE program along with the opportunities to participate in programs at the technical college, enhance family, business, and community engagement.

Career and Technical Education (CTE) courses are instrumental in preparing students for post-high school success by equipping them with both academic knowledge and practical skills essential for the workforce. These programs offer hands-on training in various fields, including healthcare, information technology, engineering, and skilled trades, ensuring that students are well-prepared for immediate employment or further education. usnews.com

Engaging in CTE courses allows students to explore diverse career paths, develop technical competencies, and acquire employability skills such as problem-solving, communication, and teamwork. This comprehensive approach not only enhances their readiness for the job market but also fosters a sense of confidence and direction in their professional aspirations. edynamiclearning.com

Moreover, CTE programs often collaborate with industry partners to provide students with real-world experiences, internships, and certifications that are highly valued by employers. This alignment with industry standards ensures that students are equipped with the relevant skills and credentials needed to succeed in their chosen careers. scholars.indianastate.edu

In summary, CTE courses play a crucial role in bridging the gap between education and employment, offering students a pathway to achieve their career goals and contribute effectively to the workforce.

Goals for Academic Career Planning for Students

Effective academic and career planning is essential for students to achieve their future goals. By setting clear, attainable objectives, students can align their educational pursuits with their desired career paths. This process involves identifying interests, values, and skills, and formulating a plan that includes selecting appropriate courses, engaging in extracurricular activities, and seeking internships or work experiences. Regularly revisiting and adjusting this

plan ensures it remains relevant and responsive to evolving aspirations and opportunities.

capd.mit.edu

Incorporating community partnerships into academic and career planning further enhances students' preparedness. Collaborations with local businesses, organizations, and professionals provide real-world insights, mentorship, and practical experiences that complement classroom learning. These partnerships offer students a broader perspective on potential career paths and equip them with skills and knowledge directly applicable to the workforce.

wauwatosaschools.org

By integrating structured planning with community engagement, students can develop a comprehensive roadmap that not only guides their educational journey but also positions them for success in their chosen careers.

Academic and Career Planning and Career Technical Education Goals for Implementation

Implementing effective Academic and Career Planning (ACP) and Career and Technical Education (CTE) programs is essential for preparing students for post-secondary success. Key goals for these initiatives include:

1. **Personalized Career Exploration:** Assist students in identifying their interests, strengths, and values to develop a clear vision for their future careers. This process empowers students to make informed decisions about their educational and professional paths. hudsonraiders.org
2. **Skill Development:** Equip students with both technical and soft skills necessary for the workforce, such as problem-solving, communication, and teamwork. CTE programs are particularly effective in providing hands-on training that aligns with industry standards. diversifiedspaces.com
3. **Industry Alignment:** Ensure that educational curricula are aligned with current industry needs and employment projections. This alignment enhances the relevance of the education provided and improves students' employability. hanoverresearch.com
4. **Inclusive Participation:** Promote equitable access to ACP and CTE programs, ensuring that all students, regardless of background, have opportunities to participate and succeed. Utilizing tools like the Achieving Inclusive CTE Goal-Setting Tool can aid in setting inclusive goals. careertech.org
5. **Community and Industry Partnerships:** Foster collaborations with local businesses, organizations, and professionals to provide real-world experiences, mentorship, and resources that enhance the learning process. Strong partnerships are fundamental to the success of CTE programs. k12dive.com
6. **Continuous Evaluation and Improvement:** Regularly assess the effectiveness of ACP and CTE programs through data collection and analysis to identify areas for improvement and ensure that the programs meet the evolving needs of students and the workforce. hanoverresearch.com

By focusing on these goals, educational institutions can create comprehensive programs that prepare students for successful careers and lifelong learning.

Academic and Career Planning (ACP): Grade Level Objectives 6th - 12th grades

In each grade level, students will work towards achieving different outcomes. These outcomes vary by grade levels. The artifacts generated by students in each grade level are outlined in the table below. The Black Hawk School will be incorporating the DPI's Wisconsin ACP Lessons. These lessons are outlined for each grade level 6th through 12th. For more details and to view the complete listing of lessons click the [link](#).

Elementary Academic and Career Planning Goals/Objectives	
Students at the elementary grade levels will begin to explore community careers at basic levels. Such subject matter will include but will not be limited to the following: why people work, the conditions under which people work, the levels of training and education needed for work, common expectations for employees in the workplace, and home expectations at school are related to expectations in the world of work.	
K-5 Grades	Elementary Classroom Guidance
Character Education Career Awareness and the understanding of requirements and roles of work Discuss/Explore Community Workers	

Middle School Academic and Career Planning Goals/Objectives		
Students at the middle school levels will continue career exploration by understanding the continuum of careers across work environments, work duties/responsibilities, alignment of personal interests/skills related to those careers, work based learning experiences (connect school experiences to real life work activities), and career research to identify personal preferences.		
6th Grade	7th Grade	8th Grade
WI Forward Exam Enrichment/Intervention Tasks	WI Forward Exam Enrichment/Intervention Tasks	WI Forward Exam Enrichment/Intervention Tasks
Xello Activities/Outline	Xello Activities/Outline	Xello Activities/Outline
All About Me	All About Me	All About Me
Upload a profile picture and cover photo	Complete the Learning Styles Quiz	Complete or retake the Matchmaker quiz
Career Match, Personality Styles and Learning Styles	Identify areas of expertise and add skills in Skills	Update Skills, Interests, and storyboard
Add hobbies and at least 5 interests	Save personal work or relevant files to storyboard	Add life and education experiences to the Experience Timeline
Explore career clusters and save ones of interest	Explore Options	Explore Options
Save personal work or relevant	Try out filters and see how changing filters impact results	Choose career profiles of interests and find out why certain options may be a better fit than others by
	Select a career profile and read	

Middle School Academic and Career Planning Goals/Objectives		
Students at the middle school levels will continue career exploration by understanding the continuum of careers across work environments, work duties/responsibilities, alignment of personal interests/skills related to those careers, work based learning experiences (connect school experiences to real life work activities), and career research to identify personal preferences.		
<p>information to storyboard</p> <p><u>Explore Options</u></p> <p>Explore careers and use filters to refine results based on specific school subjects</p> <p>Research some career profiles and save at least 5 careers of interests</p> <p><u>Lessons</u></p> <p>Time Management</p> <p>School Subjects at Work</p> <p>Decision Making</p> <p>Interests</p>	<p>interviews with real people currently in the career</p> <p>Select a few career profiles, save two that they might be interested in, and record their feelings about them</p> <p>Check out the profiles for schools of interests</p> <p><u>Lessons</u></p> <p>Explore learning styles</p> <p>Discover learning pathways</p> <p>Bias and Career Choices</p> <p>Job and Employers</p>	<p>reviewing the Matchmaker results</p> <p>Focus on the education section on a career profile and explore schools offering related training</p> <p>Choose a career profile and save it, record feelings about saved careers, and further investigate those options</p> <p><u>Goals and Plans</u></p> <p>Begin to develop a four-year high school course plan</p> <p><u>Lessons</u></p> <p>Skills</p> <p>Explore Career Matches</p> <p>Self-Advocacy</p> <p>Transition to High School</p>

High School Academic and Career Planning Goals/Objectives			
Students at the high school level will continue career planning and preparation by: conducting career research to identify personal preferences for specific occupations, schools supervised, work-based application of academic skills, applied technologies, economics, entrepreneurship, and personal financial literacy, access to career and technical education programs, including programs at technical colleges, access to accurate national, regional, and state labor market information, including labor market supply and demand, and instructional and experience in developing and refining the skills and behaviors needed by students to obtain and retain employment.			
9th Grade	10th Grade	11th Grade	12th Grade
<p>Pre-ACT test</p> <p>Career Fair</p> <p>Guest Speakers</p> <p>Field trips (STEM)</p> <p>Xello Activities/Outline</p> <p><u>All About Me</u></p> <p>Update profile picture and cover photos</p> <p>Complete/Retake the Personality quiz</p>	<p>Pre-ACT test</p> <p>Career Fair</p> <p>Guest Speakers</p> <p>Field Trips (STEM)</p> <p>Dual Credit Options</p> <p>Xello Activities/Outline</p> <p><u>All About Me</u></p> <p>Revisit Matchmaker and complete Mission</p> <p>Complete questions</p>	<p>Pre-ACT test</p> <p>ACT test</p> <p>Individual Postsecondary Planning Meetings</p> <p>Career Fair</p> <p>Guest Speakers</p> <p>Job Shadows</p> <p>Student Volunteers</p> <p>Field Trips (STEM)</p> <p>College Visit</p> <p>Attend WEF (WI Educational Fair - UWP)</p> <p>Dual Credits Options</p> <p>School To Work/YA</p>	<p>Retake ACT (optional)</p> <p>Individual Postsecondary Planning Meetings</p> <p>Career Fair</p> <p>Job Shadows</p> <p>Student Volunteers</p> <p>Guest Speakers</p> <p>Field Trips (STEM)</p> <p>College Visits</p> <p>Build a Resume</p> <p>Complete Portfolio</p> <p>Dual Credit Options</p> <p>AP/CAPP Courses</p> <p>School to Work/YA</p>

<p>Save interesting and helpful resources to help bring plans to life in Storyboard</p> <p>Add three experiences to the Experiences Timeline</p> <p><u>Explore Options</u></p> <p>Choose a career profile, save it and rate the Important factors for that career</p> <p>Start to explore programs and majors, see which programs are available at schools of interest</p> <p><u>Goals and Plans</u></p> <p>Create one or more plans</p> <p>Revisit and revise four-year course plan prior to registering for sophomore year courses Begin to consider Dual Enrollment Courses and School to Work/YA opportunities</p> <p><u>Lessons</u></p> <p>Personality Styles</p> <p>Exploring Career Factors</p> <p>Getting Experience</p> <p>Study Skills and Habit</p>	<p>Add volunteer experiences to the Experience Timeline</p> <p>Complete Skills Lab questions</p> <p>Begin creating a professional resume using the Resume Builder</p> <p><u>Explore Options</u></p> <p>Choose career profiles of interest and then look through the Earnings and Sample Career Path sections of those profiles</p> <p>Review and Revise saved careers and further investigate preferred careers</p> <p>Explore schools and majors , experiment with filters to see how different filter selections affect the options/results</p> <p>Save three schools and majors of interests to research further</p> <p><u>Goals and Plans</u></p> <p>Revisit and revise four-year course plan prior to registering for junior year courses (Consider Dual Enrollment Courses, AP, CAPP, State College Now and School to Work/YA opportunities)</p> <p><u>Lessons</u></p> <p>Work Values</p> <p>Careers and Lifestyles Cost</p> <p>Workplace Skills and Attitudes</p> <p>Program Prospects</p> <p><u>Introduce</u></p> <p>Dual Enrollment Options</p>	<p>Xello Activities/Outline</p> <p><u>All About Me</u></p> <p>Add part-time and/or summer employment opportunities to the Experiences Timeline</p> <p>Begin researching Financial Aid (FAFSA), scholarships on specific colleges of interest</p> <p>Go to UW Help for post secondary processes, admissions requirements, application process, journey app and financial aid. Resources located at (uwhelp.wisconsin.edu)</p> <p><u>Explore Options</u></p> <p>Select three school profiles that are of interest and further explore academic options by looking at admissions for those schools and majors</p> <p>Review saved schools and programs , update list based on new experiences, insight and interests</p> <p><u>Goals and Plans</u></p> <p>Update and and edit plans in My Plans - delete any plans that may no longer be relevant</p> <p>Explore the College Hub for key information that supports the college bound journey</p> <p>Research the local scholarship application process, school webpage for links to applications and develop a resume of all school activities</p> <p>Revisit and revise four-year course plan prior to registering for senior</p>	<p>Xello Activities/Outline</p> <p><u>All About Me</u></p> <p>Review all your content areas and make any needed updates</p> <p><u>Explore Options</u></p> <p>Conduct a final exploration of schools and majors of interests. Select one to three schools that are potential options for submitting an application for admissions</p> <p>Become aware of school location, culture, and program requirements</p> <p><u>Goals and Plans</u></p> <p>Identify a plan or plans to put into action and delete any outdated plans</p> <p>Select schools and programs and begin the application process</p> <p>Apply for financial aid and begin the scholarship application process</p> <p>For plans that are focused on the workforce, review employment expectations and for plans that involve the Military work with your recruiter to ensure you are on task for enlistment</p> <p><u>Dashboard</u></p> <p>Development of your resume and portfolio</p> <p>Research scholarships and financial aid</p> <p><u>Lessons</u></p> <p>Defining Success</p> <p>Career Backup Plans</p> <p>Job Interview</p>
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	State College Now School To Work Youth Apprenticeships (YA)	<p>courses (Consider Dual Enrollment Courses, AP, CAPP, State College Now, and School to Work/YA options)</p> <p><u>Lessons</u></p> <p>Choosing a College or University</p> <p>Career Demand</p> <p>Entrepreneurial Skills</p> <p>Work/Life Balance</p> <p><u>Introduce</u></p> <p>Dual Enrollment Options State College Now School To Work Youth Apprenticeships (YA)</p>	<p>Career Path Choices</p> <p><u>Review</u></p> <p>Youth Apprenticeships (YA), and work related Options</p>
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In addition to the table above, academic course planning and post-secondary information is included in our school's course handbook. This handbook is located on our school webpage; www.blackhawk.k12.wi.us.

Parents can access their child's Career and Academic Portfolio's through Xello. They may contact the school to gain login information for their student. Employment opportunities, volunteerism, and job shadow information can be obtained from the school counselor and School to Work/YA liaison. Employment opportunities are posted for students to review and research.

The ultimate goal of Academic and Career Planning is to ensure our students are ready to enter the real world of work. ACP provides our students with the skills needed to become productive individuals just as stated in the school district's vision: "Providing quality education-Building solid citizens". ACP further coincides with the Black Hawk School Districts Mission Statement: "Our goal is to foster and facilitate a positive learning environment to provide the best possible education for all students."

Approved by the School Board on March 13, 2024
Revisions/Yearly approval by the School Board on March 12th, 2025