



## Graduation Pathways Guidance

Jobs for America’s Graduates is a state-based, national non-profit organization dedicated to preventing dropouts among young people who are most at-risk. JAG’s mission is to keep young people in school through graduation and provide work-based learning experiences that will lead to career advancement opportunities or to enroll in a postsecondary institution that leads to a rewarding career. JAG students receive adult mentoring while in school and one year of follow-up counseling after graduation. The JAG program is funded through grants provided by the Indiana Department of Workforce Development.

WBL Model	Description
<b>Registered Apprenticeship</b>	<ul style="list-style-type: none"> <li>• Intensive work-based learning experience that generally lasts from one to six years and provides a combination of on-the-job training and formal classroom instruction.</li> <li>• Intended to support progressive skill acquisition and lead to postsecondary credentials and, in some cases, degrees.</li> <li>• Involve 2,000 to 10,000 on-the-job hours.</li> <li>• Qualifies for both WBL and postsecondary-ready competency due to both demonstration of employability skills and acquisition of postsecondary credentials.</li> <li>• Students 16-years-old or older may qualify for an apprenticeship.</li> <li>• Per the Indiana General Assembly, any apprenticeship program must be registered under the federal National Apprenticeship Act (29 U.S.C. 50 et seq.) or another federal apprenticeship program administered by the U.S. Department of Labor</li> </ul>
<b>Pre-Apprenticeship/ Youth Apprenticeship</b>	<ul style="list-style-type: none"> <li>• An apprenticeship program that has waived some of the entry requirements or prerequisites for a student who, when he or she turns 18, enters a registered apprenticeship program.</li> <li>• Registered Apprenticeships may knock off 6 months or a year of their required apprenticeship training if a student completes a pre-apprenticeship program.</li> </ul>
<b>Cooperative</b>	<ul style="list-style-type: none"> <li>• Links academic programs with structured work experiences through which participants acquire professional and technical skills.</li> <li>• Participants earn academic credit for work carried out over a period of time under the supervision of a professional mentor.</li> <li>• Federal and state student employment and cooperative education laws must be followed.</li> </ul>
<b>Internship</b>	<ul style="list-style-type: none"> <li>• Provides participants with an opportunity to learn about career or industry by working for an employer in the field of interest over a period of time.</li> <li>• A form of experiential learning, often tied to a program of study, which enables participants to gain applied experience, build professional and technical skills, and make connections in a field of interest.</li> </ul>
<b>On-the-job training</b>	<ul style="list-style-type: none"> <li>• Workplace-based opportunity for participants to develop career-track skills needed for entry to a particular industry or advancement along a career track.</li> <li>• May be incorporated in cooperative models.</li> </ul>
<b>School-based enterprise</b>	<ul style="list-style-type: none"> <li>• An entrepreneurial operation in a school setting that provides goods/services to meet the needs of the market.</li> <li>• Managed and operated by students as work based learning experiences</li> </ul>
<b>Employment</b>	<ul style="list-style-type: none"> <li>• Paid, workplace-based opportunity or occupation.</li> </ul>
<b>Additional recognized WBL options</b>	<ul style="list-style-type: none"> <li>• Governor’s Work Ethic Certificate.</li> <li>• <b>Jobs for America’s Graduates (JAG).</b></li> <li>• JROTC.</li> <li>• Extended Labs or Field Experiences.</li> </ul>

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During their completion of the JAG program, students will master 37 core competencies, per JAG National Standards:

<b>Career Development Competencies</b>	A.1 Identify occupational interests, aptitudes and abilities. A.2 Relate interests, aptitudes and abilities to appropriate occupations. A.3 Identify desired life style and relate to selected occupations. A.4 Develop a career path for a selected occupation. A.5 Select an immediate job goal. A.6 Describe the conditions and specifications of the job goal.	B.7 Construct a resume. B.8 Conduct a job search. B.9 Develop a letter of application. B.10 Use the telephone to arrange an interview. B.11 Complete application forms. B.12 Complete employment tests. B.13 Complete a job interview.	<b>Job Attainment Competencies</b>
<b>Job Survival Competencies</b>	C.14 Demonstrate appropriate appearance. C.15 Identify expectations that employers have of employees. C.16 Identify problems of new employees. C.17 Demonstrate time management. C.18 Follow directions. C.19 Practice effective human relations. C.20 Appropriately resign from a job.	D.21 Comprehend verbal communications. D.22 Comprehend written communications. D.23 Communicate in writing. D.24 Communicate verbally. D.25 Perform mathematical calculations.	<b>Basic Skills Competencies</b>
<b>Leadership and Self- Development Competencies</b>	E.26 Demonstrate team membership. E.27 Demonstrate team leadership. E.28 Deliver presentations to a group. E.29 Compete successfully with peers. E.30 Demonstrate commitment to an organization.	F.31 Explain the types of maturity. F.32 Identify a self-value system and how it affects life. F.33 Base decisions on values and goals. F.34 Identify process of decision-making. F.35 Demonstrate ability to assume responsibility for actions and decisions. F.36 Demonstrate a positive attitude. F.37 Develop healthy self-concept for home, school and work.	<b>Personal Skills Competencies</b>

In order to fulfill the INDOE Graduation Pathways requirements, JAG students should complete, at minimum, one of the following work products:

- Resume and cover letter in Indiana Career Connect
- Career Presentation (in accordance with JAG Indiana Career Development Conference requirements)
- Participation (at minimum 4 weeks) of JAG-sponsored work experience or internship
- Mastery of the following H Competencies (Workplace Competencies):
  - Demonstrate integrity and honesty in dealings with internal and external customers (H.68).
  - Demonstrate good reasoning skills which results in thinking first, then taking action (H.67).
  - Demonstrate a commitment in completing work assignments accurately and in a timely fashion (H.70).
  - Demonstrate an ability to satisfy the purposes of a delegated task (H.71).
  - Demonstrate an ability to prioritize and manage time effectively in the workplace (H.72).
- Top 3 placement in regional or state Career Development Conference competitions
- Paper (at minimum 500 words) reflecting on skills learned in JAG program or in JAG-sponsored work experience
- Participation in the program and receipt of the Governor's Work Ethic Certificate
- JAG National Certificate of Mastery