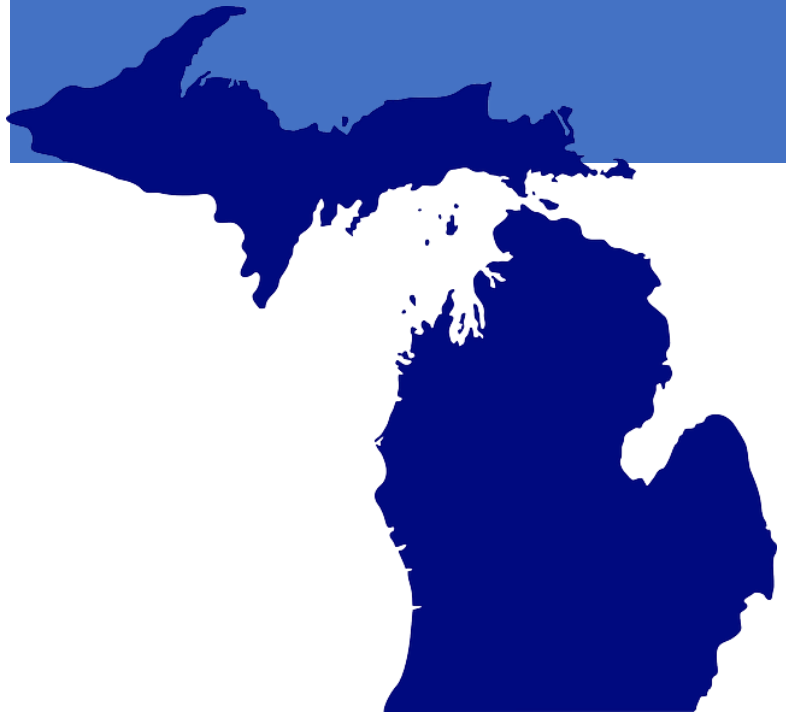
Perkins V
Career Pathways Project



Teacher Rollout Workshop

May 20, 2021

MICHIGAN Department of Education

Objectives:

Develop	a shared concept of Perkins V changes and requirements
Understand	key vocabulary terms related to CBE and Perkins V
Identify	approved and supplemental credentials
Explain	new curriculum documents and support materials

MICHIGAN Department of Education

Questions?

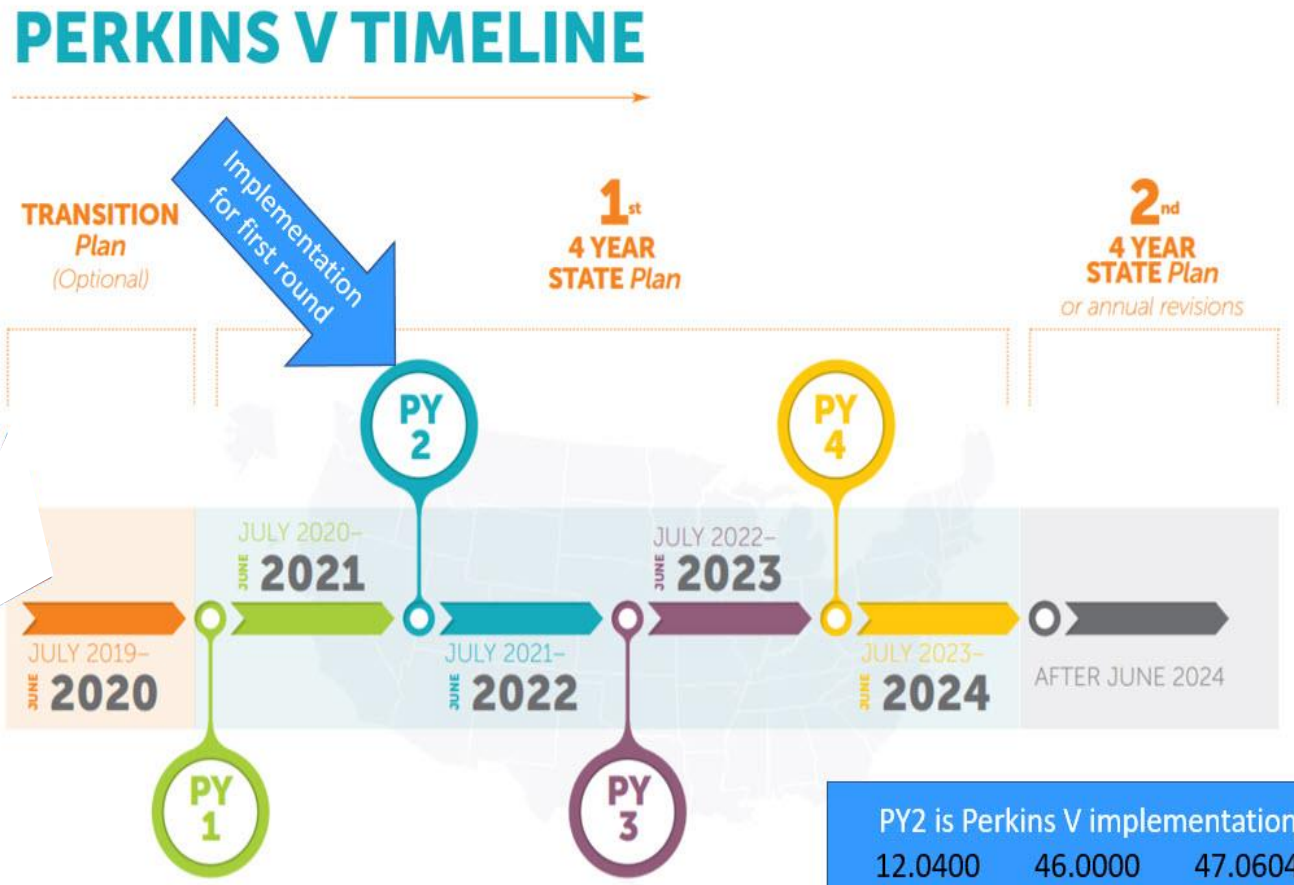
A little history…

Perkins V: Mindset Changes

PIV	PV
standards align to assessments	competencies will align to credentials
segments	"Perkins Courses"
articulation agreements	credit agreements

MICHIGAN Department of Education

Perkins V Career Pathways Grant



PY2 is Perkins V implementation target for:

12.0400	46.0000	47.0604	52.0299
13.0000	46.0301	51.0000	00.0000

MICHIGAN Department of Education

Postsecondary Recognized Credentials

- Industry-recognized certification
- Educational certificate
- License
- Educational degree
- Apprenticeship Completion Certificate

MICHIGAN Department of Education

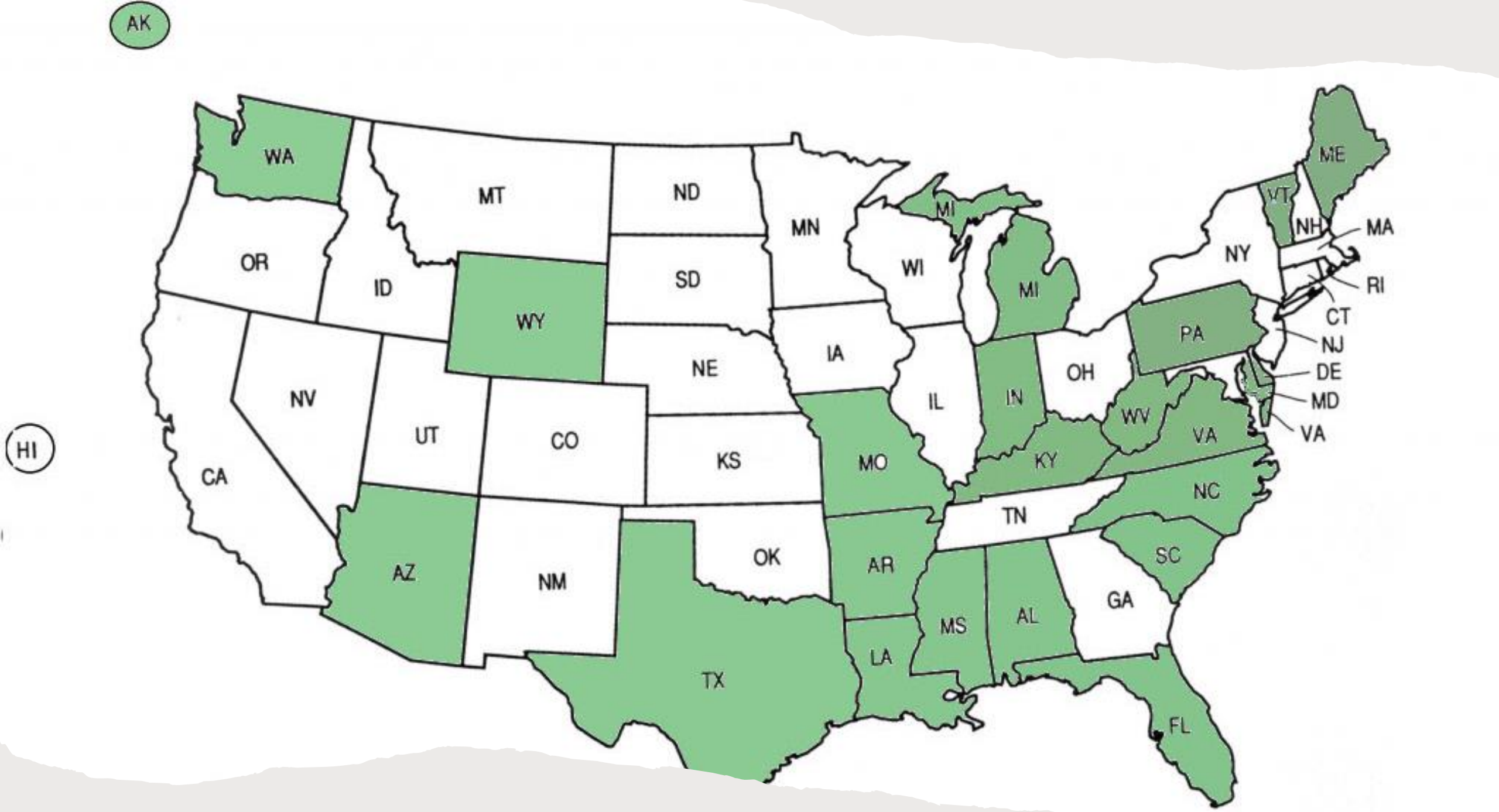
Aligned to State Goals

Goal: Increase the number of working-age adults with a skill certificate or college degree from 45% today to 60% by 2030.

Goal: Expand secondary learning opportunities for all students

Goal: Increase the percentage of all students who graduate from high school

Goal: Increase the percentage of adults with a postsecondary credential

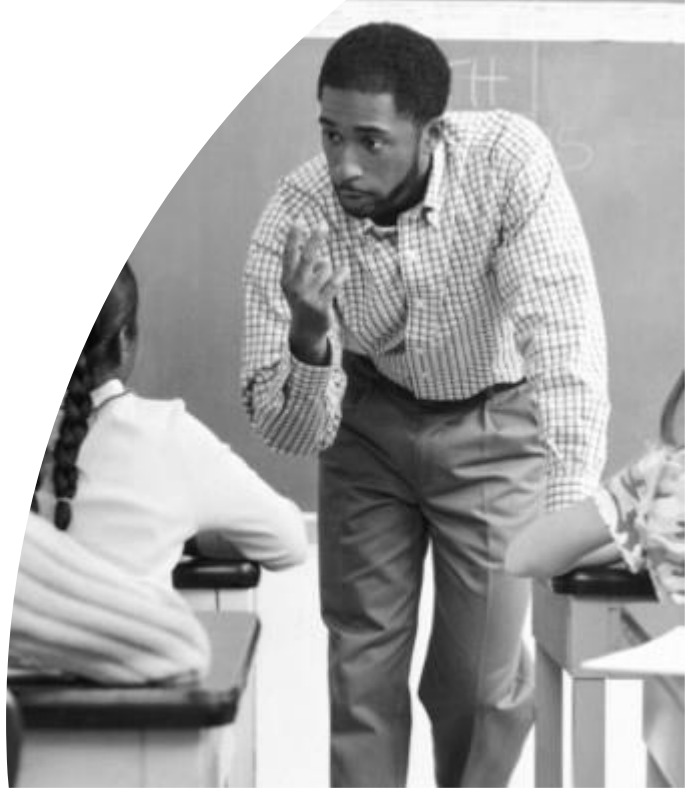

AK
HI
WA
OR
CA
ID
NV
MT
WY
UT
AZ
CO
NM
ND
SD
NE
KS
OK
TX
MN
IA
MO
AR
LA
WI
IL
MS
MI
IN
KY
TN
AL
GA
FL
OH
WV
VA
NC
SC
PA
NY
VT
NH
ME
MA
RI
CT
NJ
DE
MD
VA

Industry-Recognized Credential (IRC)

- ✓Related to a particular occupation
- ✓Recognized in labor market
- ✓Portable across state borders
- ✓Assess student skills

MICHIGAN Department of Education

Supplemental Credentials



2019 – 2020 Grant Projects

Five CIP codes approved for the current grant year:

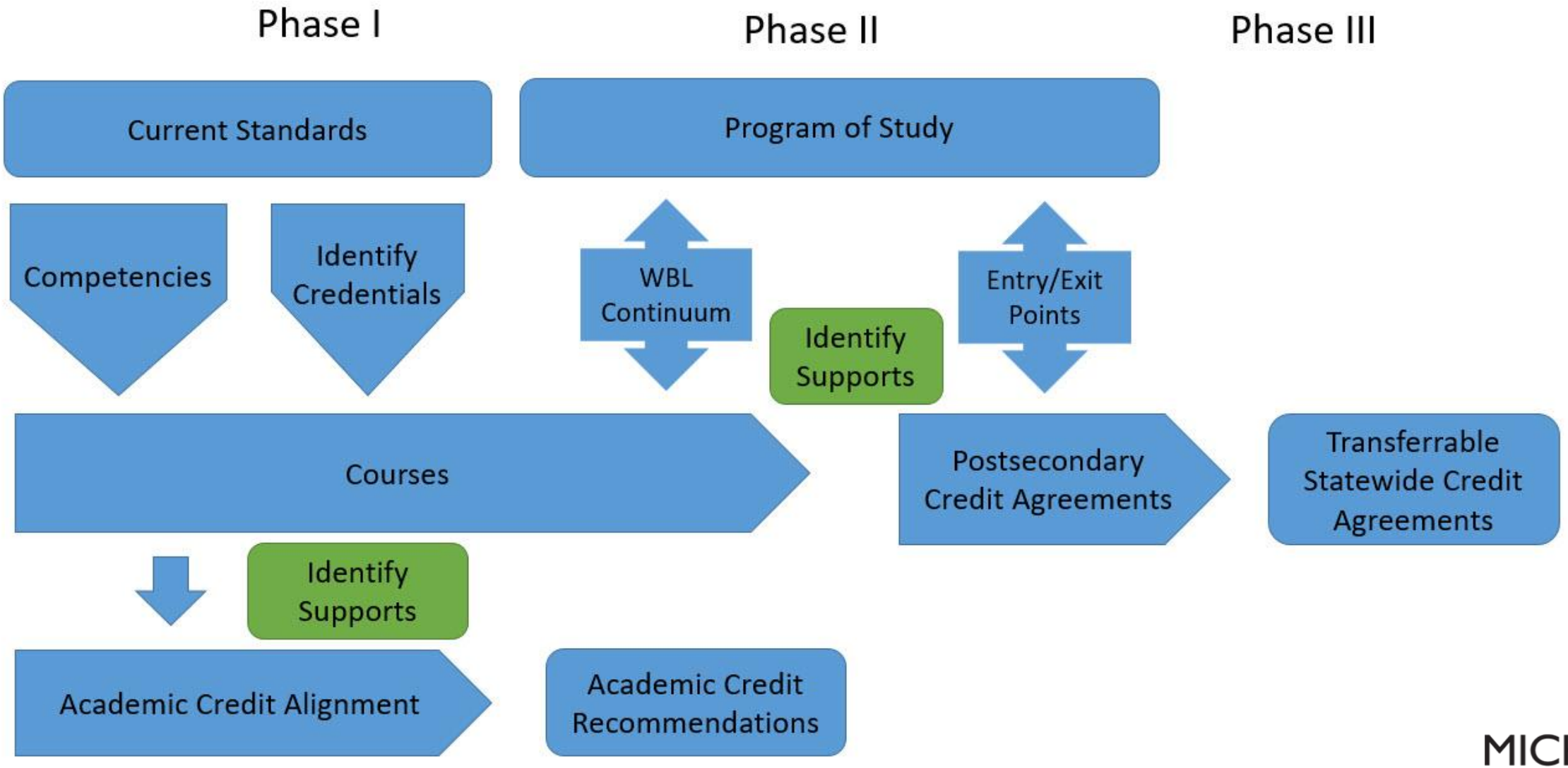
51.0000	Health/Therapeutic Services
46.0301	Electric/Power Trans Transmitter
46.0000	Construction Trades
47.0604	Automotive Technician
52.0299	Business Administration, Management & Operation

Two CIP areas participating in parallel project work:

12.0400	Cosmetology
13.0000	Education, General

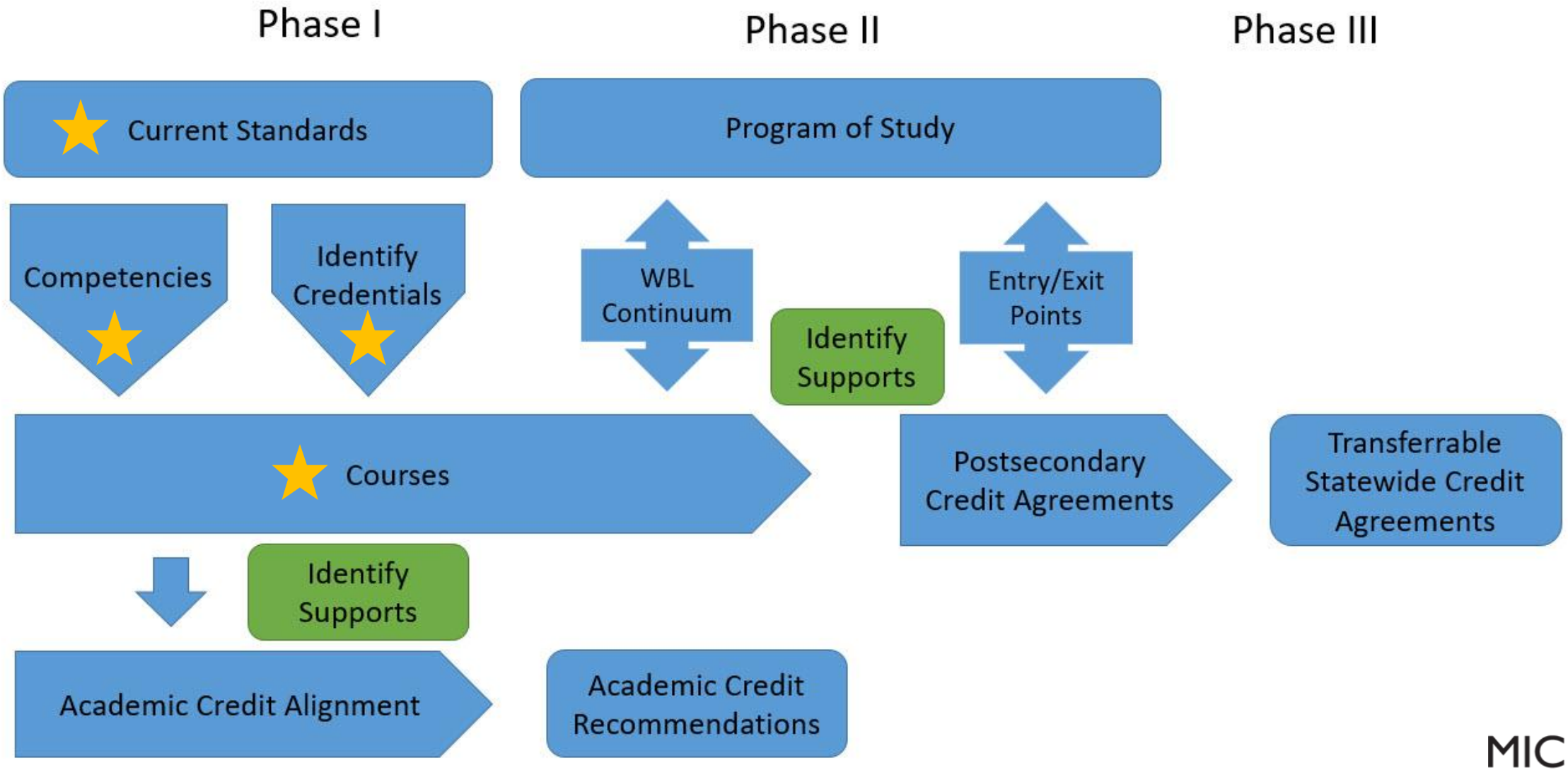
MICHIGAN Department of Education

Career Pathways Grant



MICHIGAN Department of Education

Career Pathways Grant



MICHIGAN Department of Education

Questions on History?

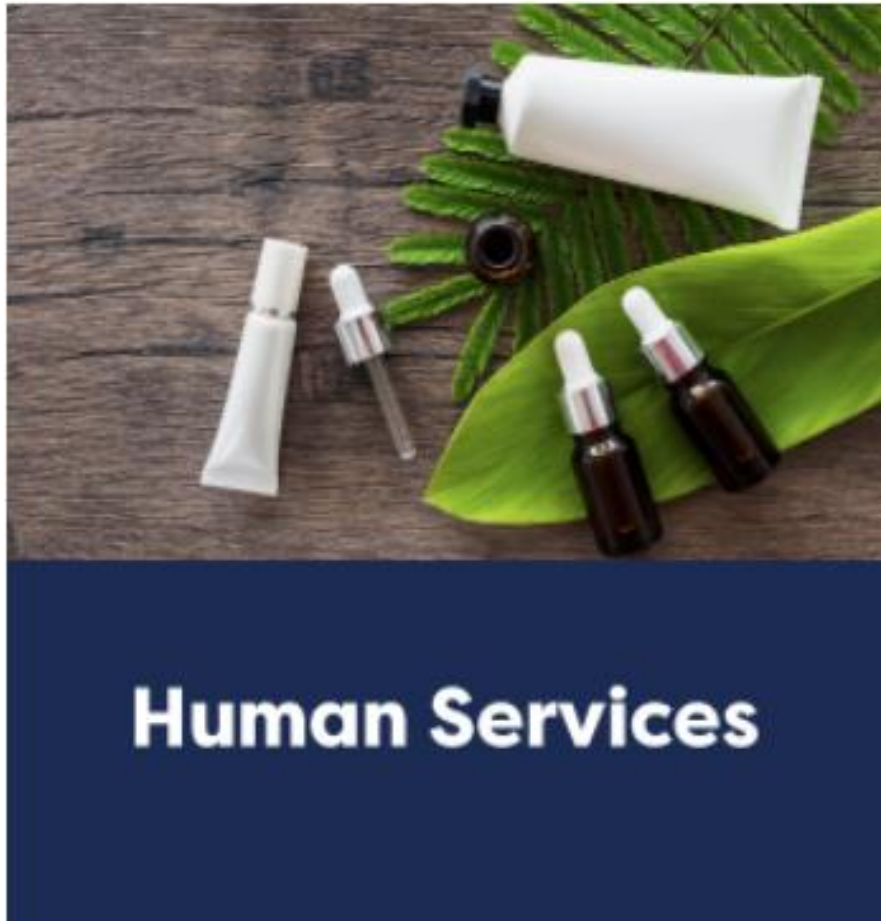
Credential Identification

Recommended Supplemental Credentials

MICHIGAN Department of Education

Approval Process

Approved Credentials



12.0400 Cosmetology

- Michigan State Board of Cosmetology License
- Michigan State Board of Cosmetology Limited License
  - Natural Hair Cultivation
  - Manicuring
  - Esthetician

My credential isn’t on the list!

Questions on Credentials?

Standards to Competencies

competence [kom-pi-*tuh* ns]

noun

1 the quality of being competent; adequacy; possession of required skill, knowledge, qualification, or capacity:
He hired her because of her competence as an accountant.

Synonyms for *competence*

appropriateness	fitness	skill	moxie	qualifiedness
capability	know-how	suitability	cutting it	the goods
capacity	proficiency	adequacy	cutting the mustard	the right stuff
competency	qualification	makings	hacking it	what it takes
expertise	savvy	might	making the grade	

MOST RELEVANT

MICHIGAN Department of Education

MICHIGAN Department of Education

Student	Achievement	Other Relevant Details	Averaging all Grade Entries: Result
Mariela	"C" achievement throughout course		Final Grade = C
Christian	"A" achievement throughout course	Chronic late homework & some 0s	Final Grade = C
Tatiana	"A" on tests, but...	Struggles to learn until then (homework)	Final Grade = C
Sayed	"F" achievement early	"A" achievement by the end	Final Grade = C
Oscar	Ds and Fs on tests, but ...	Hard worker, great kid, homework on time, extra credit	Final Grade = C

MICHIGAN Department of Education

Credentials vs. Competencies

A credential is the validation of a **set** of competencies.

MICHIGAN Department of Education

Standards to Competencies: Technical

Technical

Cluster

Pathway

Career Ready Practices

LARA
LICENSING AND REGULATORY AFFAIRS
CUSTOMER DRIVEN. BUSINESS MINDED.

NCHSE

National Institute for
AUTOMOTIVE SERVICE EXCELLENCE

nccer

MICHIGAN Department of Education

Standards to Competencies: Cluster and Pathway

Technical

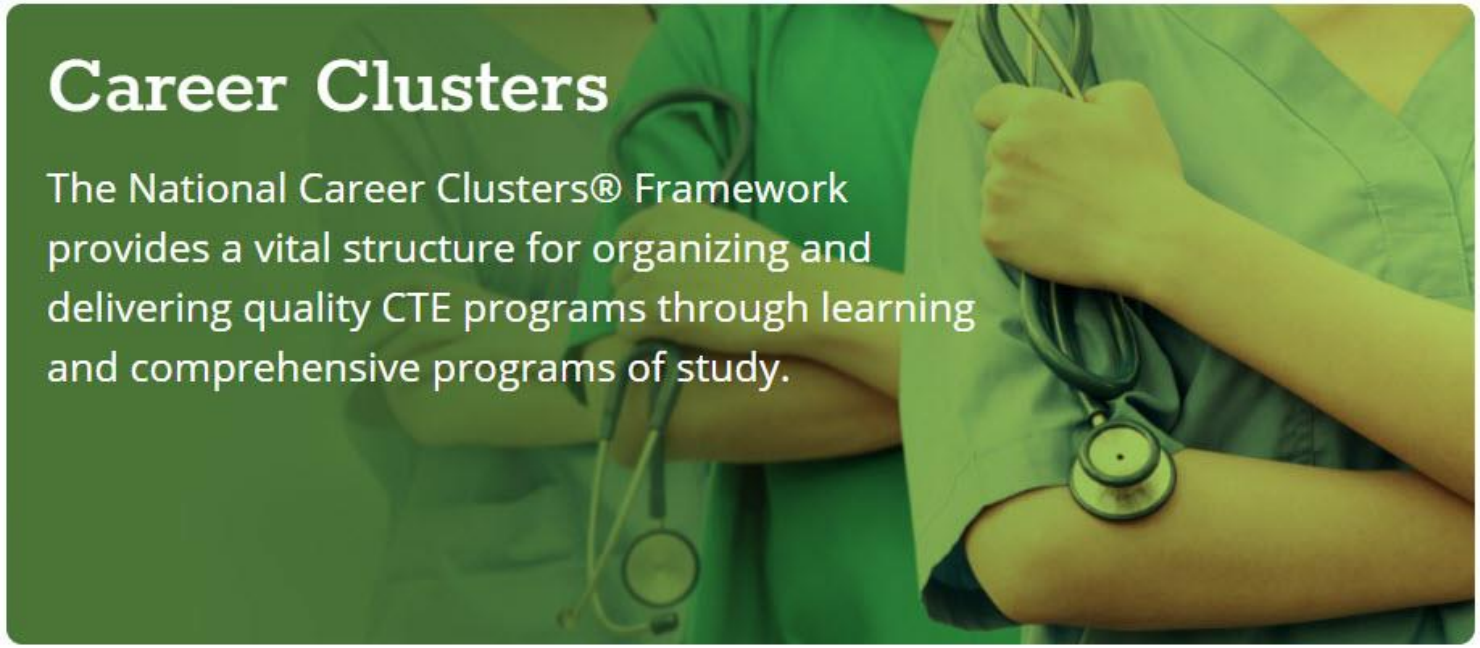
Cluster

Pathway

Career Ready Practices

ADVANCE CTE

State Leaders Connecting Learning to Work



Career Clusters | Advance CTE (careertech.org)

MICHIGAN Department of Education

Standards to Competencies: Career Ready Practices

Technical

Cluster

Pathway

Career Ready Practices

ADVANCE CTE

State Leaders Connecting Learning to Work

Learning that works for America CTE

CCTC

Common Career Technical Core

The Career Ready Practices

ACT AS A RESPONSIBLE AND CONTRIBUTING CITIZEN AND EMPLOYEE.

Career-ready individuals understand the obligations and responsibilities of being a member of a community, and they demonstrate this understanding every day through their interactions with others. They are conscientious of the impacts of their decisions on others and the environment around them. They think about the near-term and long-term consequences of their actions and seek to act in ways that contribute to the betterment of their teams, families, community and workplace. They are reliable and consistent in going beyond the minimum expectation and in participating in activities that serve the greater good.

APPLY APPROPRIATE ACADEMIC AND TECHNICAL SKILLS.

Career-ready individuals readily access and use the knowledge and skills acquired through experience and education to be more productive. They make connections between abstract concepts with real-world applications, and they make correct insights about when it is appropriate to apply the use of an academic skill in a workplace situation.

CareerReadyPractices-FINAL.pdf (careertech.org)

MICHIGAN Department of Education

Directions: (Print on legal size paper)

Secondary Delivery: Indicate the level the student will be able to perform the standard when leaving the program for each of the *Performance Elements*

Local Task ID Code/Delivery Point: Indicate where the standard is delivered in the curriculum

Academic Standards Crosswalk: You may indicate the academic content expectation number or you may use a check mark to indicate the appropriate academic content taught in the st

Post-Secondary Delivery for Articulation: Indicate with a check if this is a standard required for post-secondary articulation for the program

51.0000 Health Sciences/Allied Health/Health Sciences, General (2017)

State approved CTE programs shall not be in violation of a federal statute or regulation including Hazardous Occupations Orders (https://www.dol.gov/whd/regs/compliance/childlabor101.pdf).

Secondary Gap Analysis

RATING SCALE:
4 = Exceeds criteria and/or able to teach task
3 = Accomplishes task to criteria
2 = Accomplishes task with help
1 = Exposed to the task

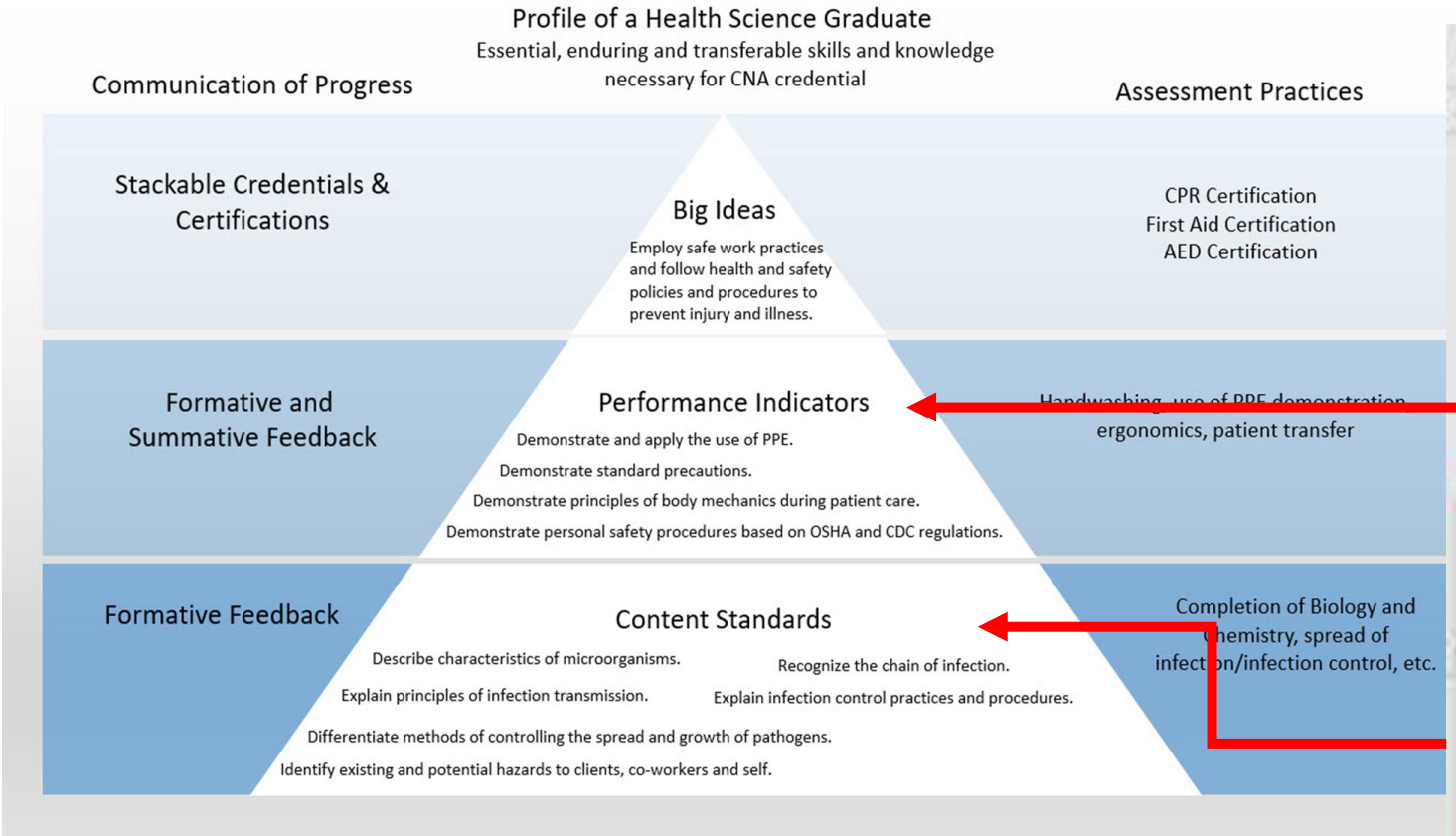
Rate Only the Performance Element

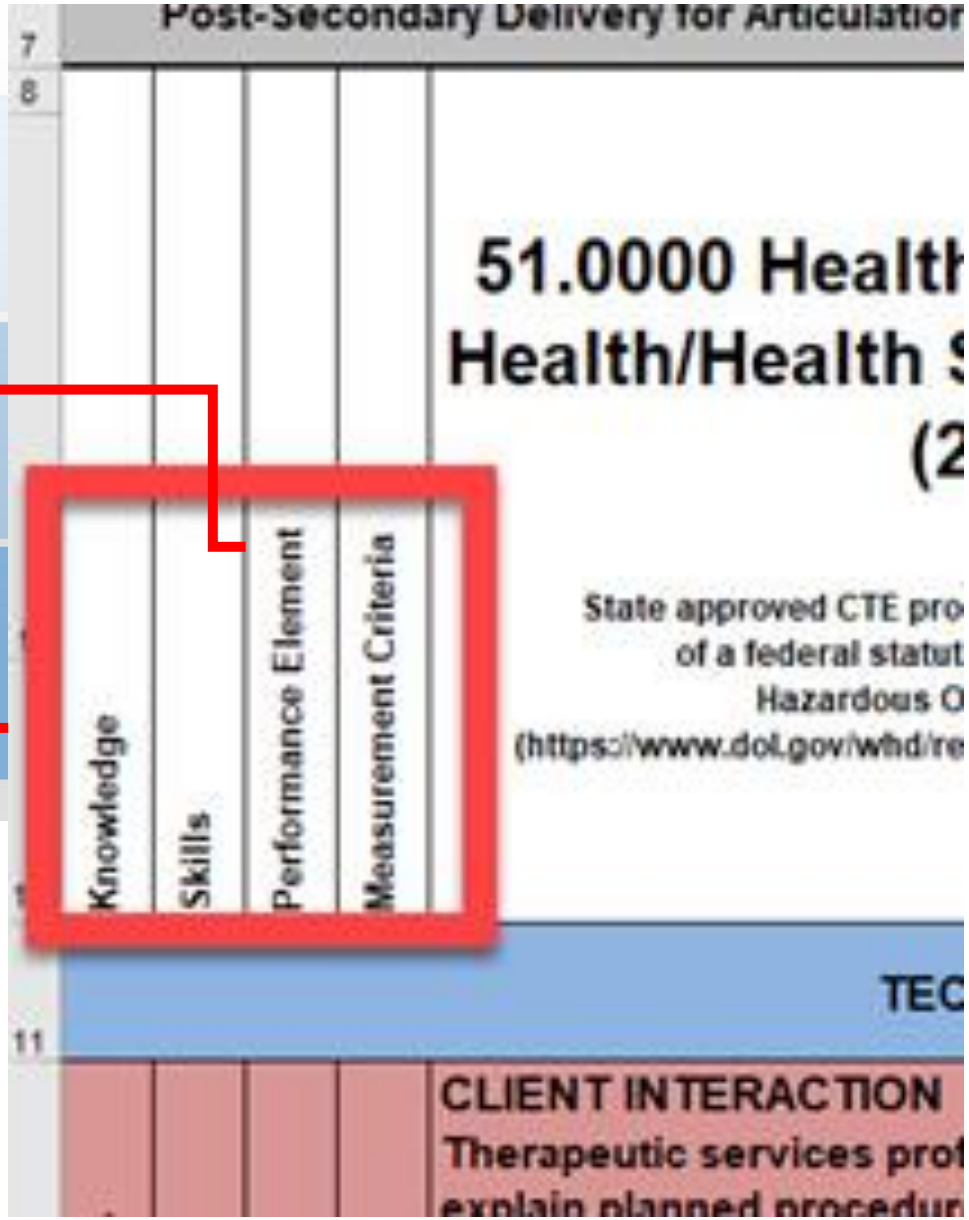
Knowledge	Skills	Performance Element	Measurement Criteria		Standard Source	4	3	2	1	N	Local Task ID Code/ Delivery Point	Post-Secondary Delivery for Articulation ✓	Academic Standards Crosswalk: ELA	Math	Social Studies	Science	VPAA	Pre 0	Anatomy and Physiology 1	Legal Responsibilities 2	Infection Control 3	Client Status 4
				TECHNICAL	NCHSE																	
				CLIENT INTERACTION Therapeutic services professionals will be able to explain planned procedures and goals to patients and																		

Diving In

Department of Labor and Economic Opportunity
Workforce Development

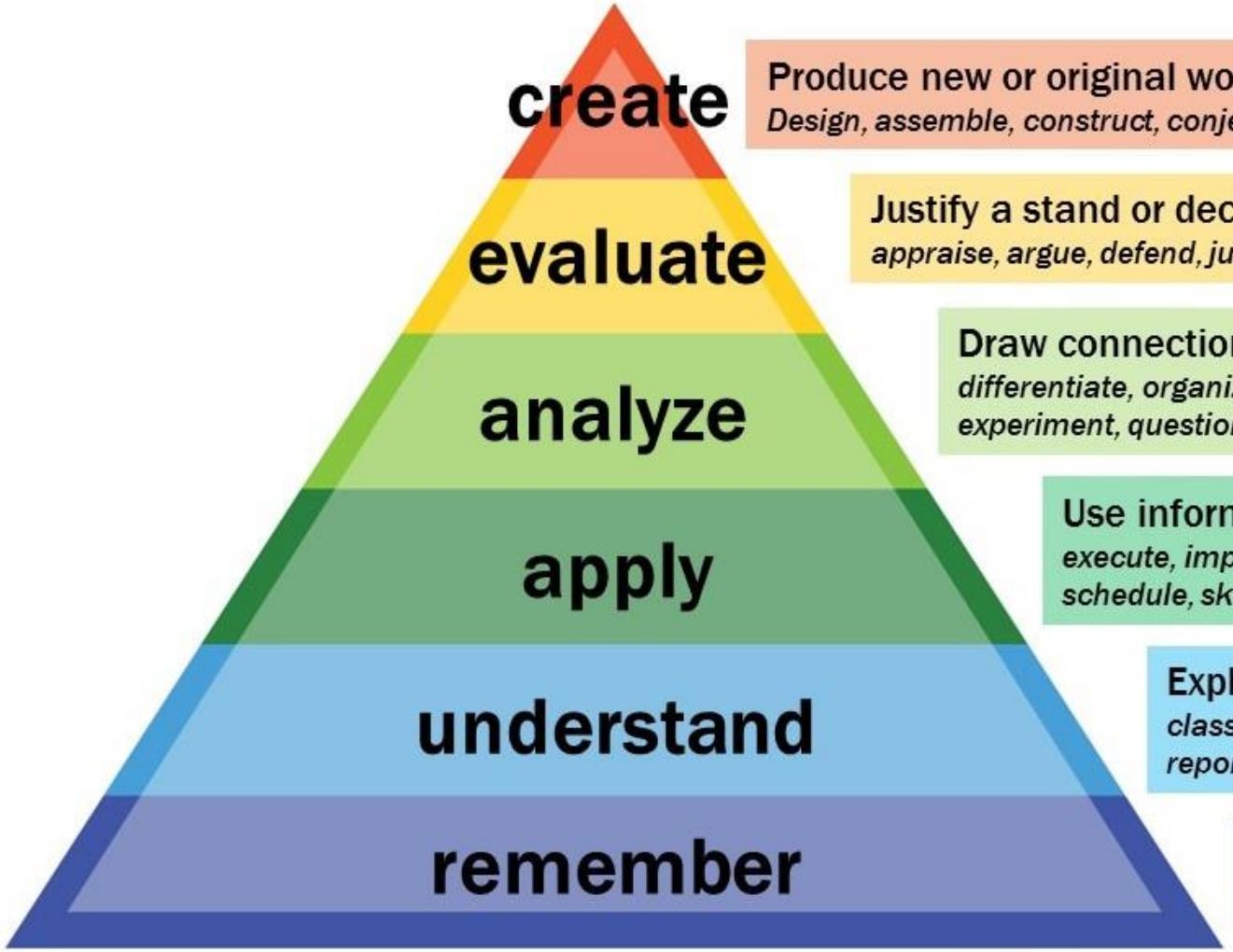
MICHIGAN Department of Education





Digging Deeper

Bloom's Taxonomy



Produce new or original work
Design, assemble, construct, conjecture, develop, formulate, author, investigate

Justify a stand or decision
appraise, argue, defend, judge, select, support, value, critique, weigh

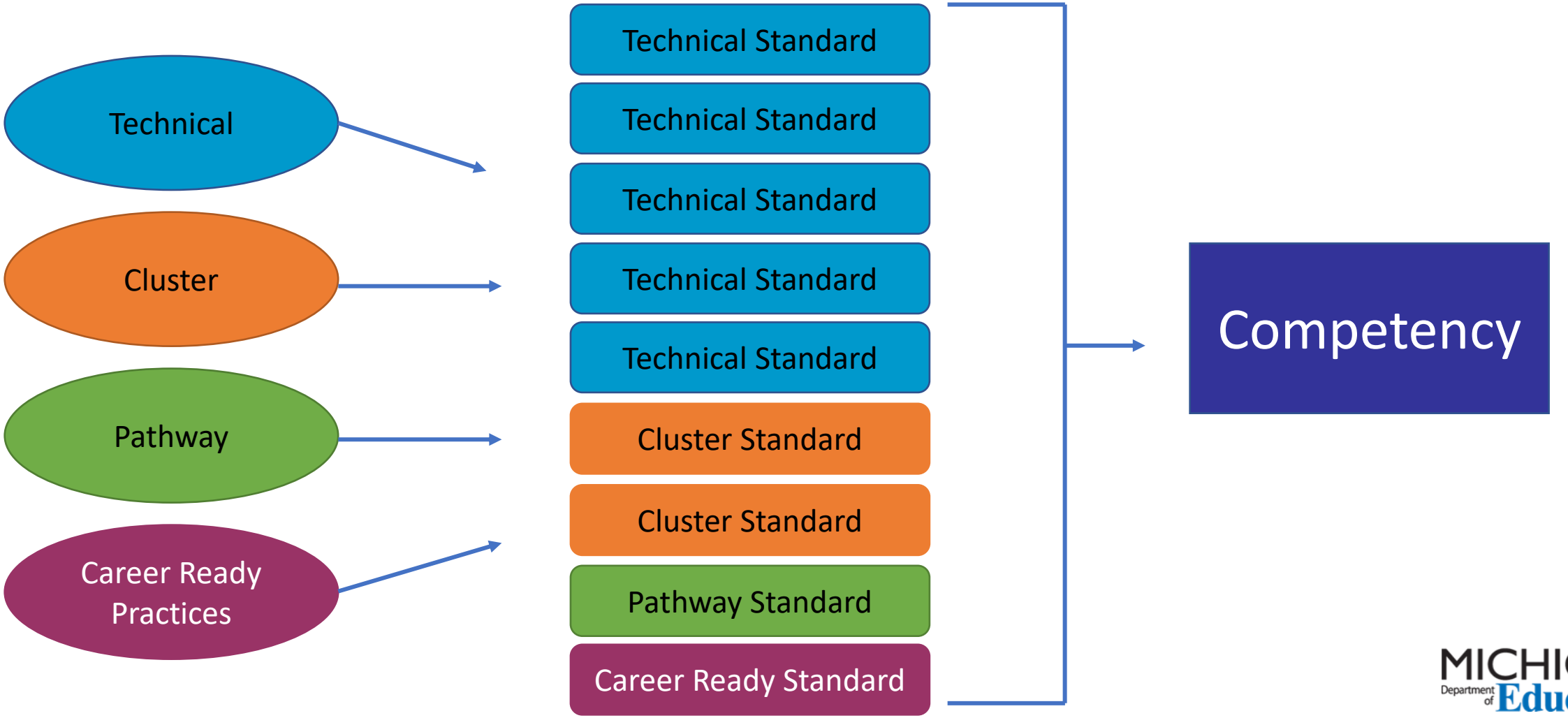
Draw connections among ideas
differentiate, organize, relate, compare, contrast, distinguish, examine, experiment, question, test

Use information in new situations
execute, implement, solve, use, demonstrate, interpret, operate, schedule, sketch

Explain ideas or concepts
classify, describe, discuss, explain, identify, locate, recognize, report, select, translate

Recall facts and basic concepts
define, duplicate, list, memorize, repeat, state

Clustered Standards = Competencies



MICHIGAN Department of Education

Example of Standards = Competencies

Technical → Students will recognize and establish a respectful environment for diverse populations of students in the classroom.

Cluster → Control risks to individual health and safety in the learning setting.

Pathway → Identify materials and resources needed to enhance instruction and aid learners in learning.

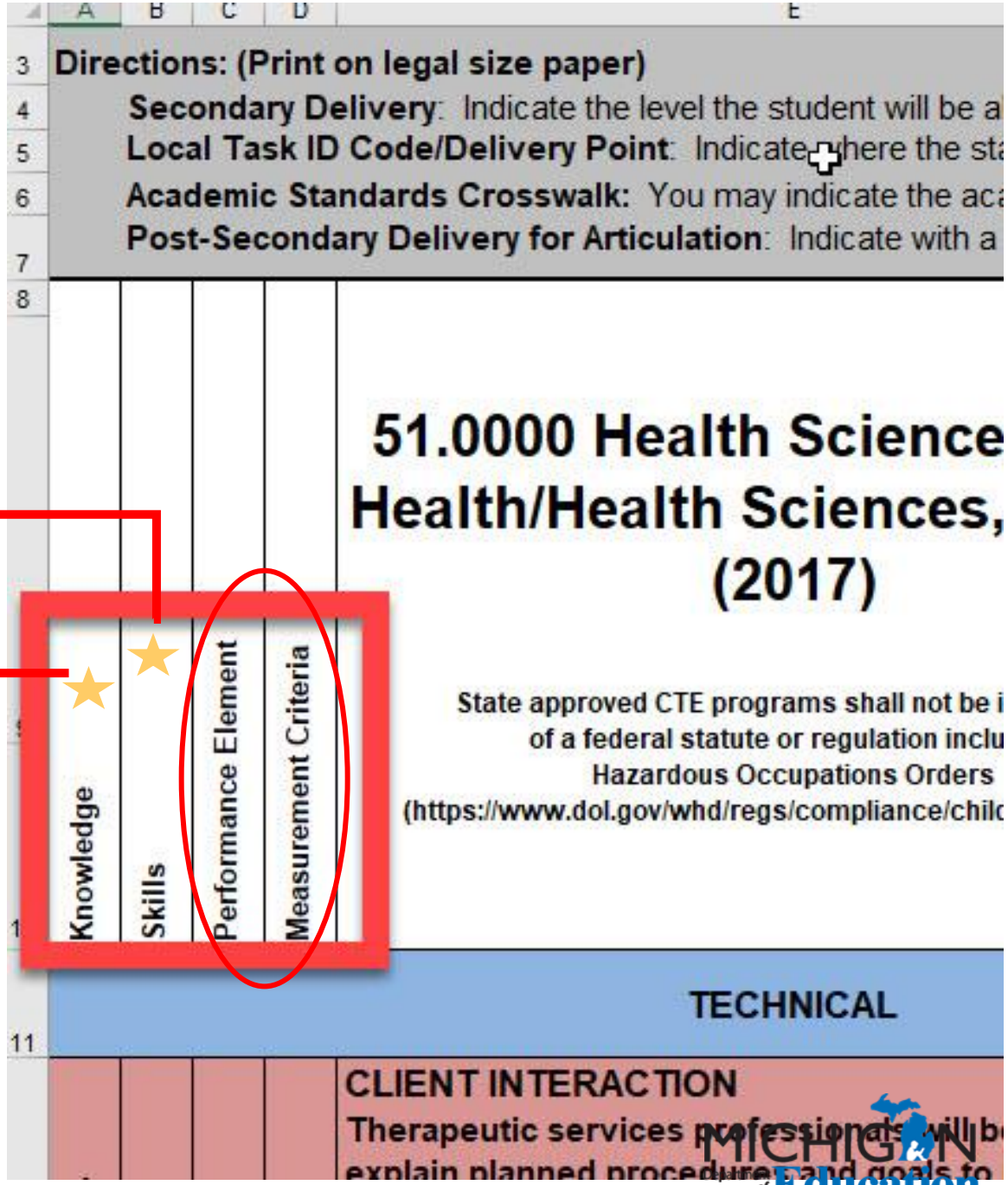
Career Ready Practices → Demonstrate problem solving skills consistently and independently.

→ Establishes and maintains a safe, healthy learning environment that ensures the safety and wellness of learners by implementing prevention, preparedness, and health and safety practices that promote wellness.

MICHIGAN Department of Education

Establishes and maintains a safe, healthy learning environment that ensures the safety and wellness of learners by implementing prevention, preparedness, and health and safety practices that promote wellness.

Standards Provide the Foundation



Performance Indicators

Demonstrate an understanding and use of sanitation, safety, and universal precautions for both the cosmetologist and client.

Cosmetology License

- ✓ Apply towel to drape client
- ✓ Apply protective cream

Manicuring License

- ✓ Explain procedures to patient
- ✓ Role play diabetic education of a patient

Esthetician License

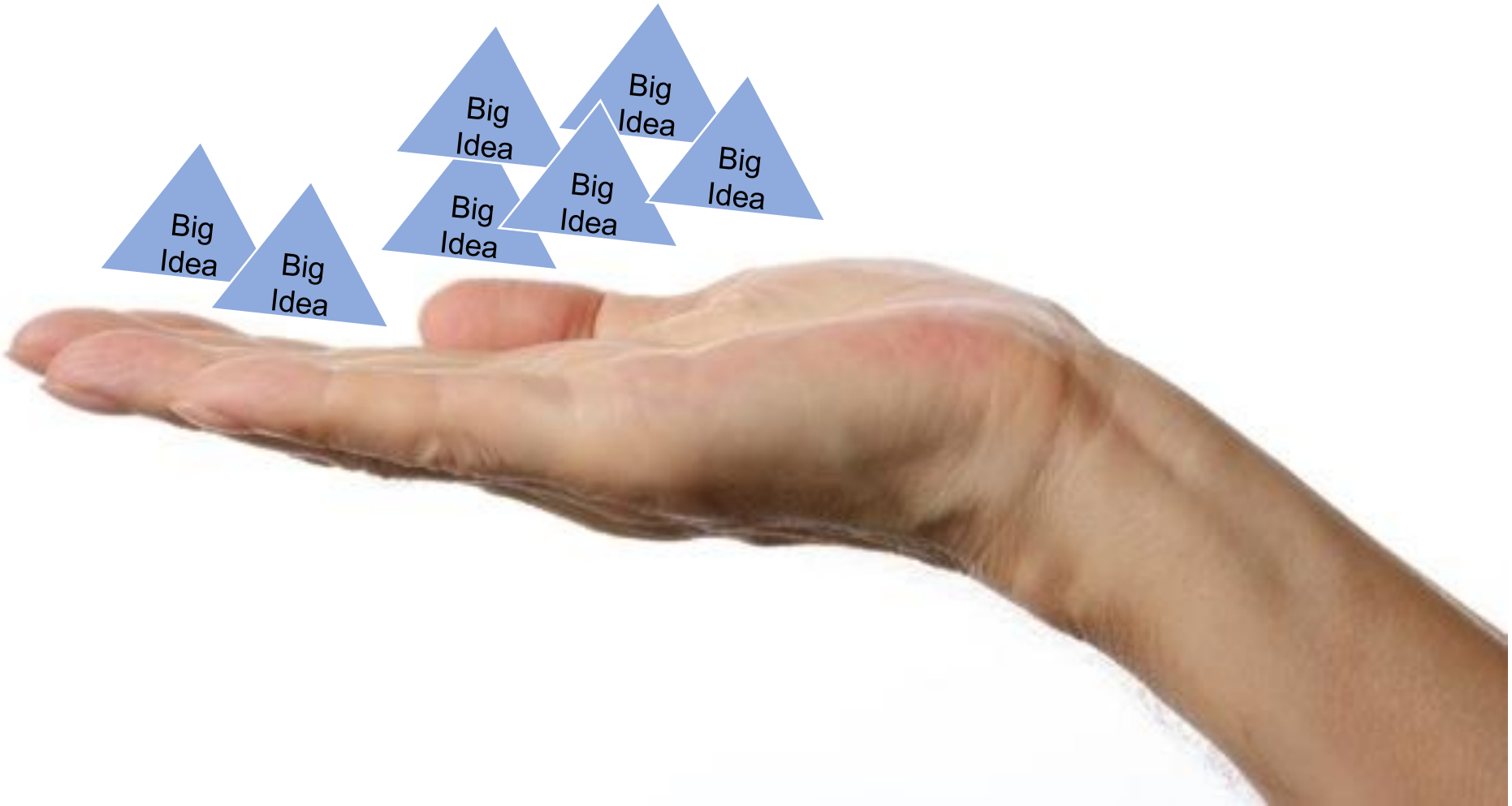
- ✓ Explain an issue that requires pharmacist intervention to client
- ✓ Correctly input order entry

Sanitation/Patron Protection	Hair color	Chemical Hair Restructuring	Haircutting & Hair Treatments
Demonstrate an understanding and use of sanitation, safety, and universal precautions for both the cosmetologist and client.	Developing an understanding of the theory of the practices of hair color.	Developing an understanding of the theory of the practices of chemical texture straightening services.	Demonstrate an understanding of the principles of design and how these elements enhance the facial features and hair textures of the client
Demonstrate and abide by rules and regulations of Occupational Code Act 299 of 1980 and the Administrative Rules set forth by the State of MI.	Perform proper application of hair color while demonstrating an understanding of safety.	Perform proper application of chemical texture straightening services while demonstrating an understanding of safety.	Perform haircuts using various tools, angles/elevation and design concepts
Maintain a professional image.	Developing an understanding of the theory of the practices of hair lightening.	Developing an understanding of the theory of the practices of chemical texture permanent waving services.	Demonstrate proper use of thermal styling tools (i.e.. marcel iron, curling iron, pressing comb/iron) to manipulate dry hair.
Employ knowledge of electricity, how it works and the proper use of electrical appliances in the salon in order to provide safe, efficient services for clients.	Perform proper application of hair lighteners while demonstrating an understanding of safety.	Perform proper application of chemical texture permanent waving services while demonstrating an understanding of safety.	Demonstrate understanding of and employ procedures for scalp care, massage, and hair brushing.
Employ knowledge of the basics of chemistry, how it works and how it applies to the substances used.			Demonstrate knowledge of shampoo and conditioning products for client's hair and scalp; perform services in relation to those products.
Employ acquired knowledge of Applied Anatomy, Physiology, and Histology of the human head, hands, nails, skin and hair as it relates to each service area in order to provide a safe and efficient service for a client.			Understand structure and chemical composition of hair, how that impacts services, and recommend and provide hair treatments.

Facials and Skin Care	Hairdressing	Nail Care	Salon Management
Demonstrate an understanding of skin structure, analysis and care and how it applies to facial services.	Employ an understanding of the various types of hairdressing techniques and their proficient application in order to provide a safe, efficient hairdressing service with skill suitable for employment in the salon. *(Competencies repeated for dressing, artificial hair, natural hair cultivation, wet hair styling, and arranging.)*	Demonstrate an understanding of the basic tools and techniques in natural nail manicures and pedicures, including how these elements enhance the client's hands and feet and perform procedures.	Satisfactorily complete Practical Exam Preparation.
Demonstrate knowledge of skin care products and facial devices; perform services in relation to those products.	Demonstrate an understanding of the principles of design and how these elements enhance the facial features and hair textures of the client. *(Competencies repeated for dressing, artificial hair, natural hair cultivation, wet hair styling, and arranging.)*	Employ artificial nail techniques for extension and repair using a variety of products and tools that suit the client's nail shape and desired outcome.	Satisfactorily complete Theory Exam Preparation.
Demonstrate proper manipulation and massage techniques.			Employ business strategies, including small business management, laws and licensing, and accounting, that are necessary to successfully manage and/or own a business.
Demonstrate an understanding of the various methods of hair removal and the products used as well as how contraindications that affect the ability of clients to receive hair removal services.			Demonstrate an understanding of how a professional salon operates by applying a variety of techniques to increase income, promote yourself and building a loyal client base leading to successful employment.
Demonstrate an understanding of the various methods of facial makeup techniques to enhance the natural facial features of a client using color theory.			Suggested Implementation of Career Ready Practices.

Questions on Standards to Competencies ?

Cosmetology PCCs



Department of Labor and Economic Opportunity
Workforce Development

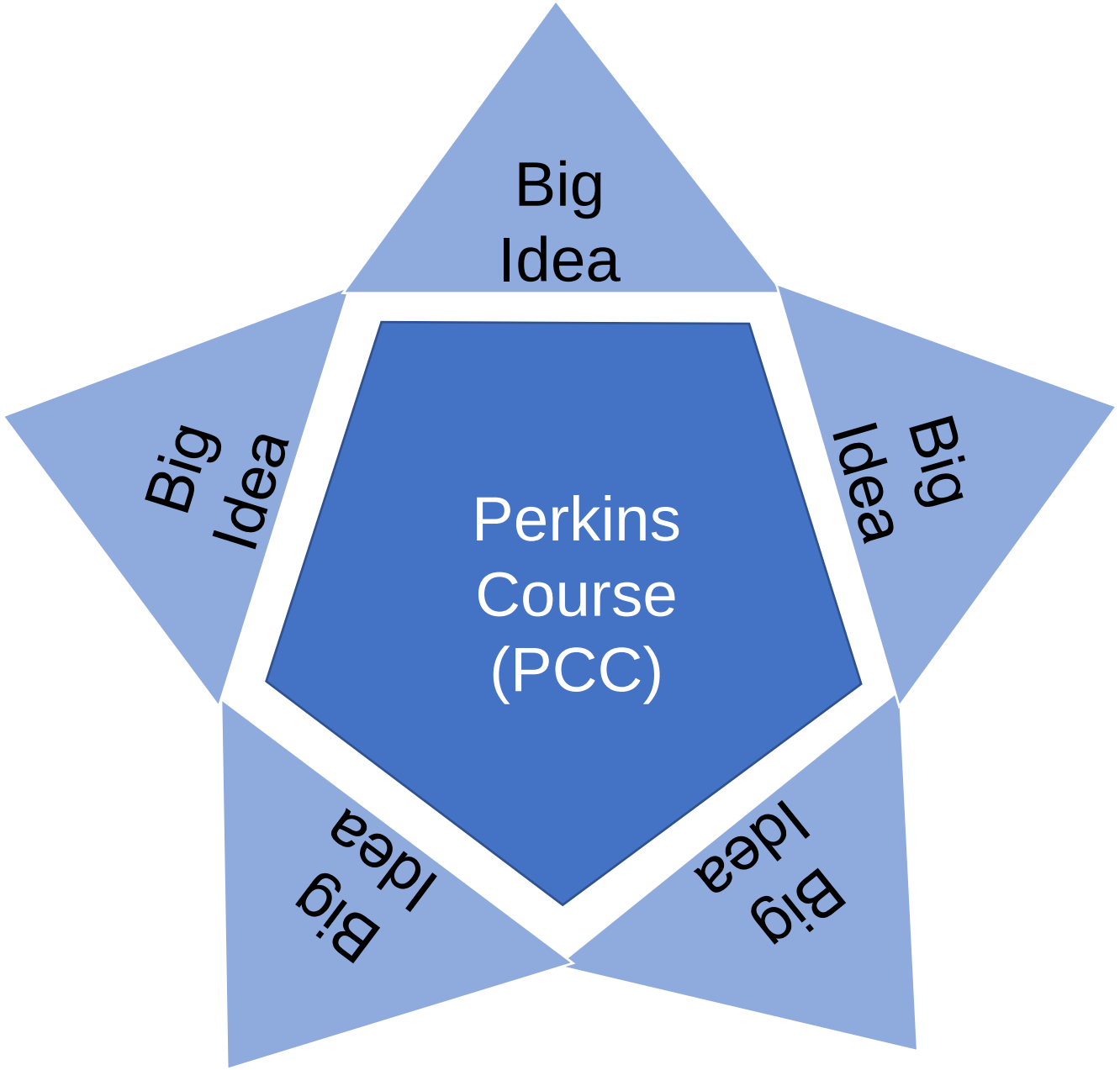
MICHIGAN Department of Education

Perkins Course Competencies (PCCs)

A specified group of competencies aligned with the state CTE program standards that take approximately 80 hours of instruction to deliver. The competencies are grouped as part of the career pathways grant process.

Competencies will be marked complete for a student when the student earns a grade of 2.0 or better in a local course section that covers those competencies.

MICHIGAN Department of Education



Department of Labor and Economic Opportunity
Workforce Development

MICHIGAN Department of Education

PCC Course Letter	Course Name	Required Hours (Full License)	Required Hours (Specialty License)
A	Sanitation/Patron Protection	√	√
B	Haircutting & Hair Treatments	√	
C	Haircoloring	√	
D	Chemical Hair Restructuring	√	
E	Nails/Nail Care	√	√
F	Hairdressing	√	√
G	Facials/Skin Care	√	√
H	State Board Preparation & Salon Management	√	√

Course A (Sanitation) and Course H (Salon Management/State Board) is required of all licenses
All courses together = 1500 Full Cosmetology License
Any two courses of full license = Concentrator
Course A + H + Course G = Esthetician Limited License
Course A + H + Course F = Natural Hair Cultivation Limited License
Course A + H + Course E = Manicurist/Nail Technician Limited License

Competency Code	Perkins Course	Competencies	Cosmetology License	Current Segments
A1	A	Demonstrate an understanding and use of sanitation, safety, and universal precautions for both the cosmetologist and client.	Sanitation and Patron Protection	1 - Cosmetology Laws and Rules / Safety and Sanitation
A2		Demonstrate and abide by rules and regulations of Occupational Code Act 299 of 1980 and the Administrative Rules set forth by the State of MI.	Laws and Rules	
A3		Maintain a professional image.	Personal Hygiene	
A4		Employ knowledge of electricity, how it works and the proper use of electrical appliances in the salon in order to provide safe, efficient services for clients.	Mechanical and Electrical Equipment Safety	
A5		Employ knowledge of the basics of chemistry, how it works and how it applies to the substances used.	Applied Chemistry and OSHA	10 - Applied Chemistry
A6		Employ acquired knowledge of Applied Anatomy, Physiology, and Histology of the human head, hands, nails, skin and hair as it relates to each service area in order to provide a safe and efficient service for a client.	Applied Anatomy	9 - Applied Anatomy, Physiology, and Histology
H1	H	Satisfactorily complete Practical Exam Preparation.		12 - State Board Preparation
H2		Satisfactorily complete Theory Exam Preparation.		
H3		Employ business strategies, including small business management, laws and licensing, and accounting, that are necessary to successfully manage and/or own a business.		11 - Salon Management/Clinic
H4		Demonstrate an understanding of how a professional salon operates by applying a variety of techniques to increase income, promote yourself and building a loyal client base leading to successful employment.		
H5		Suggested Implementation of Career Ready Practices		

MICHIGAN Department of Education

Competency Code	Perkins Course	Competencies	Cosmetology License	Current Segments
B1	B	Demonstrate an understanding of the principles of design and how these elements enhance the facial features and hair textures of the client	Haircutting	3 - Hairdressing / Leadership
B2		Perform haircuts using various tools, angles/elevation and design concepts.		
B3		Demonstrate proper use of thermal styling tools (ie. marcel iron, curling iron, pressing comb/iron) to manipulate dry hair.	Hairdressing Curling & pressing	3 - Hairdressing / Leadership
B4		Demonstrate understanding of and employ procedures for scalp care, massage, and hair brushing	Scalp and hair treatments	2 - Client Communications / Scalp and Hair Treatments
B5		Demonstrate knowledge of shampoo and conditioning products for client's hair and scalp; perform services in relation to those products		
B6		Understand structure and chemical composition of hair, how that impacts services, and recommend and provide hair treatments		
C1	C	Perform proper application of hair color while demonstrating an understanding of safety.	Temporary, semi-permanent, and permanent hair coloring	6 - Haircoloring
C2		Developing an understanding of the theory of the practices of hair color.		
C3		Perform proper application of hair lighteners while demonstrating an understanding of safety.	Bleaching and dimensional coloring, color mixing	6 - Haircoloring
C4		Developing an understanding of the theory of the practices of hair lightening.		
D1	D	Perform proper application of chemical texture straightening services while demonstrating an understanding of safety.	Chemical Hair Restructuring	5 - Chemical Hair Restructuring
D2		Developing an understanding of the theory of the practices of chemical texture straightening services.	Straightening and Relaxing	
D3		Perform proper application of chemical texture permanent waving services while demonstrating an understanding of safety.	Chemical Hair Restructuring	5 - Chemical Hair Restructuring
D4		Developing an understanding of the theory of the practices of chemical texture permanent waving services.	Permanent Waving	

MICHIGAN Department of Education

Competency Code	Perkins Course	Competencies	Cosmetology License	Specialty License - Manicurist	Current Segments
E1	E	Demonstrate an understanding of the basic tools and techniques in natural nail manicures and pedicures, including how these elements enhance the client's hands and feet and perform procedures.	Manicuring and Pedicuring	Manicuring and Pedicuring Techniques	4 - Career Exploration / Manicure / Pedicure
E2		Employ artificial nail techniques for extension and repair using a variety of products and tools that suit the client's nail shape and desired outcome.	Artificial Nails	Artificial Nails, extensions, and repairs	8 - Artificial Nails
				Artistic Principles	

MICHIGAN Department of Education

Competency Code	Perkins Course	Competencies	Cosmetology License	Specialty License - Natural Hair Culturist	Current Segments
F1	F	Employ an understanding of the various types of hairdressing techniques and their proficient application in order to provide a safe, efficient hairdressing service with skill suitable for employment in the salon. (Competencies repeated for dressing, artificial hair, natural hair cultivation, wet hair styling, and arranging.)	Hairdressing	Braiding Techniques and Extensions	3 - Hairdressing / Leadership
F2		Demonstrate an understanding of the principles of design and how these elements enhance the facial features and hair textures of the client. (Competencies repeated for dressing, artificial hair, natural hair cultivation, wet hair styling, and arranging.)	Arranging, dressing, artificial hair, finger waving, and natural hair cultivation	Artistic Principles	

MICHIGAN Department of Education

Competency Code	Perkins Course	Competencies	Cosmetology License	Specialty License - Esthetician	Current Segments
G1	G	Demonstrate an understanding of skin structure, analysis and care and how it applies to facial services.	Skin Analysis and Care	Facials and skin care techniques	7 - Facials / Systems
G2		Demonstrate knowledge of skin care products and facial devices; perform services in relation to those products	Facials		
G3		Demonstrate proper manipulation and massage techniques.	Manipulation, massage, electricity		
G4		Demonstrate an understanding of the various methods of hair removal and the products used as well as how contraindications that affect the ability of clients to receive hair removal services.	Removal of hair by the use of wax, tweezers, or depilatories	Temporary removal of hair	
G5		Demonstrate an understanding of the various methods of facial makeup techniques to enhance the natural facial features of a client using color theory.	Makeup and eyebrow arch	Artistic principles and makeup	

MICHIGAN Department of Education

Delivering Perkins Courses: Option 1

Local Course A

- Competency I
- Competency II
- Competency III
- Competency IV
- Competency V
- Competency VI
- Competency VII

Local Course B

- Competency VIII
- Competency IX
- Competency X
- Competency XI
- Competency XII
- Competency XII
- Competency XIII
- Competency XIV

Local Course C

- Competency XV
- Competency XVI
- Competency XVII
- Competency XVIII
- Competency XIX

Local Course D

- Competency XX
- Competency XXI
- Competency XXII
- Competency XXIII

PCC Key

- Course A
- Course B
- Course C
- Course D

MICHIGAN Department of Education

Delivering Perkins Courses: Option 2

Local Course A

Competency I
Competency II
Competency III
Competency IV
Competency V
Competency VI
Competency VII

Local Course B

Competency VIII
Competency IX
Competency X
Competency XI
Competency XII
Competency XII
Competency XIII
Competency XIV

Local Course C

Competency XV
Competency XVI
Competency XVII
Competency XVIII
Competency XIX

Local Course D

Competency XX
Competency XXI
Competency XXII
Competency XXIII

PCC Key

Local Course A: Traffic Laws
Local Course B: Parking Skills
Local Course C: Signs, Pavement Markings & Symbols
Local Course D: Safe Driving

MICHIGAN Department of Education

Delivering Perkins Courses: Option 3

Local Course A

- Competency I
- Competency II
- Competency III
- Competency IV
- Competency V
- Competency VI
- Competency VII

Local Course B

- Competency VIII
- Competency IX
- Competency X
- Competency XI
- Competency XII
- Competency XII
- Competency XIII
- Competency XIV

Local Course C

- Competency XV
- Competency XVI
- Competency XVII
- Competency XVIII
- Competency XIX

PCC Key

- Course A
- Course B
- Course C

MICHIGAN Department of Education

Delivering Perkins Courses: Option 4

Local Course A

Competency I
Competency II
Competency III
Competency IV
Competency V
Competency VI
Competency VII

Local Course B

Competency VIII
Competency IX
Competency X
Competency XI
Competency XII
Competency XII
Competency XIII
Competency XIV

Local Course C

Competency XV
Competency XVI
Competency XVII
Competency XVIII
Competency XIX

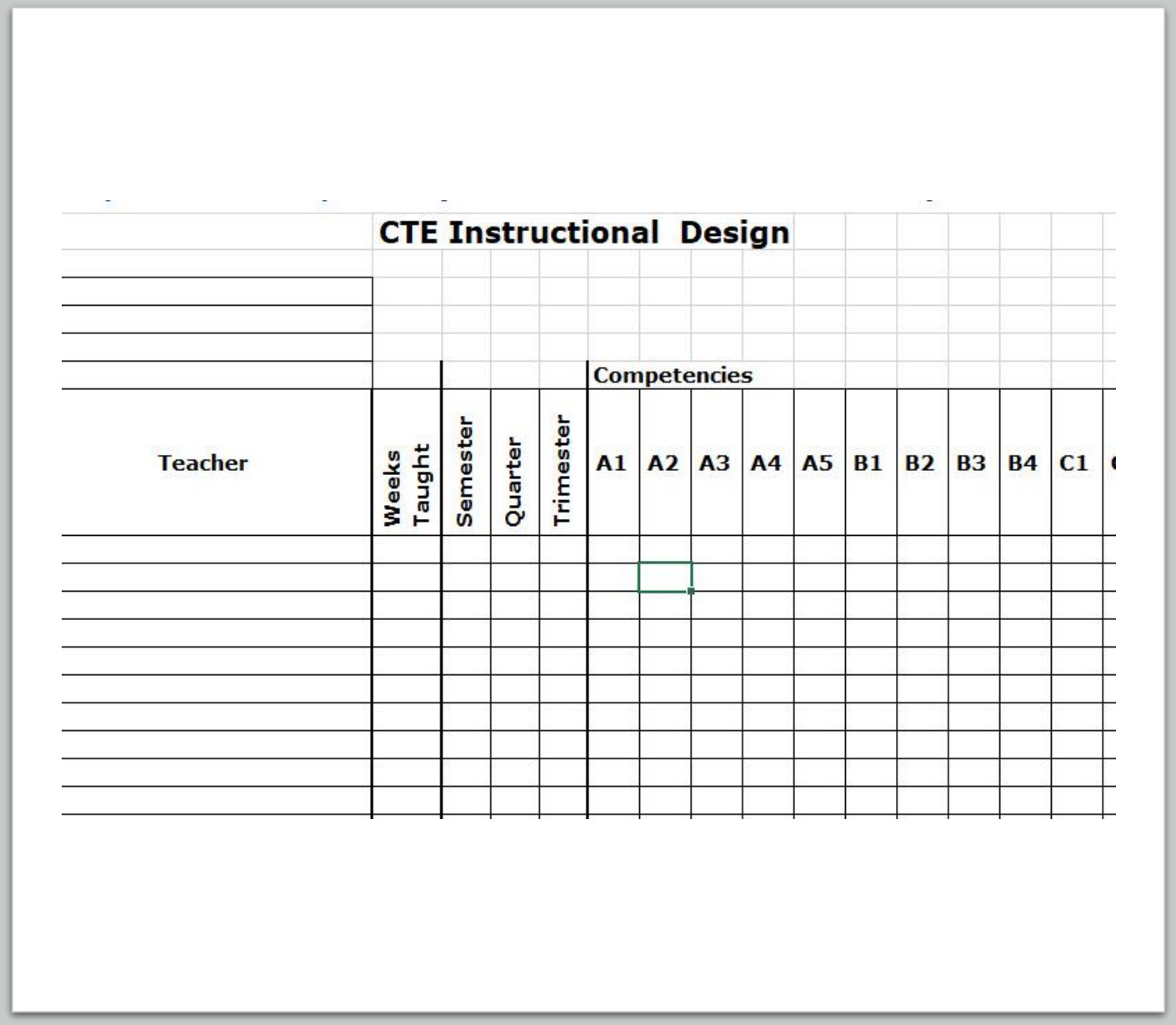
PCC Key

Traffic Laws
Parking Skills
Signs, Pavement Markings & Symbols
Safe Driving

MICHIGAN Department of Education

Reporting PCCs and Competencies

- Reporting competencies begins in Fall 2021
- New credentials added to the approved list in CTEIS in Fall 2021 for optional reporting in 2021-2022 and required reporting in 2022-2023.



CTE Instructional Design

					Competencies									
Teacher	Weeks Taught	Semester	Quarter	Trimester	A1	A2	A3	A4	A5	B1	B2	B3	B4	C1

Questions on PCCs?

How to Prepare

Phase-in Implementation

Phase of Readiness	Description of Readiness	Actions & Next Steps
Program **is** currently offering a credential	Program is already offering a credential on the approved list	• Review approved and supplemental list; determine what may need to be added or adjusted • Complete transition from segments to competencies
Program is **not** currently offering a credential	Teacher is qualified to teach/offer one of the credentials	• Determine equipment and curriculum needs; set plan for fulfilling needs • Plan for implementation of credential in Fall 2021 or Fall 2022
Program is **not** currently offering a credential	Teacher needs more training to become qualified to offer credential	• Determine training or professional development needs • Set a target date for credential implementation • Obtain equipment and curriculum resources necessary for implementation
Program is **not** currently offering a credential	Program needs to be adjusted or restructured before credential can be offered	• Meet with advisory committee for recommendations • Set target date for implementation and phase-in plan
Program is **not** currently offering a credential	Teacher is not qualified to teach any of the approved credential options and cannot become qualified	• Consult with advisory committee and postsecondary partners; review labor market data • Review potential credentials and apply for an enhancement grant

Comprehensive Program of Study (POS)

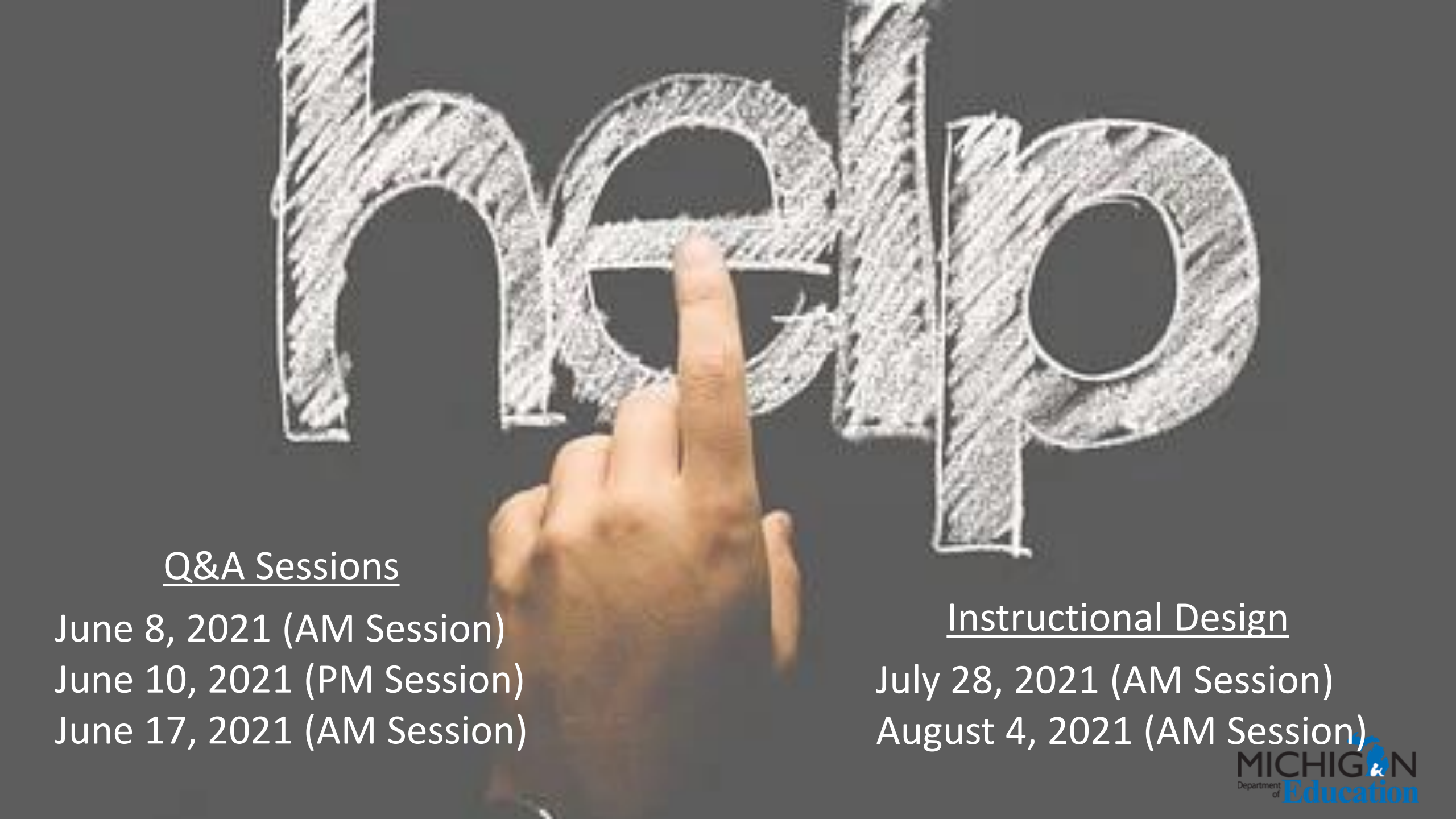
Credential Readiness Survey

This survey will help to determine your readiness for the implementation of the credential for your specific CIP code that are being released as a part of the Career Pathways Grant. Please keep in mind, many of the listed CIP codes are already offering these credentials. MDE is collecting this information to prepare the necessary technical assistance for an effective roll-out.

The tentative roll-out includes:

Programs or clusters already offering the required credentials will continue to provide the credential. The change for these programs will include new instructional design and

MICHIGAN Department of Education



Q&A Sessions

June 8, 2021 (AM Session)
June 10, 2021 (PM Session)
June 17, 2021 (AM Session)

Instructional Design

July 28, 2021 (AM Session)
August 4, 2021 (AM Session)

MICHIGAN Department of Education

Contact Information

mde-careerpathways@michigan.gov