

CAREER READINESS



CONFERENCE

WELCOME



Building Capacity Through the YS Foundations Train-the-Trainer Model

Meet Your Presenters!



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Youth Solutions



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Program Director
Muskegon Area ISD

Who's In The Room?



How many of you are supporting multiple districts/schools with limited staff and increasing expectations around career development?



**yeah, we're gonna be short
staffed today**

**so, if you
could just go ahead and do the
work of 3, that would be great.**



Expectations:

- Support multiple districts
- Ensure fidelity and quality
- Scale promising practices

ISDs/R
ESAs

Constraints:

- Time
- Staffing
- Sustainability
- Dependence

Objectives

- Understand the YS Foundations Train-the-Trainer Model

- See how ISDs/RESAs can build capacity to support schools

- Learn how MAISD is using this model to drive sustainable, district-wide impact



Why Train-the-Trainer?

Train-the-Trainer shifts the work ***from “doing for”*** schools ***to “building with”*** schools.

About Youth Solutions

VISION

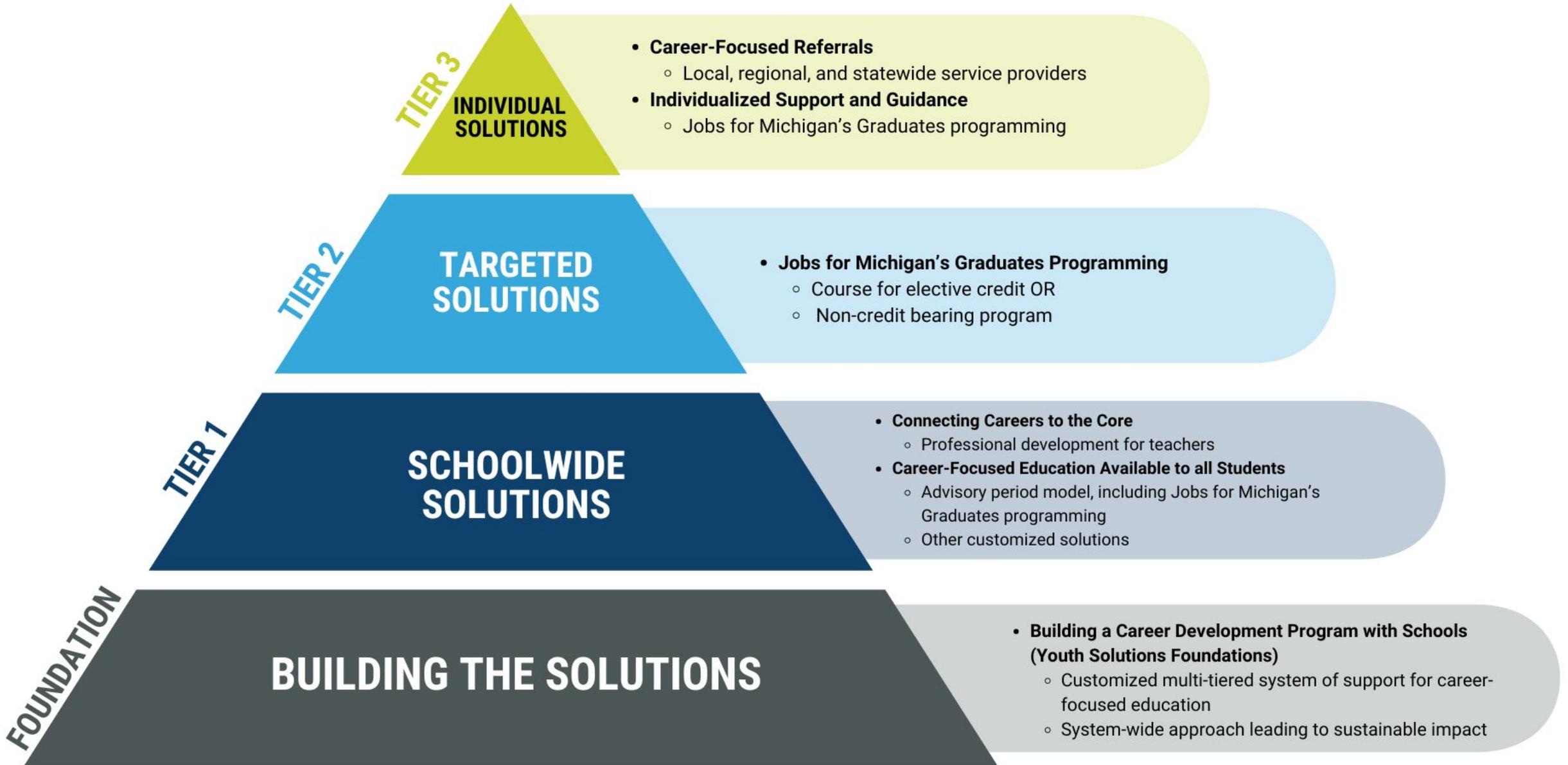
Every young person is educated, employed and career bound

MISSION

Every Michigan youth in every school is provided access to high-quality career-focused education



Youth Solutions: A Multi-Tiered System of Support for Career-Focused Education



What is YS Foundations Train-the-Trainer Model?



YS Foundations TtT

The YS Foundations Train-the-Trainer Model equips local teams with the skills, tools, and flexibility to lead sustainable career development efforts aligned with state initiatives.

Youth Solutions Foundations

A **COMPREHENSIVE** Career Development Program for Schools

- Support for schools to create a culture of career development
- Systems approach
- Five-phase process
- On-going support



How does it work?

- 1 PHASE 1: ASSESSMENT
- 2 PHASE 2: GOAL SETTING
- 3 PHASE 3: PROGRAM DEVELOPMENT
- 4 PHASE 4: PROGRAM IMPLEMENTATION
- 5 PHASE 5: LEGACY SCHOOL

PWR Implementation Inventory

PWR Implementation Inventory: This tool is intended to be completed by the Career Leadership Council at your school. It is designed to provide an overview of how effectively your school is implementing career development and career education into the school culture. Use this tool to identify what is currently happening in the school to address career development and to identify any gaps in services. Rate the following elements, provide supporting Evidence, and score each section. Use the reflection section to guide next steps.

Awareness & Culture Building: Stakeholders in your school have the background knowledge necessary to have a deep understanding of the career development program and are involved with initiatives that support the goals of the program.

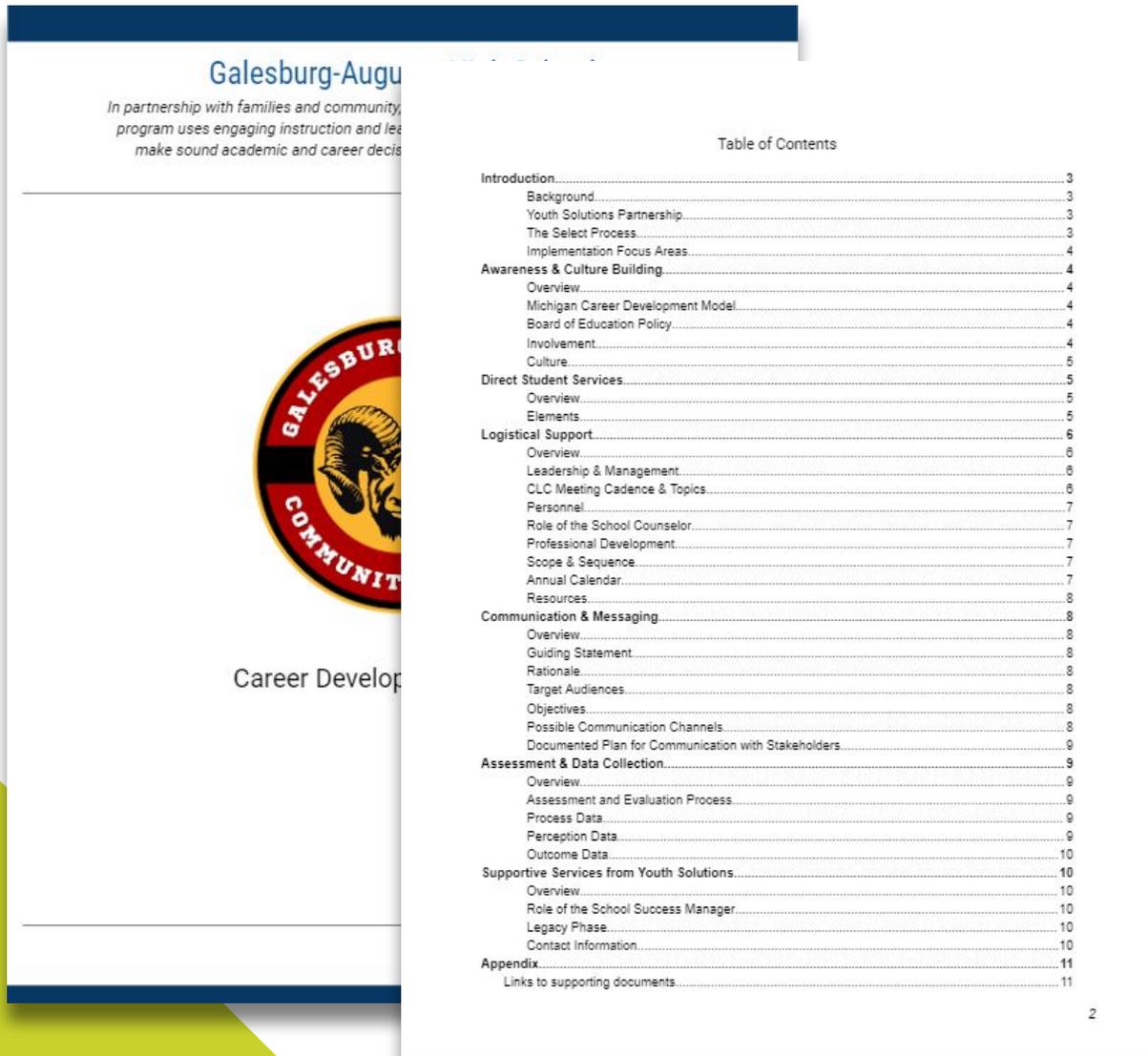
| Element | 1 Not Present | 2 Basic | 3 Developed | 4 Comprehensive |
|---|------------------|------------|----------------|---------------------------------|
| Stakeholders are aware of the Michigan Career Development Model and legislative requirements | | | | |
| School board rule and/or school policy in place that supports postsecondary and workforce readiness | | | | |
| District leadership aware of and involved in the career development program | | | | |
| School leadership aware of and involved in the career development program | | | | |
| School Counselors aware of and involved in the career development program | | | | |
| Teachers aware of and involved in the career development program | | | | |
| School support staff aware of and involved in the career development program | | | | |
| Student families aware of and involved in the career development program | | | | |
| Business and community members aware of and involved in the career development program | | | | |
| A culture exists that promotes graduation and postsecondary education attainment | | | | |
| Evidence: | | | | SCORE ____/40 (Target 32) |
| Reflection & Next Steps: | | | | |

Five Focus Areas:

- Awareness & Culture Building
- Direct Student Services
- Logistical Support
- Communication & Messaging
- Assessment & Data Collection

Career Development Program Handbook

Bringing it all together



- Leadership & Management
- CLC Meeting Cadence & Topics
- Communication & Messaging Plan
- Professional Development Plan
- Assessment & Evaluation Process

Train-the-Trainer Model

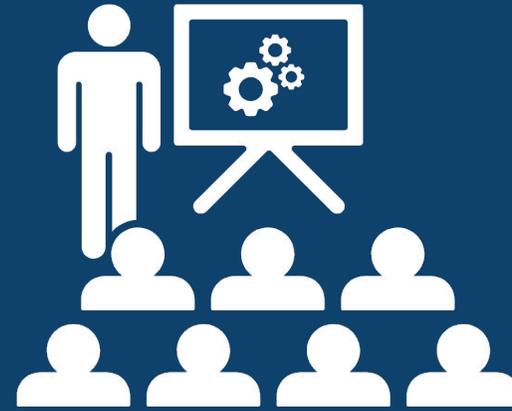
What ISD/RESA staff are trained on:

- YS Foundations five-phase model
- Data-informed continuous improvement practices
- Facilitation and coaching strategies
- Supportive tools and resources

How training is structured:

- Phase-by-phase learning
- Guided practice
- Ongoing coaching and support

ISDs/RESAs lead implementation



Youth Solutions provides support, tools, and quality assurance

Train-the-Trainer Model Outline for YS Foundations

The Train-the-Trainer Model equips ISD/RESA service providers with the tools, resources, and phased training needed to implement the YS Foundations service directly with schools in their region. Designed as a **multi-year process**, this model allows for gradual implementation and skill-building over time. Youth Solutions staff provide ongoing support throughout the process to ensure fidelity to the model, build local capacity, and promote sustainable career development programming.

Through this partnership, Specialists are empowered to lead schools through each phase of the service—from assessment to implementation—while tailoring the approach to align with local needs and priorities. Flexibility is a core value of the YS Foundations service. We are committed to adapting the model's training, pacing, and support strategies to fit each region's staffing structure, goals, and capacity.

Phase 0: Pre-Launch

Purpose: Introduce Specialists to YS Foundations phases, timeline, and resources. Overview of school recruitment process. Train Specialists on implementing the Launch meeting.

- YS Provided Training:
 - 1 full-day training
 - Consultation as needed
 - CDC Role & Responsibilities:
 - Recruit school partners- time varies
 - Facilitate service Launch meeting with school (~3 hours)
-

Phase 1: Assessment

Purpose: Equip Specialists with the knowledge and tools to guide schools through the assessment phase, including survey administration, data interpretation, and the Executive Report Review meeting.

- YS Provided Training:
 - 3-hour training
 - Consultation as needed
 - CDC Role & Responsibilities:
 - Support schools in administering PWR surveys (< 1 hour)
 - Conduct school site visit (4-5 hours)
 - Assist YS staff with the creation of the Executive Report (~2 hours)
 - Assist YS Staff in the facilitation of the Executive Report Review meeting (1 hour)
-

MAISD in Action: Building Regional Capacity



The “Why” for MAISD

Our ISD Superintendent inspires us every day to ensure leadership, programs and services related to career education and college access remain a priority, and enhance the success of all Muskegon area students.

The LARGEST Challenges

Only FIVE (27%) of our local schools have adopted a career and college readiness goal into the their state required MICIP despite it being law. Furthermore - MCDM implementation, EDP completion and WBL opportunities are lacking.

Youth Solutions TtT Appeal

A groundbreaking approach that will equip our career and college readiness team with the tools/resources needed to support 16+ districts/schools countywide. Our team will have increased knowledge providing ongoing coaching and support for local district educators - creating a sustainable system where career development and college access is led and owned locally.

OUR TEAM



Bernard Brown

CTE Director and CEPD



Future.Focused.



Megan Byard Karaba

Career and College Readiness
(CCR) Program Director



Kari Wiersema

KickStart to Career Coordinator



Michelle Kuck

Career Awareness Specialist, K-5



Tricia Schuitema

Career Exploration Specialist, 6-8



Stephen Pettifor

Career Preparation Specialist, 9-12



Janice Buist

WBL Specialist, Non CTE



Sasamon Parker

WBL Specialist, MACTC



Lindsay Pulsipher

Promise Zone Student
Engagement Specialist

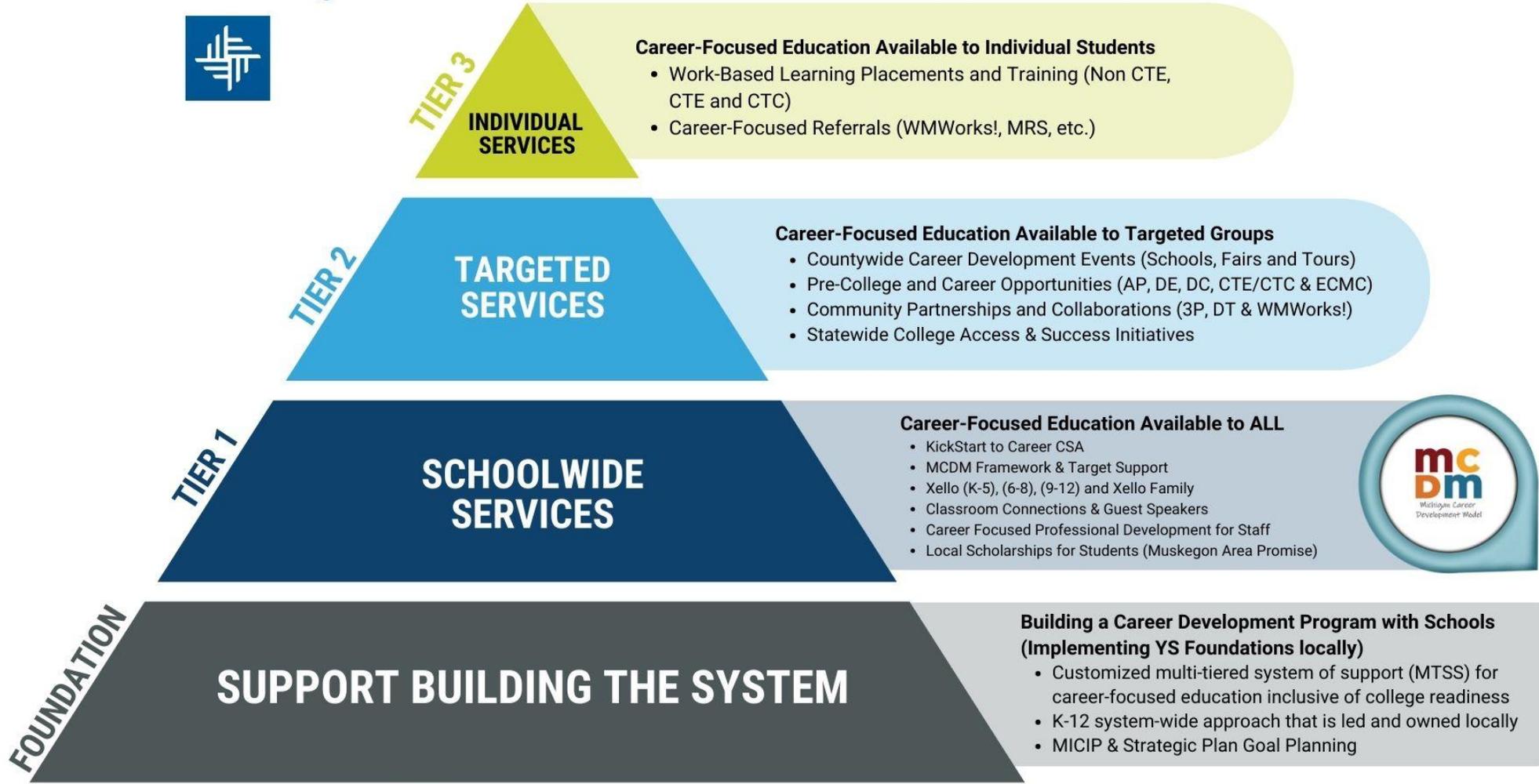


Andrea Rusco

CTE/CCR Administrative Assistant

MAISD Implementation

Muskegon Area ISD: Career-Focused Education & Services



Getting Schools on Board!

Setting the Stage

- Smore Newsletters

Building Curiosity

- Superintendent Updates
- Curriculum Director Updates
- Principal Updates

Starting Small

- Cohort 1 has been by invitation only and is limited to ONE school

Transformative Professional Development



Helping schools build sustainable, multi-year career development programs

Youth Solutions is a 501(c)(3) nonprofit organization at the intersection of education and workforce development, committed to providing Michigan's youth the support and experiences that prepare them for their futures. Youth Solutions aims to ensure every youth in Michigan has access to **career-focused education**.

[Youth Solutions Foundations](#) provides expert consultation, systematic program development, and accountability. Partnering schools receive guidance and resources to establish impactful career development programs that equip students with essential skills for informed decision-making and success beyond high school.

In our best pioneering move yet, our entire Career and College Readiness team will complete (22) hours of professional development training with Youth Solutions so that we can extend those same expert consultation benefits to our Muskegon area schools using a train the trainer model.

Local districts will be invited to participate with our CCR team in annual cohorts based on a readiness assessment score, and our capacity. Additionally, participating districts will receive CCR mini-grants for their use and efforts. TWO districts this year will be identified as our FIRST cohort! TOGETHER, the hard work will begin as we plan to create a comprehensive career development program promoting a culture that prioritizes self-awareness, exploration, and future planning in preparing students for success - kindergarten through high school.

Are you READY? Watch for more details soon!

About [Orchard View Public Schools]

Unique Career and College
Readiness (CCR) DISTRICT
Assets

Youth Solutions Cohort 1
(2025/26)

and...

A CCR Goal in your **MICIP!** 

Unique CCR BUILDING Assets

Elementary

New Xello contract for Cardinal Elementary!
KickStart to Career CSA
Fall Connect with CCR Staff - September 2025

Middle

Xello 6-8
KickStart to Career CSA
Middle Vision, EIR and 3P/Design Thinking
Fall Connect with CCR Staff - September 2025

High

AVID Secondary - Elective offering
MCAN **Aspire Grantee** (2023-2026)
FAFSA Challenge Grantee - Universal Grad Requirement
WBL Curriculum and Placements
MCAN Statewide Initiative Participant (CBMI)
Xello 9-12
GreatSchool Rating
Fall Connect with CCR Staff - September 2025

Impact & Early Outcomes

Long-term vision

Ensuring leadership, programs, and services related to career education remain a priority, and enhance the success of all Muskegon area students.

What's working

Early excitement and applause

Early indicators of sustainability and scale

CTE Perkins mandate via MDE and OCTE

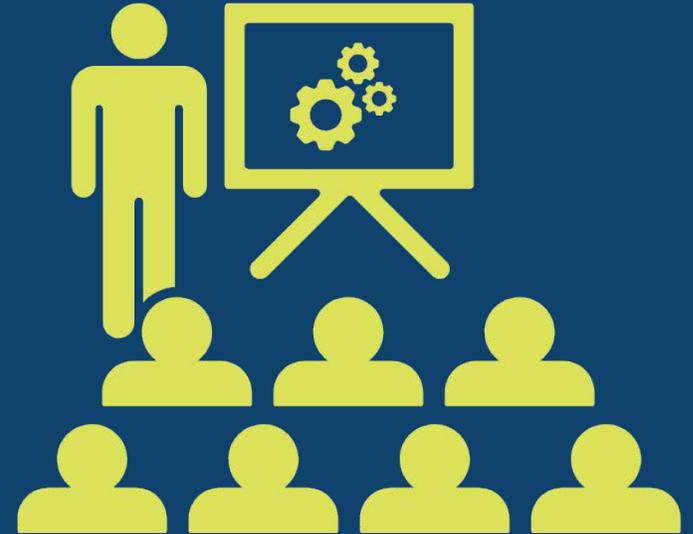
Anticipated change at the district/school level, etc.

Career Development as a TEAM SPORT



What is Possible?

- **Stronger regional ownership** — ISDs/RESAs lead the process, while districts/schools adapt and own the work
- **More consistent implementation** — shared expectations, tools, and language across districts
- **Long-term sustainability** — systems and processes are embedded into how districts and schools operate



CONNECT WITH US!

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**SCAN HERE
TO CONTACT US**



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Thank You