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# Virginia's WRS Curriculum

— CTECS Workplace Readiness Skills —  
Sacramento | 2019

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# About the CTE Resource Center

- [cteresource.org/verso](https://cteresource.org/verso)
- Established in 1982 as a grant-funded project of the Virginia Department of Education
- Free resource for CTE educators and administrators in Virginia
- Collaborate with VDOE to create and revise curriculum and to support CTE in Virginia
- Repository for all of Virginia's CTE curricula



# The First 13 Skills: Published in 1997

1. **Demonstrate reading skills** on a level required for employment in a chosen career field.
2. **Demonstrate math skills** on a level required for employment in a chosen career field.
3. **Demonstrate writing skills** on a level required for employment in a chosen career field.
4. **Demonstrate speaking and listening skills** on a level required for employment in a chosen career field.
5. **Demonstrate computer literacy** on a level required for employment in a chosen career field.
6. **Demonstrate reasoning, problem-solving, and decision-making skills.**

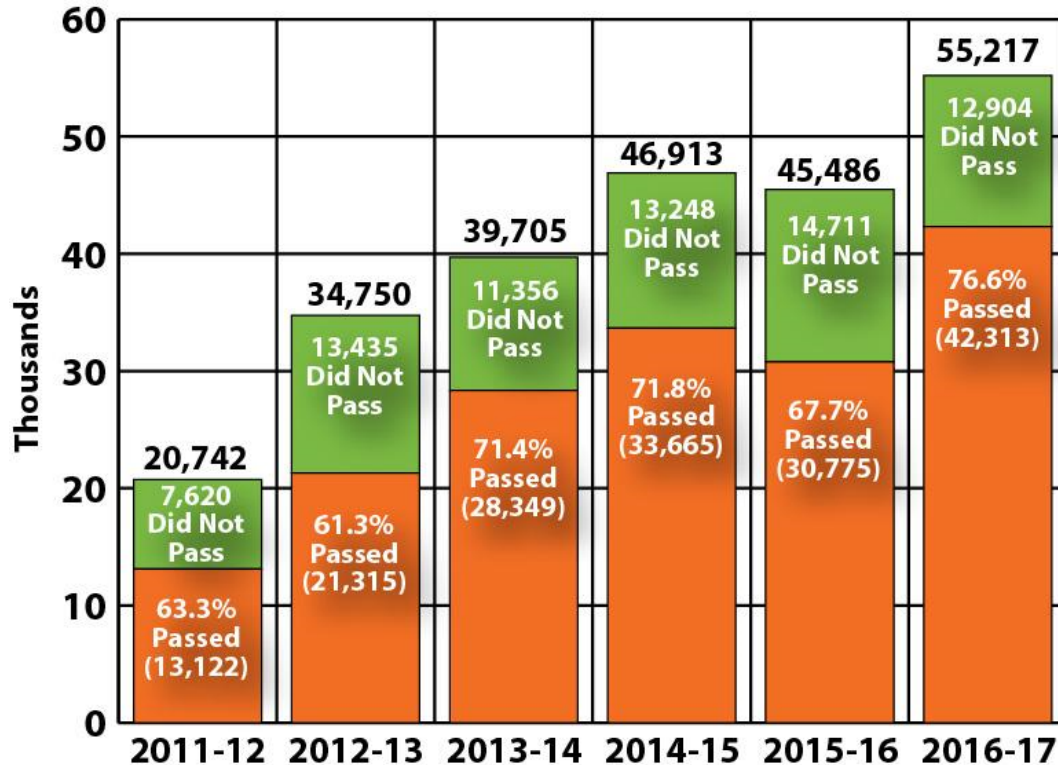
# The First 13 Skills (Continued)

7. Demonstrate understanding of the “big picture.”
8. Demonstrate a strong work ethic.
9. Demonstrate a positive attitude.
10. Demonstrate independence and initiative.
11. Demonstrate self-presentation skills.
12. Maintain satisfactory attendance.
13. Participate as a team member to accomplish goals.

# Updates in 2010 and 2018

- New list of skills approved by the Virginia Department of Education and published in 2010
- Incorporated into all CTE courses in Virginia public schools
- 2017-2018: Development of instructional resources for all skills [cteresource.org/wrs](https://cteresource.org/wrs)
- 2018: Development of new tasks/definitions for Virginia's WRS following a meeting of business/industry and teacher stakeholders
- Fall 2019: New WRS added to all CTE curriculum

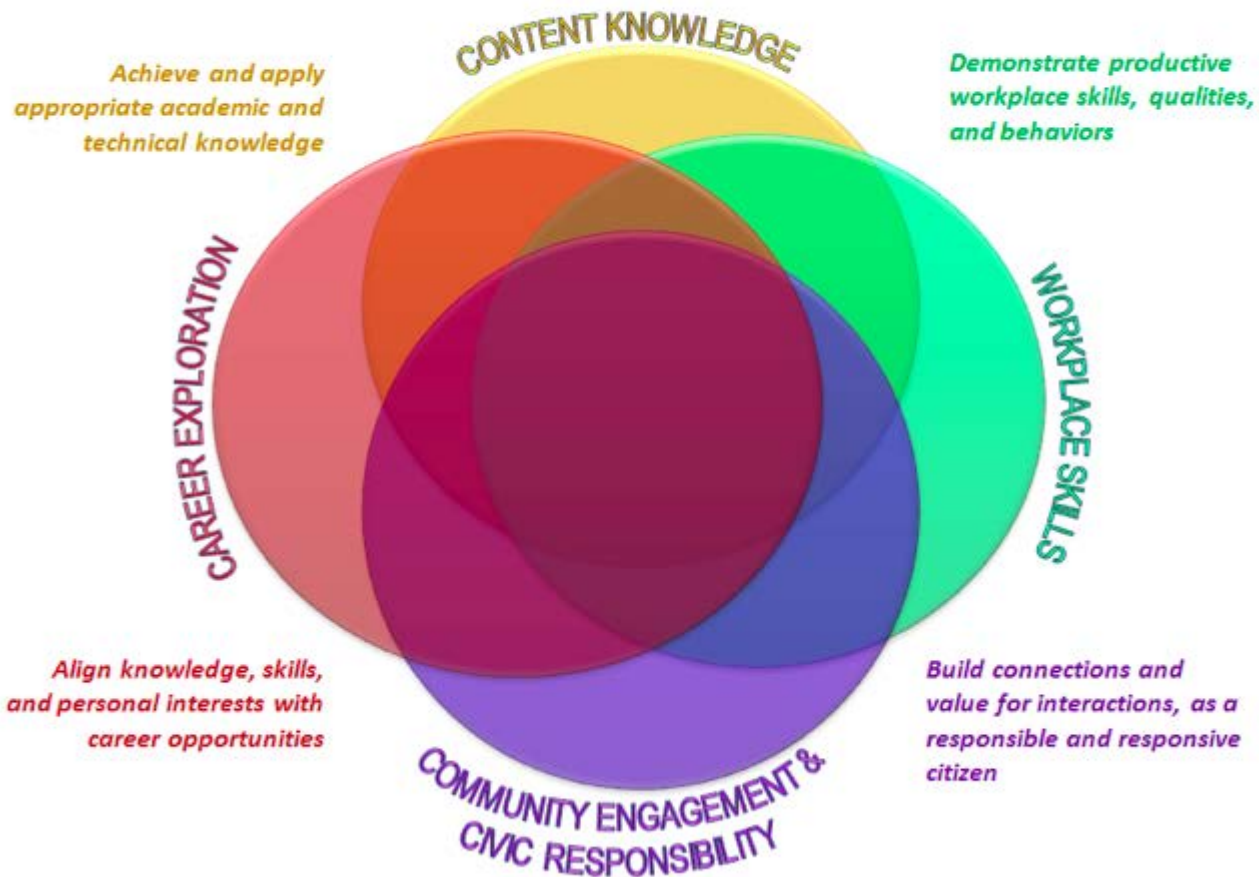
# CTECS and Workplace Readiness Skills



- Embedded in Va. curriculum
- Instructional resources [www.cteresource.org/wrs](http://www.cteresource.org/wrs)
- Graduation requirement (Profile of a Virginia Graduate)

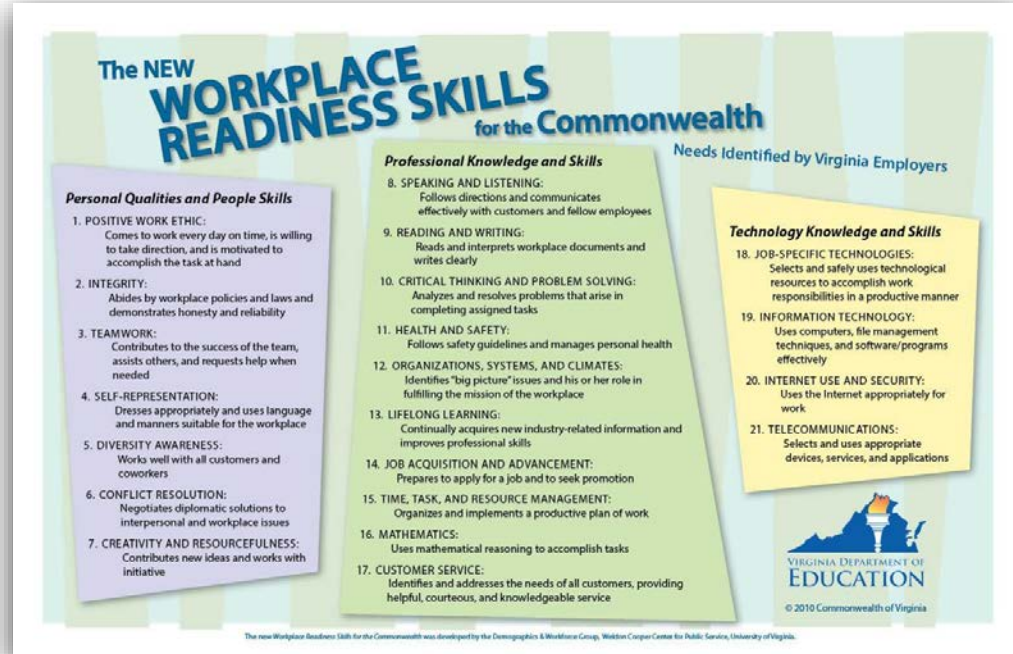
# *Profile of a Virginia Graduate*

**In Virginia, the Life Ready Individual Will,  
During His or Her K-12 Educational Experience:**



# Workplace Readiness Skills for the 21st Century

- Weldon-Cooper began review in late 2017
- Revision team met in May 2018
- Test-item writing teams to meet in October 2018
- New WRS to be rolled out with curriculum frameworks for 2018-2019 school year





# New Workplace Readiness Skills for 2019

- **Initiative and Self-direction:** Independently looks for ways to improve the workplace and accomplish tasks.
- **Information Literacy:** Locates information efficiently, evaluates the credibility and relevance of sources and facts, and uses information effectively to accomplish work-related tasks.

# Revised/ refined Workplace Skills for 2019

2010	2019
Creativity and resourcefulness	Creativity and innovation
Positive work ethic	Work ethic
Diversity awareness	Respect for diversity
Customer service	Service orientation
Organizations, systems, and climates	Big-picture thinking
Job acquisition and advancement	Career and life management
Internet use and security	Information security

# Work-based Learning

- Guide revised July 2017
- Range of options for students (added RYA)
- Summer conference for educators and business partners
- Update planned 2018-19
- <https://bit.ly/2ShMJq>

A Comparison of Work-Based Learning Methods of Instruction										
Characteristic	Career-Exploration WBL Methods			Pre-professional WBL Methods		Career Preparation WBL Methods				
	JOB SHADOWING	MENTORSHIP	INTRODUCTORY INTERNSHIP	EXTENDED INTERNSHIP	SERVICE LEARNING	CLINICAL EXPERIENCE	COOPERATIVE EDUCATION	YOUTH REGISTERED APPRENTICESHIP	REGISTERED APPRENTICESHIP	
Grade Levels	Primarily grades 6-8, but continuing into higher grades			Primarily grades 9 and 10, but continuing into upper grades		Primarily grades 11 and 12, but continuing into postsecondary		<ul style="list-style-type: none"> <li>Primarily grades 11 and 12</li> <li>At least 16 years old</li> </ul>		
Goals of method	<ul style="list-style-type: none"> <li>Foster career and workplace awareness</li> <li>Promote career exploration</li> <li>Strengthen motivation and informed decision-making skills</li> </ul>			<ul style="list-style-type: none"> <li>Deepen career and workplace knowledge</li> <li>Develop personal qualities and workplace readiness skills</li> <li>Impart beginning professional skills</li> </ul>		<ul style="list-style-type: none"> <li>Develop technical knowledge and skills necessary for entry into a specific occupation or postsecondary training program</li> <li>Strengthen career awareness, workplace readiness, and personal development</li> </ul>		<ul style="list-style-type: none"> <li>Connect On-the-Job Training (OJT) with related technical instruction</li> <li>Help students gain employability and occupational skills.</li> </ul>		<ul style="list-style-type: none"> <li>Develop technical knowledge and skills necessary for entry into a specific occupation or postsecondary education training program.</li> <li>Strengthen career awareness, workplace readiness, and personal development.</li> </ul>
Student receives pay	No	No	No	Local determination based on FLSA* criteria	No	No	Yes	Yes	Yes	
Number of hours required	Local option	Local option	Local option	Local option	Local option	Set by Virginia Board of Nursing or Va. Department of Health	Maximum of 20 hours per week	<ul style="list-style-type: none"> <li>No minimum or maximum OJT hour requirements.</li> <li>All OJT hours accrued will be credited toward the completion of an RA program.</li> <li>Minimum 144 hours related technical instruction.</li> </ul>	<ul style="list-style-type: none"> <li>Minimum 2,000 OJT hours and 144 hours per year of related instruction to supplement OJT</li> </ul>	



# Thank you!

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- [kreilly@cteresource.org](mailto:kreilly@cteresource.org)
- [www.cteresource.org](http://www.cteresource.org)
- Virginia Department of Education CTE: <https://bit.ly/2Ch5WB0>