

Mingo Central High School Simulated Workplace

Appalachian Education Network Annual
Conference

June 19, 2019

**Welcome from
Marcella, Lesia, and
Brandon!**



Alabama, Georgia, Kentucky, Mississippi



SIMULATED WORKPLACE

Transform the culture of Career and Technical Education by creating high quality business and industry learning environments.





- Learn the nuts and bolts of *Simulated Workplace*
- Discuss Simulated Workplace Best Practices
- Create a plan to get started forming a company

Quick Brainstorm!

Describe the perfect
workplace environment.



What Would Happen If We Would Apply These Ideas to a Classroom?



Traditional
Classroom/ Shop
Classes

Student Led Companies



12 Protocols in Review

1. Student-led companies
2. Application/Interview structure
3. Formal attendance system
4. Drug free work zones
5. 5S environment
6. Safe work areas
7. Workplace teams
8. Project-based learning/Student engagement
9. Company name and handbook
10. Company meetings
11. Onsite business review
12. Accountability



Student-led Company

Students and teachers share responsibility and focus for learning



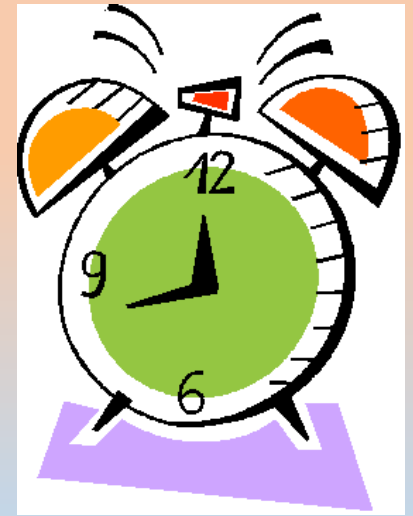
Establish an Identity

Develop a company name and
procedures / protocol manual



Team Time

- What's your company?
- How will students describe their company?
- Possible company names...



Setting Expectations

Use time clocks or some other form of formal attendance record keeping





Company Handbook

Develop a company name
and procedures / protocol
manual



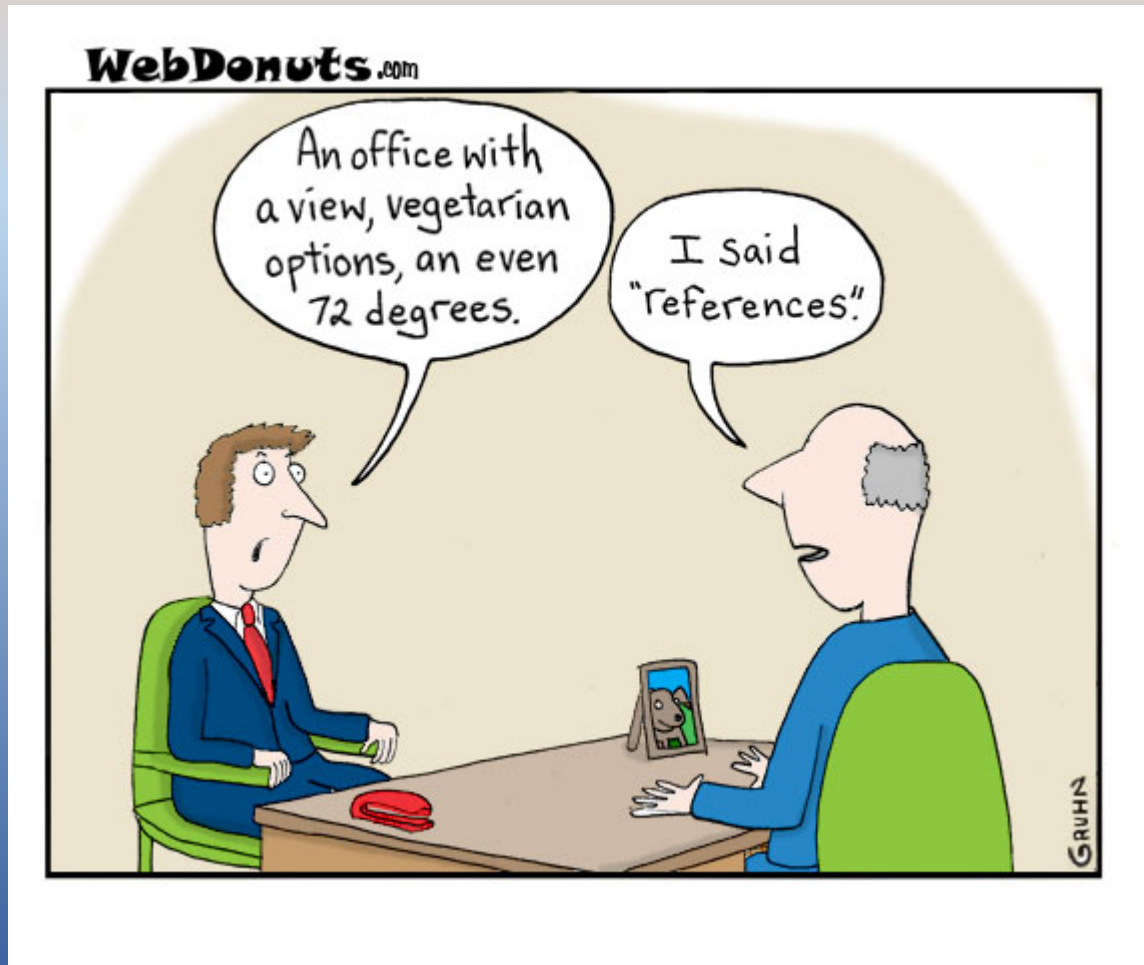
*This can be created with students/employees!!!

Frontloading Expectations

Conduct an application/interview structure for enrolling students



Interviewing in Action!



Drug-Free Work Zones

- Ensure safety of all students/workers
- Adhere to the school system random drug testing policy (if applicable)



Status Check: 12 Protocols

1. Student-led companies
2. Application/Interview structure
3. Formal attendance system
4. Drug free work zones
5. **6S environment**
6. **Safe work areas**
7. Workplace teams
8. Project-based learning/Student engagement
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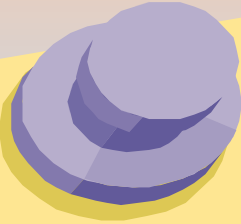
Enhance the Environment

Ensure all students receive quality safety training

Result: Safe work areas/sites



6S Environment



**What does
6S mean to
your
students?**

Contemplating 6S

- 6S is a philosophy and a way of organizing and managing the workplace, especially a shared workplace (like a shop floor or an office space) and keeping it organized.

6S: Action Exploration



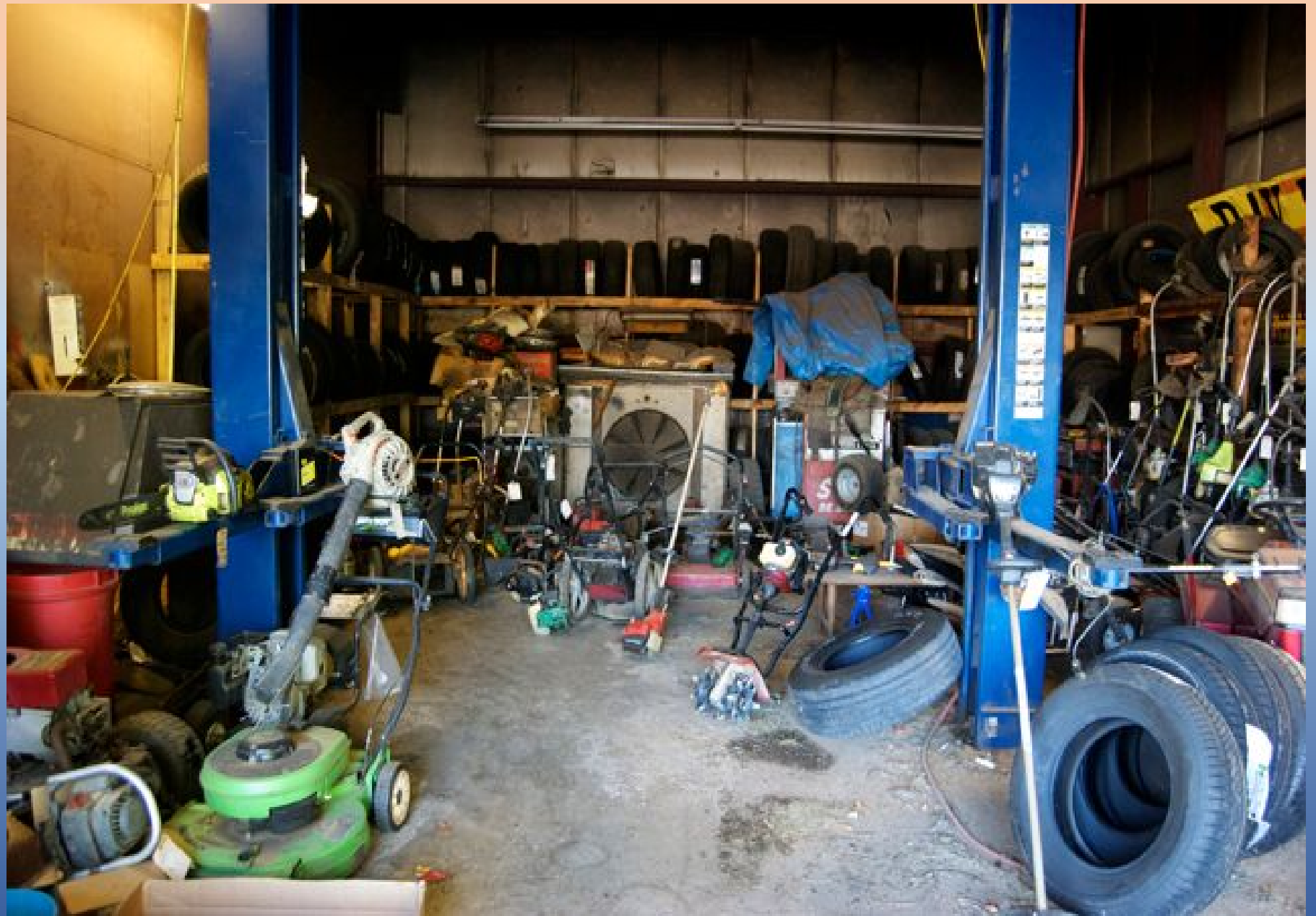
Contemplating 6S

6S is a system to improve efficiency by eliminating waste, improving flow, reducing process unreasonableness and optimizing productivity through maintaining an orderly workplace and using visual cues to achieve more consistent operational results.

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A purple pushpin is pinned to the top center of a yellow sticky note. The note is tilted and has a drop shadow, giving it a 3D appearance. The background is a blue-to-orange gradient.

**How might
students
see benefit
to...**

Safety

- Uniform and Proper Attire
- Safety Exams
- Emergency Routines Posted Visibly



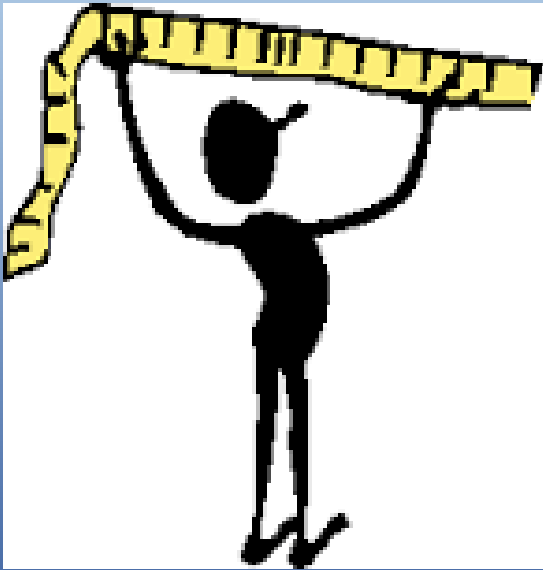


Data-driven Decisions

Participate in business and industry yearly onsite evaluations



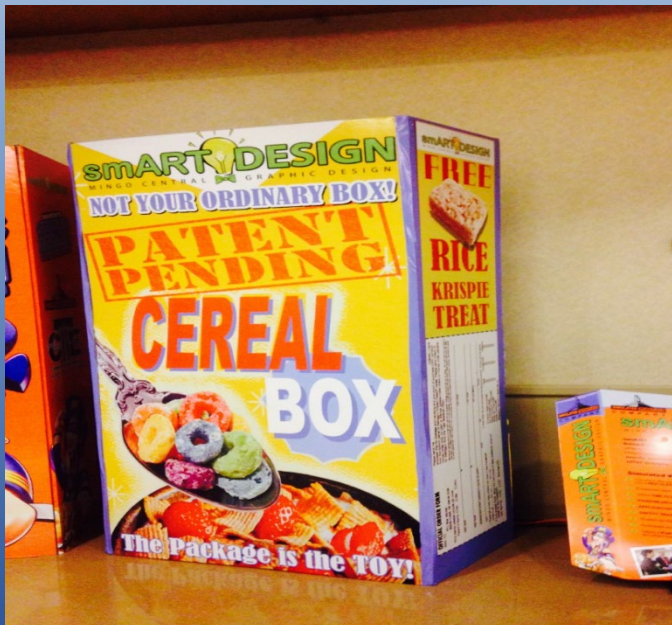
Accountability



Submit quarterly and annual reports developed by students and instructors

Time for Students to Shine!

Utilize a portfolio system for students to document learning, credentials earned, etc.



What SW is/is not!

IS NOT:

- A curriculum
- Traditional CTE (instructor-led) environment
- More work on the instructor (once established)
- A rigid, prescribed, instructional model
- 1970's vocational instructional delivery

IS:

- A cultural change
- A student-led environment
- An opportunity for students to be accountable for their own learning
- An opportunity for instructors to be flexible and creative in delivering engaging curriculum
- High-level academic and technical learning



Balford
CLEANERS

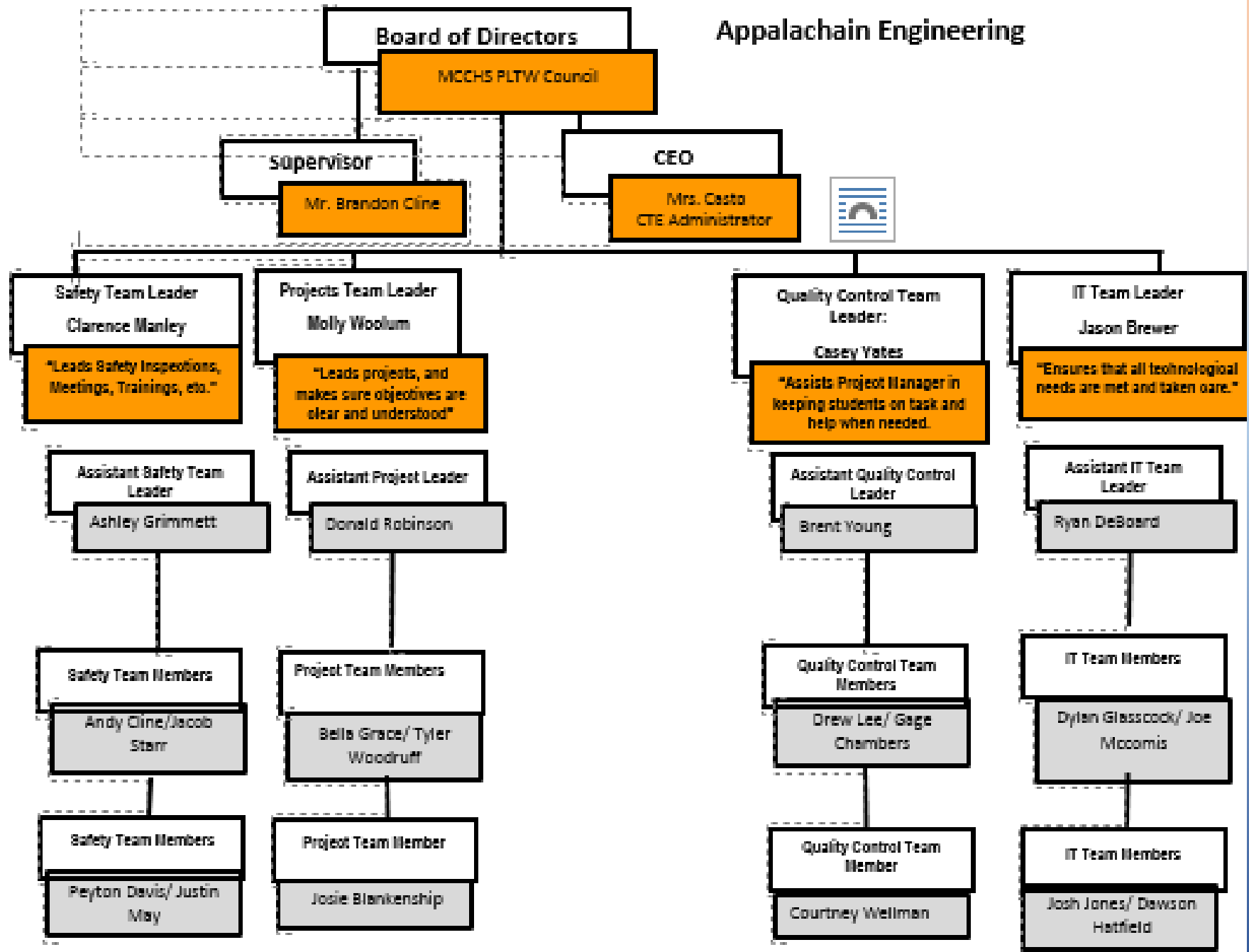
**DROP YOUR PANTS HERE
AND YOU WILL RECEIVE
PROMPT ATTENTION**

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Appalachain Engineering



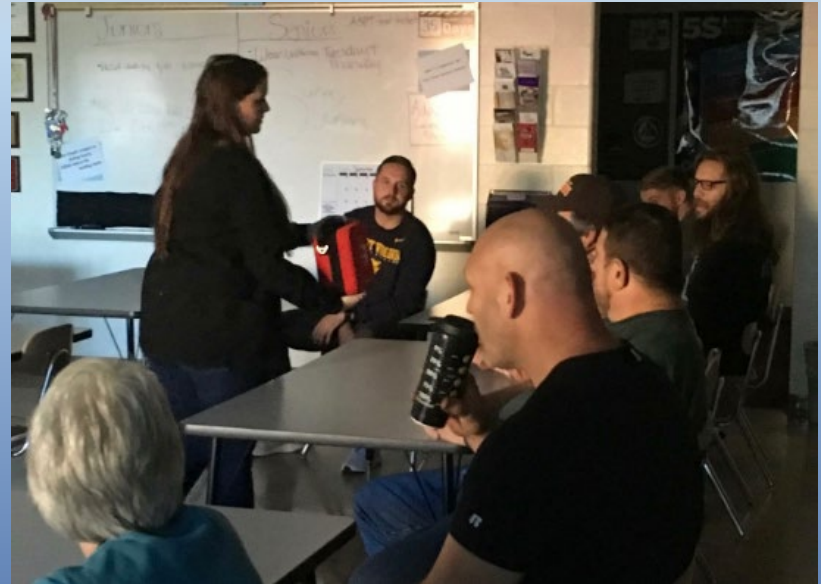
Company Meetings

- Focus everyone on weekly, monthly and yearly goals



Opportunities for Student Ownership

- Review Simulated Workplace environment, protocols
- Identify one opportunity where students can take ownership
- Describe what instructor actions will support student success of that opportunity
- Post your example via post-it note for sharing



EXAMPLE

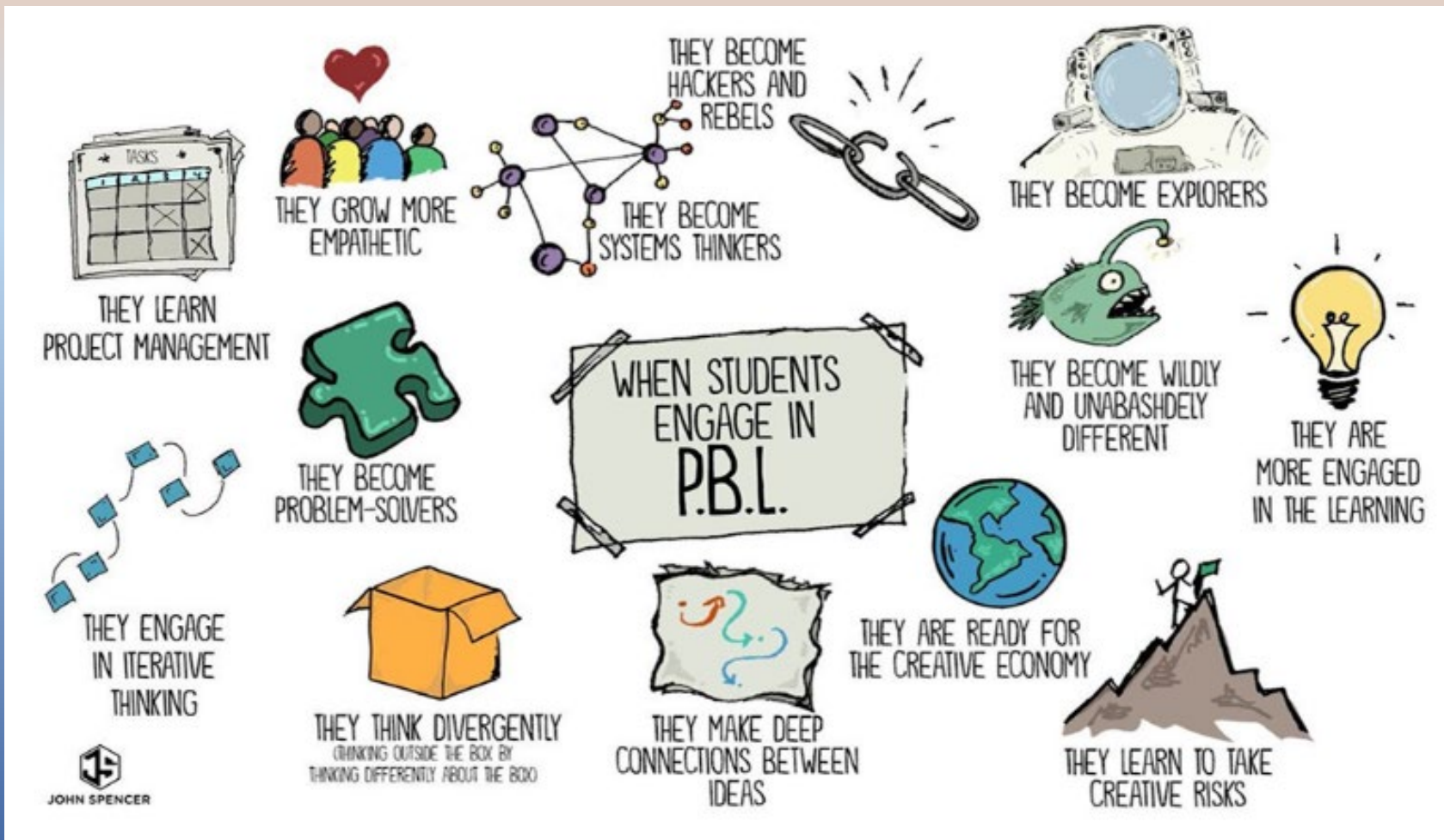
- Student safety manager leads a 5-minute meeting to update peers on a new tool/process
- Instructor meets with the student manager, reviews the meeting plans, and offers feedback on how to evaluate understanding

Project Based Learning

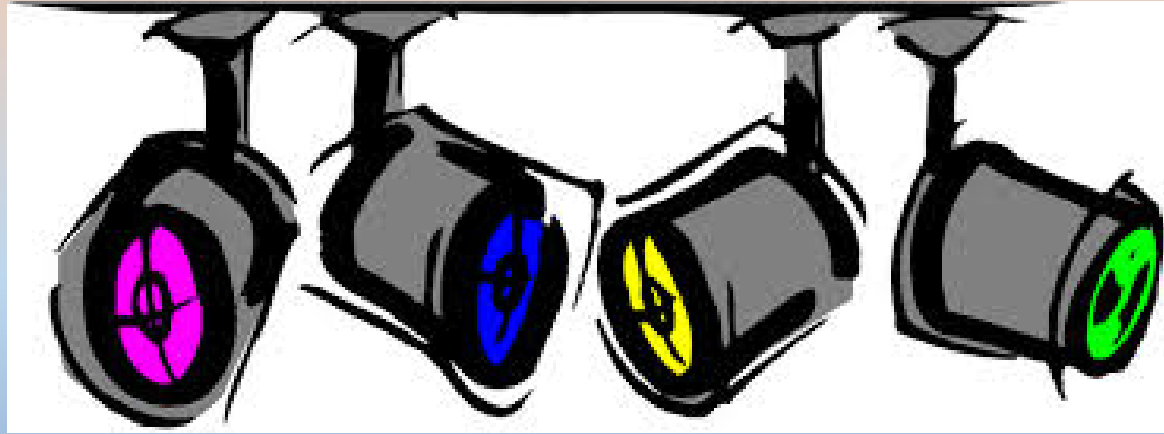
Students collaborate to solve real world problems and discover unique ideas



Is it an activity or project?



Project Spotlights!



- **Assisting student athletes to avoid infections**
- **Upcycling garage doors to create self-feeding wood cutter**
- **Community safety effort**
- **Marketing campaign to support CTE statewide**
- **Exploration of health implications of sugar...**
- **Liftin' packages..**

Student Ownership

Exceed expectations when invited
to solve open-ended
problems/innovations



Preparing Students for the Workforce



- Simulated Workplace is designed to prepare students for the workforce, leaving high school.

Credentials and certifications

- Within our companies, Credentials and Certifications are focus as every students receives a credential in their field.
- Last year, over 350 credentials were earned.
- Every student receives an OSHA 10 Card when completing the 10 hour safety course.



Ambassador Program



The Basics

- One junior and one senior from each department
- Orientation with our administrator
- Uniforms and business cards

Ambassador Selection Process

- Employees within your company, who show strong leadership qualities
- May not be the student with the best grades, but can articulate program requirements and display true characteristics of leadership
 - Great Attendance
 - Sociable
- You are looking for your “Best Employee”



Duties of Ambassadors



- Represent SWP companies within the school.
- Provide tours to guests through Career and Technical Center
- Be able to outline key features of the program they represent
- Ambassadors are reevaluated at the end of every semester, as they must maintain a level of respect and integrity within their company.

We Appreciate your Feedback!





Together We Can
Prepare our Students
for the Future!!!!



...for sharing in our journey!