



Hamilton School District Education for Employment Plan

Education for Employment (E4E) was established in 1985 in response to the growing concern over the number of youth who failed to make a successful transition from school to the world of work. Wisconsin Statute 121.02 (1)(m) states that every school board shall provide access to an E4E program approved by the state superintendent. Chapter PI 26, the administrative rules for E4E, defines E4E, describes the process for developing E4E plans, and establishes performance indicators for E4E opportunities. Though recent changes in the law have adjusted the procedures for creating and revising E4E plans, continued work and development of these plans now coincides with Academic and Career Planning (ACP) of students.

The Education for Employment Plan of the Hamilton School District (HSD) is one that identifies, coordinates, and assists with the preparation for students to be college and career ready. It helps HSD to identify what important work is already being done, identify gaps if they exist, coordinate related services, and align services within the district. With the incoming legislation of students Academic and Career Plan, districts are adjusting their E4E plans, in an effort to answer some essential questions about the local labor market, student and family involvement, community partnerships and engagement, support for students in their academic and career planning, and ACP implementation with the school and district. The following plan is an attempt to answer some of the key questions facing schools as they work to prepare students for college and/or career readiness.

Labor Market Analysis

Essential Question: What does the job market look like in HSD and how does that impact our preparation of students?

Milwaukee Metropolitan Area Profiles and Labor Market Information

It is important when examining labor market information for the Milwaukee Metropolitan area to view the region as the potential labor market for each district individually. A LARGE percentage of people commute between communities and counties to their places of employment. The percentage of people commuting has decreased from prior analysis but it is still a significant pattern. Commuter patterns identified by the Dept of Workforce Development indicate:

Of those living in Milwaukee County :

83% or 350,824 work in Milwaukee County
13% or 57,087 work in Waukesha County
2% or 7,825 work in Ozaukee County
1% or 4,378 work in Washington County

Of those living in Waukesha County:

61% or 124, 374 work in Waukesha County
15% or 61,602 work in Milwaukee County
>0% or 1,624 work in Ozaukee County
1% or 3,501 work in Washington County

Of those living in Ozaukee County:

50% or 22,225 work in Ozaukee County
33% or 14,515 work in Milwaukee County
3% or 1,364 work in Waukesha County.
4% or 1,932 work in Washington County

Of those living in Washington County:

49% or 34,044 work in Washington County
20% or 14,123 work in Milwaukee County
19% or 12,998 work in Waukesha County
7% or 4,618 work in Ozaukee County

Wisconsin and Regional Hot Jobs

Wisconsin Hot Jobs are jobs identified from present to 2024 that must exceed the state median for salary, above the state average for percentage of change in jobs available, and the number of job openings. **They include:**

Information Technology
Installation, Maintenance, and Repair
Management, Business, and Financial
Professional and Related
Sales
Construction and Extraction
Health Care
Office Administrative Support

Hot Jobs are also identified for each of the Milwaukee Metropolitan Counties. They include:

Milwaukee

Professional and Related
Management, Business, and Financial
Health Care
Construction and Extraction
Information Technology
Sales
Transportation and Material Moving
Office and Administrative Support
Installation, Maintenance, and Repair

Waukesha-Ozaukee-Washington

Health Care
Information Technology
Construction and Extraction
Management, Business, and Financial
Installation, Maintenance and Repair
Sales
Office and Administrative Support
Professional and Related
Transportation and Material Moving

Milwaukee County Profile

Unemployment Rate 4.5%

- Avg Home Cost - 2nd Qtr 2013 \$112,500
- Per Capita Income - 2014 \$41,507
- Number of K-12 Public Schools 376
- Number of Post-Secondary Schools 67

Top Industries:

Educational Services
Food Services & Drinking Places
Administrative and Support Services
Hospitals
Social Assistance

Top Paying Hourly Occupations

• Obstetricians and Gynecologists	\$125.90
• Surgeons	\$121.36
• Physicians and Surgeons, All Other	\$116.72
• Psychiatrists	\$112.32
• Dentists, General	\$108.16

Major Employees in this area include:

Aurora Sinai Medical Ctr	Milwaukee	General Medical & Surgical Hospitals
Aurora West Allis Medical Ctr	West Allis	General Medical & Surgical Hospitals
Children's Medical Group	Wauwatosa	General Medical & Surgical Hospitals
Citi Trends	Milwaukee	Department Stores exc Discount
Columbia St Mary's Hospital	Milwaukee	General Medical & Surgical Hospitals
Freshcoat	Milwaukee	Painting & Wall Covering Contractors
Froedert Hospital	Milwaukee	General Medical & Surgical Hospitals
General Mitchell Intl-Mke	Milwaukee	Other Airport Operations
Johnson Controls Inc	Milwaukee	Automatic Environmental Control Mfg
Liberty Tax Svc	Milwaukee	Tax Preparation Services
Marquette University	Milwaukee	Colleges & Universities
Medical College of Wisconsin	Milwaukee	Colleges & Universities
Northwestern Mutual Life Ins	Milwaukee	Insurance Agencies & Brokerages
Oncology Alliance Sc	Milwaukee	Freestanding Emergency Medical Centers
Painter Guys LLC	Milwaukee	Painting & Wall Covering Contractors
Performance Enhancement	Franklin	Offices of Physicians exc Mental Health
Potawatomi Hotel & Casino	Milwaukee	Casinos exc Casino Hotels
River Woods Urgent Care Ctr	Milwaukee	All Other Outpatient Care Centers
Rockwell Automation Inc	Milwaukee	Misc General Purpose Machinery Mfg
US Bank	Milwaukee	Commercial Banking
University of WI-MILWAUKEE	Milwaukee	Colleges & Universities
WEC Energy Group Inc	Milwaukee	Offices of Other Holding Companies
Ward Law Offices	Milwaukee	Offices of Lawyers
Wheaton Franciscan Healthcare	Milwaukee	General Medical & Surgical Hospitals
Zablocki Va Medical Ctr	Milwaukee	General Medical & Surgical Hospitals

Waukesha County Profile

Unemployment Rate 3.2%

- Avg Home Cost - 2nd Qtr 2013 \$230,000
- Per Capita Income - 2014 \$60,945
- Number of K-12 Public Schools 113
- Number of Post-Secondary Schools 19

Top Industries by Employment

- Food Services & Drinking Places
- Admin & Support Services
- Professional & Technical Services
- Edu Services
- Merch Whls Durable Goods

Top Paying Hourly Occupations

- Physicians and Surgeons, All Other \$132.36
- Psychiatrists \$113.47
- Family and General Practitioners \$113.30
- Internists, General \$105.55
- Dentists, General \$86.41

Major employers in Waukesha County:

Employer Name	Location	Industry
Anthem Blue Cross Blue Shield	Waukesha	Insurance Agencies & Brokerages
Arandell Corp	Menomonee Falls	Commercial Gravure Printing
Chris Hansen Inc	New Berlin	Marketing Consulting Services
Eaton Cooper Power Systems Inc	Waukesha	Other Elect Component Mfg
Eaton Cooper Pwr Syst Trnsprn	Waukesha	Support Activities for Rail Trans
Fiserv Inc	Brookfield	Data Processing Hosting & Related Services
Froedtert Health Medical Group	Menomonee Falls	Colleges & Universities
GE Power & Water	Waukesha	Motor & Generator Mfg
Generac Power Systems Inc	Waukesha	Elect Equip & Wiring Merch Whls
HUSCO International Inc	Waukesha	Ind Valve Mfg

Kohl's Corp	Menomonee Falls	Department Stores exc Discount
Marketing Department	Pewaukee	Marketing Consulting Services
Milwaukee Electric Tool Corp	Brookfield	Ind Machinery Merch Whls
Oconomowoc Memorial Hospital	Oconomowoc	General Medical & Surgical Hospitals
Quad Tech Inc	Sussex	Commercial Gravure Printing
Quad/Graphics Inc	Sussex	Commercial Gravure Printing
Quad/Graphics Inc	Sussex	Other Services Related to Advertising
SPX Transformer Solutions Inc	Waukesha	Elect Power & Specialty Transformer Mfg
Target Distribution Ctr	Oconomowoc	Advertising Material Distribution Services
Thurow's Mobile Marine Repair	Eagle	Marinas
US Consumer Prod Safety Commn	Delafield	Legislative Bodies
Waukesha County Technical Ctg	Pewaukee	Elementary & Secondary Schools
Wells Fargo Funds Distributor	Menomonee Falls	Investment Advice
Western States Envelope & Lbl	Butler	Stationery Product Mfg
Wheaton Franciscan-Elmbrook	Brookfield	General Medical & Surgical Hospitals

Ozaukee County Profile

Unemployment rate 3%

- Avg Home Cost - 2nd Qtr 2013 \$205,000
- Per Capita Income - 2014 \$71,126
- Number of K-12 Public Schools 26
- Number of Post-Secondary Schools 5

Top Industries by Employment

- Food Services & Drinking Places
- Edu Services
- Ambulatory Health Care Services
- Professional & Technical Services
- Fabricated Metal Product Mfg

Top Paying Hourly Occupations

- Chief Executives \$100.33
- General and Operations Managers \$67.10
- Sales Managers \$66.49
- Computer and Information Systems Managers \$65.86
- Pharmacists \$62.30

Major employers in Ozaukee County include:

Employer Name	Location	Industry
Allen Edmonds Corp	Port Washington	Footwear Mfg
Calibre Inc	Grafton	Painting & Wall Covering Contractors
Charter Steel	Saukville	Iron & Steel Mills & Ferroalloy Mfg
Columbia St Mary's Hospital	Mequon	General Medical & Surgical Hospitals
Concordia University	Mequon	Colleges & Universities
Costco	Grafton	Warehouse Clubs & Supercenters
Drug Treatment Helpline	Mequon	Human Rights Organizations
Exacto Spring Corp	Grafton	Whls Trade Agents & Brokers
H B Performance Systems Inc	Mequon	Motor Vehicle Brake System Mfg
Homestead High School	Mequon	Elementary & Secondary Schools
Kapco Inc	Grafton	Mtl Crwn Clsr & Other Mtl Stamping (Exc Auto)
Kleen Test Products Corp	Mequon	Polish & Other Sanitation Goods Mfg
LEESON Electric Corp	Grafton	Elect Equip & Wiring Merch Whls
Lakeside Foods Inc	Belgium	All Other Misc Food Mfg
Lasata Care Ctr	Cedarburg	Nursing Care Facilities (Skilled Nursing)
Meijer	Grafton	Supermarkets & Other Grocery Stores
Milwaukee Area Technical Clg	Mequon	Colleges & Universities
Piggly Wiggly	Cedarburg	Supermarkets & Other Grocery Stores
Rexnord Industries LLC	Grafton	All Other Plastics Product Mfg
River Club	Mequon	Admin Management Consulting Services
Rockwell Automation	Mequon	Misc General Purpose Machinery Mfg
Stratagem Inc	Mequon	Custom Computer Programming Services
Target	Grafton	Department Stores exc Discount
Telsmith Inc	Mequon	Construction Machinery Mfg
Walmart Supercenter	Saukville	Department Stores exc Discount

Washington County Profile

Unemployment Rate 3.1%

- Avg Home Cost - 2nd Qtr 2013 \$177,400
- Per Capita Income - 2014 \$48,564
- Number of K-12 Public Schools 37
- Number of Post-Secondary Schools 5

Top Industries by Employment

- Food Services & Drinking Places
- Fabricated Metal Product Mfg
- Edu Services
- Ambulatory Health Care Services
- Machinery Mfg

Top Paying Hourly Occupations

- Internists, General \$100.42
- Family and General Practitioners \$92.53
- Chief Executives \$88.50
- Sales Managers \$60.61
- General and Operations Managers \$59.60

Major Employers in Washington County include:

Employer Name	Location	Industry
Aurora Medical Ctr	Hartford	General Medical & Surgical Hospitals
Broan-Nu Tone LLC	Hartford	Other Elect Component Mfg
Cabela's	Richfield	Sporting Goods Stores
Cedar Community	West Bend	Offices of Physicians exc Mental Health
Cedar Lake Health & Rehab Ctr	West Bend	Lessors of Residential Bldgs
David J Frank Landscp Cntrctng	Germantown	Landscaping Services
Ellsworth Adhesives Ltd	Germantown	Store Retailers Not Specified Elsewhere
Gehl Foods	Germantown	Specialty Canning
Helgesen Industries Inc	Hartford	Misc Fabricated Metal Product Mfg
International Dairy Queen	West Bend	Snack & nonalcoholic beverage bars
Jw Speaker Corp	Germantown	Other Lighting Equip Mfg
MGS Manufacturing Group	Germantown	All Other Plastics Product Mfg
Quad/Graphics Inc	Hartford	Commercial Gravure Printing
Regal Ware Inc	Kewaskum	All Other Home Furnishings Stores
Serigraph Inc	West Bend	Surgical & Medical Instrument Mfg
Signicast Corp	Hartford	Steel Foundries exc Investment

St Joseph's Hospital	West Bend	General Medical & Surgical Hospitals
Sunburst Ski Area	Kewaskum	All Other Traveler Accommodation
Tecstar Manufacturing Co	Germantown	All Other Plastics Product Mfg
Walmart Supercenter	Hartford	Department Stores exc Discount
Walmart Supercenter	West Bend	Department Stores exc Discount
Weasler Engineering Inc	West Bend	Elect Power & Specialty Transformer Mfg
West Bend Mutual Insurance Co	West Bend	Direct Property & Casualty Insurers
West End Clinic	West Bend	Medical Laboratories
YMCA	West Bend	Child & Youth Services

Student and Family Involvement

Essential Question: How can HSD combine parents' knowledge of their students, with students' interests, in order to help students learn more about the world of work? Why is this important for students?

Education for Employment addresses College and Career Readiness for all students in the district. Education for Employment is intended to strengthen baseline knowledge by reaching students in a personalized manner. It should educate families about labor trends, take a student from career exploration through the career decision making process, and ultimately extend a true partnership between all teachers, each student and their families. Education for Employment embeds strands of personalized learning as well as academic career planning to better support student growth. Students research their interests and explore career clusters and pathways that align to their interests. Hamilton School District will provide rigorous academic content and a wide variety of experiences which allows students to discover and engage with their interests.

Engage and partnership with community

Essential Question: How will HSD build and foster community and business partnerships to further an Education for Employment plan, and connect students with local career opportunities?

What are our business partnerships currently? What is the return on investment for our business partners? What is the plan for pursuing additional partnerships, and who is responsible for that work? What would we like the purpose of these business partnerships to serve? How do you foster partnerships within the medical field when everything is confidential? What type of participation will students have as a result of this business partnership? When and how do we get ROI for businesses?

Current partnerships/connections include:

- Business Advisory Council (annual meeting)
- Jerry's Auto (ongoing partnership with student employees, hands on work experience, and publicity for the company based on sponsorship)
- Lindenwood (ongoing partnership with student employees, hands on work experience, and publicity for the company based on sponsorship)
- PowerTest (ongoing partnership with student employees, hands on work experience, and publicity for the company based on sponsorship)
- Waukesha Metals (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Sussex IM (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Sharp Packaging (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Reis Graphics (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Quad Graphics (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Integrity Wire EDM (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Milwaukee Tool (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Quest Engineering (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Bevco Engineering (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)
- Milwaukee Tool (ongoing partnership with company, applied engineering partnership team member, opportunities for student tours/employment)

Support for all students to complete and review academic and career plan documents

Essential question: What staff and student support will be provided so that students “know, plan, and go” from HSD with a concise plan for their future?

Hamilton High School:

- Advisement curriculum has been rewritten so students will work with their advisor in an individualized setting to develop their academic and career plan.
- Throughout high school students have consistent contact with the Guidance Counselors to review, revise, and assess their interests, talk post high school plans, and look at potential future coursework. This is done:

- Informally in the 9th grade through individual meetings
- In small groups during 10th grade to discuss various career clusters and different (increased) course options during a student's junior and senior years.
- Individual junior conference meetings to discuss the ACT, and specific post-secondary plans.
- Small group advisement meetings during students Senior year to discuss college applications, specific post-secondary plans, and transcript procedures.

Templeton Middle School

- ACP implementation during Advisement class (2016-17 partial implementation, 2017-18 and beyond - full implementation). Curriculum under rewrite to include required academic and career planning (ACP is in the process of development and additional information on implementation will be provided at future ACP planning meetings.)
 - Xello introduction which includes career interest inventories, exploration tools, and access to mentors in careers of interest.
 - Advisement teachers will be assisting students in establishing and monitoring individual career goal
- Career Exploration Curriculum – (2016 and prior)
 - Grade 6 &7 - Career lessons including interest inventory, career selection process
 - Grade 8 - College tour and visit – UW Madison. Students learn about all aspects of college preparation
 - All grades – All parents and students have access to individual career preparation and planning with a school counselor.

ACP Implementation

Essential Question: How will we prepare staff to deliver and support ACP services to students? What transition planning is in place for students with special needs? What ACP services does HSD provide to students/families?

In order to provide students with the career support and college readiness that they need, a variety of measures will be in place for all students and training to appropriate staff in order to ensure that all HSD graduates are prepared for the next phase of their life (directly to work, post-secondary institution, etc.).

List of resources:

- Staff professional development surrounding the ACP curriculum that will occur during the advisement period.
- Current study and professional development for administrators and teachers on Xello, which will serve as the online platform for students' interest development and career planning system.

- Increasing Guidance Counselor training to provide consistent student support as they have individual meetings with students to aid them in career planning. Junior conferencing will take on a new look with Xello and a student's Academic and Career Plan being one of the main focus areas.
- Method Test Prep has also been added to Xello. This program allows 9th-11th grade students to participate in 20 weeks worth of test prep materials to prepare for ASPIRE testings, as well as the ACT test during their junior year.