



LIVE, LEARN & EARN...

IN MAINE!



High School Career Expo User Guide

Live, Learn and Earn...Right here in Maine



MAINE DEVELOPMENT FOUNDATION

JMG
WE BELIEVE IN MAINE STUDENTS

Executive Summary:

This document was developed with the hope that the creation of a best-practices manual for the ***Live, Learn and Earn... Right here in Maine (LLE)*** Career Expo would serve as an inspiration and template for other such events to occur across the state. The Leadership Maine “Blue” team was tasked to create an initiative that addressed the comprehensive view of education at these pressure points- from early childhood to higher education- to improve Maine’s workforce and increase personal incomes.

After reading a handful of reports, conducting several interviews with staff and thought leaders around this topic, we decided to collaborate with Jobs for Maine’s Graduates (JMG) and to help them produce a new model for Career Expos for students, as compared to how they have been traditionally done. While the MDF team was coming into the JMG planning process at a time when much of the hard, collaborative work had been completed, the execution of the actual Career Day was still some time away, with plenty still to be done... and plenty to learn.

We have tried to set this up as a flowing, easy to use guide for starting and executing a flawless event. As you will see from the table of contents we have set aside space for some “lessons learned” that allow us to share with you some items they would have done differently, based on hindsight after the event, and some ideas that they would like to implement in future years.

You would not be reading this without the tremendous support we received from our MDF Upsilon Class member, Julie Poulin, VP of Institutional Advancement at JMG; Katy Foley, Pathways Manager at JMG; and all of the other staff of JMG that made this happen. By allowing us into their process we were given access to all of the documents and thinking that brought over 350 juniors from two Portland High Schools together with 11 of the region’s top businesses and institutions.

Please use this document and have a great event!

Sincerely,

Richard Cantz, Goodwill Industries of New England
Destiny Demo, Cianbro Corporation
Tom Edwards, Thomas College
Stephanie Eglinton, Sam L. Cohen Foundation
Kathy Howell, Machias Bay Area Chamber of Commerce
Chris Logan, Androscoggin Bank
Mark Ouellette, Mobilize Maine
Julie Poulin, Jobs for Maine’s Graduates
Christine Stelling, The Opportunity Alliance
Kay Whitmore, Acadia Insurance Company
Eric Wycoff, Pierce Atwood LLP

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Getting Started

1.1- What is the Goal?

In this case the LLE Expo was part of the deliverables for a Nellie Mae Grant. The Portland team administering the grant specifically wanted to offer some career path experience for students.

Jobs for Maine's Graduates (JMG) was a partner on the grant. JMG's mission is to identify students who face barriers to education, and to guide each one on to a successful path toward continued education, a meaningful career, and productive adulthood. JMG is a statewide nonprofit that works within Maine's public schools to help students reach their fullest potential. JMG serves more than 4,500 students from grades 6-12, in 71 programs throughout Maine. While the goal of JMG was specifically to work with at risk students, because they already had counselors in each of the Portland High Schools, those individuals were essential to working closely with school administrators to bring this event to fruition.

The goal was to put on a job/career fair for high school students. In this case, they made several strategic decisions that they believed would make the LLE event different and more impactful.

- Involve all stakeholders (internal and external) in the planning process
- Heavily involve students
- Combine the high school events in one day (identical morning and afternoon sessions)

1.2- Who needs to be around the table?

Here is the list of the major partners in event planning and execution:

Portland Public Schools (student and teacher buy-in)

Jobs for Maine's Graduates (coordinators/ conveners)

University of Southern Maine (location of event)

Greater Portland Chamber (helped with visibility)

Maine Manufacturing Association (helped recruit businesses to participate)

As you consider your own event, please think about getting a good group of participants, who can be part of the Expo, but also can lend a hand. This group can certainly be different, depending on where you are in the state. For example, a Community College might be a good partner. Also, it is important to remember that JMG was the lead driver in the process and committed a tremendous amount of staff time and energy in everything from regularly scheduled planning meetings, to purchasing tote bags for the kids to carry around the event that held event info, their schedule for the day and offered an opportunity for them to collect written information from the vendor booths at the event.

Both the Chamber and Maine Manufacturing Association provided assistance with connecting to businesses that might be interested in participating, and we would encourage

you to engage local business groups, such as the Chamber but also could be the local Rotary or downtown group.

1.3- What is the timeline?

Original discussion began in August of 2012, and we would encourage you to think about how to fully engage your high school(s) before the start of the new school year. This will ensure that the school is fully engaged and supportive and help you firm up a date when the event would occur. In this case, the event was held April 26th from 8:30- 2:00pm, which as stated earlier allowed for two sets of kids of around 175.

1.4- How often do we meet?

In this case, the team met monthly with an agenda. At these meetings, information was presented to receive final approval; challenges and general progress toward the event were discussed.

We would encourage you to meet monthly. Lots of details were dealt with early on and really helped create a seamless, well thought out Expo.

1.4- Choosing a site

One of the things that JMG really thought about was whether to have this event in place, at each of the high schools, or to have the event at an outside venue. As you will see, choosing to have the Expo outside of the school lends much more to the complexity and (potentially) to the cost of the event. However, one of the ways that lent importance to the event was to hold it off site, giving the students the feeling that this was “something special” and took them out of their school comfort zone and help them “lean in” to the day. In the end, USM was chosen, but there were many restraints, because USM had not yet completed its school year, classrooms and other spaces were not available. As has been mentioned, because of the number of students involved in this event, space planning was important. With fewer students, space issues may be less important.

Define Stakeholders

2.1- Size of Planning group

At the beginning of the planning sessions, JMG staff brainstormed about whom they wanted to get involved. By discussing concrete goals at the beginning of the process and how they wanted to accomplish these tasks, it naturally leads to involvement of some of the stakeholders. Because the expo wanted to emphasis manufacturing business opportunities, the Maine Manufacturing Association became a major partner, lending resources through a staff person. Here is the list of partners:

- Portland Public School assisted with all in-school needs including setting of date, permission slips and blog development
- JMG had a dedicated person within each of the high schools who acted as a liaison to the school and to JMG staff planning the event. JMG staff were the major driving force in making this event happen, they set the monthly meetings, addressed ongoing issues and challenges and were ultimately responsible for the day of logistics
- USM provided the space and was helpful in planning out the flow of the displays and tables and with day of logistics and was a presenter at the event
- Greater Portland Chamber provided a meeting space for the planning team to meet and lent their name to the event
- Maine Manufacturing Association provided a staff person, was helping in recruiting manufacturing businesses to the Expo

At the opening of the Expo, JMG staff, the President of USM, the Executive Director of the Chamber and the Superintendent of the Portland School's all gave opening remarks to the kids, again, lending importance to the event.

2.2- Development of Tasks

As the development of the event came into shape, JMG staff continually took most of the burden of the event on themselves. What was originally conceived as an equal partnership amongst the stakeholders really did not work out that way. As JMG put it when asked directly about involvement of stakeholders- *"The reality is that without the grant and the funds the event would not have happened."* This is just a caution to get as much buy in as possible at the beginning of the process from stakeholders.

That being said, over 30 people from each of the organizations participated directly or were involved in executing tasks and contributing to the event. In addition, 7 MDF Leadership team members were involved during the last few meetings and were an enormous resource on the day of the event. The lesson is that this type of event needs strong leadership and many hands to make it happen.

Define Business Sectors

3.1- How and Why

One of the hallmarks of the Expo was the private sector participation. World- class companies like LL Bean, Molnlyche, Sappi and IDEXX were all represented. The planning group astutely obtained Maine Department of Labor data showing high demand, high wage jobs of the future. Out of the 16 top sectors, they picked three: IT, Tourism and Manufacturing.

Vendors (had a table on display):

UNUM
Career Center
Maine Medical Center
Sappi
MCD Public Health
Cianbro
Molnlyche (Rynel)
Occupational Associates
IDEXX
LL Bean
University of New England
Southern Maine Community College
University of Southern Maine

Each of the vendors were required to display wage typical wage information for particular jobs in their industry to give the kids some idea of potential career ladder opportunities and wages, education and skills associated with those positions.

Challenges and Barriers

4.1- What to watch out for

Organizers were concerned with three areas:

- Cost
- Participation
- Space

In each of these areas, there were challenges. In the case of this event, cost was not a barrier per se. However, in order to continue this event beyond the grant is a concern. One possible solution is to have vendors help defray the cost of future events. We'll break down cost later in this document to give you a good idea of what an event like this requires.

Participation was also a challenge, which put an enormous burden on JMG staff, many hands do lighten the load and spread the tasks across a multitude of organizations and staff participants. With busy schedules and competing interests, it was difficult to get ongoing, consistent participation by all of the partners.

The type of event they had was constrained by the space, which did not allow for other activities to occur and limited their options greatly. For example, they could have provided one-on-one or small group meetings with career counselors had they had rooms available for those types of activities. Because USM was still in session, those opportunities were not available. A non-educational meeting space might be something to consider.

4.2- Think about the school

From the outside, it seemed like the school itself would not be a barrier to a wonderful educational opportunity. However, high schools operate under a tremendous amount of rules and regulations that can be frustrating to those not used to working or dealing with school systems. In this case, picking a date to do the event was slow, giving the JMG team essentially 4 months to plan and execute the event. The suggestion would be to nail down a date very early on in the school year, or even before the school year starts. Many challenges were not anticipated: getting permission slips for all of the students, understanding that school buses would not be available for transportation, and day of event logistics around ensuring all kids who got off the bus, got back on.

4.3- How do we get teacher and student buy in

One of the really important "best practices" areas was the innovative ways in which the planning group thought about engaging the students and teachers. The planning group dedicated a good amount of time thinking about how to incent students to participate fully at the Expo itself, but also to start thinking about their future well before the event date.

There were several techniques used to do this and we would encourage others trying to replicate this event in other regions to seriously consider these techniques. First, it was difficult to get permission slips returned to school, we would have you consider an “opt out” slip as opposed to a permission slip that will ensure broader participation without worrying about kids and families having to return something to school. Second, by creating a blog, the planning team felt that it brought the event to a place that students felt comfortable and gave teachers a tool to help students understand the goals of the Expo. Third, the planning team created a “passport” that incentivized the kids to participate fully at the Expo. In order to ensure full participation, for those kids who filled out their passport, they were put into a drawing for a \$25 gift certificate.

4.4- How do kids get transported off of school grounds?

One of the major expenses of the event was transportation. We wanted to highlight this so that others would understand where this expense came from. In Portland’s case, the planning team was informed that school buses could not be used for transport because in the morning they would still be in service. VIP bus service was contracted with and provided the transportation. We would urge others considering an event to work with the school district closely to insure that public buses be used thereby reducing costs and logistical concerns.

How was the Expo funded?

5.1- How much did it cost

We have included a cost sheet for your information in the documents included in the appendices. We have already addressed the cost of transportation. One of the expenses that you might be tempted to omit, that we would urge you to reconsider. Each of the students received a simple backpack bag that contained essential information about the day, what group they were in and allowed them to collect information and merchandise from each of the vendors.

Overall, the cost of the event was \$6000.00, however that included \$3500.00 in transportation alone and a fairly large expense to feed the vendors at Noon.

Remember: This event was split into a morning and afternoon session for two high schools, so the planning group felt obligated to feed all of the vendors and volunteers who were there for the day. This expense (\$700) could also be reduced or eliminated with a ½ day event.

5.2- Look for a grant?

In the case of this event the cost was covered by a portion of a Nellie Mae grant that JMG/Portland received. One of the deliverables of that grant was to put on a Career Expo. While it is not in the purview of this document to uncover money to create this type of event, we would have you consider looking at locally focused grants or foundations through local companies or those focused on youth and education.

Its Here! The day of...

6.1- What kind of staffing is necessary

Depending on the number of students, length of time students are at the Expo, and the number of plenary sessions will help inform the level of staffing needed. In this case several Maine Development Leadership team members were made available to help shepherd the groups of kids from one set of vendors to the next. You might want to consider using teachers to help move people along. Here is how staffing broke down for this event.

- Oversight of event, worked with principal speakers and was “go to” person for any issues- 1 person
- Vendor assistance- helping vendors find their table, ensuring they had name tags and any issues that arose with those folks- 1 person
- School busses- assisting kids on and off busses and ensuring proper count of kids- 2 people
- Lunch- 1 person (can be same as oversight person)
- Kid movement from one place to the next- in this case each group (4 groups) were color coded and accompanied by 2 people (8 people) who helped move groups of kids from one place to the next. It was helpful to have two, because someone was always asking where the bathrooms were, etc.

6.2- Do you serve food?

As mentioned previously, food was served to vendors and volunteers because this was a daylong event, with two groups of kids coming in the morning and afternoon. No food or beverages (water table only) was provided for the kids.

6.3- How long are the kids there?

Each session lasted two hours and fifteen minutes, with kids being given a 15-20 minute introduction and then 20 minutes with each vendor areas (4 areas in this case). The idea of 20 minutes in one location was an initial concern but was found to be just enough time to hold the kids attention before they moved on to the next vendor area. We would urge you to consider a fast moving event to hold kids attention and to not allow a lot of downtime between sessions. The schedule worked very well. For your convenience, the schedule is included in the appendices.

6.4- What do you have them do

The idea was to expose the kids to as many vendors as possible in a short period of time. Each group of vendors was located in a different area and each of the sectors was clustered together in each of the areas. In this case, two of the vendor areas were sit-down presentations and two of the areas were a series of vendors (as you would see at a

traditional vendor show). At the sit down presentations, kids were encouraged to ask questions at the end of the presentation.

6.5- Do the kids and vendors get surveyed?

In short, yes. A survey is included in each of the kid's packets and the vendor packets in order to solicit advice about the events effectiveness and any concerns or ideas about how to make the Expo better.

6.6- Do you follow up with kids at all?

One of the key components of the event was to ensure that the participating kids got what the Expo was trying to do. Some of that information was captured in the survey that kids filled out after the event. Positive feedback was received from kids who were exposed to career paths that they may not have been aware of at the beginning of the day.

Then what

7.1- Lessons Learned

Throughout this document are sprinkled some of the lessons learned and thoughts on other ways to consider executing an event like this as effectively as you can. The planning team felt that we should highlight some of these lessons in one place.

Venue

- **Space** -make sure you have enough space to consider other opportunities
- **Numbered table signs**- that match with map for vendors- there was some confusion for vendors about there table location
- **Banner**- Some kind of welcoming banner in the entrance that points people in right direction or indicates the event
- **Extra packets, extra backpacks**- ultimately a kid forgets or loses his backpack and/or paperwork and assigned group

Students and School Relations

- **Students**- Start preparation earlier. Increase use of the blog
- **Teacher/chaperone engagement**- More engagement would have made the event stronger. It is a learning opportunity for them also.
- **Teacher/chaperone engagement (continued)**- Teachers can help make the connections to classroom work and the new learning models at the high schools
- **Teacher engagement**- Have HS teachers participate in sessions like USM did, making links to employees
- **Deeper school participation**- Guidance councilors and principals should attend
- **Buses**- Use of school buses would greatly reduce cost. It would require making plans well in advance and adjusting schedule so not during morning or afternoon busing times
- **No permission slips**- Too cumbersome and difficult for all kids
- **Start planning early- possibly before school year begins**

Program/ Industry Clusters

- Start planning earlier with clearer timeline and communications plan for all stakeholders
- Consider holding event at a time when the college or venue can accommodate more breakout sessions for kids
- Ask each vendor to provide a common handout
 - Kinds of jobs at the company with a very easy-to-understand synopsis of job responsibilities
 - Common majors or other academic/trade school preparation for these jobs
 - What is a typical day like in these jobs?
 - Pay ranges (hourly and annually)

- Skills/interests that typically lead to success in that job (analytical, strong math, computers, communications skills, investigative, problem solver, etc..)

7.2- Opportunities for the next one

- Ideas for added components:
 - Financial Literacy Fair
 - Academic Resume Session with College Advisor
 - College tour / Q & A with college students
 - Mock interviews
 - Summer job opportunities
- Other considerations:
 - Add industry clusters
 - Consider entrepreneurship/ niche business
 - More time for CEOs to meet students. Lunch table hosts that businesses sponsor?
 - More small classroom sessions
- Press from news outlets

Morning Session Portland High School

8:25-10:45 on campus

8:00am Leave PHS on Chestnut St.
8:25am Hannaford Lecture Hall
Introduction by Katy Foley
USM President Kalikow, Chris Hall-Portland Chamber
and Superintendent Caulk

This model gives students 20 minutes for tables upstairs AND 20 minutes for tables downstairs. Presentations are still 20 minutes each with company being 10 and faculty being 10.

Afternoon Session Deering High School

11:45-1:45 on campus

11:30 Leave Deering
11:55am Hannaford Lecture Hall
Introduction by Katy Foley
USM President Kalikow, Chris Hall-Cham
and Superintendent Caulk

9:00am-9:20am group 1 blue tables upstairs
group 2 yellow tables downstairs
group 3 green Hannaford Lecture Hall
group 4 purple Room 109-110

12:10-12:30 group 1 blue tables upstairs
group 2 yellow tables downstairs
group 3 green Hannaford Lecture Hall
group 4 purple Room 109-110

9:25am-9:45am group 1 blue tables down
group 2 yellow tables upstairs
group 3 green Room 109-110
group 4 purple Hannaford Lecture Hall

12:35-12:55 group 1 blue tables down
group 2 yellow tables upstairs
group 3 green Room 109-110
group 4 purple Hannaford Lecture

9:50am-10:10 group 1 blue Hannaford Lecture Hall
group 2 yellow Room 109-110
group 3 green tables upstairs
group 4 purple tables downstairs

1:00-1:20 group 1 blue Hannaford Lecture Hall
group 2 yellow Room 109-110
group 3 green tables upstairs
group 4 purple tables downstairs

10:15am-10:35am group 1 blue Room 109-110
group 2 yellow Hannaford Lecture Hall
group 3 green tables downstairs
group 4 purple tables upstairs

1:25-1:45 group 1 blue Room 109-110
group 2 yellow Hannaford Lecture Hall
group 3 green tables downstairs
group 4 purple tables upstairs

10:45am Buses leave with students for HS

1:50 Buses leave with students for Deering HS

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|

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WELCOME

PPS Students !!

**Live, Learn, and Earn ...
right here in Maine
Career and College Expo**

What questions
should I be asking
myself about MY
future?

**How do I decide
what I want to
be? How do I
prepare for a
career?**

**Do I have the skills and
characteristics that
employers are looking
for?**

**Am I taking the
classes now that I
will need to be
ready later?**

How do I decide what I want to be? How do I prepare for a career?

Live, Learn and Earn...right here in Maine

Career Expo

APRIL 26TH 11:30-2PM USM

Prizes!

Juniors: Check with your DC teacher for preparation and permission materials. Check the blog: <http://blogs.portlandschools.org/bessep/> You can win Visa Gift Cards for your comments!!

Learn about connections between education and career opportunities right here in Maine.

Visit schools and businesses to begin YOUR path towards a great career!

Colleges:



Healthcare Careers:



Hospitality and Tourism Careers:



Technology/Manufacturing Careers:



Weekly Drawings for returned permission forms...\$25 Visa Gift Cards!!

Live, Learn and Earn...right here
in Maine

Career Expo

How do I decide
what I want to
be? How do I
prepare for a
career?

APRIL 26TH 8-10:30am USM

Prizes!

Juniors: Check with your homeroom teacher for
preparation and permission materials. Check the
blog:
<http://blogs.portlandschools.org/bessep/>

Colleges:



Learn about
connections between
education and career
opportunities right
here in Maine.

Visit schools and busi-
nesses to begin YOUR
path towards a great
career!

Healthcare Careers:



Hospitality and Tourism Careers:



Technology/Manufacturing Careers:

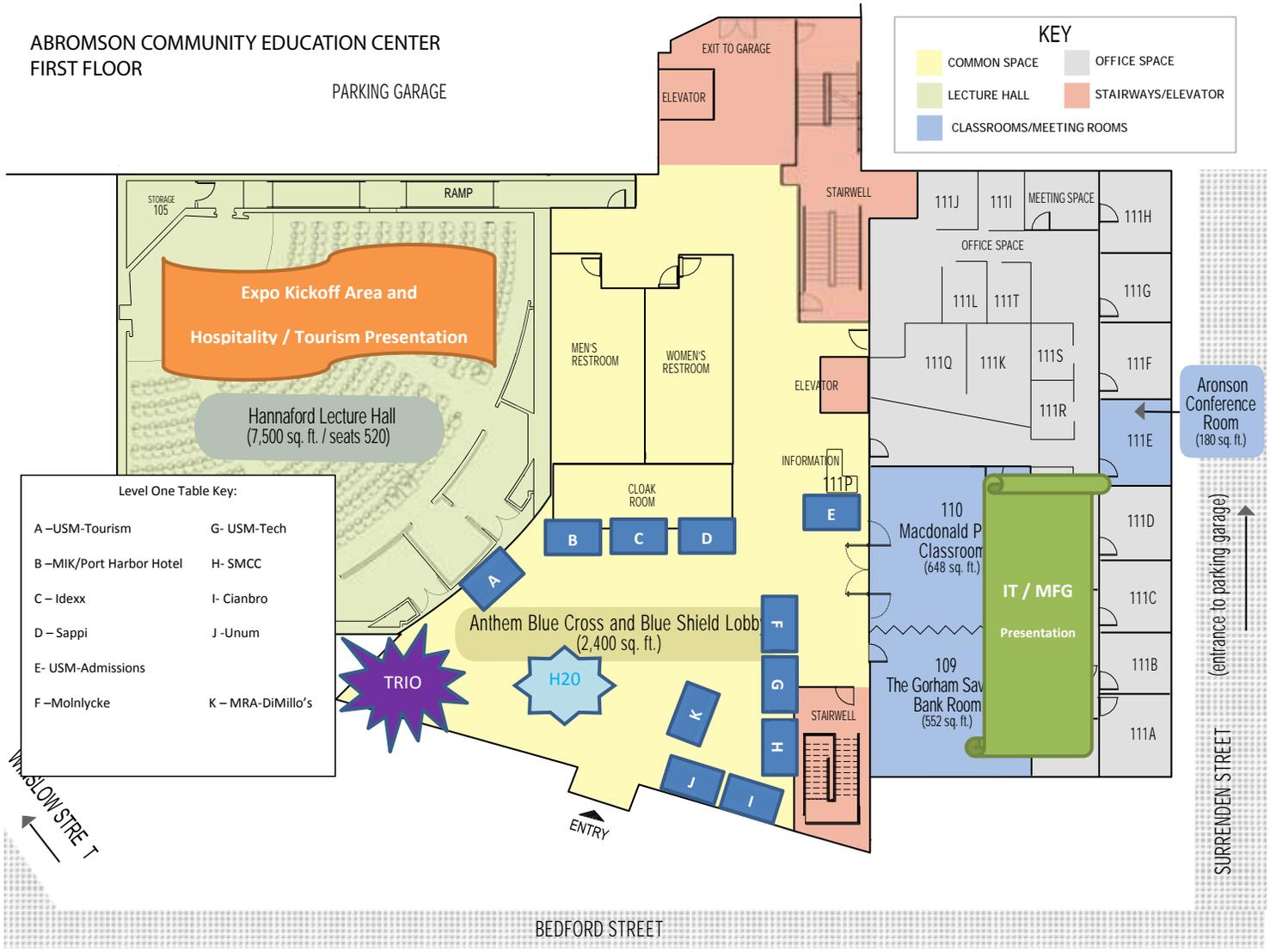


ABROMSON COMMUNITY EDUCATION CENTER
FIRST FLOOR

PARKING GARAGE

KEY

 COMMON SPACE	 OFFICE SPACE
 LECTURE HALL	 STAIRWAYS/ELEVATOR
 CLASSROOMS/MEETING ROOMS	



Level One Table Key:

A - USM-Tourism	G - USM-Tech
B - MIK/Port Harbor Hotel	H - SMCC
C - Idexx	I - Cianbro
D - Sappi	J - Unum
E - USM-Admissions	K - MRA-DiMillo's
F - Molnycke	

Aronson Conference Room (180 sq. ft.)

(entrance to parking garage)

SURRENDEN STREET

BEDFORD STREET

WALLOW STREET

ENTRY

Expo Kickoff Area and
Hospitality / Tourism Presentation

Hannaford Lecture Hall
(7,500 sq. ft. / seats 520)

Anthem Blue Cross and Blue Shield Lobby
(2,400 sq. ft.)

110 Macdonald P
Classroom
(648 sq. ft.)

109 The Gorham Sav
Bank Room
(552 sq. ft.)

IT / MFG
Presentation

STORAGE 105

RAMP

EXIT TO GARAGE

ELEVATOR

STAIRWELL

ELEVATOR

INFORMATION

111P

STAIRWELL

111J

111I

MEETING SPACE

111H

111L

111T

111G

111Q

111K

111S

111F

111R

111E

111D

111C

111B

111A

MEN'S RESTROOM

WOMEN'S RESTROOM

CLOAK ROOM

TRIO

H2O

A

B

C

D

E

F

G

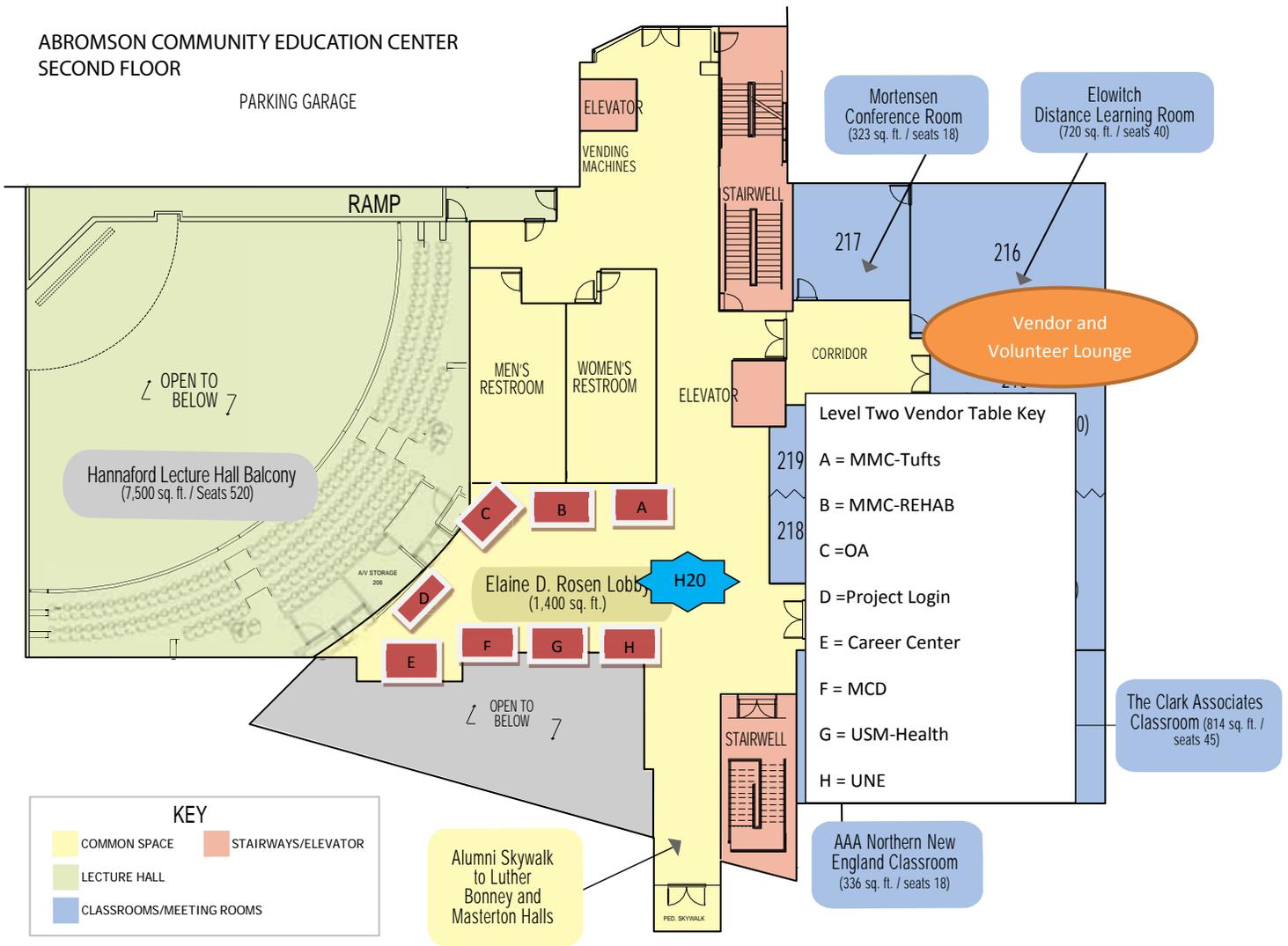
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**ABROMSON COMMUNITY EDUCATION CENTER
SECOND FLOOR**



In order to participate in the career expo, you and your parent or guardian must complete the following form and return to your DC or homeroom coach by April 12th. There will be prize drawings weekly for gift cards for returned permission forms— get your form in early for more chances to win!

I hereby give permission for my student to participate in the Portland public schools Career Expo 2013 at the USM Abromson Center, Friday, April 26th from 11:30am-2pm. There will be bus transportation to and from the event. The student understands he/she will be responsible for classwork missed during the event.

Permission signatures:

Name of student _____

Signature of student: _____

Name of parent/guardian: _____

Signature parent/guardian _____

Email: _____

In case of emergency contact name/number: _____

Does your child require any special accommodations due to health concerns?

Will your child need any medication during the trip? (8-10:30 PHS students 11:30-2pm DHS students)

Who are the companies and schools that will be attending? Check them out online at the event's blog:

<http://blogs.portlandschools.org/bessep/>

Schools: USM, UNE, SMCC

Health care careers:

- **Maine Medical Center**– largest hospital in northern New England, 6,600 employees, allied health, clinical laboratory, information services, nursing, physicians, pharmacy, research
- **Medical Care Development: Public Health:** Certified Nurses Assistants, CRMA, PSS, behavioral health careers. Provides employment training for healthcare certifications. Potential career with high school diploma
- **Orthopedics Associates:** sports performance trainers, physical therapists, medical billing, coding,
- **Unum:** 3000 employees in Portland, 10,000 employees worldwide, careers in RN clinical, finance, vocational rehabilitation, medical consultants, sales, information technology, marketing

Hospitality and Tourism careers:

- **LLBean**– retail, outdoor recreation, travel
- **Maine Tourism Association**–

Technology and Manufacturing Careers

- **Cianbro**– Engineering, project management, construction projects all over US. Paid High school apprenticeship and college internships available.
- **Idexx Laboratories**– veterinary science, technicians, web designers, sales, marketing, world wide markets
- **Rynel**– foam product manufacturing for medical, pharmaceutical and cosmetic industry, state of the art facility in Brunswick, offices in 7 countries around the world.
- **Sappi**– manufacturing, chemists, marketing, engineers, business, leadership, world wide company

Your assignment to get ready for the expo is to connect your interests with the companies and schools that will be present at the expo. Answer the questions about each company and post them on the blog. Your comments will be reviewed and your name put in a drawing for a gift card each time you post an acceptable response. Your name will be added to the drawing for each correct response. Drawings will be held on Fridays at both Deering and PHS for gift cards beginning March 29th. The earlier and more frequently you post, the more opportunities you have to learn about some interesting careers and educational opportunities and the more opportunities you have to win!

Portland Public Schools Junior Classes Preparation Guide:

Career Expo 2013

Live, Learn and Earn....right here in Maine!



Friday, April 26th

PHS: 8-10:45am

DHS : 11:30-2:00pm

USM Abromson Center

Let's Get Ready for Career Expo 2013!



Students will be bussed to the USM Abromson Center for the Career Expo.

In the next few weeks, during DC or homeroom, you will get yourself ready for an exciting April 26th, at the first annual Live, Learn and Earn...right here in Maine Career Expo.

How are you going to get prepared? If you have access to the internet, you can easily register and research information online at the Career Expo's blog: <http://blogs.portlandschools.org/bessep/>

If not, make sure to complete and have your parents sign the permission form on the back of this brochure to your DC or homeroom teacher by April 12th, at the latest. The first fifty registrants from each school get their name in a drawing for a gift card!! So what are you waiting for...get ready to go!!

Before the Expo

1. Have your parent or guardian sign your permission form on the back of this brochure and return it to your DC or homeroom teacher by April 12th. Each week there will be a drawing for a visa gift card from the forms turned in. Turn it in early and improve your chances of winning!

2. Review your Naviance account and your career interest survey results.

3. Go to the Career Expo blog to explore the companies and schools that will be attending the expo:

<http://blogs.portlandschools.org/bessep/>

Find the blog on the link on the Deering High School library webpage!

4. Respond to the questions on the blog by posting your answers. Make sure to write your name, school, DC or homeroom teacher on every post, the DC and homeroom group with the most posts wins a pizza party! When you post a correct answer, your name will be put in a weekly drawing for a gift card. These prizes are in addition to the drawing for permission form returns, so what are you waiting for.... Let's get ready!

Day of the Expo—April 26th

PHS: 8am Departure

1. Check in with the chaperones in the cafeteria for bus, and grouping assignments as well as pick up your free string bag and snack for the expo. You will not be able to board the bus until you are properly registered.

DHS: 11:30am Departure

1. Eat your lunch during first lunch: 10:55-11:25.
2. Check in with the chaperones in the main lobby for bus, chaperone and group assignments as well as pick up your free string bag and snack for the expo. You will not be able to board the bus until you are properly registered.

At the Expo:

1. Silence your cell phone and put it away throughout your time at the expo.
2. Follow the schedule for your chosen group.

PHS Board Buses for return trip: 10:45am

1. Board same bus you arrived on, look for your group color in the driver side's window of the bus. Attendance will be checked.
2. Upon arrival at PHS, follow your schedule for a regular third block day.

DHS Board Buses for return trip: 1:45pm

Live, Learn and Earn... right here in Maine Career Expo

Question Ideas for Passport Stamps:

1. What things did you learn in school that helps you the most in this work?
2. What hobbies or activities outside of school have important lessons for this work?
3. What education was needed to prepare you for your position?
4. What are some of your responsibilities you have in your position?
5. What do you like best about your work? What do you like the least about your work?
6. What does a typical day look like for you?
7. What are some typical kinds of decisions you have to make at work?
8. How does your job affect the rest of your daily life?
9. What technical skills do you need your employees to possess?
10. What “soft skills” or personal characteristics and traits do you considered most important when selecting employees? (i.e. academic strengths, effective communication skills, reliability, critical thinking skills)
11. What prior knowledge would be good for a new employee to have?
12. What education do you require your employees to have?
13. How are your employees encouraged to increase their knowledge and skills in your company?
14. What high school/college courses do you think would best prepare me for a position with your company?
15. If I interviewed for you what would you want to hear or be presented to you?
16. What might turn you away from interviewing or hiring an applicant?

1st Annual Portland Pathways to Success Career Expo – Live, Learn, and Earn ... Right here in Maine!

Who: All Portland Public Schools Juniors

What: Opportunity for students to explore and learn about careers in demand and the paths to get there. USM faculty and area businesses in the three fastest growing career clusters: manufacturing/technology, tourism and hospitality and health will be presenting and hosting informational/hands on booths. A keynote speaker(s), interactive presentations, entertainment and refreshments are being planned. UNE, SMCC and MECA will ideally be involved as well.

When: Friday, April 26th, 2013, morning and afternoon sessions.

Where: USM Abromson Center – Hannaford Lecture Hall, lobby and break-out rooms

Why: One of the goals of the Pathways to Success plan is to host a Career Expo for a selected class of students. The junior class was chosen by the Pathways to Success Leadership Committee and USM administrators as the population of students who would benefit most from this activity. The purpose of the expo is to demonstrate the many connections in Maine and Greater Portland in particular between college and career pathways and the wide variety of well-paying careers available within the southern Maine region. Special care will be taken to have the event appeal to all juniors and their career interests.

General:

- This will be different from the March 15th PATHS career fair, as this expo will be only for PPS students and the focus will be on career pathways that are connected primarily with two and four year plus degrees. The PATHS career fair reaches out to students looking into certificates only schools or gap year options from over 20 sending schools
- We need input on the best way to connect with all of the juniors ideally beginning a month before the event, beginning the week of March 25th.
 - Personal responsibilities and expectations while attending the Expo
 - Business and school profiles
 - General event information including schedule and facility layout
- The Pathway Team will develop, provide and distribute all necessary supporting information on the event
- On the day of the event we need to determine how many PHS staff may be available to chaperone
- The full planning committee next meets on February 26th from 2:30- 4:00 at the Greater Portland Regional Chamber of Commerce's conference room around the corner on Congress St.
- Committee involvement participation, insight, thoughts, suggestions can be sent to Eric Moynihan, emoynihan@jmg.org, moynie@portlandschools.org, or Room 220.



**COMPANY
LOGO**



DESCRIPTI

EMPLOYE

MARK

ON

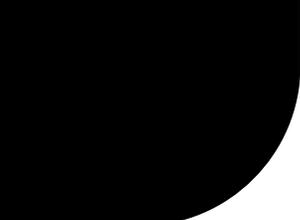
Bacon ipsum dolor sit amet tail jerky filet mignon cow, s
kas frankfurter turducken ribeye boudin. Leberkas spare
shankle swine turducken hamburger boudin short loin c
pork. Salami pig kielbasa pork belly, ball tip tri-tip beef r
bresaola short loin pork loin flank filet mignon. Kielbasa
ground round boudin pork chop turkey flank spare ribs
capicola strip steak. Rump bresaola shoulder, brisket c
leberkas salami turkey chuck turducken ball tip. Doner
corned beef.

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U.S. U.K. IRELAND



shoulder tenderloin leber-
e ribs filet mignon, bacon
doner tri-tip tenderloin tail
ribs shank chuck cow
a capicola tenderloin tail
jerky. Biltong corned beef
ow drumstick swine beef
pork loin bacon shoulder



CAREER

Fireman

Policeman

Mayor

	STARTING SALARY	AVERAGE SALARY	
	\$1,000	\$1,000	
	\$1,000	\$1,000	
	\$1,000	\$1,000	

EDUCATION REQUIRED
Bachelor Degree
Bachelor Degree
Bachelor Degree

com

companyname.com/pa

age

Deposit stamped passport in labeled boxes at exits.

	Unum
	Orthopedics Associates
	Med. Care Development
	Rehabilitation Dept. Maine Medical Center
	Maine Medical Center
	Project Login
	Dimillo's Restaurant Maine Restaurant Assoc./
	Portland Harbor Hotel Maine Innkeeper's Assoc./

	CareerCenter
	SMCC
	UNE
	USM
	Mölnlycke Health Care/ Rynel
	Sappi
	IDEXX
	Cianbro

Get your passport stamped when you visit each booth and get a question answered related to a career at the company or school. *Question ideas inside this passport.*

Exit Survey: Please think about your career expo experience today and complete the following statements:

I used to think....	But now I know....

Overall, how would you rate your career expo experience?

- 4- very helpful
- 3- fairly helpful
- 2- not sure
- 1- not very helpful

PASSPORT



Live, Learn and Earn....Right here in Maine

Career Expo 2013

Name: _____

School: _____

MORNING SESSIONS

PURPLE

1. 9:00 to 9:20 Room 109-110 for Rynel / IT Manufacturing presentation
2. 9:25 to 9:45 Hannaford Hall
3. 9:50 to 10:10 Downstairs Tables
4. 10:15 to 10:35 Upstairs Tables

BLUE

1. 9:00 to 9:20 Upstairs Tables
2. 9:25 to 9:45 Downstairs Tables
3. 9:50 to 10:10 Hannaford Hall for LLBean / Hospitality Tourism
4. 10:15 to 10:35 Room 109-110 for Rynel / IT Manufacturing presentation

YELLOW

1. 9:00 to 9:20 Downstairs Tables
2. 9:25 to 9:45 Upstairs Tables
3. 9:50 to 10:10 Room 109-110 for Rynel / IT Manufacturing presentation
4. 10:15 to 10:35 Hannaford Hall for LLBean / Hospitality Tourism

GREEN

1. 9:00 to 9:20 Hannaford Hall for LLBean / Hospitality Tourism
2. 9:25 to 9:45 Room 109-110 for Rynel / IT Manufacturing presentation
3. 9:50 to 10:10 Upstairs Tables
4. 10:15 to 10:35 Downstairs Tables

AFTERNOON SESSIONS

PURPLE

1. 12:10 to 12:30 Room 109-110 for Rynel / IT Manufacturing presentation
2. 12:35 to 12:55 Hannaford Hall
3. 1:00 to 1:20 Downstairs Tables
4. 1:25 to 1:45 Upstairs Tables

BLUE

1. 12:10 to 12:30 Upstairs Tables
2. 12:35 to 12:55 Downstairs Tables
3. 1:00 to 1:20 Hannaford Hall for LLBean / Hospitality Tourism
4. 1:25 to 1:45 Room 109-110 for Rynel / IT Manufacturing presentation

YELLOW

1. 12:10 to 12:30 Downstairs Tables
2. 12:35 to 12:55 Upstairs Tables
3. 1:00 to 1:20 Room 109-110 for Rynel / IT Manufacturing presentation
4. 1:25 to 1:45 Hannaford Hall for LLBean / Hospitality Tourism

GREEN

1. 12:10 to 12:30 Hannaford Hall for LLBean / Hospitality Tourism
2. 12:35 to 12:55 Room 109-110 for Rynel / IT Manufacturing presentation
3. 1:00 to 1:20 Upstairs Tables
4. 1:25 to 1:45 Downstairs Tables

DC-11 teacher responsibilities for preparing students for Career Expo April 26th

Please try to fit this in as best you can in your DC groups. I understand this week's DC is now scheduled as MHSA test prep, but please hand out the brochures and explain the purpose of the blog. There will be weekly Visa gift card drawings for those participating, and a pizza party for the DC group with the most participation.

- **WEEK OF March 27th:** Reminders before the 27th to students to bring computers to DC. Distribute the brochure to DC -11 groups. Please read over the brochure with the students to emphasize the need to sign and return permission slips to DC. . Please put any returned permission slips in Pam Bessey's mailbox at Deering as promptly as possible. The students will be finishing course registrations and can click on the link to the blog for the career expo preparation. If you have an LCD available in your classroom, please put the blog <http://blogs.portlandschools.org/bessep/> up on the screen, so the students can see the steps to get to the site and what they are expected to do once they get on the site. There is a link to the blog on the Portland Schools website off of the Pathways to Success link. Encourage them to visit the site often and research the companies and schools, when they answer the questions and leave (appropriate) comments, their names will be put in weekly drawings for gift cards..
- **WEEK OF April 3rd –April 10th:** Continue to remind students to bring in permission forms and please pass them along to Pam. Encourage them to visit the sites and discuss with them some of the opportunities; your interest and excitement will certainly motivate them. Have extra brochures available if they have lost forms, please ask Pam and she will get extras to you. April 5th and April 10th will be drawings for a visa card for early returns on permission forms.
- **WEEK OF April 24th:** Collect any last permission forms. Remind students at Deering to eat first lunch on Friday, April 26th as bus will be departing at 11:30 to USM. Remind students to check in at main table in front hall before boarding the bus to get string bag for expo, schedule for day, and "passport".

Teacher Chaperone Responsibilities for day of Career Expo on 4/26/13:

Potential teacher chaperones from Deering: Bob Caron, Connie Daigle, Carlos Gomez, Tracey Menard, Drew Pisani, Mary Ann Scaccia, Andrew Gordon, Angie Marcotte, Jamie Romano, Polly Wilson, Tracey Moore, and one assistant principal. This will be during third and fourth blocks on April 26th.

- Know your bus assignment and students. You will receive this information on Thursday, April 25th, check the students in on bus. There will be five buses leaving Deering at 11:30.
- Enjoy the expo with the students, help students follow the schedule going through the expo and to the presentations.
- Take attendance of students on the bus for return trip at 1:45pm.
- Thank you for helping with this experience!

Student Responsibilities For April 26th Career Expo at USM Abromson Center

- Students will eat lunch during first lunch: 10:55-11:25. The buses will be leaving at 11:30. If students have backpacks, the backpacks will remain on the bus during the expo. The busses will be locked.
- Beginning at 10:50 chaperones will be in the main lobby to check students in and hand out color coded string bags. The bags and the passports in the string bags will identify the color of the group the student will remain in for the expo. Chaperones will give bus assignments when handing out string bags.
- Students will exit the front doors and board the buses on Ludlow St. Chaperones will be outside assigned bus checking students on as they board the bus. This will also be the same bus and same protocol on return trip from USM.
- Upon arrival at USM Abromson Center, students will file into Hannaford Lecture Hall for an opening welcome by Katy Foley, JMG, Theo Kalikow, President of USM, Manny Caulk, Superintendent, and Chris Hall, Portland Regional Chamber President.
- After the welcome, the students will join with their color groups as indicated by the color of their passports and tape on string bags, and follow the schedule listed below. The Leadership Development Maine group will be assisting in leading student groups to proper locations and helping to move students during the five minute transition periods.
- Students will use passports as they visit the booths and speak with the business and school representatives. Each time they ask an appropriate career/education related question, they will get a stamp in their passport. They will deposit the stamped passports in labeled boxes by the exits when they depart for school. There will be a drawing from the completed passports for a door prize during the morning and afternoon sessions.

Afternoon Session Deering High School

11:45-1:45 on campus

11:30 Leave Deering

11:55am Hannaford Lecture Hall
Introduction by Katy Foley
USM President Kalikow, Chris Hall-Chamber and Superintendent Caulk

12:10-12:30 group 1 blue tables upstairs
group 2 yellow tables downstairs
group 3 green Hannaford Lecture Hall
group 4 purple Room 109-110

12:35-12:55 group 1 blue tables down
group 2 yellow tables upstairs
group 3 green Room 109-110
Hannaford
group 4 purple Lecture

1:00-1:20 group 1 blue Hannaford Lecture Hall
group 2 yellow Room 109-110
group 3 green tables upstairs

group 4 purple tables downstairs

1:25-1:45 group 1 blue Room 109-110
 group 2 yellow Hannaford Lecture Hall
 group 3 green tables downstairs
 group 4 purple tables upstairs

1:50 Buses leave with students for Deering HS

- Before they board buses they will deposit completed passports, and exit surveys (which are on the back page of the passport) into the appropriately labeled boxes at the exits of the Abromson Center.
- Chaperones will again be outside buses checking attendance as the students board the buses back to school.

Chaperones' Responsibilities

- If you are helping with registration, please be available at 10:50am in the main lobby to check students in, hand them their string bags, inform them who their chaperone is and which bus to board. The buses will be labeled with the group colors. Please help with attendance on the return trip and getting the students on the buses.
- If you are helping with students boarding the correct bus: please pick up a clipboard of the student bus assignments at the registration tables, and be available outside on Ludlow street by 11:15am, positioned in front of your assigned bus with a checklist of students. You will be responsible for checking students onto the assigned bus before leaving for the expo and before returning to school at 1:45. Your partner will help with checking attendance on the return trip.
- Help keep students in correct groups and remain with your assigned group throughout the expo.
- Encourage engagement and students asking questions to get passports stamped.
- Encourage students to complete exit survey and deposit passports in correct boxes upon departure from expo.
- **Chaperone Assignments:** Bus group 5 teachers, Jamie Romano and Angie Marcotte's sub will be assigned color groups on arrival at the expo or as needed.

Bus Group 1 – Blue Group	Bob Caron – bus check in outside Connie Daigle – help with registration
Bus Group 2 – Yellow Group	Carlos Gomez – bus check in outside Polly Wilson – help with registration
Bus Group 3 – Green Group***	Tracey Menard – bus check in outside Tracy Moore – help with registration
Bus Group 4- Purple Group	Drew Pisani – bus check in outside Mary Ann Scaccia – help with registration
Bus Group 5 – white group only for bussing to and from expo (will be a mixture of the color groups)	Jamie Romano- bus check in outside Angie Marcotte's sub – help with registration

Teacher Support Responsibilities for preparing students for the Career Expo on 4/26/13

- WEEK OF: distribute the brochure and go over the brochure on the 27th with the students. To
- WEEK OF: show on an LCD, if they have those capabilities, how to get to the blog and to reinforce the importance of having students get their permission slips back by April 12th, the permission slips are in the brochure.
- WEEK OF: Remind students to check back to the blog often as there are prize incentives for commenting, if they are chaperoning, so they know they are chaperoning and if they are not they are aware that all juniors will be attending the career expo on April 26th. We will need to continue to send them email updates to remind them to talk to their homeroom/DC students about preparing for the expo.

Teacher Chaperone Responsibilities for day of Career Expo on 4/26/13

- Know your bus assignment and students
- Watch students for engagement and help those who may be shy / struggling

**Live, Learn & Earn Career Expo
Vendor Survey Results - April 2013**

Question 1. What is your overall level of satisfaction with the venue?	5	5	5	5	5	5	5	4	5	5	5	5	4	5	4	5	4	5	5	Average 4.78	
Question 2. Were you satisfied with the schedule and allocation of time?	5	5	5	5	5	5	5	5	4	5	5	4	4.5	4	4	5	5	5	4	4	4.64
Question 3. Were you satisfied with the information you received before the event to prepare for it?	3	4	5	5	4	5	5	4	3	5	4	5	3	5	5	5	4	4	4	5	4.44
Question 4. What is your overall level of satisfaction with the event?	5	5	5	5	5	5	4	4	5	5	5	5	5	4	4	5	5	4	5	5	4.72
Question 5. How likely are you to attend or recommend this career expo next year?	4	5	5	5	5	5	5	5	5	5	5	5	na	3	4	5	5	4	5	4	4.71

Comments:

On venue:

- great venue, well spaced tables and lighting
- first floor room acoustics were challenging for hearing/listening to low talkers
- perhaps a classroom setting would allow more engagement of students
- liked the small tabling areas, loved the music
- all on one floor would have been better
- bottles of water at tables (the central water was hard to repeatedly access)

On schedule/allocation of time:

- especially in the afternoon session, the kids seemed to stop asking questions and hung around for the next step
- nice to have intervals, not crowded
- it was nice to have the students come in waves since larger groups would encourage less participation/more loitering.
- liked the break in between sessions
- very short to get a discussion/provide information
- if possible, to do this 1x vs all day - combine sessions.

On information received before the event:

- would prefer single section of information on a website rather than series of PDFs
- nicely detailed
- as a tabler, info immediately prior on arrival time and parking information
- information on poster had many errors
- better to know more about student/organizer's expectations

Overall level of satisfaction. Most appealing, suggestions for changes.

- most appealing: table arrangement, open attractive area, water available. *Changes: more time with students, it moved quickly.*
- most appealing: sharing the stage with LLBean
- most appealing: meeting the students
- most appealing: describing opportunities to students
- most appealing: organized in sessions. *Changes: more classroom settings*
- most appealing: the amount of students
- most appealing: students were ready to ask great questions, very engaging
- most appealing: requiring questions/sticker program
- most appealing: talking to the kids
- most appealing: very organized, nice flow of students
- most appealing: division of groups. *Changes: more schools!*
- most appealing: location on college campus. Reaching large numbers of students
- most appealing: connecting to youth and informing them about us and opportunities in Maine
- *changes: the music, while lovely, made it hard to hear*
- most appealing: concept of intervals/interactive sharing

Additional feedback:

- passports were great idea. Provide more stickers.
- sample questions seemed helpful for students
- it would be great to have more input into the creation of the poster and/or be able to provide our own materials
- passports and USM: because there were other USM people there, the students didn't come to my table because they thought they already "got" USM. Clarify.
- good venue. More info (xxxx can't read) given our 18 year old minimum requirement

PHS and DHS Career Expo Chaperone Survey

1. If you could add an industry cluster to the three we had this year; health, hospitality and tourism, and manufacturing and technology what would it be?
2. At next year's Expo, what could be done to create more of a connection between the career information being offered and the curriculum content?
3. Did this initial Career Expo meet, exceed or fail to meet your expectations? Comments:
4. Where you satisfied with the volume of business and educational resources available at this event?
5. What suggestions on the logistical aspect of the event could you share?

PPS 2013 Career and College expo Student Voices Portland HS

I used to think that companies had limited job opportunities. But now I know that there are many to choose from. – Peter Hill, PHS

I used to think getting jobs was easy. But now I know it's not. – Jayvon Pitts-Young, PHS

I used to think that was cool. But now I know very interesting jobs. – Justin Cedrane, PHS

I used to think USM was a hospital. But now I know what I want to be. – Joe Apon, PHS

I used to think school was stupid. But now I know it's important. – Mike Meengrain?, PHS

I used to think that LLBean ment lovely latin bean. But now I know that LLBean means Lean Longfellow Bean. – Evan Gallant, PHS

I used to think there were not a lot of job options. But now I know there are a ton of Maine employers I never knew existed! – Sadie Cole, PHS

I used to think that Maine did not have much for work opportunities. But now I know that Maine is one of the best places to work. – Anthony Green, PHS

I used to think Idexx was strictly scientific. But now I know PR and marketing are important aspects of their business. – Ryan Dixon, PHS

I used to think that USM was a community college like SMCC. But now I know USM is the school I would visit and see if I can go there it's very interesting. – Hughes – Bakunda, PHS

I used to think this was going to be stupid. But now I know that there are many jobs that are obtainable in Maine. – Chris Eyre, PHS

I used to think college were not that good. But now I know college are good to go to and learn new things. Now I know I want to go to college. – Kidayer Aljubyly, PHS

I used to think that I was only interested in technology. But now I know that I'm interested in international studies. – Enrica Harris, PHS

I used to think the program only have information of jobs after graduating high school. But now I know they provide extensive contact of industries all over Maine. It was great opportunity for me to attend. – Farah Duale, PHS

I used to think that nursing was a minor possibility of a career path. But now I know nursing is definitely one of my top career choices. – Alli Briggs, PHS

I used to think that careers were hard to get. But now I know they are easy and plentiful. – Naj W., PHS

I used to think that medical school will be extremely expensive. But now I know there are ways to pay less, Maine track. – Aidan Bowe, PHS

I used to think that I had one choice of a career I preferred. But now I know I have a lot of options to think about. – Jasmins McCowan, PHS

I used to think I wasn't interested in Maine jobs. But now I know it is a definite possibility and a thing to think about. – Monica Reno, PHS

I used to think that there were limited career opportunities in Math. But now I know Math & Science are essential for many jobs. – Ava B. Zwolinski, PHS

I used to think that businesses had too high of expectations. But now I know that it takes more knowledge that college provides to achieve. – Natasha Laskey, PHS

I used to think that there were very few jobs in Maine. But now I know there are some but not ones I am interested in (Math / Political Science) I will leave right after graduation. – Bridget Ruff, PHS

I used to think I wanted to do something in the medical field. But now I know I want to test products for use outdoors. – Dana Kuniholm, PHS

I used to think USM was for the people who have high grades. But now I know that it is for everyone who wants to go to college. – Abdinoor Hussein, PHS

I used to think USM had more to offer. But now I know SMCC has a lot to offer too and is cheaper. – Hodan Mohamed, PHS

I used to think LLBean was just the jobs that you see when you go in the store. But now I know there are other jobs like computer science. – Jyllian Benube Lizanecz, PHS

I used to think USM wasn't a great college. But now I know USM is best. I got to know a lot of stuff about it. – Mukhler, PHS

I used to think that there weren't many different aspects of certain jobs. But now I know that there are a far wider variety than I thought. – Elizabeth Harris, PHS

I used to think that I knew all the different job positions. But now I know that there is such a variety of job that I didn't know. – Francesca Guaciario, PHS

I used to think that it was easy to find a good job. But now I know you have to work hard. – Travis Godbout, PHS

I used to think Maine didn't have many "world class" technology programs. But now I know Maine does have those programs. – Benjamin Hant, PHS

I used to think that stores like LLBean only had sales associate jobs and manager jobs. But now I know there are many more jobs that involve computer science. – Katharine Freund, PHS

I used to think that I would never go into a career in biology. But now I know that it is something I might be interested in. – Allison Fry, PHS

I used to think that I knew all the different job positions. But now I know there are many more. – Amanda Gald, PHS

I used to think that I wanted to be a doctor. But now I know that I don't know, there are so many options. – Zach Glenville, PHS

I used to think it would be hard to find a job. But now I know Maine is in need of young people to fill the work force. – Jacob Fogel, PHS

I used to think dreams not gonna happens. But now I realize everything is possible you just have to focus on to try to do your best. – Quentin Ndayishimiyo, PHS

I used to think I didn't have any idea of what I wanted to do. But now I know I want to able to help people and the world. – Maddie Holton, PHS

I used to think there werne't many careers to choose from. But now I know there are many different careers to choose from. – Nick DiPalma, PHS

I used to think that Sappi just made patterns on paper. But now I know that it's a really profitable business that works with lots of different companies. – Devon Lalor, PHS

I used to think that Maine has a desolate economy. But now I know that there is a very limited number of jobs in a limited number of fields. – Jess Lupica – Nowlin, PHS

I used to think that nursing jobs were limited. But now I know that there are tons of jobs that I didn't know about. – Alexis DiBiase, PHS

I used to think that jobs were just for kids who got straight A's and B's. But now I know that jobs are for all who are willing to put in the work. – Liam Fox, PHS

I used to think businesses didn't have as many jobs available. But now I know there are many behind the scenes jobs that I never thought about. – Kayla Berg, PHS

I used to think that there weren't many English opportunities at USM. But now I know that there are many majors and interesting minors that I can take. – Tori Clayton, PHS

I used to think that USM didn't have a teachers program. But now I know that they do. – Saido Ali, PHS

I used to think it would be hard to learn about without doing them. But now I know it's very easy. – Brian Cobb, PHS

I used to think I had no idea what I wanted to do. But now I know maybe mechanical engineering. – Silas Corman, PHS

I used to think that USM didn't offer a very large number of majors, internships, etc. but now I know that it has a wide variety of majors, opportunities, etc.- Ivy Bateman, PHS

I used to think I was confused. But now I know where I am going. – Jaron W., PHS

I used to think I was only interested in engineering. But now I know that I am more interested in medicine, design, and marketing. – Laura Frank, PHS

I used to think that I was only interested in international studies. But now I know that I'm interested in the medical field. – Hamdi Hassan, PHS

I used to think med school would put me in massive debt. But now I know I can apply to the Tufts / Maine Med program and save money. – Emily Burton, PHS

I used to think that Maine Universities did not offer a lot of opportunities. But now I know that they do. – Sabrin Hassan, PHS

I used to think it was hard to find a job. But now I know if you work hard enough you will find one. – Brianna Holdren, PHS

I used to think that there wasn't many jobs available in Maine. But now I know there are more jobs out there than I thought. – Kaitlyn Christy, PHS

I used to think about none. But now I know more about what to know or expect in the near future. – Muna Ali, PHS

I used to think I didn't know how Molnlycke was pronounced. But now I do. – Gene Hearschaft, PHS

I used to think that I wanted to go to USM. But now I know that there are other close colleges that have interesting opportunities. – Sam Beaulieu, PHS

I used to think (blank) But now I know there's so many opportunities, jobs, & careers out there that I had no idea about. Awesome 😊 - Andrea Chim, PHS

I used to think that USM was an okay school. But now I know it's a great school that I believe will help me in my future. – Ajna Hasanovic, PHS

I used to think that there aren't very diverse career opportunities in Maine. But now I know that you can have success in lots of different careers staying in Maine. – Eleanor Altholz, PHS

I used to think I knew what I wanted to do and didn't need to hear about anything else. But now I know it's good to learn how about all kinds of professions that I otherwise would never have studied. – Margaret Adhoun, PHS

I used to think you need college for good jobs. But now I know there are more opportunities than I thought. – Arianna Dilios, PHS

I used to think there weren't this many opportunities. But now I know that there are lots of opportunities and I need to keep an open mind to find my passion. – Annette Denekas, PHS

I used to think that some places only give me one or two careers choices. But now I know they offer many different career choices. – Ashley McDonough, PHS

I used to think this wasn't going to be helpful. But now I know that it is. You should also have more different careers too. – Julie, PHS

I used to think I would be able to find detailed job information online. But now I know I can use ONET to get a plethora of information. – Paul Foster, PHS

Deering HS

I used to think that there weren't many careers in Maine. But now I know there are many careers in Maine. – Qutaiba Hassoon, DHS

I used to think I wasn't gonna go to college. But now I know I really wanna go to college. Nathan Mathers DHS

I used to think good job opportunities were only out of state. But now I know that you can get a great well paying job in Maine no matter what your career path is. – Casey Girsch DHS

I used to think LLBean was in Washington, that I only wanted to be an NP, that I only want to go to UNE. But now I know LLbean is in Maine, I am considering other careers, and now I want to visit other schools. Kiana Ward – DHS

I used to think it's some boring trip where you listen to a bunch of people you don't know endlessly talk about what they do / their careers. But now I know it's a place to discover careers in your area, great careers, and learn about it 😊 - Shamsa Hassan, DHS

I used to think that paper and manufacturing companies? (hard to read) were completely boring. Now I know that paper and ? companies aren't boring and some of their employees are pretty decent. – Hibiaq Ahwed – DHS

I used to think stuff. But now I think more stuff – Ross Usinger DHS

I used to think that Maine did not offer a variety of jobs. Now I know that there are many different jobs that are available. – Jacqueline Dunphe – DHS

I used to think that once you got your degree you would be obliged to stay in that specific profession. Now I know that there's something called entry level job, and you can move up in a company and transition into more jobs. Edna Adam – DHS

I used to think college was bad. Now I know that college is beneficial to me. - Alex Tucci, DHS

I used to think I needed a lot of education through classes. Now I know that I definitely need the education. – Bridget Duong – DHS

I used to think computer science. Now I know I want to go into computer science. – Giles Holmes, DHS

I used to think it takes 11 years to become a surgeon. Now I know that it takes 15 years to be a surgeon. I also know a lot of helpful information about being a surgeon, medical school, and engineering. – Thoalfakar Alsady, DHS

I used to think many colleges / universities had pretty much the same majors / minors. But now I know that there are many different options of many different colleges and universities. Sudi Abdirahyan, DHS

I used to think about some things when it comes to career. But now I know that human resources is very important and you can have any job. – Aminata Sanor, DHS

I used to think that one degree in something got you into everything in that field. But now I know there are specific degrees required. – William JT Hosna, DHS

I used to think that Maine doesn't have much jobs. But now I know that Maine has a lot of jobs. – Yahya Hussein, DHS

I used to think that there weren't many growing fields or job markets in Maine. But now I know I may be able to do a double major in psychology and English which would be excellent! – Olivia Pardi, DHS

I used to think that jobs were hard to approach. But now I know that recruiters are friendly and want to help you! – Trevor York, DHS

I used to think I didn't know exactly what I wanted. But now I know I have a better idea of what I wanna do. – Brittany Kennedy, DHS

I learn how many years I need to be a Doctor. Thank you. – Yousif Alhashim, DHS

I used to think LLBean was only a U.S. Company. But now I know it isn't. – Sam Hornblower, DHS

I used to think How do I know exactly the program I would like to do? And now I know... Depend on how you interest in it. However you can take two was about both of 2 program it may take 2 years to study as a same time. – Lai Le, DHS

I used to think this kind of thing would be a long lecture and it won't help. But now I know that this was very helpful. I learn so much, I came not sure about a career but I'm leaving with what I want to learn after high school. Thank you 😊 - Fatuma Ali, DHS

I used to think when I ask people about their information about Doctor's I really like it. But now I know what I do about Doctor's. – Saif, DHS

I used to think that Sappi only made paper. Now I know that they make designs for clothes etc. – Leighanna Kinard, DHS

I used to think that there weren't a lot of things to choose from. But now I know that there are plenty of things to choose from and that it's alright to change. – Ashlee Tait, DHS

I used to think that everything is based on required class for high school. But now I know that you don't need to take required classed because you can go to college if its too late. – Danielle Tuner, DHS

I used to think Maine is awful. But now I know Maine is less awful. – Sarah, DHS

I used to think that some companies offered limited opportunities. But now I know that companies offer more than what you expected / assumed. – Erin Winschel, DHS

I used to think that manufacturing was dirty, boring, repetitive jobs. But now I know that Molnlycke makes useful wound dressings so it isn't dirty! – Lindsey Sweeney, DHS

I used to think I need a lot of money for college. But now I know that I don't need money. – Sherrin Sabeti, DHS

I used to think that no one likes me. But now I know that everyone loves me. – Orkhon Nodirli, DHS

I used to think that college is hard. But now I know that it is all about our best and working hard. – Jazmine Abasta, DHS

I used to think that you could just get a job as a chef. But now I know that it takes about 4 years. – Brandon Thibodeau, DHS

I used to think that college was a scary process. But now I know after talking to USM students, I learned that the process takes one step at a time and is not as scary. – Hannah Mooney, DHS

I used to think that LLBean was simply manufacturing. But now I know that they have many different pathways. – Ben Peterson, DHS

I used to think that I don't know what to study in college. But now I know that I do. – Curtis Quang, DHS

I used to think that Maine had very few job opportunities. But now I know that there are many major businesses in Maine. – Jack Rideout, DHS

I used to think I had to go to school and get higher than an associates degree and business for multiple years. But now I know that I only have to go to school for 2 years for both majors. – Shana Priester, DHS

I used to think that having a job in a hotel wouldn't do with math. But now I that there are many jobs in a hotel that includes math (sales rep). – Hannah Reldman, DHS

I used to think that Sappi just made regular paper. But now I know that they make textured fiber that other companies like Gucci and NARR buy. – Alec Halpin, DHS

I used to think that I wouldn't find something I'd be interested in doing in the future. But now I know that there are many possible ties out there and it makes me hopeful. – Ruby Dy, DHS

I used to think that it was a grueling task of being undecided and that there was nothing that would help me. But now I know that there are a lot of resources that can help you choose. Some are specialized to you. – Molly Kilbride, DHS

I used to think it is harder to get a job. But now I know it is somewhat easier to get a job in your interest. – Anthony Liang, DHS

I used to think there were not a lot of options for P.A.'s. But now I know there are different routes you can take and its less expensive and easier. – Brittney Hanna, DHS

I used to think there were not that many areas to do. But now I know that there are many companies that could use my skill. – Joshua Baushman, DHS

I used to think USM didn't have an education Master's program. But now I know they have one and can complete it in 9 months. I would like to see this have a wider variety of programs. – Juliana Salamone, DHS

I used to think there were no jobs in Maine. Now I know there are jobs here. – Abdulkadiv Abdi, DHS

I used to think I was going to become a pilot. But now I know I am trying to major in engineering. – Ismail Abdi, DHS

I used to think that Tourism was not prevalent in Maine. But now I know that Tourism is Maine's biggest industry. – Jenny Chiem, DHS

I used to think nothing, But now I know more about careers and jobs. – David Bujambi, DHS

I used to think that SMCC only offered a marine ecology or marine life course. But now I know that UNE offers one that actually meets my expectations. – Leyla Hashi, DHS

I used to think that actually researching & getting to know all the careers out there wasn't important. But now I know I do, and will do more research on my own to really find out what I want to do. – Aleyoba Funez, DHS

I used to think that LLBean was only in Maine. But now I know that they have stores in Japan and China as well. – Aneilia Martin, DHS

I used to think that USM was an expensive school. But now I know that instate tuition is not very expensive. – David Fowler, DHS

I used to think I wasn't going to college. But now I know I will go to college. – Morgan Dacey, DHS

I used to think that International Business take more than 6 years of studying. But now I know that it takes 2 years. – Mosa, Khahifa, DHS

I used to think I thought that it would be boring. But now I know that this was a great experience. – Ali Adan, DHS

I used to think that fashion companies made their own fabrics and that in order to work at medical care development you would need to have a degree. But now I know that fashion companies get their fabrics from other companies and you do not need a degree to work at group homes at medical care development. – Jennifer H., DHS

I used to think I wouldn't be able to find a job in the area I'm interested in in Maine. But now I know the industry I'm looking into is actually growing a lot in Maine. – Heather Heelson, DHS

I used to think I wanted to be in the medical field. But now I know that this is still the case, but I have more knowledge about my options. – Zach Duperry, DHS

I used to think that it will confuse me more since I already know what my career will be but by looking at all the other careers this experience helped me learn more about what is out there. Thank you. – Sahava Hassan, DHS

I used to think I wanted to be a doctor attending at a well known medical school. But now I know the school does not matter as much as my performance. – Mony Prak, DHS

I used to think that having a work is hard. But now I know that I can have a place to work in easier. – Olga Remesha, DHS

I used to think that there wasn't really any place in Maine for jobs. But now I know that there is a lot of places that you can work. – Rashad Zagon, DHS

I used to think I was the only one who was undecided in what I want to do after high school. But now I know SMCC offers low cost classes that are great for getting a college mind set and taking core classes. – Christiana Viney, DHS

I used to think there wasn't a demand for physical therapy. But now I know there is and there are good programs to study this. – Nikki Meoli, DHS

I used to think that going to school in Maine wouldn't be the best fit for me. But now I know that I should consider it. – Britt Sottney, DHS

I used to think I didn't have many career options. But now I know there are many career paths I can take. – Jordan Flores, DHS

I used to think that there wasn't a lot of opportunities for career in Maine. But now I know that there are many great opportunities for careers in Maine. – Alexis Elowitch, DHS

I used to think that there wasn't that many job opportunities. But now I know there's a lot of jobs out there. – Carina Flores, DHS

Pathways to Success Career and College Expo 2013

What Worked Well

1. Venue

- * 40-45 students per color group was a good amount for that space. Any more per group and students become less engaged.
- * Vendors liked the venue.
- * USM provided venue free. Nice partnership
- * 20 minutes was a good amount of time at each station. Students didn't lose interest before moving on.

2. Students and School Relations

- * Passports were well designed and worked great. Students were highly engaged. Sample questions and stickers helped.
- * Music kept voices at a nice level. May have helped students take it seriously (one vendor reported having trouble hearing).

3. Program/ Industry Clusters

- * Employers and USM representatives together for the presentations was great. It was cleared they had connected and prepared ahead of time.
- * Lunch break in the middle was nice for networking time.
- * Good mix of walking among tables and sitting to hear presentations
- * 20 minute sessions worked for the students to stay engaged at the tables
- * Vendors likes students coming in waves
- * Poster template for each table
- * Kick-off speakers had good messages

Changes/ Additions for the Future

1. Venue

* Use additional space at USM such as gym across the street, student center, or Glickman Library.

* Numbered table signs that match with map for vendors

* Sign for coffee,

* Banner in foyer

* Bring extra packets, extra backpacks

2. Students and School Relations

* Start student preparation earlier. Increase use of the blog.

* Much more can be done to improve teacher/chaperone engagement in the event. This is also a learning opportunity for them.

* Teachers can help make the connections to classroom work and the new learning models at the high schools.

* Have HS teachers participate in sessions like USM did, making links to employers

* Principals should attend

* Buses. Use of school buses would greatly reduce cost. It would require making plans well in advance and adjusting schedule so not during morning or afternoon busing times.

* Make colors on backpacks bigger. More stickers

* Think about the flow of each color group so variety

* No permission slips

* Make sure passports are explained ahead of time

* More interaction between high schools?

* More time for CEOs to meet students. Lunch table hosts that businesses sponsor?

* Students could design a logo

3. Program/ Industry Clusters

* Start planning earlier with clearer timeline and communications plan for all stakeholders

- * Turn it into a full day.
- * Hold when USM on break – March or after mid-May?
- * Possible added components:
 - Financial Literacy Fair
 - Academic Resume Session with College Advisor
 - College tour / Q & A with college students
 - Mock interviews
 - Summer job opportunities?
- * Add industry clusters related to:
 - Insurance/ Marketing/ Banking.
 - Entrepreneurship/ niche business
- * More small classroom sessions.
- * Collect baseline and ongoing data on USM attendance. In what programs are Portland students enrolling?
- * Clarify the different USM tables
- * Ask each vendor to provide a common handout that includes things like:
 - a. Kinds of jobs at the company with a very easy-to-understand synopsis of job responsibilities
 - b. Common majors or other academic/trade school preparation for these jobs
 - c. What is a typical day like in these jobs?
 - d. Pay ranges (hourly and annually)
 - e. Skills/interests that typically lead to success in that job (analytical, strong math, computers, communications skills, investigative, problem solver, etc...)
- * Get more press