



St. Joseph County Career Hub - FAQ Sheet

What is Career and Technical Education (CTE)?

- CTE prepares students for high-skill, high-wage employment via dedicated coursework that provides relevant skills, knowledge, and experience to thrive in college and careers.
- The Governor's Workforce Cabinet Office of CTE launched a new initiative for the 2022-2023 school year called Next Level Programs of Study (NLPS).
- NLPS aims to improve consistency and quality of CTE instruction by providing students with an updated four-course sequence that progresses from general to specific in a chosen field.

How did SBCSC identify the need for a Career Center?

- Demand for CTE is growing beyond current capacity at SBCSC locally and state-wide.
- A career center was a central commitment of the district's 2020 voter referendum bond, supported by 65% of respondents during district facility planning.
- In Spring 2022, a collaborative planning effort to develop a shared career and technical education center serving multiple school corporations was launched.
- The South Bend Regional Chamber facilitated regional stakeholder collaboration in the planning and funding of the Career Hub..
- The implementation of a new, dedicated Career Hub will provide students across the district with access to expanded CTE opportunities and top-of-the-line teaching and experiential learning spaces.

How is the location of the Career Hub facility being chosen?

- Studebaker is a building with legacy; one that is historically significant to South Bend. Housing the Career Hub there continues the revitalization movement of the Renaissance District, with Studebaker at a geographical midpoint between other symbols of the South Bend Renaissance: Four Winds Field and Ignition Park.
- Analysis of existing school facilities - including Washington, Jackson and Clay - was conducted through the facilities master planning process and found that these renovations would be more expensive than modifying Studebaker for CTE use.
- Fanning & Howey's Facilities Master Plan study estimated an immediate 18-month capital cost of \$3.4M (\$16.2M after 5 years) before renovations, and a grand total of \$35M to address *all* deferred maintenance at Clay.
- An architect prepared conceptual drawings and high-level cost estimates for building the Career Hub at a centralized location: a renovation at the Studebaker Building or a standalone build at Ignition Park. This process estimated that more programs could be housed at the Studebaker Building for a significantly lower construction cost (\$12.8M for Studebaker vs. \$21.8M for a new build).



- A centralized location is important for transportation efficiency. Currently, while all students have access to attend CTE classes, the geographic spread makes midday bus routes difficult and inefficient. Offering CTE courses in a centralized location would help reduce the cost and time needed to bus students between high schools.

How will it affect the high schools?

- The Career Hub will enhance existing curriculum by expanding CTE coursework and pathways beyond current offerings.
- Students may take introductory courses at their home high school and transition to advanced courses (“concentrators”) in their pathway of interest at the Career Hub.
- Resources once located at different high schools will be consolidated and enhanced to offer more unique, adapted spaces for learning.
- Most current CTE instructors will transition to working at the Career Hub and continue to teach their designated pathways aligned with the new State-level requirements.
- A tuition-based model will help support the addition of new instructors and workplace specialists to give students the best possible educational experience.
- Washington High School will continue as the home of CTE health pathways, with the new exercise science pathway being introduced in 2025 and the dental pathway relocated to create alignment. Building on existing, high-demand programs in this location provides continuity for students in the pathway and is cost-effective. Students from outside schools will be welcome to enroll in these programs.
- The following are programs and instructors that will be tentatively moving to the Career Hub from their current high school:

High School	Pathway
Adams	<i>Design Technology, Precision Machining</i>
Clay	Construction Trades, Automotive Services, Culinary Arts, Criminal Justice, Welding Technology, Early Childhood Education, Digital Design, Education Careers
Riley	<i>Marketing and Sales, Entrepreneurship, Human and Social Services, Supply Chain and Logistics, Construction Trades, IT Support, Digital Design, TV and Radio Broadcasting, Other Project Lead the Way (PLTW)*</i>
Washington	<i>Health Sciences (Medical Magnet)*</i>
Community-Based	Cosmetology, Automotive Services, Aviation Maintenance*
New High-Priority	Automation and Robotics, Industry 4.0, Cybersecurity Operations, Hospitality Management



Program concentrators in bold (19) will move upon the Career Hub opening. Programs marked in italics will stay in their current locations. Program marked with an asterisk (*) may offer enrollment through the Hub. Programs colored in blue represent programs added since the last presentation to the Board.

How were the Career Hub CTE offerings selected?

- SBCSC CTE faculty and partner schools identified top-priority programs for their students. SBCSC enrollment and waitlist data confirmed high-demand programs.
- Programs with high occupational demand in the region were identified using an in-depth labor market analysis conducted through the South Bend-Elkhart Regional Partnership.
- Offerings were chosen based on a combination of immediate benefit to existing programs, relocation opportunities, operational sustainability, and student interest.

How will high school students utilize the Career Hub?

- Students enrolled in the Career Hub will spend half of their day (either morning or afternoon) completing their selected pathway course at the new facility and the other half at their home school completing general education.
- Students participating in their second year of CTE may spend half their time at the Career Hub and the other half completing an internship/apprenticeship on-site with an employer.

How will the Career Hub be governed and run?

- The Career Hub will be governed by an independent Board of Managers (majority of seats reserved for SBCSC) with participating school input and engagement, pending South Bend School Board approval.
- The Board of Managers will maintain decision-making authority for key activities of the Career Hub and be guided by a roster of experienced educators and community leaders.
- Councils with representatives from each school and economic development organizations will be formed to help ensure the growth of curriculum aligns with both instructor and employer input.
- The CTE Director and Principal will guide strategy and decision-making and will manage daily operations of the Career Hub, respectively.

When should we expect to hear more on this initiative?

- Construction for the Career Hub is expected to begin Summer 2024.
- Ongoing engagement will be conducted to involve the community and assist the transition of instructors and equipment to the new location.



- Opening of the Career Hub is currently slated for August 2025.

COMMUNITY FEEDBACK QUESTIONS

How will the Career Hub promote equity and equality across the community?

- The Hub will facilitate equitable access for underserved students to CTE, post-secondary, and job opportunities.
- Diversity and inclusion is a center-piece for student engagement with the Career Hub and aligned directly to other programs to build awareness.
- Analyzing enrollment data by student demographics has been a focus area during the planning phase. Outputs and outcomes will be analyzed and used to inform recruitment, placement, and ongoing access once the Career Hub is open.

How will other schools participate in the Career Hub?

- Collaboration with school corporations across the region bolsters enrollment for limited-availability pathways, which provides opportunities to offer specialty programs that could not be supported by SBCSC enrollment alone.
- Planning for the Career Hub has been supported by a Steering Committee of educators from across the region, including representatives from Penn-Harris-Madison, New Prairie, Mishawaka, St. Joseph, Marian, Purdue Poly, and Career Academy.
- While the majority of the students served at the Career Hub will be SBCSC students, programs will be available to students across the region supported by a tuition-based enrollment model.
- The Career Hub aims to expand CTE offerings across St. Joseph County and provide supplemental instruction beyond current capacity at the schools and other career centers. Schools engaging with other career centers will be encouraged to provide their students with options, so they can choose what works best for them and have access to new programs.
- Sending schools will be responsible for busing their own students to and from the Career Hub. Scheduling for longer commutes will be accommodated through a flexible blocking schedule.

How are employer and higher-education partners involved in the Career Hub?

- Post-secondary and industry partnerships will allow students the opportunity to achieve dual-credit and certifications through their coursework and gain first-hand experience in their selected pathway through internship/apprenticeship programs at the Career Hub or employer site.
- Initial engagement with higher education institutions and employers involved informational interviews to understand the types of pathways that would benefit student pipelines. This engagement will continue as the curriculum for the Career Hub is built.



- SBCSC and the Chamber have hired a Work-Based Learning Coordinator to increase industry partnerships and help construct work-based learning programs aligned with Career Hub offerings.

Who else can participate at the Career Hub?

- Career and Technical Education at the Career Hub will align with early CTE education at the elementary and middle school level (such as [GEAR-UP](#)) and expand upon student engagement in CTE.
- Space in the Career Hub will be made available for community partners to engage with students, and create opportunities for partnered events and programs.
- Adult education will not be offered at the Career Hub during this phase, but it will be considered for future utilization of the space after school hours.
- We are hoping to have open, collaborative community space available after-hours to engage our partners and the community.

What is Industry 4.0 and Automation & Robotics?

- Multiple new pathways will be available through the Career Hub based on industry need and student interest evaluations. Advanced manufacturing (i.e., Industry 4.0, Automation & Robotics, etc.) is a focus area across the region and requires pathways that are difficult to support at home schools, due to the space and equipment requirements.
- Industry 4.0 is what we call smart manufacturing, assisting students to learn real-time decision-making, enhanced productivity, as well as flexibility and agility in manufacturing.
- Automation & Robotics focuses on the use of computers, control systems, and information technology to assist industrial processes and machinery. These skills allow improved efficiency, speed, quality, and performance in manufacturing.

How would a lease for Studebaker work?

- A lease on the Studebaker space is being negotiated between SBCSC and the landlord of the facility.
- SBCSC anticipates signing a 20-year lease to ensure longevity in the space.
- The lease will provide risk management for SBCSC in the long-term and allow flexibility to grow the Career Hub while managing the cost of facility maintenance.
- SBCSC and enFocus have developed an operational cost model to assess and ensure long-term sustainability of operating the Career Hub at Studebaker.
- The Board will be asked to review and approve the site and the negotiation of final lease terms for Studebaker at the March 18, 2024 SBCSC Board meeting.



What does the Studebaker space look like?

- The Career Hub is intended to be an innovative and inspiring space. It will be a state-of-the-art facility for our students upon its completion. We intend to have collaborative and shared spaces, with a walkout atrium from which students can enjoy sunlight and a view of the South Bend cityscape.
- Concept designs for the Career Hub incorporate approximately 38,000 sq. ft. on the second and third floors of Building 84 with approximately 15,400 sq. ft. of additional space available for future growth opportunities.
- The second and third floor will provide access to lifts for program equipment and circulation, as well as windows facing the north-side of the building overlooking downtown South Bend.
- Due to its previous use as an automobile manufacturer, the building has elevators that can move vehicles and equipment to the upper floors, which the CTE programs will be able to access. Classroom and lab space have been separated on different levels to accommodate student learning environments and safety.
- The space will provide parking with a minimum of sixty (60) spaces for students and faculty who drive, along with a secured, separate entrance for students with a bus drop-off area.

How will the Career Hub construction be funded?

- Approximately \$13.5M has been secured by SBCSC to fund the capital construction of the facility (\$8.5M in bond funds approved through the 2020 voter referendum and \$5M through municipal commitments) with an additional \$5M in bond funds to support equipment and other associated costs.

What funds were allocated for the Career Hub from the referendum?

- The 2020 voter referendum included approving property tax increases to provide over \$54 million for capital projects. This included \$8.5M for the consolidation of Career and Technical Education programs into a Career Innovation Center. The public plan was laid out and provided to the community by way of the 2020 Vote Yes Campaign.



SOUTH BEND, VOTE YES.

Summary of Spending – Capital Investment (*one-time expense*)

INVESTMENT	COST
Install Secure Entryways to all Schools	\$2 million
Installation of Security Cameras in all Secondary Schools	\$6 million
Fire System Upgrade	\$3.5 million
Revitalize and enhance existing school buildings (right-sizing the district) prioritized by efficiency study recommendations as a guide	\$34 million
Consolidation of Career & Technical Education Programs into a Career Innovation Center	\$8.5 million
TOTAL CAPITAL INVESTMENT	\$54 million

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The above is taken directly from the slide deck of the 2020 Vote Yes Campaign, paid for by the SBCSC Vote Yes PAC.