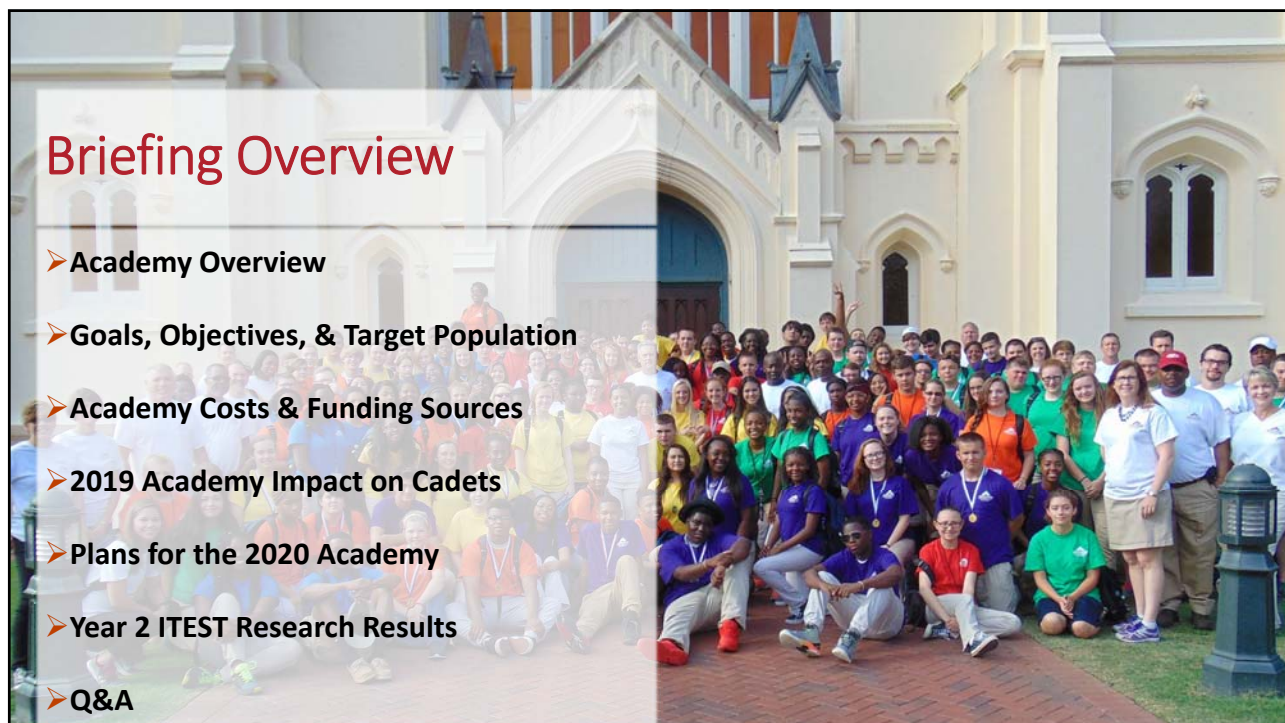




# A Leadership Course for the 21st Century







*Teaching Essential Skills for Success in the fields of Science, Technology, Engineering, and Math*

LTC Frank Barrow, Director of Army Instruction, Mobile County Public School System  
[rbarrow@mcps.com](mailto:rbarrow@mcps.com)  
251.221.5100



## Briefing Overview

- Academy Overview
- Goals, Objectives, & Target Population
- Academy Costs & Funding Sources
- 2019 Academy Impact on Cadets
- Plans for the 2020 Academy
- Year 2 ITEST Research Results
- Q&A

# Academy Overview

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## Academy Overview

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- **Residential Academy for 160 Cadets on Campus of Spring Hill College**
  - 6 days/ 5 nights
  - Expanded the number of students served in the region (120, 144, and 160 students)
- **Incorporates Components of JROTC Cadet Leadership Camp (JCLC)**
  - Rappelling Training
  - Drown-Proofing Training
  - Map Reading / Land Navigation Training
  - Physical Fitness Training
  - Organized Sports
- **Immerses Students in STEM Learning and Workforce Experiences**
  - Engineering Design Challenges
  - Industry Site Visits
  - Guest Speakers

# Academy Week at a Glance

|                            |           |
|----------------------------|-----------|
| JROTC Time                 | 17        |
| STEM Time                  | 25        |
| Workforce Time             | 12        |
| Reflection Time            | 4         |
| Misc Camp Activities       | 26        |
| <b>Total Academy Hours</b> | <b>83</b> |

| Time     | Sunday  | Monday   | Tuesday  | Wednesday  | Thursday  | Friday  |
|----------|---|--|--|--|---|---|
| 5:30 AM  |   | Wake up  | Wake up  |  |   |   |
| 5:45 AM  |   |  |  |  |   |   |
| 6:00 AM  |   | Physical Fitness Training  | Physical Fitness Training  | Wake up  | Wake up   | Wake up & Pack  |
| 6:15 AM  |   |  |  |  |   |   |
| 6:30 AM  |   |  |  |  |   |   |
| 6:45 AM  |   |  |  |  |   |   |
| 7:00 AM  |   | Breakfast  | Breakfast  | Breakfast  | Breakfast                                       | Breakfast   |
| 7:15 AM  |   | Load Buses   | Load Buses   | Load Buses   | Load Buses                                      |   |
| 7:30 AM  |   |  |  |  | Depart for Bakley                               |   |
| 7:45 AM  |   |  |  |  |   |   |
| 8:00 AM  | Check-in/Registration; Set up Dorm Rooms; Online Pre-Assessment (missing cadets only) |  |  |  |   | Photos - All Platoons   |
| 8:15 AM  |   |  |  | Bus 1 & 2 USA Shelby Hall College of Engineering, STEM sessions and campus tour; Bus 3 & 4 Five Rivers Delta & Boat Tour | Land Navigation Class & Field Experience        | Prepare & Practice STEM Presentations; Online post assessment |
| 8:30 AM  |   | Bus 1 & 2 Aural & Amazon; Bus 3 & 4 Port Authority & Gulf Quest    | Bus 1 & 2 Rappelling & USCG Sector; Bus 3 & 4 Aker Solutions & TechNip |  |   |   |
| 8:45 AM  | Opening Assembly-Introductions, Announcements, Pick up Gear                           |  |  |  |   |   |
| 9:00 AM  |   |  |  |  |   |   |
| 9:15 AM  | STEM Teambuilding Exercises; Winning Colors   |  |  |  |   |   |
| 9:30 AM  |   |  |  |  |   |   |
| 9:45 AM  |   |  |  |  |   |   |
| 10:00 AM |   |  |  |  |   |   |
| 10:15 AM |   |  |  |  |   |   |
| 10:30 AM |   |  |  |  |   |   |
| 10:45 AM |   |  |  |  |   |   |
| 11:00 AM |   |  |  |  |   |   |
| 11:15 AM |   |  |  |  |   |   |
| 11:30 AM |   |  |  |  |   |   |
| 11:45 AM |   |  |  |  |   |   |
| 12:00 PM | Lunch   | Load Buses   | Load Buses   | Lunch - Bus 3 & 4  | Lunch - at Bakley                               | STEM Poster Sessions  |
| 12:15 PM |   | Lunch- Arlington Park Bookley                                      | Lunch- Au NRT Guard at Brookley  | Bus 1 & 2 Load bus to Five Rivers  | Load Buses                                      | Lunch & Guest Speaker (Dr. Robert V. Barrow);                 |
| 12:30 PM |   |  |  | Bus 3 & 4 load bus to USA  |   |   |
| 12:45 PM | Church Service (optional); Cadet puzzles in Ballrooms                                 | Load Buses   | Load Buses   | Lunch-Bus 1 & 2  |   |   |
| 1:00 PM  | Teambuilding Activities with LEGO Build & Challenges; Bulach Character Assessment     | Bus 1 & 2 AL Port Authority & Gulf Quest; Bus 3 & 4 Aural & Amazon | Bus 1 & 2 Aker Solutions & TechNip; Bus 3 & 4 Rappelling & USCG Sector | Bus 1 & 2 Five Rivers Delta & Boat Tour; Bus 3 & 4 USA Shelby Hall College of Engineering Sessions and campus tour       | Arrive at Spring Hill College; Collect Uniforms | Awards Ceremony   |
| 1:15 PM  |   |  |  |  |   |   |
| 1:30 PM  |   |  |  |  |   |   |
| 1:45 PM  |   |  |  |  |   |   |
| 2:00 PM  |   |  |  |  |   |   |
| 2:15 PM  |   |  |  |  |   |   |
| 2:30 PM  |   |  |  |  |   |   |
| 2:45 PM  | Launch STEM in the Water- Waterbotics Project Kickoff & Mission 1 Activities 1-4      |  |  |  | After Action Review                             | Academy Closeout  |
| 3:00 PM  |   |  |  |  |   |   |
| 3:15 PM  |   |  |  |  |   |   |
| 3:30 PM  |   |  |  |  |   |   |
| 3:45 PM  |   |  |  |  |   |   |
| 4:00 PM  |   |  |  |  |   |   |
| 4:15 PM  |   |  |  |  |   |   |
| 4:30 PM  |   |  |  |  |   |   |
| 4:45 PM  |   |  |  |  |   |   |
| 5:00 PM  |   |  |  |  |   |   |
| 5:15 PM  |   |  |  |  |   |   |
| 5:30 PM  | Dinner & Guest Speaker (Lt. Mia Anrum)  |  |  |  |   |   |
| 5:45 PM  |   |  |  |  |   |   |
| 6:00 PM  |   |  |  |  |   |   |
| 6:15 PM  |   |  |  |  |   |   |
| 6:30 PM  | Dinner & Guest Speaker (Capt Helen Williamson)  |  |  |  |   |   |
| 6:45 PM  |   |  |  |  |   |   |
| 7:00 PM  |   |  |  |  |   |   |
| 7:15 PM  | STEM Challenge 1 Mission 1 Activities 4-5   |  |  |  |   |   |
| 7:30 PM  |   |  |  |  |   |   |
| 7:45 PM  |   |  |  |  |   |   |
| 8:00 PM  |   |  |  |  |   |   |
| 8:15 PM  |   |  |  |  |   |   |
| 8:30 PM  |   |  |  |  |   |   |
| 8:45 PM  |   |  |  |  |   |   |
| 9:00 PM  |   |  |  |  |   |   |
| 9:15 PM  | Reflections (journals/surveys)  |  |  |  |   |   |
| 9:30 PM  | Personal Time   | Load Buses   | Reflections (Journal/Survey)   | Personal Time  | Reflections (Journal/Survey)                    | Personal Time   |
| 9:45 PM  |   | Personal Time  | Personal Time  |  | Personal Time                                   |   |
| 10:00 PM | Lights Out  | Lights Out   | Lights Out   | Lights Out   | Lights Out                                      | Lights Out  |

# JCLC Week at a Glance

|                            |           |
|----------------------------|-----------|
| JROTC Time                 | 26        |
| Misc Camp Activities       | 54        |
| <b>Total Academy Hours</b> | <b>80</b> |




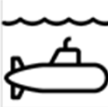

| Time     | Sunday                       | Monday   | Tuesday  | Wednesday  | Thursday  | Friday                            |
|----------|------------------------------|--|--|--|---|-----------------------------------|
| 5:30 AM  |                              |  | First Call; Personal Hygiene                               |  |   |                                   |
| 5:45 AM  |                              |  | Movement to Training Site                                  |  |   |                                   |
| 6:00 AM  |                              | First Call   | Cadet Fitness Test   | First Call; Personal Hygiene   | First Call; Personal Hygiene; Commander's Time            | First Call; Prepare for Departure |
| 6:15 AM  |                              | Breakfast  |  | Breakfast  | Breakfast   | Breakfast                         |
| 6:30 AM  |                              | Personal Hygiene/CDR's time                          |  | Personal Hygiene; Commander's Time   |   |                                   |
| 6:45 AM  |                              |  |  |  |   |                                   |
| 7:00 AM  |                              |  |  |  |   |                                   |
| 7:15 AM  |                              |  |  |  |   |                                   |
| 7:30 AM  |                              | Movement to Training Site                            | Movement to DFAC   |  | Movement to Training Site                                 | Prepare for Departure             |
| 7:45 AM  |                              | Rappelling-1st Platoon; Commander's Time-2nd Platoon | Breakfast  |  | Canoe- 1st Platoon; Museum & Physical Fitness-2nd Platoon |                                   |
| 8:00 AM  |                              |  |  |  |   |                                   |
| 8:15 AM  |                              |  | Personal Hygiene; Commander's Time                         |  |   |                                   |
| 8:30 AM  |                              |  |  |  |   |                                   |
| 8:45 AM  |                              |  |  |  |   |                                   |
| 9:00 AM  |                              |  | Movement to Training Site                                  | Movement to Training Site  |   |                                   |
| 9:15 AM  |                              |  | Land Navigation-1st Platoon; Land Navigation-2nd Platoon   | Leadership Reaction Course (LRC)- 1st Platoon; Litter Carry Training-2nd Platoon |   |                                   |
| 9:30 AM  |                              |  |  |  |   |                                   |
| 9:45 AM  |                              |  |  |  |   |                                   |
| 10:00 AM |                              |  |  |  |   |                                   |
| 10:15 AM |                              |  |  |  |   |                                   |
| 10:30 AM |                              |  |  |  |   |                                   |
| 10:45 AM |                              |  |  |  |   |                                   |
| 11:00 AM |                              |  |  |  |   |                                   |
| 11:15 AM |                              |  |  |  |   |                                   |
| 11:30 AM |                              | Sack lunch   | Sack Lunch   | Sack lunch   | Sack lunch  | Final Formation                   |
| 11:45 AM |                              |  |  |  |   | Depart for Home Station           |
| 12:00 PM | Arrival; Company Assignments | Movement to Training Site                            | Sack Lunch   | Sack lunch   | Movement to Training Site                                 |                                   |
| 12:15 PM |                              | Rappelling-2nd Platoon; Commander's Time-1st Platoon |  |  | Museum & Physical Fitness- 1st Platoon; Canoe-2nd Platoon |                                   |
| 12:30 PM |                              |  | Movement to Training Site                                  |  |   |                                   |
| 12:45 PM |                              |  | Land Navigation- 2nd Platoon; Land Navigation- 1st Platoon | Rotation Between Training  |   |                                   |
| 1:00 PM  |                              |  |  | Litter Obstacle Course Training- 1st Platoon; LNC Training-2nd Platoon           |   |                                   |
| 1:15 PM  |                              |  |  |  |   |                                   |
| 1:30 PM  |                              |  |  |  |   |                                   |
| 1:45 PM  |                              |  |  |  |   |                                   |
| 2:00 PM  |                              |  |  |  |   |                                   |
| 2:15 PM  |                              |  |  |  |   |                                   |
| 2:30 PM  |                              |  |  |  |   |                                   |
| 2:45 PM  |                              |  |  |  |   |                                   |
| 3:00 PM  |                              |  |  |  |   |                                   |
| 3:15 PM  |                              |  |  |  |   |                                   |
| 3:30 PM  |                              |  |  |  |   |                                   |
| 3:45 PM  |                              |  |  |  |   |                                   |
| 4:00 PM  |                              | Movement to BN Area                                  | Movement to BN Area  | Movement to BN Area  | Movement to BN Area                                       |                                   |
| 4:15 PM  |                              | Commander's Time                                     | Commander's Time   | Commander's Time   | Commander's Time  |                                   |
| 4:30 PM  |                              |  |  |  |   |                                   |
| 4:45 PM  |                              |  |  |  |   |                                   |
| 5:00 PM  |                              | Dinner   | Dinner   | Dinner   | Dinner  |                                   |
| 5:15 PM  | Commander's Time             |  |  |  |   |                                   |
| 5:30 PM  |                              | Dinner; Commander's Time                             | Commander's Time   | Dinner   | Commander's Time  |                                   |
| 5:45 PM  |                              | Commander's Time                                     |  | Commander's Time   |   |                                   |
| 6:00 PM  |                              |  |  |  |   |                                   |
| 6:15 PM  |                              |  |  |  |   |                                   |
| 6:30 PM  | Opening Formation            | Movement to Dining Activities; BN Formation          | Movement to Dining Activities; BN Information              | Movement to Dining Activities; X-Course  | Movement to Dining Activities; BN Formation               |                                   |
| 6:45 PM  |                              |  |  |  |   |                                   |
| 7:00 PM  | Commander's Time             | Potpouri Games                                       | Mini Olympics  |  | Drill Competition   |                                   |
| 7:15 PM  |                              |  |  |  |   |                                   |
| 7:30 PM  |                              |  |  |  |   |                                   |
| 7:45 PM  |                              |  |  |  |   |                                   |
| 8:00 PM  |                              |  |  |  |   |                                   |
| 8:15 PM  |                              |  |  |  |   |                                   |
| 8:30 PM  |                              |  |  |  |   |                                   |
| 8:45 PM  |                              |  |  |  |   |                                   |
| 9:00 PM  |                              | Return to BN Area; CDR's Time                        | Return to BN Area; Commander's Time                        | Return to BN Area; Commander's Time  | Return to BN Area; Commander's Time                       |                                   |
| 9:15 PM  |                              |  |  |  |   |                                   |
| 9:30 PM  |                              |  |  |  |   |                                   |
| 9:45 PM  |                              |  |  |  |   |                                   |
| 10:00 PM | Lights Out                   | Lights Out   | Lights Out   | Lights Out   | Lights Out  | Lights Out                        |





Workforce Experiences

## Connections to the Regional Workforce






|   |   |   |  |   |
|---|---|---|--|---|
|  |  |  |  |  |
| 2015  | 2016  | 2017  | 2018   | 2019  |
| Designing Catapults   | Designing Electromagnetic Generators  | Designing Plane Wings   | Designing Underwater Robots  | Designing Robotic Arms  |
| Mechanical Engineering  | Electrical Engineering  | Aerospace Engineering   | Maritime Engineering   | Advanced Manufacturing  |













## Goals, Objectives, & Target Population

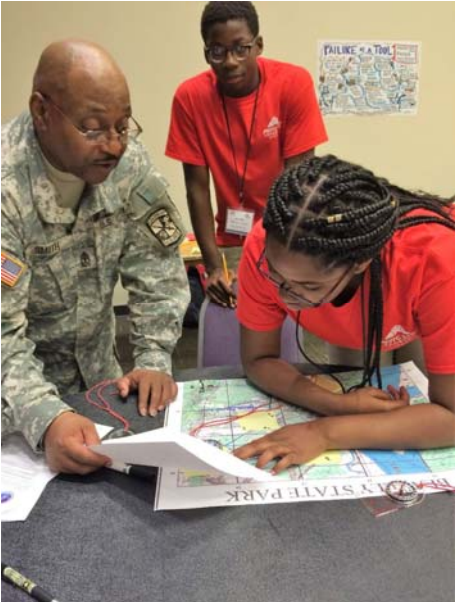
## Academy Goals & Objectives

|                   | STEM Learning  | JROTC Leadership   | Workforce Experiences   |
|-------------------|--|--|---|
| <b>Goals</b>      | <b>Enhance STEM Content Knowledge</b>  | <b>Develop 21<sup>st</sup> Century Leadership Skills</b>   | <b>Increase Interest in STEM Careers</b>  |
| <b>Objectives</b> | Learn and apply mathematics and science content to real world problems.<br><br>Increase knowledge of STEM research in university laboratories. | Appreciate value of role of Problem Solving Cycle that includes Failure and Continuous Improvement<br><br>Practice Discipline, Motivation, Persistence, Integrity, Trust, Belonging. | Develop Knowledge of the Range of Good-Paying Jobs in Mobile Area<br><br>Increase Interest in Post-Secondary Opportunities at Two- and Four-Year Technical and Academic Institutions. |

## Target Population

- 14 Public High Schools in Mobile County\*
- 9th & 10th Graders are Primary Targets
- 11th Graders are Secondary Targets
- All enrolled in JROTC
- 160 Students Maximum (10 per school + 20)



\*Majority of MCPSS High Schools are Title 1 Schools; Includes Satsuma and Chickasaw School Systems.















## Academy Costs & Funding Streams

---

|                            |                  |
|---|------------------|
|                            |                  |
|                            |                  |
|                            |                  |
|                            |                  |
|                            |                  |
| <h2 style="color: red;">Average Costs for Academy</h2>  |                  |
| Personnel & Staff:  | 22,902           |
| Contractual w/STEMWorks, LLC  | 39,990           |
| SHC Housing, Classrooms, Facilities   | 46,635           |
| Branded Materials   | 12,844           |
| Field Trip Fees   | 2,629            |
| <u>Other Supplies</u>   | <u>10,241</u>    |
| <b>TOTAL</b>  | <b>\$135,241</b> |
| <p>Note: Cost Estimate Does Not Include In-Kind Contribution of MCPSS Instructor Salaries (\$50,000 +).</p> |                  |

|  |   |
|---|---|
|  |   |
|  |   |
|  |   |
|  |   |
|  |   |
| <h2 style="color: red;">Historic &amp; Current Funding Sources</h2>                 |   |
| ➤ Army Grant Contract   |   |
| ➤ MCPSS CTE Operations & Maintenance Fund   |   |
| ➤ Cadet Participation Fees (\$50.00 each)   |   |
| ➤ Community Donations/Gifts   | <ul style="list-style-type: none"> <li>• Local Foundations (J.L. Bedsole Foundation, Community Foundation)</li> <li>• Local Business Grants/Donations (Amazon, Alabama Power, BAE, City of Mobile)</li> </ul> |
| ➤ National Science Foundation Grant   | <ul style="list-style-type: none"> <li>• Heavily research focused</li> <li>• Provide funds for implementation as well</li> </ul>  |



Mobile County PUBLIC SCHOOLS

NSF

U.S. ARMY

LEADERSHIP EXCELLENCE

SPRING HILL COLLEGE

STEMWorks, LLC

## 2019 Academy Impact on Cadets

### 2019 Cadets

| Grade      | Percentage |
|------------|------------|
| 9th Grade  | 33%        |
| 10th Grade | 38%        |
| 11th Grade | 22%        |
| 12th Grade | 7%         |

| Gender  | Percentage |
|---------|------------|
| Males   | 53%        |
| Females | 45%        |
| Other   | 2%         |

| Race/Ethnicity   | Percentage |
|------------------|------------|
| Caucasian        | 40%        |
| African American | 33%        |
| Other            | 12%        |
| MultiRacial      | 12%        |
| Native American  | 2%         |
| Asian            | 1%         |



## Teambuilding, Communication, and Leadership Development

Carefully structured activities were planned for the Academy week to engage Cadets in valuing teamwork and communication skills and help them develop leadership skills needed to be a successful team member and leader. Activities included:

- Winning Colors Personality Assessment
- Sports Night
- Team STEM Challenges
- JROTC Fitness Challenges

Cadets also responded to daily journal reflection prompts related to their ability to work in teams. When asked how they would use what they learned, cadets responded:



## Teambuilding, Communication, and Leadership Development

- Students entered the Academy with fairly high levels of confidence in their ability to work in teams. Post-assessment results indicate Cadets maintained high levels of confidence, 90% reported high levels of confidence working in teams.
- Many cadets reported these activities as their favorite or most valuable of the camp.

At sports night, I learned how to work together with my team and have fun.

- Tsepo, 9<sup>th</sup> Grader

The most valuable thing was getting to work with a team because I got to learn team work techniques.

- Annelise, 9<sup>th</sup> Grader

My favorite part of stem was sports night because it helped me connect with the other campers here.

- Summer, 10<sup>th</sup> Grader



## STEM Design Challenges & Investigations

Cadet teams tackled several STEM Design Challenges and investigations related to the maritime industry throughout the week.

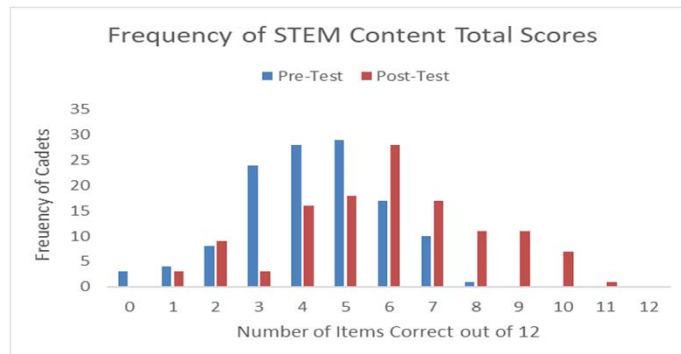
This year, the Academy developed an advanced manufacturing engineering design challenge using VEX EDR robotics kits. The team identified three broad mathematics and science concepts to focus on:

- (1) Gear Ratios
- (2) Inverse Relationships
- (3) Rotational Force



## STEM Design Challenges & Investigations

- Students made *statistically significant* gains in all three content areas-science, mathematics, and engineering.
- There were 12 STEM content questions. Scores were calculated by assigning 1-point value to each question answered correctly. The highest possible score for these items was 12 points.



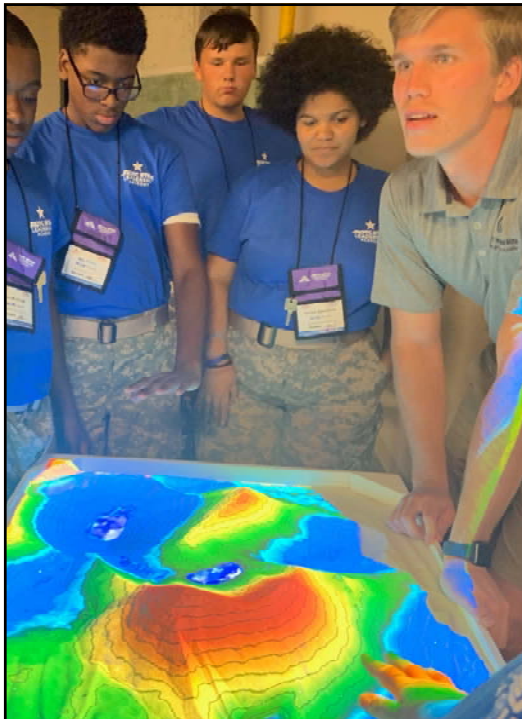
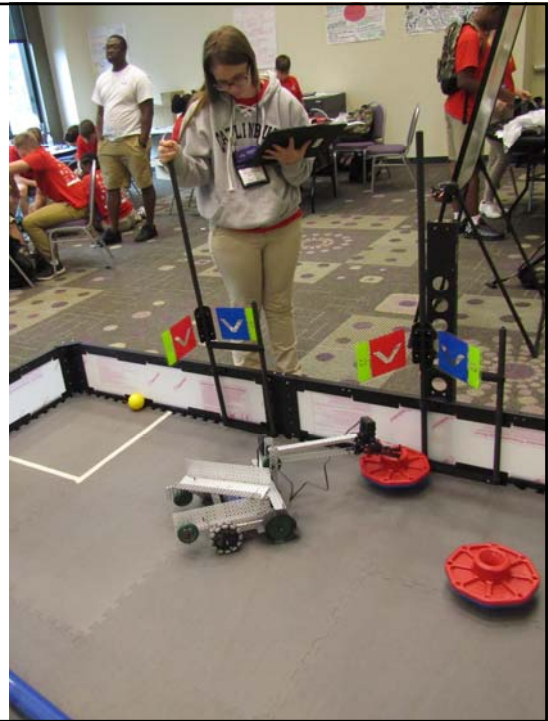
## STEM Design Challenges & University and College STEM Investigations

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My favorite part was the robot building because I loved designing it and creating something with my team members that we can be proud of. *-Christopher, 10<sup>th</sup> Grader*

The most valuable thing I did, saw or heard during my camp experience was how to build a robot with my teammates.







Creating Kenny and meeting g so many new people



## University, College, & Educational Field Trips

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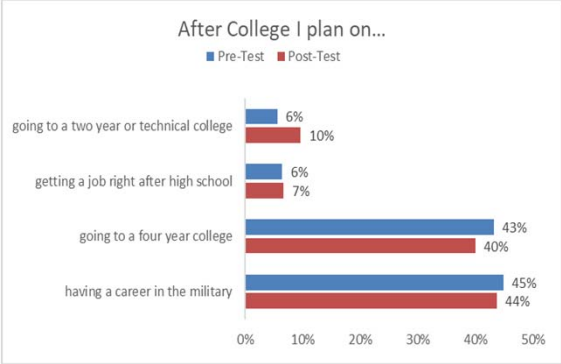
Cadets resided on the Spring Hill College campus for the entire Academy, learning what life is like on a college campus, and also participated in engineering investigations at University of South Alabama.

## University, College, & Educational Field Trips

- While cadets seem to have a stable idea of what they plan to do after high school, there were reports from cadets in increased interest in STEM jobs.
- The biggest shift in cadets' plans were an increased interest in enrolling in a 2-year or technical college

After College I plan on...









| Plan                                     | Pre-Test | Post-Test |
|--|----------|-----------|
| going to a two year or technical college | 6%       | 10%       |
| getting a job right after high school    | 6%       | 7%        |
| going to a four year college             | 43%      | 40%       |
| having a career in the military          | 45%      | 44%       |



## Industry Site Visits & Guest Speakers

Academy Cadets visited Cadets also toured SSAB steel, BASF chemical, and Hyundai the car manufacturer. The goal of these visits was to help Academy Cadets see how STEM is used in the region's advanced manufacturing industry, and for them to hear from human resource personnel as to requirements for hiring and key traits looked for in applicants, as well as salaries of high demand jobs from technicians to engineers.

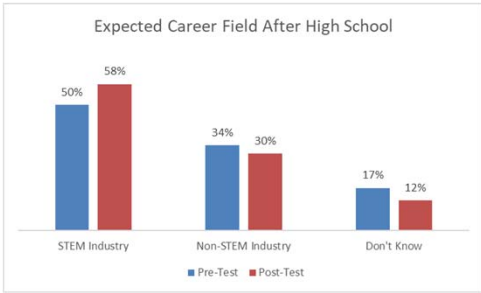
To reinforce the importance of completing an education and securing jobs in the region, guest speakers from business, military, and higher education institutions shared personal stories highlighting their educational and career path.

## Industry Site Visits & Guest Speakers

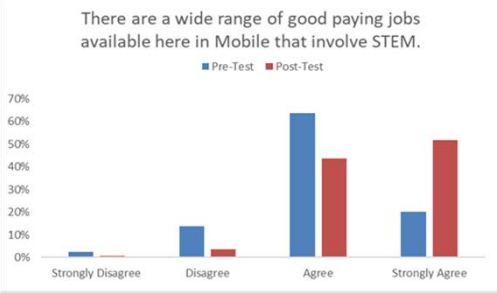
- Results from the pre/post assessment and journal entries indicate Cadets increased their awareness of STEM jobs in the region.
- Additionally, Cadets increased their awareness of good paying jobs in the region and recognized that there are many STEM jobs that do not require a four-year college degree.

Expected Career Field After High School



| Career Field      | Pre-Test | Post-Test |
|-------------------|----------|-----------|
| STEM Industry     | 50%      | 58%       |
| Non-STEM Industry | 34%      | 30%       |
| Don't Know        | 17%      | 12%       |

There are a wide range of good paying jobs available here in Mobile that involve STEM.



| Response          | Pre-Test | Post-Test |
|-------------------|----------|-----------|
| Strongly Disagree | 2%       | 1%        |
| Disagree          | 12%      | 5%        |
| Agree             | 62%      | 42%       |
| Strongly Agree    | 20%      | 50%       |


## Industry Site Visits & Guest Speakers

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Hyundai because it was so interesting and that had a lot to give to a person who has not went to college yet and they getting a good pay.- *Alyssa, 9<sup>th</sup> grader*

One of the most valuable things I heard or saw at stem camp were all the job opportunities around mobile that include stem.-*Summer, 10<sup>th</sup> grader*

The guest speakers that used to be in ROTC and now they are successful so I look at them like it could be me one day-  
*Jennifer, 9<sup>th</sup> grader*



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## Overall Conclusions

- The Academy experience increased Cadet awareness of, and interest in, STEM jobs available in the region.
- Cadets report more confidence in their ability to enter a STEM career field.
- Cadets also made gains in science, mathematics, and engineering content which further supports cadets' ability to be successful in STEM academics and careers.














## ITEST Year 2

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### *2019 JROTC Summer STEM Academy and Cadet Leadership Challenge Camp*

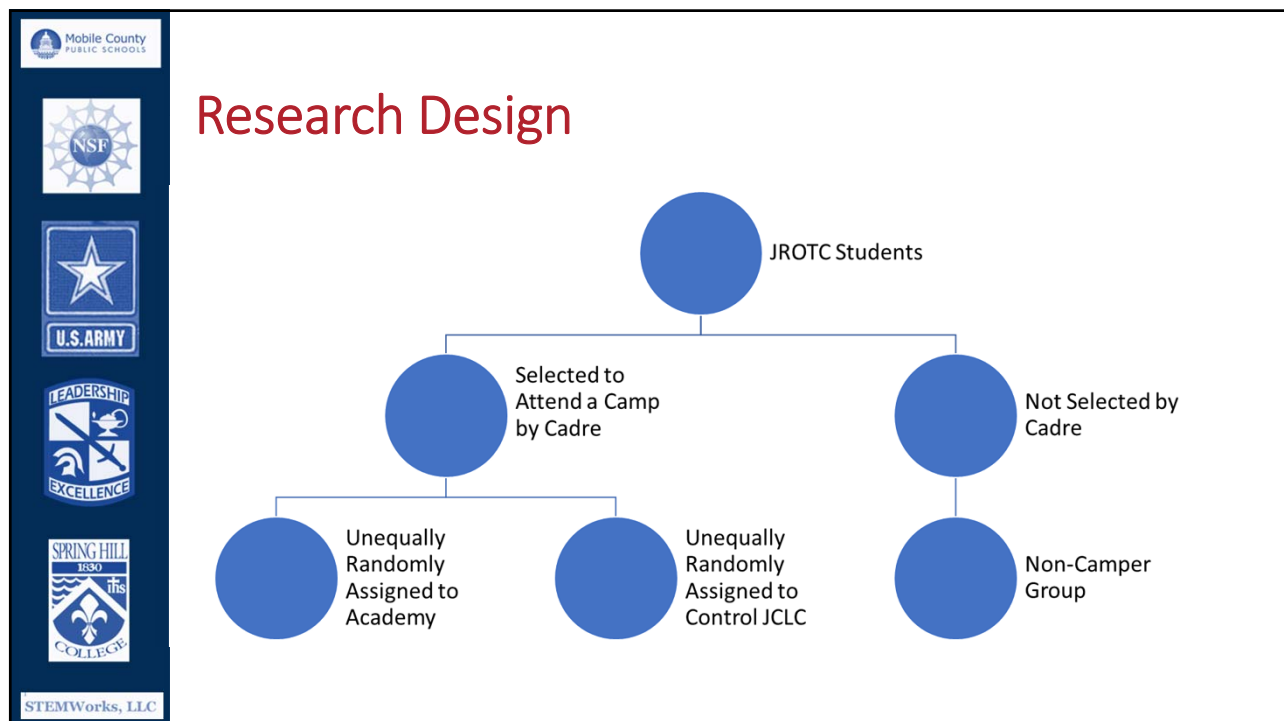
## Research Questions

**RQ1:**  
What are the unique and synergistic contributions of the (1) JROTC program, (2) STEM learning, and (3) workforce experiences, to broadening STEM career interest, preparation, and aspirations, especially for students from underrepresented populations?

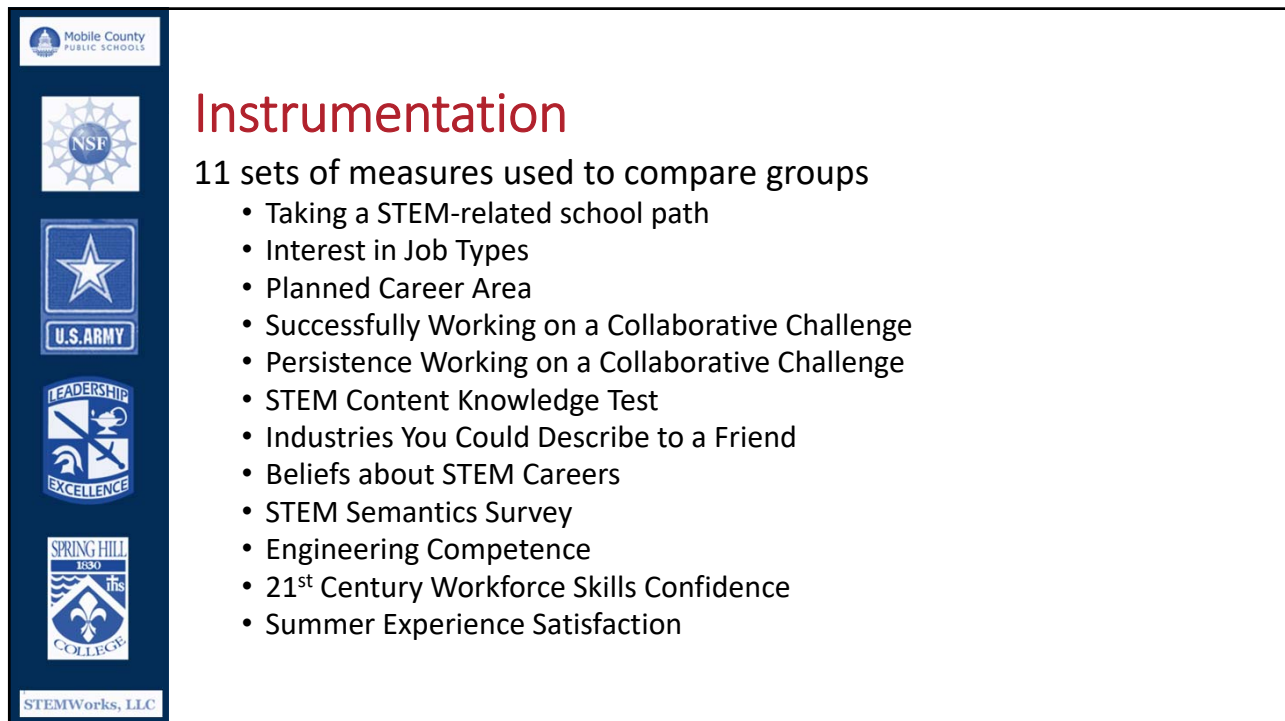
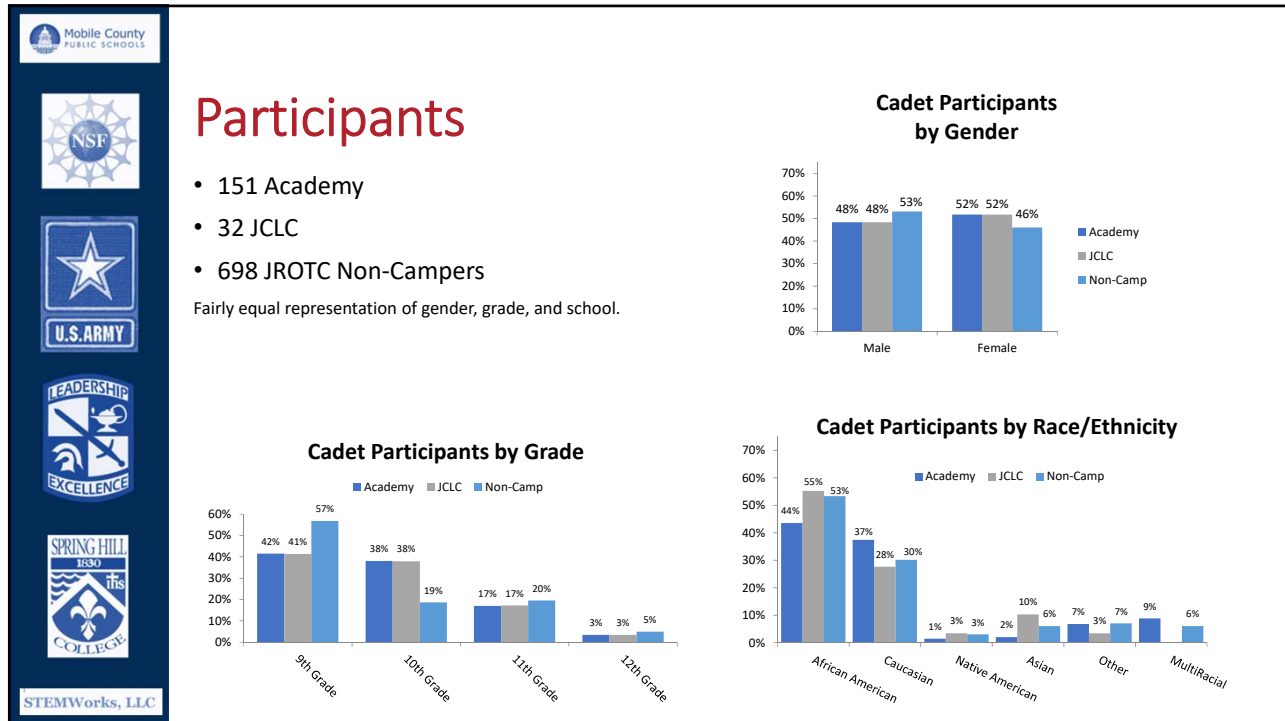
**RQ2:**  
What are the short-term interest, preparation, and aspirational shifts that occur in cadets as the result of the blended JROTC and STEM intervention?







**RQ3:**  
What are the long-term interest, preparation, and aspirational shifts that occur in student cadets as the result of the blended JROTC and STEM intervention?

Data for RQ3 is being collected as cohort 1 cadets are entering their senior year.













## Differences between the JCLC & Academy Cadets

Differences were found on STEM and workforce related items where Academy cadets scored higher on the posttest (controlling for pretest scores)

- Academic Content Knowledge
- Ability to explain how a robot works
- Ability to describe local industries to a friend
- Beliefs about STEM Careers
- 21<sup>st</sup> Century Workforce Skills Confidence Scale

## Differences between the JCLC & Academy Cadets

Some items showed no significant difference

- Taking a STEM-related School Path\*
- Career Choices\*
- Confidence Working in Teams

Given that the Academy was a one-week experience, it is not surprising that items measuring fairly stable constructs, beliefs and future plans, do not demonstrate significant shifts.



## Final Thoughts



United States Army  
Junior ROTC

*To motivate young people to be better citizens*

Train to Lead!

We Motivate!



National Science  
Foundation