

How do we choose the challenge?

A. Giving students a real-world challenge will help them channel their passion and learn new skills. Working together, we can develop a challenge that is appropriate for the students to explore in a day.

A rich challenge will be:

- **Important to you and the students.** It needs to matter, in order for you and the students to care and engage.
- **Focused on people.** The challenge should be connected to people, as opposed to a purely technical challenge.
- **Ambiguous.** The challenge should have no right answer and allow for multiple possibilities and solutions.
- **The right size.** The challenge you craft should be big enough to allow for multiple solutions but be small enough for students to be able to manage in approximately 6 hours.

We'll work together to meet these criteria, but if you want to think about it ahead of time, here are some questions to consider:

- What are some important goals you hope to achieve?
- What keeps you up at night?
- What is a problem you face in your organization?
- Is there a process that you wish could be better?
- In what way are (users, customers, employees, volunteers, etc.) important to your challenge?
- Can you tell me more about the role they play?

If you are interested in learning more about the SHSM program, please contact your local school board SHSM Lead, and/or visit: www.ontario.ca/SHSM.



Specialist High Skills Major

Innovation, Creativity & Entrepreneurship Training

WHAT IS ICE?

The Specialist High Skills Major (SHSM) Innovation, Creativity and Entrepreneurship (ICE) training is one way the Ontario Ministry of Education is helping prepare students for the future. ICE training is an experience in which student teams will use a process called the **3 Gears** (developed by the Rotman School of Management at the University of Toronto) to solve a real-world challenge specific to your organization. At the end of the process, students will share their insights and innovations with you.

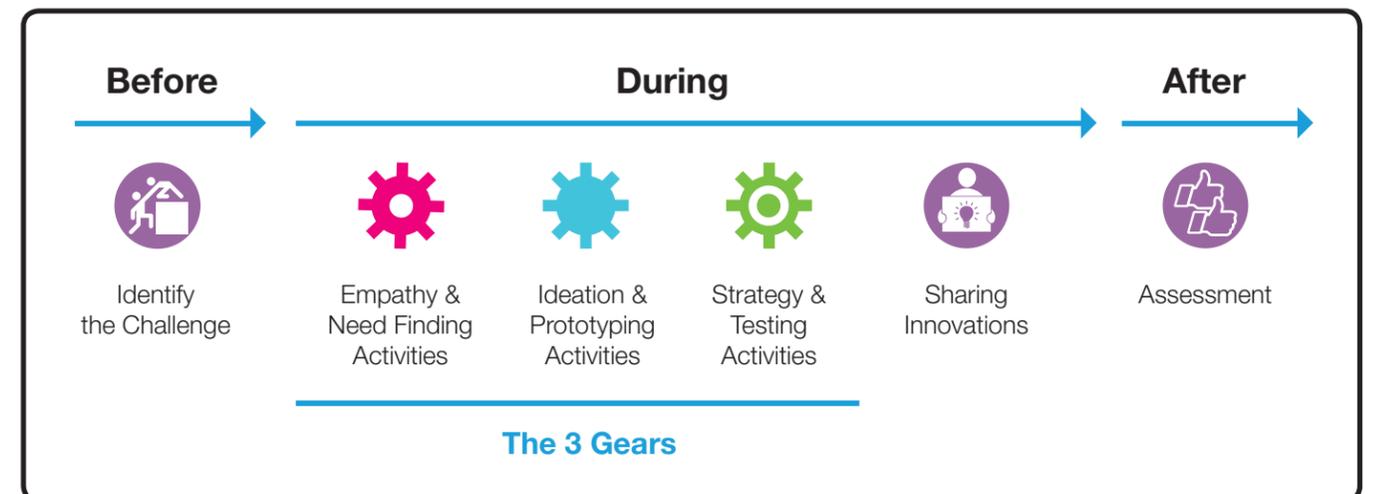
THE GOALS OF ICE TRAINING

Innovation, creativity and entrepreneurship are three skills that we believe are important for

students to learn and know how to apply. This works best if we tackle real-world challenges, which is why we're thrilled that you are joining us on the journey to instil these skills in our students.

ICE training will provide SHSM students in grade 11 and 12 with a process and set of tools that help them develop the mindsets related to innovation, creativity and entrepreneurship. Through this training, students will develop sector specific knowledge and skills to solve real world problems.

This booklet is designed to give you an overview of the ICE training through the SHSM program by focusing on the most frequently asked questions from our sector partners.



THE MINDSETS

i INNOVATION

Innovation is both the generation and realization of new-to-the-world ideas that add meaningful value to people's lives.



Mindset:

- I have a responsibility to create new ideas that meet needs in the world.
- I can see the value in understanding the world from another person's perspective.

C CREATIVITY

Creativity is a process of generating ideas, making connections and imagining what could be.



Mindset:

- I believe that there are multiple possibilities and that I am capable of creating them.

e ENTREPRENEURSHIP

Entrepreneurship is a set of activities for building and scaling an idea sustainably.



Mindset:

- I have the confidence to develop strategies to implement and sustain my idea(s)
- I am willing to take smart risks and learn from them.
- I believe I can learn from the ideas and strategies that I build, regardless of their success.
- I seek to understand and consider the impact and consequences of my innovations on the world.



FREQUENTLY ASKED QUESTIONS

Why would I want to be involved?

A. The students involved in the Specialist High Skills Major have chosen to be a part of this program and are engaged with your sector. These students offer a fresh perspective that may be helpful and inspiring for your organization. In a few years, they might even be your employees.

What do you need me to do?

A. Employer/sector partner involvement is essential to providing authentic challenges for SHSM students to develop skills and mindsets in innovation, creativity and entrepreneurship. You are the most important resource that we have, and there are a number of ways you and your organization can help make ICE training successful.

Perhaps the most obvious contribution you can make is to help us co-design an authentic training challenge that will be meaningful to both you and the students, and then provide feedback to the students on the solutions they generate to solve your challenge.

You can also help the students get a better sense of your world: You might provide students with an understanding of the needs of your clients and business through facility tours, interviews, and talks. You could share opportunities of career choices within your company/sector, and even personal career path stories. You could even host the ICE training event. It is our hope that you will join us for all or a portion of the ICE training.

How much of my time will you need?

A. Developing the challenge will likely take a few conversations - about an hour of prep time. The ICE training itself will be completed in approximately six hours. Where possible we would like to have you involved for as much of that time as possible - students find the feedback provided by sector partners to be the most engaging and relevant part of the experience. At minimum, we hope that you can spend two hours with us - it would be great if you'd issue the challenge at the beginning of the day, and attend the final presentations.

We can also be creative in leveraging technology if you are not able to commit to physically being present for the entire day.

SCHEDULING

Planning	Training Day
<ul style="list-style-type: none"> • We work together to choose and define the challenge. • Schedule training date(s). • Confirm your role in the ICE training. • Schedule field trip(s) if appropriate 	<ul style="list-style-type: none"> • Participate in the delivery of the ICE training. • May include a field trip prior to or as part of the training day. • Provide feedback to students when they share their innovations. • Follow-up if appropriate.