What is the goal of Career Pathways? What will a win look like in 2 years?

**Career Exploration**

* Goal: students have clear idea of themselves in future and know how education is relevant to future goals
* Student awareness
* Goal: to develop career awareness, experiences, workplace opportunities, in a specific industry/pathway
* Broader view of career options
* Leading to a career w/ growth potential
* Students are exposed to occupations that will provide a livable wage and beyond
* Students have career goals
* Giving students opportunities to be able to explore, develop skills, mindsets for career exploration, & connected post-secondary choices that are connected & intentional K-14
* Get a career
* More exploration
* Career exploration in middle school
* Goal: students know what colleges offer what programs
* Awareness of opportunities
* Student engagement
* Goal: student engagement
* Exploration

**Student Support**

* Support services
* Students know what support services are available (financial aid, EOPS, etc.)
* Students know ALL their options in the region
* All on the same page...same services provided to students
* Goal: Clarity for students (messaging, action steps, course sequence)
* Give students support and options to meet their goals

**Career Pathways**

* Career pathways
* Employment preparation
* Clear, aligned, CE pathways that can be easily communicated to students
* Career pathways: student →→ employee
* 1st step into career - other training for advanced career
* Goal: Opportunities that prepare not only for middle skills jobs, but also entry and high skill
* Seamless pathway system for all (including alignment, industry leadership & staff, curriculum, WBL, PD)
* Goal: sequence of courses to a career
* Clear overview on what the student needs to do
* Sample org charts of “typical” employers in each sector
* pathways/course sequencing clearly communicated via websites, pamphlets, etc.
* Goal: Shore up leaky pipeline; students know what they want and can execute
* Aligned career pathways from HS to CC - 4 yr - work
* Advisory across systems
* 2 years: clearly defined pathways in a system that follows a student
* 2 years: 9-16 pathways articulated between district/feeder college
* Win: multiple entry and exit points that allow for short-term serial efforts
* More CTE programs in HS
* Develop industry relevant career education that prepares students for the workforce
* Living wage jobs for the students
* Goal: offer opportunities that are responsive to student and regional needs (skewers high demand, high skill, high wage)
* Prepare students for their future
* Goal: to help all students reach their educational and career goals efficiently and effectively
* Win: 1) a pathway a student understands, 2) employability, 3) coordination

**Curricular Components**

* Increased logical thinking
* Skills building for job advancement
* Key elements: based on LMI, HS level-broadview 15 sectors; integrated technical, academic, and work ready skills

**Resources**

* Leveraged educational resources

**WBL**

* 2 year: employer - or sector - sponsored CTE/WBL program
* Organize joint WBL activities btw HSs & CCs
* Internships paid and unpaid
* Business and community partnerships to support WBL
* WBL as part of pathways

**Professional Development**

* Cross institution faculty prof dev
* K-14 pathways collaboration

**Regional Policies**

* 2 years: district & college faculty & admin speak to articulated pathways and how students progress/transfer
* Trust and partnerships btw K-12/Adult Ed/CCs
* Streamlined process for articulation/credit-by-exam
* Regional policies
* More dual enrollment opportunities in CE

What’s Working What’s Not Working:

|  |  |
| --- | --- |
| **Career Exploration** | |
| *What’s working?* | *What’s not working?* |
| Naviance/tools for K-12 pathway and career exploration | Options students are aware of are largely dependent upon who their counselor is |
| Working on developing career readiness continuum by grade level (not yet ready for prime time) | Not tied to students’ career assessment results (based on their interests, skills, abilities) |
|  | Students really understanding career they may be entering |
|  | Transferring K-12 planning to CC (e.g. Naviance, Career Cruising) |
|  | For all middle schools |
| **Student Support** | |
| *What’s working?* | *What’s not working?* |
| Campus career centers | Organized systemic support and transition from HS to CC |
| We all share the same goals! Student success |  |
| **Career Pathways** | |
| *What’s working?* | *What’s not working?* |
| Flexibility for schools/districts to design pathways (and interpret pathways) that work for them | Convene faculty across sectors/programs |
| Ongoing relationships btw HS district & CC district | Continuation of training after placement |
| Regional advisory luncheon hosted by K-12, include CC & industry partners | Dual enrollment lack of incentive for faculty/teacher buy-in |
| 11 elements of a CTE pathway (K-12) identified (clarity) | What are the pathways? K-12/CC |
|  | Alignment of courses btw K-12/CC |
|  | Credentialing/min quals needed to staff faculty positions (K012/DE) |
| **Curricular Components** | |
| *What’s working?* | *What’s not working?* |
| Credit by exam for HS students | Articulation & dual enrollment |
|  | Dual enrollment difficult to implement |
|  | Student support in other skills that relate to employability (soft) |
| **Resources** | |
| *What’s working?* | *What’s not working?* |
| Money | Common goals |
|  | Driven by initiatives |
| **WBL** | |
| *What’s working?* | *What’s not working?* |
| ePortal exists as node for connection btw employers & education | Create a continuum btw HS and CC |
| Sector exposure events held at CC for HS & CC students (e.g. Biotech Day) | Unknown metric from CA SBE to document WBL |
|  | Difficult to provide WBL opportunities in remote areas |
|  | Employer outreach - too many points of contact |
|  | CC’s - prohibitive policies that “turn off” employers |
|  | Regional system |
| **Professional Development** | |
| *What’s working?* | *What’s not working?* |
| Some teachers collaborate across levels | No clear regional plan - PD efforts fragmented, siloed, and not necessarily tied to regional goals |
| Collaborate with K-12, industry, and CC to deliver PD | PD info/announcements don’t always get to faculty level |
| **Regional Policies** | |
| *What’s working?* | *What’s not working?* |
| We all want to work together for betterment of students | Regional commitment to CP design model |
|  | Articulation still teacher to teacher - rather than institution to institution, or regional |
|  | Student success metrics are different |
|  | Understanding H.S. role “win” in this partnership? |
|  | Communication btw K-12/Adult Ed/CC |
| **Mapping** | |
| *What will a win look like?* | |
| Pathways mapped | Collaborative network: learning, supporting, advocating |
| Trained, successful employees in high demand sectors | Not - one size fits all (may differ by school); flexibility |
| Quality, high value training throughout the county | In 2 years - CP mapping will be complete & students will have options |
| Excellent industry/education partnerships | Transparent, accessible, quality career paths |
| Transparent delivery system(s) | In 2 years - model career pathway that can be scaled across region |
| A thriving community. Low unemployment rates; productive citizens, attracting businesses |  |