



### Strong Workforce: Regional Career Pathways Goals

Goal	Leading Indicators
1. Convene K-12, community colleges, and Adult Education to create regional goals, student outcomes and metrics to define a career pathways system.	<ol style="list-style-type: none"> <li>1. All HS districts in CalPASS Plus.</li> <li>2. All HS districts upload data into CalPASS Plus</li> <li>3. Regional goals, objectives and strategies created.</li> <li>4. K-12, community colleges and Adult Education met on an ongoing meeting schedule.</li> </ol>
2. Develop guidelines for executive leadership to define, promote and measure a regional career pathways system.	<ol style="list-style-type: none"> <li>1. Regional goals submitted to presidents and superintendents.</li> <li>2. Regional metrics submitted to presidents and superintendents.</li> <li>3. Measurement of progress toward goals on an annual basis.</li> </ol>
3. Map existing career pathways from regional high schools into community colleges in the region's industry sectors (cc or 4-year). Produce career pathways maps for the regional sectors from K-12 to postsecondary to career.	<ol style="list-style-type: none"> <li>1. Career pathways maps created from regional high schools to community college programs.</li> </ol>
4. Identify program gaps between existing regional pathways and regional labor market and provide recommendations for providing programs that lead students into in-demand labor markets.	<ol style="list-style-type: none"> <li>1. Gaps between high school programs and community college programs documented and disseminated.</li> </ol>
5. Convene high school and community college faculty to facilitate development of aligned career pathways curriculum and course sequence, high schools, adult schools, and colleges.	<ol style="list-style-type: none"> <li>1. Documentation of meeting between high school and community college faculty to develop and align curriculum based on regional labor market and documented gaps.</li> <li>2. Develop plans to address identified gaps by creating sequential career pathways or programs of study between the high schools and community colleges.</li> </ol>
6. Build goals and strategies for career preparation at each grade level beginning in middle school and continuing through high school and bridging to the community colleges.	<ol style="list-style-type: none"> <li>1. Goals and strategies for middle and high school career preparation documented and disseminated to middle and high partners.</li> <li>2. Goals and strategies criteria developed for the K-12 Component of the SWP application.</li> </ol>
7. Develop WBL guidelines for the continuum of activities that will be offered from middle school through high school.	<ol style="list-style-type: none"> <li>1. Developed inventory of middle school and high school WBL activities.</li> </ol>



### Strong Workforce: Regional Middle School/ High School Engagement Goals

Goal	Leading Indicators
<p>1. Create REGIONAL career awareness, exploration and WBL opportunity infrastructure that increase middle and high school students' knowledge of career options, improve 21st-Century Skills, and prepare students for college entry.</p>	<ol style="list-style-type: none"> <li>1. Continuum of best practices completed</li> <li>2. Continuum of best practices reviewed and approved by WG 2</li> <li>3. Continuum of best practices shared with middle school and high school administrators and career centers for feedback</li> <li>4. Development of RFA for funding of plans for implementation of best practices in middle schools and high schools</li> <li>5. Development of action plans by middle school and high school districts to implement best practices</li> </ol>
<p>2. Deepen learning and career development of K-12 students by creating and expanding regional WBL opportunities that add value to district efforts and expose students to regional industry sectors.</p>	<ol style="list-style-type: none"> <li>1. Number and roster of employers contacted to offer WBL opportunities to middle school and high school students</li> <li>2. Number of speakers engaged</li> <li>3. Number of classroom presentations delivered by industry representatives</li> <li>4. Number of career fairs organized</li> <li>5. Number of job shadowing opportunities created</li> <li>6. Number of middle school and high school students participating in classroom presentations delivered by industry representatives</li> <li>7. Number of middle school and high school students participating in career fairs</li> <li>8. Number of middle school and high school students participating in job shadowing</li> <li>9. Communication strategy created</li> </ol>
<p>3. Support college entry and informed pathway selection by creating effective opportunities for students to engage directly with college campuses, faculty and staff.</p>	<ol style="list-style-type: none"> <li>1. Number of tours to college campuses</li> <li>2. Number of high school students participating in college tours</li> <li>3. Percent positive results on post-tour student surveys</li> </ol>



**Strong Workforce: Regional Middle School/ High School Engagement Goals, cont.**

<p>4. Increase parents' knowledge of career education that will enable them to better support their children, while enhancing their own career prospects.</p>	<ol style="list-style-type: none"> <li>1. Best practices collected and posted in WG 2 folder</li> <li>2. Number of presentations and workshops for parents at high schools</li> <li>3. Number of parents participating in career-related presentations</li> <li>4. Number of surveys completed with information from parents about their children's and their own career development needs</li> <li>5. Creation of parent career development workshops based on survey results</li> </ol>
<p>5. Increase the knowledge and skill of educators/counselors in the area of career development over the grade and age spans, so they can deepen their practice and support a growing number of students.</p>	<ol style="list-style-type: none"> <li>1. Number of educators impacted overall (proposed was 400)</li> <li>2. Number of teachers participating in sector specific industry panel discussions</li> <li>3. Number of teachers participating in teacher job shadows (&lt;25 hours)</li> <li>4. Number of teachers participating in teacher externships with presentations to other teachers in their discipline or sector (25 hours or more)</li> <li>5. Number of counselors participating in counselor professional development and conference</li> </ol>
<p>6. Expand opportunities for students to transition effectively from K-12 to community college by participating in "bridge programs" and related proven strategies.</p>	<ol style="list-style-type: none"> <li>1. Compilation of research on effective transition strategies</li> <li>2. Completion of one K-12-CC convening to address identified challenges and develop actionable strategies for full implementation in following year; number of faculty in attendance; number of plans generated for action in following year</li> </ol>