

CAREER AND PATHWAY DEVELOPMENT TOOLS TO SUPPORT K-12 STRONG WORKFORCE PROGRAM FUNDING

The San Diego and Imperial Counties Strong Workforce Consortium is excited to support K-12 practitioners in building and strengthening their career-related programs. The region has established three types of priorities:

- 1) Priority, emerging and in-demand **industry sectors** (Advanced Manufacturing; Advanced Transportation and Logistics; Agriculture, Water and Environmental Technologies; Business and Entrepreneurship; Energy, Construction and Utilities; Global Trade; Health; Information and Communication Technology and Digital Media; Life Sciences and Biotechnology; Retail/Hospitality/Tourism) for more information: <https://careered.org/-careers>. These sectors will guide your pathway applications.
- 2) **Goals** for Career Pathway development and for Middle School and High School Engagement; these goals reflect the Consortium's commitment to career and pathway development and provide context for your work.
- 3) **Three areas of focus** for the grants, aligned with the goals: Middle School Career Development, High School Career Development, and the development and refinement of High School Career Pathways. The region's goal is that at least 25% of the funded applications will fall into each of these three areas.

The following documents are designed to support K-12 practitioners in developing application for K-12 Strong Workforce Program funding in the **three areas of focus**. They include:

- 1) A Middle School Career Development Continuum - http://myworkforceconnection.org/wp-content/uploads/2019/01/SDIC_MS-Career-Development-Continuum_2-2.pdf
- 2) A High School Career Development Continuum - http://myworkforceconnection.org/wp-content/uploads/2019/01/SDIC_HS-Career-Development-Continuum_2-2.pdf
- 3) A Career and Pathway Development Rubric that can help you assess both career development and pathway programs in your school or LEA. http://myworkforceconnection.org/wp-content/uploads/2019/01/SDIC_Career-and-Pathway-Development-Tool_2-1.xlsx

The materials are based on research and the work of many of the stakeholders under the California Career Pathways Trust initiative, including educators from K-12 public education, community colleges and industry. They were also vetted extensively with both K-12 and community college audiences.

The tools can be used to assess current practice and determine where your schools may want to build or strengthen career development and pathway programs.

The Middle School and High School Career Development Continuum documents describe practice along a continuum of support for students, from “self-awareness”, “career awareness”, and “career exploration”, to “career preparation” and “career training”, in four domains:

- 1) In-School: Standards-Based Curriculum
- 2) In-School: Career Research & Planning Activities
- 3) Out-of-School: Work-Based Learning
- 4) Out-of-School: Postsecondary Engagement

Each continuum describes **WHAT** you can do.

⇒ To use the continuum tools, consider whether your schools are addressing all four domains and where along the continuum you may want to focus development efforts in each domain.

The Career and Pathway Development Rubric was primarily designed to support pathway development, but most of the elements are appropriate for examining the quality of any career-related program component. The rubric describes **HOW** the work is done.

The Rubric includes three tabs:

- 1) Teaching and Learning
- 2) Structure
- 3) Culture and Beliefs

⇒ To use the Rubric, consider where your schools are with regard to level of quality in each area, and plan your development efforts accordingly.

The aim in sharing these tools is to encourage thoughtful and strategic approaches to career and pathway development, grounded in research and in the needs of your communities. We wish you all the best!