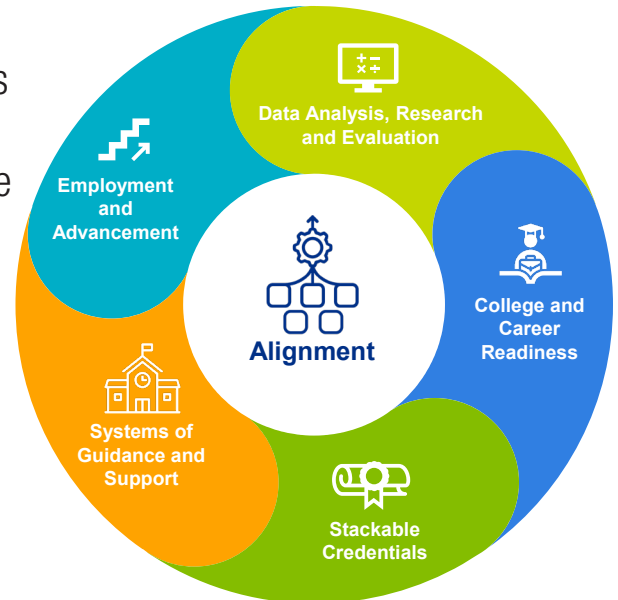


Career Pathways

The Southern Regional Education Board defines **career pathways** as connected sequences of education and training that support and prepare students to gain the knowledge and skills needed to attain postsecondary credentials and employment.

Successful career pathways have **six key elements**. **Alignment** is central to developing a high-quality career pathway and lays the foundation for the other elements.



1. Alignment

- ✓ Programs of study coordinate with labor market needs.
- ✓ Pathways include a work-based learning continuum that is offered from elementary through postsecondary.
- ✓ Business and industry partner with education to develop and sustain high-quality career pathways.
- ✓ Courses are nonduplicative across education systems and streamline learning within programs of study.
- ✓ Credit transferability policy is established.

2. Data Analysis, Research and Evaluation

- ✓ Programs and policies are evidence-based in meeting education and employment outcomes.
- ✓ Longitudinal data systems measure student progress and long-term outcomes across systems.
- ✓ Data and reporting are transparent across agencies and to the public.
- ✓ Monitoring and evaluation plans are in place to track identified measures of pathway outcomes.

For more information on career pathways, please contact Tim Shaughnessy at Tim.Shaughnessy@sreb.org.



3. College and Career Readiness

- ✓ Curriculum and instruction promote student mastery of academic, technical and success skills through real world assignments, project-based learning, work-based learning or apprenticeships.
- ✓ Knowledge and skill attainment are validated through relevant assessments and credentials.
- ✓ Business and industry partners participate in career pathway development and review to ensure that curriculum is relevant to industry demanded skills.
- ✓ Experiential learning opportunities connect the classroom and the workplace and support students' interests, aptitudes and goals.



4. Stackable Credentials

- ✓ Career pathways offer multiple entry and exit points.
- ✓ Credentials are validated by industry representatives and have value within the labor market.
- ✓ Curriculum and the related credentials are sequential and build upon each other.
- ✓ Dual credit initiatives enable college credit to be earned towards degree programs where appropriate.



5. Systems of Guidance and Support

- ✓ Career awareness, exploration and preparation occur in all grades.
- ✓ Students' aptitudes and interests are assessed starting in the middle grades and continuing through postsecondary.
- ✓ Individual career and academic plans guide students' education, career and life goals and are reviewed annually with supportive adults.
- ✓ Career guidance is informed by labor market data and priority occupations identified at the state and regional levels.
- ✓ Career information centers provide direction on jobs, salaries, educational and skill requirements.



6. Employment and Advancement

- ✓ Career pathways are designed to meet workforce demands for high skill, high wage and high demand jobs, as defined by labor market data.
- ✓ Postsecondary institutions grant credit for prior learning, such as credentials or apprenticeships, to optimize pathway progression.
- ✓ Opportunities for continuous learning and training to promote career progression, upskilling and reskilling are available through multiple partners.
- ✓ Career pathways embed transferable skills within curriculum and assessments to allow employment advancement and career changes.