



# Central Pennsylvania Career Pathways Partnership

## WHAT EDUCATORS WANT TO KNOW ABOUT PENNSYLVANIA CAREER PATHWAYS

### Central PA Career Pathways Partnership (CPCPP): An Overview for Educators

In the Central Region of Pennsylvania, a number of young people are struggling to make successful transitions to postsecondary education and to careers. At the same time, many employers are having difficulty finding workers with strong employability skills and in-demand technical skills.

To address these challenges, schools and employers have come together to form the Central Pennsylvania Career Pathways Partnership (CPCPP). Members of the CPCPP are collaboratively exploring and implementing strategies intended to provide learners with the preparation needed to enter and thrive in today's workforce.

This brochure provides educators with a broad overview of CPCPP's purpose and progress. While some of the strategies adopted by the CPCPP extend beyond K-12 education, the work is closely tied with implementation of the Career Education and Work Standards and the Future Ready PA Index.

### Central PA Career Pathways Partnership

**Vision Statement:** By 2023, with support from our partners, all students we serve will be motivated to identify a career interest and become career savvy, financially literate and civic minded. Their enhanced career and life readiness will lay the groundwork for greater personal success and stronger community-wide outcomes.

**Mission Statement:** Our mission is to implement a comprehensive career education strategy to create and share resources and opportunities for schools, students, families and businesses that will produce a skilled, sustainable workforce.

**Members of the Central Pennsylvania Career Pathways Partnership (CPCPP) represent the following schools and organizations:**

#### Education Partners

Lewisburg Area School District  
Mid-West School District  
Mifflinburg Area School District  
Selinsgrove Area School District  
Shikellamy School District  
SUN Area Technical Institute  
Central Susquehanna Intermediate Unit  
Pennsylvania College of Technology

#### Community Partners

Central PA Workforce Development Corporation  
Central Susquehanna Opportunities Inc.  
Greater Susquehanna Valley Chamber of Commerce  
Greater Susquehanna Valley United Way  
PA CareerLink®  
Office of Vocational Rehabilitation  
Susquehanna Valley Community Education Project

### Find Out More

For more information about the Partnership visit [www.pathtocareers.org](http://www.pathtocareers.org).



Consult with your district principal to identify your district's CPCPP representative.

### Future Ready PA

Beginning in 2017-18, the Pennsylvania Department of Education (PDE) implemented the Future Ready PA Index, an updated system of school performance measures mandated by the federal Every Student Succeeds Act (ESSA). Seeking to create a more holistic measurement tool, Future Ready PA includes 11 indicators organized into three broad categories:

1. State Assessment Measures
2. On-Track Measures
3. College and Career Measures

### College and Career Measures

College readiness and preparation has been an integral part of K-12 education for decades. However, career readiness and planning is a more recent focus. The College and Career Measures Indicator captures student growth relating to the following data points:

- Career readiness benchmarks
- Industry based learning, including industry standards-based competency assessments, high value industry recognized credentials or work-based learning experiences
- Rigorous courses of study, including Advanced Placement (AP), International Baccalaureate (IB), college course offerings and career and technical education career (CTE) pathways
- Postsecondary transitions to school, military or work
- Graduation rate

The College and Career Measures Indicator ensures that all learners have access to ample career exploration and preparation activities that are evidenced-based and standards-aligned.

- Career Readiness Benchmarks in grades 5, 8, and 11 through activities that are aligned with PA's Career Education and Work Standards.
- By the end of grade 8, students create an individualized career plan that they revisit and implement throughout high school.
- Districts develop and adopt a Comprehensive K-12 Guidance Plan (sometimes referred to as the "Chapter 339 Plan") that includes a career domain.
- By the end of grade 11, students have created a career portfolio.

### Career Exploration and Preparation for All Students

Exploring a wide variety of career and postsecondary education options is essential for today's learners. In addition to the traditional four-year degree, other viable (and affordable) options lead to in-demand careers offering a family wage: two-year technical degrees, one-year certification programs, military training, and job-embedded apprenticeships or training programs.

### CEW Standards:

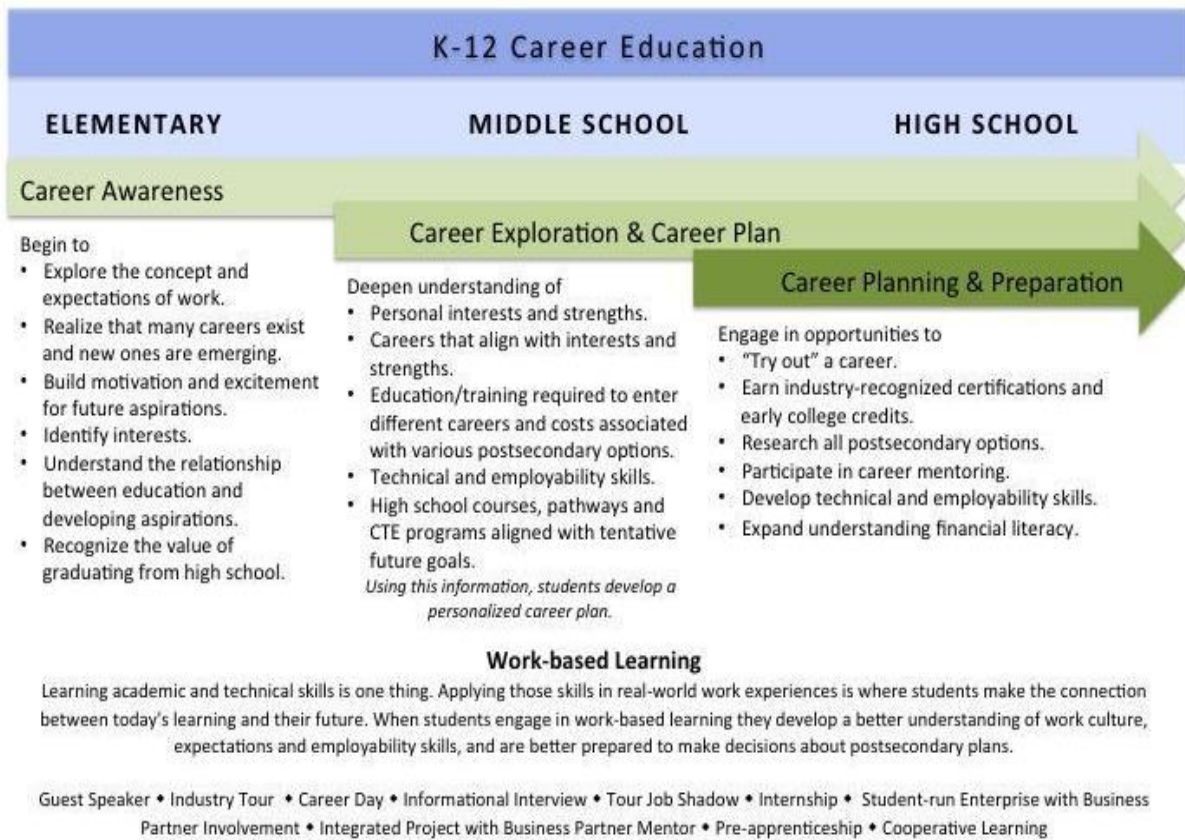
**Address the importance of career planning for all students related to labor market projections and workforce needs. Four strands are addressed in these standards:**

- Career Awareness and Preparation
- Career Acquisition (Getting a Job)
- Career Retention and Advancement
- Entrepreneurship (Creating a Job)

## Career Education Continuum

Implementing standards-aligned career education is best approached through a continuum of age-appropriate learning experiences.

\*NC<sup>3</sup>T National Center for College and Career Transitions



## Career Pathways

Building on K-8 career awareness and exploration experiences, students may identify a career pathway of interest, and choose among related courses at their district high school and/or at SUN Area Technical Institute. Pathways are organized into five pathways:

**Arts & Communication:** Careers that involve designing, producing, exhibiting, performing, writing and publishing multimedia content including visual and performing arts and design, journalism and entertainment services.

**Business, Finance & Information Technology:** Careers that encompass planning, organization, directing and evaluating business functions essential to efficient and productive business operations. Business Management and Administration career opportunities are available in every sector of the economy.

**Engineering & Industrial Technology:** Careers in designing, planning, managing, building and maintaining the built environment, designing and processing materials into intermediate or final products, and maintaining machinery and transportation technology.

**Human Services:** Careers relating to education and training services, governance, national security, foreign service, revenue and taxation, and hospitality & tourism.

**Science & Health:** Careers in the life, physical and behavioral science, as well as planning, managing and providing of therapeutic services, diagnostic services, health information and biochemistry research development. This pathway also includes careers in the agriculture sciences, engineering, and math.

### How Does CPCPP Support Career Education?

While each school district is responsible to support the development of students' college and career readiness, collaboration among the CPCPP partners around this goal maximizes resources and efforts. The purpose of the CPCPP is not to dictate a "one-size-fits-all" regional career education and career pathways model. Rather, it is to offer supports that enhance and expand K-12 career education.

Members of the CPCPP have developed four key strategies:

1. Effectively communicate the value of career readiness and career pathways to educators, employers, parents and students.
2. Engage students in an extensive offering of work-based learning opportunities across the region.
3. Help students make course-taking decisions that are the best fit with their area of career interest.
4. Assist school districts in developing career readiness professional development opportunities for educators.

### What is My Role as an Educator?

Moving forward, educators will learn more about the progress and opportunities provided through the CPCPP. Each educator may decide to:

1. Learn more about Pennsylvania Career Pathways and the local High Priority Occupations (HPO's). HPO's are careers that are in high demand across the Central Pennsylvania Region.
2. Incorporate an emphasis on employability skills, such as work ethic, attendance, communication, and teamwork into your classroom expectations.
3. Take advantage of opportunities for educators and counselors to visit workplaces in the region. These experiences help you better understand and communicate to your students the employability and technical skills they will need.
4. Be prepared to talk about the application of your content area in real-world careers (e.g. How are math, science, research & writing, and critical thinking applied in various careers?).
5. Share your personal career journey and decision-making process with student. Include stories illustrating how you realized your interests and passions as well as stories of other adults you know in other professions.
6. Invite guest speakers into your classroom to talk about their career, personal career journey, and the employability and technical skills required for their work.

Learn More:

Future Ready PA Indicators: <http://www.education.pa.gov/Pages/Future-Ready-PA.aspx> , CEW Standards: <http://www.education.pa.gov/K-12/PACareerStandards/Pages/default.aspx>, CPCPP: [www.pathtocareers.org](http://www.pathtocareers.org).