



BERKS COUNTY

CAREER PATHWAYS FRAMEWORK

Developed by Berks County Career Pathways Alliance

5 PATHWAYS:

Arts and Communication
Business Finance and Information Technology
Engineering and Industrial Technology
Human Services
Science and Health

learn • plan • contribute • succeed

Vision

Berks County Career Pathways Alliance efforts expand every learner's engagement in and preparation for college, post-secondary training, and in-demand careers.

Mission

The mission of the **Berks County Career Pathways Alliance** is to strengthen and expand collaboration among school districts, career and technical centers, postsecondary institutions, employers, workforce agencies, and other community stakeholders in order to create a countywide, self-sustaining framework that **builds and supports** rigorous career pathways for all learners; **leverages and aligns** resources; **coordinates and expands** communication among stakeholders; and **supports** regional workforce needs and strengthens our economy.

We believe:

- All students should have equal access to a continuum of career exploration that leads to informed decision-making.
- Preparing students for post-secondary success requires a K-12 Career Pathways Framework.
- The Career Pathways Framework must be based on local, state, and national workforce trends.
- Multiple pathways to career success are needed with Career and Technical Centers being a critical component of each pathway.
- Collaboration between business and education is essential to the success of the Career Pathways Framework.
- Engaging and educating parents about the Career Pathways Framework is essential.
- Communication between all stakeholders must be consistent and pervasive.
- Teachers are the conduits for providing career information to students.

BERKS COUNTY CAREER PATHWAYS FRAMEWORK

ELEMENTARY

MIDDLE SCHOOL

HIGH SCHOOL

Career pathway activities are integrated into K-12 curricula and aligned with PA Career Education and Workforce Standards (CEW) and districts' Chapter 339 K-12 Guidance Plans.

Pathways Awareness

- Identify the components of a career plan by the end of grade 5.
 - Beginnings of career portfolio
 - Career goals
 - Career Pathways
 - Individual interests and abilities
 - Training/education requirements

Pathways Exploration and Planning

- Create an individualized career plan aligned to Career Pathways by the end of grade 8.
 - Complete interest inventory
 - Awareness of post-secondary education and training options
 - Awareness of local, state, and national workforce trends
 - Set career goals
 - Plan to select a career pathway
 - CTC exploration

Pathways Implementation/Application

- Career Pathways integrated with program of studies and CTC programs
 - Courses and electives aligned to pathways
- Cross-district collaboration in course/elective offerings
 - Face-to-face
 - Blended
 - Ag, Project Lead the Way, etc.
 - Alternative CTC options
 - Curriculum sharing
- Capstone project/course
- Application of local, state, and national workforce trends to individualized career plan
- Analyze, revise, and apply an individualized career portfolio to a chosen career pathway throughout high school.

Work-based learning and post-secondary experiences are integrated into K-12 curricula and aligned with PA Career Education and Workforce Standards (CEW) and districts' Chapter 339 K-12 Guidance Plans.

Work-based and post-secondary learning opportunities

- Interactions with business representatives, may include field trips
- CTC tour
- Career-focused competitions
- Career day/fair
- Career speakers
- Job-shadowing
- Post-secondary institution opportunities
- Field trips
- Visiting professors
- Learning opportunities
- Career camps
- Virtual field trips

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Work-based and post-secondary learning opportunities

- Interactions with business representatives, may include field trips
- Job shadowing
- Career-focused competitions
- Internship or co-op
- Career speakers
- Career day/fair
- Apprenticeships
- Post-secondary institution learning opportunities
- Dual/Concurrent enrollment
- College visits
- Mentorships
- Seminars
- Learning opportunities
- Career camps
- Virtual field trips

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MIDDLE SCHOOL

HIGH SCHOOL

Employability skills and financial literacy are integrated into K-12 curricula and aligned with PA Career Education and Workforce Standards (CEW) and districts' Chapter 339 K-12 Guidance Plans.

Career Awareness

- Workplace and employability skill awareness
 - Group interactions
 - Money and budgets
 - Cooperation
 - Critical Thinking/Problem Solving
 - Creativity
 - Communication

Career Exploration

- Workplace and employability skill development
 - Speaking and listening
 - Conflict resolution
 - Time management
 - Interview skills
 - Career acquisition documents
 - Analyze budgets
 - Team work
 - Cooperation
 - Critical Thinking/Problem Solving
 - Creativity
 - Communication

Career Planning

- Workplace and employability skill evaluation
 - Speaking and listening
 - Conflict resolution
 - Time management
 - Interview skills
 - Career acquisition documents
 - Develop a personal budget
 - Team work
 - Cooperation
 - Critical Thinking/Problem Solving
 - Creativity
 - Communication

K-12 teachers are prepared to serve as conduits for providing career information to students.

Professional Development:

- Career Pathways
- Teacher externships
- Project-Based Learning
- STEM across curriculum
- Employability skills (introduction)
- Curriculum development and alignment to PA CEW Standards

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Parents have opportunities to learn about and engage in their child's career development and post-secondary planning.

- Career Pathways
- School-based
- Community-based
- Workforce trends