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.

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.
### 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.

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### Work-based and post-secondary learning opportunities

**Elementary**
- 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

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

**High School**
- Interactions with business representatives, may include field trips
- CTC tour
- Career-focused competitions
- Career speakers
- Job-shadowing
- Post-secondary institution opportunities
- Visiting professors
- Learning opportunities
- Career camps
- Virtual field trips

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### Work-based and post-secondary learning opportunities

- Seminars
- Learning opportunities
- Career camps
- Virtual field trips
### 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

### 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.

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

### 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