



BERKS COUNTY

# CAREER PATHWAYS FRAMEWORK

Developed by Career Ready Berks Alliance

## 5 PATHWAYS:

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

## Vision

### Career Ready Berks Alliance

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

## Mission

The mission of the **Career Ready Berks 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.

## Career Ready Berks Alliance Members

- Berks Business Education Coalition (BBEC)
- Berks Career & Technology Center (BCTC)
- Berks County Intermediate Unit (BCIU)
- Berks County School Districts
- Berks County Workforce Development Board
- Greater Reading Chamber and Economic Development Corporation
- National Center for College & Career Transitions (NC3T)
- Northeast Berks Chamber of Commerce
- Reading Area Community College (RACC)
- Reading Muhlenberg Career & Technology Center (RMCTC)
- R.M. Palmer Company

# 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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- Interactions with business representatives, may include field trips
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- Career speakers
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- Visiting professors
- Learning opportunities
- Career camps
- Virtual field trips

### 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

# BERKS COUNTY CAREER PATHWAYS FRAMEWORK

## ELEMENTARY

## 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
  - Teamwork
  - 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
  - Teamwork
  - 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.

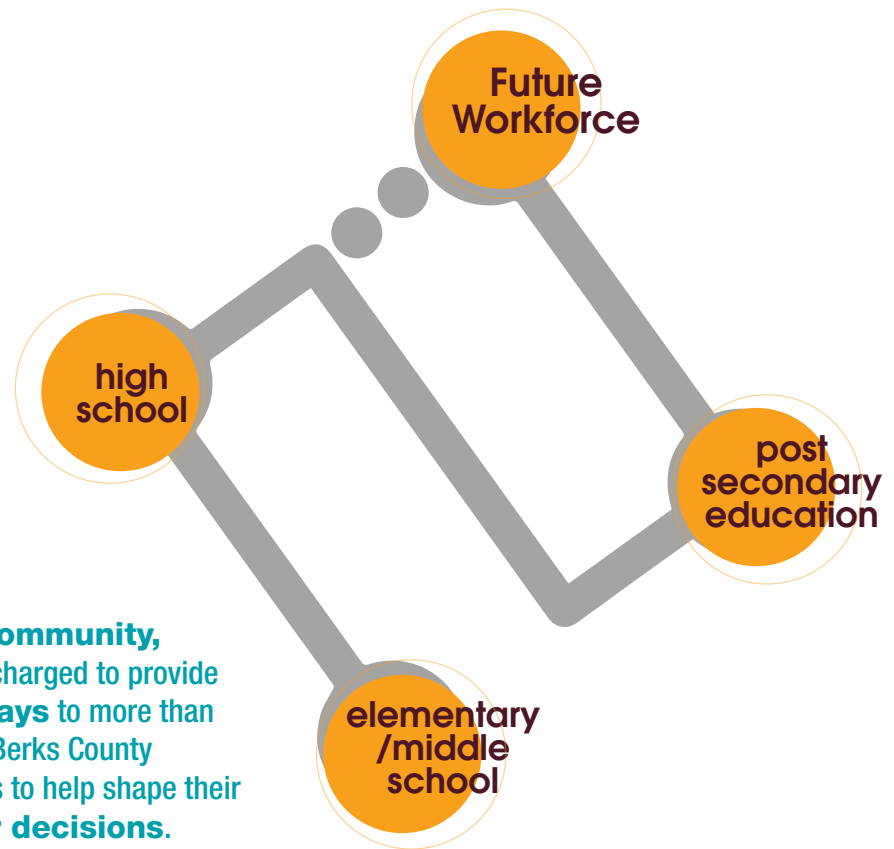
- Career Pathways
- School-based
- Community-based
- Workforce trends

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K-12 Career Development  
Translates to Workforce Development



As a community,  
we are charged to provide  
**pathways** to more than  
70,000 Berks County  
students to help shape their  
**career decisions.**

