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
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.

5 PATHWAYS:
- Arts and Communication
- Business Finance and Information Technology
- Engineering and Industrial Technology
- Human Services
- Science and Health

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
## Career Pathways Framework

### 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 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
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

**Professional Development:**
- Career Pathways
- Teacher externships
- Project-Based Learning
- STEM across curriculum
- Employability skills
- Workforce and career trends
- Curriculum development and alignment to PA CEW Standards

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