

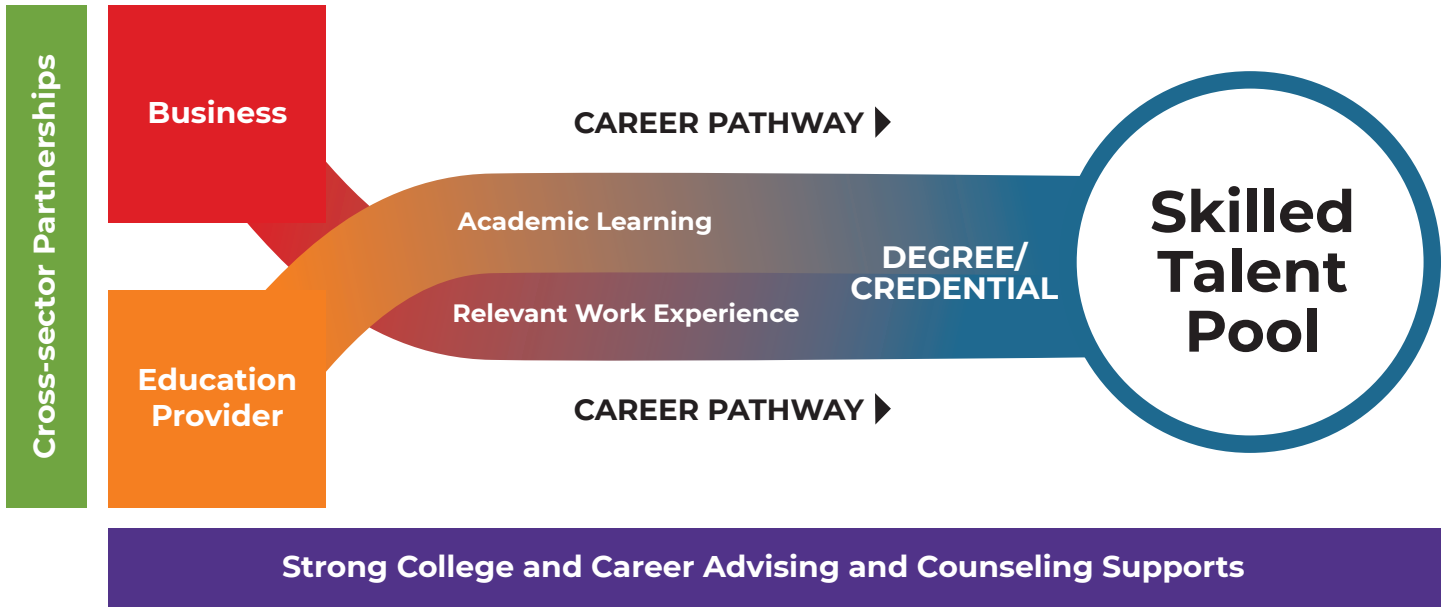


# Understanding Career Pathways

## What is a Career Pathway?

A Career Pathway is a sequence of experiences intentionally designed to facilitate the development of academic, technical and employability skills connected to a set of related occupations. These pathways connect the courses students take in high school with community college and/or university programs that lead to career entry and advancement opportunities.

When employers and educators work together to develop career pathways, our workforce enjoys a skilled talent pool.



### COMPONENTS OF SUCCESSFUL PATHWAYS

### WHY IT MATTERS



## What Makes a Successful Pathway?

**1 Cross Sector Partnerships**  
*are dependent on employers, workforce development boards, school districts, colleges, community based organizations, and regional conveners working together to propel students to success.*

- To meet the goals and needs of all stakeholders.
- To leverage - rather than duplicate - existing efforts and partnerships.
- To meet employers' talent needs.

**2 Credentials of Values**  
*Ensure that credentials are stackable, portable, and industry-recognized.*

- Students need credentials valued by employers to successfully compete in the labor market.
- Employers need credentialed employees to address the skills gap.
- Opportunities to earn credentials along the pathway allow students to enter, exit, and re-enter the pathway as their education and career goals evolve.



## COMPONENTS OF SUCCESSFUL PATHWAYS

## WHY IT MATTERS

### 3 Alignment with Labor Market Demand

*Are reverse mapped from industry to colleges to school districts.*

- Business and industry leaders are facing a talent shortage.
- Aligned pathways support state and regional economic growth.
- Students gain skills and credentials that lead to family-sustaining careers.

### 4 Links between school districts and institutions of higher education

*Propel students to and through education by linking high school and colleges.*

- Increase credential attainment through dual credit.
- High school and college curricula are aligned.
- Education institutions plan for articulation and transferability.

### 5 Integration of Rigorous Core Academics and Career Focused Learning

*Ensure that students apply classroom learning in real-world settings.*

- Prepare students for a range of college options while simultaneously providing students with opportunities to learn about careers and build skills relevant to their career goals.
- Students who complete advanced academic programs are more likely to enroll and be successful in college.

### 6 Continuum of Work-Based Learning Experiences

*Ensure students connect classroom learning with industry experiences.*

- Students gain real-world work experience and valuable skills while learning about career options.
- Employers build a talent pipeline.

### 7 Effective Advising

*Ensure students have plans for education and careers.*

- Students do not always have access to information about all of their education and career options, limiting their ability to make informed choices about their futures.
- A developmental approach helps students make more informed, financially sound, and sustainable education and career choices.

If you have any questions about the East Texas Tri-Agency Initiative or want to get involved, contact:

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