

Sustaining Career Pathways: Funding, Leadership, Policy, & Professional Development

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Blog 4: A Career Pathways View to Business/Industry Visits

Career pathways is all about integration....integration of education with workforce development, integration of academic with technical education, and integration of secondary education with postsecondary education. This professional template has been designed to support those three integration entities into one cumulative experience.

Professional Development Overview: The **Pathway Teams Event** is a three-day event to bring the education/training community together to interact and learn from business industry.

Participants: Secondary and postsecondary administrators, classroom instructors (academic/technical) and counselors.

Team Grouping: Each team should consist of the following representatives in a specific pathway:

- Secondary Representatives:
 - academic English teacher
 - academic math teacher
 - academic Science teacher
 - administrator
 - technical instructor
 - counselor
- Postsecondary Representatives
 - Communication instructor
 - Technical math instructor
 - Technical (Occupational/career) instructor
 - Science instructor
 - Career Dean
 - Career advisor

You will need to target specific career pathways that are in the greatest need for your regional area (*ie, Health Science pathways, manufacturing, etc*). Each secondary/postsecondary team will have representatives of educators from that pathway. So the team is really representative of the educators that would interact with a student in that pathway.

Outline of Professional Development

- **Day 1: Connection with the Economy**
 - Introduction to your team; teaming activity
 - Economic Development Presentation
 - How education affects economic development/workforce development
 - What does the economy look like in this area
 - Labor Market projections (overall)
 - Table work (Pathway Teams)
 - Specific labor market projections in your career pathways
 - Discussion: Does it match your programs?
 - Luncheon Business Panel-
 - Business/Industry Representatives will discuss skill sets that are common across ALL career pathways.
 - The panel will consist of business representatives from the career pathways that you are targeting for this event.
 - Sample topics/questions should revolve around: communication skills; employability skills, etc
 - Afternoon Session
 - Each career pathway team will breakout into their specific pathway teams and meet with an afternoon business/industry panel that is specific to their career pathway (ie, health, mfg, etc)
 - Sample topics/questions for specific career pathway panel:
 - Do you have enough workers in the next 18 months? 3 years?
 - Entry-level workers
 - Technical level workers
 - Supervisory workers
 - What are the credentials do you recognize or accept?
 - What occupational (technical) skill sets are missing in your newly hired workers?
 - Day 1 Conclusion and Assignment of Day 2 tours
- **Day 2: Industry Tours in your specific career pathway**
 - Morning Tour 1
 - Each career pathway team will meet and visit a specific industry/business.
 - A tour of the facility
 - Understanding of product/services
 - Understanding of processes
 - Sit Down meeting with Human Resources and Management Team
 - What can education do to prepare our students better for your organization?
 - How can education and business partner to prepare our students better?

- Afternoon Tour 2
 - Each career pathway team will have a second tour at a different site.
- **Day 3: What did we learn?**
 - General observations (large group)
 - Breakout into Career Pathways teams
 - Findings: What did we learn?
 - About the Economy
 - Academic/Technical integration findings
 - Secondary/Postsecondary findings
 - Career development findings
 - Administrative findings (policies, procedures implications)
 - General Groups: Report Outs*
 - Each career pathway team will report out their findings to the large group.
 - Next steps and adjourn

*Report Outs should be recorded electronically for distribution throughout the region.