

Overarching Regional Career Pathways Purpose

Clarify the Path: Outreach * Alignment * Acceleration

Facilitate intersegmental relationship building, communication, and monitoring of progress toward regional goals through regular collaborative engagements with K-12, community colleges, adult education, noncredit and local workforce development representatives.

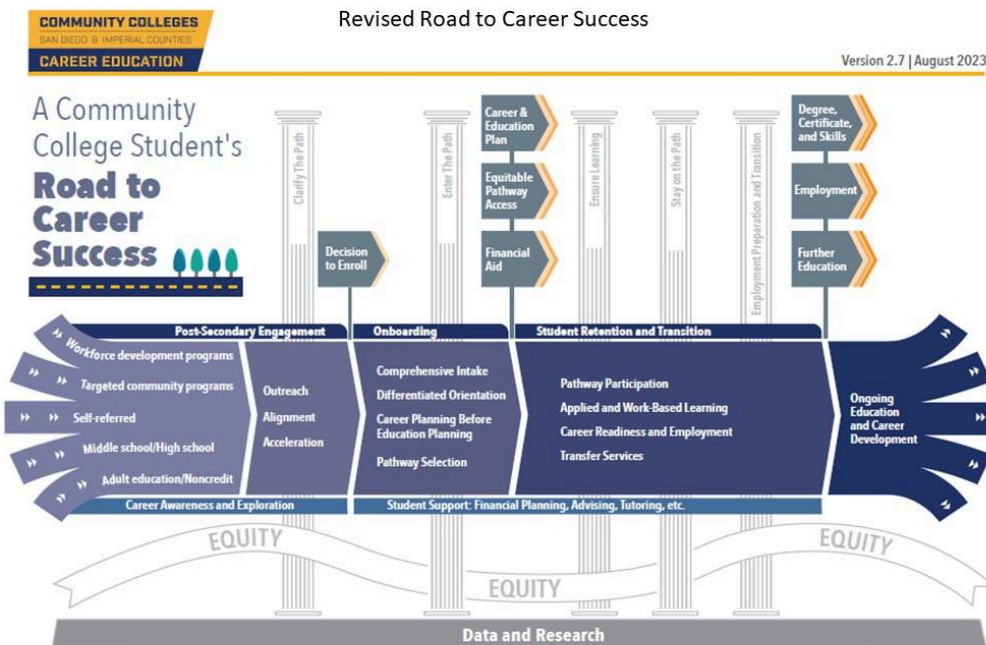
K14 Intersegmental Partnerships for Equitable Student Success:

- Increase awareness of high-demand job opportunities (high wage, high skill, in-demand)
- Increase transparency of program pathways into post-secondary
- Accelerate time to degree completion – save students time and money
- Expand entry to well-paying jobs – increase students’ career success

Student’s Road to Career Success & Guided Pathways Pillar

Pillar #1: Clarifying the Path / Post-secondary Engagement

- **Outreach** – Meaningful engagement and exploration by career pathway
- **Alignment** – Intersegmental pathway alignment (K14) and industry alignment
- **Acceleration** – early college credit, credit for prior learning, etc.



K14 Career Pathways Work Group Goals:

1. To ensure equitable access and smooth transitions, support the collaborative growth of quality regional existing and new career education pathways by increasing awareness and identifying opportunities for strengthened alignment with industry and across educational segments (K12, Adult Education, Community College).
2. Develop, implement, regularly update and promote a career mapping program finder that helps facilitate program alignment and encourage collaboration among partners to improve transitions and postsecondary pathway completions.
3. Accelerate student completions by improving, aligning, and expanding career education early college credit opportunities for disproportionately impacted students.

K14 Career Pathways Work Group Desired Long-Term Outcomes:

1. Strong, collaborative, and integrated working relationships across K16 career education pathways focused on regional strong workforce goals and priority sectors.
2. Equity in regional career education pathways' student success
3. Adaptable career pathways that meet regional priority workforce demands
4. Broad awareness and understanding of regional career pathways from middle school and high school, adult education, and community college
5. Accessible high quality career education pathways to high-wage, high-demand occupations that include career exploration, work-based learning, and pathway accelerators for all students

K14 Career Pathways Work Group Scope of Work

- Career Pathway Organization and Development - *Internal/practitioner focused – Across Practitioner Sectors (Adult Education, Community College, and K12): awareness building, relationship building, communication, alignment*
- Career Pathway Awareness - *Externally focused: materials and tools, events, parents, students, counselors, outreach roles, employers/industry*
- Quality Career Pathway Components including pathway accelerators - *Internal & External: Alignment to labor market demand and employer engagement, WBL and Career Readiness, early college credit partnerships, intersegmental pathways*
- Career Pathway Success - *Data & Student focused – equitable access, completion, and transitions*
- K12 SWP - *Support and integrate the work of the K14 TAP and K12 Pathway Coordinators*

2023-2024 Summary of Work Group Activities

2023-24 Priority Projects & Accomplishments

2023-24 priority projects were organized by Outreach, Alignment, and Acceleration, with two projects spanning all three areas (across focus projects).

Outreach - Priority Projects Tied to Outreach

1. Support implementation of recommendations from Options After HS Survey
2. Strengthen Middle School/High School Engagement

2023-24 Accomplishments/Updates:

- 2023-24 survey instrument updated and distributed
- Data collected and dashboard updated
- Updates to regional recommendations - TBD

Alignment - Priority Projects Tied to Alignment

1. Launch and promote new Program Finder tool on CareerEd.org
2. Create “how-to” videos, social media marketing, district/site level marketing

2023-24 Accomplishments/Updates:

- New Program Finder site launched with expanded features
- Draft User Guide developed
- New resources and engagement/promotion events, training, and tools - TBD

Acceleration - Priority Projects Tied to Acceleration

1. Support K12, Adult Education and Community College Dual Enrollment practitioners

2023-24 Accomplishments/Updates:

- Continued expansion of regional early college credit website and resources
- Office Hours
- Dual Enrollment CoP
- Dual Enrollment Strategic Planning RFA (Colleges)
- Launch of Dual Enrollment Implementation Grant (2024-25)

Across focus Projects - Outreach, Alignment, & Acceleration

1. Support K14 partners to identify and make progress on closing equity gaps within career pathways
2. Support Smooth Transitions

2023-24 Accomplishments/Updates:

- Established K14 Equitable Career Pathways Pilot Project focused on Healthcare (for Imperial County) and ICT (for San Diego County)

2023-24 Presentations

Created space for work group members and additional practitioners from K12, Adult Education, and Community College to connect, share information and resources, and explore new partnership opportunities and promising practices.

- [Options After HS Survey Equity Analysis 2023](#) (October 2023)
- [CTE Today Presentation](#) (October 2023)
- [Highlights from 2021-2022 Phase II Articulation Credit by Exam Data Collection](#)
- [Results from SDIC Equitable Pathways Initiative Data Collection](#)

2023-24 Resources & Materials

- Revised Program Finder website
 - [User Guide](#)
- [Endorsed Recommendations for Community Colleges to Support Development of High Quality K14 Career Pathways](#)
- K14 Equitable Career Pathways Pilot Project
 - [Data Collection Template](#)
 - [Data Sheet](#)
 - [ICT](#)
 - [Healthcare](#)
- [Options After High School Survey Resource Page](#)
- Early College Credit
 - [Regional Early College Credit Website](#)
 - [Dual Enrollment Strategic Plan Guidance](#)
 - [Regional Dual Enrollment Dashboard](#)
 - [Dual Enrollment Opportunities Folder](#)
 - [Regional Articulation Credit by Exam Report Summary](#)

2023-24 Additional Activities

- Presented the '[Recommendations for Community Colleges to Support Development of High Quality K14 Career Pathways](#)' to the Regional Oversight Committee (ROC) in November 2023
- [Presented launch of new Program Finder website during the December 2023 Counselor Conference](#)
- [Presented Program Finder updates to the Regional Oversight Committee \(ROC\) in April 2024](#)

2023-24 K14 Work group Meeting Materials

Each meeting included project updates, updates from Adult Ed/Noncredit, Regional Dual Enrollment CoP, Regional Articulation CBE, and a general roundtable. Additionally, each meeting included a priority project focus presentation or activity. The following list provides direct links to the meeting materials for each meeting and a brief summary of the priority project focus addressed.

- [September 19, 2023](#) - proposal of K14 Equitable Career Pathways Pilot project framework (approved by committee)

- [October 16, 2023](#) - Options After HS Survey - Equity Lens Presentation; K14 Equitable Career Pathways Pilot project - industry sector overview and selection (healthcare and ICT); proposal of data collection components
- [November 7, 2023](#) - K14 Equitable Career Pathways Pilot Project - data collection resources;
- [February, 20, 2024](#) - New Program Finder website overview and new User Guide presented for feedback
- [March 19, 2024](#) - Regional Articulation Credit by Exam data project presentation
- [April 16, 2024](#) – K14 Equitable Career Pathways Pilot Project updates - key findings from the data collected
- [May 21, 2024](#) – Options After High School Survey presentation

2022-2023 Summary of Work Group Activities

2022-23 Priority Projects & Accomplishments

Priority Projects tied to Goal #1 - *To ensure equitable access and smooth transitions, support the collaborative growth of quality regional existing and new career education pathways by increasing awareness and identifying opportunities for strengthened alignment with industry and across educational segments (K12, Adult Education, Community College).*

- Align K14 initiatives with Regional Consortium equity goals and SDCOE equity blueprint (once region identifies strategies based on research, assist in implementation)
 - **2022-23 Accomplishments/Updates:**
 - Regional Consortium Report equity goals delayed; focus will continue in 2023-24
 - Related work group activities: Recovery with Equity Report shared in February 2023, Regional Priority Jobs and Programs Equity Report presentation made in April 2023 and Black Student Success presentation (regional equity research project) made in June 2023.
 - Options After High School Survey - complete projects based on proposed regional Marketing & Professional Development strategies
 - COE's to distribute 2022-2023 Options after High School survey in January 2023, SDICCC to summarize data, and COE's to coordinate intervention as needed in Spring 2023
 - keep the survey specific for CTE students
 - expand on terminology (i.e. College & Career Readiness) since students might now know what a CTE pathway/teacher is
 - **2022-23 Accomplishments/Updates:**
 - Survey maintained, updated, and distributed; results shared at May 2023 meeting
 - 10,191 student respondents from over 80 schools
 - nearly 70% increase over last year
 - Continue in 2023-24: repeat survey winter 2024; focus workgroup on the [recommendations](#) from the results of the survey, checking in no progress at regular meetings
 - Showcase Promising Practices
 - Organize a list of presentation topics, ahead of time, we which to showcase
 - Create opportunities for stakeholders to volunteer to present
 - Provide reflections, reminders, expectations and encourage action based on what was presented, highlighting challenges and use workgroup to problem solve
 - Topics could include: transitions; industry credentials; successful uses of the K12 Pathway Coordinator roles; sharing status of different CC sector projects; LMI workshop; highlighting accelerated programs at CC, Adult Ed/NC, K-14; CC programs where students are hired by industry immediately into living wage jobs; CC apprenticeships with potential for K12 pre-apprenticeship; increasing college understanding of high school pathways

- o **2022-23 Accomplishments/Updates:**
 - September workgroup meeting informed selection of presentations and topics; presentations held throughout the full year; see list of presentations below.
- Support CC outreach for career pathway awareness - Connect with Outreach Community of Practice to support middle school/high school engagement efforts
 - o **2022-23 Accomplishments/Updates:**
 - Outreach CoP engaged throughout the year in WG activities.
 - Restructured workgroup to include middle school high school engagement as an explicit goal of the K14 WG (2023-24 goal).

Priority Projects tied to Goal #2 - *Develop, implement, regularly update and promote a career mapping program finder that helps facilitate program alignment and encourage collaboration among partners to improve transitions and postsecondary pathway completions.*

- Create custom tool for the region - Since current tool isn't meeting the needs of the region, we are pivoting direction to create one tool to house data for College, K12 and Adult Ed on careered.org
- Relaunch and promotion - projected to go live Winter 2022 - involve K14 TAP and K12 Pathway Coordinators to create tools/resources
 - o practitioners - lesson plans for teachers/counselors, CTE leaders network information session, workgroup presentations on best practices, Counselor Conference information sessions
 - o students/parents - quick "how-to" videos, social media marketing, district/site level marketing
- Data management
- **2022-23 Accomplishments/Updates:**
 - o In progress; launch was delayed until summer 2023.
 - o Continue in 2023-24 - focus on launch (training and promotion) and data management; support practitioner use.

Priority Projects tied to Goal #3 - *Accelerate student completions by improving, aligning, and expanding career education early college credit opportunities for disproportionately impacted students.*

- Support implementation & use of regional [early college credit definitions](#) and terminology - follow up with stakeholders and refine early college credit definitions if needed
 - o **2022-23 Accomplishments/Updates:** No action taken; explore for 2023-24; integrate into the articulation community of practice and the dual enrollment community of practice.
- Maintain regional early college credit flyers
 - o Continued promotion of use of [early college credit flyers](#) for K12
 - o Continued promotion of use [college credit flyers](#) for adult education/noncredit
 - o **2022-23 Accomplishments/Updates:** flyers still available
- Provide regional view of Articulation Credit by Exam - compile baseline regional data

- o Phase 1 - Gather number of CC courses tied to articulation agreements
- o Phase 2 - Data requests for K12: Total number of CTE Pathways, Number of pathways with articulation credit by exam agreements, Enrollments in high school courses tied to active agreements, Course information: High School course name by pathway, College course name, Number of students enrolled in articulated courses with student demographics (gender, race, ethnicity, zip code, grade level), Number of students who were eligible for credit with student demographics (gender, race, ethnicity, zip code, grade level).
- o Phase 2 - Data requests for CC: Number of students awarded credit (unduplicated headcount by year), Number of articulated credits awarded by year by college course, Student demographics (gender, race, ethnicity, zip code, grade level) of students awarded credit by year by course.
- o **2022-23 Accomplishments/Updates:** Data initiative launched; results delayed due to capacity constraints within K12 institutions around data access and sharing; continue 2023-24
- Support K12, Adult Ed, and CC Dual Enrollment practitioners - continue CoPs and office hours, create regional online resource page(s) within My Workforce Connection website.
 - o **2022-23 Accomplishments/Updates:** Community of Practice going strong; regular office hours; [regional early college credit resource page](#) launched and updated regularly
- Explore opportunities to support CC efforts to increase faculty awareness and engagement
 - o **2022-23 Accomplishments/Updates:** No action taken

2022-23 Presentations

Created space for work group members and additional practitioners from K12, Adult Education, and Community College to connect, share information and resources, and explore new partnership opportunities and promising practices.

- [11 Essential Elements of a High Quality CTE Pathway Presentation](#) – Jewyl Alderson, Integrated Curriculum Coordinator Innovation Division, San Diego County Office of Education
- [12 Essential Elements Presentation](#) – K12 Pathway Coordinators
- Apprenticeship Presentations:
 - o [Presentation](#) – Ernesto Rivera, SDCOE, Pre-Apprenticeship, WBL Project Specialist
 - o [Presentation](#) – Matt Russo, Grossmont Adult Ed Re-Entry Education Program, Apprenticeship Coordinator
 - o [Presentation](#) – Norma Villa Cortez, Apprenticeship Programs at Palomar College
- [K16 Collaborative](#)
- [Equity Gaps in Priority Jobs and Programs](#) – COE Presentation
- [Career Pathways for Students with Disabilities](#) - Michael Reynolds, San Diego Unified School District

2022-23 New Resources & Materials

- [Recommendations for community colleges to support development of high quality K14 career pathways](#)
- [Regional Early College Credit Website](#)
- [Goal Alignment - Regional Goals and Workgroup Goals](#)

2022-23 Additional Activities

[Early College Credit Resources](#)

- Continued monthly Dual Enrollment Community of Practice
- Continued monthly office hours for early college credit (twice per month)
- Continued Outreach Community of Practice
- Continued Articulation Credit by Exam Community of Practice

2022-23 K14 Work group Meeting Materials

- [September 27, 2022](#) – presented draft 2022-23 goals; goals approved. Engaged in two jamboard activity/discussions regarding 1) regional consortium mission, vision, and goals (exploration of alignment of workgroup goals to regional goals) and 2) feedback and design of 2022-23 workgroup presentations. Presented an early draft of the new Regional Early College Credit website.
- [October 18, 2022](#) – explored the 11 essential elements of a high quality CTE pathway and engaged workgroup members in an interactive activity around needs and actions community colleges, K12, and adult ed can take to enhance quality pathways. K12 Pathway Coordinators shared examples of essential elements and promising practices.
- [November 15, 2022](#) – Presentations were made related to apprenticeship programming from the K12 perspective (San Diego County Office of Education), Adult ed perspective (Grossmont Adult Ed), and CC perspective (Palomar College).
- [February 22, 2023](#) – Overarching project updates were provided including: K16 collaborative, Early College Credit website and resources, Dual Enrollment Community of Practice, Early College Credit Data Project, Program Finder, Options After High School Survey and Articulation Credit by Exam Community of Practice.
- [March 22, 2023](#) – Focused on career pathways for students with disabilities. San Diego Unified School District presented and a roundtable discussion held and padlet activity on strategies to support special populations in general. Resources on special populations were provided.
- [April 25, 2023](#) – the new regional Equity Gaps in Priority Jobs and Programs report was presented along with interactive breakout sessions on using the data to inform action. Recommendations for community colleges to support development of high quality K14 career pathways document was presented for feedback.
- [May 23, 2023](#) – Options after high school survey results were presented and data engagement activities facilitated; updated Recommendations for community colleges to support development of high quality K14 career pathways was shared
- [June 27, 2023](#) - A presentation on the Regional Consortium's Black Student Success efforts was shared along with an update on the San Diego County Office of Education's Equity initiatives. 2022-23 accomplishments were reviewed and draft 2023-24 goals were shared.

2021-2022 Summary of Work Group Activities

2021-2022 Priority Projects & Accomplishments

Priority Projects tied to Goal #1 - *To ensure equitable access and smooth transitions, support the collaborative growth of quality regional existing and new career education pathways by increasing awareness and identifying opportunities for strengthened alignment with industry and across educational segments (K12, Adult Education, Community College).*

- Align K14 initiatives with regional equity goals and SDCOE equity blueprint; once region identifies strategies based on research, K14 WG will assist in implementation
- Intersegmental efforts focused on high school graduates who don't have a post-secondary education plan: Design, distribute, and analyze Options after High School survey

Priority Projects tied to Goal #2 - *Develop, implement, regularly update and promote a career mapping program finder that helps facilitate program alignment and encourage collaboration among partners to improve transitions and postsecondary pathway completions.*

- Present and showcase Program Finder at regional workshops, conferences, and events
- Showcase promising practices tied to Program Finder – raise awareness of how K12 and CC are using the tool
- Maintain and Update the tool (Data management/changes)
 - local administrator control (LAC) maintenance and updates for CTE contact data
 - K12 program and pathway enrollment data from CDE annual upload
 - CC program data from COCI annual upload
 - Assist with creation of data process document for statewide use
- Hold region-to-region forum meetings to discuss tool enhancements and future phase rollouts (improvements and expansion) including addition of adult education and noncredit programs
- Involve K14 TAP and K12 Pathway Coordinators to create tools/resources for the promotion and use of Program Finder
 - Develop lesson plans for teachers/counselors
 - Develop resources for students and parents - quick “how-to” videos, social media marketing, district/site level marketing

Priority Projects tied to Goal #3 - *Accelerate student completions by improving, aligning, and expanding career education early college credit opportunities for disproportionately impacted students.*

- Complete regional endorsement of early college credit definitions and promote implementation of agreed upon credit definitions
- Develop and distribute early college credit flyers for K12; ensure flyers are in multiple languages and customizable
- Develop early college credit flyers for adult education/noncredit; ensure flyers are in multiple languages and customizable
- Create CC Articulation credit by exam Community of Practice

- Finalize CC Articulation credit by exam process reference guide (cheat sheet for K12 Pathway Coordinators)
- Establish regional support infrastructure:
 - Provide access to professional development opportunities for K12 and CC practitioners
 - Hold a regional dual enrollment convening and establish a community of practice

2021-2022 Presentations

Created space for work group members and additional practitioners from K12, Adult Education, and Community College to connect, share information and resources, and explore new partnership opportunities and promising practices.

- Imperial Valley County Office of Education
 - [Integration and application of Program Finder](#)
 - [Resources for Counselors and Teachers](#)
 - [CTE Course Guide](#)
- San Diego County Office of Education
 - [Opportunity Youth](#)
- San Diego Unified School District
 - [Career Pathways and Partnerships](#)
- CAEP East Regional Adult Education
 - [Breaking Down Categories of Adult Learning & Adult Learners](#)
- Dual Enrollment
 - [Special Admit Data](#) (March 2022)
 - [Special Admit Data Details](#) (May 2022)

2021-22 New Resources & Materials

- [Shared CTE Course Guides](#) – examples from across the region
- Options After High School Survey
 - [Highlights](#)
 - [Recommended Interventions](#)
 - [Access to high school specific data](#)
- Early College Credit Flyers
 - K12 Student Focused
 - Spanish, Arabic, English
 - Customizable versions: Spanish, Arabic, English
 - Adult Learner Focused

2021-2022 Additional Activities

- Sponsored participation for Xnumber of CC and xnumber of K12 practitioners to participate in the Dual Enrollment Leadership Academy.
- Partnered with DELA to offer a spring 2022 regional discussion on AB 5044.
- Launched monthly “office hours” to support K12 and CC dual enrollment needs
- Launched regional Dual Enrollment Community of Practice
- Held [Regional Dual Enrollment Convening](#) and Launched regional Community College Articulation Credit by Exam Community of Practice (held x number of meetings)

- Launched regional Community College Outreach Community of Practice (held xnumber of meetings)
- Presented at... list out the presentations (CCCAOE, Counselor Conference, others?)
- Regular work group updates made at the Regional Workforce Development Council and San Diego Imperial Counties Community Colleges Regional Consortia's Deans Council.

2021-2022 K14 Work group Meeting Materials

- [August 17, 2021](#) – 2021-22 priority projects; draft early college credit definitions and summary of feedback collected from stakeholders
- [September 21, 2021](#) – Regional equity project presentation; SDCOE equity blueprint; regional career pathways work groups overview; revised regional Road to Career Success visual
- [October 19, 2021](#) – San Diego County Office of Education presentation, draft Options After High School Survey, Conference resources, draft early college credit flyer
- [November 16, 2021](#) – approved Early College Credit flyers, finalized Options After High School Survey, Imperial County Office of Education Presentation on integration and application of Program Finder and their County's CTE Course Guide; shared google drive folder of sample course guides from across the region
- [February 15, 2022](#) – Dual Enrollment Leadership Academy; Welcome presentation from Mallory Stevens, new regional consultant for early college credit initiatives; Career Pathway work group updates from Adult Ed/Noncredit work group, Regional CC Articulation Credit by Exam Community of Practice, Middle School / High School Engagement Work group, and the regional CC Outreach Community of Practice
- [March 15, 2022](#) – Options After High School Survey highlights, Regional Special Admit High School Data Analysis, Early College Credit initiative overview by Mallory Stevens, San Diego Unified School District presentation on CTE Career Pathways and Pathway Maps and student resources.
- [April 19, 2022](#) – Breaking Down Categories of Adult Learning and Adult Learners presentation by CAEP, East Region Adult Education; Strategy brainstorming activities tied to Options After High School Survey findings
- [May 24, 2022](#) – Regional Interventions proposal and discussion – tied to Options After High School Survey findings; access to school specific data from the Options After High School Survey; Dual Enrollment Special Admit Data Details – Untangling the Numbers; Revised Early College Credit Flyers (multiple languages and customizable versions); New Adult Education Early College Credit Flyer; Regional 2022 Career Guides and Priority Sector Handouts

2020-21 Summary of Work Group Activities

2020-2021 Priority Projects & Accomplishments

Identified project opportunities and focused in on two priority projects for the year:

1. **Program Finder** (alignment & outreach)
 - a. 2020-2021: development and launch of site; held user group trainings; created regional resource page; developed marketing materials
2. **Early College Credit** (acceleration & alignment)
 - a. 2020-2021: clarification of purpose and intent; compilation of existing resources and tools; development of handbook goals and framework/purpose; distributed early college credit definitions for regional endorsement

2020-2021 Presentations & Events

Created space for work group members and additional practitioners from K12, Adult Education, and Community College to connect, share, and explore new partnership opportunities.

December 2020 Partnership Presentations

- MiraCosta College Quarterly Best Practices Meeting
- East County Education Alliance
- Promising Practices for Adult Education to College from the Education to Career Network of North San Diego
- MAAC Community Charter School - Southwestern College Partnership

May - June 2021 Adult Education Acceleration Presentations and Discussions

- Dual Co Enrollment – Transitions to Credit College Courses – K12 Adult Schools – noncredit to College
 - Course to course articulation
 - SB554

2020-2021 Additional Activities

- As of February 2021, shifted the format of meetings to combine “small group” and larger K14 pathways partnership group members into all monthly work group meeting invites.
- Work Group Tri-Chairs presented at the December 2020 Counselor Conference: *Understanding Regional K-14 Career Pathway Initiatives - What Counselors Need to Know* and at the October 2020 San Diego County Office of Education Go Virtual Career Pathways Conference: *Strong Workforce Career Pathways*
- Regular work group updates made at the Regional Workforce Development Council and San Diego Imperial Counties Community Colleges Regional Consortia’s Deans Council.

2020-2021 WG1 Meeting Materials

- [August 19, 2020](#) – Includes work group purpose and draft goals as well as the full proposed 2020-21 potential projects list with cross walk to goals
- [September 16, 2020](#) - 2020-21 Priority Projects Goals and Outcomes (approved)

- [October 21, 2020](#) - Two separate breakout room discussions: 1) Program Finder and 2) Early College Credit
- [November 18, 2020](#) - Two separate breakout room discussions: 1) Program Finder and 2) Early College Credit
- [December 2020](#) – Partner presentations
- [February 16, 2021](#) - Two separate breakout room discussions: 1) Program Finder and 2) Early College Credit
- [March 16, 2021](#) – Large group meeting; review of project status; overview of Program Finder; group equity activity
- [May, 18, 2021](#) – Adult Education Acceleration presentation and discussion
- [June 15, 2021](#) – Continuation of adult education acceleration discussion; college presentations; graduating high school students with no post-secondary plan; work group 2021-22 summary