

Real-World Career Learning Experiences Prepare Students for the Future

A Conversation With Superintendents on Their Approaches to Career Readiness



There are currently 6.5 million unfilled jobs in the U.S. right now with an insufficient number of applicants having the qualifications, training, or education needed to fill those roles.



Real-world career learning experiences, like work-based learning, are key for preparing the next generation of the workforce and closing the skills gap.



As students uncover their strengths and interests and begin aligning those to career interests, work-based learning gives students an opportunity to connect learning to life, preparing them for future success in the workforce.

District Leaders Share Their Approaches to Career Readiness

superintendents from across the country, seven district leaders shared their unique approaches to supporting multiple career pathways and the importance of developing community and business partnerships to help students succeed after high school. Below are some key insights from

In a recent discussion with

the conversation. Download the full white paper to hear more from all the superintendents!





Planning in Your District We look at career planning as being important from

How Do You Approach Career

fifth grade, where our students visit a career location and spend time with local leaders to help decide on what they want to pursue and narrow down their career interests. In the seventh and eighth grades we use Naviance to do a complete career skills inventory to help students develop a four-year plan. At the high school level, we have developed a great relationship with our chamber of commerce, so students can learn from local business leaders. Joris M. Ray, Superintendent, Shelby County Schools (TN)

K through 12. We start exposing students to career

elementary school. We have a transition program in

paths by having guest speakers beginning in



Planning With Career Planning

How Do You Connect College

year. So, the question is, whichever path you take in life, how are you preparing yourself now to continue to gain knowledge? Merv Daugherty, Superintendent, Chesterfield County Public Schools (VA) We have been working to build work apprenticeships in our area. We also have seven colleges within our district's 80-mile radius, so we're trying to incorporate them into our business partnerships and build connections with them. It is so important to weave together career

It is so important to increase students' awareness

about what college and career learning is, and

what their future could hold. Too many students

think that they'll do one or two things in life, but

college students change their major in the first

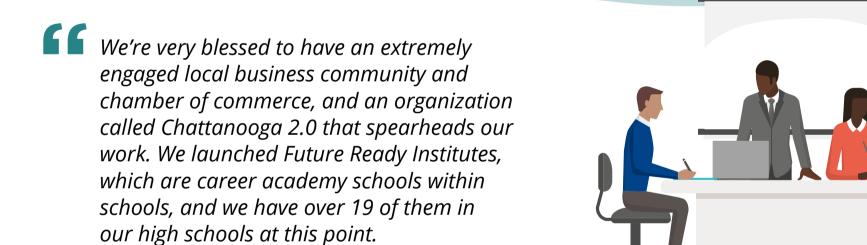
as we tell our juniors and seniors, 40% of all

readiness with college readiness. Ian Saltzman, Superintendent, Everett Public Schools, Everett (WA)



How Do You Rely on Local Business and Industry to Support Work-Based

Learning Experiences



in high school and when they graduate, are first in line for apprenticeships.

here in Wichita, which has local business

leaders and educators meet regularly to

committees for each of our 26 pathways

and businesses interested in or related to

that subject area, and we rely on them for marketing and outreach to help build our

internship and mentorship programs.

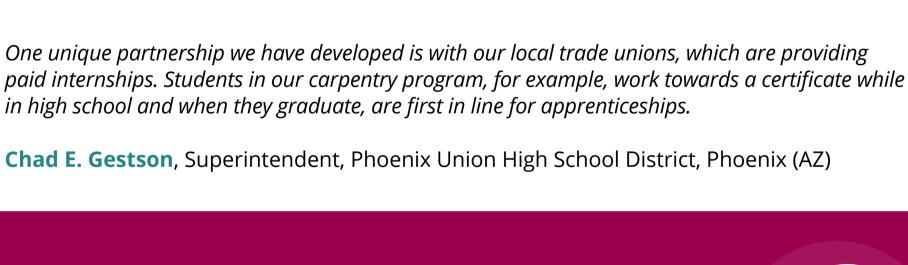
Alicia Thompson, Superintendent,

discuss internships, mentorships and career exploration opportunities. We have advisory

that include representatives from companies

Hamilton County Schools, Chattanooga (TN)

Bryan Johnson, Superintendent,



We have a Business and Education Alliance

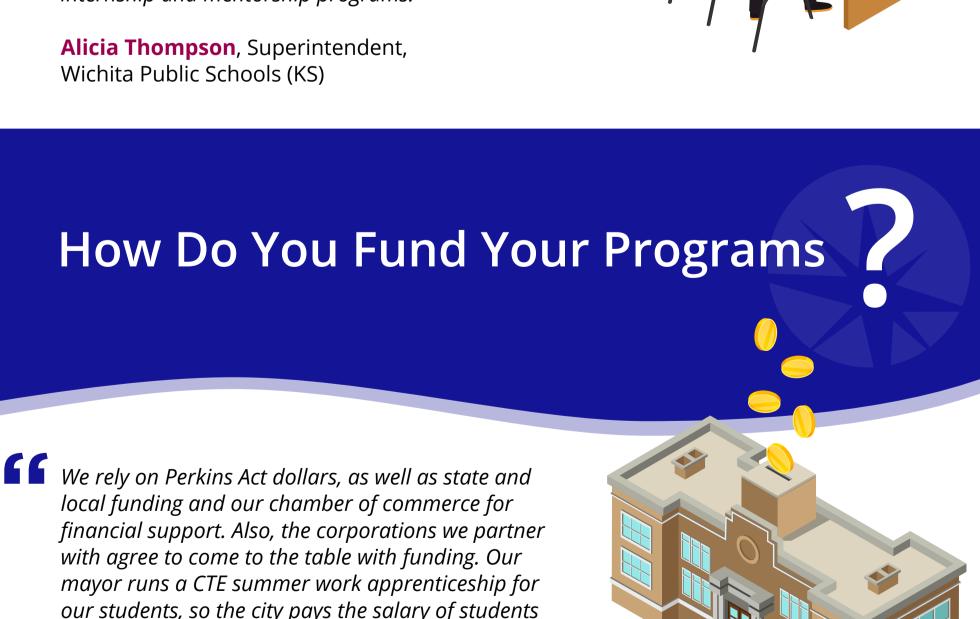
How Do You Market Your Programs

Wichita Public Schools (KS) **How Do You Fund Your Programs**

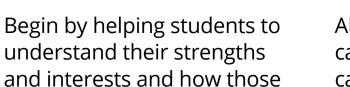
mayor runs a CTE summer work apprenticeship for our students, so the city pays the salary of students *in that program.*

Diana L. Greene, Superintendent,

Duval County Public Schools, Jacksonville (FL)







align to careers of interest.



Three Key Takeaways

Allow students to connect career experiences through internships, guest speakers,

career instruction to real-world or job shadows. prepared for the workforce.



To read the full interview with all the superintendents, download the white paper, Developing New and Innovative Approaches to Support Career Readiness.

*US Bureau of Labor Statistics, 2020