

MICHIGAN CAREER PATHWAY ALLIANCE

Educate. Empower. Employ.

MICHIGAN CAREER PATHWAY RECOMMENDATIONS

PROMOTE STUDENT SUCCESS

- ☐ **Elevate productive use of education development plans (EDPs)** – Put meaningful and consistent use of EDPs in school improvement plans.
- ☐ **Increase opportunities for career discovery** – As part of school improvement plans, schools must submit a plan with a series of milestones for career exposure in elementary, middle and high school.
- ☐ **Implement career exploration and job readiness** – Change the Michigan Merit Curriculum to include a robust career exploration and job readiness (job skills for the 21st Century) course in 7th or 8th grades.
- ☐ **Utilize tools for student career planning** – Encourage statewide use of Career Cruising, MI Bright Future and Pathfinder for students (and adults) to explore career options and learn the steps necessary to enter desired careers.
- ☐ **Enhance career counseling** – Support districts with the hiring of “career development facilitators” that support school counselors, with the focus of helping students explore career options, whether that pathway is early/middle college, apprenticeship, community college or four-year universities, and provide guidance on setting a path to a career. We have additional “best practices” from which districts can choose.
- ☐ **Implement talent transcripts** – Document tangible career skills students have achieved during education. (For example, list software proficiencies and professional certifications to illustrate skills beyond classroom grades.)

EMBED MICHIGAN MERIT CURRICULUM FLEXIBILITY

- ☐ **Establish Michigan Merit Curriculum flexibility** – Provide technical assistance to school districts on how to integrate Michigan Merit Curriculum requirements with career programs (such as geometry and carpentry) and allow computer science as a foreign language, and career health programs to count as health and/or physical education requirements. Valuable, outside project-based learning opportunities such as SquareOne and FIRST Robotics will also be considered for credit.

INCREASE PROFESSIONAL TRADES INSTRUCTORS

- ☐ **Recruit and retain CTE instructors** – **1)** Adopt and communicate MDE policy change allowing for non-teacher certified CTE instructor authorization for up to 10 years; **2)** Allow professional trades instructors who have retired to come back and teach without a retirement penalty; **3)** Develop a condensed teaching certificate for those teaching professional trades courses.

SUPPORT CAREER DEVELOPMENT

- ☐ **Create the “Rising Tide” (technical assistance teams) of professional trades programs** – Establish a Rising Tide model of partnership with local districts, employers, advocates and training centers to help match what is being taught with community needs.
- ☐ **Develop CTE/professional trades playbook** – Develop and provide a playbook of best CTE practices to schools and support those that need help implementing them.
- ☐ **Match crowdfunding for counselors and professional trades programs** – A program to provide state-matching dollars through a crowdfunding program to assist in covering the costs for counselors and professional trades programs.
- ☐ **Promote non-taxable deductions for professional trades instructors and curriculum development**
- ☐ **Expand CTE statewide** – Start the discussion to provide equitable opportunities for all students with additional funding to schools to operate CTE and professional trades programs statewide.

DEVELOP PRACTICAL PROFESSIONAL TRADES EXPERIENCES FOR STUDENTS AND EDUCATORS

- ☐ **Implement externships and out-of-classroom experiences** – Time spent by teachers and counselors engaging with local employers and technical centers will count toward continuing education and professional development.
- ☐ **Ensure state-funded CTE programs lead to an industry recognized credential** – Require an industry recognized credential as determined by the state (TED and MDE) through discussions with regional employers.
- ☐ **Count rigorous CTE credentials as transferable college credits** – Any institution that takes public money needs to accept and count these credits towards a degree from that institution. Use Michigan Transfer Network as the “referee” to determine the rigor of CTE credentials.

PROMOTE CAREER PATHWAYS

- ☐ **Continue Going PRO campaign #GoingPROinMI to change perception of professional trades** – Peer-to-peer approach aimed at students, parents, educators, coaches. Will include paid media, website, social, blogs, video, career fairs, open-source sharing with stakeholders.