

**Career Pathways Grant Outcomes and Requirements for Regions
2024-2025**

**Each region is asked to identify ONE point person (a Regional Career Pathway Coordinator) for contact regarding the regional work identified in this grant.*

****If a region is unable to meet specific requirements of a grant outcome by the end of the 2024-2025 school year, they will work with the Career Pathway State Director to document the steps taken to work towards outcome attainment, the barriers that prevented outcome attainment, and a solution for outcome attainment. [THIS FORM](#) will be used only AFTER a discussion has taken place between the Regional Career Pathway Coordinator and the Career Pathway State Director**

Overall Reserve Grant Focus for 2024-2025 (through 2027-2028)

- Increase engagement in CBLE/WBL opportunities for underrepresented students, all districts/schools, and employers

Grant Outcomes Tied to Regional CBLE/WBL Goals for 2024-2025

Grant Outcome	Rationale and Process	Documentation to be Submitted	Due Date
<p>Goal #1: Create and implement a SMARTIE Goal related to Work-Based Learning (WBL) specifically tied to an underrepresented group of students (based on data) so that the region increases student engagement in WBL for the selected group of students based on specific and targeted strategies</p>	<p>Regions discussed WBL data during the 2023-2024 grant cycle at the Career Readiness Quarterly Convenings and identified an underrepresented group of students to focus on for the 2024-2025 school year to increase their WBL engagement. Regions explored barriers to that group's engagement in WBL as well as potential solutions to address those barriers. During the 2024-2025 school year, regions will implement solutions to address the engagement gap for the underrepresented students, addressing equity and access to WBL (an essential component of career pathways) for those students.</p>	<p>SMARTIE Goal Submission Spreadsheet</p> <p>Mid-Year Reflection and Updates</p> <p>End of Year Report Reflection</p>	<p>Part of the CP Reserve Grant Application Submission</p> <p>December 15, 2024</p> <p>June 15, 2025</p>
<p>Goal #2: Create and implement a SMARTIE CBLE/WBL Goal related to school/district CBLE/WBL offerings so that the region increases the number of CBLE/WBL offerings provided based on specific and targeted strategies</p>	<p>Using CBLE/WBL Tracker data from 2023-2024 as baseline data, as well as other CBLE/WBL data available at the regional level, regions will identify areas of strengths and areas for growth in order to expand CBLE/WBL offerings at the school/district and regional levels so that more students are engaging in this essential career pathway quality</p>	<p>SMARTIE Goal Submission Spreadsheet</p> <p>Mid-Year Reflection and Updates</p>	<p>Part of the CP Reserve Grant Application Submission</p> <p>December 15, 2024</p>

	component.	End of Year Report Reflection	June 15, 2025
Goal #3: Create and implement a SMARTIE CBLE/WBL Goal related to employer CBLE/WBL engagement so that the region increases 1.) the number of employers offering CBLE/WBL opportunities and/or 2.) the type(s) of CBLE/WBL opportunities employers offer based on specific and targeted strategies, ensuring the three lowest engaged career pathways in 2023-2024 are impacted by the goal focus for 2024-2025.	Using CBLE/WBL Tracker data from 2023-2024 as baseline data, as well as other CBLE/WBL data available at the regional level, regions (in partnership with REDO partners) will identify areas of strengths and areas for growth in order to expand employer engagement in CBLE/WBL offerings so that more employers are engaging in this essential career pathway quality component, ensuring the three lowest engaged career pathways in 2023-2024 are impacted positively by the goal focus for 2024-2025. **For regions where REDOs and other workforce development boards receive funds, clearly identified deliverables for those organizations tied to their funding must be aligned to this work and will need to be identified in the grant application.	SMARTIE Goal Submission Spreadsheet Mid-Year Reflection and Updates End of Year Report Reflection	Part of the CP Reserve Grant Application Submission December 15, 2024 June 15, 2025
Grant Outcomes to Support All Three CBLE/WBL Goals			
Grant Outcome	Rationale and Process	Documentation to be Submitted	Due Date
Establish and convene a Career Pathway Steering Committee for the region to actively work on CBLE/WBL goal creation (for the three identified areas), implementation, supports, and regular reviews for adjustments.	Based on the CBLE/WBL goals of the region, the Career Pathways Coordinator, in collaboration with other regional partners, will determine the essential membership of the Career Pathway Steering Committee (keeping in mind the importance of collaboration between REDOs, workforce development boards, regional employers, K-12 districts, higher education institutions, industry partners, etc.). The purpose of the team will be to support the goal work of CBLEs/WBL opportunities impacting the following focus areas:	Team Membership List Meeting Agendas Mid-Year Reflection and Updates End of Year Report Reflection	December 15, 2024 June 15, 2025

	<ul style="list-style-type: none"> • Student Focus: WBL participation in at least one underrepresented population of students increases for each region • School Focus: School/District engagement in CBLE/WBL offerings will increase for each region • Employer engagement in CBLEs/WBL offerings increases for each region (specifically in the three lowest engaged CPs in 2023-2024) <p><i>**Regions are reminded not to lose the importance of connecting with pathway specific teams focused on supporting each of the career pathways within the region (ie. the group of employers/industry partners, education partners, etc. that support the Architecture and Construction pathway, or the group of employers/industry partners, education partners, etc. that support the Information and Technology pathway, etc.) Regions are expected to continue to engage with those groups, in whatever format works best for their regions, so that the work of each career pathway is directly supported by those key partners and so that districts/schools know how to leverage the supports of those groups.</i></p>		
<p>Share quarterly and submit formally twice a year, school and employer CBLE/WBL engagement data for each Career Pathway using the CBLE/WBL Tracker.</p>	<p>In order to ensure students have equal access to and engagement in CBLEs/WBL opportunities across the state, we must be able to identify which schools are providing experiences and which employers and industry partners are participating in CBLEs/WBL, by Career Pathway, by region. This second year of data collection via the CBLE/WBL Tracker will allow us to compare it to the baseline data collected in 2023-2024 in order to identify ongoing areas of focus for the current grant cycle and future grant cycles. This will also support tracking the SMARTIE goal progress for regions throughout the year.</p> <p>**Note: This will be shared quarterly via the Career Pathways Quarterly Newsletters (see below) and twice yearly in the formal mid-year report and end of year report for the grant</p>	<p>Submit the Regional CBLE/WBL Data Analysis Form using CBLE/WBL Tracker Data and other supporting data (template to be created by the state)</p> <p>Career Pathways Quarterly Newsletter Submissions</p> <p>Mid-Year Report Reflection</p> <p>End of Year Report Reflection</p>	<p>December 15, 2024 and June 15, 2025</p>

Grant Outcomes to Support Goal #1 (Underrepresented Students) and Goal #2 (School Offerings)

Grant Outcome	Rationale and Process	Documentation to be Submitted	Due Date
<p>Provide in-district PD/training and personalized supports (created collaboratively at the state and/or regional levels) to build awareness, understanding, and implementation or expansion of CBLEs/WBL opportunities to support district/regional/state goals related to increased CBLE/WBL engagement for underrepresented students and school offerings</p>	<p>Assisting school districts in understanding what opportunities are available related to CBLE/WBL opportunities, what the requirements are for each of the CBLE/WBL opportunities, and how best to implement or expand the use of CBLE/WBL opportunities will support the state and regional goals of expanding CBLE/WBL engagement for students, schools, and employers.</p> <p>**For each 1:1 district training held (1-hour-ish), the region will receive \$200. The total amount of funding for the deliverable will need to be set aside within the grant application (<u>\$200 X total number of districts</u>). The funds cannot be used for anything else within the grant.</p>	<p>Track the in-district trainings provided using the state tracking spreadsheet</p> <p>Mid-Year Reflection and Updates</p> <p>End of Year Report Reflection</p>	<p>December 15, 2024</p> <p>June 15, 2025</p>
<p>Contribute to state planning for and creation of content for in-district PD/trainings related to CBLE/WBL (every region will create at least one agreed upon training)</p>	<p>In order to support the state and regional goal work tied to CBLEs/WBL, the state leadership for career pathways, in collaboration with the DPI CTE Consulting team, will identify CBLE/WBL PD/training topics and create the content of the PD/trainings to support school districts in increasing</p> <ul style="list-style-type: none"> • student engagement in CBLE/WBL opportunities for underrepresented students • CBLE/WBL opportunities/offerings for schools • employer engagement in CBLEs/WBL opportunities <p>Regional Career Pathway Coordinators may also identify and create specific regional PD/trainings that support the specific and targeted strategies aligned to their CBLE/WBL goals for the region, in addition to their required state training contribution. These trainings would also then be available to the rest of the state for use.</p>	<p>List of training(s) created and/or co-created</p>	<p>TBD</p>

Grant Outcomes to Support Goal #3 (Employer Engagement)

Grant Outcome	Rationale and Process	Documentation to be Submitted	Due Date
<p>Develop and publicly share with employers/industry partners a regional directory that identifies the point(s) of contact for every district/school for CBLE/WBL opportunities/partnerships</p>	<p>A barrier for employer engagement in CBLEs/WBL opportunities is the inability to easily connect with schools to establish partnerships. A regional directory of school contacts is a step towards streamlining the communication processes for employers with school districts so that they can easily connect for the benefit of students.</p>	<p>Regional Directory Proof of Distribution</p>	<p>October 1, 2024</p>
<p>Secure regional partners to participate in statewide meetings to identify and/or develop a partner engagement portal to support partnerships between school districts and employers/industry partners.</p>	<p>A statewide system to address partnerships between schools and employers/industry partners for CBLEs/WBL opportunities will be a critical component in moving towards a K-12 career readiness system in Wisconsin. Gathering representatives from around the state, including RCP coordinators and identified regional partners from all seven regions, will allow us to explore potential options and funding sources for this work moving forward. A calendar of meetings is TBD.</p>	<p>Partner names submitted via the team member spreadsheet (spreadsheet to be created by the state)</p>	<p>TBD</p>
<p>Contribute to the state career pathway leadership teams by securing 2-3 regional employers, as well as 2-3 K-12 district representatives, for each industry sector for each career pathway.</p>	<p>As we shift towards a state career pathway model, we need to ensure we continue to include the voice and feedback of regional employers and K-12 educators in the creation and revision process of career pathways. RCP Coordinators and their REDO partners will serve as connectors for regional partners and our state teams, assisting employers and educators in understanding the importance of their role in career pathway work and their contributions at the state level.</p> <p>For Summer 2025 teams, secure membership for:</p> <ul style="list-style-type: none"> ● Education and Training (revision) ● Energy (revision) ● Agriculture, Food, and Natural Resources (revision) 	<p>Employer and educator names and contact information on the specific Career Pathways team spreadsheets (ex. of Employer Non-Direct Patient Care spreadsheet and ex. of educator Non-Direct Patient Care spreadsheet)</p>	<p>April 1, 2025 (for summer 2025 teams)</p>

	<ul style="list-style-type: none"> Arts, Audio/Video Technology and Communications (new) <p>**For regions where REDOs and other workforce development boards receive funds, clearly identified deliverables for those organizations tied to their funding must be aligned to this work and will need to be identified in the grant application</p>		
Other Essential Grant Outcomes/Requirements			
Grant Outcome	Rationale	Documentation to be Submitted	WHEN: Due Date
Create and share a quarterly regional newsletter (to be included in the state quarterly newsletter) to communicate career pathways information for the region	As we continue to work to grow, highlight, and advertise Career Pathways across the state, we will continue to publish the Career Pathways Quarterly Newsletter that is shared with career pathways partners, regional collaboratives, and school districts to highlight the work of career pathways across the state and within each region. Regions will create their own quarterly newsletters (including stories focused on, but not limited to, a student or school/district career pathway success story, CBLE/WBL data for the quarter, engagement opportunities related to career pathways, an employer engagement spotlight, and career pathway spotlight of the quarter) and that regional newsletter will be linked in the state Career Pathways Quarterly Newsletter.	Quarterly regional newsletter submissions (template to be created by the state) Plan for and documentation of distribution for the region	September 2024 December 2024 March 2025 June 2025
Using a provided template, create a Career Pathways communication tool (2-pager) sharing pathway highlights/forecast for each pathway in the region	In collaboration with the REDO, each region will create content for a 2-page Career Pathway Communication tool to complement the state pathway map for each career pathway in order to highlight/forecast the needs of the career pathway in the region (job outlook, salary information, etc.), Once created, these are updated anytime a state pathway is updated (every three years) or when a new state pathway is created.	2-Pager Career Pathway Communication Flyer for each pathway (template to be created by the state)	TBD

	<p>**For regions where REDOs and other workforce development boards receive funds, clearly identified deliverables for those organizations tied to their funding must be aligned to this work and will need to be identified in the grant application</p>		
<p>Submit the maps of districts/schools in the region that have approved career pathway maps by career pathway and district/school</p>	<p>Continuing to support districts in creating and/or using public facing documents that highlight the work of career pathways in each district supports the work of a K-12 career readiness system. Providing the template for each career pathway provides a consistent format and tool for districts to access and use.</p>	<p>Update district information on the Approved Career Pathway Maps By Region/By School</p> <p>End of Year Report Reflection</p>	<p>June 15, 2025</p>
<p>Attend monthly Career Pathways State Leadership Team meetings (December and June will be 1:1 check-in meetings)</p>	<p>To ensure communication is being shared in a timely fashion and with all regions of the state.</p> <p>Meetings will be once a month and will be 1.5 hours in length</p>	<p>N/A</p>	<p>N/A</p>
<p>Attend Quarterly State Career Readiness Convenings</p>	<p>Attendance at these quarterly convenings is essential as we discuss career readiness needs, practices, data, etc. at both the state and regional levels. At times, Career Pathway Coordinators could be asked to lead breakout rooms, depending on the topics discussed and needs of the work being focused on.</p> <p>Meetings will take place quarterly (four times per year) and will be two-hours in length.</p>	<p>N/A</p>	<p>N/A</p>
<p>Attend state level Career Pathways team meetings which take place when a new pathway is created and/or revised or is convened for other needs</p>	<p>To ensure state level information from career pathway map creations and/or revisions or is taken back and understood and shared with partners/school districts when pathway maps are created/revised. In addition, if a team is convened to discuss industry needs, growth, etc., connections with each region will be important to ensure the conversation is representative of the regions around the state. During each state career pathway meeting, there will be specific</p>	<p>N/A</p>	<p>N/A</p>

	<p>breakout room time, by region, to discuss the pathway needs within each region and RCP Coordinators (or their designee) will lead those breakout room discussions.</p> <p>In May/June 2025, there will be a total of four meetings no more than three-hours in length for each for the following pathways:</p> <ul style="list-style-type: none"> ● Education and Training ● Energy ● Agriculture, Food, and Natural Resources ● Arts, Audio/Video Technology and Communications 		
<p>Submit requested information, based on a reasonable timeline, for various reports, presentations, communications, meetings, etc. as requested throughout the year</p>	<p>As we continue to communicate about and build understanding of career pathways across the state, various stakeholders request information that requires a response from the state and/or regional level. Partnership between the state director, career pathways regional coordinators, and other partners is necessary to meet required and reasonable deadlines.</p>	<p>Various (dependent on request)</p>	<p>As Needed</p>