

# Effectively Engaging the Community in Career Readiness Initiatives Benefitting Students, Schools, and Employers

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- B. Career Street & Erie County Career Pathways Alliance
- C. Our Impact
- D. Select Experiences
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  - Skilled Trades Project
  - Profile of a Graduate
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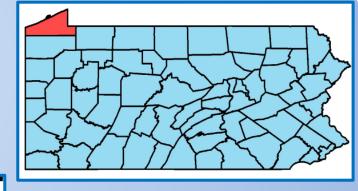


# ERIE COUNTY CONTEXT AND ERIE TOGETHER



## **ERIE COUNTY CONTEXT**

Quarterly Census of Employment and Wages, 2022 Annual Averages									
	<b>4</b>	Estab.		Employment		Employment %		Wage	es
NAICS	NAICS Description	County	LQ	County	PA	County	PA	County	PA
	Total, All Industries	6,866	1.00	117,146	5,863,297	100.0%	100.0%	\$49,693	\$67,279
11	Agriculture, Forestry, Fishing and Hunting	54	0.82	447	27,150	0.4%	0.5%	\$35,717	\$42,543
21	Mining, Quarrying, and Oil & Gas	11	0.07	32	21,631	0.0%	0.4%	\$58,091	\$102,977
22	Utilities	19	0.85	568	33,477	0.5%	0.6%	\$87,870	\$106,982
23	Construction	493	0.80	4,277	267,291	3.7%	4.6%	\$56,196	\$75,093
31-33	Manufacturing	477	1.66	18,764	564,391	16.0%	9.6%	\$64,122	\$72,172
42	Wholesale Trade	245	0.64	2,742	213,153	2.3%	3.6%	\$60,700	\$95,505
44-45	Retail Trade	877	1.14	13,730	603,195	11.7%	10.3%	\$32,649	\$36,323
48-49	Transportation and Warehousing	215	0.53	3,625	344,384	3.1%	5.9%	\$53,340	\$56,878
51	Information	54	0.52	1,009	96,291	0.9%	1.6%	\$55,136	\$114,641
52	Finance and Insurance	315	0.93	4,980	269,171	4.3%	4.6%	\$84,939	\$114,792
53	Real Estate and Rental and Leasing	175	0.67	894	67,208	0.8%	1.1%	\$40,247	\$73,430
54	Professional and Technical Services	458	0.39	3,070	395,104	2.6%	6.7%	\$64,280	\$113,475
55	Management of Companies and Enterprises	57	0.21	600	145,205	0.5%	2.5%	\$79,798	\$145,955
56	Administrative and Waste Services	292	0.77	4,796	311,279	4.1%	5.3%	\$31,807	\$49,964
61	Educational Services	221	1.00	9,457	474,147	8.1%	8.1%	\$54,758	\$65,366
62	Health Care and Social Assistance	1,364	1.21	25,693	1,063,096	21.9%	18.1%	\$53,780	\$62,217
71	Arts, Entertainment, and Recreation	125	1.41	2,727	96,469	2.3%	1.6%	\$23,352	\$41,986
72	Accommodation and Food Services	631	1.23	10,880	443,283	9.3%	7.6%	\$18,340	\$23,614
81	Other Services (Except Public Administration)	688	1.20	4,749	197,858	4.1%	3.4%	\$34,174	\$42,746
92	Public Administration	97	0.90	4,108	229,515	3.5%	3.9%	\$64,379	\$70,964
	Total, Suppressed Local Industries	0		0		0.0%			



Geographic
makeup: Thirtyeight municipalities.
Mix of urban,
suburban and very
rural communities
and school districts.



## **ERIE COUNTY CONTEXT**

- Erie County has 13 school districts and three CTC's (two comprehensive high schools, and one CTC with 11 sending districts)
- Transportation, particularly in the rural areas, is a significant challenge.
- 15.1% of Erie County residents live in poverty; 58.77 of Erie County students are low income\*.



## **ERIE TOGETHER MISSION**

Working together to make the Erie Region a community of opportunity where everyone can learn, work, and thrive.





More children become successful adults



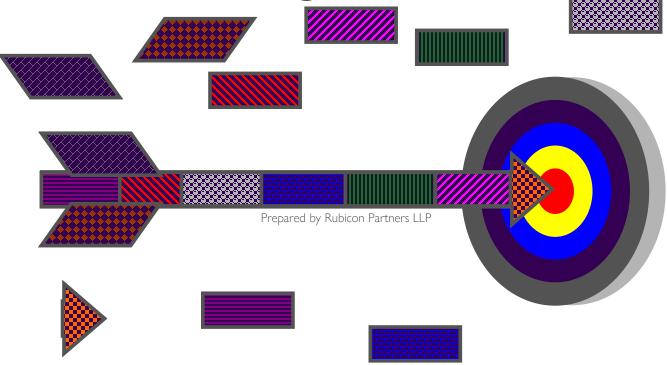
More Erie residents have family-sustaining employment



More Erie County families able to meet their basic needs



## Alignment





ET's focus on career exploration began in 2012.

- **GOAL:** 80% of 8<sup>th</sup> graders with three or more experiences by the end of 8<sup>th</sup> grade
- **REALITY:** 12.7% with three or more; **40.5% with none**.

We had **a lot** of work to do.



# and ERIE COUNTY CAREER PATHWAYS ALLIANCE



## **Step 1: CAREER STREET**

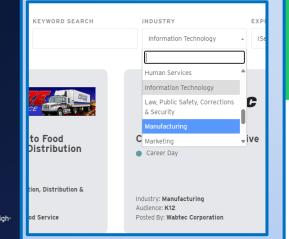
- Web-based "matchmaking" platform for employers and educators to provide career exploration experiences.
- Houses more than 500 experiences.
- 12 school districts, three CTCs, IU #5, and one charter school, and over 300 employers registered on the site.



- Holds informational resources for schools, students and/or families to access – career interviews, videos, pathways flyers, etc.
- Led by a program director hired in 2014 to work with schools and employers.
- Since its launch, Career Street has facilitated nearly 50,000 student experiences!



CAREER STREET

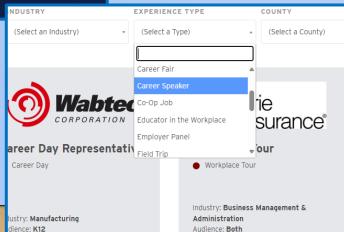


Posted By: Erie Insurance

**NEW CAREERS** Career Street connects employers, schools, nonprofits, and students for highquality career exploration and workforce preparedness opportunities. For Educators For Business

**PAVING THE WAY TO** 

Student login now available!



sted By: Wabtec Corporation

## CAREER STREET

About Experiences Employers/Organizations Educators Resources Contact







302

Number of Businesses & Organizations

515

Number of Available Experiences

49,695

A Login O Register

**Number of Student Experiences** 

#### Newly Added Experiences







Montplies Tour





**ER** EBANK

Career Speeker

Job Shedre





Workplace Tour

Career Day

LECOM HEALTH Nursing/Healthcare Classroom Presentation

Corner Speaker



Blorkplace four





pennsylvania



Workslace Tour





Workplace Tour





Corner Speaker



· Workplace Tour View More New Experiences



Career Street Mike Alabran

reerStreetErie • 73 views • 3 years ago



Career Street Ashlyn Kelly

CareerStreetErie • 152 views • 3 years ago



Onex Career Day 2020

CareerStreetErie • 31 views • 3 years ago



Intern in Manufacturing

CareerStreetErie • 78 views • 3 years ago

#### Worksite Tour

CEW Standards:	13.1.11 A, B, C, E, F, H, 12.2.11.C				
Recommended length:	1.5-2 hours, defer to host employer				
Recommended frequency:	Five times per year; one for each career pathway				
Recommended grade levels:	9-11 (could be modified slightly for grades 6-8)				
Recommended Student Preparation/Follow-Up (in addition to evidence/artifacts teachers require):	Revisit personal "Academic Career Plan"				
,	Prior to tour, preparation may include:  In-class review of five state-designated career pathways Review personal interest & skill sets Research company to be toured Compose three questions about the company or the				
	careers therein to ask while touring During Tour:  • Observe what company does • Observe various employee was • Consider whether this type of work environment and careers offered are of Interest • Actively engage in conversation/Q & A with host • Ask ouestions				
	After Tour:  Write thank you note to host Complete artifact per teacher direction Consider next steps with career of interest				
Employer Preparation/Remarks:	Prior to Tour:  Communicate Entrance & Parking Instructions Communicate dress/attire expectations Communicate what to expect from tour environment (Safety considerations, sound levels, etc.)				
	During Tour:  Consider "wow" factor – students like to see, touch or taste. Check with teacher prior to providing refreshments. Orient for bathrooms				

Make proper Introductions

#### Informational Resources

#### Grada 9.11 Workeita Tour Ready PA Strand: Career Awareness and Preparation · Share what company does, and ideal employee traits, which could include On Time Drug free Responsible Team playe Help connect what teachers teach in the classroom to technical skills needed on the job . Consider asking employees to comment during the tour Education Skill set commonly needed to perform job well What to expect in the job What they like about the job After Tour Provide feedback to educator Provide feedback to Career Street . Obtain proper permission from Administration for tour Obtain all permission slips . Touch base with host for tour specifics regarding size of group and necessary dress and preparation · Notify media, if permitted by employer and school Research company with students Discuss career options and education needs Monitor Class Take pictures, if allowed Encourage questions and interaction . Write a "thank you" note to host . Encourage students to write "thank you" notes Provide feedback to Career Street · Create assignment to be utilized for an artifact

### CAREER STREET ROADMAP STREET

#### A Career that Makes a Positive Impact on Social Problems

give me opportunities to

positively impact critical

social problems and make a

Too many to list here!

Navigating the field is

enjoy problem-solving and

critical thinking, you're in the

right place. I'd say some of

difference in people's lives.

faced in your career?

epidemic.

company? Erie County Office of Drug

and Alcohol Abuse What does this company do? activities. Frie County Drug and

Alcohol provides services to days where I'm observing both adolescents and adults prevention programs and/or What are the challenges struggling with drug and/or alcohol abuse. Our services service providers. Other days include assessment, referral I'm analyzing data, preparing to treatment, and ongoing reports and staying up to date challenging because it's case management/resource on current trends/challenges. continuously changing. If you coordination. We also fund and oversee drug and alcohol throughout the county.

What is the size of this company?

Our department has about Is this the career you chose 22 individuals working when initially, or have there been fully staffed. We serve changes in your career hundreds of individuals for choices? I was lucky in that their drug and alcohol assessments/referrals and background opened me up to for you to hold the position case management services a a wide range of career you have? year, For prevention services, opportunities, I knew I we serve hundreds of wanted to work on social thousands of kids and adults problems and helping others also essential as a lot of what Ido or your career? each year.

How long have you been with this company? I have been with the

County of Erie/Office of Drug and Alcohol for three years. What is your job title? Program Specialist.

What is the nature of your position at your organization?

I am responsible for overseeing all our countyfunded prevention programs in Erie. I also engage in some intervention activities, special projects/reports, distribution and education of harm reduction items, such as

What is the name of your Narcan and Fentanyl Testing What are the best things Strips and presentations/fairs. about your career? My career continues to Describe your day-to-day job/work related tasks and

> Everyday is unique! I have interacting directly with What is your educational

background? I have a bachelor's degree in social sciences and last year I became a Certified Allied Addiction Practitioner.

degree/educational in need, but fresh out of involves sending clear messages college I wasn't aware of and interacting with a wide exactly where it would lead variety of professionals/

me. I started off doing research individuals from many different in juvenile delinquency and walks of life. psychological disorders. I eventually became a Drug and Alcohol Counselor at an adult inpatient facility, then a caseworker at my current employer. I transitioned into the D&A prevention field about two years ago due to growing interest and increased demand for prevention programs in Frie

in the field right now include breaking the stigma



huge! Communication skills are surprised to know about you

Perhaps not surprising when you think about it, but there are a lot of people who are working in the Drug and Alcohol field that are also in recovery from drugs and alcohol

**CAREER** ERIE STREET TOGETHER

"Career Street is a program of Erie Together that networks employer and educator for the purpose of providing students with quality career exploration experiences. For more information, check out our website at www.CareerStreetErie.Org"

Find your career color Red - Arts and Communication

Purple - Rusiness Finance and Information Technolog

Stue - Engineering and Industrial Technology

Green - Colonna and Maslift Black - Career Tips

SCIENCE AND HEALTH | Do you enjoy biology, chemistry, physics or psychology? Are you interested in outting-edge technology, researching and PATHWAY solving complex problems, diagnosing and healing people. or working with plants, animals or other natural resources? Career Cluster Areas If you answered "yes" to any of these questions, this

Agriculture, Food & Natural Resources pathway may be for you! Health Science Scientific Research/Engineering For additional information related to these Career Clusters,

#### Northwest PA

(Clarion, Crawford, Erie, Forest, Venango and Warren counties) Select High Priority Jobs, Educational Attainment & Average Entry-Level Wages (2021)

#### Associate Degree

Dental Hygienists\* | Diagnostic Medical \$53,770 Sonographers\* Dietetic Technicians\* \$52,350 \$20,980 Respiratory Therapists

Jurse Practitioners\* Family & General \$78.520 Practitioners\* SAS 930 Physical/Occupy Therapists\*

Graduate Degree

#### Post-Secondary Nursing Assistants Licensed Practical \$24.790 & Licensed Assistants\* Vocational Nurses

#### Shorts or Moderates Term O.IT **Bachelor Degree**

Home Health Aides\* Veterinary Assistants & \$21,680 Laboratory Animal vorkers & Laborers\* Caretakers\* Pharmacy Technicians \$23,200

Registered Nurses | Dietitians & \$57,360 Environmental Scientists & Specialists\* \$46,460

For a list of Top 50 Employers by county, visit: http://bit.lv/Top50Emp







#### SCIENCE AND HEALTH PATHWAY

managing and producing of therapeutic services, diagnostic services, health information and biochemistry research and development. Many of the careers involved with the food, fiber, environmental and natural resource systems fall under this pathway.

re you interested in	Are you able to	Do you enjoy
Healthcare environment Science and medicine Medical research Food production Environment and conservation Pharmacy Animals Physical therapy Sports and fitness Information pushers	Ply attention to detail Use a computer and technology Wark in a lake medical facility Apply scientific theory to real problems Wark outdoors Collect and analysing data from experiments Care for people in need Work with animals	Helping people Caring for sick animals Caring for sick animals Working outdoors with visible Working on a team Working on a beam Asking a contribution to society Working with numbers Developing conclusions from data

If you answered "upo" to many of these rejections, you might consider a future in one of the occupations listed on the front of this fiver, or below.

#### Additional PA In-Demand Occupations

Short- or Moderate-Term OJT /Related Work Experience	Long-Term OJT / Post-Secondary / Associate Degree	Bachelor or Advanced Degree		
Dental Laboratory Technicians	Environ. Science & Protection Techs	Chemical Engineers		
Farmworkers: Farm, Ranch & Agua, Animals	Phiebotomist	Medical & Health Services M	nacers	

Medical Secretaries & Admin. Assistants Personal Care Aides Occupational Therapy Assistants Psychietric Aides Surgical Technologists

Nurse Anesthetists Physician Assistants Survey Researchers And rears...

Education/Training Resources

Adult Basic Education

PA Eligible Training Provider List http://bit.ls PA Colleges & Universities: http://bit.bs/PACollegeses/Uni

To access the full High Priority Occupations List for NWPA and the PAJDOL list, visit To contact Northwest PA CareerLink®, call 1-844-333-5248.



## STEP 2: ERIE CO. CAREER PATHWAYS ALLIANCE (ECCPA)

In 2015/16, our community's focus turned to "career pathways"

- Engage educators and students in dynamic career-connected teaching and learning
- Create paths for success in postsecondary education and training and careers



Mission: To implement a countywide career pathways system that successfully prepares Erie County students for post-secondary education and training and future careers.

<u>Structure</u>: Organized around five career pathways encompassing 16 industry clusters; following research-based framework developed by NC3T.



#### K-12 initiative

- Grounded in local data and need
- Aligned with <u>Future Ready PA</u> & <u>CEW Standards</u>
- Develop and deploy age-appropriate experiences; document through "templates" for replication



#### **Schools**

K-12 school districts
CTCs
College/Universities



## **Industry Advisory Groups**

- Engineering & Industrial Technology
- Science & Health
- Business, Finance & Information Technology
- Arts & Communication
- Human Services

#### <u>Others</u>

Career Street

IU #5

**NWPA Job Connect** 

Northwest PA CareerLink®

NTMA

Corry Hi-Ed



## **Advisory Group Role**

Advise educators and workforce development system on:

- Skills and knowledge needed in the industry
- Making programmatic improvements to meet employers' needs
- Building relationships within the industry
- Connecting students in the workplace



## **Advisory Group Process**

- Ground in CEW Standards and Future Ready PA
- Discuss priority skills, and what's missing in job candidates and employees
- Identify and design age-appropriate career exploration experiences aligned with state standards
- Create new opportunities for career-connected learning to better prepare students for future jobs



## **OUR IMPACT**



#### **Schools**

- Aligned courses with five generally accepted pathways, influencing:
  - Course offerings
  - Hiring decisions
  - Student scheduling
  - Parent communications

#### **Schools**



#### Girard School District

#### PROGRAMS OF STUDY

Home

Requirements

ECTS

#### Career Pathways

Courses of Study

Scheduling Sheets

College Credit Opportunities

Internship Packet

### **CAREER PATHWAYS**

#### WHAT ARE CAREER PATHWAYS?

Each pathway is a broad grouping of careers that share similar characteristics and whose employment requirements call for many common interests, strengths, and competencies. A chosen Pathway focuses on a student's elective courses toward preparing for a specific goal area. Career pathways provide opportunities for students to explore similarly grouped career options. They also serve as an organizing tool for schools to help focus curriculum and bring relevance into the classroom.

- Why should I choose a career pathway?
- To help focus on a career area that matches interests
- To help set goals and align classes necessary to achieve those goals
- To create career awareness
- To encourage planning for workforce or postsecondary education opportunities

https://sites.google.com/view/programs-of-study/career-pathways

#### Pathways to the Future



## CORRY AREA SCHOOL DISTRICT PATHWAY GUIDE

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# Pathways resources throughout school (hallways, classrooms)







#### **Schools**

- New resources and partnerships to help meet state requirements (Career Indicators)
- Stronger relationships between K-12 and postsecondary with employers and WFD organizations
- Opportunities to learn from employers in ways that influence classroom teaching



#### **Students**

- High-quality, age-appropriate career exploration experiences that didn't exist before; greater ability to participate and meet graduation requirements
- New dual enrollment opportunities
- Opportunities to engage with and learn from employers
- More strategic approach to their education



## Strategic Approach to Education: Corry Example

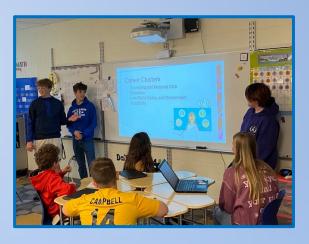
- Middle school classroom lessons revolve around pathways as they use Xello to complete career indicators
- CTC programs are in the <u>Career Pathways Guide</u> aligned to the pathway they fall into. (Ex: Early Childhood Education = Human Services Pathway)
- As 8<sup>th</sup> graders are completing the required 8<sup>th</sup> Grade Career Plan, they are choosing the pathway that aligns to a CTC program they might want to pursue in 10<sup>th</sup> grade
- Pathway Guide helps students select courses aligned with their career goals

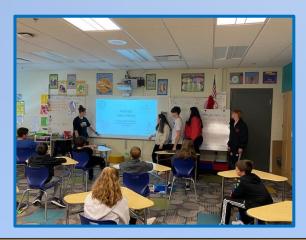


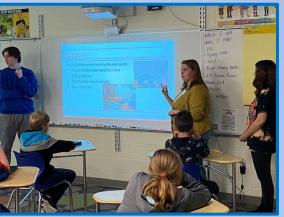


# Strategic Approach To Education: Girard Example











## **Employers**

- Vehicle to influence education in new ways, and communicate their needs more efficiently than in years past
- Access to pipeline of young talent
- Opportunities to showcase their industry and companies to students and families



#### General

- No more finger pointing; collaborative cross-sector relationships in place
- Additional resources from "the outside" to support career exploration and pathways development
- Career Street and ECCPA are models across PA and beyond

## SELECT EXPERIENCES

# MULTI-DISTRICT INDUSTRY CLUB (PILOT)



- Five students from four districts
- Included:
  - Intro to Pathways
  - Employability Skills
  - College Tours
  - Employer Tours
  - 40-hour Internship
- Funded through TANF

- 5 of 5 increased understanding of careers in the region.
- 5 of 5 solidified or refined their career aspirations.
- 5 of 5 recommended we offer the program again.
- 4 of 5 deepened their awareness of at least one career pathway.
- 2 of 5 received job offers.

## MULTI-DISTRICT INDUSTRY CLUB (PILOT)



Dahlkemper Landscape Architects & Contractors



Community Access Media



**Curtze Food Service** 



Hair Therapy



Hansen's Errand Service (Transportation Partner)



Industrial Sales & Mfg



Erie Co. DA's Office

"I really liked touring the business, especially the ones that helped out with business opportunities. I also liked the college visits because they helped me officially decide if it was for me or not."

"I think that the job shadow and company tour was very insightful. I got to talk to professionals in their field and see first-hand what they accomplish each day. I also thought the internship was a very valuable experience."



## MULTI-DISTRICT INDUSTRY CLUB

# Student Comments

"During my time in this program, I met some wonderfully kind, and interesting people. I was able to witness people from all over the world become official U.S. citizens; and I experienced things I've never known. The impact that MDIC can make is great and I am forever grateful for this opportunity. I hope more people get the same opportunities that I was able to have. I don't know exactly where I see myself going, but I learned a lot more about what I could do with everything that I have."

"I wanted to thank all of you so much for what you created and allowed us to take part in. I absolutely loved it. If I had any doubts about what I wanted to do, I don't think I do anymore. Getting to interact with people in the field I wish to go in furthered my desire to be a part of it. Thanks to you guys. I now also have contacts and a social network started that I can build on throughout my career. I got to meet a lot of people that can help me fulfill my career goals and they were just such interesting people. I hope you all are able to continue this program because I want other people to be able to experience it too and get some helpful insight. I hope that it helps people find what will make them happy in life and pursue a career that is perfect for them."

"The day I came into work and they asked me to stay on because I was doing such a good job. I was actually enjoying the job."



## SKILLED TRADES PROJECT

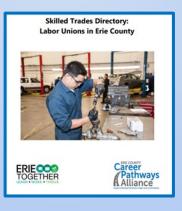
**300+** students, **nine** unions and **many** educators engaged.

Two employer panels representing 8 unions.

Skilled Trades Day for educators. (100% said session will improve their professional practices.)

**Six** skilled trades training center tours. (87% indicated increased awareness of employment opportunities)

Five skilled trades videos; 5 on the way.



Comprehensive Skilled Trades Directory

www.erietogether.org/skilled-trades



Career Street's road trip continues today, First stop: Plumbers Local 27 local training facility, Today



Skilled Trades Showcase 2023

Skilled Trades Focus on Electrical

Skilled Trades Focus on Plumbers
CareerStreetErie

Skilled Trades Focus on Roofers
CareerStreetFrie

CareerStreetErie

CareerStreetErie

Workers
CareerStreetErie

Skilled Trades Focus on Steamfitters
CareerStreetErie

This project was supported 100% by the Employment and Training Administration of the US Department of Labor as part of an award totaling \$37,000 with 0% financed from non-governmental sources.



Career Street is on the road today with 43 high school students from Corry Area School District Girard School District and Iroquois High School! Today we toured Eastern Atlantic States Regional Council of Carpenters training facility and boy, were we impressed! A special thanks to NWPA Job Connect, who provided the grant that is supporting this trip!



"I learned that you don't have to go to college to get a good paying career."

#### SKILLED TRADES PROJECT

"It further expanded my knowledge on what types of jobs there are in the world."



"This trip was very inspirational, and I learned a lot."

Career Street
December 13, 2023 - 🚱

The final stop today was at the Roofers Local 210 training facility! Another great opportunity to #learnwhileyouearn. Thank you Roofers LOCAL 210 for hosting these Iroquois students!





## PROFILE OF A GRADUATE – General Background

- For several years, ECCPA received outside career pathways-related assistance from the National Center for College and Career Transitions (NC3T) which later merged with YouScience.
- In 2022, ECCPA began developing a "Profile of a Graduate" with technical assistance from NC3T/YouScience.



### **PROFILE OF A GRADUATE – What is it?**

- A statement that summarizes the aspirations of members of a community for their high school graduates.
- A resource that expresses the knowledge, skills, abilities, and mindsets that make the individual ready for the next step in life beyond high school graduation.
- A tool that informs and focuses the work of educators along the preK-12 continuum.



### **PROFILE OF A GRADUATE – Erie County Process**

- In September 2022, held first cross-sector Community Steering Committee meeting and developed first PoG draft.
- Reviewed first draft with superintendents to garner their input.
- Conducted four focus groups: Students, Parents, Teachers and Administrators, and Employers, then developed Draft 2.
- Deployed a community survey to gather input on Draft 2 garnered more than 100 responses, with nearly 50% of those coming from employers. Developed Draft 3.
- Reviewed Draft 3 with ECCPA Internal Working Group and Community Steering Committee. Final draft approved on 6/13/2023.

# **Erie Together Profile** of a **Graduate**

**Steering Committee approved June 2023** 

#### **ACADEMICALLY READY**

- Actively listens & applies knowledge
- Connects skills to workplace expectations
- > Utilizes effective written & verbal communications
- Demonstrates proficiency in math skills
- Takes responsibility/ownership
- Selects coursework based on personal & career goals

#### LIFE READY

- Demonstrates healthy lifestyle & habits
- ➤ Treats others with dignity & respect
- ➤ Manages stress & uses positive coping skills
- Commits to continuous, lifelong learning
- Advocates for self & seeks help when needed
- Utilizes technology appropriately in interpersonal interactions

#### **CIVIC-MINDED**

- Respects others' perspectives & experiences
- Accepts responsibility for actions & contributions to society
- Engages in community & stays aware of current events
- Understands government functions & impacts
- Stays informed & votes regularly



- Embraces diversity
- Possesses a strong work ethic
- Collaborates & communicates with others
- Shows initiative & is willing to learn new skills
- Solves problems and thinks critically
- Demonstrates punctuality & good attendance

#### **FUTURE-FOCUSED**

- Leverages personal strengths into opportunities
- Explores career options through practical experiences
- ► Identifies career path based on strengths/interests
- Recognizes and utilizes transferable skills
- Organizes time & prioritizes tasks to meet goals

#### FINANCIALLY SAVVY

- Understands finance concepts (debt/savings/credit)
- Differentiates between needs and wants
- Sets budget with short / long term financial goals
- Understands the value of investments for retirement
- Comprehends standard payroll deductions & taxes



#### **READY FOR CAREER. COLLEGE. LIFE.**



## **PROFILE OF A GRADUATE – Next Steps**

- School district integration into curriculum and other programming
- Development and execution of comprehensive community strategy to foster development of skills in young people









## **QUESTIONS?**

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