

## CAREER PATHWAY DEVELOPMENT with RoxMAPP

The RoxMAPP partnership seeks to ensure that Madison Park Technical Vocational High School (MPTVHS) students graduate high school, enter higher education and/or the workforce through an integrated early college and career readiness partnership with Roxbury Community College (RCC) and the Joint Industrial Advisory Board (JIAB). Specifically, using most recent labor market data review, RoxMAPP has identified the following career pathways: *ALLIED HEALTH, LIFE SCIENCES/BIO TECHNOLOGY, BUILDING SCIENCE & CONSTRUCTION MANAGEMENT, TRANSTEM, FINANCIAL SERVICES, AND CULINARY ARTS/HOSPITALITY MANAGEMENT.*

The ultimate goal is for students to complete at least 15 college credits towards an AA/AS at RCC and/or earn non-credit industry certifications while in high school in six year career pathways (9-14). For students that enroll and complete their AA/AS at RCC, industry employers will provide graduates at least one interview in their career pathway upon completion of associates degree or acceptance in a pre-apprenticeship programs.

Currently, RoxMAPP partners with the Boston Private Industry Council (BPIC) to coordinate career exploration, awareness, and internship opportunities for while students are enrolled at MPTVHS. In the future, RoxMAPP plans to partner with the Massachusetts Competitive Partnership to coordinate the future expansion of Chapter 74 co-operative education at MPTVHS and the “Learn and Earn” program at RCC.

## DEVELOPING PATHWAYS: THE PROCESS

Each pathway planning team is, comprised of representatives from MPTVHS, RCC, the BPIC Council, and local employers (the Joint Industry Advisory Board – JIAB). The process for creating pathways should be highly collaborative. The team should be prepared to meet on a regular schedule to ensure the development of a high-quality program that meets the multiple needs of the stakeholders involved.

The process that follows is presented as a linear model with five steps. In reality, developing pathways is an iterative and many parts of the process overlap. It is presented in this way so that employers and industry can see the process as a whole and to aid in setting planning milestones as the effort unfolds.



## BECOMING A MEMBER of RoxMAPP SKILLS CONSORTIUM

Members of a skills consortium have several responsibilities:

- Work with RoxMAPP to engage 4 – 6 employers who represent that career pathway and have similar needs for middle skill talent. Together these employers will form a skills consortium.
- Provide input to shape the required curriculum (credit and non-credit) and to clarify the desired career pathway.
- Provide a minimum number of career readiness experiences for students (i.e. job shadow days, guest speakers, summer internships, teacher externships, project based learning experience, mentors).
- Provide seed funding to design and implement career pathway.
- Provide interview opportunities for students who complete their AA degree

If each member of the skills consortium commits to a minimum number of career readiness experiences, no one employer will have to shoulder a disproportionate share of the responsibility.