CTE • SCHOOL BOARD UPDATE

PATHWAY TO EMPLOYMENT

From classroom readiness to community opportunity

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Why this matters for MMK students

A common challenge

Students need a way to demonstrate they are ready to work—before they have much job experience.

For students

A credible way to stand out in entry-level hiring.

For employers

A clearer signal of work habits and readiness.

For our community

Stronger connections between schools and local jobs.

What is Pathway to Employment?

A school-verified work-readiness credential

01 Demonstrate

Workplace habits and academic readiness

02 Earn

A Pathway to Employment Card

03 Connect

With participating local employers

What do students need to demonstrate?

15 evaluated employability skills

Reliability

Attendance • Punctuality • Time management • Responsibility

Professional habits

Organization • Safety • Self-management • Integrity

Working with others

Communication • Teamwork • Civility • Diversity

Growth & initiative

Leadership • Positive attitude • Performance

Student eligibility: clear, measurable expectations

ATTENDANCE & CONDUCT

No more than 3 tardies; no more than 3 full-day absences (school-related absences excluded); no suspensions

ACADEMIC READINESS

Cumulative GPA of 2.0 or higher; passed all classes in prior and current semester

WORKPLACE READINESS

Three staff/instructor evaluations; every observed category must be rated acceptable or exemplary

APPLICATION MATERIALS

One-page professional, current, error-free résumé and handwritten student reflection

How a student earns the card

1. Learn about the program
2. Complete the application and résumé
3. Collect three evaluations
4. Verify eligibility and readiness
5. **Receive and use the card**

A credential backed by instructor evidence

2	Exemplary
1	Acceptable
0	Needs improvement

N/O = Not observed

Standards are verified by school staff—not simply self-reported.

Important safeguard

Any score of 0 in a category makes a student ineligible under the evaluation form.

What participating employers agree to

GUARANTEED INTERVIEW

For certified students applying to qualifying open entry-level positions

Recognize

The card as a signal of student work readiness.

Interview

Eligible cardholders who apply for open entry-level roles.

Give feedback

Share evolving workforce needs with MMK.

There is no obligation to hire.

A practical benefit for every partner

Students

A résumé-building credential

Interview experience and confidence

Connections to local career opportunities

Employers

Applicants screened against shared standards

A stronger local talent pipeline

Input into the skills schools prioritize

MMK & community

Real-world relevance for learning

A stronger school-to-work connection

A reason for students to build daily professional habits

This builds on our existing CTE work

Pathway to Employment is not a stand-alone initiative.

Classroom learning	Communication, organization and professional habits
Hands-on CTE	Applied projects and industry-aligned tools
Career exposure	Guest speakers, field trips and work-based learning
Student leadership	SkillsUSA and teamwork experiences

A proposed implementation sequence

01

Finalize

Review criteria, evaluation consistency and card issuance process

02

Recruit

Work with the EDC to invite local employer partners

03

Launch

Inform juniors and seniors; support applications and résumés

04

Improve

Collect employer feedback and update program practices

How we can measure success

STUDENT PARTICIPATION

Number of applicants and cards awarded

EMPLOYER ENGAGEMENT

Businesses committing to interviews

REAL OPPORTUNITIES

Interviews completed and students hired

PROGRAM QUALITY

Employer feedback and student experience

THE GOAL

Every student should leave MMK with more than a diploma.

They should have the skills, confidence, and connections to take their next step.

Questions & discussion

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