

CAREER PATHWAYS Framework

Explore - Discover - Experience



Empowering students to **explore** future career opportunities, **discover** their interests, and **experience** the world of work successfully.



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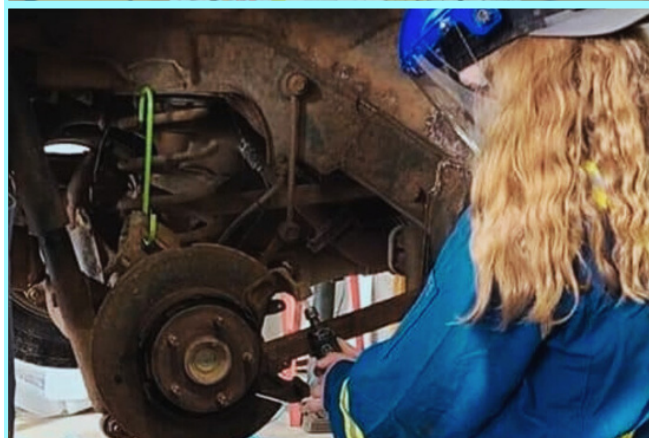


OVERVIEW

The Peace River School Division is dedicated to fostering a culture of growth and success for every student, supporting their unique journey from early learning through high school completion.

Our Career Pathways Framework empowers students to explore their interests, discover their potential, and purposefully prepare for life beyond graduation. By cultivating critical thinking and problem-solving, we equip students with the essential knowledge and competencies required in an ever-evolving world.

This framework is built upon the vital connection between K-12 education, families, industry, post-secondary institutions, and community partners. Through this collaborative network, we provide robust programming and authentic career exploration. Our goal is to develop lifelong learners and active citizens who are not only prepared for the workforce but are ready to lead and thrive as contributing members of their communities.





FOUNDATIONAL UNDERSTANDING

The PRSD Career Pathways Framework is grounded in the belief that career development is a lifelong process. It is not merely about choosing a job; it is about building the capacity to navigate a complex, changing world. By managing their own learning and work, students develop the resilience to handle future transitions with confidence. We believe that career development for PRSD students is an evolving journey that grows alongside the student. We categorize this journey into three distinct phases.

Phase 1: Explore (Kindergarten to Grade 6)

Through building awareness and curiosity about the world around them students begin to recognize that people have different roles in a community and identify their own interests through play and inquiry-based learning. The focus of Phase 1 is to build a foundational awareness by observing local industries, discovering the diverse businesses within our towns, and visualizing how various careers contribute to society.

Phase 2: Discover (Grades 7-9)

In this phase, students start connecting the dots between their favorite school subjects, their unique talents, and real-world careers. Phase 2 is about seeing how the skills they build in the classroom today open doors to the opportunities they'll want tomorrow. Students begin to focus on taking an active role in thinking about their future by researching specific careers, developing resumes, and engaging in job shadowing to see professional environments firsthand.

Phase 3: Experience (Grades 10-12)

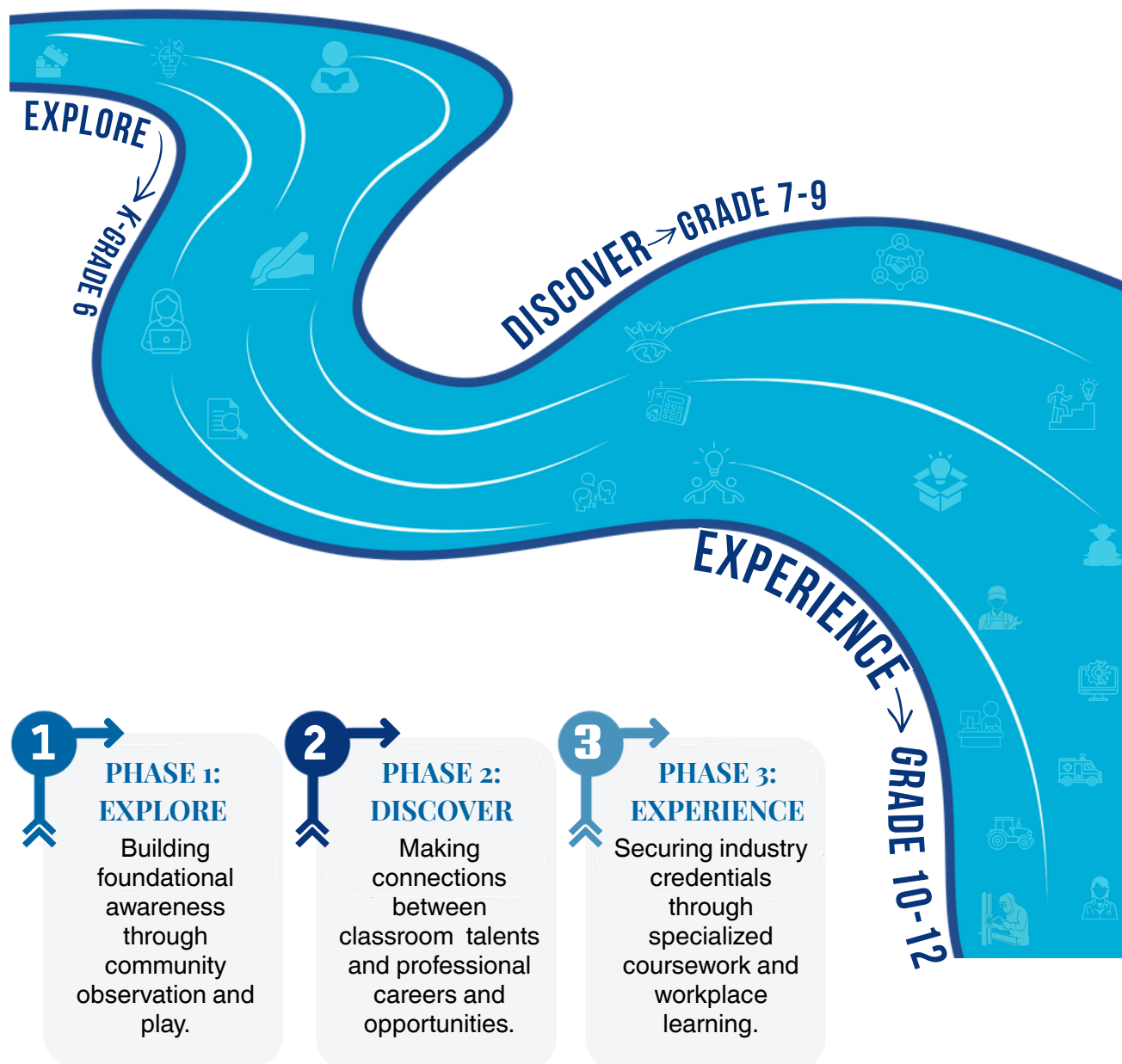
This phase is about making informed decisions. Students align their high school coursework with specific career goals, engage in workplace learning, and prepare for adulthood. They move beyond the classroom to secure the credentials and connections they need for their first steps after graduation.

Through work experience, apprenticeships, and real-world contexts, students design a personalized pathway toward post-secondary success or the workforce.





PRSD CAREER PATHWAYS MODEL





CORE PRINCIPLES

STUDENT-CENTRED DESIGN

Every pathway is flexible, allowing students to pivot as they uncover new interests and passions.

EQUITY OF ACCESS

Every student, regardless of where they live, has access to robust career exploration and high-quality programming.

COMPETENCY-BASED GROWTH

We prioritize the mastery of Alberta Education and Childcare's core competencies. These are transferable skills essential for success.

COMMUNITY INTEGRATION

We bridge school and work by connecting students with local industry mentors for impactful, real-world learning beyond classrooms.

DEFINING SUCCESS

We recognize that a successful transition from school to a career looks different for every student. Our framework moves beyond a universal model to support multiple, equally valid exit points.

- **Apprenticeship and Skilled Trades:** Acceleration into a trade via the Registered Apprenticeship Program (RAP), allowing students to earn hours toward their blue book while still in high school.
- **Post-Secondary Education:** Preparation for university or college admissions, enhanced by aligned CTS strands and Dual Credit coursework that earns both high school and post-secondary credits.
- **Direct Workforce Entry:** Immediate employability equipped with industry-recognized safety and skill certifications (e.g. Green Certificate, H2S Alive, First Aid).
- **Entrepreneurship:** The mindset and practical skills required to launch a business and drive economic growth within the Peace River region.



TERMS

Career Internship 10: Career Internship 10 is designed to help senior high students make informed decisions as they transition toward post-secondary education or the workforce. This off-campus opportunity is available to students 15 years of age or older and operates under the shared supervision of a certificated teacher and a dedicated onsite representative. Internships can be taken in conjunction with other practical programs such as Work Experience, the Green Certificate, or the Registered Apprenticeship Program to further enhance a student's professional portfolio.

Career and Technology Foundations (CTF): Designed for students in Grades 5 through 9, Career and Technology Foundations offers an early opportunity to explore personal interests across various occupational sectors and technologies. This student-focused curriculum encourages young learners to plan, design, and implement creative solutions for authentic, real-life challenges. Students develop essential social and interpersonal skills alongside practical industry knowledge that remains relevant in a changing world.

Career and Technology Studies(CTS): Career and Technology Studies provides a flexible, pathways-based curriculum for students in Grades 10 through 12 to explore potential career options while gaining skills applicable to both daily life and future employment. The program is organized into 1-credit courses, allowing schools to design unique, personalized programming that leverage community resources and meet specific student goals.

Dual Credit: Dual credit is an optional, high-level career programming choice that allows Grade 10, 11, and 12 students to earn high school credits while simultaneously gaining credits toward a post-secondary certificate, diploma, or degree. Authorized and funded by Alberta Education and Childcare, this pathway provides students with a head start on their future by allowing them to complete rigorous coursework that counts toward both an Alberta High School Diploma and a recognized post-secondary qualification, including journey person certificates.

Green Certificate: The Green Certificate Program is a joint initiative between Alberta Education and Childcare and Alberta Agriculture and Irrigation. This agriculture-focused, apprenticeship-style program allows senior high school students aged 15 or older to earn a Level I (Technician) Green Certificate by mastering specific skills within an agricultural specialization. Students work under the dual guidance of experienced farm trainers and a certificated teacher.

K&E Workplace Readiness/Practicum: The senior high school Knowledge and Employability (K&E) courses are specifically designed to provide students with a practical, supportive environment to develop and demonstrate essential employability skills. The journey begins with Workplace Readiness 10-4, which focuses on the foundational preparation required to enter the workforce with confidence. As students progress, they can enroll in Workplace Practicum 20-4 and 30-4, which are designed to accompany or follow specific occupational courses.



Registered Apprenticeship Program (RAP): The Registered Apprenticeship Program (RAP) offers a unique dual status where senior high school students aged 15 or older are simultaneously registered as apprentices with Apprenticeship and Industry Training (AIT), under Alberta Advanced Education. This allows students to earn high school credits while gaining hours toward a journeyperson certificate in a designated trade. Training is flexible and can be scheduled around the student's needs.

Work Experience: Work Experience 15, 25, and 35 are distinct courses that allow senior high students to apply their classroom knowledge, skills, and attitudes within a professional workplace. By participating in these courses, students aged 15 and older can discover their occupational interests through meaningful, work-integrated learning that may include either paid employment or volunteer activities. These experiences are supervised cooperatively by a certificated teacher and an onsite employer representative.

Work Study: Unlike credit-based courses, Work Study is a short-term or part-time learning opportunity that complements existing junior or senior high school curriculum. This programming allows students to connect their academic studies, such as Biology or Science, to the real world through activities like job shadowing, mentorships, or workplace observations. Because Work Study is tied directly to a specific course rather than being a standalone subject, it provides a low-pressure way for students to investigate various careers and see the practical application of their studies under the supervision of both a teacher and a community partner.



APPENDIX A

Alignment to the PRSD Division Education Plan

The Peace River School Division (PRSD) Career Pathways Framework is grounded in the strategic priorities and overarching vision outlined in the Division's Education Plan. Our commitment to fostering a culture of growth and success for every student is operationalized through this framework, ensuring that the K–12 experience is not an isolated academic exercise, but a purposeful journey toward high school completion and beyond. By coordinating our career development phases with the Division's goals for Learning Excellence and Student Growth, we provide students with a clear "why" behind their education, connecting classroom inquiry to the essential knowledge and competencies required in a constantly changing world.

The framework directly supports the Division's mandate to develop Lifelong Learners and Active Citizens. In Phase 1 (Explore), we mirror the Education Plan's focus on foundational awareness and curiosity, using play and inquiry-based learning to help our youngest students recognize their place within the community. As students move into Phase 2 (Discover) and Phase 3 (Experience), the framework transitions into a more rigorous application of the Division's academic objectives. By connecting favorite subjects to real-world careers and securing industry-recognized credentials such as RAP, Dual Credit, and Green Certificate, we ensure that our students are not merely meeting provincial standards but are also gaining the confidence to navigate complex future pathways.

This conformity extends to the Division's commitment to Engagement and Community Partnerships. The Career Pathways Framework is built upon a collaborative network linking schools, families, and local industry. By supporting multiple exit points; including Apprenticeship, Post-Secondary Education, Direct Workforce Entry, and Entrepreneurship, the PRSD Career Pathways Framework ensures we meet the broad needs of our students while driving economic growth within the Peace River region. Ultimately, this framework functions as a tool for achieving the Division's mission: preparing students to lead, thrive, and contribute as meaningful members of their communities.





APPENDIX B

Measurement and Accountability

To ensure the PRSD Career Pathways Framework stays responsive to student needs and effective in its delivery, the division monitors both local and provincial measures. Beginning with analysis of the Provincial and Division Survey Results, which provide data on student satisfaction and perceived relevance of their learning. Key performance indicators include:

- High School Completion Rates
- Transition Rates to post-secondary or the workforce, and
- Equitable Access to Programs across the division

By tracking these outcomes, we can evaluate how effectively students are being prepared for life after high school.

The design also monitors yearly average student attendance as a primary indicator of student engagement and belonging. We recognize that when students see a clear connection between their coursework and their future goals, their commitment to daily learning increases.

Finally, the success of this joint network is measured through ongoing engagement with staff, students, parents, industry, post-secondary institutions and community partners. Through a combination of formal surveys and in-person engagements, the Peace River School Division maintains a continuous feedback loop. This ensures that our “Experience” phase remains aligned with current industry standards and that our students graduate with the work-readiness required to thrive as contributing members of the regional community.

