

Kalamazoo Public Schools

Design Your Path to Your Promise



Industry Partner User Guide

Kalamazoo Labor Market Navigator: Promising Progressive
Career Pathways from School to Careers

Where Classrooms Meet Careers: Partnering to Build Kalamazoo's Future Workforce

Partnering With Schools to Turn Student Learning into Tomorrow's Workforce

From classroom learning to real-world applications, industry partners play a vital role in helping students see how their education connects to future careers in their area. When employers engage with schools through mentorship, work-based learning experiences, internships, externships, apprenticeships, job shadowing, and career exploration opportunities, students gain valuable insight into the skills, knowledge, and pathways needed to succeed after high school graduation. These connections help transform classroom learning into meaningful preparation for entering the workforce, preparing for postsecondary education, and long-term career success.

At the same time, strong partnerships between industry, chambers of commerce, and schools help cultivate a sustainable local talent pipeline by introducing students to career opportunities within their own community, building early relationships with future employees, and ensuring that local industries develop a skilled workforce prepared to meet current and emerging regional economic needs.

The Kalamazoo Labor Market Navigator provides valuable workforce data that helps students understand the careers available in their region, the education and training required, and the opportunities that exist within local industries. By partnering with schools and educators, industry leaders help students move from curiosity to clarity, connecting their interests and academic experiences to real career pathways and the workforce needs of the Kalamazoo community.

Beyond the Classroom: How Industry Partnerships Power Student Success

Did you know?

Research shows that when industry partners actively engage with local schools, student outcomes significantly improve. Studies have found that students who participate in career-connected learning experiences, such as job shadowing, internships, externships, mentors, apprenticeships, or industry-led classroom projects, are more likely to graduate from high school, enroll in postsecondary education, and secure employment after graduation.

According to the Linked Learning Alliance, students who participated in career-connected pathways were **9% more likely to graduate from high school and 11% more likely to enroll in postsecondary education** compared to their peers. Similarly, research from Jobs for the Future shows that employer engagement in education helps students develop workplace skills, build professional networks, and gain a clearer understanding of career opportunities in their communities. These partnerships strengthen student success while helping employers cultivate a skilled local workforce pipeline for the future.

Students' Futures Begin Here!

What is The Kalamazoo Promise?

The Kalamazoo Promise is a unique and powerful scholarship for Kalamazoo Public Schools (KPS) that covers up to 100% of the cost of college degrees and credentials at approved training centers and public and private universities and colleges in Michigan. Learn more about [The Kalamazoo Promise](#).

How can industry partners use the Labor Market Navigator (LMN) for Kalamazoo Public Schools to build a talent pipeline?

This guide empowers industry partners to actively shape Kalamazoo students' career journeys. Employers can use the Kalamazoo Labor Market Navigator to identify high-value careers and the corresponding CTE programs where their expertise can have the greatest impact. This enables employers to strategically develop work-based learning opportunities, apprenticeships, internships, and partnerships that align with industry needs while supporting students' Michigan Educational Development Plan (EDP) and career goals, helping build a stronger, skilled talent pipeline for the future.

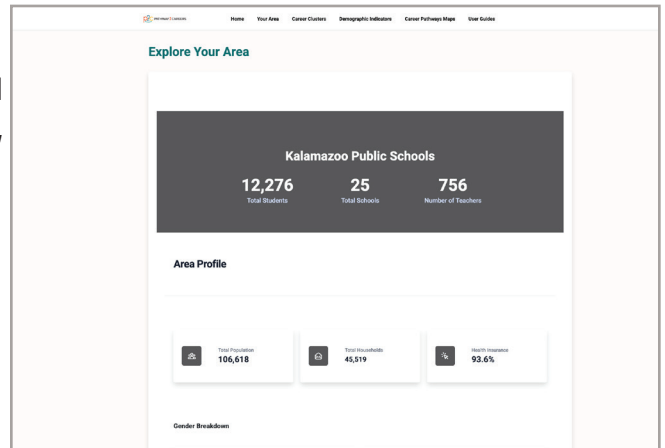
Benefit	What It Means for Students, Schools, and Industry Partners
Clarity	Students gain a clear understanding of which careers are growing in the Kalamazoo region, what skills employers need, the preparation required, and the potential wages associated with different occupations. Industry partners help bring this data to life by sharing real-world insights about careers in their field.
Goal-Focused Education	Students can select a CTE or other program of study that leads to strong, in-demand careers in the Kalamazoo region. Industry partners help ensure that classroom learning reflects the knowledge and skills needed in today's workforce.
Workforce Awareness	Through career-connected learning, workplace visits, mentorship, apprenticeship, internship, externship, and job-shadowing, students gain exposure to real industries operating in their own communities. These work-based learning experiences help students see themselves in future careers and understand the pathways required to reach them.
Smarter Course Selection	When a career path requires a specific certification or degree (e.g., programs offered at Kalamazoo Valley Community College), Promise funds can support specific training, often providing a faster and more affordable route to a high-value career than a four-year degree.
Stronger Talent Pipeline	Early engagement allows employers to introduce students to career opportunities within their industries, helping develop interest and build relationships with potential future employees.
Informed Postsecondary Decisions	Students and families feel more confident making decisions about college, credentials, apprenticeships, or entering the workforce when they understand how education connects to local employment opportunities.
Efficient Use of Educational Resources	With The Kalamazoo Promise, students can pursue job training credentials, certifications, or degrees aligned with job training, and local workforce needs, often creating faster, more affordable pathways into high-value careers.
Sustainable Workforce Development	By partnering with Kalamazoo Public Schools, industry leaders help prepare a future workforce equipped with the skills, experiences, and professional awareness needed to meet current and emerging economic demands in the Kalamazoo region.

What is the Kalamazoo Labor Market Navigator?

The Kalamazoo Labor Market Navigator (LMN) is an online resource designed specifically for the Kalamazoo Public Schools system. The LMN provides regional information on projected job growth for high-value careers, median wages, and required credentials in Kalamazoo County, presented in clear, easy-to-understand data dashboards and pathway maps supporting students' aspirations, goals, and post-secondary dreams.

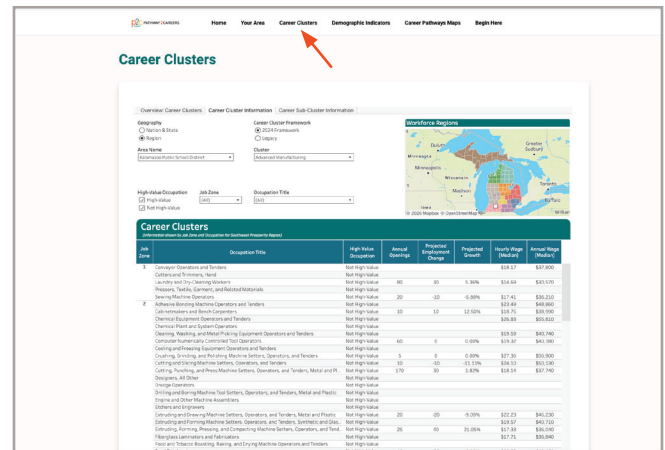
Your Area:

The Kalamazoo LMN Your Area tab provides students with a clear picture of their local workforce region through easy-to-understand census data. It highlights key information, such as population data, median household income, and average commuting distance for workers in the area. This snapshot helps students understand the community they live in, the economic landscape around them, and the factors that shape local career opportunities.



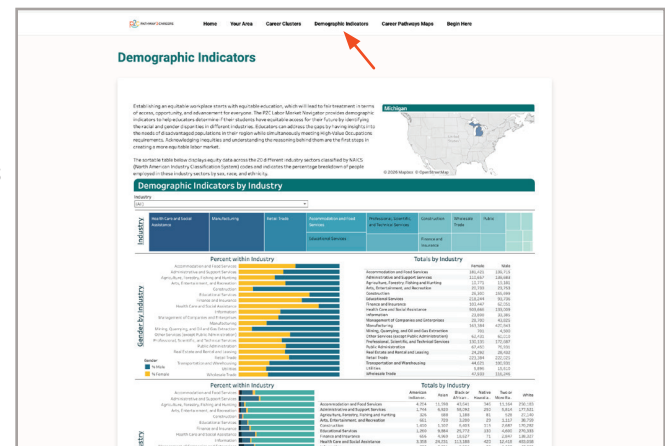
Career Clusters:

The *Career Clusters* tab helps students explore different career areas by grouping jobs into fourteen career clusters and more specific sub-clusters. This organization allows students to browse career opportunities that match their interests, skills, and future goals. By exploring sub-clusters, students can see how career clusters break down into specialized roles, helping them understand which education or training leads to their ideal career.



Demographic Indicators:

The Demographic Indicators tab provides a clear view of the local workforce, displaying data on gender balance, diversity, and other population trends. This information highlights where opportunities exist, including non-traditional and high-demand pathways, such as females entering fields like electrical engineering. By understanding these trends, students can identify careers where their strengths and perspectives are needed and valued.



Career Pathways Maps:

The Career Pathway Maps tab allows students to connect middle and high school course selection, Career and Technical Education (CTE), Early Middle College, Dual Enrollment, Education for the Arts (EFA), and apprenticeships to local careers and future educational degree or certification pathways. The maps illustrate which jobs are in demand in the region, what education or credentials are needed, and median wages. The maps make it easy for students to plan smart course schedules, explore career options early, and take steps now that align with future goals.

Learn more about [The Kalamazoo Labor Market Navigator](#).

Preparation Starts Now

Why is early career preparation critical?

Preparing early opens doors to valuable skills and connections that help students confidently enter the workforce. Early preparation supports:

- **Closing the Skills Gap:** Many rewarding careers, such as information technology and construction, require specialized technical expertise rather than a four-year degree. The earlier students identify these pathways, the sooner they can prepare by choosing the right CTE program of study, certifications, or work-based learning experiences.
- **Maximizing Students' Time:** High school is the perfect time to explore career fields risk-free through job shadowing, work-based learning experiences, summer jobs, electives, clubs, and extracurriculars. The LMN and Kalamazoo Promising Progressive Career Pathways Maps help students prioritize which experiences will matter most on a resume. For example, if a student in an HVAC program of study aims to work in the industry, applying for an apprenticeship with a local HVAC company can lead them directly into the workforce upon completion.
- **Securing Students' Financial Future:** Getting an early start on a career allows students to gain experience and develop workplace skills sooner, helping them reach financial independence more quickly. By understanding the typical entry-level and median wages in their chosen fields, students can set clear, achievable salary and lifestyle goals, plan expenses, and make informed decisions about education, training, and career opportunities.

Local Workforce Data: Understanding the Kalamazoo Promising Progressive Career Pathways Maps

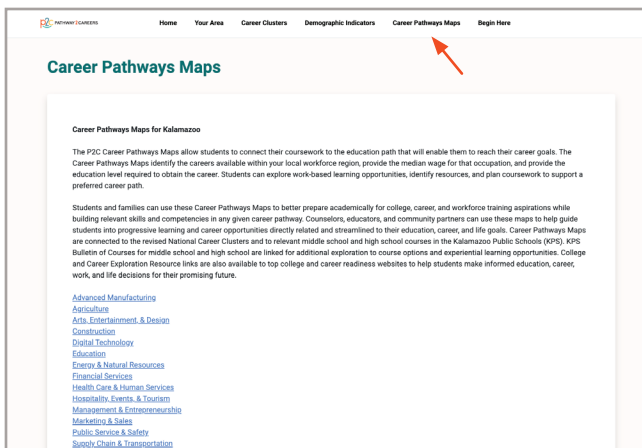
Why Use Local Workforce Data?

Because employers in your students' community need their talent and skills!

Bottom Line: Using local workforce data ensures career decisions are based on real, tangible opportunities available in the Kalamazoo area.

What are the Kalamazoo Promising Progressive Career Pathways Maps?

The Kalamazoo Promising Progressive Career Pathway Maps help students connect their high school coursework to local, in-demand careers and the education needed to pursue them. These maps identify available careers in the Kalamazoo region, their median wages, and the required education level, allowing students to plan their studies, seek in- and out-of-school experiences, find resources, and explore work-based learning opportunities.

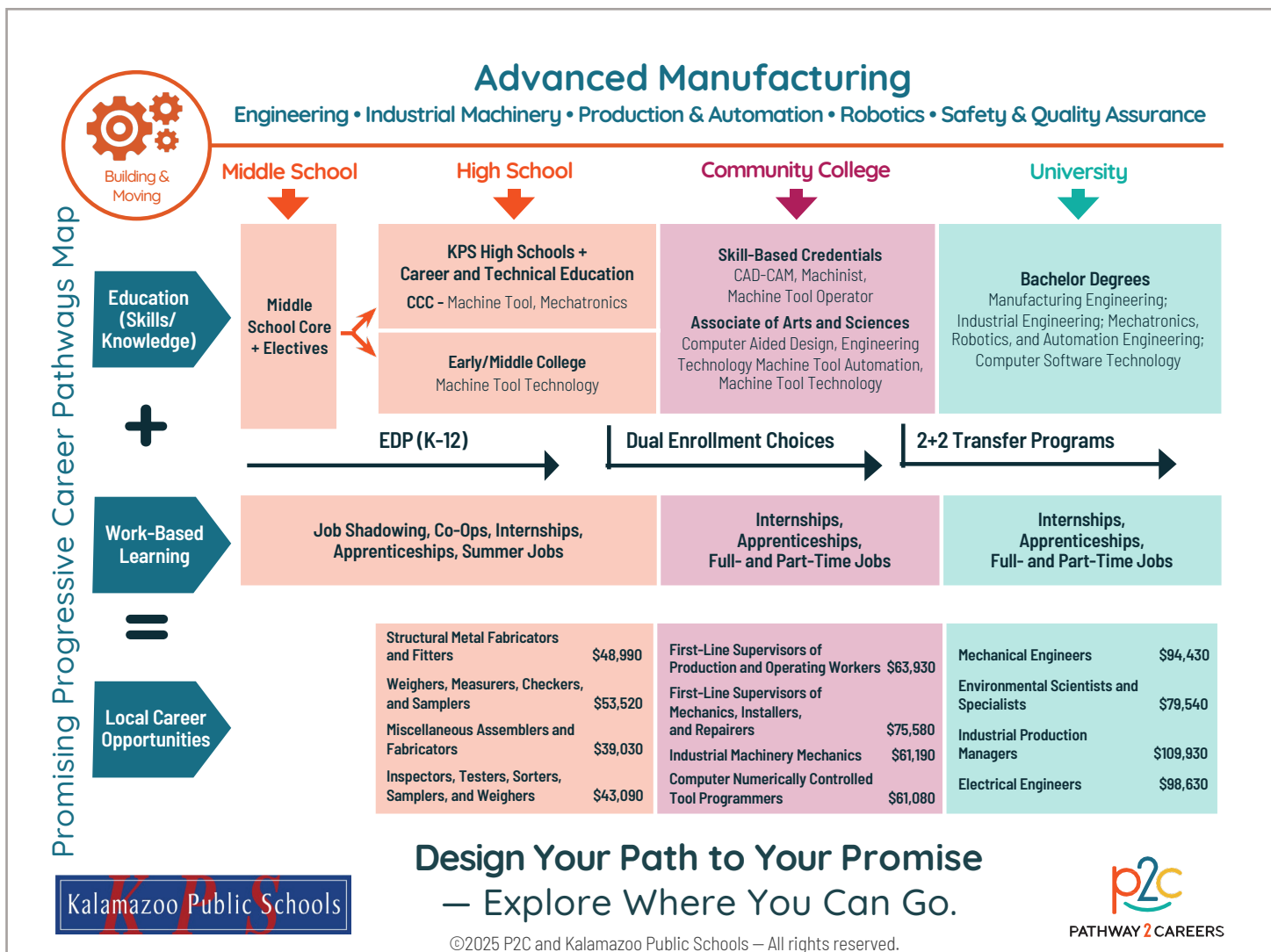


Every map is built around three key elements:



- **Job Titles & Median Wages:** See the specific job titles available in that field, along with the median annual salary.
- **Education Requirements:** Students and families will know exactly what kind of education is needed, whether it's a high school diploma, industry certification, associate's degree (2 years), bachelor's degree (4 years), or advanced degrees (6+ years).
- **Entry Points:** The maps offer students multiple ways to begin their journey. Students do not always need a four-year degree to begin a career. Many pathways provide earn-and-learn opportunities, allowing students to work in a part-time job or apprenticeship while continuing their education.





Across the top row, moving from left to right, the education pathways available within a specific career cluster are displayed. These opportunities begin in middle school and continue through high school, then progress into community college programs, university majors, and degrees.

Row two highlights work-based learning opportunities that students can begin exploring in middle school. Activities like job shadowing or volunteering offer an authentic career experience before formal employment. As students get older, these work-based learning opportunities expand, allowing them to gain valuable hands-on skills and experience over time.

The bottom row displays local job examples and their median wages. Notice how earnings typically increase at each level of education (from high school to university). This data helps students strategically choose their postsecondary education pathway by showing whether it provides a clear financial advantage. Explore the Kalamazoo Labor Market Navigator for a complete list of occupations, including growth rates, potential wages, projected openings, and other relevant demographic information.

What courses should students take on their career journey?

Starting in middle school, students can choose elective courses that build their knowledge, skills, and abilities in a specific career field. In high school, they can further this preparation by adding career-connected pathways and dual enrollment, positioning them to successfully pursue postsecondary programs or majors.

- The courses in the top row are required middle school courses, along with electives. To view the full middle school catalog, click on the words “Middle School” on the left.
- The courses in the middle row are high school choices that students can make to fulfill graduation requirements while preparing for a future career. To view the full high school catalog, click on the words “High School” on the left.
- Along the bottom row are a combination of high school CTE courses students can take, apprenticeship programs and certifications, as well as college-level dual enrollment courses that will help them prepare for a college-level credential or degree. If this is the career field they want to pursue, there are also community college and university majors that will allow them to access high-value careers in the Kalamazoo area.

Advanced Manufacturing

Design Your Path to Your Promise – Here’s How You Can Get There.

	English Language Arts	Math	Science	Social Studies	World Language	Enrichment	Career Readiness	Elective Focus
MIDDLE SCHOOL	English	8 th Grade Math or Accelerated Math	8 th Grade Science	Social Studies	Mandarin Chinese	Physical Ed./Band, Orchestra, or Choir	Life Skills	Tech Smart
	English	7 th Grade Math or Accelerated Math	7 th Grade Science	Social Studies	Spanish for Begin. (Declive)	Physical Ed./Band, Orchestra, or Choir	Life Skills	Tech Smart
	English	8 th Grade Math or Algebra	Science/Robotics	Social Studies	Spanish Intermediate	Physical Ed./Band, Orchestra, or Choir	Life Skills	Tech Smart
	English Language Arts	Math	Science	Social Studies	World Language	Enrichment	Career Readiness	Elective Focus
HIGH SCHOOL	English 9 / Honors English	Algebra I and Geometry	Environ. Science & Biology (ESB)	World History	Mandarin Chinese	PE	Tech Smart	Band, Orchestra, or Choir and other career-related programs below.
	English 10 / Honors English	Geometry or Algebra II	Biology (DEE) or Chemistry or Physics	US History	Mandarin Chinese	Health	College/Career Readiness	
	English 11 A or Honors or AP	Algebra II or Pre-Calculus	Physics or Chemistry or Earth Science	Gov or AP Gov	Mandarin Chinese / French	Drafting	Economics	
	College Eng. 12 or Honors Eng.	Pre-Calculus or AP Calculus	Astronomy or Geology	Social Studies Elective	Mandarin Chinese / French	Fine Arts	Electronics & Robotics	

Grade	Possible Career-Connected Pathway Choices	Dual Enrollment Courses	Postsecondary Programs/Majors for Occupations in this Career Cluster
9	Computer Science/Software Engineering	Information Technology	<ul style="list-style-type: none"> • Beginning Computer Skills • Fundamentals of Tech Drawing • Fundamentals of Machine Tool Ops • Basics of Mechanical Science • Trends in Manufacturing • CAD Design
10-12	Electronics & Robotics I and II	Drafting: General, Architectural, and Mechanical	<ul style="list-style-type: none"> • Machinist Certificate • CAD-CAM Certificate • Machine Tool Operator, COA • CNC Operator, COA • Computer Aided Design, AAS • Engineering Technology, AAS • Mechanical Engineering • Manufacturing Engineering • Industrial Engineering • Robotics Technology • Electrical/Electronic Engineering Technology
10-12	Computerized Manufacturing	Mechatronics: Robotics & Automation	
10-12	Statistics	Machine Tools	

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Kalamazoo Public Schools

College and Career Awareness & Exploration Resources

Higher Education

Career Connect
Early/Middle College Programs
Kalamazoo County Early/Middle College (EMC) is an innovative early college program, which gives students the opportunity to earn an associate degree or certificate with an additional year of high school.

Kalamazoo Valley Community College
Kalamazoo Valley Community College seeks to provide every student with clear, flexible program options that provide a mix of educational skills and experiences that will prepare students for advanced coursework at top universities and meaningful opportunities for employment in a changing world.

Kalamazoo College
Kalamazoo College offers qualified high school students the opportunity to enroll in courses while concurrently enrolled in high school during the fall, winter, and spring terms.

Western Michigan University
Dual enrollment through Early College Programs at WMU provides eligible high school students with credits that may be applied toward high school graduation requirements, as well as a college or university program.

The Kalamazoo Promise
Choosing a career path is one of the biggest and most important decisions you'll ever make. The good news is that The Promise is here to help you find and pursue the career path that fits you best.

Local Career Training Programs

Career Launch Kalamazoo
This modernized 100hr apprenticeship program that provides flexible occupational training programs that cultivate well-educated, highly skilled workers able to meet the demands of a competitive global economy in careers that are in high demand.

Kalamazoo BLSA Career Connect Campus
New in the 2025-2026 school year, students will have the opportunity to participate in programs at the Career Connect Campus (CCC). The inaugural class of students at the CCC will learn from industry experts in a new state-of-the-art facility.

Teach Kalamazoo
Kalamazoo Grow Your Own (GYO) Teacher Residency program includes apprenticeships and numerous on-ramps into the teaching profession for undergraduate and graduate students, staff, parents, paraprofessionals, for anyone with an existing bachelor's degree, and/or anyone who is interested in entering the honorable and fulfilling profession of teaching.

Labor Market Tools

Pathfinder
Pathfinder uses current labor market, wage, and occupational data and metrics to help you create an individualized career roadmap. This free tool provides information to students, parents, and guidance staff to make informed choices about educational and career options.

Pure Michigan Talent Connect
Michigan's free online career exploration tool that provides information on in-demand careers and the degrees or credentials needed to pursue them.

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How do students take advantage of college and career exploration resources?

As the first Promise community in the country, students have access to a wide range of programs and tools designed to help them prepare for and step into rewarding future careers. Whether they plan to pursue a two or four-year degree, earn an Industry Recognized Credential, or enter the workforce, these resources can place students on the right path in the right direction. To learn more about any of the resources available through the Promise, click the link to go to a specific page.

College & Career Exploration and Resources

xello
Kalamazoo Public Schools uses the Xello platform so students in grades K-12 can build self-knowledge and explore options beyond high school.

CollegeBoard
SAT/PSAT – College Board
The SAT and PSAT are standardized tests meant to show colleges and universities how prepared students are for college by measuring key skills like reading comprehension, computational ability, and clarity of expression.

mc dm
Michigan Career Development Model (MCDM)
The Michigan Career Development Model (MCDM) is a framework, guided by legislation that engages school communities, students, and their support networks in intentional and meaningful career awareness, exploration, and preparation.

EBSCO Learning Express
EBSCO LearningExpress provides online platforms for academic skill building, standardized test preparation, and career-oriented digital content. It helps students prepare for college, explore careers, and accelerate their journey into careers.

ADVANCE CTE
The National Career Clusters® Framework provides a shared structure and language for CTE program design across the United States. The new framework provides meaningful career exploration and preparation experiences through Career Technical Education (CTE) that prepare students for the changing and interconnected world of work.

careeronestop
Certifications demonstrate for employers that job candidates have specific skills or knowledge in an occupation, industry, or technology. This site helps students explore training associated with certifications and credentials.

pathfinder
Pathfinder provides valuable information to help students make informed choices about educational and career options.

APPRENTICESHIPUSA
Discover apprenticeship across industries, how programs are started by employers, and how to become an apprentice.

O*NET Online
O*NET provides a collection of resources to inform student, college and career journeys: a Career Exploration Tool, O*NET Interest Profiler, My Next Move, Career One Stop, and Get My Future.

ASWB
ASWB Career Exploration
The Armed Services Vocational Aptitude Battery (ASWB) is a multiple-aptitude battery that measures developed abilities and helps predict future academic and occupational success in the military.

Federal Student Aid
Need some financial assistance to pursue higher education? Click here to access the Free Application for Federal Student Aid (FAFSA) to explore what financial aid programs are available to you.

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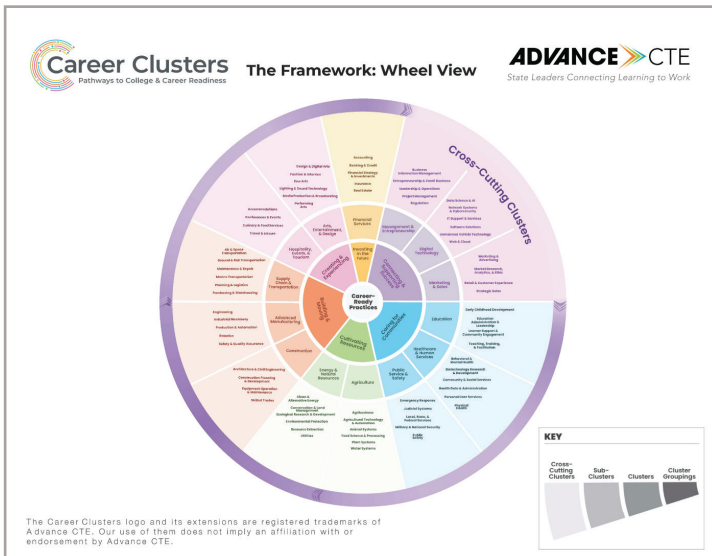
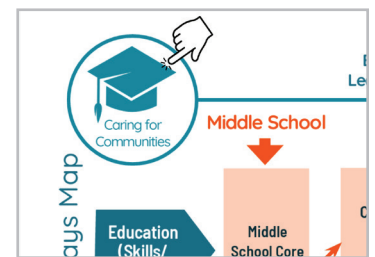
What's the difference in Career Clusters and Industries?

The final two pages are provided by Advance CTE, an organization dedicated to helping students, teachers, counselors, parents, and employers make clear connections from school to work. These pages display career clusters and their related sub-clusters, allowing students to explore the wide range of careers available within a specific career field.

Industries represent broad sectors of the economy, like healthcare or manufacturing, showing where businesses operate and jobs exist. Career Clusters group related occupations based on shared skills and knowledge, highlighting pathways students can take to enter those fields. Understanding both helps employers connect their workforce needs to the right CTE programs and Career Clusters, ensuring work-based learning and partnerships align with real-world demand.

For instance, within the healthcare industry, students can explore the Healthcare and Human Services Career Cluster, which includes a range of sub-clusters beyond direct patient care roles, such as nurses or doctors. This framework helps students see the full spectrum of career opportunities available in their community and allows employers to target partnerships where they can have the greatest impact.

These pages can also be accessed by selecting the Cluster icon located in the top left corner of pages 1 and 2. The Education Cluster icon is shown as an example.



Advanced Manufacturing: Engineering and Producing Tomorrow's Solutions	
Cluster Definition: The Advanced Manufacturing Career Cluster blends innovative technologies and practices to enhance design and production. It covers areas such as engineering, research and development, automation and artificial intelligence, equipment maintenance, safety protocols, and quality control. This Cluster aims to increase efficiency, reduce waste, ensure safety, and produce high-quality goods, driving the industry's growth and adapting to modern demands.	
Sub-Clusters	Example Programs of Study
Engineering: Careers that use engineering principles to develop and improve manufacturing processes and systems and to design products. Professionals in this field tackle production challenges, boost efficiency, leverage advanced technologies, and contribute to the sector's advancement. The manufacturing sector encompasses numerous types of engineering, including mechanical, electrical, chemical, biopharmaceutical, materials, and industrial. This Sub-Cluster also involves research and development and prototyping for emerging products and systems.	Engineering & Technology Pre-Engineering Semiconductor Manufacturing Engineering Technology
Industrial Machinery: Careers focused on working with manual equipment, such as computer-numerical-controlled (CNC) machines, 3D printers, quality control equipment, material handling tools, maintenance and repair devices, specialized machining and surface treatment machines, fabrication equipment, and energy management systems. Professionals in this field set up, operate, maintain, and repair advanced machinery, ensuring efficient and safe performance.	Industrial Machine Mechanics Precision Machining
Production & Automation: Careers centered on the hands-on management and execution of manufacturing processes. This field involves automation, overseeing production lines, quality control, assembly and product finishing, and ensuring efficient workflow. This Sub-Cluster includes specialized sectors such as processed food and beverage production and textile manufacturing, emphasizing efficiency and adherence to industry standards across diverse production types.	Apparel & Textile Production Manufacturing Production Process Development
Robotics: Careers involved in developing, implementing, and maintaining technologies that deploy robotics. This field encompasses roles focused on programming robots, overseeing production lines enhanced by robotics, mechatronics, and smart manufacturing concepts; and ensuring that these technologies operate efficiently and safely.	Industry 4.0 Robotics Technology
Safety & Quality Assurance: Careers dedicated to ensuring workplace safety, worker health, environmental compliance, and product quality. Professionals in this field develop and implement standards and practices to maintain safe and sustainable operations while conducting rigorous testing and inspections to uphold product integrity.	Safety & Environmental Assurance

Next Steps: An Industry Partner's Guide to Building School Partnerships

- 1. Connect with the district Community-Based Career and Technical Education Coordinator.**

Reach out to build alignment, learn about school priorities, and coordinate opportunities that fit students' needs.
- 2. Engage in Career Exploration Events**

Volunteer to speak at career days, workshops, or classroom visits to share insights about your industry, career pathways, and real-world experiences. This gives students early exposure to potential careers and builds your visibility in the district.
- 3. Offer Internship, Externship, Apprenticeship, or Job Shadow, or Job Training Opportunities**

Develop structured opportunities for students to experience your workplace through internships, apprenticeships, on-the-job training, or short-term job shadows. Even virtual experiences can help students connect classroom learning to real-world applications.
- 4. Collaborate on Curriculum and Projects**

Partner with teachers or counselors to integrate industry-relevant projects, simulations, or case studies into coursework. This helps students apply academic skills to practical challenges and strengthens their ties to the learning process.
- 5. Support School Initiatives and Programs**

Sponsor or contribute to programs, competitions, or resources that align with student career development, such as STEM clubs, industry certifications, technology labs, hands-on learning activities, and sponsored field trips. Actively partnering with career development within schools helps build meaningful relationships with students and educators while strengthening the future talent pipeline. This visible employer support demonstrates a strong commitment to student success and builds trust with educators.
- 6. Join Advisory Boards or Committees**

Participate in school or district advisory boards related to career and technical education, STEM, or workforce development. This allows you to provide strategic input, stay informed about district needs, and strengthen long-term partnerships with educators and administrators to build well-skilled future talent for your business and industry.
- 7. Leverage the Kalamazoo Labor Market Navigator to Reach Diverse Pipeline Talent**

Analyze local labor market data using the Kalamazoo Labor Market Navigator to identify high-value careers and emerging opportunities. Use these insights to create programs, internships, and outreach specifically designed to engage underrepresented populations and nontraditional students, helping build a diverse future talent pipeline.
- 8. Partner with the Kalamazoo Chamber of Commerce or Workforce Development Boards**

Partnering with the Kalamazoo Chamber of Commerce or local workforce development boards creates powerful opportunities to help pave pathways for students. Through collaboration, industry and education leaders can design meaningful on and off ramps to high-value careers for the next workforce generation, ensuring students have clear, flexible routes to success while meeting regional workforce needs.

Ready to Navigate?

Help students design their path to their promise today! Encourage students to discuss careers with their parents, guardians, school counselors, and career coaches to incorporate career data into their middle and high school course schedules. Explore [The Progressive Promising Pathways Maps](#).

Glossary of Terms

Term	Definition
Labor Market	The relationship between the demand for workers by employers and the supply of workers (people seeking jobs) in a specific geographical area (Kalamazoo County)
Workforce Region	A geographic area defined by employment and economic trends, used to organize local labor market data, showing which industries, occupations, and skills are most in demand
Workforce Data	Current information about jobs, such as median wages, the number of existing jobs, and how many jobs are expected to be created (growth)
Job Zone	The level of education required for an occupation: <ul style="list-style-type: none"> • Job Zone 1: Some may require a high school diploma • Job Zone 2: Most require a high school diploma • Job Zone 3: Most require a trade certification or associate degree • Job Zone 4: Most require a bachelor's degree • Job Zone 5: Most require a master's or doctorate degree
High-Demand Occupation	Occupations that are growing or stable in predicted job openings in a specific workforce region
High-Wage	A wage higher than the Michigan median wage of \$46,940
High-Value Occupation	Occupations that are both high-wage and high-demand
Low-Value Occupation	Occupations that are low-wage (below \$46,940) and/or low-demand (unstable growth or below 0%)
Median Wage	The middle point of wage distribution, meaning half of the people working in a specific occupation earn more than this amount, and half earn less
Career Cluster	A grouping of occupations and industries based on similar skills and knowledge
Sub-Cluster	A specific grouping of occupations within a larger Career Cluster that share similar skills
Career Pathways Map	A visual representation that groups jobs based on career cluster and shows the typical progression, from middle and high school required education, career-connected pathways, dual enrollment options, postsecondary programs and majors, work-based learning options, and links to college and career resources
CTE Concentrator	A secondary student who has earned three (3) or more credits in a single CTE program area (e.g., health care or business services), or two (2) credits in a single CTE program area.
CTE Completer	A secondary student who is a CTE concentrator in a program of study who has earned an industry certification related to the program of concentration as identified on the <i>Secondary CTE Program to Certification Linkage List</i>
Industry Certification	A formal document (like a license or certificate) proving that a person has specific skills required by an industry, often earned faster and is less expensive than a college degree (e.g., welding certificate, IT certification)

In partnership with Kalamazoo Public Schools



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