Appendix 1: Self-Assessment Rubric

Engage stakeholders	**Regional Leader**	**In Place**	**In Development**	**Not Started**

Regional leaders have all of the following in place:

- Employer led regional efforts
- Identification of regional workforce skills gaps and priorities
- Formal collaboration across sectors
- Regularly scheduled cross-sectional meetings

Questions to consider:

- Does your region speak with one voice?
- How are regional workforce skills gaps and priorities identified?
- How often do CTE stakeholders meet?
- Does collaboration involve partners from all of the following:
  - Industry, Nonprofit, Public Sector?
  - K-12, Higher Education, Job Training Providers?
  - Economic Development Agencies?

Prioritize resources	**Regional Leader**	**In Place**	**In Development**	**Not Started**

Regional leaders have all of the following in place:

- Formalized/centralized system to collect data on workforce needs
- Regional public facing clearinghouse of resources
- Shared funding (acquisition and distribution)

Questions to consider:

- Do stakeholders maximize their collective resources?
- Are there any duplicated efforts?

Implement work-based learning	**Regional Leader**	**In Place**	**In Development**	**Not Started**

Regional leaders have all of the following in place:

- Apprenticeships (available, participation)
- Graduation requirement/credit bearing/factor into GPA or honors
- Curriculum alignment: Career awareness → Career exploration → Career preparation → Career training

Questions to consider:

- Are non-CTE students exposed to career readiness pathways?
- Does career awareness, exploration, preparation, and training span K12, higher education, and industry?
- Are employers engaged in the design and implementation of CTE program and graduation requirements?

Promote educational support for career readiness	**Regional Leader**	**In Place**	**In Development**	**Not Started**

Regional leaders have all of the following in place:

- Teacher externships (available, participation)
- Work-based professional learning, opportunities in region (not just CTE teachers)
- Educator access to workforce data

Questions to consider:

- Are work-based learning opportunities encouraged for all educators? (i.e., not just CTE educators)
- Can educators access data and experiences to inform career readiness instruction?

Offer engaging options and incentives	**Regional Leader**	**In Place**	**In Development**	**Not Started**

Regional leaders have all of the following in place:

- Virtual solutions – simulations, VR/AR, online mentoring
- CTE-related Dual Enrollment

Questions to consider:

- Are internships, learning, mentoring, teacher externships, and other opportunities available virtually?
- Are dual enrollment programs only for college preparatory courses?
- Do students have options and incentives in career readiness (apprenticeships, internships, and mentoring)?