

CAREER PATHWAYS

An Educator's Guide



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Message from the Chair

As a member of the Board of Directors for Skills in Scranton and the Superintendent of the Scranton School District, I am honored to present this innovative Career Pathways Guide, developed in collaboration with Skills in Scranton—the workforce development affiliate of The Greater Scranton Chamber of Commerce—and the school districts of Lackawanna County.

In today's rapidly evolving job market, career exposure is more critical than ever. Students must understand the vast opportunities available to them and how their education directly connects to high-demand careers. This booklet serves as a vital resource, equipping educators with tools to introduce students to career paths that are not only fulfilling but also aligned with the future workforce needs of our region and beyond.

Through the Skills in Scranton Career Pathways resources—including engaging videos and downloadable worksheets—students gain firsthand insight into in-demand professions across diverse industries in Northeastern Pennsylvania (NEPA). These materials feature real employees and businesses, demonstrating the skills and knowledge required to succeed in today's competitive job landscape. By integrating these resources into public school classrooms, we ensure that students are meeting the Pennsylvania Department of Education's Chapter 339 Career and Technical Education Standards while also preparing for sustainable, high-growth careers.

This guide includes customized lesson plans tailored for each district, showing how these career-focused resources can enhance classroom instruction and empower students to make informed decisions about their futures. By exposing students to real-world career possibilities early on, we inspire them to set ambitious goals and take meaningful steps toward careers that match their interests and skills while fulfilling workforce demands.

I am confident that this booklet will serve as an essential tool for educators and a source of inspiration for students as they explore career pathways that lead to success. Thank you for your ongoing commitment to providing our students with the knowledge and opportunities they need to thrive in the workforce of tomorrow.



ERIN KEATING ED.D.
*Superintendent,
Scranton School District;
Education Committee Vice Chair*



Board of Directors

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The Career Pathways: An Educator's Guide, developed by Skills in Scranton, the workforce development division of The Greater Scranton Chamber of Commerce, serves as a model for best practices in career exploration and workforce readiness. This resource was created through a collaborative effort with local employers, public school districts, and education partners in Lackawanna County to ensure that students are prepared for high-priority careers in Northeastern Pennsylvania.

As part of its ongoing commitment to innovation in career education, Skills in Scranton has expanded the Career Pathways Resource Library with five new career exploration videos highlighting skilled trades such as Carpentry, Electrical, HVAC, Welding, and Plumbing. Additionally, a video explaining degree pathways, from an associate degree to a doctorate, was developed in response to feedback from educators seeking clearer guidance for students on postsecondary education options.

A key addition to this edition is a lesson plan developed by the Northeastern Educational Intermediate Unit 19 (NEIU 19), which demonstrates how these career exploration videos can be effectively utilized to support students with learning disabilities. By integrating real-world industry insights into classroom instruction, the Career Pathways: An Educator's Guide sets a standard for aligning educational content with workforce needs, equipping educators with structured tools to enhance career awareness and student engagement.

This guide exemplifies best practices in career pathways education by fostering strong industry-education partnerships, promoting curriculum integration, and ensuring students graduate with a clear understanding of career opportunities and the skills required for success. Through these efforts, Skills in Scranton continues to lead workforce development initiatives that prepare students to meet the evolving demands of the regional job market.

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Resource Library

Situated on the Skills in Scranton website, the online library hosts a dynamic collection of career readiness resources, emphasizing high priority careers in Lackawanna County and Northeastern Pennsylvania. Accessible to the public, these resources serve as a valuable tool for career discovery and pathways education, catering to educators, K–12 and college-level students, job seekers, and the community at large. The platform offers insights into specific careers through engaging videos and downloadable PDF career profiles.

Exploring diverse career options in industries across Northeastern Pennsylvania, the Career Pathway Resource Videos within the Skills in Scranton library provide a comprehensive view of professional journeys. These videos intricately detail career pathways, educational pursuits, certifications, on-the-job training experiences, and feature local employers. This collaborative approach not only enhances the relevance of education but actively promotes career readiness and aligns with the PA 339 Career and Technical Education Standards.



Key Features

1. VIDEO RESOURCES:

- A collection of brief videos provides a firsthand perspective on specific priority careers.
- Local employees share their experiences and insights, offering a unique glimpse into the featured professions.

2. DOWNLOADABLE CAREER PROFILES:

- Corresponding to each featured career title, comprehensive career profiles are available as downloadable PDFs.
- These profiles offer in-depth information on educational requirements, key tasks, essential skills, potential employers, and relevant certifications.

3. ACCESSIBILITY AND TARGET AUDIENCE:

- Open to educators, K–12 and college-level students, job seekers, and the community, the resources are designed to cater to a diverse audience.
- The platform serves as an added tool for career discovery, providing valuable insights for informed decision-making.

4. ONLINE LIBRARY WITHIN SKILLS IN SCRANTON WEBSITE:

- Hosted within the Skills in Scranton website, the online library ensures easy access to the career readiness resources.
- The user-friendly interface allows seamless navigation for individuals seeking valuable information on priority careers in the region.

Benefits

1. EDUCATIONAL SUPPORT:

- Educators can integrate these resources into their curriculum to enhance career pathways education.
- K–12 and college-level students gain valuable insights into potential careers, fostering informed decision-making.

2. JOB SEEKER GUIDANCE:

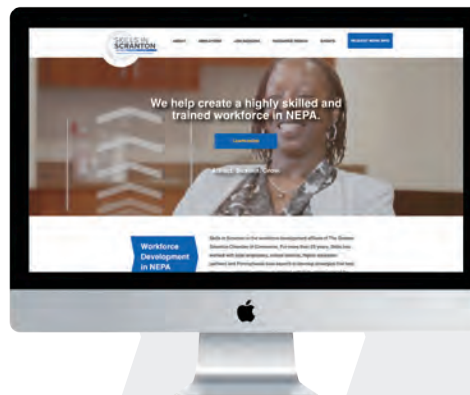
- Job seekers can explore priority careers, understand job requirements, and make informed decisions about their career paths.

3. COMMUNITY ENGAGEMENT:

- The resources contribute to community engagement by providing a centralized platform for career-related information.

4. ENHANCED VISIBILITY FOR EMPLOYERS:

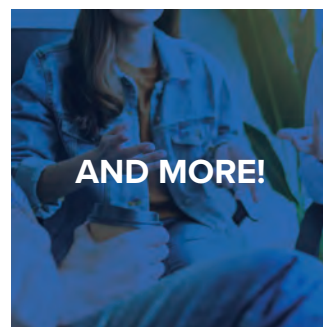
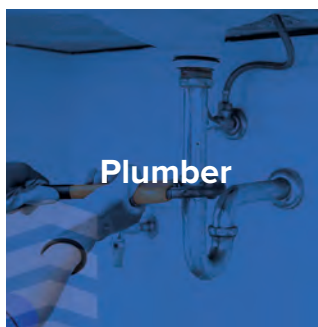
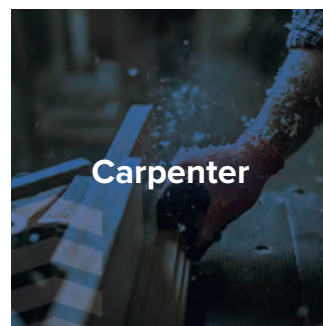
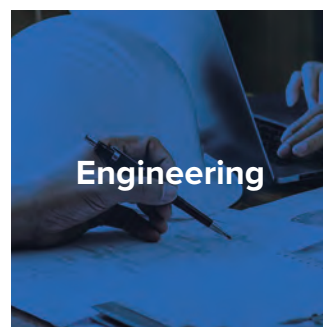
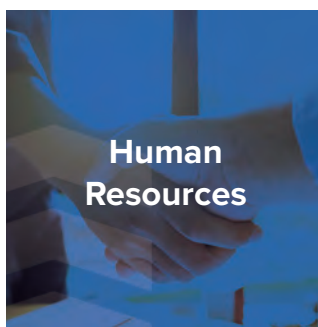
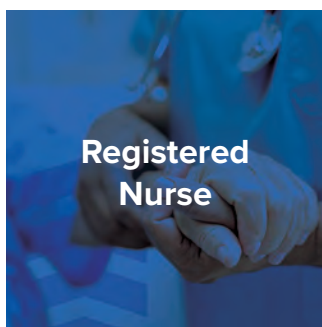
- Regional employees' perspectives showcase the diverse career opportunities available, promoting career opportunities with local businesses.





Resource Videos

Learn what employers need for in-demand occupations in our area



**ACCESS VIDEOS
& MORE TODAY!**





About

Education Committee

Skills in Scranton established an Education Committee, composed of principals, teachers, and counselors. With 100% participation from Lackawanna County public school districts, The Career Technology Center of Lackawanna County and the Northeastern Educational Intermediate Unit 19 (NEIU19) the committee was tasked with crafting lesson plans that seamlessly incorporate the Career Pathway Resource Videos into classroom learning. Drawing on the expertise of these professionals, the lesson plans align with educational objectives and a nuanced understanding of student needs. This collaborative effort not only enhances the relevance and effectiveness of career guidance but also seamlessly embeds the Career Video Resource library within the academic curriculum. The resulting booklet serves as a tangible model for career pathway learning, providing practical guidance and best practices for educators. Ultimately, this comprehensive approach empowers students with the knowledge, skills, and resources necessary to make informed decisions about their future career paths.



Project Summary

This guide exemplifies Skills in Scranton's dedication to advancing workforce development and career pathways education. Through ongoing collaboration with the Education Committee, local employers, and regional education partners, this initiative has established itself as a model of best practices for preparing students to enter high-demand careers in Northeastern Pennsylvania.

In line with our commitment to providing comprehensive career exploration, the guide has been expanded to include additional resources aimed at enhancing student understanding of career options and postsecondary pathways. With a focus on skilled trades and degree pathways, these new resources will deepen students' awareness of the diverse career opportunities available to them and the skills required to succeed in each field. The inclusion of materials specifically tailored for students with learning disabilities further reinforces our commitment to ensuring that all students can access and benefit from career pathway learning.

As we continue to evolve and refine this guide, Skills in Scranton remains steadfast in its mission to enhance and expand the scope of career pathway education. Each new addition whether through video resources or tailored lesson plans serves to build a stronger, more dynamic framework for students, educators, and job seekers alike. We are committed to ensuring that this guide remains a living, growing resource that adapts to the changing needs of our region's workforce.

By fostering these industry-education partnerships and providing educators with innovative tools, we aim to build a resilient, skilled workforce that will contribute to the growth and prosperity of Northeastern Pennsylvania. We invite you to explore the resources within this guide, confident that each new addition brings us closer to a future where every career decision is informed, and every individual is equipped to thrive in the workforce.



“The career video resources found in this booklet serve as a bridge between classroom learning and the real world, providing students with authentic, valuable insights into various local professions. School districts can enhance career pathway efforts with these resources that assist in highlighting potential career pathways, inspiring ambition, and empowering students with the knowledge to make informed decisions about their future.”

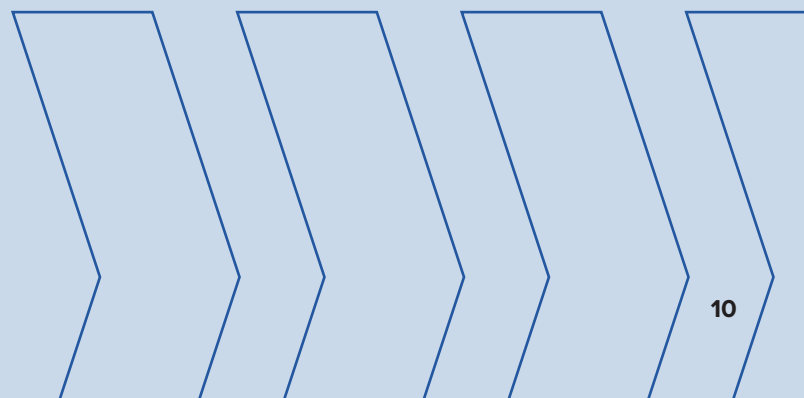
Marisa Barilka
*Director of Elementary Education,
Valley View School District*

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Successful examples
of blending workforce
development into
classroom instruction



Abington Heights School District

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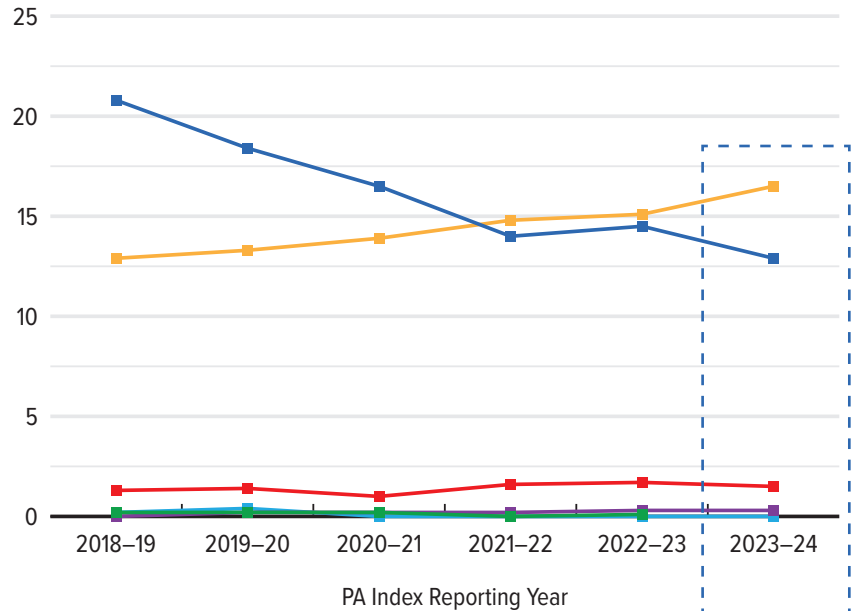
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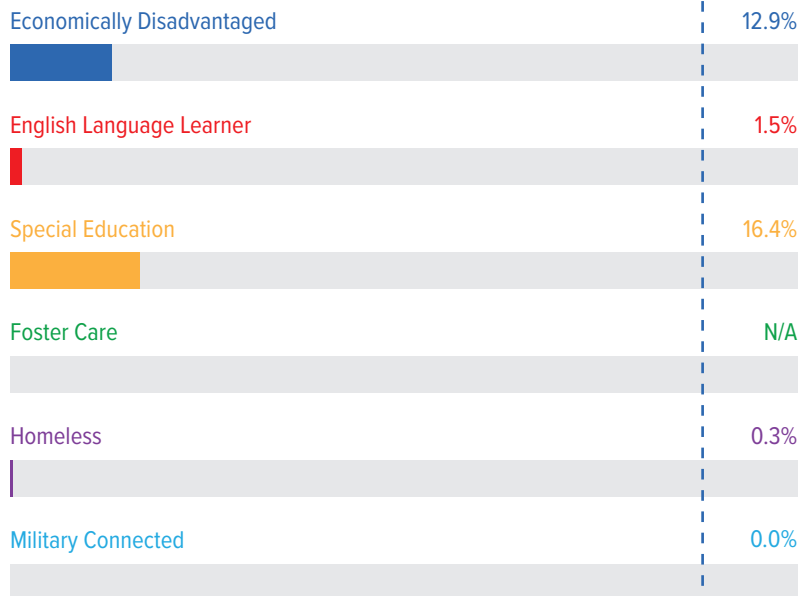
About the Students*

TOTAL ENROLLMENT
3,461 students

PERCENT ENROLLMENT



STUDENT GROUPS



The Abington Heights School District places a high value on career counseling and education and provides its students opportunities for self-discovery, career awareness and research throughout their educational career. Students begin completing career lessons through the Xello program under the direction of their School Counselors, beginning in Grade 3 and continuing with the program each year through the senior year. Students document their journey as they build self-knowledge, explore post-secondary options, create plans, and continually reassess as they take in new knowledge, skills, and experiences.

The district plans to incorporate the Skills in Scranton Career Pathway Resource Videos starting in 8th grade. Our Middle School students will be working toward developing a Career Plan, which culminates in 8th grade. Students use Xello lessons such as Biases and Career Choices, Discovering Learning Pathways, Exploring Career Pathways, Places to get Training and Researching Majors in an effort to find career areas that match their goals, personality, preferred work environment, and academic strengths. Following completion of the Exploring Career Pathways, students will access the Skills in Scranton Career Video Library to gain valuable insights and information about the career path that they have identified as an interest.

As part of our graduation requirements, all Abington Heights High School students must take a course called Post Graduation Preparation. This course offers a unique opportunity for students to dedicate time and effort exploring postsecondary options and making key decisions about their lives after high school. Students will continue to utilize the Xello program, in addition to reading and analyzing extensive information regarding colleges, careers and volunteer opportunities. As a requirement of the course, students must complete a job shadow and engage in conversations with professionals in their chosen field. The Skills in Scranton Career Pathway Resource Videos will be a tool to further their career research, as well as gain insight into careers that are in high demand in our area.

This course culminates in the creation of a Career Portfolio, but more importantly, it provides students with the tools to continue their research and plan follow up activities such as college visits, additional job shadowing, and professional conversations. Students should enter their senior year with an action plan that sets them up for success, no matter their career plan.



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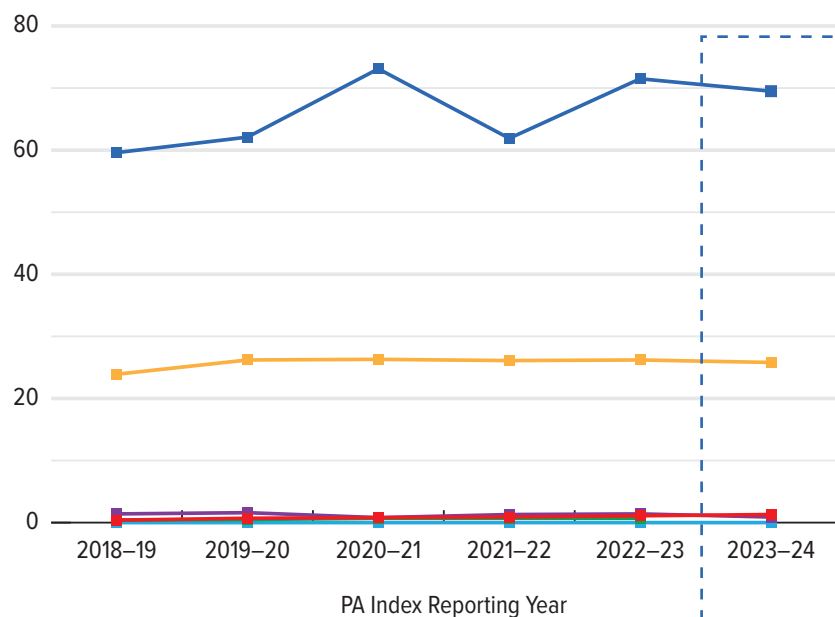
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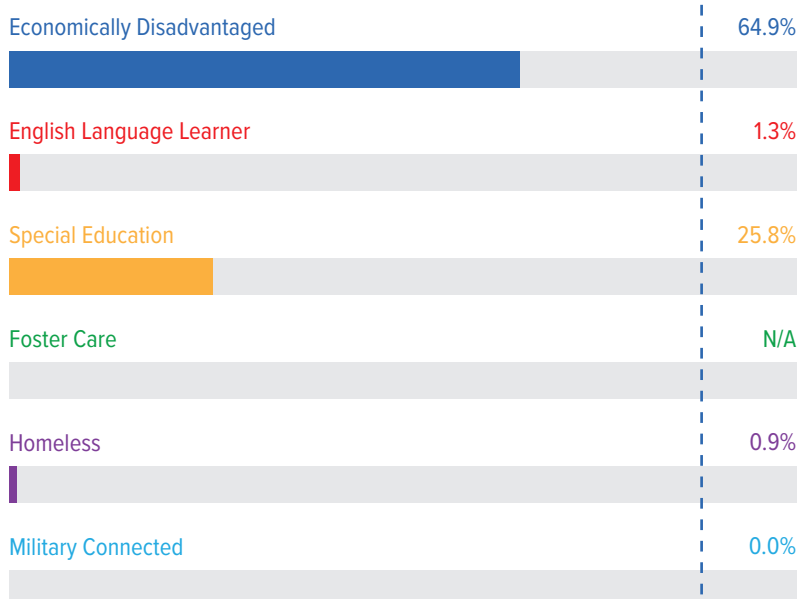
About the Students*

TOTAL ENROLLMENT
1,494 students

PERCENT ENROLLMENT



STUDENT GROUPS



Students will view and discuss the videos in the following classes. They will then complete an electronic questionnaire related to the video and discussion.

VIDEO	CLASS (GRADES)
Carpenter	Geometry; Honors Geometry
Certified Nursing Assistant	Biology; Honors Anatomy and Physiology
Chemical Engineer	Chemistry; AP Chemistry
Customer Care Representative	Health (11th and 12th)
Direct Support	Health (11th and 12th)
Electrician	10th Grade Flex
Elementary School Teacher	English (11th and 12th)
Engineering	Physics
Financial Technician	Probability & Statistics; Accounting;
Heating, Ventilation, and Air Conditioning	10th Grade Flex
Heavy Truck Drivers	Health (11th and 12th)
Human Resources	Psychology
Information Technology	Applied Computer Science; Intro to Computer Science
Licensed Practical Nurse	Biology; Honors Anatomy and Physiology
Logistics Specialist	Intro to Business; Street Law/Economics
Management	Intro to Business
Mental Health Counselor	Psychology
Plumber	10th Grade Flex
Production Manager	Street Law/Economics
Quality Assurance	Health (11th and 12th)
Quality Control	10th Grade Flex
Registered Nurse	Biology; AP Biology; Honors Anatomy and Physiology
Industrial Electronics	Intro to STEM; Intro to Computer Science
Welder	10th Grade Flex
Choice of 5 videos	Life Skills, Autistic Support, CAAP, ES



The following questions will be completed electronically after each lesson and uploaded to each student's Smart Futures account as artifacts counting toward the Future Ready Index College and Career measures.

Questions for Video Lessons

- I am interested in learning more about _____.
1 2 3 4 5 (Career)
- Name two skills a person needs to be successful in a career in _____.
- Please share one new thing you learned about the field of _____.
- I understand what the educational requirements are to obtain a job as a _____.
1 2 3 4 5

Career Technology Center of Lackawanna County (CTCLC)

Contact Information

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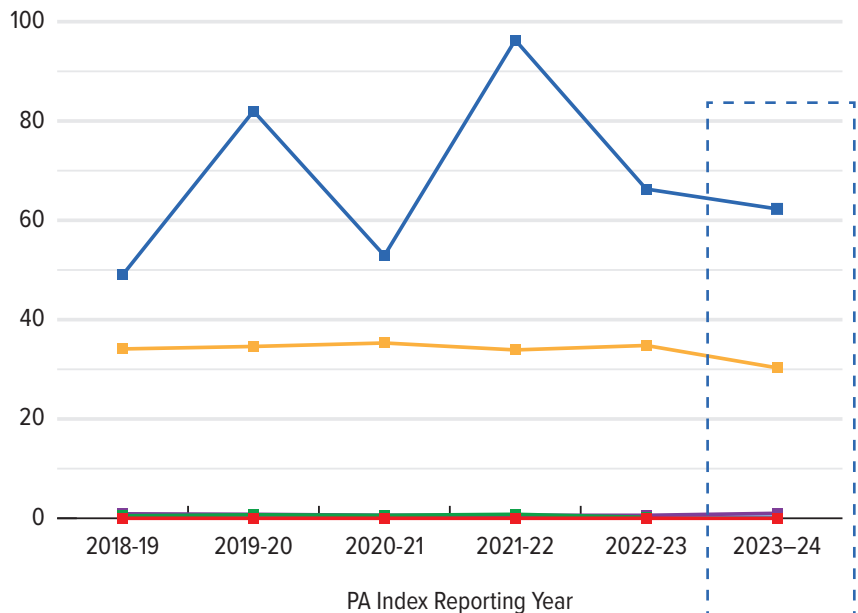
570.877.6015

About the Students*

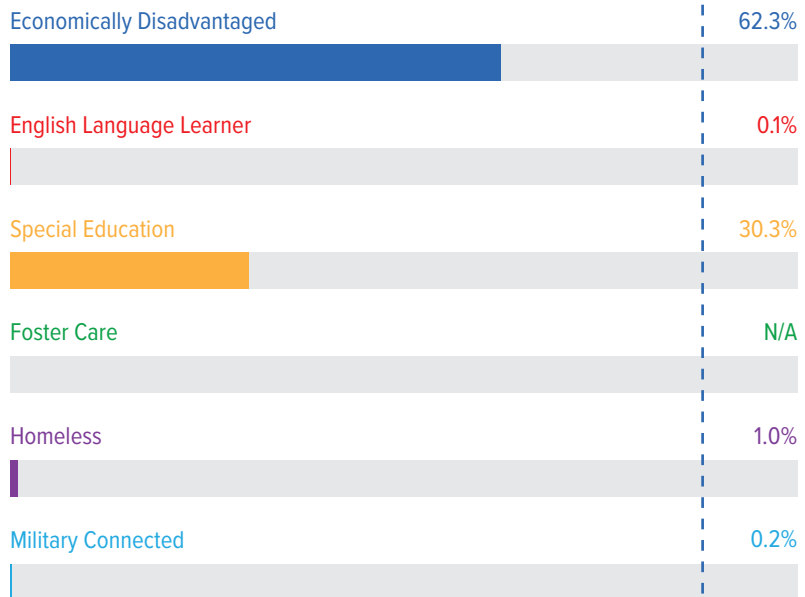
TOTAL ENROLLMENT

854 students

PERCENT ENROLLMENT



STUDENT GROUPS



The plan to introduce the Skills in Scranton Career Pathway Resource Videos to our 10th, 11th, and 12th-grade CTE students requires several essential steps for successful integration into the curriculum and engagement of students:

- Initially, school counselors will work with teachers to allocate specific class time for watching the videos.
- During classroom visits focusing on career readiness, counselors present the videos as valuable tools for exploring different career paths and understanding local industry opportunities.
- To enhance student engagement and interest, counselors will lead interactive discussions after each video session, prompting students to contemplate their career interests, goals, and potential next steps.

Rollout Plan for Skills in Scranton Career Pathway Resource Videos

1. CURRICULUM INTEGRATION

- Incorporate the viewing of Skills in Scranton Career Pathway Resource Videos into existing career readiness curriculum for 10th, 11th, and 12th-grade CTE students.
- Coordinate with teachers to schedule dedicated class time for students to watch the videos.

2. CLASSROOM VISITS BY SCHOOL COUNSELORS

- Coordinate with school counselors to include the Skills in Scranton Career Pathway Resource Videos in classroom visits.
- During these visits, counselors will introduce the videos and discuss the importance of career exploration and planning.
- Counselors will facilitate discussions after the video screenings to address students' questions or concerns.

3. VIDEO VIEWING SESSIONS

- Schedule video viewing sessions in classrooms during designated career readiness periods.
- Provide teachers access to the Skills in Scranton Career Pathway Resource Videos and accompanying discussion guides.
- Teachers will facilitate the video screenings and lead discussions on key takeaways, career insights, and potential student next steps.

4. POST-VIDEO ACTIVITIES

- Encourage students to reflect on the career paths highlighted in the videos and identify areas of interest.
- Provide students with resources and tools to explore their chosen career pathways, such as career assessments, informational interviews, and job shadowing opportunities.
- Incorporate follow-up activities into the curriculum to reinforce learning and encourage continued engagement with career exploration.

5. FEEDBACK AND EVALUATION

- Collect feedback from teachers, counselors, and students regarding their experience with the Skills in Scranton Career Pathway Resource Videos.
- Evaluate the effectiveness of the rollout plan in achieving its objectives, including student engagement, awareness of career opportunities, and readiness for future career planning.
- Use feedback and evaluation data to adjust and improve the rollout plan for future implementation.



Programs at CTCLC

- Automotive 1 & 2
- Building Mechanics
- Carpentry
- Child Development
- Collision Repair
- Cosmetology 1 & 2
- Creative Communications
 - Digital Communications
 - Illustration & Design
 - Print Production Technology
- Culinary Arts 1 & 2
- Electrical Construction & Maintenance
- HVAC
- Information Systems
 - Technology - Cyber Security
- Masonry
- Medical/Clinical Assistant
- Patient Care Technician
- Plumbing and Heating
- Protective Services
- Robotics and Automation
- Service Occupations
- Smart Systems & Engineering
- Welding

Dunmore School District

Contact Information

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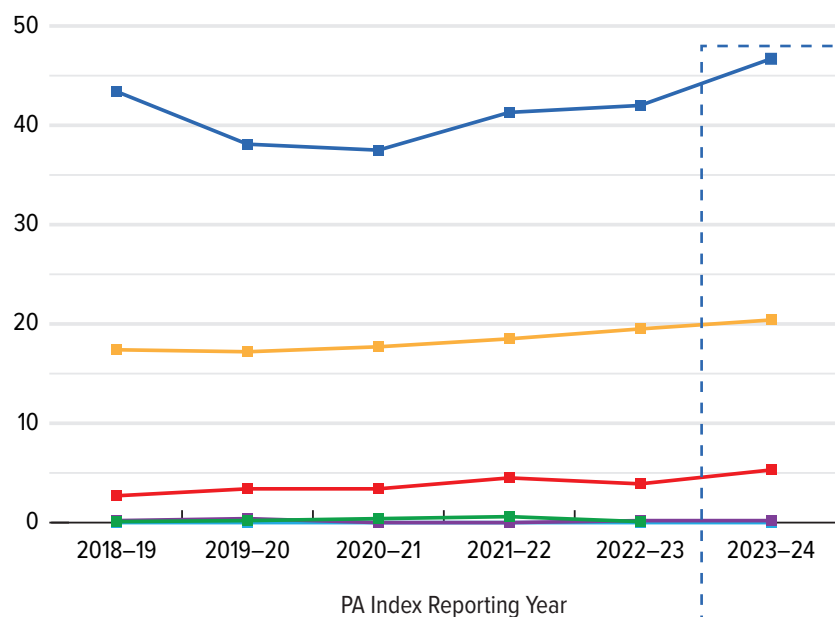
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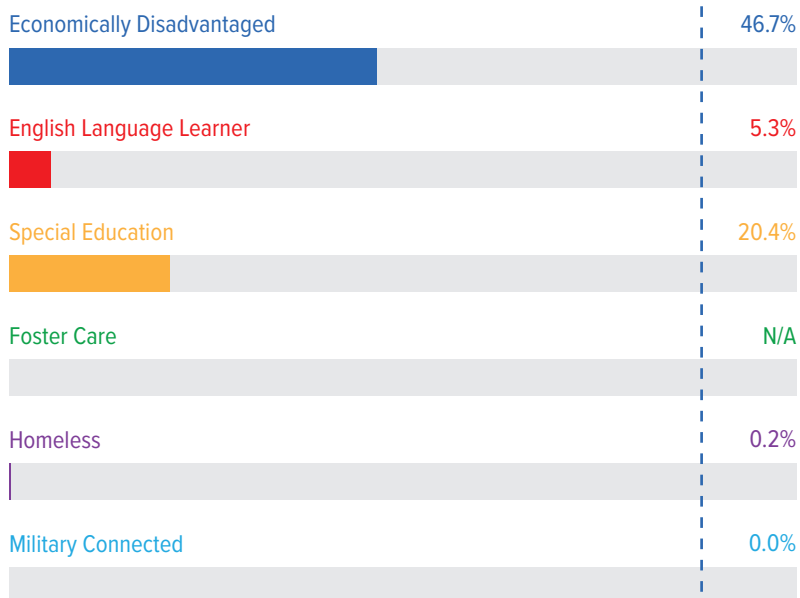
About the Students*

TOTAL ENROLLMENT
1,459 students

PERCENT ENROLLMENT



STUDENT GROUPS



Summary of Implementation

The Dunmore School District's career education framework prepares students to make informed career decisions through awareness and understanding of individual qualities that contribute to success on the job, the ability to use employment resources to support decision making, and an awareness of the training and post-secondary options available for success. Through our collaboration with Skills in Scranton, our district has added to its career education framework by offering students the opportunity to hear directly from individuals in high demand careers within Northeastern Pennsylvania. Career development begins in the earliest grades with awareness, exploration, and preparation. In the middle school years, students use decision-making skills to merge individual data with their knowledge of the workplace and plan a high school course of study to meet their goals. The Skills in Scranton video initiative expands our career development by helping students take advantage of the changing skill requirements of the emerging workplace. The district's teachers and school counselors have worked cohesively to present the videos and to enhance student learning through large and small group discussion, as well as one on one sessions.

Key Outcomes

Our hope for this program is that our students will have more information regarding high demand jobs in NEPA after watching the videos. Ultimately, we want to encourage our students to explore careers that would allow them to remain within our local community.

Course Correlation

CAREER PATHWAY VIDEO	COURSE CORRELATION (GRADES)
Chemical Engineering	Career Exploration (8), Career Planning (9), Chemistry (10–11), AP Chemistry (11)
Quality Assurance Specialist	Computer Applications (7), Career Exploration (8), Career Planning (9), Chemistry (10–11), Physics (11–12)
Electronics Industrial Control Mechanics Leader	Career Exploration (8), Career Planning (9), STEM (11–12)
Financial Technician	Computer Applications (7), Career Exploration (8), Career Planning (9), Accounting (11–12), Probability & Statistics (12)
Information Technology Support Specialist	Computer Applications (7), Career Exploration (8), Career Planning (9), Information Technology (11–12)
Licensed Practical Nurse	Career Exploration (8), Career Planning (9), Biology (9–10), Advanced Biology (10–12), AP Biology (10), Health (7–12)
Certified Nursing Assistant	Career Exploration (8), Career Planning (9), Health (7–12), Biology (9–10)
Registered Nurse	Career Exploration (8), Career Planning (9), Health (7–12), Biology (9–10), Advanced Biology, (10–12), AP Biology (10–12), Chemistry (10–12)
Mental Health Counselor	Career Exploration (8), Career Planning (9), Psychology/Sociology (12), AP Psychology (12)
Elementary School Teacher	Career Exploration (8), Career Planning (9), Psychology/Sociology (11–12), Family Consumer Science (8, 10–12), Art (7, 10–12)
Direct Support Professional	Career Exploration (8), Career Planning (9), Family Consumer Science (8, 10–12), Creative Craft & Foods (10–12)
Customer Care Representative, Heavy & Tractor-Trailer Truck Drivers, Logistic Management Specialist, Production Manager	Career Exploration (8), Career Planning (9), Industrial Arts (8), Communications (9), Driver's Education (10), Accounting (11–12)
Carpenter, Welder	Career Exploration (8), Career Planning (9), Industrial Arts (8)
Electrician	Career Exploration (8), Career Planning (9), Physical Science (8), STEM (11–12)
Plumber, HVAC	Career Exploration (8), Career Planning (9)



Highlights

"The Skills in Scranton video initiative has complimented our district's career curriculum quite nicely. Career exploration begins with students' awareness of the various career paths available to them. The cornerstone of any successful career program is to provide students with information needed to further enrich their interests and goals. The videos provided by Skills in Scranton allowed our students to integrate their interests and goals with real world information about high demand career choices in our area."

Kimberly Ahern,
School Counselor

Forest City Regional School District

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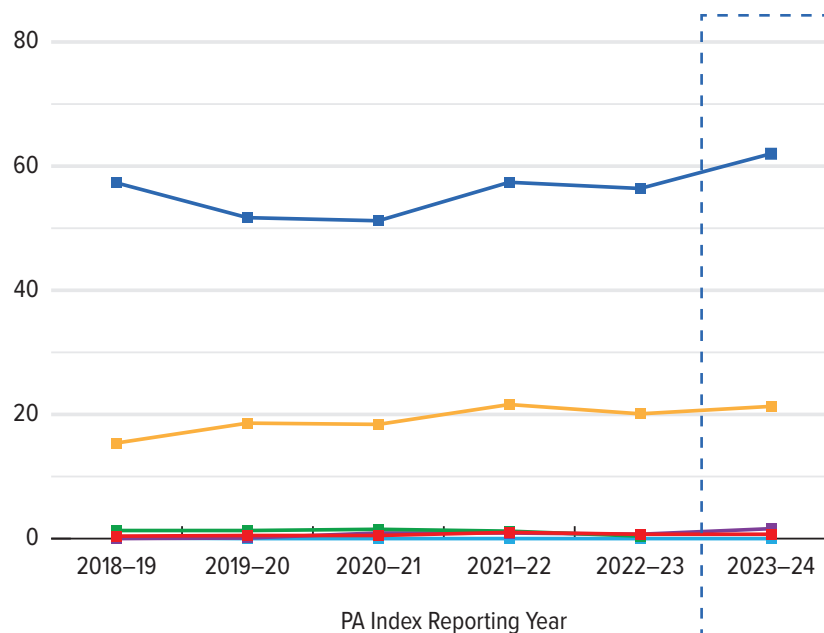
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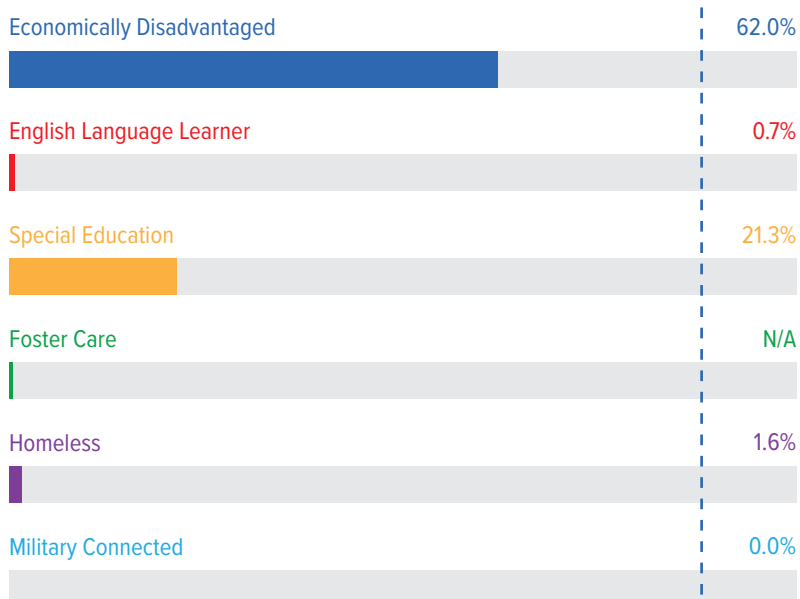
About the Students*

TOTAL ENROLLMENT
764 students

PERCENT ENROLLMENT



STUDENT GROUPS



Summary of Implementation

Students in sixth grade will be watching the videos in alignment with pre-scheduled lessons related to Career Clusters. Students will focus on the video(s) that most closely relate to their identified interests from interest inventories and surveys. Students will reflect on the video through a reflection sheet in their computer class.

Students in grade ten will be watching the videos in their Composition 10 class. Students will select the videos they wish to watch based on their interest inventories and write a brief reflection on the videos they selected.

Key Outcomes

- Gain a better understanding of different industries and sectors.
- Learn about the day-to-day operations and challenges in various professions.
- Understand the skills and qualifications required for specific roles.
- Explore the atmosphere and culture of different workplaces.
- Discover different career paths within a specific field.
- Learn about potential progression routes and advancement opportunities.
- Observe how professionals conduct themselves in the workplace.
- Identify the skills required for success in a particular career.
- Gain insights into the practical application of academic knowledge.
- Understand the educational background and qualifications needed for specific careers.
- Gain clarity on the relevance of academic courses to real-world applications.
- Understand the challenges and rewards associated with different careers.
- Gain insights into the evolving nature of various professions.



Highlights

"When students have the opportunity to see professionals in their work environment and hear from them directly about what that profession entails, especially in our local community and workforce, they are much more likely to become interested in investigating and learning independently than by exposure through different methods."

Michael Zack, *Elementary Principal*

"Career education is the compass that guides students towards their true north, helping them navigate the vast landscape of possibilities. It empowers them with the knowledge to not just choose a path, but to forge their own. Having access to local high-priority careers and resources to help make them make informed decisions about their future is extremely beneficial."

Kelsey Bryer, *Middle School Counselor*

"Career exploration allows students to identify their interests, strengths, and potential career paths before making important decisions about their future. It allows them to explore different industries, gain real-world insights, and understand the skills needed for various professions. Early exposure to career options also helps students set academic and personal goals, making their education more meaningful and relevant."

Cynthia Weiss, *High School Principal*

Lakeland School District

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Dawn deQuevedo
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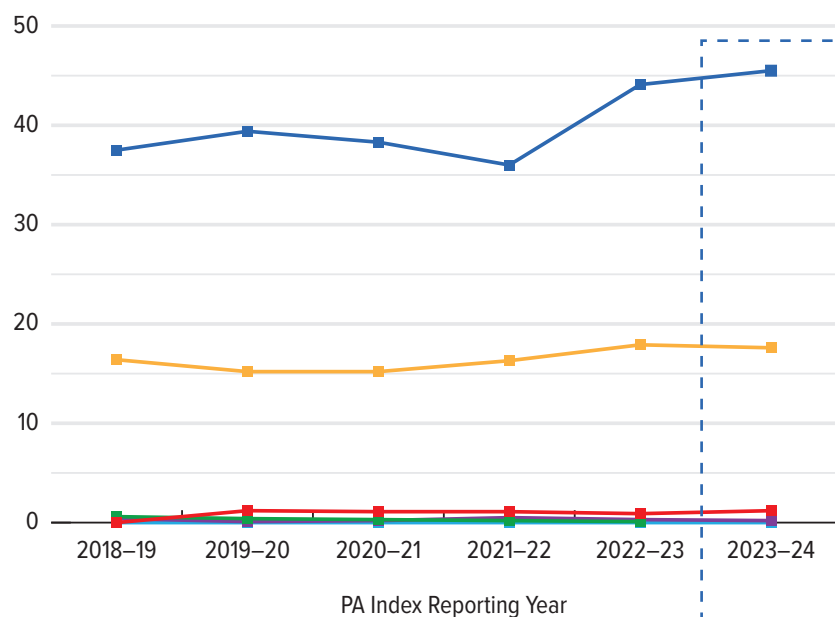
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High School Counselor
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About the Students*

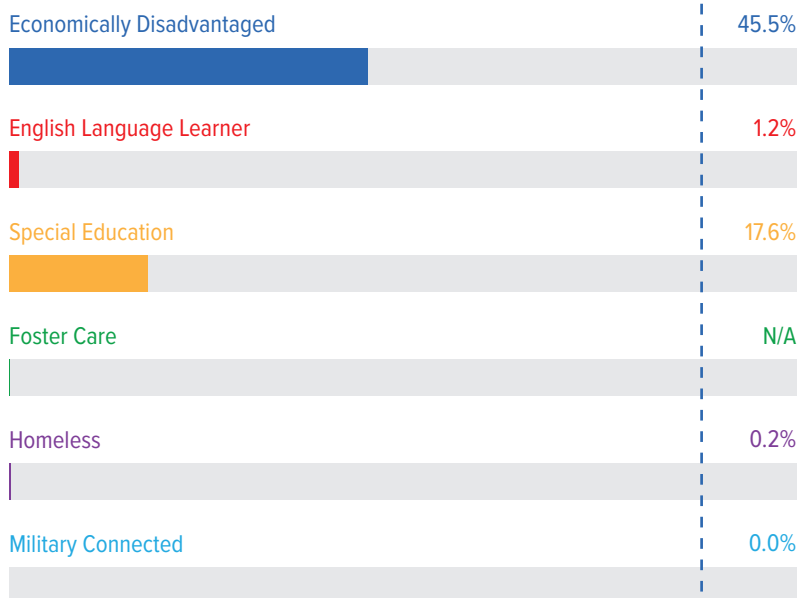
TOTAL ENROLLMENT

1,355 students

PERCENT ENROLLMENT



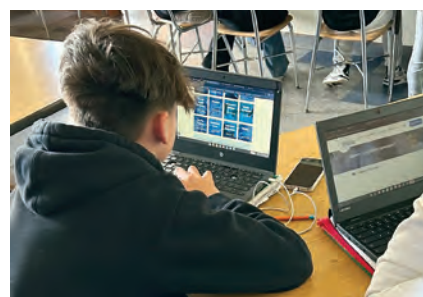
STUDENT GROUPS



In an ever changing job market, it is crucial that students remain up to date on the countless career paths that exist. This is especially true when considering the occupational outlook of careers that exist close to home. The Career Pathway Resource Videos that Skills in Scranton have developed provide school districts with a quick and easy way to educate students about local opportunities, ensuring that they make informed decisions about their futures.

Career development is an ongoing process. Smart Futures is the primary platform that students in the Lakeland School District use to facilitate that process. Elementary school students engage in their career development throughout the school year with lessons that are created and delivered by their school counselors. In 7th and 8th grade, students' career development occurs within their core area subjects, while in 9th grade, students receive career development through a Freshman Seminar. Teachers deliver content related lessons that include the Smart Futures curriculum objectives. Once students reach 10th grade, the career exploration becomes more intense. The high school counselors deliver classroom lessons on a variety of career related topics and opportunities. Students are assigned specific Smart Futures activities, as laid out by the LHS Smart Futures Website (<https://bit.ly/lhscareerreadiness>), and progress is monitored throughout the year. The school counselors utilize the results of these activities in their one on one and small group meetings, helping students confidently decide what their next steps are after high school.

Currently, Lakeland school counselors are working with Smart Futures to develop lessons within their platform that will tie into the Skills in Scranton Career Pathway Resource Videos. These activities will allow students to explore concrete career opportunities available close to home. It is Lakeland's intention that the activities will serve as the final link to what a reality in that career path can look like. Additionally, we have begun showing these videos on our closed circuit televisions throughout the school. Twice daily during busy times, all videos are displayed for students and staff to view.



Highlights

As activities were still being developed with Smart Futures, Lakeland's high school counselors went into classrooms to lead students through lessons focused on the Scranton Career Pathway Resource Videos. Students were quoted saying the following:

- *These videos had a lot of information and have helped me choose what I think I want to do with my future.*
Jaylan, 9th Grade
- *I thought the videos were informative, gave me a better understanding of what goes on in certain careers, and also gave me insight into personality and how it can benefit you in your career.*
Kylee, 9th Grade
- *The videos I watched were very informational and helped me learn the difference in schooling and difficulty level.*
Abby, 11th Grade
- *I think these videos can be helpful to many people who are undecided on what they want to do later in life.*
Gavin, 11th Grade
- *I thought the videos were very interesting because they gave me an in depth look at some of the careers in my area that I had no idea about.*
Jeremy, 12th Grade

Mid Valley School District

Contact Information

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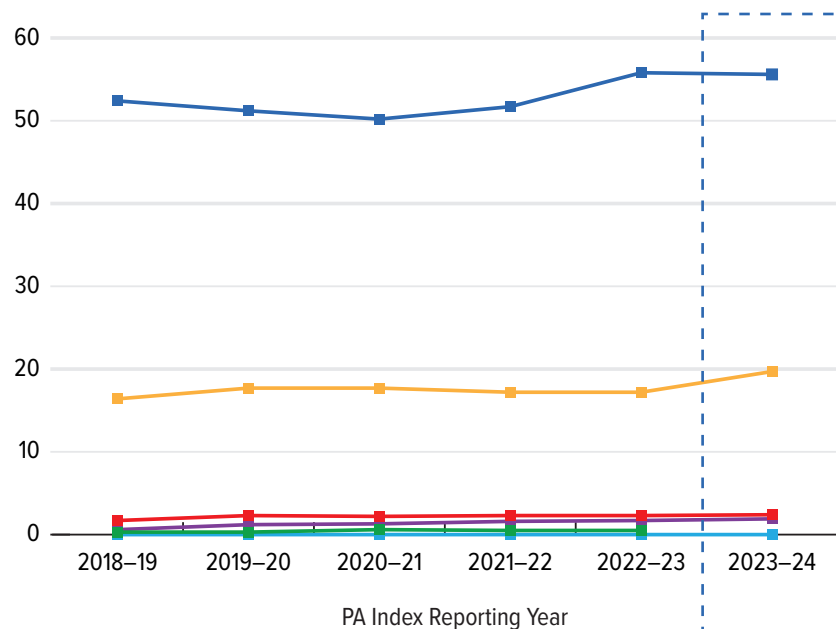
570-307-1150

About the Students*

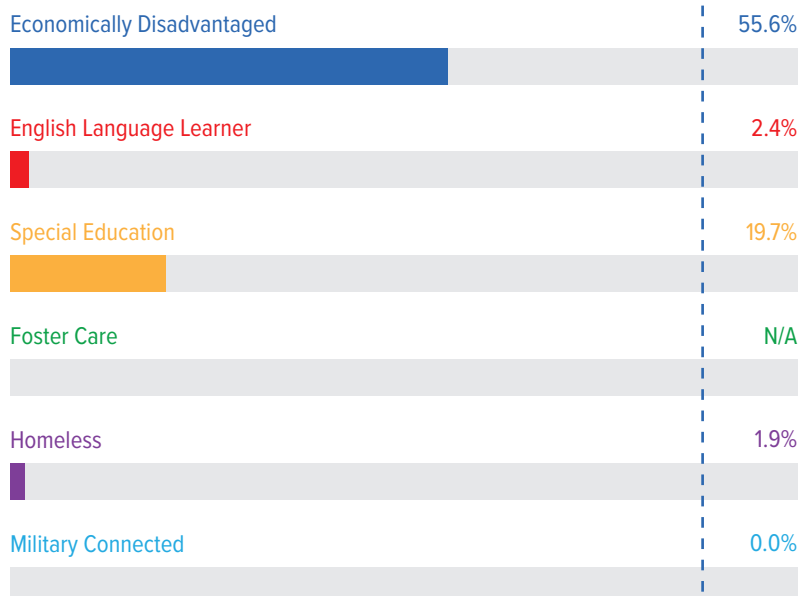
TOTAL ENROLLMENT

1,940 students

PERCENT ENROLLMENT



STUDENT GROUPS



Summary of Implementation

The Mid Valley Secondary Center (grades 7–12) is showing one career education video per week through the student-run news program viewed by all students in the Secondary Center. In addition, Mid Valley has aligned the career education videos with specific courses to be shown by teachers. Teachers will be encouraged to develop mini-career lessons that are related to their subject-area course and expertise.

Anticipated Successes

We expect students to develop a more accurate and timely understanding of the careers available in our region and the qualifications required for them.

Course Correlation

CAREER PATHWAY VIDEO	COURSE CORRELATION (GRADES)
Chemical Engineering	Chemistry (11), AP Chemistry (12)
Quality Assurance Specialist	Chemistry (11), AP Chemistry (12)
Electronics Industrial Control, Mechanics Leader, Carpentry, Electrician	STEM - (9–12), Engineering Essentials, Introduction to Engineering Design, Principles of Engineering
Information Technology Support Specialist	Math Dept., Statistics (11–12)
Licensed Practical Nurse	Biology, AP Biology, Anatomy and Physiology, Chemistry, AP Chemistry (10–12)
Certified Nursing Assistant	Biology, AP Biology, Anatomy and Physiology, Chemistry, AP Chemistry (10–12)
Registered Nurse	Biology, AP Biology, Anatomy and Physiology, Chemistry, AP Chemistry (10–12)
Mental Health Counselor	Psychology (11–12), Child Development (9–12)
Elementary School Teacher	Psychology (11–12), Child Development (9–12), Contemporary Family Living (10–12)
Direct Support Professional	Psychology (11–12), Child Development (9–12), Contemporary Family Living (10–12)
Customer Care Representative, Heavy & Tractor Trailer-Truck Drivers, Logistics Management Specialist, Production Manager	Morning TV Announcements



North Pocono School District

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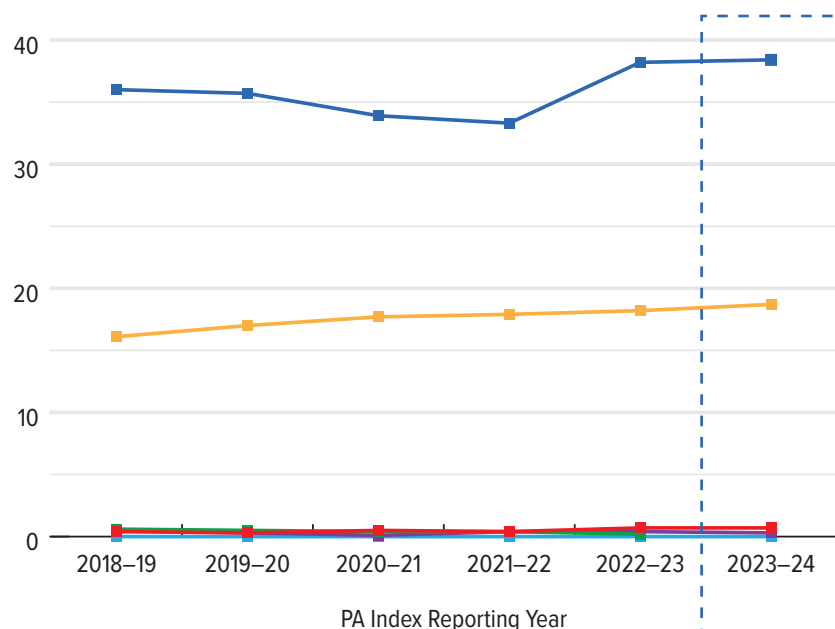
570-842-7676

About the Students*

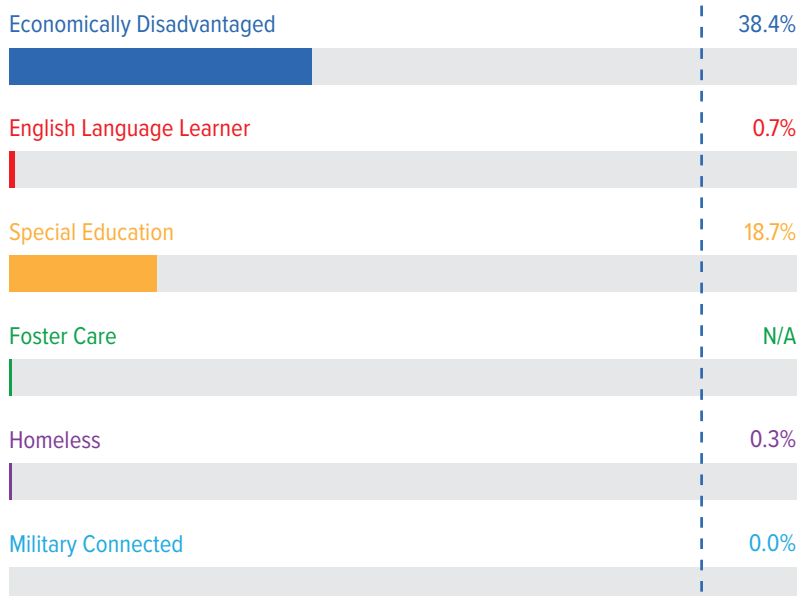
TOTAL ENROLLMENT

2,879 students

PERCENT ENROLLMENT



STUDENT GROUPS



The North Pocono School District continues to embed the Skills in Scranton Career Pathway Resource Videos as part of our larger career development and exploration programs in our Middle School and High School.

Our initial use of the materials with students in grades 9 through 12 has been well received by students and staff alike. The North Pocono Community continues to see shifts in students' post high school plans. The majority of our students still plan to enroll in post secondary education, but a growing section of our student population is also exploring career and employment opportunities with industry and technical certifications.

They identify great value in direct entry into the workforce with non secondary training and certification opportunities. The videos and materials provided by the Chamber of Commerce give students information that helps them not only discover different potential career paths, but more importantly opportunities that are available to them in their local community.

Implementation and Grade-Levels Plans

NPSD uses the Xello platform as a primary resource within our school to help students prepare for college, career and future readiness across all grade levels. The Xello platform helps students discover relevant college, university, trade, military, and career options based on their personality, skills, and knowledge. Individuals build a portfolio over time to reflect their exploration and maintain documentation of this process as required by state and federal law. North Pocono High School uses the Skills in Scranton Career Pathway Resource Videos to augment career lessons delivered by our counseling department through Xello. These materials enrich our existing career curriculum by providing tangible career information and serve as a launching pad from which students participate in rich and robust dialogue both amongst their peers and with their faculty mentors. Our hope is that students will utilize Skills in Scranton's resources to pursue jobs and careers in the greater Scranton community. The Skills in Scranton curriculum is administered at each grade level as follows:

- 8TH: In 8th grade students complete an "Explore your Career Matches" Module where students are challenged to match various career aspects with occupations. Multiple rounds of questions, answers, and new information allow students to complete a career matchmaker quiz that highlights three career paths of interest. This information then is used when meeting with school counselors to complete course and program selection for each student's freshman year. During this module, students will then access the Skills in Scranton Career Pathway Resource Videos that correspond with their self selected career pathways as further exploration of opportunities in our area.
- 9TH: During their 9th grade year, students complete an "Exploring Career Factors" module which helps them discover which common factors most influence career decisions. Lessons also include a review of personality styles and study skills and habits. These topics allow students to begin to reflect on individual characteristics that will ultimately impact their career decisions. Students learn about these common factors and then work to identify which are most important to them. Students are then matched with appropriate career pathways and occupations. Students will again link the Skills in Scranton Career Pathway Resource Videos with their choices to further identify possible career opportunities in our area.
- 10TH: 10th graders continue their exploration of career and educational pathways with additional lessons further exploring more details such as "Career and Lifestyle Costs." In this module, students are challenged to set lifestyle goals and explore careers to achieve them by exploring factors such as future family, housing, leisure and other lifestyle goals. Students then use current data to explore basic budgeting associated with their choices and then revisiting earlier identified career and education pathways. This module also includes discussion of Work Values. Students are challenged to identify the various aspects of work and employment choices that fit with their life goals. The information from the Skills in Scranton Career Pathway Resource Videos and associated documents will be used to add a very local and visible benchmark for students to consider. Students can use this information to look at careers that match the values and lifestyle that they want for themselves.
- 11TH & 12TH: Students will have continuous access to Skills in Scranton's materials and any successive updates through their Guidance Google Classrooms as reference. The counseling department shares this resource again when meeting with seniors to discuss college and career planning in the classroom. 11th grade Xello lessons include modules on "Job Interviews" and "Entrepreneurial Skills". The whole of the high school career curriculum is aimed at preparing our students for whatever future path they take, and the Skills in Scranton Career Pathway Resource Videos and materials are an invaluable tool to connect our students to employment in their community.



Highlights

"The information in the videos was very helpful. It was a great way for me to think about my future goals."

Cole, 10th Grade

"I don't think that I realized how many opportunities in our area are out there. There are a lot more jobs right here that interest me."

Ella, 9th Grade

"Even though I have been focused on enrolling in college, these lessons have really challenged me to think about my job choices after graduation."

Olivia, 12th Grade

Old Forge School District

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Shawn Nee

High School Guidance

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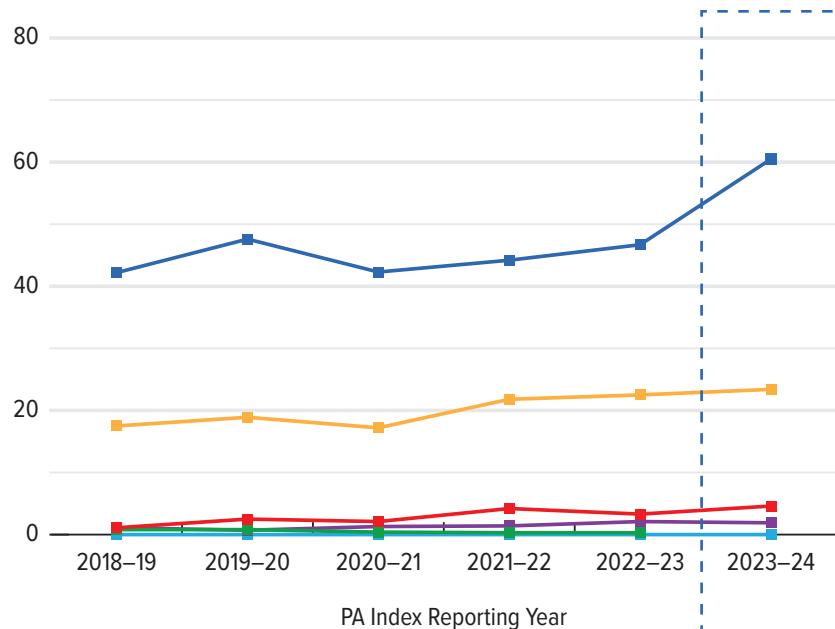
570-457-6721 ext 125

About the Students*

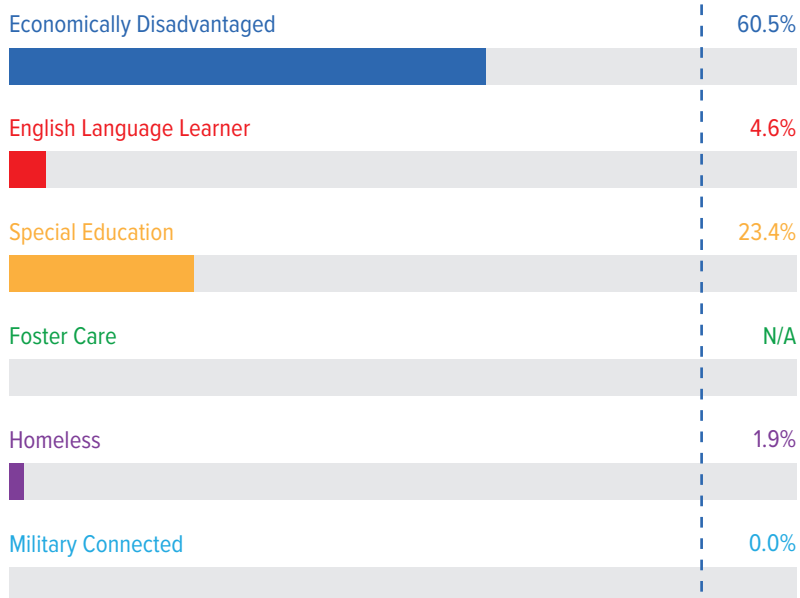
TOTAL ENROLLMENT

958 students

PERCENT ENROLLMENT



STUDENT GROUPS



Implementation

Skills in Scranton are used as a supplemental material in our Day 5 Career Day cycle. This helps expose students to skills/careers in the area. We print the information sheet for the skill that day and show the short video from the website. This allows for students to watch and read information about the career. Students then submit a survey on the career and anything they learned/wanted more information on. This began to be a part of our Act 158 Graduation Requirement. Feedback from students is mixed as most of them knew about their careers/skills but there were a few who learned for the first time.

Key Outcomes

This is a piece of the graduation portfolio which helps students graduate.



Highlights

"CNA ensure that well-being of their patients by performing a variety of tasks."

Julia, 7th Grade

"You need six different certificates to do this job (Heavy Tractor Trailer Driver)."

Malisha, 10th Grade

"Plumbing looks like a very useful skill. I will be exploring this further possibly at vo tech in the future."

Matthew, 7th Grade

Riverside School District

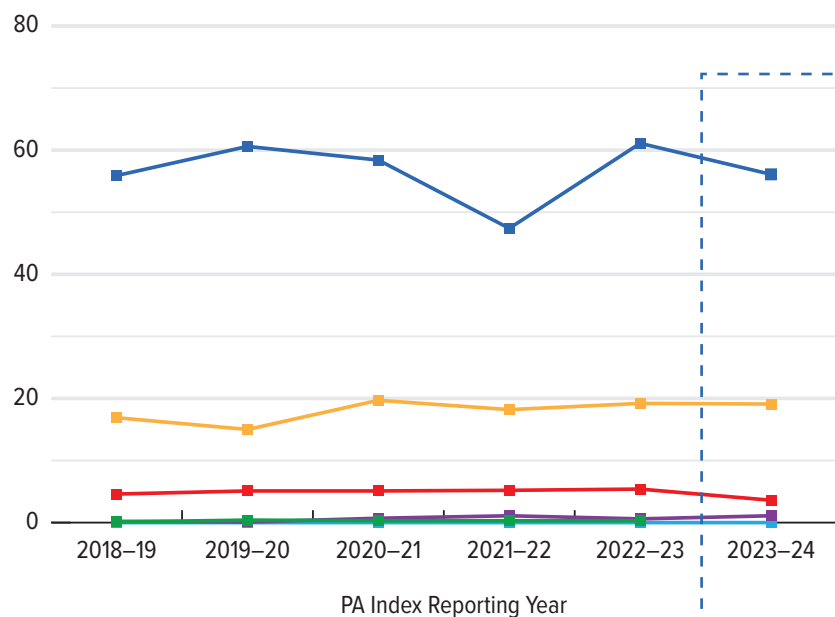
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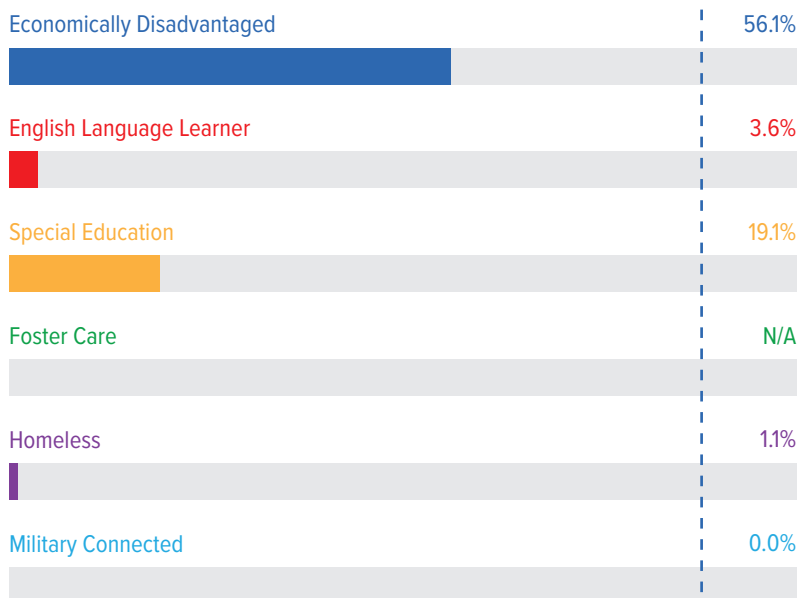
About the Students*

TOTAL ENROLLMENT
1,497 students

PERCENT ENROLLMENT



STUDENT GROUPS



Current Career Program

Riverside High School is using Naviance, a college and career readiness software provider, to collect career artifacts. Students use college planning and career assessment tools to explore career fields and training programs. Throughout high school, students must submit reflection activities and artifacts to create a career portfolio or collection of their career research. In 11th grade, students are required to take a .5 credit career preparation course in which they learn basic financial skills and evaluate various career options to create a post-graduation plan. This course helps students reflect upon previous career research to make informed decisions about their future beyond high school.



Summary of Implementation

We hope that graduates of Riverside High School will leave school with the skills and knowledge required to engage in a successful career. The Skills in Scranton Career Pathway Resource Videos give our students an opportunity to learn about the future of the job market in Northeastern Pennsylvania. Our students spend 9th and 10th grade exploring different career options and 11th and 12th grades developing a plan on how they will acquire the skills necessary for their selected career fields. For some students, this plan will address how to directly enter the workforce, while for other students, this plan will include how and where they will acquire additional education or training. During a classroom lesson, our 10th grade students were introduced to the Scranton Chamber of Commerce and the Skills in Scranton Career Pathway Resource Videos. Students independently explored these videos and selected two careers that they were most interested in learning more about. At the end of the lesson, students were required to answer follow up questions about the careers that they selected. Student answers were collected and saved in Naviance, a career development program where a comprehensive career portfolio for each student is saved.

GRADE	ACTIVITY	WHEN?	WHO IMPLEMENTS?
7	Career Key Reflection	Quarter 1	PE Teachers
7	What Employers Want	Quarter 2	History Teachers
7	Learning About Budgets	Quarter 3	Math Teachers
8	Career Cluster Finder	Quarter 1	ELA Teachers
8	Gameplan Survey	Quarter 2	History Teachers
8	Roadtrip Nation	Quarter 3	Math Teachers
9	Achieveworks Personality	Quarter 1	ELA Teachers
9	Resume Activity	Quarter 2	Computer Science Teacher
9	CTC Program Presentation	Quarter 3	Guidance
9	Career Research Paper	Quarter 4	ELA Teachers
10	Challenge Program Survey	Fall	Guidance/English Teachers
10	Soft Skills Survey	January	PE Teachers
10	Career Interest Survey	May	Biology Teachers
11	Resume	Quarter 1	Guidance/FCS Teachers
11	Keystone Assessments	Quarter 2	Guidance/FCS Teachers
11	Budget	Quarter 3	Guidance/FCS Teachers
11	Super Match	Quarter 4	Guidance/FCS Teachers



Implementation of Skills in Scranton Videos

The Skill in Scranton Career Pathway Resource Videos and the RHS courses they will be shown in:

- Carpenter - Wood Shop
- CNA - Biology
- Chemical Engineer - Chemistry
- Customer Care - Health/PE
- Direct Support - Health/PE
- Electrician - Wood Shop
- Elementary Teacher - ELA
- Engineering - Physics
- Financial Tech - Statistics
- HVAC - Tech Ed
- Heavy Truck Drivers - Health/PE
- Human Resources - ELA
- Information Tech - Computer Sci
- LPN - Biology
- Logistics Specialist - American Gov/Economics
- Management - American Gov/Economics
- Mental Health - Psychology
- Plumber - Wood Shop
- Production Manager - American Gov/Economics
- Quality Assurance - Health/PE
- Quality Control - Health/PE
- RN - Biology
- Industrial Electronics - Wood Shop
- Welder - Wood Shop

Scranton School District

Contact Information

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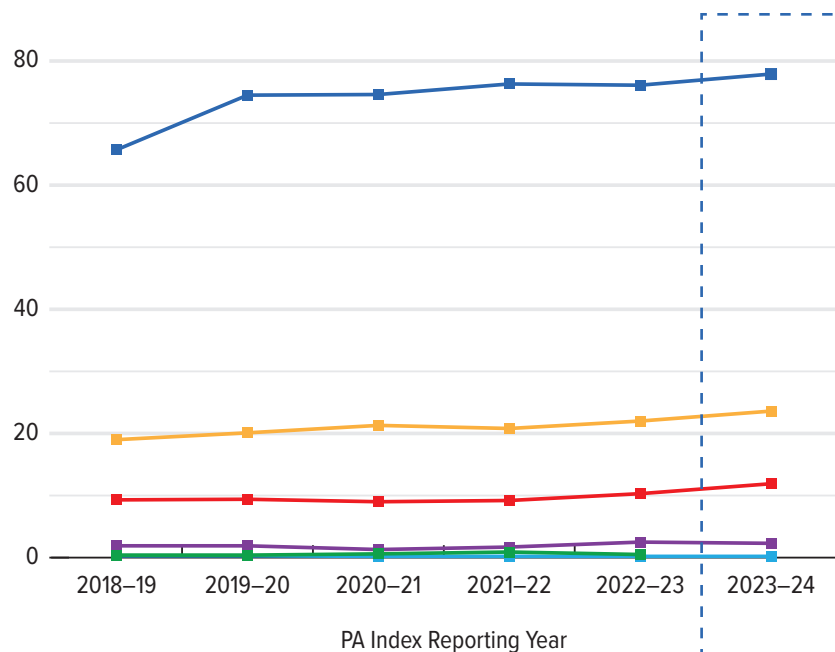
570-348-3400

About the Students*

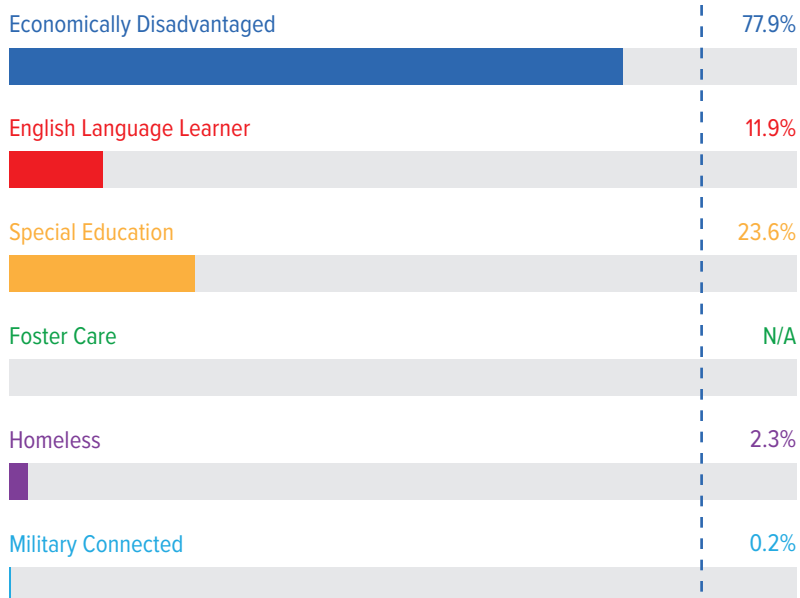
TOTAL ENROLLMENT

9,266 students

PERCENT ENROLLMENT



STUDENT GROUPS



Target Audience

9th grade students & teachers

Scheduled Within

Social Studies Classes

Objective

Introduce 'Skills in Scranton Career Pathway Resource Videos'

Approach

9th grade social studies teachers will screen the Skills in Scranton Career Pathway Resource Videos and review the accompanying 1-page PDF for each video.



Key Objectives

1. ENHANCED CAREER AWARENESS

Providing students exposure to diverse professions to broaden their understanding of available career paths.

2. INFORMED DECISION-MAKING

Offering insights from the videos to aid students in making educated choices about their future career trajectories.

3. INSPIRATION AND MOTIVATION

Exposing students to a variety of career options with the aim of inspiring and motivating them to pursue their passions and interests.

Implementation

Teachers will incorporate these videos and PDF reviews as part of the beginning-of-class activities (bell ringer).

Upon completion of all 18 videos and PDFs, 9th-grade students will choose 2 jobs that intrigued them. They will then compose reflective paragraphs highlighting specific points of interest for each job and outline what they desire to explore further (2 paragraphs in total).

These reflections will also serve as evidence for the district's 339 plan.

Valley View School District

Contact Information

VALLEY VIEW SCHOOL DISTRICT

One Columbus Drive

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570-876-5080

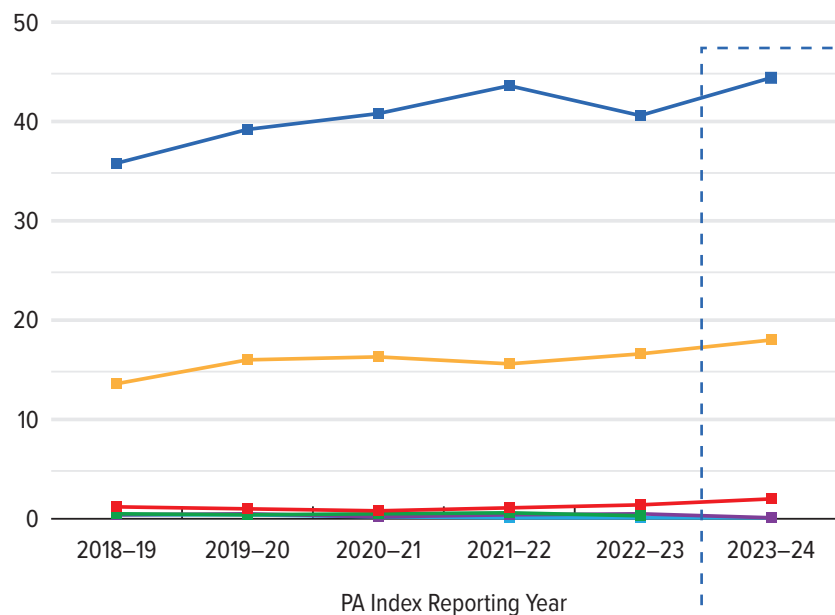
www.valleyviewsd.org

About the Students*

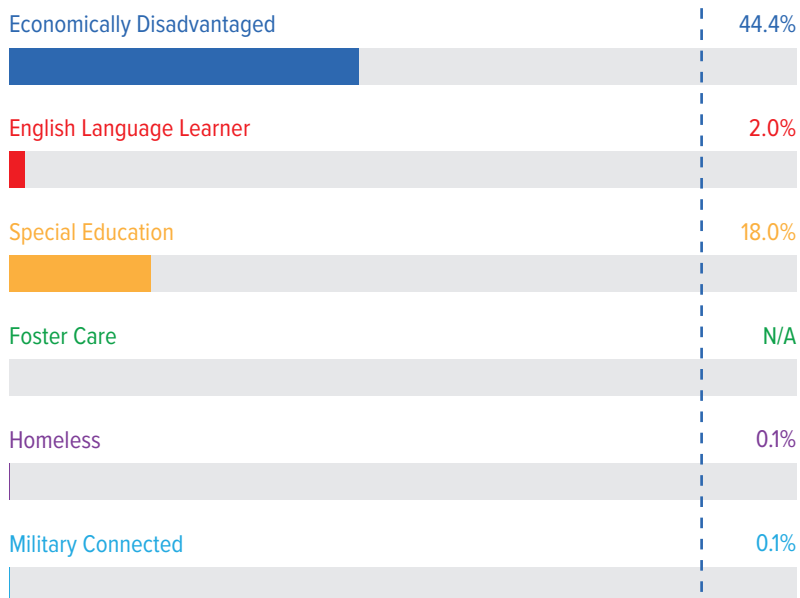
TOTAL ENROLLMENT

2,345 students

PERCENT ENROLLMENT



STUDENT GROUPS



Target Audience

6–12 Teachers

Facilitator

Marisa Barilka

Title of Professional Development

Career Lesson Development



Description of Professional Development

Assisting students with their post-secondary plans is the responsibility of all educators since each teacher and guidance counselor brings a unique perspective to their subject matter and post-secondary experiences, which may be able to assist students in better determining their future plans. Ideally, students would have a deep understanding of as many different careers as possible before making a decision on what direction they would like to take after they leave high school. In this task, you are asked to assist your students with their continuing investigation into career options.

STEP 1

Visit the Scranton Chamber of Commerce Career Resource webpage:

www.skillsinscranton.com/resource-videos

STEP 2

Review all the videos and determine which videos apply to your subject area or may be of interest to the students in your subject area. You can also review the attached sheet for assistance with the alignment of each video to particular subjects.

STEP 3

Develop a lesson(s) that incorporates all the videos that apply to your subject area or that may be of interest to your students. As you develop your lesson, a few items to consider include:

- Each video is short at less than two minutes.
- The lesson does not need to take the entire length of a class period.
- The timing of the lesson - days such as a substitute day, a half-day before a holiday, or a day after state testing can be options considered for placement of this lesson in the schedule.
- Under each video is a button for a downloadable pdf that provides additional information on the career that should be used in the lesson.
- There are additional resources on the Scranton Chamber of Commerce Career Resource webpage below the videos including an “Entrepreneurship” section and “Small Business Internship” section. Feel free to incorporate these into the lesson as you see fit.
- In addition to the Scranton Chamber of Commerce Career Pathway Resource Videos, feel free to add any resources to the lesson that you would like to use.
- There might not be a video that applies to your subject area at this time. There will be additional videos added in the future, which may include your area, so please check back as resources are added. If you do not find a match at this time, create a career lesson that includes one of the video that your students may be interested in, only includes the “Entrepreneurship” or “Small Business Internship” sections, or a custom lesson for your subject area and the career opportunities that exist in our local region.

STEP 4

Type your lesson in the Google Doc template provided. After the lesson is complete, submit the Google Doc in the Cougar Connect Classroom and post/schedule the lesson in your Google Classroom.


Video Diagram

CLASS	VIDEOS
Science	CNA, Chemical Engineer, Elementary School Teacher, LPN, RN
Math	Chemical Engineer, Elementary School Teacher, Financial Technician, IT, Logistics Technician, Production Manager, Quality Assurance, Industrial Electronics
English	Customer Care Rep, Elementary School Teacher
History	Elementary School Teacher
Engineering/Computer Science	Chemical Engineer, Elementary School Teacher, IT, Logistics Specialist, Production Manager, Quality Assurance, Industrial Electronics
Family Consumer Science	Direct Support, Elementary School Teacher
Art/Music	Elementary School Teacher, Mental Health Counselor
Career Technology	Heavy Truck Drivers, CNA, LPN, Production Manager, Industrial Electronics, Carpenter, Electrician, Plumber, HVAC, Welder
PE	Elementary School Teacher
Business	Customer Care Rep, Financial Technician, IT, Logistics Specialist, Production Manager, Quality Assurance



Deliverables/Action Items:

A career lesson that incorporates the Scranton Chamber of Commerce Career Pathway Resource Videos posted to your Google Classroom by the end of the day.



Best Practice Model: Northeastern Educational Intermediate Unit 19's Innovative Use of the Skills in Scranton Career Pathways Video Library

Northeastern Educational Intermediate Unit 19 (NEIU19) has recently integrated the Career Pathways Resource Library into their curriculum to support students with learning disabilities in exploring career opportunities. As a newcomer to utilizing these resources, NEIU19 has developed a targeted lesson plan designed to make career exploration more accessible, engaging, and meaningful for students who may face unique challenges in planning for their futures.

This lesson introduces students to career pathways through the visually engaging videos from the Career Pathways Resource Library, which highlight high-priority occupations in the region. Educators at NEIU19 have tailored the experience by incorporating guided discussions, reflection activities, and hands-on exercises that align with students' learning styles and abilities. By breaking down complex career concepts into manageable steps, students gain a clearer understanding of potential job opportunities, and the skills required to pursue them.

NEIU19's approach demonstrates how Career Pathway Resource Videos can serve as a critical tool in workforce development for all students, including those with disabilities. Their use of these resources ensures that students are not only exposed to a variety of career fields but also receive the individualized support they need to connect their strengths and interests to real-world opportunities. This initiative serves as a best practice model for other educational institutions seeking to create inclusive career readiness programming that empowers all students to explore and prepare for meaningful careers.



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Northeastern Educational Intermediate Unit 19 (NEIU19)

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Executive Director

Gena Bensinger
Training and Consultation (TaC)

Objective

Students will be able to identify the roles, responsibilities, and necessary skills of a Certified Nursing Assistant (CNA) and explore career pathways related to healthcare.

Assessment

Students will complete a 5-question quiz at the end of the lesson that assesses their understanding of the key roles and skills needed for a Certified Nursing Assistant, as well as the various career pathways in healthcare.

Key Points

- Role of a CNA: Understand the responsibilities of a Certified Nursing Assistant, including patient care, assisting with daily activities, and communication with healthcare staff.
- Necessary Skills: Identify the skills required for a CNA, such as empathy, communication, and basic medical knowledge.
- Career Pathways: Explore different career opportunities within the healthcare field that build off of CNA experience.
- Educational Requirements: Discuss the training and certification process to become a CNA.
- Importance of Healthcare Workers: Recognize the vital role that CNAs and other healthcare professionals play in patient care and the healthcare system.

Materials

- Skills in Scranton Hand out
- Career Pathways Video (CNA)
- Worksheet #1: Skills in Scranton Follow along Worksheet #2: Extension/ Fast Finisher
- Quiz

Implementation

OPENING

- Begin with a short video about career pathways in healthcare, focusing specifically on the role of CNAs.
- Ask students: "What do you think it takes to care for someone who is ill or elderly?"
- Facilitate a brief discussion to gather students' initial thoughts and experiences related to healthcare.

INTRODUCTION TO NEW MATERIAL

- Present the key points using Skills in Scranton Handout (CNA) to illustrate each role and skill of a CNA.
- Engage students by asking them to think-pair-share with a partner about why they believe these skills are important in healthcare.
- Common Misconception: Some students may think that being a CNA is just about doing menial tasks; clarify that CNAs are essential to patient care and play a critical role in the healthcare team.

GUIDED PRACTICE

- Set behavioral expectations: Students will work in small groups to discuss the roles and responsibilities of a CNA.
- Provide worksheet that goes along with Skills in Scranton Handout to fill in Key tasks, Skills, Education, and College locations in the area
- Scaffolding (guided notes for students who need)
- Monitor student performance by circulating the room, listening to discussions, and providing feedback.

INDEPENDENT PRACTICE

- Students will write a short paragraph outlining what they believe are the most important skills for a CNA and why.
- Encourage them to include one personal experience related to caregiving or healthcare, if applicable.
- Set expectations for respectful and thoughtful responses, emphasizing the importance of clarity and detail.

CLOSING

- Conduct a quick review by asking students to share one new thing they learned about CNAs or healthcare career pathways using the Quiz activity
- Reinforce that understanding these roles can help them in any future healthcare interactions.

EXTENSION ACTIVITY

- For students who finish early, they can research and create a visual poster about a different healthcare career that interests them, such as a nurse, doctor, or physical therapist, highlighting required skills and education.

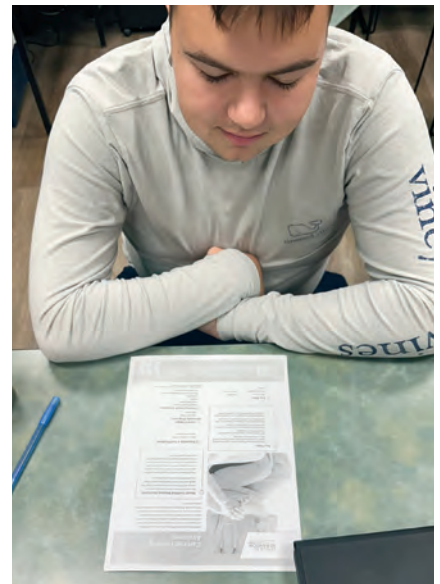
HOMEWORK

- Assign students to interview a family member or friend who works in healthcare about their job and what skills they think are necessary. Students will write a brief summary of the interview to share in the next class.

STANDARDS ADDRESSED

- PA Career Education and Work Standards:
 - 13.1.8.B: Analyze the connection between personal interests, skills, and the career pathways available.
 - 13.2.8.C: Identify and evaluate career opportunities in the healthcare field.

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Skills in Scranton is the independent 501(c)(3) workforce development affiliate of The Greater Scranton Chamber of Commerce. For more than 25 years, Skills has worked with local employers, school districts, higher education partners, and Pennsylvania data experts to develop strategies that help ensure our regional workforce is aligned with high-priority jobs of the future.

Our mission is to create career awareness and develop a talent pipeline supporting high-priority occupations in Lackawanna County through collaborations with industry, education, and community workforce and economic development organizations.

The overarching goal of Skills in Scranton, as conveyed in this booklet, is to enhance career pathways education. The organization aims to establish a robust foundation for the development of a thriving regional talent pipeline. Through the detailed insights provided, educators, students, and stakeholders can gain a comprehensive understanding of the multifaceted aspects of various careers, fostering an environment that nurtures informed decision-making and ultimately contributes to the growth and prosperity of the region.



Key Programming



Educator in the Workplace

Educator in the Workplace is a flagship program for career readiness and talent pipeline development. This program connects our youth to local businesses and economic development partners, to gain exposure to diverse workplaces, and develop an understanding of current and future workforce trends.

Participating educators are provided experiences interacting directly with industry and business leaders to learn about industry trends, needs and opportunities to enhance their classroom instruction, student learning and career readiness.

Workforce Wednesday

Workforce Wednesday is a social media campaign designed to share local workforce data, career resources, and insights into high-priority industries across Lackawanna County. Each week, the campaign highlights in-demand occupations, employer needs, and tools to support career exploration, job readiness, and workforce development.

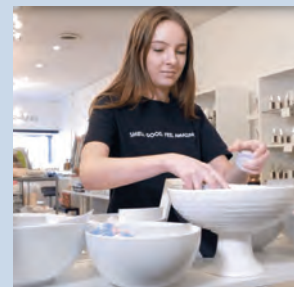


Workforce Summit

The Workforce Summit connects local employers and job seekers, as well as host engaging presentations with high-priority industries like manufacturing, building construction and trades, and service. In between sessions, attendees can learn about career opportunities with local employers and receive free resume writing and interviewing assistance.

Small Business Internship Fund

Internships play a critical role in a business's ability to access and build the talent pipeline. The Small Business Internship Fund was launched in 2019 to establish a college internship program designed to place our "best and brightest" students in Chamber member businesses. Through the Fund, eligible small business participants can receive matching funds per student for both Traditional and Micro Internships. If you are a student looking for a paid internship opportunity, Skills in Scranton can connect you with a member business.



Apprenticeships

Apprenticeships are innovative training programs that allow employers to develop and prepare their future workforce while providing individuals with a learn-while-you-earn approach to career development. The benefits from apprenticeship programs are immense and widespread. Apprenticeship improves the skills of the American workforce and enhances the efficiency and productivity of American industries.

LEARN MORE LEARN MORE LEARN MORE



Visit our website or contact us to learn more about the Career Pathways program and stay up to date with Skills in Scranton and other programs provided by the Scranton Chamber.



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*This project was funded in part by a
Community Needs Grant administered by*

