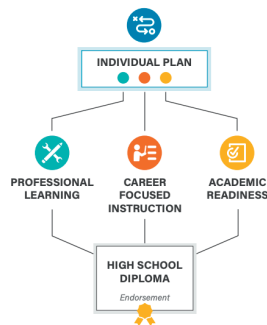# ISBE Career Pathway Endorsements

Illinois' College and Career Pathway Endorsement (CCPE) system is a cornerstone strategy of the Postsecondary & Workforce Readiness Act to increase the number of Illinois high school graduates prepared for postsecondary education and future careers. To earn a CCPE on a high school transcript, a student must:

- COMPLETE AN INDIVIDUALIZED LEARNING PLAN
- ENGAGE IN A CAREER-FOCUSED INSTRUCTIONAL SEQUENCE (INCLUDING A MINIMUM OF 6 HOURS OF EARLY COLLEGE CREDIT)
- PARTICIPATE IN WORK-BASED LEARNING
- DEMONSTRATE READINESS FOR COLLEGE-LEVEL READING AND MATH

College and Career Pathway Endorsement Framework

INDIVIDUAL PLAN

PROFESSIONAL LEARNING | CAREER FOCUSED INSTRUCTION | ACADEMIC READINESS

HIGH SCHOOL DIPLOMA

Endorsement

INDIVIDUAL PLAN

Each student completing an endorsement must have an individualized plan, which includes college planning linked to early understanding of career goals, financial aid, resume, and personal statement.

PROFESSIONAL LEARNING

Awareness, exploration, and preparation activities that provide opportunities for students to interact with adults in their workplace

9th	10th	11th	12th

At least 2 career exploration activities or 1 intensive experience

60 cumulative hours of paid or credit supervised career development experience with a professional skills assessment

At least 2 team-based challenges with adult mentoring

Through these experiences, a student gains essential employability and technical competencies in their identified sector.

CAREER-FOCUSED INSTRUCTIONAL SEQUENCE

Two years of secondary coursework, or equivalent competencies, that articulate to a postsecondary credential with labor market value. Must include at least 6 hours of early college credit.

9th	10th	11th	12th

Orientation / Introduction

Skill Development

Capstone / Advanced Courses

ACADEMIC READINESS

Ready for non-remedial coursework in reading and math by high school graduation through criteria defined by district and local community college

Students who have earned a Career Pathway Endorsement...

- graduate high school with a set of foundational skills for all careers
- have engaged in real world workplace experiences, on the job project based learning, and team challenges
- have foundational employability skills making them highly valuable in the workplace
- are accelerated toward the industry sector due to focused coursework
- are potentially more committed to their major and program when they enter the postsecondary level
- are academically ready for college, placing into college level math and English
- have passed career focused college courses preparing them for postsecondary level academic rigor

Career Pathway Endorsements

ORIENTATION / INTRODUCTION Grades 9–10	SKILL DEVELOPMENT Grades 10–12	CAPSTONE / ADVANCED Grades 12	POSTSECONDARY COURSES Recommended 1st Year

Finance & Business Services

Accounting

Introduction to Business	College Accounting I (LZHS)	College Accounting II (LZHS)	Introduction To Business Principles of Macroeconomics Continue College Sequence

Manufacturing, Engineering, Technology, & Trades

Engineering

Industrial Technology

Welding/ Fabrication

Introduction to Engineering	Engineering Design (LZHS)	Advanced Engineering & Senior Engineering (LZHS)	Introduction to AutoCAD Continue College Sequence
Principles of Robotics	Welding/Fabrication I (Advanced Technology Center (ATC))	Industrial Technology (Advanced Technology Center (ATC))	DC Circuit Fundamentals AC Fundamentals Continue College Sequence
Introduction to Business		Welding/Fabrication II (Advanced Technology Center (ATC))	General Welding II Basic Metallurgy I Continue College Sequence

Human & Public Services

Criminal justice

Education

Law	Law Enforcement & CSI	Criminal Justice (Tech Campus)	Introduction to Criminal Justice Introduction to Psychology Continue College Sequence
Child Development	Early Childhood III: Creative Activities	Introduction to Teaching	Math for Elementary Teaching I Child Development for Educators Continue College Sequence

Information Technology

Information Technology

Cybersecurity

PLTW Computer Science Essentials	PLTW AP Computer Science Principles (LZHS)	PLTW AP Computer Science A (LZHS)	Computer Science I Computer Science II Continue College Sequence
MobileMakers (IOS)		Cybersecurity (Tech Campus)	Introduction to Computers I Intro to Programming Concepts Continue College Sequence

Health Sciences & Technology

Genetics

Certified Nurse Assisting

Emergency Medical Service

Biomedical Science

Anatomy & Physiology	Genetics & Society (LZHS)	AP Biology (LZHS)	General Biology I & General Chemistry I General Biology II & General Chemistry II Continue College Sequence
	Medical Assisting or Emergency Medical Services (Tech Campus)	Certified Nurse Assisting (CNA) (Tech Campus)	Human Form & Function Pharmacology Continue College Sequence
	Firefighting or Medical Assisting (Tech Campus)	Emergency Medical Services (EMS) (Tech Campus)	Medical Terminology Pharmacology Continue College Sequence
	Biomedical Science I (Tech Campus)	Biomedical Science II (Tech Campus)	General Biology I & General Chemistry I General Biology II & General Chemistry II Continue College Sequence

Work-based Learning

Career Exploration	Internship (60 hrs) or INCubatorEdu (Hours may be met through Tech Campus)		Internship or Apprenticeship
	Team-based Challenges (Within coursework, FBLA, SkillsUSA)		

Finance & Business Services Pathway Competencies

FINANCE & BUSINESS SERVICES

TOP 10 TECHNICAL COMPETENCY STATEMENTS FOR FINANCE & BUSINESS SERVICES

Cash & Capital Principles	Students can use their understanding of the nature of cash, monetary systems, and the value of money in order to recognize the risk, return, and opportunity cost associated with capital.
Technical Applications	Students can use their understanding of spreadsheets and accounting software to maintain, update, and retrieve data from records.
Project Management	Students can use their understanding of time management and organization to set timely and measurable goals leading to project completion.
Principles of Economics & Business	Students can use their understanding of micro- and macro-economics to understand how an economy functions locally and globally.
Financial Reporting	Students can use their understanding of financial statements to assess a business's financial information.
Financial Statements	Students can use their understanding of financial statements to prepare and interpret balance sheets, income statements, cash flow statements, and retained earnings.
Customer Care & Marketing	Students can use their understanding of market demands to meet the needs of a client.
Business Operations	Students can use their understanding of transaction management to perform business operations.
Principals of Customer Relationship Management	Students can use their understanding of customer communication and customer relationship management software to attract new customers and sustain existing customers.
Fundamentals of Sales	Students can use their understanding of personalized service and market demands to secure successful sales interactions.

TOP 10 CROSS-SECTOR ESSENTIAL EMPLOYABILITY COMPETENCY STATEMENTS

Teamwork & Conflict Resolution	Students can use their understanding of working cooperatively with others to complete work assignments and achieve mutual goals.
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ENTREPRENEURIAL COMPETENCIES

Principles of Entrepreneurship

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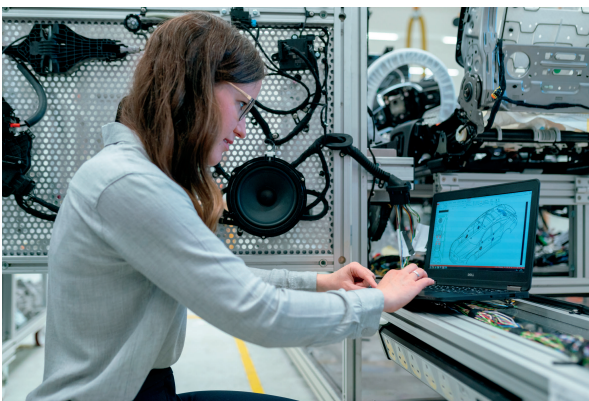
Manufacturing, Engineering, Technology, & Trades Pathway Competencies

MANUFACTURING, ENGINEERING, TECHNOLOGY & TRADES

TOP 10 TECHNICAL COMPETENCY STATEMENTS FOR ADVANCED MANUFACTURING & ENGINEERING

Equipment Safety	Students can use their understanding of equipment usage, practices, and procedures to maintain a healthy, safe, and secure work environment.
Manufacturing Environment	Students can use their understanding of workstations, tools, and equipment operations to safely navigate a manufacturing environment.
Personal Health & Safety	Students can use their understanding of personal safety and environmental regulations to comply with local, federal, and company health/safety demands.
Spatial Reasoning	Students can use their understanding of objects in relation to one another to understand three-dimensional imaging.
Process, Design, & Development	Students can use their understanding of technical drawings and schematics to complete the design and development process.
Installation	Students can use their understanding of tools to assemble and disassemble simple tools.
Customer Focus	Students can use their understanding of communication and project management to understand client needs and complete project accordingly.
Quality Assurance & Continuous Improvement	Students can use their understanding of product and process to meet quality systems requirements as defined by customer specifications.
Digital Manufacturing	Students can use their understanding of digital manufacturing tools and computer-based programs to complete the design and develop implementation process.
Supply Chain Logistics	Students can use their understanding of materials, suppliers, and internal systems to plan and monitor movement and storage of materials and products.

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Human & Public Services: Education Pathway Competencies

HUMAN & PUBLIC SERVICES

TOP 10 TECHNICAL COMPETENCY STATEMENTS FOR EDUCATION AS PART OF HUMAN AND PUBLIC SERVICES

PLANNING AND PREPARATION

Childhood & Student Development	Students can use their understanding of learner development theory from early childhood through adult learning including cognitive development, self-esteem, motivation, perseverance, and intellectual risk taking in order to provide appropriate content and supports for students.
Curriculum & Program Design	Students can use their understanding of effective teaching strategies, scope, and sequence in order to design a logical curriculum and classroom experience that meets individual student and group academic readiness.
Curriculum Relevance & Collaboration	Students can use their understanding of current events, cross-curriculum connections, and out-of-classroom realities to create linkages among content areas and learners' lived experiences.

CLASSROOM ENVIRONMENT

Managing & Monitoring Learning	Students can describe and demonstrate strategies to enrich, maintain, and alter learning environments in order to engage and motivate student learning.
Equitable Treatment	Students can use their understanding of diversity of language, culture, and ability to ensure an inclusionary environment for all students to learn.
Learning Environment	Students can use their understanding of motivational, social and physical environmental elements to optimize learning and establish a positive environment for all learners.

PROFESSIONAL RESPONSIBILITIES

Citizenship, Family, & Community Relationships	Students can use their understanding of community and family engagement in order to connect students to opportunities and effectively support learning.
Health, Safety, & Legal Responsibilities	Students can use their understanding of health, safety, and legal expectations in order to adhere to organizational procedures, local, state, and federal law.

INSTRUCTION

Evaluation & Assessment	Students can use their understanding of learning standard and multiple measures and methods to demonstrate learning in order to evaluate growth in learning and adjust to learners' needs.
Observation & Adaptation	Students can use their understanding of individual student and classroom observation in order to adjust curriculum to meet individual and group learning needs

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Human & Public Services Pathway Competencies

INTRODUCTION TO HUMAN AND PUBLIC SERVICES
Key Competencies

Ethics	• Students will be able to identify the ethical and legal issues facing the profession. • Students will be able to explain professional and ethical behavior that adheres to a variety of ethics and professional standards within human and public services.
Roles and Responsibilities	• Students will be able to describe the importance of a reflective professional development plan to promote professional growth and cultural responsiveness. • Students will be able to compare and contrast types of human services programs involving family support, infant and early childhood, mental health, child welfare, aging services, and home visiting. • Students will be able to explain the importance of professionalism in a human service setting. • Students will be able to identify the role of the human services professional within the child, adult, older adult, family, community, and global context. • Students will be able to identify the basic concepts of human services. • Students will be able to identify various careers in the profession.
Historical Context	• Students will be able to identify historic and current systemic, structural inequities that impact individuals, families, and communities. • Students will be able to identify social, economic, political, and cultural factors within American society which influence how Human Service problems are identified and how services and fields of practice are created to address these problems. • Students will be able to identify historical variables which influenced the development of human services in contemporary America.
Theories and Techniques	• Students will be able to identify relevant theories, across all domains, that impact human services work. • Students will be able to describe the techniques and tools used in a human services program to support individuals, families, and communities.
Inclusion	• Students will understand the impact of policies and programs on diverse populations and the principles of social and economic justice. • Students will be able to explain how cultural responsiveness and cultural humility is necessary in human service work. • Students will be able to identify how cultural diversity and the unique cultural influences human services work with individuals, families and communities. • Students will be able to understand approaches to social change, social movements, organizational policy and reform.

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ESSENTIAL EMPLOYABILITY COMPETENCY STATEMENTS

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Information Technology
Pathway Competencies

INFORMATION @TECHNOLOGY

TOP 10 TECHNICAL COMPETENCY STATEMENTS FOR INFORMATION TECHNOLOGY

Basic Principles of Information Technology Concepts, Systems, Platforms & Tools	Students can use their understanding of fundamental IT concepts, systems, platforms, tools, and technology to understand the common roles of IT professionals.
Security	Students can use their understanding of malware, firewall, IDS, and IPS to recognize and describe basic threats to networked computers.
Logic & Fundamentals of Computer Languages	Students can use their understanding of how computer languages communicate to build basic mobile and web applications.
Routing & Network Configuration	Students can use their understanding of common networking protocols to explain the purpose of routing, network configuration, and monitoring.
User & Customer Support	Students can use their understanding of the range of services used to provide assistance and technical support to help users implement and solve problems related to information technology.
Basic Principles of Hardware	Students can use their understanding of communication systems hardware to describe the purpose and function of fundamental end user devices, switches, routers, wireless access points, etc.
Risk Management & Information Assurance	Students can use their understanding of the standards and applications needed to protect the confidentiality, integrity, and availability of information and information systems.
Basic Principles of Software Development	Students can use their understanding of designing, writing, testing, and maintaining source code of computer programs to manage and maintain software.
Networks	Students can use their understanding of hardware and software to facilitate communication between people and computer systems.
Basics of Virtualization & Cloud Computing	Students can use their understanding of the features, benefits, and concepts of virtualization and cloud computing to differentiate among types of cloud services.

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Health Sciences & Technology
Pathway Competencies

HEALTH SCIENCES & TECHNOLOGY

TOP 10 TECHNICAL COMPETENCY STATEMENTS FOR HEALTH SCIENCES & TECHNOLOGY

Medical Terminology	Students can use their understanding of basic medical terminology, including abbreviations, acronyms, and diagnostic terms, to communicate effectively with healthcare personnel and patients.
Healthcare Industry & Culture	Students can use their understanding of the basic components and culture of the health industry to understand the purpose and function of key stakeholders, practices, practitioners, and regulations.
Healthcare Delivery Practices	Students can use their understanding of the practices, procedures, and personnel involved in delivering quality patient care to evaluate the appropriateness of a plan, instructions, or assigned task.
Healthcare Industry Ethics	Students can use their understanding of confidentiality, morality, and legal concepts to evaluate and apply the merits, risks, and social concerns to workplace decisions.
Health Professions Licensure	Students can use their understanding of education requirements, licensure, and certification to ensure proper adherence to regulations that guide service delivery.
Emergency Response	Students can use their understanding of emergency procedures and protocols to respond to and expedite safety in an emergency situation.
Healthcare Confidentiality	Students can use their understanding of HIPPA to adhere to legal requirements and maintain confidentiality.
Healthcare Personnel & Roles	Students can use their understanding of the practices, procedures, and personnel used to deliver quality patient care to identify one's role on a team and within the overall health environment.
Healthcare Sanitation	Students can use their understanding of sanitation and health regulations to ensure that healthcare facilities and tools meet standards for cleanliness.
Healthcare Rules & Regulation	Students can use their understanding of basic laws and regulations (Patient Bill of Rights, CLIA, EMTALA, OSHA, etc.) to meet accreditation standards and to obey the law.

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