



NAFTrack

CERTIFIED HIRING

A growing number of America's top companies have committed to **NAFTrack Certified Hiring**, a promise to give special consideration to college students and eventual job applicants who, as high school graduates, earned the NAFTrack Certification.

Together, NAF and corporate partners crafted the pioneering NAFTrack Certification which will be used to signify students as NAFTrack certified. This rigorous and comprehensive assessment system evaluates students on career-related coursework and internship performance.

These companies' recognition of NAFTrack Certification makes it a true differentiator in the hiring process, as it holds real value to both the applicant and the employer. With millions of unfilled jobs in the US - particularly in STEM fields - this partnership between education and business is key to closing the skills gap and improving how we prepare and train Americans for work.

Our partners are committed to meaningfully recognizing NAFTrack certified graduates in otherwise equally qualified talent pools by providing their selection of NAFTrack benefits.

NAFTrack Partners

- | | |
|----------------------------|--|
| AT&T | Moody's |
| Capital One | Promontory |
| Cisco | Financial Group, LLC |
| Hewlett Packard Enterprise | SAP |
| JPMorgan Chase | Skadden, Arps, Slate, Meagher & Flom LLP |
| Juniper Networks | Travelers |
| KPMG LLP | Verizon |
| Lenovo | Xerox |

NAFTrack Benefits Can Include

- Pre-interview and resume support
- Guaranteed interviews in equally qualified applicant pools
- Potentially expedited advancement in the hiring process
- Priority hiring among equally qualified applicant pools
- Potential for higher starting salaries
- Applicant feedback and coaching post interview
- Paid high school and college internship opportunities
- Support to ensure more NAFTrack certified graduates attend the postsecondary institutions where NAFTrack partners recruit



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NAFTrack Certification is achieved through an online system created by education and business leaders to assess college and career readiness. NAF uses a multi-method approach to assess students on a broad range of skills. Student performance is measured through career-related coursework, a qualifying internship, and high school graduation. Upon successful completion of NAFTrack Certification, students are eligible for NAFTrack Certified Hiring!

NAFTrack Certification helps students...

- Make the connection between their high school coursework and their futures
- Reflect on their own learning in order to set goals for personal and professional development
- Gain proficiency in taking online assessments, which are becoming more prevalent in higher education
- Demonstrate the hard and soft skills they develop throughout their academy experience
- Get on track to NAFTrack Certified Hiring, a commitment made by top companies to give special consideration to NAFTrack certified job applicants

Career Coursework

Each NAF course has a culminating project and end-of-course exam, but academies may choose other approved certification pathways that do not include a culminating project. NAF culminating projects and end-of-course exams are designed to assess mastery of content and a variety of skills including: critical thinking, problem solving, teamwork/collaboration, innovation, written communication, and quantitative reasoning.

Qualifying Internship

Students are assessed by their internship provider. Internship requirements include:

- No less than federal (or local, if higher) subminimum training wage
- 120 hours. May consist of two 60+ hour internships
- Direct supervision by an adult who is not the student's teacher
- Work produced is of value to the employer
- Written individualized learning plan targeted to work-based learning outcomes

High School Graduation

As the final component of NAFTrack Certification, students must complete all school and district requirements for high school graduation.

Principals or their designee at the academy confirm that students are truly college ready and poised to enter the next phase of career preparation.



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Pathways to NAFTrack Certification

NAF prides itself on a flexible educational design that all schools can benefit from - regardless of district, city, or state. It is vital that NAFTrack Certification also demonstrates a degree of flexibility so that more students have access to the NAFTrack benefits and are ready to fill our nation's workforce pipeline with highly skilled and diverse talent. In addition to successfully completing high school and passing the internship assessment, below are the ways NAF academies can get their students on track to becoming NAFTrack certified:

NAF Curriculum

NAF offers several one-semester courses in four career themes to its members. These courses may be arranged in a wide variety of pathways and combinations, including cross-theme designs.

Students meet the curricular requirements for NAFTrack Certification by completing 4 one-semester NAF courses as evidenced by passing scores on the culminating project and end-of-course exam.

Full Third Party Curriculum

NAF approves full third party curriculum when it meets NAF's curriculum and assessment standards. Students can meet the curricular requirements for NAFTrack by completing 4 semesters of approved third party curriculum courses as evidenced by the provider's assessment. Current NAFTrack approved curriculum providers include:

- Project Lead the Way (Stanine 4 or more)
- Paxton-Patterson and STEM Academy (C or higher)

Additional Third Party Courses

NAF accepts selected courses that lead to college credit and align with career oriented coursework and assessment standards. Students may combine selected Advanced Placement (AP), International Baccalaureate (IB), Cisco, NFTE, Odysseyware, or Cambridge courses with at least 2 NAF courses or equivalent third party curriculum. Students must attain a C or higher. For the full list of NAF approved courses go to the Academy Support Hub.

Dual Enrollment/Early College

Dual enrollment and early college courses may be offered directly by the college and its faculty or by high school teachers approved by the college. NAF approves up to 2 career-related courses toward NAFTrack in addition to at least 2 NAF courses or third party equivalent. Advance notice of the offered courses is required for review. General education and basic skills courses will not be approved. Students must earn a C or higher in the course.



myNAFTrack

myNAFTrack is an online professional network connecting NAF students, alumni, and NAFTrack Certified Hiring employers. It allows students and alumni to build a professional profile and portfolio to easily showcase their work to employers who understand the unique value and expertise NAF graduates can bring. Users will have access to a wide range of potential internship and job opportunities and a library of career resources.



Student & Alumni Benefits

- Build a professional online profile and portfolio to easily showcase work to employers
- Access to a wide range of potential internship and job opportunities
- Access to an exclusive library full of career resources



Employer Benefits

- Easily search for talent who have been certified through a rigorous and industry developed assessment system - NAFTrack Certification
- Directly promote your company to a highly skilled and diverse talent pool



School & District Benefits

- Ability to track students post-graduation
- Learn more about student performance in college and in the professional world
- Ability to stay connected to alumni and encourage their support of the school or district

Questions? Contact Mike Henson - Director, NAFTrack - at mhenson@naf.org



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