

Don't pity us, don't
baby us - keep us on
the path to get where
we're going.

— SPPS Student



Saint Paul
PUBLIC SCHOOLS

Career 
Pathways

**IMPACT
REPORT**

2024-2025

Introduction

Career Pathways at Saint Paul Public Schools gives students the opportunity to explore high-wage and in-demand careers through college and career curriculum, personal learning plans, stackable credentials, certifications, and work experiences.

Students can explore pathways through districtwide programs and in each of the four SPPS Career Fields: Science & Medical, Human Services, Innovative & Emerging Technologies, and Business & Communications at Central, Como Park, Harding, Highland Park, Humboldt, Johnson and Washington with specific offerings at OWL and Creative Arts magnet schools, AGAPE, Gateway to College, LEAP, Online SPPS, and Gordon Parks.

Our work is driven by the mission to close the employment and wealth gaps in our community.

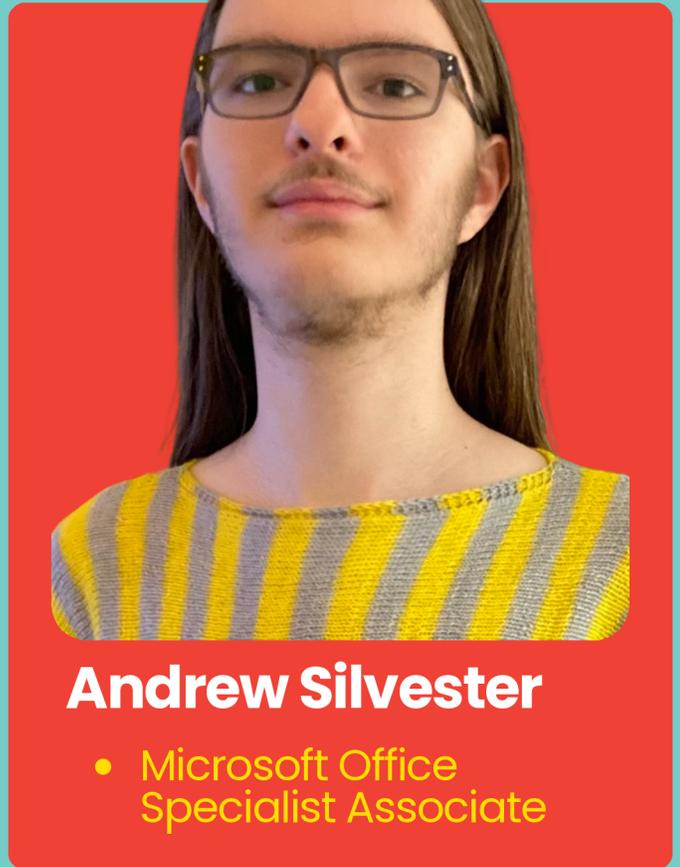


Inspiring students to think critically, pursue their dreams and change the world.



Student Spotlight

ANDREW SILVESTER



Andrew Silvester

- Microsoft Office Specialist Associate



School: Focus Beyond



Status: Graduate
Class of 2025



Program: Earn as You Learn



Quote:

“The program has meant a lot to me. It showed me I could do hard things even if it was difficult. It was so tempting to want to do other things but I told myself that I needed to focus on studying. I was super-motivated because I want to work in IT. I went to the library to study every day and if the library wasn't open, I went to Barnes and Noble. I even studied at the grocery store a few times because they were open later and had a seating area.”



Shout Out:

Silvester is the first SPPS student to have completed 6 Microsoft certificates: Microsoft Word, PowerPoint, Excel, Access, Outlook, and MOS Office Specialist Associate through the Earn As You Learn Program.





BUSINESS & COMMUNICATIONS

Students Enrolled: 2,502

Sample Courses: Intro to Business, Marketing, Accounting (Saint Paul College), Graphic Design

Career Pathways: Marketing, Finance, Entrepreneurship



7,147

Unique Students participated in Career Pathways Courses

INNOVATIVE & EMERGING TECHNOLOGIES

Students Enrolled: 3,212

Sample Courses: PLTW Engineering Essentials, Intro to Computing Systems (University of Minnesota), Intro to Trades, IB Computer Science HL

Career Pathways: Aviation, Engineering, IT, Trades, Robotics





HUMAN SERVICES

Students Enrolled: 1,430

Sample Courses: Introduction to Urban Education & Multicultural Approaches (Minneapolis College) and Exploring Teaching Profession 1 & 2 (University of Minnesota)

Career Pathways: Teaching, Law, Social Work, Public Safety

SCIENCE & MEDICAL

Students Enrolled: 1,917

Sample Courses: Intro to Medical Careers, Certified Nursing Assistant (St. Catherine University & Saint Paul College), Emergency Medical Technician (Century College & Saint Paul Fire Department)

Career Pathways: Nursing, Physical Therapy, Emergency Services, Lab Tech



“Not only does SPPS provide high quality career pathway programming to our community’s young people, they are also a critical partner in supporting our broader workforce ecosystem.

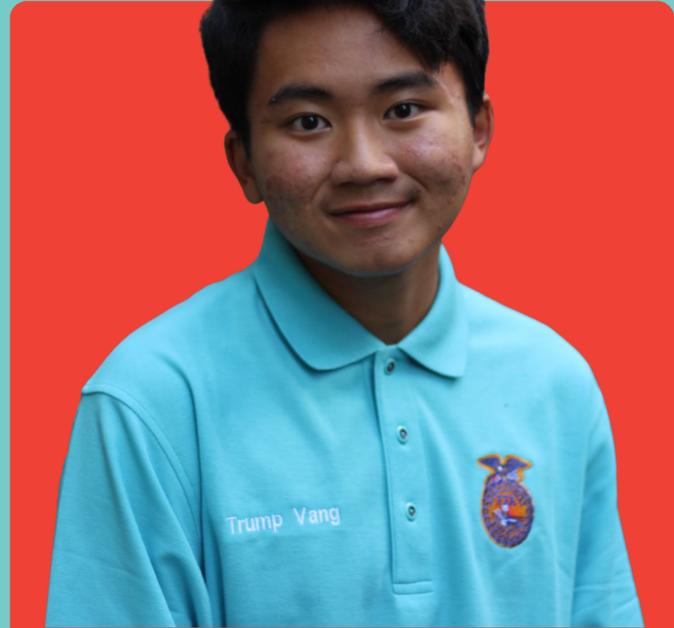
SPPS students are our community’s future workforce and it is critical that all of us continue to invest strategically in these young people as they move along their career pathways.”

- Catrice O'Neal, Workforce Solutions Director/Executive Director of the Workforce Innovation Board (WIB)



Student Spotlight

TRUMP VANG



Trump Vang

- FFA Officer
- Microsoft Office Specialist
- 3M STEP Intern



School: Highland Park Senior High



Status: Class of 2025



Program: FFA
Agriculture Education
Earn As You Learn
3M STEP Internship



Partners: 3M



Quote: “FFA and Ag Education have not only introduced me into the world of Agriculture, but have also strengthened my technical skills, communication, and career readiness. With the program, it has excelled my career path, by helping obtain employment and networking opportunities, such as at 3M, that have been integral to my growth. For me, FFA is much more than just agriculture, rather it is an opportunity to grow, develop and create the future that you desire.”



Shout Out: Vang’s leadership and technical skills have shone brightly, from competing nationally in Employment Skills and Quiz Bowl competitions to helping lead their FFA chapter to a top-10 national ranking. He has leveraged his agricultural education and FFA experience to grow his own abilities and empower others, effectively leading other clubs like the Robotics and Math Team. His commitment to excellence is further demonstrated by their completion of Microsoft Office certifications and an internship at 3M, a testament to his dedication to building a strong foundation for his future.



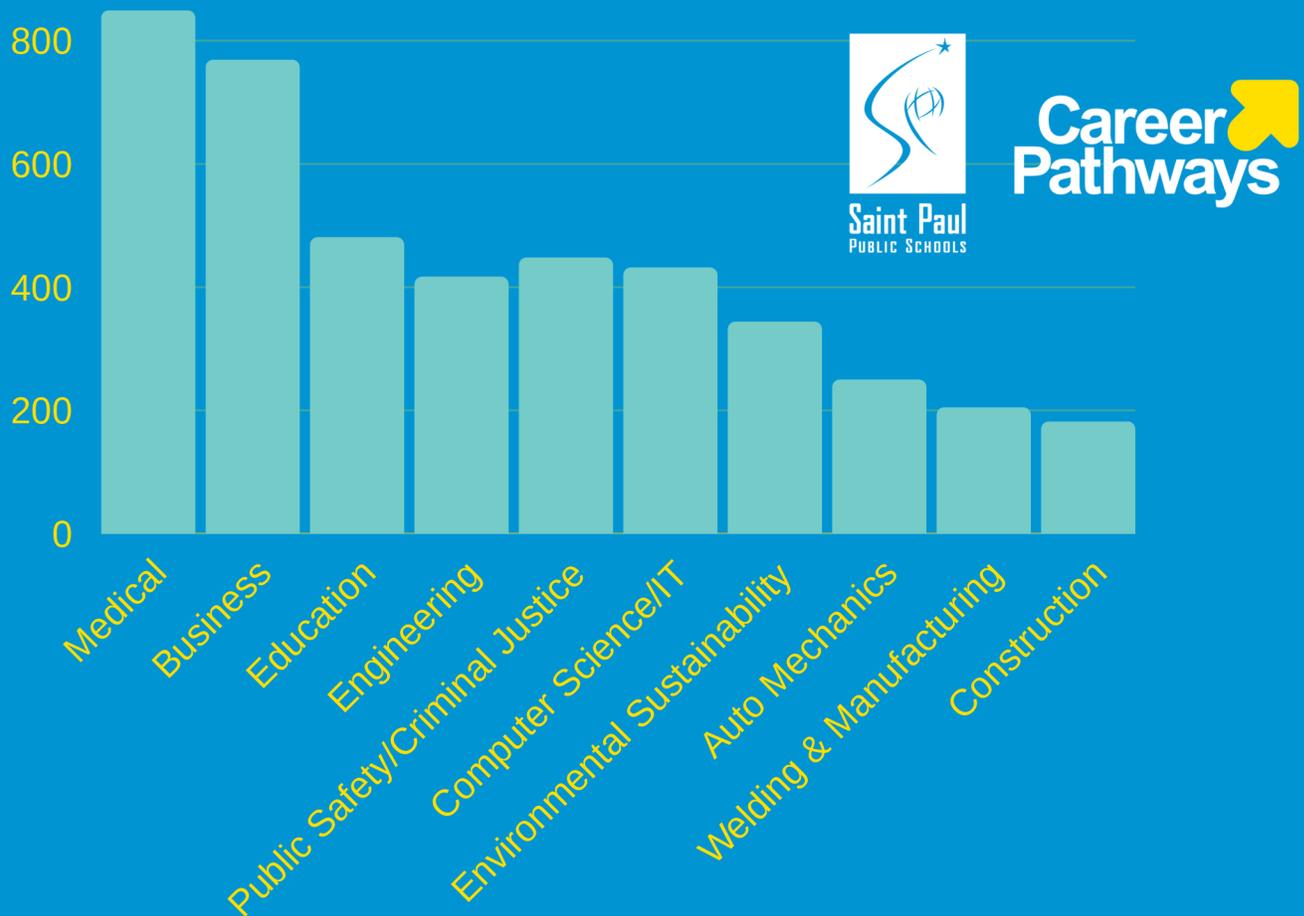
STUDENT VOICE

Focus groups and surveys are used to determine what gaps need to be filled. The survey below resulted in establishing the four exploratory courses that are offered through the district at Central, Como Park, Harding, Highland Park, Humboldt, Johnson, and Washington giving students a chance to explore their interests and decide what to pursue further.

Exploratory Courses:

- Intro to Medical Careers
- Intro to Business
- Exploring Education & Social Justice
- PLTW Engineering Essentials or PLTW Computer Essentials

9-12TH GRADE STUDENT INTEREST IN CAREER PATHWAYS



“This class taught me a lot and actually got me looking at medical careers that I applied to for college. I think it’s a class that could really change someone’s outlook on what they want to do in life.”

-Harding Student

WORK-BASED LEARNING

204

students participated in
PAID Spring Internships

Youth Jobs 1 (YJ1) focus on developing foundational employment readiness skills for students often engaging in their first jobs.

Youth Jobs 2 (YJ2) focus on career pathway experiences, centered on independent and project-based work. Interns have previous work experience or have taken particular Career Pathway courses.

In partnership with the City of St. Paul's Right program, SPPS spring internships are paid work experiences for 9-12th graders who have prepared by taking the Career Seminar course. Since the program began in 2021, **620+** students have explored career pathways and gained work readiness skills in spring internships.

61

employer worksites

20

students participated in
3M STEP Internships

3M STEP (Science Training Encouragement Program) provides an immersive experience in STEM careers for high school juniors who attend SPPS. Through this program, students are able to explore STEM careers at 3M and conduct research alongside a 3M Scientist. The program has two phases:

Phase 1 includes paid trainings with Right Track & 3M Site visits (spring) and Phase 2 includes paid STEM internship experiences with 3M Hosts (summer).

21

students participated in
GenesysWorks
Internships

253

industry certifications
earned by students

Students explore career pathways through earning industry-recognized certifications in their courses or through the Earn As You Learn (EAYL) program. In EAYL, students complete any two industry recognized certifications and other program requirements. Any SPPS high school student can complete Earn as You Learn (EAYL) asynchronously. To date, students have earned **2100+** industry-recognized certifications.



“The partnership between our Right Track program and Saint Paul Public Schools opens the door to opportunity for our young people and ignites their potential,” said Mayor Melvin Carter. “Thousands of students have been connected to mentors, careers, and workforce experience, giving them the confidence to lead. **This proves that when we invest in our youth, we invest in the future of our city.**”

-City of Saint Paul, Mayor Melvin Carter



Career
Pathways

2024-2025 PARTNERSHIPS

With the invaluable support of our partners, we've helped students forge strong, successful career pathways, empowering them to thrive both professionally and personally.

TOP STRATEGIC PARTNERS

- 3M Gives
- Best Prep
- Black Men Teach
- Blaze Credit Union
- City of Saint Paul Right Track
- Greater Twin Cities United Way
- Junior Achievement North
- Minnesota State
- Ramsey County Workforce Solutions
- Saint Paul College
- St. Catherine University
- St. Paul Area Chamber of Commerce
- St. Paul Fire Department

TOP FINANCIAL SUPPORTERS

- 3M
- Blaze Credit Union
- Greater Twin Cities United Way
- Minnesota Department of Education
- Project Lead the Way
- Travelers





Career
Pathways

2024-25
Partner
of the
Year

LIZ
WILLIAMS

& Greater Twin Cities United Way



On behalf of the Saint Paul Public Schools community, we are thrilled to honor Liz Williams from Greater Twin Cities United Way as our Partner of the Year! Liz's incredible leadership and unwavering commitment have been a driving force in our shared mission to forge a community where every young person has access to purpose-driven, wealth-building careers.

For over a decade, Liz and Greater Twin Cities United Way have been an unstoppable force in our Career Pathways program. Their support goes far beyond the financial—it's a deep, personal investment in our students and staff. As Liz puts it, the magic of this partnership is a "remarkable SPPS staff and our shared commitment to SPPS students." GTCUW ignited much of SPPS' work by strategically putting funds towards purchasing equipment across pathways, communication and branding, internships, and certifications.

Liz's dedication is a testament to the power of trust and transparency. Her collaborative spirit has empowered us to not only overcome challenges but to celebrate victories together. This has created an unprecedented level of trust that fuels innovative programs and delivers powerful outcomes for our students.

“Our partnership with SPPS laid the blueprint for how funders can support the growth of high-quality career pathways programs. Our partnership continues to inspire and inform career pathways initiatives across the state and the country, positioning Minnesota as a leader in the career pathways movement.” - Liz Williams, GTCUW

Liz, thank you for your decade of dedication, your collaborative spirit, and your profound commitment to our students. Your investment in their success is a direct investment in the future of our community. We are honored to be your partner and look forward to building on this incredible momentum for years to come!

THANK YOU!

We thank our students, teachers, partners and staff for their continued support and work for our programs.

We invite like-minded organizations to join us in this impactful work by exploring partnership opportunities with us. Together, we can create even more pathways to success and open doors to lasting career achievements for students and our community.

Visit us at www.SPPS.org/CareerPathways

