



**The Future of Working with Multi-Generations:
Wisdom from Millennials and Gen Z Professionals**

March 14, 2024

Background

Founding challenge:

Only 50% of CMSD's 2,000 annual graduates enrolled in postsecondary programs and received community support

2+ years of planning
by over **100 individuals**
and **40 organizations**



Every student graduates with a career vision and plan, and the confidence, knowledge, education, skills, and networks they need to own their future and contribute to a competitive regional workforce



Pillar 1: PACE

Planning and Career Exploration (PACE) Framework

Launched November 2021 in CMSD

6-12th Grade



In-school Activities

Focused career-curriculum embedded in the school day.



Out-of-School Engagements

Engagements embedded in the school day and led by employer and youth-serving partners.



Career Advising

Advising for ALL students to support the development of their individualized career plan.

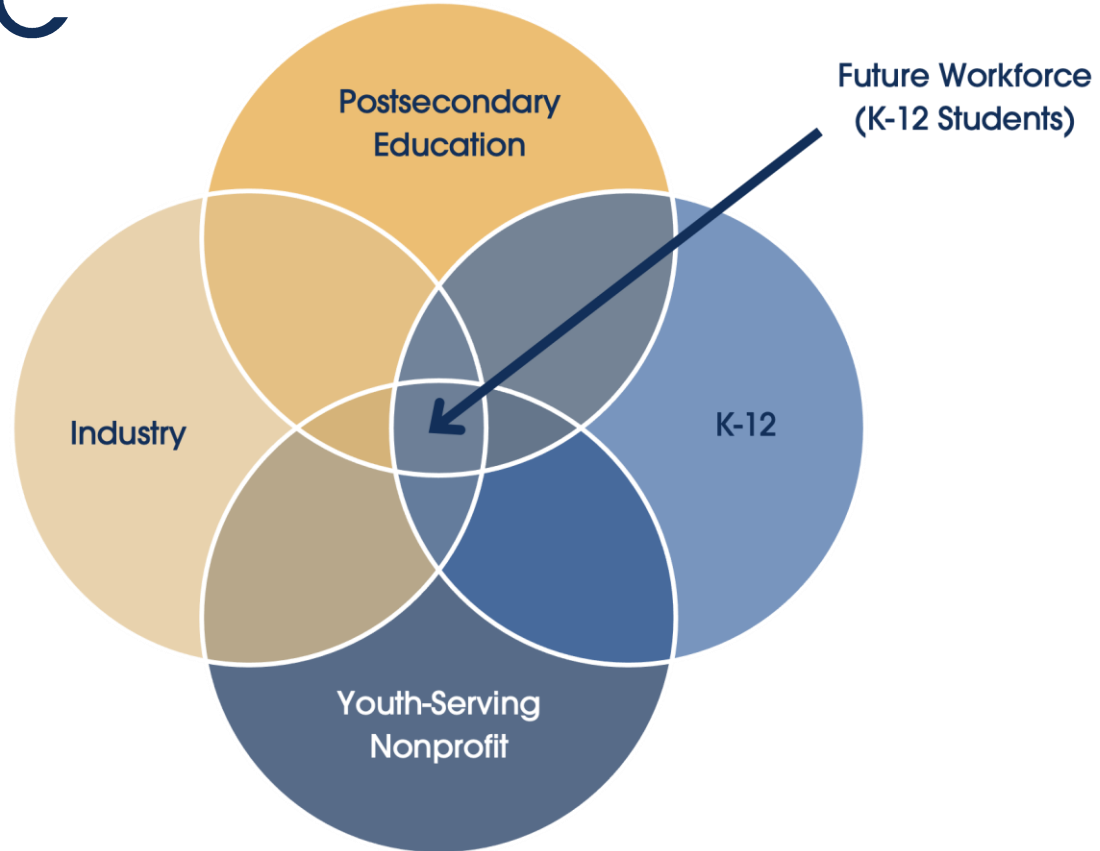


Pillar 2: GCCC

Launched March 2022

GCCC VISION:

A comprehensive, coordinated, and community-wide approach to career exploration and readiness that empowers young Greater Clevelanders, sets them up for success, and advances regional economic prosperity.



The Relationship/The Difference

- **PACE = The Work** (program-level)

The implementation of the student experience which includes the embedded curriculum of in-class activities, out-of-school engagements, and career advising for 6-12th graders.

- **GCCC = How the Work Gets Done** (systems-level)

The collective of multi-sector partners aligning resources to create a regional career pathway system to scale PACE across Greater Cleveland (guided by a common agenda, and shared set of metrics).





PACE Expansion

Prototype District (Nov. 2021)

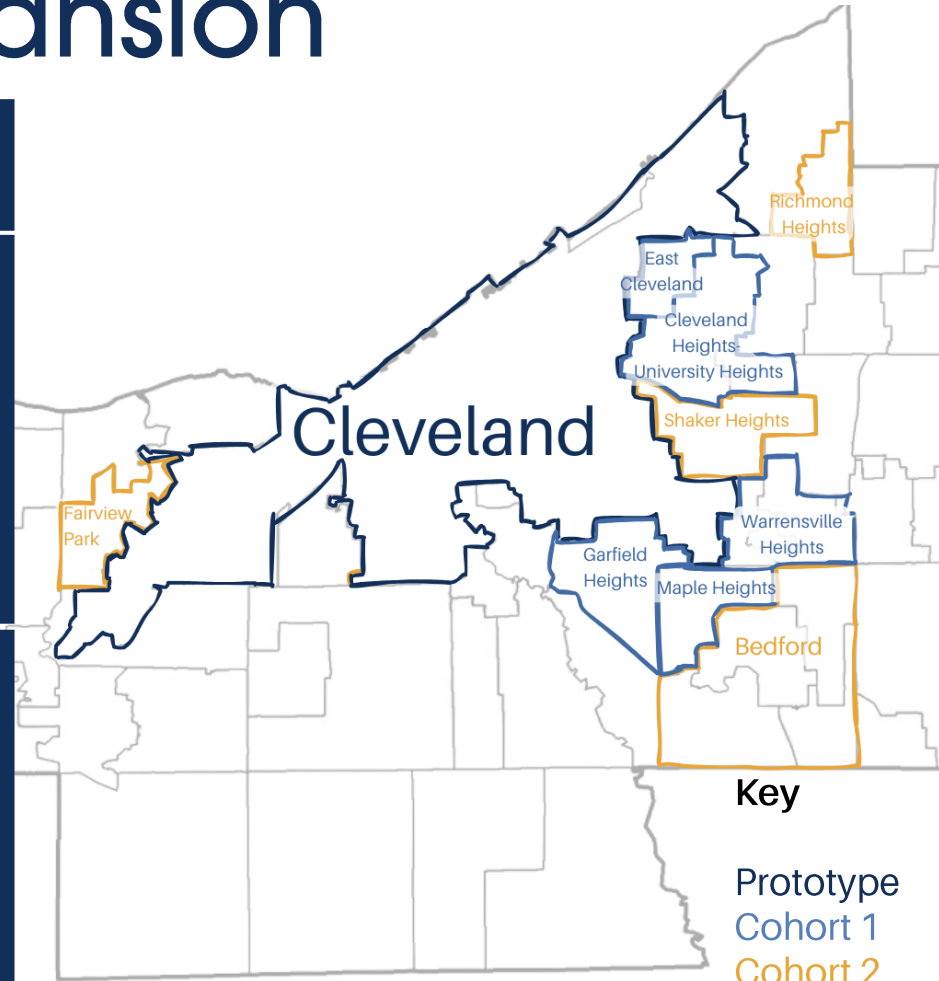
- Cleveland Metropolitan School District

Cohort 1 Districts (Fall 2023)

- Cleveland Heights-University Heights
- East Cleveland
- Garfield Heights
- Maple Heights
- Warrensville Heights

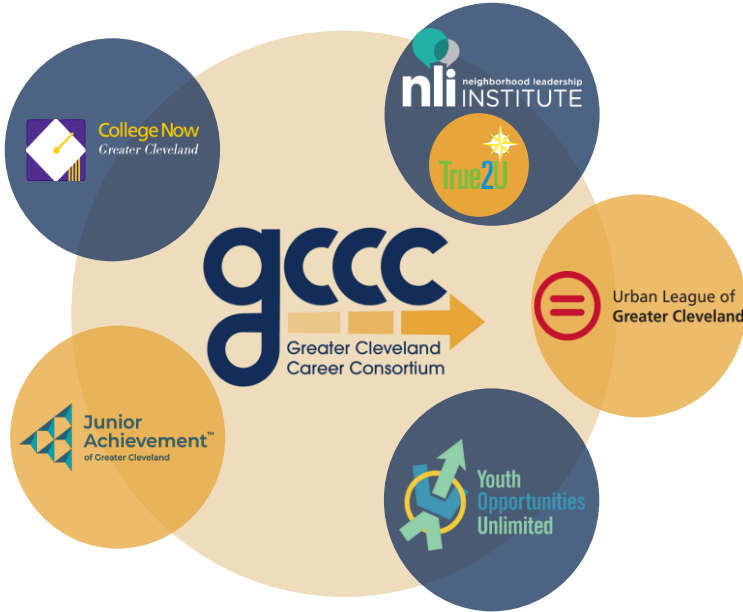
Cohort 2 Districts (Fall 2024)

- Bedford
- Fairview Park
- Richmond Heights
- Shaker Heights



Youth-Serving Nonprofits Support to School Districts

Youth-serving nonprofit partners that specialize in career awareness, exploration, and readiness assists in creating and facilitating PACE opportunities alongside educators and employers.



Partner	In-School Activities	Advising	Work-Based Learning Opportunities	Other
College Now Greater Cleveland	Grades 9-12	Grades 9-12, Limited Grades 6-8		
Junior Achievement of Greater Cleveland	Grades 10-12, Limited Grades 6-9	Limited Grades 10-11		
Neighborhood Leadership Institute	Grade 8	Grades 7-8		
Urban League of Greater Cleveland	Limited Grades 6-12			Educator/ Employer Training & Professional Development
Youth Opportunities Unlimited	Grades 9-12	Grades 9-12	Summer Jobs	
Educators	Grades 6-12			
Employers			Grades 6-12	



Employer Engagement

WHY

Importance of
Employer Engagement

Early investments in the future local workforce (K-12 students) to address employer pipeline challenges.

WHAT

Think
Differently

Think about solutions at a systems-level that support regional economic development.

HOW

Work
Differently

- Help align the career-readiness curriculum to local industries' needs
- Volunteer in classrooms to talk about careers
- Host work-based learning opportunities for students

Looking Ahead

Our Strategic Priorities 2024-2026

1. IMPLEMENT

- Fully embed PACE curriculum in schools
- Build a quality career readiness model

2. IMPROVE

- Effectively engage stakeholders
- Monitor progress and measure impact

3. INFLUENCE

- Advocacy
- Strategic Communication





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