EVERYONE GRADUATES CENTER

CAREER FOCUS TASK FORCE #3   December 2, 2025

Measuring and Evaluating Student Outcomes in Career Readiness Programs

Everyone Graduates Center, Johns Hopkins University School of Education

CAREER FOCUS TASK FORCE TOPICS

- **September 18: Schools and school systems**

- **October 28:   Nonprofit, business, and community engagement**

- **December 2:   Measuring and evaluating student outcomes**

Welcome and Preview

- Welcome and remarks (Dr. Robert Balfanz)
- Participant introductions (name and organization)
- Our process and guiding questions for breakout groups

  - What indicators of career program effectiveness are most neglected and/or hardest to track? What needs to be done to address this?

  - How can we measure student acquisition of essential, transferable workplace skills like critical thinking, communication, leadership, and teamwork?

  - How should indicators be modified to promote scaling of career readiness for all students, not just some? How should data be disaggregated to measure equity in career access and preparation?

- General discussion and resource sharing
- Upcoming events

Participant Introductions

Please share your name, role, and organization

Welcome from Dr. Robert Balfanz

More Questions

How can we include student voice, as well as parent and employer feedback, in evaluation metrics?

What professional development do school staff and support providers need to collect, engage with, and make use of data?

How can we make data-sharing more effective and seamless across levels, sectors, and institutions?

How can school leaders make sure different stakeholders have the data they need to make good decisions?

Which information do various stakeholders need: principals/ district administrators; teachers, counselors; students, families, employers…?

What are the advantages and possible pitfalls of using metrics for (a) accountability, (b) internal improvement, and/or (c) public reporting?

Some of the Highlights from the ESG 2025 Report "Forging Futures: The Next Generation of Pathways"

- Entrenched silos between secondary, postsecondary, and workforce put the burden of navigating different systems on students.

- All students belong on an intentional pathway. College pathways are career pathways; career pathways are college pathways.

- Most students meander as they build their understanding of the experiences that bring them fulfillment. Overly rigid graduation requirements can leave them a limited runway to shift course,

- States should refine work-based learning metrics to track and disaggre by type, setting up clear definitions and measures for employer-designed challenges, apprenticeships, and internships.

A working definition of career readiness

Career readiness involves three major skill areas:

- ***core academic skills*** and the ability to apply those skills to concrete situations in order to function in the workplace and in routine daily activities

- ***employability skills*** (such as critical thinking and responsibility) that are essential in any career area; and

- ***technical, job-specific skills*** related to a specific career pathway.

These skills have been emphasized across numerous pieces of research and allow students to enter true career pathways that offer family-sustaining wages and opportunities for advancement.

(Source: The Association for Career Technical Education)

Career Readiness Metrics FRAMEWORK

	MIDDLE SCHOOL	HIGH SCHOOL	POSTSECONDARY
Access & Equity		Career pathway inclusivity	
	Access to high-quality career readiness coursework	Equitable persistence in high-wage, high-skill, in-demand career pathways	
			Cumulative debt
Education Accumulation		CTE program concentration	
	Exposure to careers through CTE coursework	CTE program completion	
	High school credit attainment in middle school	Postsecondary credit attainment in high school	Transfer efficiency
			Credit for prior learning
Skill Development	Employability skill development		
	Academic proficiency		Gateway course completion
	Technical skill proficiency		
	Credential attainment		
			Measurable skill gain
			Adult basic skill attainment

Our Process

- Participants will have 10 minutes to discuss each guiding question in breakout groups
- Each group will have a Google doc page on which to record thoughts, questions, suggestions, resources and connections for each of the questions
- After each discussion, a spokesperson from each group will have 3-5 minutes to share some of the group's most significant insights and/or concerns
- If time permits, consideration of the guiding questions will be followed by a broader discussion
- After the session, we will send out all resources shared and links to the Google docs

Measuring and Evaluating Student Outcomes

Guiding Question 1:
What indicators of career program effectiveness are most neglected and/or hardest to track? What needs to be done to address this?

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Guiding Question 2:
How can we measure student acquisition of essential, transferable workplace skills like critical thinking, communication, leadership, and teamwork?

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Guiding Question 3:
How should indicators be modified to promote scaling of career readiness for all students, not just some? How should data be disaggregated to measure equity in career access and preparation?

Resources

- All4Ed Preparing High School Students for Careers

- Advance CTE Career Readiness Metrics Framework (full report)

- Advance CTE Making Career Readiness Count

- All4Ed College and Career Readiness Close-up (case studies)

- EdStrategies Group Forging Futures: The Next Generation of Pathways

- EdStrategies Group Building Better Outcomes: A District Playbook for Effective Postsecondary Data Practice

Upcoming Career Focus Task Force Meetings

- **2026 :**

  - **Delivering High-Quality Student Career Experiences (TBA)**

  - **Other topics TBA**

Save the Date:
Everyone Graduates Center Events

INNOVATIONS IN SCHOOL REDESIGN: Second of Four Seminars

"Keeping Student Voices at the Center"

- **Tuesday, December 9, 2025** , 2 – 3:15 PM EST

  Register at: https://zoom.us/meeting/register/DKCS6kCDSIyCxfgLQXXclw

"Skills for Secondary School Success"

- **Wednesday, December 10, 2025** , 3 – 4:15 PM EST

  Register at: https://zoom.us/meeting/register/k5XBP8_cSv21VnZfBmUYGA

Thank you to everyone for your participation!

You will receive notes and links from today's meeting in the next few days.

Onward, and be well!