

# EQUITY BASED CAREER DEVELOPMENT

## CAREER ACADEMIES AS AN EXEMPLARY MODEL OF PREPARING STUDENTS OF COLOR TO BE COLLEGE AND CAREER READY

1

### Develop an equity mindset:

Schools should adopt an equity mindset when implementing college and career preparatory curricula, focusing on providing opportunities for economically disadvantaged and ethnically/racially diverse learners, including high-level computer science courses and industry certifications.



2

### Encourage rigorous coursework and co-curricular activities:

School counselors should ensure that diverse learners have access to and are encouraged to take rigorous high school courses, such as accelerated courses, and participate in co-curricular activities like college tours and work-based learning experiences to prepare them for college and careers.

3

### Establish dual enrollment options:

Collaborate with two-year colleges (and possibly four-year universities) to establish articulation agreements that enable high school students to graduate with an associate's degree by taking dual enrollment courses, providing a seamless transition into postsecondary education.



4

### Create advisory boards:

School administrators and teachers should establish advisory boards to offer various services and supports to students, including curricular development, mentoring, guest speaking, financial support, and wraparound services.



5

### Advocate for policy improvements:

Conduct research on the effectiveness of modern career academies in meeting college and career readiness goals, which can inform revisions to legislation like Perkins V to specify effective activities such as small learning communities, integrated curricula, and work-based learning.

#### Sources

1. Fletcher, E. (2022) Career Academies as an Exemplary Model of Preparing Students of Color to be College and Career Ready. In Hines, E. & Owen, L. (Eds.), *Equity-Based career development and postsecondary transitions: An American imperative* (pp. 492-517). Information Age Publishing.

2. [Career Academies: Effective Structures to Promote College and Career Readiness](#)

3. [Preparing Students of Color for Future Workforce](#)

