

Greater Lafayette - Career+ Pathways Impact Report

An Introduction to Career+ Pathways

Too often, career exploration programs in Indiana and across the country fall short by treating career development as a series of isolated, one-off activities, a career day here, a single interest assessment there. Many of these models are designed primarily to check compliance boxes, resulting in experiences that are fragmented, disconnected, and fail to create real momentum for students. Students may fill out a career interest survey once in middle school and never revisit their evolving aspirations. They might attend a single employer chat or workplace tour, but rarely is there meaningful follow-up, personalized coaching, or a plan that adapts as they grow.

Skyepack's Career+ Pathways stands apart from this “check-the-box” approach by delivering a cohesive, ecosystem-based solution that weaves career exploration, coaching, and credentialing into every year of a student's journey. Rather than a static, one-time assessment, Career+ Pathways guides students through a continuous, iterative process, re-engaging them at every stage from 8th through 12th grade, and building upon each prior experience. In this fashion, Career+ Pathways has proven the ability to transform career exploration and skills development from a series of disconnected events into a living, evolving journey, one that is both responsive to Indiana's workforce needs and deeply supportive of each student's ambitions.

Career+ Pathways

2024–2025 Academic Year

59,000+ **12,223**

unique student
career-connected
interactions

reached students
in grades 8–12

In the 2024–2025 academic year alone, Career+ Pathways facilitated over 59,000 unique student career-connected interactions, many of which represent multiple touchpoints per student across various program components such as coaching sessions, microcredentialing, industry aligned chats and tours, and career fairs. These efforts reached 12,223 in grades 8-12 alone, demonstrating the regional scale and accessibility of the program.

The Career+ Pathways model operationalizes the goals of Indiana's SB 365 by aligning directly with the state's expectations for career-connected learning, comprehensive navigation, and coaching services (IC 20-19-12). This ensures students progress through informed exploration toward careers aligned with both personal interests and regional workforce demands. Career+ Pathways further addresses the requirements of Indiana's new graduation seals by embedding employability skills, postsecondary planning, and work-based learning into each student's educational journey.

Student Journey Through Career+ Pathways™

8th and 9th grade: students uncover their strengths, clarify interests, and master Indiana's graduation requirements. Students complete the Go For Growth career interest assessment, begin building a four-year high school plan, and engage in hands-on experiences such as employer chats and tours, setting a strong foundation for their journey ahead.



9th and 10th grade: The Workplace Communication Microcredential guides students as they explore new interests through additional experiences, including Career+ Rotations and other activities. They refine their academic plans and consider credential-bearing courses. Students revisit their career interests each year, ensuring that their plans remain current and responsive to their evolving aspirations.



11th and 12th grade: The Workplace Leadership Microcredential invites students to immerse themselves in job shadows, work-based learning opportunities, and intensive bootcamps. Many participate in career fairs, where they can secure job or internship offers. Students develop a postsecondary plan that blends dual credit, CTE coursework, and industry-recognized credentials, positioning them for meaningful next steps after high school.



Graduation: By the time they are ready to graduate, Career+ Pathways™ students will be prepared to move onto their next phase, whether that's enrollment, employment, or enlistment. Our dedicated team offers support throughout their time in high school so that they graduate with their feet on the ground, knowing exactly where they're going next!



Tiered Support Model for Students, Schools, and Employers

A key driver of Career+ Pathways' success is its Tiered Support Model, which ensures that students, schools, and employers each receive the structured guidance, tools, and services needed to participate meaningfully in the regional career-connected learning ecosystem.

Employer Engagement and Support

Career+ Employer Success Managers play a pivotal role in helping businesses connect with the future workforce in ways that are both high-impact and sustainable. These managers work directly with employers to co-design student experiences—such as Career+ Chats, facility tours, and microinternships—that align with each company's capacity and talent needs. The goal is to reduce friction for employer participation while maximizing relevance for students.

To streamline collaboration, the Employer Success Team coordinates logistics with schools, ensuring that experience requests, communications, and execution are handled efficiently. After each event, data is collected from students to capture feedback and interest in the company, industry, and roles featured. These insights are compiled into custom reports shared with employers, offering a clear view of their regional impact. Ongoing partnership meetings ensure that employer engagement strategies evolve over time and align with student interest and platform enhancements.

School Implementation and Support

On the education side, School Success Managers provide tailored implementation support to ensure schools integrate Career+ Pathways effectively into their instructional schedules and student support systems. These team members work with school and district leaders to adapt the program to local needs, align career exploration activities with state standards, and connect students with appropriate experiences and microcredentials.

School Success Managers also facilitate professional development, coordinate scheduling for employer experiences, and provide continuous feedback loops based on platform usage and student outcomes. This hands-on support empowers educators to deliver a coherent and impactful career-connected learning experience.

Student-Centered Design and Career Coaching

At the core of the model is a student journey that begins with career exploration and deepens through skill-building and real-world engagement. Students access interactive interest assessments, career-aligned content, and industry-recognized microcredentials through the Career+ Pathways platform.

Crucially, students also benefit from individualized support provided by trained Career Coaches. These coaches help students interpret assessment results, set goals, explore pathways, and navigate opportunities such as work-based learning and credential attainment. Career Coaches act as trusted guides—ensuring students stay on track, make informed choices, and are supported through key transition points from middle school to postsecondary education and employment.

This multi-tiered approach creates an integrated ecosystem in which employers, educators, and students are supported by dedicated staff, actionable data, and aligned goals. By removing barriers and fostering collaboration, Career+ Pathways enables regional talent development systems to function more efficiently and equitably—delivering measurable outcomes for all stakeholders involved.

Building a Comprehensive Work-Based Learning Ecosystem

Career+ Pathways is reshaping how students connect with the world of work by embedding a structured, developmentally appropriate continuum of work-based learning (WBL) experiences into the student journey. What begins as career curiosity evolves into real-world application—driven by data, supported by caring adults, and aligned to the needs of both students and employers.

The journey often starts with the Go For Growth career interest assessment, administered annually to help students identify potential career paths, surface barriers, and activate personalized exploration plans. These insights guide Career Coaches, who then support students as they navigate a scaffolded sequence of experiences that build awareness, skills, and confidence.

- Career+ Chats expose students to real professionals, providing insight into the day-to-day realities of different industries.
- Career+ Tours and Rotations bring students into workplaces, offering an up-close view of job roles and team dynamics.
- Skills Bootcamps immerse students in focused, employer-aligned training—often leading to job offers or industry recognition.
- Internships and Modern Apprenticeships allow students to apply what they've learned in meaningful roles that support postsecondary success and career advancement.

In the 2024–25 school year alone:

- 1,177 students participated in Career+ Chats
- 5,310 took part in Tours and Rotations
- Nearly 200 engaged in employer-designed Bootcamps
- 186 students completed 7,020 hours of WBL through Locally Created Pathways (LCPs)

Integrated Infrastructure for High-Quality WBL

Career+ Pathways' success is grounded in its support infrastructure—a coordinated team that ensures every WBL experience is relevant, meaningful, and equitable.

- School Success Managers support implementation, align experiences to graduation pathways, and manage school-facing logistics.
- Career Coaches work one-on-one with students to interpret their Go For Growth results, set goals, and guide them through exploration, credentialing, and postsecondary planning.
- Employer Success Managers partner with local industries to co-design experiences that meet employer needs while remaining accessible and engaging for students.
- WBL Managers oversee logistics for internships, CSA-funded placements, and immersive experiences, ensuring quality control and equitable access.

The Career Scholarship Account (CSA) program exemplifies this model in action. In 2024–25, 35 CSA students working with Career+ Pathways completed a credential of value and over 75 hours of WBL with a 95% completion rate—earning industry-recognized credentials.

Growing and Sustaining Employer Engagement

Career+ Pathways makes it easy for employers to engage in ways that fit their capacity—starting with low-lift activities like Chats and Tours, and scaling up to Bootcamps, Microinternships, and Internships as trust and mutual value grow.

Take Phoenix Paramedic Solutions and Phoenix Solutions Group—early adopters who began with basic engagements and have since co-developed immersive Bootcamps and virtual Microinternships. These evolving relationships reflect the Career+ approach: employer partnerships are built to last and grow over time.

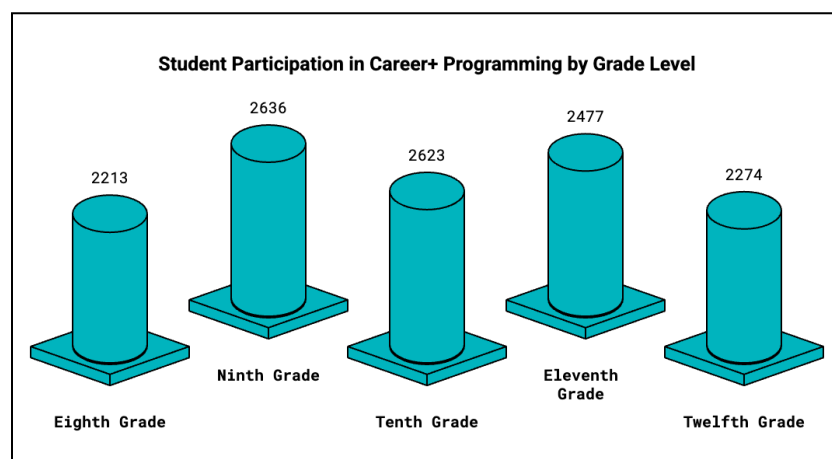
Our Employer Success Managers are central to this process. They collaborate with partners to design meaningful experiences, manage logistics, and deliver student feedback and impact data—allowing employers to measure outcomes and refine their offerings. After each experience, students complete post-experience surveys that share their interests and reactions, giving companies insight into talent attraction and perception. These data-rich feedback loops help employers continuously improve and deepen their role in talent development.

By scaffolding both student development and employer participation, Career+ Pathways delivers a work-based learning system that is dynamic, personalized, and rooted in real workforce needs—ensuring that every student graduates with a clearer sense of purpose and the tools to succeed.

Reporting Data

Enrollment Success

Career+ Pathways is designed to engage students across the full spectrum of secondary education, focusing on grades 8-12. The program is particularly aligned with the Indiana High School Diploma Redesign, emphasizing robust participation and career-connected learning for high school students. During the 2024-2025 academic year, participation was well-balanced across grade levels in the Greater Lafayette region demonstrating both the reach and the intentional structure of the program. A total of 2,213 eighth graders, 2,636 ninth graders, 2,623 tenth graders, 2,477 eleventh graders, and 2,274 twelfth graders took part in Career+ Pathways programming. These figures confirm that Career+ Pathways not only draws students from every stage of their secondary education, but also succeeds in guiding them from early exploration in middle school through to actionable, career-ready steps as they approach graduation.



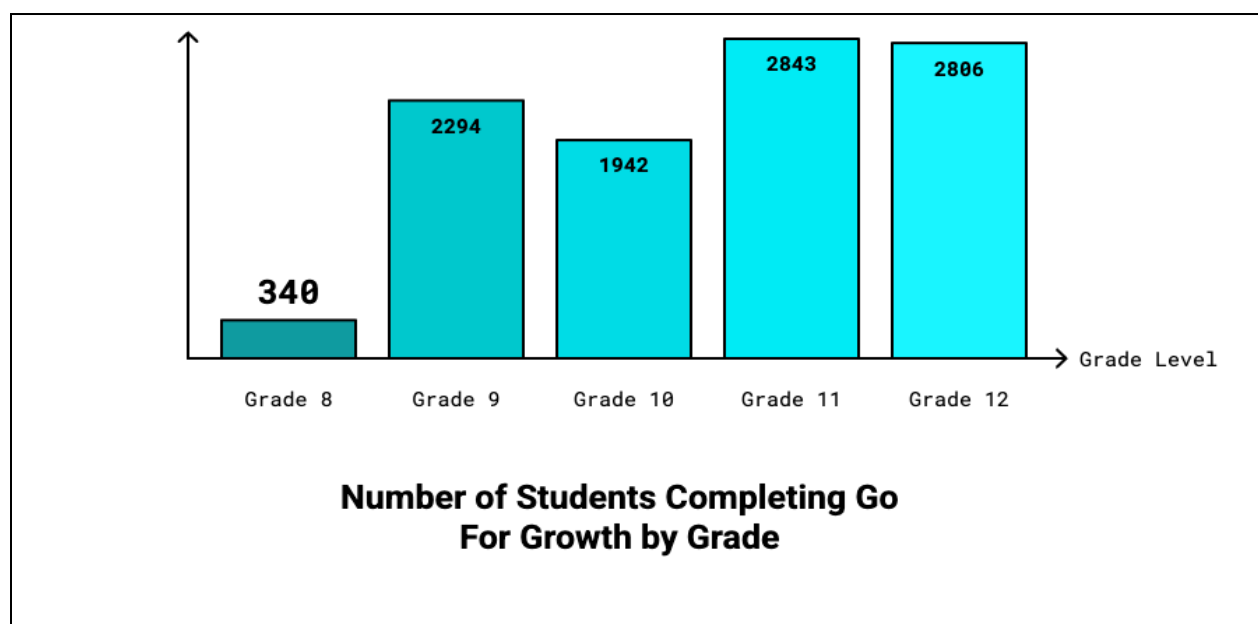
Go For Growth: Career Interest Assessment

As the foundational component of Career+ Pathways, the Go For Growth career interest assessment stands apart from traditional career interest surveys as it is administered annually to every student and is tailored to be developmentally appropriate for students at each grade level. This curing approach is central to the Career+ Pathways philosophy that students' career interests, perceptions, and aptitudes are not static. Rather, their passions, aspirations, and understandings of the workforce evolve in a dynamic manner as their background knowledge in post-secondary opportunities and career-based understanding develops over time.

Additionally, the Go For Growth career interest assessment guides students further by activating next steps in their exploration process. As they complete the assessment, they are provided the opportunity to:

- Request a one-on-one meeting with a career coach to discuss their interests, results, and next steps
- Sign up for additional career exploration activities such as employer chats, workplace tours, or rotations that align with their recently identified interests

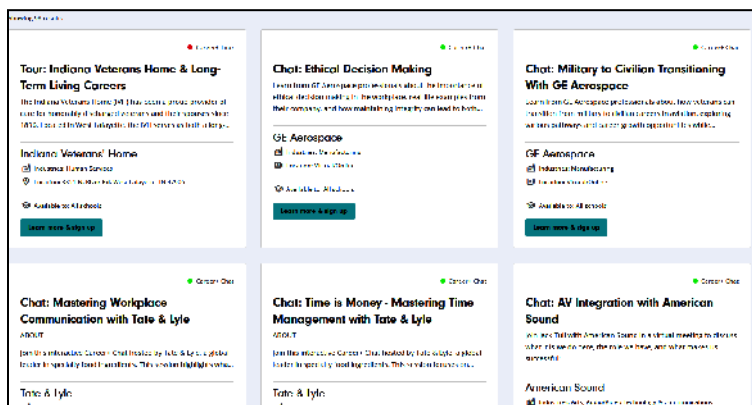
This creates a continuous loop between assessment, exploration, and action, ensuring no student is ever left with an outdated or irrelevant plan, nor left feeling as though they need to identify their future career as early as 8th grade. By treating career discovery as an ongoing, iterative journey rather than a one-time event, Career+ Pathways, through Go For Growth, helps students build a living, responsive approach.



Another aspect of the Go For Growth career interest assessment is its ability to surface the barriers students perceive as obstacles along the path to their future careers. These challenges can be within or beyond the student's control, but acknowledging them is the first step in providing targeted support. In the past year, the most common barriers identified by students included financial challenges (18% of students, 1,852), transportation issues (14% of students, 1,507), personal and/or family reasons (14% of students, 1,443), attendance (5% of students, 524), and health issues (4% of students, 465). These important insights help to equip career coaches and partners to navigate conversations and provide students with tailored guidance that is both relevant and responsive to their individual needs based on perceptions of barriers.

Student Experiences

As previously mentioned, the Go For Growth assessment does not end with simply identifying and reporting student interests and barriers, it serves as a launching point, guiding students towards tailored, actionable next steps. As students complete their annual interest survey and reflect on their growing knowledge of careers, they are presented with a range of opportunities to deepen their exploration. For example, a student may be invited to schedule a one-on-one coaching meeting to talk through their results, or they may choose to register for an upcoming employer chat or workplace tour that matches their identified interests. Students can also indicate a desire to participate in more immersive work-based learning such as job shadows, internships, or request additional career coaching support if they have encountered barriers to pursuing their chosen path.



Skyepack Career+ Pathways Platform

Additionally, students have the opportunity to take their Go For Growth feedback, and catalyze this information in order to participate in Career+ Experiences. These experiences, in the forms of Chats, Workplace Tours, Rotations, and Bootcamps, serve as the next step in their career exploration. This approach transforms what could be a static interest survey into an active, living roadmap. Each Career+ Experience, then, becomes a purposeful next step on a journey that is uniquely shaped by each student's aspirations, challenges, and the choices they make after Go For Growth.

As a result, after participating in the Go For Growth assessment, students can request to participate in:

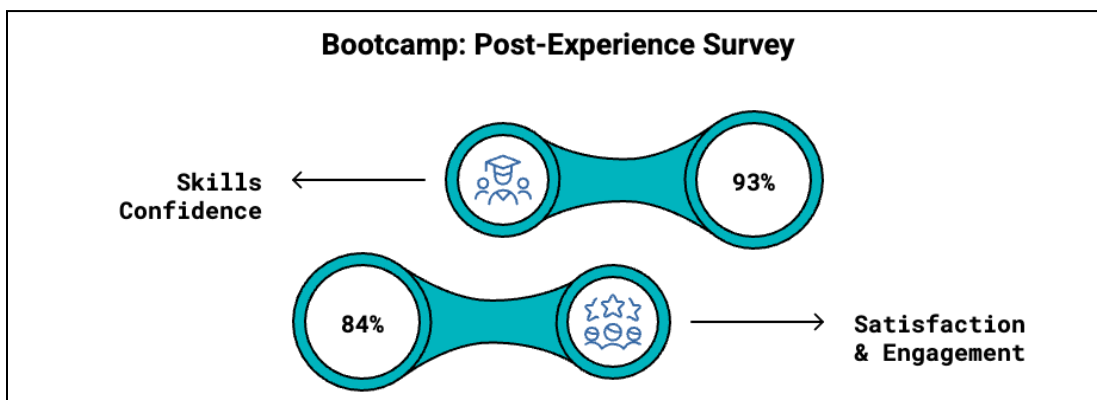
- Career+ Chats: Virtual or in-person sessions where industry professionals speak directly to students about careers, skills, and pathways.
- Career+ Tours and Rotations: On-site visits and immersive, multi-role experiences that not only allow students to see jobs up close in real workplace settings, but also provide opportunities to explore multiple positions within an industry and understand the pathways for career advancement.



- Bootcamps: Intensive, employer-designed sessions (e.g., Financial Bootcamp or Catapult Summer Training), often leading to direct employment opportunities.

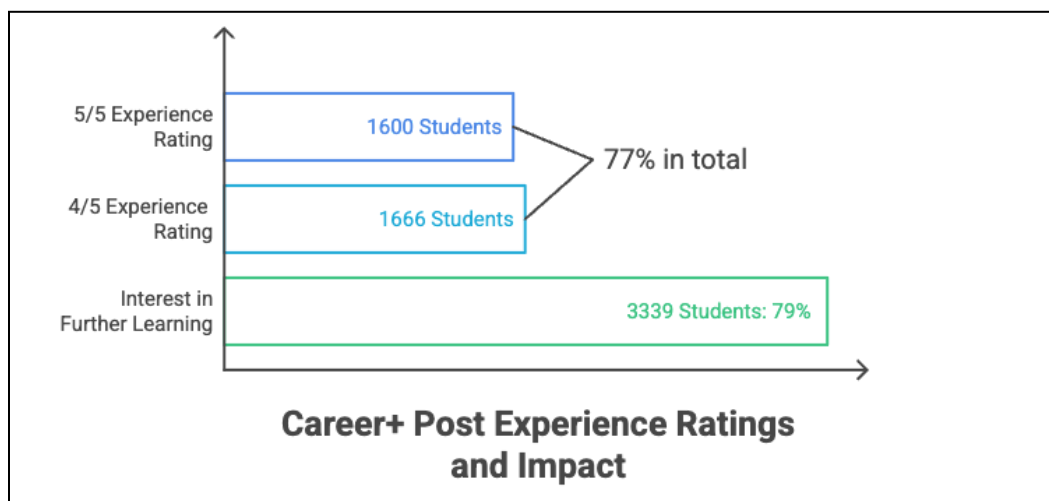
In the 2024-2025 School Year, students engaged in the following number of experiences through the Career+ Pathways system:

- Career+ Chats: 1,177
- Career+ Tours and Rotations: 5,310
- Career+ Bootcamps: reaching almost 200 students in the Greater Lafayette area and based on post experience feedback surveys, 93% of students reported feeling more confident in their skills, and 84% of students gave the bootcamp a rating of 4 or higher on a 5-point Likert scale, indicating strong satisfaction and engagement.



At the culmination of every Career+ Experience, students are invited to complete a structured post-experience survey designed to promote reflection and encourage thoughtful feedback. This survey asks students not only to rate the relevance and value of the experience, but also to share how the activity influenced their interests, goals, or sense of direction. In the past 12 months, 4,223 students provided feedback based on their Career+ Experiences. Their responses demonstrate the strong impact and value of these opportunities:

- 1,600 students rated their experience a perfect 5 out of 5.
- 1,666 students rated their experience a 4 out of 5.
 - 77% of the 4,233 students rated their experience 4 out of 5 or higher.
- 79% of students (3,339 of 4,233 responses) indicated their interest in:
 - Learning more about the organization or industry,
 - Learning about jobs or internships in this organization or industry,
 - Learning about courses or certifications related to careers in this industry, or
 - Meeting with their career advisor to further discuss this organization or industry

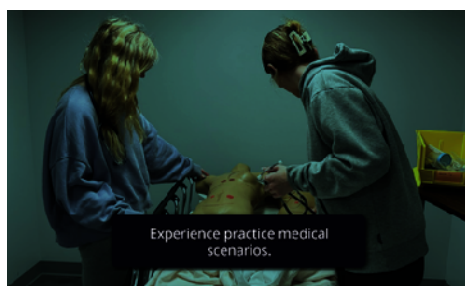


Whether seeking more information, exploring job or internship opportunities, or requesting a follow-up conversation with a career advisor, with 79% of students expressing interest in taking a next step in their exploration process this high level of engagement demonstrates that Career+ Pathways is not just delivering one-off activities, but inspiring real momentum and forward movement for students as they shape their futures.

The insights gathered from these post-experience reflections not only guide ongoing program improvement, but also highlight the personal and transformative impact Career+ Pathways has on its participants.

Post-Experience Testimonials

Below are just testimonials drawn directly from these surveys, illustrating the meaningful outcomes students have experienced on their Career+ Pathways journey:



"I have experience in customer service, and one of my main goals before pursuing a career in the health field is to become a manager or general manager, especially in a restaurant. I love learning from professionals every day to improve my customer service skills."

Student - McCutcheon High School - 12th grade -
Skills Bootcamp: Supply Chain & Logistics in Retail

"I loved the experience, I am very interested in the healthcare field and being in that environment and a nursing lab. I learned a lot and would love to return again."

Student - MTI - School of Knowledge - 12th grade - Tour: Purdue Nursing - A Healthcare Discovery Experience

"I learned a lot about being professional in the workplace and what employers look for in their employees."

Student - Faith Christian School - High School - 12th grade - Chat: Professionalism in Industry

"Everything was thought out meticulously and it was empowering to see female CEOs start out small and grow."

Student - Faith Christian School - High School - 9th grade - Tour: Craftsmanship of Candle-Making

"This chat also explained why communication plays a huge role in teamwork and why it is so important for the work place."

Student - Lafayette Jefferson High School - 12th grade - Chat: Mastering Problem Solving, Teamwork & Communication

"I really enjoyed [this experience] and it was a good way to look at things I might consider doing after high school."

Student - Central Catholic Jr. - Sr. High School - 11th grade - Tour: Business Expo 2024

Tiered Support Model for Students, Schools, and Employers

The Tiered Support Model provides the structure and coordination necessary to activate Career+ Pathways across schools, employers, and student populations. It ensures each stakeholder group has the tools, guidance, and support required to engage fully—transforming strategic goals into day-to-day implementation with measurable results.

Employer Support & Engagement Services

Career+ Employer Success Managers play a pivotal role in helping businesses connect with the future workforce in ways that are both high-impact and sustainable. These managers work directly with employers to co-design student experiences—such as Career+ Chats, facility tours, and microinternships—that align with each company’s capacity and talent needs. The goal is to reduce friction for employer participation while maximizing relevance for students.

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Students also benefit from individualized support provided by trained Career Coaches. These coaches help students interpret assessment results, set goals, explore pathways, and navigate opportunities such as work-based learning and credential attainment. Career Coaches act as trusted guides—ensuring students stay on track, make informed choices, and are supported through key transition points from middle school to postsecondary education and employment.

This multi-tiered approach creates an integrated ecosystem in which employers, educators, and students are supported by dedicated staff, actionable data, and aligned goals. By removing barriers and fostering collaboration, Career+ Pathways enables regional talent development systems to function more efficiently and equitably—delivering measurable outcomes for all stakeholders involved. This support infrastructure ensures that Career+ Pathways is not only impactful but also scalable, adaptable, and built for long-term sustainability across diverse educational ecosystems.

With dedicated coaching, employer engagement, and school-based implementation supports in place, Career+ Pathways is equipped to move beyond exploration—enabling students to convert interests into meaningful credentials. The following microcredentials serve as structured milestones that formalize career readiness at each stage of the secondary journey, ensuring students graduate not only with aspirations, but with demonstrable, industry-aligned skills.

Microcredentials & Curriculum

Career+ Pathways ensures that students' career exploration is matched with real skill development through a series of sequenced microcredentials, offered right within the school day and led by school faculty. Each microcredential targets a key transition point in the student journey and is built around regional workforce needs.

Next Level Microcredential (Grade 8)



This introductory credential, typically taken by eighth graders, lays the foundation for a successful high school and career journey. Students complete an interest inventory, explore local career pathways, participate in Career+ Experiences, and create a four-year high school plan that aligns with their goals. 2,419 students enrolled in the Next Level Microcredential this year.

Workplace Communication Microcredential (Grades 9–10)



As students enter high school, this microcredential supports them in refining their plans and deepening their engagement with real-world learning. They enroll in at least one Career+ Rotation and two additional experiences, update their high school plan, and connect with advanced work-based learning. 865 students enrolled in the Workplace Communication Microcredential.

Workplace Leadership Microcredential (Grade 12)



Seniors synthesize what they've learned throughout their Career+ Pathways journey in this capstone credential. They complete key tasks like resume building, interview prep, and FAFSA completion, culminating in a stackable postsecondary pathway and often participating in events like HireME! to secure job or college offers. 744 students enrolled in the Workplace Leadership Microcredential.

Each step in the microcredential progression is sequenced so students can see the direct connection between their interests, their evolving plans, and the skills they are building. These microcredentials help ensure that every Career+ Pathways student leaves high school ready to take the next step, whether that is college, career, or advanced training.

Key Priorities

Legislative Alignment

Career+ Pathways is intentionally designed to align with the requirements and vision of Indiana Senate Bill 365 (SB 365). The program delivers ongoing, developmentally appropriate career navigation and coaching as specified in IC 20-19-12, ensuring that students receive meaningful guidance throughout their secondary education. This commitment is supported by a system of data collection, capturing not only student interests but also documenting their participation in experiences and tracking outcomes over time. By transparently reporting this data, Career+ Pathways enables schools and regions to meet the state's vision in making stronger connections between K-12 schools, higher education, and industry.

Supporting High School Redesign

Through integrated advising, work-based learning, and credentialing, Career+ Pathways supports the shift from a one-size-fits-all high school model to a student-centered, flexible, and future-focused design. This enables each student to personalize their learning journey and align it to meaningful, real-world outcomes.

Scalable, Proven Solutions for All Students

Through strong and growing partnerships with public and private schools, the Career+ Pathways initiative has empowered students and families to take greater ownership of their educational and career journeys. With more than 6,000 microcredential enrollments and active participation across a diverse set of institutions, the program has demonstrated broad and measurable impact. While the current implementation has grown through partnerships with public and private schools, the Career+ Pathways model is designed to be fully adaptable for charter schools as well, offering the same integrated support, resources, and opportunities to ensure all students, regardless of school type, can benefit from career connected learning.

Stakeholder Impact & Engagement

Employers

Building a resilient and future-ready workforce requires more than just attracting adult talent or upskilling current workers. The foundation must be laid early, by expanding and strengthening the K-12 pipeline that will supply Indiana's next generation of skilled professionals. Despite this need, most employers today invest only a small portion of their resources, just one to three percent of HR budgets, toward programs that reach high school students.

Career+ Pathways addresses this challenge by inviting employers to play a hands-on role in shaping their future workforce. Rather than serving as occasional guest speakers, regional

employers help co-create curriculum, design real-world experiences, mentor students, and validate the very credentials that prepare students for high-demand industries. This model gives employers genuine access to future talent and a direct voice in the skills and knowledge students develop, ensuring the pipeline from classroom to career is both strong and strategically aligned to local economic needs.

- Partnerships with more than 100 regional employers providing internships, mentorships, job shadowing, and micro-internship opportunities.
- Microcredentials developed in direct partnership with employers from advanced manufacturing, healthcare, IT, logistics, and more in which 4,028 students enrolled completing 30,947 lessons.
- HireME!, the region's largest student hiring event, attended by more than 500 students in the Greater Lafayette Area and 1,315 employer interactions
- 186 students participated in Work-based Learning connected to the completion of the Career+ Pathways - Locally Created [Graduation] Pathway, participating in 7020 hours.

Another avenue for students to pursue through the Career+ Pathways partnerships are work-based learning opportunities which provide students with authentic, hands-on experiences bridging classroom learning with the realities of the workplace. Students have the chance to carry out internships, job shadows, and immersive bootcamps, in order to explore new fields, apply skills within a real-world context, and further develop durable competencies which employers value. These partnerships ensure students see the direct relevance of their education while building both technical expertise and professional confidence. Outstanding local businesses such as Millie's Thrift Store and Old National Bank have helped to make these experiences possible.

Millie's Thrift Store has become a model of how local employers can support meaningful student learning. Over the past year, Millie's partnered with Career+ to run three Supply Chain in Retail Bootcamps, each giving students practical exposure to inventory management, merchandising, marketing, logistics, and donation sorting. In addition, Millie's hosted an intern who completed 75 hours of real-world work through the Career Scholarship Account (CSA) program. Rather than assigning the student to a narrow role, Millie's involved them in all aspects of the business, offering mentorship and a comprehensive view of retail operations. This partnership demonstrates how flexible, employer-driven opportunities can support career readiness and skill development for students interested in retail and supply chain careers.

Similarly, Old National Bank has played a pivotal role in exposing students to the world of financial services. Through a Financial Services Bootcamp, Old National Bank and Career+

created an immersive, interactive day where students worked alongside banking professionals to evaluate mortgage applications, practice budgeting, learn customer service, debate candidate selection for jobs, and address cybersecurity scenarios. Students rated the bootcamp extremely highly, with 100% describing the experience as “good” or “excellent,” and all participants reporting growth in industry-relevant skills. The success of this event highlights how committed employer partners can spark career interest, develop practical competencies, and inspire students to see new possibilities for their futures.

Community Partnerships

A defining strength of Career+ Pathways is its commitment to forging deep, sustained partnerships across the Greater Lafayette region. By uniting K-12 schools with higher education institutions like Ivy Tech Community College and Purdue University, and convening key regional drivers such as Greater Lafayette Commerce, Career+ Pathways creates a true ecosystem of opportunity for students. These collaborations extend the reach of the program far beyond classroom walls, giving students access to industry mentors, college and career pathways, and real-world experiences that support seamless transitions into postsecondary education and the workforce. The collective impact of these partnerships ensures that Career+ Pathways is not only relevant to regional needs, but is continually shaped by the expertise and resources of the entire community.

Key Impacts:

- **Ivy Tech Community College & Purdue University:** Co-led the two-week PITCH Camp, engaging rising juniors and seniors in the Greater Lafayette region with hands-on experiences, faculty mentorship, and industry projects focused on the semiconductor and microelectronics industries. Students received stipends for full participation.
- **Ivy Tech Community College:** Embedded Ivy Tech career coaches and admissions support within Career+ Pathways, providing over 800 seniors with college and credential application assistance.
- **Ivy Tech Community College, Purdue University & Regional Employers:** Developed microcredentials and curriculum aligned to high-demand fields such as advanced manufacturing, healthcare, and logistics, ensuring real-world skill development for Career+ Pathways students.
- **Greater Lafayette Commerce:** Served as the lead regional convener for major initiatives including HireME!, Manufacturing Week, and Healthcare Month, connecting students with dozens of employers and hundreds of career exploration opportunities.

- **Ivy Tech Community College:** Enabled students completing the Career+ Pathways microcredential series to earn 3 college credit hours, stackable toward degrees in high-need sectors such as advanced manufacturing, healthcare, supply chain, and logistics.
- **Purdue University & Regional Employers:** Facilitated expanded access to internships, micro-internships, mentorships, and job shadowing opportunities, especially in STEM and healthcare fields, for Career+ students.
- **Ivy Tech Community College, Purdue University, & Greater Lafayette Commerce:** Collaborated on the design and launch of the Locally Created Pathway (LCP), providing alternatives to traditional four-year college routes and targeting workforce needs in key sectors of the regional economy of which to date, 206 students across Indiana have utilized to meet graduation requirements.

Looking Ahead: Building on Success

The success of Career+ Pathways in the Greater Lafayette region serves as a proof of concept for what is possible when education, industry, and community partners collaborate around a unified vision for student achievement and workforce development. What began as a regional solution is now poised to inform a broader statewide strategy, one that advances the goals of Indiana's SB 365 while building a durable system of career-connected learning.

Scalability

The model's strength lies not only in its outcomes, but its architecture. Career+ Pathways is intentionally designed to scale: its flexible implementation model, credential-aligned curriculum, and ecosystem of employer partners are adaptable to the unique needs of rural, urban, and suburban districts across Indiana. As regional partnerships continue to grow, Career+ Pathways offers a blueprint for replication that aligns seamlessly with state graduation pathways, career coaching mandates, and workforce development priorities.

Sustainability

Sustainability is embedded in every layer of the program. From school-day integration and locally led microcredentials to employer-driven bootcamps and data-informed coaching, each component is built to last and to evolve. Continued investment in infrastructure, staffing, and digital tools will ensure that the program can scale without compromising quality, while intentional talent development pipelines for Career Coaches and Success Managers will ensure the right human capital is in place to support growth.

Replication

As the program looks to the future, Career+ Pathways stands ready to serve as a statewide model, one that not only meets compliance requirements, but sets a new standard for what career readiness can and should look like. Its strength lies in its ability to bring coherence and continuity to fragmented systems, personalization to statewide mandates, and purpose to every student's journey.

By remaining grounded in data, driven by partnerships, and focused on student outcomes, Career+ Pathways will continue to elevate Indiana's education-to-employment approach, helping more students confidently move from exploration to opportunity.