

# Career Readiness Metrics FRAMEWORK

	MIDDLE SCHOOL	HIGH SCHOOL	POSTSECONDARY
Access & Equity	Access to high-quality career readiness coursework	Career pathway inclusivity Equitable persistence in high-wage, high-skill, in-demand career pathways	Cumulative debt
	Exposure to careers through CTE coursework High school credit attainment in middle school	CTE program concentration CTE program completion Postsecondary credit attainment in high school	Transfer efficiency Credit for prior learning
Skill Development	Employability skill development		Gateway course completion
	Academic proficiency	Technical skill proficiency	
	Credential attainment		Measurable skill gain Adult basic skill attainment
	Exposure to careers through career awareness and exploration activities		
Work-Based Learning		Youth apprenticeship, internship, or other sustained work-based learning activity	
Transition Readiness	Transition to high school with an actionable plan for next steps Ninth-grade readiness	Freshmen on track to graduation Graduation rate FAFSA completion Graduation with an actionable plan for next steps	Ongoing and aligned academic and career guidance Placement into a credit-bearing program of study Time to postsecondary degree or credential Postsecondary degree attainment Postsecondary retention/persistence
	Co-curricular organization participation		
	Learner self-efficacy		
	Learner belonging		
Learner Agency & Belonging	Occupational identity		
	Post-Program Outcomes	Postsecondary enrollment without remediation	Placement into further education/ a for-credit program
		Enrollment in a high school CTE program of study	Placement into advanced training, military, national community service, good job
		Freshmen on track to graduation	Post-program wages Post-program wage premium Career advancement Continuing education
		Satisfaction with career	