



20-21 Perkins Reserve Grant Texas Regional Pathways Network Implementation Grant Intermediary Agreement

This document provides the core functions required of a regional intermediary organization within the Texas Regional Pathways Network. By signing this document, the identified organization(s) commit to providing dedicated personnel to support these core functions over the span of the grant period.

Overview

Intermediaries: An intermediary organization connects and convenes key stakeholders, including employers and educational institutions, and collaborates with all key pathways partners to establish a collective vision and set of goals, and operationalizes the work, to design and implement regional pathways. Intermediaries are neutral, credible organizations that are positioned to work across multiple stakeholder groups. In addition to playing the role of connector and convener, intermediaries also build a regional work-based learning delivery system. In this capacity, they develop WBL sequences with educational institutions and build partnerships with key employers and sector organizations in order to broker and aggregate sequenced WBL opportunities. Example intermediaries include Chamber of Commerce, Regional Workforce Board Director, Regional ESC Director, Non-Profit Community Partner, etc.

In a pathways system, intermediaries have four key functions:

1. **Convene and lead a regional pathways leadership group** composed of representatives from all key partner organizations. This group is responsible for strategic planning, including the development of a vision and goals for regional pathways.
2. Coordinate among local education agencies, institutions of higher education, and employers to **broker and aggregate work-based learning opportunities**. Intermediaries may also provide other needed supports for work-based learning, such as developing job descriptions or supporting the preparation of students for work-based learning.
3. **Establish metrics for success** in consultation with employers and schools, report publicly on progress, and hold participants accountable through memorandums of understanding or other formal agreement(s).
4. Lead **planning for sustainability** of regional pathways work.

Convening Role

Intermediary agrees to regularly convene a cross-sector leadership group in order to:

1. Lead strategic planning process, including establishing vision and goals
2. Determine roles and responsibilities of cross-sector partners in designing and implementing regional pathways and developing MOUs
3. Support cross-sector partners in collaborating on pathways design processes (e.g. reverse mapping pathways, aligning existing programs)
4. Hold regional partners in fulfilling their roles and responsibilities as described in the regional partnership agreement template provided by TEA and signed by all regional partners

Intermediary develops an accountability system for the cross-sector leadership group by:

1. Identifying metrics for success based on the regional vision

2. Managing data and evaluation processes
3. Planning for continuous improvement
4. Developing sustainability plans
5. Braiding funding to support regional pathways

Work-Based Learning Role

Intermediary agrees to facilitate collaboration among education and industry to:

1. Design a work-based learning continuum that articulates expectations beginning in elementary school and continues through postsecondary
2. Outline a range of high-quality work-based learning experiences aligned with labor market needs
3. Support employer and educator collaboration on the creation, design, and delivery of high-quality experiences along the work-based learning continuum
4. Develop, aggregate, broker, manage, and advocate for work-based learning opportunities
5. Work with community-based organizations (CBOs) to facilitate student supports as needed

Intermediary agrees to support industry partners by:

1. Matching students to available opportunities and creating a pipeline of students prepared to enter the workplace
2. Managing logistics and finding solutions to any legal or liability concerns
3. Developing and/or adopting a work-based learning “toolkit” to support employers across the work-based learning continuum that includes curated tools and resources (e.g., selection/matching protocols, job descriptions, supervisor training, etc.) relevant to the regional context

Intermediary agrees to collaborate with K-12 and postsecondary educators to:

1. Prepare students to ensure that they have the foundational technical and employability skills needed to succeed in work-based learning placements
2. Ensure that work-based learning experiences are aligned and sequenced with academic and technical coursework in career-focused programs of study and support student progress toward attaining pathway learning outcomes
3. Co-designing assessment strategies to determine students’ attainment of academic, technical, and employability skills aligned to pathway student learning outcomes
4. Promote equity and access in work-based learning systems to ensure that underrepresented students have access to career pathways in high-wage, in-demand fields

Technical Assistance Role

Intermediary agrees to identify personnel to participate in 9-12 month technical assistance training calendar to be provided by the Texas Education Agency and Jobs for the Future.

Intermediary agrees to coordinate with the Texas Education Agency and Jobs for the Future to coordinate the following supports to regional partners:

Cross-Sector Partnerships
<ul style="list-style-type: none"> • Support for strategic planning and vision setting • Advising on the development of MOUs • Facilitation of regional pathways steering committee or planning team meeting of regional stakeholders • Facilitation of cross-district student pathways development and coordination • Development of fundraising and communications strategies

<ul style="list-style-type: none"> • Advising on the use of data and metrics to support pathways development and continuous improvement
<p>Alignment with Labor Market Demand</p>
<ul style="list-style-type: none"> • Development of reverse mapping process, including processes for employer engagement and feedback, and support its implementation • Support in understanding LMI and how to use it to design pathways • Skills mapping: work with employers and educators to identify technical and employability competencies that are in-demand in the regional labor market and can be used to inform pathways design
<p>Links Between Secondary and Postsecondary Education</p>
<ul style="list-style-type: none"> • Support in aligning programs of study from secondary to postsecondary, including convening working groups made up of secondary and postsecondary educators • Advising on the development of bridge programs and other initiatives that support seamless transitions from secondary to postsecondary
<p>Credentials with Value in the Labor Market</p>
<ul style="list-style-type: none"> • Development of processes for soliciting employer feedback on credentials • Support using LMI to identify promising credentials
<p>Integration of Rigorous Academics and Career-Focused Learning</p>
<ul style="list-style-type: none"> • Support for college, career readiness school models development • Advising on strategies for leveraging CCRSMs to support pathways • Advising on strategies for creating infrastructure, such as common planning time, to support teachers in CTE programs and core academic subjects in developing integrated approaches
<p>College and Career Information and Advising</p>
<ul style="list-style-type: none"> • Development of college and career information and advising continuum • Support for familiarizing teachers and counselors with LMI resources • Support in identifying related out-of-school-time programs and connecting them to pathways
<p>Continuum of WBL Opportunities</p>
<ul style="list-style-type: none"> • Development of WBL continuum • Creation of tools and resources for educators and employers • Capacity building for intermediaries creating infrastructure to support WBL

Intermediary Organization:

Leadership Position:

Name:

Signature – Date:
