

Regional Talent Development Collaborative

Reimagining K-16+ Pathways for Central Minnesota's Future



Founding Partners ♦ St. Cloud Area Schools | SCTCC | SCSU | Granite Partners | CentraCare | GSC | DEED

THE CARNEGIE UNIT (THEN)

STRUCTURE
Isolated 9-12 high school exploration.

METRIC
Time-in-seat.

OUTCOME
Graduation → Student figures out next steps alone.

THE SKILLS-BASED PIPELINE (NOW)

STRUCTURE
Continuous 9-16+ pathway mapped directly to industry.

METRIC
Skills-and-competency demonstrations.

OUTCOME
9th-12th Grade → SCTCC → Employment or SCSU Transfer.

*We are no longer designing high school pathways.
We are designing regional talent pathways.*

The Catalyst: AI and the End of the ‘Final Product’



The Core Engine: Future Ready by Design

A common framework replacing time-in-seat, adapted for Future Ready Graduates

STUDENT CO-AGENCY — THE FOUNDATION FOR EVERY DOMAIN BELOW

Students set goals, monitor their own progress, and act responsibly to shape their learning — in interactive, mutually supportive relationships (“co-agency”) with teachers, families, and employer partners.
(OECD Learning Compass 2030)



AFFECTIVE

Empathy
Self Management and Adaptability
Ethical Judgment and Civic Responsibility

BEHAVIORAL

Creativity and Innovation
Arts Appreciation and Engagement
Data and AI Fluency

COGNITIVE

Analytical and Critical Thinking
Leadership and Influence
Digital and Technical Literacy
Communication and Collaboration
Professional Skills

LIFELONG LEARNING

These skills begin being taught and assessed in late elementary and middle grades.
These are not the responsibility of high schools but our entire system.

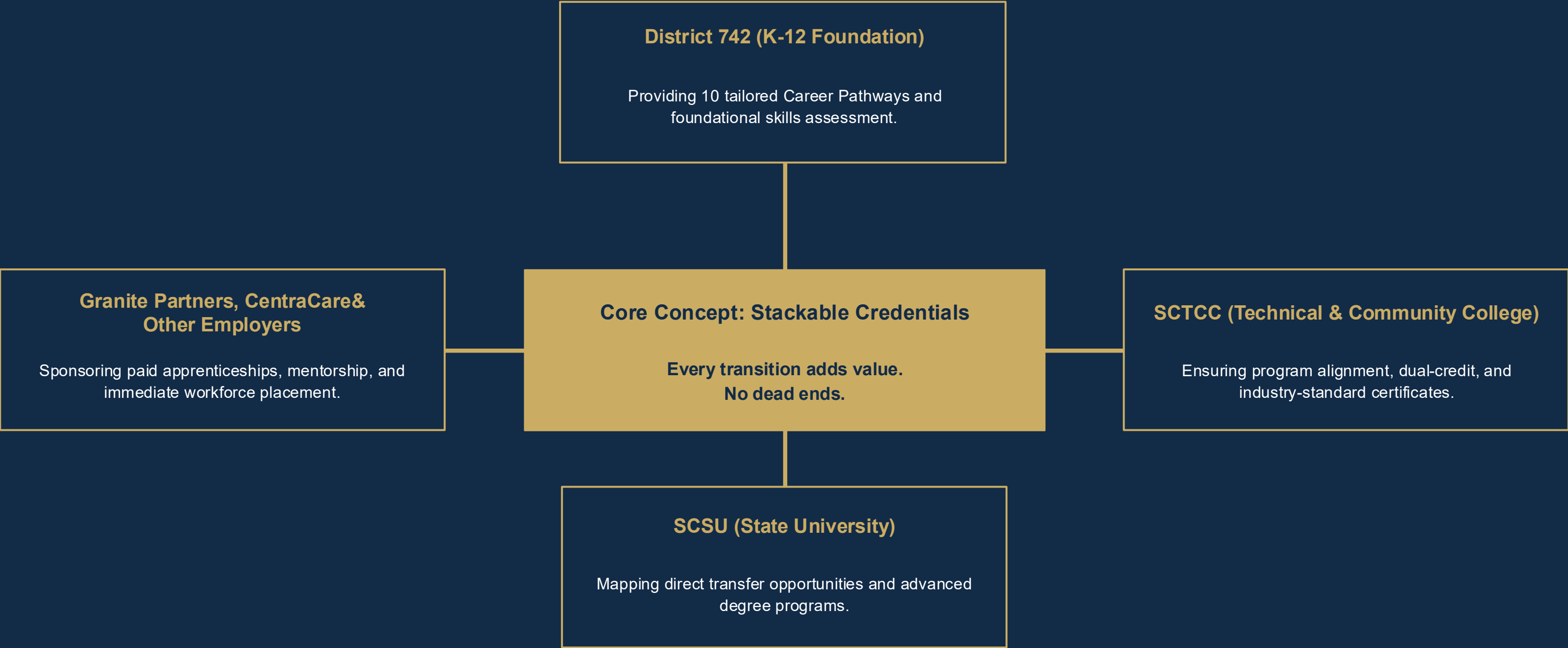
Anatomy of a Progression: Career Pathway Experiences



St. Cloud Area Schools will continue to provide a high-quality college-preparatory academic pathway alongside, and in addition to, career pathway options.

The Ecosystem: A Regional Pipeline Built Together

This ecosystem will flex and expand over time, bringing in additional K12, higher education and industry partners across the Central MN region.



St. Cloud Area Schools' Career Pathways: Aligned to Central Minnesota's Economy

INITIAL PATHWAYS

(Starting with Local Employer Support for Paid Apprenticeships)

- Mechatronics & Advanced Manufacturing
- Healthcare
- Emergency Management Response
- Education & Social Services

These pathways have identified local employers who will support the paid apprenticeship model.

FUTURE PATHWAYS

(Launching as Employers are Added)

- Business, Finance & Entrepreneurship
- Generative AI & Technology
- Construction & Trades
- Transportation & Logistics
- Agriculture & Food Systems
- Aviation & Aerospace

10 total career pathways mapped directly from 9th grade to regional employment demands.

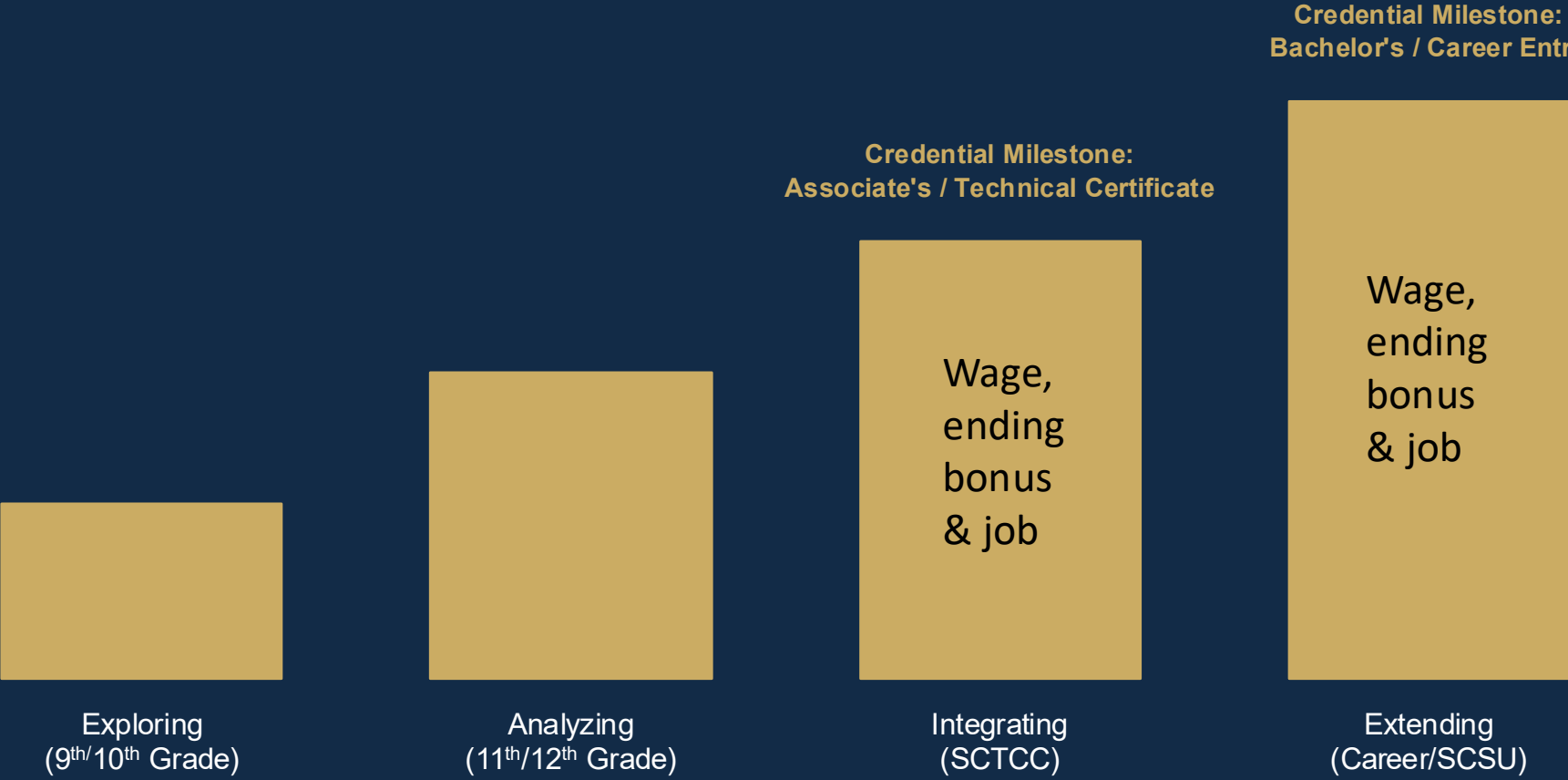
An Example of Student Journey: Mechatronics Pathway Map with Granite Partners



The Economic Engine: Employer-Sponsored Apprenticeships

24 hours/week | 48 weeks/year | Zero student debt

Wage & Responsibility Growth (Illustrative Structure)



Note: Wage and bonus figures will be finalized with employer partners and validated against DEED regional wage data before public launch.

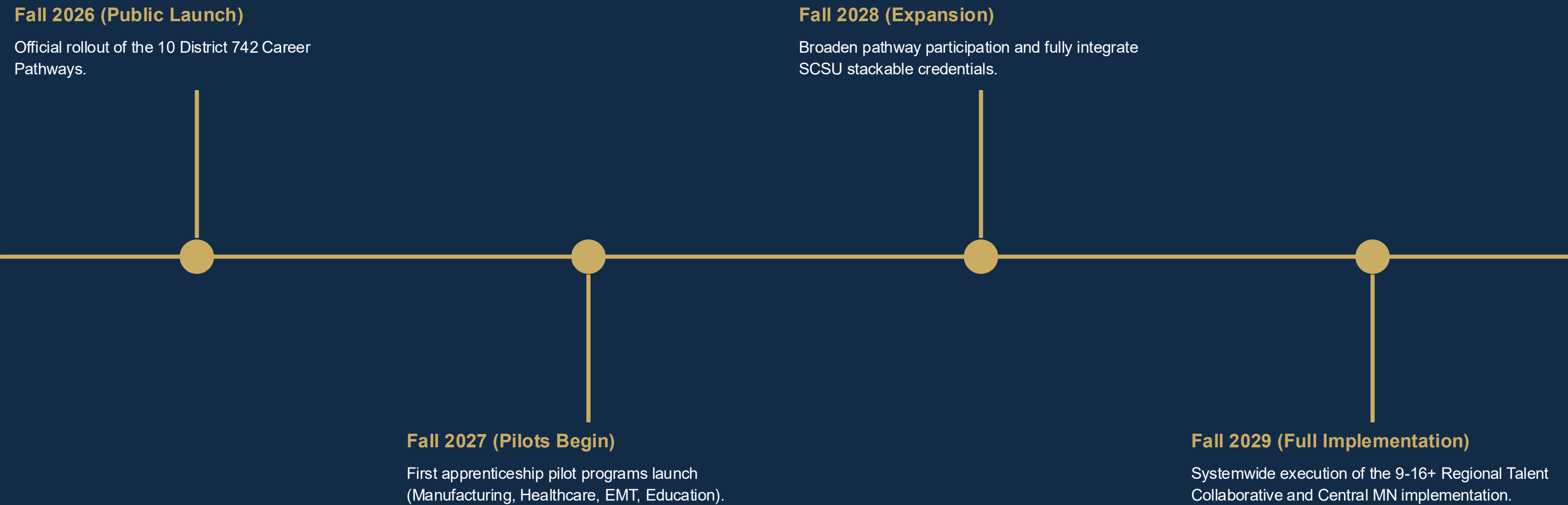
The Student Win

Years of paid, career-relevant work experience spanning high school and postsecondary — building both a resume and a debt-free path to a credential.

The Employer Win

Access to a motivated, culturally aligned, homegrown workforce before they even graduate — bypassing the post-graduation talent war.

Strategic Rollout: The Road to 2029



What We Need From You

The design is ready. Now we need your networks, your voice, and your commitment.



Validate

Review the pathway maps to confirm they reflect the real, immediate workforce needs in your specific economic sectors.



Connect

Leverage your networks to identify and recruit committed employer partners across all 10 pathways.



Expand

Help scale mentorship, internships, and work-based learning opportunities to fully power the apprenticeship engine.