



# TEXAS REGIONAL PATHWAYS NETWORK

## KEY COMPONENT Cross-Sector Partnerships



### What It Is

- State and regional collaboration across sectors is critical to building effective pathways that incorporate all key components and propel students to success. Cross-sector partners must include, at a minimum, secondary and postsecondary education, employers, and workforce development. They may also include local government, economic development, Chambers of Commerce, industry associations, and community-based organizations.
- Regional partners from all sectors should be engaged in the design and implementation of local pathways to ensure that they successfully bridge K-12, higher education, and the labor market.

### Why It Matters

- To effectively meet the needs and goals of stakeholders representing multiple sectors, leaders from those sectors must actively contribute their expertise and perspectives to the pathways design process.
- Employer-led partnerships are critical to the development of pathways that meet employers' talent needs and therefore support students in launching careers and achieving economic mobility.
- The engagement of cross-sector partners ensures that pathways leverage—rather than duplicate—existing efforts and partnerships, such as collective impact initiatives and education-business partnerships led by Chambers of Commerce and workforce boards.

### What It Looks Like

- Partnerships are employer-led and pathways that are reverse mapped from the regional labor market.
- A cross-sector pathways leadership team meets regularly to plan and discuss the design and implementation of pathways.
- Cross-sector partners strategically align and leverage existing programs and initiatives.
- Partners develop formal agreements, including memoranda of understanding, and processes that bridge institutions and systems.

### Stakeholder Roles

- **Intermediaries** convene and connect regional teams of cross sector stakeholders, who, with leadership from the intermediary, develop a shared vision and goals for pathways, plan for sustainability, and evaluate the success of pathways and plan for continuous improvement.
- **All other partners, including secondary educators, postsecondary educators, and business and industry leaders**, actively contribute time, resources, and expertise to an employer-led pathways design process and to the implementation of all key components of pathways.

