

Without Limits: A Shared Vision for the Future of Career Technical Education

In March 2021, Without Limits: A Shared Vision for the Future of Career Technical Education was released by Advance CTE with support from 39 partner organizations. This vision calls for the creation of a cohesive, flexible and responsive career preparation ecosystem that will close equity gaps in educational outcomes and workforce readiness, and leverage Career Technical Education (CTE) as a catalyst for ensuring each learner can reach success in the career of their choice.

This vision is ambitious and will require bold action and leadership at all levels to reflect on, refine and even rebuild many of the systems and structures that are limiting learner success.

This vision is anchored around five interconnected and equally critical principles:



Principle 1: Each learner engages in a cohesive, flexible and responsive career preparation ecosystem.

This principle recognizes the non-linear pathways many learners take on their career journey. To accomplish this principle, we must:

- Establish shared, statewide goals for a cohesive career preparation ecosystem.
- Ensure that all CTE programs of study are flexible and responsive.
- Expand data and accountability models that value collaboration, equity and innovation.
- Design equitable funding models that direct funding to where it is needed most.



Principle 2: Each learner feels welcome in, is supported by and has the means to succeed in the career preparation ecosystem.

This principle calls on us to ensure the career preparation ecosystem and all CTE programs and experiences are designed with and use an equity lens. To accomplish this principle, we must:

- Fully diagnose and understand the scope of institutional barriers and systemic racism.
- Recruit, retain and support a diverse and culturally competent workforce.
- Design CTE programs and interventions on the margin while maintaining a commitment to quality.
- Provide meaningful and ongoing mechanisms for elevating the learner voice.



Principle 3: Each learner skillfully navigates their own career journey.

This principle recognizes how critical it is that we empower learners to make informed decisions by providing them with resources and information that supports their full range of needs. To accomplish this principle, we must:

- Offer integrated PreK-20W advisement systems.
- Provide transparent and accessible cross-state data on CTE options and outcomes.
- Invest the necessary resources to support integrated advisement systems.



Principle 4: Each learner's skills are counted, valued and portable.

This principle emphasizes the need for more flexible and adaptable learning opportunities for learners of all ages. To accomplish this principle, we must:

- Capture and value all learning that occurs, wherever and whenever it occurs.
- Build and leverage trusted systems to translate competencies and credentials into portable credit.
- Expand skills-based hiring practices that value competencies.



Principle 5: Each learner can access CTE without borders.

This principle calls on states to collaborate even more to expand access and remove geographic barriers. To accomplish this principle, we must:

- Leverage a national framework for connecting education and the workforce.
- Develop inter-state compacts that support collaboration and remove barriers.
- Invest in research and development to ensure that virtual opportunities are quality, equitable and meaningful.

Accomplishing the vision's goals will require a shared commitment and shared ownership among leaders and practitioners at the national, state, regional and local levels and across education, workforce development, industry and philanthropy. Only by working together can we realize the aspiration and promise of a career preparation ecosystem that provides each learner with limitless opportunity.

Without Limits: A Shared Vision for the Future of Career Technical Education was developed with the input from nearly 200 state, local and national education, workforce and business leaders. To read the full vision, access additional resources and sign up to stay engaged, please visit: www.careertech.org/without-limits.