The Minnesota Career Fields, Clusters & Pathways chart, on the reverse side, depicts the organizing framework of the foundation knowledge and skills, career fields, career clusters, and career pathways that Minnesota will use for developing Programs of Study (POS) in career and technical education. Once developed, learners at various levels (high school, collegiate, or workforce training level) will then be able to choose from several individual programs within a Program of Study in order to attain the specific knowledge, skills and abilities needed to pursue a career of their choice.

**Programs of study** are sets of aligned programs and curricula that begin at the high school level and continue through college and university certificate, diploma and degree programs. The following are some of the key elements that underlie the definition:

- Competency based curricula tied to industry expectations and skill standards;
- Sequential course offerings that provide strategic entry and exit points as needed throughout a lifetime - this leads to manageable “stepping stones” of skill building, high school graduation and postsecondary education completion;
- Flexible course and program formats convenient for learner segments;
- Course portability for seamless progression;
- Multiple entry and exit points to support continuing education, returning adults, and dislocated workers;
- Connections between high school and postsecondary education, skill progression, and career opportunities that align academic credentials with job advancement in high-skill, high-wage or high-demand occupations.

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