

# NORTHEAST TEXAS PATHWAYS



Issue 002 April 1, 2025

## REGIONAL CONVENER

In 2023 Workforce Solutions Northeast Texas was selected as a recipient of the Regional Convener grant from the Texas Regional Pathway Network. The first grant cycle was completed January 2025, and Workforce Solutions Northeast Texas has earned a preliminary designation as Regional Convener for Northeast Texas. Along with another grant cycle, the implementation phase will begin to strengthen existing regional pathways and help establish new ones.

**Vision**

To build a regional talent pipeline by ensuring that all students, employees, and employers have access to the educational and training needs for a competitive economy

**Mission**

To support pathways that align community, industry, and training resources for the empowerment of students pursuing career opportunities in Northeast Texas



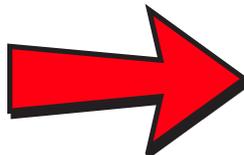
## Northeast Texas Career Alliance

Five schools in Region 8 ESC have united to create the Northeast Texas Career Alliance. Participating districts include Chapel Hill ISD, Daingerfield-Lone Star ISD, Harts Bluff ISD, Hughes Springs ISD, and Pewitt CISD. Other partners include: Northeast Texas Community College and Workforce Solutions Northeast Texas. The program is a unique collaboration amongst the districts to share CTE resources in an innovative manner in order to offer new pathways to address regional workforce demands. New pathways include:

- Programming & Software Development
- Industrial Maintenance
- Business Logistics



For more information on NTCA



For more information on grant activities to date, please scan the QR code or visit the [Career and Education Pathways Initiative](#) page on the Workforce Solutions Northeast Texas webpage.





# EMPLOYER PARTNERS IN WORK-BASED LEARNING

The Northeast Texas Pathways Initiative is committed to facilitating work-based learning experiences in our region. In January, the Northeast Texas Pathways piloted a Student and Teacher Externship program. Employers that participated as an externship location earned recognition as an Employer Partner in Work-Based Learning.

## Employer Partners in Work-Based Learning:

- Capstone Healthcare
- Opportunities Inc.
- The Villa at Texarkana
- Red River Pharmacy
- Xzact Therapy & Aquatics-Paris
- Family Medical Group

**Student Externships: 48**  
**Teacher Externships: 8**  
**Total Externship Hours: 672**



## Northeast Texas Partners in Work-Based Learning: Empowering Tomorrow's Talent

This graphic presents a variety of ways Northeast Texas Employers can plug in to support students' planning and preparation for potential career paths and success in the world of work, with different options to match each partner's priorities and available time and resources.

	Supporter (Hours)	Associate (Days)	Leader (Weeks)	Champion (Months)
Learning About Work	<b>Career Awareness</b> <b>Workplace Tour or Classroom Visit</b> (1.5 – 2 hours) Host a small group of students to tour your workplace and discuss career options, required education, a typical day, and more	<b>Career Fair</b> (2 – 4 hours) Staff a booth to share advice on pursuing a career, skills and knowledge needed, and career roles and responsibilities	<b>Mentor/Coach</b> (15 hours per semester) Offer support, guidance, and motivation to help students explore careers and enter the world of work	<b>Themed Project</b> (24+ hours) Help teachers design a multidisciplinary learning activity; coach students and/or provide feedback on their work
	<b>Career Exploration &amp; Planning</b> <b>Informational Interview</b> (30 – 90 minutes) Answer student questions in person, by phone, e-mail, or in a group about a profession or specific topic	<b>Job Shadow</b> (4 – 8 hours) Provide an opportunity for students to observe, discuss, and participate in a daily routines and activities of a particular job	<b>Online Discussion Forum</b> (2 – 15 hours) Answer student questions about careers, offer advice, share your experiences and otherwise support students virtually	<b>Work Experience</b> (45+ hours) Provide employability skill training, for pay, in a work setting (for youth with some prior work experience)
Learning Through Work	<b>Career Preparation</b> <b>Resume Development/Mock Interview</b> (1 – 2 hours) Provide feedback to students on their resumes Provide students feedback on their responses to interview questions	<b>Industry Project</b> (8 – 15 hours) Collaborate with teachers to integrate authentic industry tasks into curriculum	<b>School – Based Enterprise</b> (15 hours) Help students transition from high school to work or higher education by providing work experience, typically takes place on school grounds.	<b>Service Learning</b> (2 – 90 hours) Support Students in designing and implementing projects at local businesses, government agencies, and non-profits.
Learning at Work	<b>Career Training</b> <b>Clinical Experience</b> (4+ hours) Provide an opportunity for students to perform tasks in a supervised authentic setting	<b>Teacher Externship</b> (15 – 60 hours) Provide job shadowing or similar experience that will help teachers bring workplace norms, tools and skills into the classroom	<b>Internship</b> (60+ hours/6 – 8 weeks) Provide professional work experience that applies classroom learning and builds skills	<b>Youth Apprenticeship</b> (480+ hours) Provide paid on-the-job training based on state youth apprenticeship curriculum guidelines

For information on becoming a Northeast Employer Partner in Work-Based Learning, contact: Emily Newsome [Emily.newsome@networks.org](mailto:Emily.newsome@networks.org) (903)794-9490 ext. 519



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# SPOTLIGHT

ON INNOVATION

## TAMUT Launches Eagles Teach to Strengthen Local Teacher Pipeline

Education plays a vital role in the future of Northeast Texas, and addressing the region's teacher shortage is a top priority for the Northeast Pathways Initiative. Rising to meet this challenge, Texas A&M University–Texarkana (TAMUT)—the only regional university in Northeast Texas—has taken a bold step forward. Recognizing the urgent need for qualified educators both locally and nationwide, TAMUT's Education Division has launched an innovative new program aimed at developing and retaining homegrown teaching talent.

In addition to the traditional education curriculum, TAMUT has introduced the Eagles Teach program. Eagles Teach is a grant funded program in partnership with the TLL Temple Foundation and The Texas Pioneer Foundation. The mission is to alleviate the teacher shortage in East Texas by strengthening the local teacher pipeline. This is achieved by creating a future educator pathway for students in local public schools. The approach begins as early as third grade, identifying students with potential teaching qualities. In middle school, students are introduced to careers in education, and by high school students can follow a structured pathway that leads to an associate degree in education through Texarkana College. This prepares students to enter educator preparation program at TAMUT, with the goal of placing students in local classrooms as early as four semesters after high school graduation. The goal of the program is to develop future educators who are supported, equipped, and ready to step into the classroom as day-one-ready teachers. Amy C. Miller, Program Specialist at TAMUT states, "Our students deserve the best, and Eagles Teach is committed to growing exceptional educators right here in our own community."

Now, in its second year, the Eagles Teach pathway is currently partnering with three local school districts: Texarkana TX, Pleasant Grove, and Liberty Eylau Independent School Districts. With continued growth and a strong foundation, the vision is to expand Eagles Teach to even more districts across Northeast Texas to provide aspiring educators with the support and resources needed to succeed.

This summer, the Eagles Teach program is hosting a Summer Teach Camp: Galaxy Quest! This engaging and interactive camp will take place on the Texas A&M University–Texarkana campus. Through fun, hands-on activities, students will explore the world of education while developing leadership and teamwork skills. Led by high school Eagles Teach program students, the program is designed to develop a love of teaching and to raise awareness of educator pathways in each participating district.



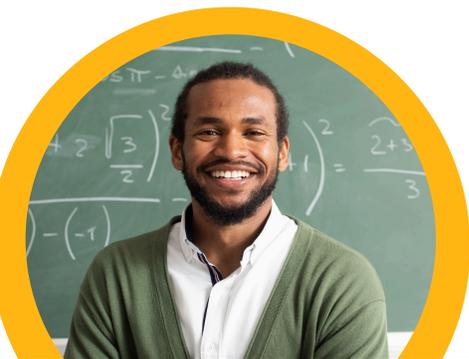
# Externships FOR TEACHERS



Workforce Solutions Northeast Texas is currently accepting applications for the Teacher Externship program.

## Eligible Participants Include:

- High School and Middle School Career and Technical Education teachers - must teach something related to Manufacturing, Healthcare, and/or IT
- High School and Middle School CTE Administrators or Directors
- High School and Middle School Counselors, and/or Curriculum Developers
- High School and Middle School Career Prep Teachers
- Adult Education Instructors
- Community College Instructors who teach dual credit courses for high school students



Participants who successfully complete the program, will receive a \$1000 stipend and 24 CPEs.



[Scan or click for Application](#)

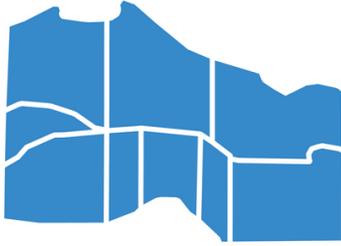
***For more information,***

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### Upcoming Opportunities:

- Summer 2025 Teacher Externships
- Summer Earn and Learn (SEAL) 2025
- Teacher Industry Tours
- Healthcare Employer Engagement Focus Group-May 25, 2025
- Manufacturing Focus Group - July 22, 2025
- Financial Literacy for Youth (FLY) Event
  - May 5, 2025 - Love Civic Center in Paris
  - May 6, 2025 - Hopkins County Civic Center in Sulphur Springs

### Have Your Voice Heard

Workforce Solutions Northeast Texas will be hosting quarterly focus groups across various areas of the region to better understand the needs of local employers. These focus groups will cover a range of important topics, including:

- A Regional Approach to Career Pathways
- Work-Based Learning
- Education to Career Pathways
- And more

This is a valuable opportunity to share insights and help shape the future of workforce development in our region.

The first focus groups will be held in the spring of 2025 with Manufacturing and Healthcare employers. We want to learn “What Keeps You Up at Night.”

Email: [emily.newsome@network.org](mailto:emily.newsome@network.org) for more information



To be added to the email list, please contact:  
[emily.newsome@networks.org](mailto:emily.newsome@networks.org)