

CTE Pathways to Success

Enlistment. Enrollment. Employment.



2025 Pathway Revision Guide

Pathway Evaluations

The Why

The Division of Career and Technical Education (DCTE) is committed to ensuring that students graduate with the skills and knowledge needed for success in their next steps, whether they choose to enlist in the military, enroll in postsecondary education, or enter employment.

To achieve this, pathways are annually reviewed to align more closely with the Classification of Instructional Programs (CIP), Standard Occupational Classifications (SOC), and Labor Market Information (LMI). These tools help identify high-wage, high-demand careers and ensure CTE programs meet current and future workforce needs.

Using guidance from the LEARNS Act and AdvanceCTE's new Career Cluster Framework, a comprehensive review of pathways was conducted. This evaluation revealed opportunities to better connect educational pathways to industry needs by focusing on durable and technical skills that seamlessly transfer into real-world applications. By aligning with industry standards and workforce demands, CTE is preparing students for careers that are both sustainable and fulfilling.

Aligning pathways to workforce demands is critical for several reasons:

1. Industry-Driven Education: Students gain relevant, in-demand skills that employers value, reducing skills gaps and enhancing workforce readiness.
2. Sustainable Pathways: By using LMI, SOC, and CIP data, we ensure our pathways are aligned with careers that offer economic stability, growth opportunities and prosperity.
3. Comprehensive Preparation: Whether students choose enlistment, enrollment, or employment, the skills they acquire through CTE pathways are transferable and applicable for life after graduation.

CTE plays a pivotal role in the education-to-career pipeline. CTE equips students with technical proficiency and durable skills such as critical thinking, problem-solving, and teamwork. These foundational skills are essential for navigating an ever-evolving workforce and achieving long-term success in life and career.

Secondary



Skill 1
Skill 2
Skill 3
Skill 4
Skill 5
Skill 6

Post-Secondary



Skill 1
Skill 2
Skill 3
Skill 4
Skill 5
Skill 6
Skill 7
Skill 8
Skill 9
Skill 10
Skill 11
Skill 12
Skill 13
Skill 14
Skill 15

H2 Employment



Skill 1
Skill 2
Skill 3
Skill 4
Skill 5
Skill 6
Skill 7
Skill 8
Skill 9
Skill 10
Skill 11
Skill 12
Skill 13
Skill 14
Skill 15

Implementation Timeline

The Division of Career and Technical Education (DCTE) recognizes that meaningful change takes time. To ensure a smooth transition, we have developed a comprehensive implementation timeline to guide our efforts. This timeline provides clear milestones and support for educators, administrators, and stakeholders as we align our pathways to workforce needs and new standards.

<p style="text-align: center;">Year 1 2025-2026</p>	<p>Changes Occurring:</p> <ul style="list-style-type: none"> • Revised Pathways <ul style="list-style-type: none"> ◦ Updated course names are identified in <i>italics</i>. • Merged Pathways <ul style="list-style-type: none"> ◦ Identified for implementation planning. • New Pathways <ul style="list-style-type: none"> ◦ Identified for implementation planning. 	
<p style="text-align: center;">Year 2 2026-2027</p>	<p style="text-align: center;">Year 3 2027-2028</p>	<p style="text-align: center;">Year 4 2028-2029</p>
<p>Changes Occurring:</p> <ul style="list-style-type: none"> • <u>Merged Pathways</u> <ul style="list-style-type: none"> ◦ Combining Level 2 & 3 courses • <u>New Pathways</u> <ul style="list-style-type: none"> ◦ Level 1 Course Implementation • <u>Deleted Pathways</u> <ul style="list-style-type: none"> ◦ Removal of Level 1 Course 	<p>Changes Occurring:</p> <ul style="list-style-type: none"> • <u>New Pathways</u> <ul style="list-style-type: none"> ◦ Level 2 Course Implementation • <u>Deleted Pathways</u> <ul style="list-style-type: none"> ◦ Removal of Level 2 Course 	<p>Changes Occurring:</p> <ul style="list-style-type: none"> • <u>New Pathways</u> <ul style="list-style-type: none"> ◦ Level 3 Course Implementation • <u>Deleted Pathways</u> <ul style="list-style-type: none"> ◦ Removal of Level 3 Course

Pathway changes through out the document will follow the color key below.

<p><u>Revised Pathways</u> will be identified by this color.</p>	<p><u>Merged Pathways</u> will be identified by this color.</p>	<p><u>New Pathways</u> will be identified by this color.</p>
---	--	---

CTE Pathways

Cluster: Advanced Manufacturing

Pathway	Level 1	Level 2	Level 3
Electronics High Wage, High Demand (H2)	<i>Introduction to Advanced Manufacturing</i>	Electronics I	Electronics II
Engineering High Wage, High Demand (H2)	<i>Introduction to Engineering</i>	<i>Engineering I</i>	<i>Engineering II</i>
Industrial Technology High Wage, High Demand (H2)	<i>Introduction to Advanced Manufacturing</i>	Industrial Technologies I	Industrial Technologies II
Machine Tool High Wage, High Demand (H2)	<i>Introduction to Advanced Manufacturing</i>	Machine Tool I	Machine Tool II
Manufacturing High Wage, High Demand (H2)	<i>Introduction to Advanced Manufacturing</i>	<i>Manufacturing I</i>	<i>Manufacturing II</i>
Welding High Wage, High Demand (H2)	<i>Introduction to Advanced Manufacturing</i>	<i>Welding I</i>	<i>Welding II</i>

CTE Pathways

Cluster: Agriculture

Pathway	Level 1	Level 2	Level 3
Agribusiness Systems	<i>Introduction to Agriculture</i>	<i>Agribusiness I</i> -OR- CASE Agriculture Business	<i>Agribusiness II</i>
Agricultural Power, Structural, and Technical Systems <i>High Wage, High Demand (H2)</i>	<i>Introduction to Agriculture</i>	<i>Agricultural Mechanics and Fabrication</i> -OR- CASE Ag Power and Technical	<i>Ag Fabrication: Metals</i> -OR- <i>Ag Fabrication: Structures</i> -OR- Precision Agriculture -OR- CASE Ag Equipment Maintenance and Technology
Animal Systems <i>High Wage, High Demand (H2)</i>	<i>Introduction to Agriculture</i>	<i>Animal Science I</i> -OR- CASE Animal Science	<i>Animal Science II</i> -OR- CASE Animal Health and Veterinary Science
Plant Systems <i>High Wage, High Demand (H2)</i>	<i>Introduction to Agriculture</i>	<i>Plant Science I</i> -OR- CASE Plant Science	<i>Plant Science II</i>

CTE Pathways

Cluster: Arts, Entertainment, and Design

Pathway	Level 1	Level 2	Level 3
Advertising and Graphic Design	Introduction to Digital Arts (Fall 2026)	Digital Design I (Fall 2026)	Digital Design II (Fall 2026)
Fashion and Interior Design	Introduction to Digital Arts (Fall 2026)	Fashion and Interior Design I	Fashion and Interior Design II
Media Creation	Introduction to Digital Arts (Fall 2026)	Digital Media I (Fall 2026)	Digital Media II (Fall 2026)

Cluster: Construction

Pathway	Level 1	Level 2	Level 3
Mechanical, Electrical, and Plumbing Systems High Wage, High Demand (H2)	Introduction to Construction	MEPS I	MEPS II
Residential Construction High Wage, High Demand (H2)	Introduction to Construction	Residential Construction I	Construction Management (Fall 2026)
Architecture and Civil Engineering (Fall 2026)	Introduction to Architecture and Civil Engineering (Fall 2026)	Architecture and Civil Engineering I (Fall 2027)	Architecture and Civil Engineering II (Fall 2028)

CTE Pathways

Cluster: Computer Science

Pathway	Level 1	Level 2	Level 3
Data Analytics and Machine Learning	<i>Introduction to Computer Science</i> -OR- AP Computer Science Principles	<i>Computing with Data</i> (Fall 2025)	Data Science -OR- Artificial Intelligence
Information Technology and Security <i>High Wage, High Demand (H2)</i>	<i>Introduction to Computer Science</i> -OR- AP Computer Science Principles	<i>Information Technology and Security</i> (Fall 2025)	Networking -OR- Cybersecurity -OR- Cloud Computing & Security (Fall 2026)
Robotics and Automation Systems	<i>Introduction to Computer Science</i> -OR- AP Computer Science Principles	<i>Physical Computing with Embedded Systems</i> (Fall 2025)	Robotics -OR- Computer Engineering
Software Development <i>High Wage, High Demand (H2)</i>	<i>Introduction to Computer Science</i> -OR- AP Computer Science Principles	<i>Software Development</i> (Fall 2025) -OR- AP Computer Science A -OR- IB Computer Science HL Year A	Desktop Application Development -OR- Mobile App Development -OR- Game Development & Design -OR- Web Development -OR- IB Computer Science HL Year B

CTE Pathways

Cluster: Education

Pathway	Level 1	Level 2	Level 3
Early Childhood Education (Fall 2026)	Introduction to Early Childhood Education (Fall 2026)	Course Name: TBD (Fall 2027)	Course Name: TBD (Fall 2028)
Pre-Educator High Wage, High Demand (H2)	Introduction to Education	Education Technology	Child Growth & Development

Cluster: Energy & Natural Resources

Pathway	Level 1	Level 2	Level 3
Sustainable Energy & Conservation (Fall 2025)	<i>Introduction to Agriculture</i>	<i>Sustainable Energy & Conservation I</i> (Fall 2026) -OR- CASE Natural Resources	<i>Sustainable Energy & Conservation II</i> (Fall 2027)

Cluster: Financial Services

Pathway	Level 1	Level 2	Level 3
Accounting High Wage, High Demand (H2)	<i>Introduction to Business</i>	Accounting I	Accounting II -OR- Business Intelligence
Banking and Finance High Wage, High Demand (H2)	<i>Introduction to Business</i>	<i>Banking and Finance I</i> (Fall 2026)	<i>Banking and Finance II</i> (Fall 2027) -OR- Business Intelligence

CTE Pathways

Cluster: Healthcare and Human Services

Pathway	Level 1	Level 2	Level 3
Behavior and Mental Health (Fall 2026)	Behavior and Mental Health I (Fall 2026)	Behavior and Mental Health II (Fall 2027)	Behavior and Mental Health III (Fall 2028)
Biomedical Sciences	Principles of Biomedical Sciences	Human Body Systems	Medical Interventions
Healthcare Services	<i>Introduction to Health Care</i>	Medical Terminology -OR- Anatomy and Physiology	CNA -OR- Medical Assistant (Fall 2026) -OR- Patient Care Technician (Fall 2026) -OR- Emergency Medical Responder -OR- Medical Professions (Fall 2026)
Nursing Services <i>High Wage, High Demand (H2)</i>	<i>Introduction to Health Care</i>	LPN Pathway	LPN Pathway
Nutrition Science	Food Safety and Nutrition	Nutrition Science I (Fall 2026)	Nutrition Science II (Fall 2027)
Sports Medicine	<i>Introduction to Health Care</i>	Anatomy and Physiology	Sports Medicine Injury Assessment -OR- Exercise Science

CTE Pathways

Cluster: Hospitality, Events, and Tourism

Pathway	Level 1	Level 2	Level 3
Culinary Arts and Restaurant Management (Fall 2025)	Food Safety and Nutrition	Culinary Arts & Restaurant Management I (Fall 2026)	Culinary Arts & Restaurant Management II (Fall 2027)

Cluster: Management and Entrepreneurship

Pathway	Level 1	Level 2	Level 3
Entrepreneurship (Fall 2025)	Introduction to Business	Entrepreneurship I (Fall 2026)	Entrepreneurship II (Fall 2027)
Management (Fall 2025) High Wage, High Demand (H2)	Introduction to Business	Management I (Fall 2026)	Management II (Fall 2027) -OR- Business Intelligence

Cluster: Marketing and Sales

Pathway	Level 1	Level 2	Level 3
Marketing (Fall 2025)	Introduction to Business	Marketing I (Fall 2026)	Marketing II (Fall 2027) -OR- Business Intelligence

CTE Pathways

Cluster: Public Service & Safety

Pathway	Level 1	Level 2	Level 3
Criminal Justice High Wage, High Demand (H2)	<i>Introduction to Criminal Justice</i>	<i>Criminal Justice I</i>	<i>Criminal Justice II</i>
Firefighter	Emergency Services	Firefighting I	Firefighting II
JROTC	Any JROTC I	Any JROTC II	Any JROTC III
Arkansas Military Security and Service	National Military Service & Security (Fall 2025)	Arkansas Military Service & Security (Fall 2026)	Military Service & Security Careers (Fall 2027)

Cluster: Supply Chain & Transportation

Pathway	Level 1	Level 2	Level 3
Automotive Collision	<i>Automotive Collision I</i>	<i>Automotive Collision II</i>	<i>Automotive Collision III</i>
Automotive Service Technology High Wage, High Demand (H2)	<i>Automotive Service Technology I</i>	<i>Automotive Service Technology II</i>	<i>Automotive Service Technology III</i>
Diesel Technology High Wage, High Demand (H2)	<i>Diesel Technology I</i>	<i>Diesel Technology II</i>	<i>Diesel Technology III</i>
Supply Chain & Logistics High Wage, High Demand (H2)	<i>Introduction to Business</i>	<i>Supply Chain and Logistics I</i>	<i>Supply Chain and Logistics II</i>

Work-Based Learning

Students completing a pathway have the opportunity to extend their learning and gain real-world experience through work-based learning options. These experiences include:

Course	Grades	Sequence	Description	Paid/Unpaid
Internship	10-12	NONE	Internship is experiential learning that integrates knowledge and theory learning in the classroom with practical application and skills development in a professional setting. <i>It will not count toward concentrator status.</i>	BOTH
Career Practicum	11-12	Level 3	Career Practicum is a work experience aligned to their specific CTE pathway. A student must be at least 16 years of age. <i>The student must have completed a Level 1 and Level 2 course, in an approved CTE program of study to be eligible for this course.</i>	BOTH
<u>Arkansas Certified Pre-Apprenticeship</u>	11-12	Level 3	Pre-apprenticeship programs provide instruction and/or training to increase math, literacy, and other vocational and pre-vocational skills needed to gain entry into a Registered Apprenticeship Program (RAP). Pre-apprenticeship programs are not registered with United States Department of Labor (USDOL), and student participants are unpaid during the term of the pre-apprenticeship training. Completers of this program may be given special consideration for entry into a DOL apprenticeship program and/or applied time served, or credits earned toward fulfilling program requirements.	UNPAID
<u>Youth Apprenticeship</u>	11-12	Level 3	A United States Department of Labor (USDOL) approved Youth Apprenticeship program allows for individuals who are 16 to 24 years old to enroll in a registered apprenticeship program while still attending school full-time, either high school or college. Students participating receive Related Technical Instruction (RTI) and paid On-The-Job Training (OJT) while working for an employer. The premise of Youth Apprenticeship is for younger individuals to become employed and begin their apprenticeship program sooner while receiving credit for RTI and OJT hours counting toward Registered Apprenticeship.	PAID

Resource

This resource is designed to support educators, administrators, and industry partners in understanding the rationale behind the revisions and how they better prepare students for enlistment, enrollment, or employment in high-wage, high-demand careers.

DCTE Pathway Revisions Spreadsheet

- All Pathways, Merged Pathways, Deleted Pathways, and Elective Courses
 - Course Sequencing
 - Course Names
 - Licensure Codes
 - Secondary Credit Course Code
 - Postsecondary Credit Course Code
 - Standards Revision Year