

Externships w/ Industry Partners

District & R-PEP
WBL System



Present by:

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Why This Conversation Matters

Externships are increasing.
Impact varies.

- Isolated teacher experiences
- Inconsistent quality
- No structured follow-up

The difference is structure.



The Shift

Experienced-Based

- **Teacher Visit**
- **Optional**
- **Untracked**
- **Inspiration**

System-Based

- **Strategic Placement**
- **Aligned to Program of Study**
- **Documented & Debriefed**
- **Translated into Instruction**

Where Externships Fit in WBL

Exposure

Skill Development

Educator Externship

Student Internship

Hire-Intent

Externships strengthen instruction before students enter industry.





Regional Impact RGV Career R-PEP

- 5 School Districts Impacted
- 8 Instructors Supported
- 7 Industry Partners
- 6 Industries Represented
- 243.5 Externship Hours

This required coordination – not just participation.



Recruit

- Instructor selection
- Industry partner onboarding
- Clear objectives



Execute

- Defined outlines
- Aligned expectations
- Structured immersion



Reflect

- Reflection survey
- Instructional translation focus
- Measured feedback

Process drives feedback.

Structured Implementation

From the RGV Impact Model



Speaking on the Experience:

Cori Thomas

Teacher Perspective: Business Instructional Impact

- What surprised you?
- What changed in your classroom?
- What did you add, remove, or sequence differently?
- How did students benefit?



Speaking on the Experience:

Luis Vasquez

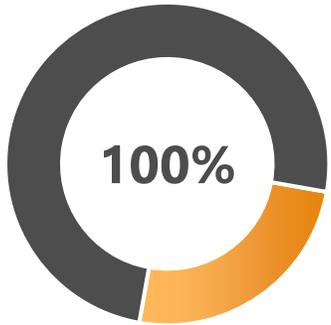
Teacher Perspective: Automotive Technical Alignment

- Employer expectations vs assumptions
- Workflow & equipment insights
- Certification sequencing shifts
- Student readiness impact

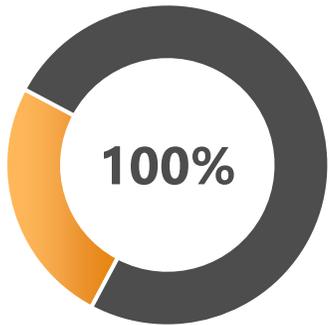


Measured Value

From Participation Data



Participation in Externship Opportunity



Reflection Completion and Would Participate Again!



Value was documented — not assumed.



What Made it Effective



Externships were not the strategy.

They were one component inside:

- Centralized industry coordination
- Program-of-study alignment
- Structured educator support
- Shared planning tools
- Data capture & reflection loop
- Regional collaboration

Events don't scale, systems do.

What Districts are Really Trying to Solve

Fragmented industry engagement

Campus-driven partnerships

Teacher capacity constraints

Inconsistent externship quality

Sustainability beyond grant cycles

**Externships are visible.
Coordination is the real challenge.**



Beyond Externships

Sustainable Workforce Alignment Requires:

- Industry Partner Strategy
- Program Alignment Framework
- WBL Coordination Infrastructure
- Credential Sequencing Review
- Advisory Board Structure
- Defined Ownership

Externships are often the entry point — but alignment is the objective.

Externships are not enrichment. They are:

Externships are increasing.
Impact varies.

- Instructional intelligence
- Employer risk reduction
- A structural component of District WBL systems

**The goal isn't more externships.
The goal is better alignment.**



Thank You

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