

TEND, GATHER AND GROW

CAREER CONNECTED LEARNING TOOLKIT

Career Connected Learning (CCL) is part of a holistic education. It is a method where learning in the classroom can be directly applied outside the classroom. CCL creates opportunities for understanding and exploring real-world scenarios while establishing a relationship with future career possibilities.



DOES CAREER CONNECTED LEARNING MAKE A DIFFERENCE?

Career Connected Learning stems from hands-on, experiential learning—a traditional style of education for many Indigenous Peoples where students apply learning to real life scenarios and work with mentors.

Career Connected Learning helps students to be successful in school. For instance, a 2007 study examining the graduation rates of students participating in CCL at California Partnership Academies found that grad rates of Black and Hispanic/Latino populations rose 12–15% with exposure to CCL. In another study, researchers found that graduation rates in the Metro Nashville Public Schools rose from 55% to 81.6% with CCL implementation. [Meeder & Pawlowski, 2020]

WHY IS CAREER CONNECTED LEARNING IMPORTANT FOR NATIVE YOUTH?

Due to a history of ongoing colonization and cultural erasure, American Indian and Alaskan Native populations are underrepresented in career fields in the United States. This underrepresentation plays a significant role in numerous public health disparities that Indigenous people face. Native communities are best served by Native people who have the cultural competency and the understanding of the unique challenges and opportunities facing Native communities. If Native students do not see professionals that look like them, it is harder to imagine themselves in those roles. Embedding culturally relevant career connected learning into Native youth's educational experience is one effective method in addressing this issue.

Overrepresentation in Health Disparities

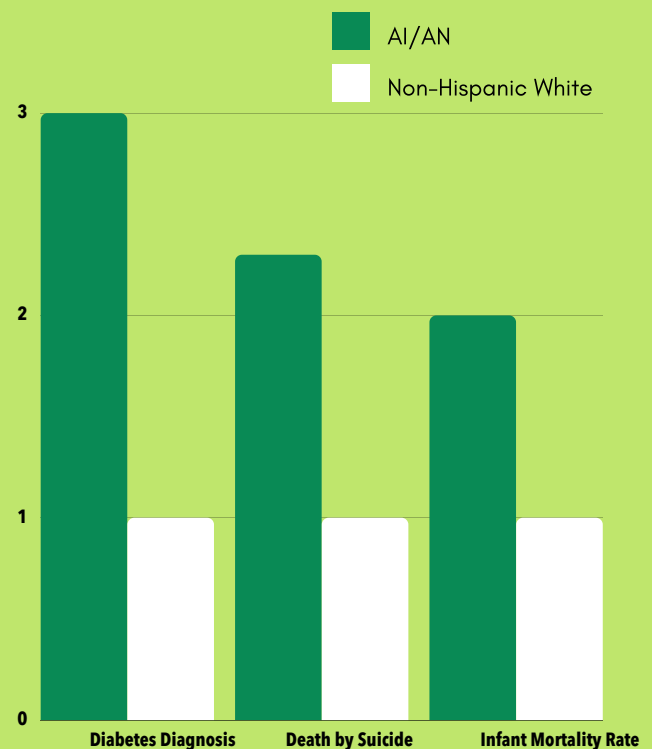
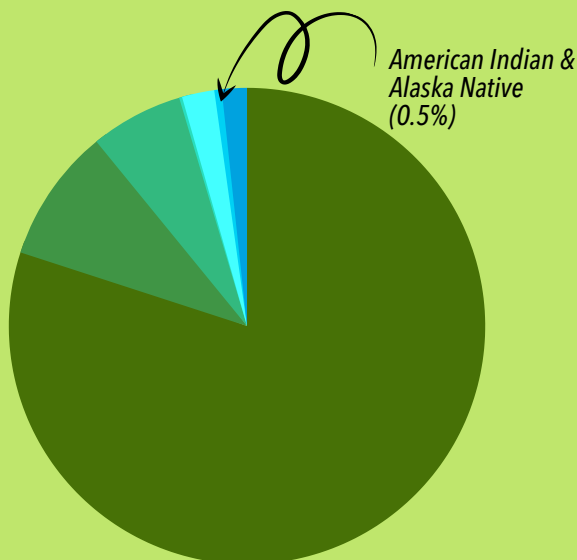


Figure 1: Snapshot of Health Disparities American Indian and Alaska Native Populations Face Compared to White, Non-Hispanic Populations

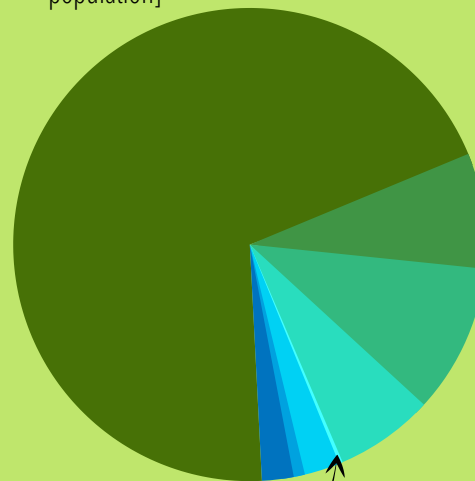


Career Underrepresentation in Education

Figure 2: 2017-2018 Percentage Distribution of School Teachers by Race/ethnicity Across all Schools in the United States [AI/AN account for 1.7% of the US population]

Career Underrepresentation in Healthcare

Figure 3: AAMC Percentage of U.S. medical school graduates by race/ethnicity (alone), academic year 2018-2019 [AI/AN account for 1.7% of the US population]



WHAT IS TEND, GATHER AND GROW?

Tend, Gather and Grow is a place-based curriculum that includes Northwest Native American culture and plant traditions. It is intended to support the movements for Indigenous sovereignty and cultural reclamation, as well as encourage non-Indigenous communities to live more respectfully and sustainably in relation to the natural world. Tend has been designed by Native and non-native educators and is intended for use by Native and non-native educators and their students.

Overarching Tend Curriculum Goals:

Increase regional awareness of local plants and ecosystems



Encourage the development of healing relationships with land, self, and community

Protect and promote healthy plant communities and ecosystems through education, ethical harvesting, and ecological restoration



Increase youth access to and consumption of nutritious wild plants

Promote the value and significance of Indigenous Science and Native ways of knowing, doing, and being



Develop sensory observation and storytelling skills as a means for self-expression and social change

Encourage educators and young people to be advocates and allies for Northwest Native peoples, tribal sovereignty, and cultural ecosystem



Cultivate a love for scientific inquiry and promote STEAM career pathways

HOW IS TEND, GATHER AND GROW UTILIZING CAREER CONNECTED LEARNING?

Throughout the Tend curriculum, related career connected learning opportunities are embedded through infographics, storytelling, and an array of resources readily available for both Native and non-native youth and educators. The Tend curriculum is organized into five modules (listed below). The plant-related careers featured in this CCL toolkit are aligned with these modules and represent culturally relevant industries, connect to STEAM (Science, Tech, Engineering, Art, Math) career pathways, and are areas with an underrepresentation of Native people.

1 Cultural Ecosystems
How Native Americans have cultivated ecosystems to promote plants that are used for food, medicine, and traditional technologies. Featured careers include public health, environmental education, and a cultural resource compliance manager.

2 Herbal Apothecary
Harvesting, processing, and preparing Northwest plants for medicine and skincare. Featured careers include a midwife, herbalist, educator, garden production supervisor, and naturopathic doctor.

3 Plant Technologies
The material qualities of Northwest plants and ways that people have used those qualities to meet their own needs. Featured careers include a carver, a weaver, and working in tribal cultural programs.

4 Tree Communities
How trees create a forest community, tree identification for common trees of the Pacific Northwest, and Northwest Native stories. Featured careers include a wildlife biologist, forest technician, forestry educator, and program director.

5 Wild Food Traditions
Seasonal foods and Native American nutrition principles. Featured careers include a dietician and a traditional plants and foods educator.



HOW TO USE THIS CCL TOOLKIT?

As your students explore the various aspects of the Tend curriculum, use the following infographics to discuss, research, and explore related careers. This information can be used in combination with some of the following activities to create a more robust CCL experience.

- Explore relevant careers as part of each Tend module using online resources.
- Interview a community member working in the field you are exploring and report findings with a presentation.
- Host a panel discussion with local natural resources employers, take notes, and write reflections.
- Participate in a mock job interview.
- Produce a well-written cover letter, job application, and follow-up letter.
- Research one potential plant-related career pathway, identifying requirements, pay scale, and job sustainability, and present to other students.
- For older students: build partnerships with organizations and businesses that offer work-based learning opportunities, volunteer positions, internships, and/or apprenticeships.

RESOURCES ON CAREER CONNECTED LEARNING

- [Career Connect Washington](#)
- [Career Resources for Native Americans, First Nations, American Indian, Pacific Island, Alaska Native Peoples.](#)
- [Find Your Path: Natural resource career exploration booklet](#)
- [Learn How to Become](#)
- [National Center for College and Career Transitions](#)
- [Native American College Fund Career Pathways](#)
- [Pacific Education Institute career pathways resources](#)
- [Tribal College Journal Native American Career Development](#)

If you would like to learn more about the Tend, Gather and Grow project, visit our website at <https://www.goodgrub.org/tend-gather-grow> where you can find our upcoming teacher trainings as well as resources to incorporate into your life and work!

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