

Career Pathways

Empowering Students to Succeed



Career Pathways is a comprehensive educational approach that breaks new ground in preparing students for professional careers that lead to financial independence.



Desirable professional careers don't always require a college degree. The Immokalee Foundation spent a year developing a new model focused on a broad spectrum of professional careers.



Through extensive research and analysis, the Foundation identified four pathways that lead to well-paying jobs that are in high demand in Southwest Florida:



- Business Management & Entrepreneurship**
- Education & Human Services**
- Engineering & Construction Management**
- Healthcare**

Upon completing the Foundation's Middle School Program, Immokalee Foundation students choose the Pathway they will follow throughout high school.



Since opening our doors in 1991, The Immokalee Foundation has empowered over 15,000 of Immokalee's best and brightest to change the course of their lives.

Immokalee, Florida is home to a large migrant community with a population of 40,000 during the winter season. Many residents are forced to labor in agricultural fields to support their families, move with the harvesting seasons, and suffer low wages. To find better opportunities for their children, these families need our help.

Thanks to the support of donors, mentors, volunteers, community partners, and a dedicated staff, The Immokalee Foundation can provide the children of Immokalee with education, career-readiness, and professional development programs.

Starting in elementary school and continuing through postsecondary education, students embark on an educational journey that sets them up for career success and financial independence. Many students stay with the Foundation for ten years or more, demonstrating the long-term impact of our programs.

Program Results

- 100%** of the students we support graduate from high school.
- 100%** have a postsecondary plan for a professional career.
- 93%** graduate with an advanced postsecondary certificate or degree.
- 89%** of Alumni currently work in their field of study.



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- Career Exploration • Business Skills Development**
- Mentoring • Career Panels • Field Trips**
- Educational Summer Camps • Internships**
- College Tours • ACT Prep • Scholarships • Tutoring**
- Industry-Recognized Certifications • Guest Lectures**
- Networking Events • Real-World Experiences**



Building Pathways to Success for the Youth of Immokalee

Elementary School

Literacy Intervention



Middle School

Career Exploration



High School

Career Immersion



Postsecondary

Career Success



The ability to read is the most fundamental skill necessary for a brighter future.

Immokalee Readers is The Immokalee Foundation's early intervention literacy program that provides elementary school students in need of extra support with after-school instruction.

Since many Immokalee students use languages other than English at home, supplemental training at a young age is essential.

Immokalee Readers operates in all five Collier County Public Elementary Schools in Immokalee, as well as a local charter school.

In the last year, 97% of Immokalee Readers students improved their literacy scores, and more than 800 students benefit from this program each year.

Supervised by certified classroom teachers, our high school Career Pathways students also serve as program tutors. By helping these motivated elementary school students improve their reading skills, our enterprising young tutors earn an hourly wage while learning valuable career skills.

Immokalee Foundation students—alongside their parents—begin a career exploration phase in middle school, one of the most influential periods in a young person's life.

As early as 6th grade, students participate in an extensive educational process exploring a broad range of careers focused on our four Career Pathways.

The curriculum includes career panels, field trips, workshops, mentoring, career interest and aptitude assessments, a four-week summer STEM (science, technology, engineering and math) Academy in partnership with Florida Gulf Coast University, and for eighth graders, developing a career action plan for high school.

When students are enrolled in the middle school program, they are assigned a Florida Prepaid Scholarship.

Throughout each school year, students and their parents learn about the Pathways available—including the demand for specific jobs, required training, and average pay. Parent participation helps forge the partnership between the entire family and the Foundation. This vital collaboration has proven to be instrumental in student success throughout their educational journey.

The Immokalee Foundation's high school curriculum is changing how Southwest Florida approaches education, career-readiness, and professional development.

Having explored career options in middle school, Foundation students have now chosen one of the four Career Pathway to follow throughout their high school years.

Pathways include Business Management & Entrepreneurship, Education & Human Services, Engineering & Construction Management, and Healthcare.

Academic programming includes financial literacy, postsecondary and college prep programs, mentorship, career expos and field trips, ACT prep courses, summer educational camps, networking events, and highly specialized career programming specific to each of the four Pathways.

Students also earn certifications and participate in paid internships that boost their knowledge of their chosen pathway.

Many well-paying careers are available to students who earn their industry-recognized certifications, in addition to professions that require a college or university degree.

The Career Pathways program continues beyond high school graduation for students in all postsecondary programs. Counseling and mentoring continue throughout the postsecondary journey through face-to-face meetings and video conferencing.

Whether the student attends a college, university, or an advanced postsecondary certification program, The Immokalee Foundation provides access to scholarships that will alleviate the financial burden.

An Immokalee Foundation student can receive support in one of two ways. Through the Foundation's partnership with Take Stock in Children, low-income, academically qualified students receive a Florida Prepaid Tuition scholarship with guaranteed tuition coverage for their postsecondary program of choice. These scholarships are purchased at half price.

Additionally, The Immokalee Foundation provides funding to help cover postsecondary-related expenses like textbooks, mandatory fees, or equipment required for courses of instruction.

Postsecondary students receive Foundation support until they graduate and obtain their first professional position.

Immokalee Foundation students go through a multi-year educational journey that leads to a successful career and financial independence.

Literacy Intervention • Kindergarten - 5th Grade

Career Exploration • 6th - 8th Grade

Career Immersion • 9th - 12th Grade

Career Success • Ages 18+



Identify readers in need of extra support

Provide literacy tutoring

Facilitate gains in literacy scores



Explore career options

Create a career action plan

Choose a Career Pathway



Follow the Career Pathway curriculum

Engage in career-building activities and complete an internship

Earn a post-secondary scholarship



Pursue education for career of choice

Receive counseling and mentoring

Become workforce ready