

2020 Way To Be

eLearning
from home.
How's it going?

CTE PROGRAMS
Your guide to more
pathways to success!

PAGE 12

**Career advice and inspiration
from REAL professionals**

**STARTING ON
PAGE 39**

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**DETAILS FOUND
ON PAGE 28**

Community of CONNECTIONS



**MARYLAND
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table of contents

HIGH SCHOOL

What Does it Cost to Live?	4
Courses Matter/Choices Matter	6
Are You a Potential Maryland Scholar?	8
Countdown to College	10
Career & Technical Education	12
Math vs English Language Arts	14
SAT vs ACT	16
Setting "SMART" Goals	17
Student Life	18

COLLEGE

Your Campus Visit	20
Six Degrees of Education	22
College Tuition	24
Paying for College	26

PROFILES

Begin on.....	39
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CAREER

Resumes that Rock	30
Students in Training	31
High-Demand Jobs.....	32
Cybersecurity	34
The Workforce of the Future	36
Competing Beyond High School	78

For nearly 20 years, **Way to Be!** has helped students explore a variety of college and career options for their future. This publication connects to our mobile app **Way to Be!** which is available for iOS and Android devices. Now, students will have multiple ways to access the information previously only available in print. Additionally, the **Way to Be!** app expands on the magazine content by providing tools to help students identify and reach their education-related goals, while broadening our impact with students.



MARYLAND
Business Roundtable
for **EDUCATION**

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MARYLAND

THE DAILY RECORD

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WHAT DOES

MONTHLY EXPENSES



1 BEDROOM
APARTMENT \$1,193



GAS/ELECTRICITY \$150

CAR PAYMENT \$400



PHONE/INTERNET/CABLE \$150



CAR INSURANCE/GAS/
MAINTENANCE \$450



FOOD \$350

ENTERTAINMENT \$200



TOTAL EXPENSES \$2,893

NET PAY / MONTH \$1,759.33

WEEKLY PAY STUB

Hourly Rate \$15.00
Hours Worked 40

GROSS WAGES \$600

Taxes Withheld

Federal -\$102 \$498
State/Local -\$36 \$462
Social Security -\$36 \$426

Other Deductions

Health Insurance -\$20 \$406

NET PAY (What you take home) \$406

INCOME PER MONTH

GROSS WAGES

(\$600 x 52 weeks) (\$31,200 ÷ 12 months)
\$31,200.00 \$2,600.00

Taxes Withheld

Federal -\$442.00 \$2,158.00
State/Local -\$156.00 \$2,002.00
Social Security -\$156.00 \$1,846.00

Other Deductions

-\$86.67 \$1,759.33

Monthly Net Pay

\$1,759.33

IT COST TO LIVE?

HERE IS WHAT SOME MARYLAND JOBS PAY

Occupation	Education	Median Hourly Wage	Median Monthly Wage	Median Annual Wage	Employment Projections in 2026
Pediatrician	Doctoral or Professional degree	\$84.28	\$14,609	\$175,310	1,070
Lawyer	Doctoral or Professional degree	\$59.11	\$9,413	\$112,960	14,931
Information Security Analyst	Bachelor's degree	\$47.28	\$8,195	\$98,350	3,760
Veterinarian	Doctoral or Professional degree	\$45.90	\$7,788	\$93,460	1,725
Biomedical Engineer	Bachelor's degree	\$43.95	\$7,617	\$91,410	699
Environmental Engineer	Bachelor's degree	\$42.72	\$7,405	\$88,860	1,267
Accountant/Auditor	Bachelor's degree	\$38.23	\$5,962	\$71,550	31,670
Speech Language Pathologist	Master's degree	\$38.04	\$6,593	\$79,120	1,267
Producers and Directors	Bachelor's degree	\$35.78	\$6,201	\$74,420	1,711
Nurse (registered)	Associate's degree	\$35.24	\$6,108	\$73,300	57,704
Technical Writer	Bachelor's degree	\$35.03	\$6,070	\$72,850	2,357
Real Estate Sales Agent	High School diploma	\$34.48	\$4,896	\$58,760	6,532
Teacher (Secondary)	Bachelor's degree	\$31.70	\$5,138	\$61,660	88,721
Police Officer	High School diploma	\$29.51	\$5,115	\$61,380	13,396
Executive Administrative Assistant	High School diploma	\$29.27	\$5,074	\$60,890	11,029
Forensic Science Technician	Bachelor's degree	\$28.44	\$4,929	\$59,150	474
Graphic Designer	Bachelor's degree	\$27.17	\$4,350	\$52,210	4,458
Carpenter	High School diploma	\$25.41	\$4,025	\$48,330	21,456
Photographer	Bachelor's degree	\$21.85	\$3,023	\$36,280	5,745
Fitness Trainer	High School diploma	\$21.69	\$3,365	\$40,390	7,307
Dental Assistant	Certificate	\$19.79	\$3,340	\$40,080	7,538
Emergency Medical Technician	Certificate	\$18.67	\$2,950	\$35,400	5,471
Retail Salesperson	High School diploma	\$14.12	\$2,104	\$25,250	78,212
Waiter or Waitress	High School diploma	\$12.88	\$1,907	\$22,890	46,807

**Maryland Averages based on BLS Occupational and wage data*

WHAT ARE YOU DOING TO PREPARE YOURSELF TO EARN A GOOD SALARY?

For more occupations, visit https://www.bls.gov/oes/current/oes_stru.htm for salaries and <https://www.dllr.state.md.us/lmi/iandoproj/maryland.shtml> for employment projections

Courses Matter

Colleges and employers ask for high school transcripts because they want to know:

- Did you take challenging courses?
 - Are you prepared to do college work?
 - Would you be eager to take on a challenge?
 - Do you have the skills you need to be successful?
 - Will you show up for class or work?
- Are you reliable?

You want your transcript to shout **YES!** to all of those questions.

Legal Name Pat Smith
ID Number 625-559-5799
Birth Date 01/01/2001
Class of 2020
Graduation Date 05/27/2020
Parent/Guardian Patrick and Patricia Smith

SECONDARY SCHOOL INFORMATION

School Name Centennial High School
Address 123 Second Street Zip Code 21222
City Baltimore State MD Fax 410-555-3131
Phone 410-555-2121
Principal Mary Jackson Counselor Jim Lawrence

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
		SCHOOL YEAR	GRADE		
Gr. 9					
English 9	H	A	1.00	5.00	
Amer. Govt.	H	B	1.00	3.00	
Geometry	H	C	1.00	5.00	
Biology	H	A	1.00	4.00	
French 2	ST	A	1.00	4.00	
Foundations of Art	GT	C	1.00	4.00	
PE Fitness	ST	A	1.00	4.00	
Present:	175.0	Absent:	5.0	7.00	29.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
		SCHOOL YEAR	GRADE		
Gr. 10					
English 10	H	B	1.00	4.00	
World History	H	A	1.00	5.00	
Algebra 2	ST	B	1.00	3.00	
Chemistry	H	B	1.00	4.00	
French 3	ST	A	1.00	5.00	
Studio Drawing/Painting	GT	B	1.00	3.00	
Tech./Pers. Comp.	ST	B	1.00	3.00	
Present:	172.0	Absent:	8.0	7.00	28.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
		SCHOOL YEAR	GRADE		
Gr. 11					
English 11	H	B	1.00	4.00	
U.S. History	H	A	1.00	5.00	
Pre-Calculus	ST	B	1.00	2.00	
Physics	ST	C	1.00	5.00	
Figure Drawing 1	GT	B	1.00	3.00	
Health	ST	B	1.00	5.00	
Telemedia Design 1	GT	B	1.00	3.00	
Present:	175.00	Absent:	7.00	7.00	27.00

ACADEMIC COURSE CODES
GT: Gifted and Talented
H: Honors
ST: Standard
SE: Special Education

COURSE GRADES AND NOTIFICATIONS
Passing
A: 90-100%
B: 80-89%
C: 70-79%
D: 60-69%
S: Satisfactory
Failing
E: Below 60%
I: Incomplete
U: Unsatisfactory
AW, BW, CW, DW: Credit Withheld
Notations
NG: No Grade
R: Repeated Course

June 5, 2020 Mary Jackson
Date Official Signature

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
		SCHOOL YEAR	GRADE		
Gr. 12					
English 12	H	A	1.00	5.00	
Economics/Public Issues	H	B	.50	2.00	
College Algebra	AP	B	1.00	5.00	
Latin 1	ST	A	1.00	4.00	
Figure Drawing 2	GT	A	1.00	5.00	
Painting	GT	B	1.00	5.00	
Telemedia Design 2	GT	B	1.00	5.00	
Present:	173.0	Absent:	7.0	6.50	32.00

SUBJECTS	ACADEMIC SUMMARY					TOT
	9	10	11	12		
English	1	1	1	1	4.0	
Social Studies	1	1	1	1	3.5	
Mathematics	1	1	1	1	4.0	
Science	1	1	1	1	4.0	
World Language	1	1			3.0	
Business Education	1	1	2	3	7.0	
Art					1.0	
Music	1				1.0	
Physical Education			1		1.0	
Health		1		1	2.0	
Technology Education			1	1		
Career & Tech Ed. (CTE)						
TOTAL						30.5

MARYLAND HIGH SCHOOL ASSESSMENTS (X WHEN PASSED)			
PARCC Algebra I	X	HSA Biology	X
PARCC English 10	X	HSA Government	X

Serv. Learning Hrs. MET

GPA: 3.3

Weighted GPA: 4.2

Choices Matter

**BE HONEST,
WHO WOULD
YOU HIRE?**

The Maryland Scholar
with above-average
grades? The student
with below-average
grades and poor
attendance?

What you do in your
four years of high
school is important
to having a
successful future.

Legal Name Kelly Jones
ID Number 111-22-333
Birth Date 02/02/2001
Class of 2020
Graduation Date 05/27/2020
Parent/Guardian Kenny and Kim Jones

SECONDARY SCHOOL INFORMATION

School Name Centennial High School
Address 123 Second Street
City Baltimore State MD
Phone 410-555-2121 Zip Code 21222
Fax 410-555-3131

Principal Mary Jackson

Counselor Jim Lawrence

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
		GRADE	SCHOOL YEAR		
Gr. 9			2016 - 2017		
English 9	ST	C		1.00	2.00
Amer. Govt.	ST	B		1.00	3.00
Algebra 1	ST	E		0.00	0.00
Biology	ST	D		1.00	1.00
Spanish I	ST	C		1.00	2.00
Tech./Pers. Comp.	ST	A		1.00	4.00
PE Fitness	ST	C		1.00	2.00
Present: 165.0	Absent: 15.0			6.00	14.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
		GRADE	SCHOOL YEAR		
Gr. 10			2017 - 2018		
English 10	ST	D		1.00	1.00
World History	ST	C		1.00	2.00
Algebra 1	ST	R		1.00	1.00
Environmental Science	ST	C		1.00	2.00
Spanish 2	ST	C		1.00	2.00
Health	ST	C		1.00	2.00
Graphic Arts	ST	D		1.00	1.00
Present: 162.0	Absent: 18.0			7.00	12.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
		GRADE	SCHOOL YEAR		
Gr. 11			2018 - 2019		
English 11	ST	D		1.00	1.00
U.S. History	ST	D		1.00	1.00
Geometry	ST	D		1.00	1.00
Oceanography	ST	C		1.00	2.00
Spanish 3	ST	C		1.00	2.00
Music	ST	C		1.00	2.00
Comp. Aided Design 1	ST	E		0.00	0.00
Present: 167.00	Absent: 13.00			6.00	11.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
		GRADE	SCHOOL YEAR		
Gr. 12			2019 - 2020		
English 12	ST	D		1.00	1.00
World Cultures	ST	D		1.00	1.00
Consumer Math	ST	C		1.00	2.00
Ecology	ST	C		1.00	2.00
Fundamentals of Art	ST	D		1.00	1.00
Sign Language	ST	D		1.00	1.00
Comp. Aided Design 2	H	B		1.00	4.00
Present: 160.0	Absent: 20.0			7.00	12.00

SUBJECTS	ACADEMIC SUMMARY					TOT
	9	10	11	12		
English	1	1	1	1	4.0	
Social Studies	1	1	1	1	4.0	
Mathematics	1	1	1	1	4.0	
Science	0	1	1	1	3.0	
World Language	1	1	1	1	4.0	
Business Education	1	1	1	1	4.0	
Art				1	4.0	
Music		1				
Physical Education				1	2.0	
Health	1		0			
Technology Education		1			1.0	
Career & Tech Ed. (CTE)	1	1			1.0	
			1	1	2.0	
					2.0	
TOTAL						
MARYL AND HIGGS					27.0	

MARYLAND HIGH SCHOOL ASSESSMENTS (X WHEN PASSED)			
PARCC Algebra I	X	HSA Biology	X
PARCC English 10	X	HSA Government	X

Serv. Learning Hrs.

MET

GPA: 1.9

Weighted GPA: 1.9

ACADEMIC COURSE CODES	
GT: Gifted and Talented	
H: Honors	
ST: Standard	
SE: Special Education	

COURSE GRADES AND NOTIFICATIONS

Passing	Failing	Notations
A: 90-100%	E: Below 60%	NG: No Grade
B: 80-89%	F: Incomplete	R: Repeated Course
C: 70-79%	U: Unsatisfactory	
D: 60-69%	AW, BW, CW, DW: Credit Withheld	
S: Satisfactory		

June 5, 2020
Date
Mary Jackson
Official Signature

ARE YOU A POTENTIAL MARYLAND SCHOLAR?

Put a check in the column that best describes you and your plans.

MOSTLY TRUE

SOMETIMES TRUE

NOT TRUE

I am doing well in school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I show up to class on time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do more than expected of me in class.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I plan to take high levels of math and science.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know what I need to do to qualify for scholarships and grants.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I plan to learn a world language in high school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am/plan to get involved in extracurricular activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I currently/plan to give back to my community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am careful about what I post on social networking sites.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know what I want to do after high school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

KEY: Mostly True = 2 points Sometimes True = 1 point Not True = 0 points Total _____

IF YOU SCORED 14 POINTS OR HIGHER: Congratulations! You are well on your way to being a Maryland Scholar. You will likely complete all the right courses to get a good job with benefits, succeed in college AND qualify for scholarships and grants to help pay for college. Studies have shown that high school graduates who have completed higher levels of math and science classes, come to class on time and get involved in volunteer and school activities have earned \$1 million more over their lifetime than those who did not. Talk with your school counselor about taking honors and AP classes and begin researching colleges you are interested in to make sure you know what they require from you.

IF YOU SCORED BETWEEN 7 – 13 POINTS: With some effort, you could become a Maryland Scholar. At a minimum, make sure you take and complete Algebra 2, Chemistry, Physics and at least 2 years of the same world language during high school. By completing these courses in high school, you will be twice as likely to graduate from college and earn 13% more in wages a year! Meet with your school counselor at least one time each year to make sure you're on track with your courses. Also consider joining clubs/activities/sports offered at school and in your community. Colleges and employers want to know that you are involved in your school community and getting involved can also help you access money to pay for college through scholarships and grants.

IF YOU SCORED 6 POINTS OR LESS: You have the potential to be a Maryland Scholar, but you will need to step up your game. Employers say that high school graduates that they hire need the same skills and knowledge that colleges require of incoming freshmen! Talk to your family and school counselor. They will help you get – and stay – on the right track. Now's the time to start taking control of your future.

So Now What? **BECOME A MARYLAND SCHOLAR!**

Courses Matter + Choices Matter = MARYLAND SCHOLARS

BEING A MARYLAND SCHOLAR WILL HELP YOU:

- Get a good job that pays more.
- Succeed in college-level courses.
- Qualify for scholarships and/or grants to help you pay for school.

Whether your goal is to go to college, the military or get a job after graduation, getting the best possible foundation in high school is essential! You don't have to know what you want to do after high school right now; however, taking the right courses will allow you to follow any path you choose later on.

MARYLAND SCHOLAR COURSES

- 4 credits of English
- 4 credits of Math (including Algebra 1, Geometry, **Algebra 2**)
- 3 credits of Lab Science (Biology, **Chemistry**, **Physics****)
- 3 credits of Social Science (U.S. History, World History, Government)
- 2 credits of **the same World Language**

BY TAKING THESE COURSES, YOU WILL HAVE A GREATER CHANCE OF GETTING INTO SCHOOLS THAT YOU APPLY FOR, WHETHER IN STATE OR OUT OF STATE, BECAUSE OF THE SKILLS AND KNOWLEDGE GAINED FROM THEM.

- Students must attain 3.0 GPA
- Courses highlighted in **RED** are beyond state graduation requirements
- **A 3rd lab science may be substituted for Physics

COUNTDOWN 2 COLLEGE



8th Grade

- Sign up for Maryland Scholars courses in your high school. Include Algebra 2, Biology, Chemistry, Physics and 2 credits of the same World Language.
- Research colleges and careers that interest you.
- Complete common core grade 8 Mathematics or Algebra 1.
- Work hard and study to get good grades – it will make a difference in your options for high school.
- Join clubs/activities, play a sport or volunteer.

9th Grade

- Meet your counselor regularly to discuss goals and plans.
- Complete Algebra 1 or Geometry.
- Complete a lab-based science course such as Biology.
- Study, study, study! Colleges look at your transcript beginning with freshman grades. ALL 4 YEARS COUNT! Ask for help when you need it.
- High school sophomores can begin taking Advanced Placement (AP) and Career and Technical Education (CTE) classes. Talk to your school counselor about which classes are right for you.
- Join an extracurricular activity.
- Begin scholarship search or think about what you want to have done in 4 years so that you can place it on your resume.
- Journal what you did and did not like about activities, volunteer opportunities, extracurriculars and more so that you can get an idea of what you may want to pursue as a career.

10th Grade

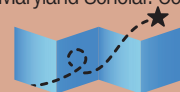
- Check in with your school counselor to make sure you're on track with your coursework.
- Keep up with classes, assignments and grades.
- Complete Geometry or Algebra 2.
- Take rigorous lab-based science courses such as Chemistry or Biology.
- Take honors and AP courses.
- Continue extracurricular activities and take on a leadership role if possible.
- Take the PSAT or ACT PLAN tests.
- Research dual enrollment opportunities.
- Plan enrichment activities for the summer, like summer workshops, internships, apprenticeships and jobs.
- Begin to form a list of what colleges you may want to attend (collegegrazing.com) and what you may want to study (mymajors.com).

11th Grade

- Focus on grades and exceed your potential. Junior-year grades are especially important for college admissions, but all four years count.
- Take honors and AP classes and exams.
- Take rigorous math and science courses such as Pre-calculus and Physics.
- Register and take the SAT or ACT test.
- Take advantage of dual enrollment opportunities offered at your school.
- Check out the colleges you are interested in – in person and online. Know their admissions criteria.
- Attend local college fairs like NACAC (nacacnet.org) or virtual college fairs (collegeweeklive.com).
- Research scholarships – start early so you can build a record that allows you to qualify.
- Pass all the High School Assessments.
- Consider traveling abroad (or volunteering nationally) if possible, it reflects great on a college resume or essay.

12th Grade

- Make the most of your senior year. It is important! No time to ease up now.
- Take a rigorous math class so you'll be successful when taking college entrance exams.
- Meet with your school counselor and review your transcript.
- Know and meet the deadlines to fill out college applications and start early to write essays and get teacher recommendations.
- Work with your English teacher or writing centers on your college entrance essay.
- Submit your college financial aid application (FAFSA) by March 1 – even if you think you don't need or won't qualify for financial aid.
- Search the Web and private groups for scholarships and apply.
- Be recognized as a Maryland Scholar. Celebrate!



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dreaming big, aiming
high, and turning ideas
into action.**

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 **leidos**

College is not the only way that someone works toward success. There are different ways to further your education and progress in a career, with Career and Technical Education (CTE) being one such example. CTE focuses on skill-based education and occupations that range in fields such as agriculture, trade- or industry-based jobs. This type of education focuses on teaching a set of specific skills through hands on learning and engagements to students in middle school, high school and post-secondary school. These jobs do not always require a degree but rather a certificate showing training has been completed in that specific skill. Career and Technical Education is the premier provider of career-focused educational solutions in Maryland.

CAREER AND TECHNICAL EDUCATION

Maryland offers 148 CTE programs of study across 237 participating schools. In total, 38.7 percent of high school students participate in CTE.

High School CTE Enrollment **103,538**

Postsecondary CTE Enrollment **56,600**

CTE is separated into 16 different career clusters. Maryland's Department of Education has organized its secondary CTE programs framed around the National Career Clusters Framework. Maryland's CTE Career Clusters include the following:

Arts, Media and Communication • Business Management and Finance • Construction and Development • Consumer Services, Hospitality and Tourism • Environmental, Agricultural and Natural Resources Systems • Health and Biosciences • Human Resource Services • Information Technology • Manufacturing, Engineering and Technology • Transportation Technologies

To explore additional pathways and find more information visit

<https://careertech.org/Maryland>

Sources:

https://www.bls.gov/careeroutlook/2015/article/career-clusters.htm?view_full#Arts,%20audio/video%20technology%20and%20communications

<https://www.aeseducation.com/what-is-career-technical-education-cte>

HERE'S A DEEPER LOOK INTO A FEW OF MARYLAND'S TOP CTE CAREER CLUSTERS!

Business Management and Finance:

The planning, organizing, directing and evaluating of business functions essential to productive business operations.

Sample pathway options: General Management, Business Information Management, Human Resources, Operations Management and Administrative Support

Human Resource Services:

The planning, managing and delivery of a wide range of health-related services.

Sample pathway options: Therapeutic Services, Diagnostic Services, Health Informatics, Support Service and Biotechnology Research and Development

Arts, Media and Communication:

The design, production, performance, writing and publishing of multimedia content.

Sample pathway options: Audio and Video Technology and Film, Printing Technology, Visual Arts, Journalism and Broadcasting and Telecommunications

Construction and Development:

The designing, planning, managing, building and maintenance of the built environment.

Sample pathway options: Design/Preconstruction, Construction and Maintenance/Operations

ADVANCED PLACEMENT (AP) AND CTE?

While the two don't seem to go together, AP and CTE courses can and should go hand in hand. Taking a combination of these courses in high school helps support career readiness by encouraging the development of academic knowledge and technical skills that are important to a student's overall employability. Don't turn away from an AP course if CTE is a path you plan to take. Consider expanding your horizons and development by taking both!

Knowledge runs deep.

Explore the benefits of lifelong learning.

KPMG joins with Maryland Business Roundtable for Education in support of education and lifelong learning. Their commitment to developing the next generation of leaders has helped benefit K-12 students in Maryland and provided them with a path to a brighter future.

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MAKING CONNECTIONS!

MATH VS ENGLISH LANGUAGE ARTS

Math and English Language Arts (ELA) are two subjects that many would not put together. Most of the time students see themselves as Math and Science or English and History people. However, there are many things that connect these two subjects.

These skills have disciplines that cross each other. Being able to use ideas and strategies in one class can always help you succeed in another!

HERE ARE FIVE WAYS THAT SHOW HOW THESE TWO FIELDS SHARE SIMILARITIES:

01

Perseverance

One main objective in both subjects is the push to keep going. Learning to stick with a task, especially a tough one, is an important skill for college and career. The same way you have to focus on a difficult equation, you have to focus on difficult texts when reading. Even if you make a mistake you can always try again!

02

Supporting Arguments

Using reasons or evidence to support an argument or claim is found in both Math and ELA. In ELA, this can mean going back to the text to find proof when answering questions or writing essays based on prompts from a reading. In Math, this can mean showing your work or completing a Mathematical problem. In both Math and ELA, the focus shifts from simply finding the answer to how to find the best answer and why that answer is best.

03

Clarity and Correctness

In ELA, there is a strong desire to have clarity and precise grammar and word choice such as the placement of a comma or choosing a word that makes a better sentence. In Math, precision and correctness are shown by making sure the correct and precise steps are used to complete an equation especially in terms of measurement. In both ELA and Math, it's expected to go further than just understanding the uses of grammar or Mathematical terms to a deeper understanding of how right or how effective something is or isn't.

04

Structure

Both ELA and Math share the ideas of patterns and find how these patterns create a story or equation. Structure analysis is a big part of ELA and understanding it helps you to become a stronger reader and writer. Structure analysis in ELA includes rhyme schemes, literary devices or structure of an argument. In Math, structure is found in looking at an equation's structure as a whole and seeing how different equations share similarities.

05

Strategy

Using tools strategically is found in both ELA and Math. In ELA the digital and social media world are new tools to use for research-based assignments and it is best to strive to learn the best way to use these worlds efficiently. In Math classes, the internet can be an easy way out when solving a problem but challenging yourself and using the appropriate tools to solve an equation can help make your Math skills stronger.



SAT ACT

These tests measure Reading, Writing and Language and Math skills and knowledge developed over many years, both in and out of school. You won't be asked to recall facts from Literature, History, or Science, or to complete Math formulas, because these tests measure your reasoning and critical thinking skills. The SAT and ACT generally test the same types of content.

Both ACT and SAT scores are used for college admissions and merit-based scholarships. The biggest differences between the tests are that the ACT has a Science Test and there's one SAT Math Section for which you cannot use a calculator. Colleges don't prefer one over the other, so explore both tests to decide which one(s) to take.

PSAT: The Preliminary SAT is a preparatory version of the SAT exam that most students take in both 10th and 11th grade. When you take the PSAT/NMSQT, you're automatically screened for the National Merit® Scholarship Program, an academic competition for recognition and SCHOLARSHIPS!

SAT: The SAT is one of two standardized college admissions tests in the US. There are two SAT sections: Math, Evidence-Based Reading and Writing, plus an optional Essay.

ACT: The ACT is a national college admissions examination that consists of subject area tests in: English, Mathematics, Reading and Science. The ACT with writing includes the four subject area tests plus a 40-minute writing test.

	The Average Freshman at these schools had a GPA of...			
Verbal + Math SAT Score of...	<2.50	2.50-3.00	3.01-3.49	3.50 OR +
<750	CCBC, BCCC, AACC, HCC, Garrett College			
750-999		Bowie St., Coppin St., UMD- Eastern Shore	Morgan State	
1000-1199		University of Baltimore	Frostburg State, McDaniel College, Mount St. Mary's, Stevenson University	Hood College, Towson University, Washington College
1200 OR +			Goucher College, Loyola University	Salisbury University, St. Mary's College, UMBC, MICA, UMD- College Park, Johns Hopkins, Notre Dame of MD University, St John's College

THE BEST WAY TO PREPARE FOR THESE TESTS IS TO:

- Take challenging courses
- Do your homework
- Prepare for tests and quizzes
- Ask and answer lots of questions
- In short, take charge of your education and learn as much as you can.

INSIDE THE TEST

These tests are highly relevant to your future success, because they focus on the skills and knowledge at the heart of education. They'll measure:

- What you learned in high school
- What you need to succeed in college

If you think the key to a high score is memorizing words and facts you'll never use in the real world, think again. You don't have to discover secret tricks or cram the night before.

Setting SMART

Goals

A GOAL IS WHAT YOU AIM OR STRIVE
TO ACCOMPLISH.

Why set goals?

Setting goals for yourself lets you get more out of life by deciding who you want to be and what you want to do. It is not just a process to identify your dreams, but it helps you achieve them.

HOW DO YOU SET A GOAL?

Make it SMART!

WITHIN THE NEXT 3 – 5 DAYS...

- Share your goals with a teacher, school counselor and/or parent/guardian so they can help support you.

WITHIN THE NEXT 2 WEEKS...

- Review your goals to see if you are on target.
- Make adjustments to your goals if needed.

WHEN YOU COMPLETE YOUR GOAL -

CELEBRATE!

S

Be **SPECIFIC**: what is it that you would like to accomplish?

}

M

How will you **MEASURE** your success?

}

A

Is it **ACHIEVABLE**? What actions will you take?

}

R

Set **REALISTIC** results that you hope to see.

}

T

How much **TIME** will you give yourself to reach the goal?

}



Creating Environments
that Inspire Success

careers.copt.com



The high school years are all about discovery – discovering who you are as a person, what matters to you, what you value and the path you will take in life. Here are some ideas of extracurricular activities that you can get involved in during high school to discover YOU.

STUDENT LIFE

Service Learning

helps connect real-world experiences to academic subjects and gain understanding of oneself and empathy and respect for others.

- COACH A YOUTH TEAM IN A SPORT YOU LOVE.
- BECOME A VOLUNTEER TUTOR.
- HOLD A BAKE SALE OR DONATION DRIVE FOR YOUR FAVORITE CHARITY.
- PARTICIPATE IN A CLEAN-UP OF A ROAD, LOCAL PARK OR SCHOOL.
- TEACH COMPUTER SKILLS TO THE ELDERLY.
- VOLUNTEER TO TEACH ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (ESOL).

Leadership

helps develop communication and negotiation skills, network, hone problem-solving skills and discover new talents.

- FUTURE BUSINESS LEADERS OF AMERICA
- STUDENT ATHLETIC ASSOCIATION
- HONOR SOCIETY
- STUDENT GOVERNMENT
- DECA

Athletics

helps build sportsmanship, teamwork, character leadership, development of athletic skills and health and safety.

- CHEERLEADING
- JUNIOR ROTC
- TRACK AND FIELD
- SWIMMING AND DIVING
- JUNIOR VARSITY AND VARSITY SPORTS
- GOLF

Clubs and Activities

help maintain balance, foster creative, social and physical skills and strengthen self-esteem.

- | | |
|-------------------------|----------------------|
| • DEBATE TEAM | • ART CLUB |
| • STEM CLUBS (ROBOTICS) | • CHOIR |
| • WORLD LANGUAGES | • AUDIO-VISUAL CLUBS |
| • MATH TEAM | • MATHEMATICS |
| • MOCK TRIAL | ENGINEERING SCIENCE |
| • DRAMA CLUB | ACHIEVEMENT (MESA) |
| • YEARBOOK | |

**Learning helps you keep
Defining Possible every day**



NORTHROP GRUMMAN

ngc.com

Your Campus Visit*

*Due to COVID-19 colleges are offering virtual tours to help answer your questions and abide to health and safety regulations.

Here are some things to see, do and ask!

Try to visit college campuses when school is in session, so you can really get a feel for what it's like during a normal day. You can try to schedule your next visit on a professional development day for teachers, when you have no school but colleges are holding classes. You can also use your spring break to visit out-of-state schools – some colleges will even let you spend the night in one of their dorms. If visiting in person is not possible, be sure to take a virtual tour.

Check the boxes and fill in your answers as you explore a campus.

COLLEGE NAME _____

LOCATION _____ DATE VISITED _____

WHAT TO SEE:

THE DORMS

How far is the walk to class?

Are the dorms co-ed? ☐ Y ☐ N

Do they have study areas? ☐ Y ☐ N

Is there a laundry room for students? ☐ Y ☐ N

THE BOOKSTORE

Do they carry everything you will need for class or will you have to leave campus for necessities? ☐ Y ☐ N

THE DINING FACILITIES

What are the food plan options?

Is there a variety of food? ☐ Y ☐ N

Try the food. Is it good? ☐ Y ☐ N

THE LIBRARY

What are their hours? _____

Is there computer access for student use? ☐ Y ☐ N

THE SPORTS CENTERS

Take a peek at the arena while on campus. You may even be able to attend a game or concert. ☐ Y ☐ N

WHAT TO DO:

- ☐ Interview with an admissions officer.
- ☐ Get information about financial aid and work opportunities on campus.
- ☐ Take a tour with a student guide. Ask students questions about their experiences.

Why did they choose this college?

What is their major?

What do they do for fun?

- ☐ Read the student newspaper or blog.

What is happening on campus?

- ☐ Venture off-campus.

Is it a safe area?

Could you find an off-campus job? ☐ Y ☐ N

Are there things to do/visit? ☐ Y ☐ N

Is public transportation available? ☐ Y ☐ N

WHAT TO ASK:

- ☐ What courses of study/majors does the college offer/specialize in?

- ☐ What kinds of transition support services do they offer freshmen?

- ☐ How do you get help when you need it?

- ☐ What's the student-teacher ratio?

- ☐ Who are the best professors?

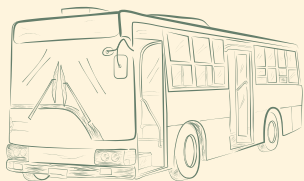
- ☐ How is campus life?

Notes:

Choosing a college is a big decision. Make sure you're choosing the right one for you. Was there anything that you particularly liked or disliked about the college? Be sure to note it here, so you don't forget.

Tips and tricks that will help when looking!

“On top of my other classes, I write for The Baltimore Watchdog, an online newspaper that is run by journalism professors at Towson University in which every student with a journalism track has to write for.



I DO THE LEGWORK. DRIVE. INTERVIEW. REPEAT.

I need the details that I can only get from being somewhere and talking to someone in person.”

Although Andrea has access to a car,

THERE ARE SO MANY OTHER OPTIONS AVAILABLE TO YOU TO MAKE SURE YOU HAVE A WAY TO GET FROM POINT A TO POINT B!

So be sure to look into it.

COMMUTE



BE SURE TO IMAGINE THIS AS YOUR NEW HOME FOR THE NEXT FEW YEARS.

Is this going to be a good fit? Did you get excited and feel safe and comfortable walking around or near campus?

GOOD FIT?



“I LOVE MY MAJOR BECAUSE I LOVE WHAT I'M LEARNING.

I think about all the things we know about the world around us and how most of it is because of incredible storytelling, and by extension, incredible reporting.”

MAJORS

TRY TO VISIT WHEN SCHOOL IS IN SESSION!

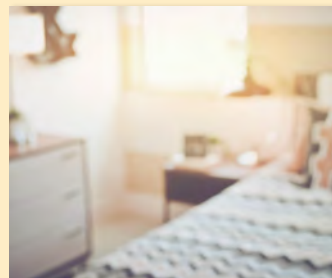
That way you can see students going about their day. It also helps to truly get the feel of the campus. Plan a visit on a teacher professional day or winter/spring break.



IF YOU CAN'T GET THERE LET IT COME TO YOU!

Virtual tours are also available for certain colleges.

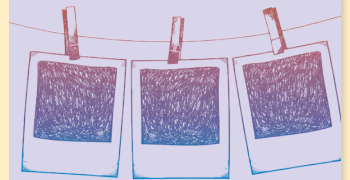
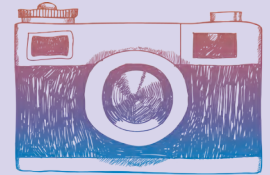
VISIT



DISTANCE IS KEY TO YOUR LIFESTYLE WHEN LIVING ON CAMPUS.

You don't want classes to be too far away from your dorm room, especially on days when you're in a bit of a hurry.

DORMS



TAKE PHOTOS AND NOTES OF THE PLACES THAT YOU VISIT!

After a couple schools things will start to blur together so it's better to keep a file of your different experiences. This is also a great place to put down anything you may have disliked.


NOTES



Keep in mind, if you need any help with any of these topics don't hesitate to contact an admissions officer.

THEY ARE THERE TO HELP!

REACH OUT



degrees of EDUCATION

BACHELOR'S

DEGREE

Examples: Financial Analyst, Industrial Designer, Information Systems Manager

- Four to five years of full-time college course of study – 120 credits.
- Most common are: Bachelor of Arts (B.A.) and Bachelor of Science (B.S.).
- Marks of excellence can be earned – cum laude (with honors), magna cum laude (with high honors), or summa cum laude (with highest honors) – generally based on grade point average.

MASTER'S

DEGREE

- Examples: Nurse Midwives, Political Scientist, Statistician
- Can be earned part-time over several years.
- May require writing a thesis or dissertation.
- One to two years of coursework beyond a Bachelor's degree – 30-60 credits.

CERTIFICATE

- Examples: General Contractor, Fitness Trainer, Microsoft Certified IT Professional (MCITP)
- Certificates can take a few weeks or up to two years to earn.
- They are awarded by community colleges and private career schools.
- They also can be earned by completing job training or even in a high school program.

PROFESSIONAL

DEGREE

- Examples: Lawyer, Physician, Pharmacist
- Two to five years of coursework beyond a Bachelor's degree – 60-120 credits.
- Requires completing academic requirements to become licensed in careers such as law, medicine or architecture.
- May require passing statewide examinations and/or completing an internship.

ASSOCIATE'S

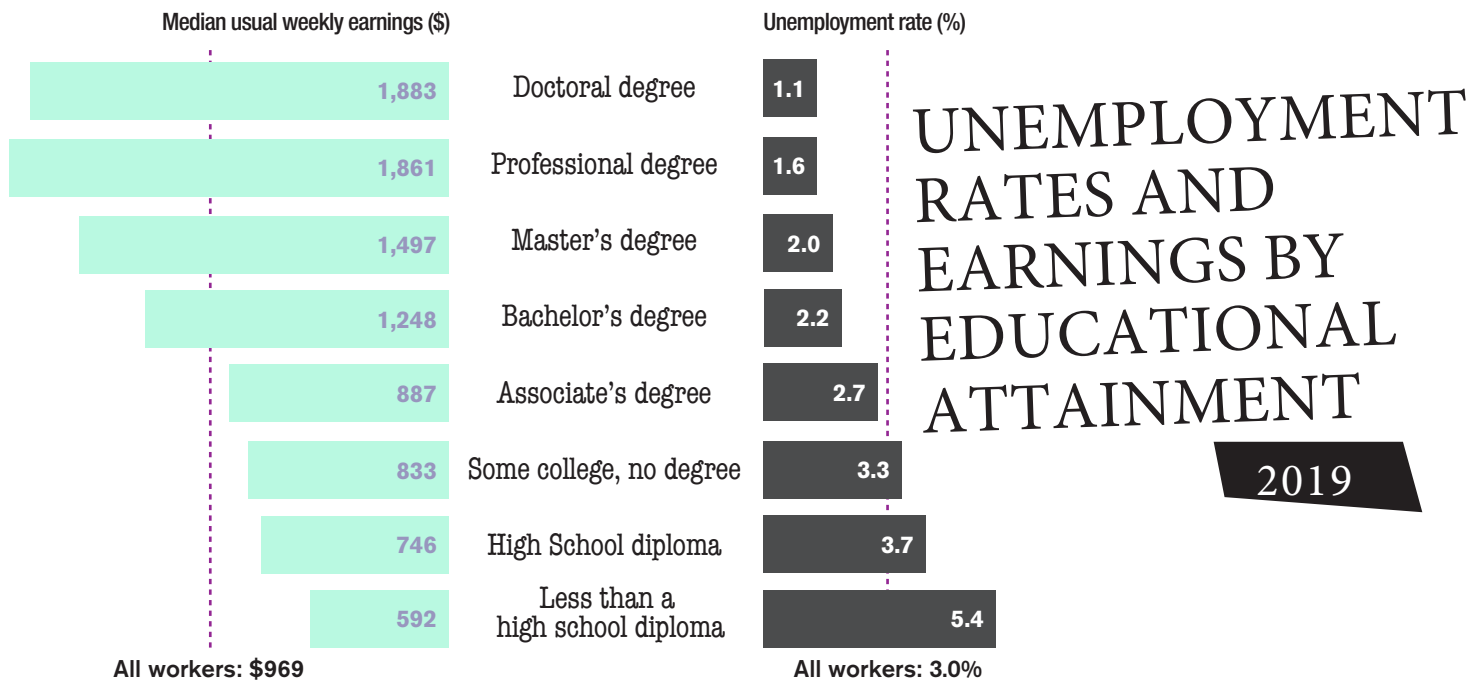
DEGREE

- Examples: Registered Nurse, Web Developer, Air Traffic Controller
- Two years of full-time college coursework, or 60 credits, are needed.
- Associate's degrees are offered by community colleges.
- Associate of Arts (A.A.) or Associate of Science (A.S.) degrees are available.
- Associate of Applied Science (A.A.S.) degrees are for technical or career programs.

DOCTORAL

DEGREE

- Examples: Psychologist, Astronomer, Professor
- Two to five years of coursework beyond Master's degree – 60-120 credits.
- Requires writing a thesis or dissertation.
- Requires passing oral and written examinations.



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers. Source: U.S. Bureau of Labor Statistics, Current Population Survey.
<https://www.bls.gov/emp/chart-unemployment-earnings-education.htm>



The quality of a private campus with the affordability of a public university.

Academic Excellence

Offering 62 distinct undergraduate majors, master's degrees and doctoral programs, SU celebrates individual talents and encourages big ideas.

National Recognition

SU consistently ranks among the nation's best in *The Princeton Review*, *U.S. News & World Report* and *Kiplinger's Personal Finance*.

Beautiful Campus

Home to 8,600 students and state-of-the-art new facilities, SU is located on Maryland's scenic Eastern Shore – just a short drive from the beach.

Find out how Salisbury University is the right – and affordable – fit for you.

Salisbury
UNIVERSITY

www.salisbury.edu



COLLEGE TUITION

FOR 2020-21 SCHOOL YEAR

PUBLIC COLLEGES

THE FOLLOWING IS BASED ON FULL-TIME UNDERGRADUATE STUDENTS (AT LEAST 12 CREDITS) • Maryland Resident – Fall 2020 & Spring 2021 • HOUSING IS BASED ON DOUBLE-OCCUPANCY (Mid-Range) and Room Charges ONLY (Not Room & Board)

NAME	LOCATION	WEBSITE	# OF UNDERGRADS FOR 2019-20	TUITION & FEES	HOUSING
Bowie State University	Bowie	www.bowiestate.edu	5,308	\$4,222	\$5,758
Coppin State University	Baltimore	www.coppin.edu	2,362	\$6,716*	\$5,985
Frostburg State University	Frostburg	http://www.frostburg.edu/	4,638	\$9,410	\$5,274
Morgan State University	Baltimore	http://www.morgan.edu/	6,450	\$4,004	\$6,696
Salisbury University	Salisbury	http://www.salisbury.edu/	7,650	\$10,268	\$7,376
St. Mary's College of MD	St. Mary's City	http://www.smcm.edu/	1,275	\$15,124	\$7,850
Towson University	Towson	http://www.towson.edu/	19,818	\$10,462	\$7,632
University of Baltimore	Baltimore	http://www.ubalt.edu/index.cfm	2,569	\$4,678	N/A
University of MD – Baltimore County	Catonsville	http://www.umbc.edu/	929	\$6,014	\$7,694
University of MD – College Park	College Park	http://www.umd.edu/	30,762	\$10,778	\$8,064
University of MD – Eastern Shore	Princess Anne	https://www.umes.edu/home/	2,861	\$8,558	\$5,273
University of MD – Global Campus	Adelphi	http://www.umuc.edu/	47,253	\$7,560	N/A

*Note: University of MD Baltimore not listed above, as it is a campus of graduate and professional schools

**Costs may vary due to COVID-19, check school's website for more information.

PRIVATE COLLEGES (Four-Year Independent Colleges & Universities)

NAME	LOCATION	WEBSITE	# OF UNDERGRADS FOR 2019-20	TUITION & FEES	HOUSING
Capitol Technology University	Laurel	https://www.captechu.edu/	434	\$25,324	\$10,672
Goucher College	Towson	http://www.goucher.edu/	1,425	\$47,100	\$15,100
Hood College	Frederick	http://www.hood.edu/	1,092	\$41,060	\$13,200
Johns Hopkins University	Baltimore	https://www.jhu.edu/	6,064	\$55,350	\$8,652
Loyola University, Maryland	Baltimore	http://www.loyola.edu/	3,879	\$49,700	\$10,580
Maryland Institute College of Art	Baltimore	https://www.mica.edu/	1,714	\$49,720	\$11,792
McDaniel College	Westminster	http://www.mcdaniel.edu/	1,558	\$44,540	\$10,200
Mount St. Mary's University	Emmitsburg	http://www.msmary.edu/	1,889	\$42,200	\$6,940
Notre Dame of Maryland University	Baltimore	http://www.ndm.edu/	836	\$38,295	\$7,566
St. John's College	Annapolis	http://www.sjc.edu/	1,667	\$35,000	\$11,968
Stevenson University	Stevenson	http://www.stevenson.edu/	3,113	\$37,082	\$8,284
Washington College	Chestertown	http://www.washcoll.edu/	1,367	\$48,678	\$6,365

COMMUNITY COLLEGES

NAME	LOCATION	WEBSITE	# OF UNDERGRADS FOR 2019-20	COST PER CREDIT HOUR
Allegany College of Maryland	Cumberland	www.allegany.edu/	2,585	\$129
Anne Arundel Community College	Arnold	www.aacc.edu/	12,886	\$241
Baltimore City Community College	Baltimore	www.bccc.edu/	4,523	\$110
Carroll Community College	Westminster	www.carrollcc.edu/	3,050	\$172
Cecil College	North East	www.cecil.edu/Pages/default.aspx	2,391	\$232
Chesapeake College	Wye Mills	www.chesapeake.edu/	2,189	\$193
College of Southern Maryland	LaPlata, Leonardtown, Prince Frederick	www.csmd.edu	6,882	\$131
Community College of Baltimore County	Catonsville, Dundalk, Essex	www.ccbcmd.edu/	18,830	\$241
Frederick Community College	Frederick	www.frederick.edu/	6,129	\$208
Garrett College	McHenry	www.garrettcollege.edu/	658	\$275
Hagerstown Community College	Hagerstown	www.hagerstowncc.edu/	4,156	\$192
Harford Community College	Bel Air	www.harford.edu/	5,865	\$226.11
Howard Community College	Columbia	www.howardcc.edu/	9,211	\$239
Montgomery College	Germantown, Rockville, Silver Spring	www.montgomerycollege.edu/	21,260	\$201
Prince George's Community College	Largo	www.pgcc.edu/	11,885	\$202
Wor-Wic Community College	Salisbury	www.worwic.edu/	3,024	\$248

YES!

You can afford to go to college.

A total of \$183.8 billion was available in 2014-15 for undergraduate aid. Financial aid is money that can help you pay for college. Some aid needs to be paid back or earned, and some aid is a gift (Grants or Scholarships). This money is available to all kinds of people. With financial aid, many students who can't afford the full cost of college are able to earn their degrees. In fact, most full-time college students receive some type of financial aid. (source: bigfuture.collegeboard.org)

Paying ^{FOR} College

FIND OUT HOW MUCH AID YOU MIGHT QUALIFY FOR!

SCAN CODE TO LINK TO FAFSA 4 CASTER:



THE BASICS

It is possible for everyone to go to college. There are many ways to pay for school and to get help paying for it. There are four main types of financial aid students can get:

- **GRANTS** are primarily awards of money for college that do not have to be paid back.
- **SCHOLARSHIPS** generally are given to recognize a student's academic success, athletic skill or other talent. Many clubs and other groups (Girl/Boy Scouts, honor societies, etc.) offer scholarships, some of which you can win before your senior year of high school. Scholarships may come with conditions, such as maintaining a certain major or GPA. Grants and scholarships typically do not need to be repaid.
- **STUDENT LOANS** must be repaid, some with interest, after the student graduates or stops going to school. Parents also may take out loans for their children's education.
- **WORK STUDY** is a federal aid program run by colleges that allows students to work to earn money to help pay for school.

Grants, Delegate and Senatorial Scholarships, Tuition Waivers and other resources.

- **COLLEGES AND UNIVERSITIES:** Schools offer/award a number of grants and scholarships.
- **NONPROFITS/PRIVATE ORGANIZATIONS:** Many clubs, professional organizations and community groups award scholarships and grants.
- **EMPLOYERS:** Many employers offer tuition assistance for employees and families (children and spouse).

WHAT DO I DO NOW TO PREPARE?

- Consider your goals and what education you need to reach them.
- Go to or visit the Maryland Higher Education Commission college and career readiness website to learn more about Financial Aid and Preparing for College <http://mhec.maryland.gov/Pages/default.aspx>.
- Enroll in as many high-level classes as possible. The more you learn in high school, the better you will do in college and the more college options you will have. Develop good study habits.
- Earn as many college credits as possible... take AP classes or earn an IB diploma. Get involved – volunteer for community service projects. Many scholarship programs look for community service projects and activities, especially private scholarships.

SOURCES AND TYPES OF AID INCLUDE:

- **FEDERAL AID:** Pell Grant, Supplemental Educational Opportunity Grant, Work Study, Direct Family Educational Loan Program, Perkins Loan and TEACH Grant.
- **STATE AID:** Howard P. Rawlings Program of Educational Excellence Guaranteed Access and Educational Assistance



WHAT IS FAFSA?

FAFSA stands for Free Application for Federal Student Aid. The data on your FAFSA is used to determine if you are eligible for financial aid from federal and state aid programs and financial aid programs offered by colleges and universities. It is FREE to file a FAFSA, so PLEASE do not pay for assistance with completing and filing a FAFSA. The FAFSA is an electronic application. If you cannot complete and file the FAFSA electronically, see your high school counselor for help. The Financial Aid Office at the college or university you plan to attend will help, too.

Check out pages 24 and 25 to learn what it costs to go to school in Maryland!

WHEN AND HOW DO I FILE THE FAFSA?

The FAFSA application is available each year on October 1. File the FAFSA as soon as it is available. Enter at least one Maryland school to be considered for Maryland state financial aid programs. The state deadline for Maryland aid is March 1. Complete and submit all documents for financial aid before March 1 to ensure you are considered for most types of financial aid. To file online go to <http://www.fafsa.gov/>. For the 2020-2021 FAFSA, students will use 2018 (individual and parent) tax information.

TEN TIPS FOR PAYING FOR COLLEGE

1. **SAVE FOR COLLEGE** – start early.
2. **SEARCH AND APPLY FOR SCHOLARSHIPS AND GRANTS** – work with your high school counselor and search the Internet.
3. **KNOW AND MEET FINANCIAL AID DEADLINES** – grants, loans, scholarships, etc.
4. **EARN COLLEGE CREDIT WHILE IN HIGH SCHOOL** – take AP classes and/or dually enroll (take high school and college classes at the same time).
5. **REDUCE YOUR COSTS** – start at a community college.
6. **EARN YOUR DEGREE FASTER** – take summer classes.
7. **SAVE MONEY** – take 15 credit hours each semester.
8. **GET A PART-TIME JOB, ON OR OFF CAMPUS** – learn about work-study.
9. **FILL OUT THE FAFSA.**
10. **MAINTAIN A GPA THAT KEEPS YOU ELIGIBLE FOR FINANCIAL AID.** Don't lose your scholarships, grants and loans.

HOW MUCH DOES COLLEGE COST?

College is more than just tuition and fees – so start saving now. Other things you may need to pay for include:

- Food and housing
- Health insurance
- Books and other supplies like notebooks, folders, computers, calculators, etc.
- Lab fees for certain courses
- Transportation expenses to go home on weekends or holidays or to commute to campus
- Other personal expenses such as laundry, groceries, entertainment, etc.

GOOD WEBSITES TO CHECK OUT:

- mhec.maryland.gov
- www.fastweb.com
- www.finaid.org
- www.studentaid.ed.gov
- collegescorecard.ed.gov
- www.collegeboard.com
- www.petersons.com
- www.easfaa.org
- www.supercollege.com
- www.act.org
- www.salliemae.com/college-planning

MORE ON SCHOLARSHIPS

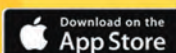
There are billions of dollars available in grants and scholarships. The state of Maryland awards over \$100 million of state financial aid each year alone. Other scholarships are offered by individuals, corporations and foundations and can be searched for on the Internet or researched in your school's counseling office or college center.

Many scholarships require you to write an essay and/or submit letters of recommendation. There are scholarships out there for everyone, including specific awards for:

- People who are the first in their family to go to college (first generation)
- Women/Men
- People with specific ethnic backgrounds
- People going into specific areas of study
- People with volunteer experience
- People with disabilities
- People involved in clubs
- People with special talents
- People whose parents hold certain jobs
- People whose parents are in the military (Veterans/Active Duty)
- Unique scholarships (e.g. short people, tall people, left-handed people)

Way to Be, a mobile app that provides College & Career advice to help you stay on track and discover your path.

Download now to learn about Eli and Katy or discover other career pathways and jump start your career journey.



NEW RELEASE

This new 2.0 version now contains a game, news wall and more information to further your college, careers and life journey.



How did they prepare you for college?

High school involvement taught me how important it is to engage with the members of the school community. That is such an important element of having a positive college experience and provides a great networking opportunity. Leading some of these groups also taught me valuable skills in organization and peer leadership.

What did you want to be when you grew up?

I always wanted to go into law enforcement or journalism. I continue to believe that these are two of the most honorable and fulfilling professions.



Katy

I WORK IN:
Allegany County



Eli

I WORK IN:
Wicomico County

What summer jobs did you gain from them?

I worked as a therapist at a nursing home. I was able to learn a lot and I worked with wonderful people. They relied on me to be there and it was a rewarding job.

How did you get your job?

I was a college intern for two weeks into my 400-hour program. What I wanted to do with my internship, I was offered that capacity for Maryland and I was there years before getting hired.



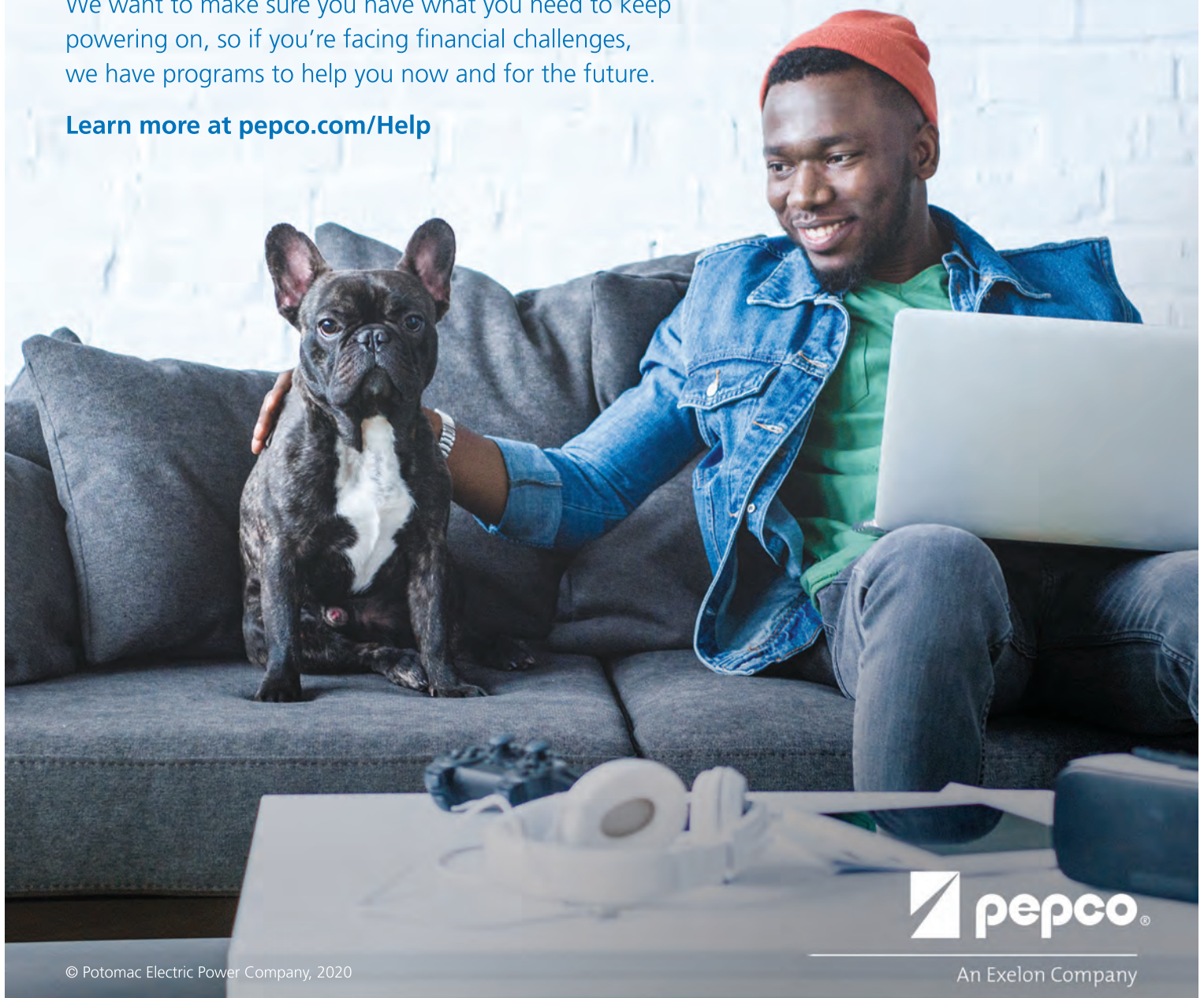
WAY to BE

from the Maryland Business Roundtable for Education

Let's power on.

At Pepco, we're committed to maintaining a strong energy grid to deliver reliable service for our customers. We want to make sure you have what you need to keep powering on, so if you're facing financial challenges, we have programs to help you now and for the future.

Learn more at [pepco.com/Help](https://www.pepco.com/Help)



RESUMES

That

ROCK

TIPS

IN GENERAL...

- Be sure the information you give is relevant, true and complete.
- Make sure your resume is easy to read (large enough text) and attractive (consistent formatting and good organization).
- Check your spelling and grammar.

JANE
EYRE

444 Main Street
Ellicott City, MD 21042
410-555-6789
jane.eyre@gmail.com

Is your email address something like troublemaker@gmail.com? Doesn't sound too professional, does it? Make a new one for job searching using just your name or initials.

If your school gives your grades as a percentage, write "Avg: 87.3%." If your grades aren't so hot, leave them out for now and work on improving them.

TIPS TO GET YOU THAT ALL-IMPORTANT INTERVIEW

EDUCATION

Central High School
Perfect attendance during first semester
Maryland Scholar
Expected graduation: May 2021

GPA: 2.8/4.0

Summer 2020

EMPLOYMENT

Ellicott City Community Pool, Lifeguard
16 hours of work every weekend
Trained in CPR and First Aid
Maintained pool cleanliness and safety

How long have you been involved or were you involved? Employers like to see commitment.

2018-2019

ACTIVITIES

J.V. Soccer, Team Captain
Eight hours of practice and two games every week
Led team to 14-2 record
Highest goal percentage on team
Won Spirit Award at end-of-year banquet

2017-2018

List can include awards, honors or other special classes or CTE programs. Tip: List your sculpture class if you're applying for an internship at a museum.

Helping Hand Nursing Center, Volunteer
Four hours of volunteer work twice a month
Talked to residents, designed activities and assisted nurses
Recruited two more volunteers

Include things you do at school and in your community, as well as volunteer activities. Write about your role in the activity, what you do/did, what skills you've gained as a result and any achievements and honors.

SKILLS

Key traits and skills that will impress would-be employers: responsibility, organization, dedication, hard work, multi-tasking, leadership, creativity and time management. Think about how you've learned or been able to use these skills or traits and describe the experience.

- Bilingual: Spanish and English
- Basic computer skills, including word processing (Microsoft Word) and PowerPoint; excellent knowledge of Internet search engines
- Responsibility learned through taking care of two siblings most evenings
- Organizational skills learned through balancing school, sports and family obligations
- Dedication and hard work proven through athletic success

INTERESTS

Reading, photography, spending time with family

This is a good place to list things you do or like, especially if they are related to the kind of job you want. For instance, if you want to be a lifeguard, mention that you love swimming and exercising.

Most high school students don't have much work experience. Employers expect that. Still, they want to know what makes you stand out. Nothing reflects your skills and achievements better than your transcript or a great resume.

STUDENTS IN TRAINING

Maryland is a vanguard that helps keep the United States and the global community safe and thriving. Our workforce has expertise in combating bioterrorism, developing innovative weapons and defense gear, aiding the nation's healthcare system, safeguarding food and medicine, advancing aerospace and tracking the ever-changing patterns of climate change, among many others. Thousands of Americans consider serving in the military. You can make the military a very rewarding growth experience if you prepare yourself before joining.

ENLISTING STEPS

Contact a recruiter

They will tell you all the information you'd like to know about a particular branch and the jobs offered within it. Don't be afraid to reach out and ask as many questions as you need to feel comfortable about making this step in your life! Each branch has its own recruiting team so find one near you.

There is also the option to apply online. Visit www.usa.gov/join-military to find out more about each branch and apply.

There are several different branches in the military

MARINES	(www.marines.com)
COAST GUARD	(www.gocoastguard.com/Careers)
ARMY	(www.goarmy.com/locate-a-recruiter.html)
AIR FORCE	(www.airforce.com/find-a-recruiter)
NAVY	(www.navy.com/local)

Report to a military entrance processing station (MEPS)

Here you will spend the day taking the ASVAB (The Armed Services Vocational Aptitude Battery) a multiple choice test to determine qualification, have a physical exam and speak to a career counselor. If you are cleared for acceptance you then take the oath of enlistment.

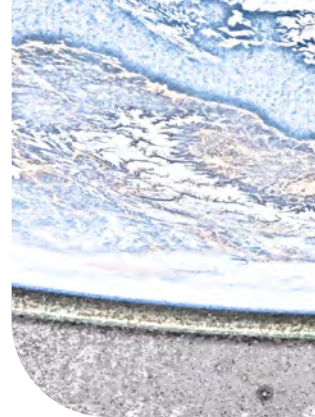
Time to wait for orders

After you have completed the first two steps you will receive orders for basic training and start on your path toward your new chapter of life.

Things to know

- You must be a U.S. citizen to join or be a lawful permanent resident with a valid green card.
- You may enlist at 17 with parent consent or 18 or older without.
- The highest form of education required is a high school diploma or GED (certain branches may be limited).
- The military can help you not only establish a career but further your education. The military offers many educational benefits that service members can take advantage of during or after service. From financial aid and college funds, to loan repayment programs.
- Military offers travel - deployment is a BIG factor in this type of career. Various branches send people to different areas such as Germany and Japan!

MARYLAND'S HIGH-DEMAND JOBS



ADVANCED MANUFACTURING

Sixty percent of Maryland's manufacturers are advanced – producing high-mix, low volume, high technology products. Using advanced materials, processes and machinery; companies develop heavily engineered, customized products such as sensors, unmanned and autonomous systems, medical devices, electronics and capital equipment.

AEROSPACE & DEFENSE

The first visit from Earth to Pluto came from Maryland, in the form of the New Horizons mission—designed, built, operated, and managed for NASA by Maryland's own Johns Hopkins Applied Physics Lab. Maryland holds 15 of the top 20 aerospace and Defense companies. With 350 research centers, 20 military facilities, and 60+ federal agencies, Maryland is tops in total federal obligations (per capita) for research and development at \$15.4 billion.

AGRIBUSINESS

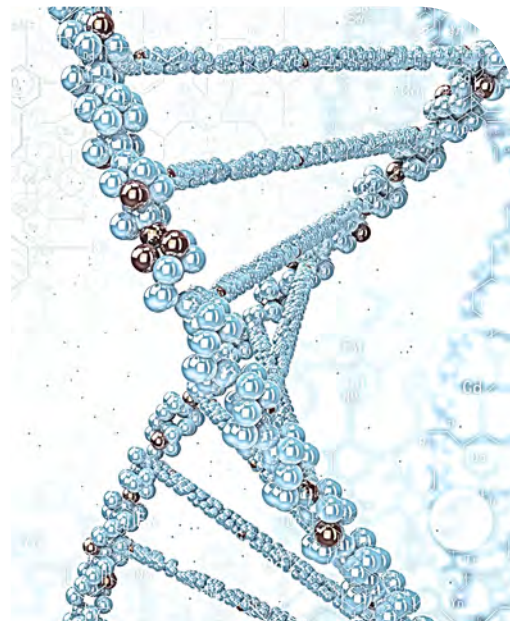
The combination of Agricultural, Food Production and Climate and Topography are all thriving businesses in Maryland. More than 12,250 farms dot the state of Maryland—and make their mark on the state's economy as well. Maryland farms generate three times the national average in sales per acre, and are more valuable per acre than the average U.S. farm.

BIO HEALTH & LIFE SCIENCES

As the first to map the human genome and first to develop a rapid test for Ebola, Maryland leads the world in adult stem cell production and vaccine development, and represents one of the largest life sciences clusters in the U.S. with 500+ biotech companies, 2,360 life sciences firms, the NIH, the FDA, Johns Hopkins University, the University of Maryland and plenty of funding and guidance resources.

ENERGY & SUSTAINABILITY

Maryland's research-driven and innovative spirit, combined with strong goals, a multi-modal location and key investments in the energy sector, make it a prime location for companies offering energy and sustainability products, services or initiatives. Altogether, Maryland's 1,260 energy and sustainability firms already generate some \$8 billion in gross state product—with numerous state resources to ensure that number keeps growing.





BY THE NUMBERS

Aerospace and Defense: 134,860
public / private sector jobs

Energy & Sustainability: 38,610

Bio Health & Life Sciences: 42,040

IT &
Cybersecurity: 117,360

Advanced
Manufacturing: 103,330

Military & Federal
Innovation: 410,219

Agribusiness: 44,796

TOTAL EMPLOYMENT: 2,626,510

FINANCIAL SERVICES

Maryland's leadership in financial services goes back quite a while. All the way to 1800, in fact, when Alex Brown was established in Baltimore becoming the first investment bank in the United States. Today, Greater Baltimore is home to more recent financial powerhouses such as T. Rowe Price and CareFirst. These are among the best known of the state's 8,340 financial services firms that collectively employ nearly 95,000 workers and generate \$20.87 billion in gross state product.

IT & CYBERSECURITY

A hotbed of software services, electronics, telecommunications firms and a critical mass of cyber security organizations converge in Maryland. The U.S. Cyber Command, NIST's National Cyber security Center of Excellence, Lockheed Martin's NexGen Cyber & Innovation Center, 11,600 information technology businesses, 16 NSA certified CAE's and a workforce of nearly 115,550 industry-related workers are all in arm's reach of each other.

CYBERSECUR

STEPS TO START EARLY!

>> There are so many careers and paths to take within the cybersecurity world! Defending our nation against cyber criminals, securing money for films and entertainment, preserving the privacy of others and protecting the country's electrical grid that controls our devices are just a few ways that you could help in the future through the means of cybersecurity.

>> Any device connected to the internet makes it vulnerable to cyber-attacks.

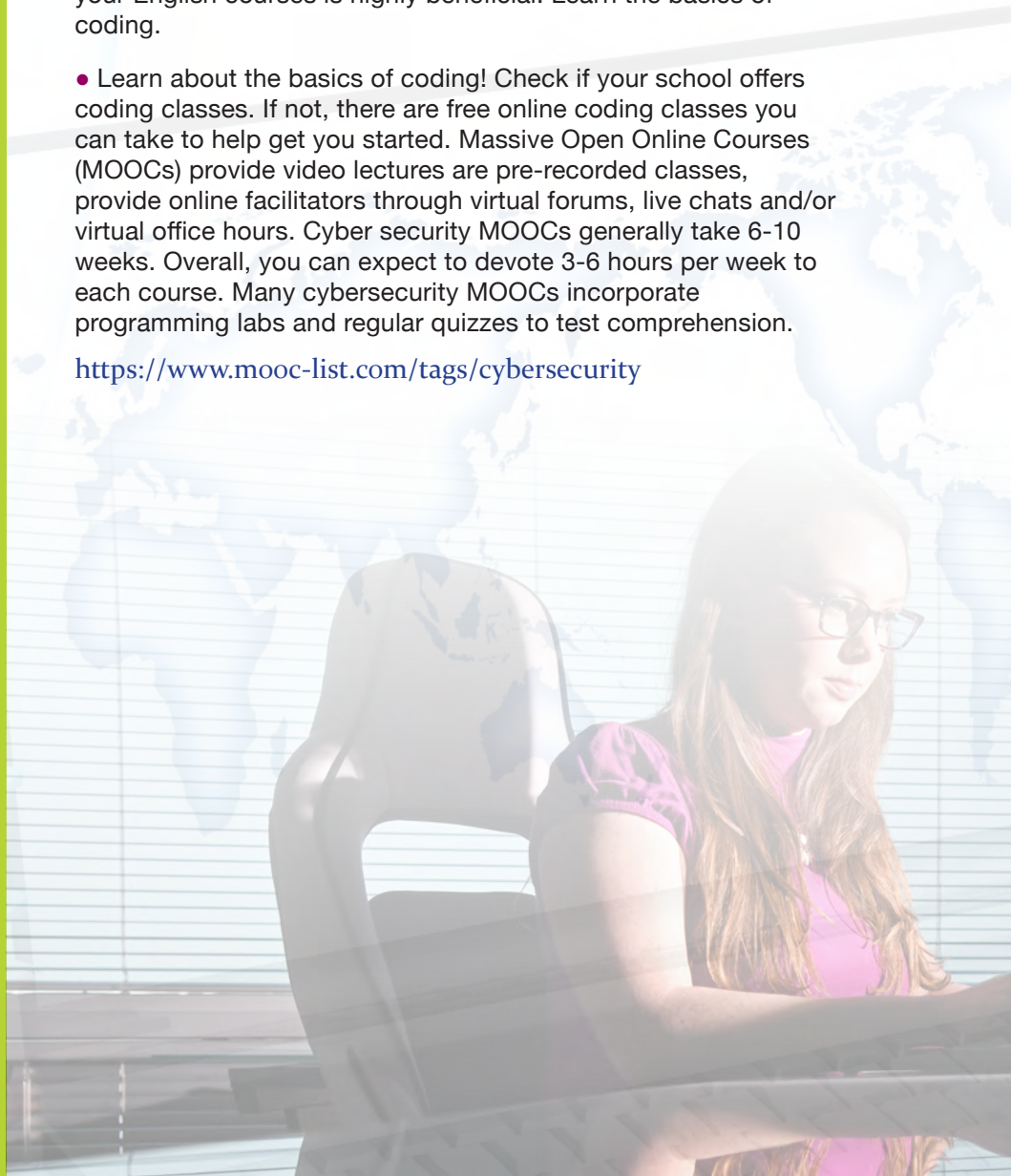
>> There are roughly 50 billion devices currently connected and the numbers continue to grow.

- Taking Math classes is essential. See which upper level Math courses and Computer Science classes your school offers. Always prioritize the fundamentals.

- Communication is key, so staying involved in your English courses is highly beneficial. Learn the basics of coding.

- Learn about the basics of coding! Check if your school offers coding classes. If not, there are free online coding classes you can take to help get you started. Massive Open Online Courses (MOOCs) provide video lectures are pre-recorded classes, provide online facilitators through virtual forums, live chats and/or virtual office hours. Cyber security MOOCs generally take 6-10 weeks. Overall, you can expect to devote 3-6 hours per week to each course. Many cybersecurity MOOCs incorporate programming labs and regular quizzes to test comprehension.

<https://www.mooc-list.com/tags/cybersecurity>



ITY

THERE ARE SO MANY CAREERS AND PATHS TO TAKE WITHIN THE CYBERSECURITY WORLD!

- After you've gained basic knowledge of coding, start building your own website to gain more experience in programming.
- Join a team! Look for opportunities to join others in robotics, computer science and cybersecurity competitions. Colleges and employers look to see who has had interactive learning experiences.
- Find jobs or camps that will help build your college resume. The Institute of Electrical and Electronics Engineers (IEEE), Computer Society or an online search can help you find camps and internships near you.
- The National Security Agency (NSA) runs the GenCyber Camp program, which is based at colleges nationwide. The NSA's game Day of Cyber mimics a day in the life of a cybersecurity professional in just 2-3 hours.
- Demonstrate integrity and good judgment, not just good skills, in everything you do. Cybersecurity professionals operate in sensitive areas of government and private industry that require security clearances. So be sure to be an upstanding citizen in your community, online, as well as in school.

- Operations
- Customer/Technical Support Specialist
- Data or Database Specialist
- Information Systems Security Engineer
- Network Specialist System Administrator
- Cyber Threat Analyst
- Cyber Counterintelligence Analyst
- Cryptanalysis and Signals Analyst
- Security Analyst
- Ethical Hacker
- Incident Responder
- Penetration Tester
- Intelligence Analyst
- Security Analyst
- Chief Information Security Officer
- Development
- Chief Information Officer
- Cyber Security Trainer
- Lawyer or Legal Advisor
- And many more!

The **WORKFORCE** of the **FUTURE**

Technology is rapidly changing the way we live, work, and play. Whether you become an entrepreneur or a highly trained professional, knowing what skills are needed will help you succeed in school and life!

Think about key skills needed in today's workplace: problem solving, analytical thinking, and the ability to work independently. What do they all have in common? They're all skills of a STEM proficient student.



STEM Occupations annual mean

wage: **\$87,570**

Think STEM is just for geeks? Not true! Many workers in STEM fields use “soft” skills at work as much as they use math and science. 21st century skills in STEM include:

- Communication and cooperation skills to listen to customer needs or interact with project partners.
- Creative abilities to solve problems and develop new ideas.
- Leadership skills to lead projects or help customers.
- Organization skills to keep track of lots of different information.

Source: <https://www.careerwise.mnscu.edu/careers/stemskills.html>, <http://www.bls.gov/news.release/pdf/ocwage.pdf>



THERE ARE **8.9**
MILLION U.S. STEM jobs

6.2% of total U.S. employment

STEM ON THE JOB

Most employers want workers who are able to reason and solve problems using some math, science or technology knowledge. Key STEM skills include:

- Analytical skills to research a topic, develop a project plan and timeline and draw conclusions from research results.
- Science skills to break down a complex scientific system into smaller parts, recognize cause and effect relationships and defend opinions using facts.
- Mathematic skills for calculations and measurements.
- Attention to detail to follow a standard blueprint, record data accurately or write instructions.
- Technical skills to troubleshoot the source of a problem, repair a machine or debug an operating system and computer capabilities to stay current on appropriate software and equipment.

“CROSS-CUTTING SKILLS”

There are several more cross-cutting skills that will serve you well, in whatever field you pursue.

- Flexibility and adaptability: Most fields and industries these days are experiencing one ‘disruption’ or another. Keeping up with changing demands requires resilience and persistence. Having a ‘growth mindset’ – knowing your hard work will help you get better – has been shown to be key to long-term success.
- Global and cultural awareness: The Internet has allowed us to connect instantly to friends and colleagues around the world. Working to understand and respect other cultures is vital to personal and professional success.
- Information literacy: These days, information is abundant and often easy to access. Knowing how to use it requires practice finding and synthesizing relevant information.
- Leadership: Coming up with great ideas is important, but helping people understand and get excited about them will determine whether they catch on. Having integrity and ‘showing the way’ will determine whether they stand the test of time.

21ST CENTURY SKILLS IN SCHOOL

As you begin thinking about possible career options, you’ll find that 21st century skills will help you be successful in just about any career. You can gain these skills through academic courses, work experience and even your hobbies. Here are some of the courses you can take that will give you a good foundation for 21st century skills:

- | | | |
|--------------|-----------------------|-------------------------|
| • Algebra | • Physics | • Calculus |
| • Statistics | • Pre-Engineering | • Economics |
| • Biology | • Chemistry | • Environmental Science |
| • Geography | • Computer Technology | • Political Science |
| • Geometry | | |

“SOFT SKILLS”

Beyond being a traditionally good student, some of the top 21st Century skills that university professors and employers agree are most needed by young adults are often called “soft skills.”

These skills include:

- Collaboration and teamwork: Group projects and extracurricular leadership opportunities are great ways to build these skills in working together, through technology and in person.
- Creativity and imagination: As the Internet of things is incorporated throughout our lives, opportunities in the ‘creative economy’ expand, demanding successful design thinking.
- Critical thinking: Artificial intelligence has allowed computers and robots to take over many basic tasks and functions. Your ability to think critically, to investigate and connect ideas, will help define the importance of your role in the workforce of the future.
- Problem solving: To solve the problems of the future, you’ll need to get practice asking the right, challenging questions. This will open possibilities to new directions.



Non-STEM

occupations annual mean

wage: **\$38,160**

Start your career at Lockheed Martin.

Have you always dreamed of doing work that impacts people around the world? Do you want to build a career where you make a real difference? Every day, our employees come to work with one focus – our customers' missions. Whether its protecting citizens or advancing the boundaries of science, these missions are some of the most important and challenging in the world.

Find opportunities with Lockheed Martin Rotary and Mission Systems team:

lockheedmartinjobs.com/rms-early-careers

Lockheed Martin. Your Mission is Ours.®



Meet the Pros!

40



William Oliver, Senior Analyst

40

Gisselle Hoover, Cyber Intel Analyst

42

Sanjeeth Pai, VP and GM

44

Alejandra Garcia, Mechanical Engineer

46

Mark Ellinwood, Meteorologist

48

Cindy Ventresca, Community Relations

50

Jaelon Moaney, Legislative Coorespondent

52

Stephanie Maenza, Lieutenant, Navy

54

Troy Richardson, Elevator Technician

56

Mona Postlewaite & Salini Lakshmanan

58

Dustin Wilder, Relationship Banker

60

Dawn Moss, EMPartner/Founder

62

Casey Hurd, Managing Member

64

Alexandra Friedlander, Social Work

66

Joseph Cox, Social Worker

68

Yovonda Kolo, Supervisor

70

Nicole Thomas, Owner

72

Andi Overton, Director

74

Keith Sydnor, Councilmember

76



46



54



62



**Senior Analyst
at BGE/EXELON**

**I work in BALTIMORE
City.**

**High school: BALBOA
HIGH SCHOOL, Republic
of Panama and INDIAN
RIVER HIGH SCHOOL,
Virginia**

**College: Bachelor's
of Science in Design
Technology for Mechanical
and Manufacturing Design
from NORFOLK STATE
UNIVERSITY**

**Graduate: Master's of
Business Administration in
Finance and Organizational
Development from
MARYMOUNT UNIVERSITY**

William O.

What were your favorite subjects in school and what did you enjoy most about them?

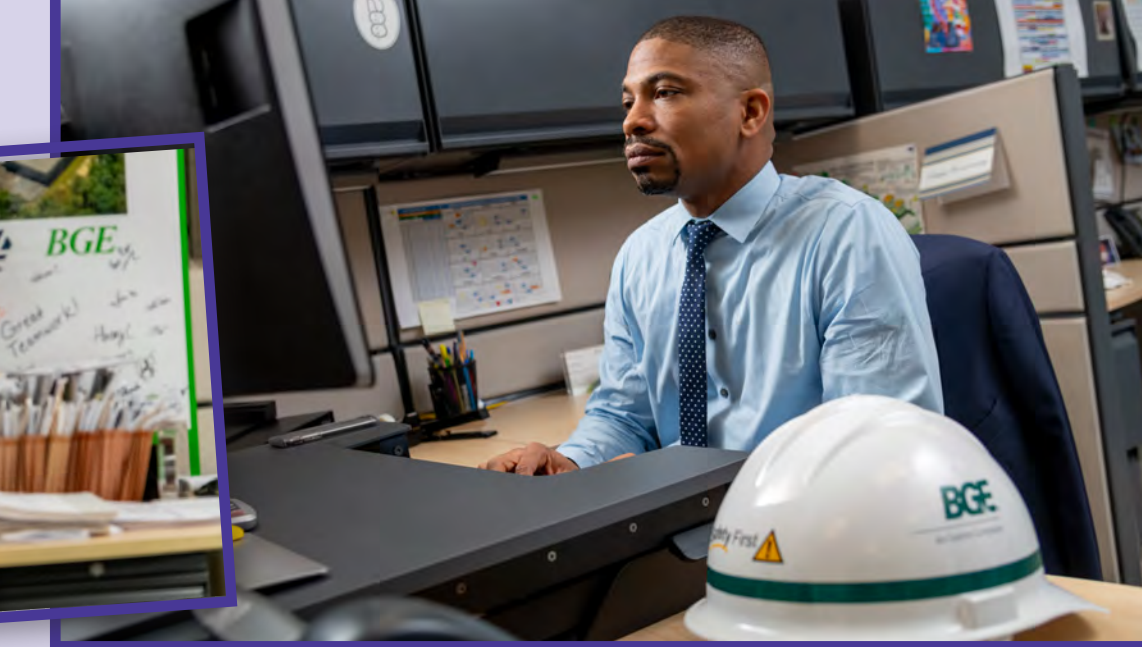
My favorite subjects were English, Mathematics, Science and Social Studies. I enjoyed English and Math because of my teachers, but it was the subject material in Science and Social Studies that kept my attention.

In what activities did you participate in high school?

I was in Reserve Officers' Training Corps (ROTC) and I played soccer.

How did they prepare you for college?

Since my teachers routinely worked with military dependents, they knew how to help students transition into new environments. Starting college was easy for me and I was comfortable with the changes in learning that I experienced.



How did you get your job?

Sometimes it is about who you know, so getting experience and exposure is important. It helped me to get my first career job in Michigan with Delphi/General Motors working in finance.

What [school] subjects do you use at work and how do you use them?

I use Algebra and Statistics for analytical calculations and English and grammar in writing communications. I also use Computer Science and Engineering for understanding the systems I support.

What other work experience did you have and what skills did you gain from them that you are able to use in your current career?

I had various ongoing jobs throughout college. I developed my skills and knowledge in accounting and finance, sales, communications, counseling and work ethic.

What do you do at work all day?

I am responsible for ensuring that BGE's Gas Distribution operational activities and financials are reported to leaders within the company. Those activities are measured as key performance indicators and the financials support the activities. I spent most of my career at BGE in finance and accounting doing work similar to what I am doing now.

What inspires you to do your job?

I'm inspired by three things:

- Assisting in promoting safety and change
- Being able to help people; and
- Helping BGE to work better together.

What role did mentors play in choosing your career?

My high school government teacher recognized and encouraged my interest in Business and Math, so I went to college to understand the business side of engineering.

How has COVID-19 changed or impacted the way that you work today?

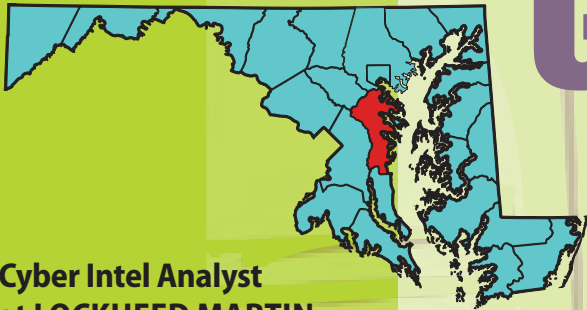
COVID-19 altered my daily routine of going to and coming from work. My work has always allowed me to do my job from wherever I am. It is because of the technical tools BGE provides that I am functioning as I was before COVID-19 happened.

What can students do NOW to begin preparing for your career [field]?

Having good computer software skills is important for a future career. Students can find opportunities to practice for free with online training and videos.



Gisselle H.



**Cyber Intel Analyst
at LOCKHEED MARTIN**

**I work in ANNE ARUNDEL
County.**

**High school: GRANBY HIGH
SCHOOL, Virginia**

**College: Bachelor's in
Electrical Engineering and
Historical Studies from
the UNIVERSITY OF TEXAS,
DALLAS**

**Graduate: Master's of
Science in Electrical and
Computer Engineering
from JOHNS HOPKINS
UNIVERSITY**

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were Math, Science and Social Studies. I knew I wanted to be an engineer when I was young – about 7 or 8 years old. Math and Science have always been my favorite subjects, not only as a path toward becoming an engineer but because I got to learn why things work the way they do.

In what activities did you participate in high school?

I was in the Girl Scouts and did gymnastics. They taught me time management, more than anything. I did not do a lot of extracurricular activities at school, but I have been a scout since I was 5 and doing sports almost as long. Those other activities taught me how to find the things I enjoy doing and make time for them. I couldn't just not do school work so I would have time to do gymnastics, so I had to do something to make sure that everything that had to be done got done in time to do the things I wanted to do like gymnastics.



What internships did you have and what skills did you gain from them that you can use in your current career?

I was a Navy engineering research intern and an applied research center engineering intern at the University of Texas, Dallas. Multidisciplinary experience is crucial. Neither of my internships had me doing the same work I do now and I worked with different groups of people in each position.

What do you do at work all day?

I spend most of my day working on computers, but not sitting in front of them all day writing code. Generally, I have some specific topic, like detecting the drone using sensor X. I do my research at the beginning of the day when it is easier for me to read, uninterrupted by meetings or other problems that crop up. I like to get an idea of the problem, start designing and testing out some theories and then go back and forth between finding a problem and helping to solve it.

What role did mentors play in choosing your career?

I've got a lot of engineers in my family: electrical, chemical, environmental and civil engineers. My dad is an electrical engineer as well.

How did you get your job?

During spring break, I had an interview set up with Lockheed Martin in Hanover, Maryland. This was an interview for the Counter Unmanned Aerial Systems (C-UAS) project, which was a part of the research and development (R&D) department. For the fun part of the interview, I was asked for ideas about how to defend a building from a drone. That part took about half an hour of the meeting, and it was just me coming up with a way to try and detect and counter a drone that might show up somewhere. I got the impression that they weren't looking for a specific answer, more for my ability to use current knowledge to be creative and speculate about ways to approach the problem.

What can students do NOW to begin preparing for your career?

Take any Math class you can. Learning a programming language is important, which one you learn is less so. Pick two or three and get a general idea of what they're best used for and write some fun test programs. The goal here is to learn how to program. Work on writing to get a point across, not to meet a word count. Writing is one area where quality does count over quantity. Read everything you can.

What skills do you use at work?

I use signal processing, C++, Matlab, Reading Comprehension (sounds weird, but technical articles can be tough to get through), Git, writing (mostly formal writing for others to read, but also my notes), critical and creative thinking, and negotiation/persuasive communication (there are reasons you have to learn to write all those different types of essays in school).



BATTELLE



**Vice President and
General Manager
at BATTELLE**

I work in BALTIMORE City.

**High school: MCDOWELL
HIGH SCHOOL,
Pennsylvania**

**College: Bachelor's of
Science in BioMedical
Engineering from
the UNIVERSITY OF
PENNSYLVANIA**

**Graduate: Master's
of Engineering from
NORTH CAROLINA STATE
UNIVERSITY and a Master's
in Business Administration
from NEW YORK
UNIVERSITY– Stern School
of Business**

Sanjeeth P.

In what activities did you participate in high school?

I participated in snow skiing, violin and martial arts.

How did they prepare you for college?

Participating in these, and other activities, helped me learn to manage my time and how to plan. I learned to focus on schoolwork as well as other things that were interesting and important to me.

What do you do at work all day?

My job is to grow our healthcare business. I lead people to develop new science-based tools that can be implemented in society to improve people's lives. I spend a lot of time in meetings in which I listen to people present information and ideas. I engage in discussions to help develop ideas and decide which projects have the most promise for our company. I review a lot of financial and scientific information to help decide what products and services we want to provide to customers.



What inspires you to do your job?

I'm inspired by knowing that I am:

- part of a company whose core mission is to develop science and technology that will benefit society. It is important to be a part of the mission to make a difference in people's lives by focusing on positively impacting health and healthcare.
- able to have diversity and variety in the types of work I do. I lead businesses that focus on drug development, medical device development, and

health analytics; and

- always learning something new.

What role did mentors play in choosing your career?

Mentors were very important to me as I started and progressed in my career. They helped me understand things that I did well and also helped me develop in areas where I needed to improve. They gave me very practical advice on how to work well within an organization and to work effectively within the culture of teams and the organization.

What [school] subjects do you use at work and how do you use them?

In my role, I draw from most of them. Math is a given. I use it every day. Science is also a given as my businesses work in highly scientific areas. As a matter of fact, we get deep in very specific areas of science so I deal with topics I never took courses in during school or college. English is key because I need to communicate well, and I do a lot of writing for internal and external audiences.

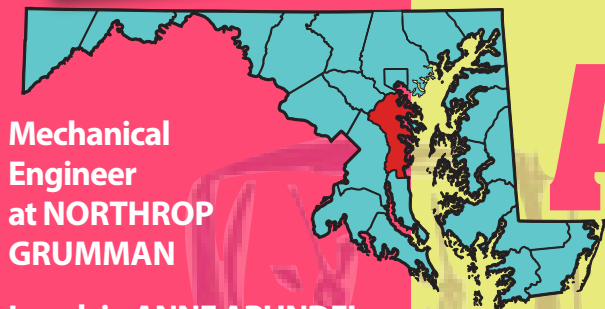
How has COVID-19 changed or impacted the way that you work today?

Because of the pandemic, many of us are working at home as much as possible. I still go to the office on certain days, but lots of my colleagues may still be working remotely even when I am on site. It is a challenge to figure out how to stay connected and work with each other when we can't be together. We are fortunate that we have great video conferencing tools to help us communicate, and we have been using those in place of the in-person meetings we had before the pandemic.

What can students do NOW to begin preparing for your career [field]?

I would highly recommend trying to volunteer at companies/organizations that do the type of work in which you may be interested. I would suggest trying to get summer jobs and internships that are available for high school students.





**Mechanical
Engineer
at NORTHROP
GRUMMAN**

**I work in ANNE ARUNDEL
County.**

**High school: GLEN
BURNIE HIGH SCHOOL,
Glen Burnie, MD**

**College: Bachelor's in
chemical engineering
from UNIVERSITY OF
MARYLAND, BALTIMORE
COUNTY**

**Graduate: Pursuing a
Master's in materials
science engineering from
JOHNS HOPKINS WHITING
SCHOOL OF ENGINEERING**

Alejandra G.

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were Math and Science. I also enjoyed French and Creative Writing. I enjoyed the French class because I wanted to travel to France one day and because I was able to learn about different cultures in French-speaking countries. I enjoyed science because I liked doing experiments and the experimental process. Creative writing was one of my favorite classes as well because I loved writing. I loved being able to express myself and the thought that I could make an impact on someone reading my work gave me goosebumps.

In what activities did you participate in high school?

In high school, I played tennis and I was a part of the French and National Honor societies and national honor society. I also was part of a church band during my senior year of high school where I sang and played keyboard.



What do you do at work all day?

I am a manufacturing engineer within a department called Advanced Interconnect Multilayer Solutions (AIMS). At AIMS we manufacture and develop a variety of circuit board products. As a manufacturing engineer, my main goal is to help the flow of my process in any way that I can. I am in charge of the Coordinate Measurement Machine (CMM) which is a way that we can measure specific features on a part (such as a circle) using a camera.

What role did mentors play in choosing your career?

During my first job at Northrop, I had a couple of mentors. They supported me and told me to pursue what I thought would make me happy. When a new opportunity arose they were very supportive and helped me decide on how to navigate my career.

How did you get your job?

I was already working at Northrop, so I applied on the internal career's website. I went through two interviews. During my final interview, having a positive attitude, and remembering that the interviewers were human too, definitely helped a lot.

How did they prepare you for college?

These activities taught me that I needed to learn to balance my time with school work and extra-curricular activities. Time management is super important during college and being able to make good use of my time helped immensely in succeeding.

What internships and jobs have you had and what skills did you gain from them that you use in your current career?

I had a summer research opportunity with the Johns Hopkins Bloomberg School of Public Health and another with the University of Pennsylvania. I was also a food process engineer with McCormick & Company. During my research experiences, I was able to develop basic problem-solving skills and learned how to portray data such as in graphs and tables. I also gained useful presentation experience, which helped me in the long run.

What skills do you use at work?

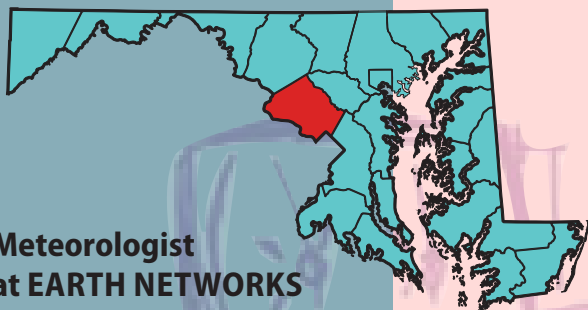
I use time management, statistics, proper equipment handling, problem-solving, safety, communication and data analysis skills in my current position.

What can students do NOW to begin preparing for your career [field]?

If you are interested in engineering, I would recommend becoming familiar with, and practice using the following software: Excel (very useful), Video Basics for Applications (VBA) (not necessary, but useful), Matlab (not necessary to master, but very useful), Minitab (not necessary, but useful). If possible, obtain copies of the previous software and practice it. If not, then at least becoming familiar with them is a great help. YouTube has so many videos on working with these kinds of software, so that is a good start. As far as skills go, having a good background in statistics comes in quite handy. Being able to properly express what you are thinking is helpful, so practicing your communication skills whenever possible is good too.



Mark E.



**Meteorologist
at EARTH NETWORKS**

**I work in MONTGOMERY
County.**

**High school: MARCELLUS
SENIOR HIGH SCHOOL,
New York**

**College: Bachelor's in
Atmospheric Science from
STATE UNIVERSITY OF
NEW YORK AT ALBANY**

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were Math, Science and Photography. I enjoyed interacting and recording our physical world.

What do you do at work all day?

I put together forecasts for a wide range of clients, most of which include short-to-medium range (one to seven day) outlooks. The forecasts look at each client's thresholds for weather safety (lightning, severe weather, snow, rain/flooding, strong winds, tropical threats, etc.) and provide various risk levels and confidence to the forecast. I provide forecast updates based on trends in the current weather and in the forecast models. I also handle conference calls with clients when a notable weather event is occurring or is about to occur (to provide more detail and answer any questions the client may have). I perform data quality control on our weather stations across the globe and provide post-event weather analyses on request (after a weather event that had a high impact on our clients). In addition, I write and update weather-related stories on our WeatherBug site and app and post to social media.





What role did mentors play in choosing your career?

My dad was the one taking me out to the porch to watch storms come in. We would also have The Weather Channel playing in the background on the weekend, which I watched a lot of. When I first went to college, I wanted to do lightning research (because lightning is awesome). I quickly found that the research field and the math behind it were not for me, but thankfully I gained a lot of enthusiasm for forecasting after my Intro to Forecasting class.



How did you get your job?

I was in a previous forecasting job nearby, and connections and relationships through social media played a big part in landing my current job. My long-standing online record of having an enthusiasm for all types of forecasting and different weather events also helped push me to the forefront. My communication skills also shined through from my social media posts and during the interview process.

What [school] subjects do you use at work and how do you use them?

I use Earth Science, Math, Computer Science and English/Communication. For Earth Science we have to think about various land and water features that may affect the forecast. The math is mostly simple math which includes conversions of metric and imperial units. The English/Communication are all combined when putting the forecasts together for our clients. Computer Science does help with putting the forecasts together a little bit, but most of the Computer Science is used to streamline and automate the forecasting process.



**Community
Relations Specialist
at DELMARVA
POWER**

**I work in WICOMICO,
HARFORD and CECIL
Counties.**

**High school: ST.
MARK'S HIGH
SCHOOL, Delaware**

**College: Pursuing a
Bachelor's in English
at the UNIVERSITY OF
DELAWARE**

Cindy v.

**What was your favorite subject in school
and what did you enjoy most about it?**

My favorite subject was English. I loved reading and writing when I was in high school. I wrote poetry and discovered a real love for literature during that time.

What activities did you do in high school?

I participated in a school play my freshman year (The Sound of Music), and was a band member for two years, in both the silk squad and color guard. I also calculated the batting averages of the varsity baseball team one year.

How did they prepare you for college?

I went to a Catholic high school that prepared all attendees for further academic success. At the time I graduated, everyone was encouraged to attend college, but there was still a fair number of students that planned to immediately join the workforce. I took all the required courses, my favorite being anything related to English or literature.



What do you do at work all day?

In my role as a Senior Community Relations Specialist, no two days look the same. I help manage the relationships between Delmarva Power Delaware and Maryland with the agencies and organizations that serve our customers, particularly those in the low- to moderate-income sectors that struggle to pay their electric/gas bills.

How did you get your job?

I applied the old-fashioned way back in 1999, a paper application. I was hired by an area of the business that no longer exists – telecommunications. From there I moved to positions in customer care, credit and collections, key accounts and then onto a role as a community relations specialist, which fits right in with my prior experience dealing directly with customers.

What [school] subjects do you use at work and how do you use them?

If I were to equate my job to specific school subjects, I would have to say English and perhaps something like Statistics. The English would apply in my role because you must be an effective communicator to work with the people and organizations that rely on Delmarva Power as their energy provider. Learning to read and write well helps with clarity as you speak with people. I use Statistics to understand where in our service area to focus as we search to assist customers in need. We review things such as state census records, energy assistance statistics and more.

How has COVID-19 changed or impacted the way that you work today?

The COVID-19 pandemic has changed the world of community relations quite a bit. Our typical approach of attending and facilitating events in communities to help people understand energy assistance and ways to save energy has been impossible with states on “lockdown.” Moving forward, social distancing will continue to impact “in-person” contact for quite some time. However, we have a lot of technology at our fingertips and are devising creative ways to reach the customer and our communities via emails, social media, and webcasts.

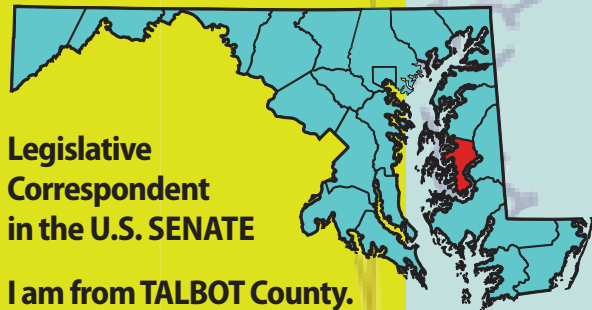
What can students do NOW to begin preparing for your career?

To be effective in community relations, you want to get to know your communities. Get involved by doing volunteer work. It’s important to have strong listening skills. Developing your reading skills is extremely important.





Jaelon M.



**Legislative
Correspondent
in the U.S. SENATE**

I am from TALBOT County.

**High school: EASTON
HIGH SCHOOL, Easton, MD**

**College: Bachelor's of Arts
in Political Science with a
Concentration in Leadership
Studies, Africana Studies
and Environmental Studies
WILLIAMS COLLEGE**

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were Engineering, History and Literature. Engineering empowered me with the tools to advance practical solutions from selfless brainstorming. Similarly, history and literature unearthed both the gravity and depth of truthful narratives, as opposed to the nominally accurate accounts regarding my predecessors that I was accustomed to receiving.

What activities did you do in high school?

I played football, track & field, tennis, and participated in YoungLife, the Fellowship of Christian Athletes, and the National Honor Society. I also enjoyed music production, fishing and cooking.

How did they prepare you for college?

Throughout my entire career, athletics opened my eyes to my own essence as a Talbot Son, a Marylander and an American—an essential process ahead of encountering a life chapter universally defined by wonder and survey.



What internships did you have and what skills did you gain from them that you can use in your current career?

My wealth of pre-professional experience within the public sector enhanced my understanding of Maryland at every level of democracy, and in turn gave me insight into where my contributions would be of the greatest benefit to my state.

What do you do at work all day?

No day is identical in pace, length or consequence. Being at the epicenter of the free world, legislatively, is an environment unlike any other. Over the course of one day I could attend a hearing, take meetings with stakeholders, join in on a congressional briefing, respond to constituent mail, draft a speech, prepare the Senator with a memorandum and garner interest across the U.S. Congress in cosponsoring new legislation. Any, or all, of these tasks could occur in a workday or an entire schedule can be flipped on its head to meet an unanticipated priority.

What skills do you use at work?

The overarching skill that I use daily is critical thinking. The U.S. Congress can function at warp speed at times and the ability to critically think results in smoother time management, clearer communication and efficiency under pressure. In an ever-changing environment, to be nimble and to be versatile are vital qualities. What might be unexpected as a skill is a sense of humor. Whenever Marylanders enter our office with concerns or perspectives to share I'd like for them to feel comfortable in their own skin, especially amidst the intimidation that our nation's federal buildings often provoke.

How has COVID-19 changed or impacted the way that you work today?

With maximized telework as office protocol, the entirety of my schedule has been digitized.



I “attend” briefings, conference calls, meetings and legislative updates all via video conferencing. As the coronavirus pandemic has disrupted the lives of so many across America, my public service has exponentially increased with respect to both scope and volume.

What can students do NOW to begin preparing for your career?

Sign up for daily briefings from publications that peak your interest and follow the footnotes—having a technician's understanding of current dynamics is the first step to gaining your bearings on how to best improve our society and our world. Get involved, early and often—use your immediate scope of influence to begin vetting the skills you wish to one day employ professionally because experience remains undefeated as the best teacher. Expose yourself to shades of red, white and blue different than those you're familiar with—the wider your vantage of the mosaic that America has become, the better change agent you will be in society. Lastly, take the time to discover yourself and your roots—once you can lay a finger on what resonates with you the deepest, what seems like work to some will be a battle worth fighting to you.



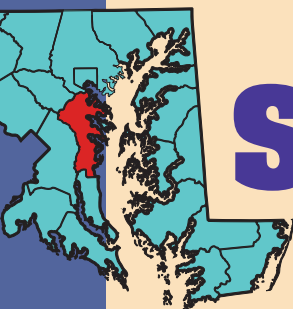
Lieutenant,
United States Navy
at the UNITED STATES
NAVAL ACADEMY

I work in ANNE ARUNDEL
County.

High school: CHERRY HILL
HIGH SCHOOL WEST, New
Jersey

College: Bachelor's of
Science in Chemistry from
the UNITED STATES NAVAL
ACADEMY

Graduate: Master's
of Science in Human
Resources Management
from UNIVERSITY OF
MARYLAND, GLOBAL
CAMPUS



Stephanie M.

What was your favorite subject in school and what did you enjoy most about it?

My favorite subject was World Civilizations because I enjoyed learning about other cultures through time and how events shaped today's world.

In what activities did you participate in high school?

I participated in tennis, community service, the Asian Culture Club, orchestra, and on the debate team. In addition to tutoring at my high school, I also volunteered at the local library and a local hospital.

What volunteer opportunities and internships did you have and what skills did you gain from them that you can use in your current career?

I volunteered at shock trauma and did a rotational internship at the military hospital in Bethesda. Throughout my time at the Naval Academy, I held various leadership positions within the student body. My volunteer work and internships reaffirmed my desire to help others as a career.



How did you get your job?

Within the Navy, I am assigned to a new organization and position (or billet), sometimes in a different location, every two to three years. I work with a career advisor, referred to as a detailer, to chart my career path based on my current skills and experience and where I need to diversify and grow that experience and skills set. My current position as an admissions counselor at the Naval Academy is my fourth billet since graduating from the Naval Academy and commissioning as a Naval Officer in 2010.

What do you do at work all day?

I'm a Human Resources Officer for the Navy, and in the military we change jobs every few years. My jobs have focused on manpower, budget and recruiting for the Navy. Currently, I am an admissions counselor at my alma mater, the United States Naval Academy. I represent the Naval Academy at college fairs and high school visits, and guide students through the application process.

What inspires you to do your job?

I'm inspired by knowing that I am:

- helping current and potential applicants realize their goals in education, career and service; and
- sharing with potential Naval Academy applicants from the Washington, Maryland and Virginia region how the Academy and the Navy changed the trajectory of my life and my family's lives.

What role did mentors play in choosing your career?

When I was choosing my career, I was inspired by the Naval Officer leading the career transition office. She was a human resources officer and helped my classmates identify career fields that best fit their interests and goals. I wanted to do the same and joined the Navy's human resources community. I've had several mentors since that time who still play a crucial role in helping me navigate my career.

What skills do you use at work?

Communication skills (both oral and written) are key to my job. I engage with Naval Academy leadership, students and parents consistently, and effective communication is critical to meeting both daily and long term goals in my role.

How had COVID-19 changed or impacted the way that you work today?

The Naval Academy Admissions team engages potential applicants through social media and other virtual platforms, as well as through virtual college fairs and virtual school visits. We are meeting regularly with applicants via video-conferencing platforms.

What can students do NOW to begin preparing for your career?

For a career as a naval officer, we are looking for someone strong academically, has demonstrated leadership or strong potential for leadership development and is well-rounded in both athletic and non-athletic activities. Various careers for naval officers, such as flying aircraft, or operating ships or nuclear submarines, are highly technical and require a strong foundation in Math and Science.



Troy R.



**Elevator Technician
at ELCON Enterprises**

I work in CHARLES County.

**High school: GWYNN
PARK, Brandywine, MD**

**College: Studied
Electronics at CHARLES
COUNTY COMMUNITY
COLLEGE and Elevator
Installation and Repair at
the NATIONAL ELEVATOR
INDUSTRY EDUCATION
PROGRAM**

What was your favorite subject in school and what did you enjoy most about it?

I liked Social Studies because I enjoyed studying history.

What other work experience did you have and what skills did you gain from them that you can use in your current career?

I worked as a plumbing assistant for 15 years as a youth. That helped me learn mechanical intuition.

What do you do at work all day?

I maintain and repair elevators and interact with customers and the general public. My day may consist of running trouble calls to repair elevators or meeting with building representatives to plan future upgrades and or modifications.

What inspires you to do your job?

I'm inspired by knowing that I am:

- providing for my family and being self sufficient;
- making money; and
- contributing to our society by not being a burden to it but rather a contributor.

How did you get your job?

By working hard so others would notice and want me as an employee.

What skills do you use at work?

I use customer relations, time management, troubleshooting, leading and directing others and safety awareness.

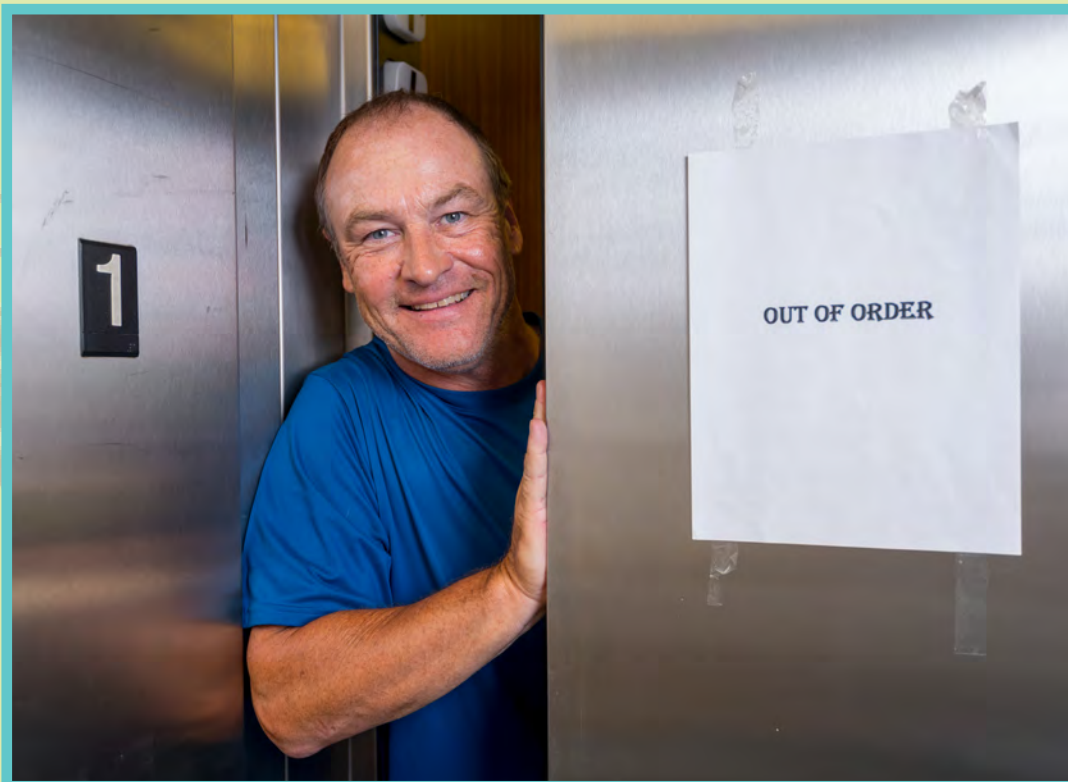
What [school] subjects do you use at work and how do you use them?

I use Math, Science and English. Mathematics is used by taking measurements, adding values of resistors and other electrical components, using timers and things of that nature. I must use English properly to communicate clearly and concisely with my customers and management. Science helps with understanding magnetism and electricity.



What can students do NOW to begin preparing for your career [field]?

Students can prepare for my career by simply attending school every day and making absences minimal. Work hard to excel in Mathematics and Electronics and mechanical areas, and have a general understanding and knowledge of hand and power tools.





**Mona: Language Analysis
Deputy Director; Salini:
Language Analyst
at the NATIONAL SECURITY
AGENCY**

**I work in ANNE ARUNDEL
County.**

**High school: Mona:
ANNAPOLIS HIGH SCHOOL,
Annapolis, MD; Salini:
CHAMBLEE CHARTER HIGH
SCHOOL, Atlanta, Georgia**

**College: Mona: Bachelor's in
Chinese from MIDDLEBURY
COLLEGE. Salini: Bachelor's
in Recreation Management
from the UNIVERSITY OF
GEORGIA and an Associate's
in Chinese from the DEFENSE
LANGUAGE INSTITUTE**

**Graduate: Mona: Master's
in Applied Linguistics
from the UNIVERSITY OF
MASSACHUSETTS, Boston
Salini: Graduate Certificate
in China Intelligence
Studies from NATIONAL
INTELLIGENCE UNIVERSITY**

Mona and Salini.

What were your favorite subjects in school and what did you enjoy most about them?

Mona: My favorite subjects were English because I enjoyed the process of writing and liked the challenge of finding the right words to express myself and get my point across. I also enjoyed French, because I liked the challenge of figuring out how other languages work and trying to think differently, which foreign language forces you to do.

Salini: My favorite subjects were German, Spanish and English. I liked the foreign languages because it was fun to learn a new language, mostly to converse with my friends without others knowing what we were talking about, but learning about different cultures was also really interesting to me. I enjoyed English too because I love to read and write, both of which are heavily emphasized in English classes.



How did you get your job?

Salini: I really enjoyed the work while I was a Cryptologic Linguist, so when my contract was coming to an end, I decided to apply to the NSA as a civilian.

Mona: I came to the NSA through the Undergraduate Training Program, now known as the Stokes Education Scholarship Program. In

exchange for studying Chinese, the program offered money for college, the opportunity to do work tours at NSA during the summer, as well as a guaranteed position at NSA upon graduation.

What do you do at work all day?

Salini: I translate foreign language materials and provide translation quality assurance reviews. I also analyze intelligence to discern important information and develop target knowledge to help protect the United States against foreign adversaries wishing to do us harm.

Mona: In my current position, my days are filled with many different activities that are based on collaboration, communications and creatively solving problems. My typical day might include: meeting with the hiring team to figure out recruiting strategies to attract new language talent; interviewing candidates for internal language training opportunities; one-on-one mentoring to provide career advice to another language analyst; organizing events for our language community, such as speed mentoring and language training resource fairs; speaking at local schools about language careers and our high school work study program; and much, much more!

What role did mentors play in choosing your career?

Salini: Mentors played a huge role for me. I served in the U.S. Army as a Cryptologic Linguist assigned to NSA. It was the mentorship I received during that time from colleagues and supervisors that helped me grow and love doing this work.

Mona: I guess for me, my career sort of chose me. Receiving a scholarship from NSA set me on my career path. What I've learned along the way is that one of the truly cool things about NSA is that there are so many people here who are truly experts.





**Relationship
Banker
at M&T BANK**

**I work in ALLEGANY
County.**

**High school: DAVID
LIPSCOMB HIGH
SCHOOL, Tennessee**

**College: Bachelor's in
Business Management
from LIPSCOMB
UNIVERSITY**

Dustin W.

What was your favorite subject in school and what did you enjoy most about it?

My favorite subject was Math. I have always liked numbers and learned from an early age that I could add, subtract and multiply numbers quickly.

What activities did you do in high school and how did they prepare you for college?

I participated in golf, basketball, soccer and church events. Sports were very instrumental in my development as a student and person. They teach you about teamwork, integrity, and perseverance.

What internships did you have and what skills did you gain from them?

I interned at Prudential Corporation Asia in Hong Kong. I learned how to deal with conflict and handle those difficult situations where maybe you might have an upset co-worker or customer.



What skills do you use at work?

I use communication, problem solving, time management, teamwork, computer literacy and strong work ethics/values.

What [school] subjects do you use at work and how do you use them?

I use Math in working with numbers and percentages, counting money, helping customers do a monthly budget and calculating monthly payment amounts on a loan. I use English to communicate verbally and in writing using proper grammar in work emails and typing up appointment summaries for customers.

How has COVID-19 changed or impacted the way that you work today?

It has changed the banking industry tremendously. We have seen a huge increase in the number of customers enrolling and using online banking since our branch lobbies are mostly shut down. A lot of what I do every day is proactive outreach to our current customer base, so my conversations have shifted. Empathy is required on my end now more than ever because people are either struggling financially or lack education during these unprecedented times.

What can students do NOW to begin preparing for your career [field]?

First-hand experience is the best practice. Find someone that works in a field that you think you might enjoy and shadow them. Apply for and work as many internships as possible because exposing yourself to as many people as possible (particularly folks that are successful at what they do) will help you learn better and faster. Also, don't be afraid to try new jobs or activities. The most growth usually comes when you're outside your comfort zone.

What do you do at work all day?

I am a relationship banker, so I help individuals and families manage their finances as well as help them achieve their goals. Whether that is through opening up bank accounts, credit management, life insurance or financial planning for the future, I strive to build strong relationships in order to help people achieve their dreams.

What role did mentors play in choosing your career?

Mentors are nice to have especially when you are facing a problem or have a big life decision. Mentors are typically older, wiser and more experienced, so you can learn from their mistakes and experiences. I was always encouraged to pursue a career that would allow me to make a real difference in people's lives being that I valued helping put people in better situations.

How did you get your job?

I simply found a job posting on-line and applied. I had a job at the time working in the insurance industry that I enjoyed, but with my family growing, I needed to make more money to provide for my family. I was fortunate to get selected for a Sales Development Training Program when I got hired at M&T Bank based on my degree and previous work experience.



**Executive Managing
Partner/Founder
at THE CAROLINA
KITCHEN**

**I work in PRINCE
GEORGE'S County.**

**High school: EDGEWOOD
REGIONAL SENIOR HIGH
SCHOOL, Edgewood, MD**

**College: Attended
MORGAN STATE
UNIVERSITY**

**Certificate: Health
Communications
from JOHNS HOPKINS
UNIVERSITY**

DawnM.

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were English, Mathematics, Science and Social Studies. I really liked learning new words, the origins of them, the science and the study behind all subjects.

In what activities did you participate in high school?

I participated in basketball, track, field hockey, cheerleading and was Student Body President for four years.

How did they prepare you for college?

I developed leadership skills by working through my fears. I also learned about team building and received a full basketball scholarship to Morgan State University.



What internships did you have and what skills did you gain from them that you are able to use in your current career?

I had internships in television production and radio. I am a producer, international best selling author and I produce television and film projects.

What do you do at work all day?

I open the restaurants in my chain, oversee food orders, cook, to event planning and marketing. I also solve problems and oversee all revenue for my location.

What inspires you to do your job?

I'm inspired by knowing that I am:

- serving and helping people;
- cooking which I learned to love; and
- developing business opportunities.

What role did mentors play in choosing your career?

They each taught me how to excel and motivated me to become an entrepreneur.

How did you get your job?

I met the owner 35 years ago as a freshman in college.

What skills do you use at work?

I use my ability to create and motivate others to work just as hard as I do.

What [school] subjects do you use at work and how do you use them?

I use communications, acting, production and modeling. The restaurant business is a production every day. By talking and being an effective communicator, I keep

great posture and I am able to be a role model to anyone I encounter.

How has COVID-19 changed or impacted the way that you work today?

I can serve more of the disadvantaged and low-income communities. I have also learned how to manage my stress levels and teach others to do the same.

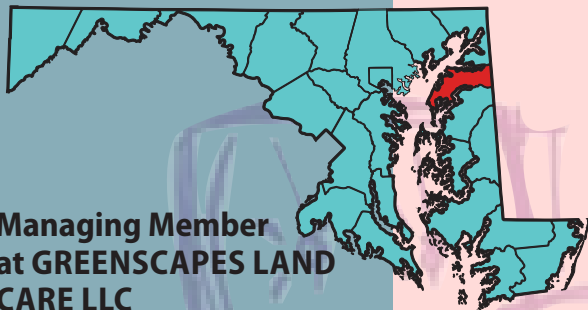
What can students do NOW to begin preparing for your career [field]?

They can trust in God and go into business with your faith. I've learned, successful people never pick and choose what they do. As long as it's legal and morally right they do what it takes to become successful.





Casey H.



**Managing Member
at GREENSCAPES LAND
CARE LLC**

I work in KENT County.

**High school: KENT
COUNTY HIGH SCHOOL,
Worton, MD**

**College: Associate's
in Agriculture from
VIRGINIA TECH**

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were Mathematics and Science. I enjoyed learning and solving difficult problems. I enjoyed learning about how things work and happen.

What internships did you have and what skills did you gain from them that you are able to use in your current career?

I had an internship with Willard Agri-Service. I learned a lot about working with people, the making of fertilizer, what plants need to survive and soil conditions.

What do you do at work all day?

As the owner, I wear a lot of different hats throughout the day. I help make sure everyone has what they need to complete their tasks and fill in where needed. I meet with customers, employees and other vendors or partners throughout the day to ensure every aspect of the company is moving forward.



What inspires you to do your job?

I'm inspired by knowing that I am:

- helping the customers and employees;
- making an outdoor living space look beautiful; and
- getting to use the newest and best equipment to get jobs done faster.

What role did mentors play in choosing your career?

I look at a lot of people as my mentor. I found other landscape companies in the country to look up to and strive to develop a successful company as others have done before.

How did you get your job?

I started Greenscapes in May 2010. My job has transformed from being the only person getting the work done, to a team of 25+. My job duties have changed from 10 years ago. I work and study to learn the new tasks that are required of me to keep the business operating.

What skills do you use at work?

I use a lot of people skills. There is a lot of communicating with my team and customers.

What [school] subjects do you use at work and how do you use them?

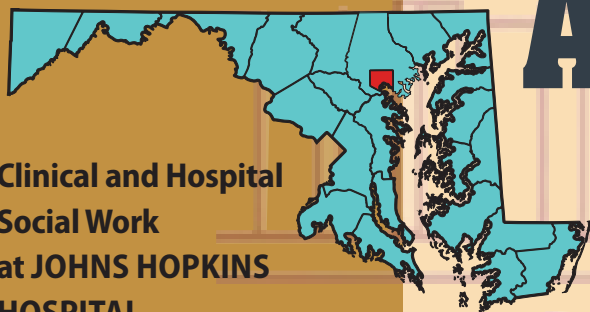
I use Math, Science, Reading, Writing, English and Spanish. I send a lot of emails and proposals to customers. They must be professional and correct when communicating with customers. If our proposal or information is not presented correctly, the customer will have a hard time thinking you can do a good job in their yard. I use English and Spanish daily to communicate with my employees.

What can students do NOW to begin preparing for your career [field]?

Go to The National Association of Landscape Professionals web page. There is a huge amount of information there about the landscaping industry. I first learned about them in college and participate in their events every year. The landscape industry is great and is growing. I see a lot of opportunities in the future for this industry.



Alexandra F.



**Clinical and Hospital
Social Work
at JOHNS HOPKINS
HOSPITAL**

I work in BALTIMORE City.

**High school: FRANKLIN
HIGH SCHOOL,
Reisterstown, MD**

**College: Bachelor's of
Communication Arts from
SALISBURY UNIVERSITY**

**Graduate: Master's of
Social Work from the
UNIVERSITY OF SOUTHERN
CALIFORNIA**

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were English and social studies. I also liked theater and dance. I enjoyed the freedom to express myself through art, working with passionate teachers and the longer classes at Sudbrook Magnet Middle School.

In what activities did you participate in high school and how did they prepare you for college?

I participated on the Speech and Debate Team and was the lead in three fall plays in high school. They taught me leadership, discipline and teamwork.

How did you get your job?

I graduated with my Master's in Social Work, which is required for hospital social work, and applied to several jobs on Indeed & Monster. I found this position on Indeed.



What summer jobs and internships did you have and what skills did you gain from them?

I was a restaurant server, pharmacy tech, horticulturist, advertising intern, nonprofit intern, Enterprise Rent-a-Car intern (to the assistant manager) and an insurance agent. They taught me the importance of communication, leadership, time management, organization, patience and diligence in working my way up the ladder. I also learned how to connect and empathize with patients, clients, and customers.

What role did mentors play in choosing your career?

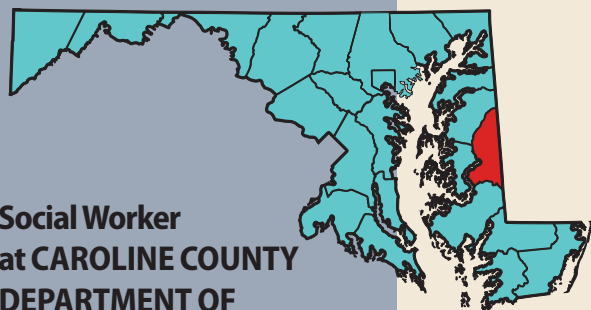
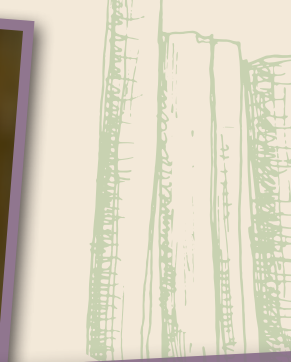
They played a huge role. I had a few different mentors and they were able to share information with me about social work that I couldn't learn from Google, regarding their experiences, what motivated and inspired them and all the different roles they've had within the social work field. They showed me that in this profession, the sky is the limit (both with career options and opportunities for advancement).

What skills do you use at work?

I use writing for documenting in a patient's chart, emails, letters that a patient needs, etc. I also use communication skills with patients, families, medical team and colleagues. I listen to feedback and supervision with my supervisor who reviews my cases and helps me figure out what to do, what to do next time or how to continue to improve. Social skills are important in connecting with people. I feel the most rewarded at work when I connect with my patients, their families, and my colleagues. With COVID, I've had to face the challenge of connecting with patients only by phone, and video chat and setting up family meetings via Zoom chat, which has been especially difficult at times. I've learned to be flexible and work with patients and families to accommodate their needs and abilities.

"Do not let fear of failure dictate your future. You can do ANYTHING you set your mind to. Remember, failure is always an ingredient for success."





**Social Worker
at CAROLINE COUNTY
DEPARTMENT OF
SOCIAL SERVICES**

**I work in CAROLINE
County.**

**High school: ATLEE HIGH
SCHOOL, Virginia**

**College: Bachelor's
in Psychology from
RANDOLPH MACON
COLLEGE**

**Graduate: Master's
in Social Work from
SALISBURY UNIVERSITY**

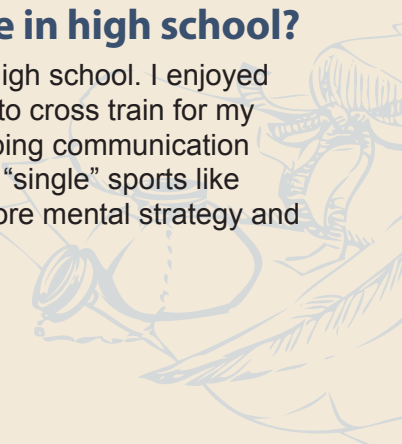
Joseph C.

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were English and Psychology. I've always been a big fan of movies and video games because they offered deep and stimulating stories with good character development. English and Literature classes gave me the opportunity to take part and engage in stories that have been around much longer than today's virtual stories. Psychology gave me my first look into the human mind and human behavior.

In what activities did you participate in high school?

I was a competitive swimmer and tennis player in high school. I enjoyed playing pick-up soccer and running long distances to cross train for my main sports. Group sports are excellent for developing communication skills and team building. I was always drawn to the "single" sports like swimming and tennis which, demand and utilize more mental strategy and emotional regulation.



How did they prepare you for college?

I spent a lot of my time either with friends and family, or with my sports. Sports are a great way to help develop many social, perseverance, and self-identity skills. My sports kept me healthy and I was able to have an immediate group of friends who shared a common interest; something I greatly valued since I went to a college where I didn't know anyone at the start.



What internships did you have and what skills did you gain from them that you are able to use in your current career?

In graduate school, I was lucky enough to be an intern at Eastern Shore Psychological Services as a school-based therapist in Easton, and in my final year I interned with the Department of Veteran Affairs, as a social work intern in Cambridge. Social work is a broad field. I went from working with elementary-school children in the schools to working with veterans. These are very different groups of people, and I feel lucky to have been able to intern with both.

What do you do at work all day?

There is no "typical day" in social work. Every day has the potential to be vastly different than the one before it. I like, and seek out, opportunities to engage in/with different scenarios, people and tasks. In the morning, I check to see if I need to act quickly with a client regarding something that may have happened overnight. If all is well, I gather with my unit and our supervisor in a "team huddle" to discuss the day and weekly outlook and objectives. This is a good way to get a framework of how to best approach the week and discuss certain cases with various unique and professional inputs from other co-workers. Next, I tend to my clients/cases. Their situations are often quite different from each other, and some require more frequent attention. With the more engaging cases, I meet and speak with them as efficiently as possible.

What inspires you to do your job?

I'm inspired by knowing that:

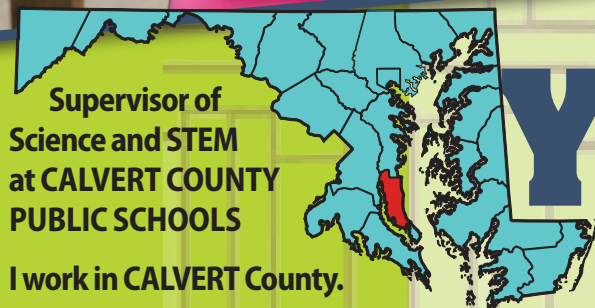
- social work has been that calling for me;
- social work, and particularly social services, prepares you for anything; and
- I can directly help others.

What role did mentors play in choosing your career?

I had excellent mentors in my high school, undergraduate and graduate careers. The key is to listen to your teachers during the first class as they typically explain a little bit about themselves. They may talk about what they specialize in and what they're academic and career strengths are. Once you find a professor that you connect with, talk with them and pick their brain on how they progressed in their field, because it could be your field of interest as well. Build that relationship and as they begin to learn more about you and your characteristics, they may suggest you for internships or projects or even jobs that cater to your interests.

How did you get your job?

I had a classmate show me the listing for my current job. She was applying for the same position in a different county and informed me that there were openings where I lived. I believe my internships and the experience I gained from them made me a more attractive candidate for hire. Make sure you get as much experience as possible.



**Supervisor of
Science and STEM
at CALVERT COUNTY
PUBLIC SCHOOLS**

I work in CALVERT County.

**High school: JOHN YEATES
HIGH SCHOOL, Virginia**

**College: Bachelor's of
Science in Biology Education
from VIRGINIA STATE
UNIVERSITY**

**Graduate: Master's of
Education in School
Administration and
Supervision from BOWIE
STATE UNIVERSITY,
Certificate of Advanced
Studies in Education (CASE)
from NOTRE DAME OF
MARYLAND UNIVERSITY and
Doctor of Philosophy in K-12
Educational Leadership from
WALDEN UNIVERSITY**

Yovonda K.

What was your favorite subject in school and what did you enjoy most about it?

My favorite subject was Science. I loved learning about the human body in my Biology classes. I wanted to know what was inside of the body. I wanted to understand how the body works and what works for the body. I loved all my science classes because my learning was hands-on and engaging.

What activities did you do in high school?

I was an active athlete in high school. I played basketball and tennis, ran track and I was a cheerleader.

How did they prepare you for college?

In college, I met people from all over the county. Participating in sports taught me the skills needed to communicate effectively to work together and complete a common task.

What do you do at work all day?

As the Supervisor of Science and STEM, I work directly with Science, Technology, Engineering and Computer Science teachers. I assist teachers with instructional planning to ensure they know and understand the content standards. I plan professional development opportunities to provide guidance and support to teachers on instructional pedagogy, sequencing and pacing of the curriculum, best instructional strategies and the use of technology in the classroom. I also work with teams of teachers to develop assessments used to monitor student progress. Additionally, I observe Science and STEM teachers to provide feedback for instructional growth.

What inspires you to do your job?

I'm inspired by knowing that I am:

- cultivating the next generation of Scientists and Engineers;
- building instructional leadership capacity for teachers; and
- closing achievement gaps in the areas of Science and STEM.

What role did mentors play in choosing your career?

While in high school, I loved my Science classes because they were fun and engaging.

As a result, my Biology and Chemistry teachers became my first mentors. My Biology and Chemistry teachers were African American females and they inspired me to strive for excellence in the science classroom. Having two science teachers that "looked like me," provided me with the confidence that I could achieve the same goal of becoming a science educator.

How did you get your job?

The Supervisor of Science and STEM position required science teaching experience and school leadership experience. I

worked as a science teacher for seven years and a vice principal for eight years.

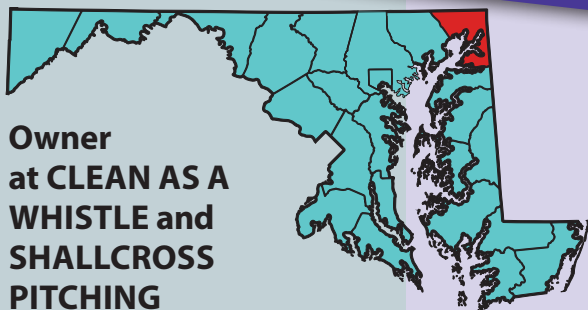
What skills do you use at work?

I work to build relationships with science and STEM teachers while leading the implementation of curriculum, instruction and assessment. In addition to the skill of building relationships, communicating effectively, verbally and in writing, are critical skills needed for success in my career.

How has COVID-19 changed or impacted the way you work today?

Prior to COVID-19, my work involved face-to-face interactions with teachers and school staff. Since the start of COVID-19, I work from home and support teachers through the transition to digital learning. Using Microsoft Teams Meetings, I meet with teachers and Calvert County's leadership teams to discuss best practices for teaching and learning in a digital environment. In addition to supporting teachers, I am also increasing my knowledge of technological tools that can be used for science and STEM instruction as well as virtual communication.





**Owner
at CLEAN AS A
WHISTLE and
SHALLCROSS
PITCHING**

**I work in CECIL
County.**

**High school:
MIDDLETOWN HIGH
SCHOOL, Delaware**

**College: Bachelor's
in Marketing from
WILMINGTON
UNIVERSITY**

Nicole T.

What was your favorite subject in school and what did you enjoy most about it?

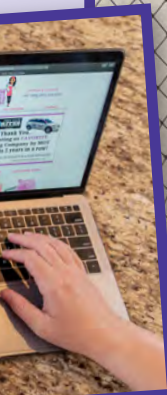
My favorite subject was Math. I have always been a numbers girl. I would do math problems for fun when I was younger.

What activities did you do in high school and how did they prepare you for college?

I played softball. I went to a college prep school which helped a ton. I also took honors classes in high school which helped a lot too.

What do you do at work all day?

For my cleaning company, I organize the daily schedule, talk to staff and plan their day. I do estimates and work on marketing. For the sports training, I work on skills with players and I help them find colleges, camps and teams to play on.



What skills do you use at work?

I use leadership, organizational, marketing skills, math and art.

How has COVID-19 changed or impacted the way you work?

COVID has cut business in half, but we are seeing light at the end of the tunnel. My biggest take away is that having your eggs in more than one basket is great. Do not have all your income from one source.

What inspires you to do your job?

I am:

- motivated by success. I have the mental approach that we have to be the best. I do not like to fail or not be the best at something; and
- motivated by the kids. I love giving back to my community and beyond. I want others to experience what I have from sports. Sports are truly life-changing. I love watching kids with no confidence grow into confident successful adults.

What role did mentors play in choosing your career?

If it wasn't for my coaches I would not be where I am today. My success is 100% linked to my success in sports. I was taught to be tough, work hard and not walk away from a challenge.

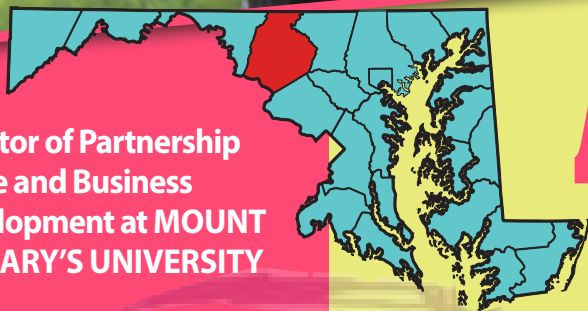
How did you get your job?

The cleaning company was a family business so I didn't find it but I found my role within it. I like to make changes and find more success. With sports training, it found me. I never really saw myself doing this. Families started to call and ask for help and I just fell in love with it.

What [school] subjects do you use at work and how do you use them?

I use Math, English, Art, Computers and Gym. I add numbers daily, and write estimates and marketing rollouts. I use the computer daily to make programs, graphs and schedules. I use gym skills daily in sports.





Andi.

**Director of Partnership
Office and Business
Development at MOUNT
ST. MARY'S UNIVERSITY**

I work in FREDERICK County.

**High school: DAYTON HIGH
SCHOOL, Nevada**

**College: Bachelor's in
Psychology and Religion
from MOUNT HOLYOKE
COLLEGE**

**Graduate: Master's of
Science in Criminal
Justice from AMERICAN
UNIVERSITY and Master's
of Business Administration
from FROSTBURG STATE
UNIVERSITY**

What were your favorite subjects in school and what did you enjoy most about them?

My favorite subjects were Social Studies and Government. I loved learning how our laws are formed and our societies created. I think we can learn a lot about our history and the different cultures other than our own.

What activities did you do in high school?

I was a three-sport athlete in high school. I played volleyball, basketball and softball. I also served on several committees and was involved in Student Government.

How did they prepare you for college?

My athletic ability and my academic record helped me gain acceptance and pay for my undergraduate degree. I was able to showcase my interests in more than just sports by using my volunteering and mentoring clubs in my admissions entrance essay. I was able to hone my critical thinking and problem solving skills.



What inspires you to do your job?

I'm inspired by knowing that I am:

- helping people realize that returning to campus and taking courses is possible;
- helping people realize their dreams, even if it is later in life; and
- speaking on behalf of the university and talking about the great things happening on campus.

What role did mentors play in choosing your career?

My mentors have always been those folks who cheer me on. I was fortunate to have people push me forward when I was too scared to apply for positions I thought I was unqualified for but in reality, I was totally qualified but just scared to jump out of my comfort zone. My mentors helped me gain a bit of confidence to put myself out there.

What internships and other work experiences did you have and what skills did you gain from them that you can use in your current career?

Interning at the Rape Crisis Center of Washington in my junior year of undergraduate study was the single most eye-opening and incredible experience I have ever had. I am a better person for being there, for sure. I have served pizza, put together furniture, cleaned out apartments and worked at an assisted living facility all during or directly after college. I learned that our experiences are not the only experiences in this world. I learned that empathy is powerful and action to help people through difficult times is important.

What do you do at work all day?

I work to build relationships between big companies and academia. I help create pathways for people to return to school as adults. I use the power of education to create pathways for people to excel in their careers and help advance their skillsets in their jobs, and use my voice to provide specific information to people looking to return to school to get a degree or and advance certificate. I help educate the next generation of learners!

What skills do you use at work?

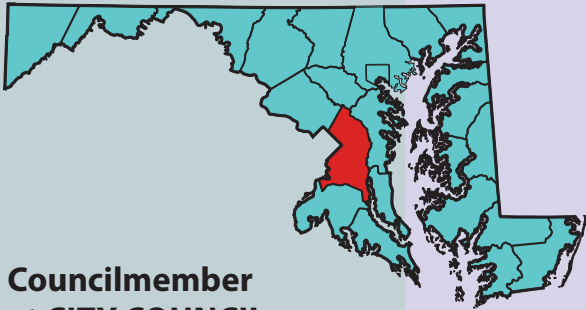
Conflict resolution is a big skill I use. Lots of people say, "No, I can't go back to school," and I have to present all the good possibilities to them so that they can see it as an option. I also use a lot of soft skills like communication techniques, public speaking, listening and responding and problem-solving.

What can students do NOW to begin preparing for your career?

Students can work on their soft skills that help them relate to other people and communicate effectively. Practice talking in class and volunteer for projects that create opportunities for other people.

What [school] subjects do you use at work and how do you use them?

I work with budgets a lot, so my Math skills are pretty much on point. I also use my English and writing skills to write grants and reports. Every day I have to help my team write communications to our potential students. I also consistently update our team and campus budget — I negotiate lower costs on items we need everyday like computers or software.



Keith S.

**Councilmember
at CITY COUNCIL
OF LAUREL**

**I work in PRINCE
GEORGE'S County.**

**High school:
PETERSBURG HIGH,
Virginia**

**College: Bachelor's
in Individualized
Studies in Sociology
from VIRGINIA STATE
UNIVERSITY**

What was your favorite subject in school and what did you enjoy most about it?

My favorite subject was Social Studies. I enjoyed learning about the United States Constitution, the three branches of government and how local government operates to serve the citizens of their communities.

In what activities did you participate in high school?

I was a police explorer, football manager and girls' softball team manager.

How did they prepare you for college?

Watching the football and softball teams' practice and preparing for games were the same disciplines I used preparing for my college exams. By studying and reviewing my schoolwork after class I was able to graduate with a 3.3 GPA.

What internships did you have and what skills did you gain from them that you can use in your current career?

I had an internship with The Salvation Army Harbor Light Treatment



platform, and why they should vote for me to be their City Councilmember. I attended community events and community forums with other candidates debating our platforms. I was elected by the citizens to be their Ward 2 Councilmember.

What skills do you use at work?

I use communication skills, listening skills and empathy in my role.

What [school] subjects do you use at work and how do you use them?

I use English to write law, social studies to teach about local government and math to approve the city budget.

How has COVID-19 changed or impacted the way that you work today?

With the social distancing and the stay at home orders, COVID-19 has had a tremendous impact on how I interact with my constituents. I love to sponsor community events, i.e. job fairs, community outreach programs and visiting local businesses to gather information on how the city can enhance their businesses, and keeping them posted on the latest information within the city. With the ongoing COVID-19 pandemic, I am limited in conducting this type of work due to stay at home orders. I am using social media and Zoom conference calls to stay in contact with my constituents and holding business meetings with other elected officials as well due to COVID-19.

Program. I was assigned a caseload and worked directly with clients suffering from a co-occurring disorder (mental health and substance abuse). As a Pretrial Services Officer, I was able to recognize the signs and symptoms for a proper assessment and make a recommendation to the Washington Superior Court judges for release conditions.

What do you do at work all day?

I am a City Councilmember on the Laurel City Council. I work as a legislator. I write and vote on city ordinances and resolutions (the laws) governing the City of Laurel.

What inspires you to do your job?

I'm inspired by knowing that I am:

- helping people to bring about positive change through education and by creating programs;
- working with diverse groups of people learning about their culture and heritage; and
- talking to small groups of people.

What role did mentors play in choosing your career?

My mentor taught me the importance of hard work and to not be afraid to try something different. That gave me the ultimate confidence to run for public office.

How did you get your job?

I had to get a minimum of 30 eligible voters from my Ward to nominate me to be a candidate for the election. I knocked on resident's doors, introduced myself and explained my

Probability of COMPETING BEYOND HIGH SCHOOL


Professional Sport	NCAA Participants	Approximate # Draft Eligible	# Draft Picks	# NCAA Drafted	% NCAA to Major Pro
Baseball	36,011	8,002	1,217	791	9.9%
M Basketball	18,816	4,181	60	52	1.2%
W Basketball	16,509	3,669	36	31	0.8%
Football	73,712	16,380	254	254	1.6%
M Ice Hockey	4,323	961	217	71	7.4%

(source: <http://www.ncaa.org/about/resources/research/estimated-probability-competing-college-athletics>)

The chart above shows the probability of competing in athletics beyond high school – both in college and professionally. The percentages are based on estimated data.

Many grow up dreaming of playing sports in college and professionally. But of the nearly 8 million students currently participating in high school athletics in the United States, only 480,000 of them will compete at NCAA schools. And of that group, only a fraction will realize their goal of becoming a professional athlete.

For the rest, the experiences of college athletics and life lessons they learn along the way will help them as they pursue careers in other fields. Education is a vital part of the college athletics experience, and student-athletes treat it that way. Overall student-athletes graduate at higher rates than their peers in the student body, and those rates rise each year.



Battelle is proud to support the Maryland Business Roundtable and its work to expand access to STEM experiences for all students.

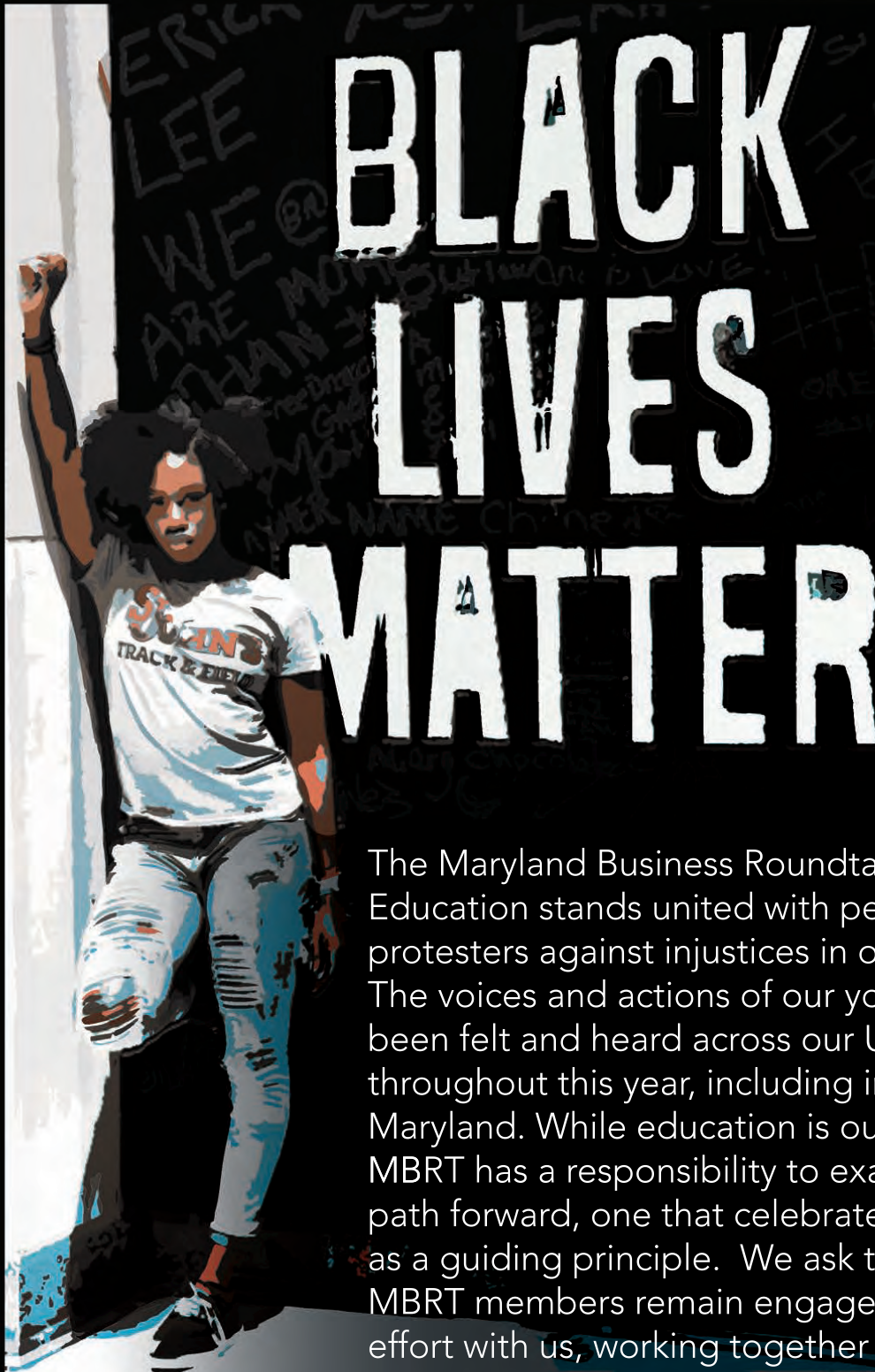


Photo by: TEP

The Maryland Business Roundtable for Education stands united with peaceful protesters against injustices in our country. The voices and actions of our youth have been felt and heard across our U.S. cities throughout this year, including in Maryland. While education is our mission, MBRT has a responsibility to examine its path forward, one that celebrates equity as a guiding principle. We ask that all MBRT members remain engaged in this effort with us, working together toward a better tomorrow.