

Why Career Pathways

Why Career Pathways?

- Restore Economic Competitiveness
 - Labor market projections on middle-skilled jobs
- Reduce Income Inequality
 - Education pays
- Fix the “Leaky Pipeline”
 - Current approaches leave too many without skills, credentials, or jobs

What Do We Mean by Career Pathway Approaches?

- The term “career pathway programs” refers to a clear sequence of education coursework and/or training credentials that:
 - Are aligned with the skill needs of regional industries;
 - Include secondary, adult education, and post-secondary education options;
 - Include curricular and instructional strategies that contextualize learning;
 - As appropriate, integrate education and training that combines occupational skills training with adult education services, give credit for prior learning, and accelerate advancement;
 - Lead to the attainment of an industry-recognized degree or credential;
 - Include academic and career counseling, and support services;
 - Are organized to meet the particular needs of adults, with flexible and non-semester-based scheduling, and the innovative use of technology.

What Do We Mean by Career Pathway Approaches? (cont.)

- Career pathway systems make it easier for individuals to earn industry-recognized and academic credentials by:
 - Connecting training, education and employment systems;
 - Designing remedial and post-secondary around the needs of working learners; and,
 - Engaging employers in program design and curriculum development.

Career Pathways: The Six Key Elements

- Build Cross-Agency Partnerships & Clarify Roles
- Identify Sector or Industry & Engage Employers
- Design Education & Training Programs
- Identify Funding Needs and Sources
- Align Policies & Programs
- Measure System Change & Performance

Six Key Elements of Career Pathway Systems

- Career pathway systems provide a clear sequence of education coursework or training credentials and have the following elements:
 1. Build cross-agency partnerships & clarify roles
 2. Identify industry sector or industry & engage employers
 3. Design education & training programs
 4. Identify funding needs and sources
 5. Align policies & programs
 6. Measure system change & performance

#1: Build Cross-Agency Partnerships and Clarify Roles

- Key cross-agency partners at the local and state levels are engaged to participate in the initiative.
 - Local team is formed to design, plot, launch, and grow a local or regional career pathway system.
 - Partners are invited to design, craft, and implement a shared vision.
 - State team supports the local team with administrative policies and legislation to aid in local implementation and statewide growth. Senior state and regional leaders visibly support the initiative.

#1: Build Cross-Agency Partnerships and Clarify Roles (cont.)

- Roles and responsibilities are clearly defined and formalized
 - Create a leadership or steering committee to guide the development process.
 - Clarify and formalize roles and responsibilities of the following:
 - Workforce system
 - Economic Development system
 - Education system
 - Human service system
 - CBO's
 - Employers

#2: Identify Industry Sector and Engage Employers

- Sectors and industries are selected and employers are engaged in the development of career pathways.
 - Determine labor market trends, skill development needs and opportunities, and employer preferences.
 - Select employers or industry representatives and plan how to pitch the initiative to them.
 - Plan how to work with employers in the different phases of the initiative (design, launch, operation, evaluation).

#3: Design Education and Training Programs

- Career pathway programs provide a clear sequence of education courses and credentials that meet the skill needs of high-demand industries.
 - Design programs to accommodate individuals regardless of their skill level at the point of entry.
 - Design programs around high demand industries and career ladders that pay family-sustaining wages.
 - Support programs through state legislation and administrative policies for sustainability.

#3: Design Education and Training Programs (cont.)

- **Key questions to ask: How will we...**
 - Incorporate & align secondary and post-secondary education elements?
 - Integrate & contextualize adult basic education & occupational skills training?
 - Chunk curricula into shorter programs of study?
 - Meet the need for flexible training & education options?
 - Include academic & CTE content in a coordinated, non-duplicative progression?
 - Integrate wrap-around services?
 - Ensure the program leads to an associate or baccalaureate degree or industry-recognized credentials or certificates at the post-secondary level.

#4: Identify Funding Needs & Sources

- Necessary resources are raised and/or leveraged to develop and implement career pathways programs.
 - Identify resources needed to operate programs and core system components.
 - Program Development
 - Professional Development
 - Operating costs
 - Supportive services
 - Ensure state and local partners work together to raise and leverage funding from federal, state, local and foundation sources.

#4: Identify Funding Needs & Sources (cont.)

- **Key questions to ask:**

- What are your funding needs?
 - Curriculum development
 - Professional development
 - Operating costs
 - Supportive services

- What funding sources should you explore?
 - WIA Titles I, II and IV funds
 - Wagner-Peyser Act funds
 - Carl Perkins Act funds
 - TANF funds
 - State funds
 - Private foundations

#5: Align Policies and Programs

- Federal, state and local legislation or administrative policies promote career pathway development and implementation.
 - Local and state partners identify key policy and program changes and actions needed.
 - Partners actively coordinate efforts across the region and/or state and establish formal procedures to institutionalize system change.
 - Agencies and programs collaborate to provide professional development across organizations and systems.

#5: Align Policies and Programs (cont.)

- Key questions to ask:
 - How are career technical & academic programs linked (or not) at the community college? How can linkages be strengthened?
 - How does the eligible training provide list (ETPL) promote career pathway development?
 - How can One Stop and TANF service providers coordinate with each other in providing services?
 - What can be used to fund curriculum and professional development?
 - How can policymakers support the development of portable and stackable credentials?

#6: Measure System Change and Evaluation performance

- Track effect of policy changes and program design on participate outcomes
- Arrange data-sharing agreements with key partners and employers, as appropriate
- Design systems for sharing performance information to support continuous learning and improvement

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Career Pathways Initiative Tools and Resources

Getting Buy-In, Raising Awareness

- Joint Letter of support from ETA/OVAE/HHS
- Definition and Six Key Elements Graphic Framework*
- Implementing Career Pathways PowerPoint*
- Webinars*
- ETA Community of Practice – www.learnwork.workforce3one.org
- Adult Career Pathways Training and Support Center – <http://www.acp-sc.org/>
- Welfare Peer TA Web Site

Getting Started, Convening Partners

- ETA Policy Paper – Roles for the Workforce System
- Sample Partner Agreement*
- Service Mapping Tool*
- Career Pathways Road Map*

Building It Out

- Credential Asset Mapping Tool*
- Occupational Credential Worksheet*
- Program Design Flow Chart*
- Guide to Adult Education for Work – available for download at http://www.iff.org/sites/default/files/adult_ed_work_guide.pdf
- Funding Career Pathways and Career Pathway Bridges: A Federal Policy Toolkit – available for download at <http://www.clasp.org/admin/site/publications/files/FundingCareerPathwaysFederalPolicyToolkitforStates.pdf>

Career Pathways Toolkit* & Next Steps Action Planning Tool as References/Supports

*These tools are available for download at www.learnwork.workforce3one.org