

# NCWorks Certified Career Pathways: Lessons Learned from the Triangle Collaboration



Triangle Regional  
Career Pathways Collaborative

# Career Pathway Regional Partners

## Local Workforce Boards:

Capital Area Workforce Development Board

Durham Workforce Development Board

Kerr-Tar Workforce Development Board

## Community Colleges:

Durham Technical Community College

Johnston Community College

Piedmont Community College

Vance-Granville Community College

Wake Technical Community College

## Community partners include:

Made In Durham

Research Triangle Cleantech Cluster

## Public School Systems:

Chapel Hill Carrboro City Schools

Durham County Public Schools

Franklin County Schools

Granville County Schools

Johnston County Schools

Orange County Schools

Person County Public Schools

Vance County Schools

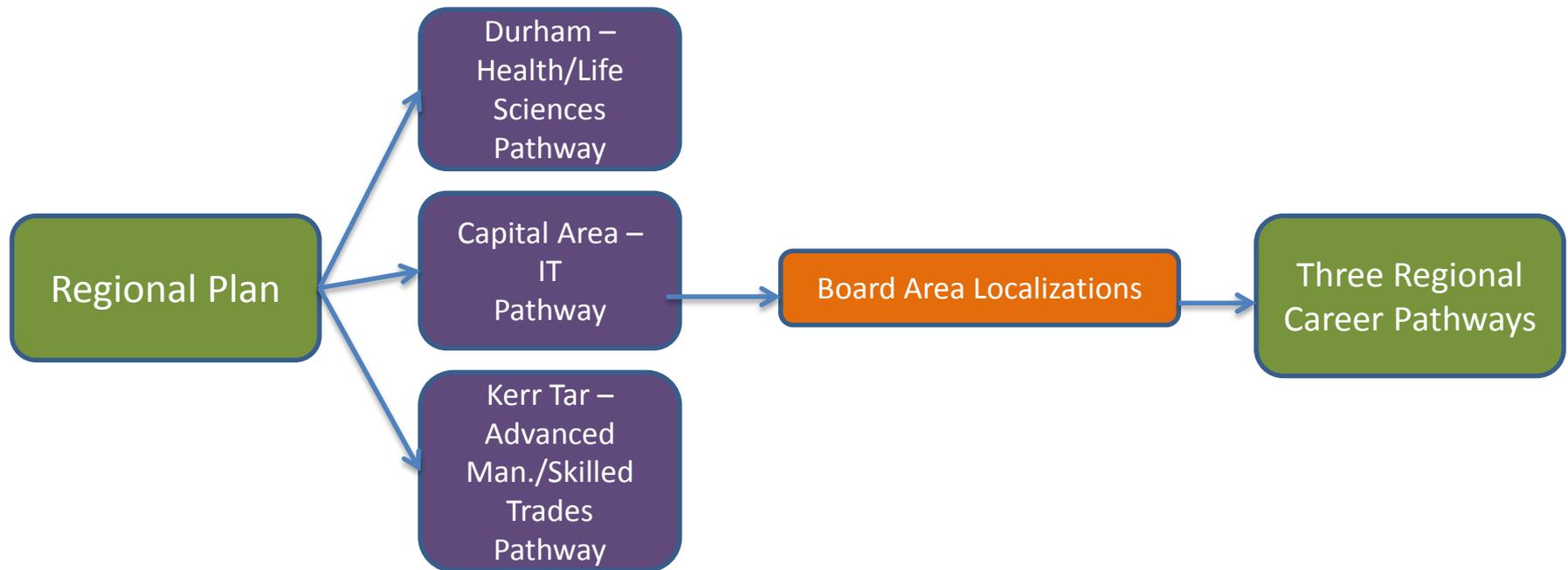
Wake County Public Schools

Warren County Public Schools



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# Career Pathway Regional Coordination



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Capital Area Workforce Development Board



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# Managing expectations

“Understand a project of this magnitude takes time and effort.”

“Be direct and honest with your expectations, it opens it up for everyone to have a transparent discussion.”

“Don’t think of your career pathway work as yet another stand-alone project. Think of it as being infused in all that you do.”

“Play to a parade. The people are always changing. Remind and inspire each other with what you want to accomplish.”

“Transitions may not always be seamless, but that is okay.”

“Regional team dynamics may be different from the dynamics of individual groups that compose the regional team. Managing these differences is key to success.”



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# Process and implementation

“There are several approaches for developing/creating pathways and applications. Teams must use the approach that works best for them.”

“Connect, develop, and invest in relationship building with partners. We all want a better quality of life and community.”

“We need to begin with the end in mind: full implementation of the pathways. I want to make sure we have the ‘who’ and the ‘how’ and the ‘when’ as much as the ‘what’ clearly outlined in the pathways.

“Design your process so that it can be replicated, regardless of workforce sector.”

“Define and agree on your focus and move toward accomplishing your key focus criteria.”

“Who is going to foot the bill for change?”



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