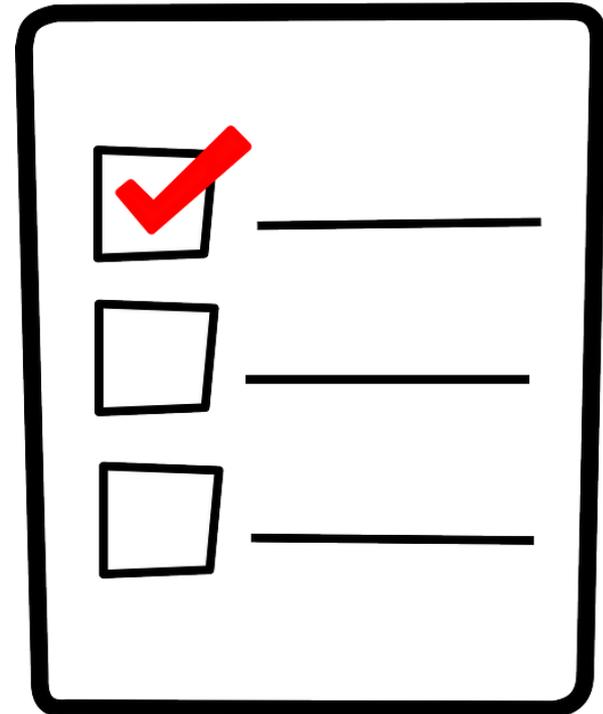


Agenda

- Origins of Career Pathways
- Career Pathways 101
- State Experiences
- Recent Applications
- Tying it all Together



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Why Career Pathways?



Creating Order Out of Chaos



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The Case for Career Pathways

- Relationship between education & work is changing
- Increasing demand for postsecondary education
- Entry into the labor market is non-linear
- Opaque labor market information and data
- Education & training— increasingly a team sport
- Alignment creates system-wide efficiencies

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Where Did Career Pathways Come From?



Origins of Career Pathways

- MDTA-CETA-JTPA → WIA/ WIOA
- Tech Prep
- School-to-Work

What do these all have in common?

- *Collaboration*
- *Connections*
- *Careers*



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CTE & Career Pathways

- Goals 2000
- Building Linkages Project
- 16 Career Clusters Framework



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Career Pathways and CTE Programs of Study

- New term– CTE POS
- Perkins IV
- Edu or Workforce Dev?
- The 'Siloing' Effect



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Career Pathways Post-Perkins IV

- Career Pathways Joint Initiative
- WIF Grants
- TAACCCT
- Ex-Sites
- WIOA



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So What's a Career Pathway?

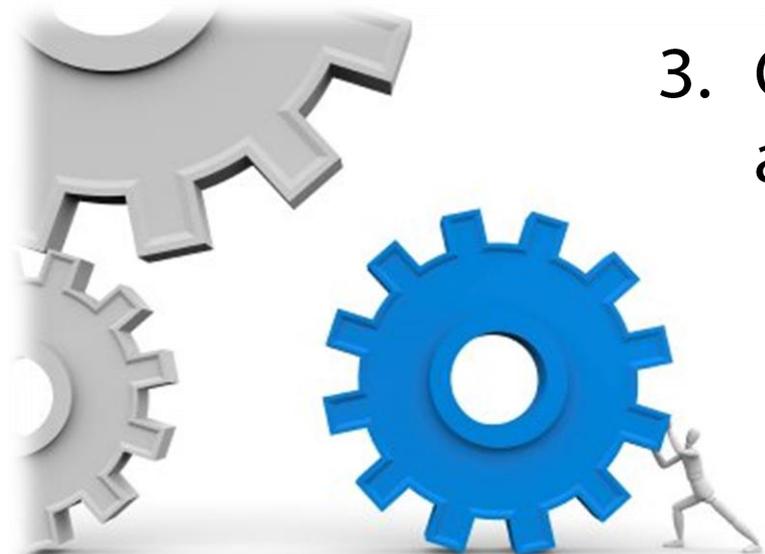
- Many uses of the term
- Meant to address diffuse skill development systems
- Intentionally structured to connect and align education & training programs



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Three Core Features of Career Pathway

1. Multiple Entry Points
2. Multiple Exit Points
3. Connected education and training services



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Other Common Features of a Career Pathway

- Targets a specific industry
- Contextualized Learning
- Integrated Education and Training
- Work-based Learning Opportunities
- Anchored by an IRC
- Support Services



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Career Pathways as a GPS



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USDOL Career Pathway Toolkit

6 Key *design elements* of a Career Pathway:

- Interagency Partnerships
- Industry Identification / Employer Engagement
- Design Education and Training Programs
- Identifying Funding Needs (and sources!)
- Align Policies & Programs
- Measures for the System

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Illinois Pathway Initiative

- RTTT Funding
- Convene key stakeholders
- Support local CP systems
- Creation of “learning exchanges”

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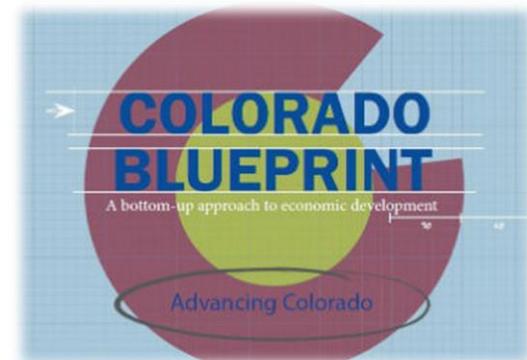
Illinois Pathways' Six Key Steps

- Clarify mission / goals
- Identify key partners
- Define governance structure
- Operationalize collaboration
- Evaluate effectiveness
- Ensure sustainability



Colorado's Sector Partnership and Career Pathway Initiative

- Colorado Blueprint (CWDC)
- Focus on perception / awareness
- Increase applied learning opportunities
- Identify key industries for pathway development
- PD opportunities for instructors



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Colorado's Approach

- Create the Sector Strategy
- Leverage the Sector Partnership(s)
- Organize services and programs
- Ensure that external partners “own” the work– sustainability



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WIOA & Career Pathways



New National Support for Career Pathways



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WIOA's Definition

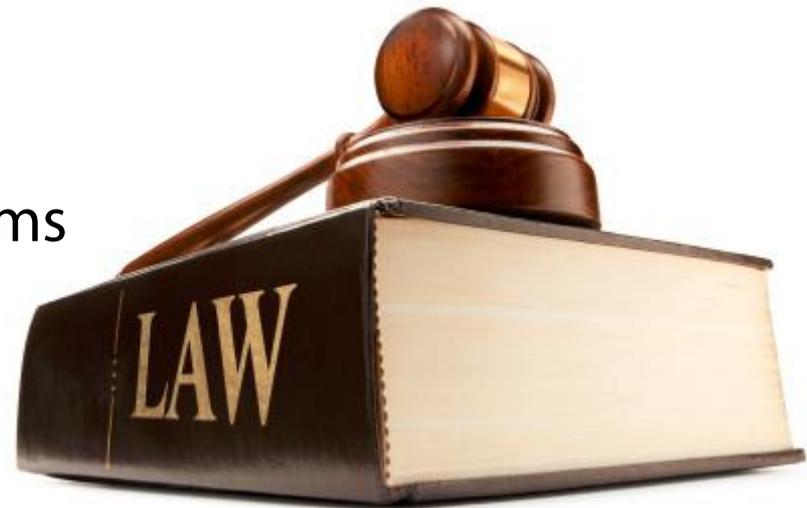
- Alignment with the labor market
- Preparation for full spectrum of education & training
- Career Counseling & Advisement
- Contextualized learning
- Tailored to meet the needs of all students
- Leads to a "*recognized postsecondary credential*"
- Supports an individual's career advancement

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What Does the Law Require?

WIOA has made the development and implementation of career pathways a required activity at multiple levels within the workforce system:

- State Boards
- Local Boards
- Coordination Across Programs



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What's Left up to States?

States & Locals should be:

- Determining which elements of a CP to implement / prioritize
- Developing policies and procedures to support CPs
- Coordinating with secondary and postsecondary CTE programs

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Key Questions to Consider

- *Are we meeting employer talent pipeline needs? How do we know?*
- *What role will employers have in the development and implementation of your career pathway?*
- *Are we building on existing work? Are the right partners involved?*
- *Is there an effective communications / awareness campaign?*
- *What are the metrics for success? How will data drive program improvement?*

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Questions?

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