

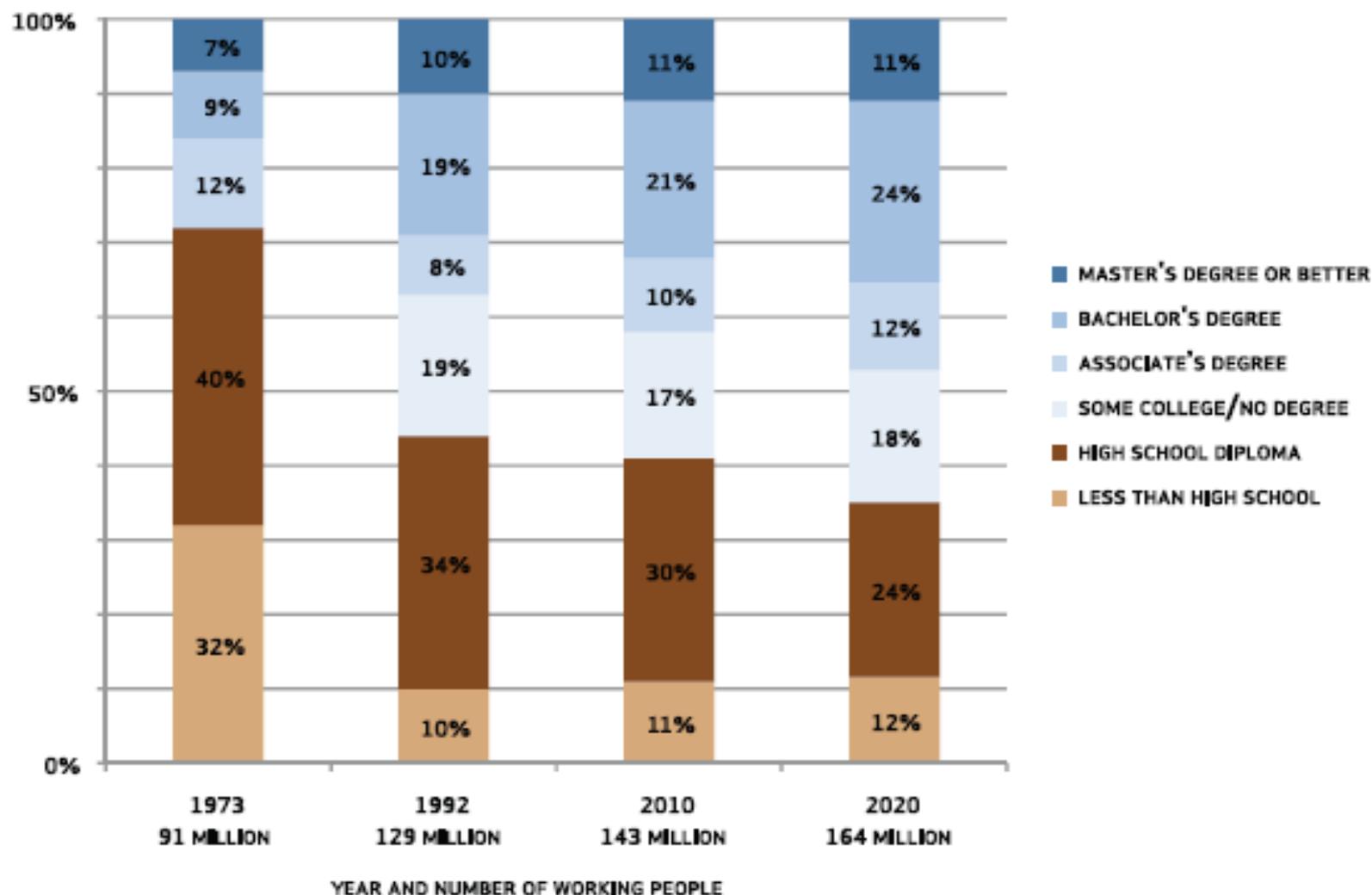


Andrala Walker, U.S. Department of Labor

**Atlanta Region 3 Youth Forum
June 18, 2014**

By 2020, 65 percent of all jobs will require postsecondary education and training, up from 28 percent in 1973.

FIGURE 4: Postsecondary education and training



Note: Numbers may not sum to 100 percent due to rounding.

Source: Georgetown University, *Recovery 2020*, Anthony Carnevale et al June 2013

Federal Interagency Working Group on Career Pathways

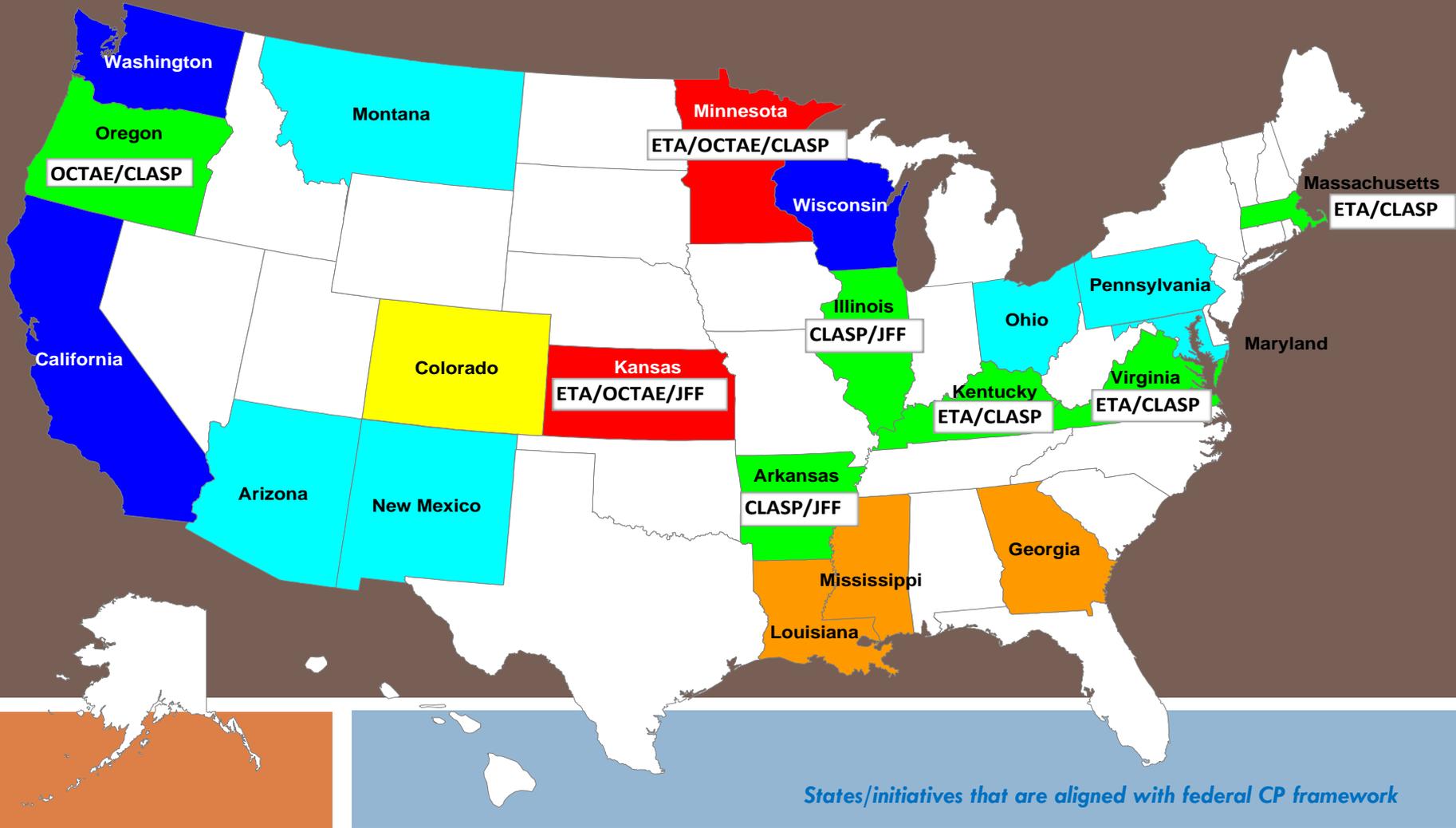
❖ In April 2012, ED, HHS, and Labor issued a joint letter of support, urging the adoption of career pathways strategies and collaboration at the state and local levels to help citizens advance in the workforce and adopting a common framework



Career Pathways (CP) Systems Implementation Status Report

(April 28, 2014)

ETA Career Pathways TA Initiative (2010 – 2012)	OCTAE Advancing CTE/CP Initiative (2012 – Present)	CLASP Alliance for Quality Career Pathways (2013 – Present)	Jobs for the Future Accelerating Opportunity (2012 – Present)	States Participating in Two Initiatives	States Participating in Three Initiatives
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Career Pathways State Systems

Career Pathways Systems are partnerships of state-level agencies, organizations, and employers

- Provide Leadership and Supportive Policy Environment for local/regional systems
- Promote Quality
- Encourage Scale and Sustainability

Career Pathways Programs

Career Pathways Programs are discrete sets of interventions that have these characteristics:

- **Sector-strategy**
- **“Stackable” credentials**
- **Contextualized learning**
- **Accelerated/integrated education and training**
- **Industry-recognized credentials**
- **Multiple entry/exit points**
- **Comprehensive wrap around services and supports**
- **Flexible enough to meet needs of youth and adults**

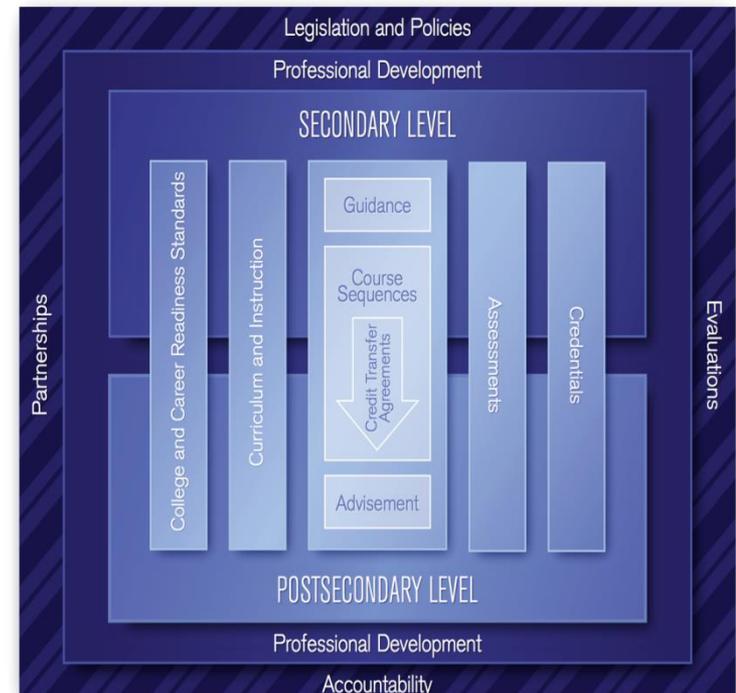
Connecting the Frameworks

CAREER PATHWAYS - SIX KEY ELEMENTS & PROGRAMS OF STUDY - 10 ESSENTIAL COMPONENTS

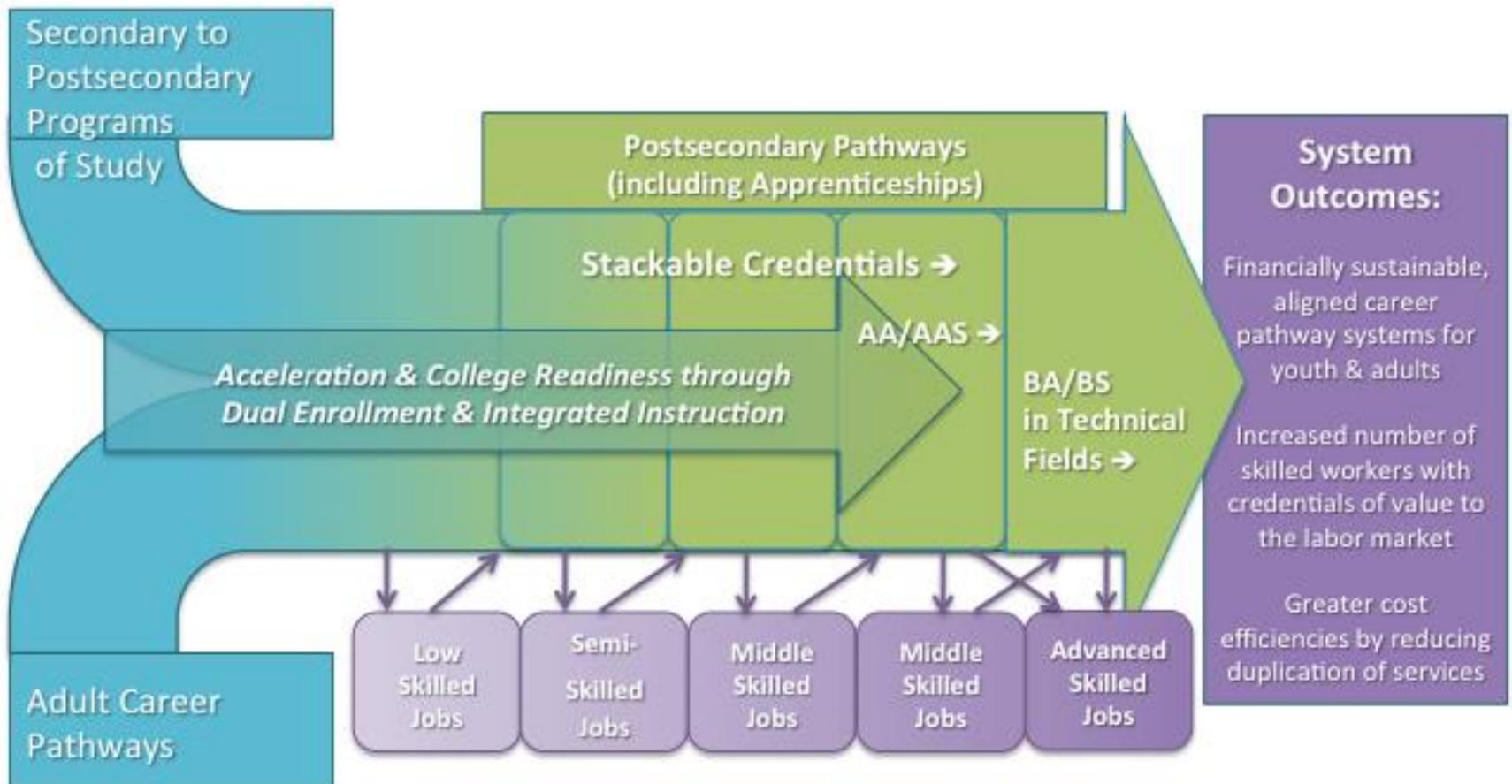
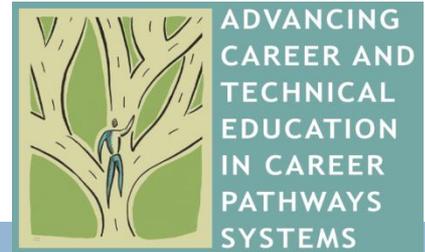


PROGRAM OF STUDY DESIGN FRAMEWORK

"A program of study is a structured sequence of academic and career and technical courses leading to a postsecondary-level credential."
- Operational definition

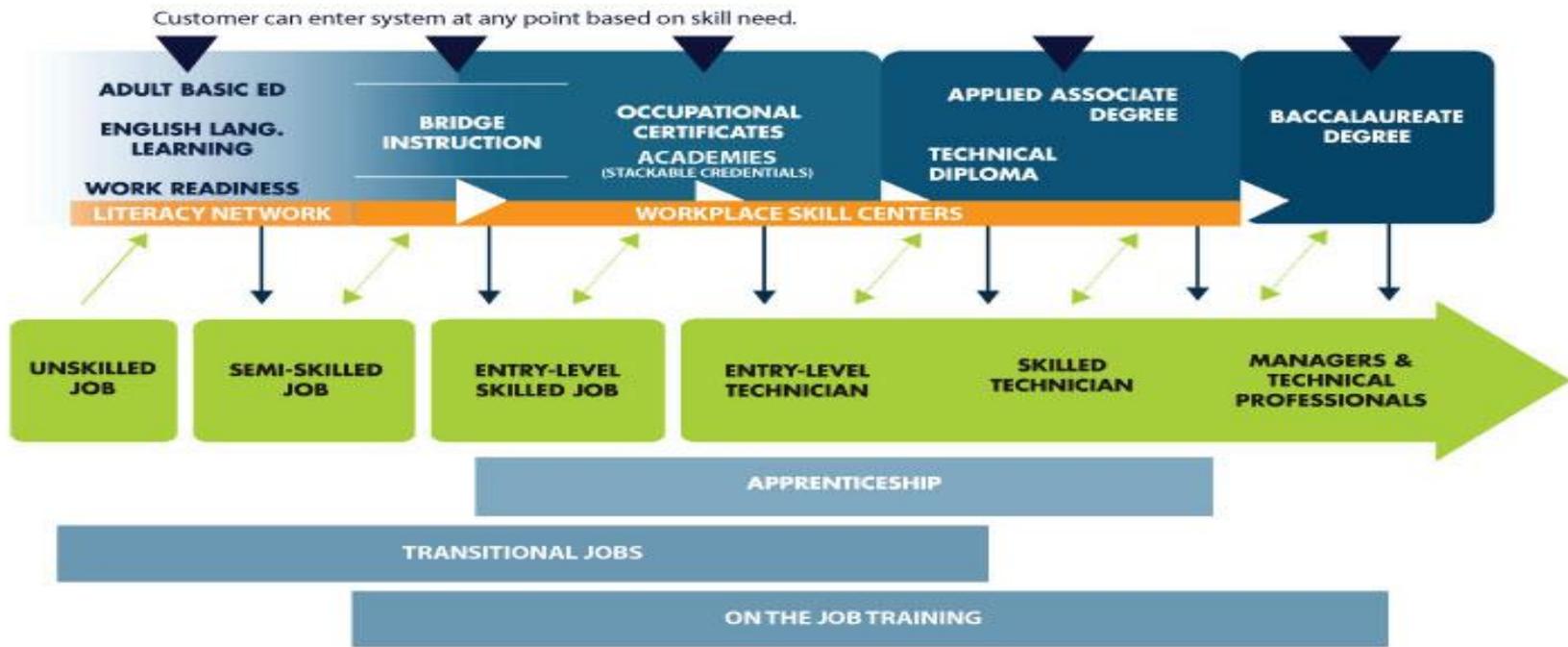


A VISUAL INTERPRETATION OF COMPREHENSIVE CAREER PATHWAYS SYSTEM (DRAFT)



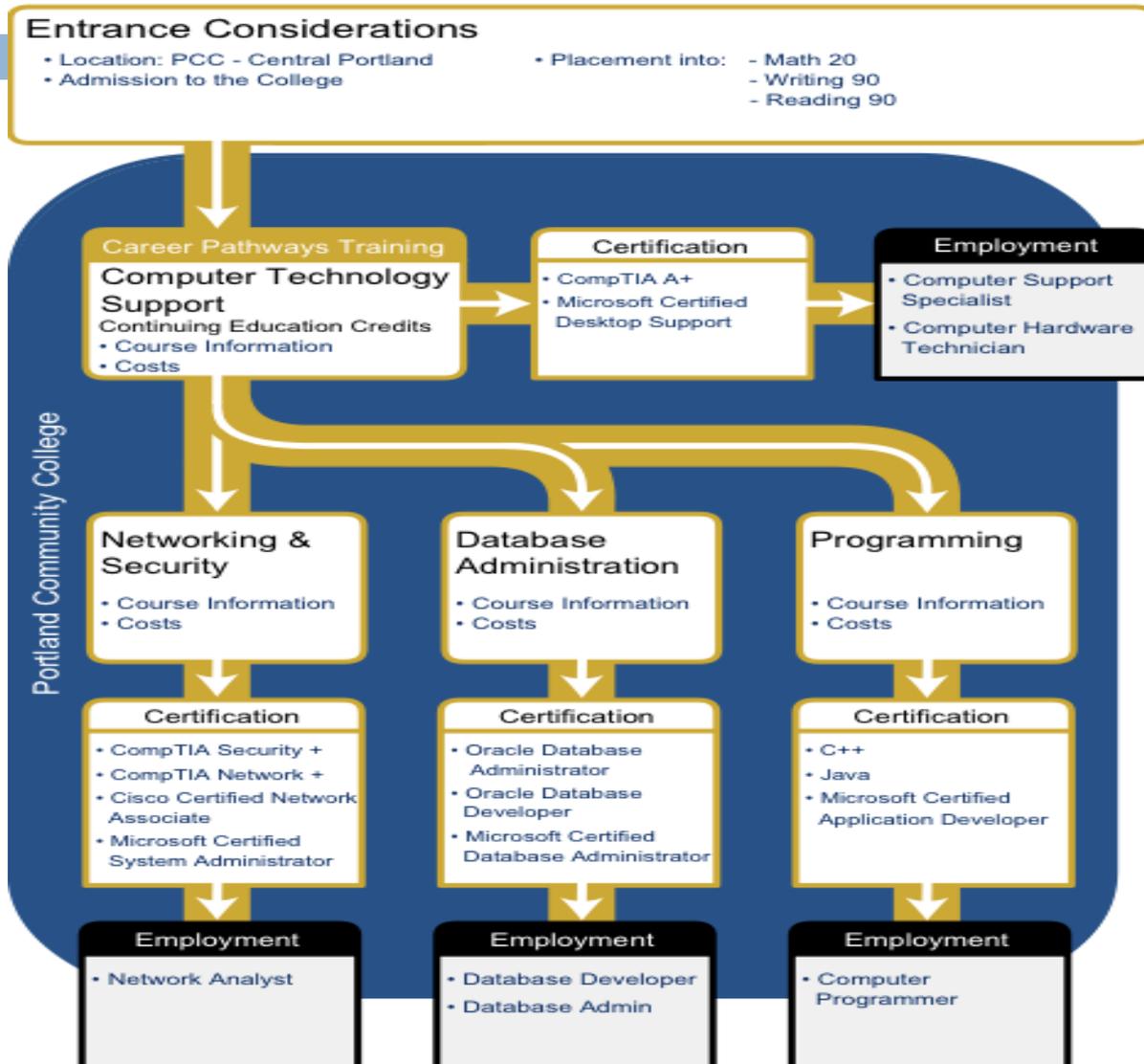
What might a career pathways system look like? (Wisconsin)

Career Pathway Platform



Portland, OR – Computer Technology -

<http://www.pcc.edu/pathway/?id=340>



Career Pathways Example: Health Careers Collaborative of Greater Cincinnati (HCC)

YOUTH MENTOR

At age 10, connected with a **mentor in after-school program** who gave Latoya the idea to become a nurse.

**Latoya Henderson
23 years old**



WORK READINESS

Graduated high school in 2009 (first in family to graduate).

In 2010, **enrolled in HCC 12-week work-readiness** program at suggestion of her same youth mentor. Latoya received essential **life skills** and **supportive services**, as well as a full **assessment** for pursuing a nursing career.

ENTRY LEVEL CREDENTIAL & JOB

Referred to HCC **Health Professions Academy** program.

At the academy, Latoya completed the State Tested Nursing Assistant (STNA) and Patient Care Assistant (PCA) programs and received **entry-level credentials**.

She landed her **first job** as an evening/weekend personal care attendant for a developmentally disabled client.

JOB UPGRADE & HIGHER EDUCATION

In April 2012, HCC placed Latoya into a **new job** a rung up from the personal care assistant position as a **PCA at UC Health hospital**.

Latoya worked with the HCC Retention Specialist based at UC Health who helped her enroll in HCC's School at Work program at the hospital that offers **bridge courses for nursing**.

Latoya started coursework at Cincinnati State and Technical College in January and will enroll in the **nursing program this fall**.

REACHING THE MIDDLE CLASS

Through her steady work and pay checks, Latoya maintains her **own apartment** and purchased a **car**.

Latoya has served as a **role model to her younger sister** who will graduate from high school this month.

HCC is a partner site of the National Fund for Workforce Solutions with funding from the Greater Cincinnati Workforce Network, the United Way of Greater Cincinnati, and employer partners. In March 2010, HCC

received a \$4.9 million grant from the U.S. Department of Labor under the Recovery Act.

Through HCC, Latoya receives ongoing **supportive services, coaching, and mentoring** to help her advance along her path.

Career Pathways Tools & Resources

Getting Buy-In

Raising Awareness

- Joint Letter of Support from ETA/OVAE/HHS
- Graphic Framework*
- Implementing Career Pathways PowerPoint*
- A Policy Guide for Career Pathways*
- Webinars*
- ETA Community of Practice
- Adult Career Pathways Training and Support Center

Getting Started

Convening Partners

- Readiness Assessment Tool*
- Service Mapping Tool*
- Career Pathways Road Map*

Building It Out

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- Credential Asset Mapping Tool*
- Occupational Credential Worksheet*
- Program Design Flow Chart*
- Guide to Adult Education for Work
- CLASP's Funding Career Pathways and Career Pathway Bridges: A Federal Policy Toolkit

Join over 13,000 members: Career Pathways Community of Practice Web Site



The screenshot shows a Mozilla Firefox browser window displaying the Career Pathways Initiative website. The browser's address bar shows the URL <https://learnwork.workforce3one.org/>. The website header includes the WorkforceOne logo, a 'Communities' dropdown menu, and 'Login' and 'Sign Up' links. The main banner features an illustration of a person standing at a fork in a road, with the text 'Career Pathways Initiative'. Below the banner is a navigation menu with links for Home, About, Sites, Blog, Resources, and Discussion Board, along with a search bar. A welcome message reads 'Welcome to the Career Pathways Initiative Community of Practice!' with a 'Subscribe' button. The main content area is divided into three sections: 1. A photo of a meeting with the caption 'Promising Program Designs to Support Career Pathways: College Cohort Models'. 2. 'Announcements & Updates' with a list of items: 'Career Pathways TAT Webinar Series: Building Cross-Agency Partnerships', 'Career Pathways Innovation Fund Grants Program', 'New Spotlight on Poverty webcast by Vickie Choitz, senior policy analyst with CLASP's workforce development team', 'TAA Community College and Career Training Grants Program SGA Released', and 'CLASP Technical Assistance Opportunity:'. 3. A 'Share your content!' button with an upload icon and the text 'Click here to upload your files.', followed by a 'Join this community' button. Below these is a 'Discussions' section with three entries: 'TAA Community College and Career' (3 comments, 1 month ago), 'Career Pathways Institute or Summit' (0 comments, 1 month ago), and 'Institute photos have been posted on'.

<https://learnwork.workforce3one.org>

Learn More:

Career Pathways Toolkit

CAREER PATHWAYS TOOLKIT
Six Key Elements for Success



This Toolkit offers a clear and user-friendly road map for administrators, service providers, practitioners, and policy makers seeking to develop career pathway systems at local, regional, and/or state levels. It details the Six Key Elements Framework, highlights promising practices, and provides tools designed to support visioning and strategic planning.

<https://learnwork.workforce3one.org>