U.S. Department of Labor
Employment & Training Administration

Implementing Career Pathways: Tools and Resources

OVAE Career Pathways Mini-Institute

April 4, 2012

Purpose

◆ To share information on career pathways

◆ To promote career pathways as a successful strategy in the workforce investment system

◆ To provide you with resources and tools to help states and local areas develop career pathway systems

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

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

Making the Case for Career Pathways

Getting Buy-In

Raising Awareness

Joint Letter of Support

Graphic Framework

IDENTIFY SECTOR OR INDUSTRY & ENGAGE EMPLOYERS

Key steps:

- Conduct labor market analysis and share results with partners.
- Target high-demand and growing sectors.
- Identify key employers and clarify their roles.
- Sustain and expand business partnerships.

DESIGN EDUCATION & TRAINING PROGRAMS

Key steps:

- Identify target populations and their "entry" points.
- Review or develop competency models.
- Develop career ladders and lattices.
- Seek employer validation of competencies and pathways.
- Design educational options that are modularized, accelerated, & contextualized.
- Ensure programs lead to industry recognized and/or post-secondary credentials.
- Provide comprehensive wrap-around support services.
- Provide flexible scheduling.

IDENTIFY FUNDING NEEDS & SOURCES

Key steps:

- Identify the costs associated with system & program development & operations.
- Determine the funds to be contributed by key partner agencies.
- Secure funding from public agencies & private foundations & organizations.

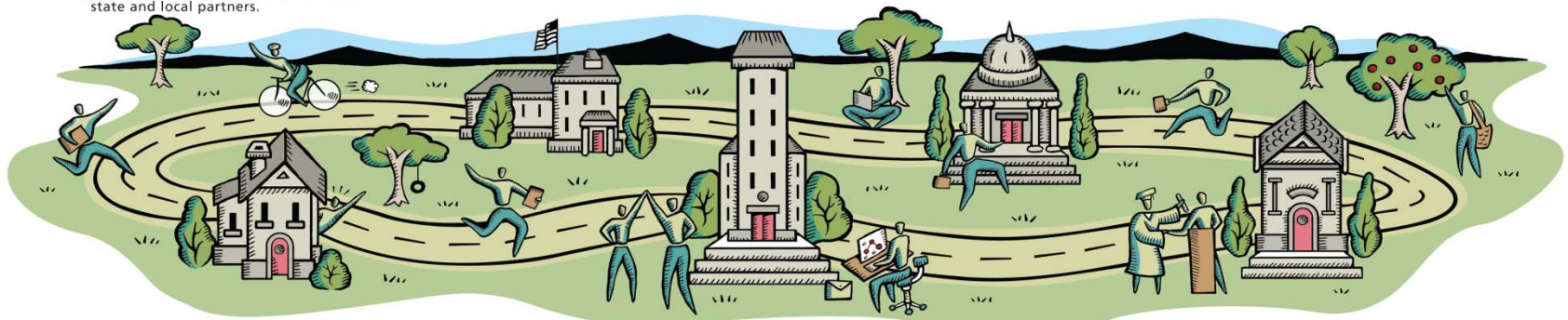**ALIGN POLICIES & PROGRAMS**

Key steps:

- Identify & address statutory & administrative barriers to cross-agency collaboration.
- Identify and pursue needed reforms in state and local policy.
- Reform program procedures as needed.

BUILD CROSS-AGENCY PARTNERSHIPS & CLARIFY ROLES

Key steps:

- Engage a team of cross-agency partners at the state and local levels.
- Establish a shared vision, mission, set of goals, and plan.
- Identify an intermediary to coordinate day-to-day collaboration.
- Define the roles and responsibilities of all partners.
- Clarify the working relationship between state and local partners.

MEASURE SYSTEM CHANGE & PERFORMANCE

Key steps:

- Define desired *system* & *program* outcomes.
- Determine how to measure system and program outcomes.
- Establish how data will be collected, stored, tracked, and shared.
- Analyze data, revisit desired outcomes, and assess progress.

Six Key Elements of Career Pathways

Career Pathways Initiative

U.S. Department of Labor
Employment & Training Administration

Implementing Career Pathways PowerPoint

<Put Location Here>
<Put Date Here>

Policy Guide for Career Pathways: Roles for the Workforce Investment System

◆ ETA commissioned Jobs for the Future to write a policy guide to help the workforce system implement effective career pathways

- The guide provides the definition of career pathways; outlines the six key elements and gives detailed examples of each element

- Highlights practices of leading states and local areas engaged in building career pathways

- To be posted on our CoP in April 2012

Career Pathways Webinars

- ✓ **Career Pathways: What, Why, and How**

- ✓ **Building Cross   Agency Partnerships**

- ✓ **Using Real   Time Labor Market Information to Support Credential Attainment and**

- ✓ **Career Pathways - Lessons from the Field on Building Career Pathways: Minnesota, Virginia, and Maryland**

- ✓ **Increasing Credential Attainment: Using Prior Learning Assessments**

- ✓ **Building Effective Career Pathways Systems: Tools You Can Use**

- ✓ **Building Effective Career Pathways System: Roles for the Workforce Investment System (Arkansas and Wisconsin)**

Join over 7,000 members:
Career Pathways Community of Practice Web Site

https://learnwork.workforce3one.org

Learn More:
Adult Career Pathways Training and Support Center

https://www.acp-sc.org

Career Pathways Toolkit

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