



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.



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.



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:

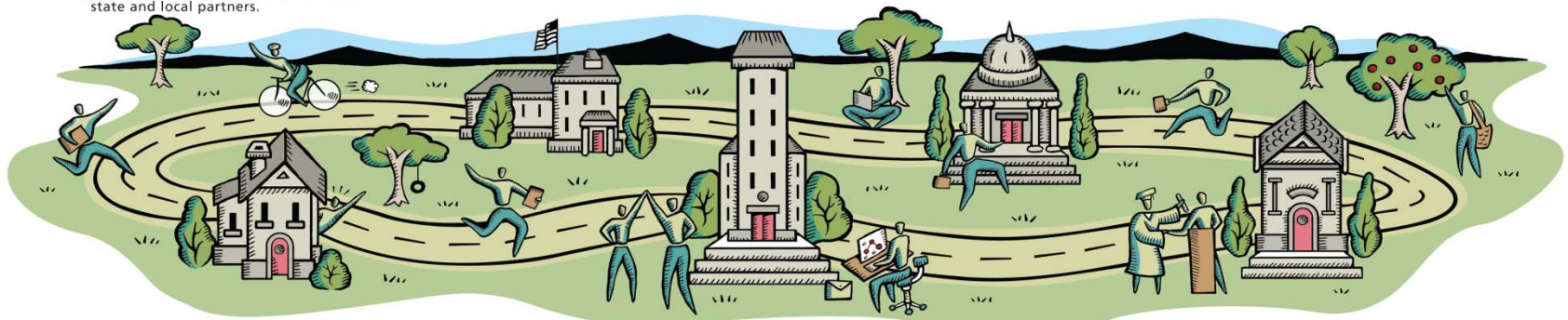
- Identify & address statutory & administrative barriers to cross-agency collaboration.
- Identify and pursue needed reforms in state and local policy.
- Reform program procedures as needed.



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.





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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



The screenshot shows a web browser window with the address bar displaying <https://learnwork.workforce3one.org/>. The website header includes the Workforce3One 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 tree, 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 box. 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 featured article titled "Promising Program Designs to Support Career Pathways: College Cohort Models" with an image of a meeting. 2. An "Announcements & Updates" section 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 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". The browser's taskbar at the bottom shows several open applications including Microsoft Outlook, Montana Career Pathways, Career Pathways Initiative, Microsoft Excel, and Microsoft Word.

<https://learnwork.workforce3one.org>

Learn More:
Adult Career Pathways Training and Support Center

<https://www.acp-sc.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>