Leading Career Pathways

Las Vegas Institute

February 22-23, 2024

ncpn
National Career Pathways Network

CORD
Leading Change in Education

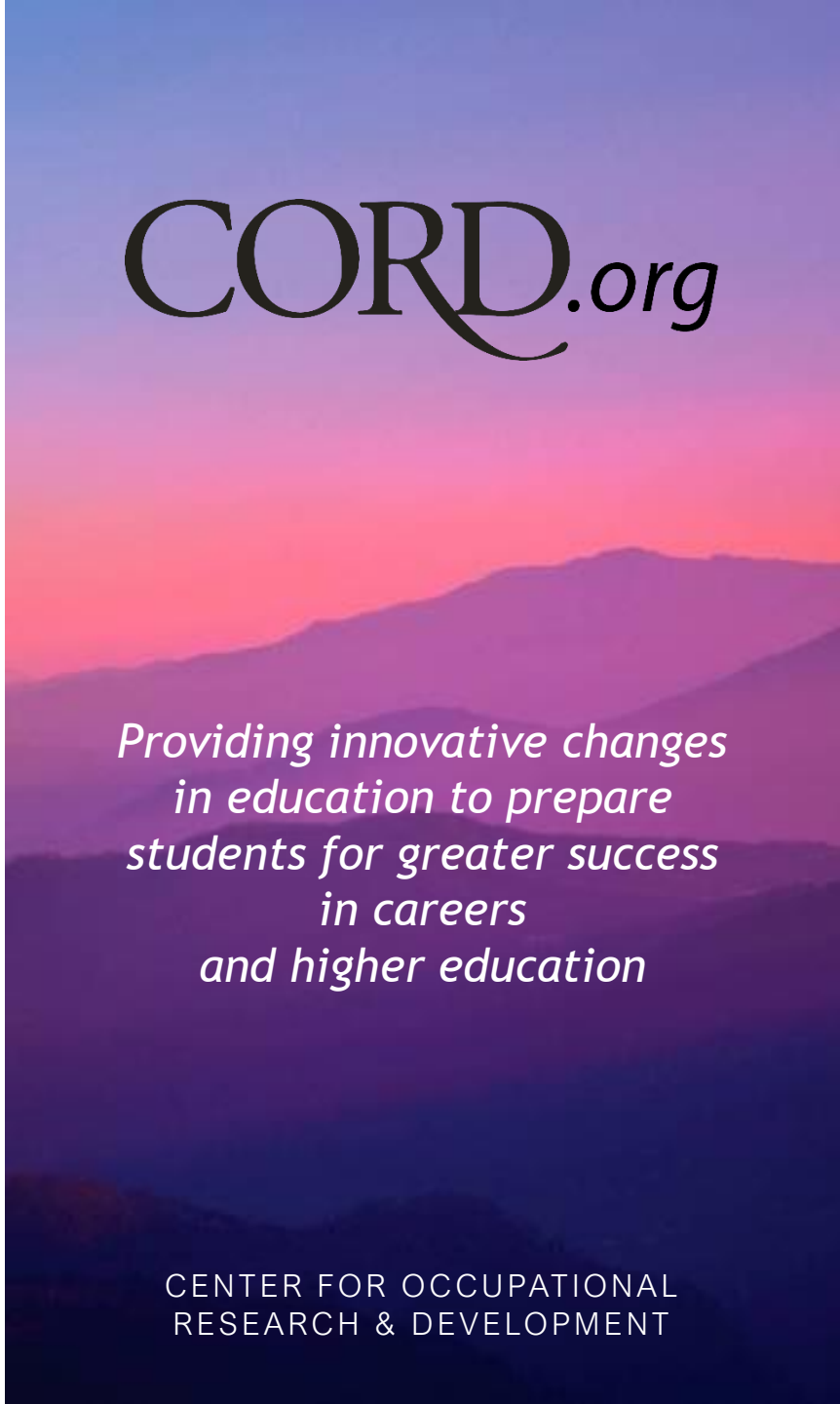
Day One Identifier

About CORD

A national nonprofit organization founded in 1979

Core tenets:

1. Contextual teaching in STEM disciplines
2. Seamless transitions from secondary to postsecondary education
3. Training solutions to help America's technicians remain globally competitive



Workshop Agenda and Format

- The World of Work
- Career Pathways Review
- Strengthening Partnerships
- Enhancing Pathway Design
- Supporting Completion
- Creating Awareness
- Continuous Improvement
- Wrap-up

Components

- Content
- Activities
- Examples, Tools & Resources
- Action Plan
- Table discussion

Workshop Resource Toolbox

https://www.cord.org/lasvegas-cpl2-feb2024/

How close are you to reaching your pathway implementation goals?

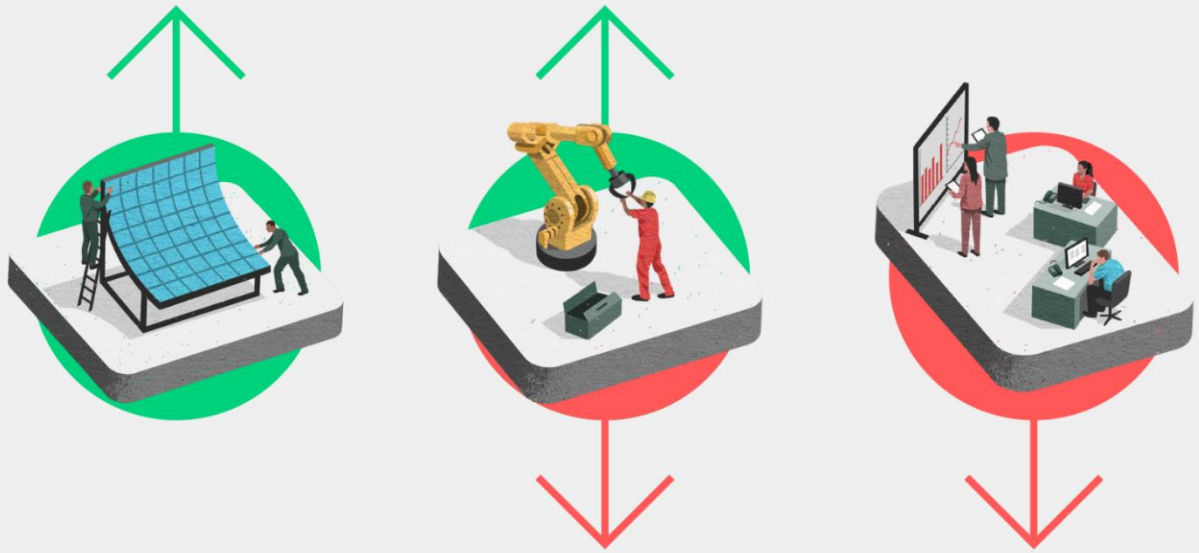
Current State – World of Work

- Nature of work changing at unprecedented speeds
- Technology advancements in machine learning, AI, IoT, and robotics eliminating some jobs, creating others
- Technicians sit at the center of much of this disruption
- Education must keep up
- Our students' career paths will evolve

Preparing Technicians for the
FUTURE OF WORK

Future of Jobs

Three key drivers of job change



Green transition

Technology

Economic outlook

Impact Driving job growth Driving job decline

Source: World Economic Forum, *Future of Jobs Report 2023*.

As the economy rapidly shifts toward automation, there is growing consensus that while new jobs will be created, change is the new normal.

Systemic change, not minor improvements, will be necessary.

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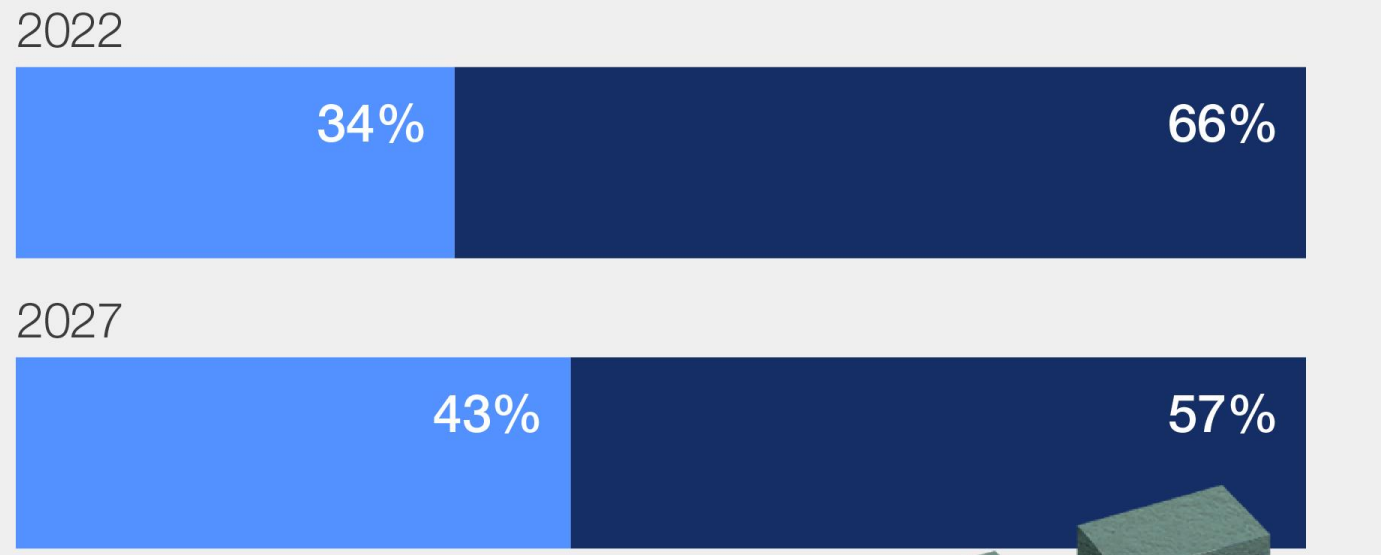
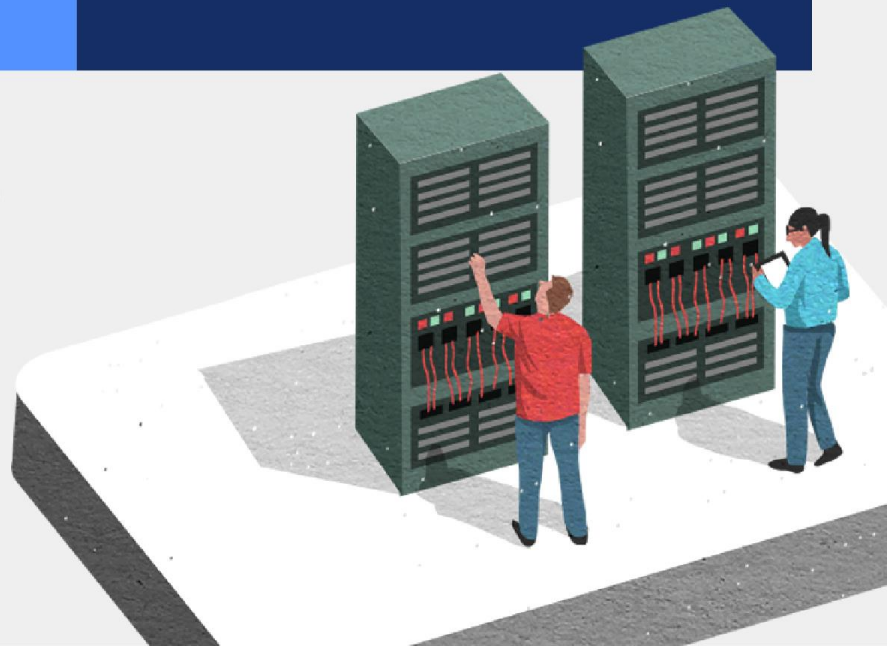
Future of Jobs

Human-machine frontier

Proportion of tasks completed by humans vs machines





Source: World Economic Forum, *Future of Jobs Report 2023.*

Future of Jobs

Reskilling needs

WORLD ECONOMIC FORUM

44%

of workers' core skills are expected to change in the next five years

Source: World Economic Forum, *Future of Jobs Report 2023.*

Top 10 skills of 2023

1. Analytical thinking
2. Creative thinking
3. Resilience, flexibility and agility
4. Motivation and self-awareness
5. Curiosity and lifelong learning
6. Technological literacy
7. Dependability and attention to detail
8. Empathy and active listening
9. Leadership and social influence
10. Quality control

Type of skill

Cognitive skills | Self-efficacy | Management skills | Technology skills | Working with others

Source
World Economic Forum, Future of Jobs Report 2023.

Note
The skills judged to be of greatest importance to workers at the time of the survey

Fastest growing vs. fastest declining jobs

Top 10 fastest growing jobs

1.	AI and Machine Learning Specialists
2.	Sustainability Specialists
3.	Business Intelligence Analysts
4.	Information Security Analysts
5.	Fintech Engineers
6.	Data Analysts and Scientists
7.	Robotics Engineers
8.	Electrotechnology Engineers
9.	Agricultural Equipment Operators
10.	Digital Transformation Specialists

Top 10 fastest declining jobs

1.	Bank Tellers and Related Clerks
2.	Postal Service Clerks
3.	Cashiers and ticket Clerks
4.	Data Entry Clerks
5.	Administrative and Executive Secretaries
6.	Material-Recording and Stock-Keeping Clerks
7.	Accounting, Bookkeeping and Payroll Clerks
8.	Legislators and Officials
9.	Statistical, Finance and Insurance Clerks
10.	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers

Source
World Economic Forum, Future of Jobs Report 2023.

Note
The jobs which survey respondents expect to grow most quickly from 2023 to 2027 as a fraction of present employment figures

How is the evolving world of work impacting you and your role?

What role does Education play?

Supporting U.S. role as a leader in research and development

Developing and leading rigorous career pathways that integrate academic, technical and employability skills

Helping ensure America's future economic competitiveness and long-term success by producing skilled workers

Responding effectively to globalization and technological changes

Roles for CTE/Adult Ed

Educators and policy leaders must push harder to:

- Develop systematic training for in-demand careers.
- Provide accessible information about employment prospects to guide student choice.
- Create consistent work-based learning opportunities.
- Improve the quality of basic education.
- Improve access to high-quality schools and programs.
- Identify outcomes and student demographics, especially for part-time programs.
- Leverage opportunities from post-secondary and business partnerships.

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Create Common Vision

- Programs that match the economic development needs of your community
- Graduates that possess the skills to ensure a high-quality workforce
- A community of lifelong learners

Introduction Activity – Current state sharing

Presenters: Think of a local career pathway and discuss these parameters:

- *How you ensure alignment of the pathway across education levels?*
- *How it is connected to an industry-recognized need?*
- *Challenges/Successes you have had with the pathway.*

Listeners: Take your own notes on each presenter's approach (index cards)

- *What stood out to you?*
- *What do you want to learn more about?*
- *Did you hear anything you want to try?*
- *What did you hear that's different from what you're doing?*

Career Pathways Review

Career Pathway Definition (WIOA/Perkins/HEA)

Align

Align with the skills needed by industries in the state or regional economy

Prepare

Prepare individuals to succeed in a range of education options, including apprenticeships

Support

Include counseling to support an individual in achieving the individual's education and career goals

Educate/Train

Include, as appropriate, concurrent education and training opportunities for a specific occupation or occupational cluster

Organize

Organize education, training, and support services to meet individual needs and accelerate educational and career advancement

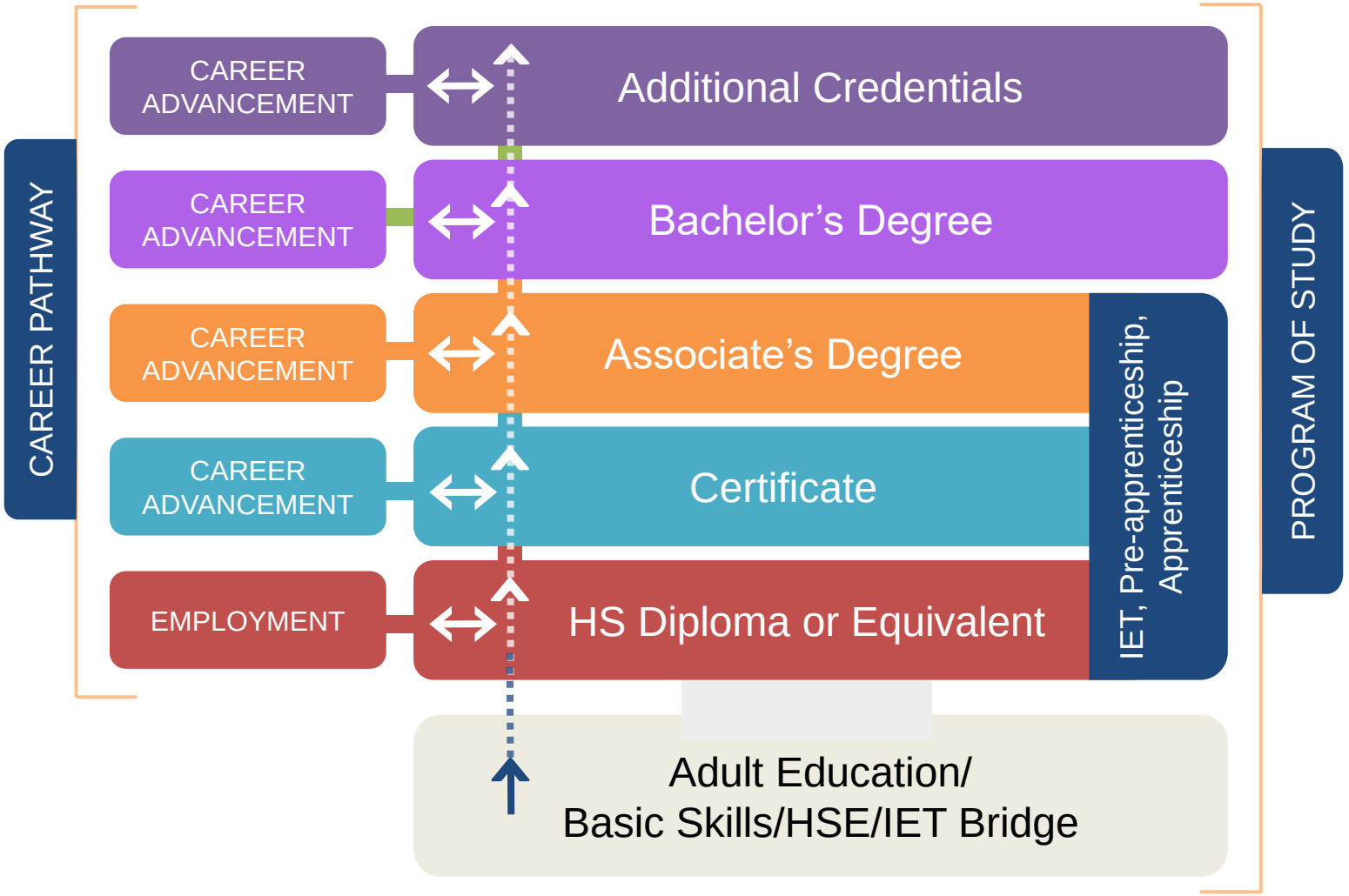
Enable

Enable individuals to attain a high school diploma or equivalent, and at least one recognized postsecondary credential

Help

Help individuals enter or advance within an occupation or occupational cluster

Career Pathways



Adapted from *Introduction to Stackable Credentials*, ED-OCTAE, 2021

Policy Updates

- New FAFSA released by the Department of Education (December 30, 2023)
- New Resource: Maximizing Access & Success for Special Populations and Underrepresented Learners in CTE (December 2023)
- House Education and Workforce Committee Approves WIOA Reauthorization and Short-term Pell Legislation
- Department of Labor Announced Proposed Rulemaking to Modernize Registered Apprenticeship Regulations

How do you stay connected to policy changes?

Advancing Credentials THROUGH Career Pathways

Essential components:

1. ***Strategic Employer Engagement*** *through an industry-led model that yields workforce intelligence at a depth and with a frequency to facilitate continuous program improvement and innovation*
2. ***Seamless Career Pathways*** *supporting learners of all ages and skill levels, built on stackable credentials aligned to in-demand skills and employment opportunities, and collaboratively developed by educators and employers*
3. ***Support for Credential Completion*** *that recognizes "all learners as learners" by providing credit for prior learning, course schedules and delivery modes that accommodate the needs of working adults, and efficient program design that accelerates credential attainment*

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Career Pathway Ecosystem Strengthening Partnerships

Key Partnership in the Ecosystem

Education

Connected education institutions

Teachers and administrators

Learners/parents/guardians

Industry

Workforce development agencies

Economic development

Chambers of commerce

Business and industry

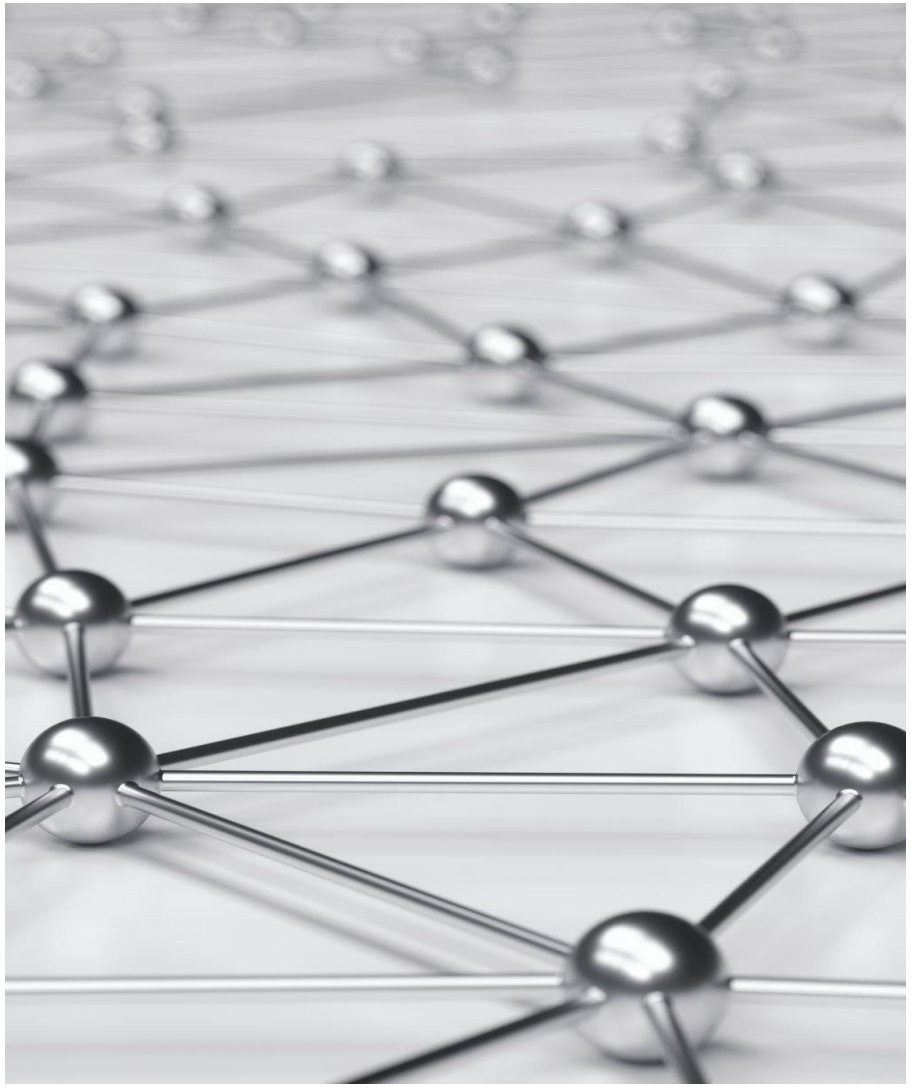
Community

Government/public agencies

Community-based organizations

Non-profit organizations

Strong Partnerships Are Key



- Leverage each other's resources and knowledge
- Connect disconnected systems
- Strengthen/build partnerships to support *your* community

Coming together is a beginning, staying together is progress, and working together is success.

Henry Ford

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Program Design Roles

Workforce Entities	Labor market information; economic and workforce trend analysis; identification of target industries; resource development and allocation; policy development
Employers	Identification of in-demand and emerging occupations; identification of skill sets; curriculum development
Adult Education	Program design; curriculum development
State or Community Colleges	Linkages between credit and non-credit; chunking and modularizing programs; articulation agreements to promote portability
Community-based Organizations	Insights into learner needs; design of outreach materials

Program Delivery and Sustainability Roles

Adult Education	Program delivery, oversight; bridge programs; techniques for teaching lower-skill adults; basic literacy, math and computer skills; ESL; assessment tools
State or Community Colleges	Instruction delivery; support services; financial aid
Employers	Internships and project-based learning; mentors; employment; career ladder information; funding (tuition reimbursement); feedback
Community-based Organizations	Referrals and recruitment; support services; marketing; case management; financial assistance (e.g., food stamps, dependent care, transportation, etc.)
Workforce Entities	Skills assessments; job search assistance; job placement services; policy development

Partnership Poster Activity

- Who?
- Are they part of design or delivery?
- What do you need from them?
- How do you keep them engaged?

Developing and Sustaining Partnerships

- Develop shared vision of mutual objectives based on client needs, performance goals, gaps in services, etc.
- Build trust through relationships to ensure benefits outweigh costs.
- Agree on expected outcomes — ensure alignment of stakeholders' needs.
- Maintain partnerships through frequent, scheduled interactions. Provide opportunities to address challenges, recognize accomplishments, and continually plan.

Action Planning

Local Action Plan

Goal, Objective, Priority: *What do we want to achieve?*	**Action Steps:** *How will we achieve it?*	**Lead:** *Who is responsible?*	**Intended Results:** *Measurable outcomes?*	**Timeline:** *By when?*	**Notes:**
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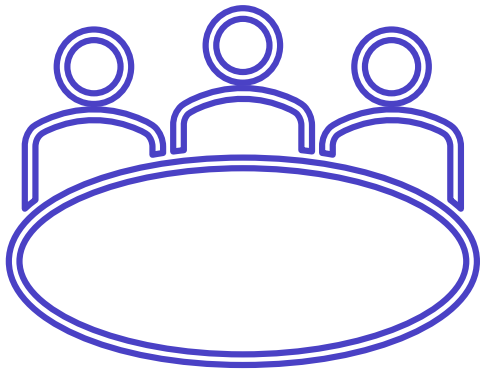
Supporting Completion					
Gaps and Opportunities					

Share and Discuss



Employer Engagement

Advancing Credentials
THROUGH Career Pathways

Strategic Employer Engagement *through an industry-led model that yields workforce intelligence at a depth and with a frequency to facilitate continuous program improvement and innovation*

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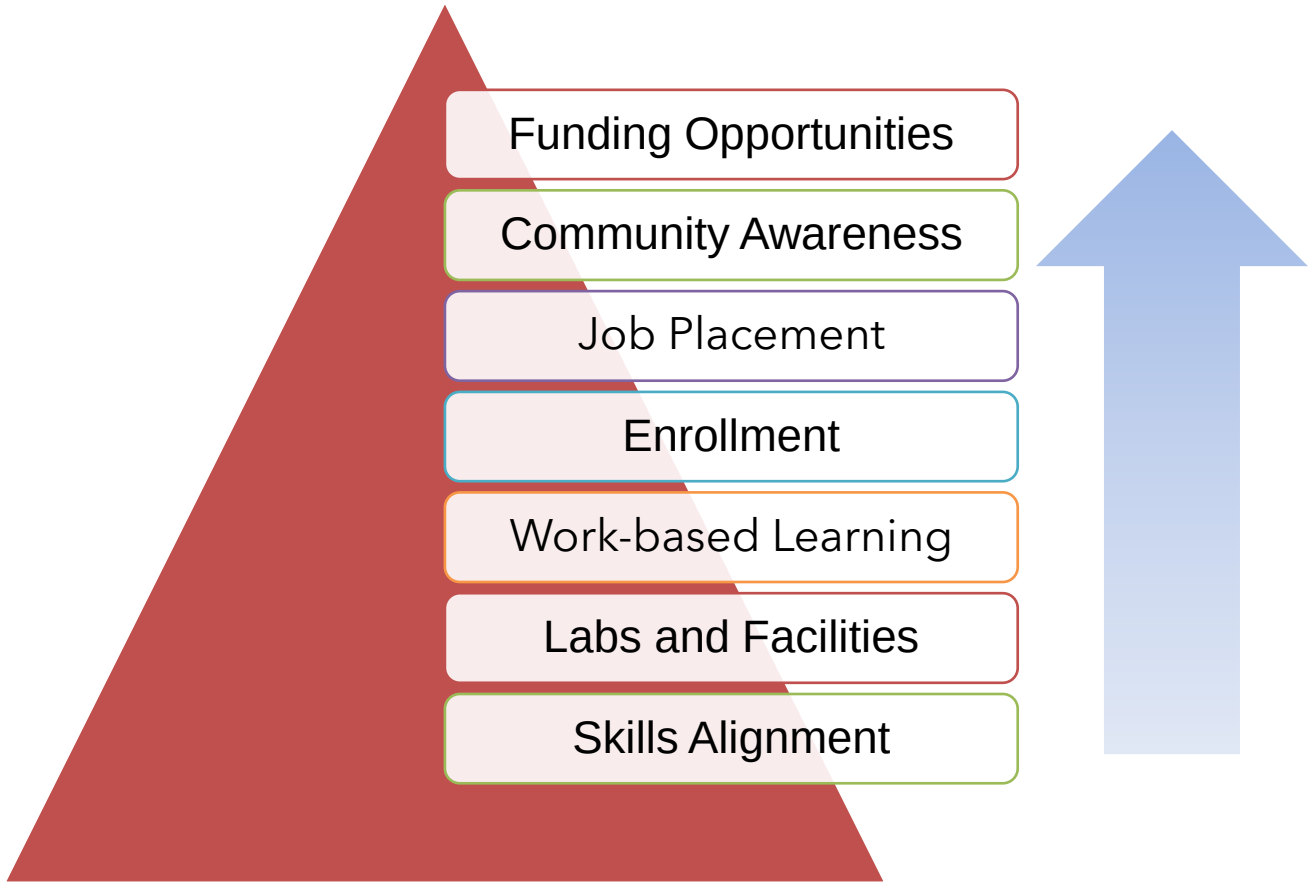
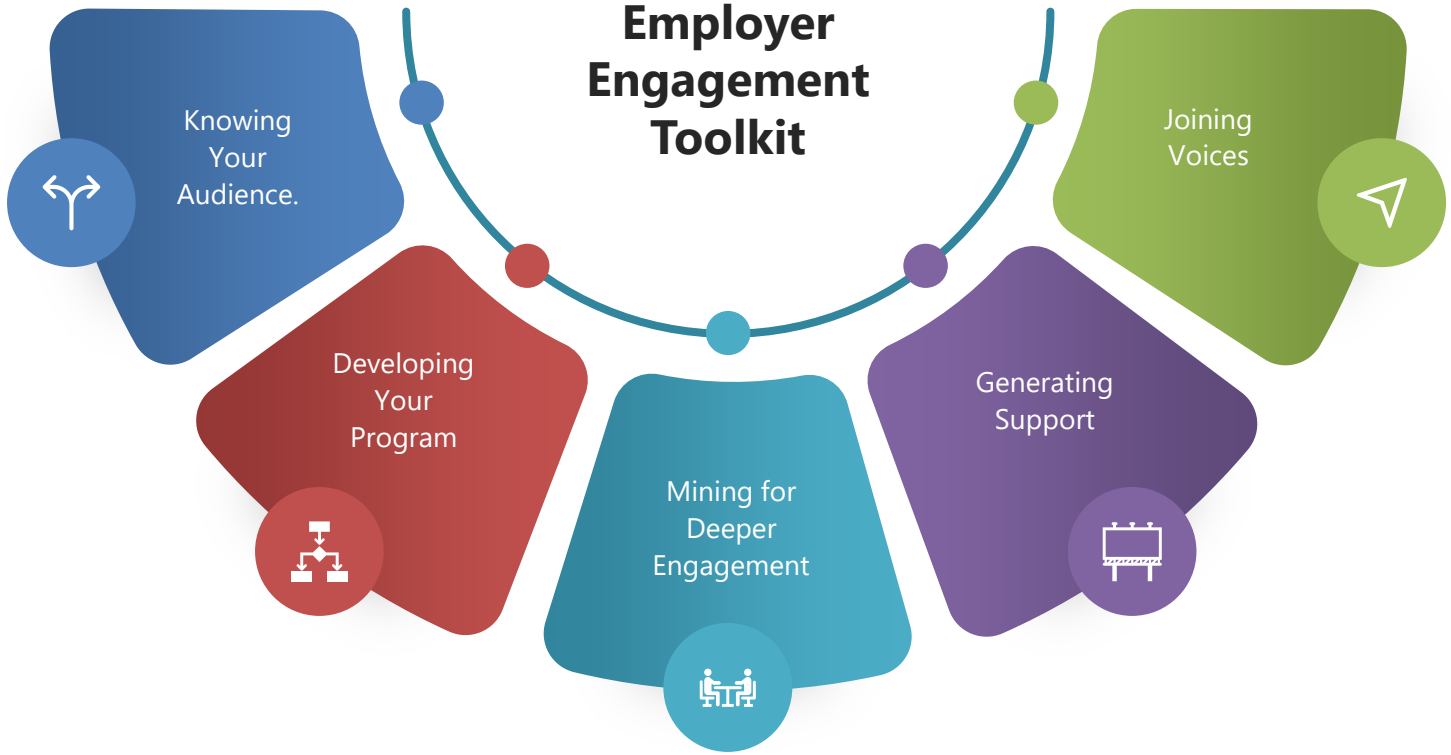
Benefits of Strategic Employer Engagement



Employer Engagement Toolkit



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What do you know?

Share what you know about the BILT model.

Employer Engagement with the BILT Model

BILT

The *Business & Industry Leadership Team Model* Offers:

- Advisory Committee 2.0 - empowering you to move employer relationships to the next level
- A **structured, repeatable process** that can be used for any technical program
- A model that puts employers in a **co-leadership role** that greatly increases their engagement with your program

NATIONAL CONVERGENCE TECHNOLOGY CENTER

PATHWAYS TO INNOVATION

Roots of BILT Model

National Science Foundation (NSF) supported National Convergence Technology Center
Based at Collin College (TX) [2012-2022]

Established BILT model through work with business leaders from across the nation to determine the **Knowledge, Skills, and Abilities** that “workforce ready” graduates will need

Model implemented at more than **100 colleges in multiple disciplines**.

US DOL and ED recognize BILT as a leading model for strategic employer engagement

Pathways to Innovation project launched **BILT Academy** to scale the model

FREQUENCY

SPECIFICITY

DEPTH OF INPUT

INDUSTRY-LED

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Major Goals for Institutions of Higher Ed and US Employers

STUDENTS complete certificates and degrees and are well-qualified for ready employment or transfer

EMPLOYERS are highly engaged and want to hire students

Implementing Business & Industry Leadership Team (BILT) Model proven effective to meet both goals

Essential Roles in the BILT Model

Businesses

- Co-lead college programs (like cybersecurity or mechatronics) through quarterly meetings
- Annually prioritize Knowledge, Skills and Abilities (KSAs) they want graduates to have 12-36 months into the future using a structured, repeatable voting process
- Predict Labor Market Demand
- Identify industry trends that could impact the program

Faculty

- Cross reference KSAs to existing curriculum
- Update curriculum to address KSAs prioritized by businesses
- Provide businesses with feedback regarding implementation

ESSENTIAL ELEMENT: *Co-Leadership*

Employers report they are more likely to hire graduates from programs for which they have **curricular leadership** responsibility

Employers report they will assume this role (and more) if:

- Their time is respected
- There is a method for ensuring their input is consistently and seriously considered by faculty members
- They consistently receive feedback on their recommendations

BILT Annual Cycle

Recruit BILT Members

Once established, add 1-2 new members annually.

Orientation

Welcome new members and set expectations. Explain BILT model and benefits.

KSA Analysis Meeting

Prepare pro-forma KSAs and conduct KSA analysis for a single discipline.

Cross-Reference KSAs

Program faculty cross reference prioritized KSAs to existing curriculum.

Feedback Meeting

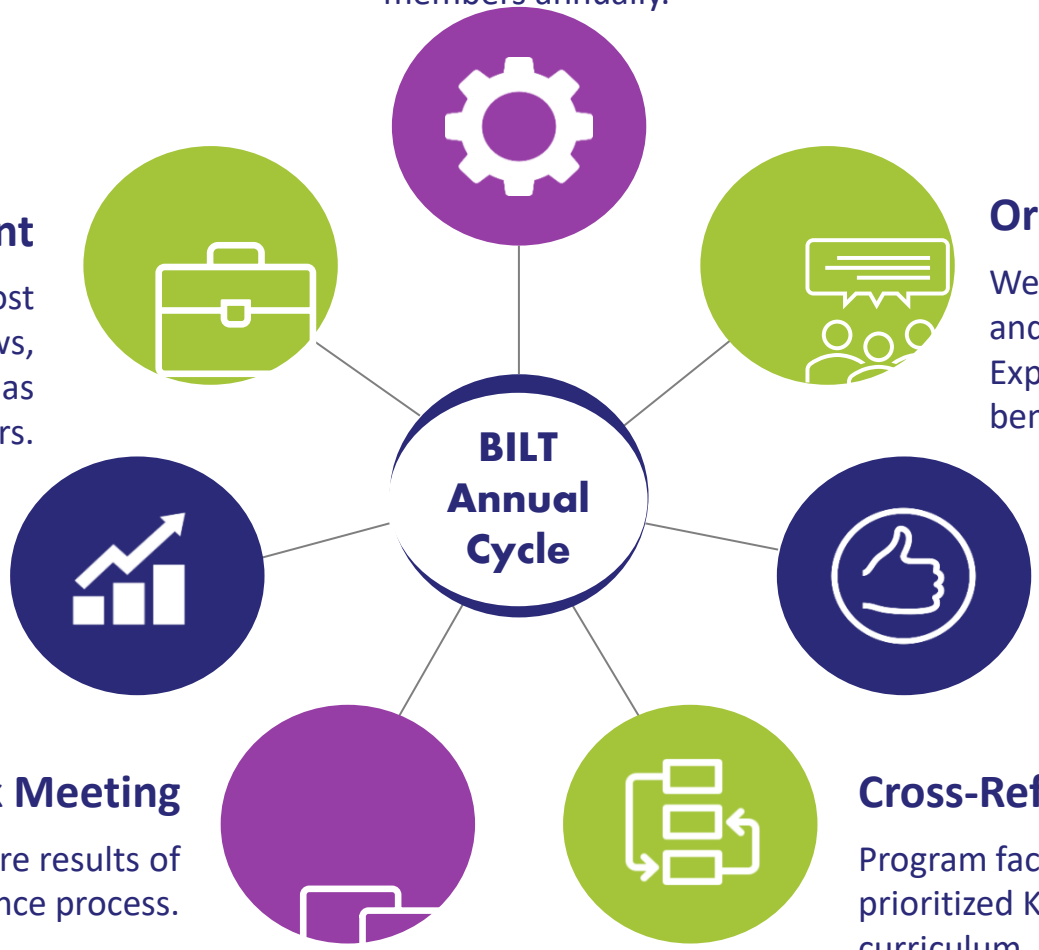
Faculty share results of cross-reference process.

Trends

Quarterly meetings focus on industry trends.

Expand Engagement

BILT members host internships, mock interviews, apprenticeships; serve as guest speakers/lecturers.



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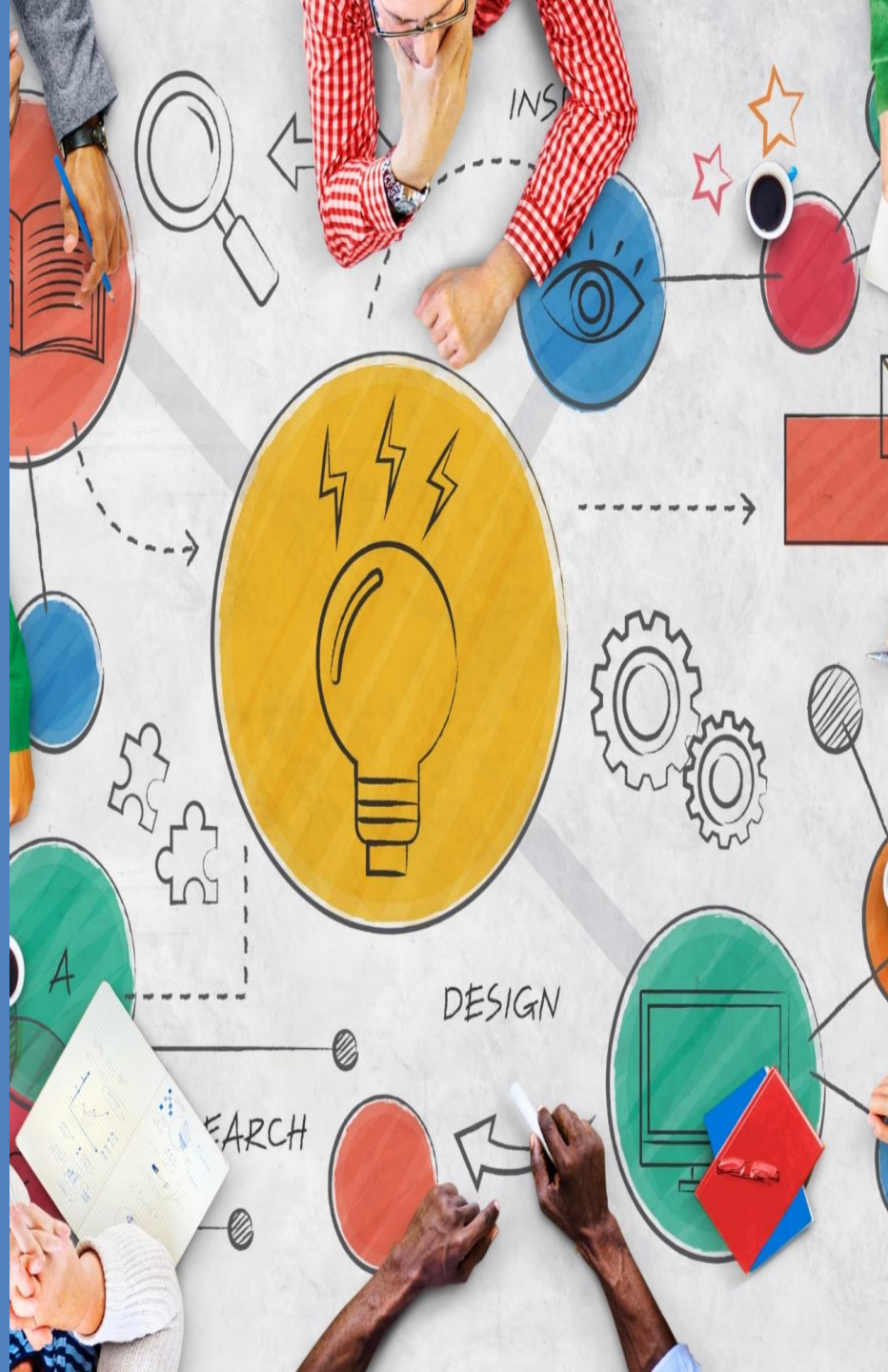
Employer Opportunity Poster Activity

- Who are 5 **current** employers whose relationships can be enhanced?
- Who are 5 **new** employers you can bring onboard?
- Who should be the contact person with these employers?
- Identity the connected career pathway.

Action Planning



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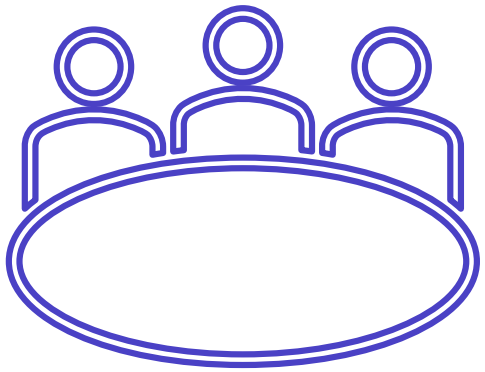

Advancing Credentials THROUGH Career Pathways

Seamless Career Pathways *supporting learners of all ages and skill levels, built on stackable credentials aligned to in-demand skills and employment opportunities, and collaboratively developed by educators and employers*

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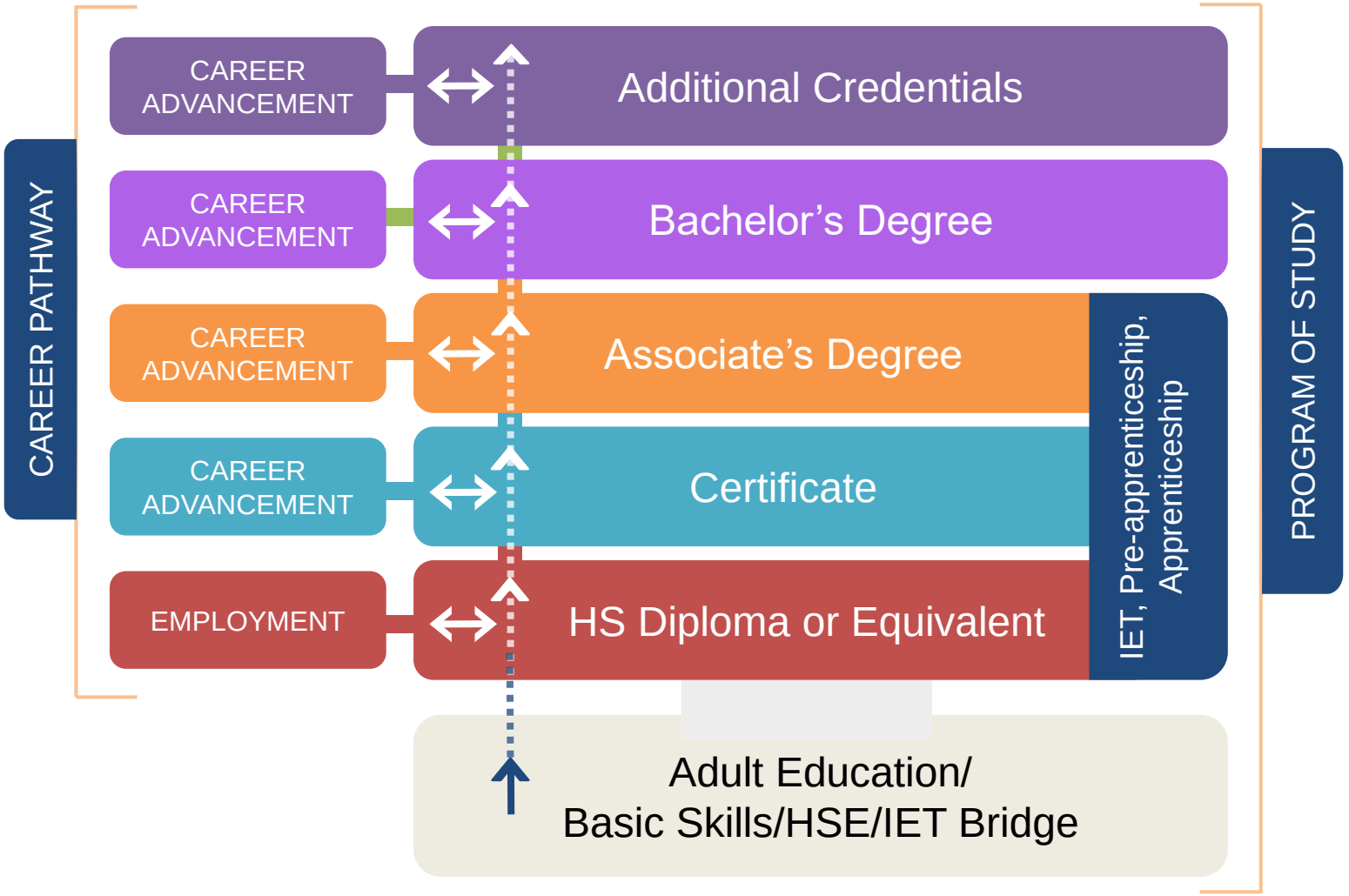
Stackable Credentials



Adapted from *Introduction to Stackable Credentials*, ED-OCTAE, 2021

Characteristics of Stackable Credentials

- Developed through active employer engagement
- Responsive to labor market/talent development needs of region
- Link educational certificates to industry certifications
- Support diverse groups of learners
- Provide multiple entry and exit points
- Support earn-and-learn models through flexible scheduling
- Provide credentials with labor market value on the path to a degree

Benefits of Pathways Embedded with Stackable Credentials

Provide flexibility for **students**

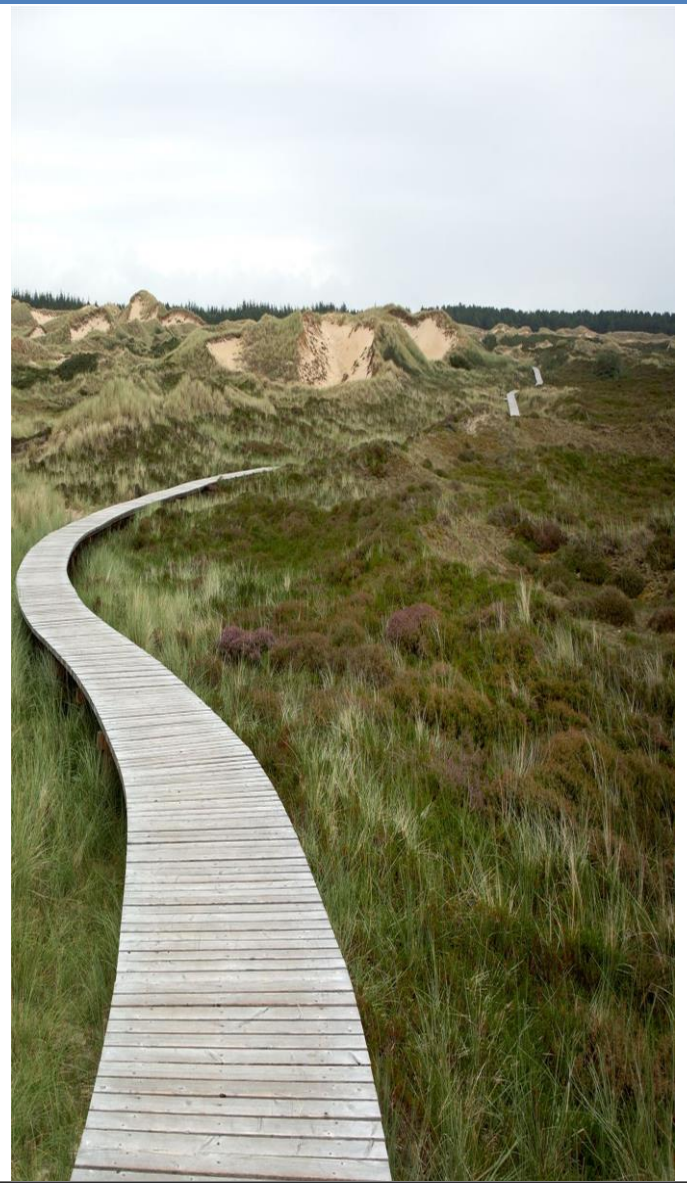
Meet the evolving skill needs of **employers**

Improve the ability of **educational institutions and communities** to increase credential attainment

Give **educational institutions** tools for continuous upskilling

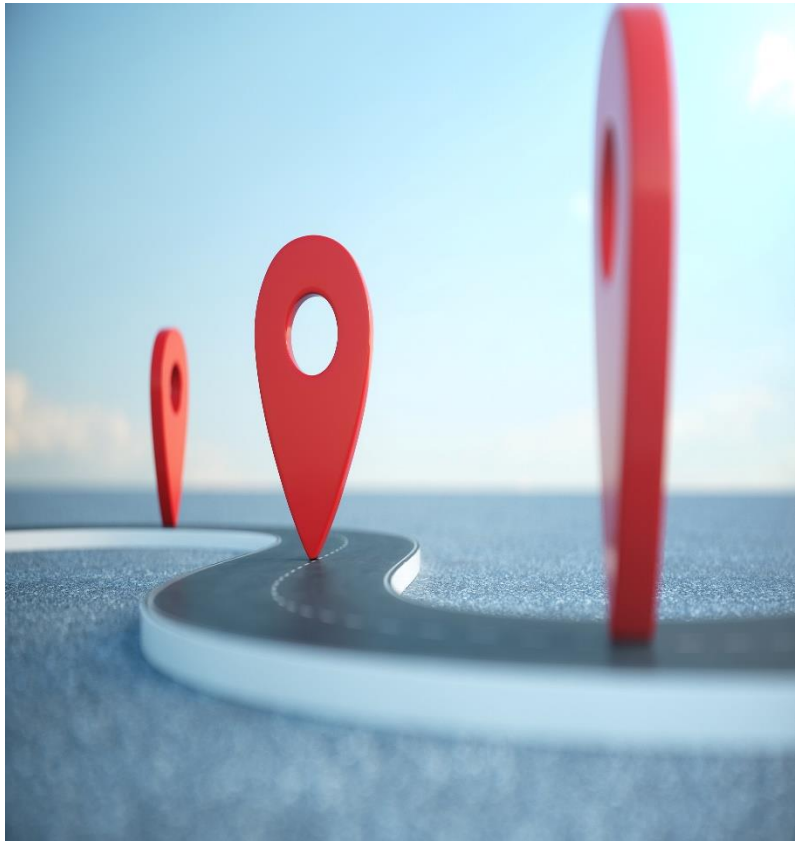
Mapping Career Opportunities & Economic Mobility

- You’re creating a visual story depicting the pathway
- What career opportunities does it comprise?
- What postsecondary credentials can you earn?
- What industry certifications will the pathway prepare you for?



Why Pathway Maps?

- To help learners of all ages **understand the opportunities** available to them to learn, earn, and realize success in the career path of their choice
- To identify entry points and exit points aligned to **credential** attainment and advancing levels of **employment**
- To convey that a **seamless pathway** of stackable credits and credentials is not only possible, but critical to success in today's labor market



What to Include

- Academic Credentials Within the Pathway (certificate, diploma, associate degree) and # of Credits
- Program Duration of Each Credential
- Related Industry Certifications
- Employment Opportunities at Exit Points
- Job Titles / Wage Range
- Credit for Prior Learning (all types)
- Articulated 2-year Programs

Who Should Participate?

- Employers
- Advising and Counseling Staff
- Registrar
- Staff responsible for High School and University Articulation
- Adult Educators
- Program Faculty
- Recruitment Office
- Workforce Development Staff
- Marketing Department Staff

Who Benefits from Pathway Maps?

Students

- Provides information students need for guided learning pathways – on and off ramps
- Identifies program outcomes relative to potential employment opportunities and wages, as well as program duration and stackable credentials
- Depicts career growth alongside education path

Employers

- Identifies multiple entry points for existing employees to upskill
- Validation of skills by industry means graduates are prepared to meet employer needs

Faculty

- Program and career information in one place — at-a-glance
- Employer-validated pathways relative to occupations and wages
- Clear depiction of completion options (certificates, diplomas and degrees) within a pathway

CORD Pathway Planner

ABE/IET/Bridge

The First Step on Your Career Pathway Journey

Credential 1

Congratulations! You've reached the first milestone on your journey to a degree and are ready for your first job in your chosen career field.

Credential 2

You've reached the next milestone on your journey and are moving to higher levels of employment in your chosen career field.

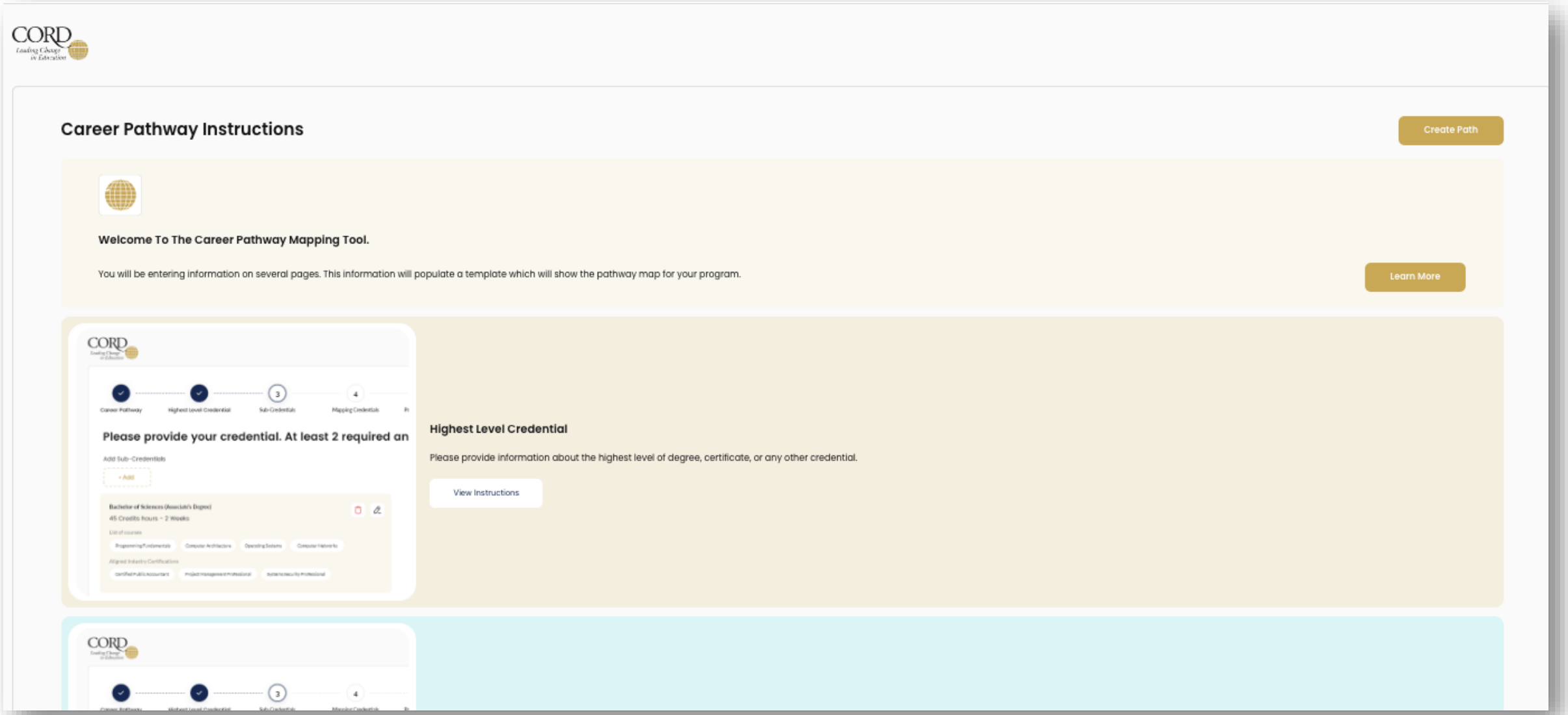
Credential 3

You've reached the next milestone on your journey and continue to advance in your chosen career field. You're one step away from a degree!

Associate Degree

Continued career success and lifelong learning

Pathway Planner

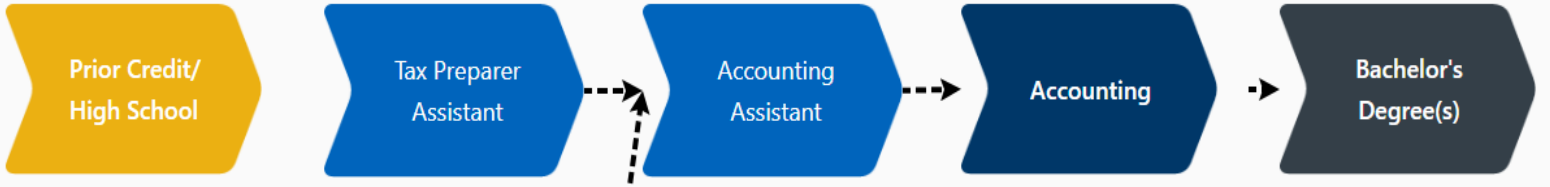


Accounting

www.gtc.edu/accounting

Download PDF

Students are prepared to enter their career field at any point along the pathway and advance as they complete higher-level credentials.



Prior Credit

Type: Industry Certification
Income Tax Accounting
Accounting Spreadsheet Apps Accounting
Principles Payroll Accounting Accounting Software Apps
Link: gtc.edu/cfpl

High School

Income Tax Accounting
Accounting Spreadsheet Apps Accounting
Principles Payroll Accounting Accounting Software Apps Computers for Professionals
Link: gtc.edu/highschool.

Certificate
(11 Credit Hours),
(1 Semester)
Jobs & Wages:
Tax Preparer, $19 Hr

Certificate
(15 Credit Hours),
(1 Semester)
Jobs & Wages:
Payroll Assistant, $23 Hr

Diploma
(30 Credit Hours),
(2 Semesters)
Industry Certifications:
- Quickbooks Certified User
Microsoft Office Specialist - Excel
Jobs & Wages:
Bookkeeper, $22 Hr

Associate Degree
(64 Credit Hours),
(4 Semesters)
Accounting Associate, $30 Hr

BS Accounting
UW Parkside
Jobs & Wages:
Accountant, $43000 Annual

Career Pathway Mapping

Name of Career Pathway

<program link>

Prior Credit

Use this space to provide information about the opportunities your institution provides for students to earn college credits while in high school, or to earn credit for prior learning such as previous college, work, and/or military experiences.

Career

Any additional details about career opportunities aligned to stackable credentials along the pathway

Adult Education

Use this space to identify concurrent education within this pathway that stack toward the first post-secondary credential.

For each, list:

- Name of course or program
- Duration
- Concurrent or Pre-requisite

Certificate

Use this space to identify additional certificates and/or a diploma that stacks toward the degree.

For each, list:

- Name of certificate/diploma
- # of college credits
- Potential job and median income
- Aligned industry certification(s)

Associate Degree

Use this space to describe the remaining credits in the pathway sequence needed to earn an AS or AAS degree.

For the degree, list:

- # of college credits
- Potential job and median income
- Aligned industry certification(s)

Bachelors Degree

Example:

Bachelors Degree in _____ at _____University

Action Planning

Local Action Plan

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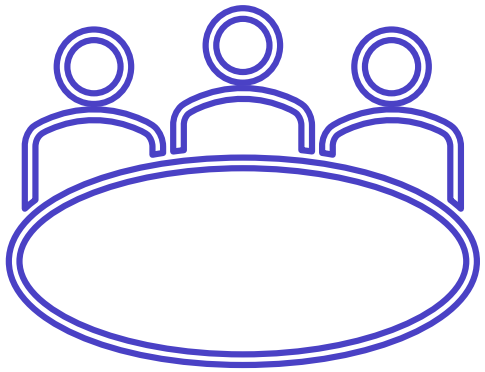

Advancing Credentials THROUGH Career Pathways

Support for Credential Completion *that recognizes "all learners as learners" by providing credit for prior learning, course schedules and delivery modes that accommodate the needs of working adults, and efficient program design that accelerates credential attainment*

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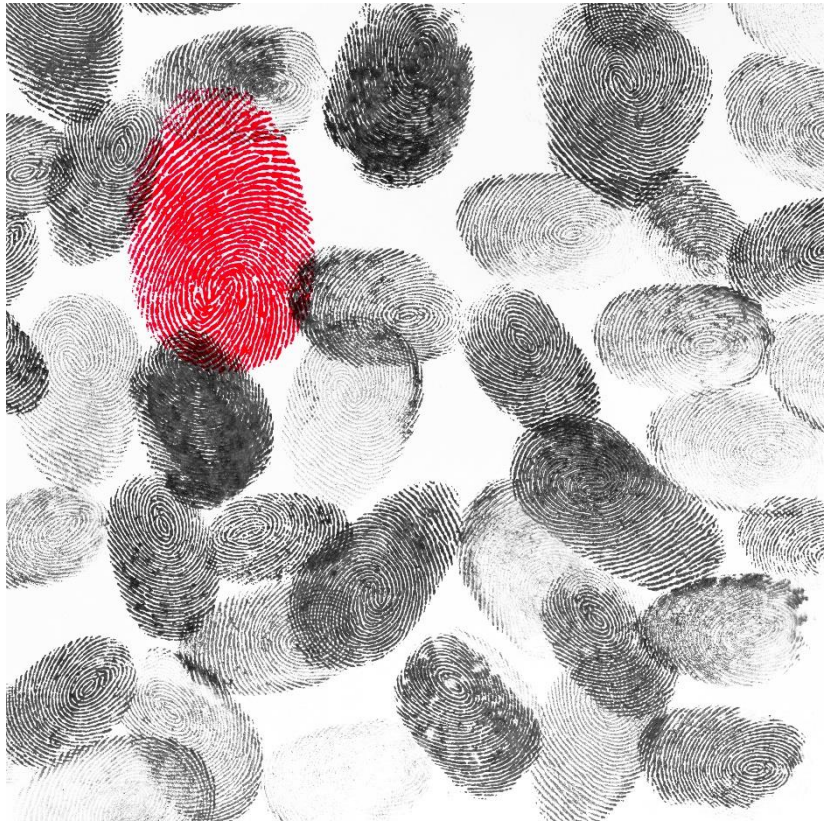
Types of Holistic Support

- **Academic -** help learners successfully complete the program and transition to a job or postsecondary education.
- **Financial -** address barriers such as tuition, textbooks and materials that may impact learner ability to afford the training
- **Personal** - focus on individual needs such as mental and physical health, childcare, and transportation.

What are some best practices you use to understand learner needs?

Our fingerprints don’t fade from the lives we’ve touched.



Will Fetters

writer and producer

Student Profile Activity

- Read and discuss the provide provided.
- What supports does the learner need?

Pathway partners

- Who can provide those supports?
- How will the needs change as they progress through the system?
- How can you and your partners support those needs as learners progress through the pathway?

Holistic Supports

Academic

- Aligned to local needs
- Industry credentials
- Credit for Prior learning (CPL)
- Work-based Learning
  Flexible class offerings
- Tutoring
- Cohort Learning

Financial

- Grants (Pell)
- Scholarships
- Book/Materials
- Industry Certification fees
- Basic needs assistance

Personal

- Student-centered success coaching
- Childcare
- Transportation
- Mental Health services

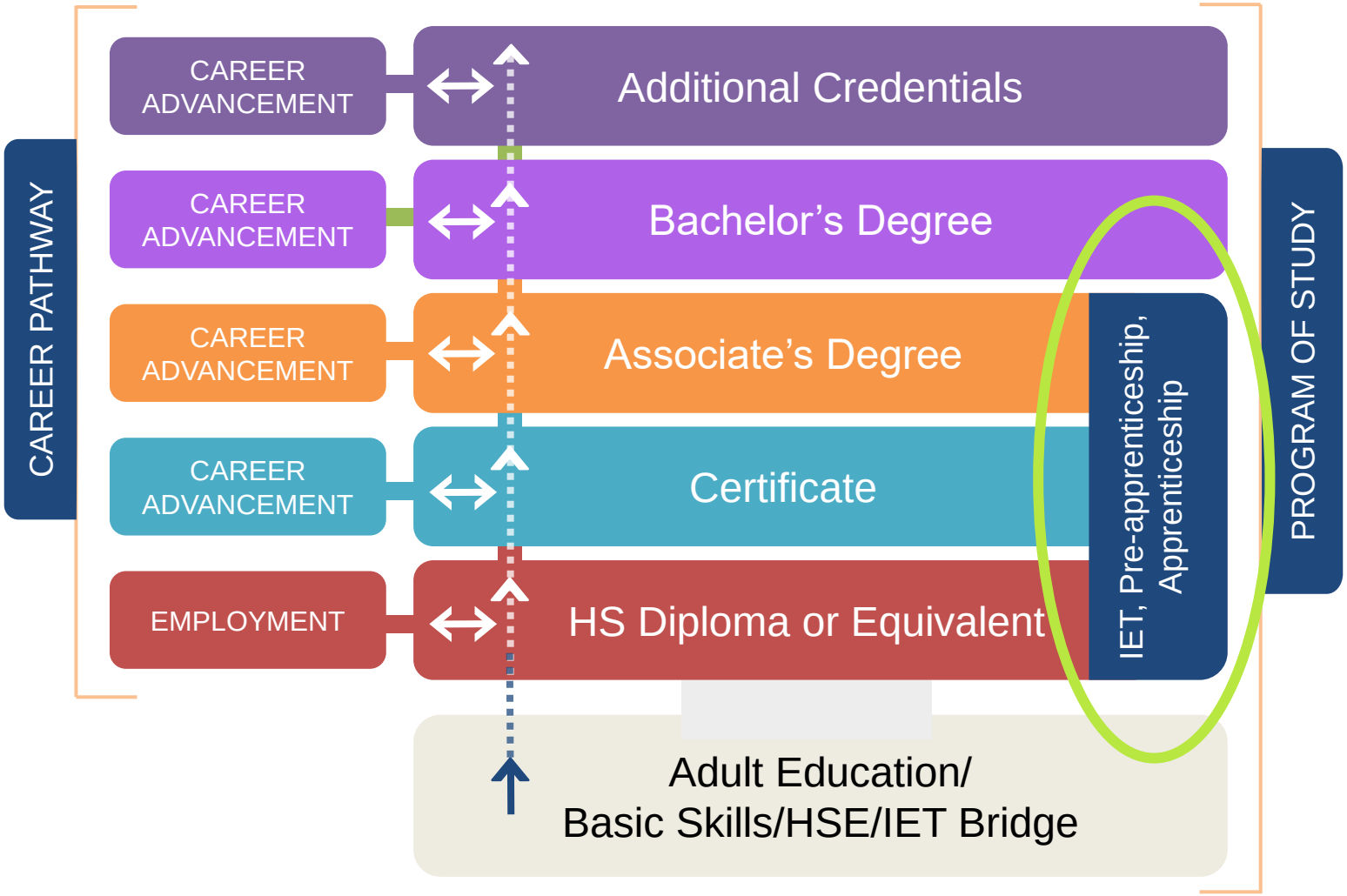
Holistic Supports Checklist

- ✓ Offer diverse learning formats: Provide a mix of online, in-person, and hybrid courses cater to various learning styles and schedules.
- ✓ Embed micro-credentials and modular structures: Allow learners to take smaller, focused courses that can be combined later into degree or certificate programs.
- ✓ Allow Credit for Prior Learning: Recognize and value the knowledge and skills learners gained through experience and prior coursework.
- ✓ Open educational resources (OER): Utilize freely available resources to reduce financial barriers and increase access to learning materials.

Types of Credit for Prior Learning

- Registered Apprenticeships
- Industry Certifications and Licensures
- High School to Community College Articulation Agreement
- Military Education and Training
- Standardized Examinations
- Challenge Examinations/Proficiency
- Portfolio Assessment
- Internal Articulation of Non-credit to Credit

Stackable Credentials



Adapted from *Introduction to Stackable Credentials*, ED-OCTAE, 2021

Overview of Registered Apprenticeship and Key Components

Group Discussion

Share what you know about Registered Apprenticeship and pre-apprenticeship.

What is a Registered Apprenticeship?

Definition: A structured training program combining:

- **On-the-job training (OJT):** Learn practical skills under the guidance of experienced professionals.
- **Related classroom instruction:** Gain theoretical knowledge in relevant subjects.

Key points:

- Registered with the U.S. Department of Labor or State Apprenticeship Agency, ensuring quality and national recognition.
- Leads to industry-recognized credentials and competitive wages.
- Available in diverse fields, from skilled trades to healthcare to technology.

Overview of Apprenticeship

1. Industry-led
2. Paid Job
3. On-the-Job Learning & Mentorship
4. Supplemental Education
5. Diversity
6. Quality & Safety
7. Credentials

Courtesy of the American Institutes of Research – AIR.org

Value of Apprenticeship

Businesses & Employers

- Flexible training model customizable to business needs
- Develops highly-skilled, highly-productive employees – new and existing employees
- Reduces turnover rates; builds employee loyalty
- Increases productivity
- Lowers cost of recruitment
- Increases safety in the workplace

Job Seekers, Workers, & Apprentices

- Paycheck from day one
- Skill gains are measurable
- Credentials earned are portable and stackable
- What is learned in the classroom is immediately applied to the workplace
- Demonstrates a company's investment directly in the employee

Workforce & Education Systems

- Increases worker skills and earnings and build career pathways to sustainable wages
- Meets employer needs and builds talent supply chain
- Enhances performance outcomes

What is a Pre-Apprenticeship?

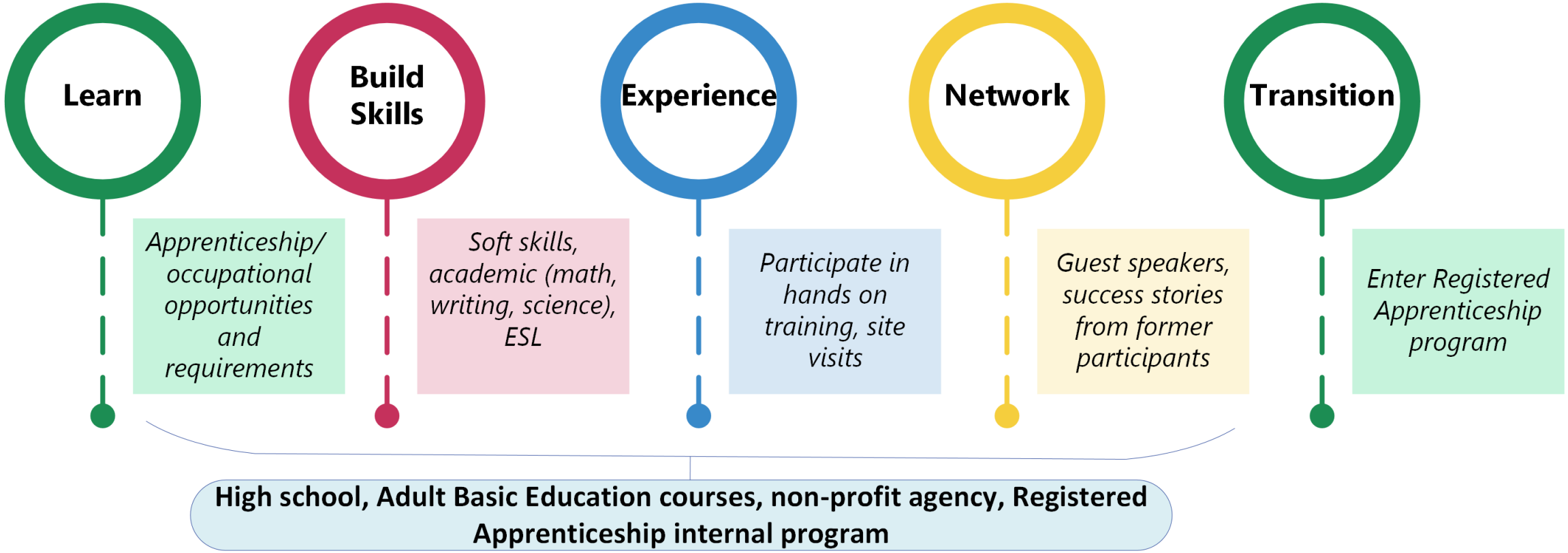
A program or set of strategies designed to prepare individuals to enter and succeed in Registered Apprenticeship (RA) programs

- Expand participant career pathways with industry training coupled with classroom instruction, industry and occupation exploration, and an opportunity for to build technology, math, English, and work-readiness skills
- Provide workforce preparation for youth and populations that have been underrepresented in certain industries or that experience various challenges in gaining admission into RA programs

Elements of Quality Pre-Apprenticeship Programs

Courtesy of the American Institutes of Research – AIR.org

Pre-Apprenticeship is a Pathway to Registered Apprenticeship



Courtesy of the American Institutes of Research – AIR.org

Registered Apprenticeship and Career Pathways

- Can be an integral part of Career Pathway programs
- Pave the way for career-building and lifelong learning through stackable credentials
- Continual building of skills and ability to obtain higher levels of employment in an occupation or industry
- Can provide communities with competitive edge by establishing a continual pipeline of qualified workers for local employers

Similar elements of Career Pathways and RAP

Classroom instruction integrated with rigorous academic, technical, and employability skills

Program curricula vetted by employers

Classroom instruction reinforced by hands-on learning

A connected education and credentialing model

Models of Alignment

Students learn about apprenticeship opportunities that are available after completing high school or adult education program

Secondary or adult education program operates as a pre-apprenticeship that gives students preferred entry into a RAP

Students start a RA program while in high school or adult education and upon graduation continue as apprentices

Curricula Integration

- Delivery of apprenticeship's related technical instruction (RTI) within classroom

or

- Student participation in apprenticeship RTI outside the school setting

Whatever the approach, it is important to address any potential student barriers and consider requirements that can be fulfilled.

Getting Started

Explore Resources

ApprenticeshipUSA

WorkforceGPS

Pre-apprenticeships

Contact your Apprenticeship state office

State Offices | Apprenticeship.gov

Collaborate to Build

Scavenger Hunt
Apprenticeship and Pre-Apprenticeship in your State

End of Day One Check-In

Leading Career Pathways

Las Vegas Institute

Day 2

ncpn
National Career Pathways Network

CORD
Leading Change in Education

Check-In

Welcome Back!

Share a key takeaway from Day 1.

Apprenticeship Scavenger Hunt Report out

A leader is someone who knows the way, shows the way and goes the way.

John C. Maxwell

American author, speaker and pastor

Holistic Supports

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Work-based Learning (WBL)

Work-based learning (WBL) provides students with real-life work experiences where they can apply academic and technical skills and develop their employability.

Key points:

- Purpose: Aims to bridge the gap between academic and technical knowledge and practical application.
- Classification:
  - Duration of Assignment: Experiences can vary from a few hours to several years.
  - Relation to Coursework: Related to specific subjects taught at school or college.
  - Stipend: Assignments may be paid or unpaid.

In summary, work-based learning provides students with practical exposure, enhances their employability, and fosters a deeper understanding of the intersection between in-school and on-the-job learning

Active Learning Continuum

This Photo by Unknown Author is licensed under CC BY

COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

LEARNING ABOUT WORK

Career awareness and exploration helps individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours
- Project-based Learning

LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Industry-sponsored Project
- Supervised Entrepreneurship Experience

LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

Education Coordinated ⟷ **Business Led**

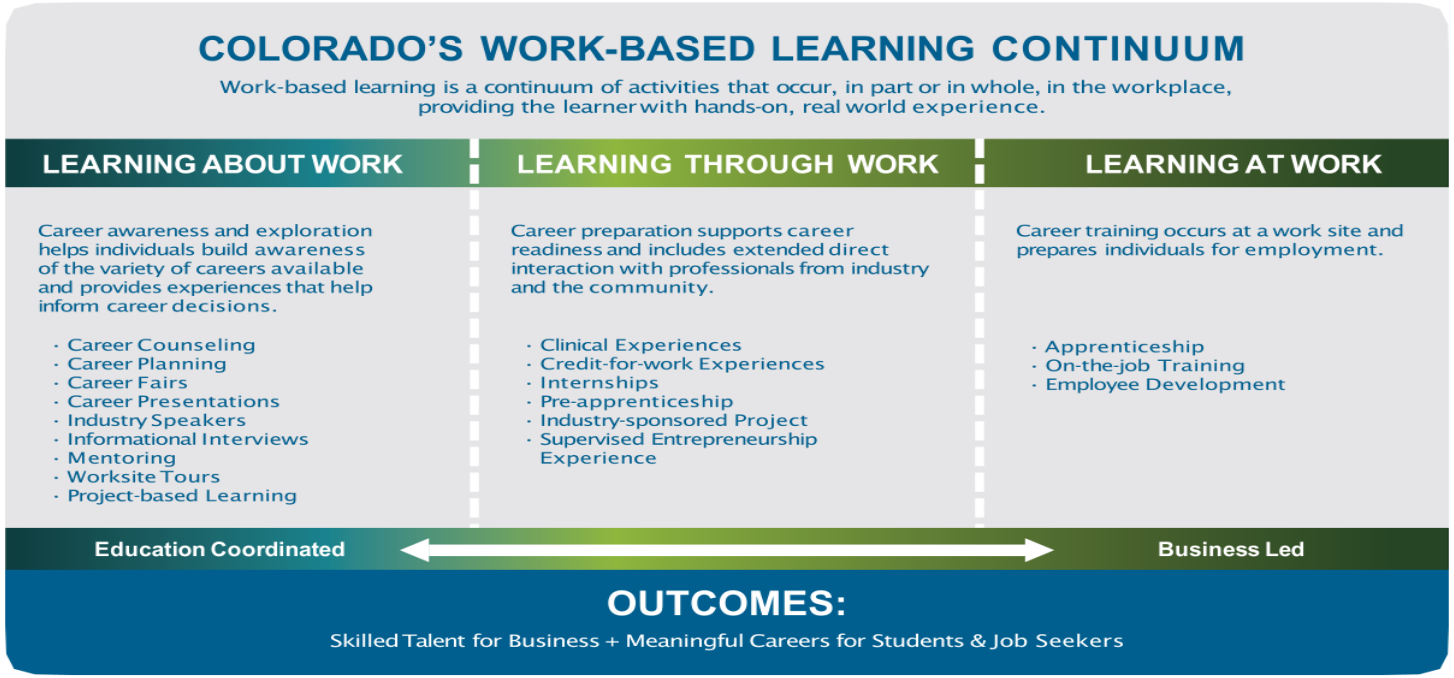
OUTCOMES:

Skilled Talent for Business + Meaningful Careers for Students & Job Seekers

talentFOUND

Work-based Learning Poster Activity

- Using a similar template, create your <u>current</u> WBL continuum poster
- Add <u>future</u> opportunities - using a different color marker



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Examples of Holistic Supports

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Example of Financial Barriers

Cost of Education	Debt and financial obligations	Work-life balance	Other
• Tuition and fees • Living expenses • Childcare	• Existing student loans • Other debts • Financial insecurity	• Lost wages • Limited flexibility • Lack of employer support	• Lack of information and resources • Limited access to affordable options • Lack of support system

Promising Practices

Foster Financial Support and Security

- Expand financial aid and scholarship opportunities
- Develop emergency assistance funds
- Advocate for flexible work arrangements and education leave policies
- Financial literacy workshops and counseling

Federal Financial Support

Pell Grant - https://www2.ed.gov/programs/fpg/index.html

- Must have already received a high school diploma or (G.E.D.) certificate
- Capped at $6,895 per year
- Cannot be used for more than 12 full-time or equivalent terms over an individual's lifetime

Ability to Benefit - https://hgs864.p3cdn1.secureserver.net/wp-content/uploads/2022/01/Ability-to-Benefit-Flyer.pdf

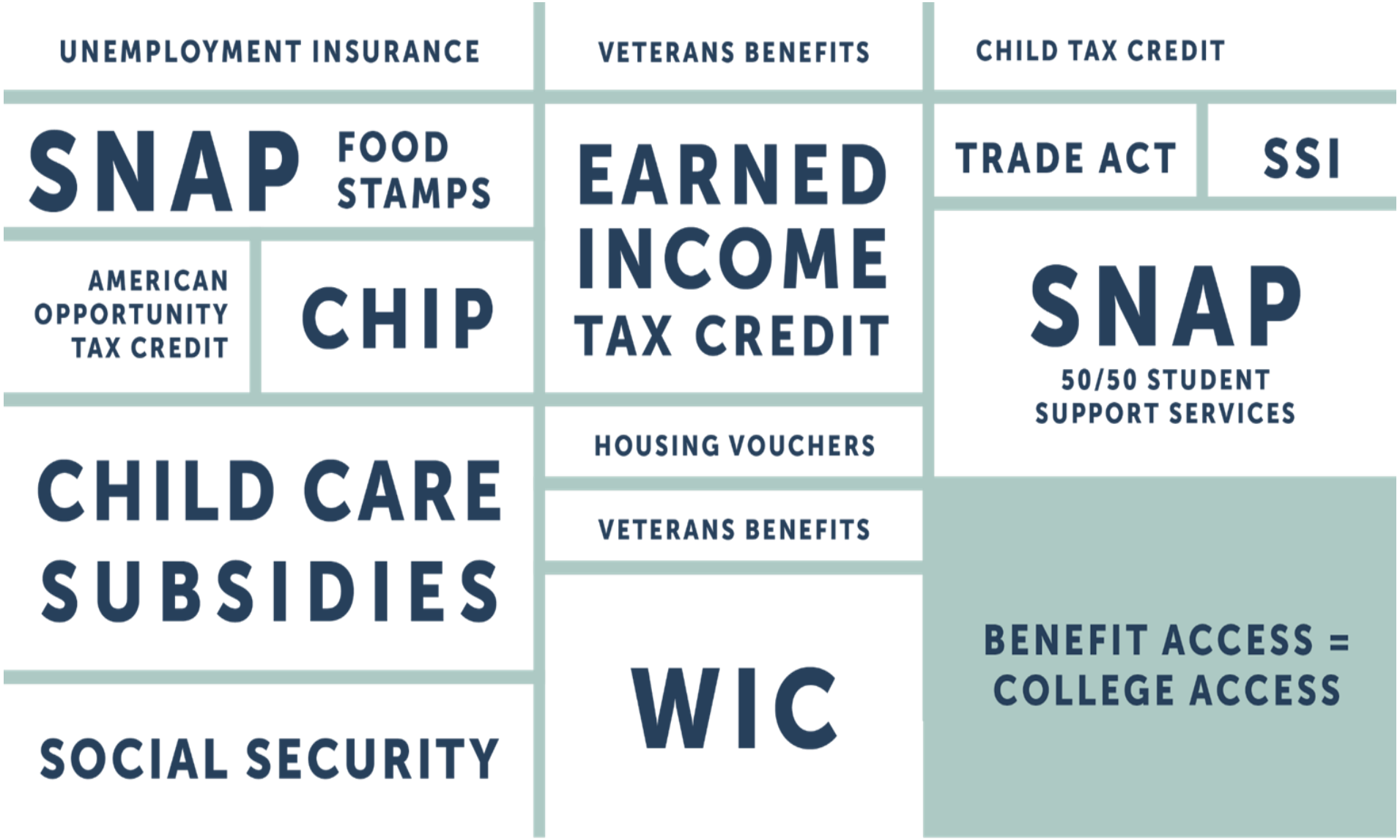
- Available to adult education students without a high school diploma or equivalent
- Students must prove their "ability to benefit," such as by passing a test - https://www.federalregister.gov/documents/2020/11/09/2020-24795/list-of-approved-ability-to-benefit-atb-tests-and-passing-scores

Source: Laboratories of Affordability, Inside Higher Ed, 2023

State-level Financial Support

- [Is Community College Free? Yes, in These 31 States | BestColleges]

Access to Benefits



How are you providing financial support for learners?

Examples of Holistic Supports

Academic

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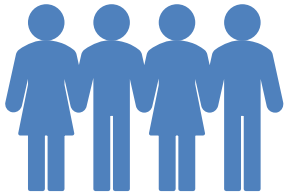
Holistic Support Needs

Physical and Mental Well-being

Mental health resources:

Workplace flexibility and support

Healthy lifestyle resources



Social and Emotional Support

Building a sense of community

Family support resources

Celebrating achievements

Promising Practices

Prioritize Mental and Physical Well-being

Integrated mental health services

Stress management workshops and mindfulness exercises

Promote healthy lifestyle habits

Accessibility services and accommodations

Cultivate a Strong Supportive Community

Build peer mentoring programs

Create dedicated spaces for social interaction

Develop family support resources

Mentorship programs and career guidance

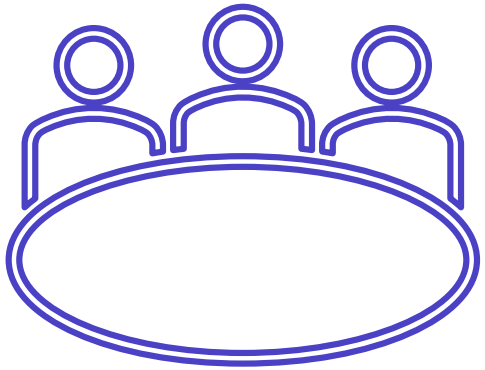
How are you providing personal support to learners?

Action Planning

Local Action Plan

Goal, Objective, Priority: *What do we want to achieve?*	**Action Steps:** *How will we achieve it?*	**Lead:** *Who is responsible?*	**Intended Results:** *Measurable outcomes?*	**Timeline:** *By when?*	**Notes:**
Partnerships					
Gaps and Opportunities					
Employer Engagement					
Gaps and Opportunities					
Stackable Credentials/Career Pathways Program Design					
Gaps and Opportunities					
Supporting Completion					
Gaps and Opportunities					

Share and Discuss



Creating Awareness of your Career Pathways

You need to get the word out!

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Who needs to know? How will you send the message?

- Stakeholders, who are they?
  - Students
  - Parents
  - Counselor
  - Advisors
  - Business and Industry
  - ??

- How will you reach them?
  - Flyers
  - Text Messages
  - An App

In well-articulated pathways, college-level and honors/advanced courses are integrated with opportunities to develop "real-world" and technical skills—and available to all students. Policymakers and local education leaders have the opportunity to change these perceptions by more clearly demonstrating how all students can access and combine a variety of different types of educational opportunities, and the potential advantages of doing so. They can also make it a priority to ensure that such pathways are, in reality, feasible and that common barriers to access (again, scheduling conflicts, limited program or class availability) are mitigated if not eliminated.

"I did not even know that these programs were an option in high school. It would have been nice to actively learn about different careers rather than just hearing about them."

—Young Adult

ExcelinEd. (2021). Pathways Matter to Families: What Parents and Young Adults Believe and Want to Know About Education to Workforce Pathways

We don’t ask kids what they want to be when they grow up; we ask them what problems they want to solve when they leave school.

Rick Surrency

Superintendent

Putnam County, FL

Website Poster Project

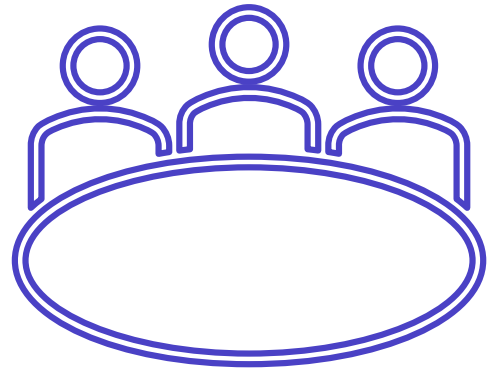
- Navigate to your institution's website.

- Answer the following questions on your poster:

1. Is it easy to navigate?
2. Who is the audience(s)?
3. Type programs of study in Search Bar. What shows up?
4. Type career pathway in Search Bar. What comes up?
5. Are there career maps and how do you find them?
6. Search for other career pathway topics of interest to you. What appears?

Action Planning

Share and Discuss



Continuous Improvement

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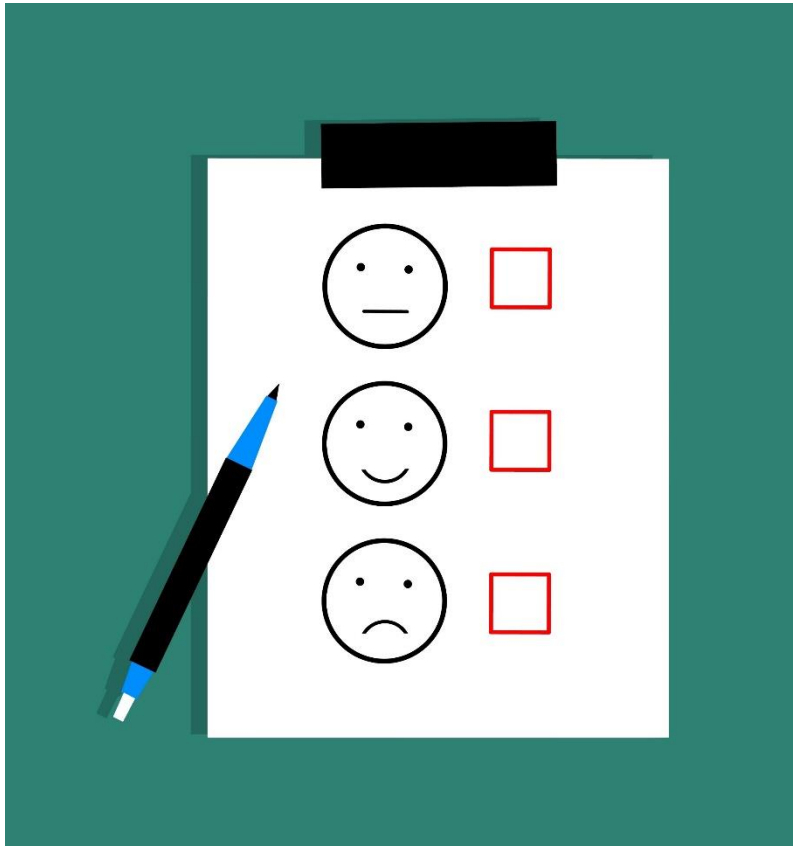
Why is this important?

Enables you to:

- Identify specific aspects of the program that are working well and what needs to improve
- Share program successes and improvement efforts with stakeholders
- Design and deliver a better program
- Enhance the experiences and outcomes of learners
- Meet employer needs and expectations
- Ensures CONTINUOUS IMPROVEMENT



Continuous Improvement Process

Start early!!

Create a plan as you are designing the pathway

Align strategies to expected program outcomes and goals

Include a process for monitoring and analyzing on a continual basis

Ask questions like:

- How can instructors better integrate the adult education content with the workforce training content?
- How can we ensure there is equitable access to the training and learner supports, resulting in equitable outcomes?
- How can we build evidence that helps us determine whether the program is valuable—to the community, to businesses, to the learners?
- What data or data source(s) do we need to determine whether we accomplished our goals?

Strategies for Successful Pathways

- Engage the right people from the start
- Include employer engagement strategies (like a BILT) to ensure occupations you're training for are really in demand
- Map your program and review regularly
- Identify changing learner needs and align supports
- Create a process to monitor the career pathway
- Gather and use data to track student success
- Develop a plan for continuous improvement

Action Planning Summary

Refocus Our Perspective

- Industry Informed
- Viewed through Student Lens

Never give up on a dream just because of the time it will take to accomplish it. The time will pass anyway.

Earl Nightingale

radio speaker, writer

Thank you for spending these two days with us!
Safe Travels Home!

Facilitator:

Ann Westrich, NCPN Committee Chair

Aw.westy@outlook.com

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