In today’s rapidly changing job market, the skills required for success are evolving faster than ever before. The most recent Future of Jobs report estimates that 44% of workers’ core skills are expected to change by 2027. This shift places immense pressure on higher education institutions to continuously adapt their programs to meet the emerging needs of both employers and learners.

CORD’s Framework for Career Pathways Alignment provides a structured, sustainable approach to developing career pathways that are responsive to the demands of the modern workforce while supporting evolving skills and personal needs of learners.

**Components of the Framework**

The Framework for Career Pathways Alignment’s four essential components help local educators:

1. **FOSTER ECOSYSTEM**
   Foster a coordinated ecosystem of industry, education, workforce agencies, and community organizations—placing the evolving skill and personal support needs of a community’s learners front and center.

2. **ENGAGE EMPLOYERS**
   Engage employers through the Business & Industry Leadership Team (BILT) model to leverage employer and faculty expertise to drive innovation and ensure students are workforce ready.

3. **DESIGN CAREER PATHWAYS**
   Create and align seamless pathways of stackable credentials, giving learners of all ages and skill levels practical building blocks for in-demand skills, employment opportunities, and career advancement.

4. **SUPPORT COMPLETION**
   Support completion by removing barriers and surrounding students with holistic supports and efficient program design that accommodates the needs of working adults and accelerates credential completion.
**Implementing the Framework**

CORD is by your side every step of the way as you implement the Framework. We guide you through a structured process while offering a toolbox of comprehensive solutions that help you build and sustain career pathway ecosystems that power individual economic success and support the economic development of your community.

1. **Access Technical Assistance**
   Engage CORD’s technical assistance for 1-on-1 coaching, professional development and practical tools to support your team.

2. **Determine Needs**
   Engage stakeholders to identify workforce and learner needs, map assets, and analyze gaps in training and services.

3. **Develop Action Plan**
   Create a detailed action plan outlining the steps necessary to build and sustain career pathways.

**Benefits of the Framework**

Adopting the Framework for Career Pathways Alignment offers numerous benefits:

- **Enhanced Support for Students**: Learner-centered pathways rooted in holistic supports enable students to balance work, family demands, and further education.

- **Alignment with Industry Needs**: Ongoing employer engagement ensures that pathways meet current and future workforce demands.

- **Increased Credential Attainment**: Pathways embedded with stackable credentials support incremental upskilling and credential attainment, particularly among underserved populations.

- **Sustainable Innovation**: A structured approach to pathway development fosters continuous innovation and responsiveness to industry trends.

By leveraging CORD’s Framework for Career Pathways Alignment, community colleges and their education partners can create robust, industry-informed pathways that empower learners and drive economic growth.

**Get Started**

Schedule a free strategy session today to discuss your situation and explore the possibilities.

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