

# Framework for Career Pathways Alignment

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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.

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.



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.

## Implementing the Framework

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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.



## Benefits of the Framework

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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.
- **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

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



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