Career Pathways
Leadership Certification
For Adult Educators
March 17, 2024 • Nashville, TN
Welcome!

Who we are...

Why we are here...To provide you with foundational knowledge of Career Pathways

Our task...To help you build on current initiatives and understand and implement Career Pathways that align with industry needs and your learner’s interests, and lead to a certificate, certification and/or a degree.
Welcome!

Hello!

Getting to know you!
We Help You:

• Facilitate Industry-Education Collaboration
• Connect the Classroom to the Workplace through Contextualized Teaching and Learning Models
• Design Seamless Career Pathways for Adult Learners
Where We’re Headed

1. Partnerships and Employer Engagement
   - Check-up
   - Content/Examples, Tools & Resources
   - Action Plan Parts 1 & 2

2. Career Pathways
   - Check-up
   - Content/Examples, Tools & Resources
   - Action Plan Part 3

3. Supporting Completion
   - Check-up
   - Content/Examples, Tools & Resources
   - Action Plan Part 4

4. Wrap-up: Share and discuss draft action plans
## Local Action Plan

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Workshop Resource Toolbox

https://www.cord.org/coabe2024-precon/
Evolving Workplace

- 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
- Career paths are continuously evolving
- Education must keep up
Three key drivers of job change

Green transition
Technology
Economic outlook

Impact: Driving job growth → Driving job decline

Future of Jobs

Reskilling needs

44%

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

## Top 10 skills of 2023

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<th>Self-efficacy</th>
<th>Management skills</th>
<th>Technology skills</th>
<th>Working with others</th>
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<td>Analytical thinking</td>
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<td>2.</td>
<td>Creative thinking</td>
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<td>3.</td>
<td>Resilience, flexibility and agility</td>
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<td>4.</td>
<td>Motivation and self-awareness</td>
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<td>5.</td>
<td>Curiosity and lifelong learning</td>
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<td>6.</td>
<td>Technological literacy</td>
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<td>7.</td>
<td>Dependability and attention to detail</td>
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<td>8.</td>
<td>Empathy and active listening</td>
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<td>9.</td>
<td>Leadership and social influence</td>
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<td>Quality control</td>
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### Type of skill

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

### Source


### 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**

**Note**
The jobs which survey respondents expect to grow most quickly from 2023 to 2027 as a fraction of present employment figures.
McKinsey Research on Future of Work

• Demand for basic cognitive and manual skills will fall, while the need for technological, social, and emotional skills will increase.

• The pandemic accelerated three broad trends that will continue to reshape the workplace:
  1. Remote work
  2. E-commerce expansion
  3. Accelerated adoption of digital technologies, including automation and AI

Source: Rethink reskilling for the post-pandemic world (mckinsey.com)
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
Adult Literacy in the U.S.

54% of U.S. adults 16-74 years old (about 130 million people) lack proficiency in literacy, reading below the equivalent of a 6th grade level.

What does adult literacy look like in your state?

(downloadable state cards at map.barbarabush.org)
Adult Literacy

The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.

Alvin Toffler
writer, futurist, and businessman
Who Are Adult Learners?

Educate and Elevate, Inc.

Have an adult learner success story or testimonial?

CLICK HERE TO SUBMIT

Charlène found herself in a new city without many prospects. Recently divorced and looking for ways to support her three children, Charlène came to NWACC’s Adult Education program with high hopes.

Adult education gave Fousseyni the confidence he needed to overcome his worries about life in a new country. Many challenges awaited him, however, his years of hard work would certainly pay off.

After the crushing loss of her baby, Hayley had to decide whether she would give up or continue her path forward through adult education.

Full Story

Full Story

Full Story

EducateAndElevate.org/adult-learner-success/
What Is WIOA?

• Workforce Investment and Opportunity Act
• Landmark legislation designed to strengthen and improve our nation’s public workforce system; above all to help Americans into high-quality jobs and careers and help employers hire and retain skilled workers.
• Passed by Congress in July 2014
• STRONG emphasis on work readiness and gaining employment!
• Impacts various public services: (TANF, SNAP, DSS, American Job Centers) and for us in Adult Education and Family Literacy
WIOA Is a Substantial Federal Investment in Job Training and Education

Title I (workforce)
• $4.1 BILLION in funding
• 181,000 people served via job training
• Millions more provided job-search assistance

Title II (adult education)
• $811+ MILLION
• 1.5 million people served via classes
• Does not include individuals served with Dislocated Worker funds
AEFLA - Adult Education & Family Literacy Act (aka WIOA Title II)

Expanded Purpose
- AEFLA specifically; WIOA in total

New Definitions
- Individuals with barriers to employment
- Basic skill deficient
- Career pathway; Integrated Education and Training (IET)

Shared Performance
- Measurable skill gains
- Credential gains
- Employment
## Career Pathway Definition (WIOA/Perkins/HEA)

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<th>Description</th>
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<td><strong>Align</strong></td>
<td>Align with the skills needed by industries in the state or regional economy;</td>
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<td><strong>Prepare</strong></td>
<td>Prepare individuals to succeed in a range of education options, including apprenticeships;</td>
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<td><strong>Support</strong></td>
<td>Include counseling to support an individual in achieving the individual’s education and career goals;</td>
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<td><strong>Educate/Train</strong></td>
<td>Include, as appropriate, concurrent education and training opportunities for a specific occupation or occupational cluster;</td>
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<td><strong>Organize</strong></td>
<td>Organize education, training, and support services to meet individual needs and accelerate educational and career advancement;</td>
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<td><strong>Enable</strong></td>
<td>Enable individuals to attain a high school diploma or equivalent, and at least one recognized postsecondary credential;</td>
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<td><strong>Help</strong></td>
<td>Help individuals enter or advance within an occupation or occupational cluster.</td>
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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**
FRAMEWORK FOR CAREER PATHWAYS ALIGNMENT
FRAMEWORK FOR CAREER PATHWAYS ALIGNMENT

Framework 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 postsecondary 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, delivery modes and wrap-around services that support working adults, and efficient program design that accelerates credential attainment
Partnership Ecosystem

• We can’t know it all.
• We can’t do it all.
• We need partners across the ecosystem to collaborate in new ways…
  to prepare us all for the journey ahead.
Self Check #1a

Partnerships that Support Career Pathways
Paving a Seamless Pathway
Career Pathways Built on Stackable Credentials

- Additional Credentials
- Bachelor’s Degree
- Associate’s Degree
- Certificate(s)
- HS Diploma or Equivalent
Partnerships Are Key

• Leverage each other’s resources and knowledge
• Connect disconnected systems
• Strengthen/build partnerships to support your community
Pathway Design Roles

- **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

- **Employers**
  Identification of in-demand and emerging occupations; identification of skill sets; curriculum development

- **Community-based Organizations**
  Insights into learner needs; design of outreach materials

- **Workforce Entities**
  Labor market information; economic and workforce trend analysis; identification of target industries; resource development and allocation; policy development
Pathway 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
Do Your Homework

- Gather information about potential partners - structure, mission, client base
- Identify common interests and issues
- Consider ways your organization could benefit from partnering with them
- Identify ways your organization could help
Building Partnerships Challenges

• Moving from discussion to partnership commitment
• Finding the right people to make things happen
• Finding common ground and developing mutual respect
• Understanding each other’s needs and “decoding” unfamiliar terminology
• Keeping all partners engaged to maintain momentum
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.
Connections & Contacts Worksheet
Action Planning
# Local Action Plan

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*Download Action Plan Template from Workshop Toolbox*
Share and Discuss
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.
Self Check #1b

Employer Engagement
What Is Employer Engagement?

• A **strategy** to identify and integrate employer input and feedback into your programs and activities.
• A working **relationship** where employers and educators view each other as strategic partners.
• A **methodology** to:
  ➢ keep your programs fresh and relevant
  ➢ prepare learners with work-ready skills
  ➢ increase your enrollment
  ➢ garner financial and other support
  ➢ join voices for program advocacy
Connections to WIOA

WIOA recognizes that the core purpose of adult education is to prepare individuals with the skills and knowledge needed to succeed in postsecondary education and the workforce.

• Emphasizes that activities should increase an individual’s ability to transition to postsecondary education and obtain employment.

• Promotes the integration of adult education with occupational education and training and development of career pathways systems
  ➢ authorizes the use of funds for integrated education and training (IET) and workforce preparation activities
  ➢ clarifies that integrated English literacy and civics education programs may provide workforce training

• Encourages activities provided in collaboration with employers.
Strategic Employer Engagement

CONSIDER:

• WIOA encourages coordination among core programs and a Unified State Plan that includes strategic vision, goals, and operational elements.

THEREFORE:

• Be strategic in your employer engagement process:
• Learn about the Unified State Plan planning process in your state.
• Identify career pathway and/or IET efforts under way in your region or our state and which industry sectors and occupations are the focus
• Connect with organizations, educational institutions, and businesses are most closely involved in this work
• Leverage existing employer connections
• Communicate ways these efforts be enhanced to serve your adult learners
Benefits of Strategic Employer Engagement

- Funding Opportunities
- Community Awareness
- Job Placement
- Enrollment
- Work-Based Learning
- Labs and Facilities
- Skills Alignment
Building Industry-Informed Career Pathways

- Strategic employer engagement drives innovation
- Career pathway mapping reveals barriers to seamless progression and alignment to industry needs
Ways Businesses Can Help

- Assistance
- Assessment & Counsel
- Promotion & Advocacy
Employer Engagement Toolkit

- Knowing Your Audience
- Developing Your Program
- Mining for Deeper Engagement
- Generating Support
- Joining Voices
Introduction

In a time when information is critical to success and budgets are tied to outcomes, the need for strategic employer engagement with colleges has never been greater. No longer can programs thrive with limited input from local employers. All community and technical colleges must stay informed of—and respond to—industry-specific trends that impact skill sets, national standards, and credentials.

https://www.advancingcredentials.org/toolkit/
Knowing Your Audience

• Who hires the graduates/completers?
• Who provides intel on evolving needs of businesses in the region?
• Who assists in building industry-informed programs?
• Do you know who provides outreach to employers?
• Do you know how information from employer outreach is gathered and shared?
The Process Starts Internally

1. Identify Your Goals
2. Identify the Industry Sector
3. Identify Internal Connections
4. Create an Outreach Plan
5. Continuing Outreach
6. Find the Fit for Each Employer
Deepening Engagement

• Tiered approach to employer engagement
• Strategies to increase breadth of engagement
• Testimonials
• Recognition
Engaged employers may:

• Identify areas where new or updated equipment is called for
• Connect you to their suppliers for discounts
• Consider donating equipment to help in preparing your students, their future employees
• Be open to sponsorship of competitions, clubs, and camps
• Cover the cost of industry-recognized credentials/assessments to alleviate the financial burden on students
• Provide faculty externship opportunities
Employer-Led Advisory Committees

Successful Committees Can Provide:

• Specifications
• Validation of Content
• Assessment of Program Quality
• Subject Matter Expertise
• Credibility
• Assistance in Adapting Skill Standards for Local Needs
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
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
ACTIVITY

Employer Engagement Goals
Communicate Your Vision

• Create career pathways vision and communications plan to articulate it:
  ▪ Balance state vision with local context
  ▪ Identify benefits of career pathways approach to clients and communities with key messages that are: *Clear* - *Consistent* - *Frequent*
  ▪ Draw a picture to convey roles to stakeholders and opportunities to clients
• Leverage existing resources and initiatives
Communicate the Why

- Approach potential partners with your value proposition
- Lead with the outcome and benefits for the community and the partner, not for you
- Golden Circle principle
Sample Elevator Pitch

The (name of program) helps to prepare graduates to be work-ready with relevant workplace skills. Our goal is to ensure our students are aware of the opportunities your company provides for fulfilling careers. With your engagement we can align our curriculum to skills identified by local industry and provide real world opportunities to our learners. We value your willingness to work with us and are asking for your help/support with XXXX (specific ask).
ACTIVITY

Writing Your Elevator Pitch
"I'm sure glad the hole isn't in our end...."

Whether we like it or not, we're all in this together.
Action Planning
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Action Plan Template from Workshop Toolbox
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
Self Check #2

Designing Career Pathways
Group Discussion

Share what you know about IET (Integrated Education and Training).
Definition of IET in WIOA

WIOA regulations define the requirements of IET programs

• Provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training

• Designed for a specific occupation or occupational cluster

• Integrate the delivery of the three required activities: adult education and literacy activities, workforce preparation activities, and workforce training activities for a specific occupation or occupational cluster.

• Part of a career pathway that leads to educational and career advancement and is aligned with the state’s Adult Education Content Standards.
Shared Learning Objectives

- Adult Education Content
- Workforce Preparation
- Workforce Training

Pairs Basic Skills Instruction with Technical Instruction
IET Curriculum...

- Blends the teaching of academic and CTE content, along with employability skills
- Provides reinforcement of critical concepts across the career pathway sequence of courses
- Requires communication between academic and technical teachers (and, ideally, employers and counselors also!)
- Implements problem-based, project-based, inquiry-based learning
- Scaffolded to guide students toward higher levels of Bloom’s cognitive skills
- Connects adult education students to living wage careers
IET Program Design Elements

- **Integrated Program Design**
  - Building new partnerships
  - Collaborative leadership
  - Development of unified program

- **Concurrent Enrollment**
  - AEFLA-funded ESL program
  - CTE program
  - Alternating teaching or co-teaching

- **Integrated Learning Outcomes**
  - Contextualized basic skills – workforce training, adult literacy, and workforce preparation

- **Wraparound Support**
  - Academic advisement
  - Career services
  - Life support
LINCS IET Design Toolkit

Guides users through a team-based approach to develop customized IET programs through four iterative phases:

• Research and Assess
• Design and Plan
• Develop and Implement
• Evaluate and Improve

https://lincs.ed.gov/professional-development/resource-collections/profile-8850
ACTIVITY

IET Case Study Activity
IET and Career Pathways

• IET can be an integral part of a Career Pathway program
• IET paves the way for career-building and lifelong learning through the career pathway
• IET fosters skills growth and ability to obtain higher levels of employment or the next level of education that is part of the career pathway
• Both are key strategies for a continual pipeline of qualified workers for local employers
Career Pathways Built on Stackable Credentials

- Additional Credentials
- Bachelor’s Degree
- Associate’s Degree
- Certificate(s)
- HS Diploma or Equivalent
Career 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
An industry certification indicates mastery of specific knowledge, skills or processes that can be measured against a set of standards.

- Typically awarded through assessment and validation of skills by an employer, trade association or other industry group.
- Individuals may need to meet requirements to maintain a certification, such as continuing education coursework, re-assessment, demonstrated work experience and/or earning higher level certifications.

- Association for Career and Technical Education
What are some industry certifications available to adult learners?
Stackable Credentials

3 High School Graduates receive a 20 percent wage premium with a certificate.
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?
Pathway Planning

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
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
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 College Articulation
- Community College Educators
- Program Faculty
- Recruitment Office
- Workforce Development Staff
- Marketing Department Staff
Career Pathways

Health Service Management Associate in Science

Prior Credit
High School Career Pathways Certificate
- Administrative Office Specialist
- Allied Health Assisting
- Applied Cybersecurity
- Applied Information Technology
- Business Management & Analysis
- Digital Design
- International Business
- Legal Administrative Specialist
- Nursing Assistant
- Web Development
- Industry Certifications
  - Certified Medical Administrative Assistant (CMAA)
  - Certified Nursing Assistant (CNA)

Prior Credit
Technical College Certificate
- Accounting Operations
- Administrative Office Specialist
- Medical Assisting
- Practical Nursing
- Industry Certifications
  - Certified Medical Administrative Assistant (CMAA)
  - Registered Medical Assistant (RMA)

College Credit Certificate
- Medical Information Coder/Biller (27 credit hours)
- Medical Office Management (24 credit hours)
- Industry Certifications
  - CCA; CCS; CCS-P; CPC

College Credit Certificate
- Medical Office Management (24 credit hours)
- Industry Certifications
  - Average Cost of Program
  - Typical Starting Positions

Associate Degree
- Health Services Management (60 credit hours)
- Industry Certifications
  - CAHIMS; CMM

Bachelor Degree
- Strategic Leadership (120 credit hours)
- Career
  - Average Cost of Program
  - Typical Starting Positions

Learn more at www.LSSC.edu/academics
Pathway Mapping Process

1. Pick a program offered at your organization
2. How does it align with your postsecondary partner institution?
3. Can students concurrently take your program and post-secondary courses?
4. Are there industry recognized credentials that a learner can achieve in that career field?
5. Where can you find reliable wage and occupation info?
Interested in learning more? Contact Debbie Davidson at d davidson@cord.org.
Nursing

Program Website

Our vision is to lead the nation in innovative learning environments which incorporate technology, challenge learners, develop educators and transform health care worldwide.

Prior Credit/High School

Certificate
(26 Credits)
(3 Semesters)
Jobs & Wages:
Licensed Practical Nurse, $30/Hr

Non-Credit
Certificate for Intermountain Health Care for CNA.

High School
Through Davis School District, students can receive a certificate to be a CNA.

More Information

Practical Nursing

AAS/AS Nursing

Bachelor’s Degree(s)

Certificate
(18 Credits)
(3 Semesters)
Jobs & Wages:
Licensed Practical Nurse, $35/Hr

Associate Degree
(18 Credits)
(3 Semesters)

BS
Registered Nurse to Bachelor of Science in Nursing
Jobs & Wages:
Registered Nurse, $78000/Yr

All WSU School of Nursing programs are accredited by ACEN. Additional information can be found at Nursing Accreditation.

Credentials highlighted with a double border can be taken concurrently with Secondary or Adult Education.
Consider the gaps moving from one credential or institution to the next:

- What needs to be done to address the gap?
- Is it a barrier related to process or policy?
- Who needs to be at the table to discuss the gap?
- What are the opportunities that haven’t been mapped yet?
<table>
<thead>
<tr>
<th>Local Action Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal, Objective, Priority:</strong> What do we want to achieve?</td>
</tr>
<tr>
<td>Partnerships</td>
</tr>
<tr>
<td>Employer Engagement</td>
</tr>
<tr>
<td>Stackable Credentials/Career Pathways Program Design</td>
</tr>
<tr>
<td>Supporting Completion</td>
</tr>
</tbody>
</table>

✅ Download Action Plan Template from Workshop Toolbox
Share and Discuss
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.
Self Check #3

Supporting Student Completion
What are some strategies you use to understand learner needs?
Planning for Supports

Design a plan that supports the learner every step of the way.

• Pre-enrollment: Use effective outreach and recruitment activities that set the learner’s expectations for the program.

• Enrollment and intake: Address the needs and goals of each individual learner during the enrollment and intake process.

• Participation: Provide individual counseling and support activities that ensure persistence and success.

• Transition: Guide learner preparation and decision making when it is time to transition to postsecondary education/training or long-term employment in a career path with a family-sustaining wage.
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.
Holistic Supports

**Academic**
- Aligned to local needs
- Industry credentials
- Credit for prior learning (CPL)
- Flexible class offerings
- Tutoring

**Financial**
- Grants (Pell)
- Scholarships
- Books/materials
- Industry certification fees
- Basic needs assistance

**Personal**
- Student-centered success coaching
- Childcare
- Transportation
- Mental health services
Academic supports help learners be successful in their academic pursuits. These may include:

- Opportunities for learners to participate in learning communities or cohorts and interact with other others
- Career courses designed for English as a Second Language learners
- Workshops on study skills, test strategies, note-taking strategies, and time management
- Academic and workplace skills tutors
- Learning labs where one-on-one computer-based tutoring may be offered
- Academic and career related supports such as peer mentoring and career coaches or navigators
- Assistive technology for individuals with a disability
What are some other ways to support learners in their academic goals?
Contextualized Instruction

- Instructional approach creates explicit connections between foundational topics, such as math, and instruction in a technical discipline
- Integrates basic skills and occupational knowledge
- Answers the question “Why do I have to learn this?”
- Provides real-world applications for abstract concepts
Why Use Contextual Strategies?

Los Angeles Trade-Technical College learners from the Utilities and Construction Prep Program talk about the benefits of a contextualized curriculum.
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.
Credit for Prior Learning

Credit for prior learning, or CPL, is a term for various methods that colleges, universities, and other education or training providers use to evaluate learning that has occurred outside of the traditional academic environment.

It is used to grant college credit, certification, or advanced standing toward further education or training. Other common terms for this process include prior learning assessment (PLA), recognition of prior learning, and recognition of learning.

Source: Credit for Prior Learning Guide: A Practical Guide for Community Colleges, Council for Adult and Experiential Learning (CAEL)
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
## Benefits of Credit for Prior Learning

<table>
<thead>
<tr>
<th>STUDENT PERSPECTIVE</th>
<th>INSTITUTIONAL PERSPECTIVE</th>
<th>EMPLOYER PERSPECTIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>▪ Accelerates Completion</td>
<td>▪ Attracts New Students ▪ Increased Enrollments</td>
<td>▪ Clarifies Pathway</td>
</tr>
<tr>
<td>▪ Reduces Duplication of Learning</td>
<td>▪ Promotes Retention and Higher Persistence Levels with CPL Students</td>
<td>▪ Recognized Industry Credentials</td>
</tr>
<tr>
<td>▪ Lowers Education Costs</td>
<td>▪ Results in More Institutional Credits</td>
<td>▪ Reduces Employee Time to Degree</td>
</tr>
<tr>
<td>▪ Reduces Student Debt</td>
<td>▪ Strengthens Employer Partnerships</td>
<td>▪ Lowers Investment of Business and Higher ROI</td>
</tr>
<tr>
<td>▪ Increases Likelihood of Graduation</td>
<td>▪ Enhances the Ability to Stay Competitive with Higher Education Institutions</td>
<td></td>
</tr>
</tbody>
</table>

Source: Credit for Prior Learning Guide: A Practical Guide for Community Colleges, Council for Adult and Experiential Learning (CAEL)
Examples of Holistic Supports

**Academic**
- Aligned to local needs
- Industry credentials
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**Financial**
- Grants (Pell)
- Scholarships
- Books/materials
- Industry certification fees
- Basic needs assistance

**Personal**
- Student-centered success coaching
- Childcare
- Transportation
- Mental health services
Unmet Need

Average total budget for a community college student in 2019

- Room and Board: 48.3%
- Tuition and Fees: 20.4%
- Other Expenses: 13.2%
- Books and Supplies: 8.0%
- Transportation: 10.0%

$18,000

71% of public year students with unmet financial need

Source: *When financial Aid Falls Short, December 2018, CLASP*
## Basic Needs Insecurity

<table>
<thead>
<tr>
<th>#REALCOLLEGE Survey</th>
<th>2-year Colleges (2020)</th>
<th>4-year Colleges (2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Insecurity</td>
<td>39%</td>
<td>29%</td>
</tr>
<tr>
<td>Housing Insecurity</td>
<td>52%</td>
<td>43%</td>
</tr>
<tr>
<td>Homelessness</td>
<td>14%</td>
<td>14%</td>
</tr>
</tbody>
</table>

61% of community college students reported some basic needs insecurity in the last year.  
(TEMPLE UNIVERSITY'S HOPE CENTER)

Source: *Basic Needs Insecurity During the ongoing Pandemic, 2021*, The Hope Center for College, Community, and Justice
# Example of Financial Barriers

<table>
<thead>
<tr>
<th>Cost of Education</th>
<th>Debt and financial obligations</th>
<th>Work-life balance</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition and fees</td>
<td>Existing student loans</td>
<td>Lost wages</td>
<td>Lack of information and resources</td>
</tr>
<tr>
<td>Living expenses</td>
<td>Other debts</td>
<td>Limited flexibility</td>
<td>Limited access to affordable options</td>
</tr>
<tr>
<td>Childcare</td>
<td>Financial insecurity</td>
<td>Lack of employer support</td>
<td>Lack of support system</td>
</tr>
<tr>
<td>Transportation</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What are some other ways to provide financial support to adult learners?
Promising Practices

Foster Financial Support and Security

• Expand financial aid and scholarship opportunities
• Provide transportation and childcare vouchers
• Develop emergency assistance funds
• Advocate for flexible work arrangements and education leave policies
• Financial literacy workshops and counseling
Federal Financial Support

**Pell Grant**
- 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**
- 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

Source: Laboratories of Affordability, Inside Higher Ed, 2023
State-level Financial Support

• Nearly 30 states offer tuition-free associate degrees, but the fine print varies widely.

• Eligibility considerations include residency, income, age, even field of study.

• All programs require applicants to complete the Free Application for Federal Student Aid (FAFSA).

• Most provide "last-dollar" grants, which pay remaining college fees after other aid is applied.

• Others are "first-dollar" grants, providing students with college funds upfront, regardless of what other funding they may be eligible to receive.

Source: Is Community College Free? Yes, in These 31 States, BestColleges, 2022
Examples of Holistic Supports

**Academic**
- Aligned to local needs
- Industry credentials
- Credit for prior learning (CPL)
- Flexible class offerings
- Tutoring
- Cohort learning

**Financial**
- Grants (Pell)
- Scholarships
- Books/materials
- Industry certification fees
- Childcare and transportation

**Personal**
- Student-centered success coaching
- Mental health services
- Social and emotional support
- Physical well-being
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?
Access to Benefits

- Unemployment Insurance
  - SNAP
  - Food Stamps
  - American Opportunity Tax Credit
- Child Care Subsidies
- Social Security
- Veterans Benefits
- Earned Income Tax Credit
- Child Tax Credit
- Trade Act
- SSI
- SNAP 50/50 Student Support Services
- Housing Vouchers
- Veterans Benefits
- Benefit Access = College Access
- WIC
ACTIVITY

Holistic Supports Inventory
Action Planning Summary
## Local Action Plan

<table>
<thead>
<tr>
<th></th>
<th>Action Steps: How will we achieve it?</th>
<th>Lead: Who is responsible?</th>
<th>Intended Results: Measurable outcomes?</th>
<th>Timeline: By when?</th>
<th>Notes:</th>
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**Download Action Plan Template from Workshop Toolbox**

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*[ advancement through Career Pathways]*
Share and Discuss
Refocus Our Perspective

- Industry Informed
- Viewed through Student Lens
Thank you for spending today with us! Enjoy your conference!

Facilitators

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Reecie Stagnolia, Consultant
rdstagnolia3@gmail.com

Please share your thoughts

https://www.surveymonkey.com/r/coabe_precon