

Increasing Credentials through Career Pathway Approaches

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August 10, 2011

DOL High Priority Performance Goal

- By June 2012, increase by 10 percent the number of people who receive training and attain a degree or certificate through the following programs: Workforce Investment Act (WIA) adult, dislocated worker, and youth, National Emergency Grants (NEG), Trade Adjustment Assistance (TAA), and Career Pathways.

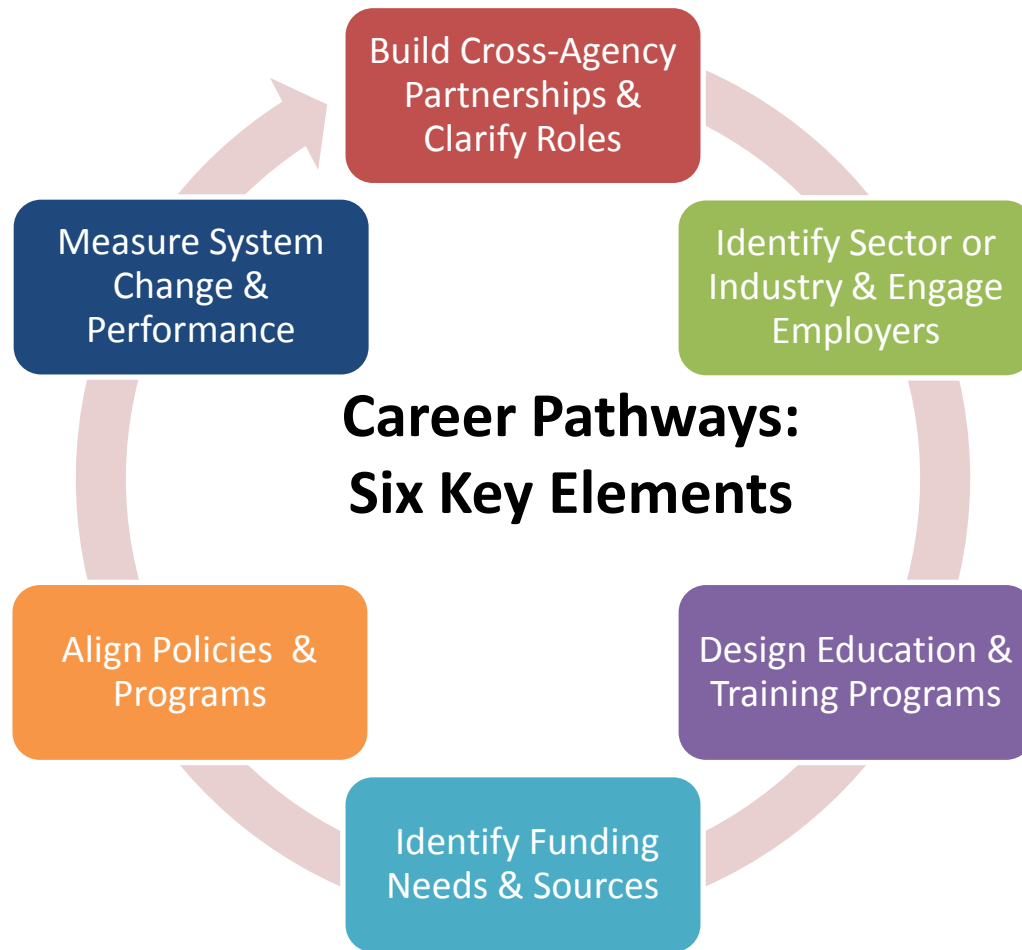
TEGL 15-10

- Strategies for Increasing Completion – Career Pathways
 - IET – integrated basic skills
 - Modularization
 - Chunking
 - Contextualization
 - Flexible delivery systems
 - Wrap-around Services

What Do We Mean by Career Pathways?

- The term “career pathway programs” refers to a clear sequence of education coursework and/or training credentials that:
 - Are aligned with the skill needs of regional industries;
 - Include secondary, adult education, and postsecondary education options;
 - Include curricular and instructional strategies that contextualize learning;
 - As appropriate, integrate education and training that combines occupational skills training with adult education services, give credit for prior learning, and accelerate advancement;
 - Lead to the attainment of an industry-recognized degree or credential;
 - Include academic and career counseling, and support services;
 - Are organized to meet the particular needs of adults, with flexible and non-semester-based scheduling, and the innovative use of technology

Six Key Elements Framework



Six Key Element Goals

Build Cross-Agency Partnerships & Clarify Roles

- Key cross-agency partners at the local and state levels are engaged to participate in the initiative. Roles and responsibilities are clearly defined and formalized

Identify Sector or Industry & Engage Employers

- Sectors and industries are selected and employers are engaged in the development of career pathways.

Design Education & Training Programs

- Career pathway programs provide a clear sequence of education courses and credentials that meet the skill needs of high-demand industries.

Identify Funding Needs & Sources

- Necessary resources are raised and/or leveraged to develop and implement career pathway programs.

Align Policies & Programs

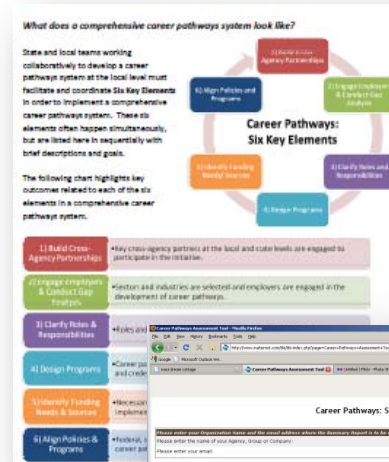
- Federal, state, and local legislation or administrative policies promote career pathway development and implementation.

Measure System Change & Performance

- Measures are used to assess and determine system change and performance including policy changes for system-wide change.

Career Pathways Tools and Resources

Six Key Elements Framework



Career Pathways Assessment Tool

Career Pathways: Six Key Elements - Readiness Assessment Tool

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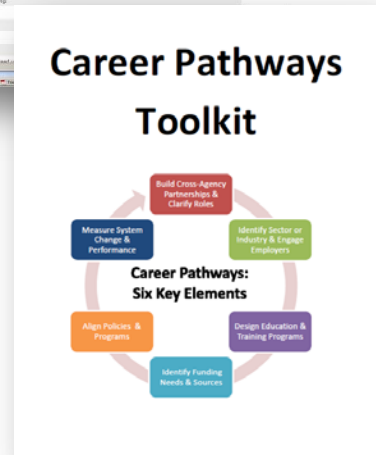
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Please click on the tabs to change between the different elements:

Element	Phase	Priority for Action
1. Build Cross-Agency Partnerships and Clarify Roles	Phase 1	C, A, F, E, C
2. Engage Employers & Connect Gap Fields	Phase 2	C, A, F, E, C
3. Clarify Roles & Responsibilities	Phase 3	C, A, F, E, C
4. Design Programs	Phase 4	C, A, F, E, C
5. Align Policies & Programs	Phase 5	C, A, F, E, C
6. Identify Funding Needs & Sources	Phase 6	C, A, F, E, C

Online Assessment Tool (July 2011)

Career Pathways Toolkit (August 2011)



On-Going Efforts to Support Career Pathways and Credential Attainment

- **TAACCCT:** Building the capacity of community colleges and partners to serve adult learners and job-seekers
- **The Workforce Innovation Fund:** Supporting innovative services delivery strategies and the systems change necessary to support, sustain and scale those strategies. Specifically, the WIF will invest in strategies that:
 - Deliver services more efficiently and achieve better outcomes, particularly for vulnerable populations and dislocated workers;
 - Support both system reforms and innovations that facilitate cooperation across programs and funding streams in the delivery of services to jobseekers, youth, and employers; and
 - Emphasize building knowledge about effective practices through rigorous evaluation and translating “lessons learned” into improved labor market outcomes and increased cost efficiency in the broader workforce system.
- **Joint Guidance/Definitions**

Minnesota FastTRAC Adult Career Pathways



THERE WAS A POINT IN MY LIFE I DIDN'T
KNOW WHAT DIRECTION TO GO AND
THERE WEREN'T MANY RESOURCES FOR
ME. NOW I HAVE EVERYTHING I NEED
TO BE SUCCESSFUL.

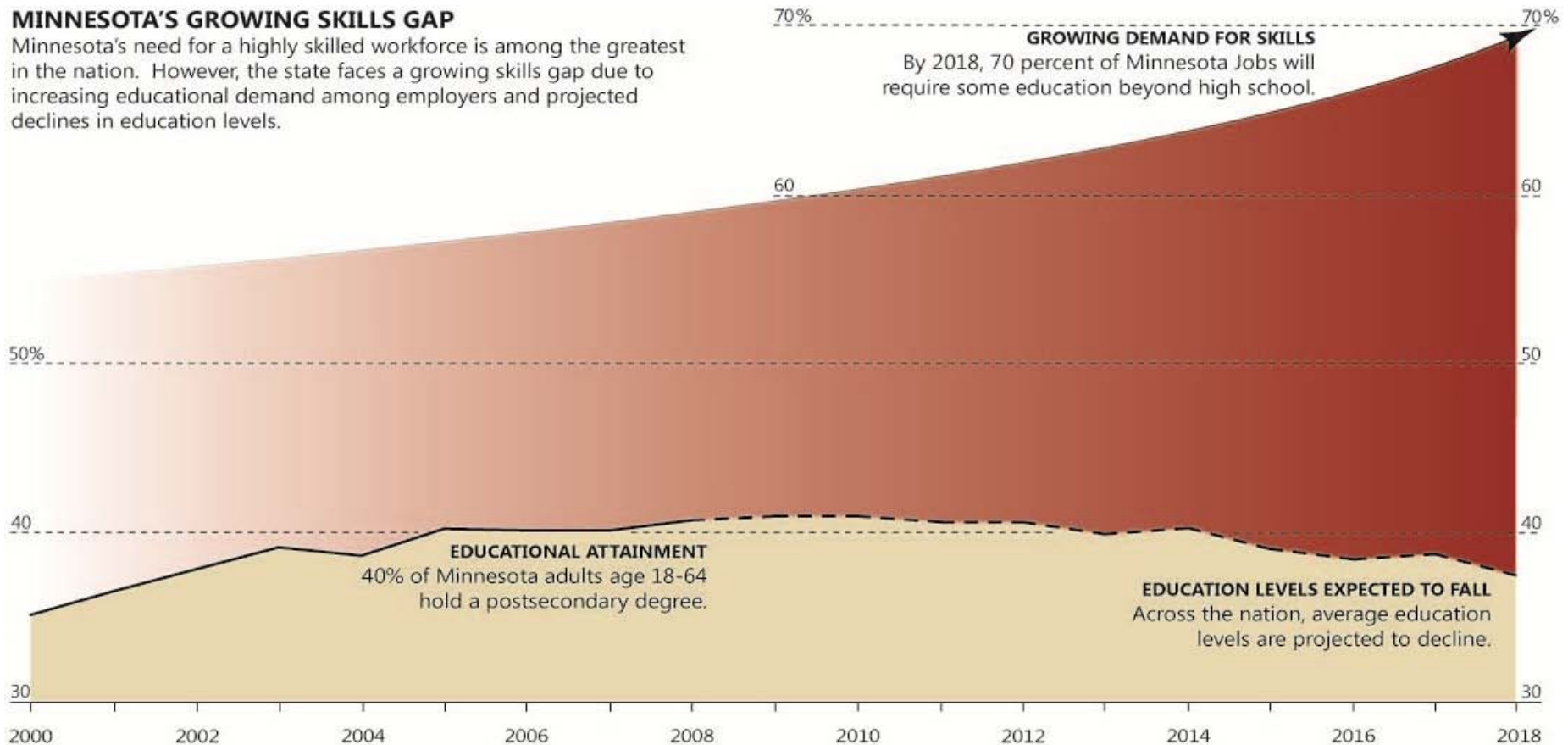
~ Antoinette McCarthy



Minnesota's Skills Gap

MINNESOTA'S GROWING SKILLS GAP

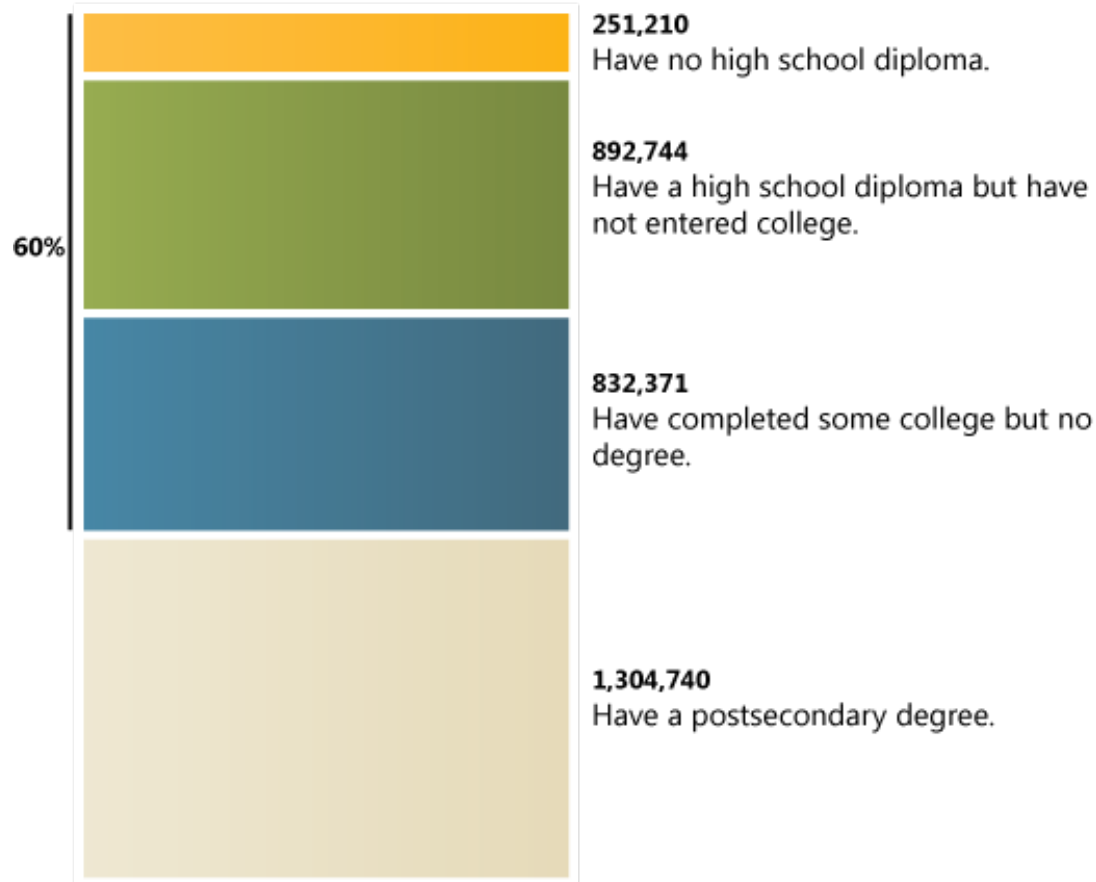
Minnesota's need for a highly skilled workforce is among the greatest in the nation. However, the state faces a growing skills gap due to increasing educational demand among employers and projected declines in education levels.



Sources: U.S. Census Bureau, American Community Survey; Georgetown Center on Education and the Workforce; National Center for Higher Education Management Systems. Trendlines beyond 2008 are based on single-point-in-time estimates. Taken from the 2010 Governor's Workforce Development Council publication, "Strengthening the Skills of Our Current Workforce."

Working Learners in Minnesota

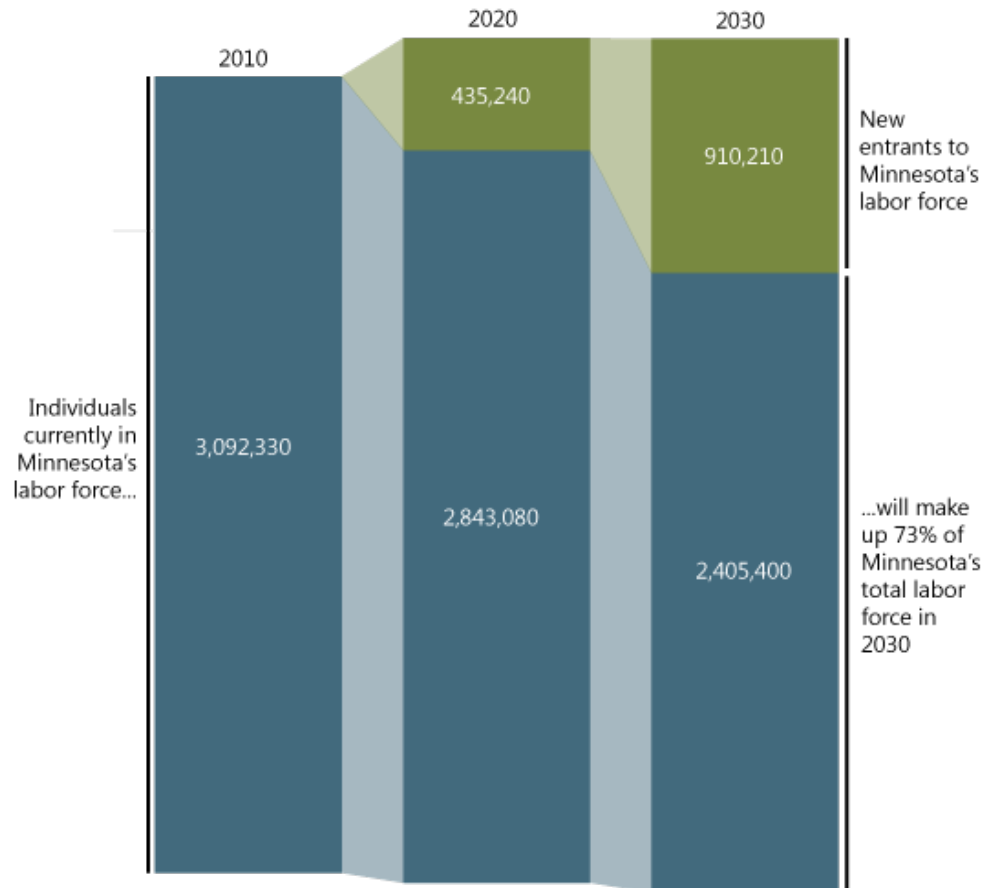
Among individuals 18 to 64 years old, six in ten lack a postsecondary degree.



Source: American Community Survey 2008, U.S. Census Bureau

MN's Labor Force 2010-2030

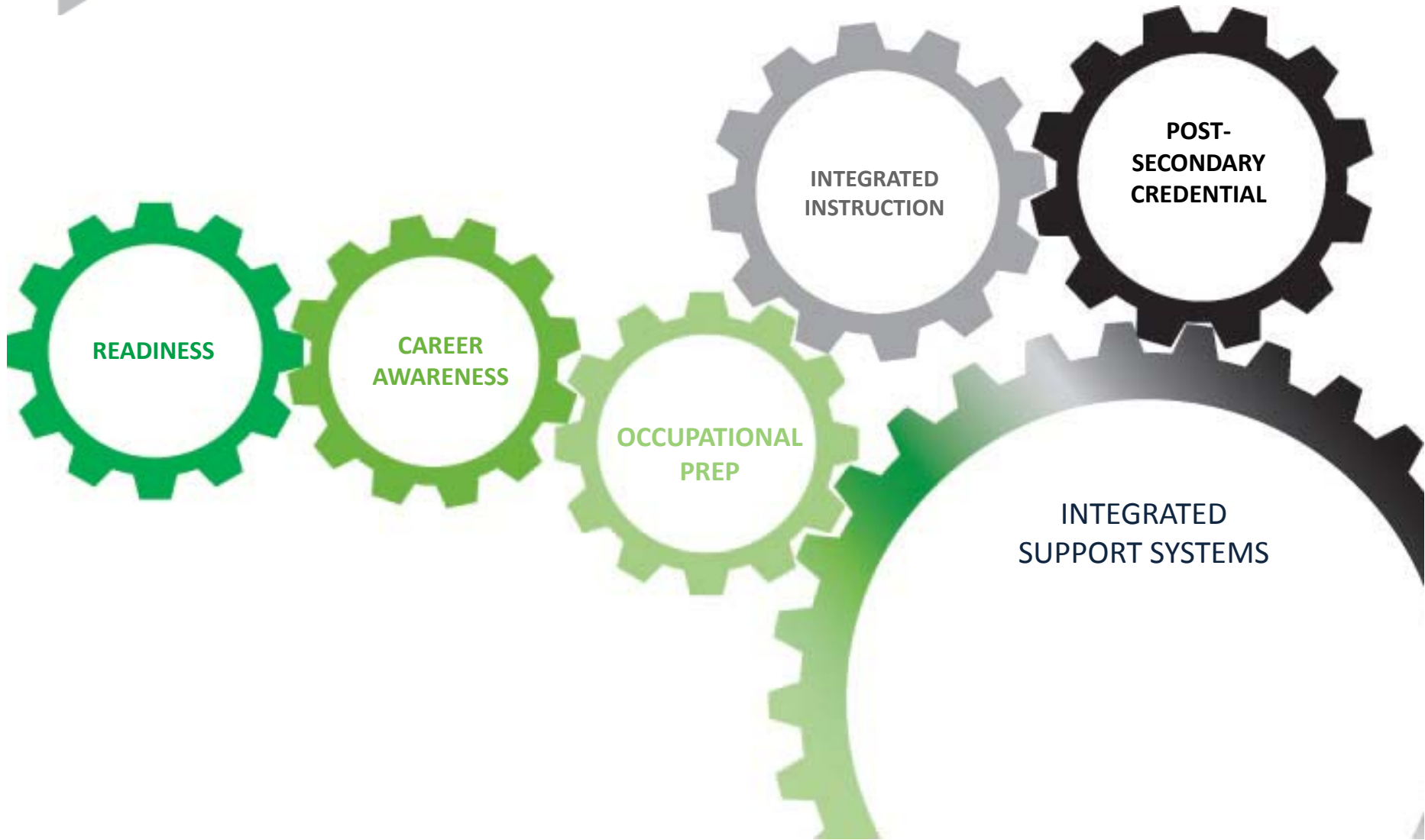
Two decades from now, Minnesota's labor force will be made up of largely the same individuals as now. Nearly three-quarters of Minnesota's workers in 2030 are currently in the labor force.



Source: Labor Market Information Office, Minnesota Department of Employment and Economic Development

Minnesota FastTRAC

Adult Career Pathways



EMPLOYMENT PATHWAY *

- Quality Control
- CNC Programmer \$32.47/hr

- Computer Numerically Controlled Programmer \$25.18
- Manufacturing Production Technician \$24.06

- Computer Numerically Controlled Machine Operator \$17.00

- Manual Machinist \$14.00/hr
- Machine Tool Cutting Setter \$11.50

EDUCATIONAL PATHWAY



INNOVATION

City of Duluth Workforce Investment Board Manufacturing Initiative

- Designed in “6 Key Elements” framework – DOL Career Pathways Institute
- Enhanced employer engagement
- Collaborative project design and delivery: workforce investment board, workforce development, community college, adult basic education, community based organizations
- Integrating basic education and skills training: Adult Basic Education integration in entry level coursework in all certifications; Contextualized Developmental Education in subsequent coursework;
- Work/life skills infusion into career & technical education curriculum
- Wrap around support services
- FastTRAC Navigator

Core “Gateway” Courses for Integrated Instruction Model:

Intro to College	1 Credit
Solid Works 1	3 Credits
Intro to Manufacturing Tech	4 Credits
Mechanical Blueprint Reading	3 Credits
Design Application Concepts 1	3 Credits
Gas Metal Arc Welding 1	3 Credits

*2010 4th Qtr Job Vacancy Survey (Jan 2011) MN Dept.

