



Governor's Workforce Development Council

Policy Solutions that Work for Minnesota

August 6, 2015

MWCA Summer Meeting

Career Pathways Partnership

Minnesota's Progress in moving career
pathways forward

Best Practices

Other State Examples

Opportunities for Minnesota



GWDC Report

Building Partnerships to Overcome Barriers 2014 Policy Advisory

Recommendation for a common framework for Minnesota:

A comprehensive Career Pathways strategy, supported by a partnership representing its many stakeholders, would seek to change the way we do business not by creating new programs and bureaucracies, but by aligning policies and existing capacity for better outcomes. It would be a collaborative response to structural challenges that limit the effectiveness of our work.



WIOA and Career Pathways

Background: In July 2014, President Obama signed the Workforce Innovation and Opportunity Act. The new law elevates the role of career pathways for states' to build, design, and create their own systems. WIOA clearly supports the importance of sector-based career pathways models and provides opportunities for each state to innovate new models or build upon best practices through better program alignment and regional strategies.



Career Pathways System Elements

1. Adopt and articulate a shared vision
2. Demonstrate leadership and commitment to institutionalizing career pathways
3. Ensure that career pathways are demand-driven, focus on sectors/occupations, and deeply engage employers
4. Align policies, measures, and funding
5. Use and promote data and continuous improvement strategies
6. Support professional development



Minnesota's Career Pathway Partnership

Kick-off meeting – May 2015

Co-chairs: Mo Amundson and Dave Ulrich

Purpose: Identify interest and support for career pathways in the state

Facilitated a group of interested stakeholders

Outcome: Determined interest and support to establish the partnership. A partnership charter is in process to clarify purpose, roles, and recommendations.

Next steps: Fall meeting

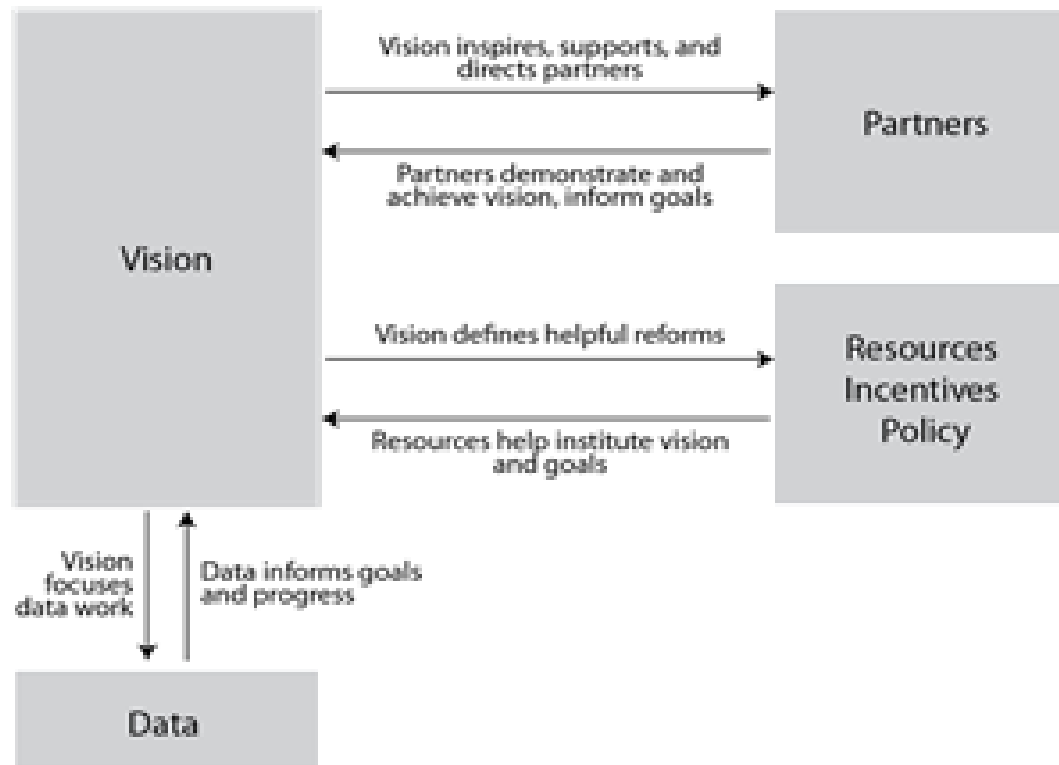
Vision

A healthy economy, where all Minnesotans have or are on a path to a meaningful employment and a family-sustaining wage, and where all employers are able to fill jobs in demand.

Proposed vision statement for adoption by the Career Pathways Partnership.

This vision statement comes from the National Governor's Association Policy Academy for Minnesota on the Talent Pipeline.

Fitting the Pieces Together



Partnerships and Roles

Partners	Roles in Developing Pathways
Workforce agencies	Provide labor market information, engage employers, recruit and referrals, assist with job search and placement, provide funding for training, provide skills assessments
Educational institutions	Design programs, develop curricula, create links between credit and non-credit, assist with financial aid, provide support services, adult basic education
Human service agencies	Provide support services, recruit and make referrals
Economic development	Provide labor market information and engage employers
Employers	Help to develop relevant curricula, provide facilities and equipment, provide internships/work-based learning and employment



Research on Career Pathways Models

Ten states participating in the Alliance for Quality Career Pathways

1. Arkansas
2. California
3. Illinois
4. Kentucky
5. Massachusetts
6. Minnesota
7. Oregon
8. Virginia
9. Washington
10. Wisconsin



- Key Industries
- Trade Organizations
- Businesses

Industry

Sector Partnerships

- Priorities
- Opportunities
- Challenges
- Current and Future Needs

Industry Intermediary

Policies, Standards and Metrics

Federal, State and Local Agencies, Boards and Councils

Workers & Students



Career Pathways

Workforce and Education Partners

- Assessments
- Placements
- Services
- Training
- Education
- Workplace learning

Job Opportunities

Connecting Businesses and Qualified Workers

Continuous Improvement

- Business Feedback
- Evaluation & Analysis
- Global Standards
- Best Practices
- Lessons Learned



Workforce of the Future

- Every Coloradan has access to meaningful employment
- Every Colorado business has access to a skilled workforce

DEVELOPING COLORADO'S TALENT

Strategy

Implementation

Feedback

Outcomes



Minnesota Opportunities

Call to Action

Celebrate what we have done

Identify best practices

Communicate the outcomes and impacts

Develop strategies for sustainability and capacity building

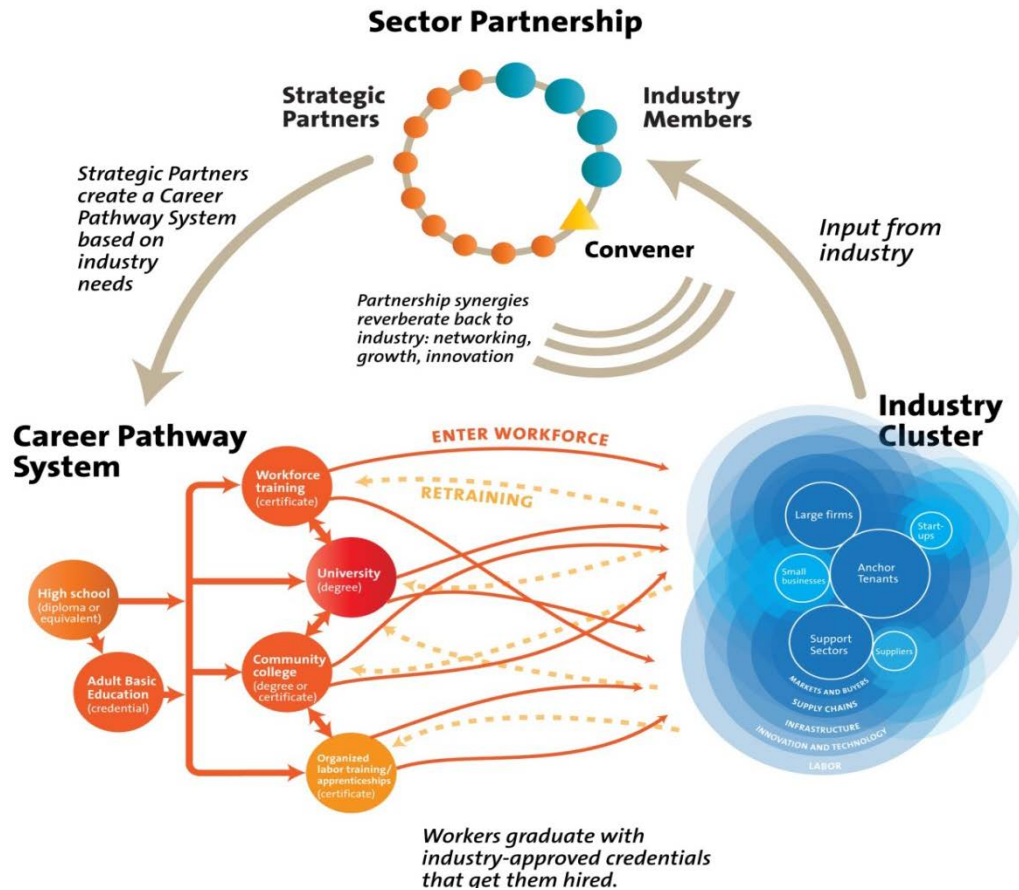
Broaden our focus to include youth



Career Pathways Partnership

Sector Partnerships: The Keystone to Connecting Career Pathways to Industry Cluster Growth

Sector Partnerships align education and training programs with industry needs to produce readily-employable workers.



Source: National Governors Association (NGA)



Ideas and Comments

