Navigating the Nuances: Programs of Study and Career Pathways

Janelle Jones, Associate Director for CTE
Ann Storey, Associate Director for CTE
Whitney Thompson, Senior Director for CTE
Agenda

- Reauthorization of Perkins V and WIOA: Definition Setting
- What is a Program of Study?
- What is a Career Pathway?
- How do they interact or align?
Reauthorization of WIOA and Perkins V
The Workforce Innovation and Opportunity Act was reauthorized in 2014 (formerly Workforce Investment Act).

The vision for implementation of workforce development activities under WIOA is to promote business-driven talent solutions that integrate education, workforce, and economic development resources across systems to provide businesses, students, and communities the opportunity to prosper and contribute to growing the state’s economy.

WIOA formally defines: career pathways

WIOA names Postsecondary Perkins as a required partner.
Perkins

- Perkins is the federal authorizing program that provides funding for secondary and postsecondary CTE programs.
- Perkins IV required: program of study implementation (no reference to career pathways)
- July 31, 2018 - Perkins Act was reauthorized.
- The legislation was renamed the Strengthening Career and Technical Education for the 21st Century Act (Perkins V).
- Revised program of study definition
- Adopts WIOA’s definition of career pathway
- The Impetus for supporting a Comprehensive Career Pathway System with Quality Programs of Study
What is a Program of Study?

Ann Storey
What is a Program of Study?

As defined in Perkins V, a program of study is a “coordinated, non-duplicative sequence of academic and technical content at the secondary and postsecondary level that:

a. Incorporates challenging state academic standards;
b. Addresses both academic and technical knowledge and skills, including employability skills;
c. Is aligned with the needs of industries in the economy of the state, region, tribal community, or local area;
d. Progresses in specificity;
e. Has multiple entry and exit points that incorporate credentialing; and
f. Culminates in the attainment of a recognized postsecondary credential.
Program of Study Size, Scope, and Quality

- All programs of study are aligned to state, regional, or local in-demand sectors using labor market information.
- Perkins V requires states to define the size, scope, and quality of programs of study.
- Programs of study must meet multiple quality criteria.
- Most criteria should be met at the time of initial application; all criteria must be met no later than the start of Year 3 of the local plan. (Perkins V 25).
1. **Development and Engagement:** Programs of study must be developed through close K-12 and postsecondary collaboration, respond to the analysis and findings of the CLNA, and be informed by external stakeholders. An advisory committee must meet at least annually to review and support programs of study.

2. **Employer-Informed Competencies and Skills:** The program of study must align instruction and experiences to a progression of employer-informed technical and essential employability competencies that lead to readiness for employment or further education for high-skill, high-wage, and in-demand occupations identified during the engagement process.
3. **Academic Instruction and Supports**: The program of study must include challenging academic instruction, qualified teachers, and student supports and interventions to facilitate successful student progressions.

4. **Recruitment and Access**: Districts and colleges must develop a student recruitment and retention plan through the CLNA beginning SFY 22 to address equity gaps.

5. **Instructional Sequence**: Programs of study must provide a non-duplicative, fully articulated sequence of courses from K-12 through postsecondary (Perkins V 26).
6. Work-Based Learning: Programs of Study must include a secondary to postsecondary continuum of work-based learning and related authentic learning experiences that includes:

- Team-based challenges and/or CTSOs; and

- Internships, career-related service learning, paid work experience, on-the-job training, incumbent worker training, transitional jobs, apprenticeships (i.e. youth, pre-registered, non-registered research), student-led enterprise, remote work for a client/employer, school-based enterprise, cooperative work agreement or clinical experience.
Program of Study Quality Criteria

7. **Instructors**: Instructors within programs of study are qualified, collaborate with industry professionals, and engage in applicable professional learning.

8. **Facilities and Equipment**: Programs of study are offered in appropriate and accessible facilities that use industry standard technology and equipment.

9. **Continuous Improvement**: The district and college use a continuous improvement process that evaluates and improves the program of study in collaboration with those stakeholders and the local or joint advisory committee (Perkins V 27).
Career Pathways

Janelle Jones
Career Pathway

A combination of rigorous and high-quality education, training, and other services that aligns both vertically and horizontally across Secondary Education, Adult Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs. Collaborative partnerships with these entities and business and industry, along with human service agencies, corrections, and other community stakeholders, serve as the foundational structure for high-quality and sustainable career pathways. A career pathway also includes multiple entry and exit points to facilitate individuals to build their skills as they progress along a continuum of education and training and advance in sector-specific employment.

Career Pathway Dictionary Nov. 2018
2. Multiple entry points – for both well-prepared students and targeted populations

1. Well-connected and transparent education, training, credentials, and support services

3. Multiple exit points

Increasing skills, competencies, and credentials informed by industry/employers

- e.g., postsecondary system
- e.g., military or civilian workplace
- e.g., high school or CTE
- e.g., adult education or workforce system

Bridge(s)

- e.g., license, industry credential

1st Job in Career Path

2nd Job in Career Path

3rd Job in Career Path

Nth Job in Career Path
A Career Pathway Should:

1. Align with the skill needs of industries in the economy of the State or regional economy.

1. Prepare an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships.

1. Include counseling to support an individual in achieving their education and career goals.

1. Include education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.
A Career Pathway Should:

5. Organize education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable.

6. Enable an individual to attain a secondary school diploma or its recognized equivalent, and at least one recognized postsecondary credential.

7. Help an individual enter or advance within a specific occupation or occupational cluster.
Integrated Career Pathways Model

Secondary to Postsecondary Programs of Study

Postsecondary Pathways (including Apprenticeships)

Stackable Credentials

Acceleration & College Readiness through Dual Enrollment & Integrated Instruction

AA/AAS

BA/BS in Technical Field

System Outcomes

Financially sustainable, aligned career pathways systems for youth & adults

Increased number of skilled workers with credentials of value to the labor market

Greater cost efficiencies by reducing duplication of services

https://cte.ed.gov/initiatives/career-pathways-systems
Resources

- Career Pathway Dictionary
- ICCB Program of Study Approval Process
- Illinois Program of Study Guides
- Perkins Act
- Perkins V State Plan
- US Department of Education Career Pathway Systems
- WIOA
Questions?