



# CAREER PATHWAYS SYMPOSIUM

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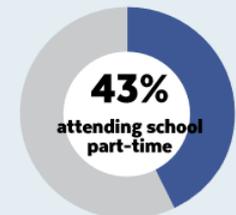
# WHY ARE CAREER PATHWAYS IMPORTANT?

## Career Pathways

In an economy where more than 80 percent of all jobs require some form of postsecondary education or training, expanding access to high quality workforce programs at community and technical colleges is increasingly critical to our nation's continued competitiveness.

For many of these jobs — particularly the roughly 55 percent of jobs in the U.S. labor market that require more than a high school diploma, but not a four-year degree — degrees or certificate programs offered at community or technical colleges can provide the right skills and credentials to help workers and businesses succeed. But it's not just a question

### TODAY'S UNDERGRADUATES



# PROGRAMS OF STUDY & CAREER PATHWAYS

- WIOA formally defines: career pathways
- Perkins requires: program of study implementation (no reference to career pathways)
- Perkins Reauthorization: With reauthorization efforts starting last year, the U.S. House of Representatives passed its Perkins reauthorization bill, H.R. 2353, on June 22, 2017 on a voice vote without any objections. On June 26, 2018, the Senate HELP Committee held a hearing to mark up the Strengthening Career and Technical Education Act for the 21st Century Act, a bill that would reauthorize Perkins.
  - Still maintains the program of study requirement but includes alignment with career pathway definition

# CAREER PATHWAY UNIFIED DEFINITION



**Illinois  
Department of Commerce  
& Economic Opportunity**



**Illinois  
State Board of  
Education**



# CAREER PATHWAY UNIFIED DEFINITION

- A career pathway means 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 PATHWAYS UNIFIED DEFINITION

**(A) Aligns with the skill needs of industries in the economy of the State or regional economy involved.**

Career pathways should:

- Use [labor market data](#), informed by state, regional, and local employers, to design sector-focused programs that meet the needs of the employers in the state, regional, and local economies.
- Regularly and meaningfully [engage employers](#) at every stage of pathway development in an interactive, ongoing relationship and encourage employers to assume leadership roles.
- Identify the certifications, licenses, and industry-recognized credentials that state, regional, and local employers require and craft programs leading to them.

# CAREER PATHWAYS UNIFIED DEFINITION

**(B) Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships.**

Career pathways should:

- Enable lifelong learning that ensures youth and adult participants can gain entry to and advance, as desired, through successive education and training programs, leading to stackable credentials in a given occupational cluster.
- Lead to jobs in increasingly high-skill, high-wage, and/or high-demand industries.
- Ensure access and appropriate services for the targeted populations included in the State of Illinois WIOA Unified State Plan.

# CAREER PATHWAYS UNIFIED DEFINITION

**(C) Includes counseling to support an individual in achieving the individual's education and career goals.**

Career pathways should:

- Ensure participants have access to career exploration, academic advising, support with transitions through the pathway, and comprehensive individualized support services, such as, but not limited to, child care, transportation, and financial aid (where appropriate).
- Involve partnerships among K-12, postsecondary educational institutions, workforce training and development agencies, public and private employers, workforce boards, human services providers, and other partners to ensure participant access to the above services.

# CAREER PATHWAYS UNIFIED DEFINITION

**(D) Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.**

Career pathways should:

- Include career-focused instruction that integrates academic and technical content with foundational professional skills, which are skills needed for success in education, and training, career, and life.
- Offer opportunities for work-based learning experiences.
- Offer job placement assistant services that are tailored to participant needs at different points along the pathway.

# CAREER PATHWAYS UNIFIED DEFINITION

**(E) Organizes 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.**

Career pathways should:

- Offer quality, non-duplicative training, coursework, assignments, and assessments to accelerate progress, maximize credit and credential attainment, and increase student success.
- Encourage concurrent enrollment and early college credit opportunities that support progression through the pathway.
- Offer participant-focused education and training that incorporates flexible class formats, locations, and times that makes learning accessible and achievable for all populations. Strategies include, but are not limited to, modularized curriculum, contextualized curriculum and instruction, and virtual learning.

# CAREER PATHWAYS UNIFIED DEFINITION

**(F) Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential.**

Career pathways should:

- Create [partnerships](#) between programs that serve youth and adults of all skill levels to ensure that participants can in time earn a recognized postsecondary credential, as desired.
- Enable participants to gain entry to or advance within a given sector or occupational cluster, facilitate efficient transitions to continuing education, and incorporate stackable and portable industry-recognized credentials.
- Facilitate [co-enrollment](#) in programs administered by the core and required partners (as defined by WIOA), in addition to Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T).

# CAREER PATHWAYS UNIFIED DEFINITION

**(G) Helps an individual enter or advance within a specific occupation or occupational cluster.**

Career pathways should:

- Involve partnerships with employers to support participant educational and career advancement through on-the-job training, customized training, corporate training, incumbent worker training, and other work-based training strategies.
- Overcome barriers to entry to ensure that participants with diverse backgrounds and experience have the opportunity to enroll and succeed in a pathway.

# COMMITMENT TO EQUITY

**An effective and efficient career pathway will also commit to equity for all participants and potential participants and continuous improvement. To ensure that is possible, the system will:**

- Collect, share, and use evidence to identify and eliminate barriers to participant access and success.
- Include shared qualitative and quantitative evaluation of participant outcomes, with a focus on equity of access and services across participant groups, to inform the improvement of all programs within the pathway as well as the pathway itself.
- Disaggregate participant-level data to identify inequities in performance among participant groups and improve the outcomes of different participant groups.
- Include shared qualitative and quantitative evaluation of effectiveness in serving employers (the business community) in order to inform strategies for improvement.

# RESOURCES

- [https://www.nationalskillscoalition.org/resources/publications/file/Investing-in-Postsecondary-Career-Pathways\\_web.pdf](https://www.nationalskillscoalition.org/resources/publications/file/Investing-in-Postsecondary-Career-Pathways_web.pdf)
- <http://www.iccb.org/cte/wp-content/uploads/2018/01/Statewide-Career-Pathway-Definition-as-adopted-by-the-ICCB-on-Dec-1.pdf>