



Aligning DEI and Career Pathways System and Program Strategies

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Today's Agenda

- WIOA and Disability
- DEI and the Career Pathways Program
- DEI and the Career Pathways System
- Action Steps



WIOA and Disability

- Emphasis on the inclusion of people with disabilities
- Establish subcommittees on disability and employment
- Physical and Program Accessibility
- Performance for customers that have disabilities
- Emphasis on unified planning will increase the capacity of AJC's to respond to targeted populations



Why Career Pathways?

- Too many adults lack the skills or credentials required for in-demand jobs
- WIOA requires state and local collaboration to establish Career Pathways (CP) systems
- Workforce, human service, and educational systems must be in alignment for successful sector partnerships and CP systems
- Transform employers from customers to partners

Career Pathways Program

A single training initiative that contains one or more of the following essential components:

- Curricula that integrate appropriate basic education and occupational skills training;
- Multiple entry and exit points;
- Comprehensive support services;
- Financial supports or flexibility;
- Specific focus on local workforce needs;
- Offer strategies to accelerate educational and career progress.

Alignment between DEI and Career Pathways Programs

- Conduct outreach and recruitment for CP programs
- Use integrated alternative assessment processes
- Develop flexibly designed training, support services, and workplace strategies
- Promote awareness of assistive technology
- Revise curriculum to fit all learning styles
- Educate CP programs on crucial support services
- Provide increased training opportunities

Benefits of Career Pathways Programs

- Make it easier for people to earn industry-recognized credentials;
- Provide opportunities for more flexible education and training;
- Attain market identifiable skills;
- Designed to serve a diverse group of learners

Career Pathways Systems

A series of connected education and training and support strategies that enable individuals to secure industry relevant certification and obtain jobs within an occupational area. **Six Elements** essential to growth of a successful CP system:

1. Build cross-agency partnerships
2. Identify sector or industry and engage business
3. Design education and training programs
4. Identify funding needs and sources
5. Align policies and programs
6. Measure systems change and performance

Alignment between DEI Career Pathways Systems

- Increase business community awareness
- Integrate systems changes
- Align policies, practices, and leverage funding across systems
- Establish measurable goals
- Develop strong evaluation methods

Benefits of Career Pathways Systems

- Transforms employers from customers to partners
- Offers a more efficient and customer-centered approach to workforce development
- Discourages different pathways from multiple systems
- Promotes an Integrated Service Delivery Flow

Developing The DEI/CP Connection

- Need buy-in from Decision-Makers of ALL systems
- Team needs to speak a common language
- Each Member needs to clearly know their role
- Cross Training is essential to avoid duplication and wasting resources
- MUST create Core DEI CP Team (Heavy Lifting)
- Benefit from a vision, mission and goals for DEI CP Team

State and Local-Level CP Teams

State team supports the local team and assists in the development of an administrative and regulatory environment that aids local implementation and statewide development

Local team is responsible for designing, piloting, launching, and growing a local or regional CP system

Steps to Creating a DEI CP Team

- Identify and Create the Core DEI CP Team
- Identify senior/political leaders in the state/region
- Include all key partners at state and local levels
- Promote agreement to work collaboratively
- Bring on additional state or local partners as needed as your CP system grows and develops
- Inform system players in the state/region about the CP system being developed and implemented

Pre-Employment Transition Services

- State VR agencies must set aside at least 15% of funding to provide services to students with disabilities.
- Demonstrates continuum of services available to students with disabilities under VR program to maximize their potential to transition from school to postsecondary ED and employment.
- Designed to provide services in early stages of the transition process:
 - ❖ job exploration counseling
 - ❖ work-based learning opportunities
 - ❖ counseling on post-secondary ED opportunities
 - ❖ workplace readiness training
 - ❖ instruction in self-advocacy

Ready for Action

- State and local management creates DEI CP Team
- DEI CP Team completes initial assessment of CP/DEI Alignment
- From assessment, an action plan is developed
- DEI CP Team works with management and partners to implement plan
- DEI CP Team meets regularly to reassess plan



Final Thoughts

Summary

- WIOA promotes improved services for job seekers with multiple barriers
- Career Pathways align with DEI intent and goals
- Build upon existing CP programs and models
- Buy-In Needed at all levels and all systems
- A Core DEI CP Team is the most effective tool for system change



Resources

- Career Pathways Toolkit (2016)
https://youthbuild.workforcegps.org/resources/2016/10/26/09/44/Career_Pathways_Toolkit
- DEI CP Readiness Assessment Tool (2016)
https://dei.workforcegps.org/resources/2016/05/11/11/30/Career_Pathway_Readiness_Assessment_Tool_for_DEI
- Workforce GPS-CP Community of Practice
<https://careerpathways.workforcegps.org/>
- Integrating & Implementing CP/Apprenticeship within a Sector Strategy
<https://businessengagement.workforcegps.org/resources/2016/05/12/13/09/Integrating-Implementing-Career-Pathways-Apprenticeship-within-a-Sector-Strategy>

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