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Career Pathways: Examples from the Field

A Webinar with the Annie E. Casey Foundation

October 30, 2017

Brooke DeRenzis and
Amanda Bergson-Shilcock

Today's conversation

- Sharing **examples** of how workforce and adult education stakeholders are approaching career pathways
- Providing **background** on how stakeholders are thinking about systems alignment to support career pathways

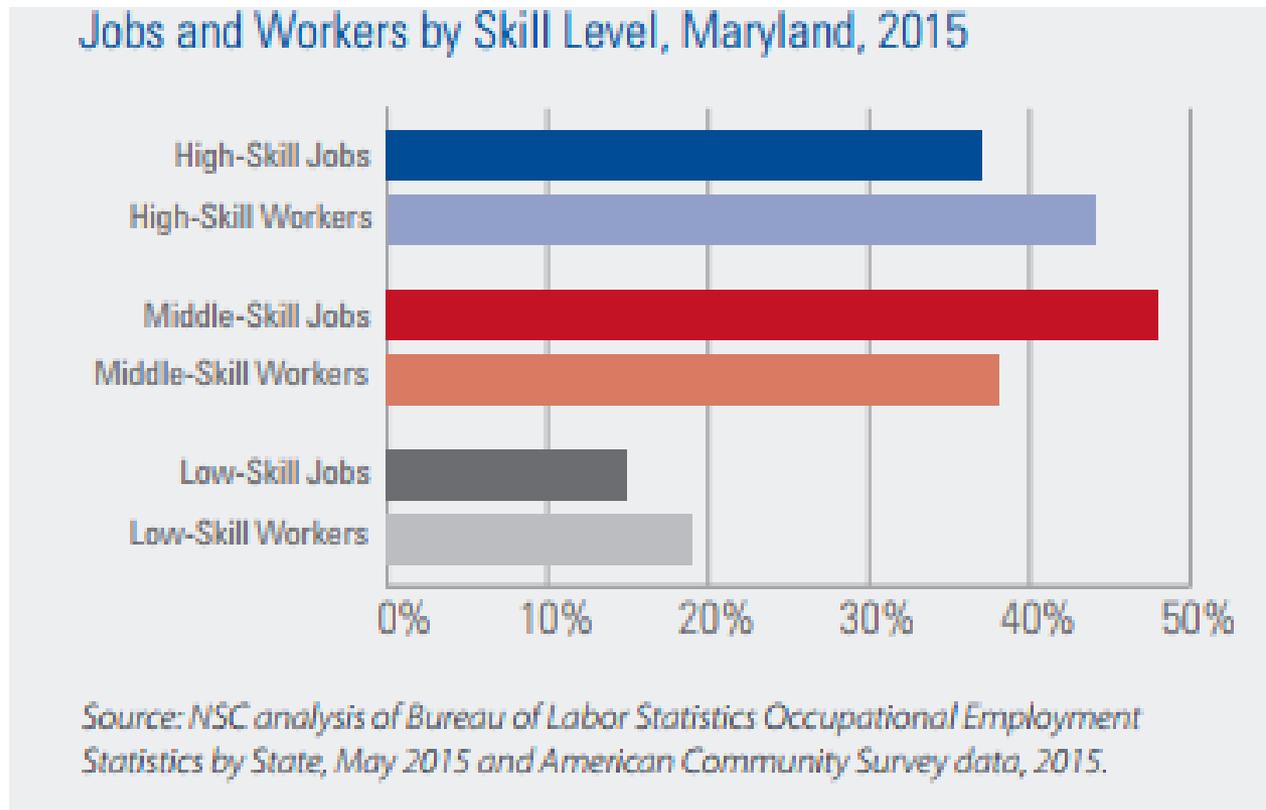


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But first, some big-picture context...



Maryland faces a middle-skill gap.



Among potential ways to fill the middle-skill gap...

1. Upskill existing (incumbent) workers
2. Equip individuals outside the workforce (such as Opportunity Youth) to find skilled employment



In both cases, adult education and workforce services as part of a career pathway can be a solution.



In Maryland, many people could benefit from upskilling opportunities.

191,000

working-age adults without a high school diploma in the labor force

39,000

Unemployed working-age adults with only a high school education

65,000

Young people not attending school and not working with no degree beyond high school

Source: 2015 American Community Survey; youth estimate from KidsCount Data Center



The Workforce Innovation and Opportunity Act (WIOA) can help...

...but nationwide, only a tiny fraction of WIOA Title I participants are co-enrolled in adult education.

WIOA Title I participants	Number co-enrolled in WIOA Title II	Percent co-enrolled
Adult – 900,000	468	< 0.1%
Dislocated Worker – 203,000	225	0.1%
Youth – 106,000	338	0.3%

National data from PY2014. Source: WIASRD Data Book.



Career pathways are one way to combine adult education and workforce services.

- When the Workforce Innovation and Opportunity Act (WIOA) was reauthorized in 2014, **Congress required** state and local workforce boards to implement career pathways



What is a Career Pathway?

WIOA's Definition:

The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

(A) aligns with the skill needs of industries in the economy of the State or regional economy involved;

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

(C) includes counseling to support an individual in achieving the individual's education and career goals;

(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;

(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;

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

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



Let's get specific.

- Next, we'll explore some examples of how career pathways are being implemented, with a focus on:
 - Strategies/approaches
 - Populations served



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First, let's look at strategies.



Registered apprenticeship or pre-apprenticeship

- BEST Hospitality Training Center (Boston, MA)



Integrated Education and Training

- Washington State I-BEST program
- Accelerating Opportunity Kansas (AO-K)



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Integrated English literacy and civics education

- English language + civics education in combination with IET model
- Think beyond citizenship preparation to other forms of civic education



English language acquisition



- Westchester Community College and NeighborsLink Northern Westchester (Westchester, NY)
- Centro Laboral de Graton and Santa Rosa Junior College (Santa Rosa, CA)



Out-of-school youth pathway



- Cypress Hills Local Development Corporation (Brooklyn, NY)
- Friendly House (Phoenix, AZ)



Distance learning

- Mobile Up! Partnership among California Workforce Development Board, CA Labor Federation, and World Education's Ed Tech Center
- Instituto del Progreso Latino Cyber ESL program (Chicago, IL)



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Transition support specialist



- Lancaster-Lebanon Intermediate Unit 13 and Lancaster Workforce Development Board (Lancaster, PA)
- Brevard Adult School and CareerSource Brevard one-stop center (Brevard County, FL)

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Bridge program

- Partnership between St. Paul College and the International Institute of Minnesota (St. Paul, MN)



Now, let's turn to populations served.



Public benefits recipients (TANF, SNAP, etc.)

- Arkansas Career Pathway Initiative (statewide, AR)



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People with criminal records

- Washburn University
Institute of
Technology (Topeka,
KS)



Out-of-school youth.

- Aunt Martha's (Cook County, IL)



English language learners

- Refugee Federation Service Center (Seattle, WA)



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Individuals who lack a high-school diploma or equivalent.

- Goodwill of the Valleys partnership with 7 community colleges in Roanoke, New River, and Shenandoah Valleys area of Virginia



And finally, a word about employer partnerships.



Employer partnerships – Part I

- English for New Bostonians and Massachusetts Manufacturing Extension Partnership (MassMEP)



Shared Investment,
Mutual Opportunity

Why invest in the English skills of your workforce?



“To remain competitive, businesses need to whole-heartedly invest in English language programs to tap the talents and skills of their employees.”



Employer partnerships – Part II

- Building Skills Partnership (various cities, CA)
- Work INdiana program (statewide)



Summing up...



Cross-cutting lessons – Part I

- Define your vocabulary
- Be specific about what each partner brings to the table & can expect from others
- Don't skimp on professional development
- Be open to creative approaches to recruitment, retention, and placement



Cross-cutting lessons – Part II

- Listen to employers; confirm specifics of labor market demand
- Test the full pathway early on to identify holes in the pipeline
- Keep iterating!



Questions?

Please type your question into the chat box.



Contact

Amanda Bergson-Shilcock

Director of Upskilling Policy

amandabs@nationalskillscoalition.org

215-285-2860

Brooke DeRenzis

State Policy and Network Director

BrookeD@nationalskillscoalition.org

202-223-8991, ext. 109



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