



Sector Strategies/Career Pathways



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Grant Opportunity History



Technical Assistance Grant - 2010

- Two Native WIA Grantees: Gila River Indian Community and Tucson Indian Center were selected by DOL to participate in a “Career Pathways Technical Assistance Initiative”, along with 9 other selected State WIA Service Delivery areas. (Kansas, Kentucky, Maryland, Minnesota, Montana, New Mexico, Ohio, Pa, Virginia)
- “Core Team” of 10, attended two **3 day Training Institutes** in Washington, DC with issue experts in Education, Industry and Workforce Development - in November 2010 and April 2011.
- Coach - Vinz Koller, Social Policy Research Associates (SPRA)

Workforce Innovations Grant - 2012 - 2016

- Received a 3 million dollar “Workforce Innovations Grant”.
- Coach - Nate Anderson, Jobs For the Future (JFF)
- Hired 6 grant staff...3 remain with us to continue Career Pathways
- Evaluator- Edwin Gonzalez-Satin, Director, Office of American Indian Projects, ASU
- Grant ended 3/31/2016

Expectation: *To create a Native American Career Pathways Model in Indian Country*

Sector Strategy VS Career Pathways



State Sector Strategy

- Broad based approach within a region or State identifying & addressing skill needs across key industries within a region rather than in one particular local area.

Career Pathways

- Develops a sequential coursework and/or training credentials for individual participants or cohorts of students. In our case we developed our own Sector Strategy to meet the needs of our local area. Gila River Indian Community.

Career Pathways is



- Aligns with skill needs of employers
- Offers a full range of educational options
- Work based learning
- Work Readiness Training
- Soft Skills Training
- Credit for prior learning
- Increased educational and job skills attainment
- Includes Sector Strategy
- Includes “on and off ramps”
- Career advancement for employees
- Industry recognized degree/credential of value in the local labor market
- Stackable credentials leading to higher level credentials or degrees
- Academic & Career Counseling
- ‘Wrap around’ support services
- Flexible work schedules & class times
- Use of technology

Career Pathways:



- NOT a Program
- It is a “**System**”

Systematic Approach



Employers

Education

Workforce System
(One Stops)

Connects Workforce System, Education and Employers

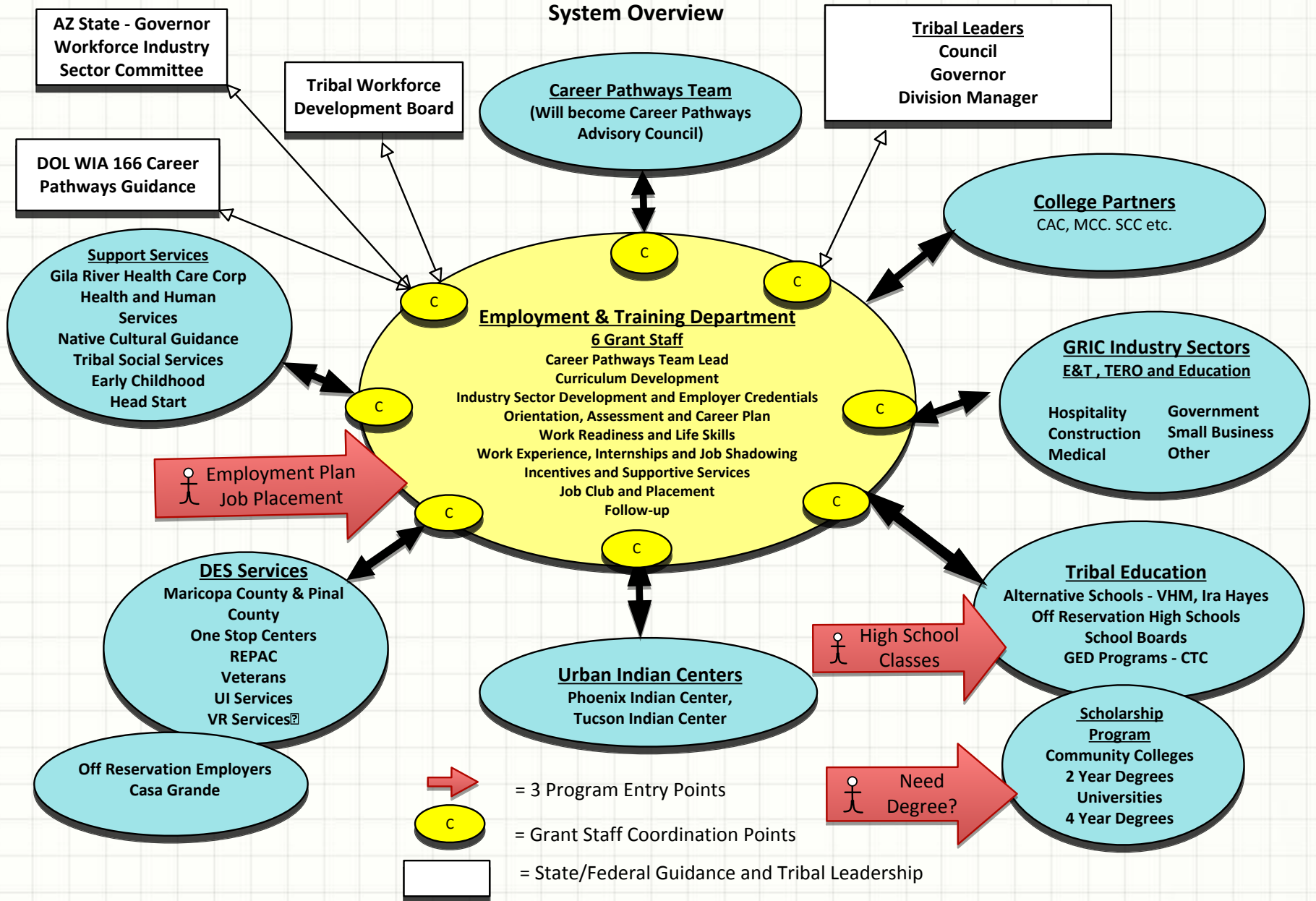
1. **Workforce System** – Convenes or coordinates the system
2. **Education**: Partners with employers and Workforce Systems in the creation of credentials
3. **Employers**: Leads the design of the curriculum leading to industry specific credentials in partnership with colleges and workforce system

A “System” is created when:

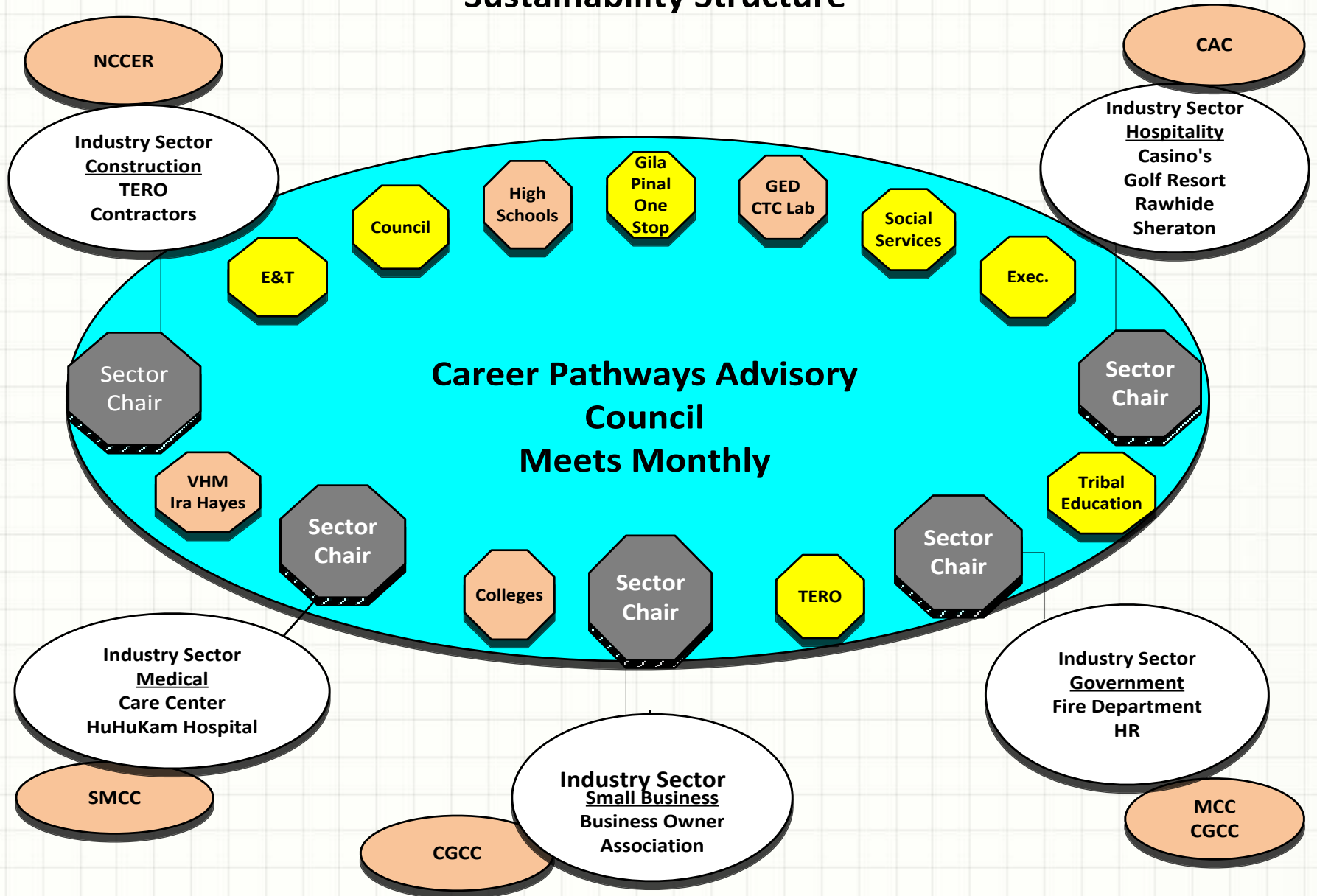


- All stakeholders share a **common goal** i.e. Long term employment
- The stakeholders are at the table **regularly** and in a **formal way**
- When **policies** of the stake holders change naturally to support the system
- A **new way** of doing business that is embraced by all partners
- **Few silos** between agencies
- Comprehensive Services are offered from “**youth through adulthood**”
- Services are **no longer duplicated**, ie, education, training, support services, or GED,
- **Shared resources**
- People **move seamlessly** through the system
- All stake holders are **aware** of all resources
- **Tracking** can be done on all individuals through all agencies

GILA RIVER INDIAN COMMUNITY CAREER PATHWAYS MODEL System Overview



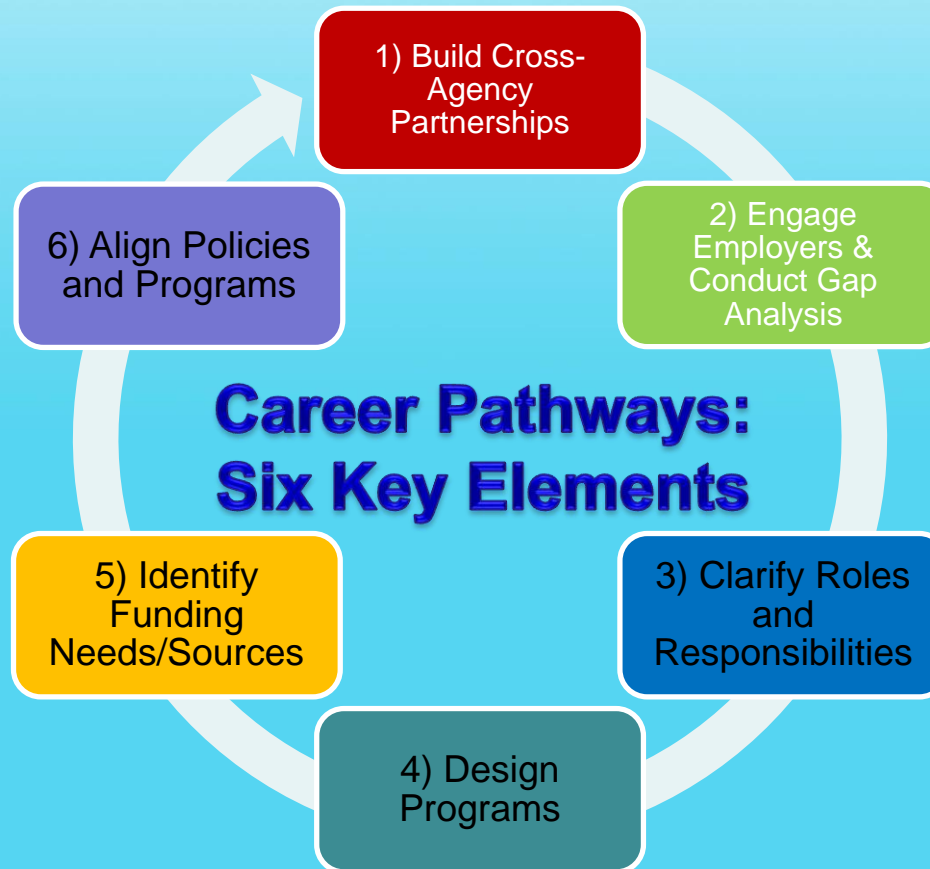
Career Pathways Gila River Indian Community Sustainability Structure





How do you build a comprehensive career Pathway System?

6 Key Elements



GRIC 5 Industry Sectors



5 Industry Sectors:

- Medical Occupations – (3 years – 485 jobs)
- Hospitality/Gaming – (52% turnover)
- Construction/TERO – 200 Contractors
- Government – 2100 employees – Fire
- Small Business – 35 GRIC

Future Sectors:

- Management
- Agriculture
- Information Technology
- Engineering
- Teachers

Industry Sector Activities



- Identifies areas of similar training
- Identifies gaps in training and needed credentials
- Identifies needed policy changes
- Identifies soft skills needed for industry
- Streamlines the process of hiring
- Designs common entry level credentials in conjunction with Colleges – on site and on-line training availability
- Holds regular Sector meetings
- Identifies career mentors
- Develops industry specific credentialed training for high schools allowing dual credit
- Creates standard programs in mentoring , internships ,job shadowing and work based learning
- Develops advancement ladders within industry from entry level to advanced positions
- Develops transfer processes across industry i.e. apprenticeships, the trades, green energy, etc
- Selects a chair that sits on GRIC Career Pathways Advisory Council

2016 Reserve Firefighter Apprentice Training

Length: 18 Months
Outcome: 5 Certificates
College Credits: 22
Occupation: Fire Fighter
Employer: Gila River Indian Community

Academic level: 9th grade
Support: Educational Mentor
Work Readiness: Tailored

CPR
Certification
(GRIC EMS)

1 day

EMT Training
9.5 College Credits
Chandler/Gilbert

5 Months

National
Registry
EMT
Testing
Certification

2 Months

HAZMAT
Certification
Fire Dept Staff -3

2 Months

Basic
Wild Land
National
Certificate

40 hours

Firefighter I
Firefighter II
11 College Credits
Mesa Community
College

4- Months

Firefighter
State Exam for
Certification

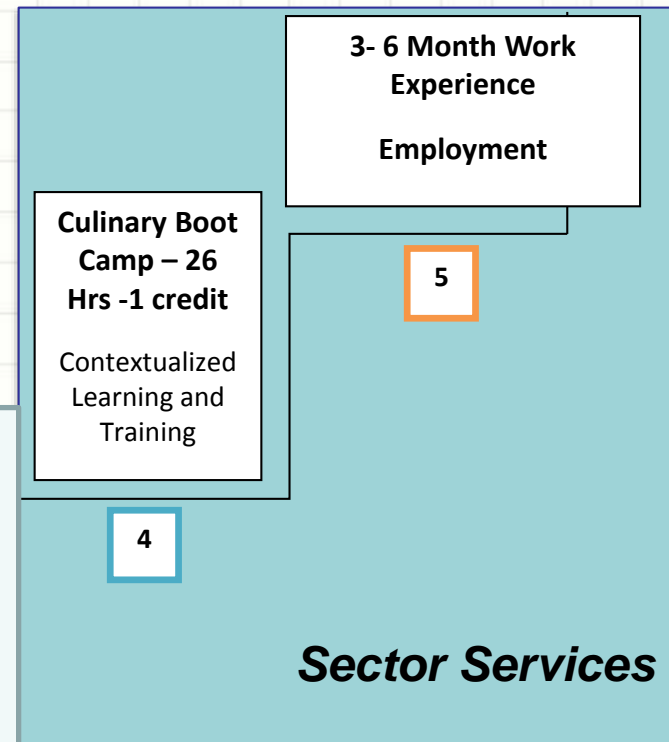
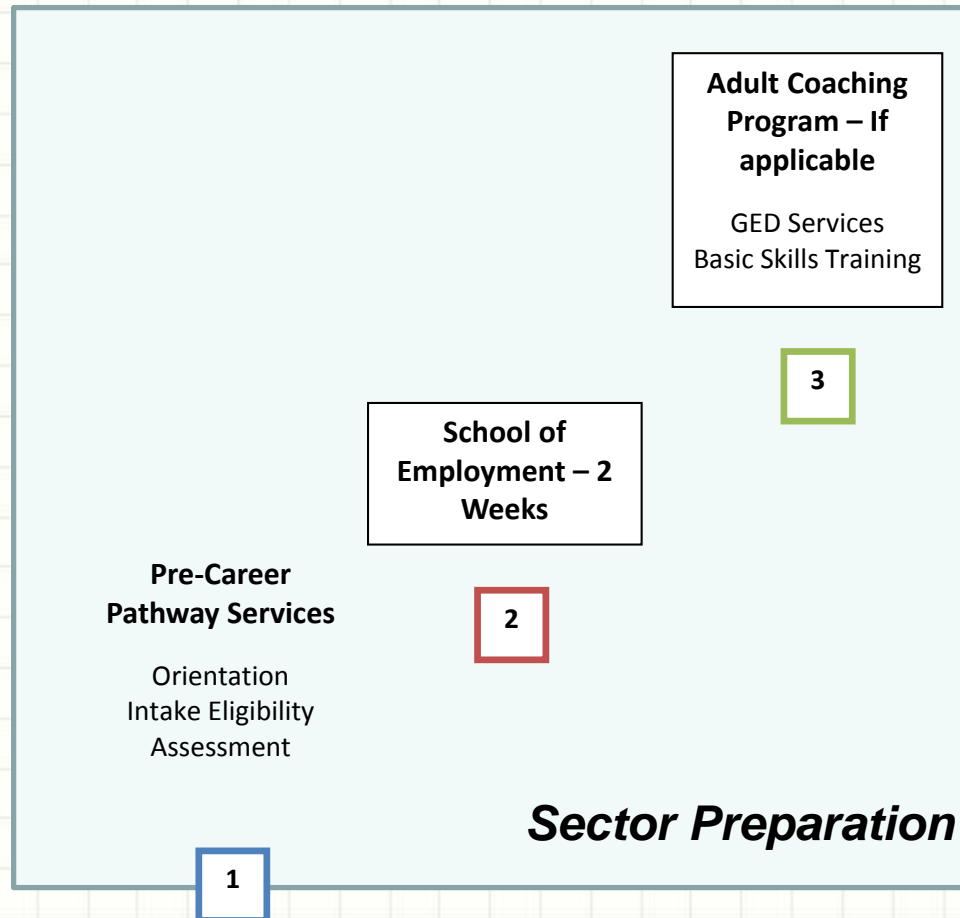
1 to 2 Months

***Placement
in the
Reserves
then hired
through HR***

Colleges: Chandler Gilbert Community College
Mesa Community College

Hospitality Pre-Employment

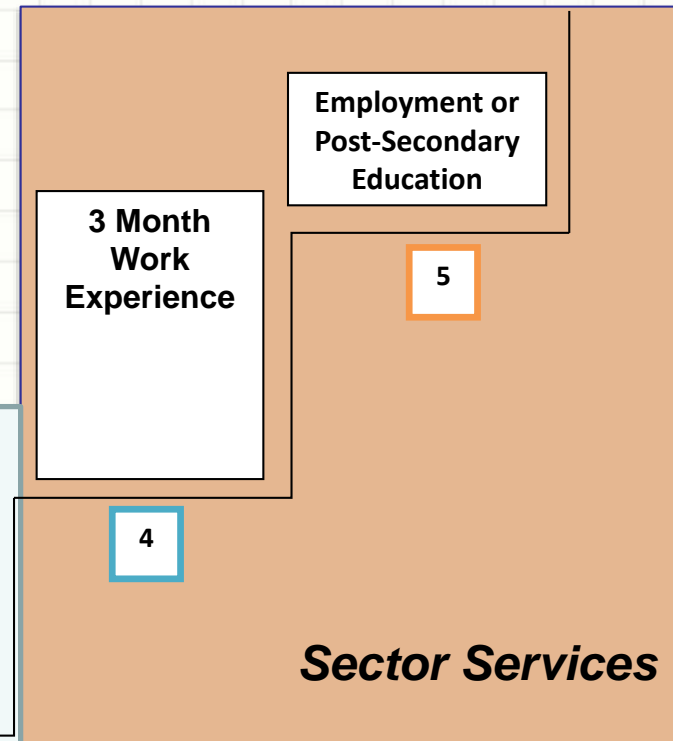
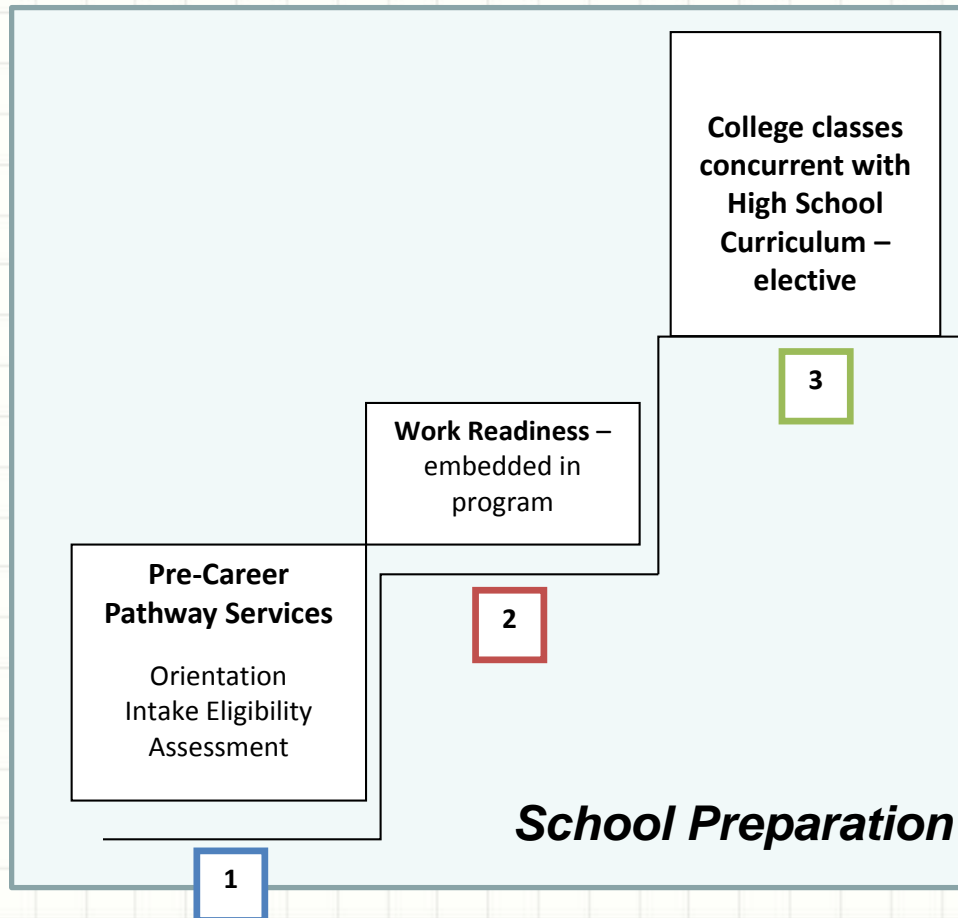
Employer: Ovations/Spectra



College: Central Arizona College
1 College Credit

Hospitality – Senior High School Program

Employer: Ovations/Spectra



Dual Credits:

High School: 3 credits

College: 4 credits

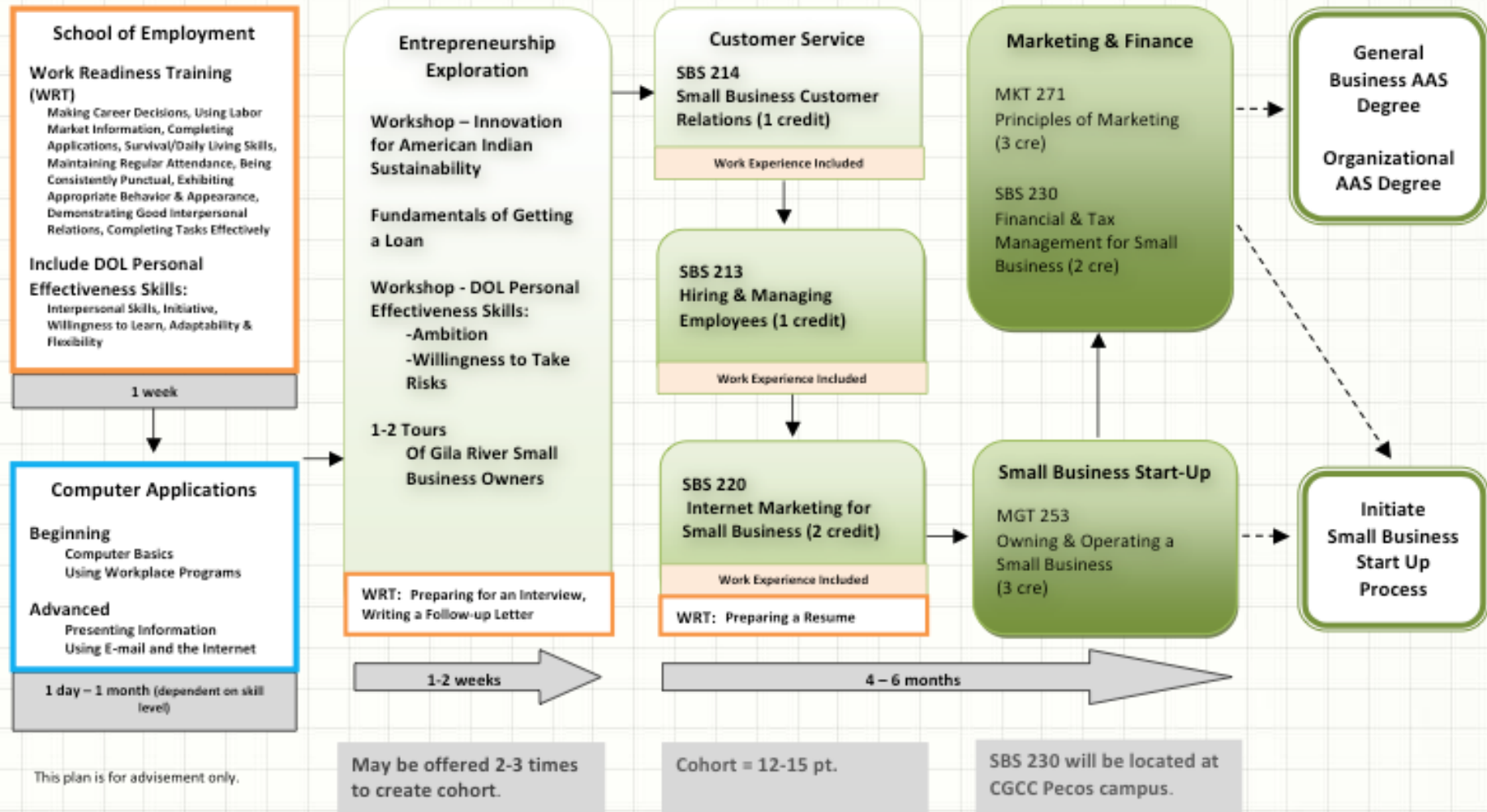
High School: Ira Hayes High School

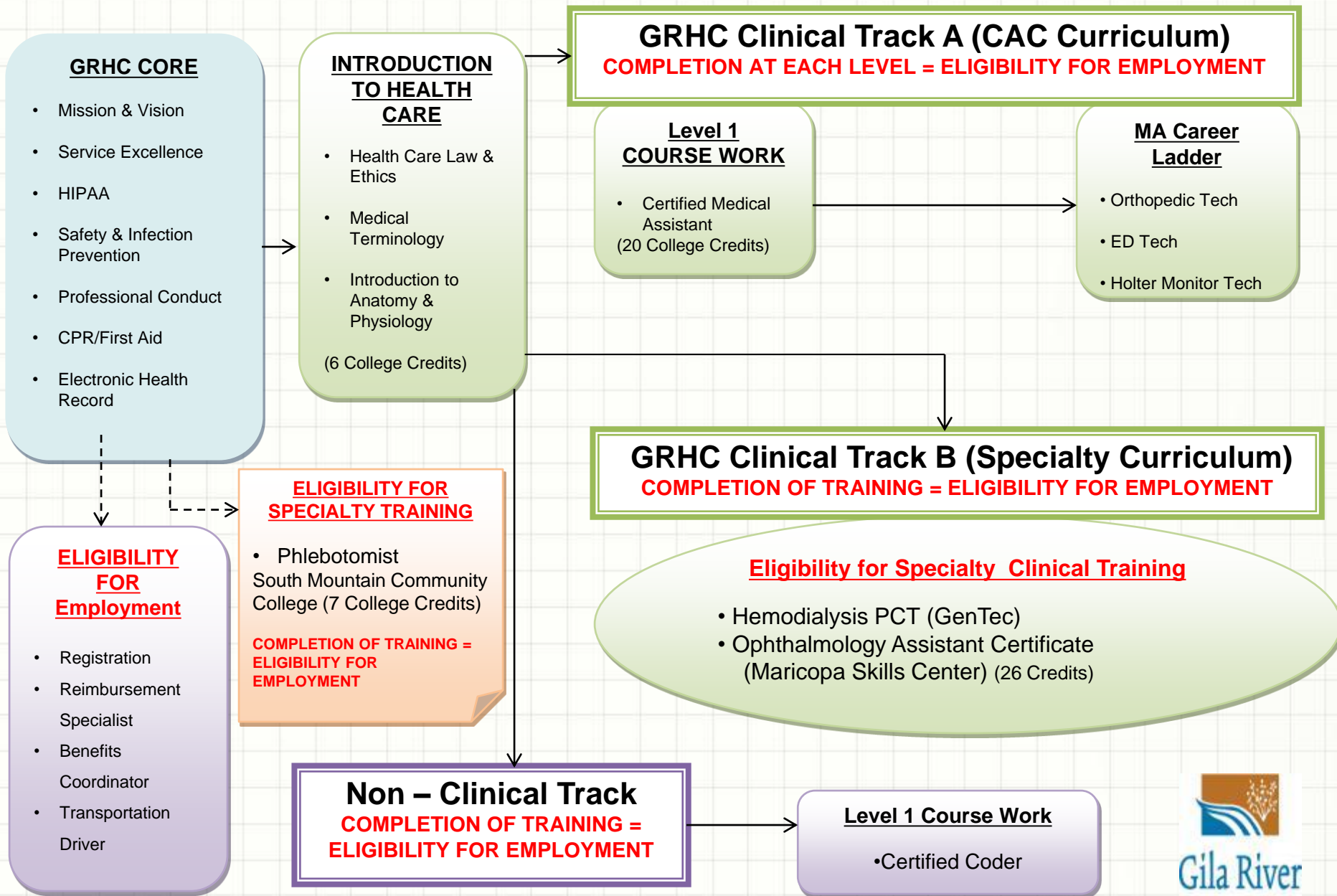
College: South Mountain
Community College

Entrepreneurship Pathway

Chandler Gilbert Community College Curriculum
 12 Credit Small Business Certificate Program
 Arizona State University, American Indian Policy Institute
 Innovation and Entrepreneurship for American Indian Sustainability

The Gila River Small Business program is designed to develop small business owners and improve current small business operations. The program may be further continued toward a business degree, if desired.





Construction Sector

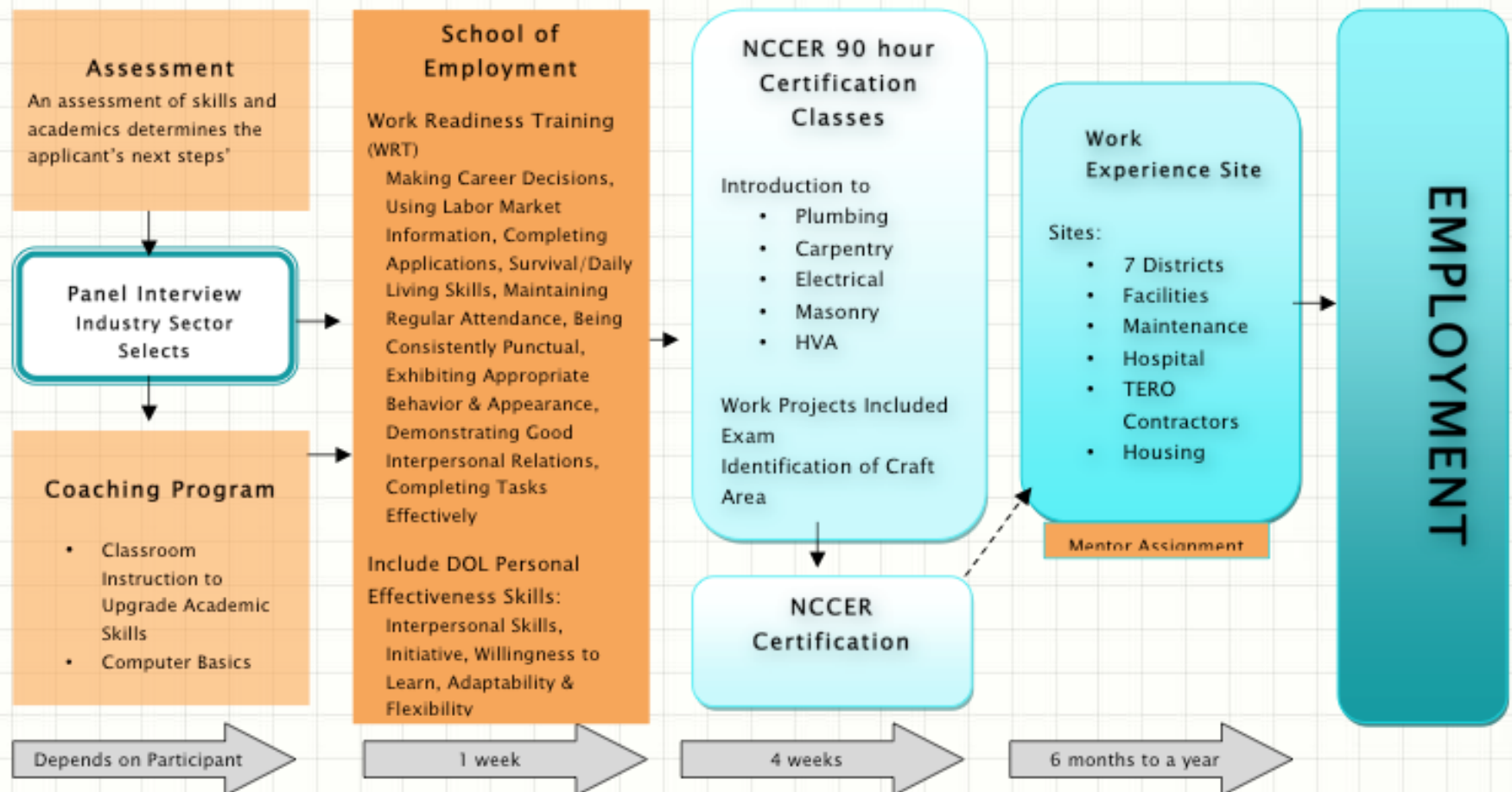
Pre-Apprenticeship Program

90 hour Core Curriculum

National Center for Construction Education and Research (NCCER)

Partner: Arizona Builders Alliance

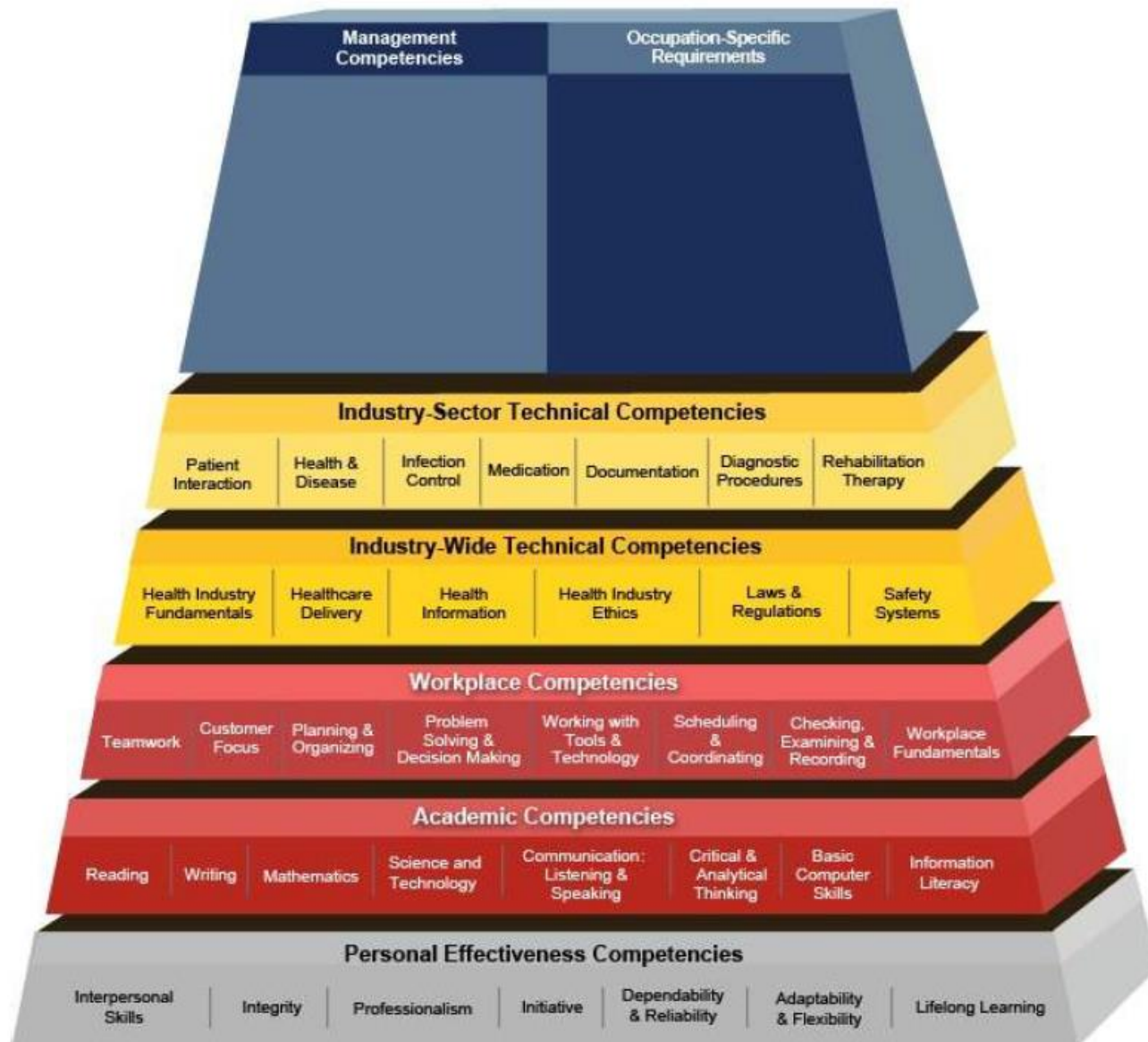
The Construction Sector Program is designed to provide the introductory NCCER 90 core curriculum for certification before participants specialize in one of the Trades. A Master Trainer has been certified by NCCER and can certify other specialized craft trainers from the Community. Certification is recognized Nationally and Internationally.



Health: Allied Health

December 1, 2011

Employment and Training
Administration
United States Department of Labor
www.doleta.gov



Challenges & Lessons Learned



Challenges

- Lack of 'competency based' educational providers
- Duplication in Tribal Services
- Unknown services among provider and Employers
- Lack of common language
- Partners do things differently
- Community Colleges 12 to 15 person rule and jurisdiction

Lessons Learned

- Carefully select your team!
- Prepare for turnover
- Employers are busy
- Be flexible and ready for constant change
- Research and more research
- Power of Educational Mentors
- Don't assume participants are ready for academic programs
...test and support them while in the program (Educational Mentor)



• Questions?

Thank you for your attention and participation!

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