



U.S. Department of Education
Office of Vocational and Adult Education
Division of Academic and Technical Education

Career Pathways: An Overview

Tribal TANF Summit
Creating Jobs for Career Pathways and Subsidized Employment
August 2013

What is a Career Pathway?

A series of connected education and training strategies and support services that enable individuals to -

- secure industry relevant certification;
- obtain employment within an occupational area; and
- advance to higher levels of future education and employment in that area.



What is the Purpose of a Career Pathway?

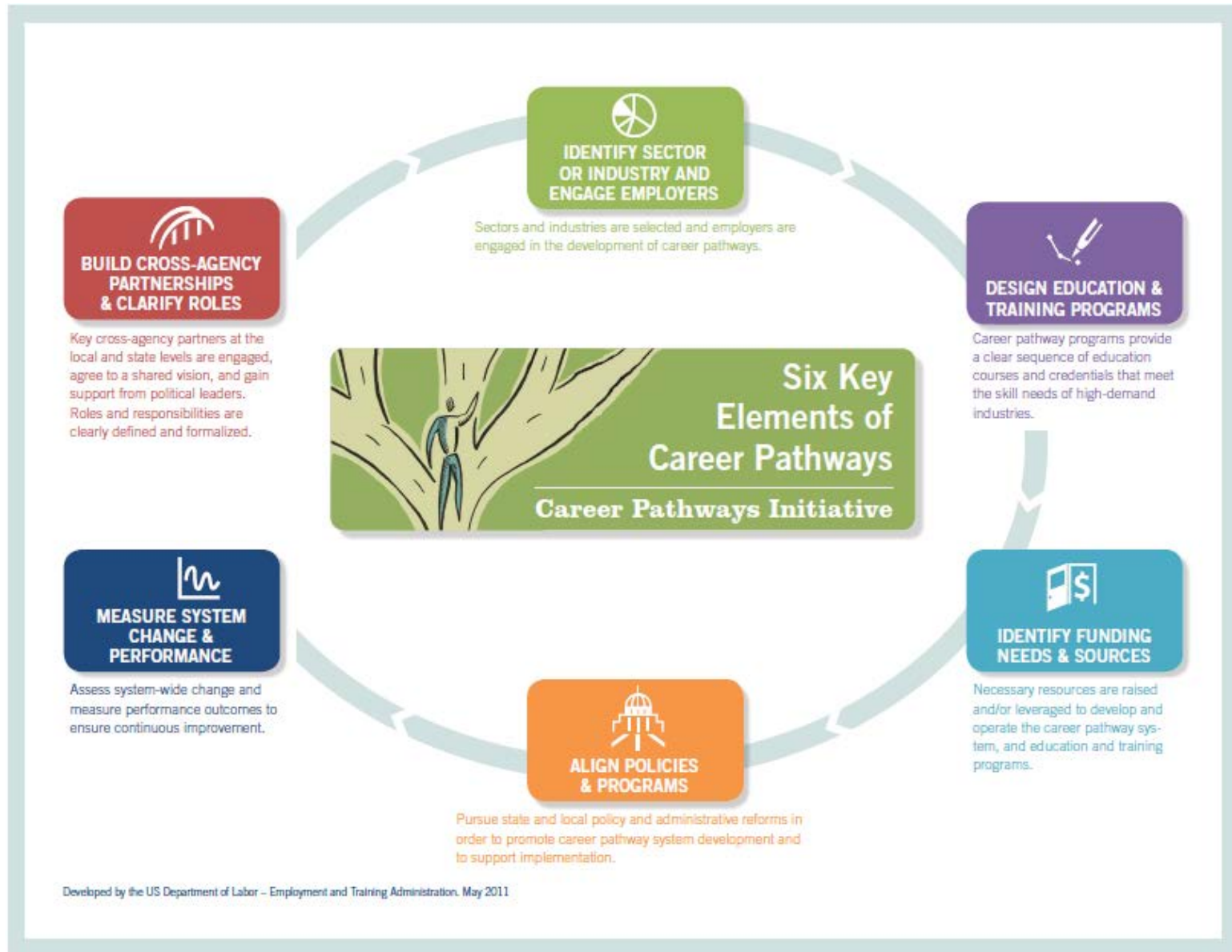
To provide multiple entrance and exit points (on and off ramps) to meet the education and employment needs of youth and adults.

Regardless of where a participant enters the pathway, a career pathway -

- provides a non-duplicative sequence of education and training coursework, where each education level clearly leads to the next;
- results in industry-valued, marketable, stackable credentials; and
- leads to skilled employment.



6 Key Elements



Developed by the US Department of Labor – Employment and Training Administration, May 2011

1. Build Cross-Agency Partnerships

Partnerships are at the **HEART** of career pathways; no one can go it alone. Career pathways require -

- ◉ Employers
- ◉ Tribal/community colleges
- ◉ Adult basic education providers
- ◉ Human services
- ◉ Economic development and community-based organizations
- ◉ Tribal officials



2. Identify Industry Sector and Engage Employers

Career pathways are a sector-based training strategy; they must be tied to tribal economic development. They must -

- Use *real time* labor market information to identify the industry sector;
- Include employers in the design of curricula.



3. Design Education and Training Programs

Career pathways provide a clear sequence of courses and credentials that meet the skill needs of local industries.

Key program components include:

- ◉ Integrated basic education and occupational training
- ◉ Career counseling
- ◉ Support Services
- ◉ Assessments
- ◉ Credit transfer agreements



4. Identify Funding Needs and Strategies

Career pathways align services from different government agencies to support an individual's successful completion.

Career pathways -

- Require innovative funding strategies
- Braid funds from a variety of sources



5. Align Policies and Programs

Career pathways require policy and program alignment among workforce, education, and human services.

- ◉ There is no single approach to achieving such alignment; every state, local area, and tribal entity has its own particular policy infrastructure.
- ◉ Tribal nations will need to determine if policy changes are necessary to support career pathways.



6. Measure System Change and Performance

Career pathways initiatives define desired system and program outcomes, and determine how data will be—

- Collected
- Stored
- Tracked
- Shared
- Analyzed



The Role of Tribal TANF

Tribal TANF can play a major role in the creation and/or implementation of career pathways-

You bring a lot to the table -

- Students
- Tuition
- Funding for support services

Don't give it away too easily. Be strategic.



Key Questions to Ask Education and Training Providers



How do your programs relate to tribal economic development?

Who are your partners?



What labor market data supports the continuation of your programs? How recent is it?

What are the employment projections?

Who are the key employers? How are they involved?



Key Questions to Ask Education and Training Providers



What certificates or credentials can students earn through this particular program? Are they stackable? Do they lead to other credentials or a degree?

What are the enrollment and retention rates?

What does your data tell you as to why students drop out of the program?

What support services do you provide to prevent dropouts and ensure student persistence?



Key Questions to Ask Education and Training Providers



IDENTIFY FUNDING
NEEDS & SOURCES

What funding sources support your program? What services can be provided under this funding? Are there gaps in services/supports?



ALIGN POLICIES
& PROGRAMS

Are policies and procedures aligned across partner organizations to ensure student success?



MEASURE SYSTEM
CHANGE &
PERFORMANCE

What is the program completion rate?

What is the job placement rate?



Resources

Adult Career Pathways Training and Support Center provides high-quality materials and information for designing and implementing career pathways. The Center is divided into three categories: Instruction, Professional Development, and Support Services.

<http://www.acp-sc.org/resources>

Career Pathways Toolkit was developed under the U.S. Department of Labor, Employment and Training Administration's Career Pathways Technical Assistance Initiative.

<http://www.workforceinfodb.org/PDF/CareerPathwaysToolkit2011.pdf><http://www.workforceinfodb.org/PDF/CareerPathwaysToolkit2011.pdf>

Career Pathways Community of Practice is ETA's professional development forum for practitioners and policymakers. The Web site features career pathways tools and resources, blog postings from subject matter experts, and national news relating to career pathways.

<https://learnwork.workforce3one.org/page/home>

National Center for Innovation in Career and Technical Education provides archived webinars that detail the rationale behind college and career readiness and the career pathways approach, an initial set of recommendations to help prepare for pathways adoption, and supports needed to sustain an initiative.

<http://ctecenter.ed.gov/index.php/node/building-a-system-of-high-quality-career-pathways>

Division of Workforce Development manages a variety of job placement and training initiatives and coordinates some programs with the US Departments of Labor, Health and Human Services, and Transportation.

<http://www.bia.gov/WhoWeAre/AS-IA/IEED/DWD/index.htm>





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