

# CAREER PATHWAYS

CATALOG OF TOOLKITS



2025 CONTENT UPDATES

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Damon Waters, Contract Officer Representative, OFA

Lizeth Hester and Janelle Jones, Federal Project Officers, OFA

Steve McLaine, Project Manager, BLH

Emilee Haselton, Lynn Moore Hill, and Milan Williams, Authors/Editors, BLH



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Inclusion of toolkits in this Catalog does not imply endorsement.

# TABLE OF CONTENTS

INTRODUCTION ..... ii

DIRECTORIES

    Toolkits by Name ..... iii

    Toolkits by Career Pathways Target Population ..... iv

    Toolkits by Primary Career Pathways Element Addressed ..... v

TOOLKITS ..... 1

TOOLKIT SUMMARY TABLE ..... 27

# INTRODUCTION

Beginning in 2012, the U.S. Departments of Education, Health and Human Services, and Labor began collaborating to address the challenge of preparing workers of all skill levels to fully participate in the country's economic future. Because this challenge intersected each department's domains of expertise, their approaches were designed to engage each department's constituency.

As a result, the Departments defined the "Career Pathways" concept as 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. In the Career Pathways initiatives sponsored by each department, roles steadily emerged. The education community takes the lead in providing classroom-based learning and then partners with business and workforce development professionals to create workplace-based learning opportunities. These connections help businesses meet short-term staffing needs while preparing the next generation of skilled employees. At the same time, the human services field supports workers in balancing their educational, professional, and family responsibilities while they make this investment in their future. All Career Pathways initiatives include a commitment to cross-agency partnerships that identify the strengths and needs of each partner and use that expertise to build the pathway.

The development and maintenance of this catalog demonstrates that partnership commitment at the Federal level. Each career pathways toolkit featured in the 2025 edition aligns with ACF priorities and uplifts the presidential administration's streamlining of fragmented workforce development programs that have been historically too disconnected from propelling workers into secure, well-paying, and high-need American jobs.<sup>1</sup> Various catalog entries provide templates, metrics and data, and/or information on potential partnerships with employers to do just that. Others focus on strengthening registered apprenticeships by building on their successes to seize new opportunities and unlock the potential of the American worker. Some resources guide Temporary Assistance for Needy (TANF) block grant programs and other federal workforce development programs in linking community college or job training into sequential credentials, while others detail steps for starting a Career Pathways initiative, and how and when to engage state, local, and county partners. All resources, however, were included to lead readers down the right path towards identifying meaningful activities and partners, informed by practice and experience from successful Career Pathways programs.

<sup>1</sup> Please see: <https://www.whitehouse.gov/presidential-actions/2025/04/preparing-americans-for-high-paying-skilled-trade-jobs-of-the-future/>

# TOOLKITS BY NAME

|                                                                                                                                                                          |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| A Quick-Start Toolkit: Building Registered Apprenticeship Programs .....                                                                                                 | 2  |
| Achievement in Career Engagement: A Guide to Career Counseling .....                                                                                                     | 3  |
| Apprenticeship Toolkit: Maricopa County .....                                                                                                                            | 4  |
| Business Engagement Collaborative: Sector Strategies Resources .....                                                                                                     | 5  |
| Career Pathways Checklist .....                                                                                                                                          | 6  |
| Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development .....                                                                                     | 7  |
| Competency Model Clearinghouse .....                                                                                                                                     | 8  |
| Design and Implementation of College and Career Pathways in Rural Communities .....                                                                                      | 9  |
| Empowering Michigan's Workforce: How Michigan's Center for Student Framework for the Design and Implementation of College and Career Pathways in Rural Communities ..... | 10 |
| Evidence Snapshot: Career Pathways .....                                                                                                                                 | 11 |
| Evidence Snapshot: Occupational and Sectoral Training .....                                                                                                              | 12 |
| Investing in GEAR UP To Advance College and Career Readiness: Pathways to Success .....                                                                                  | 13 |
| Mississippi Integrated Basic Education and Skills Training (MIBEST) Program .....                                                                                        | 14 |
| Moving Career Pathways Forward: Learning from the New Skills for Youth Initiative .....                                                                                  | 15 |
| National Occupational Frameworks: A Guide to Using the Frameworks to Develop and Register High-Quality Apprenticeship Programs .....                                     | 16 |
| Ohio Aspire .....                                                                                                                                                        | 17 |
| PA Career Ready Skills Toolkit .....                                                                                                                                     | 18 |
| Pathways to Work Evidence Clearinghouse Case Studies .....                                                                                                               | 19 |
| Registered Apprenticeship Academy .....                                                                                                                                  | 20 |
| Strategies for Workforce Success in Career and Technical Education (CTE) .....                                                                                           | 21 |
| Success, Redefined: How Nondegree Pathways Empower Youth to Chart Their Own Course to Confidence, Employability, and Financial Freedom .....                             | 22 |
| The Vermont Career Advancement Project: A Way for Vermonters with Disabilities to Find Meaningful High-Wage Work .....                                                   | 23 |
| Toward Sustainability and Scale: A Playbook for California Apprenticeship Stakeholders and Champions .....                                                               | 24 |
| Youth Apprenticeships Toolkit .....                                                                                                                                      | 25 |

# TOOLKITS BY CAREER PATHWAYS TARGET POPULATION

## ADULT LEARNERS

|                  |    |
|------------------|----|
| Ohio Aspire..... | 17 |
|------------------|----|

## ADULT LOW INCOME AND LOW SKILL POPULATIONS

|                                                                                      |    |
|--------------------------------------------------------------------------------------|----|
| Business Engagement Collaborative: Sector Strategies Resources .....                 | 5  |
| Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development ..... | 7  |
| Mississippi Integrated Basic Education and Skills Training (MIBEST) Program .....    | 14 |
| Pathways to Work Evidence Clearinghouse Case Studies .....                           | 19 |

## EMPLOYERS

|                                               |   |
|-----------------------------------------------|---|
| Apprenticeship Toolkit: Maricopa County ..... | 4 |
| Career Pathways Checklist .....               | 6 |

## INDIVIDUALS WITH DISABILITIES

|                                                                                                                        |    |
|------------------------------------------------------------------------------------------------------------------------|----|
| The Vermont Career Advancement Project: A Way for Vermonters with Disabilities to Find Meaningful High-Wage Work ..... | 23 |
|------------------------------------------------------------------------------------------------------------------------|----|

## IN-SCHOOL YOUTH

|                                                                                         |    |
|-----------------------------------------------------------------------------------------|----|
| Investing in GEAR UP To Advance College and Career Readiness: Pathways to Success ..... | 13 |
| PA Career Ready Skills Toolkit .....                                                    | 18 |
| Youth Apprenticeships Toolkit .....                                                     | 25 |

## PARTICIPANTS FOR FIELDS THAT ARE GROWING OR IN HIGH DEMAND, INCLUDING HEALTH CARE, MANUFACTURING, OFFICE ADMINISTRATION AND CONSTRUCTION

|                                                             |    |
|-------------------------------------------------------------|----|
| Evidence Snapshot: Career Pathways .....                    | 11 |
| Evidence Snapshot: Occupational and Sectoral Training ..... | 12 |

## STUDENTS SEEKING POSTSECONDARY CREDENTIALS

|                                                                                                            |    |
|------------------------------------------------------------------------------------------------------------|----|
| Achievement in Career Engagement: A Guide to Career Counseling .....                                       | 3  |
| Strategies for Workforce Success in Career and Technical Education (CTE) .....                             | 21 |
| Toward Sustainability and Scale: A Playbook for California Apprenticeship Stakeholders and Champions ..... | 24 |

## WORKERS: BOTH ENTRY-LEVEL AND THOSE LOOKING TO ADVANCE IN THEIR CAREERS

|                                                                                                                                      |    |
|--------------------------------------------------------------------------------------------------------------------------------------|----|
| A Quick-Start Toolkit: Building Registered Apprenticeship Programs .....                                                             | 2  |
| Competency Model Clearinghouse .....                                                                                                 | 8  |
| National Occupational Frameworks: A Guide to Using the Frameworks to Develop and Register High-Quality Apprenticeship Programs ..... | 16 |
| Registered Apprenticeship Academy .....                                                                                              | 20 |

## YOUTH

|                                                                                                                                                                          |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Design and Implementation of College and Career Pathways in Rural Communities .....                                                                                      | 9  |
| Empowering Michigan's Workforce: How Michigan's Center for Student Framework for the Design and Implementation of College and Career Pathways in Rural Communities ..... | 10 |
| Moving Career Pathways Forward: Learning from the New Skills for Youth Initiative .....                                                                                  | 15 |
| Success, Redefined: How Nondegree Pathways Empower Youth to Chart Their Own Course to Confidence, Employability, and Financial Freedom .....                             | 22 |

# TOOLKITS BY PRIMARY CAREER PATHWAYS ELEMENT ADDRESSED

(from “Career Pathways Toolkit: Six Key Elements For Success”)

## ALIGN POLICIES AND PROGRAMS

|                                                                      |   |
|----------------------------------------------------------------------|---|
| Achievement in Career Engagement: A Guide to Career Counseling ..... | 3 |
|----------------------------------------------------------------------|---|

## BUILD CROSS-AGENCY PARTNERSHIPS AND CLARIFY ROLES

|                                                                                      |   |
|--------------------------------------------------------------------------------------|---|
| Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development ..... | 7 |
| Competency Model Clearinghouse .....                                                 | 8 |

## COMPREHENSIVE

|                                                                                                                                              |    |
|----------------------------------------------------------------------------------------------------------------------------------------------|----|
| A Quick-Start Toolkit: Building Registered Apprenticeship Programs .....                                                                     | 2  |
| Apprenticeship Toolkit: Maricopa County .....                                                                                                | 4  |
| Evidence Snapshot: Career Pathways .....                                                                                                     | 11 |
| Evidence Snapshot: Occupational and Sectoral Training .....                                                                                  | 12 |
| Investing in GEAR UP To Advance College and Career Readiness: Pathways to Success .....                                                      | 13 |
| Moving Career Pathways Forward: Learning from the New Skills for Youth Initiative .....                                                      | 15 |
| Ohio Aspire .....                                                                                                                            | 17 |
| PA Career Ready Skills Toolkit .....                                                                                                         | 18 |
| Pathways to Work Evidence Clearinghouse Case Studies .....                                                                                   | 19 |
| Registered Apprenticeship Academy .....                                                                                                      | 20 |
| Success, Redefined: How Nondegree Pathways Empower Youth to Chart Their Own Course to Confidence, Employability, and Financial Freedom ..... | 22 |
| The Vermont Career Advancement Project: A Way for Vermonters with Disabilities to Find Meaningful High-Wage Work .....                       | 23 |
| Toward Sustainability and Scale: A Playbook for California Apprenticeship Stakeholders and Champions .....                                   | 24 |
| Youth Apprenticeships Toolkit .....                                                                                                          | 25 |

## DESIGN EDUCATION AND TRAINING PROGRAMS

|                                                                                                                                                                          |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Design Education and Training Programs .....                                                                                                                             | 9  |
| Empowering Michigan's Workforce: How Michigan's Center for Student Framework for the Design and Implementation of College and Career Pathways in Rural Communities ..... | 10 |
| Mississippi Integrated Basic Education and Skills Training (MIBEST) Program .....                                                                                        | 14 |
| National Occupational Frameworks: A Guide to Using the Frameworks to Develop and Register High-Quality Apprenticeship Programs .....                                     | 16 |
| PA Career Ready Skills Toolkit .....                                                                                                                                     | 18 |
| Strategies for Workforce Success in Career and Technical Education (CTE) .....                                                                                           | 21 |

## IDENTIFY SECTOR OR INDUSTRY AND ENGAGE EMPLOYERS

|                                                                      |   |
|----------------------------------------------------------------------|---|
| Business Engagement Collaborative: Sector Strategies Resources ..... | 5 |
|----------------------------------------------------------------------|---|

## MEASURE SYSTEM CHANGE AND PERFORMANCE

|                                                                      |   |
|----------------------------------------------------------------------|---|
| Achievement in Career Engagement: A Guide to Career Counseling ..... | 3 |
| Career Pathways Checklist .....                                      | 6 |
| Competency Model Clearinghouse .....                                 | 8 |





# TOOLKITS



# A Quick-Start Toolkit: Building Registered Apprenticeship Programs

2018

## TOOLKIT PURPOSE:

This toolkit provides helpful steps and resources to start and register an apprenticeship program, from exploring the apprenticeship model as a workforce strategy to launching a new program.

## PUBLISHER:

U.S. Department of Labor, Office of Apprenticeship

## INTENDED AUDIENCE:

Partners and Stakeholders in the Workforce Investment System, Including Workforce Investment Boards, One-Stop Career Centers, Business and Industry, Economic Developers, Educators and Training Providers, and Professional Organizations.

## CAREER PATHWAYS TARGET POPULATION:

Workers: Both Entry-Level and Those Looking to Advance in Their Careers

## BASED ON:

Policy and legislation aligned with research conducted by U.S. Department of Labor.

## SUMMARY OF TOOLKIT APPROACH:

This toolkit aids programs in the process of building registered apprenticeships by covering these steps:

1. Exploring apprenticeship as a strategy to meet their needs for skilled workers;
2. Partnering with key players in their region to develop an apprenticeship program;
3. Building the core components of their apprenticeship program;
4. Registering their program to join the apprenticeship network; and
5. Launching their new Registered Apprenticeship program.



## GET THE TOOLKIT:

[https://www.apprenticeship.gov/sites/default/files/apprenticeship\\_toolkit.pdf](https://www.apprenticeship.gov/sites/default/files/apprenticeship_toolkit.pdf)

# Achievement in Career Engagement: A Guide to Career Counseling

2018

## TOOLKIT PURPOSE:

This guide assists Kentucky school districts with many facets of the career pathways as a technical assistance initiative.

## PUBLISHER:

Kentucky Educational Development Corporation

## INTENDED AUDIENCE:

Secondary Education providers

## CAREER PATHWAYS TARGET POPULATION

Students seeking postsecondary credentials

## BASED ON:

The experience of ten high schools participating in KEDC's Project ACHIEVE, funded by the DOL Youth CareerConnect (YCC) Grant to improve high schools in preparation for transition to work and life. The project included input from the Kentucky Education & Workforce Development Cabinet, the Kentucky Department of Education, Project Lead The Way, and the Kentucky Center for Education & Workforce Statistics.

## SUMMARY OF TOOLKIT APPROACH:

This guide introduces career counseling through the lens of career pathways. It covers career pathways, making employer contacts, job shadowing and internships (including a rural view of internships), and how to manage large caseloads, among other topics. Worksheets, administrative documents, and other action-based tools accompany written instruction and description of these topics.



## GET THE TOOLKIT:

[https://youth.workforcegps.org/resources/2020/01/15/15/27/YCC-Content/Achievement in Career Engagement](https://youth.workforcegps.org/resources/2020/01/15/15/27/YCC-Content/Achievement_in_Career_Engagement)

# Apprenticeship Toolkit: Maricopa County

2025

## TOOLKIT PURPOSE:

This toolkit is designed to help employers and training providers establish Registered Apprenticeship and Pre-Apprenticeship programs.

## PUBLISHER:

Maricopa County Government

## INTENDED AUDIENCE:

Employers

## CAREER PATHWAYS TARGET POPULATION:

Workers: Both Entry-Level and Those Looking to Advance in Their Careers.

## BASED ON:

Work completed by the Maricopa County government in Arizona.

## SUMMARY OF TOOLKIT APPROACH:

This toolkit provides foundational information and key resources for launching a successful Registered Apprenticeship or Pre-Apprenticeship Program.



## GET THE TOOLKIT:

<https://www.maricopa.gov/6188/Apprenticeship-Toolkit>

# Business Engagement Collaborative: Sector Strategies Resources

2017

## TOOLKIT PURPOSE:

The purpose of this toolkit is to compile resources for workforce development systems to use when developing their sector-based strategies.

## PUBLISHER:

U.S. Department of Labor, Employment and Training Administration (ETA)

## INTENDED AUDIENCE:

State, regional, and local workforce development systems

## CAREER PATHWAYS TARGET POPULATION:

Adult low income and low skill populations

## BASED ON:

TA Sector Strategies Technical Assistance Initiative

## SUMMARY OF TOOLKIT APPROACH:

The resources in this toolkit are organized according to the five elements of the Sector Strategies Framework:

1. Data-informed decision making
2. Sector-based service delivery
3. Industry engagement
4. Sustainability and continuous improvement
5. Organizational capacity and alignment



## GET THE TOOLKIT:

<https://businessengagement.workforcegps.org/resources/2016/08/16/15/22/Sector-Strategies-Resources>

# Career Pathways Checklist

2017

## TOOLKIT PURPOSE:

This checklist is designed as a work aid to help determine the extent to which a newly developed or existing program meets the requirements for career pathways in section (3)(7) of WIOA.

## PUBLISHER:

NOVA Research Company

## INTENDED AUDIENCE:

Policymakers

## CAREER PATHWAYS TARGET POPULATION:

Employers

## BASED ON:

Advancing Innovation in Adult Education Project

## SUMMARY OF TOOLKIT APPROACH:

Users of the checklist can review how programs meet the required criteria under the WIOA career pathway definition:

- ☐ If the program meets a criterion, check the “Yes” box and describe the evidence demonstrating how the criterion is met.
- ☐ If the program does not meet a criterion, check the “No” box and describe what enhancements the program needs to make in order to meet the criterion.
- ☐ Career pathways programs should engage employers and other stakeholders in:
  - ☐ Identifying the skills that are needed by high-demand employers
  - ☐ Determining how students are deemed proficient in these skills
  - ☐ Identifying the credentials that employers value in making labor market decisions
  - ☐ Providing work-based learning opportunities for students
  - ☐ Advising how to validate curricula and credentials.



## GET THE TOOLKIT:

<https://lincs.ed.gov/publications/topic/wioa/careerpathways-checklist.pdf>

# Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development

2016

## TOOLKIT PURPOSE:

The purpose of this toolkit is guide State and local leaders to build, implement, and sustain career pathways systems and programs. The 2016 revision includes new knowledge gained from the field, plus the system's guiding legislation from the Workforce Innovation and Opportunity Act.

## PUBLISHER:

U.S. Department of Labor

## INTENDED AUDIENCE:

State WIOA policymakers

## CAREER PATHWAYS TARGET POPULATION:

Adults low income and low skill populations

## BASED ON:

Requirements of WIOA, with additional input from state postsecondary education, workforce development, and human services administrators, and national technical assistance providers

## SUMMARY OF TOOLKIT APPROACH:

The toolkit is divided into eight sections, guided by the six key elements of Career Pathways:

- Introduction
- Element One: Build Cross-Agency Partnerships & Clarify Roles
- Element Two: Identify Sector or Industry & Engage Employers
- Element Three: Design Education & Training Programs
- Element Four: Identify Funding Needs & Sources
- Element Five: Align Policies & Programs
- Element Six: Measure System Change & Performance
- Career Pathways Resources

Each section includes examples of promising practices, “Career Pathways FYIs,” and worksheets that State and local teams can use to guide implementation.



## GET THE TOOLKIT:

[https://careerpathways.workforcegps.org/resources/2016/10/20/10/11/Enhanced\\_Career\\_Pathways\\_Toolkit](https://careerpathways.workforcegps.org/resources/2016/10/20/10/11/Enhanced_Career_Pathways_Toolkit)

# Competency Model Clearinghouse

2012

## TOOLKIT PURPOSE:

The goal of this clearinghouse is to inform the public workforce investment system about the value, development, and uses of competency models. A competency model is a collection of competencies that together define successful performance in a particular work setting, from Personal Effectiveness Competencies, such as “Initiative,” to Occupation-Specific Requirements, such as “Process patient admission or discharge documents.” Competency models are a tool for Career Pathways stakeholders to communicate clearly about the competencies required for specific jobs, job groups, organizations, occupations, or industries, and a framework for developing educational offerings.

## PUBLISHER:

U.S. Department of Labor, Employment and Training Administration (ETA)

## INTENDED AUDIENCE:

Partners and stakeholders in the Workforce Investment System, including Workforce Investment Boards, One-Stop Career Centers, business and industry, economic developers, educators and training providers, and professional organizations

## CAREER PATHWAYS TARGET POPULATION:

Workers: both entry-level and those looking to advance in their careers

## BASED ON:

The *Competency Model Clearinghouse* was created as part of ETA’s role as the Federal partner in the Workforce Investment System, as part of the Industry Competency Model Initiative.

## SUMMARY OF TOOLKIT APPROACH:

The *Competency Model Clearinghouse* provides validated industry competency models as well as tools to build a custom model and career ladder/lattice for any industry.

- The Clearinghouse provides industry-specific models for 20 industries, including commercial construction, energy, electronic health records, hospitality/hotel and lodging, information technology, and long-term care, supports, and services.
- Visitors can also use the Clearinghouse’s resource database and online tools to build customized competency models and career ladders/lattices that reflect regional workforce needs.
- There is also a database of user-submitted case summaries and stories that demonstrate the many ways competency models are being used by specific States, industry groups, and Career Pathways initiative stakeholders.
- The Clearinghouse offers tutorials and user guides on “Developing Competency Models and Career Ladders and Lattices” and “Applying Competency Models and Career Ladders and Lattices.”



## GET THE TOOLKIT:

<http://www.careeronestop.org/CompetencyModel/>



# Design and Implementation of College and Career Pathways in Rural Communities

2024

## TOOLKIT PURPOSE:

This resource includes a report and a brief which outline three promising strategies for implementing rural pathways: build on local strengths and context, prioritize economic development, and embed remote opportunities.

## PUBLISHER:

Jobs for the Future

## INTENDED AUDIENCE:

Administrators; Instructional Staff; Policy Makers and Implementers; Researchers and Developers

## CAREER PATHWAYS TARGET POPULATION

Youth

## BASED ON:

Research conducted by Jobs for the Future

## SUMMARY OF TOOLKIT APPROACH:

The report considers the strengths rural communities can draw on and the challenges they may confront as they implement high-quality pathways that begin in high school and lead to postsecondary credentials aligned to quality jobs.



Get the Toolkit:

<https://www.jff.org/idea/rural-pathways/>

# Empowering Michigan's Workforce: How Michigan's Center for Student Framework for the Design and Implementation of College and Career Pathways in Rural Communities

2023

## TOOLKIT PURPOSE:

This framework outlines key considerations and promising strategies for pathways leaders who seek to achieve outcomes for youth while strengthening rural communities.

## PUBLISHER:

Jobs for the Future

## INTENDED AUDIENCE:

Administrators; Instructional Staff; Policy Makers and Implementers; Researchers and Developers

## CAREER PATHWAYS TARGET POPULATION

Youth

## BASED ON:

Research conducted by Jobs for the Future

## SUMMARY OF TOOLKIT APPROACH:

Pathways that respond to the unique needs of—and opportunities in—rural communities are a critical strategy to support youth and advance economic development.



Get the Toolkit:

<https://www.jff.org/idea/framework-for-the-design-and-implementation-of-college-and-career-pathways-in-rural-communities/>

# Evidence Snapshot: Career Pathways

2024

## TOOLKIT PURPOSE:

This evidence snapshot describes the effectiveness of programs that were identified as using a career pathways approach. It summarizes what is known about these programs and their impacts.

## PUBLISHER:

U.S. Department of Health and Human Services, Office of Planning, Research and Evaluation

## INTENDED AUDIENCE:

Temporary Assistance for Needy Families (TANF) and other program administrators; policymakers; researchers; and the general public

## CAREER PATHWAYS TARGET POPULATION:

Participants for fields that are growing or in high demand, including health care, manufacturing, office administration and construction

## BASED ON:

Research conducted by the Pathways to Work Evidence Clearinghouse

## SUMMARY OF TOOLKIT APPROACH:

This snapshot describes the interventions using career pathways approaches that had positive impacts on earnings, employment, public benefit receipt, and/or education and training, and highlights interventions that were effective in multiple outcome domains.



## GET THE TOOLKIT:

<https://acf.gov/opre/report/evidence-snapshot-career-pathways>

# Evidence Snapshot: Occupational and Sectoral Training

2024

## TOOLKIT PURPOSE:

This evidence snapshot describes the effectiveness of programs that were identified as using a career pathways approach. It summarizes what is known about these programs and their impacts.

## PUBLISHER:

U.S. Department of Health and Human Services, Office of Planning, Research and Evaluation

## INTENDED AUDIENCE:

Temporary Assistance for Needy Families (TANF) and other program administrators; policymakers; researchers; and the general public

## CAREER PATHWAYS TARGET POPULATION:

Participants for fields that are growing or in high demand, including health care, manufacturing, office administration and construction

## BASED ON:

Research conducted by the Pathways to Work Evidence Clearinghouse

## SUMMARY OF TOOLKIT APPROACH:

This snapshot describes the interventions using occupational and sectoral training programs that had positive impacts on earnings, employment, public benefit receipt, and/or education and training, and highlights interventions that were effective in multiple outcome domains.



## GET THE TOOLKIT:

<https://acf.gov/opre/report/evidence-snapshot-occupational-and-sectoral-training>

# Investing in GEAR UP To Advance College and Career Readiness: Pathways to Success

2024

## TOOLKIT PURPOSE:

This report describes the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) program, which helps increase college enrollment and success for low-income students, as well as their services and program outcomes.

## PUBLISHER:

Center for American Progress

## INTENDED AUDIENCE:

Higher education

## CAREER PATHWAYS TARGET POPULATION:

In-school youth.

## BASED ON:

Research conducted by the National Council for Community and Education Partnerships

## SUMMARY OF TOOLKIT APPROACH:

A recent multistate, longitudinal study by the National Council for Community and Education Partnerships looked at the impact of specific GEAR UP services on several key outcomes.



## GET THE TOOLKIT:

<https://www.americanprogress.org/article/investing-in-gear-up-to-advance-college-and-career-readiness-pathways-to-success/>

# Mississippi Integrated Basic Education and Skills Training (MIBEST) Program

2023

## TOOLKIT PURPOSE:

This brief is supplemental to a previous evaluation conducted by Urban Institute and provides an analysis of two factors: the outcomes of student parents and the outcomes of students in different geographic regions.

## PUBLISHER:

Urban Institute

## INTENDED AUDIENCE:

Adult Education Providers

## CAREER PATHWAYS TARGET POPULATION:

Adults with Low Incomes and Low Skill Populations

## BASED ON:

Research conducted by Urban Institute

## SUMMARY OF TOOLKIT APPROACH:

The Mississippi Integrated Basic Education and Skills Training (MIBEST) program provides pathways into college for adult education students across the state. MIBEST is a workforce and economic development effort led by the Mississippi Community College Board and implemented with the state's 15 community colleges. MIBEST concurrently delivers short-term workforce training, career and technical education, and adult education. The program targets residents without high school credentials, individuals with low incomes, and non-traditional students.



## GET THE TOOLKIT:

<https://www.urban.org/research/publication/mississippi-integrated-basic-education-and-skills-training-mibest-program>

# Moving Career Pathways Forward: Learning from the New Skills for Youth Initiative

2024

## TOOLKIT PURPOSE:

This report presents specific recommendations and action steps for state and local leaders on how to sustain career pathways work for long-term success.

## PUBLISHER:

Advance CTE; Education Strategy Group

## INTENDED AUDIENCE:

State, Regional, and Local Workforce Development Systems

## CAREER PATHWAYS TARGET POPULATION:

Youth

## BASED ON:

Research conducted by the New Skills Ready Network; experiences reported by Kentucky, Louisiana, Massachusetts, Ohio, Rhode Island, and Wisconsin

## SUMMARY OF TOOLKIT APPROACH:

The five-year initiative New Skills for Youth (NSFY) aimed to transform career readiness education and bridge the skills gap by supporting innovative strategies in 10 states across the United States. NSFY was one of the earliest and most impactful philanthropic investments in career pathways and career readiness in recent history and helped spark future investments and energy in the career pathways space. Shortly after the grant ended, the world experienced the COVID-19 pandemic which hindered the momentum participating states had gained throughout the initiative. However, states were able to sustain and continue to make progress on many key initiatives started during NSFY that are still present today.



## GET THE TOOLKIT:

[Moving Career Pathways Forward: Learning From the New Skills for Youth Initiative - Advance CTE](#)

# National Occupational Frameworks: A Guide to Using the Frameworks to Develop and Register High-Quality Apprenticeship Programs

2023

## TOOLKIT PURPOSE:

This guide provides business, education, workforce, and other professionals with a better understanding of the National Occupational Frameworks (NOFs), which are documents describing an occupation and the benchmarks for on-the-job training and related instruction that apprentices should complete in a registered apprenticeship program. It also details how NOFs are created, and how to use them to develop and register high-quality apprenticeship programs.

## PUBLISHER:

Urban Institute

## INTENDED AUDIENCE:

Partners and Stakeholders in the Workforce Investment System, Including Workforce Investment Boards, One-Stop Career Centers, Business and Industry, Economic Developers, Educators and Training Providers, and Professional Organizations.

## CAREER PATHWAYS TARGET POPULATION:

Workers: Both Entry-Level and Those Looking to Advance in Their Careers

## BASED ON:

Research conducted by Urban Institute and American Institutes of Research.

## SUMMARY OF TOOLKIT APPROACH:

The NOFs for this guide were created through a process that involves identifying occupations for the frameworks, conducting extensive research on the occupations, vetting the frameworks with experts, and submitting to the U.S. Department of Labor for review.



## GET THE TOOLKIT:

<https://www.urban.org/apps/national-occupational-frameworks>



# Ohio Aspire

2020

## TOOLKIT PURPOSE:

This toolkit is intended to support the creation of a Career Pathways Plan through career awareness, career pathways, and Integrated Education and Training resources.

## PUBLISHER:

Ohio Aspire

## INTENDED AUDIENCE:

Adult education providers

## CAREER PATHWAYS TARGET POPULATION:

Adult learners

## BASED ON:

Ohio Aspire

## SUMMARY OF TOOLKIT APPROACH:

This toolkit has brief navigational videos aligned to the 8 Essential Components of the Career Pathways Plan including guiding questions and staff development resources. These components are:

- Component 1: Partnerships and Alignment
- Component 2: Promotion, Environment, Intake, and Orientation
- Component 3: Individual Education, Career, and Life Plans
- Component 4: Ongoing Assessment and Learning
- Component 5: Career Advising
- Component 6: Instruction and Job Training Services
- Component 7: Support Services
- Component 8: Professional Development



## GET THE TOOLKIT:

<https://ohioaspire.org/cp/index.html>

# PA Career Ready Skills Toolkit

2022

## TOOLKIT PURPOSE:

This toolkit introduces the PA Career Ready Skills (PA CRS) and Continuum and provides resources for Local Education Agency (LEA) and teacher implementation.

## PUBLISHER:

Pennsylvania Department of Education

## INTENDED AUDIENCE:

Local education agencies; teachers

## CAREER PATHWAYS TARGET POPULATION:

In-school youth

## BASED ON:

Research conducted by the Pennsylvania Department of Education

## SUMMARY OF TOOLKIT APPROACH:

This toolkit uses a three-phase process to assist local education agencies with determining readiness and supporting the planning process for integration of the PA Career Ready Skills curriculum into schools and classrooms and into the school community. These phases are:

- ☐ Phase 1: Readiness
- ☐ Phase 2: Planning
- ☐ Phase 3: Implementation
- ☐ LEA Self-Assessment



## GET THE TOOLKIT:

<https://www.education.pa.gov/K-12/CareerReadyPA/CareerReadySkills/Toolkit/Pages/default.aspx>

# Pathways to Work Evidence Clearinghouse Case Studies

2023

## TOOLKIT PURPOSE:

These case studies aim to help practitioners learn from the experiences of others implementing innovative employment interventions, even when there has not yet been an opportunity to rigorously evaluate their effectiveness through an impact evaluation.

## PUBLISHER:

U.S. Department of Health and Human Services, Office of Planning, Research and Evaluation

## INTENDED AUDIENCE:

Temporary Assistance for Needy Families (TANF) and other program administrators; policymakers; researchers; and the general public

## CAREER PATHWAYS TARGET POPULATION:

Adult Low Income and Low Skill Populations

## BASED ON:

Research conducted by the Pathways to Work Evidence Clearinghouse

## SUMMARY OF TOOLKIT APPROACH:

These case studies highlight innovative interventions that aim to improve employment outcomes for TANF participants and other individuals with low incomes but that have not been rigorously evaluated.



## GET THE TOOLKIT:

[Pathways to Work Evidence Clearinghouse Case Studies | The Administration for Children and Families](#)

# Registered Apprenticeship Academy

2025

## TOOLKIT PURPOSE:

This interactive learning hub is designed to ensure compliance with existing apprenticeship regulations.

## PUBLISHER:

U.S. Department of Labor, Office of Apprenticeship

## INTENDED AUDIENCE:

State, Regional, and Local Workforce Development Systems

## CAREER PATHWAYS TARGET POPULATION:

Workers: Both Entry-Level and Those Looking to Advance in Their Careers.

## BASED ON:

Policy and legislation aligned with research conducted by U.S. Department of Labor.

## SUMMARY OF TOOLKIT APPROACH:

These modules provide Registered Apprenticeship Academy users with on-demand and impactful trainings.



## GET THE TOOLKIT:

<https://www.apprenticeship.gov/registered-apprenticeship-academy#>

# Strategies for Workforce Success in Career and Technical Education (CTE)

2023

## TOOLKIT PURPOSE:

This report describes results from a survey of career and technical education (CTE) program administrators with insights about strategies that can support students in getting jobs that offer pathways to economic stability and long-term upward mobility.

## PUBLISHER:

Urban Institute

## INTENDED AUDIENCE:

Employers

## CAREER PATHWAYS TARGET POPULATION:

Adult Low Income and Low Skill Populations; Students Seeking Post-Secondary Credentials

## BASED ON:

Research conducted By Urban Institute

## SUMMARY OF TOOLKIT APPROACH:

This report uses the findings from a survey of nursing and business CTE program administrators. The survey results were linked to student earnings outcomes. The survey explored strategies for supporting the “new majority” of postsecondary students.



## GET THE TOOLKIT:

<https://www.urban.org/research/publication/strategies-workforce-success-cte>

# Success, Redefined: How Nondegree Pathways Empower Youth to Chart Their Own Course to Confidence, Employability, and Financial Freedom

2024

## TOOLKIT PURPOSE:

This report aims to better understand the motivations, circumstances, influencers, priorities, and satisfaction level of today's "non-college youth" to ensure that emerging generations of students have access to accurate information about the many viable pathways that exist and how they might pursue them.

## PUBLISHER:

Jobs for the Future

## INTENDED AUDIENCE:

Youth Advocates

## CAREER PATHWAYS TARGET POPULATION:

Youth

## BASED ON:

Research conducted by Jobs for the Future

## SUMMARY OF TOOLKIT APPROACH:

Jobs for the Future surveyed over a thousand young adults who are not pursuing a four-year degree. Around half of the survey respondents have chosen to pursue nondegree, education-to-career pathways such as apprenticeship, certification, and licensure. The other half of the respondents have chosen not to pursue any post-secondary education.



## GET THE TOOLKIT:

<https://www.jff.org/idea/success-redefined/>

# The Vermont Career Advancement Project: A Way for Vermonters with Disabilities to Find Meaningful High-Wage Work

2024

## TOOLKIT PURPOSE:

This brief describes how the Vermont Career Advancement Project (VCAP) connects people with disabilities with opportunities for career training.

## PUBLISHER:

Mathematica

## INTENDED AUDIENCE:

Community-based Organizations, Workforce Intermediaries

## CAREER PATHWAYS TARGET POPULATION:

Individuals with Disabilities

## BASED ON:

Research conducted by Mathematica

## SUMMARY OF TOOLKIT APPROACH:

The five-year Vermont Career Advancement Project (VCAP) helps people with disabilities find career pathways so that they can secure high-wage, high-quality jobs in fields that interest them. VCAP trains people for high-quality career pathways by connecting participants with programs and educational opportunities that result in a credential, postsecondary degree, or higher-paid job.



## GET THE TOOLKIT:

<https://mathematica.org/publications/a-way-for-vermonters-with-disabilities-to-find-meaningful-high-wage-work>

# Toward Sustainability and Scale: A Playbook for California Apprenticeship Stakeholders and Champions

2021

## TOOLKIT PURPOSE:

This playbook shares advice from apprenticeship experts that will help programs and stakeholders newer to the field launch, grow, and scale more sustainably.

## PUBLISHER:

Grow Apprenticeship California

## INTENDED AUDIENCE:

Partners and Stakeholders in the Workforce Investment System, Including Workforce Investment Boards, One-Stop Career Centers, Business and Industry, Economic Developers, Educators and Training Providers, and Professional Organizations

## CAREER PATHWAYS TARGET POPULATION:

Students Seeking Postsecondary Credentials

## BASED ON:

Research conducted by the Social Policy Research Associates and the Foundation for California Community Colleges.

## SUMMARY OF TOOLKIT APPROACH:

This toolkit was informed by researchers who:

- interviewed apprenticeship experts who have built and scaled successful programs, launched intermediaries, and designed systems—from inside and outside of California—to gather their most important lessons;
- participated in California Apprenticeship Initiative webinars, convenings, and events, and hosted a series of convenings with foundation-supported apprenticeship programs to gather experience, lessons, and perspectives on critical aspects of expansion efforts (e.g., funding, intermediaries, COVID-related challenges and responses, policy); and
- drew insights from their work with the U.S. Department of Labor, Jobs for the Future, New America, Urban Institute, and others on apprenticeship expansion, inclusive apprenticeship, and youth apprenticeship.



## GET THE TOOLKIT:

<https://growapprenticeshipca.org/wp-content/uploads/2021/10/gac-toward-sustainability-scale-spra-report-lr1-1.pdf>



# Youth Apprenticeships Toolkit

2020

## TOOLKIT PURPOSE:

The goal of this youth apprenticeship toolkit is to encourage the creation of school and business partnerships as a viable and expansive pathway to success in school, career and work.

## PUBLISHER:

The School Superintendents Association

## INTENDED AUDIENCE:

Local Education Agencies; Teachers

## CAREER PATHWAYS TARGET POPULATION:

In-School Youth

## BASED ON:

Research conducted by the School Superintendents Association.

## SUMMARY OF TOOLKIT APPROACH:

This toolkit is the result of five site visits conducted from May 2019 to March 2020 and two summits held between 2019 and 2020. Sites were selected to spotlight a variety of industries including advanced manufacturing, IT, finance, business, health care, education, and electrical. The selected sites also represented a range of geographies (urban, suburban, and rural), and a variety of administrative frameworks (district initiated, statewide, intermediary, etc.)



## GET THE TOOLKIT:

<https://www.aasa.org/resources/resource/youth-apprenticeships-toolkit>



# TOOLKIT SUMMARY



# TOOLKIT SUMMARY TABLE

| Name                                                                                                                                                               | Toolkit Publisher                                                                         | Intended Audience                                                                                                                                                                                                                          | Career Pathway Target Populations                                                                                                        | Page Number |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| A Quick-Start Toolkit: Building Registered Apprenticeship Programs                                                                                                 | U.S. Department of Labor, Office of Apprenticeship                                        | Partners and Stakeholders in the Workforce Investment System, Including Workforce Investment Boards, One-Stop Career Centers, Business and Industry, Economic Developers, Educators and Training Providers, and Professional Organizations | Workers: Both Entry-Level and Those Looking to Advance in Their Careers                                                                  | 2           |
| Achievement in Career Engagement: A Guide to Career Counseling                                                                                                     | Kentucky Educational Development Corporation                                              | Secondary Education Providers                                                                                                                                                                                                              | Students seeking postsecondary credentials                                                                                               | 3           |
| Apprenticeship Toolkit: Maricopa County                                                                                                                            | Maricopa County Government                                                                | Employers                                                                                                                                                                                                                                  | Workers: Both Entry-Level and Those Looking to Advance in Their Careers                                                                  | 4           |
| Business Engagement Collaborative: Sector Strategies Resources                                                                                                     | U.S. Department of Labor, Employment and Training Administration (ETA)                    | State, Regional, and Local Workforce Development Systems                                                                                                                                                                                   | Adult low income and low skill populations                                                                                               | 5           |
| Career Pathways Checklist                                                                                                                                          | NOVA Research Company                                                                     | Policymakers                                                                                                                                                                                                                               | Employers                                                                                                                                | 6           |
| Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development                                                                                     | U.S. Department of Labor                                                                  | State WIOA Policymakers                                                                                                                                                                                                                    | Adults low income and low skill populations                                                                                              | 7           |
| Competency Model Clearinghouse                                                                                                                                     | U.S. Department of Labor, Employment and Training Administration (ETA)                    | Partners and Stakeholders in the Workforce Investment System, including Workforce Investment Boards, One-Stop Career Centers, Business and Industry, Economic Developers, Educators and Training Providers, and Professional Organizations | Workers: both entry-level and those looking to advance in their careers                                                                  | 8           |
| Design and Implementation of College and Career Pathways in Rural Communities                                                                                      | Jobs for the Future                                                                       | Administrators; Instructional Staff; Policy Makers and Implementers; Researchers and Developers                                                                                                                                            | Youth                                                                                                                                    | 9           |
| Empowering Michigan's Workforce: How Michigan's Center for Student Framework for the Design and Implementation of College and Career Pathways in Rural Communities | Jobs for the Future                                                                       | Administrators; Instructional Staff; Policy Makers and Implementers; Researchers and Developers                                                                                                                                            | Youth                                                                                                                                    | 10          |
| Evidence Snapshot: Career Pathways                                                                                                                                 | U.S. Department of Health and Human Services, Office of Planning, Research and Evaluation | Temporary Assistance for Needy Families (TANF) and other program administrators; policymakers; researchers; and the general public                                                                                                         | Participants for fields that are growing or in high demand, including health care, manufacturing, office administration and construction | 11          |
| Evidence Snapshot: Occupational and Sectoral Training                                                                                                              | U.S. Department of Health and Human Services, Office of Planning, Research and Evaluation | Temporary Assistance for Needy Families (TANF) and other Program Administrators; Policymakers; Researchers; and the General Public                                                                                                         | Participants for fields that are growing or in high demand, including health care, manufacturing, office administration and construction | 12          |

| Name                                                                                                                                      | Toolkit Publisher                                                                         | Intended Audience                                                                                                                                                                                                                          | Career Pathway Target Populations                                       | Page Number |
|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------|
| Investing in GEAR UP to Advance College and Career Readiness: Pathways to Success                                                         | Center for American Progress                                                              | Higher Education                                                                                                                                                                                                                           | In-school youth                                                         | 13          |
| Mississippi Integrated Basic Education and Skills Training (MIBEST) Program                                                               | Urban Institute                                                                           | Adult Education Providers                                                                                                                                                                                                                  | Adults with Low Incomes and Low Skill Populations                       | 14          |
| Moving Career Pathways Forward: Learning from the New Skills for Youth Initiative                                                         | Advance CTE; Education Strategy Group                                                     | State, Regional, and Local Workforce Development Systems                                                                                                                                                                                   | Youth                                                                   | 15          |
| National Occupational Frameworks: A Guide to Using the Frameworks to Develop and Register High-Quality Apprenticeship Programs            | Urban Institute                                                                           | Partners and Stakeholders in the Workforce Investment System, Including Workforce Investment Boards, One-Stop Career Centers, Business and Industry, Economic Developers, Educators and Training Providers, and Professional Organizations | Workers: Both Entry-Level and Those Looking to Advance in Their Careers | 16          |
| Ohio Aspire                                                                                                                               | Ohio Aspire                                                                               | Adult Education Providers                                                                                                                                                                                                                  | Adult learners                                                          | 17          |
| PA Career Ready Skills Toolkit                                                                                                            | Pennsylvania Department of Education                                                      | Local Education Agencies; Teachers                                                                                                                                                                                                         | In-school youth                                                         | 18          |
| Pathways to Work Evidence Clearinghouse Case Studies                                                                                      | U.S. Department of Health and Human Services, Office of Planning, Research and Evaluation | Temporary Assistance for Needy Families (TANF) and other Program Administrators; Policymakers; Researchers; and the General Public                                                                                                         | Adult Low Income and Low Skill Populations                              | 19          |
| Registered Apprenticeship Academy                                                                                                         | U.S. Department of Labor, Office of Apprenticeship                                        | State, Regional, and Local Workforce Development Systems                                                                                                                                                                                   | Workers: Both Entry-Level and Those Looking to Advance in Their Careers | 20          |
| Strategies for Workforce Success in Career and Technical Education (CTE)                                                                  | Urban Institute                                                                           | Employers                                                                                                                                                                                                                                  | Students Seeking Post-Secondary Credentials                             | 21          |
| Success, Redefined: How to Nondegree Pathways Empower Youth to Chart Their Own Course to Confidence, Employability, and Financial Freedom | Jobs for the Future                                                                       | Youth Advocates                                                                                                                                                                                                                            | Youth                                                                   | 22          |
| The Vermont Career Advancement Project: A Way for Vermonters with Disabilities to Find Meaningful High-Wage Work                          | Mathematica                                                                               | Community-based Organizations, Workforce Intermediaries                                                                                                                                                                                    | Individuals with Disabilities                                           | 23          |
| Toward Sustainability and Scale: A Playbook for California Apprenticeship Stakeholders and Champions                                      | Grow Apprenticeship California                                                            | Partners and Stakeholders in the Workforce Investment System, Including Workforce Investment Boards, One-Stop Career Centers, Business and Industry, Economic Developers, Educators and Training Providers, and Professional Organizations | Students Seeking Post-Secondary Credentials                             | 24          |
| Youth Apprenticeships Toolkit                                                                                                             | The School Superintendents Association                                                    | Local Education Agencies; Teachers                                                                                                                                                                                                         | In-School Youth                                                         | 25          |

