

# Sector Strategies/Career Pathways



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# Career Pathways:

- Is a clear sequence of education coursework and/or training credentials that include the following components.
- Broad-based approach, working across the needs of key industries.

# Career Pathways is

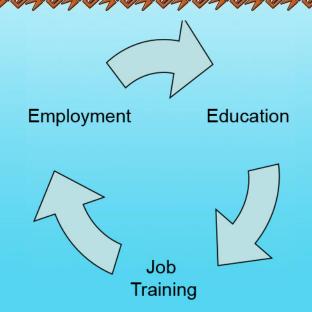


- Aligned with <u>skill needs of employers</u>
- A <u>full range</u> of educational options
- Work-based learning
- Work Readiness Training
- Soft Skills Training
- Integrated education and job training
- Credit for prior learning
- Increased educational and job skills attainment
- Includes Sector Strategy

- <u>Career advancement</u> for employees
- Includes "on and off ramps"
- Leads to an <u>industry recognized</u> <u>degree/credential</u> of value in the GRIC labor market
- Stackable credentials leading to higher level credentials or degrees
- Academic & Career <u>Counseling</u>
- Wraparound support services
- Flexible work schedules & class times
- Use of <u>technology</u>

# Systematic Approach





### **Connects Job Training, Education, and Employment**

- 1. Job Training/Workforce: convenes or coordinates the system
- 2. **Education**: partners with industry in the creation of credentials
- 3. <u>Employers</u>: lead the work with Colleges in Industry Sector Work Groups to create the curriculum leading to industry specific credentials

# **6 Key Elements**

(From: Career Pathways Toolkit)



1) Build Cross-Agency Partnerships

6) Align Policies and Programs

**Employers &** Conduct Gap Analysis

### **Career Pathways: Six Key Elements**

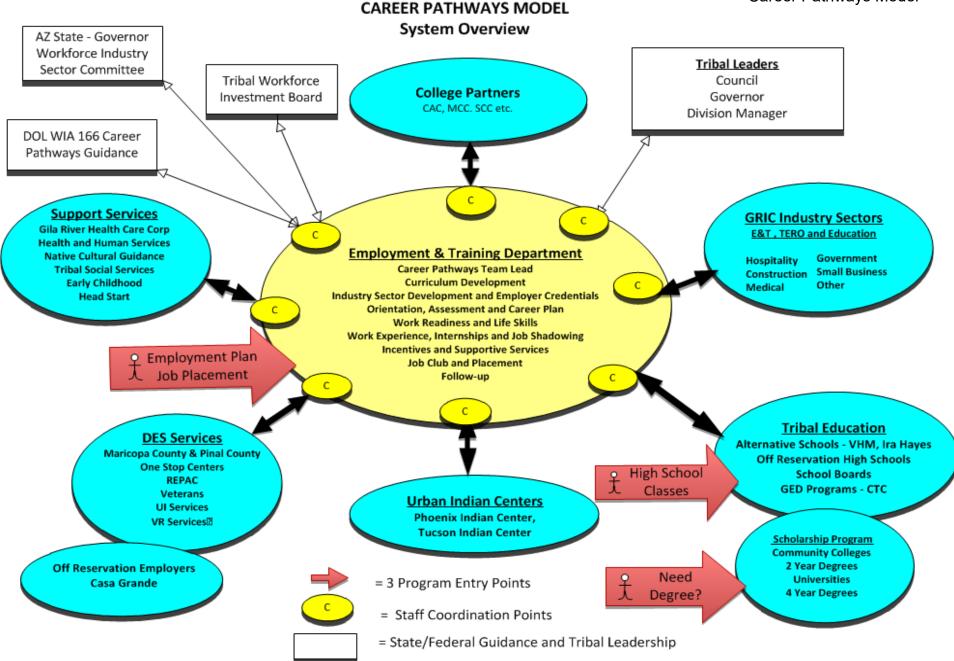
5) Identify Funding Needs/Sources 3) Clarify Roles and Responsibilities

4) Design **Programs**  GRIC 5 Industry Sectors



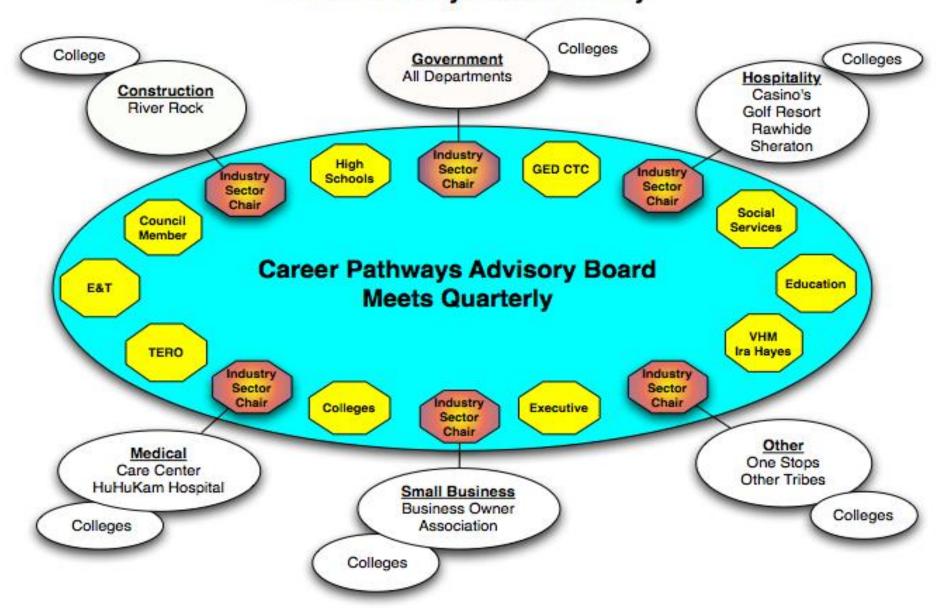
### 5 Industry Sectors:

- Medical Occupations –
   (3 years 485 jobs)
- Hospitality/Gaming (52% turnover)
- Construction/TERO 300
   Contractors
- Government 2,200
   employees Fire Department
- Small Business 35 GRIC



GILA RIVER INDIAN COMMUNITY

# Gila River Indian Community Career Pathways Sustainability



# 2019 Reserve Firefighter Apprentice Training Sessions

Length: 18 Months

Outcome: 5 Certificates

College Credits: 22

Occupation: Fire Fighter

Employer: Gila River Indian Community

HAZMAT
Certification
Fire Dept Staff
2 Months

Firefighter I
Firefighter II
11 College Credits
Mesa Community

4- Months

College

Firefighter
State Exam for
Certification

1 to 2 Months

Placement in the Reserves then hired through HR

5 Months

Certification (GRIC EMS)

CPR

3-Months

Colleges: Chandler Gilbert Community College

Basic

Wild Land

Certificate

40 hours

National

Mesa Community College

EMT Training
11 College Credits
Chandler/Gilbert

Gilbert Certification

**National** 

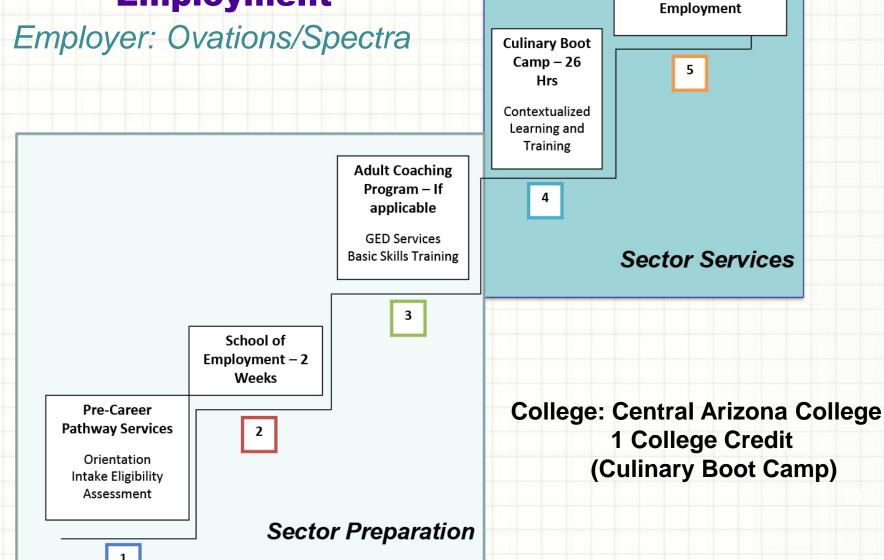
Registry

Testing

2 Months

**EMT** 

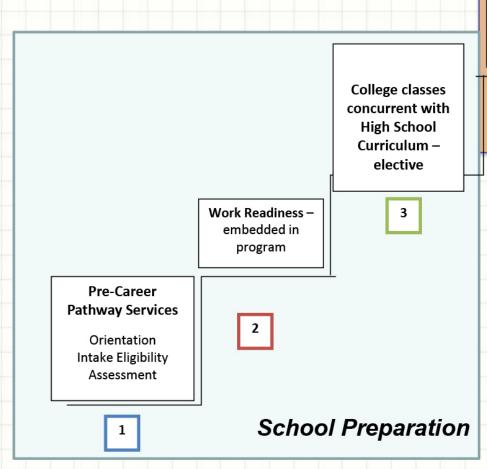
## Adult Hospitality Pre-Employment



3- 6 Month Work Experience

# Youth Hospitality – Senior High School Program

Employer: Ovations/Spectra



3 Month
Work
Experience

5

Sector Services

### **Dual Credits**:

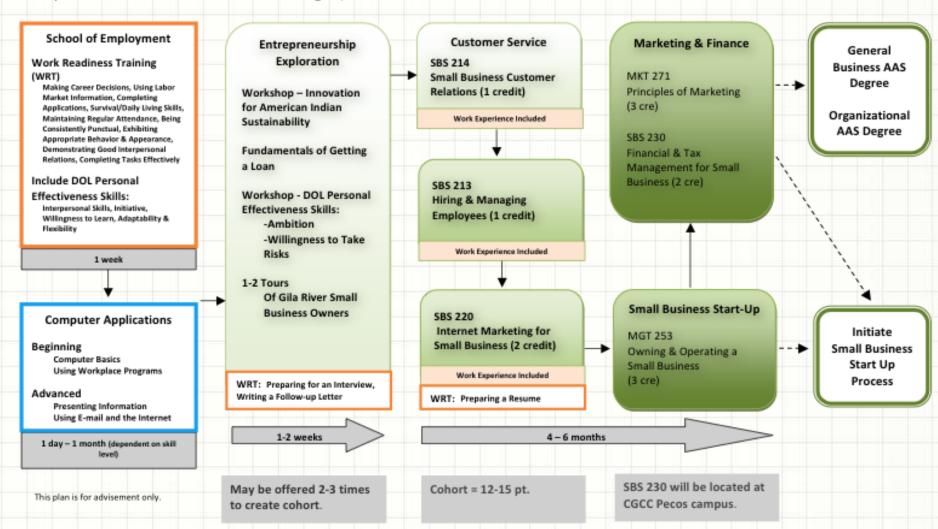
High School: 1 credit
College: 4 to 8 credits
Certificates: (2) Food
Handlers & Blood Born
Pathogens

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**

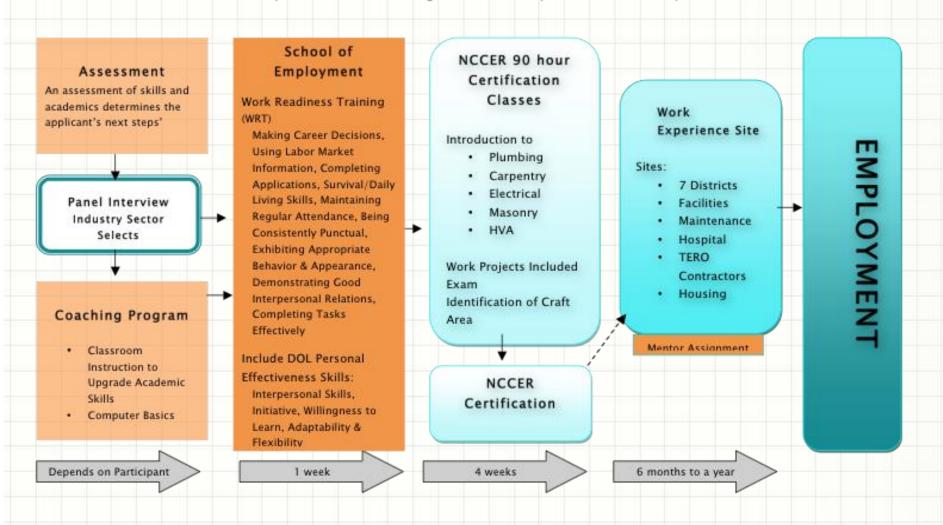
Pre-Apprenticeship Program

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.



### **Medical Sector**

#### **GRHC CORE**

- Mission & Vision
- Service Excellence
- HIPAA
- · Safety & Infection Prevention
- Professional Conduct
- CPR/First Aid
- Electronic Health Record

#### **ELIGIBILITY FOR Employment**

- Registration
- Reimbursement Specialist
- Benefits Coordinator
- Transportation

Driver

#### INTRODUCTION TO HEALTH **CARE**

- Health Care Law & **Ethics**
- Medical Terminology
- Introduction to Anatomy & Physiology

(6 College Credits)

#### **ELIGIBILITY FOR SPECIALTY TRAINING**

- Phlebotomist South Mountain Community College (7 College Credits)
- CNA Certification COMPLETION OF TRAINING = ELIGIBILITY FOR EMPLOYMENT

### Non – Clinical Track

**COMPLETION OF TRAINING = ELIGIBILITY FOR EMPLOYMENT** 

Level 1 Course Work

Certified Coder

### (On and Off Ramps)

(Educational Mentor)

### Level 1 **COURSE WORK**

Certified Medical Assistant (20 College Credits)

#### **MA Career** Ladder

- · Orthopedic Tech
- ED Tech
- Holter Monitor Tech

### **GRHC Clinical Track B (Specialty Curriculum)**

COMPLETION OF TRAINING = ELIGIBILITY FOR EMPLOYMENT

**GRHC Clinical Track A (CAC Curriculum)** COMPLETION AT EACH LEVEL = ELIGIBILITY FOR EMPLOYMENT

### Eligibility for Specialty Clinical Training

- Hemodialysis PCT (GenTec)
- · Ophthalmology Assistant Certificate (Maricopa Skills Center) (26 Credits)

HEALTH CARE

Colleges: South Mountain Community College Maricopa Skills Center