



# 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.

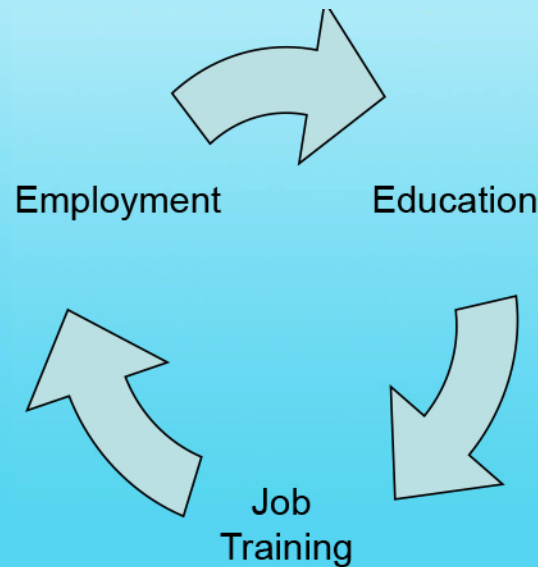
# Career Pathways is



- Aligned with skill needs of employers
- A full range 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
- Career advancement for employees
- Includes “on and off ramps”
- Leads to an industry recognized degree/credential of value in the GRIC labor market
- Stackable credentials leading to higher level credentials or degrees
- Academic & Career Counseling
- Wraparound support services
- Flexible work schedules & class times
- Use of technology



# Systematic Approach

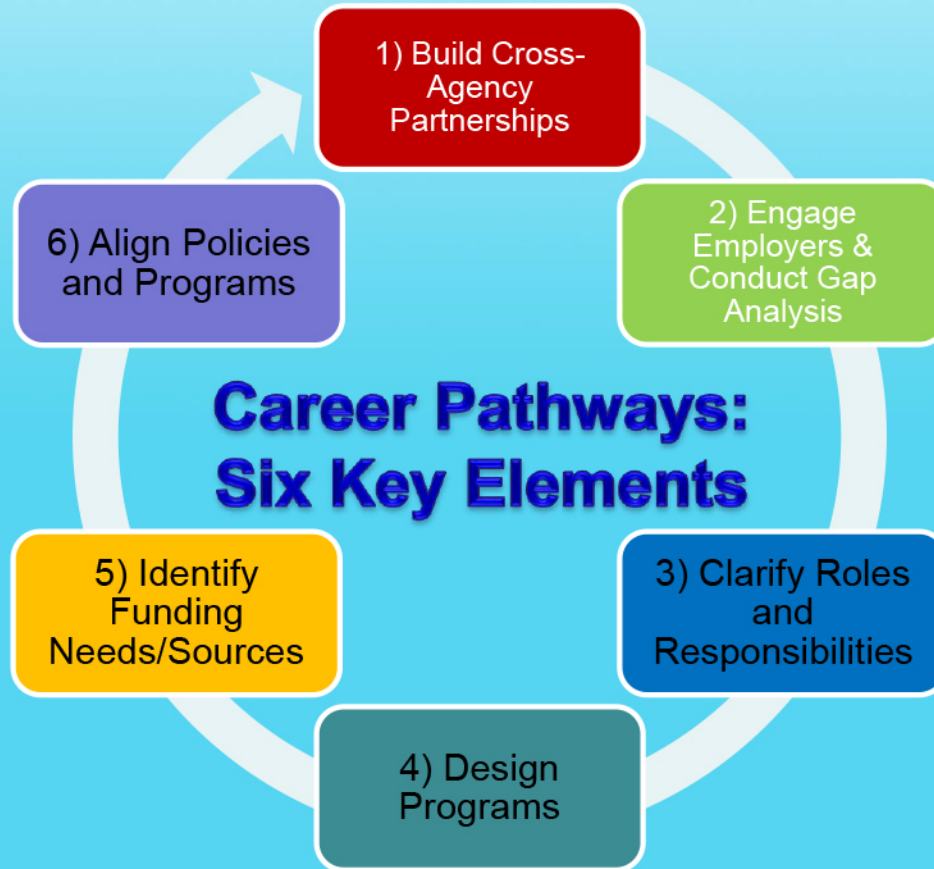


## Connects Job Training, Education, and Employment

1. **Job Training/Workforce**: convenes or coordinates the system
2. **Education**: partners with industry in the creation of credentials
3. **Employers**: 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)



# GRIC 5 Industry Sectors



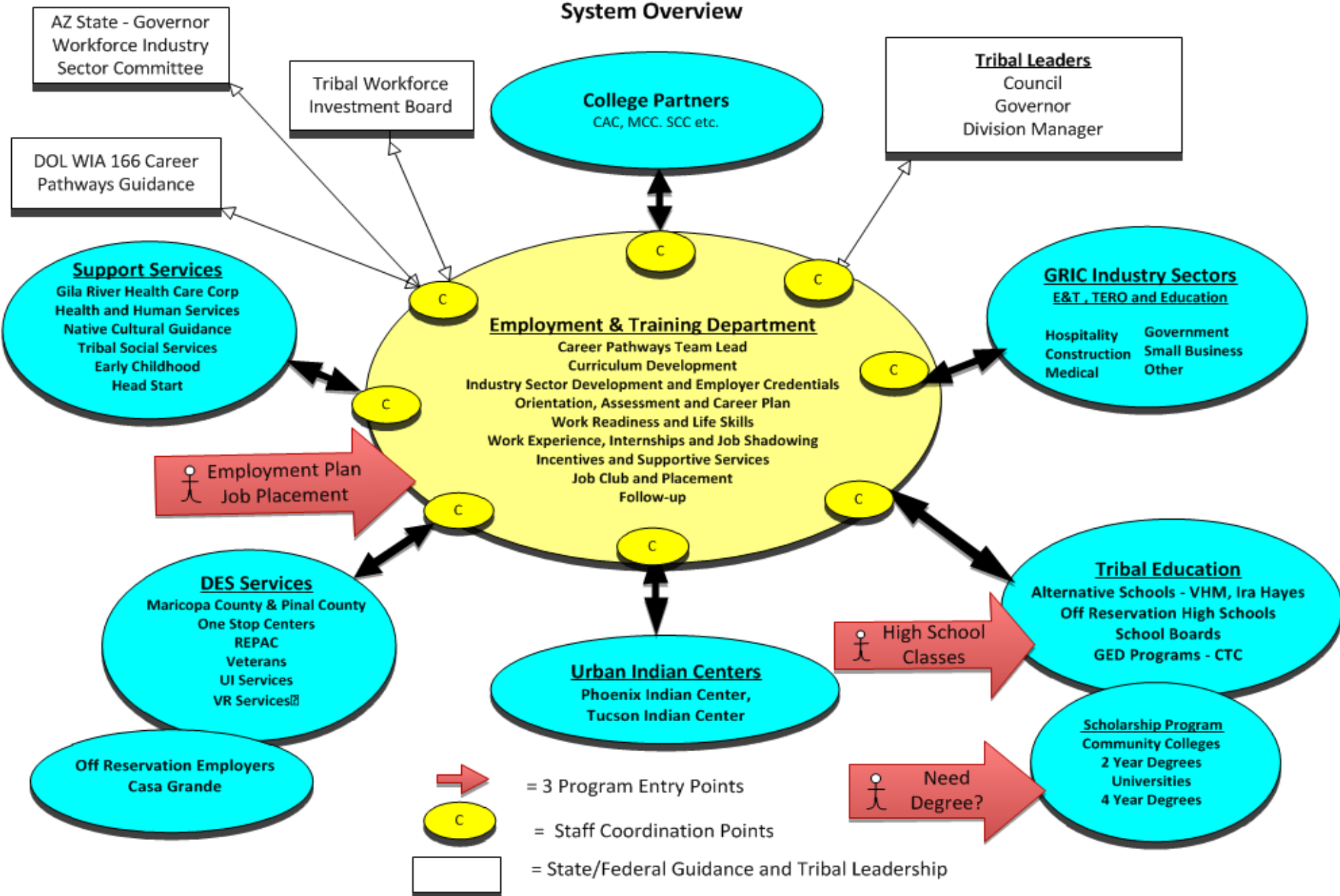
## 5 Industry Sectors:

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



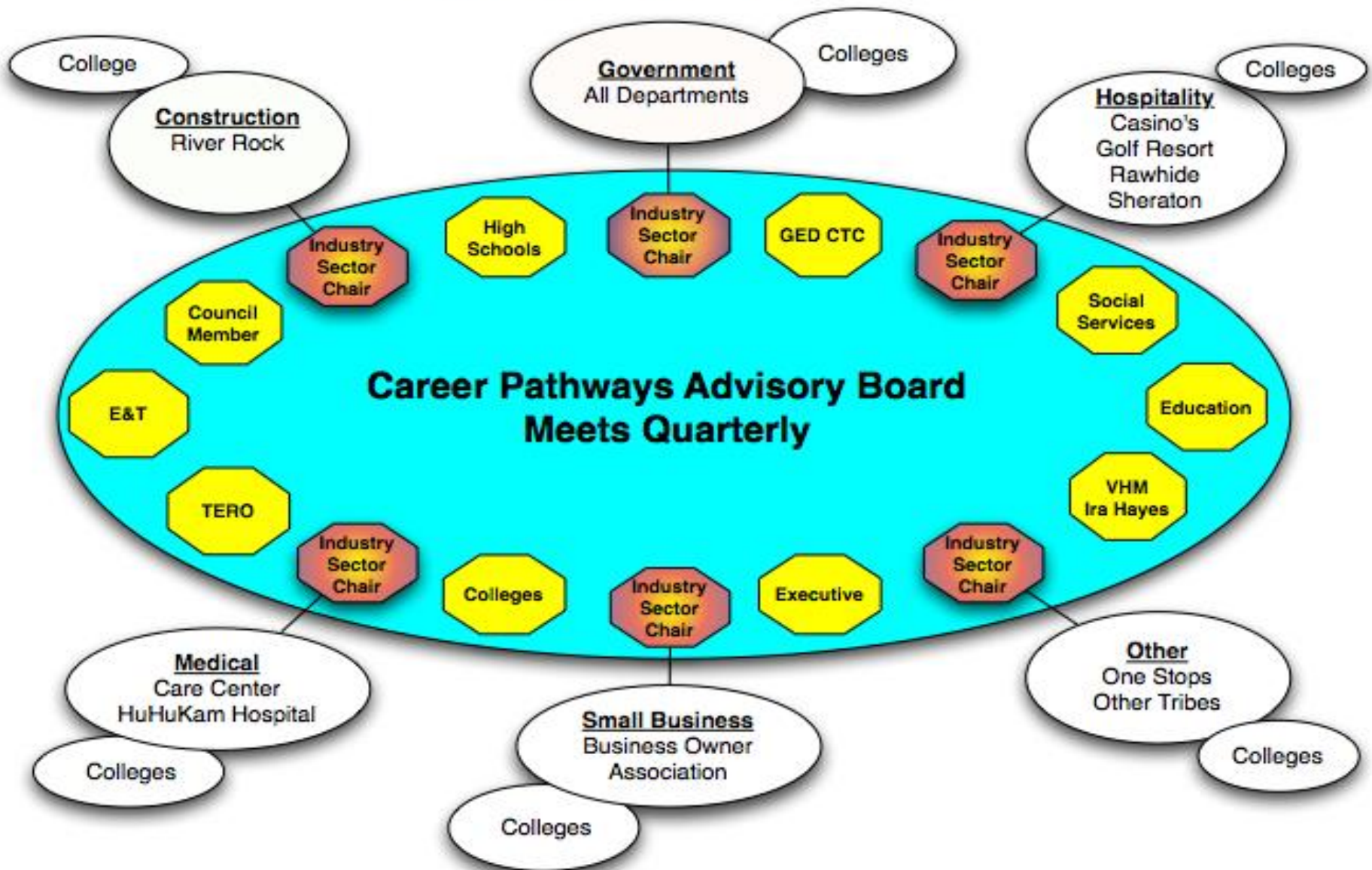
# GILA RIVER INDIAN COMMUNITY CAREER PATHWAYS MODEL System Overview

Career Pathways Model



# Gila River Indian Community Career Pathways Sustainability

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

CPR  
Certification  
(GRIC EMS)

3-Months

EMT Training  
11 College Credits  
Chandler/Gilbert

5 Months

National  
Registry  
EMT  
Testing  
Certification

2 Months

HAZMAT  
Certification  
Fire Dept Staff

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

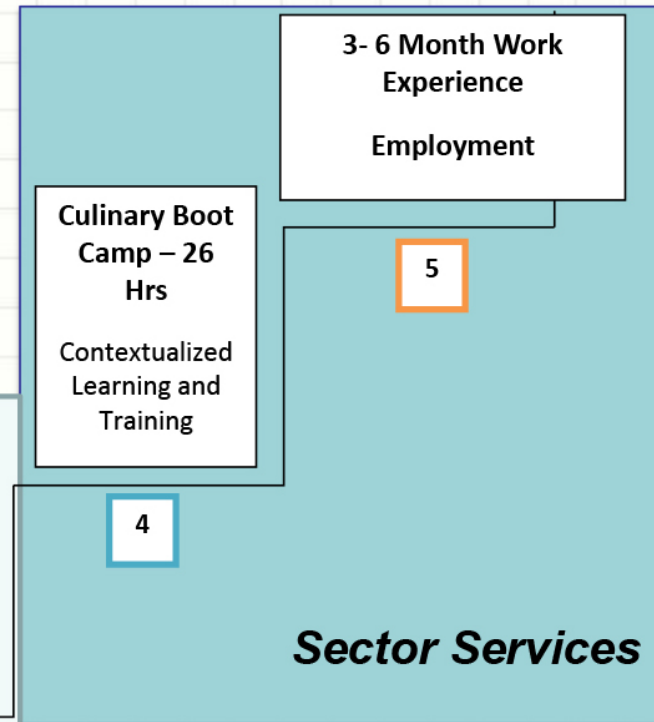
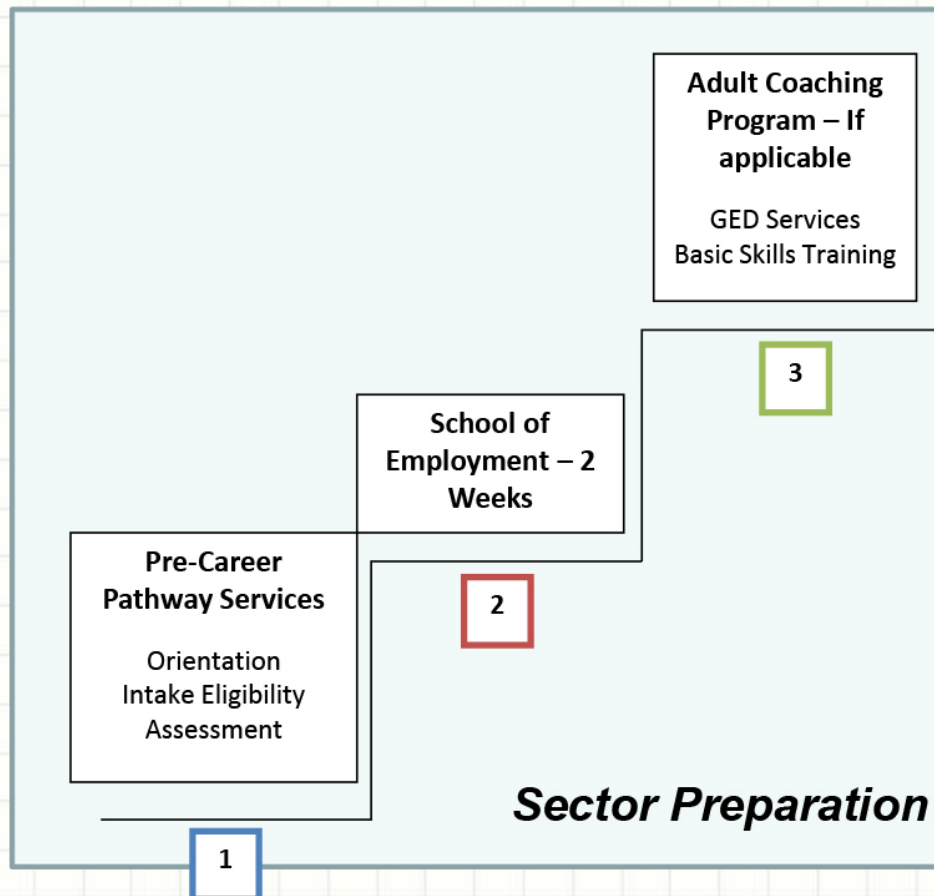
1 to 2 Months

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

Colleges: Chandler Gilbert Community College  
Mesa Community College

# Adult Hospitality Pre-Employment

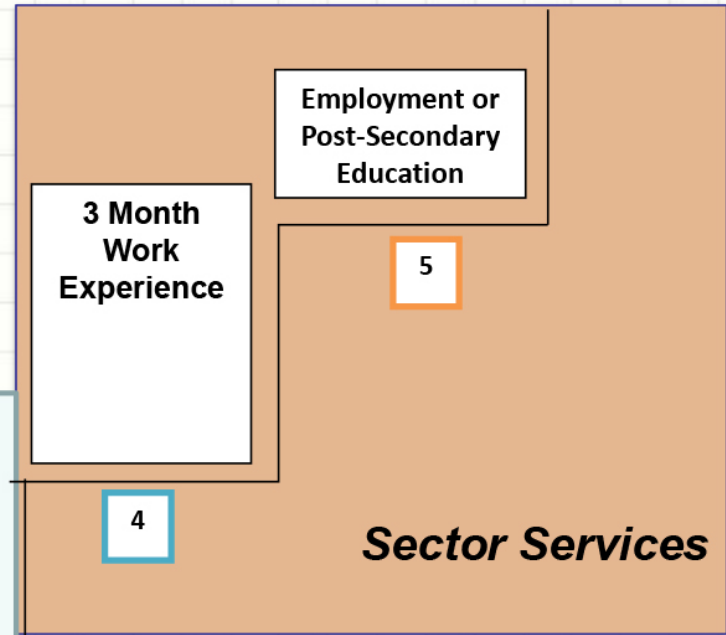
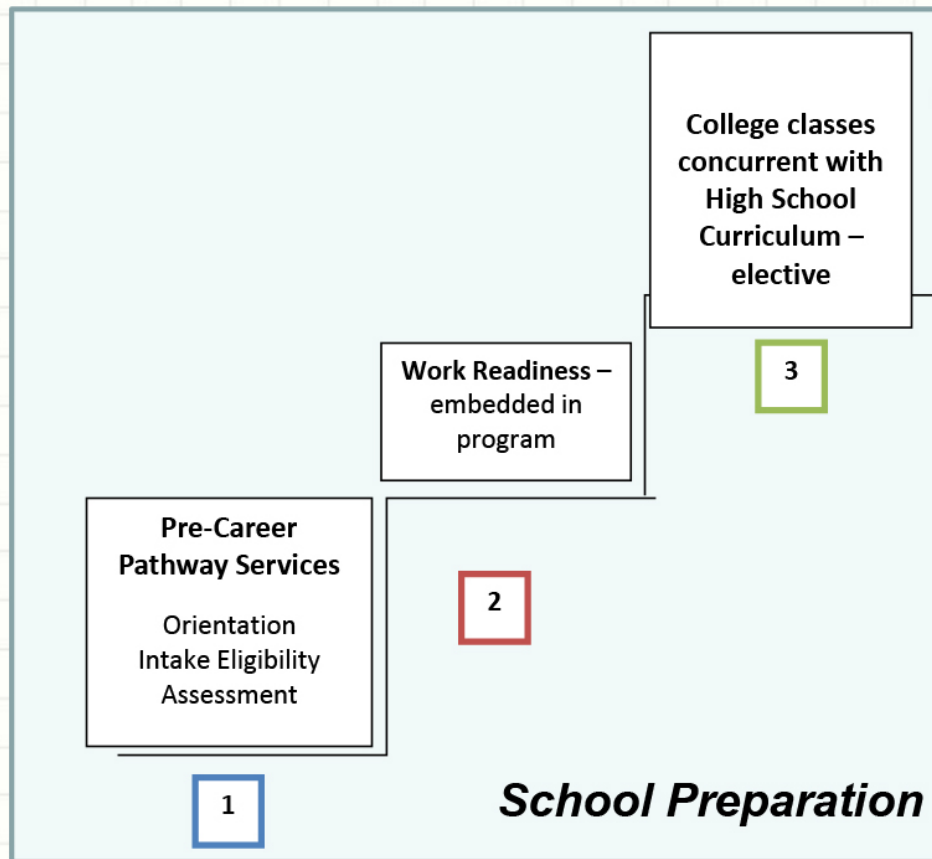
*Employer: Ovations/Spectra*



**College: Central Arizona College**  
**1 College Credit**  
**(Culinary Boot Camp)**

# Youth Hospitality – Senior High School Program

*Employer: Ovations/Spectra*



## **Dual Credits:**

High School: 1 credit

College: 4 to 8 credits

Certificates: (2) Food  
Handlers & Blood Born  
Pathogens

**High School:** Ira Hayes High School

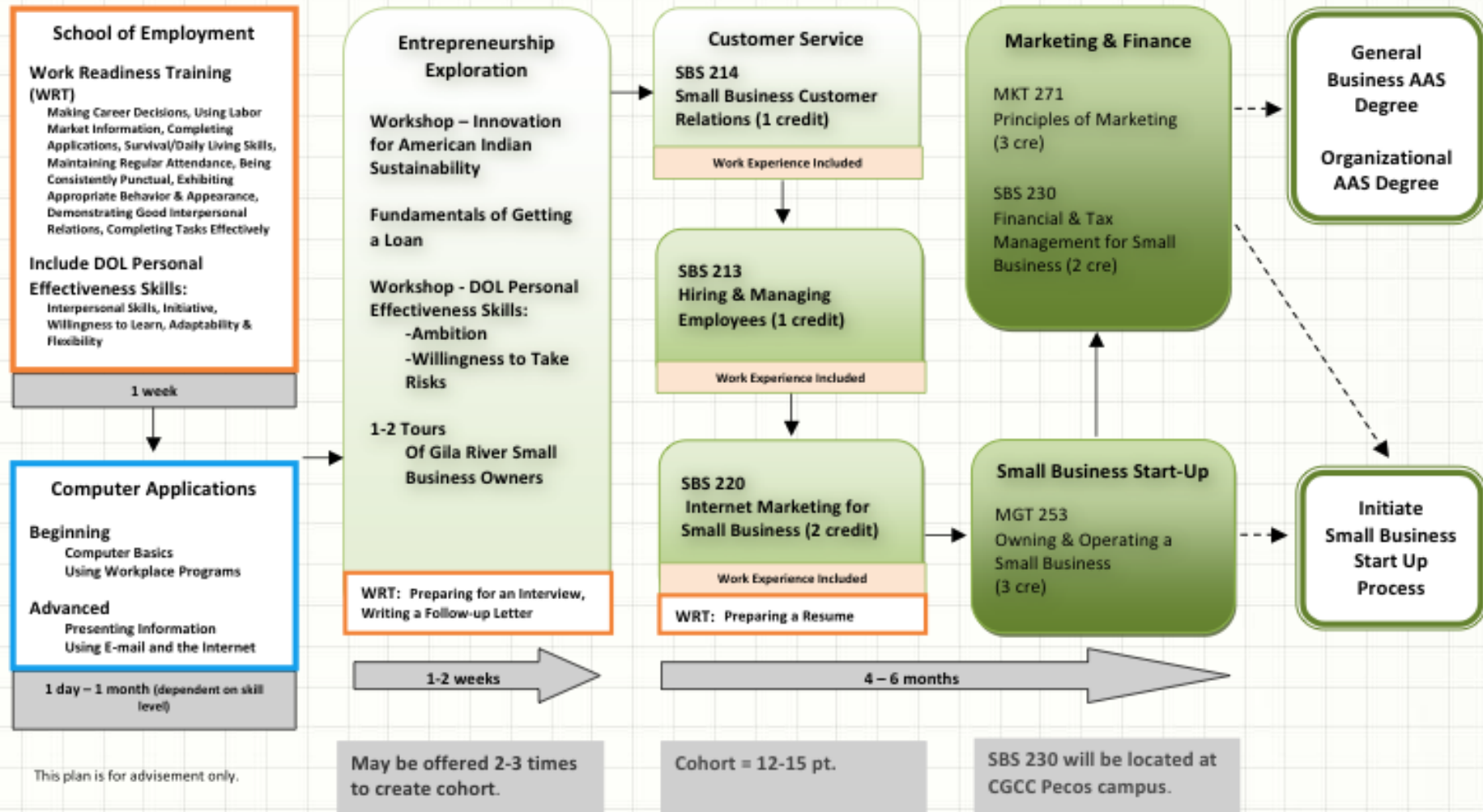
**College:** South Mountain  
Community College



# 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

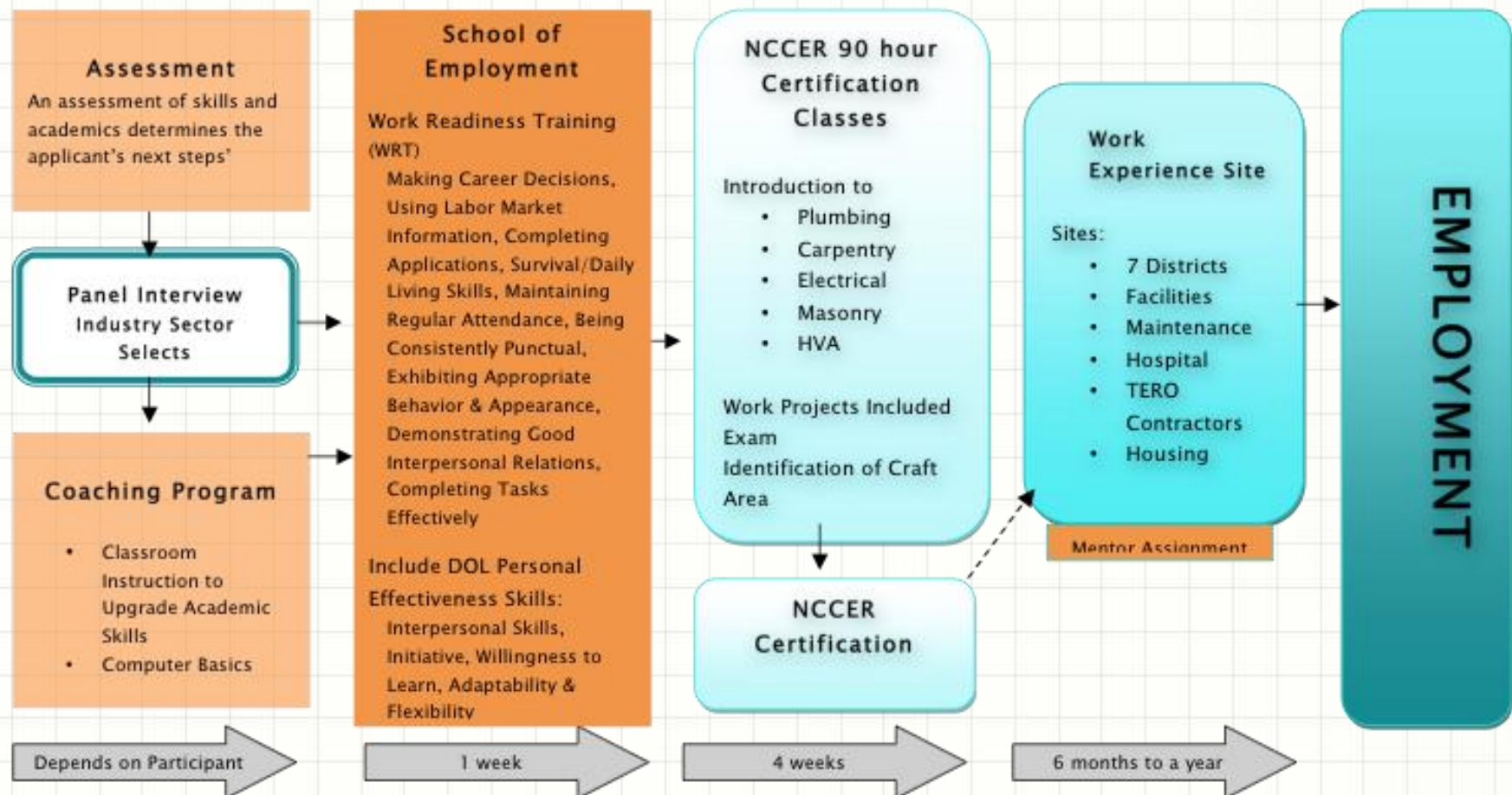
## Pre-Apprenticeship Program

90 hour Core Curriculum

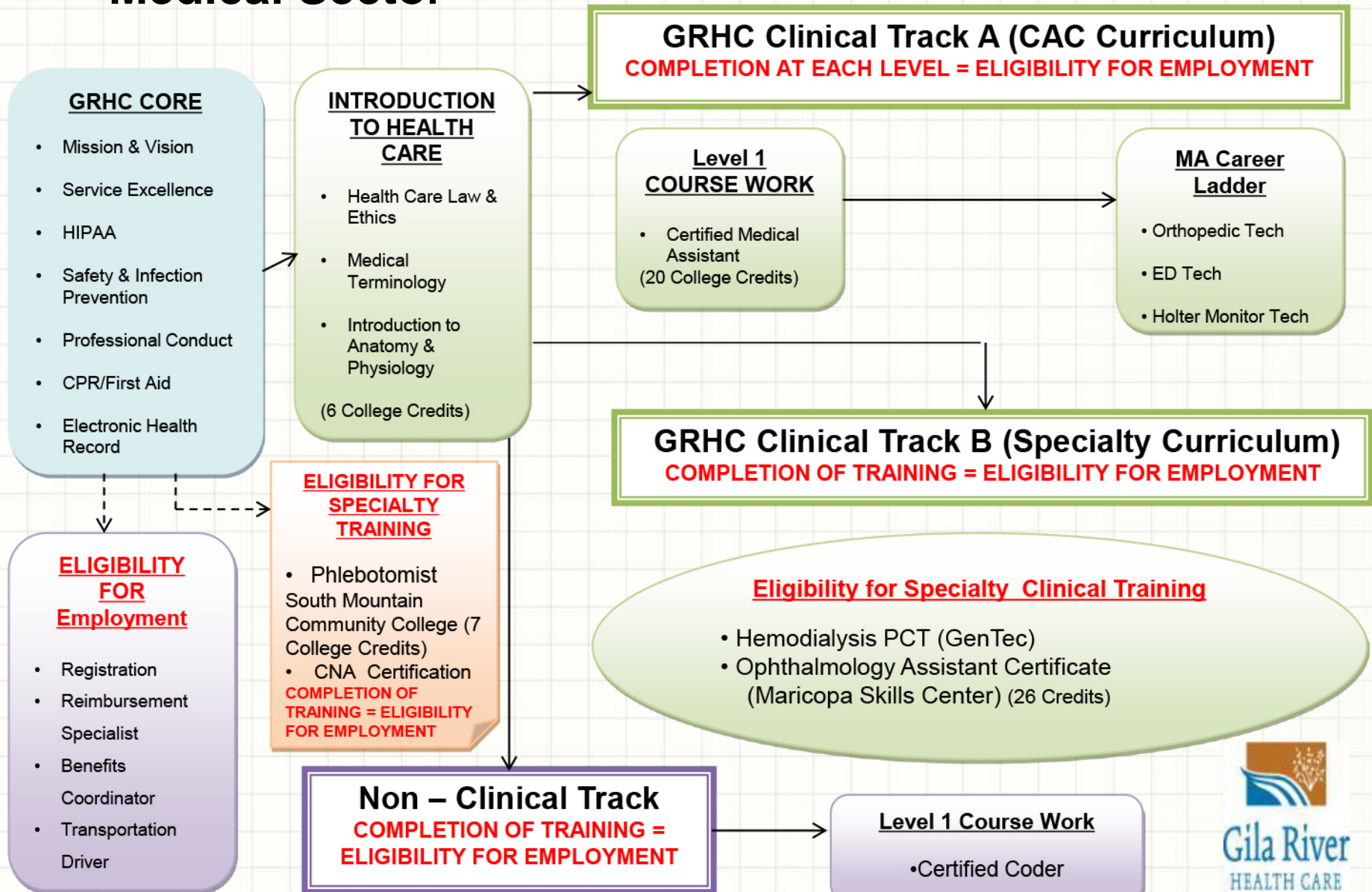
National Center for Construction Education and Research (NCCER)

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



Colleges: South Mountain Community College  
Maricopa Skills Center

(On and Off Ramps)

(Educational Mentor)