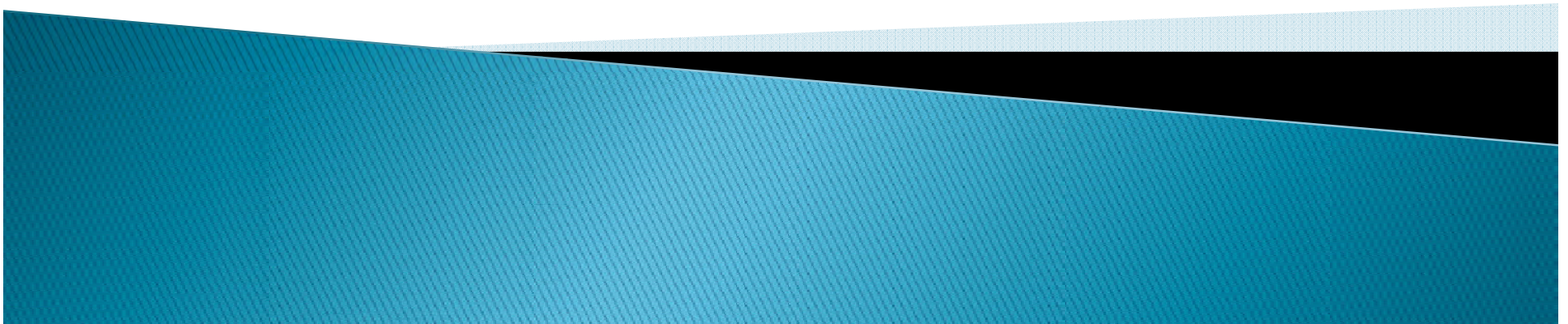


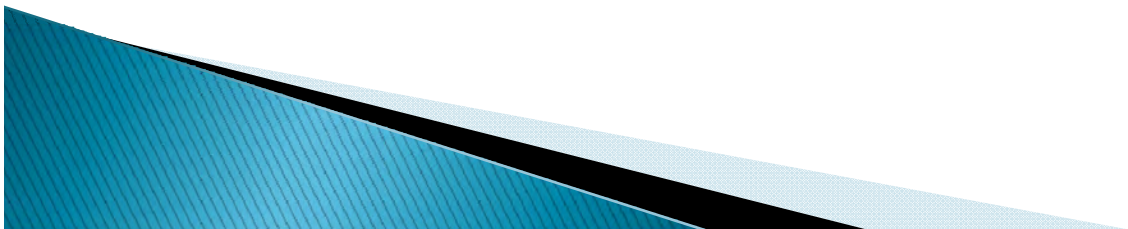
# Career Pathways, Career Coaching, Career Case Management, Credentialing and Distinct Educational Pathways

## Operational Definitions



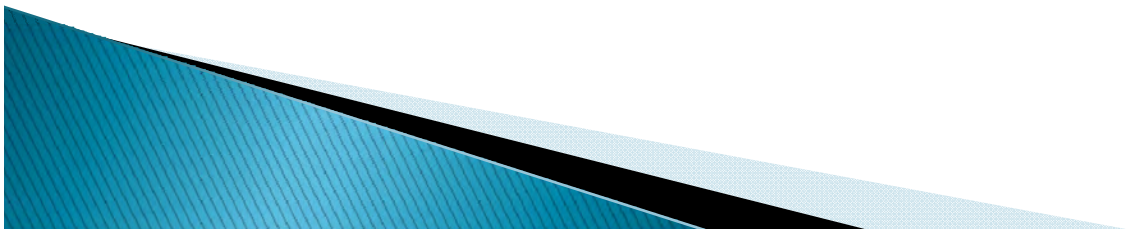
# Purpose

- ▶ To introduce common language for sharing concepts about sector based pathways;
- ▶ To identify new skill sets required by counselors/agencies for utilizing career pathways;
- ▶ To facilitate sharing among agencies of what the practical implementation of the theory will look like on the ground level



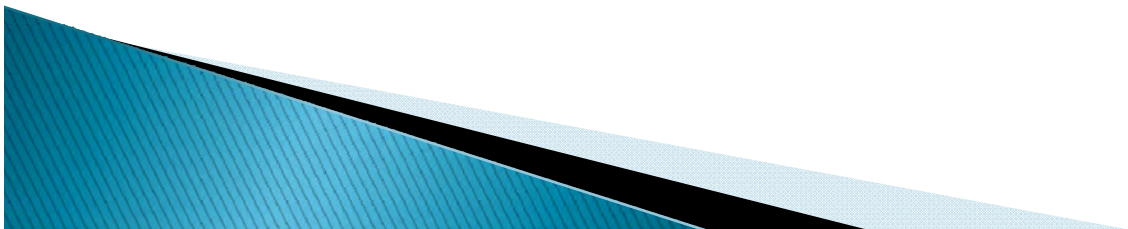
# Objectives

- ▶ Describe the distinction between career coaching, career planning, and career counseling
- ▶ Identify one key principle of career case management
- ▶ Describe how RFP requirement for distinct educational pathway compliments (or is complemented by) the career pathway system
- ▶ State the number of US jobs requiring some post secondary education and training by 2020



# Objectives

- ▶ State the National Governor's Association solution requirement for the skills mismatch, stagnant job growth, and decline in the international skills race problem
- ▶ Name the five career pathway system components illustrated in the National Governors conference slide
- ▶ Name the four key elements of Career Pathway Program



# Expectation



- Share the power point presentation and learning's with the front line teams; ensure that front line teams deliver services using the common definitions discussed today

# Operational Definitions

»» Bruce Casselton

# Career Planning, Coaching and Counseling

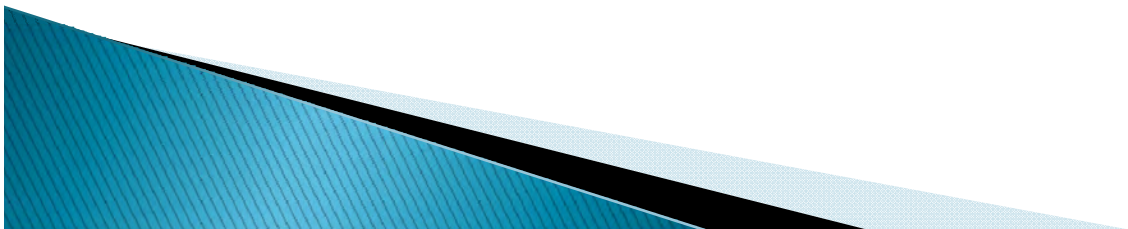
- ▶ Planning
  - Listening
  - Building on participant's self-defined needs and solutions
  - Strength based
  - LMI
- ▶ Coaching
  - Participant is expert in own life
  - Support participant's inspiration
- ▶ Counseling
  - Counselor is subject matter expert
  - More direct to certain destinations on pathway





# Career Case Management

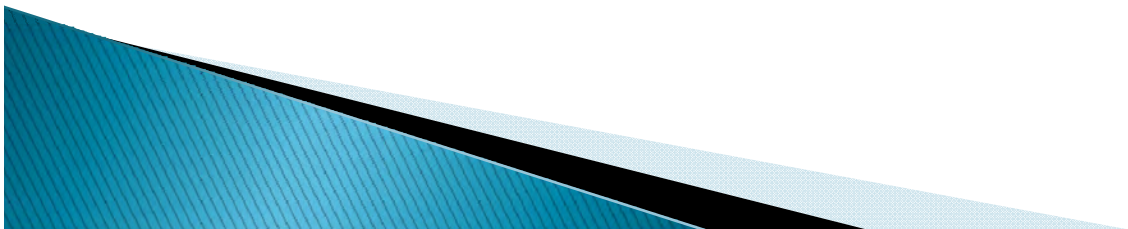
- ▶ Touched – on regular basis
- ▶ Monitoring
- ▶ Urgency
- ▶ Service focused
- ▶ Outcomes follow





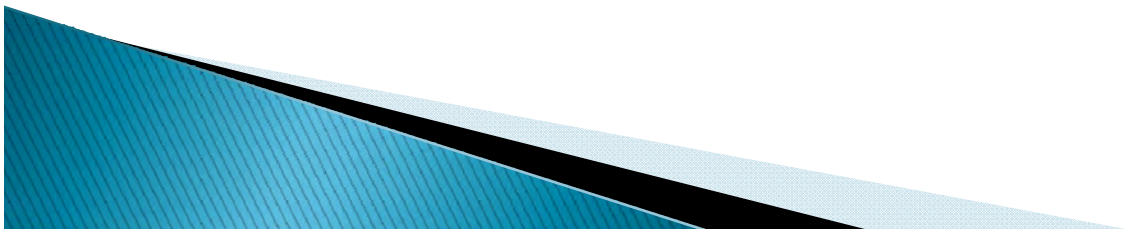
# Distinct Educational Pathways

- ▶ About increased education for participants
- ▶ Offering those pathways to ready participant
- ▶ Determining where further education makes the difference for the participant
- ▶ Not about increasing education hours
- ▶ Intention and action for:
  - Participants without GED or High School Diploma
  - Participants with GED or HS Diploma but no post secondary
  - Participants with some post-secondary ed, etc.
- ▶ Understanding the walls we face



# Credentials and Certificates

- ▶ Credentials and Certificates as important milestones
- ▶ WIA approved training programs and credentials
- ▶ Stackable credential
- ▶ Self-marketing credential





The Leading Edge:  
Sector-Based Career Pathways



# Sector-Based Career Pathway

## The Leading Edge: Sector-Based Career Pathways

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November 7, 2013

Career Pathways Forum  
St. Paul, Minnesota

Garrett Groves & Vickie Choitz



# New Realities

## New Realities

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



- I. There is increasing debate about a **skills mismatch** and **stagnant job growth** in our economy.
- II. The United States is **losing the international skills race**.
- III. The **solution requires increased alignment** and collaboration between education, workforce & economic development

# New Realities: Skills Mismatch

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



Even as the country experiences an unemployment rate of over 7 percent, **companies consistently report that they cannot find the employees they need** to fill certain jobs.

*Source: ManpowerGroup, 2012*

# New Realities: Skills Mismatch

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



A third of employers **never communicate with education institutions.**

*Source: McKinsey Global Institute, 2013*



# New Realities: Skills Mismatch

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



A third of **education institutions can't estimate their job placement rates**; those that can often overestimate it.

*Source: McKinsey Global Institute, 2013*

# New Realities: Skills Mismatch



## EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

By 2020, nearly two out of every three U.S. jobs will require some postsecondary education and training.



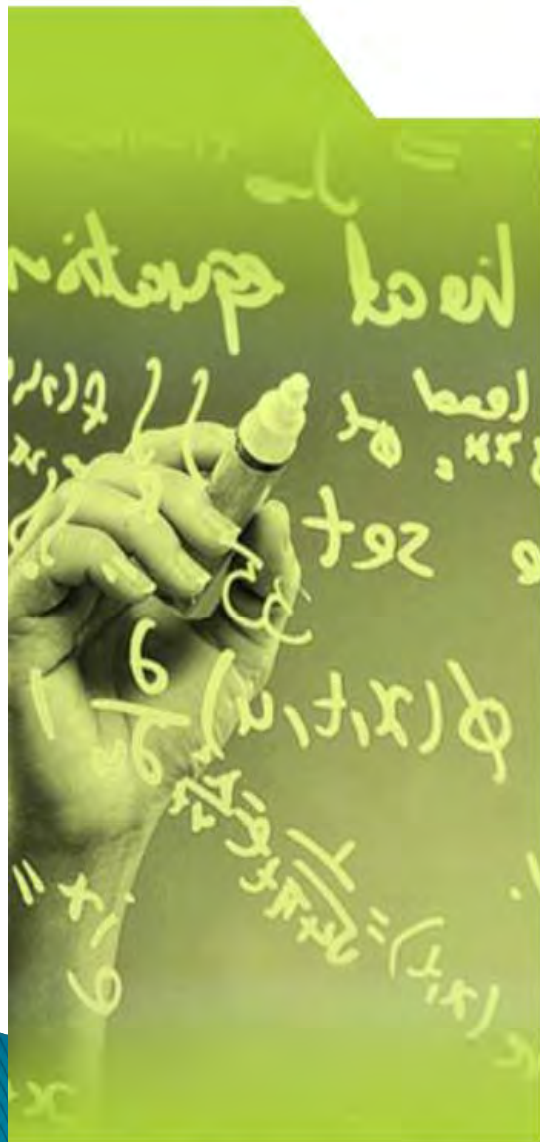
Source: Georgetown Center on Education and the Workforce,  
"Career and Technical Education: Five Ways That Pay Along the Way to the B.A."





# Skilled for Life?

KEY FINDINGS FROM THE SURVEY OF ADULT SKILLS



# Survey of Adult Skills in brief



166 thousand adults...

Representing 724 million 16-65 year-olds in 24 countries/economies, including 5,010 Americans

Took an internationally agreed assessment...

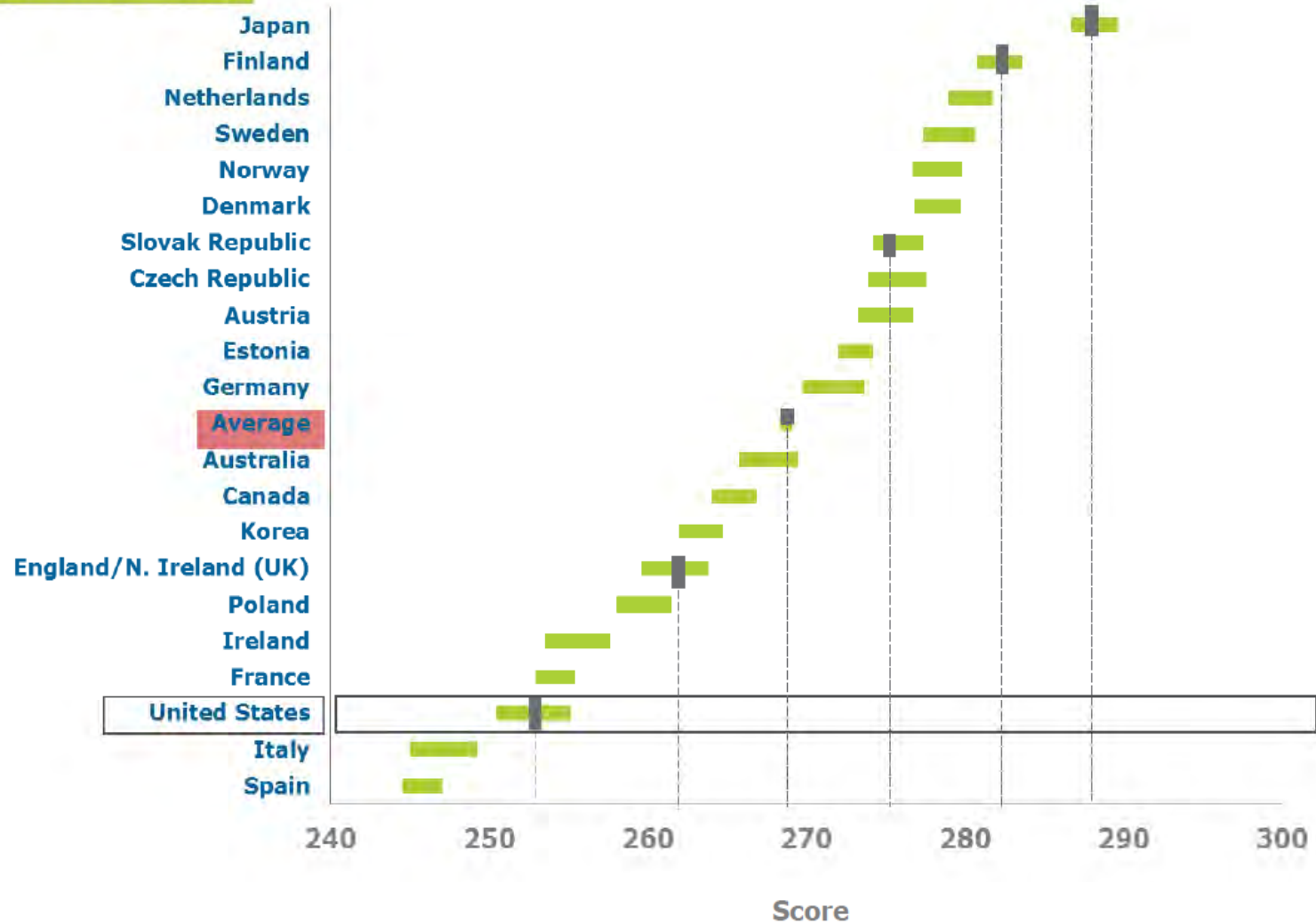


in literacy, numeracy and problem solving in technology-rich environments.



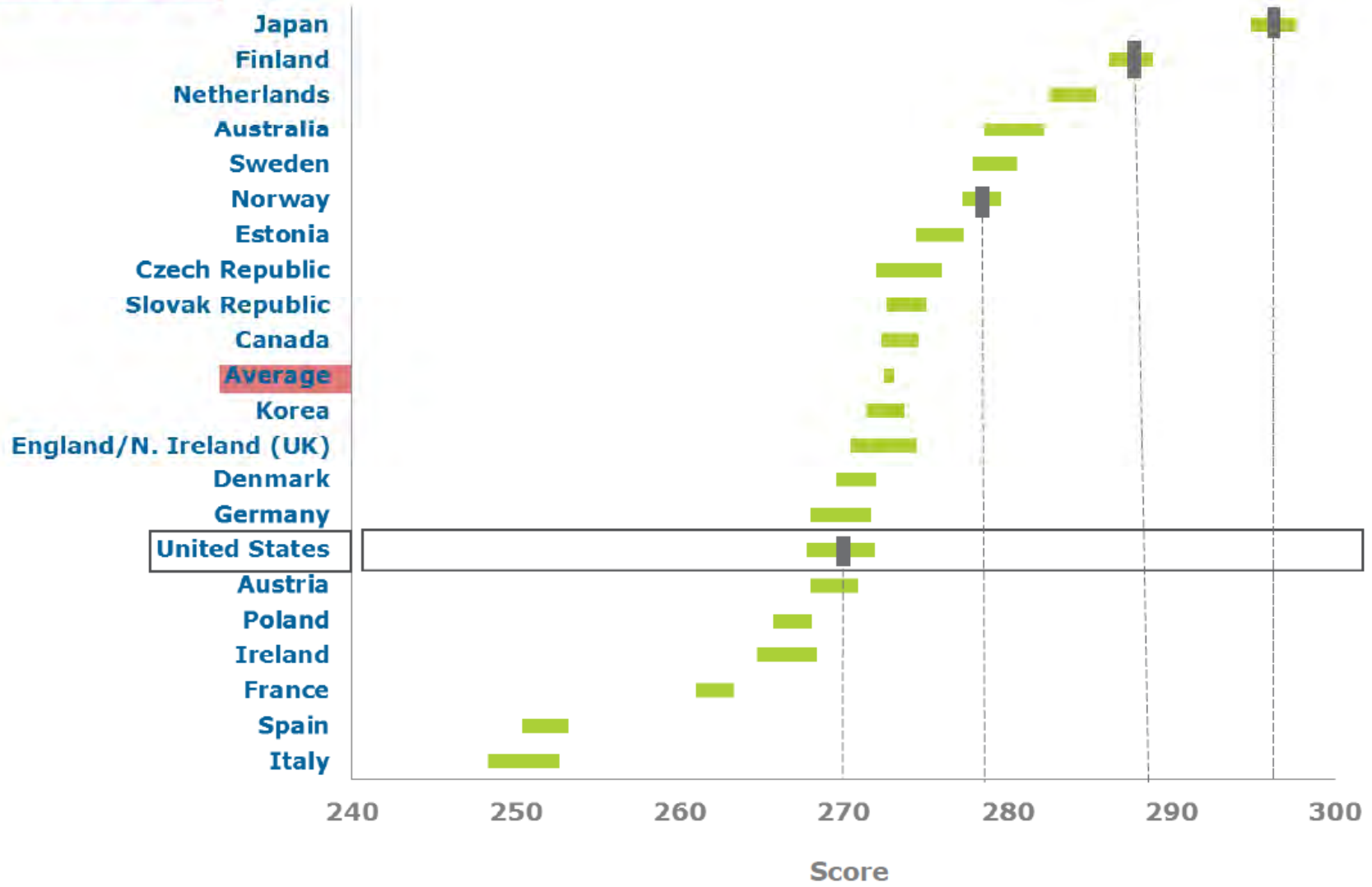
# Skills of adults

## Numeracy



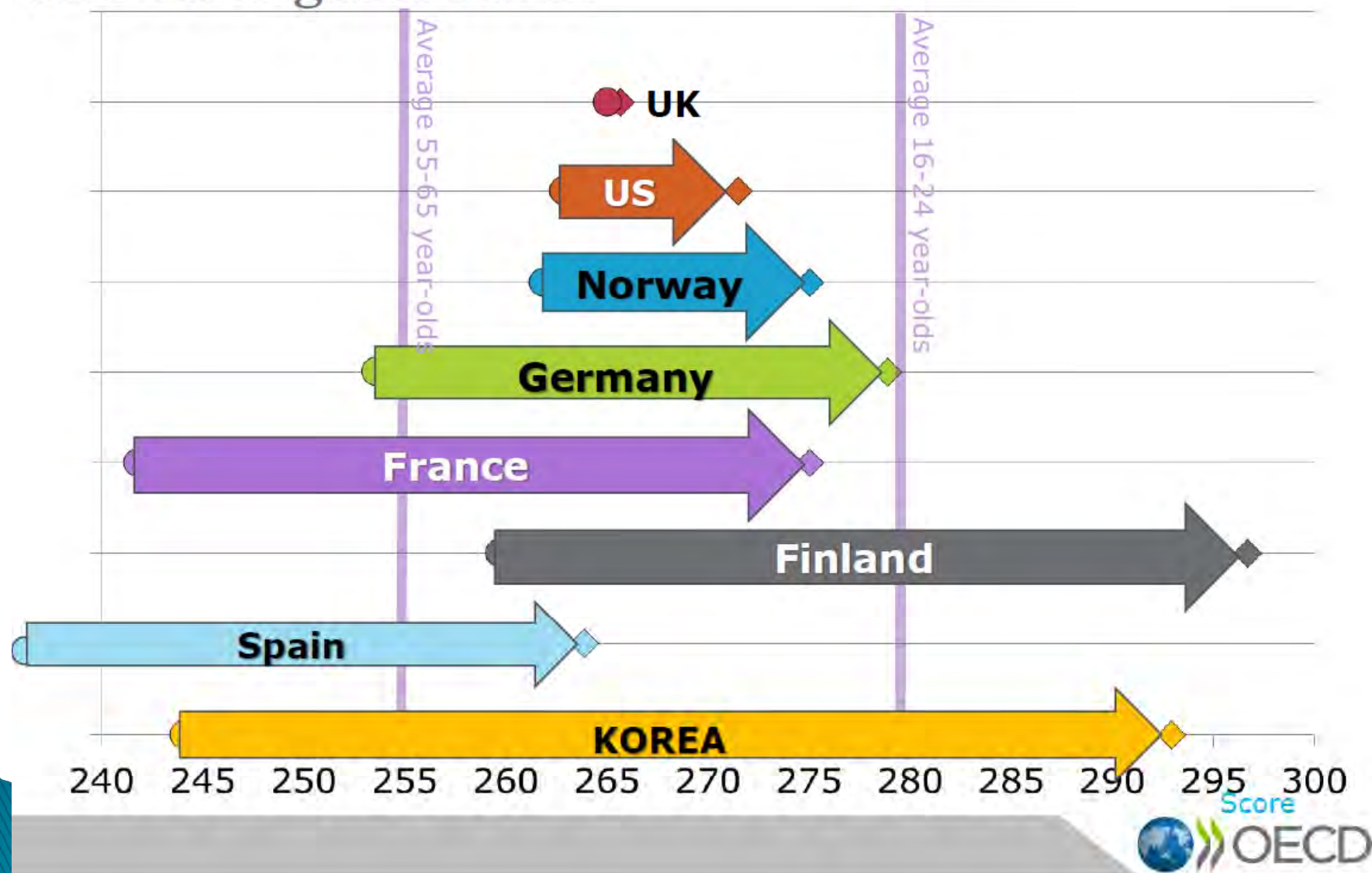
# Skills of adults

## Literacy





# Literacy skills in younger and older generations





# Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



- I. Education
- II. Workforce Development
- III. Economic Development



# Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



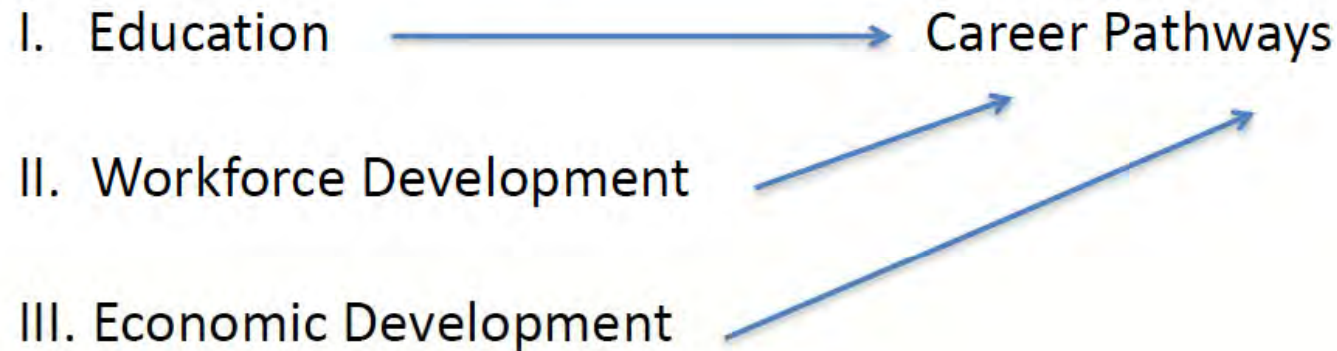
I. Education → Train & Pray

II. Workforce Development

III. Economic Development

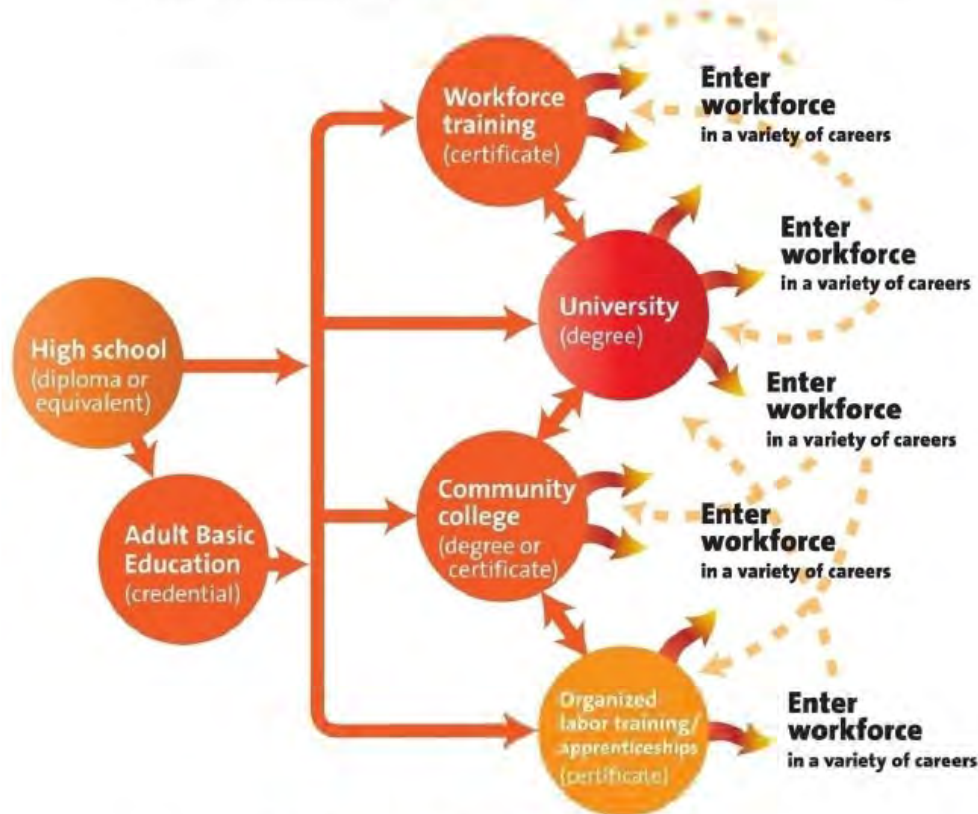
# Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



## Career Pathways

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to job seekers. Today's education and training programs include online and in-person opportunities.



After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.



# Sector Strategies Coming of Age:



## EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

### I. Education

### II. Workforce Development

### III. Economic Development → Business Attraction (Tax Breaks for Big Firms)



# Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



I. Education

II. Workforce Development

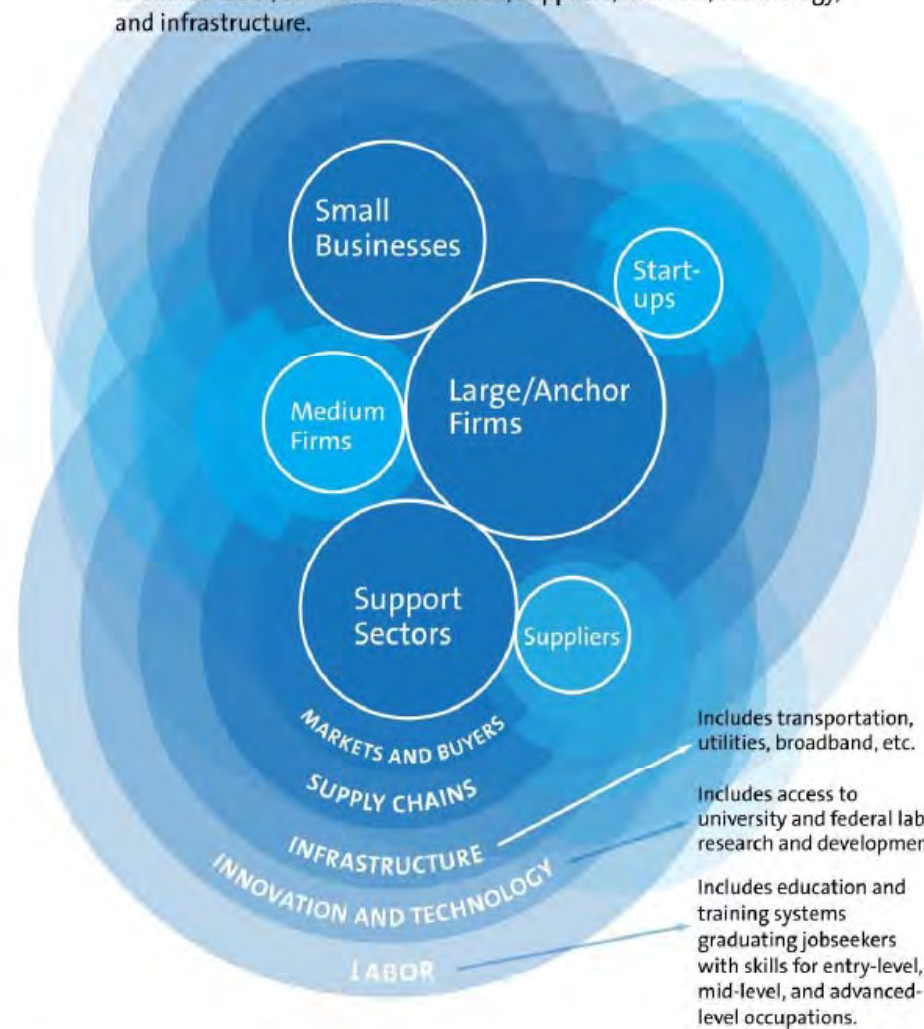
III. Economic Development

Industry Clusters



## Industry Cluster

An industry cluster consists of large and small firms in a single industry. Firms in industry clusters benefit from synergies of association related to shared labor, sources of innovation, suppliers, markets, technology, and infrastructure.





# Sector Strategies Coming of Age:

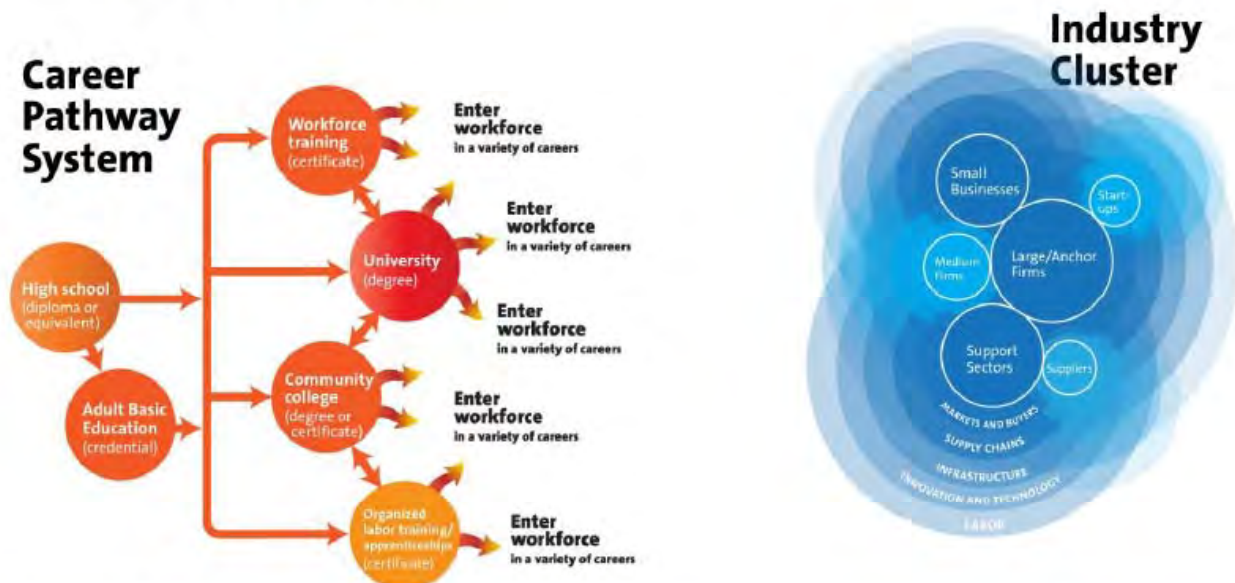
## EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



I. Education

II. Workforce Development → Labor Exchange

III. Economic Development



# Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

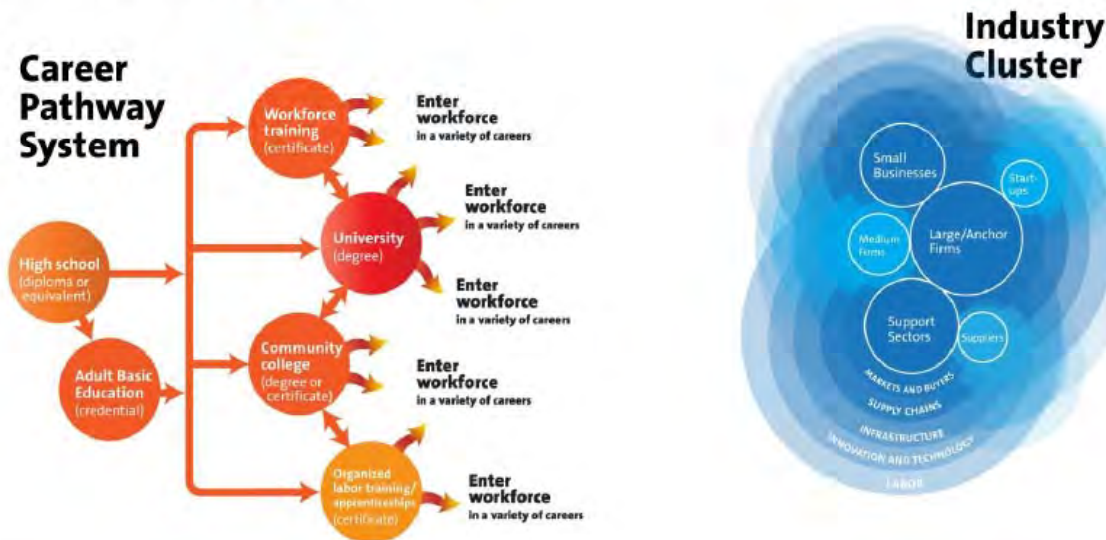


I. Education

II. Workforce Development

III. Economic Development

Sector Partnerships

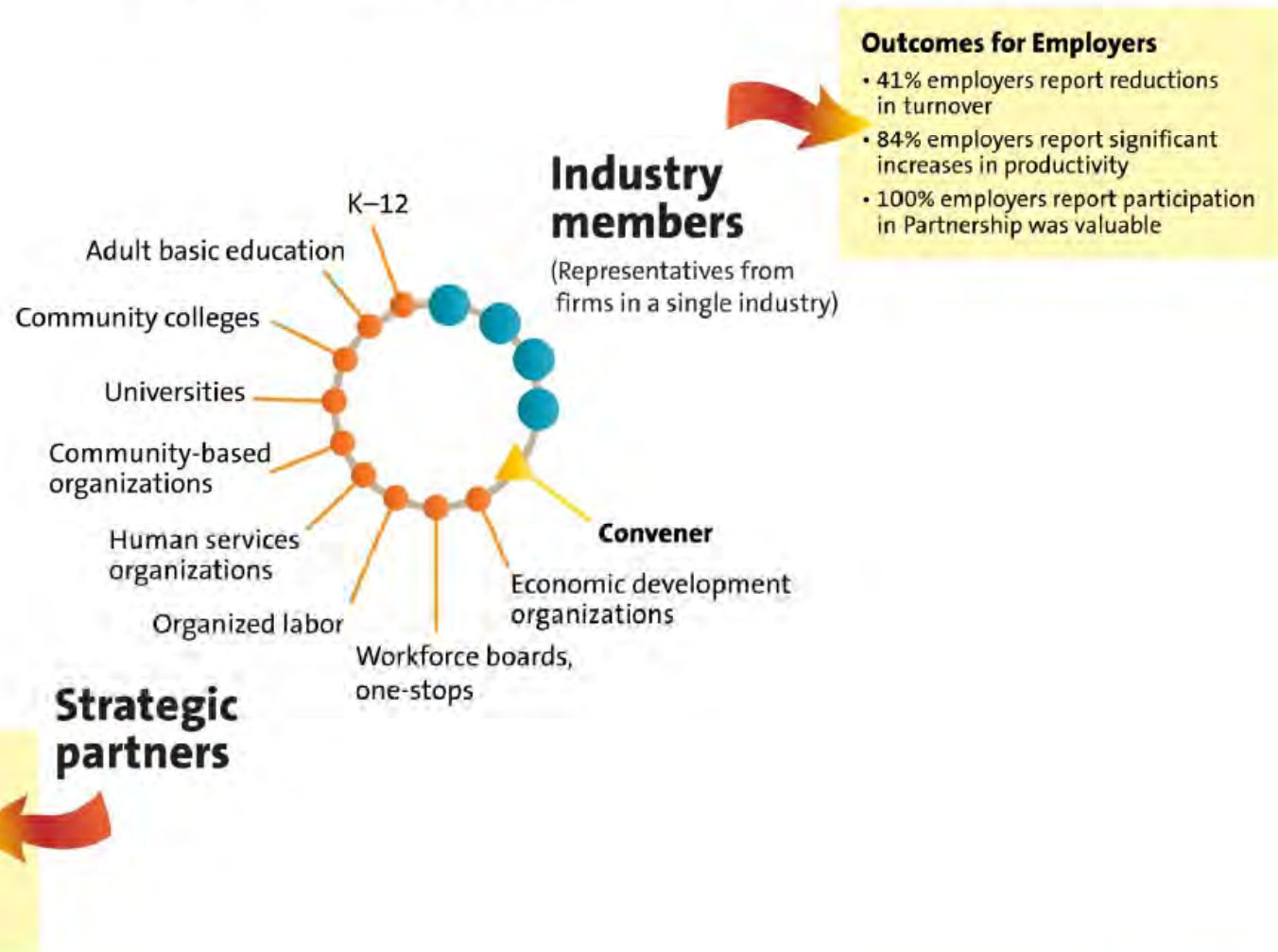


NATIONAL GOVERNORS ASSOCIATION

Designs by THE WOOLSEY GROUP

# Sector Partnership

The partnership addresses common needs of employers and generates coordinated solutions that benefit workers.





# Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



## Sector Partnership

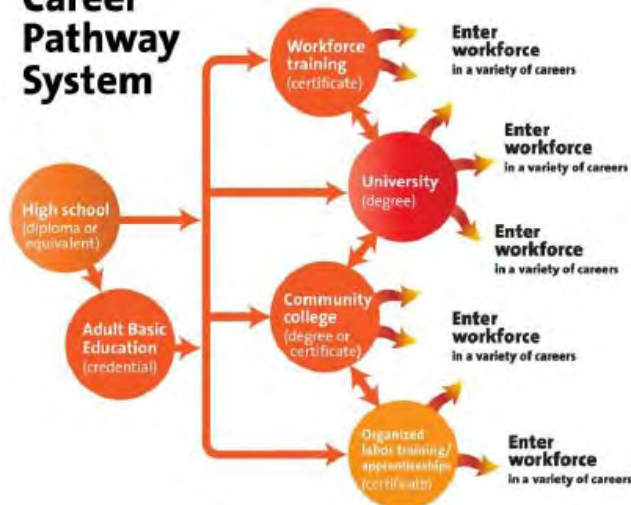


I. Education → Career Pathways

II. Workforce Development → Sector Partnerships

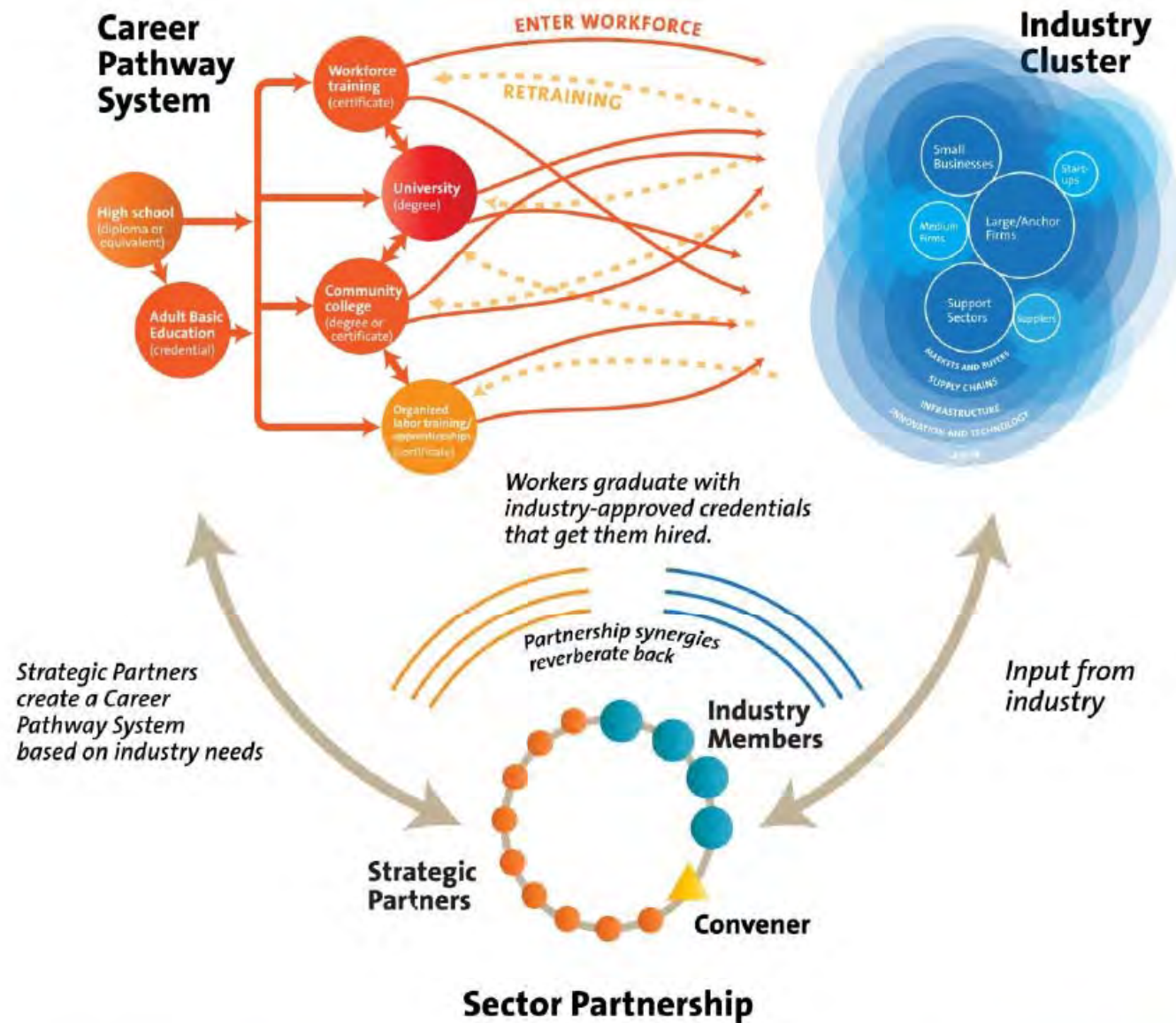
III. Economic Development → Industry Clusters

### Career Pathway System



### Industry Cluster



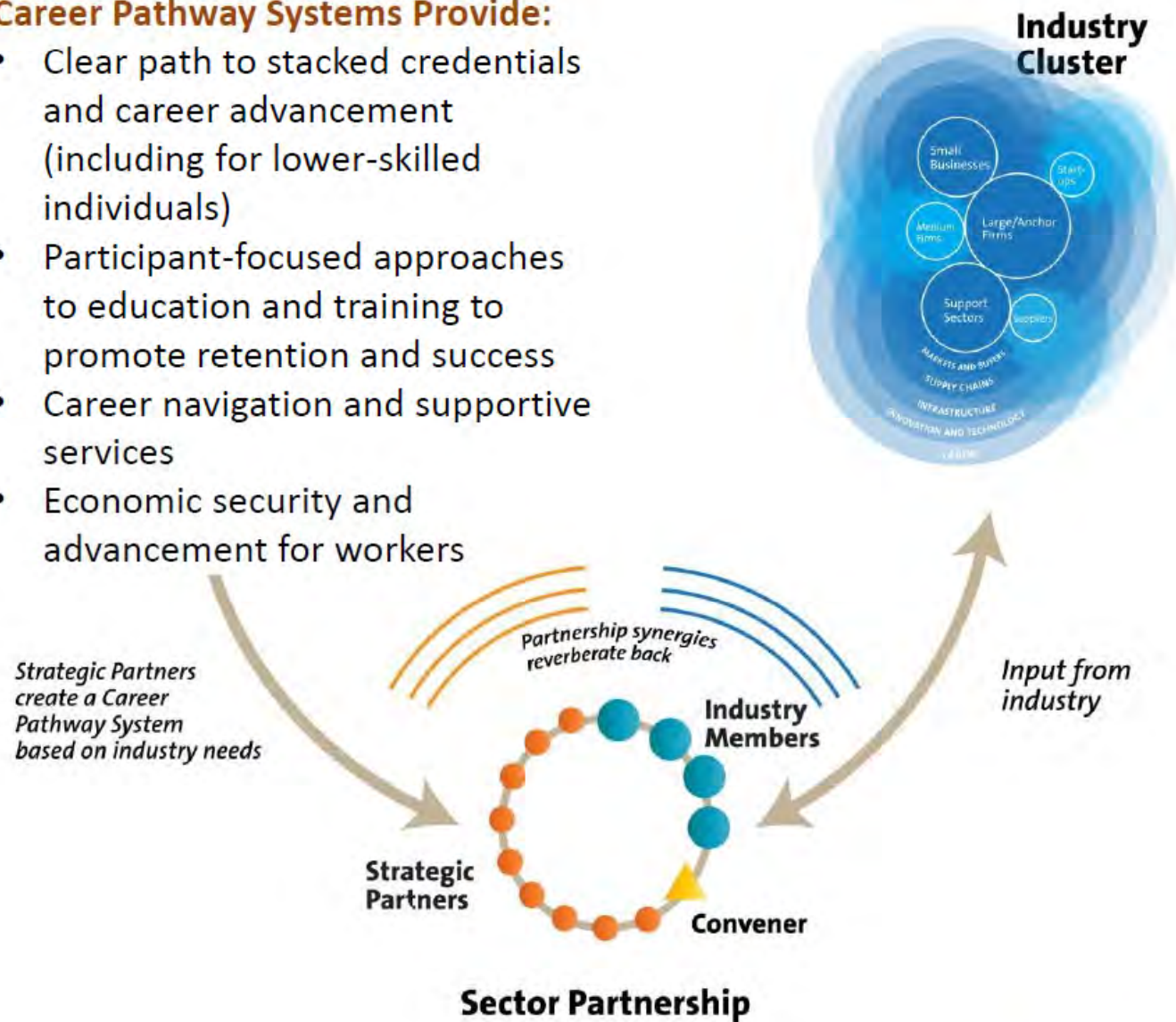




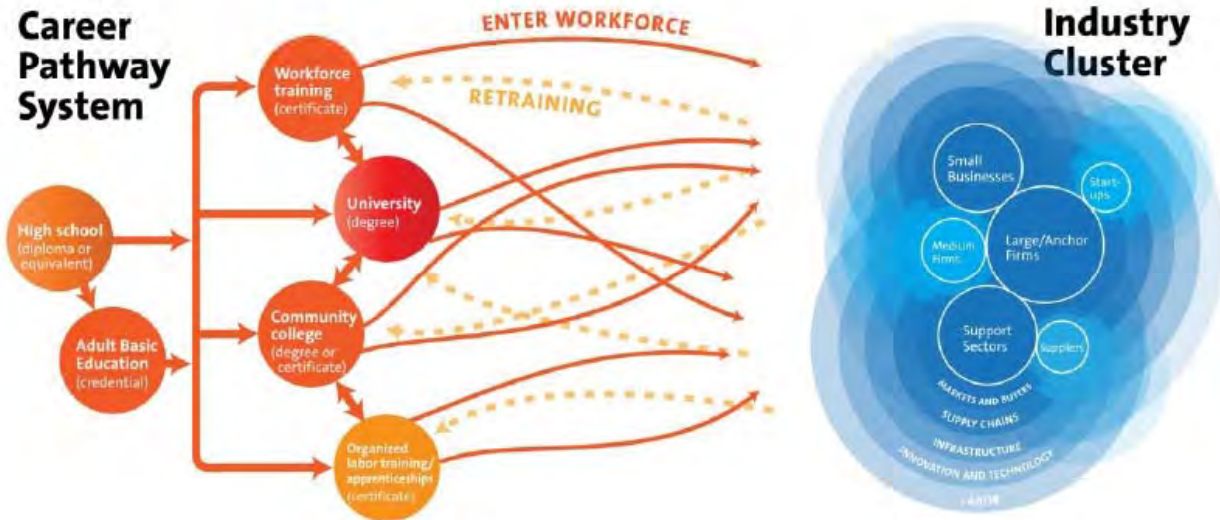


### Career Pathway Systems Provide:

- Clear path to stacked credentials and career advancement (including for lower-skilled individuals)
- Participant-focused approaches to education and training to promote retention and success
- Career navigation and supportive services
- Economic security and advancement for workers



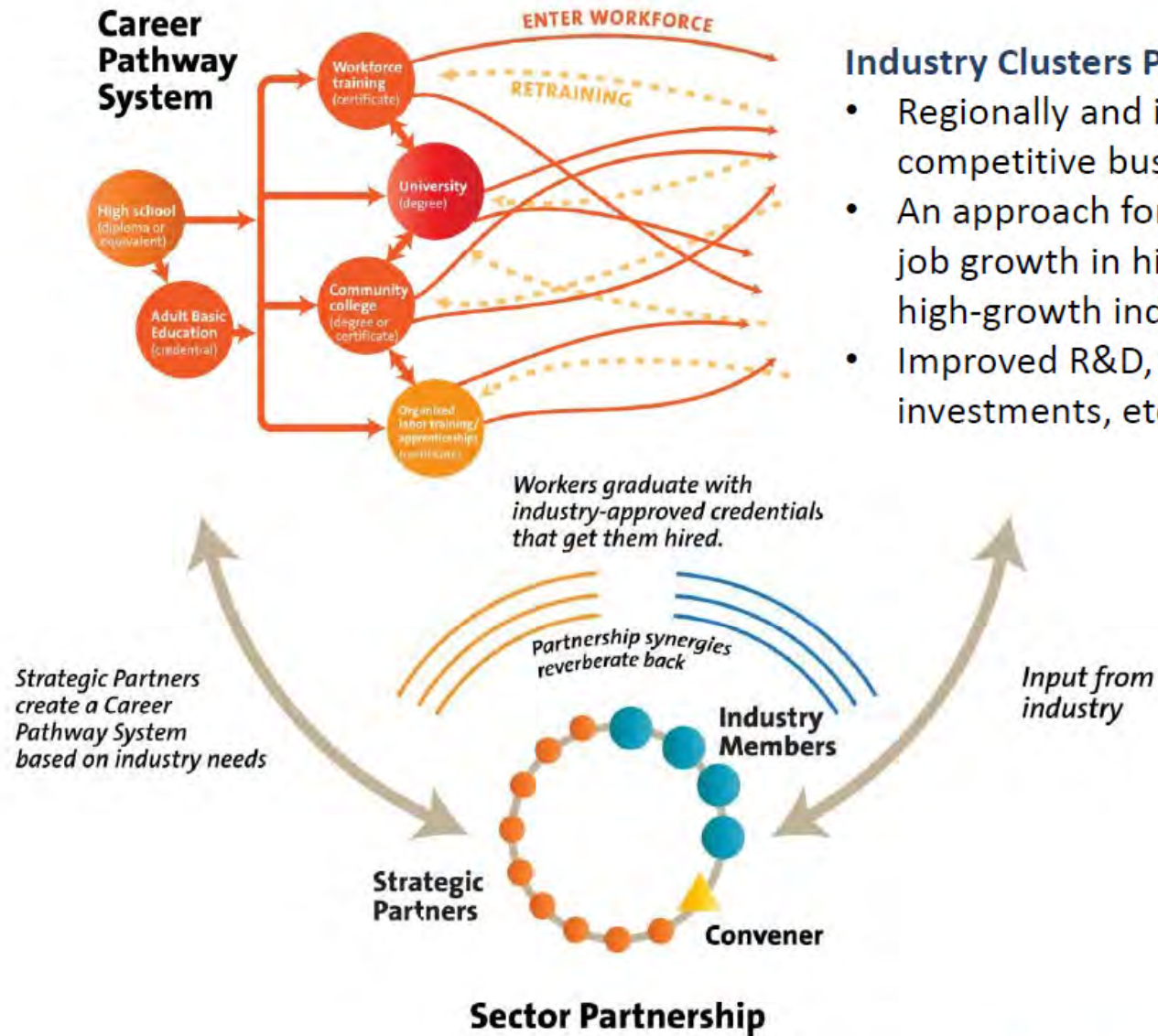




### Sector Partnerships Provide:

Employer engagement in:

- sector and labor market research
- pathway mapping
- program and curriculum design
- Internships and other work experiences
- incumbent worker advancement



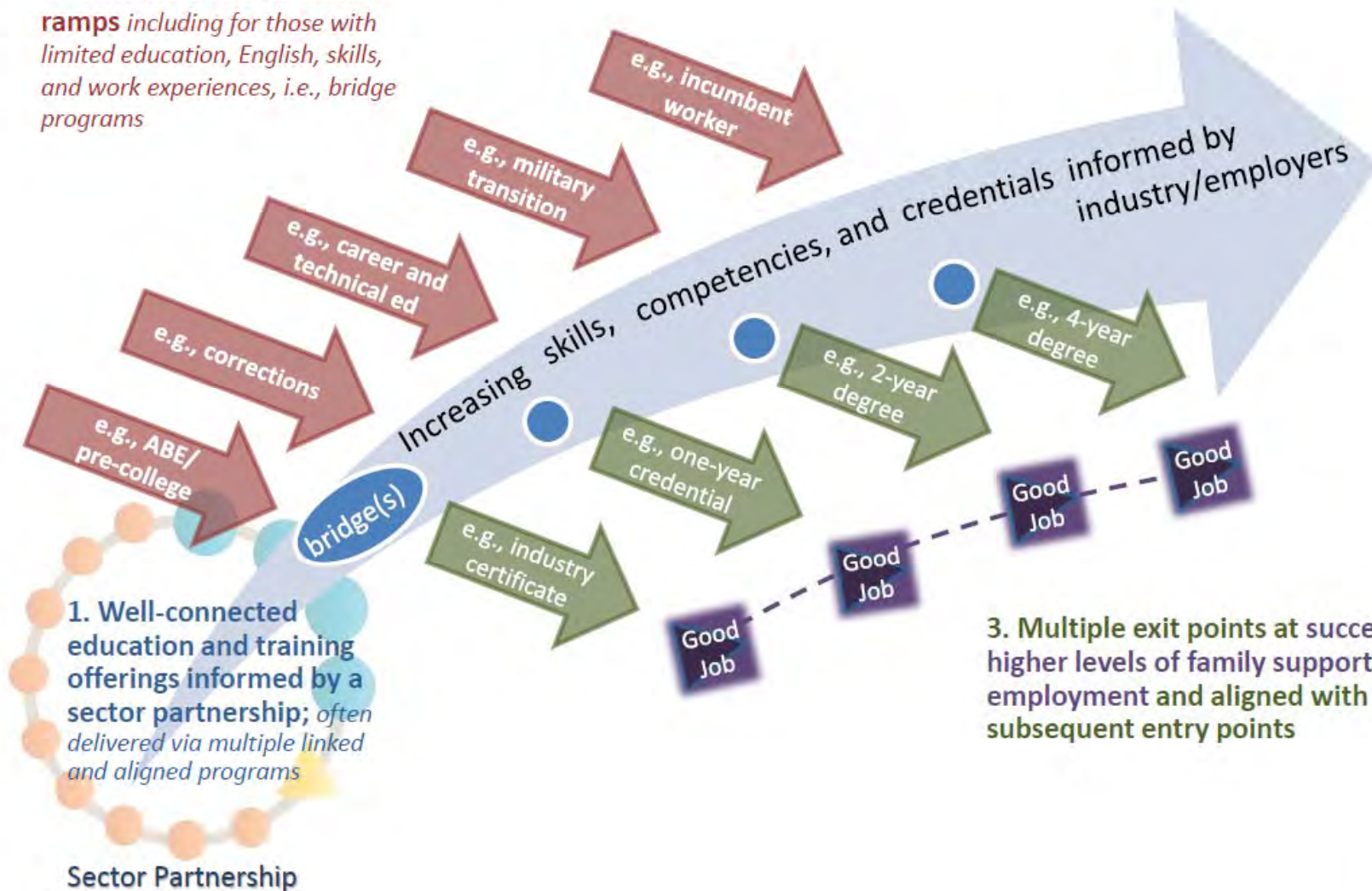
### Industry Clusters Provide:

- Regionally and internationally competitive businesses
- An approach for broad-based job growth in high-wage, high-growth industries
- Improved R&D, infrastructure investments, etc.

# Sector-Focused Career Pathways

## LOCAL CAREER PATHWAYS AND PROGRAMS

**2. Multiple entry points/on-ramps** including for those with limited education, English, skills, and work experiences, i.e., bridge programs





# Sector-Focused Career Pathways

## LOCAL CAREER PATHWAYS AND PROGRAMS



Career Pathway Programs have four key elements:

- Participant-focused instruction and training
- Appropriate and meaningful assessment
- Supportive services and career navigation
- Direct connections to employment



# Sector-Focused Career Pathways



Can help reduce economic  
and racial disparities

# Sector-Focused Career Pathways

## SECTORAL CAREER PATHWAY METRICS



# Career Pathway Participant Metrics

## A. Interim Education and Training Outcomes

- e.g., skill level gain; attainment of high school diploma or GED

## B. Pathway Education and Training Outcomes

- e.g., attain certificate or degree

## C. Labor Market Outcomes

- e.g., employment, retention, wage gain

Source: *Alliance for Quality Career Pathways Beta Framework*, CLASP, 2013

# Sector-Focused Career Pathways

## SECTORAL CAREER PATHWAY METRICS



## Sector Strategy Employer Metrics

- Retention and/or vacancy rates
- Reduction of vacancy rates in areas of highest need
- Time to fill positions/cost of recruitment
- Productivity measure
- Quality of work measure

Source: *An Evaluation Framework for State Sector Strategies*, NGA/NNSP/CSW, May 2008

# Sector-Focused Career Pathways

SECTOR-FOCUSED CAREER PATHWAY SYSTEMS

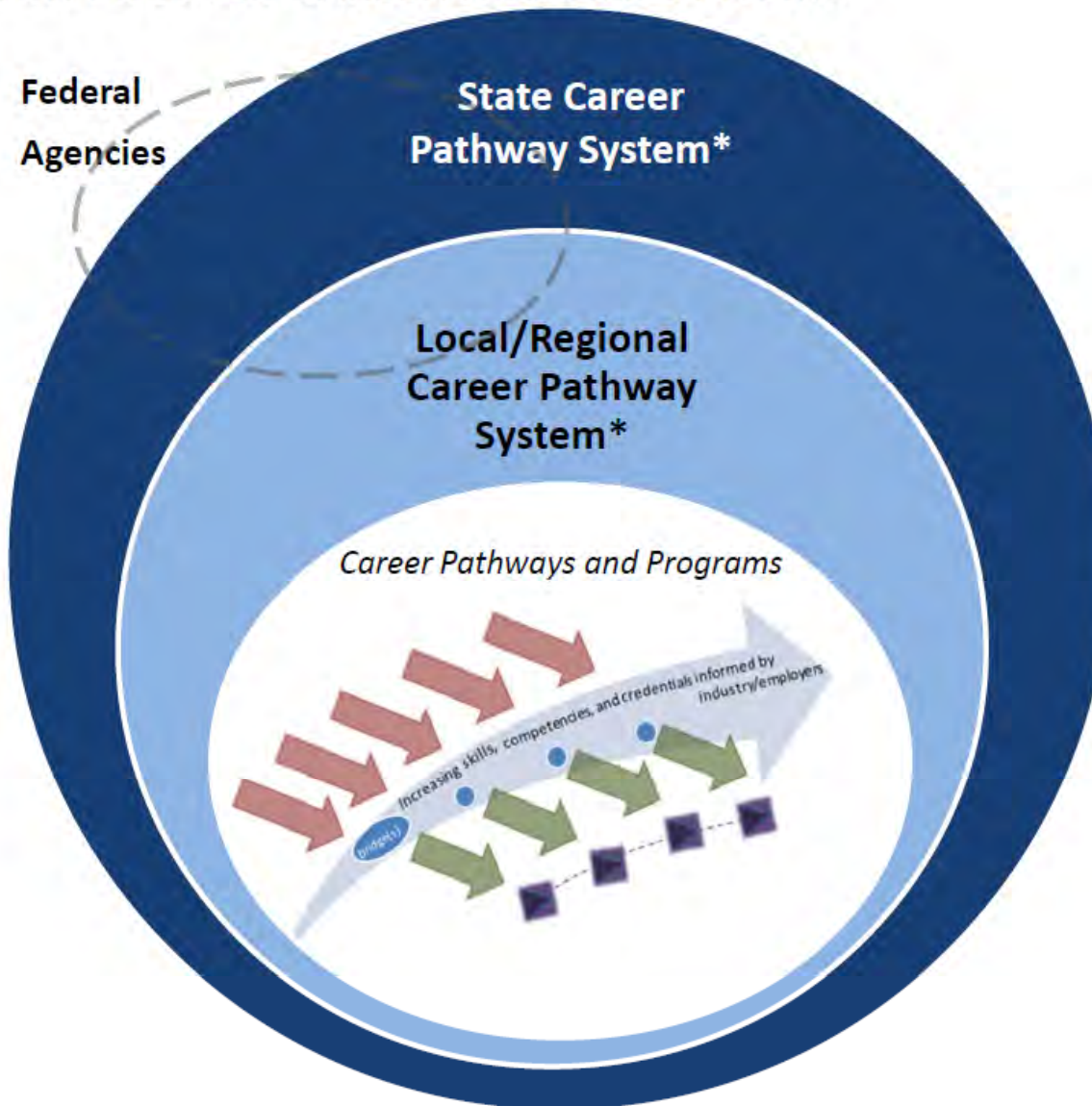


## Sector-focused Career Pathway *Systems*



# Sector-Focused Career Pathways

## SECTOR-FOCUSED CAREER PATHWAY SYSTEMS



### \* Partnerships Follow Guiding Principles:

- ✓ Shared vision and strategy
- ✓ Leadership and commitment to CPs
- ✓ Demand-driven/employer engagement
- ✓ Aligned policies, measures, and funding
- ✓ Use data and promote continuous improvement
- ✓ Enhance partner capacity

# Sector-Focused Career Pathways

SECTOR-FOCUSED CAREER PATHWAY SYSTEMS



## How Can a State Adopt a Sector-focused Career Pathway Approach?

- ✓ Commit to a shared vision and strategy
- ✓ Provide resources
- ✓ Implement supportive state policies
- ✓ Use data and shared measures

Question/Comments

Call your agency planner  
or



kate probert fagundes

[kate.probert@co.ramsey.mn.u](mailto:kate.probert@co.ramsey.mn.us)

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