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.
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 mater 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

November 7, 2013
Career Pathways Forum
St. Paul, Minnesota
Garrett Groves & Vickie Choitz
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
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.”
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

Japan
Finland
Netherlands
Sweden
Norway
Denmark
Slovak Republic
Czech Republic
Austria
Estonia
Germany
Average
Australia
Canada
Korea
England/N. Ireland (UK)
Poland
Ireland
France
United States
Italy
Spain

Score
Skills of adults

Literacy

Japan
Finland
Netherlands
Australia
Sweden
Norway
Estonia
Czech Republic
Slovak Republic
Canada
Average
Korea
England/N. Ireland (UK)
Denmark
Germany
United States
Austria
Poland
Ireland
France
Spain
Italy
Literacy skills in younger and older generations

- UK
- US
- Norway
- Germany
- France
- Spain
- Korea

Average 55-65 year-olds
Average 16-24 year-olds

Score
OECD
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

I. Education → Career Pathways
II. Workforce Development
III. 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.

- **Small Businesses**
- **Start-ups**
- **Medium Firms**
- **Large/Anchor Firms**
- **Support Sectors**
- **Suppliers**

**MARKETS AND BUYERS**
Includes transportation, utilities, broadband, etc.

**SUPPLY CHAINS**
Includes access to university and federal lab research and development.

**INFRUSTRUC TURE**
Includes education and training systems graduating jobseekers with skills for entry-level, mid-level, and advanced-level occupations.

**INNOVATION AND TECHNOLOGY**
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 → Sector Partnerships

III. Economic Development

Career Pathway System

Industry Cluster

Designs by THE WOOLSEY GROUP
Sector Partnership
The partnership addresses common needs of employers and generates coordinated solutions that benefit workers.

Outcomes for Employers
- 41% employers report reductions in turnover
- 84% employers report significant increases in productivity
- 100% employers report participation in Partnership was valuable

Outcomes for Workers
- 48% worker participants exited poverty
- 18% higher earnings
- more likely to work and in jobs with benefits

Industry members
(Representatives from firms in a single industry)

Strategic partners
Sector Strategies Coming of Age:
EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

I. Education → Career Pathways
II. Workforce Development → Sector Partnerships
III. Economic Development → Industry Clusters
How can you use this approach to help workers/jobseekers and employers?
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

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

1. Well-connected education and training offerings informed by a sector partnership; often delivered via multiple linked and aligned programs

3. Multiple exit points at successively higher levels of family supporting employment and aligned with subsequent entry points

Increasing skills, competencies, and credentials informed by industry/employers
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

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 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

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
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
Call your agency planner or kate probert fagundes kate.probert@co.ramsey.mn.us 651-779-5655