



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

Career Pathways

Presentation to NCSL
Legislative Education Staff
Network

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Our Vision

We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.



Our Mission

- We **organize** broad-based coalitions seeking to raise the skills of America's workers across a range of industries.
- We **advocate** for public policies that invest in what works, as informed by our members' real-world expertise.
- And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.

Overview

- Context
- WIOA and Career Pathways
- State Policies to Support Career Pathways:
 - Framework
 - Examples from the States

Over past years, there have been several career pathways initiatives in the field



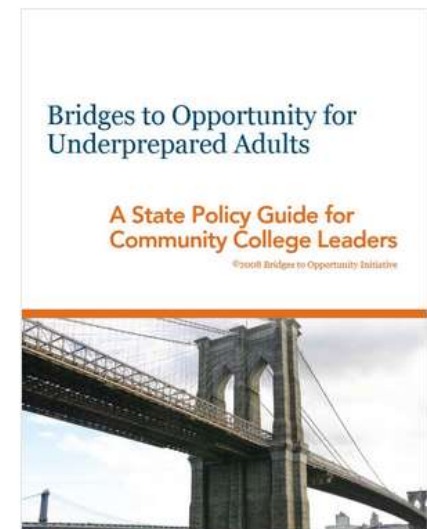
Office of Career, Technical, and Adult
Education

U.S. Department of Education



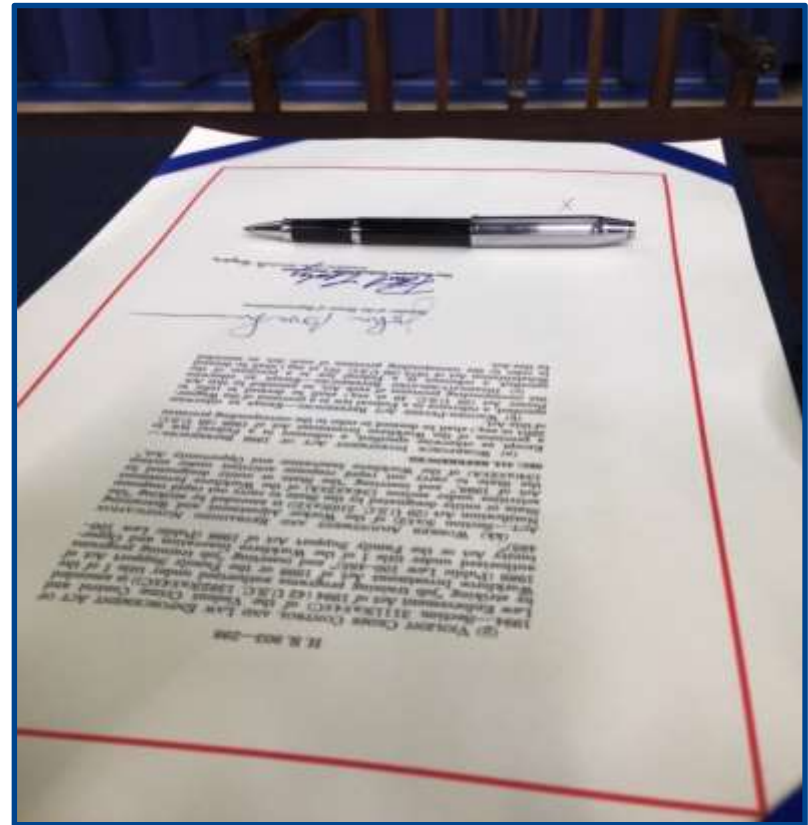
Alliance for Quality
Career Pathways

a project of CLASP



The Workforce Innovation and Opportunity Act

- Signed into law July 2014
- Replaces the Workforce Investment Act (WIA)
- Implementation began July 1, 2015
- Four Titles:
 - **Title I:** Programs for Adults, Dislocated Workers, & Youth
 - **Title II:** Adult Education and Family Literacy
 - **Title III:** Wagner-Peyser Employment Service
 - **Title IV:** Vocational Rehabilitation



Career Pathways: WIOA Definition

The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

- (A) Aligns with the skill needs of industries in the economy of the State or regional economy involved;
- (B) Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships;
- (C) Includes counseling to support an individual in achieving the individual’s education and career goals;
- (D) Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- (E) Organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- (F) Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and
- (G) Helps an individual enter or advance within a specific occupation or occupational cluster.

WIOA and Career Pathways

- State Workforce Board: Help develop strategies to support use of career pathways
- Local Workforce Board: Lead efforts to develop and implement career pathways and include descriptions in local plans
- Required element of Title I youth service strategies
- Allowable Title I statewide activity and Title II state leadership activity



Key Components of Career Pathways



What Can State Policymakers Do to Support Career Pathways?

Adopt state-level policies that support one or more components of a career pathway. Can be:

- A single policy that addresses multiple career pathway components or
- A stand-alone policy for each career pathway component

Benefits of state-level policies: Facilitate creation and scaling of career pathways in local communities throughout the state

Suite of State Career Pathway Policies

Career Pathway Component	State Policies to Support It
Systems Framework	<ul style="list-style-type: none"> • State policies that create a framework for aligning programs to support a career pathways system
Integrated Education & Training (IET)	<ul style="list-style-type: none"> • Adult education policies or grant programs that require or promote IET • Policies to promote co-enrollment in Title I and II for individuals with basic literacy and/or numeracy skill needs
Career and Technical Education	<ul style="list-style-type: none"> • College credit for prior learning • Statewide articulation agreements between CTE programs
Career Counseling & Support Services	<ul style="list-style-type: none"> • State grant programs for career navigators • State financial aid for nontraditional students • Skills-based social service programs
Data	<ul style="list-style-type: none"> • State policies to link education, training, and labor market data
Industry & Employer Engagement	<ul style="list-style-type: none"> • State policies to support sector partnerships

Career Pathways Framework Policies

Iowa Pathways for Academic Career and Employment (PACE) [Chapter 260H \(2011\)](#) :

- Targets low-income participants
- Integrates basic skills and work readiness with occupational training
- Customized case management and support services: career navigators
- Focus on in-demand occupations
- Opportunity to form sector partnerships as part of program

Colorado Career Pathways Legislation [House Bill 1165 \(2013\)](#) and [House Bill 1274 \(2015\)](#):

- Focus on manufacturing, construction, healthcare & information technology industries
- Requires curriculum and instruction that integrate learning and work
- Academic and career counseling, particularly at transition points
- Input from sector partnerships

Integrated Education & Training Policies

WIOA Definition: “A service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.”

State Examples:

Colorado Adult Education & Literacy Grant Program HB 1085 (2014)

- Grants to adult education programs for basic skills development
- Must partner with workforce development programs that provide occupational skills training

Illinois Bridge Programs

- State adopted a formal definition of bridge program
- State-level adult basic education policy that requires bridge programs at the local level

Washington State I-BEST

- Statewide adoption of program at community and technical colleges

Career and Technical Education Policies

College Credit for Prior Learning:

Awards collect credit to students who can demonstrate college-level competencies gained from work or training done outside of postsecondary education.

State Example: Washington ([RCW 28B.77.230](#))

- Sets goals for promoting the award of college for prior learning
- Establishes an Academic Credit for Prior Learning Assessment work group tasked with coordinating and implementing goals

Career and Technical Education Policies

Articulation between CTE programs

Secondary-to-postsecondary or postsecondary-to-postsecondary agreements between CTE programs that provide a process for students to transfer from one program to another.

State Example: Florida

- Law ([1007.23 Florida Statutes](#)) requires State Board of Education and Board of Governors to enter into statewide articulation agreement that preserves “2+2” system of articulation, facilitates articulation of student credits across and among FL’s education entities
- Law ([1007.33 Florida Statutes](#)) authorizes Florida’s community colleges to offer BS and BAS degrees for purposes of meeting workforce needs

Support Services

Financial Aid for Nontraditional Students

State grants to support students who attend less than half-time or are enrolled in noncredit courses or short-term training programs

State Examples:

Iowa GAP Tuition Assistance Program [Chapter 260I \(2011\)](#): Need-based tuition assistance that enables completion of continuing education certificate training programs for in-demand occupations

Georgia HOPE Grant and Strategic Industries Workforce Development Grant:

- HOPE grant helps cover tuition for any GA resident enrolled in technical certificate or diploma programs, regardless of the number of credit hours
- Strategic Industries Workforce Development Grant is available to HOPE grant recipients in particular occupational programs to cover tuition, fees, and other education-related expenses (\$5 million in FY 2015)

Support Services

Skills-based social service programs

State policies to integrate education, training, and support services such as case management, child care, and transportation through social service programs.

State Examples:

Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T) in Washington State: Use SNAP E&T to provide basic education, occupational skills training, and support services to participants via partnerships with community colleges and community-based organizations

Arkansas Career Pathway Initiative: Use federal TANF dollars to help low-income parents access integrated education, training, and support services at community colleges.

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