

# ADVANCING CAREER AND TECHNICAL EDUCATION IN STATE AND LOCAL CAREER PATHWAYS SYSTEMS

## PROJECT OVERVIEW TO DATE

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# PROJECT OVERVIEW

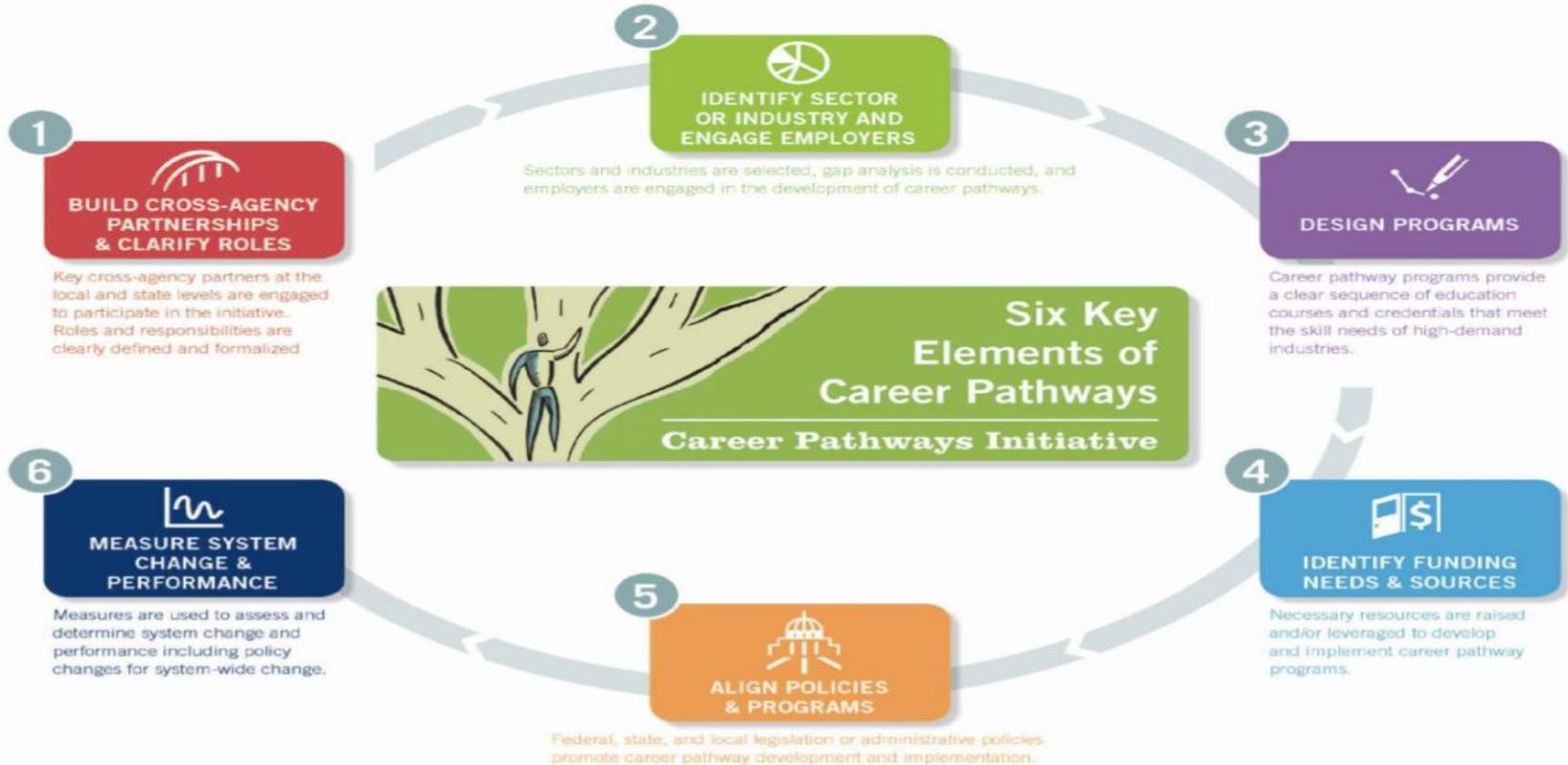
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## CAREER PATHWAYS SYSTEMS DEVELOPMENT

In April 2012, the U.S. Departments of Education, Labor, and Health and Human Services issued a joint commitment to...

*“promote the use of career pathways approaches as a promising strategy to help adults acquire marketable skills and industry recognized credentials through better alignment of education, training and employment, and human and social services among public agencies and with employers.”*

# SIX KEY ELEMENTS FOR DEVELOPMENT OF CAREER PATHWAYS SYSTEMS



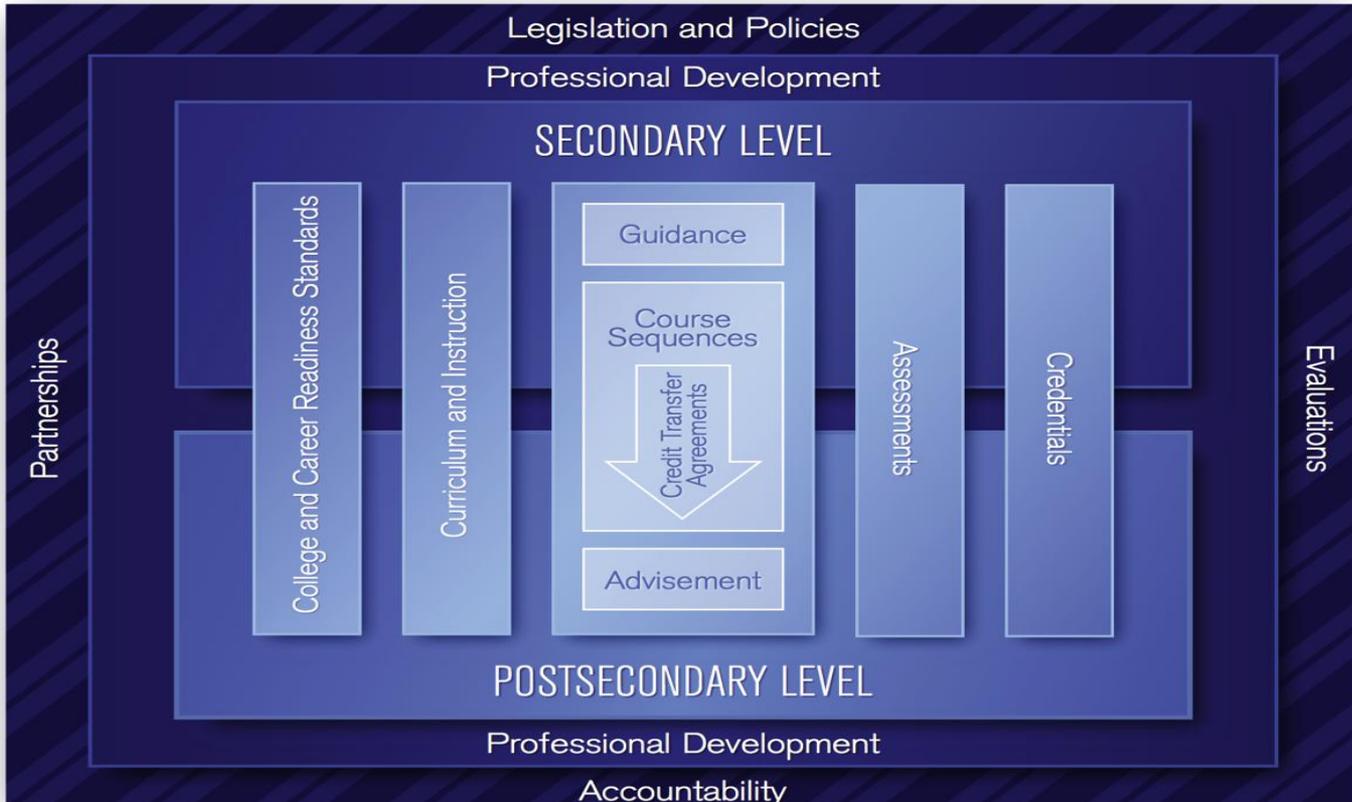
# PROGRAMS OF STUDY FRAMEWORK

- Vital work also conducted to develop a design framework for Programs of Study under Career and Technical Education (CTE).
- Identifies 10 essential components and subcomponents that promote the creation of high quality Programs of Study.

# PROGRAM OF STUDY DESIGN FRAMEWORK

## PROGRAM OF STUDY DESIGN FRAMEWORK

*"A program of study is a structured sequence of academic and career and technical courses leading to a postsecondary-level credential."*  
- Operational definition



# Advancing CTE in Career Pathways Project

- Start Date: September 24, 2012
- Phase I States Selected: January 2013 (CO, KS, MA, MN, OR)
- Phase I States focused on careers in: manufacturing; aviation; health care; IT
- Purpose: to help states and local communities integrate Career and Technical Education Programs of Study into their broader Career Pathways System development efforts.

# ANTICIPATED PROJECT OUTCOMES

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- Align programs and policies that establish comprehensive Career Pathways that include CTE Programs of Study
- Align education to business & industry by addressing the skills gap and contributing to state and local economic growth and development
- Expand opportunities for youth and adults in high-demand industries and occupations
- Sustain and scale-up system reforms

# PROJECT ACTIVITIES

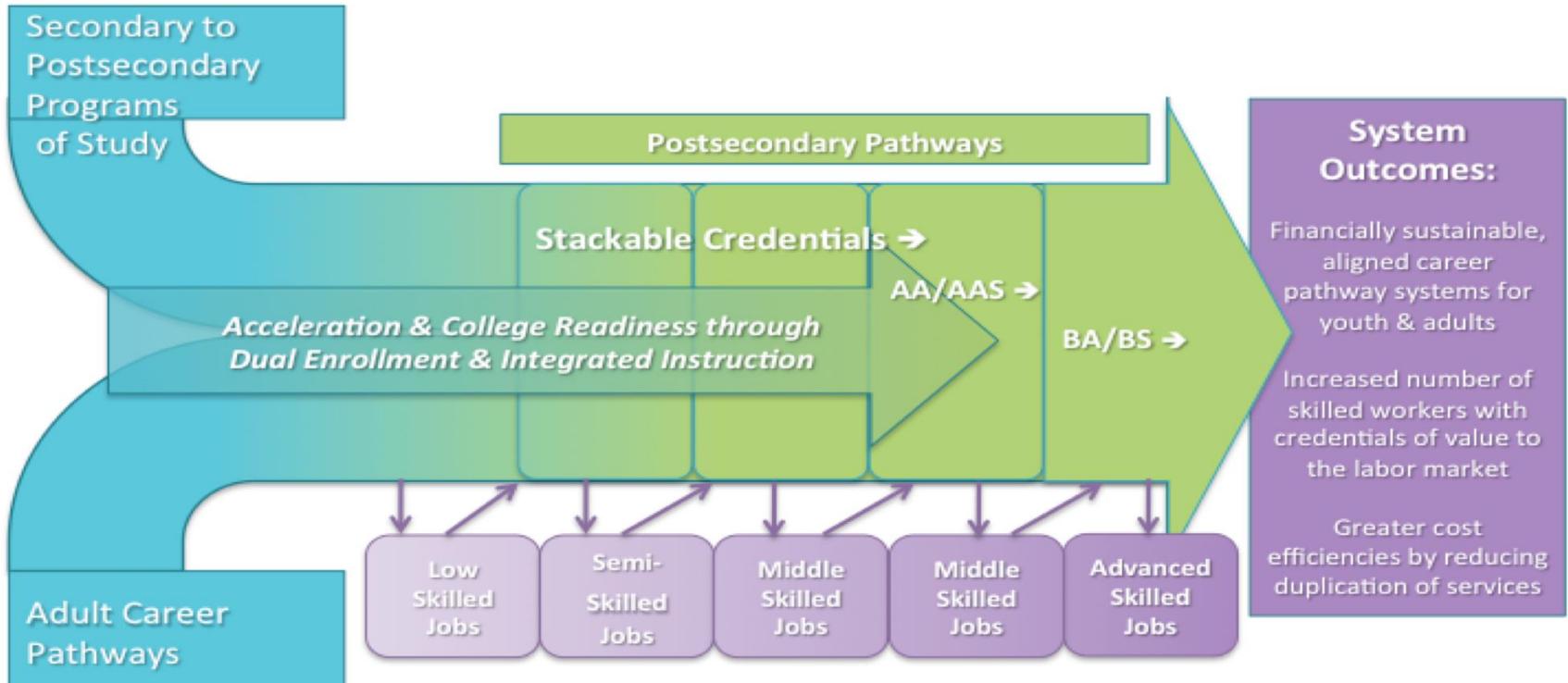
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States:

- Are paired with an experienced state coach
- Receive individualized technical assistance
- Have access to subject matter experts (SMEs)
- Participate in quarterly team meetings and work closely with assigned coach
- Network virtually with other states in the project
- Participate in at least two virtual meetings per year
- Engage in peer-to-peer technical assistance with the other states, the JFF project team, OVAE, and SMEs through a web presence built for the project.

# A VISUAL INTERPRETATION OF COMPREHENSIVE CAREER PATHWAYS SYSTEMS

The Postsecondary Alignment of Programs of Study and Adult Career Pathways



# TA MODEL & READINESS ASSESSMENT TOOL

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Our TA model (and assessment tool) builds on ED/DOL/HHS's Six Key Elements for development of Career Pathways systems – but it also integrates the 10 Components of Programs of Study into the elements, to help your state and local communities:

- Assess progress in the development & implementation of comprehensive career pathways systems;
- Assess progress on each of the six elements that support comprehensive Career Pathways adoption;
- Identify states' and local communities' priorities;
- Identify gaps and develop strategies for addressing gaps and priorities.

# #1 BUILD CROSS SYSTEM PARTNERSHIPS

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**Establish partnerships among multiple programs, agencies, and stakeholders (including employers) and agreement on a common vision, goals and commitment to systemic change.**

Strategies:

- Include all key stakeholders, including employer
- Map services to identify cross-system goals, resources, populations, and performance requirements
- Agree upon roles and responsibilities, formalize in MOU
- Identify a lead agency or intermediary at the state and local levels to coordinate, convene, and broker activities

## #2 ENGAGE AND ALIGN EMPLOYERS

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**Ensure that students earn industry-recognized, postsecondary credentials that correspond to the skill needs of employers in high demand industry sectors.**

Strategies:

- Use labor market analyses (including real time data and employer partnerships) to inform industry sector identification, curriculum and system design
- Identify high demand industry sectors and engage employers from targeted sectors as partners
- Incorporate “employability” skills into technical skills curricula and continue to assess skills along pathways

## #3 PROGRAM DESIGN

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**Create comprehensive Career Pathways program designs that promote student success, timely completion, credential attainment, and entry into high demand jobs.**

Strategies:

- Pathways are sequenced, non-duplicative, accelerated with one education level clearly articulated to the next
- Lead to credentials, degrees, and high demand careers
- Academic and career counseling, particularly critical at entry and points of transition, are provided along pathways
- Pathways promote dual enrollment and co-enrollment where students earn college credit in high school or adult education

## #4 POLICIES AND PROGRAMS

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**Identify policy changes that are necessary to support Career Pathways system development.**

Strategies:

- Conduct cross-agency policy audits at state and local levels to identify overlap and alignment potential
- Identify needed policy changes, barrier removal
- Identify informal and perceived policy and cultural impediments to systems change
- Make administrative, cultural and legislative changes across participating programs, agencies, and institutions

## #5 DATA AND ACCOUNTABILITY

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**Cross-system data collection, analysis, and performance measurement are critical to system success.**

Strategies:

- Ensure college and career readiness standards are consistent across secondary and postsecondary systems; incorporate industry-recognized technical standards
- Align state databases through sharing agreements or incorporation into a P-20 data “warehouse”
- Focus on improvements to metrics/collection methods.
- Set long and short-term goals; use data to determine progress, impact, and effectiveness

## #6 FUNDING, SUSTAINABILITY AND SCALE

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**Adequate funding is critical for Comprehensive Career Pathways Systems redesign, innovations, and student participation.**

- Identify costs of systems change; areas of overlap
- Explore alignment of programs, efficiencies
- Build support among key stakeholders, employers, policymakers
- Identify ways to “braid” existing resources
- Seek new funding sources
- Examine alternative financing (e.g., bond financing, augmented FTE)
- Develop a sustainability plan; set goals for scaling