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IDENTIFY SECTOR OR INDUSTRY AND ENGAGE EMPLOYERS

Sectors and industries are selected, gap analysis is conducted, and employers are engaged in the development of career pathways.

3



DESIGN PROGRAMS

Career pathway programs provide a clear sequence of education courses and credentials that meet the skill needs of high-demand industries.

4



IDENTIFY FUNDING NEEDS & SOURCES

Necessary resources are raised and/or leveraged to develop and implement career pathway programs.

5



ALIGN POLICIES & PROGRAMS

Federal, state, and local legislation or administrative policies promote career pathway development and implementation.

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BUILD CROSS-AGENCY PARTNERSHIPS & CLARIFY ROLES

Key cross-agency partners at the local and state levels are engaged to participate in the initiative. Roles and responsibilities are clearly defined and formalized

6



MEASURE SYSTEM CHANGE & PERFORMANCE

Measures are used to assess and determine system change and performance including policy changes for system-wide change.

Six Key Elements of Career Pathways Initiative



CAREER PATHWAYS: SIX KEY ELEMENTS

DEFINITION & FRAMEWORK

Career Pathways Definition

The term “career pathway programs” means a clear sequence of education coursework and/or training credentials that include the following components.

Career Pathways:

- Are aligned with the skill needs of industries important to the regional or state economies in which they are located, and reflect the active engagement of employers in targeted industry sectors regarding the skill requirements for employment or career progression in high demand occupations.
- Include the full range of secondary, adult education, and postsecondary education options, including registered apprenticeship, with a non-duplicative progression of courses clearly articulated from one level of instruction to the next, with opportunities to earn postsecondary credits and lead to industry-recognized [and/or] postsecondary credentials;
- Include curriculum and instructional strategies that make work a central context for learning (contextual learning) and help students attain work readiness skills;
- Include, as appropriate for the individual, integrated education and training that combine occupational skills training with adult education services, give credit for prior learning, and adopt other strategies that accelerate the educational and career advancement of the participant.
- Lead to the attainment of an industry-recognized degree or credential, which may include stackable credentials of value in the labor market and that articulate progressively to higher-level credentials or degrees.
- Help a worker enter or advance within a specific sector or occupational field, regardless of their skills at the point of entry.
- Include academic and career counseling, wrap-around support services particularly at points of transition, and support the development of an individual career plan.
- Are organized to meet the particular needs of adults, including childcare, accommodating work schedules with flexible and non-semester-based scheduling, alternative class times and locations, and the innovative use of technology.
- Have the goal of increasing an individual’s educational and skills attainment and employment outcomes.

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