

National Career Pathways Network

**Building Industry-Driven Career Pathways
Systems in Colorado**

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Colorado Workforce
Development Council



COLORADO COMMUNITY
COLLEGE SYSTEM




Building Industry-Driven Career Pathways Systems

Sector Partnerships:

An **industry specific regional** partnership **led by business** in partnership with economic development, education, and workforce development.

Career Pathways:

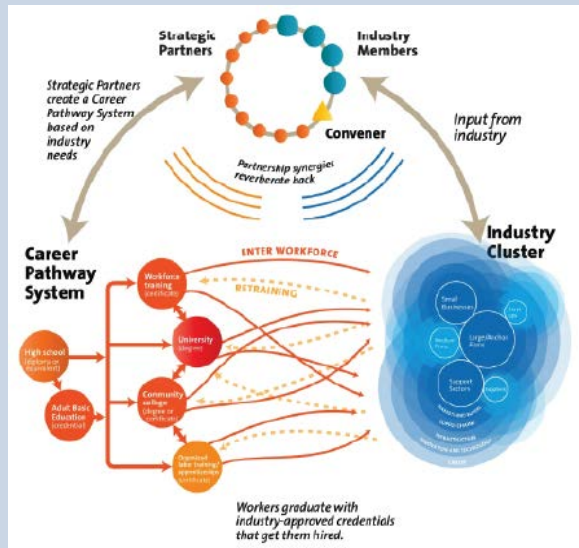
A career pathway system engages education, training & industry in a **continuous conversation** to ensure that talent moves seamlessly through educational institutions and work based experiences.



Unpacking the Career Pathways Concept

Career Pathway SYSTEM

Engages education, training, workforce partners and industry.



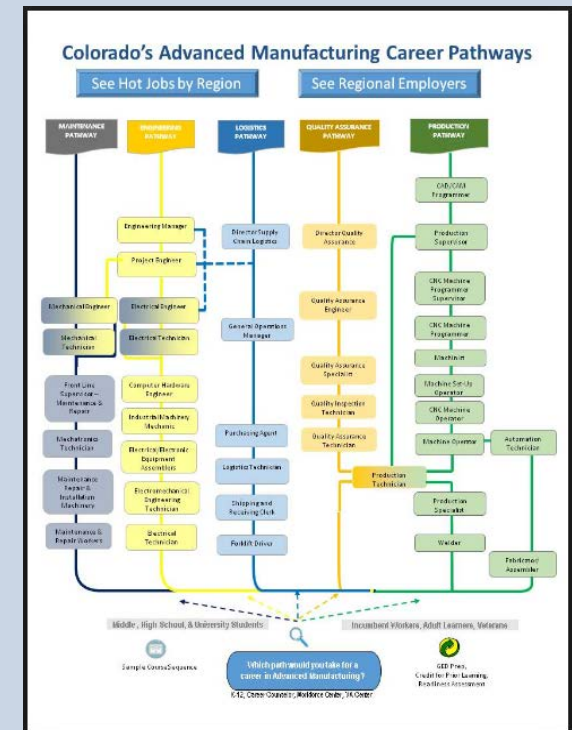
Career Pathway PROGRAM

Secure industry relevant skills, certifications, and credentials and advance to higher levels of education and employment.

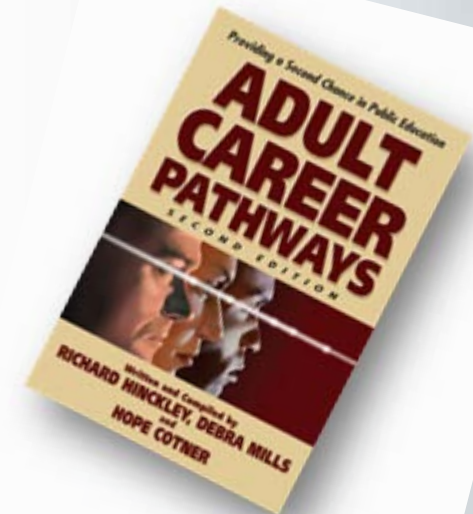
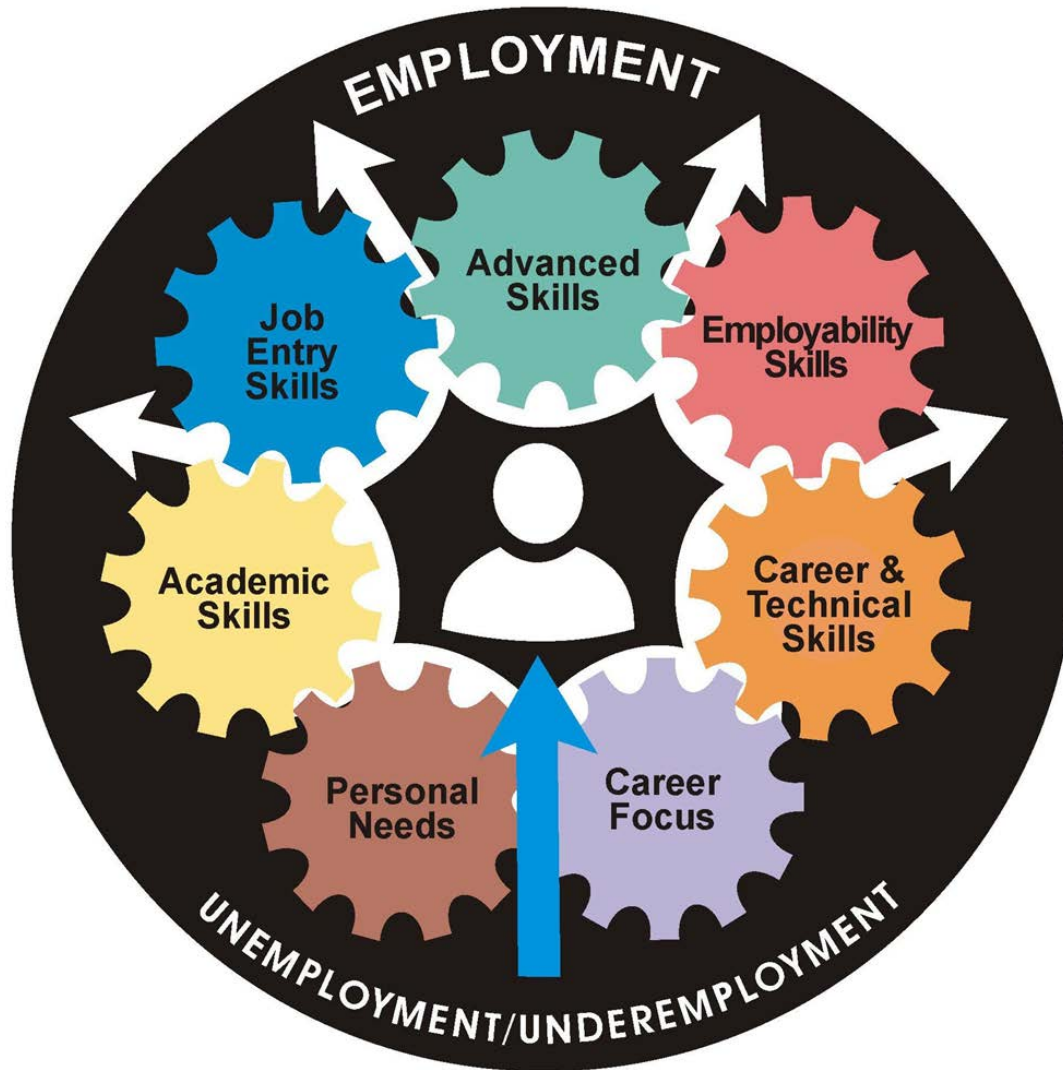


Career Pathway MAP

Visual representation



Adult Career Pathways Components





Federal and State Support for Sector Partnerships and Career Pathways

Workforce Innovation and Opportunity Act (WIOA)

- The needs of business and workers drive workforce solutions
- The workforce system actively supports vibrant regional economies and plays an active role in community and economic development



Goal 1

Engage business and industry
as a fulcrum to inform and align
all elements of the
demand-driven system.

Goal 2

Establish a customer-centric and **holistic focus** to increase coordination, effectiveness, and access through shared data, tools, and resources.

State level:

Five strategic goals for our state, built by the needs of the community



Relevant Colorado State Legislation

HB13-1165

Creation of a
Manufacturing
Career Pathway.


HB14-1085

HB15-1274

Creation of Career
Pathways for
Students for Critical
Occupations in
Growing Industries.

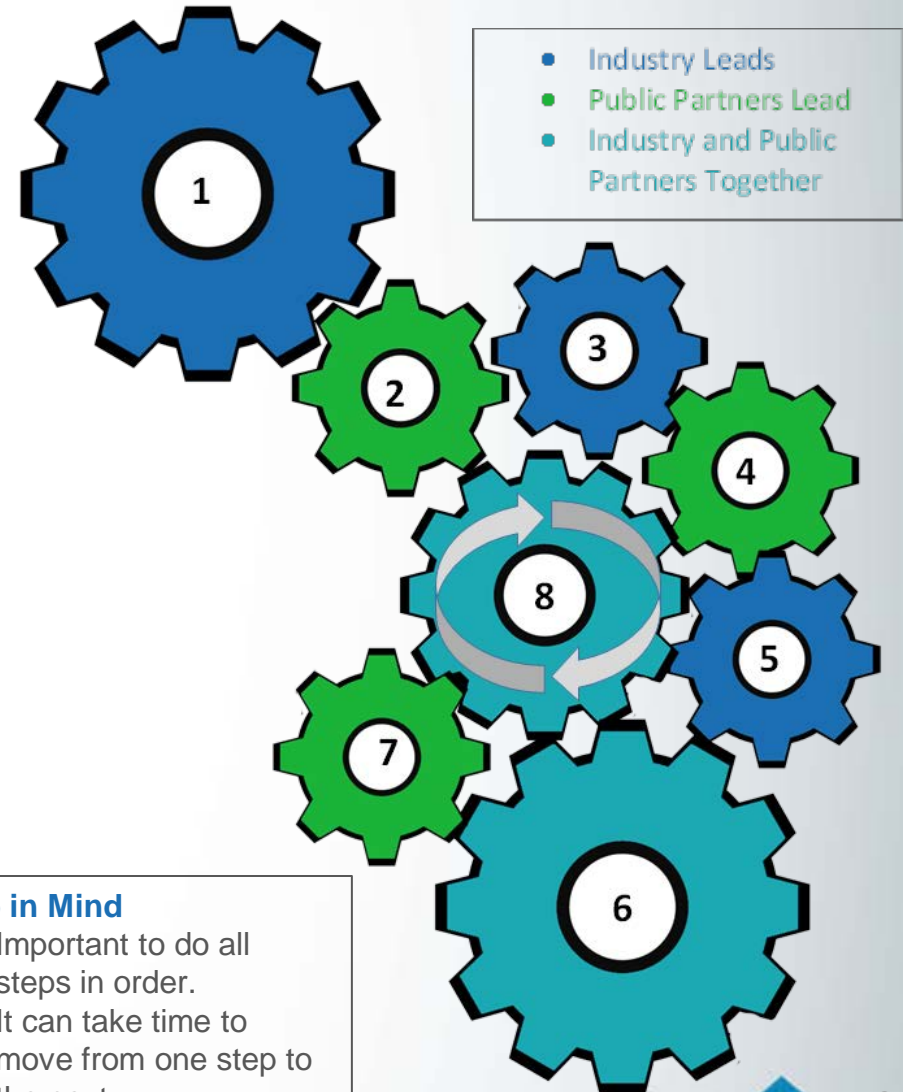


Responsibilities of the State

- Develop or enhance the adult education system of the State, including the **development of career pathways.**
 - Develop strategies to support the use of **career pathways.**
 - Identification and dissemination of information on best practices, to support efficient placement into employment or **career pathways.**
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Step by Step: Building Career Pathways

1. Build sector partnership
2. Build support team of non-industry partners
3. Identify critical occupations
4. Inventory relevant programs
5. Understand critical competencies
6. Build career pathway programs
7. Create and market career pathway picture
8. Create system for continuous improvement



Create and Market Career Pathway Picture

Develop Career Pathway Tools

- Maps
- Web Site
- Desk Aids, etc.



Tools Often Include

- KSAs
- Job openings and projected demand
- Education and Training
- Wrap-around services



INFORMATION TECHNOLOGY

The Colorado information technology industry is booming. Thanks to our central location, solid infrastructure and out-of-state tech companies.

- Learn more
- Explore Career Pathways



ADVANCED MANUFACTURING

Forget the manufacturing stereotypes. Colorado's manufacturing industry is thinking and making everything from wireless equipment to 3-D printing. Find out how to get the technical skills you'll need.

- Learn more from the Colorado Advanced Manufacturing Career Action Tool (CAMCART) website
- View Career Pathways by job type
- View Career Pathways by regions in Colorado



HEALTH CARE

It takes a lot of health care workers to keep Coloradans healthy - and demand for skilled health care workers is expected to grow.

- Learn more from the Plan Your Health Career Colorado website
- Explore Career Pathways on Plan Your Health Career Colorado



CONSTRUCTION

Drylayer, electrician, project manager, cement mason - they're just four of the many construction careers that are in high demand in Colorado. The construction industry is one of the fastest growing employment sectors in the state.

- Learn more from the Building Pathways website
- Explore Career Pathways on Building Pathways

Thank You!

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