

Adopting a Career Pathways Framework That Supports and Sustains Innovation

About CORD

A national nonprofit organization

Core tenets:

- Connecting the classroom to the workplace through contextual and cross-disciplinary instruction
- Designing seamless pathways from secondary to postsecondary to career
- Facilitating industry-education collaboration to ensure America's technicians are globally competitive



Evolving Workplace

- Nature of work changing at unprecedented speeds
- Technology advancements in machine learning, AI, IoT, and robotics eliminating some jobs, creating others
- Technicians sit at the center of much of this disruption
- Career paths are continuously evolving
- Education must keep up



Preparing Technicians for the
FUTURE OF WORK

Reskilling needs

44%

of workers' core skills
are expected to change
in the next five years



Source: World Economic Forum,
Future of Jobs Report 2023.

Common Vision

- Programs that match the **economic development needs** of your community
- Graduates that possess the skills to ensure a **high-quality workforce**
- A **community of lifelong learners**



Learnings from *Pathways to Credentials*



Essential Components:

1. Engaging employers in strategic and sustainable ways
2. Building career pathways based on industry-validated stackable credentials
3. Supporting completion through non-credit/credit alignment

Advancing Credentials THROUGH Career Pathways



Advancing Credentials THROUGH Career Pathways

Framework essential components:

1. **Strategic Employer Engagement** through an industry-led model that yields workforce intelligence at a depth and with a frequency to facilitate continuous program improvement and innovation
2. **Seamless Career Pathways** supporting learners of all ages and skill levels, built on stackable credentials aligned to in-demand skills and employment opportunities, and collaboratively developed by educators and employers
3. **Support for Credential Completion** that recognizes “all learners as learners” by providing credit for prior learning, course schedules and delivery modes that accommodate the needs of working adults, and efficient program design that accelerates credential attainment

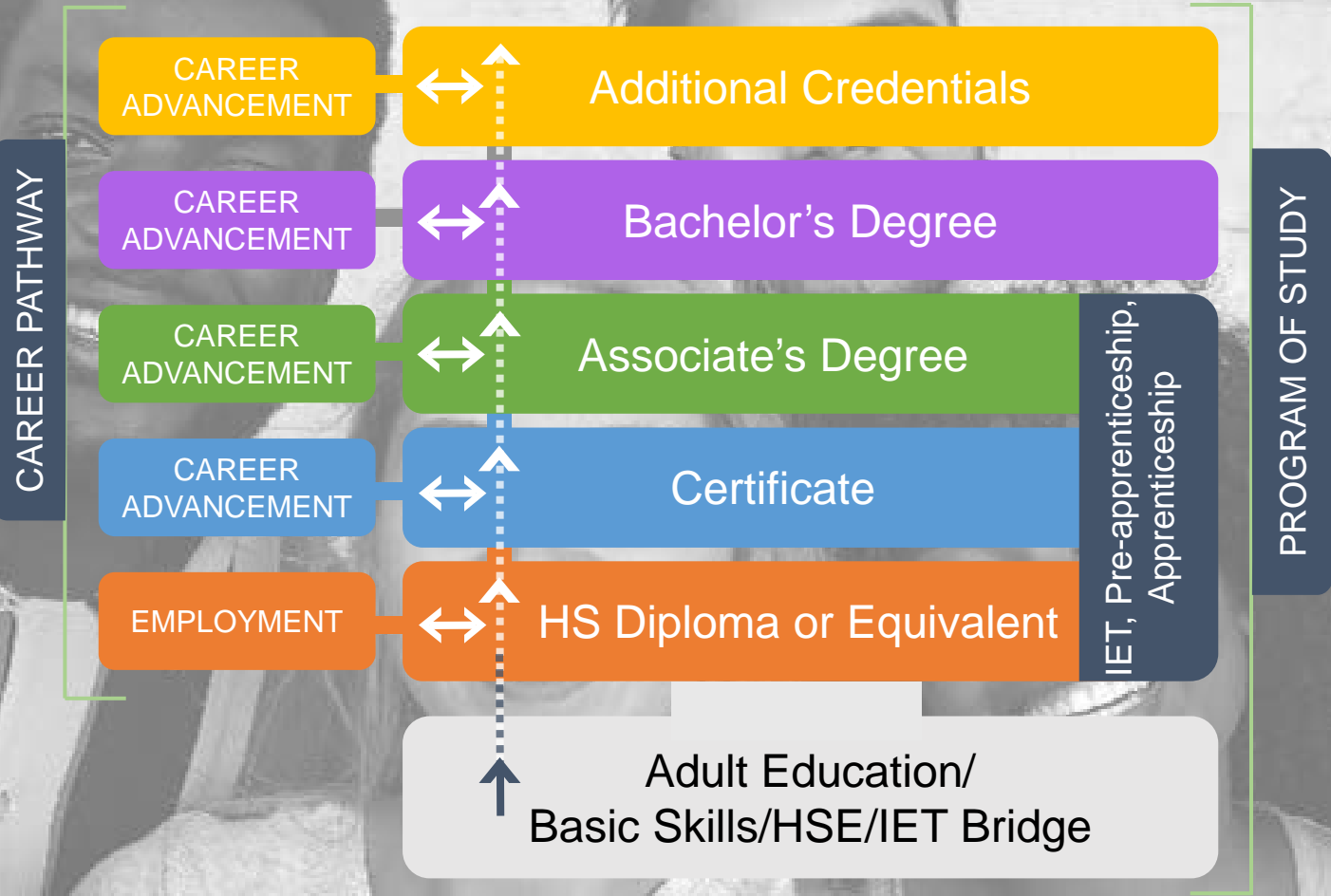


Paving a Seamless Pathway



Align	Prepare	Support	Educate/Train	Organize	Enable	Help
Align with the skills needed by industries in the state or regional economy;	Prepare individuals to succeed in a range of education options, including apprenticeships;	Include counseling to support an individual in achieving the individual's education and career goals;	Include, as appropriate, concurrent education and training opportunities for a specific occupation or occupational cluster;	Organize education, training, and support services to meet individual needs and accelerate educational and career advancement;	Enable individuals to attain a high school diploma or equivalent, and at least one recognized postsecondary credential;	Help individuals enter or advance within an occupation or occupational cluster.

Career Pathway Definition (WIOA/Perkins/HEA)



Partnership Ecosystem

- *We can't know it all.*
- *We can't do it all.*
- We need partners across the ecosystem to collaborate in new ways...
to prepare us all for the journey ahead.



Self Check



[Open Self-Check \(PDF\)](#)

Local Action Plan

Goal, Objective, Priority: <i>What do we want to achieve?</i>	Action Steps: <i>How will we achieve it?</i>	Lead: <i>Who is responsible?</i>	Intended Results: <i>Measurable outcomes?</i>	Timeline: <i>By when?</i>	Notes:
Partnerships					
<i>Gaps and Opportunities</i>					
Employer Engagement					
<i>Gaps and Opportunities</i>					
Stackable Credentials/Career Pathways Program Design					
<i>Gaps and Opportunities</i>					
Supporting Completion					
<i>Gaps and Opportunities</i>					

A grayscale image showing a network of interconnected nodes and lines, symbolizing partnerships and community. The nodes are small, reflective spheres, and the lines are thin, connecting them in a complex, web-like structure. The background is a light, textured surface.

Partnerships Are Key

- Leverage each other's resources and knowledge
- Connect disconnected systems
- Strengthen/build partnerships to support *your* community

Partnerships to Support the Ecosystem

- **Employer** – across sectors; collaborate as a team on everything from curriculum to work-based learning experiences; build your community's talent pipeline
- **Organizational** – school districts and postsecondary institutions, workforce boards; align, accelerate, advance; remove barriers
- **Instructional** – academic, CTE, and Adult Education faculty as content development partners: interdisciplinary connections, real-world context, employability skills across curriculum
- **Community** – government and community organizations provide an array of holistic supports to aid students in completion

Clarify Partner Roles

- Establish a shared vision, mission, and set of goals.
- Define the roles and responsibilities of all partners.
- Develop a work plan and/or Memorandum of Understanding for the partnership.
- Strengthen and sustain partnerships through frequent, scheduled interactions.

What is Employer Engagement?

- A **strategy** to identify and integrate employer input and feedback into your institution's programs and activities.
- A working **relationship** where employers and institutions view each other as strategic partners.
- A **methodology** to:
 - keep your programs fresh and relevant
 - place your career-ready graduates into jobs
 - increase your enrollment
 - garner financial and other support
 - join voices for program advocacy



Benefits of Strategic Employer Engagement



Funding Opportunities



Community Awareness



Job Placement



Enrollment



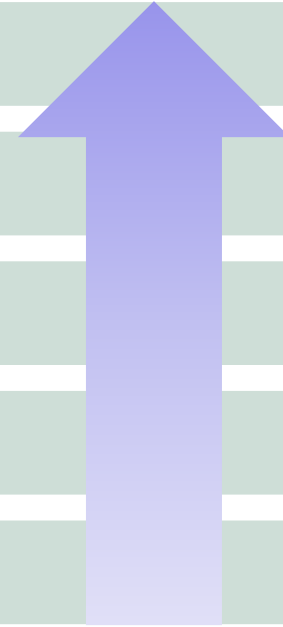
Work-based Learning



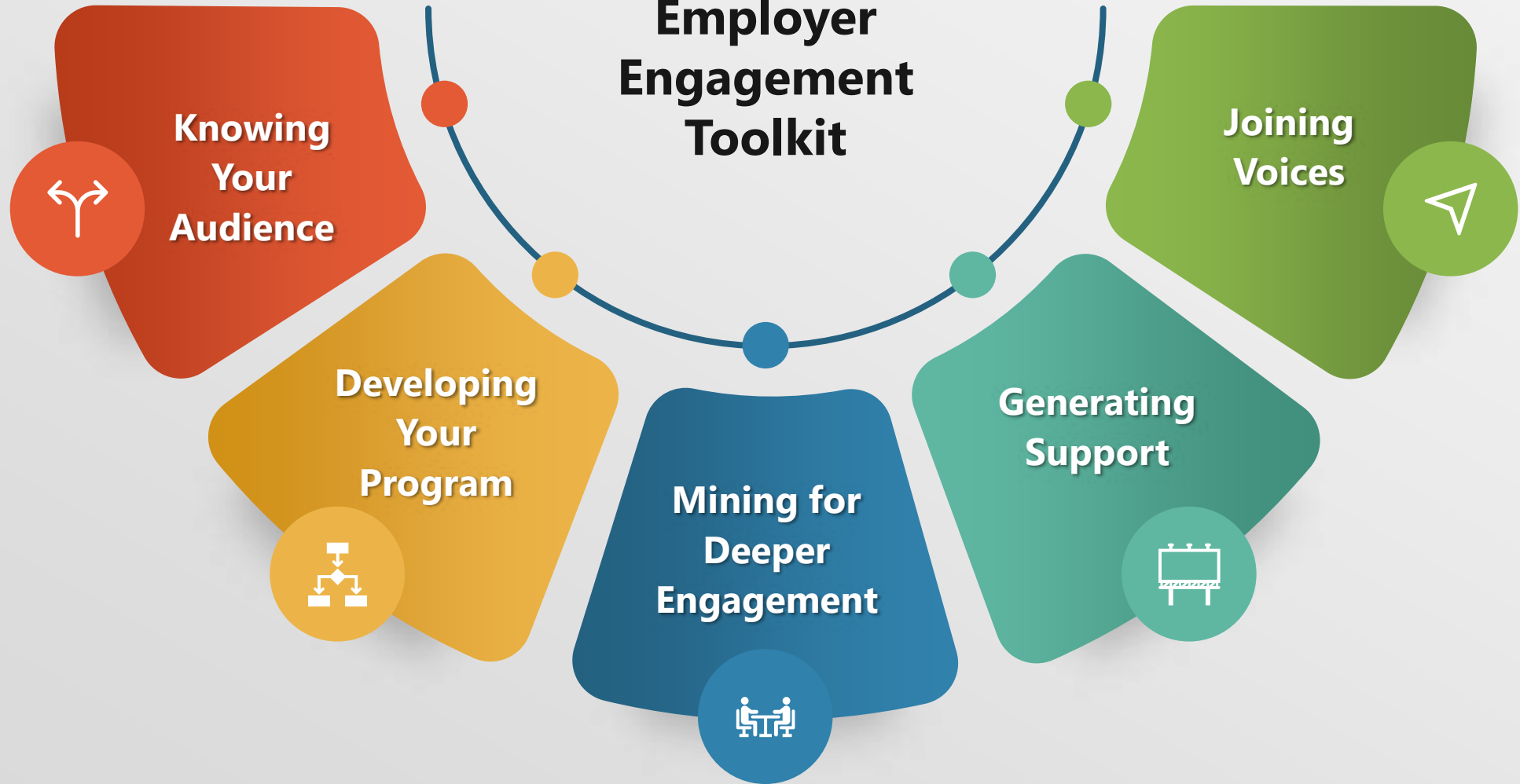
Labs and Facilities



Skills Alignment



Employer Engagement Toolkit



The Process Starts Internally

Identify Your Goals

Identify the Industry Sector

Identify Internal Connections

Create an Outreach Plan

Continuing Outreach

Find the Fit for Each Employer

Knowing Your Audience

- Who hires the graduates/completers?
- Who provides intel on evolving needs of businesses in the region?
- Who assists in building industry-informed programs?
- Do you know who provides outreach to employers?
- Do you know how information from employer outreach is gathered and shared?



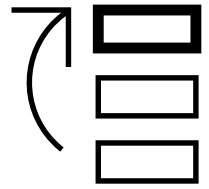


Business & Industry Leadership Team Model



1. A Business Advisory Council
“on steroids”
2. A **structured, repeatable process** that can be used for any technical program
3. A model that puts employers in a **co-leadership role** that greatly increases their engagement with your program

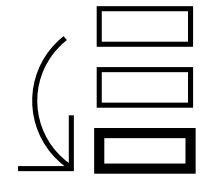




FREQUENCY

SPECIFICITY

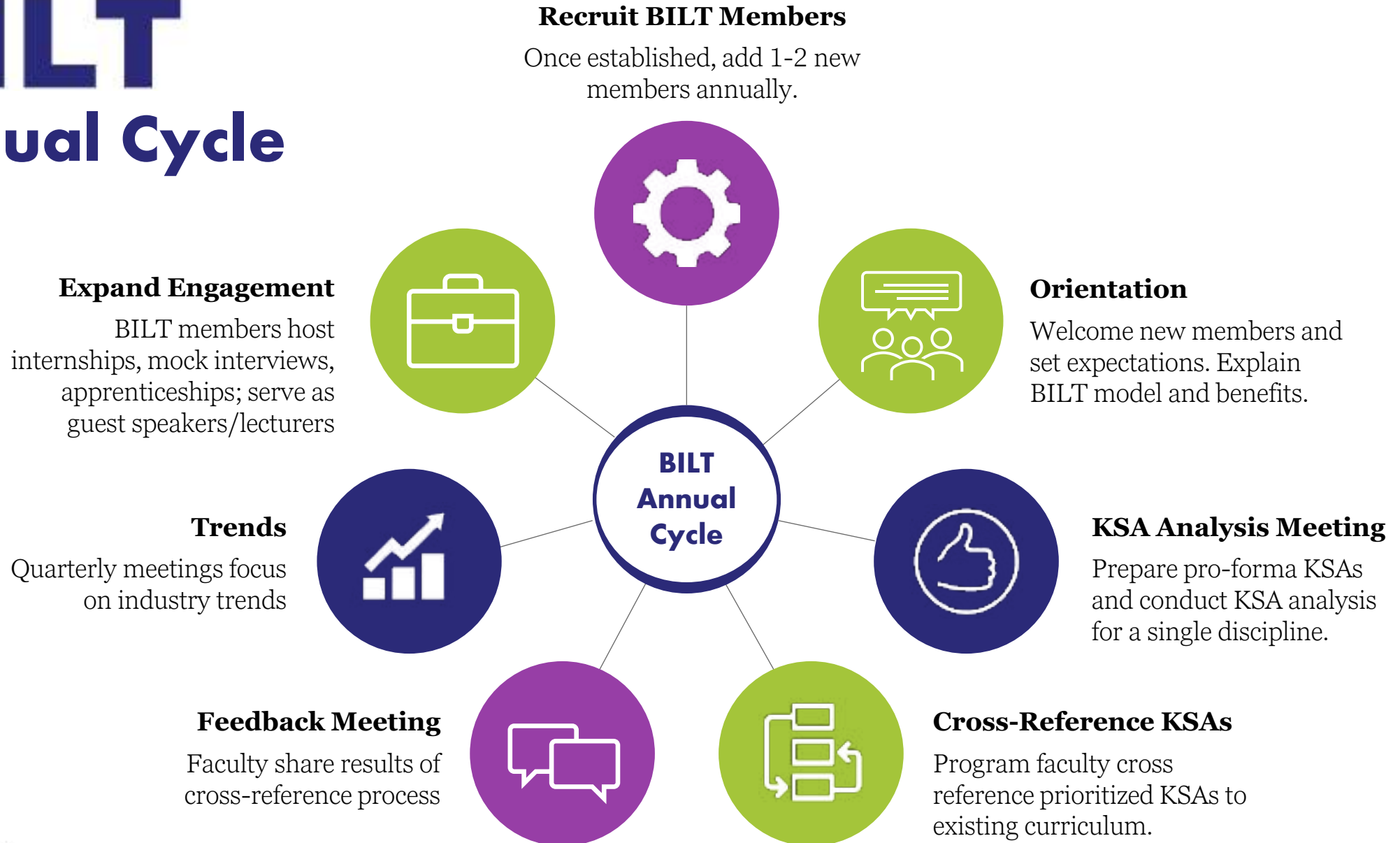
DEPTH OF INPUT



INDUSTRY-LED

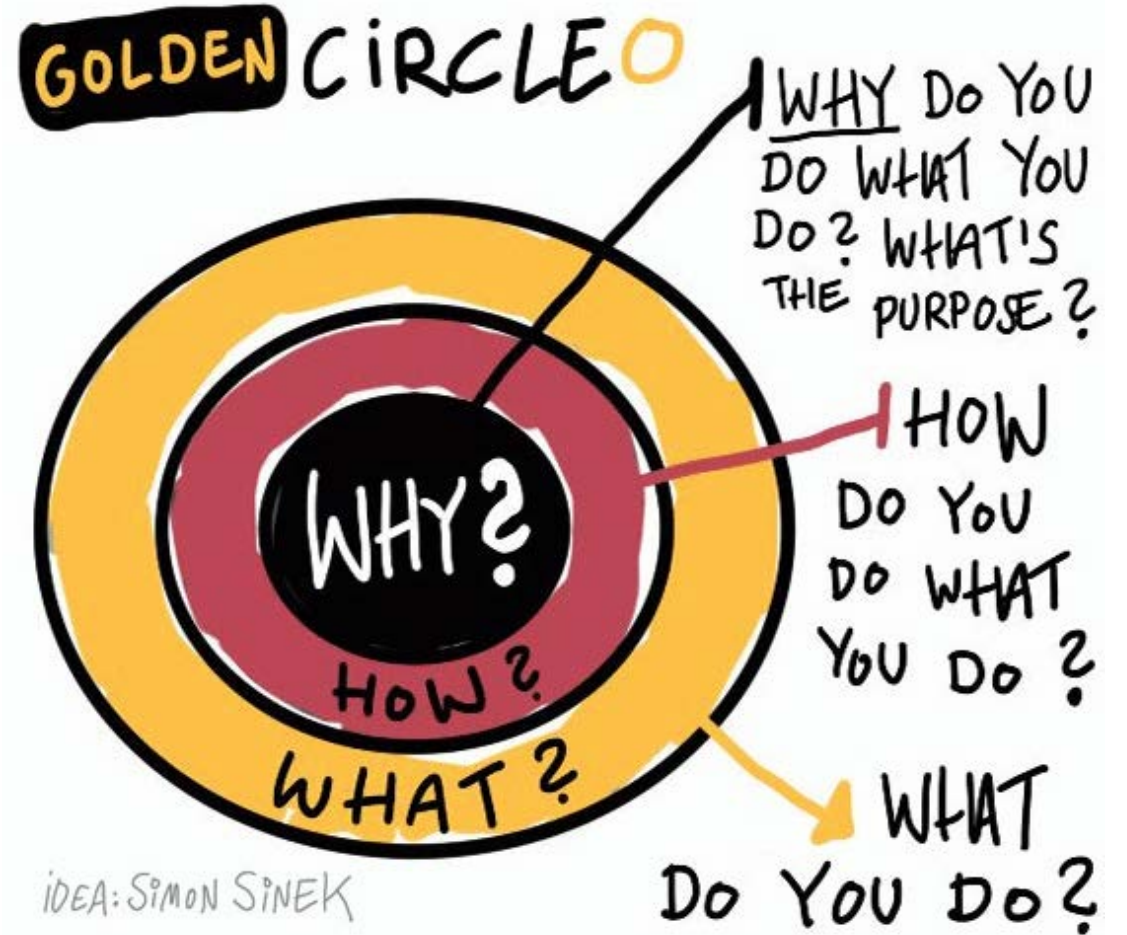
BILT

Annual Cycle



Communicate the Why

- Approach potential partners with your value proposition
- Lead with the outcome and benefits for the community and the partner, not for you
- Golden Circle principle



Comprehensive Resource:



Introduction

In a time when information is critical to success and budgets are tied to outcomes, the need for strategic employer engagement with colleges has never been greater. No longer can programs thrive with limited input from local employers. All community and technical colleges must stay informed of—and respond to—industry-specific trends that impact skill sets, national standards, and credentials.

<https://www.AdvancingCredentials.org/toolkit>

Advancing Credentials
THROUGH Career Pathways



Career Pathways Embedded with Stackable Credentials



Provide flexibility for **students**



Meet the evolving skill needs of **employers**



Improve the ability of **educational institutions and communities** to increase credential attainment



Give **educational institutions** tools for continuous upskilling

Why Pathway Maps?



- To help learners of all ages **understand the opportunities** available to them to learn, earn, and realize success in the career path of their choice
- To identify entry points and exit points aligned to **credential** attainment and advancing levels of **employment**
- To convey that a **seamless pathway** of stackable credits and credentials is not only possible, but critical to success in today's labor market

Mapping Career Opportunities & Economic Mobility



- You're creating a visual story depicting the pathway
- What career opportunities does it comprise?
- What postsecondary credentials can you earn?
- What industry certifications will the pathway prepare you for?

What to Include

Academic Credentials
Within the Pathway
(certificate, diploma,
associate degree)
and # of Credits

Program Duration of
Each Credential

Related Industry
Certifications

Employment
Opportunities at
Exit Points
Job Titles /
Wage Range

Credit for Prior
Learning (all types)

Articulated 4-year
Programs

Who Should Participate?

Employers

Advising and
Counseling Staff

Registrar

Staff responsible
for High School
and University
Articulation

Adult Educators

Program Faculty

Recruitment
Office

Workforce
Development
Staff

Marketing
Department Staff



Current State vs. Desired Pathway

Consider the gaps moving from one credential or institution to the next:

- What needs to be done to address the gap?
- Is it a barrier related to process or policy?
- Who needs to be at the table to discuss the gap?
- What are the opportunities that haven't been mapped yet?



CORD Pathway Planner

ABE/IET/Bridge

The First Step on Your Career Pathway Journey



Credential 1

You've reached the next milestone on your journey and are moving to higher levels of employment in your chosen career field.

Credential 2

You've reached the next milestone on your journey and continue to advance in your chosen career field. You're one step away from a degree!

Credential 3

Congratulations! You've reached the first milestone on your journey to a degree and are ready for your first job in your chosen career field.

Associate Degree

Continued career success and lifelong learning





Welcome to the CORD Pathway Planner

You will be entering information on several pages. This information will populate a template which will show the pathway map for your program.

[Learn More](#)

Please provide your credential. At least 2 required on

and one mandatory

and

Minimum of 16 semester hours required

or 60 credit hours - 12 hours

and

English composition, social sciences, mathematics, and

science (or equivalent)

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

Highest Level Credential

Please provide information about the highest level of degree

[View Instructions](#)

Please provide your credential. At least 2 required on

and one mandatory

and

Minimum of 16 semester hours required

or 60 credit hours - 12 hours

and

English composition, social sciences, mathematics, and

science (or equivalent)

and

and

and

and

and

and

and

and

and

and

and

and

and

Sub-Credentials

Please provide your credential. At least 1 is required and a

[View Instructions](#)

Please provide your credential. At least 2 required on

and one mandatory

and

Minimum of 16 semester hours required

or 60 credit hours - 12 hours

and

English composition, social sciences, mathematics, and

science (or equivalent)

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

Prior Credit

Provide up to 3 prior credit learning opportunities.

[View Instructions](#)

Please provide your credential. At least 2 required on

and one mandatory

and

Minimum of 16 semester hours required

or 60 credit hours - 12 hours

and

English composition, social sciences, mathematics, and

science (or equivalent)

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

and

High School

Provide information on high school courses that provide credit

[View Instructions](#)

Please provide your credential. At least 2 required on

and one mandatory

and

Minimum of 16 semester hours required

or 60 credit hours - 12 hours

and

English composition, social sciences, mathematics, and

science (or equivalent)

Bachelors Degree

Provide information on related Bachelor's degree opportunities

[View Instructions](#)

1

Program

2

Highest Level Credential

3

Sub-Credentials

4

Mapping Credentials

5

Prior Credit Review

Tell us about your Program ¹

Program Name

Enter name of your program

Program Overview

Describe Program in 160 characters...

Program Link

Enter program link (eg. www.cord.org)

Footer

Enter any additional information about the program that you want to display. Max 160 characters.

Please provide information about your highest level of degree, certificate, or any other credential. ¹

Credential Type

Select credential type

Name of Highest Level Credential

Enter Name of Highest level credential

0 / 60

Duration

Enter duration

Weeks or Semesters

Select Weeks or Semesters

Number of credits

Enter number of credits (e.g. 45)

±

Aligned Industry Certifications (Optional)

Add Up to 3

Enter any industry certifications signed with your degree

0 / 60

+Add

Add Job/Wages

Add Up to 2

+Add



Accounting

www.gtc.edu/accounting

Download PDF

Students are prepared to enter their career field at any point along the pathway and advance as they complete higher-level credentials.



Pathway Planner Pilot Site

Interested in piloting the Pathway Planner?

Sign up here:



Advancing Credentials
THROUGH Career Pathways

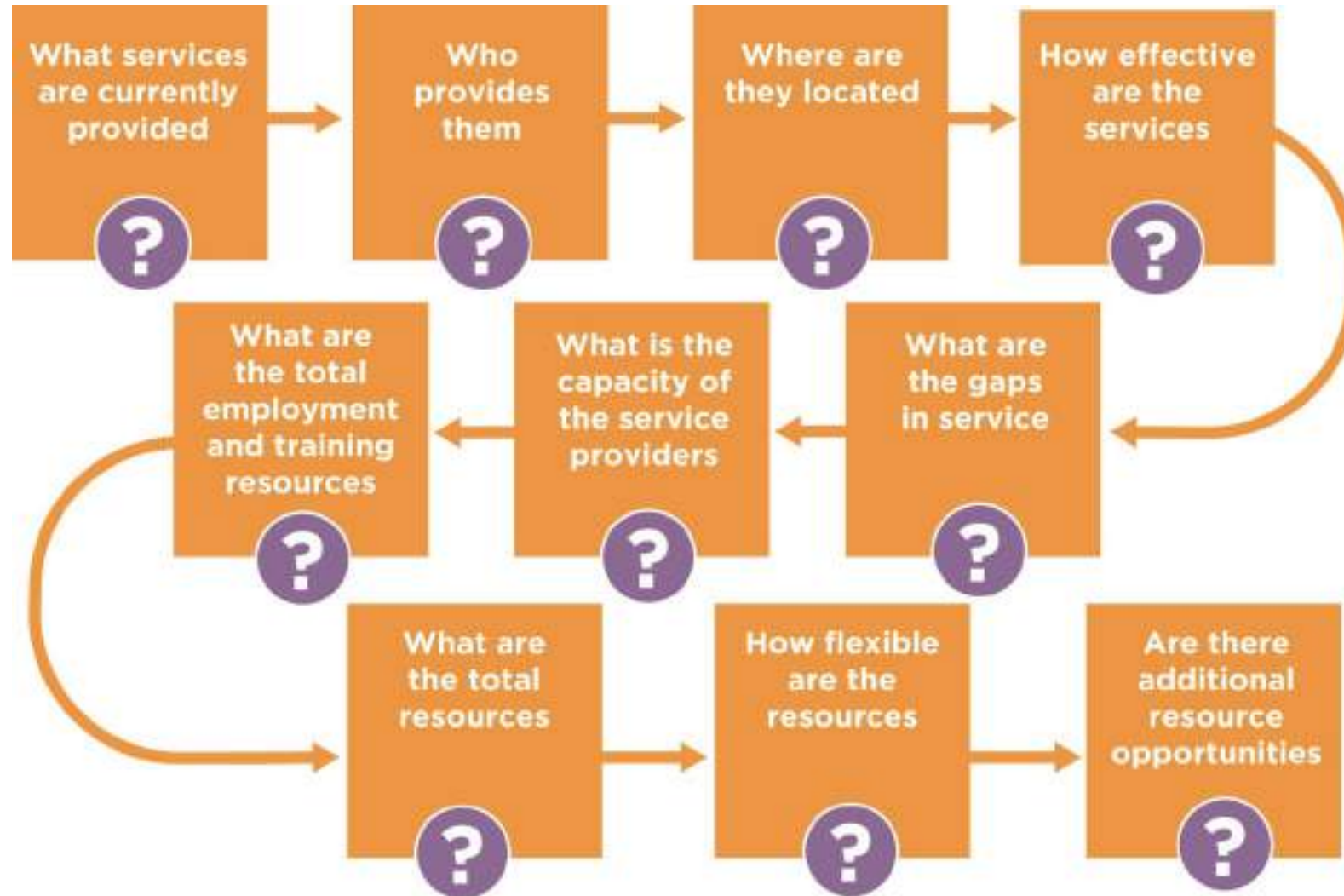


Types of Holistic Support

- **Academic** - help learners successfully complete the program and transition to a job or postsecondary education.
- **Financial** - address barriers such as tuition, textbooks and materials that may impact learner ability to afford the training
- **Personal** - focus on individual needs such as mental and physical health, childcare, and transportation.



Holistic Support Journey



Holistic Supports



Academic


- Aligned to local needs
- Industry credentials
- Credit for Prior learning (CPL)
- Flexible class offerings
- Tutoring
- Cohort Learning

Financial

- Grants (Pell)
- Scholarships
- Book/Materials
- Industry Certification fees
- Basic needs assistance

Personal

- Student-centered success coaching
- Childcare
- Transportation
- Mental Health services



Types of Credit for Prior Learning

- Registered Apprenticeships
- Industry Certifications and Licensures
- High School to Community College Articulation Agreement
- Military Education and Training
- Standardized Examinations
- Challenge Examinations/Proficiency
- Portfolio Assessment
- Internal Articulation of Non-credit to Credit

How CPL Helps Students



CPL SAVES STUDENTS TIME AND MONEY

On average, adult degree earners with 12 or more CPL credits saved 9 to 14 months earning it. Adult students who earned CPL saved \$1,500 to \$10,200 in tuition dollars.



MORE ADULTS GRADUATE AND KEY GROUPS BENEFIT

Overall, adults who earn credit for prior learning are 17% more likely to graduate than adults who do not. The CPL completion benefit is 25% for adults at community colleges, 24% for Hispanic adults, 13% for Black adults, and 19% for Pell Grant recipients.



CPL EMPOWERS ADULT STUDENTS BY VALIDATING THEM AS LEARNERS

The CPL process of reflecting on past learning is often a positive experience that improves adult learners' confidence in themselves as learners.

SOURCES: *The PLA Boost Report, WICHE-CAEL, 2020, Klein-Collins & Olson, 2014, Strada Market Impact Report. More resources at CAEL.org*

How CPL Helps Colleges



CPL IS A PROVEN TOOL FOR BOOSTING STUDENTS' CHANCES OF COMPLETING A DEGREE

Adult students who earn CPL credits are 17 percent more likely to complete, compared to those without CPL.



STUDENTS WHO EARN CPL CREDITS ARE MORE LIKELY TO ENROLL IN MORE CREDITS

Adult learners who earn CPL end up taking an average of 17 more course credits from their institution compared to students without it.



CPL HAS A POWERFUL INFLUENCE ON A PROSPECTIVE STUDENT'S CHOICE OF COLLEGE

Among students who identify themselves as "likely to enroll," an opportunity to receive credit for prior learning strongly influences their decision about where to attend college.

SOURCES: *The PLA Boost Report, WICHE-CAEL, 2020, Klein-Collins & Olson, 2014, Strada Market Impact Report. More resources at CAEL.org*

Examples of Holistic Supports



Academic

- Aligned to local needs
- Industry credentials
- Credit for Prior learning (CPL)
- Flexible class offerings
- Tutoring
- Cohort Learning



Financial

- Grants (Pell)
- Scholarships
- Book/Materials
- Industry Certification fees
- Basic needs assistance



Personal

- Student-centered success coaching
- Childcare
- Transportation
- Mental Health services

Federal Financial Support

Pell Grant

- Must have already received a high school diploma or (G.E.D.) certificate
- Capped at \$6,895 per year
- Cannot be used for more than 12 full-time or equivalent terms over an individual's lifetime

Ability to Benefit

- Available to adult education students without a high school diploma or equivalent
- Students must prove their "ability to benefit," such as by passing a test

Source: [Laboratories of Affordability](#), *Inside Higher Ed*, 2023



Examples of Holistic Supports



Academic

- Aligned to local needs
- Industry credentials
- Credit for Prior learning (CPL)
- Flexible class offerings
- Tutoring
- Cohort Learning



Financial

- Grants (Pell)
- Scholarships
- Book/Materials
- Industry Certification fees
- Basic needs assistance



Personal

- Student-centered success coaching
- Childcare
- Transportation
- Mental Health services

Access to Benefits



Advancing Credentials
THROUGH Career Pathways



Contact Us



**Debbie
Davidson**

*Technical
Assistance
Director, CORD*

ddavidson@cord.org



**Hope
Cotner**

*President/CEO,
CORD*

hcotner@cord.org