Connected Conversations

October 18, 2024

Webinar 1:

CORD Framework for Career Pathways Alignment

ncpn
National Career
Pathways Network

cord Center for Occupational Research & Development

About CORD

Center for Occupational Research & Development

Celebrating 45 Years

- 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

About NCPN
A Project of CORD

NCPN is dedicated to strengthening the education-to-careers pipeline through professional development in Career Pathways, Adult Career Pathways, and career and technical education. NCPN assists educators, workforce professionals, industry leaders and community partners in designing, implementing, and continuously improving Career Pathways programs to prepare youth and adults for the future workforce.

See you in **AUSTIN** Texas
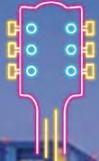
NCPN CONNECT 2025 February 26-28

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Agenda

- New Workplace Realities

- Using Framework for Career Pathways Alignment to Future-Proof Learners

- Essential Components

- Resources for Support

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 this disruption

- Career paths are continuously evolving
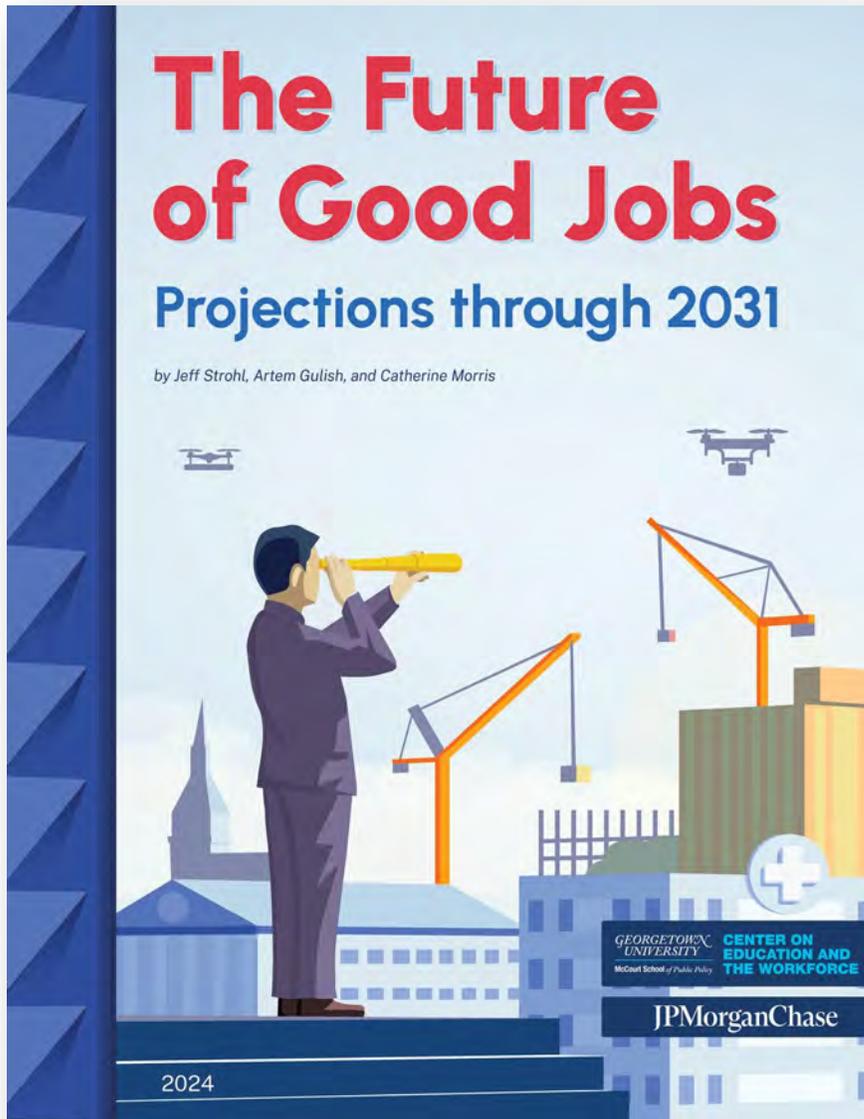
- Education must keep up

Reskilling needs
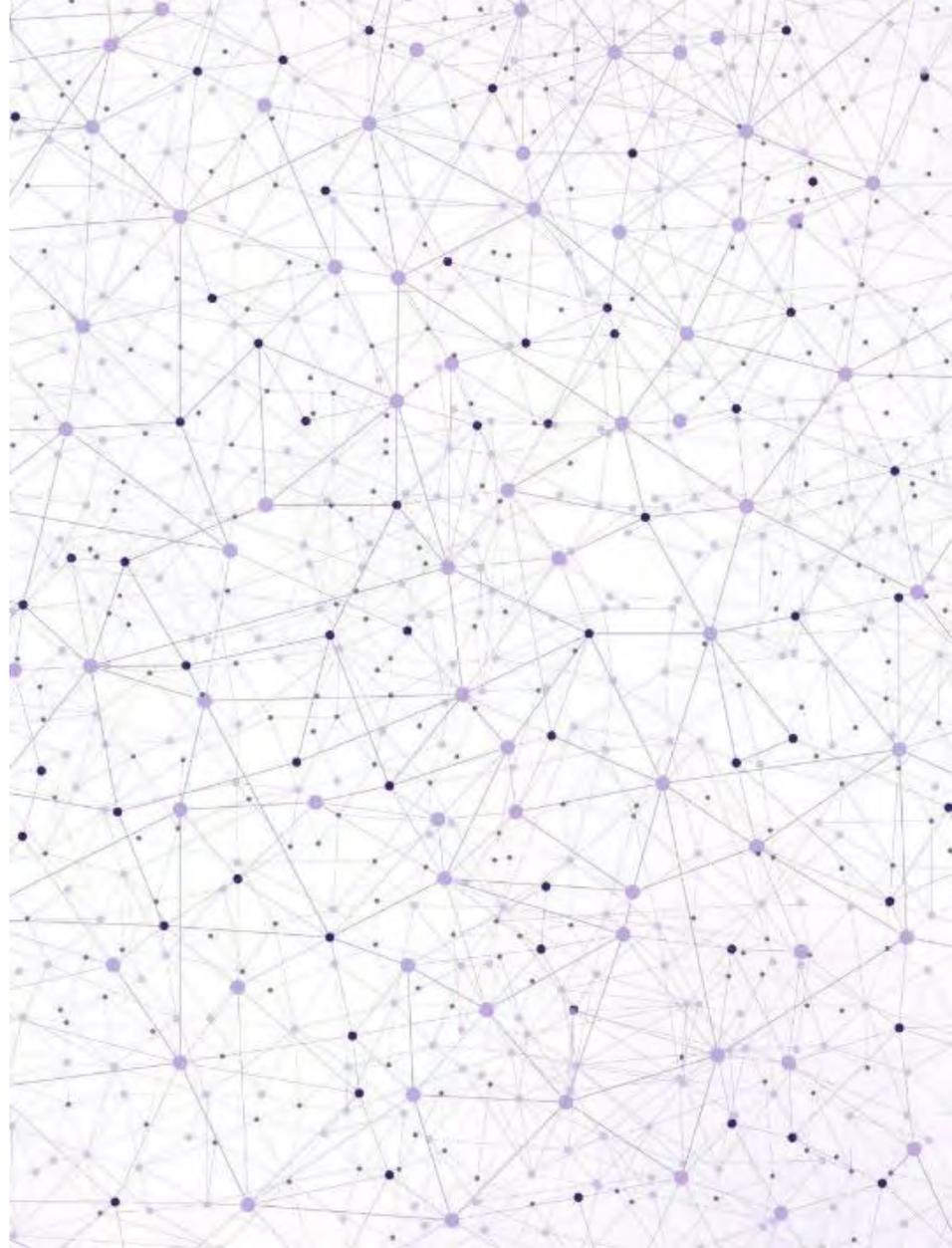
**WORLD
ECONOMIC
FORUM**

44%

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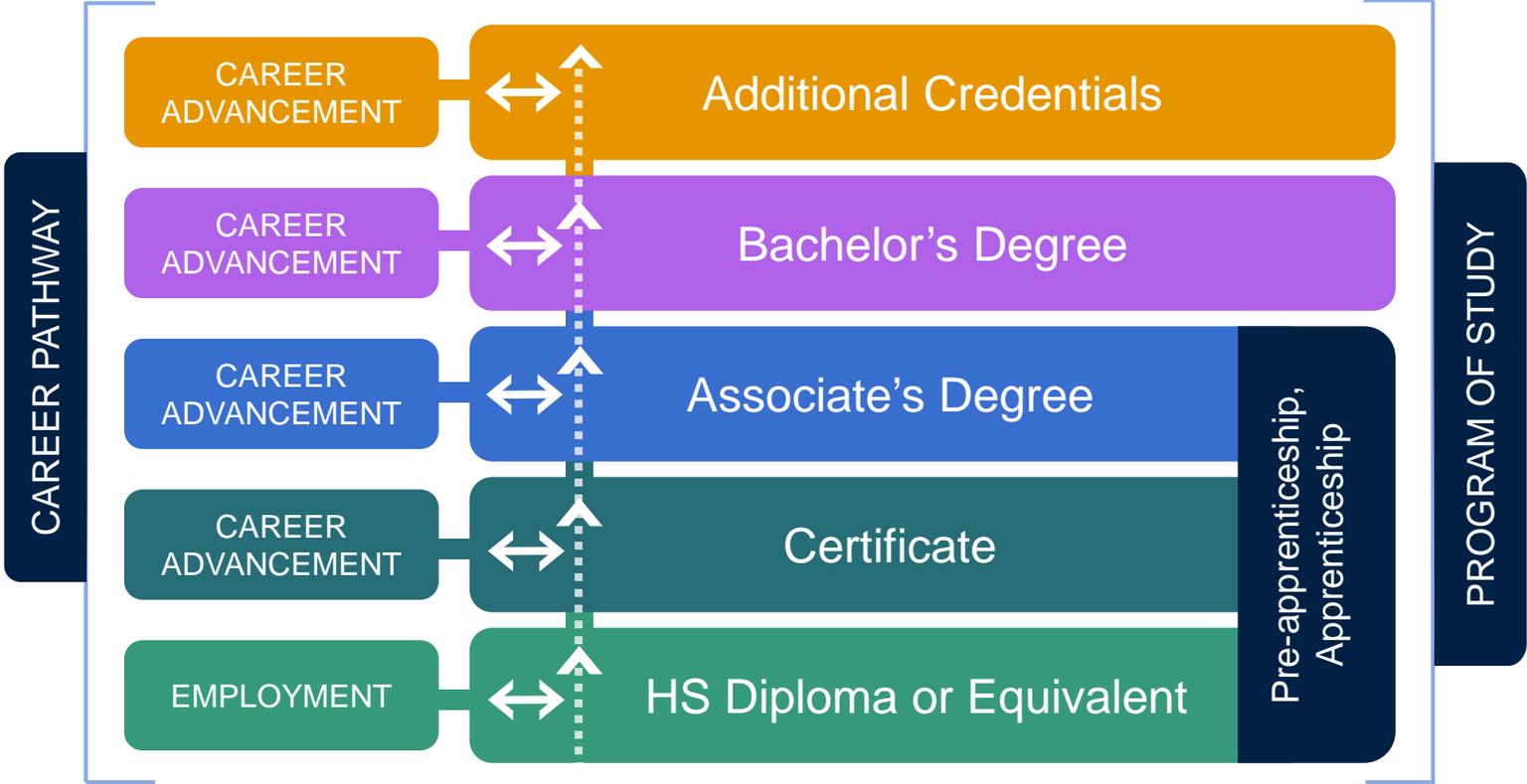in the next five years

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

*"**85%** of Good Jobs will go to workers with some form of postsecondary education or training by 2031."*

Source: The Future of Good Jobs: Projections through 2031 - CEW Georgetown

Powerful Career Pathways

Stackable Credentials

Adapted from *Introduction to Stackable Credentials*, ED-OCTAE

Benefits of Pathways Embedded with Stackable Credentials

Provide flexibility for **students**

Meet the evolving skill needs of **employers**

Increase **credential attainment**

Give **educational institutions** tools for continuous upskilling

Learnings from CORD's National TA Cohorts

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 integration and wrap-around services

CORD Framework for Career Pathways Alignment

- Foster Ecosystem
- Engage Employers
- Design Career Pathways
- Support Completion

FRAMEWORK FOR CAREER PATHWAYS ALIGNMENT

1. **Coordinated Ecosystem** of industry, education, workforce agencies, and community organizations—placing the evolving skill and personal support needs of learners front and center.

2. **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

3. **Seamless Career Pathways** supporting learners of all ages and skill levels, built on stackable credentials aligned to postsecondary and employment opportunities, and collaboratively developed by educators and employers

4. **Support for Credential Completion** that recognizes "all learners as learners" by providing credit for prior learning, course schedules, delivery modes and wrap-around services that support working adults, and efficient program design that accelerates credential attainment

Partnerships to Support the Ecosystem

- **Employer** – collaborate across sector: curriculum to work-based learning experiences; build your community's talent pipeline

- **Organizational** – school districts and postsecondary institutions, adult education providers, workforce boards: align, accelerate, 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.

Foster Ecosystem

Partnerships Are Key

- Leverage each other's resources and knowledge

- Connect disconnected systems

- Strengthen/build partnerships to support your local/regional economy

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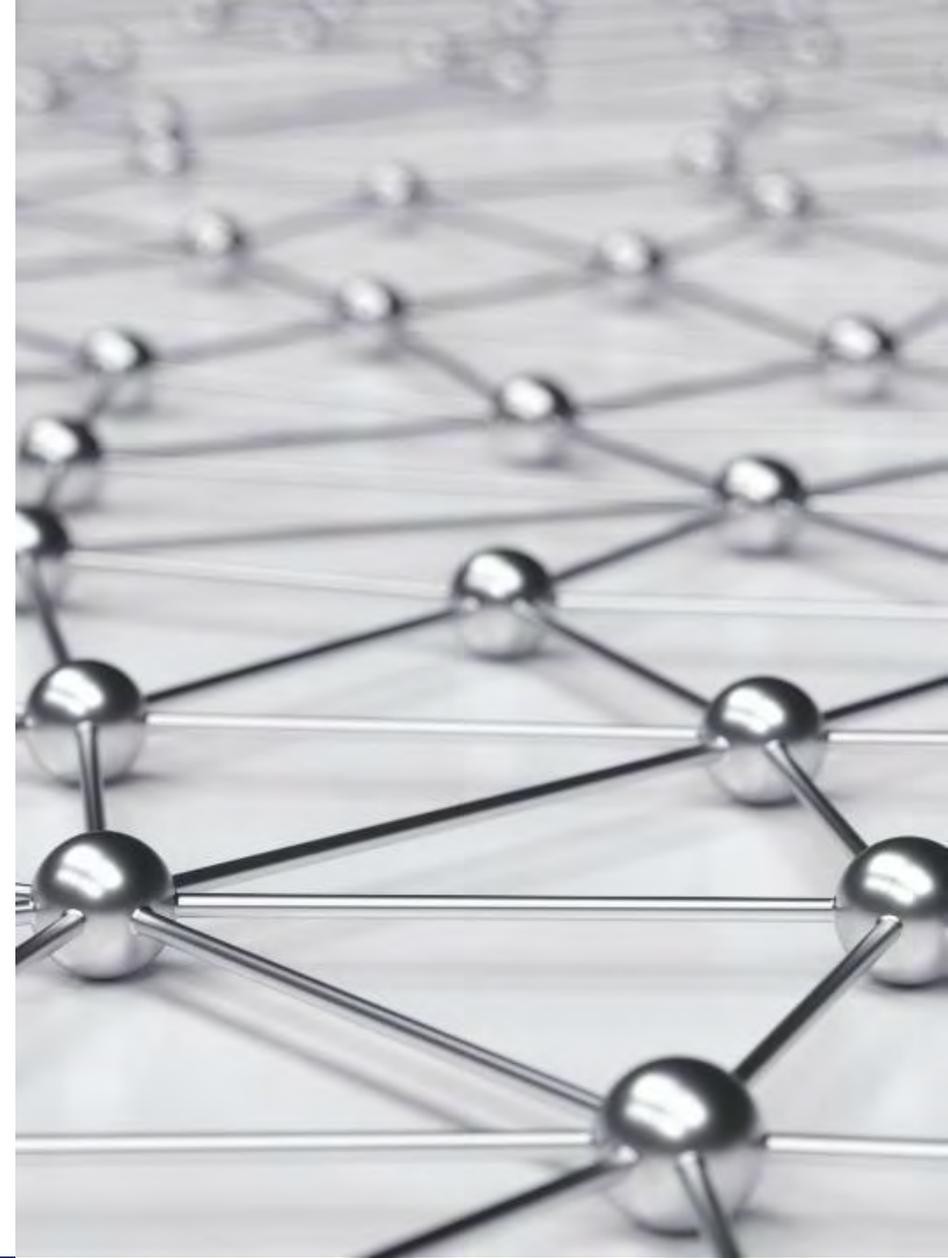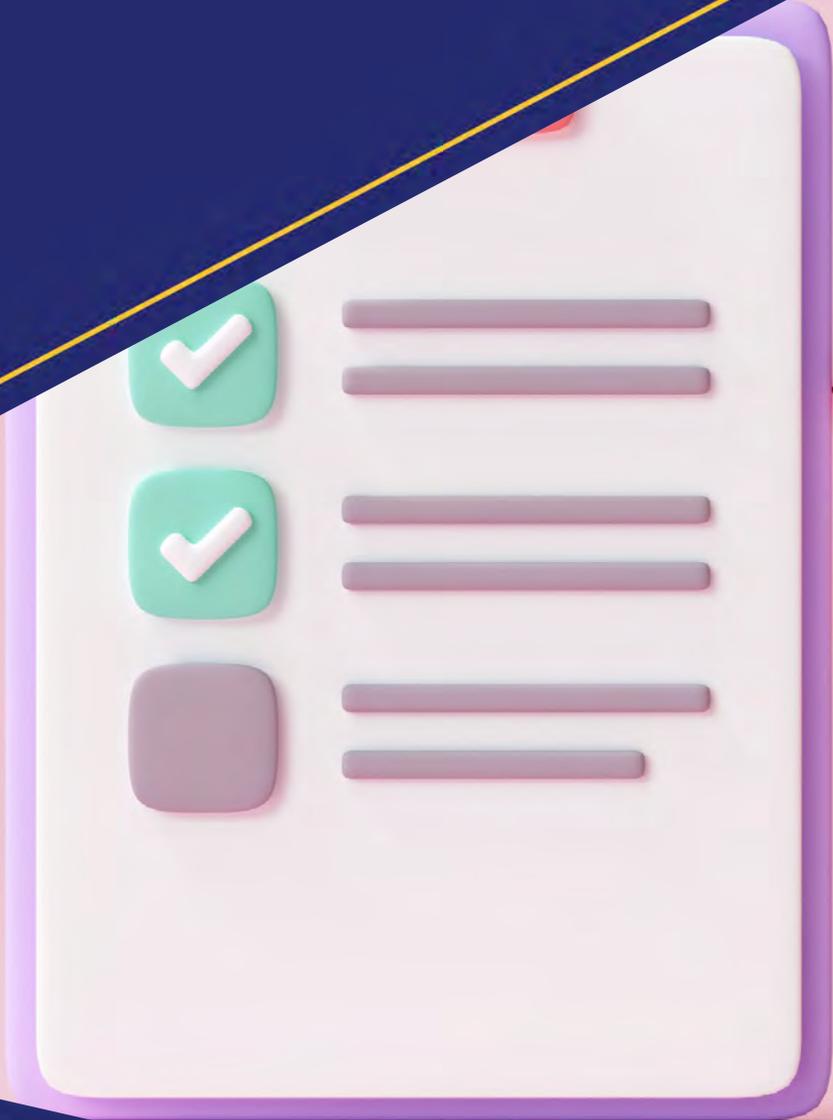
Partnership Ecosystem

- **We can't know it all.**

- **We can't do it all.**

- **We need partners** across the ecosystem to collaborate on the journey ahead.

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Poll

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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*

Engage Employers

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

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Benefits of Strategic Employer Engagement

Funding Opportunities

Community Awareness

Job Placement

Enrollment

Work-based Learning

Labs and Facilities

Skills Alignment

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Pathways

Deepening Employer Engagement with the BILT Model

Business & Industry Leadership Team Model

The **BILT Model** is:

- **Advisory Committee 2.0** – takes employer relationships to the next level

- A **structured, repeatable process** for any technical program

- A model that puts employers in a **co-leadership/co-ownership role** that greatly increases their engagement with your program

BILT Roots

National Science Foundation (NSF)
Center of Excellence in Convergence Technology
Based at Collin College (TX) [2012-2022]

Established BILT model through work with business leaders from across the nation to determine the **Knowledge, Skills, and Abilities** "workforce ready" graduates will need

Model implemented at more than **100 colleges in multiple technical disciplines**.

Recognized nationally as a leading model for strategic employer engagement

CORD's *Pathways to Innovation* project launched **BILT Academy®** to scale the model by supporting colleges with implementation

The Value of BILT

- Foster partnerships between industry and higher education

- Focus curriculum efforts to target the right skills

- Gauge the value of industry certifications

- Industry forecasting informs the direction of your program(s)

- Members take an active role when they feel invested

Business & **Industry Leadership Team**

For Advanced Manufacturing

Webinar 2: Leveraging Employer Expertise to Drive Innovative Career Pathways

November 1, 12PM CST

A conversation with educators and their employer partners about strategies for leveraging employer and faculty expertise to drive innovation and ensure students are workforce-ready

Guest Speakers:

- **Marci Gale**, Mechatronics Program Head & Faculty, Central Virginia Community College (VA)
- **Justin Starr**, Endowed Professor of Advanced Technologies, Community College of Allegheny County (PA)

Seamless Career Pathways supporting learners of all ages and skill levels, built on stackable credentials aligned to postsecondary and employment opportunities, and collaboratively developed by educators and employers

Design Career Pathways

Stackable Credentials
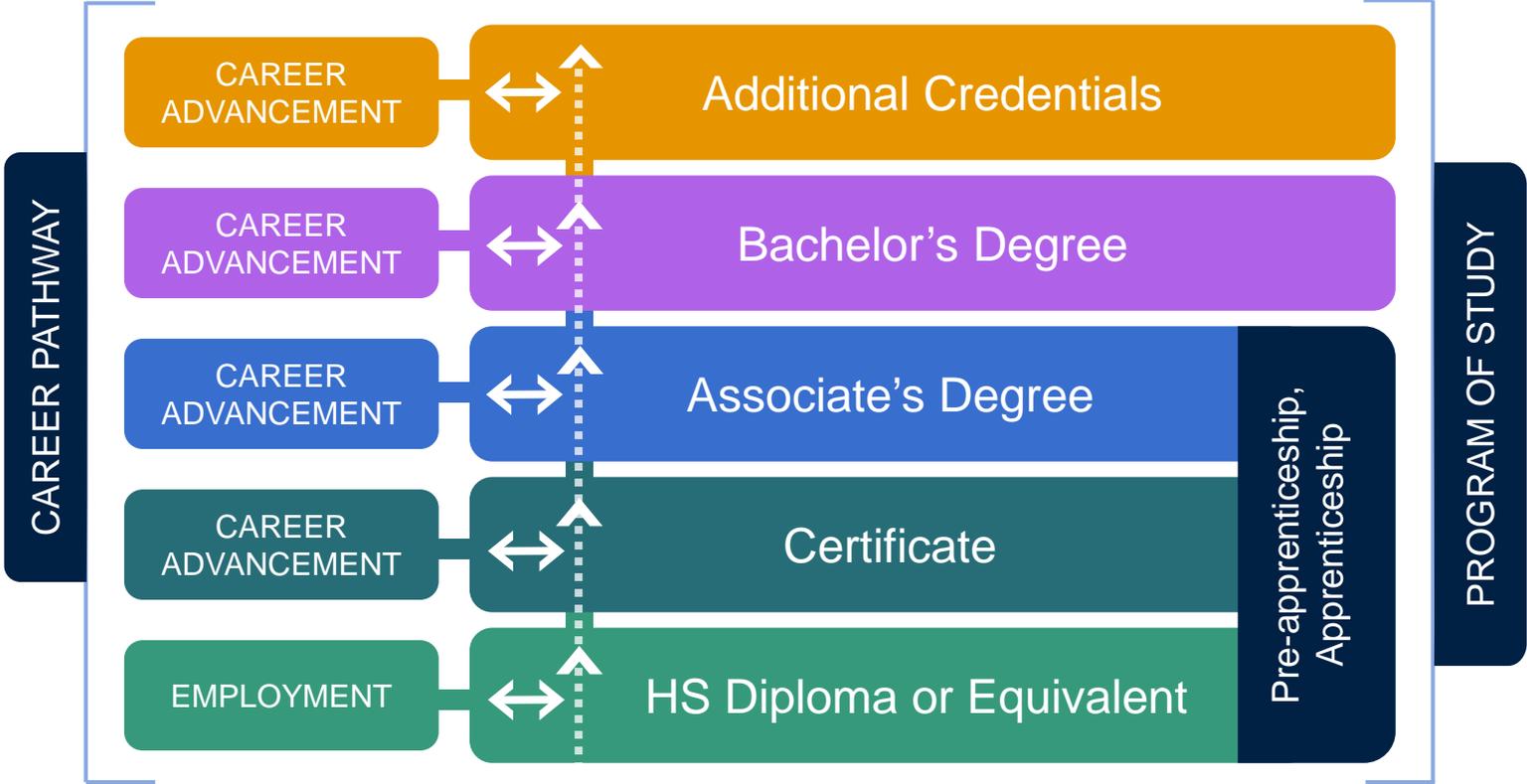
Adapted from *Introduction to Stackable Credentials*, ED-OCTAE

Pathways to Credentials

US ED OCTAE Initiative: Build capacity of colleges to improve CTE credential attainment rates by offering **stackable credentials**, a series of incremental milestones, on the path to degree completion. Stackable credentials are…

- Developed through active employer engagement
- Responsive to workforce needs of region
- Link educational certificates to industry certifications
- Support diverse groups of learners
- Provide multiple entry and exit points
- Support earn-and-learn models through flexible scheduling
- Provide credentials with labor market value on the path to a degree

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Incremental Milestones

Dual Credit/IET
The First Step on Your Career Pathway Journey

Credential 1

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.

Credential 2

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

Credential 3

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!

Associate Degree
Continued career success and lifelong learning

Benefits of 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

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Powerful Career Pathways

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?

Automotive Technology

[Program Website](#)

Gain hands-on training in a fully equipped auto shop, featuring equipment actually used in the transportation industry.

Prior Credit/ High School	Automotive Undercar Technician	Automotive Maintenance Technician	Automotive Technology	Bachelor's Degree(s)

Prior Credit

Industry Certification
The following courses offer opportunities for Credit for Prior Learning:
- Brake Systems
- Auto Service Fundamentals
- Steering & Suspension Systems
- Electrical & Electronic System 1
- Climate Control Systems

More Information

High School

The following high school courses offer opportunities for dual credit:
- Brake Systems
- Auto Service Fundamentals
- Steering & Suspension Systems
- Auto Shop Essentials

More Information

Certificate
(11 Credits)
(1 Semester)
Industry Certifications:
NC3 Snap-on Wheel Alignment & Balancing
NC3 Snap-on Pro-Cut
NC3 Starrett Precision Measuring
Jobs & Wages:
Lube Technician, $13/Hr
Alignment Technician, $13/Hr

Diploma
(32 Credits)
(2 Semesters)
Industry Certifications:
NC3 Snap-on Multimeter
NC3 Snap-on FCA Level 0
NC3 Snap-on Torque
NC3 Snap-on Battery Starting & Charging
Jobs & Wages:
Service Technician, $15/Hr

Associate Degree
(65 Credits)
(4 Semesters)
Industry Certifications:
NC3 Snap-on Diagnostics
NC3 FCA Level 1
Jobs & Wages:
Diagnostic Specialist, $21/Hr
Master Technician, $21/Hr

BS Management
UW Stout
Jobs & Wages:
Service Center Manager, $55000/Yr

Credentials highlighted with a double border can be taken concurrently with Secondary or Adult Education.

Who Benefits from Pathway Maps?

Students
- Identifies on and off ramps
- Identifies program outcomes relative to potential employment opportunities and wages, as well as program duration and stackable credentials
- Depicts career growth alongside education path

Employers
- Identifies multiple entry points for existing employees to upskill
- Validation of skills by industry means graduates are prepared to meet employer needs

Faculty
- Program and career information in one place – at-a-glance
- Employer-validated pathways relative to occupations and wages
- Clear depiction of completion options (certificates, diplomas and degrees) within a pathway

Webinar 3: Creating and Aligning Seamless Career Pathways for All Learners

November 15, 12PM CST

A conversation with secondary, adult education, and community college educators about creating and aligning seamless pathways of stackable credentials, giving learners of all ages and skill levels practical building blocks for in-demand skills, employment opportunities, and career advancement

Guest Speakers:

- **Paul Hansford**, Associate Professor of Computer Science, Sinclair Community College (OH)

- **Rick Vaughn**, Faculty Chair - STEM Initiatives, Rio Salado College (AZ)

Support for Credential Completion that recognizes "all learners as learners" by providing credit for prior learning, course schedules, delivery modes and wrap-around services that support all learners, and efficient program design that accelerates credential attainment

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 Supports

Academic

Aligned to local needs

Industry credentials

Credit for prior learning (CPL)

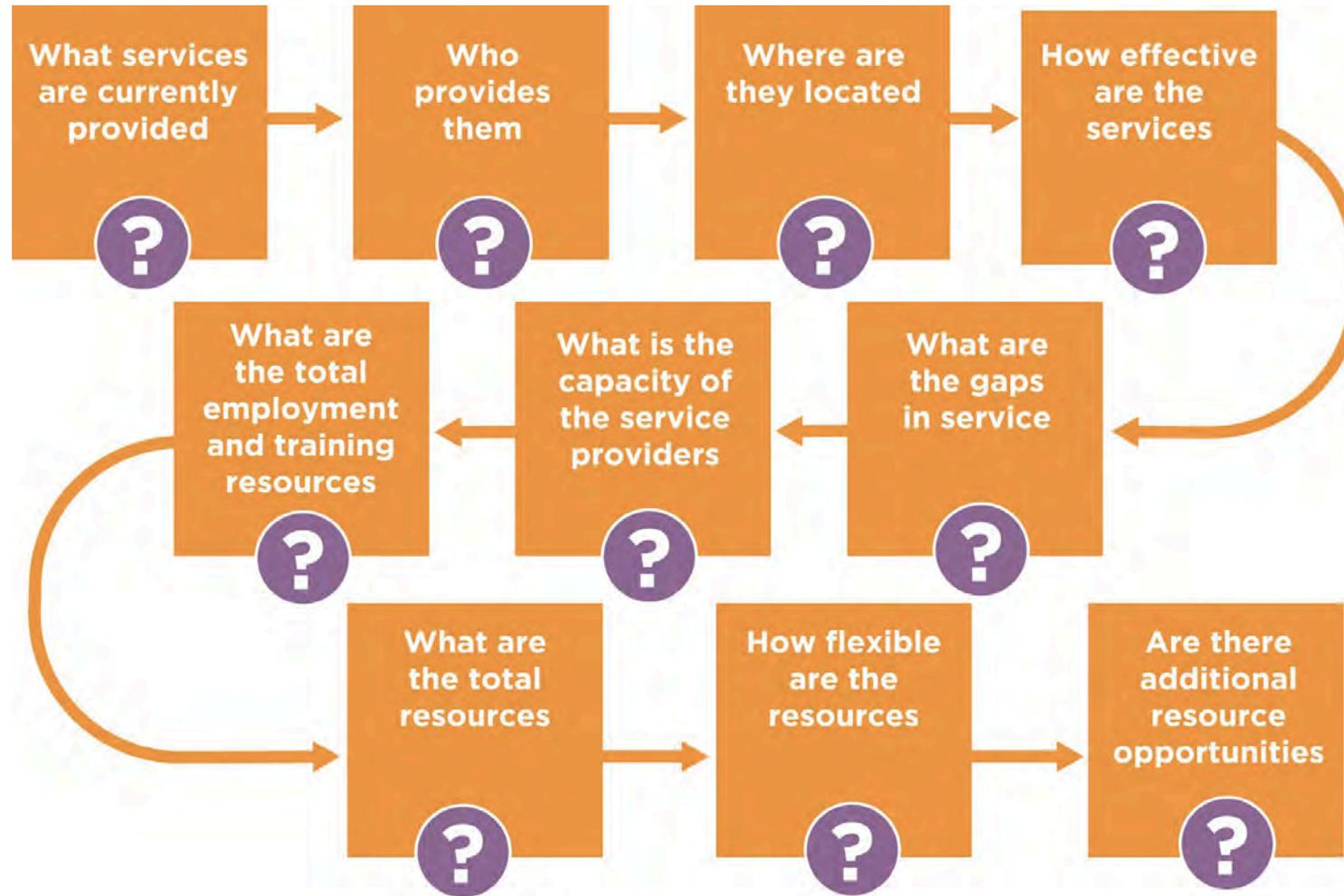Flexible class offerings

Tutoring

Cohort Learning

Financial

Grants (Pell)

Scholarships

Books/materials

Industry certification fees

Basic needs assistance

Personal

Student-centered success coaching

Childcare

Transportation

Mental health services

Holistic Support Journey

Webinar 4: Removing Barriers and Supporting Credential Completion

January 24, 12PM CST

A conversation about efficient program design that accommodates the needs of learners and accelerates credential completion by removing barriers and surrounding students with holistic supports

Highlighting the work of:

- **Emily Griffith Technical College, Denver, CO**

- **Forsyth Technical Community College, Winston-Salem, NC**

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Questions

NCPN Connected Conversations Webinar Series

All Webinars at 12 PM Central

- **November 1:** Leveraging Employer Expertise to Drive Innovative Career Pathways

- **November 15:** Creating and Aligning Seamless Career Pathways for All Learners

- **January 24:** Removing Barriers and Supporting Credential Completion

- **February 7:** Wrap-Up and Reflections on Designing Industry-Responsive Career Pathways

February 26-28: NCPN Connect 2025, Renaissance Austin

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Webinar 1 Reflection Survey

https://forms.office.com/r/GPCCJXMsC4