

Toward an Understanding of **Career Pathways**

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1

Career Pathways

- Framework for Education and Training
- Common Language
- Streamline Education and Training Process
- Address Regional Labor Shortages
- Encourage us to Listen to Employers Upfront

2

History of Pathways

- Pathways to Prosperity - A framework for all
- Meet future employer demand with credentials
- Offer postsecondary Certificates and License
- Encourage Technical Skill building for the "Forgotten Half"
- Stress Foundational "Soft Skills" and Learning on the job

3

Pathways to Prosperity

- Address the Drop out rate
- Stress work place & classroom
- Address need for skills beyond high school
- Provide for Articulated & Focused Training



4

Job Driven Training

- “Training that is responsive to the needs of employers in order to effectively place ready-to-work Americans in jobs that are available now or train them in the skills needed for better jobs.”

“FACT SHEET: Ready to Work At a Glance: Job-Driven Training and American Opportunity,”

5

Job Driven Training

1. Engage Employers
2. Earn and Learn
3. Smart Choices
4. Measurement Matters
5. Stepping Stones
6. Open Doors
7. Regional Collaboration



6

1. Engage with Employers

- Involve employers up front
- Determine local and regional hiring needs
- Get the employer's perspective
- Adapt training to meet employer / Labor Market needs
- Advisory and beyond



7

2. Earn and Learn

- Offer work-based learning
- Exploratory - Explore work first hand
- Experiential - Experience work first hand
- Engaged/Involved - Integrate work into education and training programs

8

3. Use Data - Smart Choices

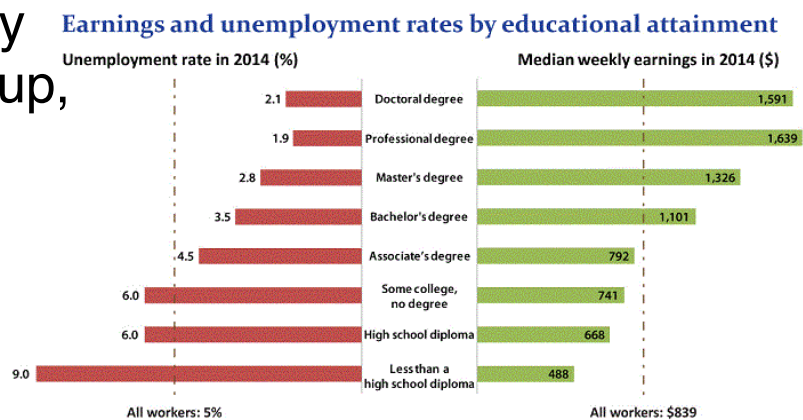
- Data Driven Accountability
- What it taught - Programs of Study related to work
- Likelihood of getting a job



9

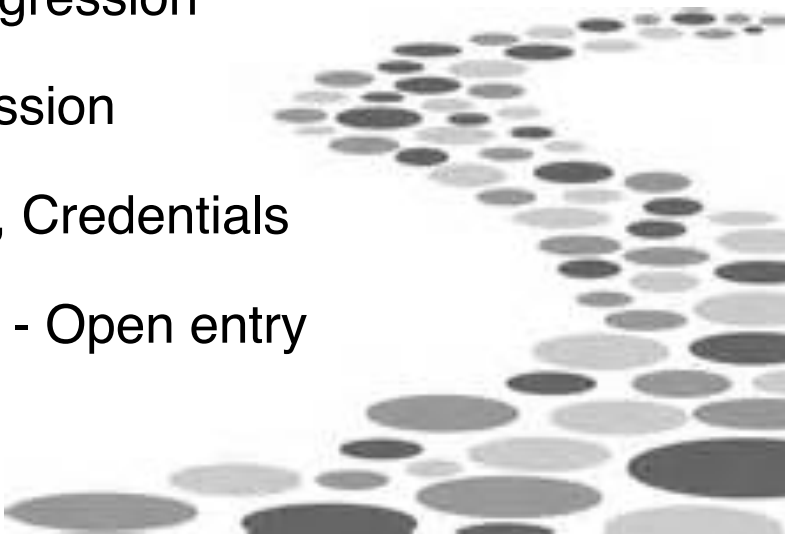
4. Measurement Matters

- Earnings and Employment
- Employment by Sector
- Employers by Training Group, Program, Class & Retention



5. Stepping Stones

- Seamless Progression
- Steps, Progression
- Advancement, Credentials
- Come and Go - Open entry and open exit



11

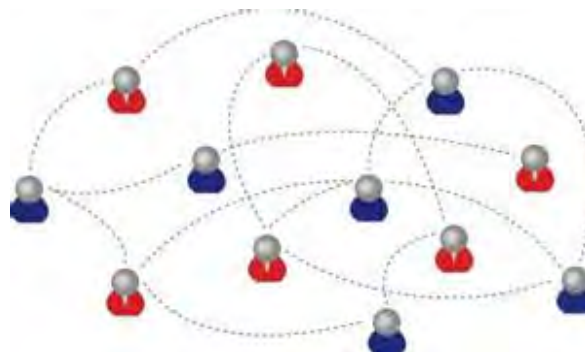
6. Opening Doors

- Serve those with barriers
- "Chip away" at barriers to employment
- Provide supportive services and collaborate
- Provide tools for job developers, trainers, and employers

12

7. Regional Collaboration

- Workforce Boards
- Job Centers
- Chamber of Commerce
- Community Colleges
- Labor Organizations
- Philanthropic Organizations
- Human Service Agencies
- Vocational Rehabilitation
- Independent Living Centers



13

Job Driven Training

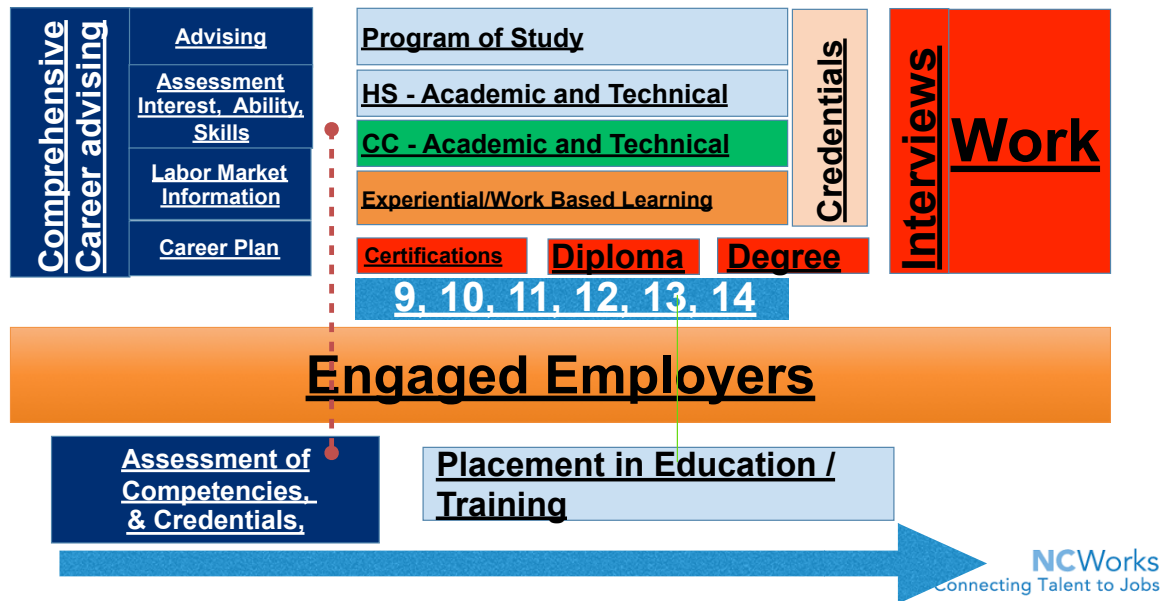
Impacts:

- **employers,**
- **training providers, and**
- **unemployed workers.**

14

2014 Vision Overview

CTE Career Pathways



15

Building the Pathway Credentials

(Rigorous) Programs of Study

(Classes are examples)

Level	Courses								Certifications & Degrees
9	English I	Algebra I or Integrated Math I	Environmental Earth Science	World History	Health/PE	MSITA Word, PPT	Small Business Entrepreneurship	Freshman Career Management	MSITA Certifications (2)
10	English II	Geometry or Integrated Math II	Physical Science	Civics	Principles of Business & Finance	MSITA Excel, Access	Business Law	MSITA Website or Database	MSITA Certifications (2)
11	English III	Algebra II or Integrated Math III	Biology	BUS 151	BUS 110 Intro to Business	Accounting I	BUS 137 Principles of Management	BUS 135 Principles of Supervision	MSITA Certification(1) MOS Career Readiness - CRC
12	English IV	4th Math Aligned with student's plan	US History Part A	MAT 115 Mathematical Models	US History Part B	Accounting II	ENG 114 Professional Research & Reporting	BUS 115 Business Law I	High School Diploma QuickBooks Certification CC Certificate

Core Courses

CTE High school courses

Community college courses

Articulated Courses

Labor Market Value \$\$

Articulated credits - MSITA for CIS110

Online Course on Demand requirements for each degree See CC course

16

Building the Pathway 9-14

High School and Community College

(Rigorous) Programs of Study

(Classes are examples)

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11	English III	Algebra II or Integrated Math III	Biology	BUS 151	BUS 110 Intro to Business	Accounting I	BUS 137 Principles of Management	BUS 135 Principles of Supervision	MSITA Certification (1) MOS Career Readiness - CRC
12	English IV	4 th Math Aligned with student's plan	US History Part A	MAT 115 Mathematical Models	US History Part B	Accounting II	ENG 114 Professional Research & Reporting	BUS 115 Business Law I	High School Diploma QuickBooks Certification CC Certificate
Summer	COE 112 (coop)	COE 110 World of Work	ACA 111 College Student Success						
1	MKT 220 Advertising & Sales	ACC 120 Principles of Financial Accounting	ENG 111 Expository Writing	BUS 116 Business Law II	BUS 260 Business Communications	BUS 240 Business Ethics	ACC 129 Individual Income Taxes	ACC 121 Principles of Managerial Accounting	Business Administration Diploma 44 hours
2	Social Science Elective	BUS 239 Business Applications Seminar	ECO 252 Principles of Macroeconomics	Humanities Fine Arts Elective					Business Administration AAS Degree 65-73 hours

Core Courses
CTE High school courses
Community college courses
Articulated Courses

Labor Market Value \$\$

Articulated credits - MSITA for CIS110
Online Course on Demand See CC course requirements for each degree

17

Building the Pathway

Engaging Employers

(Rigorous) Programs of Study

(Classes are examples)

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Articulated credits - MSITA for CIS110
Online Course on Demand See CC course requirements for each degree

Core CoursesE
CTE High school courses
Community college courses
Articulated Courses
Exp Tours Based Learning
Project B Learning
Shadowing
OJT / OJL
Co-Op
Apprenticeship

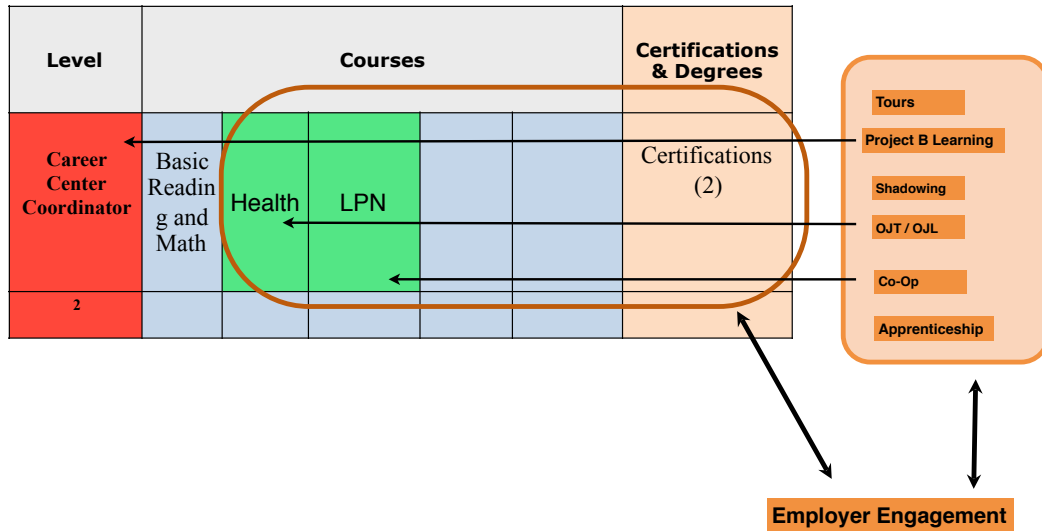
Employer Engagement

18

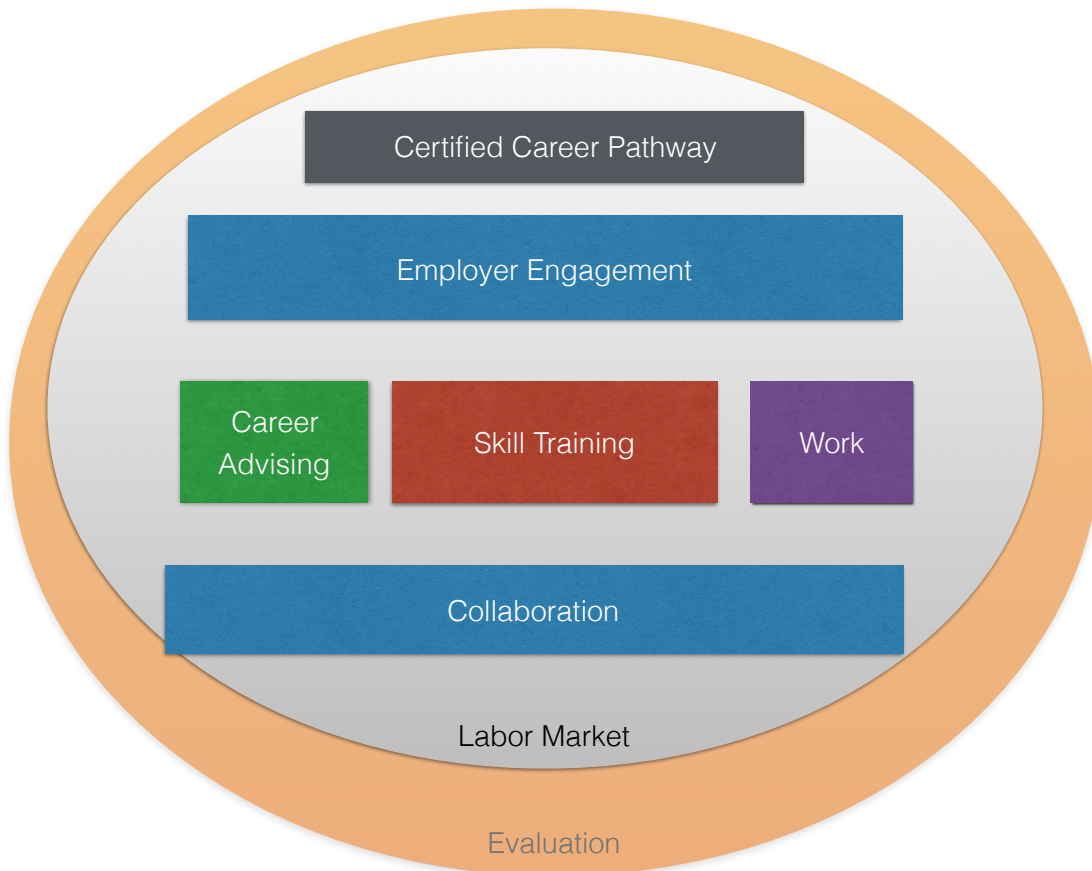
Building the Pathway

Short Term

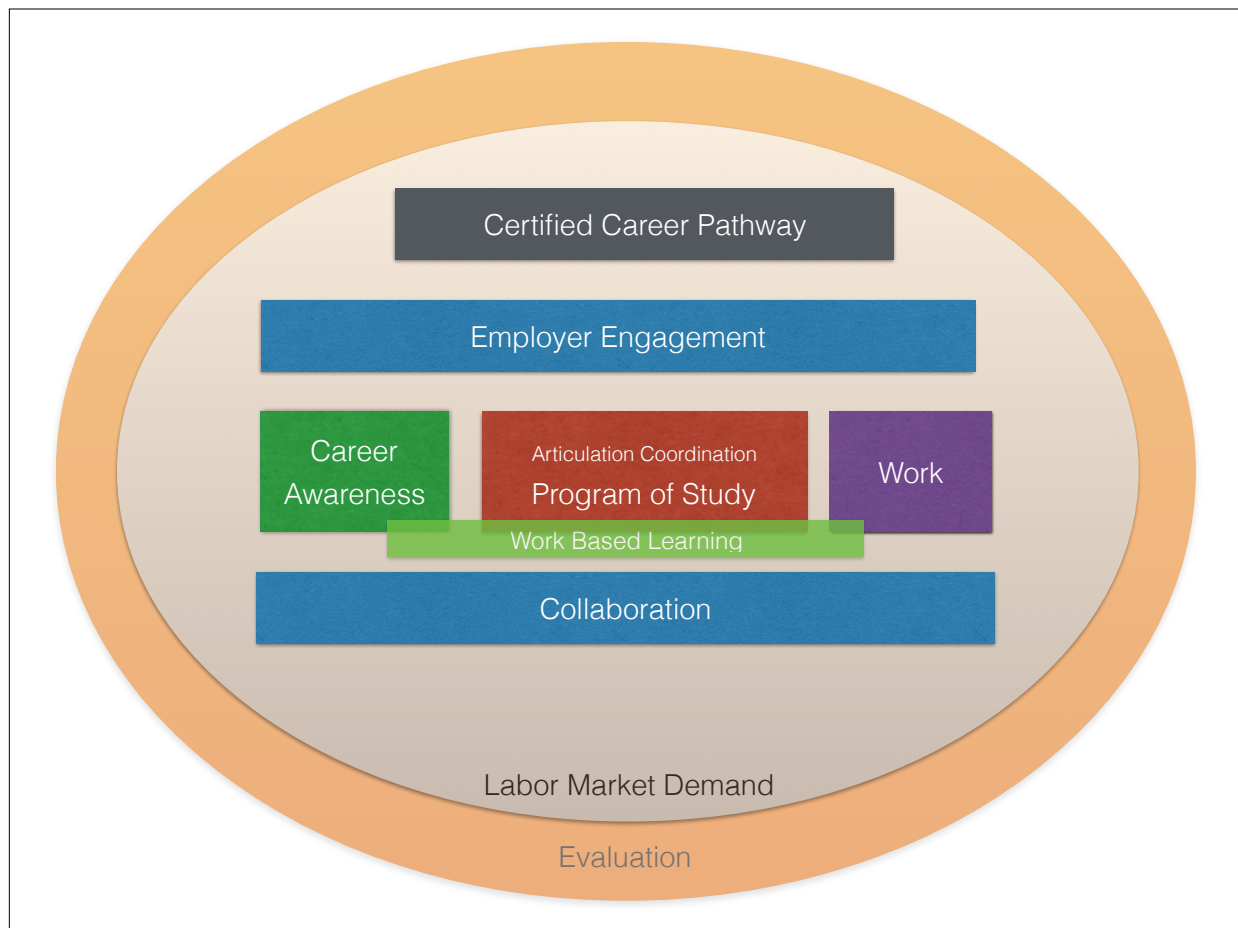
Career Center / Continuing Education



19



20

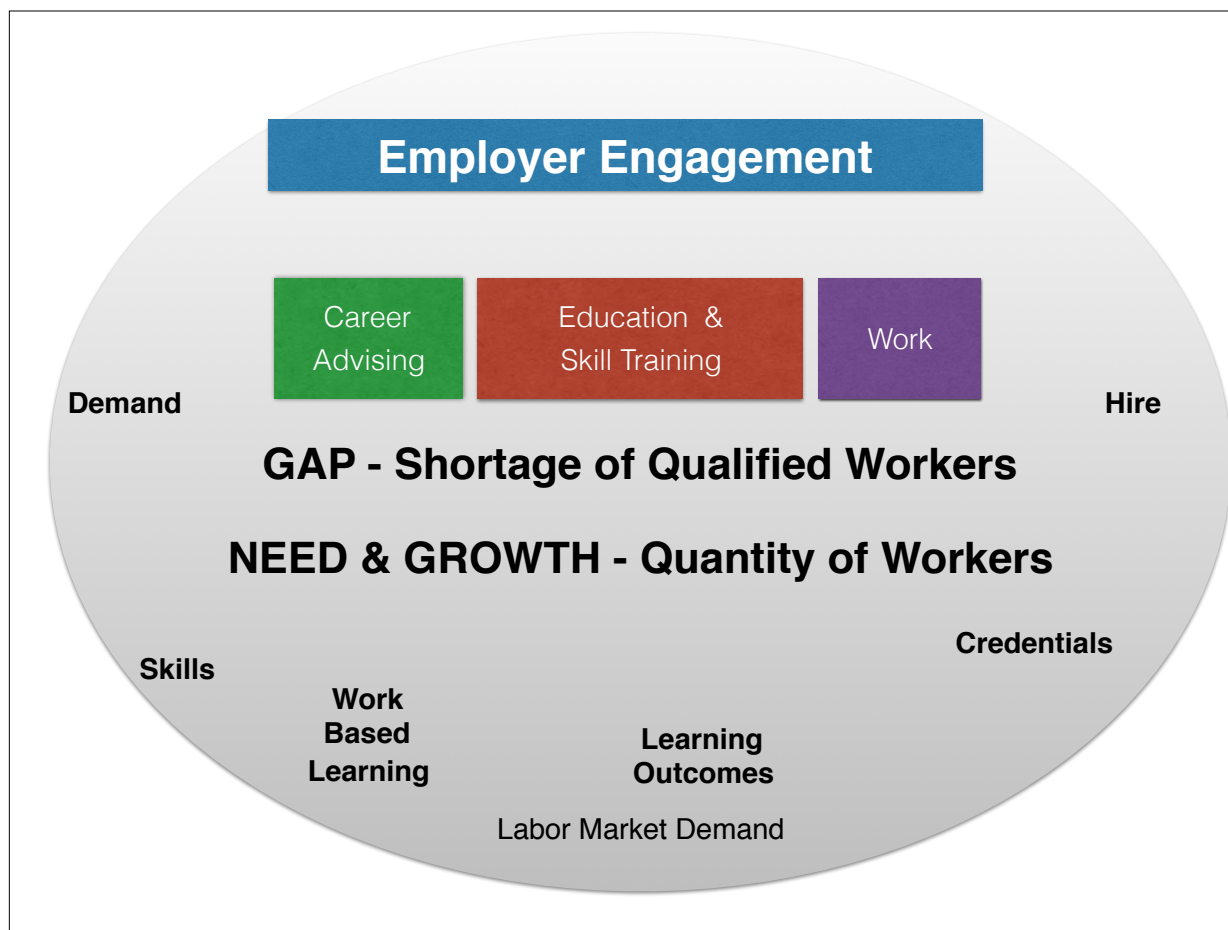


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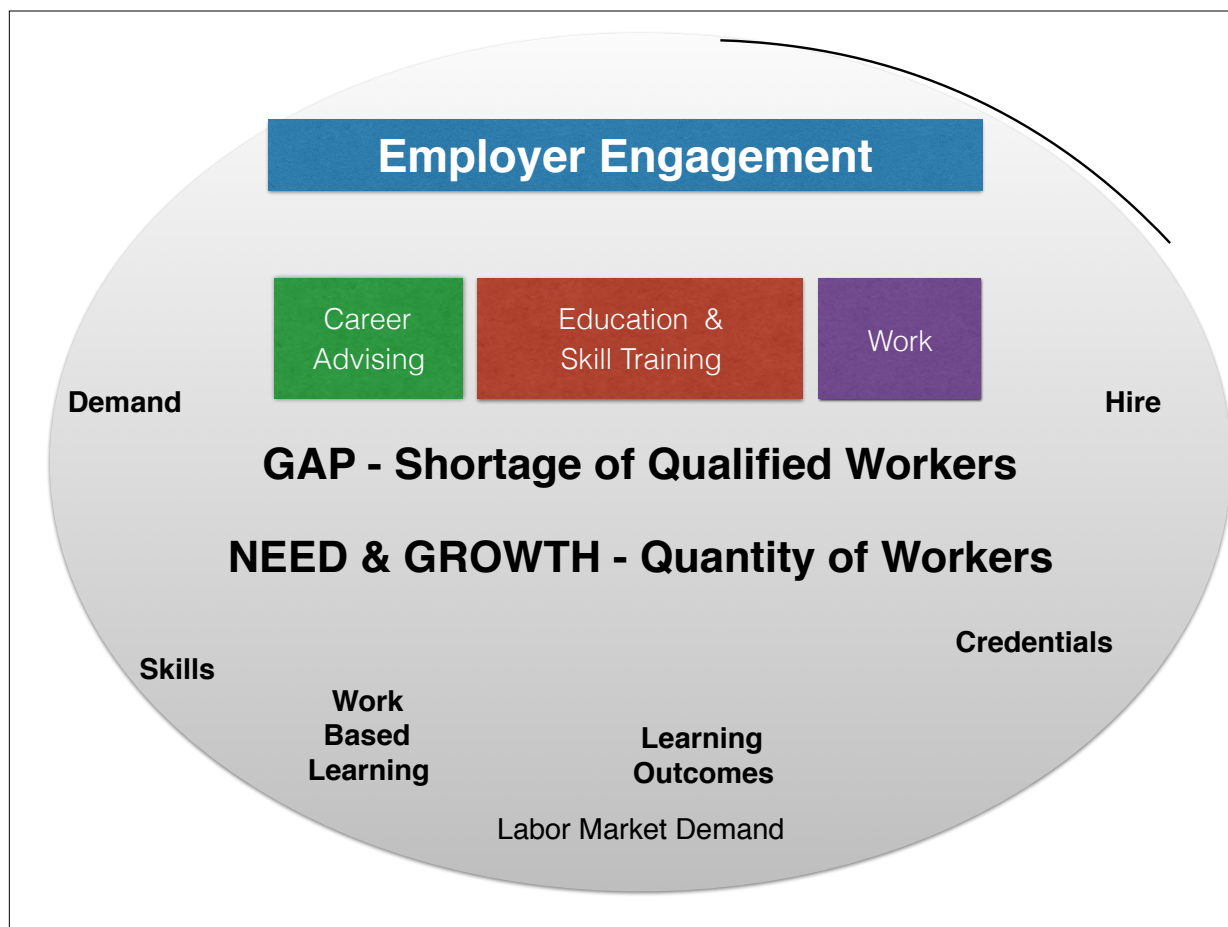
Employer Engagement

- Key role in developing the pathway
- Actively involved in review of curriculum
- Redesigned to meet industry & educational standards
- Suggest strategies & opportunities for WBL
- Evaluate & Recommend Credentials & Certifications

We Listen!
"How can we
help you?"



23



24

Collaboration

LEA

CC

WDB

Univ

Community

Industry

Commitment & Support

Buy into Model & Process

Deliver a Consistent Message

25

Career Advising

Selecting Pathway, Education, & WBL

Advising Team

- Middle School
- High School
- Community College
- University
- Career Center

Professional Development

- Joint staff
- Advising on Certified Pathways
- Setting Career Goals
- WBL Explore, Experience, Engage

Advising Skills

- CDF - Listening,, Sharing LMI, Sharing Options
- Individual Assessment of Interest, Abilities, Skills
- Sharing Labor Market Information: Projections; Pathway Requirements; Certifications; & Employment Options
- Career Planning & Goal Setting

26

Career Advising & Employability Plan

Career Awareness Career Plan	<i>Assessment of Interests, Abilities, Skills Assessment Prior Learning & Credentials Assessment of Specific Pathway ID Skills Identification of the Individuals Career Goal</i>
Articulation Coordination Program of Study Academic and	<i>Academic & Technical Courses Education & or Training Program Credit for: Experiences, Articulated Courses Plan and Path Streamlined for Individual</i>
Work Based Learning	<i>Exploratory -Shadowing, Mentoring Experiential - Work Foundational Skills Engaged - Supportive of Classroom Education</i>
Career Goal Work	<i>Jobs within the cluster Ability to engage in work Reengage in education or training Continuous Education /Training to meet Career Goal</i>

27

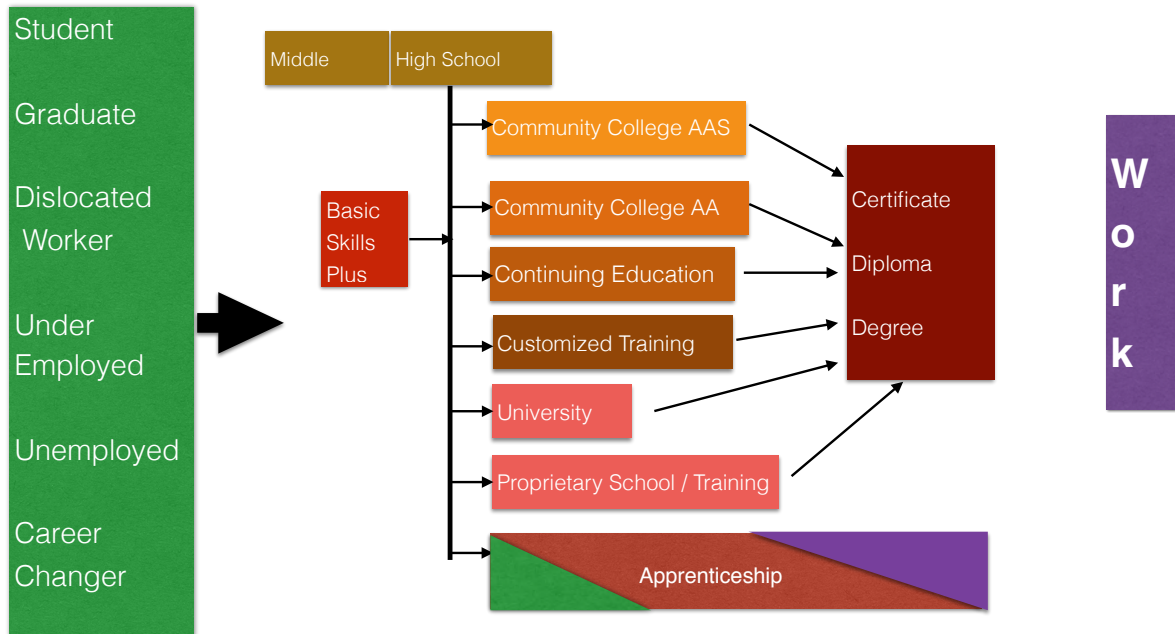
Training / Programs of Study

- Programs mapped to Labor Market Needs
- Academic & Technological courses work together
- Work Based Learning opportunities integrated
- Employability skills into classroom study
- Credentials recognized by education & industry
- Courses articulated HS-CC &/or Training-CC

28

Articulation and Coordination

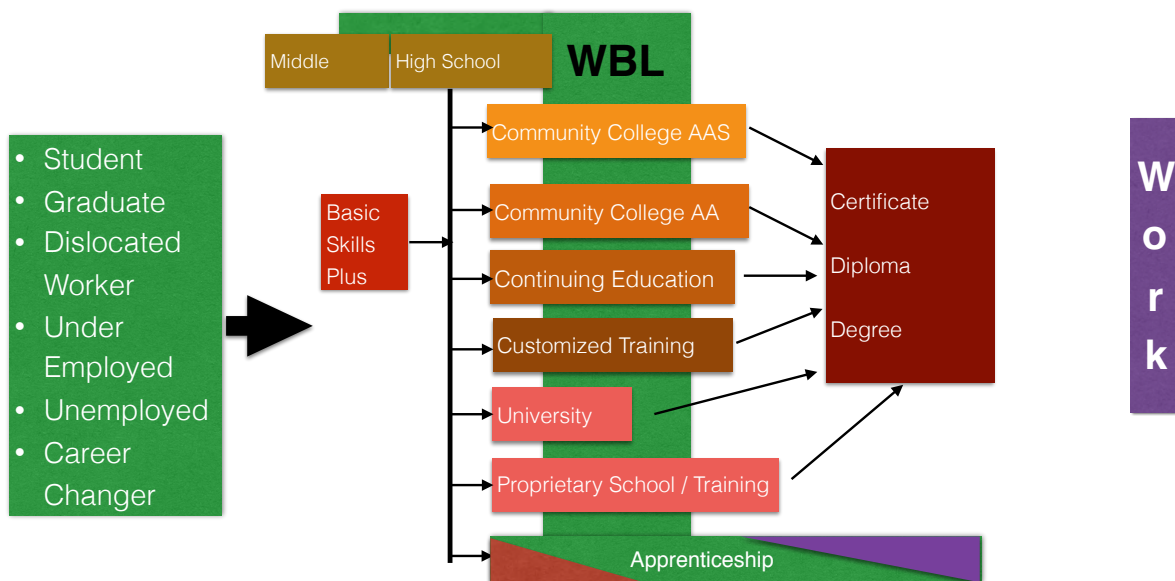
Program of Study / Training



29

Articulation and Coordination

Program of Study / Training



30

Articulation and Coordination

Program of Study / Training

- Built to meet Employers Needs
- Allow for Stackable Credentials
 - toward certifications and degrees
 - open doors back to training
- Allow for Open entry / exit to work

31

Work Based Learning

- | | |
|-------------------------|---------------------------|
| • Industry Tours | • Job Shadowing |
| • Cooperative Education | • Project Based Learning |
| • Apprenticeships | • School Based Enterprise |
| • Volunteer Experiences | • Part Time Work |
| • Pre-Apprenticeship | • Internships |
| • Junior Achievement | • Service Learning |
| • Transitional Programs | • On-the-Job Training |

32

Work Based Learning

- Engages employers along the pathway
- Offers individual opportunities to explore careers and work first hand
- Provides individuals guidance from mentors
- Stresses an understanding of the culture of work
- Builds Foundational Skills: Communication, Team work, On Time, Sharing
- Enhances theory from training or from Classroom Instruction
- Builds skills identified by employers, educators and training providers

33

Work Based Learning

Exploratory

Exploring Work

- Job Shadowing
- Employer Videos
- Employer Projects in Class
- Industry Tours
- Junior Achievement

Experiential

Foundational Skills &
Soft Skills

- PT Work
- Volunteer
- Projects in Class
- Internship
- Service Learning
- Junior Achievement
- CSO

Engaged

*Classroom learning
applied on the job*

- Cooperative Education
- Apprenticeship
- Internships
- Structured Volunteer Learning
- Structured Service Learning
- Structured OJT

34

Work

Career Pathways offer:

- Career Ladder
- Job opportunities based on Skills & Credentials
- Opportunity to develop skills & advance through the pathway
- Jobs identified by employers

Example Jobs in a Career Pathway

- Welder
- Machine Operator
- Machine Maintenance
- Machinist
- Engineering Tech
- Mechanical Engineer

Example Jobs in a Career Pathway

- CNA
- LPN
- RN
- Nurse Practitioner

35

Certified Career Pathways



36

Intermediary

- Works in one sector
- Working Knowledge of Industry, its Nuances and Job Requirements
- Provides the Employer Voice in Pathway Development, Courses, Work Based Learning, Internships
- Coordinator with industry Work-Based Learning experiences
- Provides ideas, strategies, information
 - To Students before Work-Based Learning Experiences
 - To Employers before Students Visit Sites
 - To Faculty on teaching Techniques and Methods
 - To Employers and Faculty before Faculty Industry Visits
- Facilitates Job Placement
- Employer Ownerships
- Relationships with Colleges

37



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38