Moving Pathways Forward: Supporting Career Pathways Integration

Presenters:
- Judith Alamprese, Principal Scientist, Abt Associates
- Chrys Limardo, Project Director, Kratos Learning
- Hope Cotner, Vice President, U.S. Projects, Center for Occupational Research and Development (CORD)
- Andrala Walker, Workforce Analyst, U.S. Department of Labor
- Nate Anderson, Program Director, Jobs for the Future

In this session, participants will
- Explore approaches for developing state career pathways systems
- Learn about the overall goals, expected outcomes, and technical assistance services offered through the Moving Pathways Forward project
- Discuss ways in which states can best utilize this project’s resources to build their career pathways efforts
By 2020, 65 percent of all jobs will require postsecondary education and training, up from 28 percent in 1973.

FIGURE 1: Postsecondary education and training

<table>
<thead>
<tr>
<th>Year</th>
<th>1973</th>
<th>1982</th>
<th>2010</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduates</td>
<td>7%</td>
<td>10%</td>
<td>15%</td>
<td>15%</td>
</tr>
</tbody>
</table>

- **Master’s Degree or Better**: 12%
- **Bachelor’s Degree**: 18%
- **Associate’s Degree**: 12%
- **Some College/No Degree**: 10%
- **High School Diploma**: 17%
- **Less Than High School**: 24%

Notes: Figures may not sum to 100 percent due to rounding.

Panel Question #1

What have you learned about the development of state-level career pathways systems from recent investments?

Career Pathways Systems Building

Policy to Performance (P2P): ED/OCTAE (8 states)
- Develop states’ systems and policies to facilitate ABE transition to postsecondary education and employment

Adult Education Coordination and Planning (AECAP): ED/OCTAE (6 states)
- Expand interagency coordination between ABE and workforce to support ABE/ESL learners’ credential and job attainment

Oregon Pathways for Adult Basic Skills Transition to Education and Work (OPABS): CCWD (12 colleges)
- Develop and test Bridge and Pre-Bridge accelerated basic skills courses and Career & College Awareness and planning to advance ABE learners’ transition to education and to employment in high-demand jobs
Panel Question #2

What strategies have been the most helpful to states in advancing their career pathways efforts?
Panel Question #3

What do you consider to be the most challenging issue for states attempting to build a career pathways system?

Panel Question #4

What advice do you have for states in the early stages of career pathways system building?
Resources

- Accelerating Opportunity Website: http://www.jff.org/initiatives/accelerating-opportunity

- Adult Education Coordination and Planning (AECAP) Resources:

- Policy to Performance (P2P) Resources:

- U.S. Department of Labor (DOL) Career Pathways Community of Practice: http://www.learnwork.workforce3one.org
Project Purpose and Goals

*Moving Pathways Forward* is a new U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE)-funded, three-year project to assist states in advancing career pathways systems to transition low-skilled adults to postsecondary education and to employment in high-demand and high-growth occupations.

**Project goal:** To further integrate adult education into broader career pathways system development at the state and local levels by building upon the successes and lessons learned from earlier federal, state, and philanthropic investments in career pathways.

Project Team

- **Chrys Limardo**, Kratos Learning, *Project Director*
- **Judith Alamprese**, Abt Associates, *Director of Technical Assistance*
- **Hope Cotner**, Center for Occupational Research and Development (CORD), *Project Partner*
- **Rebecca Dyer**, State Coach
- **Jim Harrison**, State Coach
- **Israel Mendoza**, State Coach
- **Roberta Pawloski**, State Coach
Project Activities

- Deliver technical assistance to states
  - Intensive technical assistance
  - General technical assistance
- Implement a career pathways network to connect stakeholders to career pathways efforts
- Conduct outreach and dissemination activities
- Engage an advisory group of subject matter experts

Advisory Group Members

- **Nate Anderson**, Jobs for the Future (JFF)
- **Burt Barnow, Ph.D.**, Trachtenberg School of Public Policy and Public Administration, The George Washington University
- **Debra Bragg, Ph.D.**, Office of Community College Research and Leadership, University of Illinois-Urbana-Champaign (OCCRL)
- **Vickie Choitz**, Center for Law and Social Policy (CLASP)
- **Mary Alice McCarthy, Ph.D.**, New America Foundation
- **Nan Poppe, Ed.D.**, Consultant and Coach
- **Whitney Smith**, Joyce Foundation
Technical Assistance Approach: Leverage Existing Knowledge

Lessons from Career Pathways Initiatives

- State and local systems change is a lengthy process, involves multiple stakeholders and partners, requires a favorable political environment, and can benefit from intensive TA
- Some types of systems change are more likely to occur in the near term than others
- The particular needs of subpopulations of adults are critical to consider in designing career pathways services that can be efficient and effective for a variety of individuals

Implications for Focus of Technical Assistance

- Components of career pathways that can be strengthened within two years
- State systems’ activities that have lagged in development

Technical Assistance Approach: Focus on State Systems Components

States will receive guidance to support their work on addressing key components of career pathways state systems, including:

- Cross-agency Partnerships and Industry Engagement
- State Vision of a Career Pathways System and Communications about this Vision
- Alignment of Policies and Programs
- Education, Training, and Support Services
- Professional Development and Technical Assistance
- Data Systems and Evaluation
- Funding and Sustainability
Technical Assistance Approach:
Deliver Intensive Assistance

14 states selected to participate. State teams will:

- Receive customized technical assistance to enhance and/or expand existing career pathways system activities
- Have state coaches to facilitate technical assistance
- Have access to SMEs to assist in addressing state-specific challenges as well as resources, tools, and guidance based on their state’s individual needs
- Have opportunities to share with and learn from other states in similar or more advanced stages of career pathways systems development
- Receive heightened public awareness of their state’s efforts from participating in a national career pathways initiative

States Participating in Intensive Technical Assistance

- Georgia
- Indiana
- Iowa
- Kentucky
- Michigan
- Minnesota
- Montana
- New Jersey
- Ohio
- Oregon
- Rhode Island
- Virginia
- West Virginia
- Wisconsin
General Technical Assistance – Tier 1

- Available to states not participating in the project’s intensive technical assistance
- Participants will receive:
  - Virtual technical assistance via conference calls, webinars, online discussions on topics identified in states’ needs assessments
  - Access to resources, tools, and guidance based on states’ individual needs
  - Ability to engage with other states in similar implementation stages
  - Access to experts on topics pertinent to Tier 1 states
- A webinar on Tier 1 services will be delivered on Tuesday, June 24, 2014 from 3 – 4 PM Eastern.

Career Pathways Exchange

- Connects interested stakeholders directly to career pathways resources and activities from vetted partners (i.e., federal and state entities, research and partner organizations)
- Offers a comprehensive information dissemination service that directly emails users resources and news in their selected interest areas
- Informs users of online discussions, webinars, and events to further build a community of learners on career pathways
## Contact Information

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