Enhancing and Expanding Career Pathways Efforts under WIOA

Chris Coro, OCTAE
Judith Alamprese, Abt Associates
Section 2 - Purpose

To increase, for individuals in the United States, particularly those individuals with barriers to employment access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market.
The development of strategies to support the use of career pathways for the purpose of providing individuals, including low-skilled adults, youth, and individuals with barriers to employment (including individuals with disabilities) with workforce investment activities, education, and supportive services to enter or retain employment;
Section 101 (d)(5)(C) – Functions of the State Workforce Development Board

The identification and dissemination of information on best practices, including best practices for—

- Effective training programs that respond to real-time labor market analysis, … to support efficient placement into employment or career pathways;
**CAREER PATHWAYS DEVELOPMENT**—The local board, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.
Section 108 (b)(3) – Contents of the Local Workforce Development Plan

A description of how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of *career pathways* and co-enrollment, as appropriate, in core programs;
Section 129(b)(2)(B) – Allowable Statewide Youth Activities

Supporting the development of alternative, evidence-based programs and other activities that enhance the choices available to eligible youth and encourage such youth to reenter and complete secondary education, enroll in postsecondary education and advanced training, progress through a career pathway, and enter into unsubsidized employment that leads to economic self-sufficiency;
Section 129(c)(1)(B) – Youth Program Design Requirements

Develop service strategies for each participant that are directly linked to 1 or more of the indicators of performance described in section 116(b)(2)(A)(ii), and that shall identify career pathways that include education and employment goals…
Section 134(c)(2)(A) – Required Career Services

Funds … shall be used to provide career services … and shall, at a minimum, include—

• Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve the employment goals, including providing information on eligible providers of training services …, and career pathways to attain career objectives;
Section 202(3) – AEFLA Purpose

It is the purpose of this title to create a partnership among the Federal Government, States, and localities to provide, on a voluntary basis, adult education and literacy activities, in order to—

• Assist adults in attaining a secondary school diploma and in the transition to postsecondary education and training, including through career pathways;
Section 223(a)(1)(A) – Required State Leadership Activities

The alignment of adult education and literacy activities with other core programs and one-stop partners, including eligible providers, to implement the strategy identified in the unified State plan under section 102 or the combined State plan under section 103, including the development of career pathways to provide access to employment and training services for individuals in adult education and literacy activities.
Section 231(e)(10) – Consideration for Funding Eligible Providers

Whether the eligible provider’s activities coordinate with other available education, training, and social service resources in the community, such as by ..., for the development of career pathways;
The term “career pathway” means a combination of rigorous and high-quality education, training and other services that—
• (A) aligns with the skill needs of industries in the economy of the State or regional economy involved;
• (B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships
• (C) includes counseling to support an individual in achieving the individual’s education and career goals;
• (D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
• (E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
• (F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and
• (G) helps an individual enter or advance within a specific occupation or occupational cluster.
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