WHEN CAREER PATHWAYS AND SECTOR STRATEGIES COLLIDE: THE ROAD GETS BETTER
WHERE ARE YOU?

Enter your location in the Chat window – lower left of screen
**Objectives**

- Explain how career pathways and sector strategies align and complement
- Tell the story of career pathways and the journey culminating in WIOA
- Inspire you with one state’s own pathway journey
- Share some exciting new tools for action
MEET OUR PRESENTER

Jen Troke
Division of Youth Services
Department of Labor
MEET OUR PRESENTERS

JUDY MORTRUDE
Director, Alliance for Quality Career Pathways
Center for Law and Social Policy (CLASP)

DEBRA HSU
Associate System Director for CTE
Minnesota State Colleges and Universities
Meet Sally!

https://youtu.be/6lcSimoleJs
How It All Fits Together
Complementary Approaches to Workforce Development

**Sector Strategies**

- Industry Requirements
  - Rigorous Collection & Analysis of Labor Market Data
  - Sets Skill Requirements of Each Job
  - Identifies Natural Progression of Jobs Within Industry
  - Verifies Competency Models
  - Provides Work-based Learning Options
  - Establishes Industry Credential Requirements
  - Sets Global Skill Standards

**Career Pathways**

- Key Features
  - Registered Apprenticeships
  - Contextualized Learning
  - Integrated Education and Training
  - Career Ladders/Lattices/Roadmaps to Careers
  - Competency Models
  - Multiple Entry/Exit Points
  - Stackable Educational/Training Options
  - Supportive Services
  - Degree/Certificate Attainment
Career Pathways:
Six Key Elements

1) Build Cross-Agency Partnerships & Clarify Roles
2) Identify Sector or Industry & Engage Employers
3) Design Education & Training Programs
4) Identify Funding Needs & Sources
5) Align Policies & Programs
6) Measure System Change & Performance
**Career Pathways: Programs Aligned**

**1. Well connected and transparent education, training, credentials, and support services**
- E.G. Licensed Industry Credential
- E.G. Certificate, Diploma

**2. Multiple entry points**
- For both well prepared students and targeted populations

**3. Multiple exit points**
- Increasing skills, competencies, and credentials informed by industry/employers
- Nth job in career path

**Design Education and Training Programs**
CAREER PATHWAY SYSTEMS
April 28, 2016

Dear Colleagues:

We are pleased to let you know that the Federal partnership regarding career pathways has been expanded and strengthened. We hope that you will continue to build similar collaborations at State, local, and tribal levels.

In April 2012, the U.S. Departments of Labor, Education, and Health and Human Services formed a Federal partnership and issued a letter of joint commitment to promote the use of career pathways to assist youth and adults with acquiring marketable skills and industry-recognized credentials through better alignment of education, training and employment, and human and social services among public agencies and with employers. In 2013, the U.S. Department of Transportation joined the partnership to advance career pathways in response to the anticipated hiring needs in the transportation sector.

Today, our Federal partnership has grown to include the agencies that are part of the Administration’s Skills Working Group (Working Group). This group, launched in November 2014 by U.S. Secretary of Labor Tom Perez, maintains momentum for the Administration’s Job-
6 Key Elements of a Career Pathway

*MN Advancing CTE in Career Pathways Focus Elements 1, 2 & 6

- Build Cross-Agency Partnerships
- Identify Industry Sectors and Engage Employers
- Design Education and Training Programs
- Align Policies and Programs
- Identify Funding Needs and Strategies
- Measure System Change and Performance
Greatest Accomplishment: Partners Convene and Collaborate

- Minnesota Department of Education
- CTE & Adult Basic Education
- United Way of Minnesota
- MN State Colleges and Universities & Department of Corrections
- DEED & DOLI
- Department of Human Services
- Business and Industry
- MN Governor’s Workforce Development Board
- Minnesota Workforce Council Association
Leveraged existing CTE infrastructure, rigorous programs of study and cross agency relationships to support and duplicate career pathways model across MN.

Model Program – focused on 6 elements
Local partner – Rochester Perkins Consortium
Pathways- Healthcare, Hospitality, Construction
Career Pathway Partnership
Workforce Center
Chamber of Commerce
Mayo Clinic and other businesses
ABE
Secondary/Postsecondary Education
City Government

*It Takes a Village*
RESOURCES

- **CAREER PATHWAYS COMMUNITY OF PRACTICE:**
  [HTTPS://CAREERPATHWAYS.WORKFORCEGPS.ORG/](https://careerpathways.workforcegps.org/)

*Includes toolkit, federal letter, and workbook coming soon*

- **MINNESOTA CAREER PATHWAYS:**
  [HTTP://WWW.MNCAREERPATHWAYS.ORG/PATHWAYS/](http://www.mncareerpathways.org/pathways/)

- **CLASP’S ALLIANCE FOR QUALITY CAREER PATHWAYS:**
  [HTTP://WWW.CLASP.ORG/ISSUES/POSTSECONDARY/PAGES/AQC-P-FRAMEWORK-VERSION-1-0](http://www.clasp.org/ISSUES/POSTSECONDARY/PAGES/AQC-P-FRAMEWORK-VERSION-1-0)
Breakout Questions

- Do you have a state career pathways team and who’s on it?

- Do you have an agreed upon definition of career pathways?

- Do you serve targeted populations using career pathways?
**Breakout Facilitators**

- **Breakout Facilitator 1**
  - Deborah Hsu, Director of Career and Technical Education, Minnesota

- **Breakout Facilitator 2**
  - Judy Mortrude, Director, Alliance for Quality Career Pathways, Center for Law and Social Policy (CLASP)
**Speakers’ Contact Information**

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Thank You
After attending this Virtual Institute, or any of the other Sector Strategies TA events, do you feel your organization:

1. Is better prepared to advance sector strategy approaches?
2. Has more tools to adapt quality practices?
3. All of the above
4. None of the above