National Career Pathways Network

Building Industry-Driven Career Pathways Systems in Colorado

Jo O’Brien & Thomas Hartman
Building Industry-Driven Career Pathways Systems

**Sector Partnerships:**
An industry specific regional partnership led by business in partnership with economic development, education, and workforce development.

**Career Pathways:**
A career pathway system engages education, training & industry in a continuous conversation to ensure that talent moves seamlessly through educational institutions and work based experiences.
## Unpacking the Career Pathways Concept

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<th>Career Pathway MAP</th>
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<td>Engages education, training, workforce partners and industry.</td>
<td>Secure industry relevant skills, certifications, and credentials and advance to higher levels of education and employment.</td>
<td>Visual representation</td>
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### Career Pathway SYSTEM Diagram

- **Strategic Partners**: Engage in the career pathway system development.
- **Industry Members**: Align with industry needs.
- **Conveyor**: Movement pathway strategy.
- **Career Pathway System**: Engage workforce and industry.
- **Industry Cluster**: Workers graduate with industry-approved credentials and are employed.

### Career Pathway PROGRAM Diagram

- **Secure industry relevant skills, certifications, and credentials**
- **Advance to higher levels of education and employment**

### Career Pathway MAP

- **Colorado's Advanced Manufacturing Career Pathways**
  - See Hot Jobs by Region
  - See Regional Employers

- Visual representation with detailed industry and education pathways.
Federal and State Support for Sector Partnerships and Career Pathways

Workforce Innovation and Opportunity Act (WIOA)

- The needs of business and workers drive workforce solutions
- The workforce system actively supports vibrant regional economies and plays an active role in community and economic development
State level:
Five strategic goals for our state, built by the needs of the community

Goal 1

*Engage business and industry* as a fulcrum to inform and align all elements of the demand-driven system.

Goal 2

Establish a customer-centric and *holistic focus* to increase coordination, effectiveness, and access through shared data, tools, and resources.
Relevant Colorado State Legislation

HB 13-1165
Creation of a Manufacturing Career Pathway.

HB 14-1085

HB 15-1274
Creation of Career Pathways for Students for Critical Occupations in Growing Industries.
Responsibilities of the State

• Develop or enhance the adult education system of the State, including the development of career pathways.

• Develop strategies to support the use of career pathways.

• Identification and dissemination of information on best practices, to support efficient placement into employment or career pathways.
Step by Step: Building Career Pathways

1. Build sector partnership
2. Build support team of non-industry partners
3. Identify critical occupations
4. Inventory relevant programs
5. Understand critical competencies
6. Build career pathway programs
7. Create and market career pathway picture
8. Create system for continuous improvement

Keep in Mind
- Important to do all steps in order.
- It can take time to move from one step to the next.
Develop Career Pathway Tools
  • Maps
  • Web Site
  • Desk Aids, etc.

Tools Often Include
  • KSAs
  • Job openings and projected demand
  • Education and Training
  • Wrap-around services
Thank You!

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