Moving From Strategic Initiative to Sustainability

DR. ALI MAGEEHON
STATEWIDE PATHWAYS INITIATIVE DIRECTOR
ALI.MAGEEHON@PCC.EDU
PART ONE: What’s A Career Pathway and How Did We Get Here?

Advancing Along Your Career Path

- Basic Skills, English Language Learning, Career Readiness
- Skills Certificate & "Work and Learn"*
- Associate or Apprenticeship Degree
- Baccalaureate Degree

Unskilled Jobs → Semi-Skilled Jobs → Entry-Level Skilled Jobs → Entry-Level Technician or Apprentice → Skilled Technician or Journeyman → Managers and Technical Professionals

Lifelong Learning → Job Advancement

* "Work and Learn" include programs such as: On-the-Job Training (OJT), internships, and Cooperative Work Experiences (CWS).

Shows career accessible after completion of educational step

Shows the climb to necessary education, in order to advance along career path

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Career Pathways - Program and System

- Career Pathways Program: A clear sequence of stackable credits and credentials, combined with support services, that enables students and jobseekers to secure industry-relevant skills, certificates, and credentials and advance to higher levels of education and employment in high demand occupations.

- Career Pathways System: Multiple career pathways programs that span educational institutions, workforce and support service partners.
Career pathways are sequences of high-quality education, training, and services connected to industry skill needs. Career pathways have multiple entry and exit points that allow individuals to achieve education and employment goals over time.

Career Pathways may include:

- Apprenticeships
- On the Job Training (e.g., Work-based learning, Internships, JOBS Plus)
- Industry recognized credentials (e.g., Certified Nursing Assistant, American Welding Society certification)
- Non-credit training and certificates (e.g., Adult Education and Literacy Programs, Badges, Customized)
- Credit certificates and degrees (e.g., Career Pathways Certificates, Associate of Applied Science degree)
Guiding Vision

- In service of meeting Oregon’s 40-40-20 goal for the “middle 40”
- Certificate completion & continued education
- Address the changing needs of employers, job seekers, workers, and students
- Focus on **Career & Technical Education (CTE)** short-term certificates tied to occupations
- Provide web-based, just-in-time roadmaps for students, advisors/counselors, job seekers
Goals

- To increase the number of Oregonians with certificates, credentials, and degrees
- To ease transitions across the education continuum—high school to community college; pre-college (ABE/GED/ESL) to postsecondary credit; community college to university; and to employment
Launch

- National Governors Association (NGA) Pathways to Advancement Initiative 2004
- Three colleges with career pathways achieving early successes (MHCC, PCC, SOCC)
- Spearheaded by CCWD & Governor’s office
- Statewide Steering Committee 2004-2010
Scaling

- Launched with five colleges in 2004 with initial funding from the Governor’s Workforce Investment Fund through the Oregon Workforce Investment Board
- Expanded to 11 colleges in 2006
- Scaled to all 17 colleges in 2007
- Has been funded each biennium, most recently from strategic fund dollars
- All 17 colleges have Career Pathways Coordinator
Stackable Credentials

- Career & Technical Education (CTE) – have over 400 short-term certificates on the books across all 17 community colleges; over 14,000 certificates have been awarded since 2008
- Occupations in six career focus areas
  - Agriculture, Food and Natural Resources
  - Arts, Information and Communications
  - Business and Management
  - Health Services
  - Social Services and Education
  - Industrial and Engineering Systems
- Short-term certificates (12-44 credits):
  - Career Pathway Certificates (CPCC)
  - Less Than One Year Certificate (LTOY)
Career Pathway Grants

- Career Pathway Grants have been provided to colleges each biennium to build capacity and increase number of completions.
- Grants awarded on competitive basis 2004-2006.
- Grants focus on goals & strategies to build capacity & increase completion outcomes.
- Funding: WIA Title I-B, WIA Incentive Grants, Governor’s EWTF, Perkins, CC Strategic Fund, TAACCCT.
Career Pathway Grants 2015-2017

- Increase number of certificate completers
- Sector Strategy connections and IRCs
- Peer learning
- Online navigation
- Outreach and recruitment
- Options: High School Articulation, Contextualized and Accelerated Learning, Career Coaching
Role of the Oregon Pathways Alliance

- Oregon Pathways Alliance: collaboration of leaders from 17 colleges meeting quarterly since 2004
- Co-Chair model for the Alliance – one chair from an urban college and one from a rural college (this biennium, we have three chairs representing large, medium and small colleges)
- Professional Development and Peer Learning
- CCWD statewide coordination role
- Strategic Planning
PART TWO: Online Navigation Resources
Career Pathway Roadmap Webtool

- Alliance collaborated to design Career Pathways Roadmap Webtool
- More than 350 roadmaps and high school to community college plans of study online
- Lane CC hosts server and training/technical assistance funded by CCWD; Effie Siverts
- http://oregon.ctepathways.org (guest login)
- Open Source
- Adopted by state of Washington and others
RCC CAREER PATHWAYS: Industrial Welding Technology

GETTING STARTED
Start Now

FOR MORE INFORMATION
Contact the Industrial Welding Department at (541) 245-7904

RCC CAREER PATHWAY CERTIFICATE
- Welder's Helper: Career Pathways Certificate (16 credits)

RCC CERTIFICATE
- Industrial Welding Technology Certificate of Completion (45-49 credits)

CERTIFICATION
- Upon completion of the one-year certificate, you will be qualified to test to become a Certified Welder with the American Welding Society (AWS).

J O B S & W A G E S
- Welders helper
- Fabricator helper
- Pipeliner helper
- Pipe tack helper

RCC AAS DEGREE
- Industrial Welding Technology Associate of Applied Science Degree (90-92 credits)

CERTIFICATION
- Upon completion of the AAS degree, you will be qualified to test to become a Certified Welder with the American Welding Society (AWS).

J O B S & W A G E S
- Welders
- Fabricators
- Millwrights
- Pipelayers

UNIVERSITY BACHELOR'S DEGREE
By fulfilling the AAS requirements and meeting the admission standards of the transfer institution, students may qualify for junior standing. For more information about your choices, visit RCC's Transfer Center and the following resources:
- Southern Oregon University, Bachelor of Applied Science in Management (BAS)
- Oregon Universities
- Oregon Colleges
- Career Stations

Welding training can also prepare you for entry-level positions in the following trades:
- Ironworkers
- Millwrights
- Pipelayers

Those with an associates degree and related work experience have a competitive advantage in any of the above occupations.
Plan of Study Templates (POSTs)

- Visual chart/roadmap of high school to community college articulations identify courses 9th-12th grade through CC CTE program certificates and degrees.
- Database driven
- More than 200 POSTs developed by community colleges
- Tool is under review
Part Three: Sustainability and Future
Planning for Sustainability

All colleges developed a sustainability plan in 2013-2015. Assessed career pathways efforts along eight dimensions:

- Leadership
- Leveraging Resources
- Certificates and Roadmaps
- Articulations with High Schools and Universities
- Pathways for Adult Basic Skills
- Student Services and Support
- Connection with Workforce Partners
- Employer Engagement
- Using Data and Coordination with Institutional Research
Career Pathways/ Guided Pathways

- Guided Pathways overview
  - Nationally
  - In Oregon
- Strategic planning for guided pathways
- Points of Commonality
  - Integrated student services and wrap around services
  - Integrated and accelerated remediation
  - Clearly identified on-ramps and roadmaps
  - Completion milestones as markers of success to help students navigate their path
  - Clear intentional pathways to guide students to progress; acceleration
  - Collaboration across silos and systems
  - Clear alignment with secondary systems through mapped out pathways
- Presidents Resolution
National Landscape

- Ability to Benefit (ATB) back
- Financial aid not available for short-term certificates
- Engagement in national policy work – part of CLASP Alliance for Quality Career Pathways
Data

- Pathways Descriptive Study - 2013
- Pathways Descriptive Study - 2015
- Data Challenges
- Future
Future

- Continued innovation in program design, particularly based on industry input.
- Continued conversations with K-12 partners with focus on continuing work to make CTE a viable path for high school students, as well as to support a college-going culture in communities. Colleges would like to further develop outreach and recruitment that would reach out to students in middle school.
- Professional learning opportunities for rural schools to learn from each other to develop accelerated/contextualized programs for students in ABS, as well as continued work in partnership with OCABSD to develop robust contextualized programs in ABS throughout the state.
- Increase in wrap-around services, particularly in supporting transition between high school and college, ABS and credit coursework, and between 2 year programs and 4 year programs.
- Review of programs and certificates: colleges see value in removing paths as needed, revision as will meet industry needs, and expansion into new areas that recognize future changes in industry.
- Working on updated tools for the POSTs: colleges recognize the value in having an advising tool for high school students, but also feel that the POSTs are outdated.
- Data collection: colleges recognize the need to better track how students are progressing on a career pathway when they start on a pathway in high school via dual enrollment, as well as tracking accelerated learning for students in ABS, and tracking CP certificate completers/leavers and their progress.
Questions and Discussion