

# Adopting a Career Pathways Framework that Supports and Sustains Innovation

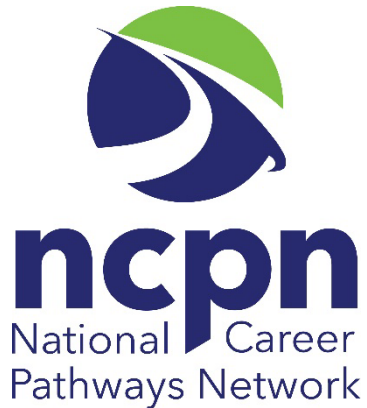


## ***We Help You:***

- Connect the classroom to the workplace through contextual and cross-disciplinary instruction
- Design seamless pathways from secondary to postsecondary to careers
- Facilitate industry-education collaboration to ensure a globally competitive workforce

# About NCPN

A Project of CORD



NCPN is dedicated to strengthening the education-to-careers pipeline through professional development in Career Pathways, Adult Career Pathways, and career and technical education. NCPN assists educators, workforce professionals, industry leaders and community partners in designing, implementing, and continuously improving Career Pathways programs to prepare youth and adults for the future workforce.



## EVOLVING WORKPLACE

- Nature of work changing at unprecedented speeds
- Technology advancements eliminating some jobs, creating others
- Technicians sit at the center of this disruption
- Career pathways are continuously evolving



# The Speed of Skill Change

- The average job saw one-third of its skills change from 2021-2024.
- One in four jobs (the top quartile) has seen 75% of their skills change in 3 years.
- AI is causing more disruption than any other trend, followed by sustainability and cybersecurity.
- The pace of skill change is accelerating: the disruption of the past three years is similar to that of the previous five.

Source: *The Speed of Skill Change*, Lightcast, 2024, <https://lightcast.io/resources/research/speed-of-skill-change>

# Human-machine frontier

Proportion of tasks completed predominantly by technologies (machines, algorithms etc.), predominantly by people, or by a combination of the two

Now



By 2030



● Technology ● Combination ● People

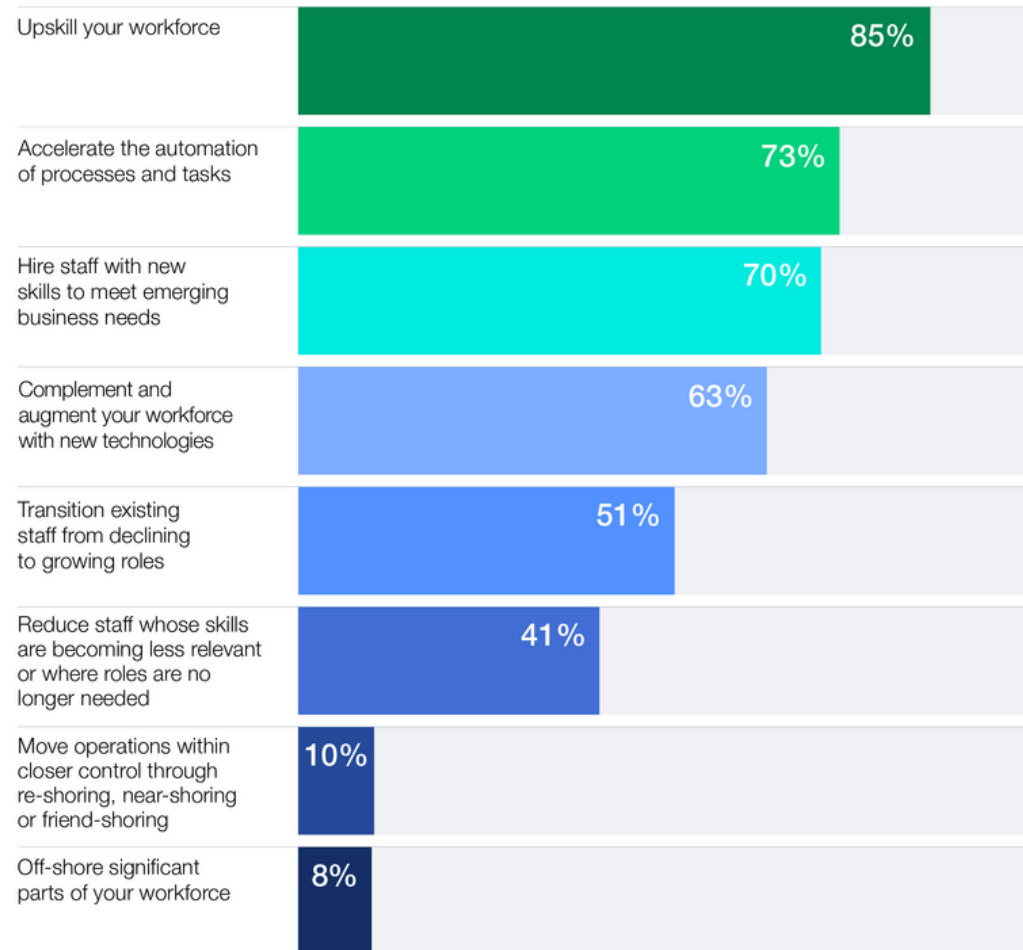


Source: World Economic Forum. (2025). *Future of Jobs Report 2025*.

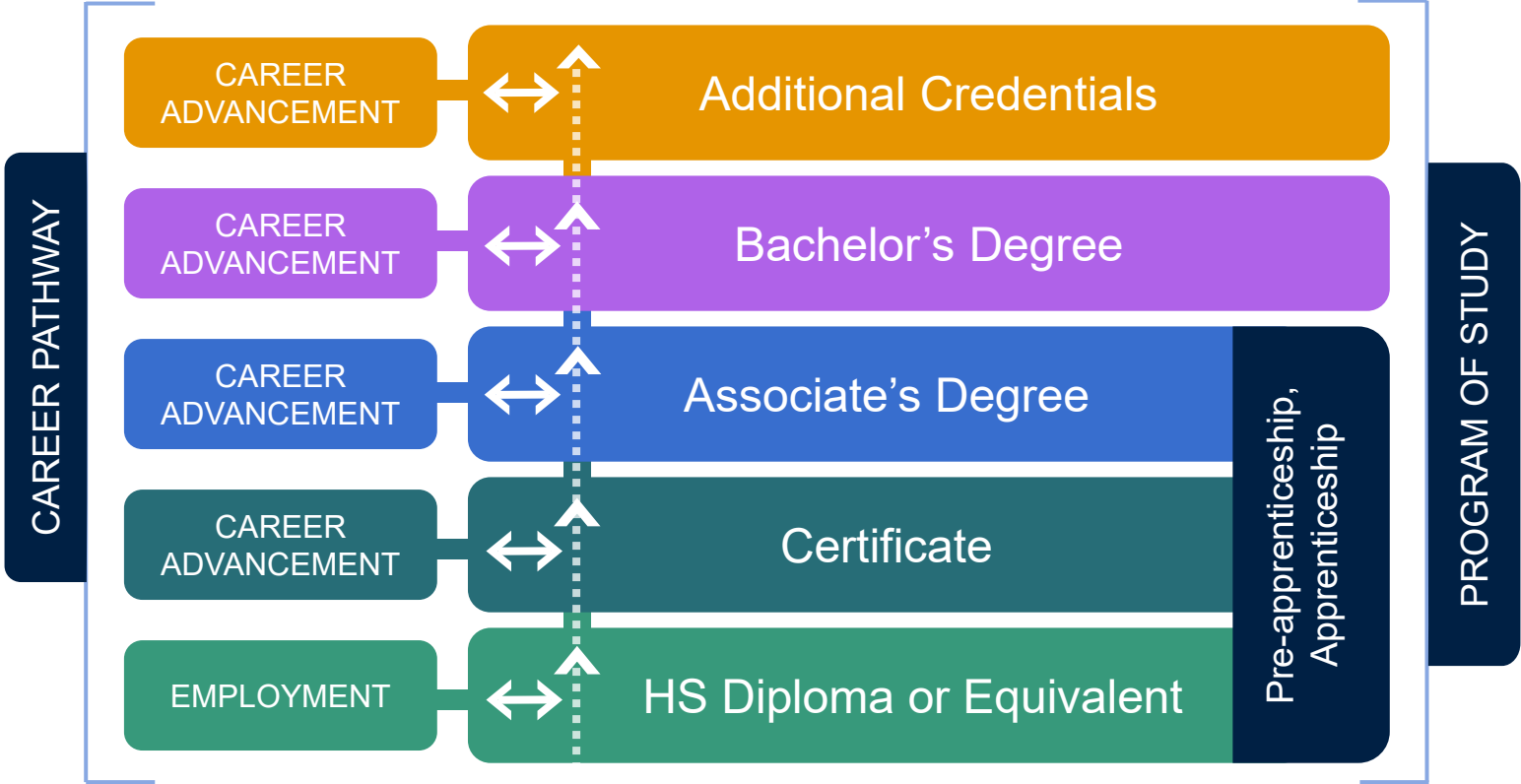
# Demand for Upskilling

## Upskilling is the top workforce strategy for employers by 2030

Share of employers planning to adopt these workforce strategies



# Stackable Credentials



Adapted from *Introduction to Stackable Credentials*, ED-OCTAE



# Benefits of Pathways Embedded with Stackable Credentials



Provide flexibility for **students**



Meet the evolving skill needs of **employers**



Increase **credential attainment**



Give **educational institutions** tools for continuous upskilling

# Learnings from CORD's National TA Cohorts



## Essential Components:

1. Engaging employers in strategic and sustainable ways
2. Building career pathways based on industry-validated stackable credentials
3. Supporting completion through non-credit/credit integration and wrap-around services

# Framework for Career Pathways Alignment



# FRAMEWORK FOR CAREER PATHWAYS ALIGNMENT

1. **Coordinated Ecosystem** of industry, K-16, workforce agencies, and community organizations—placing the evolving skill and personal support needs of a community’s learners front and center.
2. **Strategic Employer Engagement** through an industry-led model that yields workforce intelligence at a depth and with a frequency to facilitate continuous program improvement and innovation
3. **Seamless Career Pathways** supporting learners of all ages and skill levels, built on stackable credentials aligned to postsecondary and employment opportunities, and collaboratively developed by educators and employers
4. **Support for Credential Completion** that recognizes “all learners as learners” by providing credit for prior learning, course schedules, delivery modes and wrap-around services that support working adults, and efficient program design that accelerates credential attainment



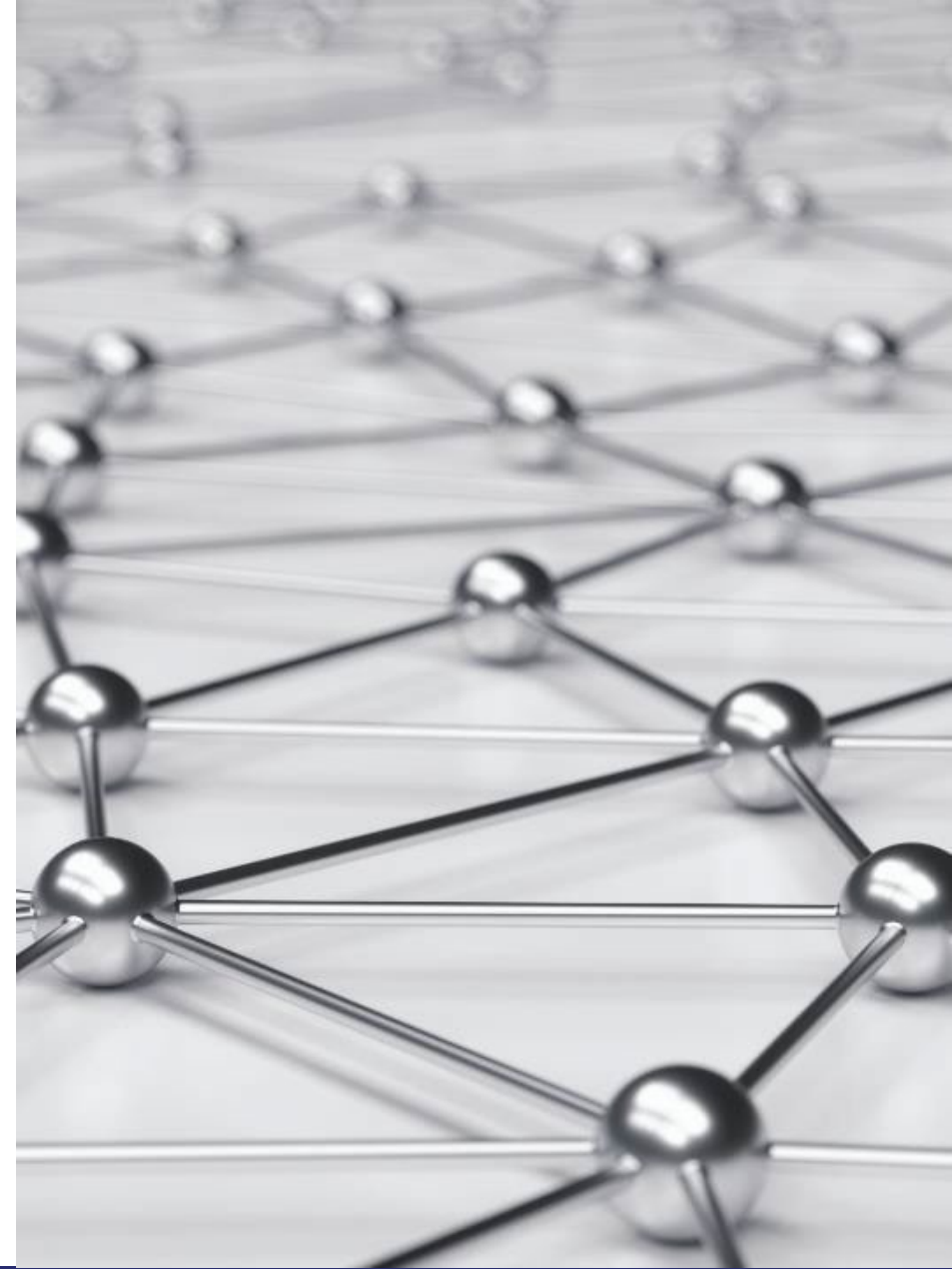
# Partnerships to Support the Ecosystem

- **Employer** – collaborate across sector: curriculum to work-based learning experiences; build your community’s talent pipeline
- **Organizational** – school districts and postsecondary institutions, adult education providers, workforce boards: align, accelerate, remove barriers
- **Instructional** – academic, CTE, and adult education faculty as content development partners: interdisciplinary connections, real-world context, employability skills across curriculum
- **Community** – government and community organizations provide an array of holistic supports to aid students in completion.



# | Partnerships Are Key

- Leverage each other's resources and knowledge
- Connect disconnected systems
- Strengthen/build partnerships to support your local/regional economy



# | Partnership Ecosystem

- **We can't know it all.**
- **We can't do it all.**
- **We need partners** across the ecosystem to collaborate on the journey ahead.



# FRAMEWORK FOR CAREER PATHWAYS ALIGNMENT

*Strategic Employer Engagement through an industry-led model that yields workforce intelligence at a depth and with a frequency to facilitate continuous program improvement and innovation*





# Deepening Employer Engagement with the BILT Model

*A Co-Leadership Approach to  
Workforce Development*



# Business & Industry Leadership Team Model



The **BILT Model** is:

- **Advisory Committee 2.0** - takes employer relationships to the next level
- A **structured, repeatable process** for any technical program
- A model that puts employers in a **co-leadership/co-ownership role** that greatly increases engagement with college programs



## BILT Roots

### **National Science Foundation (NSF)**

Center of Excellence in Convergence Technology  
Based at Collin College (TX) [2012-2022]

Established BILT model through work with business leaders from across the nation to determine the **Knowledge, Skills, and Abilities** “workforce ready” graduates will need

Model implemented at more than **150 colleges in multiple technical disciplines.**

**Recognized nationally as a leading model** for strategic employer engagement

CORD’s *Pathways to Innovation* project launched **BILT Academy®** to scale the model by supporting colleges with implementation

# | The Value of BILT

- Foster partnerships between industry and higher education
- Focus curriculum efforts to target the right skills
- Gauge the value of industry certifications
- Industry forecasting informs the direction of your program(s)
- Members take an active role when they feel invested



**Business &  
Industry  
Leadership  
Team**

For Advanced Manufacturing

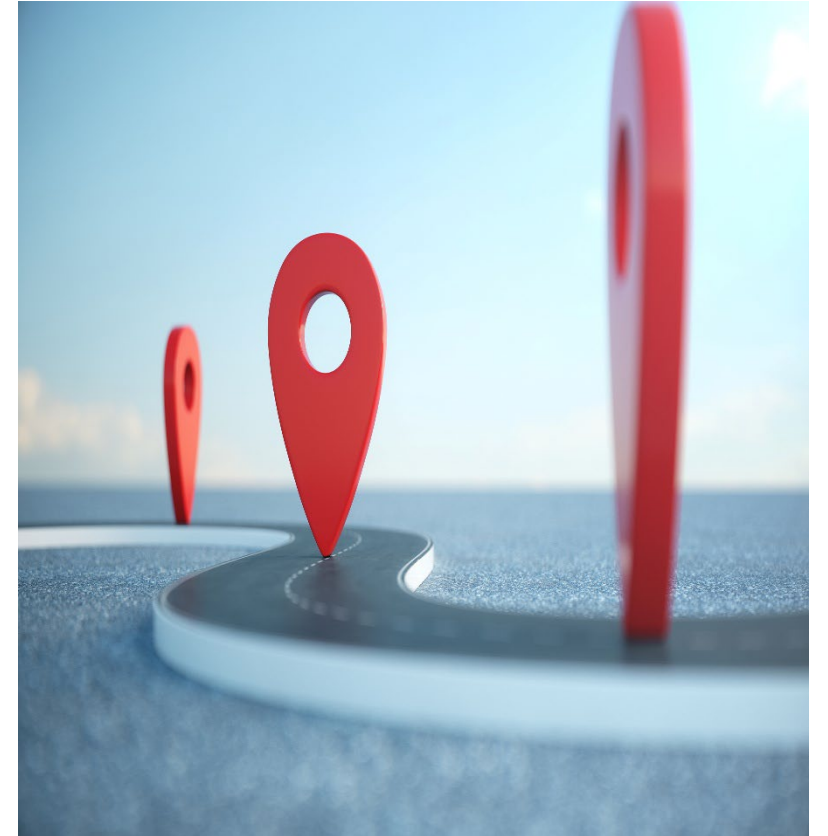
# Pathways to Credentials

**US ED OCTAE Initiative:** Build capacity of colleges to improve CTE credential attainment rates by offering **stackable credentials**, a series of incremental milestones, on the path to degree completion. Stackable credentials are...

- Developed through active employer engagement
- Responsive to workforce needs of region
- Link educational certificates to industry certifications
- Support diverse groups of learners
- Provide multiple entry and exit points
- Support earn-and-learn models through flexible scheduling
- Provide credentials with labor market value on the path to a degree

# Why Pathway Maps?

- To help learners of all ages **understand the opportunities** available to them to learn, earn, and realize success in the career path of their choice
- To identify entry points and exit points aligned to **credential** attainment and advancing levels of **employment**
- To convey that a **seamless pathway** of stackable credits and credentials is not only possible, but critical to success in today's labor market



# | Who Benefits from Pathway Maps?

## **Students**

- Identifies on and off ramps
- Identifies program outcomes relative to potential employment opportunities and wages, as well as program duration and stackable credentials
- Depicts career growth alongside education path

## **Employers**

- Identifies multiple entry points for existing employees to upskill
- Validation of skills by industry means graduates are prepared to meet employer needs

## **Faculty**

- Program and career information in one place – at-a-glance
- Employer-validated pathways relative to occupations and wages
- Clear depiction of completion options (certificates, diplomas and degrees) within a pathway

# Mapping Incremental Milestones

**Dual Credit/IET**  
The First Step on Your Career Pathway Journey



## Credential 1

Congratulations! You've reached the first milestone on your journey to a degree and are ready for your first job in your chosen career field.

## Credential 2

You've reached the next milestone on your journey and are moving to higher levels of employment in your chosen career field.

## Credential 3

You've reached the next milestone on your journey and continue to advance in your chosen career field. You're one step away from a degree!

**Associate Degree**  
Continued career success and lifelong learning





Mapping  
takes you  
from this  
to.....

SUPPLY CHAIN MANAGEMENT

SUPPLY CHAIN MANAGEMENT

Associate in Applied Science A.A.S.: Supply Chain Management Degree

This 60 credit-hour program is designed to provide End-to-End (E2E) supply chain education for those persons pursuing entry level jobs and careers in supply chain management.

The curriculum focuses on both the technical and employability skills needed to be successful in this field. Targeted educational content covers all supply chain functions including demand planning, inventory management, production control, procurement and sourcing, transportation, and warehouse management and logistics design. The degree provides business content including accounting and economics ensuring that students have a solid base of general financial acumen. The additional general education requirements focus on the critical skills of communication and presentation competencies, organizational savvy, relationship management, team building and problem solving.

FIRST SEMESTER:

Number	Course Title	Credits	Course Category
ENG 101	Composition I .....	3	AAS General Education
MGT 111	Introduction to Business Organization .....	3	Program Requirement
SCM 101	Supply Chain Management .....	3	Program Requirement
SCM 122	Inventory Management .....	3	Program Requirement
SCM 126	Demand Planning .....	3	Program Requirement

SECOND SEMESTER:

Number	Course Title	Credits	Course Category
ACC 101	Introduction to Financial Accounting .....	4	Program Requirement
MGT 150	Business Math .....	3	AAS General Education
PSY 101	Introduction to Psychology* .....	3	AAS General Education
SCM 123	Transportation .....	3	Program Requirement
SCM 127	Customer Service and Fulfillment <sup>1</sup> .....	2	Program Requirement

THIRD SEMESTER:

Number	Course Title	Credits	Course Category
PSY 245	Industrial/Organizational Psychology <sup>2</sup> .....	3	AAS General Education
SCM 120	Production Control .....	3	Program Requirement
SCM 124	Warehouse Operations .....	3	Program Requirement
SCM 125	Procurement .....	3	Program Requirement
SCM 228	Logistics Design and Strategy <sup>3</sup> .....	3	Program Requirement

FOURTH SEMESTER:

Number	Course Title	Credits	Course Category
CIS 101	Introduction to Computer Information Systems .....	3	Program Requirement
ECO 211	Microeconomics .....	3	Program Requirement
MGT 165	Global Business* .....	3	Program Requirement
PHI 150	Business Ethics .....	3	AAS General Education
SPE 101	Fundamentals of Speech Communication .....	3	AAS General Education

# EXECUTIVE ASSISTANT

## CAREER PATHWAYS TO SUCCESS

Executive assistants are at the center of communication in every organization and work closely with and support the leaders within the organization. You'll learn how to be an efficient office employee through effective communication and computer skills. CVTC's Executive Assistant associate degree program allows you to earn an embedded Office Receptionist technical diploma after the first semester and an Office Assistant technical diploma after the second semester. Earn credentials along the way to launch your high demand career!



### Get Started Today!

- > **Call:** 715-833-6300
- > **Visit:** [cvtc.edu/ExecutiveAssistant](http://cvtc.edu/ExecutiveAssistant)



### POINT OF ENTRY

- Adult Options:**
- Credit for Prior Learning
  - High School Completion
  - Bridge Programming
- High School Options:**
- Dual Credit Academics
  - Youth Options
  - Course Options
  - Transcribed Credit  
(i.e. Microsoft Office Suite)

### OFFICE RECEPTIONIST

#### Short Term Technical Diploma

- 17 Credits**
- Careers:**
- Receptionist
  - Office Associate
- 217 Annual Openings  
• \$14.15 Avg. Hourly Wage

### OFFICE ASSISTANT

#### One-Year Technical Diploma

- +17 Credits**  
**= 34 Total Credits**
- Careers:**
- Office Assistant
  - Administrative Assistant
- 261 Annual Openings  
• \$16.02 Avg. Hourly Wage

### EXECUTIVE ASSISTANT

#### Two Year Associate Degree

- +34 Credits**  
**= 68 Total Credits**
- Careers:**
- Executive Assistant
  - Human Resources Assistant
- 15 Annual Openings  
• \$21.39 Avg. Hourly Wage

### COLLEGE TRANSFER AGREEMENTS

#### Bachelor's Degree

- UW-Stout**
- B.S. Management
  - B.S. Career & Tech Ed
  - B.S. Business Admin.
- UW-Oshkosh**
- B.S. Leadership & Org.
- UW-Green Bay**
- B.S. Interdisciplinary St.
- Rasmussen College**
- Business Management
  - Healthcare Management
- Ottawa University**
- Bachelor Arts Degree
- National American University**
- Bachelor of Science Degree
- Lakeland College**
- Bachelor of Arts
- Franklin University**
- Admission to Baccal. Degree
- Colorado State University**
- Applicable Bachelors Degree
- Bellevue University**
- Bachelors of Arts, Science, or Fine Arts Degrees

# Automotive Technology

## [Program Website](#)

Gain hands-on training in a fully equipped auto shop, featuring equipment actually used in the transportation industry.

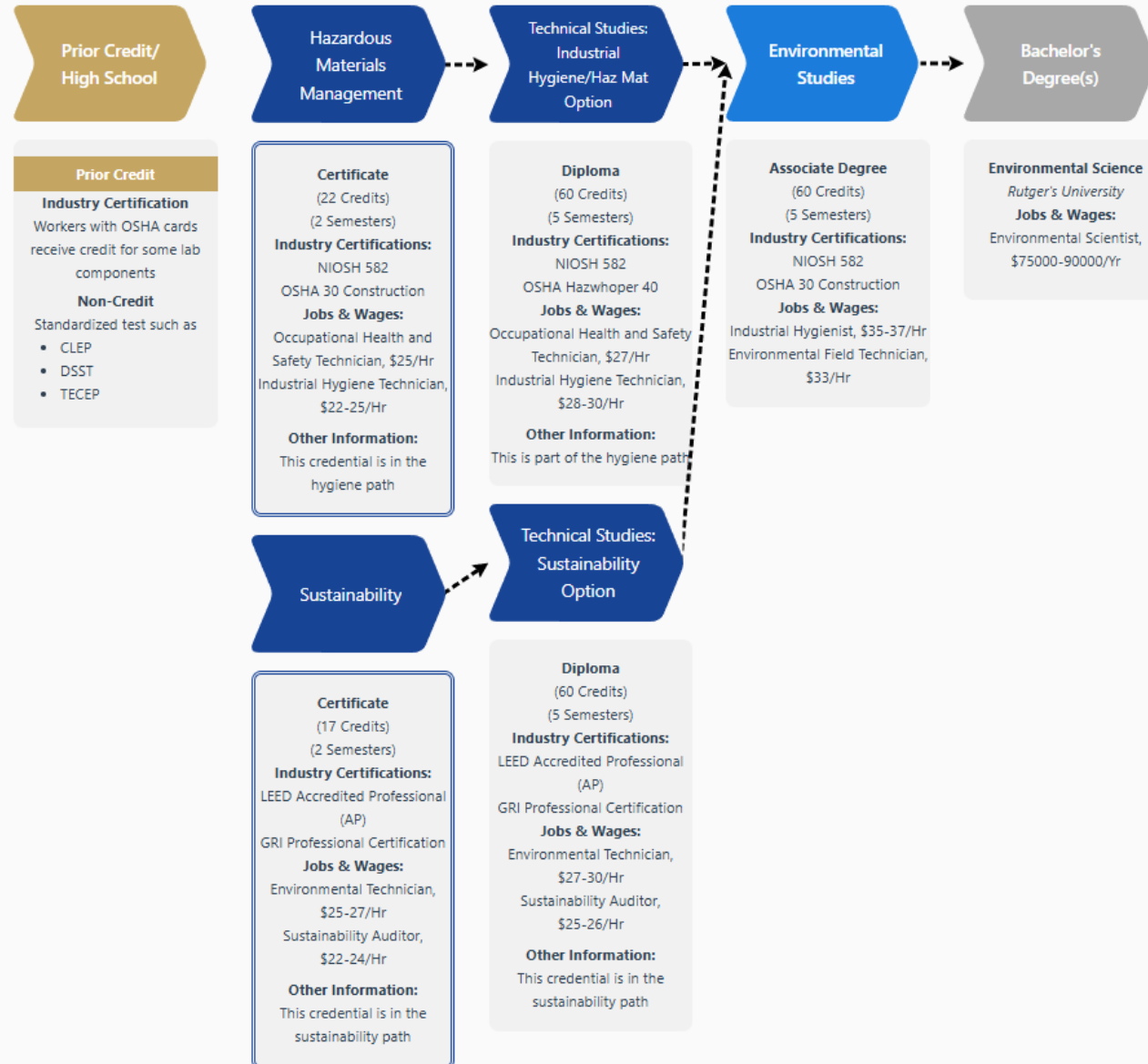


Credentials highlighted with a double border can be taken concurrently with Secondary or Adult Education.

# Environmental Sustainability and Industrial Hygiene

## Program Website

Prepares you for a career in environmental science which is concerned with the sustainability of environmental resources and solving environmental problems.



Institute of Hazardous Materials Management's Student Certified Hazardous Materials Manager credential recognizes students who wish to demonstrate their skills.

Credentials highlighted with a double border can be taken concurrently with Secondary or Adult Education.

# FRAMEWORK FOR CAREER PATHWAYS ALIGNMENT

*Support for Credential Completion that recognizes “all learners as learners” by providing credit for prior learning, course schedules, delivery modes and wrap-around services that support working adults, and efficient program design that accelerates credential attainment*



# Types of Holistic Support

- **Academic** - help learners successfully complete the program and transition to a job or postsecondary education.
- **Financial** - address barriers such as tuition, textbooks and materials that may impact learner ability to afford the training
- **Personal** - focus on individual needs such as mental and physical health, childcare, and transportation.



# Holistic Supports



## Academic

- Aligned to local needs
- Industry credentials
- Credit for Prior learning (CPL)
- Work-based Learning
- Flexible class offerings
- Tutoring
- Cohort Learning

## Financial

- Grants (Pell)
- Scholarships
- Book/Materials
- Industry Certification fees
- Basic needs assistance

## Personal

- Student-centered success coaching
- Childcare
- Transportation
- Mental Health services

# Academic Models that Support Learner Success

- ✓ Embed micro-credentials and modular structures: Allow learners to take smaller, focused courses that can be combined later into degree or certificate programs.
- ✓ Allow Credit for Prior Learning: Recognize and value the knowledge and skills learners gained through experience and prior coursework.
- ✓ Offer diverse learning formats: A mix of online, in-person, and hybrid courses support multiple learning styles and schedules.
- ✓ Provide workplace exposure: Provide opportunities to connect learning to the workplace through contextualized and work-based learning



# Examples of Holistic Supports



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# Example of Financial Barriers

## Cost of Education

- Tuition and fees
- Living expenses
- Childcare

## Debt and financial obligations

- Existing student loans
- Other debts
- Financial insecurity

## Work-life balance

- Lost wages
- Limited flexibility
- Lack of employer support

## Other

- Lack of information and resources
- Limited access to affordable options
- Lack of support system

# Examples of Holistic Supports



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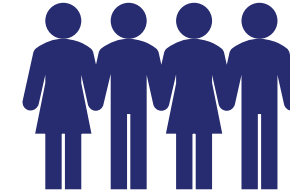
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- Transportation
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# Holistic Support Needs



## Physical and Mental Well-being

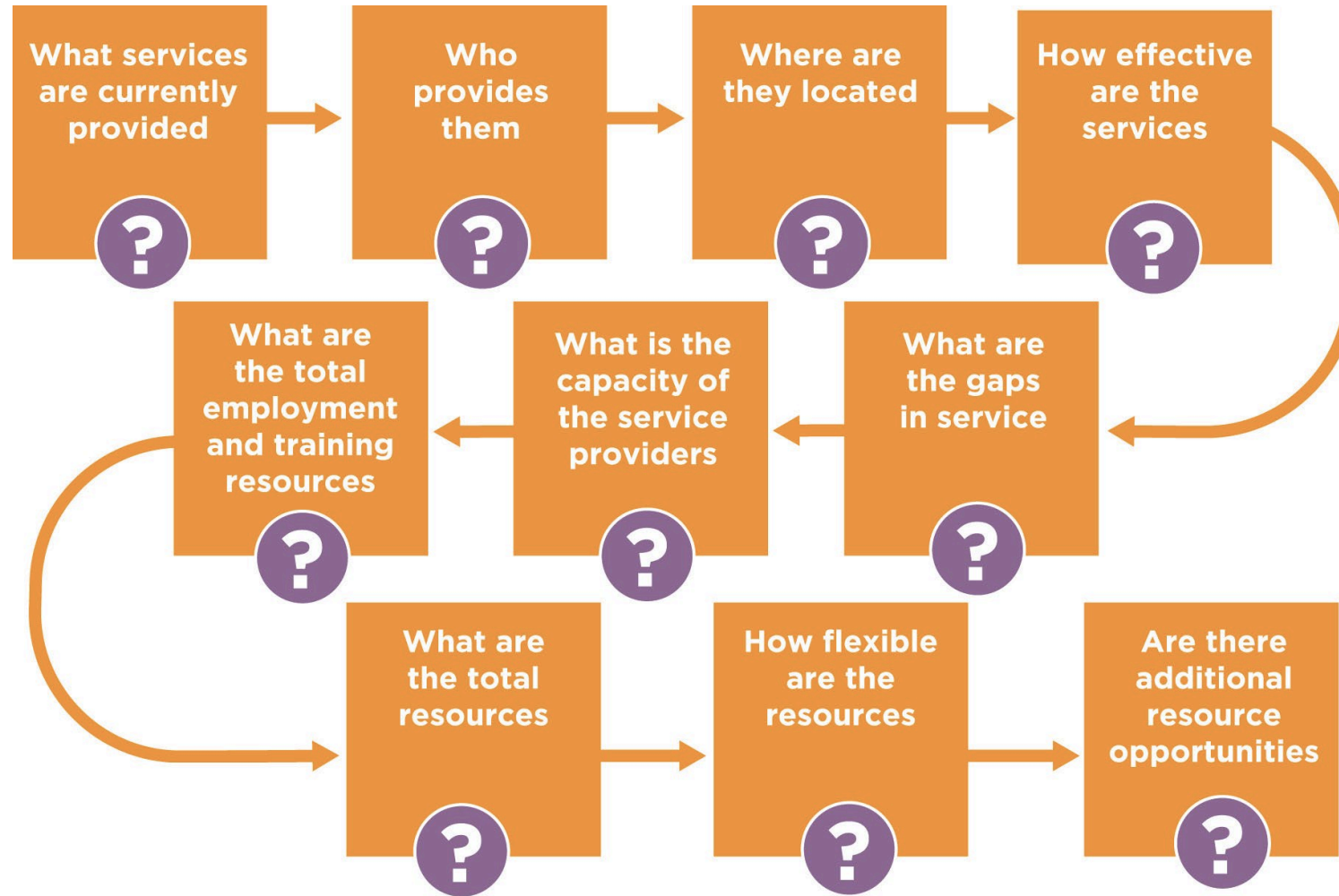
- Mental health resources
- Workplace flexibility and support
- Healthy lifestyle resources



## Social and Emotional Support

- Building a sense of community
- Family support resources
- Celebrating achievements

# Holistic Support Journey



# | Interested in Learning More?

## NCPN Connected Conversations Webinar Series

- ✓ **October 18:** CORD's Framework for Career Pathways Alignment
- ✓ **November 1:** Leveraging Employer Expertise to Drive Innovative Career Pathways
- ✓ **November 15:** Creating and Aligning Seamless Career Pathways for All Learners
- ✓ **January 24:** Removing Barriers and Supporting Credential Completion
- ✓ **February 7:** Wrap-Up and Reflections on Designing Industry-Responsive and Learner-Centered Career Pathways

**Recordings:** <https://www.ncpn.info/connected-conversations-resources/>



# Career Pathways Leadership Certification

## 2025 Summer Institutes

June 24-25 • Indianapolis, Indiana

**1.5 Days. Topics include:** CORD Framework for Career Pathways Alignment

Stackable Credentials • Credit for Prior Learning • Non-Credit to Credit Alignment • Work-Based Learning  
Employer Engagement • Marketing and Sustainability of Career Pathways • Holistic Learner Supports



**cord**



[ncpn.info/cpl-certification](https://ncpn.info/cpl-certification)



**ncpn**  
National Career  
Pathways Network

**Questions**





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Framework for  
Career Pathways  
Alignment:

