

# CAREER PATHWAYS

## A Vision for a System in Vermont

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# Career Pathways— What It Is



“A coherent, articulated sequence of rigorous academic and career [& technical] courses, commencing in the 9th grade [or earlier] and leading to an associate degree and/or an industry-recognize certificate or licensure, and/or a baccalaureate degree and beyond.”

(Hull, 2004).

# Career Pathways—What It Must Have

Have multiple entry and exit points

Transition seamlessly from secondary to postsecondary

Allow for college credit and industry certifications in high school

Strengthen strong work-based learning in partnership with business & industry

Have state-wide and regional workforce relevance

# Career Pathways



- Core issues:
  - Students in CP occupations will be academically prepared.
  - Acquire technical knowledge conducive to earn an industry-recognized credential.
  - Develop employability skills.
  - Be prepared to find a job after graduating from HS in an occupation related to her/his CP.
  - Pursue a postsecondary degree.
  - Permanent articulation and collaboration with businesses.
  - Includes counseling for learners.

# Career Pathways—How It Does

## Two Levels of Operation

- A system:
  - Career Pathways is “a broad approach for serving populations that may experience significant barriers to employment and can substantively alter the way the workforce system delivers its services and its relationship with partner organizations and stakeholders.” (U.S. Department of Labor)

# Career Pathways—How It Does

## Two Levels of Operation

- A program:
  - “Career pathway programs offer a clear sequence, or pathway, of education coursework and/or training credentials aligned with employer-validated work readiness standards and competencies.” (U.S. Department of Labor)

# Career Pathways—What it does.

## Components from the Work Investment Opportunity Act (WIOA)

- “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 apprenticeships registered under the Act of August 16, 1937;
  - (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 one recognized postsecondary credential; and
  - (G) helps an individual enter or advance within a specific occupation or occupational cluster.” [Section 3(7) of WIOA]

# Career Pathways:

## Multiple Entry Points for Different Populations

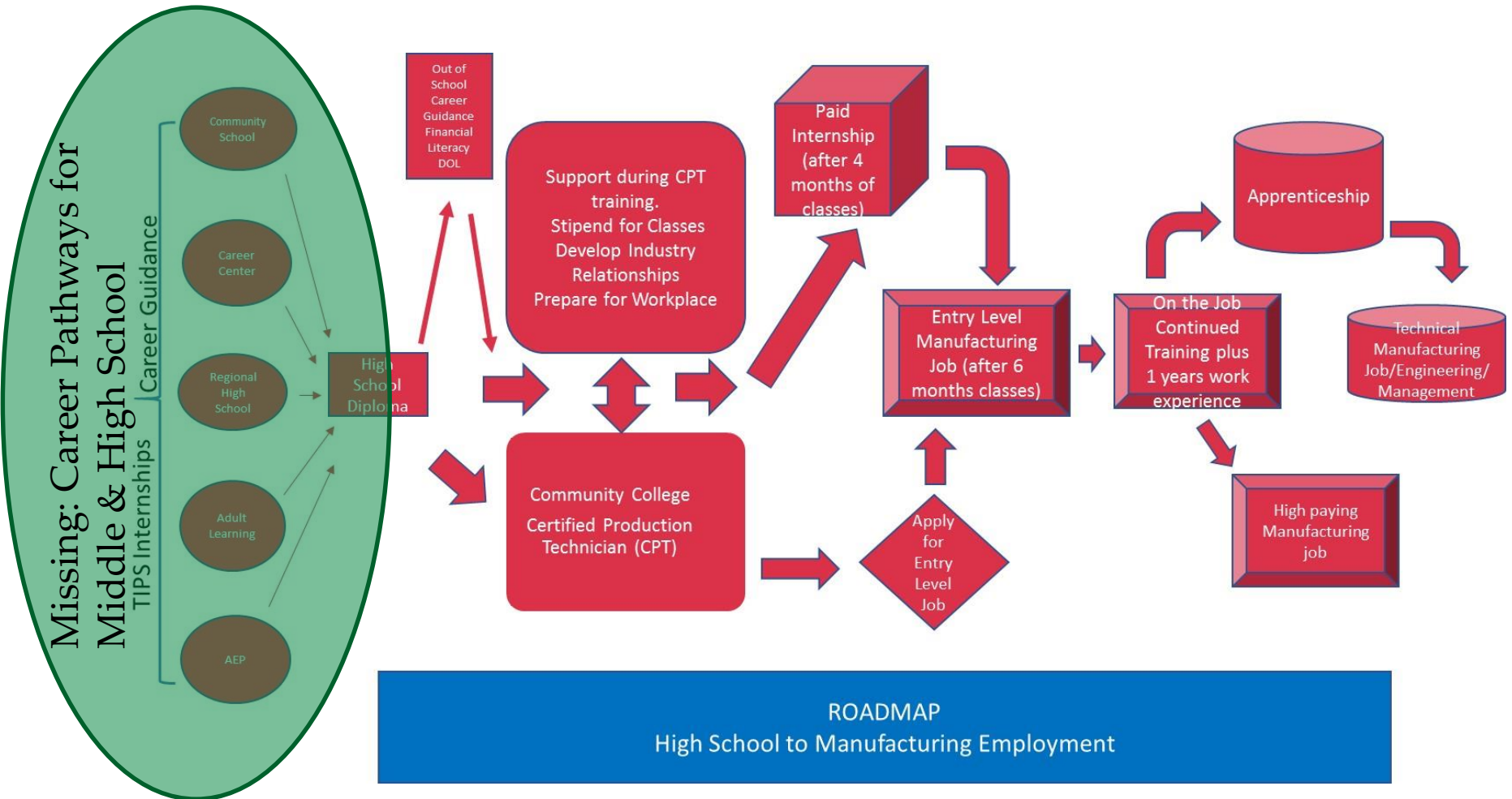


- Career Pathways, as a system, serves as the basis for multiple overlay programs for other populations of Vermonters to be built upon:
  - Adult Education
  - Dislocated Workers
  - Jobs for Veterans
  - Youth Employment
  - Vocational Rehabilitation
  - Adult CTE, etc



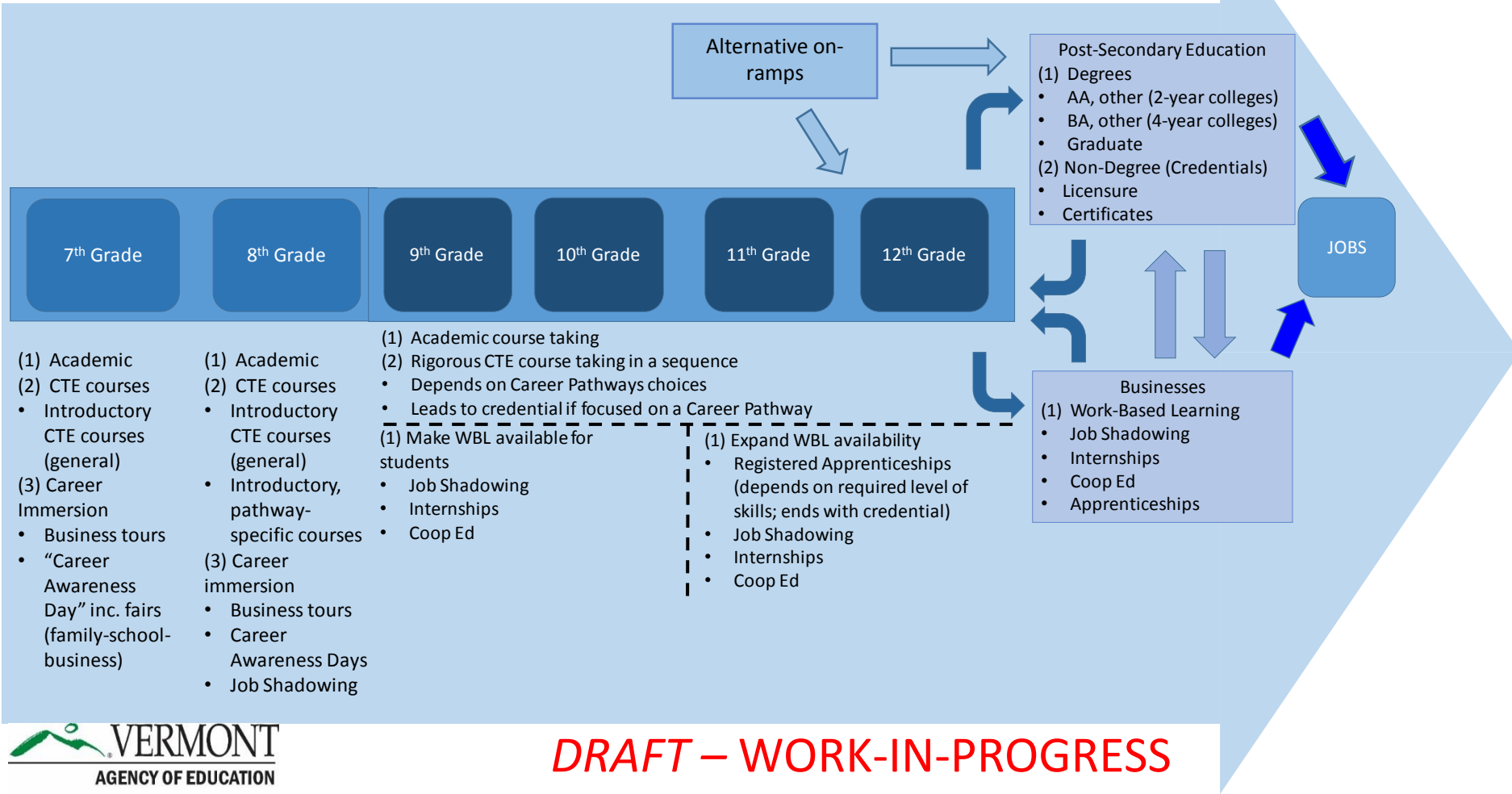
# Career Pathways as System

# Current Focus is on Postsecondary Pathways



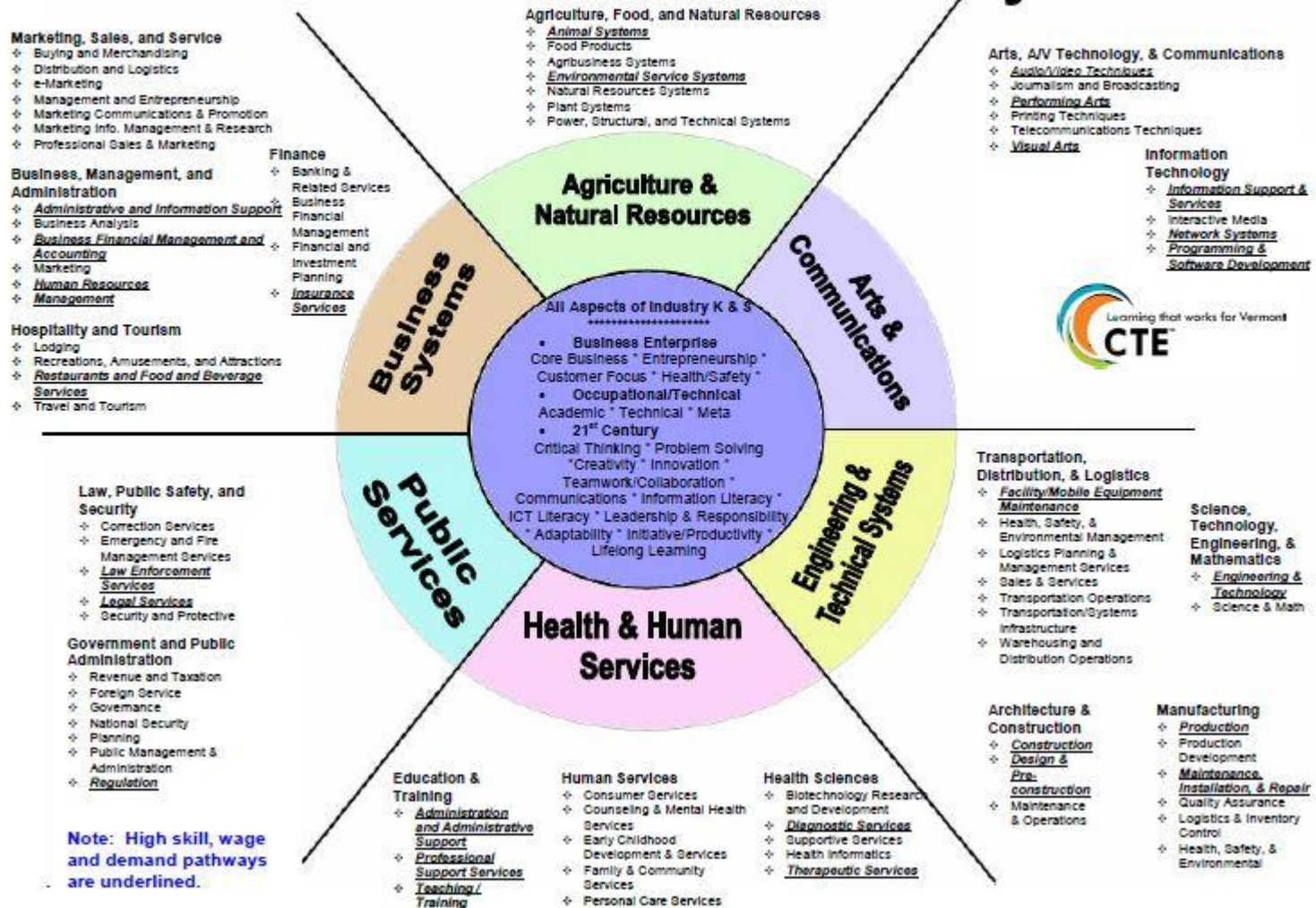
Postsecondary Manufacturing Pathways chart by Rutland Regional Economic Development Corporation & Rutland Region Workforce Investment Board

# VT Career Pathways—A Vision for Secondary Education



# Career Pathways as Programs and Specific Options for Students

# Career Clusters & Pathways



**Note: High skill, wage and demand pathways are underlined.**

# Career Pathway in Construction: An Example

Certificate

Associate's Degree,  
Construction Management

Bachelor's Degree,  
Construction Management



**Start Pre-Construction**  
As early as grade 7 (based on readiness)

**Construction Laborer**  
Median Salary: \$35,660  
Job Growth (10 yr): 11.7%  
Annual Openings: 519  
Average Tuition (1 yr): \$0 - \$3,900/yr

**Cost Estimator**  
Median Salary: \$54,760  
Job Growth (10 yr): 27%  
Annual Openings: 424  
Average Tuition (2 yrs): \$3,900/yr

**Construction Manager**  
Median Salary: \$73,220  
Job Growth (10 yr): 7.3%  
Annual Openings: 250  
Average Tuition (4 yrs): \$9,600/yr

7<sup>th</sup> -8<sup>th</sup> Grades

9<sup>th</sup> - 12<sup>th</sup> Grades

13<sup>th</sup> - 14<sup>th</sup> Grades

15<sup>th</sup> Grade & beyond

- \* Workplace Visits
- \* Job Shadow
- \* Internship

- \* Supervised Experience
- \* Pre Apprenticeship / Apprenticeship
- \* Internship

- \* Supervised Experience
- \* Apprenticeship
- 
- \* Work

- \* On-the-Job Training
- 
- \* Work

FOR DEMONSTRATION PURPOSES ONLY



Thank you!  
Questions?

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