



**COLLEGE & CAREER  
READINESS**

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# A Circle of Support - Integrating Community Partners into Advising

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Workforce Development Boards*



# CAREER PATHWAYS

an integrated collection of ***regional and local programs and services*** connecting ***youth and adults*** to the workforce through ***education and training*** for ***highly skilled, sustainable careers in high demand industries.***

## Guidance in WIOA Related to Career Pathways

### WIOA Section 3 (7)

Career Pathway: 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 (commonly known as the “National Apprenticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.) (referred to individually in this Act as an “apprenticeship,” except in section 171);

(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.



Business Support Services

Advanced Manufacturing



Health Care

Agriscience/Biotechnology

# Certified Career Pathways

Where are we now?



35+



- Map
- Location
- Career Cluster
- Star Rating
- Salary Range
- Education Level
- Interests
- Abilities

Clear Filter(s)

281 matching occupations found

SORT BY ▾

Median Annual Wage

Annual Growth Rate ▾

Avg. Annual Openings

	<p><b>Information Security Analysts</b>                      Star Rating: ★★★★★ Education: Bachelor's degree</p>	<p><b>\$78,806</b> (\$37.89/hr)</p>	<p>Very Strong Growth 2.9%</p>	<p>Rare Opportunity 1</p>
	<p><b>Applications Software Developers</b>                      Star Rating: ★★★★★ Education: Bachelor's degree</p>	<p><b>\$96,413</b> (\$46.35/hr)</p>	<p>Very Strong Growth 2.3%</p>	<p>Rare Opportunity 9</p>
	<p><b>Personal Care Aides</b>                      Star Rating: ★★★☆☆ Education: High school diploma or equivalent</p>	<p><b>\$25,082</b> (\$12.05/hr)</p>	<p>Very Strong Growth 2.2%</p>	<p>Average Opportunity 79</p>
	<p><b>Physician Assistants</b>                      Star Rating: ★★★★★ Education: Master's degree</p>	<p><b>\$120,989</b> (\$58.17/hr)</p>	<p>Very Strong Growth 2.2%</p>	<p>Rare Opportunity 4</p>

# GUIDANCE & DIRECTION FOR JOB SEEKERS (GADJ)





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# TURNING POINT

## WORKFORCE DEVELOPMENT BOARD



### Turning Point Workforce Development Board

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- NCWorks Training Center
- Turning Point Work...
- HoneyDrew Media
- PBS North Carolina
- JFF

Videos ▶ Play all



TPWDB in your backyard

26 views • 4 months ago



Resume Writing

3 views • 5 months ago



NCWorks Career Center Career Advisor

43 views • 5 months ago



What is Turning Point Workforce Development...

32 views • 6 months ago



Virtual Job Fairs

12 views • 8 months ago

- EFL, MSG
- Credential Attainment/PSE
- 2<sup>nd</sup> and 4<sup>th</sup> quarter employment
- Median earnings
- Effectiveness in serving employers

# Performance Metrics are the same

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Data collected is also the same.

Purposes of  
Employment and  
Training  
programs (Title 1  
WIOA) and Adult  
Literacy  
programs (Title 2  
WIOA) are the  
same

- Training
- Education
- Credential attainment
- Employment
- Sustainable wages



# Focus of programs is the same

- IET-oriented
- Contextualized training and instruction
- Coordination with partners
- Local Labor Market-based
- Transitions to Post-Secondary
- Alignment with goals of the local WDB and One-Stop Centers



# 14 ELEMENTS

# 13 CONSIDERATIONS

## In NextGen programs

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1. Tutoring, study skills, instruction, evidence-based dropout prevention and recovery strategies
  2. Alternative secondary school and dropout recovery services
  3. Paid and unpaid work experiences integrating academic and occupation
  4. Occupational skills training that lead to post-secondary credentials, aligned with in-demand jobs
  5. Contextualized concurrent education opportunities for workforce prep
  6. Leadership development opportunities
  7. Supportive services
  8. Adult mentoring
  9. Follow-up services
  10. Comprehensive guidance and counseling
  11. Financial literacy education
  12. Entrepreneurial skills training
  13. Labor market and employment information services for local area
  14. Activities that help transition to Post Secondary Training
1. Serve those most in need, including ELA, aligned with regional needs, low literacy
  2. Serve individuals with disabilities including learning disabilities
  3. Past effectiveness, meet performance outcomes (MSG)
  4. Alignment with activities and services of local plan and One Stop Centers
  5. Intensity and rigor of instruction, essential components of reading instruction
  6. Evidence-based instructional practices, best practices
  7. Integrate technology and distance education
  8. Well-trained professional instructional and administrative staff
  9. Contextualized instruction, career pathways, lead to transition to Post secondary enrollment, self-sufficiency
  10. Coordinate with other community resources
  11. Flexible schedules with intensity and rigor and coordinate with local support services
  12. Excellent Information management system
  13. Provide services for ELA and Civics education

# Possibilities

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Career Academies/Cohorts that are co-enrolled

Pre-apprenticeships/apprenticeships

Paid IET options with partner employers

Extra support from each member of the collaborative and WIOA partners for retention, recruitment, outcomes

On Site classes, events, activities

Employer Site classes, events, activities, industry tours

# How we get there

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Become and active partner with your WDB

Connect with Board Members (particularly those who represent agencies who serve similar populations (ie Title II)

Get on your WDB/CC advisory boards mailing list and attend meetings

Attend Partner meetings and events sponsored by your One-Stop

**Include Title 1 providers on your advisory boards**

**Ask Title 1 providers to give presentations to your staff, your students, your advisory board**

**Invite Title 1 providers to orientations, classes**

**Give them opportunity to conduct work readiness activities with your programs, classes and participants**

**Sponsor/host networking activities**

**Collaborate on projects or innovative programs**

**Partner with Title 1 when working on IET, Basic Skills+, pre-apprenticeships and apprenticeships**

**Build relationships with your Title 1 and Title 2 providers**

# Summary

By establishing good, working relationships among your workforce development partners (one-stops, VR, Title 1, WDB, DSS, Literacy programs, community college colleagues across campuses, both cont. ed and curriculum), you have leverage to provide support, services, incentives (for youth), training, advising, on-the-job training, and employment for your students. Not an easy task, but well worth your effort!



# Let's Stay In Touch



Facebook: <https://www.facebook.com/nencpathways/>

Instagram: <https://www.instagram.com/nenccareerpathways/>

Twitter: <https://twitter.com/NENCPathways>

LinkedIn: <https://www.linkedin.com/company/nenc-career-pathways/>

Sign up for our monthly newsletter: <https://lp.constantcontactpages.com/su/OAWODhw/nenc>

Connect with Brandi: [brandi.bragg@nencpathways.org](mailto:brandi.bragg@nencpathways.org)

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