



COLLEGE & CAREER
READINESS

Pathway Partners:
Connecting Career Pathways
Across Programs

What is a Career Pathway?

According to all federal definitions:

“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;
- c) Includes counseling to support an individual in achieving the individual’s education and career goals;
- d) Includes, as appropriate, education offered concurrently 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 obtain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential;
- g) Helps an individual enter or advance within a specific occupation or occupational cluster.

IET vs Career Pathway

An IET (Integrated Education and Training) is ONE STOP on a career pathway.

A true pathway has multiple entry and exit points.

It is nearly impossible to do this work alone!



OCTAE: Pathways to Credentials

Three 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 alignment



Advancing Credentials THROUGH Career Pathways

Framework essential components:

1. **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
2. **Seamless Career Pathways** supporting learners of all ages and skill levels, built on stackable credentials aligned to in-demand skills and employment opportunities, and collaboratively developed by educators and employers
3. **Support for Credential Completion** that recognizes “all learners as learners” by providing credit for prior learning, course schedules and delivery modes that accommodate the needs of working adults, and efficient program design that accelerates credential attainment



Source: CORD, 2023

Why Pathway Partners?



For the Students

Some students may need a stepping stone before beginning CU classwork.

- Streamlined services
 - Academic
 - Financial
 - Holistic supports
- Relationships
- Credit for Prior Learning



For the Community

- Streamlined communication with employer partners
 - No wrong point of entry
 - Clean and professional funding conversations
- Opportunities for all through our combined programs



For the Institution

- Recruit from within
- Retention
- Enrollment in multiple programs
- Scheduling



Benefits to Your Students and Program

- **Increased completion rates** as students are engaged in meaningful work with multiple connections to academic and supportive resources
- **Increased enrollment** for the college as a whole as programs are working collaboratively to connect students across programs. This also helps bring in new students who may be family or friends of current students.
- **Improved outcomes for your students... and your institution**
 - Placement 2nd quarter after exit
 - Increased median income – family sustaining wages more likely to be achieved as students continue on pathway
 - Transition from CCR and CE to CU
- **Increased funding** for institutions overall due to increased FTE across programs – look at funding as a whole, not only as individual programs.
 - Additional opportunities for MSG for Title II programs