

Advancing Career Pathways Intensive State Technical Assistance

Kick-Off Meeting

August 24

Overview

- Welcome and introductions
- Overview of project **goals and outcomes**
- Career pathways systems (CPSs) **models and resources**
- Role of coaches and **approach to coaching**
- Project **timeline**
- Preview of key **tools**: CPS assessment, principles/design elements, plan template

Welcome and Introductions

Intensive TA States

State/Coach Pairings

- **Nan Dare:** Arkansas, Hawaii
- **Donna Barnett:** Iowa
- **Elisabeth Pope:** Michigan
- **Donna Parsons:** Nebraska



Overview of Goals and Outcomes

Overview of TA Activities

- **Multiple opportunities for states to access TA**
 - Intensive TA through coaching, peer mentoring, and site visits
 - Regional meetings for state planning
 - Virtual engagement through a series of national webinars
- **Parallel projects**
 - A year-long Leaders Academy
 - Playbook of noteworthy and innovative implementation strategies

Intensive TA to States on Career Pathways Systems



State Coaching

- Coaches provide intensive TA on CPSs plan to states
- Monthly calls, 2 site visits, SME support

Regional Meetings

- Coaches facilitate state team discussion
- Coaches provide TA to states if attending meeting

Mentoring & Networking

- Coaches assist states in exploring common issues/ share lessons learned
- “Light touch” coaching to states participating

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Goal: Help states plan and implement more advanced and effective CPSs

- Deepen and spread knowledge of CPSs
- Increase practitioner understanding of how to implement CPSs
- Encourage and support networking among states

- Promising practices
- Multi-tiered TA to better integrate CTE into state CPSs
- Evidence-based CPSs models, resources, and tools focused on improving equity and outcomes in Perkins performance results

The Big Goal:
Help states plan and
implement advanced and
effective CPSs.

First Goal to Identify:

What can be accomplished toward this goal in one year? How can coaches and states work together to develop a vision that maximizes state efforts?

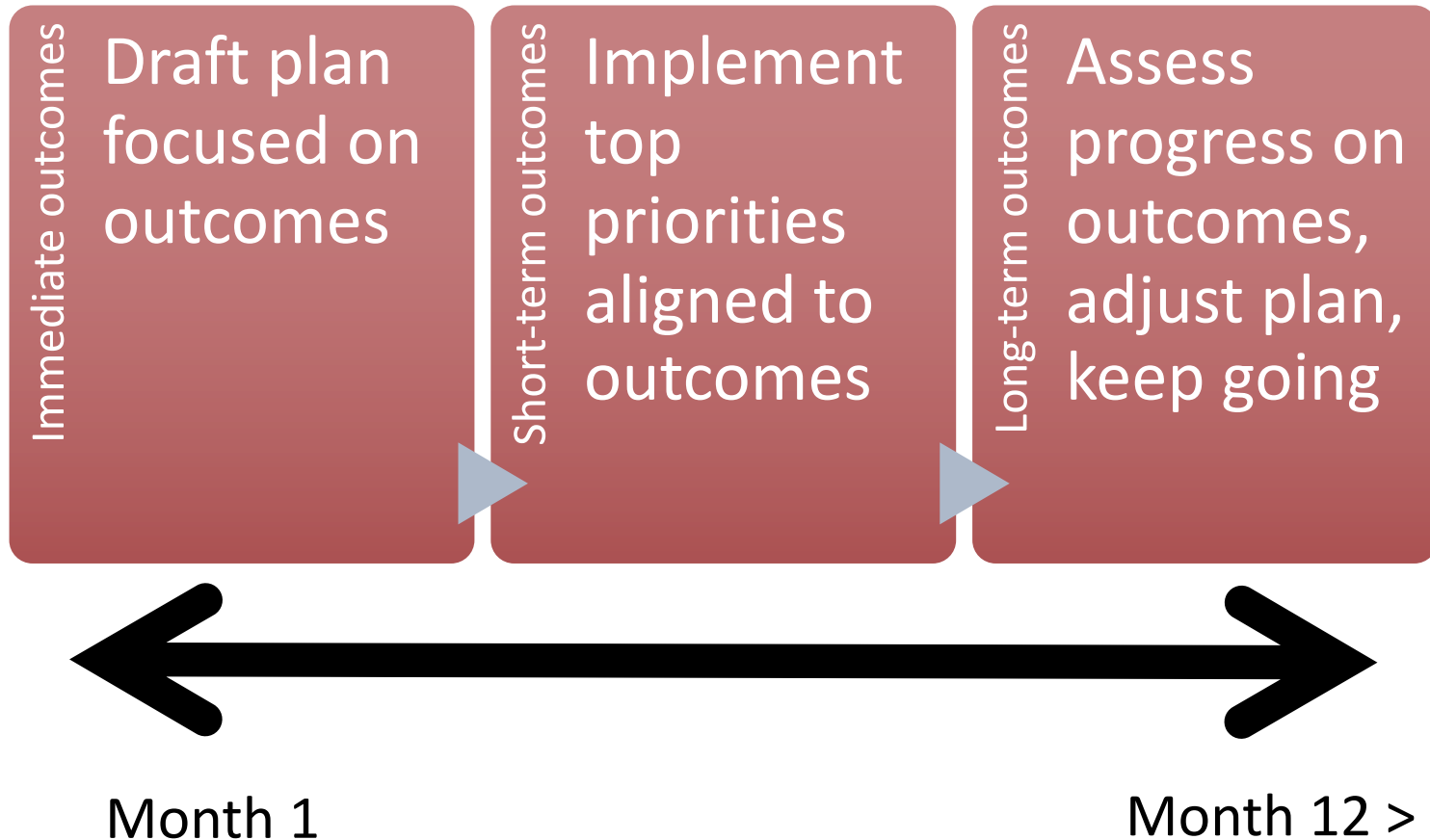


What can be accomplished toward this goal in one year? How can coaches and states work together to develop a vision that maximizes state efforts?

Coaches will work with states to:

- Use the **CPSs assessment** to identify strengths and priority areas for development
- Create a principle-driven **state project plan**
- Work to **achieve milestones** laid out in the plan
- Provide monthly coaching meetings, two site visits, and expertise provided by subject-matter experts as needed

Outcomes Chain



Discussion & Questions

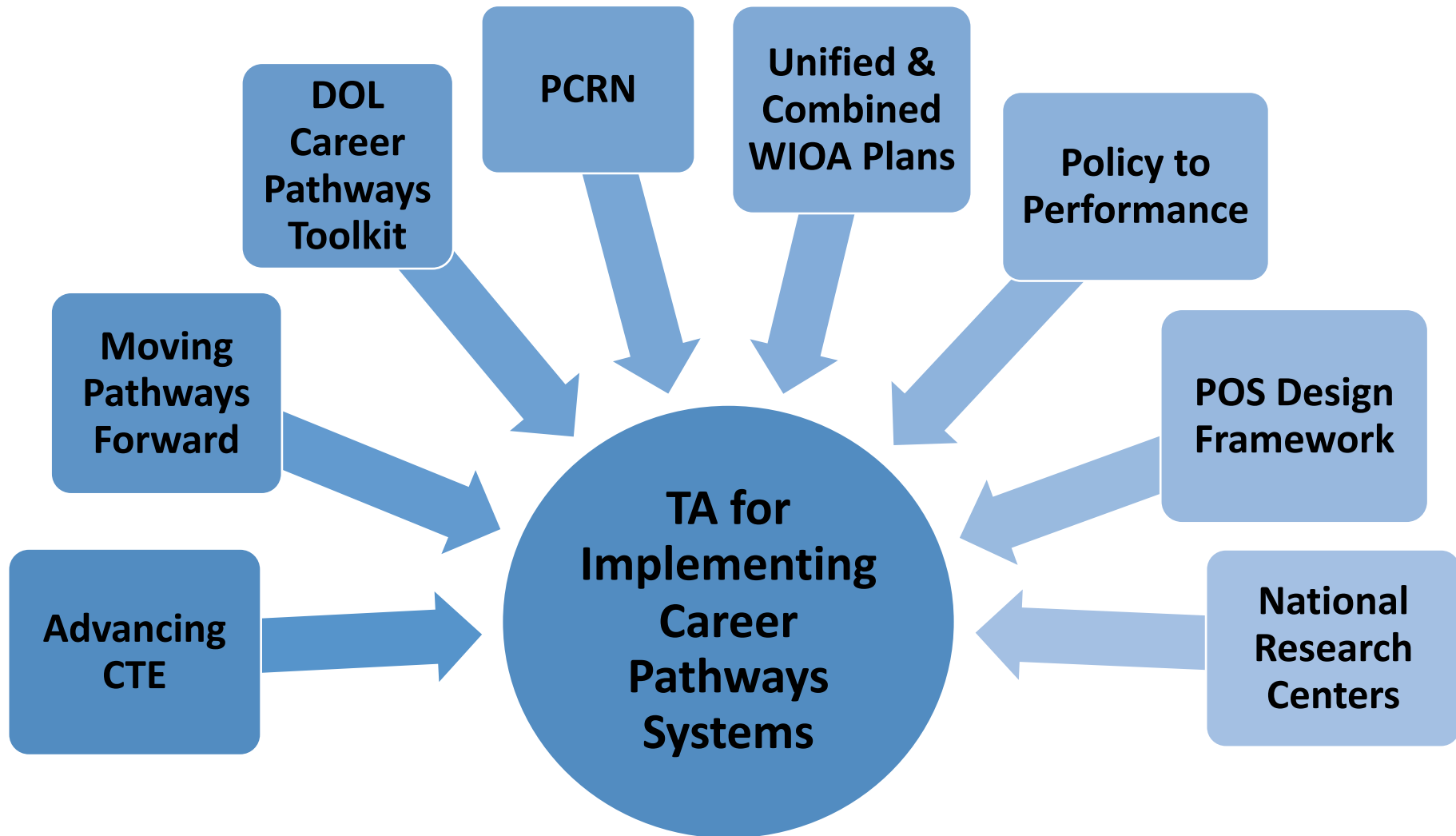


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Overview of Career Pathways Systems - Definitions, Models, and Resources

TA for State Implementation of Career Pathways Systems



WIOA Definition of Career Pathways

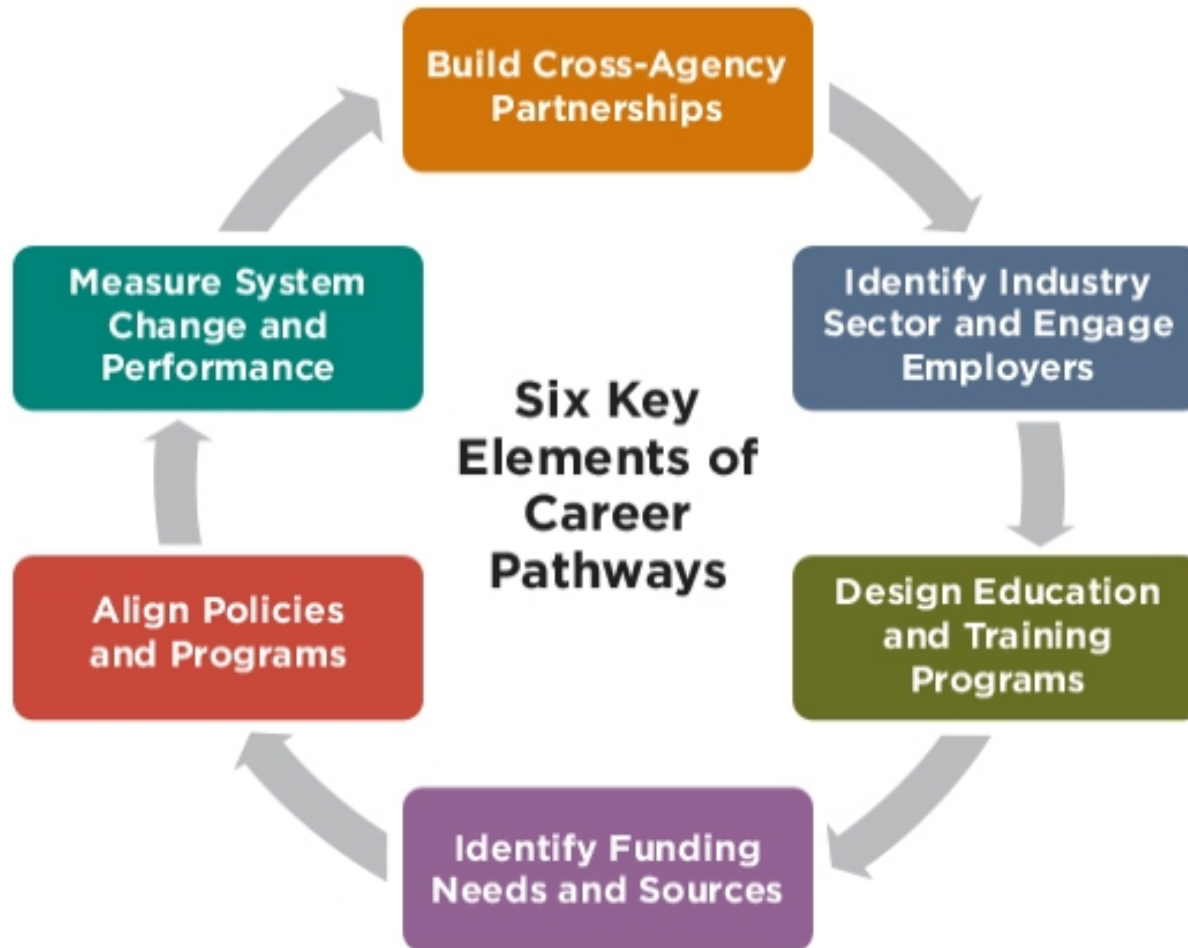
A combination of rigorous and high-quality education, training, and other service that:

- a) aligns with the skill needs of industries in the economy of the state or regional economy involved;
- b) includes prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships;
- c) counseling to support an individual in achieving the individual's education and career goals;

WIOA Definition of Career Pathways, cont.

- 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.

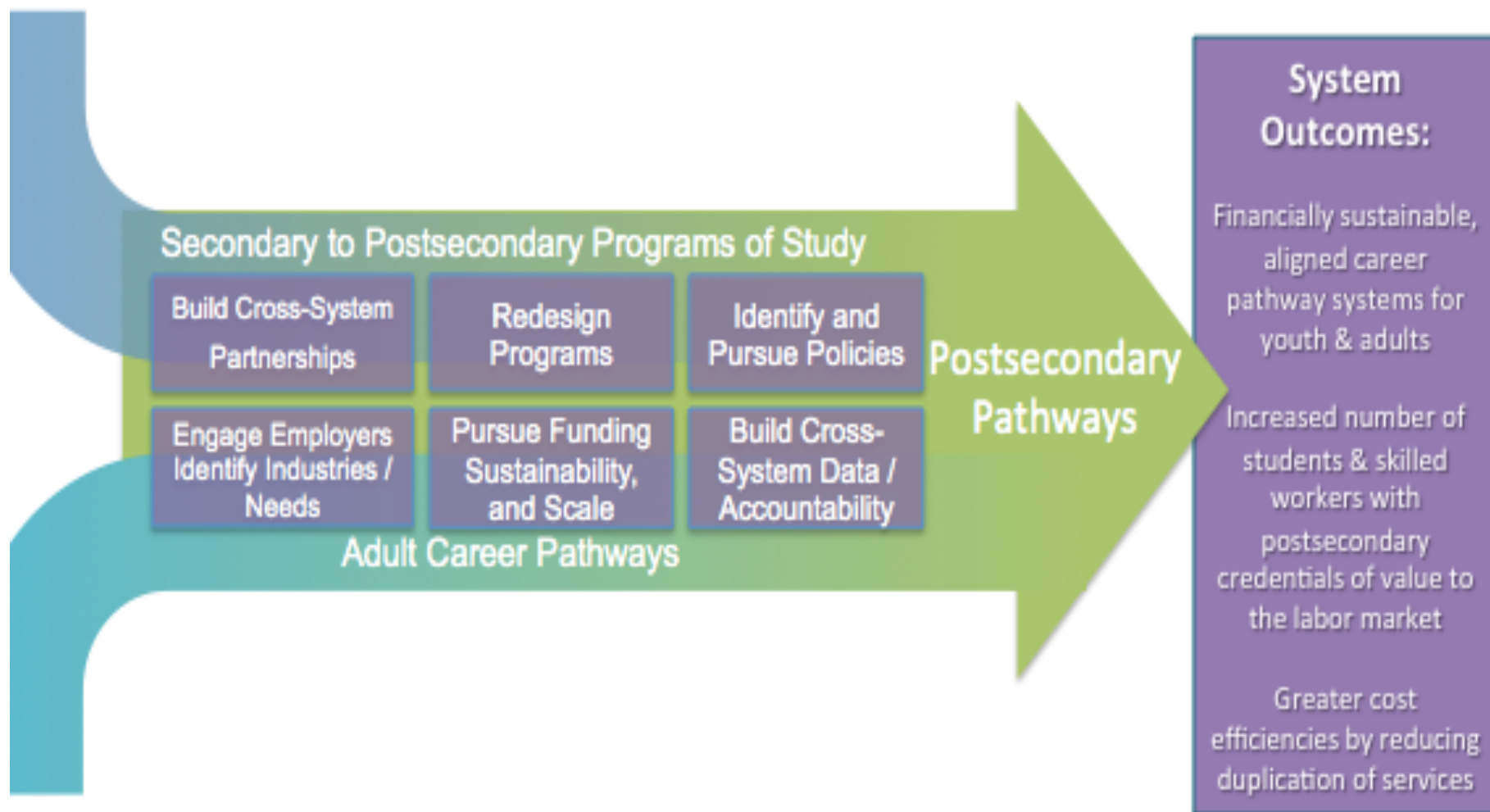
Six Key Elements of Career Pathways



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Career Pathways Systems



Source: Advancing CTE in State and Local Career Pathways Implementation (JFF, 2014)

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Crosswalk

Career Pathways Elements

1. Build cross-agency partnerships
2. Identify industry sector and engage employers
3. Design education and training programs
4. Identify funding needs and sources
5. Align policies and programs
6. Measure system change and performance

Programs of Study

- Legislation and policies
- Partnerships
- Professional development
- Accountability and evaluation systems
- College & career readiness standards
- Course sequences
- Credit transfer agreements
- Guidance counseling/academic advising
- Teaching and learning strategies
- Technical skills assessment

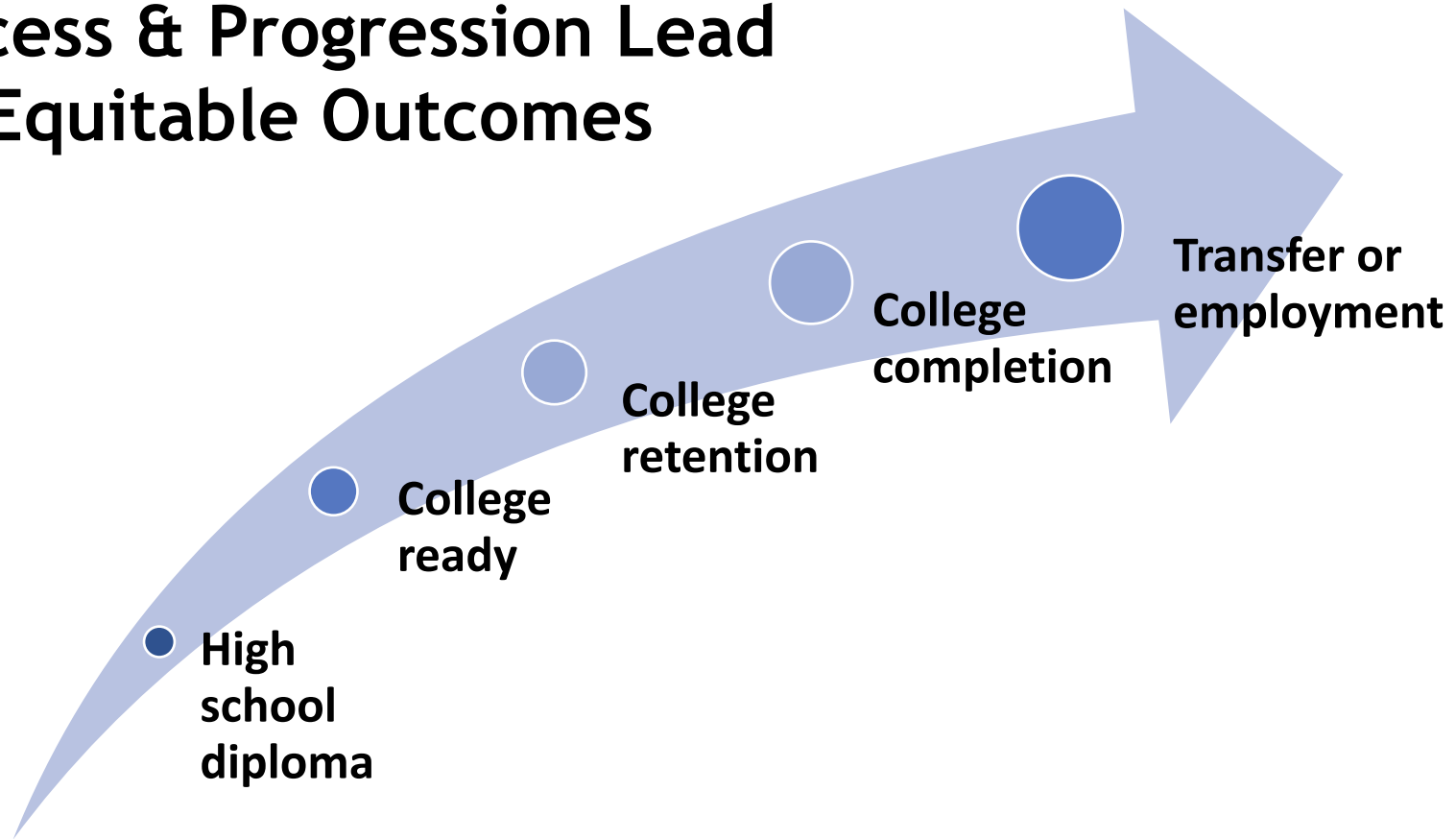
See: <http://cte.ed.gov/initiatives/career-pathways-systems>

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Pathway Outcomes

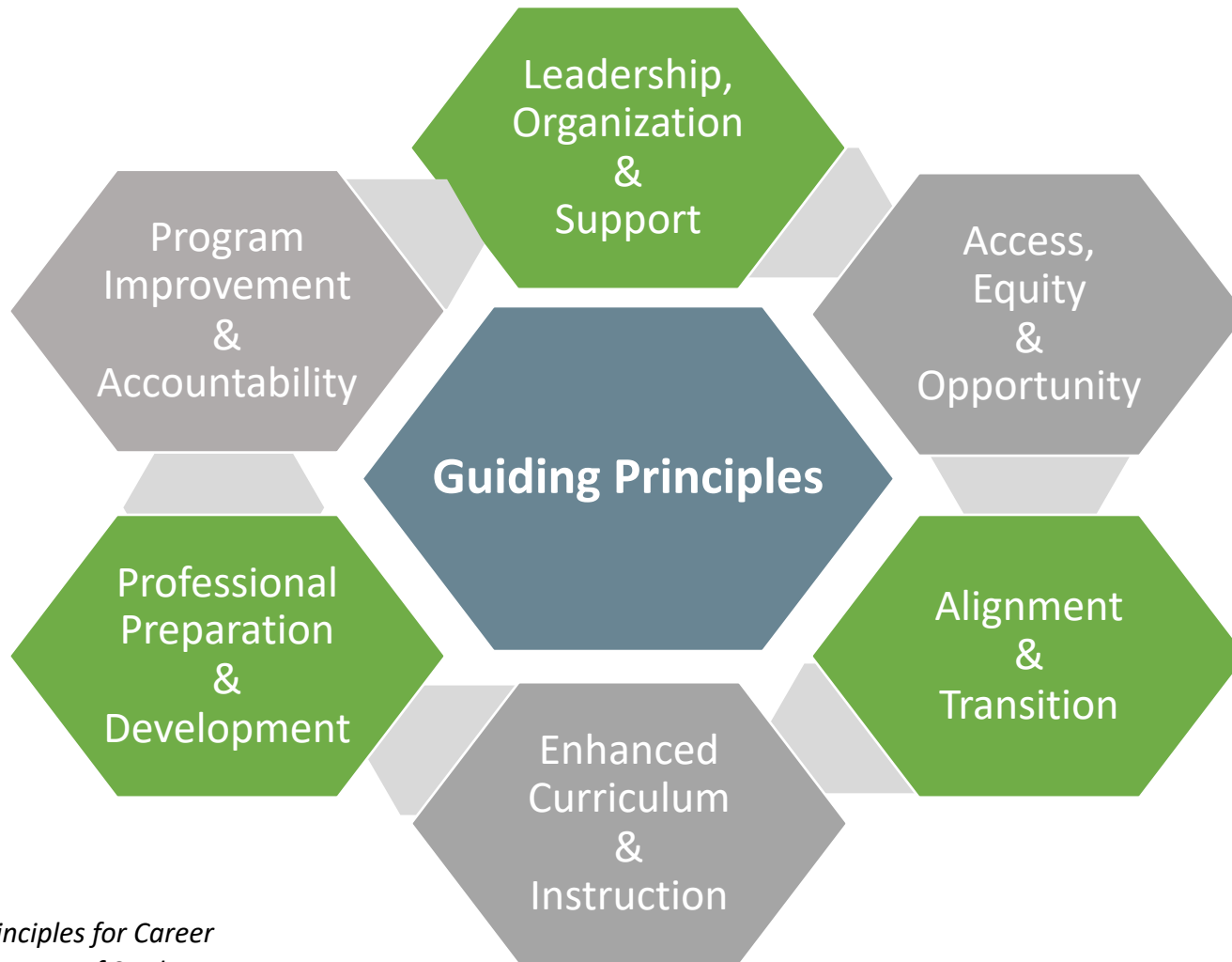
Pathways Thinking - Access & Progression Lead to Equitable Outcomes



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The Guiding Principles Approach



Illinois' Guiding Principles for Career Pathways and Programs of Study.

See:

<http://occrl.illinois.edu/docs/librariesprovider4/pos/cp-principles-2015.pdf?sfvrsn=8>

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Discussion & Questions



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Role of Coaches and Theory of Coaching

Role of Coaches and Theory of Coaching

- Conduct monthly calls with state team lead to plan team meeting agenda
- Conduct monthly full-team calls to discuss progress, challenges, and next steps
- Share insights into applicable CPSs resources and be a conduit to subject matter experts
- Conduct two site visits

Role of Coaches and Theory of Coaching

“Critical friend” role

- Aim not to design states’ project plan
- Help teams build capacity for planning, improvement, and impact
- Invest in state teams’ success
- Provide a conduit to promising practices, resources, and subject matter experts

Project Timeline

Timeline

| DATE | ACTIVITY |
|-------------------|---|
| August | Kick-off meeting for all state teams (virtual) |
| September | First coaching call |
| September/October | Complete Career Pathways Readiness Assessment with coaches |
| October/November | Create states' customized project plan |
| November 14 | First regional meeting in Chicago |
| October – August | Monthly coaching calls |
| October – August | Participate in peer mentoring with another state |
| October – July | Two site visits (scheduled by state and coach) |
| October – August | Quarterly webinars with all participating state teams Dates TBD by Doodle Poll shortly after the kickoff webinar; approximate dates: late October, late January, mid-April, and mid-July |

Discussion & Questions



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