HAWAI'I'S CAREER PATHWAY SYSTEM

September 14, 2017

A System
is about the coordination
of people and resources.

What is a Career Pathway?

It's a combination of:

rigorous and high-quality

education, training, & other services

that are student-focused and…

(1) align with the State's industry needs;

(2) prepare an individual for a full range of education options, including apprenticeships;

(3) include counseling support;

(4) include work-based learning options;

(5) provide a means to accelerate through the system;

(6) lead to a diploma, a certificate, or a degree;

(7) help an individual enter or advance within a specific occupation.

Planning timeline to date

| Passage of WIOA, July 2014 | Statewide CP committee formed, Oct 2015 | Formed a core team, Oct 2016 | Core team met monthly to align WIOA, ESSA, and Perkins/CTE, Dec 2016 | Final draft July 2017 |

Federal Legislation
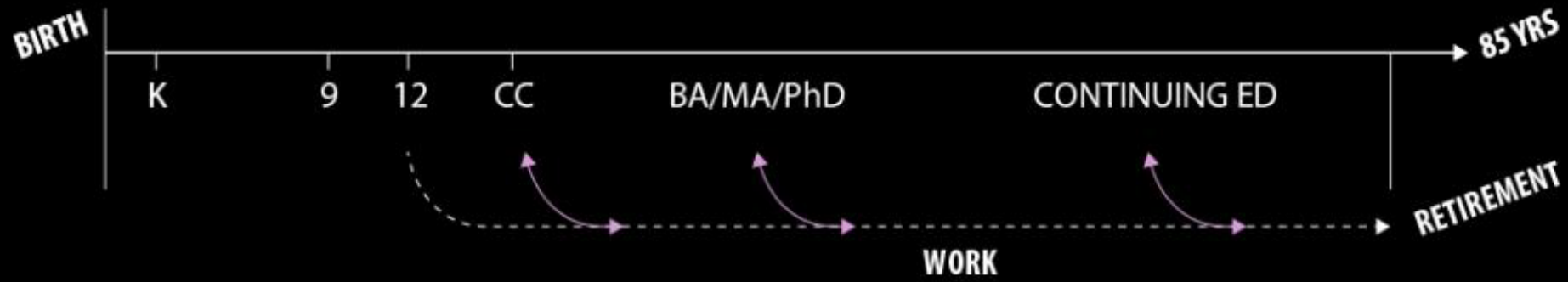
- Every Student Succeeds Act (ESSA)

- Carl D. Perkins Career & Technical Education Act
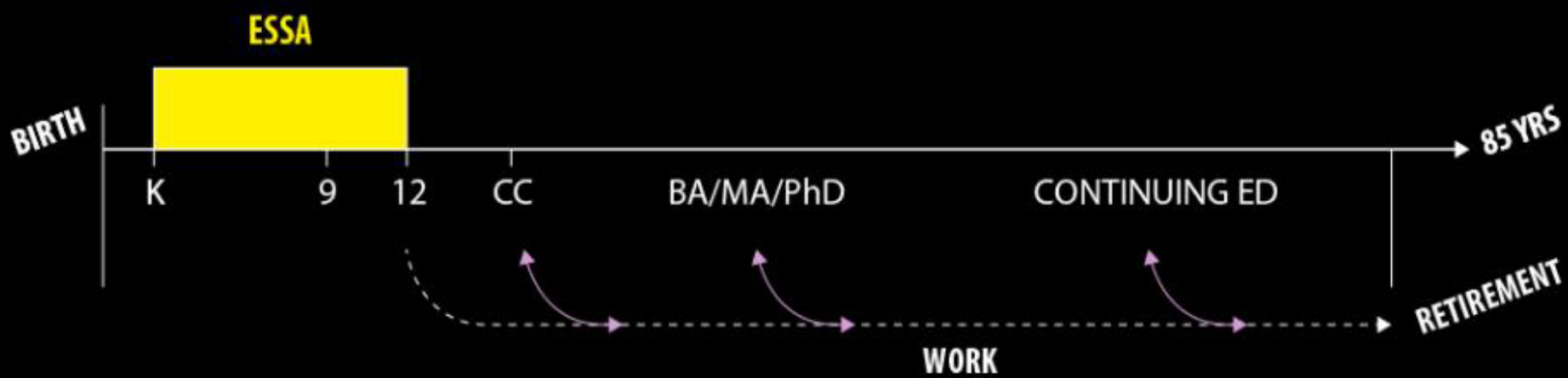
- Workforce Innovation & Opportunity Act (WIOA)

BIRTH ──► 85 YRS

PERKINS

ESSA

BIRTH

85 YRS

K 9 12 CC BA/MA/PhD CONTINUING ED

RETIREMENT

WORK
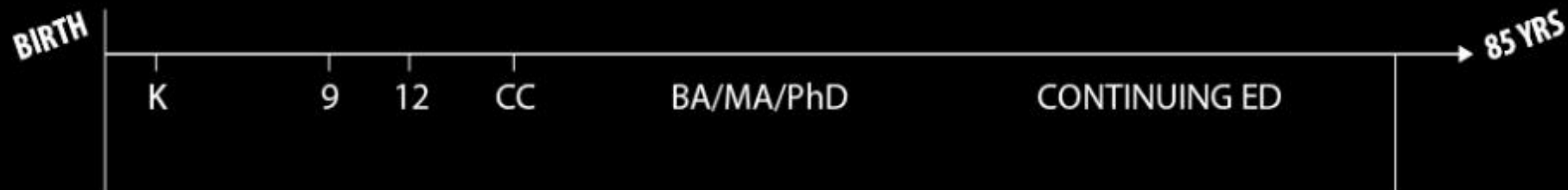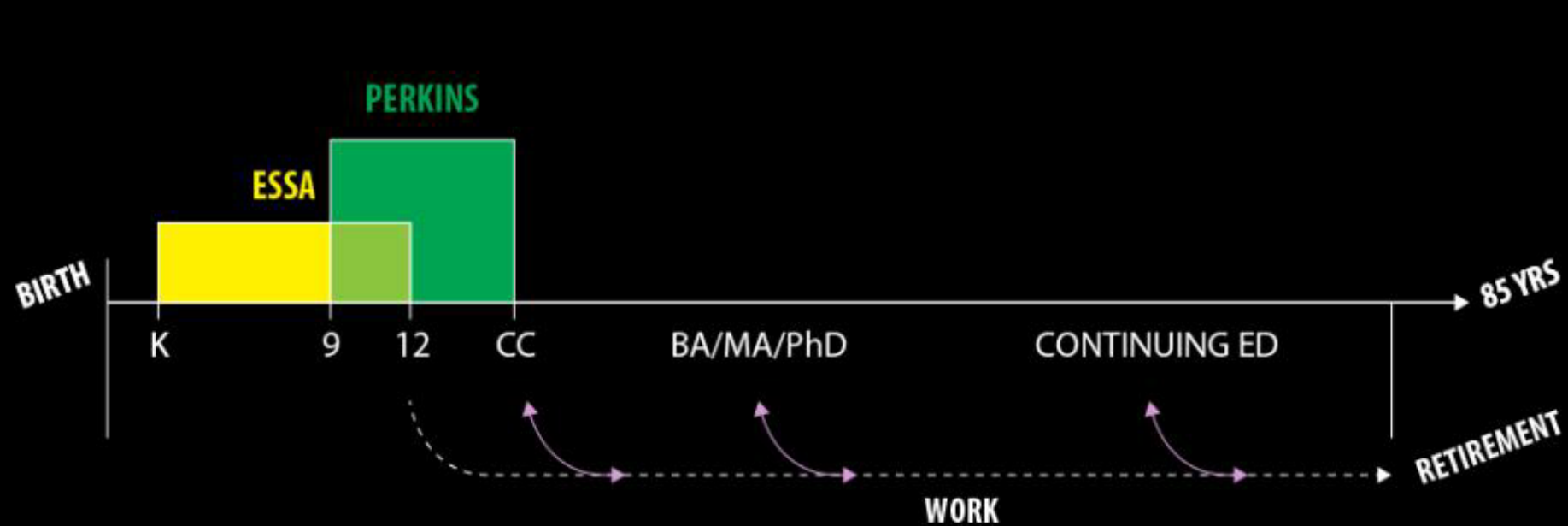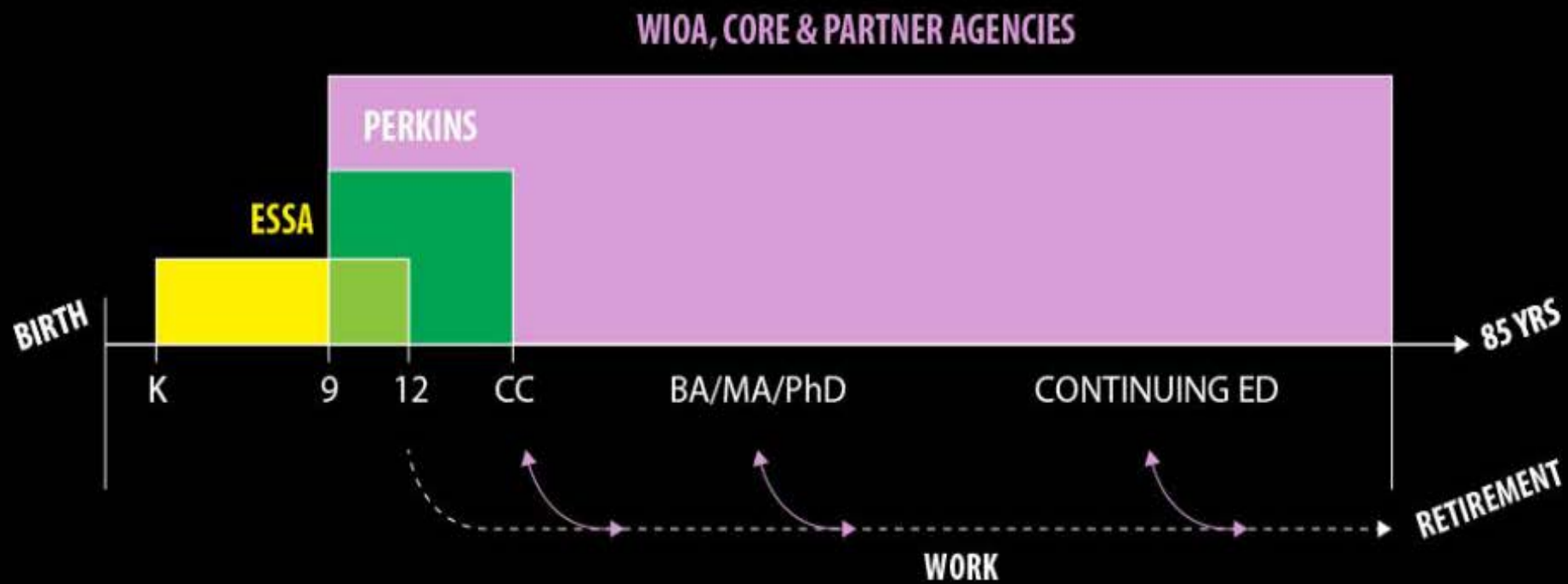
Essential to success

- Collaboration
- Adaptability and Flexibility
- Accountability and Responsibility
- Integrity
- Commitment

Guiding principles

- Leadership
- Access, Equity, and Opportunity
- Alignment and smooth transition points
- Enhanced curriculum and instruction
- Enhanced, effective and efficient services
- Professional development across the board
- Program improvement

Features of the Career Pathway System

- Participant-focused

- Well-connected and transparent education and services

- Multiple entry and exits points with special attention to transition points

- Consistent and non-duplicative education and services

Six Key Elements of Career Pathways

- Build Cross-Agency Partnerships
- Identify Industry Sector and Engage Employers
- Design Education and Training Programs
- Identify Funding Needs and Sources
- Align Policies and Programs
- Measure System Change and Performance
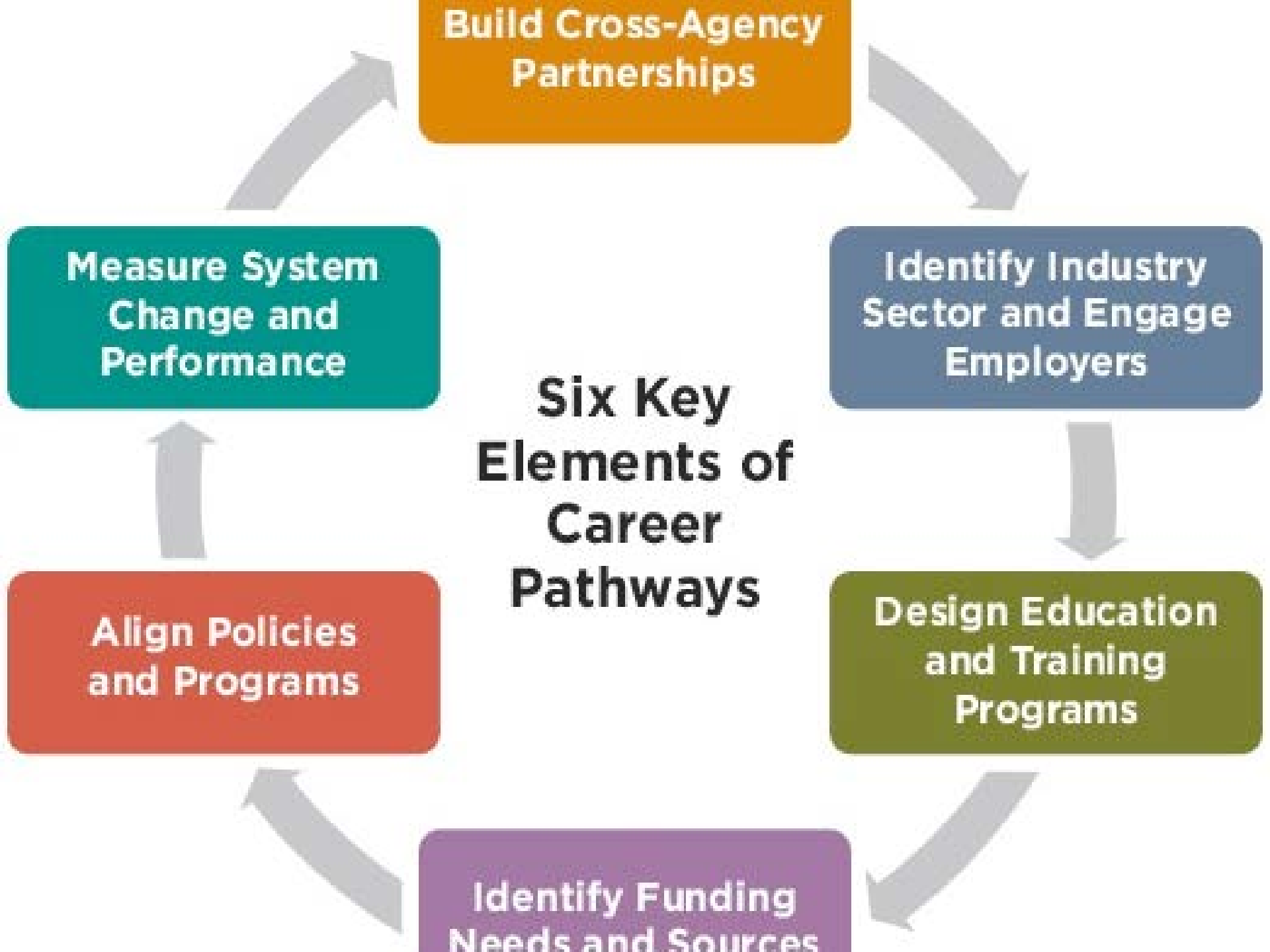
Organizing employer engagement

Sector Strategies efforts

Organizing work-based learning opportunities

Utilizing *Nepris* to virtually connect employers to classrooms

Additional efforts

Developed a funding stream map

Developed a labor-mapping website

Reorganized occupations into 9 Clusters and included them in the labor-mapping website

Revising all CTE secondary and postsecondary program sheets

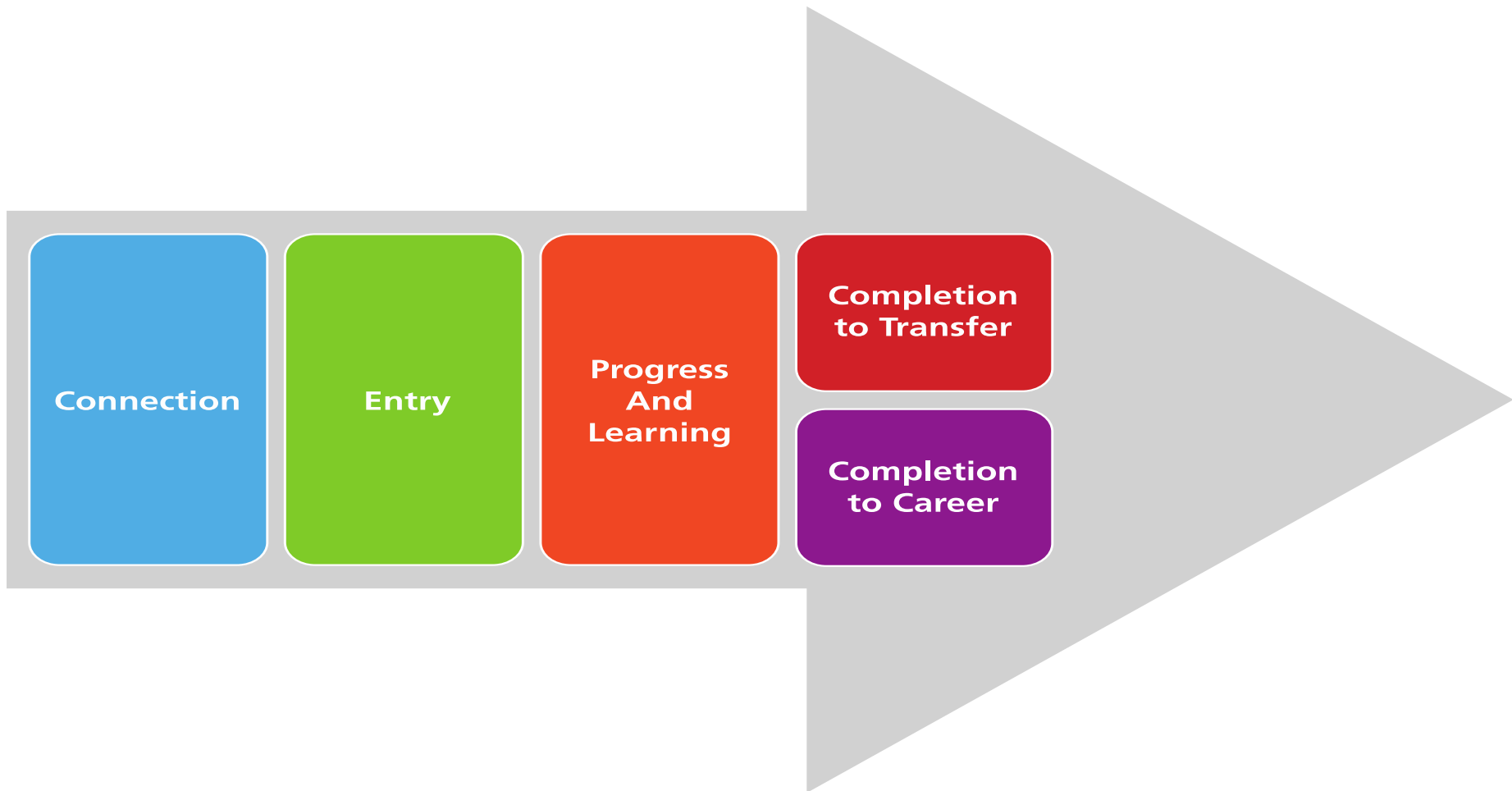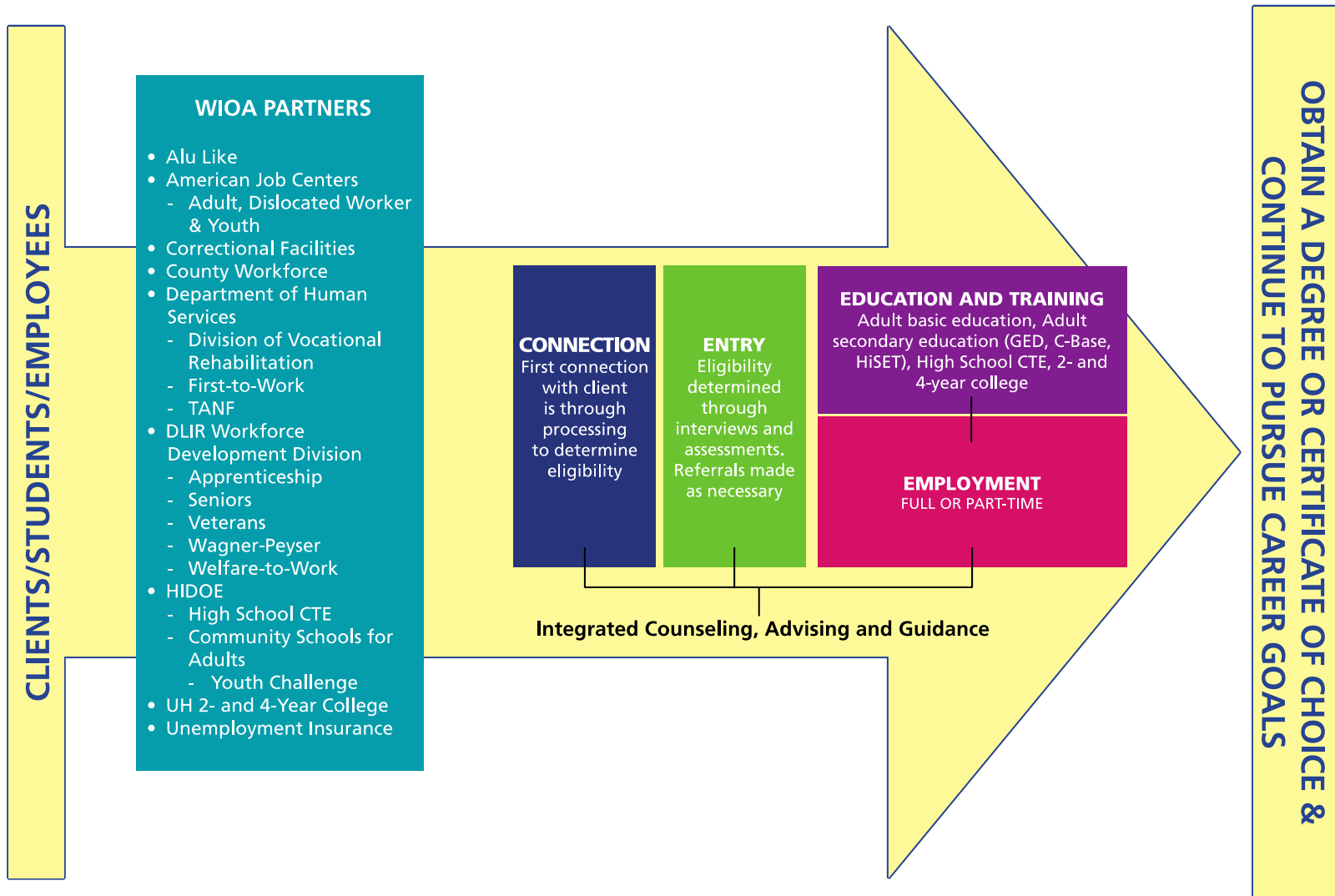# Organized education, training, & support services

HAWAI'I CAREER PATHWAY SYSTEM

CLIENTS/STUDENTS/EMPLOYEES

WIOA PARTNERS

- Alu Like
- American Job Centers
  - Adult, Dislocated Worker & Youth
- Correctional Facilities
- County Workforce
- Department of Human Services
  - Division of Vocational Rehabilitation
  - First-to-Work
  - TANF
- DLIR Workforce Development Division
  - Apprenticeship
  - Seniors
  - Veterans
  - Wagner-Peyser
  - Welfare-to-Work
- HIDOE
  - High School CTE
  - Community Schools for Adults
    - Youth Challenge
- UH 2- and 4-Year College
- Unemployment Insurance

CONNECTION
First connection with client is through processing to determine eligibility

ENTRY
Eligibility determined through interviews and assessments. Referrals made as necessary

EDUCATION AND TRAINING
Adult basic education, Adult secondary education (GED, C-Base, HiSET), High School CTE, 2- and 4-year college

EMPLOYMENT
FULL OR PART-TIME

Integrated Counseling, Advising and Guidance

OBTAIN A DEGREE OR CERTIFICATE OF CHOICE & CONTINUE TO PURSUE CAREER GOALS

Plan for Sustainability

- Revived the original CP committee

- Assigned Roles and Responsibilities

- Committee to meet quarterly

- Committee to report to the WDC and individual partner agencies

Implementation Plan

CP committee approves July 2017

WDC Sector Strategy and CP Committee approves Aug 2017

CTECAC endorses Aug 2017

Full WDC approves Sept 2017

Team members travel to all agencies and all counties to explain

Bottom line

Students and clients receive support they need, when they need it, from an individual who knows them well.