

Sector Strategies: Past, Present and Future

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Sector Strategies – NC Style

- (WIOA) established sector partnerships as a **required** strategy at both the state and local levels.
- NC Governor's Economic Development Board required career pathways as a part of the state's workforce development strategy
- NCWorks Commission required career pathways as the key tenet of the state's sector strategy
(<https://www.nccommerce.com/documents/ncworks-commission-strategic-plan-2017-2019>)

Career Pathways – The Big Picture

- Career Pathways are seamless systems of education and training that prepare workers for high wage, high demand careers
- Career Pathways match worker training to employer need
- Career Pathways are regional and combine K-12s, Community Colleges, Universities, Workforce Development Boards and other partners and champions
- The NCWorks Commission certifies new and existing pathways using eight best practice criteria
(<https://nccertifiedcareerpathways.com/career-pathways/criteria/>)

Career Pathways – The Big Picture

- **Demand-Driven and Data-Informed** - Pathways that meet documented needs within the region.
- **Employer Engagement** - Employers lead the development of pathways. They provide essential input into careers, curricula and courses to meet local and regional workforce demands.
- **Collaborative** - Develop partnerships with all levels of secondary and postsecondary education, the workforce community, local government officials and community leaders to provide students a consistent, committed message along each career pathway.

Career Pathways – The Big Picture

- **Career Awareness** - Make students aware of career pathways, educational requirements and work-based learning. Keep staff training up to date.
- **Articulation and Coordination** - Students obtain stackable credentials to reduce duplication and foster a streamlined progression along the career pathway.
- **Work-Based Learning** - The business community leads in the development and implementation of work-based learning opportunities.

Career Pathways – The Big Picture

- **Multiple Points of Entry and Exit** – Provide opportunities for students to enter and exit career pathways. Develop a system of crediting students for earned credentials, prior learning and demonstrated job skills.
- **Evaluation** - Develop a plan for assessment that defines success, measures progress toward goals, investigates outcomes and points to opportunities for improvement.

Career Pathways – The Big Picture

- The first career pathway was certified by the NCWorks Commission in February of 2016
- Currently, there are 35 NCWorks Certified Career Pathways in High Wage, High Demand Industry Sectors (Advanced Manufacturing, Healthcare, Transportation, Hospitality & Tourism, IT, Energy and Business Systems)
(<https://nccertifiedcareerpathways.com/career-pathways/certified-pathways/>)
- Regional teams are employing several implementation strategies to continue momentum and provide front line staff sufficient resources

Career Pathways – The Big Picture

- June 2015 – NC receives \$5.25 million grant to develop and implement NCWorks Certified Career Pathways in the state through June 30, 2018 (<https://nccertifiedcareerpathways.com/sp-neg-grants/application/>)
- 2015-2018 – Local teams received planning (\$30,000) and/or implementation grants (\$300,000) to support career pathway work
- 2016-2019 – Grant funds were used to hire eight staff persons (one per prosperity zone) to serve as Career Pathways Facilitators

Career Pathways – The Mandate



- The NCWorks Commission initially required each WDB to be actively engaged in the development of two certified pathways
- All regional teams have met that standard; nearly all have two certified pathways
- NCWorks Career Centers engage current and future pathway enrollees

Career Pathways – The Mandate

- NCWorks Career Pathways Facilitators completed a 3-phase initiative to support regional teams:

- Phase 1 – Online Training

(<https://www.ncworkforcetraining.com/WebinarTree.aspx>)

- Phase 2 – Workshops

(Career Pathways Week)

(<https://www.wnct.com/news/local-news/gov-cooper-declares-career-pathways-week-in-north-carolina/1737753208>)

- Phase 3 – Print Materials

(<https://drive.google.com/file/d/1cdR3dZIQG-EisaWD9LK1R513N5RXKBTq/view?usp=sharing>)

(https://drive.google.com/file/d/11bIQhFmHpMEwkISOKJKb05mcpz_GET0k/view?usp=sharing)



Career Pathways – The Consumer

- K-12 Students
- College Students seeking Career Advising
- Job Seekers @ NCWorks Career Centers
- Job Seekers @ Vocational Rehabilitation
- Inmates & Probationers
- Military Veterans transitioning to Civilian Life

Career Pathways Conversations – Final Thoughts



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