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# The Alliance for Quality Career Pathways Framework

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Fall CCRY Meeting

October 2-3, 2014



Alliance for Quality  
Career Pathways

a project of CLASP

# Agenda

1:15-1:45 – review AQCP initiative and framework

1:45-2:00 – review AQCP Local/Regional System Self-Assessment tool

2:00-2:45 – discuss how AQCP system self-assessment process may help you with WIOA implementation and career pathway/system building

2:45-3:00 – discuss next steps

# Recent Federal Support for Career Pathways

- **Grants**

- Health Profession Opportunity Grants (HHS, 2010)
- Workforce Innovation Fund grants (DOL, 2012-2014)
- TAACCCT grants (rounds I - IV) (DOL, 2012-2014)

- **Guidance, TA, etc.**

- Federal Career Pathways Institute (DOL and ED, 2010-2011)
- Joint letter of commitment to promote use of career pathways (DOL, ED, and HHS, April 2012)
- Advancing Career and Technical Education in State and Local Career Pathway Systems (OCTAE, 2012)
- Moving Pathways Forward technical assistance to build State career pathway systems (OCTAE, 2013)
- Federal Request for Information on Career Pathways (2014) – will inform federal CP efforts

- **Evaluation and Experimentation**

- ISIS evaluation of career pathway programs (HHS, launched in late 2007; 10 year initiative)
- HPOG evaluations (HHS)
- Dept. of Education Experimental Sites Initiative – Pell for shorter-term training

- **Looking forward**

- DOL “rejuvenating” their sector strategy and career pathways strategies and materials
- WIOA supports alignment, career pathways, and shared accountability
- **All indications are that the federal government will continue to support and promote career pathways**

# The Alliance for Quality Career Pathways

## Phase I (2012-2014)

- Develop a framework that provides a shared definition of quality career pathway systems
- Research-based
- Driven by teams from 10 leading CP states: Arkansas, California, Illinois, Kentucky, Massachusetts, Minnesota, Oregon, Virginia, Washington, and Wisconsin
- Informed by National Advisory Group of ~15 national organizations and experts
- State- and practitioner-driven; CLASP is the lead and facilitator
- Funded by Joyce Foundation, James Irvine Foundation, and Greater Twin Cities United Way

# Alliance, Phase II (2014-2015)

- Partnerships implement the framework:
  - Complete self-assessment tool and engage in continuous improvement
  - Make progress on using Alliance participant metrics
- CLASP analyze completed self-assessments and write series of briefs to inform the field
- Purpose:
  - Strengthen systems through a shared vision of and commitment to quality and continuous improvement
  - Promote shared performance measures (for systems and participants)
  - Improve the framework
  - Improve career pathways for all participants, especially low-income, lower-skilled
- Anchor funding from Joyce Foundation and Greater Twin Cities United Way

# Overview – AQCP Framework: Three Parts

## **1. Definitions and conceptual model**

- a. Career pathway approach (“big tent”)
- b. Sector-based career pathways and programs
- c. Career pathway systems

## **2. System criteria and quality indicators**

- a. For state sector-based career pathway systems
- b. For local/regional sector-based career pathway systems

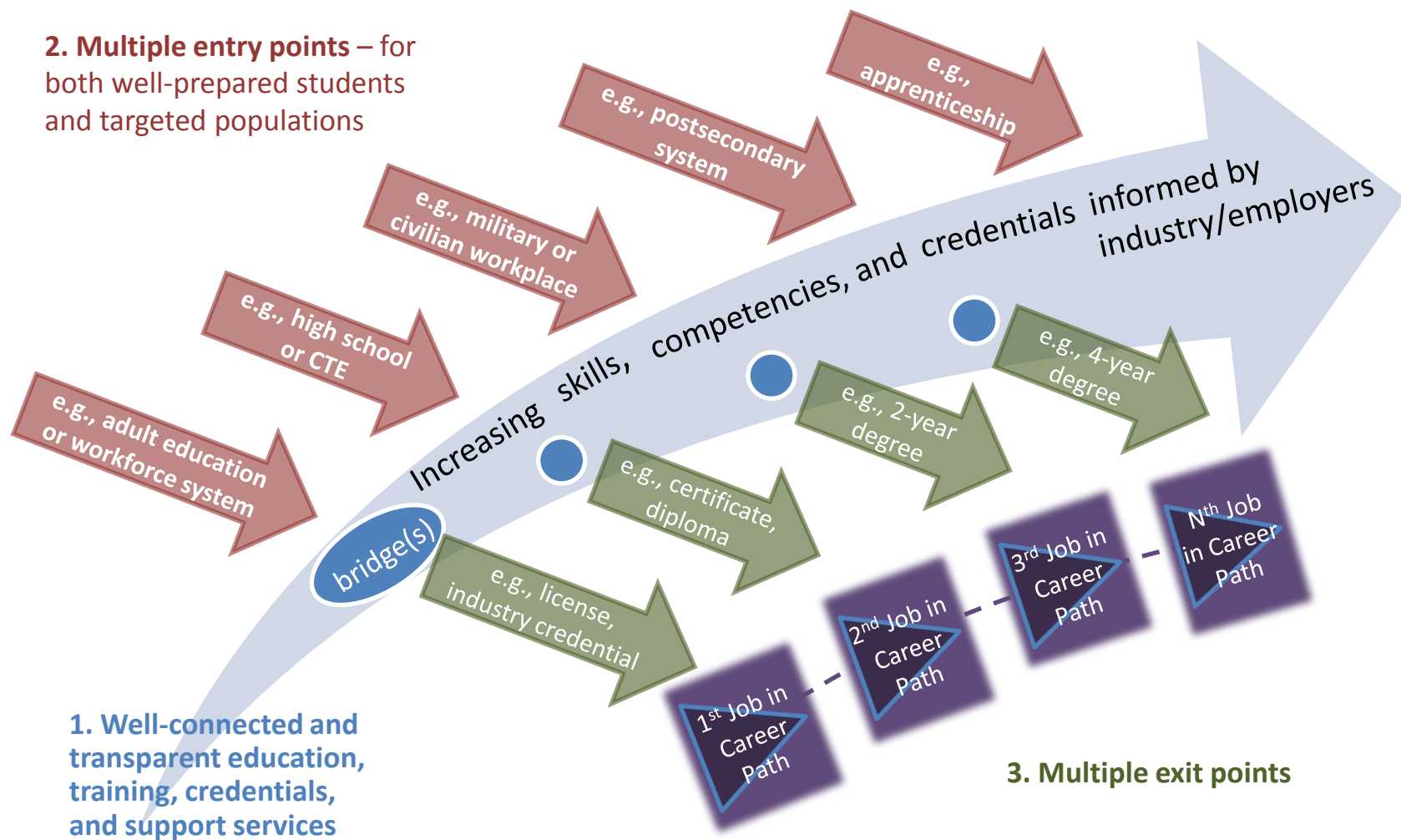
## **3. Career pathway participant metrics**

- a. Includes interim, credential, and labor market outcomes
- b. For shared performance measurement and/or continuous improvement

# Career Pathways Approach: “Big Tent”

- The **career pathway approach** connects progressive levels of education, training, support services, and credentials for specific occupations in a way that optimizes the progress and success of individuals with varying levels of abilities and needs.
- Helps individuals earn marketable credentials, engage in further education and employment opportunities, and achieve economic success.
- Deeply engages employers and helps meet their workforce needs; helps states and communities strengthen their workforces and economies.
- Not simply a new model; it is a *systems transformation* strategy.

# Three Essential Features of Career Pathways

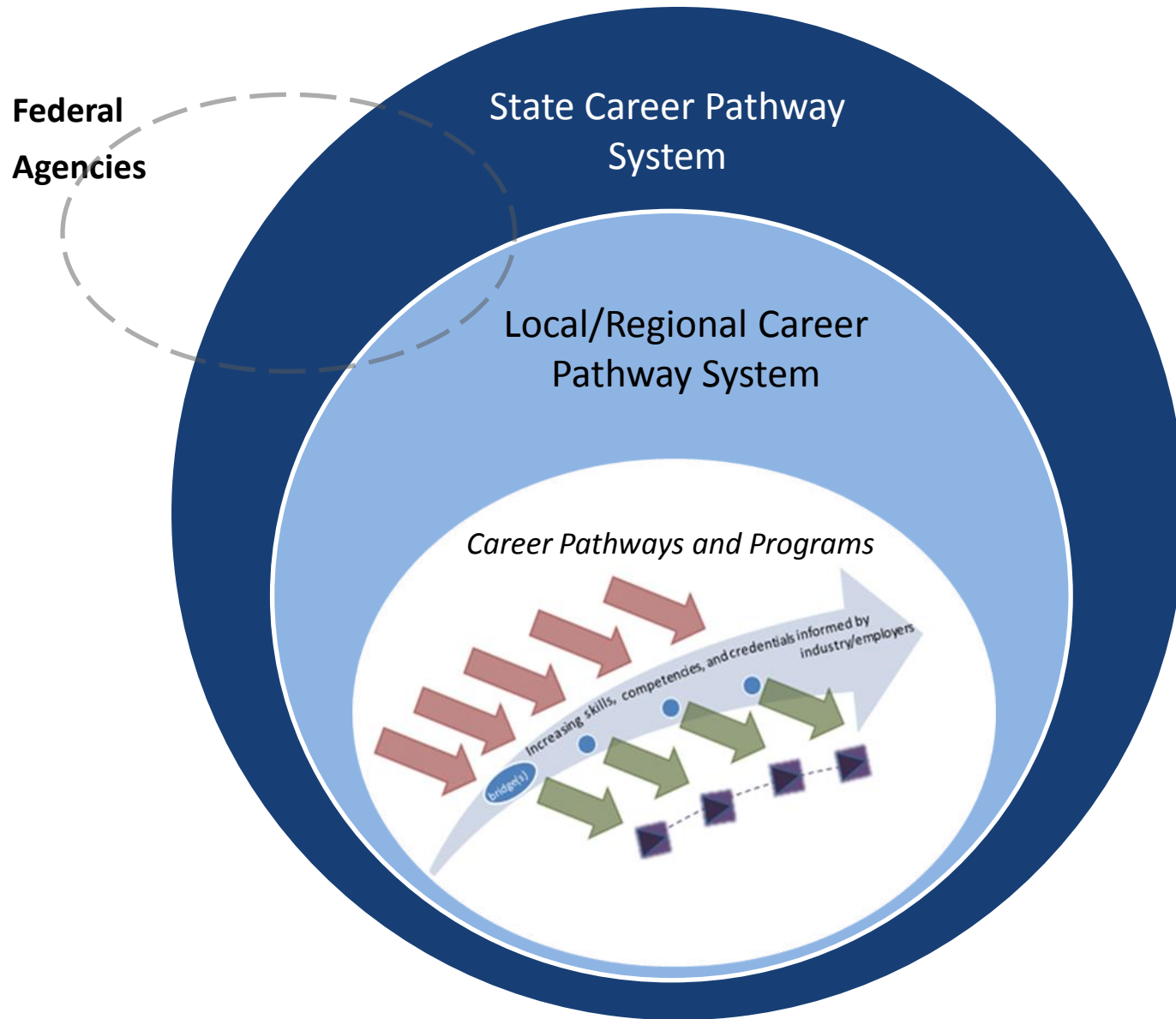




# Four Essential Functions of Career Pathways and Programs



# Career Pathway Systems



# Criteria for Quality Career Pathway Systems

1. Commit to a shared vision and strategy
2. Engage employers and integrate sector principles
3. Collaborate to make resources available
4. Implement supportive policies
5. Use data and shared measures
6. Implement and integrate evidenced-based practices and process (specifically for local/regional career pathway systems)

# Alliance career pathway metrics will:

- Measure key results for *pathways*
- Capture educational and employment development milestones
- Promote progression of participants
- Support continuous improvement
- Provide a basis for shared performance accountability
- Provide a “common language” across partners for regional workforce development

# Overview of career pathway metrics

- Interim outcomes
- Pathway education and training outcomes
- Labor market outcomes

# Examples of Framework Use

- Minnesota RFP, grantee self-assessment
- Kentucky community/technical college building new logistics career pathway
- Illinois state longitudinal data system

# Thank you

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