

Shared Vision, Strong Systems: The Alliance for Quality Career Pathways Framework Version 1.0

Reference Report

JULY 2014 | AQCP FRAMEWORK VERSION 1.0 REFERENCE REPORT

CLASP staff reviewed several reports, studies, and frameworks on career pathways to inform the development of *Shared Vision, Strong Systems: The Alliance for Quality Career Pathways Framework Version 1.0*. This information was supplemented with "wisdom from the field" provided by the Alliance partners at the state and local/regional levels from ten leading career pathway states. For a description of the Alliance's methodology in developing the framework, see Appendix A in the [full report](#). The tables in section I of this reference report below provide a cross-walk between the Alliance participant metrics and other performance measurement systems currently being used, as well as a cross-walk between the Alliance metrics and key measurement reports. The tables in sections II and III provide cross-walks between the Alliance indicators at the state and local/regional level, respectively, and relevant reports, studies, and frameworks. Although quite extensive, this reference report is not exhaustive; however, it is meant to provide readers a sense of the foundation upon which the Alliance Framework 1.0 is built. In addition to this reference report, the [full report](#) provides endnotes linking evaluation evidence specific to sections of the framework.

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Section I: References for Alliance Participant Metrics

The Alliance for Quality Career Pathways reviewed several existing performance measurement systems and reports to inform the development of the Alliance career pathway participant metrics. The first table below provides a cross-walk between the Alliance metrics and performance measurement systems used in federal programs or national initiatives. The second table provides a cross-walk between key measurement reports or federal guidance and the Alliance metrics.

Table 1: Alignment of Alliance Metrics and Existing Measurement Frameworks (Note: Cells indicate where other systems have similar measures. Definitions differ.)		Adult Education	Perkins CTE	WIA Youth	WIA Adult	Voluntary Framework of Accountability	Complete College America	Achieving the Dream
Metric								
A. Interim outcomes	A.1. Educational level gains	■		■				
	A.2. High school diploma or equivalency attainment	■	■			■		
	A.3. Developmental/remedial education completion					■	■	■
	A.4. College-level pathway course completion							■
	A.5. College-level math or English course completion					■	■	
	A.6. Retention in pathway coursework		■				■	■
	A.7. Pathway credit accumulation 1					■	■	■
	A.8. Pathway credit accumulation 2					■	■	
	A.9. Earnings progression							
B. Pathway outcomes	B.1. Pathway license, industry certification, or apprenticeship certificate attainment		■	■	■	■		
	B.2. Pathway certificate attainment		■	■	■	■	■	■
	B.3. Pathway Associate degree attainment		■	■	■	■	■	■
	B.4. Pathway Associate degree attainment or transfer		■			■	■	■
C. Labor market outcomes	C.1. Initial employment	■	■	■	■	■		
	C.2. Employment in targeted industry sector							
	C.3. Employment retention	■			■			
	C.4. Initial earnings				■	■		
	C.5. Initial earnings change					■		
	C.6. Subsequent earnings							

Table 2: Measurement Reports and Alliance Metrics			
Report	Group A	Group B	Group C
	Metric	Metric	Metric
<i>Implementation Guidelines, Measures and Methods for the National Reporting System for Adult Education, Division of Adult Education and Literacy, Office of Vocational and Adult Education, U.S. Department of Education, 2013.</i>	A.1 A.2		C.1 C.3
<i>Training and Employment Guidance Letter No. 17-5, Emily Stover DeRocco, Employment and Training Administration Advisory System, U.S Department of Labor, 2006.</i>	A.1 A.2	B.1 B.2 B.3	C.1
<i>Student Definitions and Measurement Approaches for the Core Indicators of Performance Under the Carl D. Perkins Career and Technical Education Act of 2006 (Perkins IV), Troy R. Justesen, U.S Department of Education, Office of Vocational and Adult Education, 2007.</i>	A.2 A.6	B.1 B.2 B.3 B.4	C.1
<i>Voluntary Framework of Accountability Metrics Manual Version 2, Kent A. Phillippe, American Association of Community Colleges, 2014.</i>	A.2 A.3 A.5 A.7 A.8	B.1 B.2 B.3 B.4	C.1 C.4 C.5
<i>Common College Completion Metrics Technical Guide, Complete College America, The State Higher Education Executive Officers (SHEEO), 2011.</i>	A.3 A.5 A.6 A.7 A.8	B.2 B.3 B.4	

Section II: References for Alliance State Criteria and Indicators

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5
	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Accelerating Opportunities Field Guide, Jobs For the Future (JFF), 2014.</i>	1.3	2.1 - 2.3	3.1 - 3.2	4.2 - 4.3	5.2
<i>Adult College Completion Tool Kit, Michelle Tolbert, 2012.</i>	1.2	2.1	3.2	4.2 - 4.3	5.1 - 5.2
<i>Adult Education for Work: Transforming Adult Education to Build a Skilled Workforce, Forrest Chisman, Audrey Theis, Jackie Kraemer, Mary Clagett, and Ray Uhalde, National Center on Education and the Economy (NCEE), October 2009.</i>	1.2 - 1.3	2.1	3.3	4.1 - 4.3	5.1 - 5.2
<i>A New National Approach to Career Navigation for Working Learners, Vickie Choitz with Louis Soares and Rachel Pleasants, 2010.</i>	1.1	2.1	3.2	4.1 - 4.3	5.1 - 5.3
<i>Aligning Public Resources to Support Individual and Regional Economic Advancement in the Knowledge Economy, Davis Jenkins, 2006.</i>	1.1 - 1.3	2.1 - 2.2	3.5	4.2	5.1 - 5.3
<i>Career Pathways Definition, Workforce Strategy Center, September 2008.</i>	1.1 - 1.3	2.1			5.1 5.3
<i>Envisioning the Future: Career Pathways as a Systemic Framework in the Community College, Brenda Brecke, National Council for Workforce Education, October 2008.</i>	1.1	2.1			5.1 5.3

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5
	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Building a Career Pathways System: Promising Practices in Community College-Centered Workforce Development</i>, Julian L. Alssid, David Gruber, Davis Jenkins, Christopher Mazzeo, Brandon Roberts, and Regina Stanback-Stroud, Workforce Strategy Center, August 2002.	1.1 - 1.8	2.3	3.3 3.5	4.1 - 4.5	
<i>Career Pathways as a Framework for Program Design and Evaluation: A Working Paper from the Innovative Strategies for Self-Sufficiency (ISIS) Project</i>, David J. Fein, Abt Associates, May 2012.	1.1 - 1.3	2.1 - 2.3		4.2	5.1
<i>Guided Pathways to Success (GPS)</i>, Complete College America, 2012.		2.2		4.1 - 4.3	5.2 5.4
<i>Rubric for Linked Learning Pathway Certification</i>, ConnectEd, 2010.	1.2 - 1.3	2.1		4.2 - 4.3	5.1 - 5.3
<i>Working Learners: Educating our Entire Workforce for Success in the 21st Century</i>, Louis Soares, 2009.	1.1 - 1.4	2.3	3.3- 3.4	4.1 - 4.3	5.1 - 5.3 5.5
<i>Sector Snapshot: A Profile of Sector Initiatives</i>, National Network of Sector Partners (NNSP), 2010.		2.1 - 2.4		4.1- 4.3	
<i>Ohio Stackable Certificates: Models for Success</i>, Community Research Partners, 2008.				4.1 - 4.2	
<i>Supporting Career Advancement for Low-Skill Adults</i>, Kira Dahlk, Lukeworks, LLC, Connecticut Employment & Training Commission, 2012.		2.1 - 2.4	3.1 - 3.4		5.1 - 5.3

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5
	Indicators	Indicators	Indicators	Indicators	Indicators
<i>National Fund Principles: Collaborative and Partnership Achievements, Fourth Annual National Evaluation Report, Barbara Baran et al., National Fund for Workforce Solutions, 2012.</i>	1.2	2.1 - 2.2	3.1		
<i>Empowering Community Colleges to Build the Nation’s Future: An Implementation Guide, The American Association of Community College, 2014.</i>	1.1 - 1.2	2.3		4.1 - 4.2	5.1 - 5.3
<i>Improving Postsecondary Attainment Among Adults, Linda Hoffman and Travis Reindl, National Governors Association (NGA) Center for Best Practices, 2011.</i>			3.4	4.1 - 4.3	5.2
<i>The Success Drivers Framework of Guidelines and Strategies, Workforce Benchmarking Network, Corporation for a Skilled Workforce, 2014.</i>	1.3	2.1 - 2.3		4.1	5.1 - 5.3
<i>Path Forward Game-Changing Reforms in Higher Education and the Implications for Business and Financing Models, David A. Bergeron, Center for American Progress, 2013.</i>		2.1			5.1 - 5.2
<i>Giving Credit Where Credit is Due: Creating a Competency-Based Qualifications Framework for Postsecondary Education and Training, Evelyn Ganzglass, Keith Bird, and Heath Prince, CLASP, 2011.</i>				4.1 - 4.2	5.3 - 5.4
<i>The Promise of Career Pathways Systems Change: What Role Should Workforce Investment Systems Play? What Benefits Will Result?, Mary Gardner Clagett and Ray Uhalde, JFF, 2012.</i>	1.1 - 1.2 1.4	2.1 - 2.3			

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5
	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Building Commitment to a Postsecondary Systems Change Agenda Community Partnerships Issue Briefs Series, OMG Center for Collaborative Learning, 2013.</i>	1.1 1.5	2.1		4.2 - 4.3	5.1 - 5.3
<i>Inside the Black Box: What Makes Workforce Development Programs Successful?, Elizabeth Weigensberg et al, Chapin Hall at the University of Chicago, 2012.</i>					5.1 - 5.3
<i>Apprenticeship: Completion and Cancellation in the Building Trades, Matt Helmer and Dave Altstadt, Aspen Institute, Workforce Strategies Initiative, 2013.</i>					5.1 - 5.3
<i>Advancing Career and Technical Education (CTE) in State and Local Career Pathways Systems, Model for the Provision of Technical Assistance, JFF, 2014.</i>	1.1 - 1.3	2.1 - 2.4	3.3 - 3.5	4.2 - 4.4	5.2
<i>State Sector Strategies Coming of Age: Implications for State Workforce Policymakers, NGA, Corporation for a Skilled Workforce, National Skills Coalition, 2013.</i>	1.2	2.1 - 2.3	3.1 3.3 - 3.4	4.2 - 4.3 4.5	5.1 - 5.2

NOTE: A few references informed the framework across a number of indicators, including:

- *PEPNet Guide to Quality Standards for Youth Programs*, National Youth Employment Coalition, 2005.
- *Career Pathways: Six Key Elements Definition and Framework*, U.S. Department of Labor, 2010.
- *Taking Root: The Virginia Career Pathways System*, Melissa Goldberg and Julian Alssid, Workforce Strategy Center, 2012.
- *Strengthening State Systems for Adult Learners: An Evaluation of the First Five Years of Shifting Gears*, Brandon Roberts and Derek Price, 2013.

Section III: References for Alliance Local/Regional Criteria and Indicators

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6
	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Accelerating Opportunities Field Guide</i> , JFF, 2014.	1.1 - 1.3	2.1 - 2.4	3.1 - 3.4	4.1 - 4.3	5.1 - 5.2	6.1 - 6.11
<i>Collective Impact</i> , John Kania and Mark Kramer, Stanford Social Innovation Review, Winter 2011.	1.2 - 1.3		3.1 - 3.2		5.1 - 5.2	
<i>Enhancing GED Instruction to Prepare Students for Colleges and Careers</i> , Vanessa Martin and Joseph Broadus, 2013.						6.1 6.4 6.7 - 6.8
<i>Transition Services Self-Assessment Toolkit for Adult Education and Developmental Bridge Programs</i> , Women Employed, 2011.	1.2 - 1.3	2.1 - 2.2	3.2 - 3.3			
<i>Workforce Education Standards for Adult Education Programs</i> , Workforce Solutions Collaborative, March 2011.	1.2 - 1.3	2.2	3.2 - 3.3	4.1 - 4.3		6.4 - 6.9
<i>Adult Education for Work: Transforming Adult Education to Build a Skilled Workforce</i> , Forrest Chisman, Audrey Theis, Jackie Kraemer, Mary Clagett, and Ray Uhalde, National Center on Education and the Economy (NCEE), October 2009.	1.2	2.1 - 2.3		4.2	5.1	6.1 6.4 - 6.5

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6
	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Bridges to Careers for Low-Skilled Adults: A Program Development Guide, Women Employed, Chicago Jobs Council and University of Illinois at Chicago Great Cities Institute, 2005.</i>	1.1 - 1.3	2.1 - 2.2	3.1 - 3.5	4.1 - 4.3	5.1 - 5.2	6.1 - 6.11
<i>Sector Snapshot: A Profile of Sector Initiatives, National Network of Sector Partners (NNSP), 2010.</i>		2.1 - 2.4				
<i>Sector-Focused Career Pathways, California Edge Campaign, 2012.</i>		2.1 2.3 - 2.4				
<i>Portable, Stackable Credentials: A New Education Model for Industry-Specific Career Pathways, James T. Austin et al, JFF, 2012.</i>						6.1 - 6.11
<i>Ohio Stackable Certificates: Models for Success, Community Research Partners, 2008.</i>		2.4				6.1 - 6.4 6.7
<i>How to Build Bridge Programs that Fit into Career Pathways: A Step-by-Step Guide Based on the Carreras in Salud Program in Chicago, Richard A. Estrada, Instituto del Progreso Latino, 2010.</i>	1.1 - 1.3	2.1 - 2.2	3.2 - 3.4	4.1 - 4.3		6.1 - 6.11
<i>Developing Your Own Pioneer Program: Implementation Toolkit, Washington State Hospital Association, 2013.</i>		2.1 2.4				6.1 6.4 - 6.5 6.8 6.11
<i>Path Forward Game-Changing Reforms in Higher Education and the Implications for Business and Financing Models, David A. Bergeron, Center for American Progress, 2013.</i>		2.1 2.3 - 2.4			5.1 - 5.2	6.1 6.7

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6
	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Bridge Programs in Illinois: Summaries, Outcomes, and Cross-site Findings</i>, Bragg, D., Harmon, T., Kirby, C., & Kim, S., Champaign, IL: Office of Community College Research and Leadership, University of Illinois, 2010.						6.1 - 6.2 6.4 - 6.5 6.7 - 6.8 6.10 - 6.11
<i>Giving Credit Where Credit is Due: Creating a Competency-Based Qualifications Framework for Postsecondary Education and Training</i>, Evelyn Ganzglass, Keith Bird, and Heath Prince, CLASP, 2011.				4.1 - 4.2	5.3 - 5.4	
<i>“A Brief History in Sectoral Strategies” In Connecting People to Work: Workforce Intermediaries and Sector Strategies</i>, edited by Maureen Conway and Robert P. Giloth, The Aspen Institute, 2014.		2.1 - 2.4				
<i>“Reforming the Supply Side of Sector Strategies: Innovations in Community Colleges” In Connecting People to Work: Workforce Intermediaries and Sector Strategies</i>, edited by Maureen Conway and Robert P. Giloth, The Aspen Institute, 2014.		2.1 - 2.4				
<i>A Guide to Making the Case for Investing in the Frontline Hospital Workforce</i>, Randall Wilson and Robert Holm, JFF, National Fund for Workforce Solutions, 2012.		2.1 - 2.2 2.4				

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6
	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Courses to Employment: Partnering to Create Paths to Education and Careers</i>, Maureen Conway, Amy Blair, and Matt Helmer, Aspen Institute, Workforce Strategies Initiative, 2012.	1.1	2.1 - 2.3	3.3		5.1 - 5.2 5.4	6.1 - 6.2 6.4 6.7 - 6.8
<i>Fueling the Race to Postsecondary Success: A 48-Institution Study of Prior Learning Assessment and Adult Student Outcomes</i>, The Council for Adult & Experimental Learning, 2010.						6.1 - 6.7
<i>Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents</i>, Kevin Miller, Barbara Gault, Institute for Women’s Policy Research (IWPR), 2011.						6.4 6.6 - 6.7
<i>Supporting Career Advancement for Low-Skill Adults</i>, Kira Dahlk, Lukeworks, LLC, Connecticut Employment & Training Commission, 2012.		2.1 - 2.4	3.1 - 3.4		5.1- 5.2	6.1 - 6.11
<i>Matter of Degrees: High-Impact Practices for Community College Student</i>, Engagement Center for Community College Student Engagement, 2013.						6.1 - 6.2 6.5 6.7
<i>Empowering Community Colleges to Build the Nation’s Future: An Implementation Guide</i>, The American Association of Community College, 2014.	1.1 - 1.2	2.1 2.3 - 2.4		4.1 - 4.2	5.1 5.3	6.1- 6.2 6.4 - 6.5 6.8 - 6.9 6.11

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6
	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Improving the Economic Prospects of Low-Income Individuals through Career Pathways Programs: The Innovative Strategies For Increasing Self-Sufficiency Evaluation, Karen Gardiner, 2014.</i>						6.1 - 6.2 6.4 - 6.5 6.7 - 6.8 6.10 - 6.11
<i>Pathways through College: Strategies for Improving Community College Student Success, Bob Rath, Kathryn Rock, Ashley Laferrier, Our Piece of the Pie, Inc., 2013.</i>	1.2 - 1.4	2.3		4.1 - 4.3		6.1 - 6.5 6.7 6.9
<i>The Promise of Career Pathways Systems Change: What Role Should Workforce Investment Systems Play? What Benefits Will Result?, Mary Gardner Clagett and Ray Uhalde, JFF, 2012.</i>	1.1 - 1.2 1.4	2.1- 2.3	3.2 - 3.4		5.1- 5.2	6.1 - 6.8 6.10 - 6.11
<i>Improving Postsecondary Attainment Among Adults, Linda Hoffman and Travis Reindl, NGA, 2011.</i>			3.3 - 3.4		5.2 - 5.3	6.2 6.5 6.7
<i>A Green Career Pathways Framework: Postsecondary and Employment Success for Low-Income, Disconnected Youth, Terry Grobe et al, The Corps Network, 2011.</i>		2.1 2.3	3.2	4.2	5.2	6.2 6.5
<i>Guided Pathways to Success: A Report on the Idaho Continuous Enrollment Initiative Pilot 2011-2013, The J.A. and Kathryn Albertson Foundation, 2014.</i>		2.1 - 2.2				6.2 6.6 6.7 6.9

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6
	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators
<i>Helping Adult Learners Navigate Community College and the Labor Market Courses to Employment Number 4</i> , Aspen Institute, Workforce Strategies Initiative, 2013.		2.1 2.3 - 2.4				6.2 - 6.1.11
<i>Building Commitment to a Postsecondary Systems Change Agenda Community Partnerships Issue Briefs Series</i> , OMG Center for Collaborative Learning, 2013.	1.1 - 1.2 1.5				5.2	
<i>NextDev Challenge: Statewide Remedial Education Redesign</i> , Linda McTiernan et al, Education Commission of the States (ECS), 2013.						6.1 - 6.2 6.5
<i>Inside the Black Box: What Makes Workforce Development Programs Successful?</i> , Elizabeth Weigensberg et al, Chapin Hall at the University of Chicago, 2012.	1.4 1.6	2.1	3.2 - 3.3		5.1 - 5.2	6.1 6.5 - 6.7 6.9 - 6.11
<i>Competency Education Series: Policy Brief One, An Emerging Federal Role for Competency Education</i> , Lillian Pace, KnowledgeWorks, 2013.						6.4
<i>Meeting Students Where They Are: Profiles of Students in Competency-Based Degree Programs</i> , Rebecca Klein-Collins and Elizabeth Baylor, Center for American Progress, The Council for Adult & Experiential Learning, 2013.						6.4

Report	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6
	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators
<i>“Building Pathways to Postsecondary Success for Low-income Young Men of Color” In Changing Places How Communities Will Improve the Health of Boys of Color, edited by Christopher Edley Jr. and Jorge Ruiz de Velasco, 2010.</i>						6.1 - 6.2 6.4 6.7 6.9
<i>VA Needs to Improve Program Management and Provide More Timely Information to Students, United States Government Accountability Office, Report to Congressional Requesters, 2013.</i>					5.2	6.2 6.4 6.7
<i>Apprenticeship: Completion and Cancellation in the Building Trades, Matt Helmer and Dave Altstadt, Aspen Institute, Workforce Strategies Initiative, 2013.</i>			3.3		5.2	6.1 - 6.2 6.4 6.7
<i>The Success Drivers Framework of Guidelines and Strategies, Workforce Benchmarking Network, Corporation for a Skilled Workforce, 2014.</i>	1.1 - 1.2	2.1 - 2.4	3.1 - 3.3		5.2 - 5.3	6.1 - 6.2 6.4 6.7 - 6.8 6.10 - 6.11
<i>Advancing Career and Technical Education (CTE) in State and Local Career Pathways Systems, Model for the Provision of Technical Assistance, JFF, 2014.</i>	1.1 - 1.3	2.1 - 2.4	3.3 - 3.5	4.2 - 4.4	5.2	6.1 - 6.2 6.5 - 6.7