Career Pathways and Transitions

NC Community Colleges
College and Career Readiness
NC Works/NC Commerce
AGENDA

• Introductions
• Overview of College and Career Readiness (CCR) Transitions and Career Pathways
• NC Works Career Pathway Certification
• CCR Transitions
• Questions/Discussion
Transitions and Career Pathways
Student Centered

- College and Career Readiness Career Pathways
- Integrated Education and Training
- NC Works Career Pathways

Students Transition to Postsecondary and Employment
CCR Career Pathway Continuum

Transition to Postsecondary Education and Training
- Adult Basic Education
- English Language Acquisition
- Work Readiness and Career Awareness
- Community Based Organizations
- Bridge Instruction
- Occupational Certificates
- Stackable Industry Recognized Credentials
- Associate Diploma
- Career and Technical Education Diploma
- Baccalaureate Degree

Internal and External Partnerships
- Literacy Networks
- Local Workforce Development Boards
- Nonprofit/State Organizations
- Employers
- LEAs

Unskilled Job → Semi-Skilled Job → Entry Level Job → Skilled Technician → Manager and Technical Professionals

Transitional and Project Jobs
- Apprenticeships
- On-the-Job Training
## NC Work Star Criteria

### NC Works Career Pathways Criteria

<table>
<thead>
<tr>
<th>Criteria</th>
<th>College and Career Readiness Career Pathways</th>
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<tbody>
<tr>
<td>Demand-Driven and Data-Informed</td>
<td>Sector Strategies</td>
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<tr>
<td>Employer Engagement</td>
<td>Stackable Educational/Training Options</td>
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<td>Industry Recognized Credentials</td>
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<tr>
<td>Collaborative</td>
<td>Integrated Education and Training</td>
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<tr>
<td>Career Awareness</td>
<td>Contextualized Learning</td>
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<tr>
<td>Articulation and Coordination</td>
<td>Intensive Wraparound Services</td>
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<tr>
<td>Work-Based Learning</td>
<td>Stackable Educational/Training Options</td>
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<tr>
<td>Contain Multiple Points of Entry and Exit</td>
<td>Multiple Entry and Exit Points</td>
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<td>including Non-Degree Training On-Ramps</td>
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<tr>
<td>Evaluation</td>
<td>Intensive Wraparound Services</td>
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<tr>
<td>Contextualized Learning</td>
<td>Career Pathway Map</td>
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*Specific to NC Community Colleges College and Career Readiness*
## College and Career Readiness Career Pathways

<table>
<thead>
<tr>
<th>Career Pathway Element</th>
<th>Implementation</th>
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</thead>
<tbody>
<tr>
<td>Sector Strategies</td>
<td>Engagement with local workforce development boards. Aligned with local workforce demand. Employer partnerships.</td>
</tr>
<tr>
<td>Stackable Educational/Training Options</td>
<td>External partnerships, Employer partnerships, alignment of instruction with occupational training needs. Bridge and supplemental instruction aligned with student needs and workforce skills.</td>
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<tr>
<td>Industry Recognized Credentials</td>
<td>Internal partnerships with curriculum, continuing education and student services. External partnerships with community based organizations, LEAs, and employers. Implementation Team representatives from the college and external partners. Presence at Career One-Stop Centers.</td>
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<tr>
<td>Integrated Education and Training</td>
<td>Align with NCCC Adult Education Content Standards. Develop curricula and lessons plans to ensure consistent instruction. <em>Integrated Career Awareness Curriculum.</em></td>
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<tr>
<td>Contextualized Learning</td>
<td>Internal partnerships with curriculum and continuing education. Working agreements for instruction with community based organizations and other partners as needed.</td>
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# College and Career Readiness Career Pathways

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<tr>
<td>Stackable Educational/Training Options Designs for Working Learners</td>
<td>Engagement with local workforce development boards. Employer partnerships. Demographic analysis to identify student needs. Managed Enrollment.</td>
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<tr>
<td>Multiple Entry and Exit Points</td>
<td>Curriculum design and instructional schedules that align with student academic and non-academic needs, life goals and career objectives. Bridge instruction for ABE and English language learners.</td>
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<tr>
<td>Intensive Wraparound Services</td>
<td>Orientation and intake, admissions, retention staff, academic advising, student advocacy, assistance navigating college resources, assistance using technology, transportation, child care, etc.</td>
</tr>
<tr>
<td>Contextualized Learning Career Pathway Map</td>
<td>Partnerships with instructional staff (curriculum, continuing education, community based organizations, employers. Use career pathway template for planning. Career Pathway map for marketing.</td>
</tr>
<tr>
<td>Evaluation</td>
<td>Track student outcomes-high school diplomas, equivalency credentials, occupational credentials, employment, enrollment in postsecondary, number of credits earned, review LEIS and Colleague data for accuracy and completeness, Monitor student progress in achieving GAINS in educational functional levels.</td>
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7/29/2015
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NC Works Career Pathways Director

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NC Prosperity Zones
College and Career Readiness
Transitions Elements

1. Getting Buy-In
2. Career Pathways
3. Collaborative Instructional Design
4. Internal and External Partnerships
5. Student Retention and Recruitment
6. Student Supports
7. Braided Funding
Transitions for Basic Skills Students

- Getting Buy-In
- Career Pathways
- Internal & External Partners
- Collaborative Instructional Design
- Student Recruitment & Retention
- Student Supports
- Braided Funding

Transitions
College and Career Readiness (CCR)

Transitions and Career Pathways

- Revisit CCR Transitions Program, Policies and Procedures to eliminate barriers to student success
- Review NRS Data, Student Assessment Data, Labor Market and Workforce Data
- Revisit College’s Vision and Mission for Basic Skills Students
- Plan to offer a Complement of Career Pathways that the needs and interest of your students -Student Demographic Analysis
- Identify Internal Partners (Establish Implementation Team)
- Identify External Partners (Identify Lead Individual/Organization). Identify Employers for the Pathway Partnerships. Establish Agreements with internal and external partners
- Plan and offer career pathways to ensure alignment with Local Workforce Demand
- Obtain Certification for Career Pathways form the NC Works Commission
- Notify NC Community Colleges System of new career pathways.
  Email: Career Pathways Title and Code (curriculum) or Course Title and ID Number (continuing education), Sector/Occupation, College/Community Based Organization, Contact name, Phone, and E-Mail.
  Send to adultliteracy@nccommunitycolleges.edu Subject Line: CCR Career Pathway
NCCCS State Board approved.


Co-enrollment of eligible students (adult secondary education level, co-enrollment (Basic Skills and occupational courses), adult high school or high school equivalency).

Students Coded – Basic Skills PLUS in Colleague Data System.

College implementation team decides where FTEs will be allotted.

Waiver is of State assessed tuition (curriculum) and fees (continuing education). Waivers may not exceed 12 hours (curric courses) or 96 hours (con ed courses) without System Office approval.

Accountability: Student Enrollments, Curriculum Credits, Credentials Obtained, Educational Function Level Gaines, Enrollment in Postsecondary education and training, Employment.
## Upcoming Transitions Webinars

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<tr>
<th>Topic</th>
<th>Dates</th>
<th>Who Should Attend</th>
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| Career Pathways and Transitions With Dr. Dion Clark, NC Works | July 29, 2015  2 PM  
July 30, 2015  10 AM | Basic Skills Directors, Coordinators, Retention Specialists, Lead Instructors, English Language instructors, ABE Coordinators and Instructors Curriculum, Continuing Education and Student Support Partners |
| Bridge InstructionHughes, Brown, Atkinson      | August 5, 2015  2 PM  
August 6, 2015  10 AM | Basic Skills Directors, Coordinators, Retention Specialists, Lead Instructors, English Language Instructors, ABE Coordinators and instructors Curriculum, Continuing Education and Student Support Partners |
| Braided Funding Ability to Benefit With Wanda White, NCCCS Student Services | August 11, 2015  2 PM  
August 12, 2015  10 AM | Basic Skills Directors, Coordinators Student Support and Financial Aid Partners |
| Transitions and Career Pathways                | To Be Scheduled (August)                   | Community Based Organizations (Directors, Coordinators, Lead Instructors, Student Support staff) |
| Basic Skills PLUS Data; End of Year Data Analysis Report (2013-14) | To Be Scheduled                           | Basic Skills Directors, Coordinators, Retention Specialists, Lead Instructors, Curriculum, Continuing Education and Student Support Partners |
| Technical Assistance (small groups and one-on-one) | To Be Scheduled                           | Transitions and Career Pathway Implementation Teams |
• Are there some examples of multiple entry and exit points that we could see?

• I heard {you say} that basic skills is the foundation or underpinning of certified pathways, and I agree! There are industry credentials that do not require a high school equivalency diploma. Do you see any conflict between flexible pathways (multiple entry and exit) and PLUS design? I am thinking about student completion in basic skills.

• Is there a list of NC Works Commission approved pathways? If so, may we use the ones already approved or does each college have to apply to offer the same pathway?

• Is the pathway per college or per region?
## College and Career Readiness

### Contacts

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<tr>
<th>Name</th>
<th>Title</th>
<th>Phone</th>
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