

FOSTERING CAREER PATHWAYS

How We Got Here

- Shifting talent landscape – more jobs than qualified candidates
- Programs not well-connected with employers
- Historic under-connection of diverse populations into desirable career pathways
- Declining enrollment into higher education – increased desire for intentional “feeder” programs

How might we foster greater pathways programs from education to employment?

Career Pathways

- Each step prepares individuals for next level of employment or education
- Tend to target industries of importance to local and regional economies
- For students and professionals
- Continuous journey with intent

Our Process

- Survey of local workforce development and pathways programs leaders
- 22 questions
- n=10
- Industries Represented
 - Healthcare
 - Agriculture
 - Tech
 - Hospitality
 - Manufacturing & Trades

Themes Explored

- Diversity of Program Components
- Training- Services- Incentives
- Industry Engagement and Alignment
- Community Engagement and Wraparound Support

What we Found

- Funder priorities impact program design most
- No program indicated design influenced by job postings or skills data
- Few programs involved in wraparound services
- Alumni & Professional networks not leveraged for job placement
- Social Determinants impact student completion
- Engaging former students & employers can build pipeline of instructors & mentors
- Cross-organizational advisory boards can break perceptions of competition and expand curricula vertical options

Social Determinants

- Transportation Childcare
- Social & Professional Support
- Housing
- Financial Literacy
- Food Access

Call to Action

For Funders

Enable a cross-organizational support group to elevate best practices, foster collaborations, and curate wraparound service partners. Recognize collaboration with preferred partner status.

For Employers

- Engage with funders and educators on advisory boards
- Don't just be a consumer, be a developer of talent!
- Embrace best practices
- Identify mentors

For Educators

Teaching future employees what they should look for and expect from their future employers. Enabling an iterative education pathway where students can return after stopping out.