



**NATIONAL  
DIALOGUE ON  
CAREER PATHWAYS**

# VIEWING PARTY GUIDE

 [#careerpathways](https://twitter.com/careerpathways)



## NATIONAL DIALOGUE ON CAREER PATHWAYS

SEPTEMBER 23, 2014  
9:00 A.M. TO 4:00 P.M. EDT

### Don't Miss Your Opportunity to Join The National Dialogue!

On September 23, 2014, join the U.S. Departments of Education, Labor, and Health and Human Services as they bring national attention to the critical role Career Pathways systems play in creating a strong economy where workers can gain the skills needed for good jobs and employers can hire workers with the skills they need. The National Dialogue on Career Pathways is an unprecedented opportunity to gather key stakeholders together for a day-long exploration of the importance of job-driven strategies to provide Americans with educational stepping stones to opportunity.

The Departments want to give you the opportunity to share your ideas and insights on advancing career pathways as well as hear the perspectives of national leaders and states that are implementing successful career pathways systems. To facilitate a cost-effective stakeholder engagement strategy that can involve a larger audience, the event will be made available via live stream broadcast.

So, even if you are not in Washington, D.C., you can still have a front row seat to hear leading businesses, state and local practitioners, national policy leaders, academia and philanthropists discuss the power and promise of innovative career pathways systems. What's even more important is that you can listen in and then engage directly with us through our social media and email platforms during the event. We want to hear from you.

#### **Together, the Departments are issuing a call to action. We are asking you to help us:**

- Establish a "skills movement" that helps ready-to-work Americans get jobs leading to the middle class, and that helps business hire workers with the skills they need and
- Promote the significant impact that Career Pathways can have on job seekers and businesses across the country.

Additionally, the Departments have elected to use this event as one of several opportunities to gather direct stakeholder feedback on the newly enacted Workforce Innovation and Opportunity Act (WIOA). Stakeholders can give direct and candid feedback on their ideas to implement WIOA, particularly in relation to how career pathways can be used as a lever to encourage business engagement and cross-agency partnerships.

Take a moment and consider hosting a Viewing Party for the event. This Toolkit is designed to help you engage folks in your state or local community and get them excited about building career pathways systems across America!



## BACKGROUND

Career Pathways systems support partnerships between workforce agency partners, community colleges and businesses to train workers with the skills that local and regional economies need.

In career pathways systems, federal and state agency partners commit to:

- Maximize resources by blending and braiding services and funding resulting in streamlined services that help Americans get on a career path quickly;
- Work hand-in-hand with workforce boards, secondary and post-secondary education, and business and industry partners to define skill competencies and certifications that ensure American workers are globally competitive; and
- Reduce duplication and system inefficiencies to best help American workers get good jobs and make seamless transitions from one educational stepping stone to another.

Over the past three years, the U.S. Departments of Education, Labor, and Health and Human Services (the Departments) have worked collaboratively to create and expand state-level career pathways systems that meet the needs of businesses and the workforce. Effective state-level career pathways systems are partnerships of state-level agencies, organizations, and employers that provide leadership and a supportive policy environment for regional/local sector-focused career pathways to thrive.

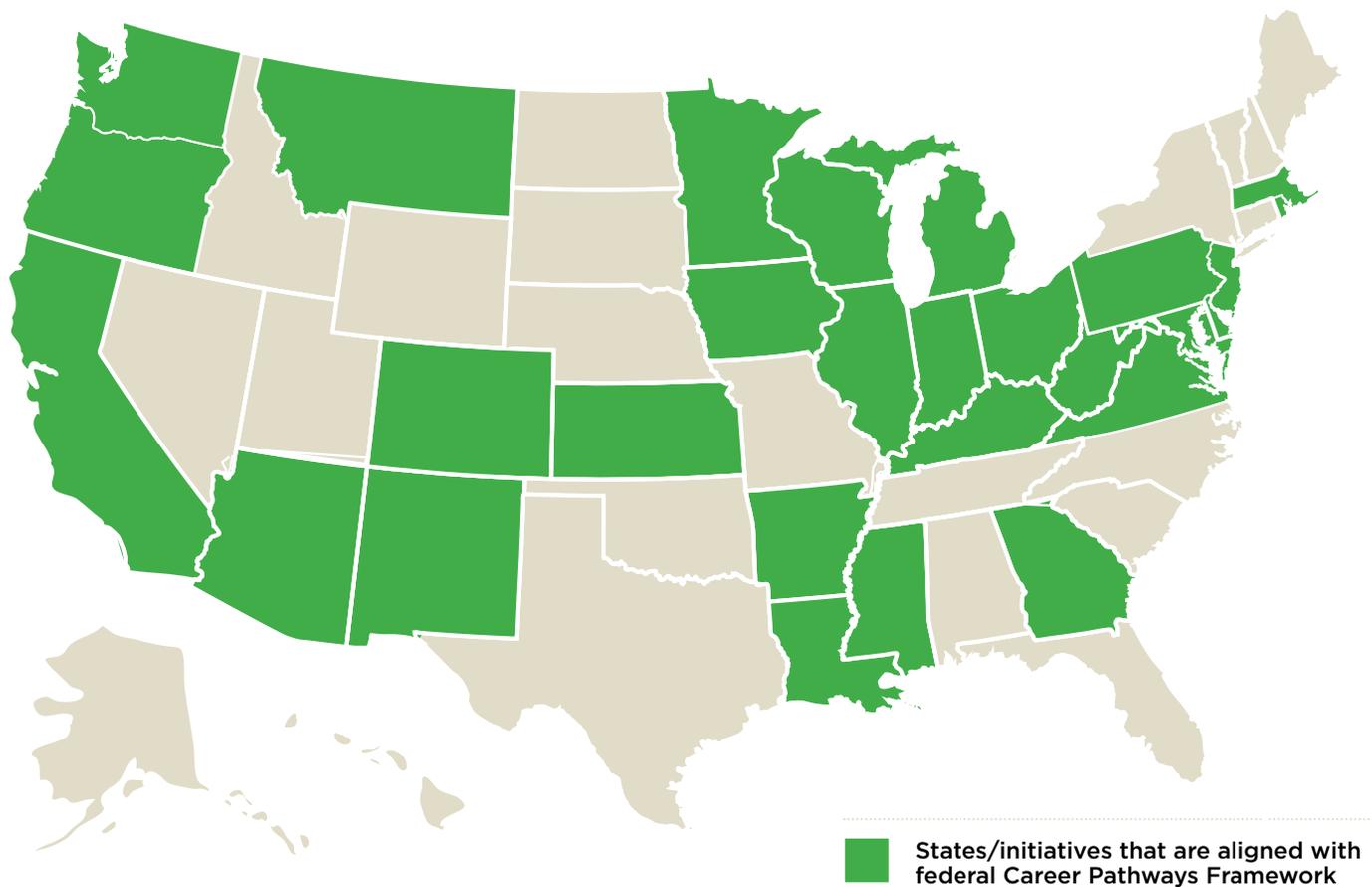
These partnerships promote the quality, scale, and long-term sustainability of career pathways. Career pathway systems directly support the federal government's job-driven agenda by integrating industry-driven training with supportive services and career counseling.

The federal interagency partnership has recently expanded to include other federal agencies tackling workforce development challenges for target populations or specific industry sectors, including the Departments of Commerce, Transportation, Energy, and Housing and Urban Development.

At this time, 27 states have state-level career pathways systems developed with support from DOL, ED, HHS and philanthropically funded technical assistance. While we are encouraged by the number of states engaging in this work, there is still much work to be done to achieve widespread systemic impact.



## CAREER PATHWAYS STATE SYSTEMS MAP



Together, we can help “fill in the map,” ensuring that all of our states have comprehensive career pathways strategies that provide seamless transitions from one educational stepping stone to another, as described in Vice-President Biden’s Job Training Report: [http://www.whitehouse.gov/sites/default/files/docs/skills\\_report.pdf](http://www.whitehouse.gov/sites/default/files/docs/skills_report.pdf)



## NATIONAL DIALOGUE VIEWING PARTY HOST GUIDE

This guide will provide you with all the tools and resources you need to host a successful National Dialogue on Career Pathways Viewing Party.

It is organized into three sections — **Before, During, and After** your event – to help you prepare. You should read all sections so that you know what resources are available to help you create a successful event.

### BEFORE

#### REGISTER YOUR EVENT

Take a moment to let us know you are hosting an event by [registering](#) your viewing party. By letting us know about your event, you show your support and stay connected to upcoming related events.

You can find more information about the dialogue meeting, including an agenda and examples of Career Pathways Initiatives, at the Dialogue Meeting [website](#). On the day of the event, the webcast for the dialogue meeting will be available at <http://prg.mediasite.com/mediasite/Play/f1574e1999094289ab581d5b-834de4d91d>.

#### INVITE BUSINESS, EDUCATION, HEALTH AND HUMAN SERVICES, AND COMMUNITY-BASED ORGANIZATIONS TO THE EVENT.

- If you are a **state-level or local-level government agency host**, ensure that you have representation from business and industry, labor, secondary and postsecondary education, health and human services, workforce investment boards, non-profit community organizations, chambers of commerce and other related discretionary grantees in your state or local areas, like Trade Adjustment Assistance Community College and Career Training grantees,<sup>1</sup> YouthBuild grantees,<sup>2</sup> Health Professions Opportunity Grantees,<sup>3</sup> or other Career Pathways related grants such as Temporary Assistance for Needy Families (TANF) agencies.
- If you are a key stakeholder representing a national, state, or local organization, ensure that you have broad representation that includes your state-level or local-level government agencies, education representatives or others than can help further your goals around building effective career pathways.

<sup>1</sup> <http://www.doleta.gov/taaccct/grantawards.cfm>

<sup>2</sup> [http://www.doleta.gov/youth\\_services/pdf/2013\\_YB\\_Grant\\_Awards.pdf](http://www.doleta.gov/youth_services/pdf/2013_YB_Grant_Awards.pdf)

<sup>3</sup> <http://hpgogcommunity.acf.hhs.gov/Pages/Program-Directory.aspx>



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### NATIONAL DIALOGUE VIEWING PARTY HOST GUIDE continued

- Partner with a local community college or community-based organization that has the capacity to show the live stream event and can provide a designated room for event participants.
- Send out your invitations as early as possible and request an RSVP so you will know how many people to expect. Use our sample email invitation that you can find in the Resources section.
- Also, don't forget to send an email to all of your guests a day or two before the Dialogue remind everyone of the event's details.

#### GET YOUR MATERIALS IN ORDER

There are some things you should have ready before your National Dialogue Viewing Party.

- **National Dialogue Viewing Party Agenda** - use the suggested agenda in this Guide or create your own!
- **Resources** (available in this Guide)
  - Career Pathways Graphic
  - Career Pathways Definition and References in the Workforce Innovation and Opportunity Act (WIOA).
  - Discussion Questions



## **NATIONAL DIALOGUE VIEWING PARTY HOST GUIDE continued**

### **DURING**

#### **SUGGESTED NATIONAL DIALOGUE VIEWING PARTY AGENDA (FOR EASTERN (EDT) AND CENTRAL DAYLIGHT TIME (CDT) ZONES):**

*The National Dialogue on Career Pathways will air live beginning at 9:00 AM ET. We suggest that you invite your guests to arrive 30 minutes early to network prior to the event.*

#### **GUEST SIGN-IN - 8:30 AM EASTERN (EDT)/7:30 AM CENTRAL (CDT)**

Make sure everyone signs in. Wait a few minutes to let everyone arrive before starting.

#### **WELCOME AND INTRODUCTIONS - 9:00 AM/8:00 AM**

Welcome your guests and share why you thought it was important to host your event. You may wish to revisit the goals of the National Dialogue Meeting or customize goals for your national organization, state, or local area.

#### **VIEW THE EVENT - 9:00/8:00 AM**

Livestream will be available 9:00 AM - 4:00 PM (Eastern)/8:00 AM - 3:00 PM (Central)

- Send your thoughts, reflections, and insights to us throughout the event through Twitter at @USDOL and use our event hashtag #careerpathways
- Have success stories? Innovative programs you know about? Share them with us!

#### **HOLD YOUR OWN DISCUSSION - 4:15/3:15 PM**

Plan time to discuss and reflect on the morning's event. (Discussion questions are provided on page 13 of this guide). Designate a note taker and be sure to provide an open forum where your participants can candidly share their Ideas and thoughts about career pathways and Workforce Innovation and Opportunity Act implementation.

#### **ACTION STEP - 4:30/3:30 PM**

What's Your Next Action Step? Do You Have Ideas About Workforce Innovation and Opportunity Act (WIOA) Implementation?

- During your afternoon discussion on career pathways and WIOA implementation, email your WIOA comments and feedback for federal consideration to [DOL.WIOA@dol.gov](mailto:DOL.WIOA@dol.gov).
- Ask your participants, "What can we do next to advance career pathways?" Then share your next step with us through social media.



## **NATIONAL DIALOGUE VIEWING PARTY HOST GUIDE continued**

### **SUGGESTED NATIONAL DIALOGUE VIEWING PARTY AGENDA (FOR MOUNTAIN AND PACIFIC TIME ZONES):**

*The afternoon stream of the National Dialogue Meeting will air live at 10:45 AM Mountain, 9:45 AM Pacific. We suggest that you invite your guests to arrive 30 minutes early to network prior to the event.*

#### **GUEST SIGN-IN - 10:15 MOUNTAIN (MDT) /9:15 AM PACIFIC (PDT)**

Make sure everyone signs in. Wait a few minutes to let everyone arrive before starting.

#### **WELCOME AND INTRODUCTIONS - 10:30 AM/9:30 AM**

Welcome your guests and share why you thought it was important to host your event. You may wish to revisit the goals of the National Dialogue Meeting or customize goals for your national organization, state, or local area.

#### **VIEW THE EVENT - 10:45/9:45 AM**

Livestream will be available 10:45 AM - 2:00 PM (Mountain)/9:45 AM - 1:00 PM (Pacific)

- Send your thoughts, reflections, and insights to us throughout the event through Twitter at @USDOL and use our event hashtag #careerpathways.

#### **HOLD YOUR OWN DISCUSSION - 2:15/1:15 PM**

Plan time to discuss and reflect on the morning's event. (Discussion questions will be provided on page 12 of this Guide). Designate a note taker and be sure to provide an open forum where your participants can candidly share their ideas and thoughts about career pathways and Workforce Innovation and Opportunity Act implementation.

#### **ACTION STEP - 2:30/1:30 PM**

What's Your Next Action Step? Do You Have Ideas About Workforce Innovation and Opportunity Act (WIOA) Implementation?

- During your afternoon discussion on career pathways and WIOA implementation, email your WIOA comments and feedback for federal consideration to [DOL.WIOA@dol.gov](mailto:DOL.WIOA@dol.gov).



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## AFTER

### **SEND US YOUR FEEDBACK!**

- Make sure you send your WIOA feedback to us. We want to hear from you. Send your WIOA ideas to [DOL.WIOA@dol.gov](mailto:DOL.WIOA@dol.gov). Use Twitter to share your action step @USDOL and use our event hashtag #careerpathways

### **THANK YOUR GUESTS**

Send thank you emails to all of your guests and let them know about other upcoming activities.

### **SHARE YOUR FEEDBACK**

How was your event? What worked best? Share your ideas for future events. [Submit your feedback!](#)

This agenda is meant only to be a suggestion to guide you in your activities. Feel free to organize your National Dialogue Viewing Party according to your preferences and priorities.

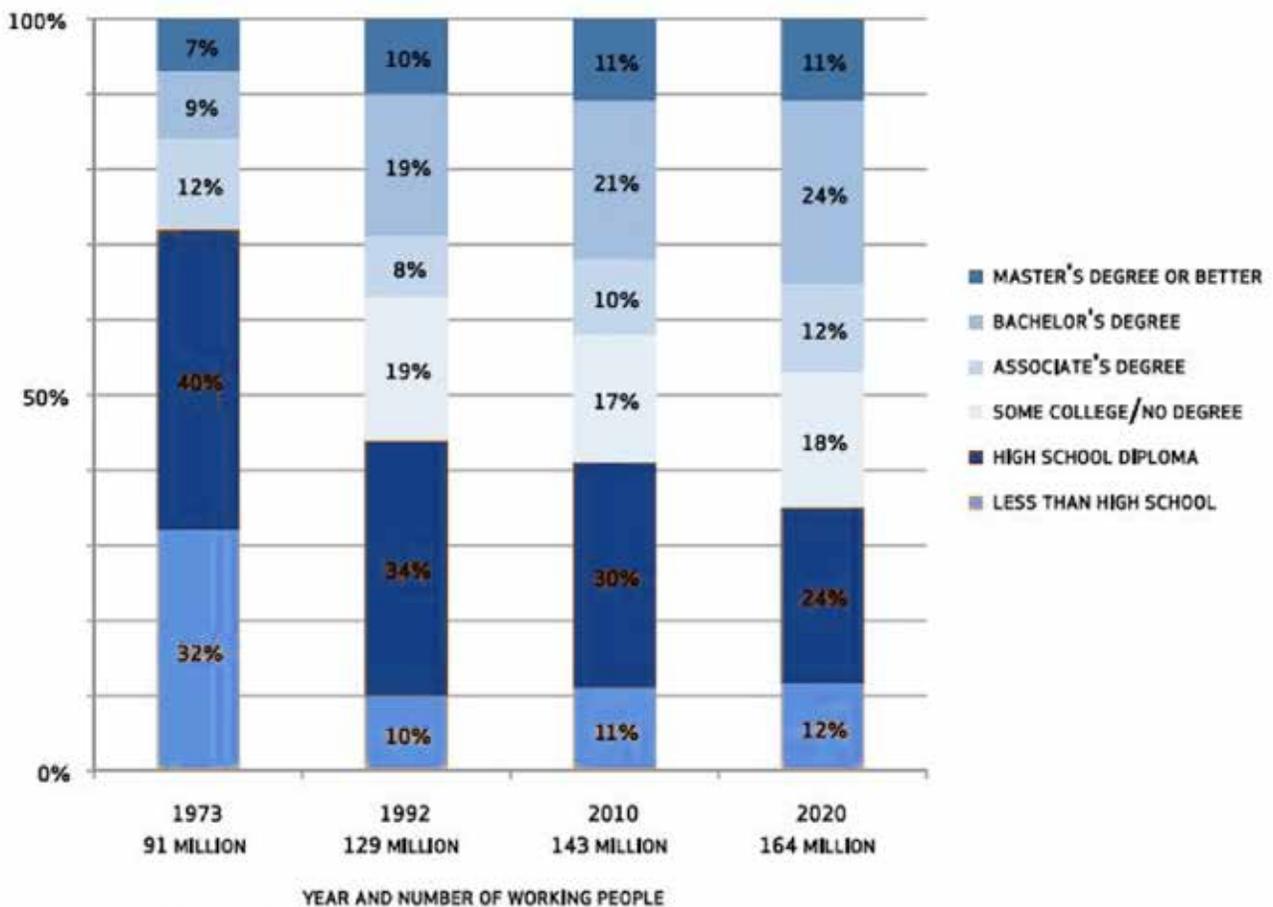


## RESOURCES

### WHY DO CAREER PATHWAYS MATTER? LET'S LOOK AT THE DATA.

By 2020, 65 percent of all jobs will require postsecondary education and training, up from 28 percent in 1973.

FIGURE 4: Postsecondary education and training

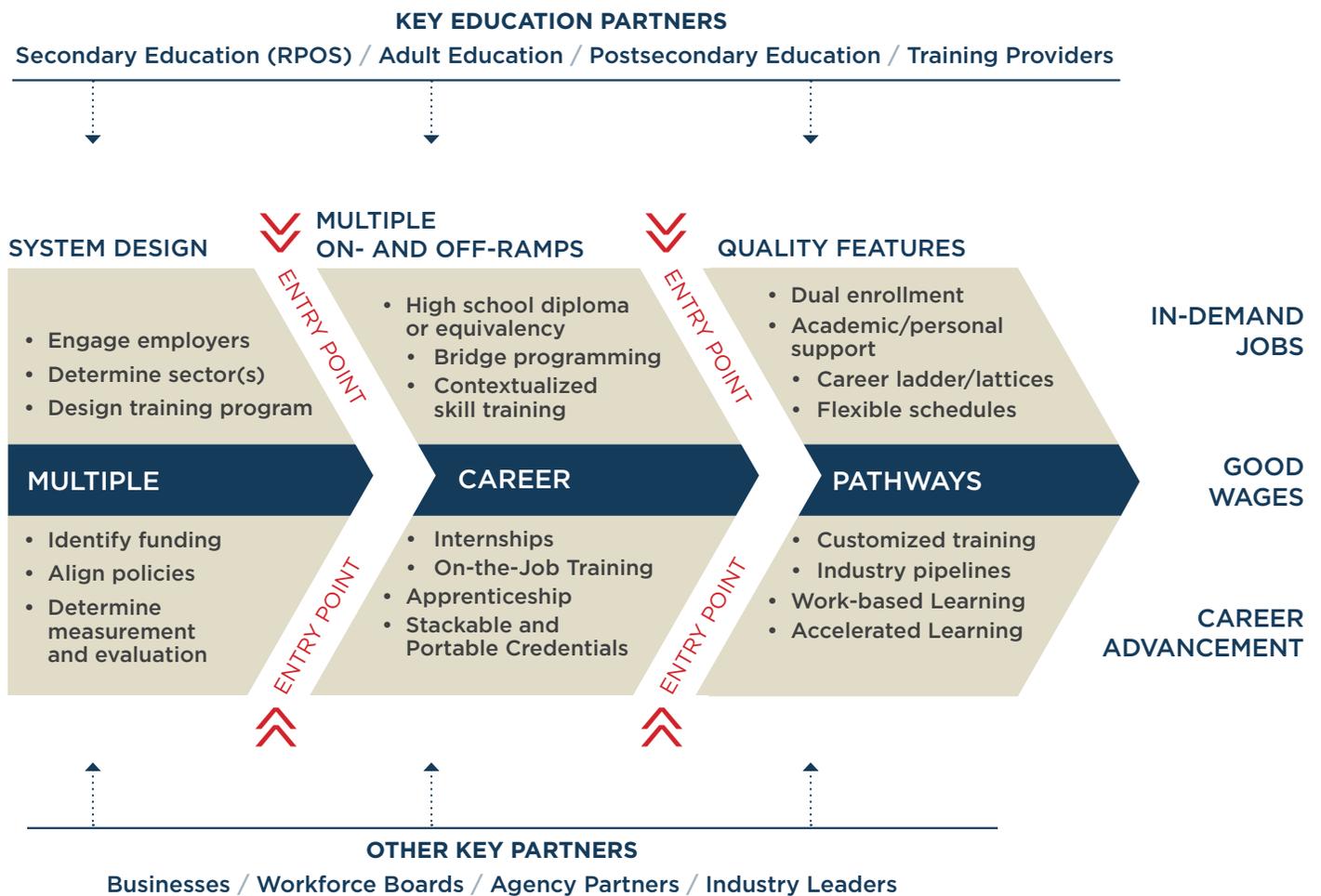


Note: Numbers may not sum to 100 percent due to rounding.

**Data Source:** Carnevale, Anthony; Smith, Nicole; Strohl, Jeff. Recovery: Job Growth and Education Requirements through 2020. Georgetown University Center on Education and the Workforce, 2013. Accessed online at: <http://cew.georgetown.edu/recovery2020>.



**CREATING JOB DRIVEN CAREER PATHWAYS**





## CAREER PATHWAYS REFERENCES IN THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (NOT ALL-INCLUSIVE)

### DEFINITION OF CAREER PATHWAYS – SECTION 3 OF WIOA

**CAREER PATHWAY** — The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that —

- (A) aligns with the skill needs of industries in the economy of the State or regional economy involved;
- (B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937 (commonly known as the “National Apprenticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.) (referred to individually in this Act as an “apprenticeship”, except in section 171);
- (C) includes counseling to support an individual in achieving the individual's education and career goals;
- (D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- (E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- (F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and
- (G) helps an individual enter or advance within a specific occupation or occupational cluster

#### Section 107(d)(5)- Local Workforce Investment Boards

**CAREER PATHWAYS DEVELOPMENT** — The local board, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.



## BREAKOUT SESSIONS / DISCUSSION QUESTIONS

### 1. General Discussion Questions

- a. Was there anything you didn't know about Career Pathways before today that you've taken away from the Dialogue?
- b. Was there a best practice shared by one of the speakers/presenters that you found particularly relevant or interesting?
- c. Was there anything covered or not covered by the Dialogue that you would have liked to learn more about?

### 2. Issues or ideas that the federal government might consider in WIOA implementation and regulation making

- a. Given the requirement in the Workforce Innovation and Opportunity Act for a unified state plan that cuts across workforce training, adult education and literacy, and vocational rehabilitation, what policies or regulations could be developed to facilitate the convening of cross-agency partnerships?
- b. What policies or regulations can be developed to encourage the use of career pathways approaches to provide education, training, and connections to jobs?
- c. What policies or procedures can be developed or enhanced to ensure that businesses and labor organizations are engaged in in the development of career pathway systems?
- d. How can a career pathway system maximize the use of WIOA funding at both the state and local level?
- e. What policy flexibilities or "waivers" can be recommended so that innovative career pathways ideas be encouraged?

### 3. Career Pathways Best Practices

- a. What are some career pathways best practices that you know about? How did the existence of a a cross-agency partnership impact and support the best practice?
- b. What process was used to identify needed funding sources and how did the career pathways organizers implement the policies and programs necessary to secure the funding on an ongoing basis?



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**BREAKOUT SESSIONS / DISCUSSION QUESTIONS continued**

- c. How do you identify which industries to engage and how can it be assured that the content is aligned with the needs of local/state industry?
- d. What evaluation systems should be put into place to measure the effectiveness and success of the career pathway and what are the key variables to measure?
- e. How can more information about career pathways be developed and disseminated?

**4. Ideas on how to increase interagency collaboration across governments to help implement successful career pathways systems**

- a. Who should drive the effort to establish the cross-agency partnership?
- b. What policies and regulations will facilitate the establishment and continuation of a successful cross-agency partnership?



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