



## CAREER PATHWAYS TASK FORCE MEETING MINUTES

Monday, September 12, 2016

2:00-3:30pm

The Workforce Investment Council Office  
2235 Shannon Place SE Suite 3031

### ***Task Force Members/ Designee Attendees:***

Antoinette Mitchell (OSSE)

Dr. Tony Summers (UDC-CC)

Emily Price (SOME)

Eric Riley (DC Public Library)

Edith Westfall (UDC)

Alexis Roberson (OIC)

Adam Albanese (on behalf of DOES)

Allison Kokkoros (Carlos Rosario International Public Charter School)

Taneka Miller (Deputy Mayor for Education)

Diane Pabich (on behalf of WIC)

Guest Speaker: Dale Winkler, Southern Regional Education Board

### **I. Call to Order**

Jeanna Fortney called the meeting to order at 2:04pm.

### **II. New Skills for Youth Grant Update**

The Southern Regional Education Board is supporting the District of Columbia by conducting a needs assessment around the 6 key objectives outlined in the New Skills for Youth Initiative Grant. The District (OSSE) has received phase 1 funding for this grant. This assessment will be used to develop a 3 year plan to address gaps and needs in youth services within the District. A preliminary report has been developed from the initial assessment.

#### **Objective One: Demand driven, employer led processes**

- The District is using labor market information to develop processes.
- Challenge: There is no policy about how often labor market information will be reviewed and updated, and who will be involved in this process. Also efforts are more agency-led than employer led at this time.

#### **Objective Two: Rigor and quality of Career Pathways for all students**

- Both secondary and post-secondary institutions have processes for approving programs.
- Challenge: The District does not have a policy on how to eliminate programs that no longer meet school standards of quality in connecting students to high-demand careers.

**Objective Three: Career focused accountability systems**

- Challenge: The District has not adopted a definition and measure for what it means to be “career ready.”
- This measure should be developed and integrated into an accountability system for schools. Most states work with their business sector to create this definition.

**Objective Four: Scale pathways to credentials of value**

- Challenge: The District needs student advisement programs that guide students into career awareness, career planning, and ultimately career preparation.
- These efforts can be counselor and administration led; but all adults in schools can support it.

**Objective Five: Aligning state and federal funding streams**

- Challenge: Enrollment data shows low enrollment in the high-demand areas of computer science, healthcare, and business administration.

**Objective Six: Cross-institutional alignment**

- The work that has been done on Adult Career Pathways is a great framework for pathways to high-demand sectors.
- Challenge: The challenge lies with implementation; the District has yet to connect secondary and post-secondary institutions.

**Next steps:**

A full report with evidence behind recommendations will be provided to the Office of the State Superintendent of Education.

A question was posted about the scope of the study. The scope was inclusive of the K-12 population. A recommendation was made that more be done to gain insight for older youth, up to ages 24.

**III. Career Pathways Roadmap and Feedback on Project**

Career Pathways Roadmaps are a part of the strategic plan. A sample was provided.

**IV. Update on Career Pathways Community of Practice**

Jeanna Fortney provided a status update on the Career Pathways Community of Practice process. The RFQ process is finished. There are 4 qualified firms. A RFP process will commence to select one firm. The selected firm will conduct provider assessments and sector based assessments. The provider will give a DC perspective on transition requirements, identify where services and certifications are being offered, and identify gaps.

A recommendation was made that a business representative be added to the Task Force. The addition of a business presence will support the Task Force in developing an increased awareness of what the needs of businesses are.

## **V. Career Pathways Next Steps**

### **a. Sector Assessments**

A recommendation was made that a sector industry map be created that would identify top employers, average job vacancies, true requirements for a position, and an up-to-date account of the competitive market. It was recommended that the Task Force seek support from associations who can speak to the common practices of an industry. Professional associations in target sectors can serve in an advisory capacity.

### **b. Career Pathways Roadmap**

A question was posed about the accessibility and function of career pathways roadmaps. Format, options for accessibility, and platform options to meet all needs should be considered. A digital format that supported individualized career planning would be ideal. The platform should be modified to include all DC providers.

Task Force discussed Office of the State Superintendent of Education (OSSE) using EMSI data and a career coach to navigate resume building and access program data for initiatives that receive federal aid. This tool helped OSSE to support people with multiple barriers with developing individualized plans and goal setting. A suggestion was made that planning should be outcome oriented.

A comment was offered that we can't assume that residents who need services will know how they can access Career Pathways information and that they will understand how it works.

A recommendation was made that the roadmap be evergreen, and that there needs to be a mechanism to keep it updated. There should be a monitoring system to ensure that updates are being made. Concrete information on service providers should be included in the career pathways roadmap system. Those walking through the system with residents should be able to ask them what their barriers are and navigate them to an appropriate.

**c. Community of Practice Virtual Site**

A concern was expressed about the accessibility of the online site. The system should be reflective of a “no wrong door” model, where the same portal can be used by providers, residents, and other members of the system. She suggested that a list of resources be developed and that past models of success from various states should be capitalized on.

A suggestion was made that the Career Pathways roadmap initiative be started with a sample number of agencies and providers, then be scaled up. There must be established outcomes. A comment was made that we must have agreed upon definitions of “college ready” and “employment ready” coming out of K-12.

**VI. Public Comments**

There were no public comments.

**VII. Adjournment**

The meeting adjourned at 3:23pm.