

WORKFORCE INVESTMENT COUNCIL

Demand Industry Council Meeting

July 25, 2017



AGENDA

- I. Introduction
- II. Career Pathways Project Overview
- III. Orientation to Career Pathways
- IV. Developing Career Pathways
- V. Employers' Role in Career Pathways Development
- VI. Discussion
- VII. What's Next



Career Pathways Project Goals

- Align education and training to the workforce needs of critical industries
- Support efforts to enhance and improve workforce services provided in the District through the adoption of career pathways models and best practices
- Strengthen career outcomes for DC residents through these enhanced services
- Prepare training providers to become a part of a career pathways system



Project Overview: Needs Assessment & Community of Practice

- Conduct needs assessment to assess provider and partner interest in the Career Pathways CoP
 - Online survey
 - Focus groups and interviews
- Build and manage Community of Practice
- Identify best practices for Community of Practice
- Develop measures to assess effectiveness of Community of Practice



Project Overview: Training Plan

- **Develop training plan and curriculum**
- **Delivery of training for multiple audiences in a variety of formats**
- **Training on topics such as:**
 - Career Pathways
 - Integrated Education Models
 - Labor Market Information
 - Unified Business Engagement
 - Performance Management
 - Service Delivery
 - Change Measurement



Project Overview: Career Pathways

- Identify, analyze, catalogue, and map career pathways resources
- Conduct gap analysis to identify areas of resource sufficiency and gaps/needs
- Review of existing career pathways to identify models and elements to consider as well as best practices
- Review of LMI to inform the development of data-driven pathways in target sectors
- Development of draft career pathway maps for sharing with industry sector stakeholders
- Finalize career pathways maps in target sectors

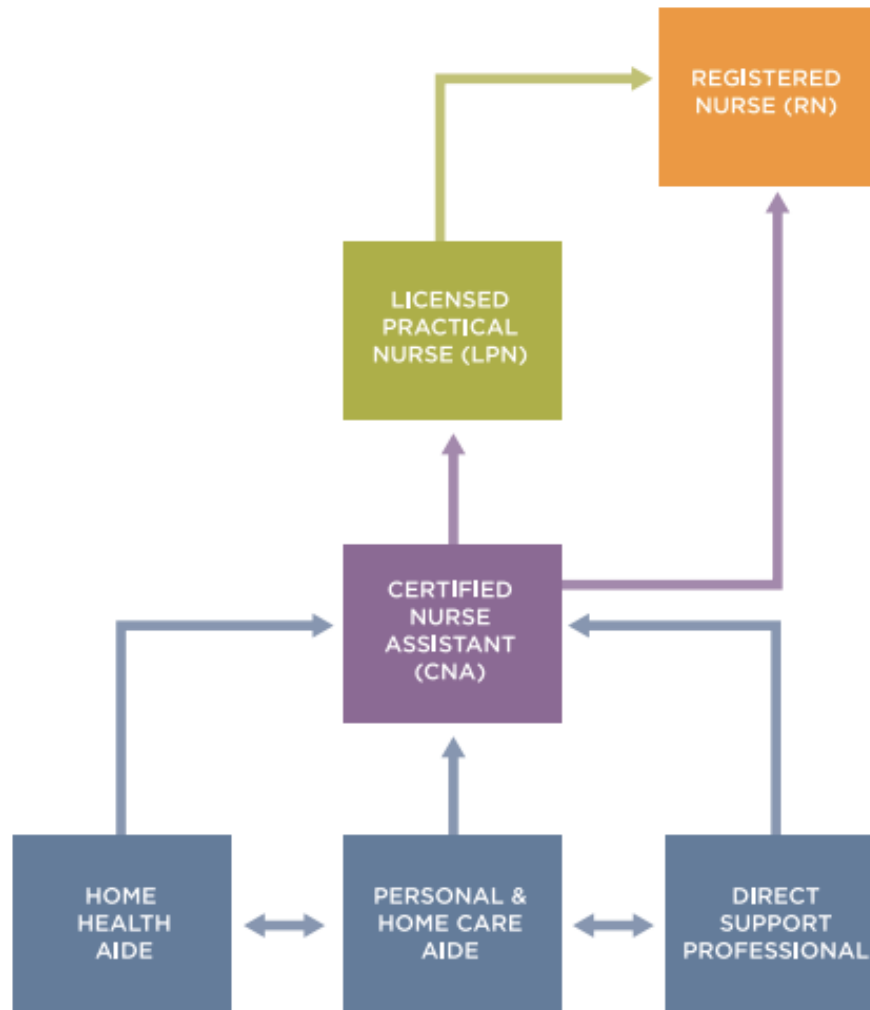


What are career pathways?

- **Integrated education, skills, and credential attainment sequences that:**
 - Align to skill needs of targeted sectors and are employer-driven
 - Articulate the full range of K-12, adult education, and post-secondary education assets: No “dead ends,” multiple on- and off-ramps
 - Embed “stackable” industry-recognized credentials
 - Make work a central context for learning
 - Accelerate educational and career advancement through assessment of prior learning, integrated “basic” education and technical training, and other strategies
 - Provide supports at transition points



Example of Career Lattice for Registered Nurses



KentuckianaWorks

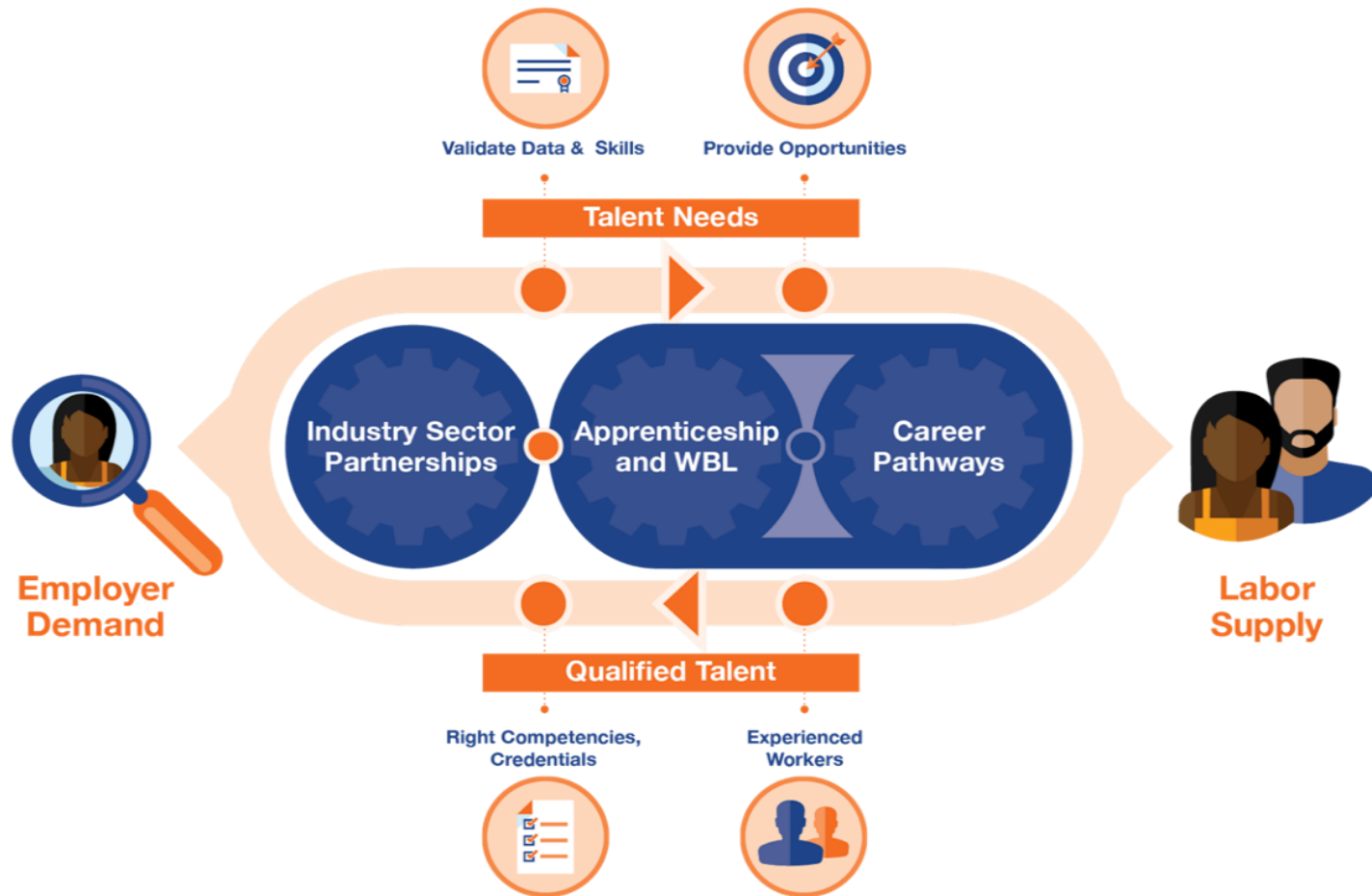
Advanced Manufacturing Career Pathways

Louisville Metropolitan Statistical Area • January - March 2016

<p>1,828 TOTAL JOB POSTINGS</p>	 <p>PRODUCTION</p>	 <p>PROCESS DEVELOPMENT</p>	 <p>QUALITY ASSURANCE</p>	 <p>MAINTENANCE</p>
 <p>BA/BS (4 YRS)</p> <p>511 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Manufacturing Engineers</p> <p>118 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$30.18 to \$43.84 HOURLY RATE</p>	<p>Estimators; Sales Engineers</p> <p>30 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$24.00 to \$38.00 HOURLY RATE</p>	<p>Quality Engineers; Production Managers</p> <p>154 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$29.78 to \$46.91 HOURLY RATE</p>	<p>Electrical and Mechanical Engineers</p> <p>209 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$31.55 to \$46.87 HOURLY RATE</p>
 <p>ASSOCIATE DEGREE (2 YRS)</p> <p>42 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>	<p>Mechanical Drafters (Computer-aided Designers)</p> <p>19 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$19.48 to \$28.99 HOURLY RATE</p>	<p>Engineering and Manufacturing Technicians</p> <p>23 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$19.06 to \$30.62 HOURLY RATE</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>



Sector Strategies and Career Pathways: A Mutually Beneficial Alliance



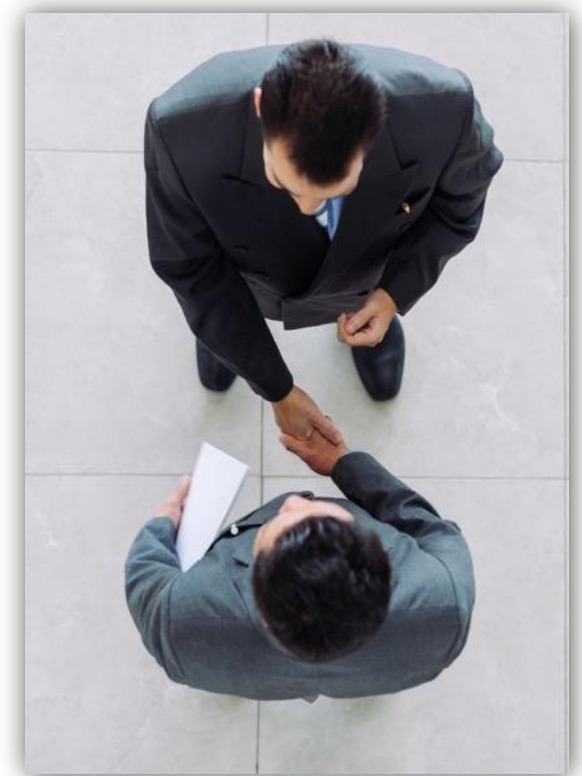
Career Pathways: Who Benefits?

- **Employers**

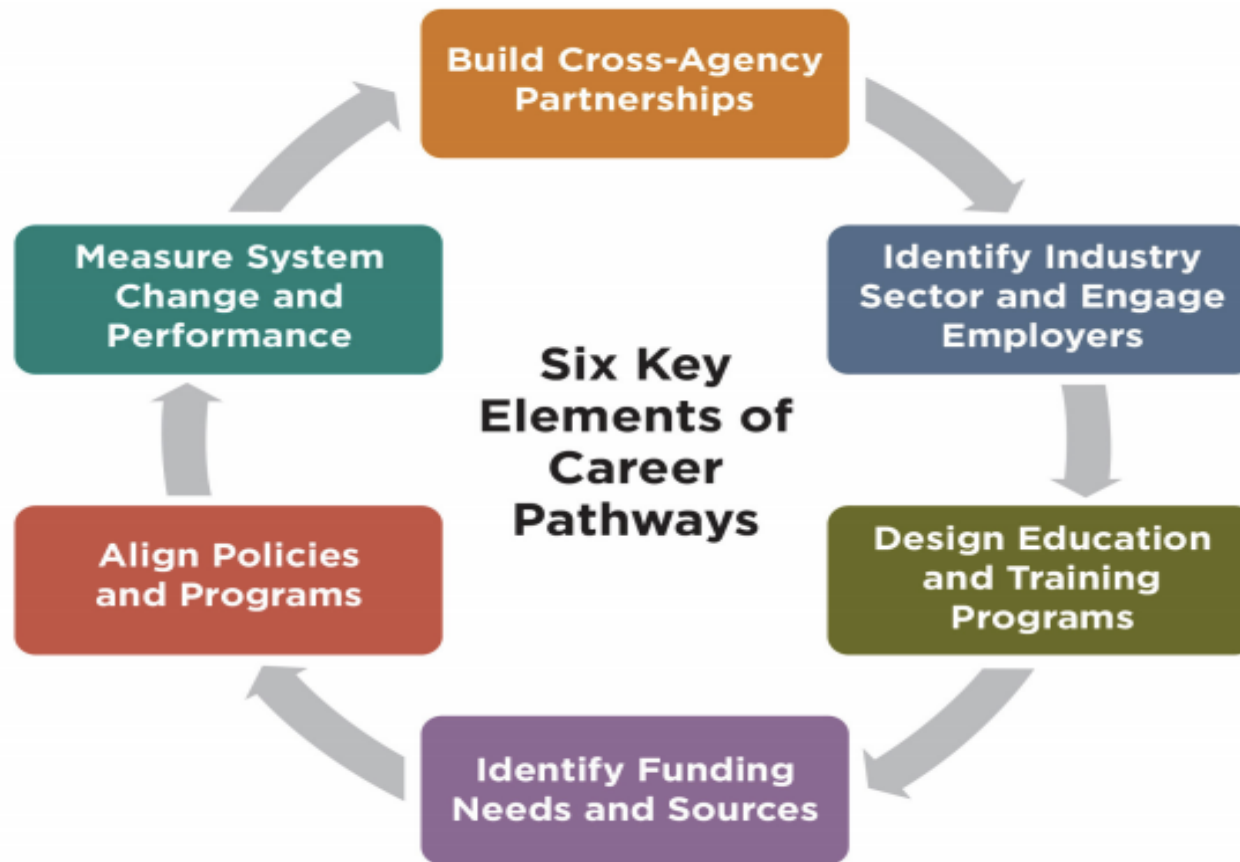
- Talent pipeline with the right skills
 - In low unemployment, employers need more people into the qualified labor pool
- Retention
- Succession/"backfilling"

- **Students/Job Seekers/Workers**

- Prepared with needed competencies and credentials
- Opportunities for career advancement



How do you build career pathways?



Create Career Pathways in Target Industries

- Construction
- Hospitality
- Law enforcement and security
- Healthcare
- IT and business administration
- Infrastructure



Identify Top Occupations in Target Industries

Maher will complete data work to identify the top occupations in each of the District's six target industry sectors.



Demand Industry Council Meeting

Maher meet with Demand Industry Council to validate career pathway process and secure buy in.



July 2017

Aug 2017

Industry Sector Focus Groups

Maher will facilitate focus groups of employers in each industry sector, with the purpose of validating data on demand occupations and understanding typical career progressions. We will ask employers to select their top pathway to focus on for this contract year.



Sept 2017

Identify Wage, Education, and On-the-Job Training Requirements

Based on feedback from the focus groups, Maher will complete additional data work to identify wage, education, and on the job training requirements for each occupation in the pathway selected by the employer focus group.



Oct 2017

Second Meeting with Focus Groups

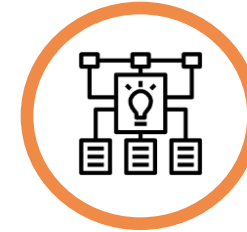
Maher will facilitate a second meeting with each industry focus groups to validate the pathway work.



Nov 2017

Complete Analysis/Comparison of Pathways

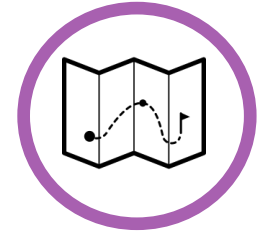
Maher will complete analysis/compare the pathways created by the employer focus groups (1 pathway per industry sector) with the assets and resources identified through the career pathways survey.



Dec 2017

Validate and Finalize Career Pathways

Maher will validate draft pathways and assets with partners to finalize career pathway maps.



Jan 2018

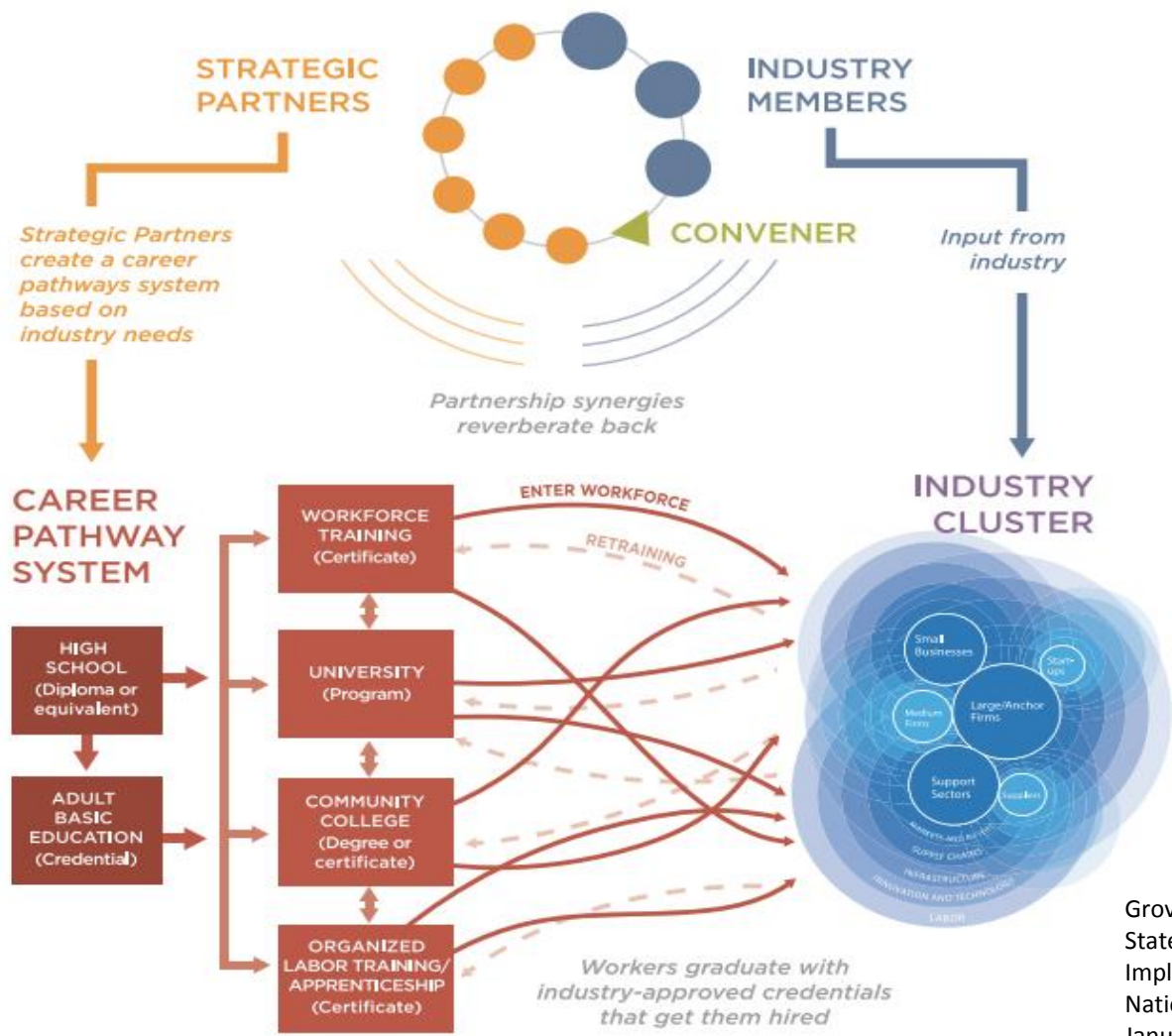


We hope you will:

- Partner with the workforce system in the development of a talent pipeline
- Identify additional employers in your industries who are willing to be involved
- Provide information and insights about your industry, growing/demand occupations, and typical career progressions
- Validate data and drafts of career pathways



SECTOR PARTNERSHIP



Groves, Garrett and Woolsey, Lindsey. State Sector Strategies Coming of Age: Implications for State Policy Makers. National Governors Association, January 2013.



Short-Term Role

- Participate in two (industry-specific) focus groups:
 - Late September – Discuss/validate data on demand occupations and discuss typical career progressions
 - Late November – Discuss/validate draft pathway



Longer-Term Opportunities



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Discussion



Discussion

- What keeps you up at night?
- What do you see as broad industry trends and company-specific trends driving the short and long-term demand for workers in your region?
- For what occupations or occupational pathways is it most difficult for you to find or retain talent?



Questions

