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

- Registered Nurse (RN)
  - Licensed Practical Nurse (LPN)
    - Certified Nurse Assistant (CNA)
      - Home Health Aide
      - Personal & Home Care Aide
      - Direct Support Professional
KentuckianaWorks

Advanced Manufacturing Career Pathways
Louisville Metropolitan Statistical Area • January - March 2016

**TOTAL JOB POSTINGS:** 1,828

**PRODUCTION**
- **BA/BS (4 YRS)**: 511 job postings in the last 3 months
  - Manufacturing Engineers: 118 job postings
    - Hourly Rate: $30.18 to $43.84
- **ASSOCIATE DEGREE (2 YRS)**: 42 job postings in the last 3 months
  - No high-growth jobs at the associate degree level in this pathway

**PROCESS DEVELOPMENT**
- **BA/BS (4 YRS)**: 30 job postings in the last 3 months
  - Estimators; Sales Engineers: 154 job postings
    - Hourly Rate: $24.00 to $38.00
- **ASSOCIATE DEGREE (2 YRS)**: 19 job postings in the last 3 months
  - Mechanical Drafters (Computer-aided Designers): 23 job postings
    - Hourly Rate: $19.48 to $28.99

**QUALITY ASSURANCE**
- **BA/BS (4 YRS)**: 154 job postings in the last 3 months
  - Quality Engineers; Production Managers: 23 job postings
    - Hourly Rate: $29.78 to $46.91
- **ASSOCIATE DEGREE (2 YRS)**: 23 job postings in the last 3 months
  - Engineering and Manufacturing Technicians: 23 job postings
    - Hourly Rate: $19.06 to $30.62

**MAINTENANCE**
- **BA/BS (4 YRS)**: 209 job postings in the last 3 months
  - Electrical and Mechanical Engineers: 209 job postings
    - Hourly Rate: $31.55 to $46.87
- **ASSOCIATE DEGREE (2 YRS)**: No high-growth jobs at the associate degree level in this pathway
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?

Six Key Elements of Career Pathways:

1. Build Cross-Agency Partnerships
2. Identify Industry Sector and Engage Employers
3. Design Education and Training Programs
4. Identify Funding Needs and Sources
5. Align Policies and Programs
6. Measure System Change and Performance
Create Career Pathways in Target Industries

- Construction
- Hospitality
- Law enforcement and security
- Healthcare
- IT and business administration
- Infrastructure
Demand Industry Council Meeting
Maher meet with Demand Industry Council to validate career pathway process and secure buy in.

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.

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.

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.

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

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.

Validate and Finalize Career Pathways
Maher will validate draft pathways and assets with partners to finalize career pathway maps.
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
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

- Provide real equipment, supplies, or tools
- Identify partner industry leaders that may contribute
- Make real industry-based projects
- Affirm the set of foundational academic, work readiness, and technical skills, abilities, and knowledge
- Co-invest resources in development and delivery of training
- Affirm the required certificates and credentials
- Assist in developing certification/credentialing process
- Help design education and training programs
- Provide mentoring or work-based learning opportunities
- Assist in instruction
- Hire completers
- Provide on-site training space
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