Accelerating Opportunities for Entering and Advancing Along Career Pathways

Chrissie Klinger, M.Ed.
Institute for the Study of Adult Literacy at Penn State University

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Session Objectives

• Explore education and training models that align to career pathways
• Identify ways to help adults accelerate their start in a career pathway
• Examine promising practices for supporting adults in advancing along a career pathway
• Determine ways to strategically with employers and other partners to build on and off ramps to career paths
Large Group Activity #1

Write down an occupation on a notecard.

Pass the notecard to the person on your left.
Large Group Activity #2

- Look at the occupation on your notecard.
- Write an occupation that might come before that occupation and one that might come after that occupation on a career pathway.
1. Well connected and transparent education, training, credentials, and support services

2. Multiple entry points — for both well prepared students and targeted populations

- E.g. Apprenticeship
- E.g. Postsecondary System
- E.g. Military or Civilian Workplace
- E.g. High School or CTE
- E.g. TANF or Workforce System

3. Multiple exit points

- 1st Job in Career Path
- 2nd Job in Career Path
- 3rd Job in Career Path
- Nth Job in Career Path

Increasing Skills, Competencies, and Credentials Informed by Industry/Employers

(USDOL, 2015)
Pennsylvania Industry Clusters

• Advanced Manufacturing
• Agriculture and Food Production
• Bio-Medical
• Building and Construction
• Business Services
• Education

• Energy
• Health Care
• Hospitality, Leisure and Entertainment
• Logistics and Transportation
• Real Estate, Finance and Insurance
• Wood, Wood Products and Publishing

(CWIA, 2024)
Education and Training Models
Linear Education And Bridge Models
Bridge Programs

• For individuals that need further skill development to begin a training program.
• Provides on-ramps to postsecondary education and training.
• Includes contextualized learning.

(USDOL, 2015)
Integrated Education and Training (IET)
IET as Defined In The Workforce Innovation and Opportunity Act

“A service approach that provides adult education and literacy activities *concurrently and contextually* with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.”

(USDOL, 2015) (PAAER, 2024)
Pre-apprenticeships and Apprenticeships
Registered Apprenticeships

- Paid Job
- On-the-Job Learning
- Classroom Learning
- Mentorship
- Credentials

(PADOL, 2024)
Entering a Career Pathway
Understanding PA CareerLink® Partnerships

Visit our booth in the exhibit hall!
Addressing Barriers

“Goal 5: Barrier Remediation – Pennsylvania Department of Labor & Industry’s policy on priority of service, identify an “individual with a barrier to employment” as a member of one or more of 14 populations, including low-income individuals, ex-offenders (also referred to as reentrants), long-term unemployed individuals, English learners and individuals facing substantial cultural barriers, single parents, and individuals with disabilities. Local workforce development areas across Pennsylvania also may develop strategies to better serve additional populations in their own local area or region.”

(PADOL, 2024)
(USDOL, 2015)
Advancing in a Career Pathway
Career Pathway Maps

(CWIA, 2024) (PAAER, 2024)
What NEW Barriers Might Someone Face?
Career Path On and Off Ramps
THE POSTSECONDARY ALIGNMENT OF PROGRAMS OF STUDY AND ADULT CAREER PATHWAYS

SECONDARY TO POSTSECONDARY PROGRAMS OF STUDY

POSTSECONDARY PATHWAYS (INCLUDING APPRENTICESHIPS)

STACKABLE CREDENTIALS

AA/AAS

BA/BS IN TECHNICAL FIELD

ADULT CAREER PATHWAYS

LOW SKILLED JOBS

SEMI-SKILLED JOBS

MIDDLE SKILLED JOBS

MIDDLE SKILLED JOBS

ADVANCED SKILLED JOBS

(USDOL, 2015)
What Might the Future Look Like?
How Can You Support Adults in Pursuing Career Pathway Opportunities?
Contact Information

Chrissie Klinger

cok5111@psu.edu

https://www.linkedin.com/in/chrissieklinger/
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