

# CAREER PATHWAYS

*Oregon's Career Pathways Statewide Initiative was launched recognizing that a wide range of workers enter the workforce in different ways and with different needs, and that Oregon needs more trained workers for middle-skill occupations--jobs that require more than a high school degree but less than a four-year degree.*

## **Career Pathways: Higher Learning & Higher Earning for Oregonians**

- ⇒ To increase the number of Oregonians with certificates, credentials, and degrees in demand occupations.
- ⇒ To articulate and ease student transitions across the education continuum from high school to community college; from pre-college (ABE/GED/ESL) to credit postsecondary; and from community college to university or employment.

### **WHAT ARE CAREER PATHWAYS?**

*A career pathway is a series of connected education and training programs and student support services that enable individuals to secure a job or advance in a demand industry or occupation. Career Pathways focus on easing and facilitating student transition from high school to community college; from pre-college courses to credit postsecondary programs; and from community college to university or employment.*

## **Career Pathways in Demand Occupations: Building Capacity Statewide**

The guiding vision of the Career Pathways Initiative is to ensure that Oregonians can obtain the skills to enter and advance in demand occupations. Initial investments were made at five colleges in 2004 and to eleven colleges in 2006. Oregon then scaled investments statewide to all 17 community colleges in 2007 using DOL Incentive Grant awarded for performance for four years and Community College Strategic Reserve Funds. Capacity building and collaboration continue in the 2009-2011 biennium through the Community College Strategic Reserve Fund. For 09-11 biennium local community colleges contributed general fund matching dollars. Community colleges also invest in and leverage Career Pathways locally through federal Perkins funds, community college general fund, and Workforce Investment Act funds. Results and accomplishments from 2004 through present include:

### **Progress Developing & Implementing Pathways Statewide:**

- ⇒ 2009-2011 Strategies focus on increasing number of students completing Career Pathway Certificates; implementation of OPABS bridge and VESL courses; increasing ABS student transitions to credit postsecondary; continued collaboration with student services and Worksource Oregon/WIA partners. (see outcomes listed on last page).
- ⇒ Green Career Pathways project launched in 2010 in collaboration with Oregon Employment Department. Five statewide green career pathway roadmaps to developed by May 2011.
- ⇒ Healthcare and/or manufacturing career pathways developed and implemented at all 17 community colleges. Healthcare pathways developed at one or more community colleges include: medical aide, medical coding, medical transcription, pharmacy tech, radiology tech, vet tech, welding, CNA, gerontology. Manufacturing Pathways developed at one or more community colleges include: CNC machinist, diesel technology, welding, construction, maritime seamanship, HVAC installer, and solar installer.
- ⇒ Business, Computer/Information Technology, and other occupational pathways being developed and implemented at individual and multiple community colleges include: computer applications, networking,

- computer support, early childhood education, paraeducator, retail management, project management, corrections officer, culinary arts, turf and landscape, and human services, facilities maintenance.
- ⇒ State Board of Education approval of a new Career Pathways Certificate (12-44 credits) for demand occupations (effective 7/1/07) resulting in approximately 150+ Career Pathways Certificates offered at 17 community colleges with many more Career Pathway Certificates in the planning stages statewide.
  - ⇒ Five Pathways “bridge” courses for adult basic skills students including contextualized reading, math, and writing courses for healthcare and manufacturing occupations, as well as modules on career and college awareness through Oregon Pathways in Adult Basic Skills (OPABS). These “bridge” courses are being piloted at nine community colleges and rolled out to all 17 community colleges.
  - ⇒ Vocational ESL Pathways using contextualized occupational curriculum offered at six community colleges.

### Marketing & Communication: Tools, Products, and Strategies:

- ⇒ Career Pathways 30-second video produced. Aired over 10,000 times on Oregon TV/radio during spring 2009. Available on YouTube: <http://www.youtube.com/watch?v=djIPge0eyhA>
- ⇒ New feature designed and built for the Career Pathways Roadmap Webtool in 2009---Plan of Study templates (POST). These online templates map high school coursework to community college CTE programs. More than 150 templates have been developed during the pilot and initial implementation.
- ⇒ Career Pathway roadmaps on 17 college websites. Go to [www.MyPathCareers.org/cp](http://www.MyPathCareers.org/cp) to click each community college website. More than 250 roadmaps available with links to articulations with high schools and universities and other entry and exit points along the pathway including employment and labor market information including secondary and pre-college “entry points” and university and continuing education “exit points”.
- ⇒ Career Pathways Roadmap Webtool designed and developed by the 17 community colleges to produce a roadmaps for students. Training on the Webtool provided to 17 colleges and ongoing online help and telephone technical assistance provided to all users. Guest login available for anyone to view the roadmaps and templates. <http://oregon.ctepathways.org>
- ⇒ Statewide website for education and workforce practitioners to disseminate promising practices and replicable models: [www.oregonpathways.org](http://www.oregonpathways.org)
- ⇒ Career Pathways incorporated into five community college catalogs: Columbia Gorge, BMCC, Chemeketa, Southwestern, and Rogue.

### Leadership & Cross-Organization Peer Learning:

- ⇒ The Oregon Pathways Alliance was organized in 2004 beginning with 5 colleges, then expanded to 11 colleges. The collaborative expanded to all 17 colleges in spring 2007 and meets quarterly. Pathways leaders engage in extensive cross-college learning and collaboration.
- ⇒ Career Pathways Workshops offered for high school and community college advisors & counselors at ten community colleges in 2009.
- ⇒ The Statewide Steering Committee comprised of representatives from Governor's office, ODE, CCWD, OUS, OED, Adult Basic Skills, and the community colleges has developed a Statewide Action Plan in 2004 that is reviewed and updated through bi-annual meetings.
- ⇒ Healthcare Career Pathways Summit in 2008 involving more than 40 hospital & long term care employers participating in 17 teams led by community colleges and including K-12, university, and workforce partners to develop local solutions to healthcare workforce shortages.
- ⇒ Oregon Pathways Academies in 2005 and 2007 with cross-functional teams from all 17 community colleges including education and workforce partners to build systems approach and local Action Plans. More than 175 individuals from across the state attended the event in 2005 and in 2007.

## Progress on the Path: Career Pathway Outcomes for 2009-2011

Through the Career Pathways Statewide Initiative, grants to the 17 community colleges, and additional funding through the Oregon Green Labor Market Information (LMI) ARRA grant:

- ⇒ Total new Career Pathway Certificates: 41
- ⇒ Total Career Pathway Certificate student completions: 2,365 (represents 400% increase)
- ⇒ Total OPABS course student completions statewide: 200
- ⇒ Total VESL course student completions: 75
- ⇒ Total new Career Pathways Roadmaps available on websites: 76
- ⇒ Total new Plan of Study POST Templates: 69
- ⇒ Strategies implemented at all 17 colleges to increase transition of Adult Basic Skills students (ABE/GED/ESL) to credit postsecondary.
- ⇒ Strategies implemented at all 17 colleges to increase use of career pathways with high school and community colleges advisors & counselors.
- ⇒ Continued implementation of Oregon Pathways for Adult Basic Skills (OPABS) courses across Oregon.
- ⇒ Career Pathway Roadmap connections on [www.MyPathCareers.org/cp](http://www.MyPathCareers.org/cp), Oregon Career Information Center (CIS), and OLMIS Occupational Reports including dissemination of tool nationally.
- ⇒ Implementation of newly-awarded Department of Labor Healthcare Career Pathways grant awarded to seven Oregon community colleges (2010-2013). 850 Oregonians to be trained and placed in healthcare jobs statewide.
- ⇒ Development of 5-7 Green Statewide Career Pathways roadmaps including community college, apprenticeship programs, and other training providers. Occupations/industries include: solar, wind, HVAC, and construction.

## Envisioning the Future: Continuing to Implement the Career Pathways Framework in Oregon

- ⇒ Expanded partnership and outreach to employers and industry associations beyond community college Employer Advisory Committees to increase awareness and labor market potential for students completing Career Pathways Certificates.
- ⇒ Expanded implementation of Oregon Pathways for Adult Basic Skills (OPABS) to increase employment and transition to credit postsecondary credential.
- ⇒ Expanded partnership with Workforce Investment Boards & Worksource Oregon to increase WIA/WSO participants use of career pathways opportunities and leveraged resources.
- ⇒ Tracking and data evaluation of Career Pathway Certificate completers to continued education and employment.
- ⇒ Continued development of green statewide career pathway roadmaps.
- ⇒ Continued implementation of career pathways model across Oregon's 17 community colleges and increase number of students completing Career Pathway Certificates.
- ⇒ Expand opportunities for "work and learn" for Career Pathway Certificate completers including On-the-Job Training (OJT), Cooperative Work Experience (CWE), and internships.

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7/10