

Career Pathways Task Force

Strategic Plan—Recommendations for Implementation- DRAFT 8/31/15

<i>Part 1- Establish the DC Career Pathways System</i>
Implementation step
Develop and execute an umbrella Adult Career Pathways system MOA that lists the partners, mission, goals, roles and responsibilities for the career pathways system as a whole.
Complete a map of services in the District to determine the capacity and availability of education and training programs relevant to adult career pathways.
Develop a set of recommended participant outcomes and career pathway implementation measures that can be used as a basis for reporting and evaluation plans.
Develop and execute a process of planning and technical assistance that strengthens the ability of adult basic education and occupational training providers to incorporate best practices pertaining to participant access and success, including: <ul style="list-style-type: none">• Contextualized curriculum;• Participant-focused education and training (see bullet list at 1.8);• Differentiated instruction based on participant employment experiences;• Recognizing and addressing participant learning disabilities experiences;• Incorporating earn-as-you-learn models experiences;• Ability to provide participant progress and outcomes data.
Monitor and evaluate each sector career pathway – beginning with the Health Sector Career Pathway -- during the planning, implementation, and operations phases to enable performance management and continuous improvement and to apply lessons learned to other sector career pathways and the DC-wide career pathways system.

<i>Part 2: Create a Health Sector Career Pathway</i>
Implementation step
Identify all sector pathway partners and their roles and develop pathway planning and implementation meeting and decision-making structure
Initiate and sustain engagement with business community partners in pathway planning and implementation
Create a visual road map for the pathway illustrating the steps, links between the steps, time and effort required to complete each step, and exit points.
Analyze and report on labor market data for target health sector occupations and obtain verification and additional insights from employer partners

Develop a participant-centered education and training plan that meets the criteria incorporate best practices pertaining to participant access and success, including:

- Contextualized curriculum;
- Participant-focused education and training (see bullet list at 1.8);
- Differentiated instruction based on participant employment experiences;
- Recognizing and addressing participant learning disabilities experiences;
- Incorporating earn-as-you-learn models experiences;

Develop a participant-centered service delivery plan for all support services described in 1.6, 1.10, 1.11, 1.12, 1.13:

- employment assistance;
- consistent and non-duplicative assessments of:
 - education, skills, and competencies ;
 - support service needs and assets; and
 - learning disabilities and executive functioning.
- support services:
 - Mental health;
 - Child care;
 - Transportation;
 - Substance abuse;
 - Physical health;
 - Housing;
 - Energy assistance;
 - Legal assistance;
 - Citizenship;
 - Ex-offender status;
 - Financial literacy; and
 - Professional/work attire
- academic advising and supports;
- career counseling and navigation assistance including development of career plans;
- personal skill development and supports including work-readiness (soft skills);
- executive function;
- post-employment supports;
- creation of an individualized pathway for each participant.

Identify points at which participants may be ineligible for the specific program or service initially sought

Develop a funding feasibility plan

Analyze gaps in policies and procedures (federal and District) that restrict the pathway from being implemented as designed and develop plan to close gaps

Develop a strategic outreach plan to educate system and residents

Develop a data reporting plan for the health sector pathway

Develop a plan for data systems for collection and reporting on participant data and outcomes