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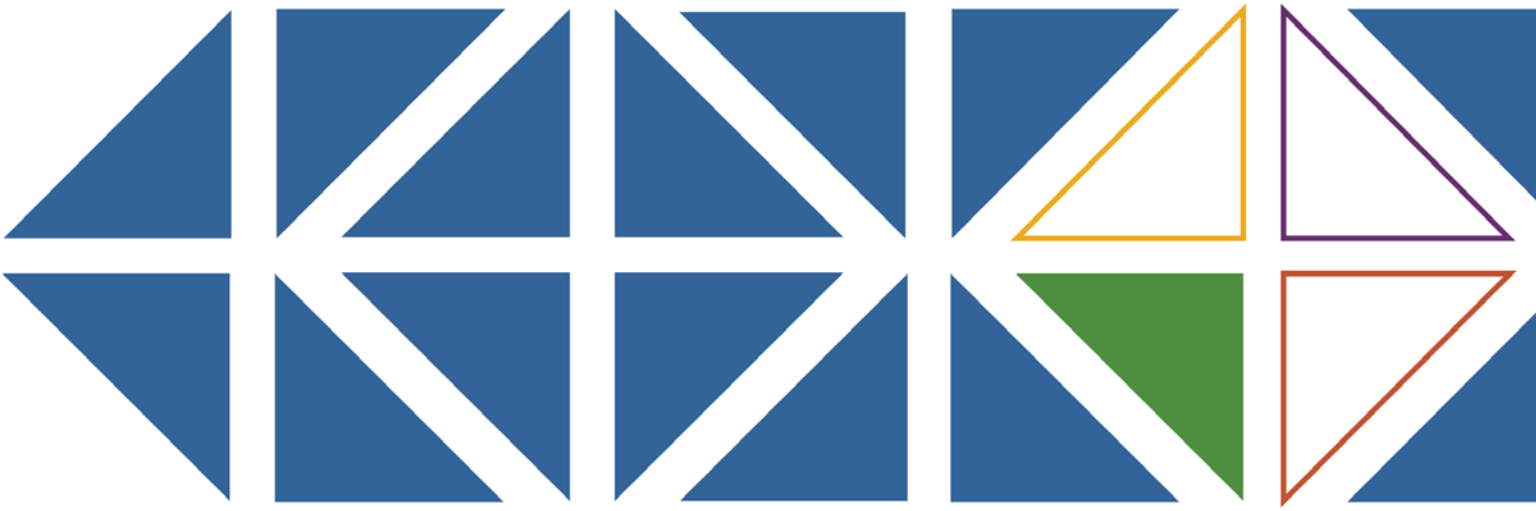
Designing a Career Pathways System

A Framework for State Education Agencies



Chapter 3

Designing a Career Pathways Framework

HANDOUTS

FEBRUARY 2016

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Designing a Career Pathways System: A Framework for State Education Agencies

Chapter 3: Mapping and Assessing Career Readiness Policies, Programs, and Industries Handouts

February 2016

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Handout 3A. Prioritized Labor Market Gap Analysis Template

This handout represents a completed version of Handout 2B: Labor Market Gap Analysis Template. This handout will include labor market data for the prioritized industries identified in Chapter 2. Stakeholders will review labor market data to better understand the current and future workforce needs to inform the worker-to-job pipeline (Table 1).

Table 1. Prioritized Labor Market Gap Analysis

[Name of Career Pathway]	**[Occupation 1]**	**[Occupation 2]**	**[Occupation 3]**	**[Occupation 4]**	**[Occupation 5]**
Annual job openings	[###,###]	[###,###]	[###,###]	[###,###]	[###,###]
Qualified annual applicants	**[###,###]**	**[###,###]**	**[###,###]**	**[###,###]**	**[###,###]**
Projected annual gap	**[###,###]**	**[###,###]**	**[###,###]**	**[###,###]**	**[###,###]**
Projected 10-year gap	**[###,###]**	**[###,###]**	**[###,###]**	**[###,###]**	**[###,###]**

Handout 3B. Knowledge, Skills, Dispositions, and Competencies Note-Taking Template

Expert Presentation Industry: ___ Certified Nursing Assistant Pathway _____

Note-Taking Topics	Sample Notes: Healthcare Industry	Expert Presentation Notes
Key skills, knowledge, dispositions, and competencies that graduates need for their industry	*Healthcare: Students must demonstrate knowledge of the techniques needed to diagnose and treat human injuries, diseases, and deformities. This knowledge includes symptoms, treatment alternatives, drug properties and interactions, and preventive health care measures.*	
Future wage earnings and potential for growth within the industry	*Median wage is $10.31/hour or $22,300 annually*	
Course sequencing ideas and topics	*9th grade—Principles of biomedical sciences* *10th grade—Human systems* *11th & 12th grades—Medical intervention* *12th grade—Medical innovation* *12th grade—Certified nursing assistant*	
Additional guidance, information, or recommendations to discuss	*Course requires additional supplies students must buy, such as gloves and scrubs—how can we support those costs?*	

Handout 3C. Influencing Factors Template

	Funding	Policy Structure	Engaging Partners
Industry 1			
Industry 2			
Industry 3			
Industry 4			
Industry 5			
Industry 6			
Industry 7			
Industry 8			

Handout 3D. Career Pathways System Framework

Industry of Focus:_____

Career Options:

Course Sequencing

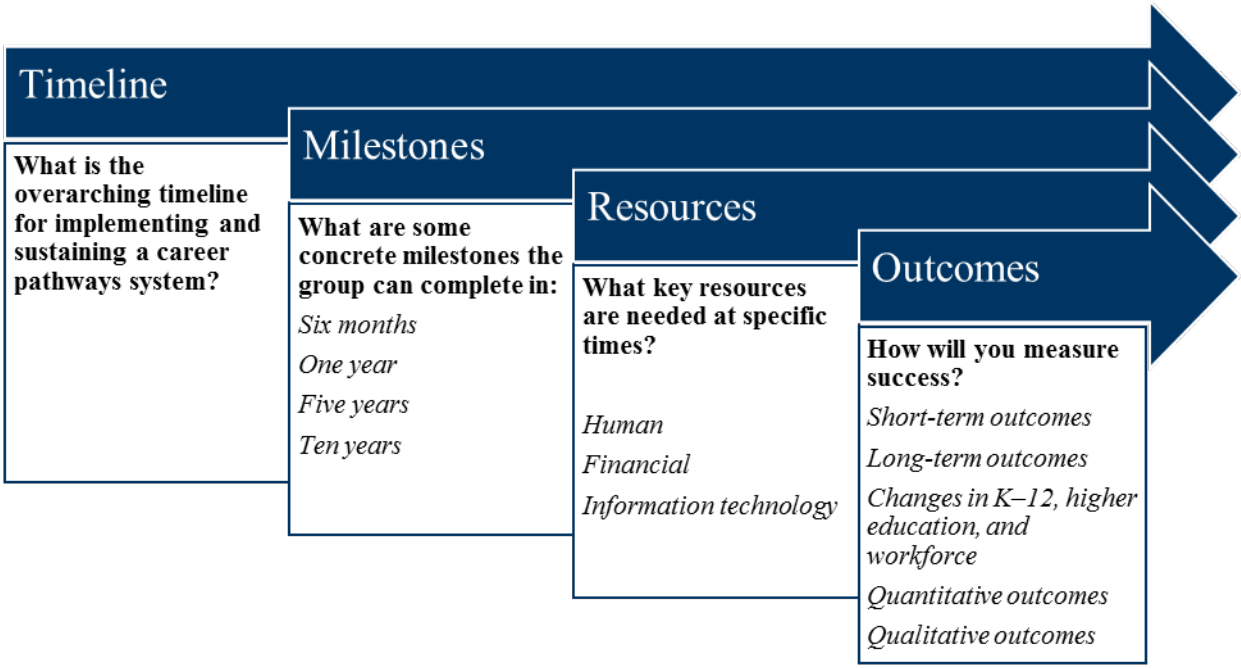
9th Grade	10th Grade	11th Grade	12th Grade

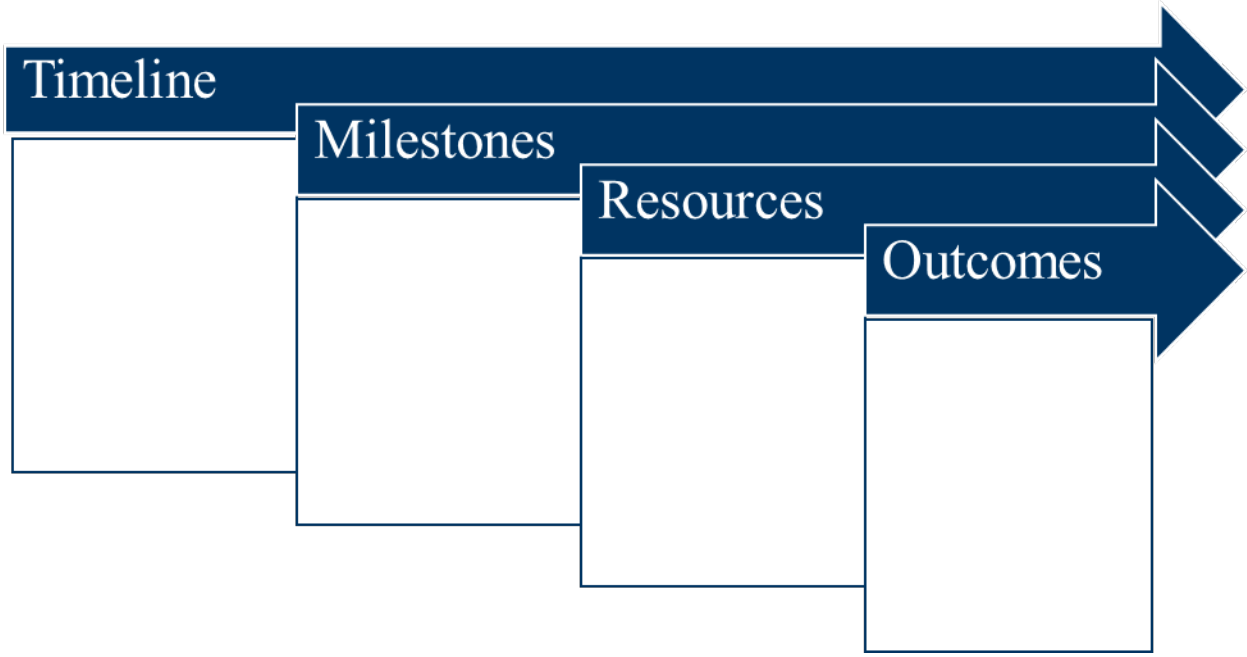
Work-Based Opportunity and Postsecondary Options for the Industry

Work-Based Opportunities	Postsecondary Options
Example: Job Shadowing, Internship, Apprenticeship, Project-Based Learning	***Example: Two-Year Program, Four-Year College, Apprenticeships, Certifications, Other***

Handout 3E. Continuous Improvement and Sustainability Planning Document

Use this handout to identify the overarching plan for the work going forward. This plan should be a "big picture" view of the timeline for implementing the initiative.




Timeline
Milestones
Resources
Outcomes

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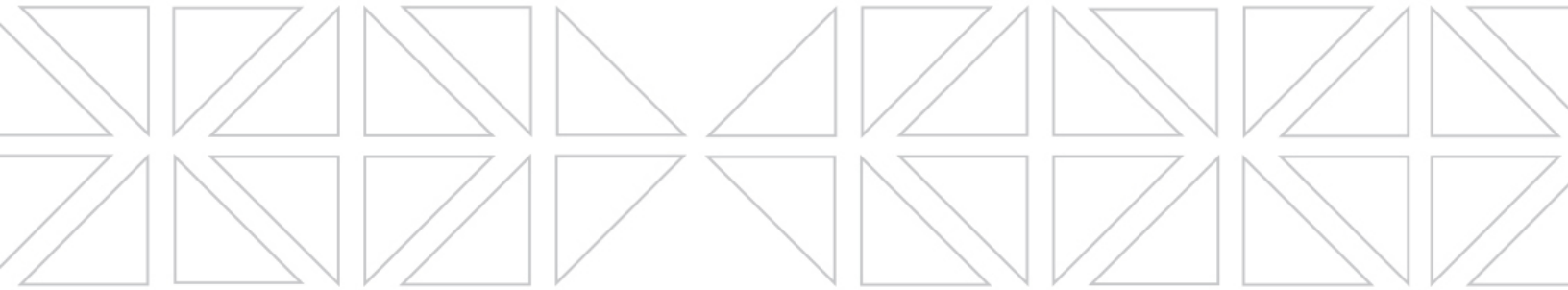

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