Career Ladders/Lattices and Career Pathways
Youth Career Pathways/Youth Apprenticeship Community of Practice
January 17, 2018

Career Ladders/Lattices

- Career ladders and lattices are devices that help people visualize and learn about the job options that are available as they progress through a career.
- Career ladders and lattices consist of a group of related jobs that comprise a career.
- Career ladder/lattices are not necessarily organization-specific; they frequently span multiple organizations because movement within one organization may not be possible.
Using Career Ladders

- **attract** individuals to an industry by showing potential career progression beyond entry points
- **focus** workforce development efforts
- **show** people how different jobs interconnect within careers in an industry, and
- **inform** future workers about the training, education, and developmental experiences that would enable them to accomplish their career objectives
Long Term Health Care

Developing a pathway system and into an apprenticeship appropriate for opportunity youth requires an assessment of two factors:

- their degree of preparation for work or education and
- their ability to take advantage of that opportunity

Addressing Youth Needs

- Identifying obstacles, challenges, loss points, and opportunities allow communities to determine critical needs and the types of support required.

Career Pathways

- Career Pathways are industry focused. A career pathways system is a partnership among local and/or regional agencies, organizations, institutions, and employers/industry that has adopted an integrative, transformative career pathways approach, which include at minimum these elements:
  - A series of connected courses and training opportunities
  - Multiple-entry points that accommodate participants entering different skill levels
  - Multiple-exit points at successively higher levels of education
## Structural Elements of Career Pathways

- **Academic Skills and Credentials** (Customizable based on labor market needs and target population)
- **Employability Skills and Work Experience** (Customizable based on labor market needs and target population)

### PWR Act: College and Career Pathway Endorsements

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<tbody>
<tr>
<td><strong>Individualized Plan</strong></td>
<td>Individual plan for college, career, and financial aid; resume; personal statement</td>
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<td><strong>Career-focused instructional sequence</strong> (linked with EPE; 2 years of coursework or equivalent competencies)</td>
<td>Manufacturing Orientation and Safety (OSHA 10-based competencies with industry focus)</td>
<td>Quality Practices and Measurement (MSSC, NIMS, AWS)</td>
<td>Advanced topics* in:</td>
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<td>1. Manufacturing Processes &amp; Production (pre-apprenticeship) OR 2. Maintenance Awareness &amp; Automation (MSSC)</td>
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<td><strong>‘2022-23 SY</strong> include at least 6 hours of early college credit</td>
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<td><strong>Professional Learning</strong></td>
<td>At least 2 career exploration activities, or one intensive</td>
<td>60 cumulative hours of paid or for-credit supervised career development experiences with a professional skills assessment</td>
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<td><strong>Academic Competencies</strong></td>
<td>At least 2 learn-based challenges with adult mentoring</td>
<td>Ready for non-remedial coursework in reading and math by high school graduation through criteria defined by district and local community college</td>
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### Multiple entry points
- **Basic Skills**: Adult Basic Education, English as a Second Language
- **Short-term certificates**: Employment in jobs that require basic occupational skills
- **Long-term certificates**: Employment in jobs that require intermediate occupational skills
- **Two-Year Degree Programs and Above**: Employment in jobs that require high occupational skills and management skills

### Multiple exit points at successively higher levels of education and employment

**Supportive Services and Navigation Assistance**

[www.pwract.org](http://www.pwract.org)
Challenges

- Recruitment
- Sustaining Employer Engagement
- Accommodating Participant Needs:
  - Skills deficiencies
  - Other barriers to employment, such as limited English proficiency, lack of childcare, transportation, housing instability, financial constraints

Career Ladders/Lattices and Pathways

How is your project/program thinking about helping participants build careers?

What are some of the challenges that you face in doing so?

Are there particular partners that you are working with or would like to work with to help mitigate those challenges?