



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.



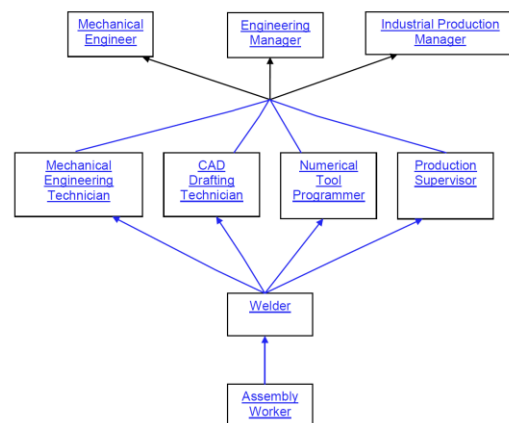
Using Career Ladders

- **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

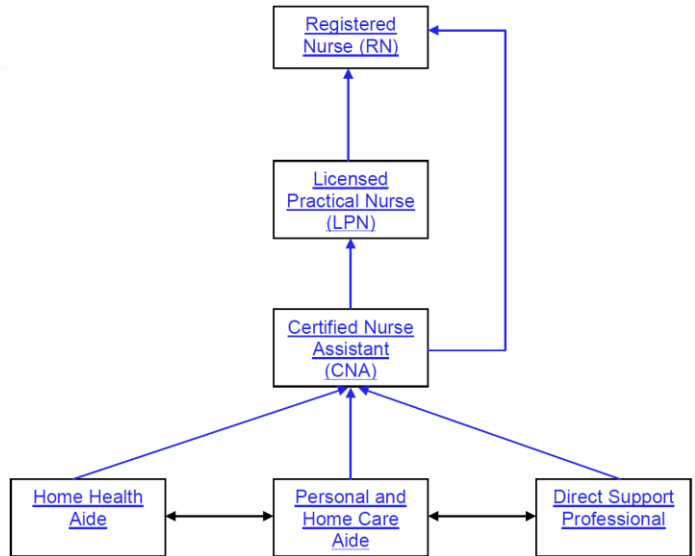


Career Ladders

Advanced Manufacturing



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

	Definition	Examples	
Degree of preparation for work or education	Higher	<ul style="list-style-type: none"> Has enough preparation for work (or further education) to have "marketable" skills 	<ul style="list-style-type: none"> High school graduate GED or other certification Completed apprenticeship
	Lower	<ul style="list-style-type: none"> Needs further education or work preparation to be marketable for appropriate opportunities 	<ul style="list-style-type: none"> High school dropout Learning disabilities Language barriers
Ability to take opportunities for work or education	Higher	<ul style="list-style-type: none"> Able to move into work or further education if connected to an appropriate opportunity 	<ul style="list-style-type: none"> Manageable family obligations Basic health and welfare in place Actively interested in work or educational opportunities
	Lower	<ul style="list-style-type: none"> Faces barriers that make it difficult or impossible to move into work or further education, even if an opportunity exists 	<ul style="list-style-type: none"> Full-time caregiver for family/child Mental or physical health issues In prison or justice system Homeless, or issues with food or transportation No encouragement from mentors

Source: *Early Findings on the Fact-Base on Disconnected Youth*, The White House Council for Community Solutions, June 3, 2011.

Addressing Youth Needs

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

Higher	C: Facing obstacles outside education <i>High school or better education</i> Unable to transition	A: Mismatched with the employment system <i>High School or better education</i> Able to transition
Degree of Preparation	D: Facing multiple hurdles <i>Less than high school education</i> Unable to transition	B: Mismatched with the education system <i>Less than high school education</i> Able to transition
Lower	Lower	Higher

Ability to Take Up Opportunities

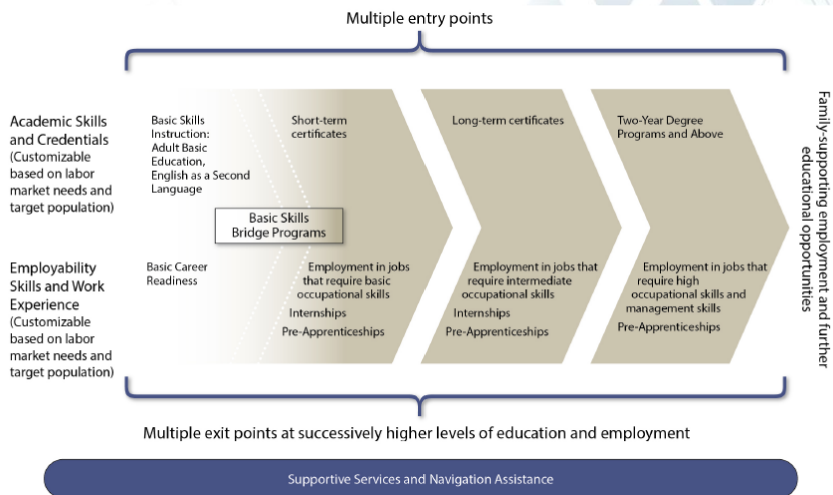


Career Pathways

- 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



PWR Act: College and Career Pathway Endorsements

	9 th	10 th	11 th	11 th or 12 th	
Individualized Plan	Individualized plan for college, career, and financial aid; resume; personal statement				
Career-focused instructional sequence <i>(consult with EFE: 2 years of coursework or equivalent competencies)</i>	Manufacturing Orientation and Safety (OSHA 10-based competencies with industry focus)		Quality Practices and Measurement* (MSSC, NIMS, AWS) Mfg. Processes & Production (MSSC, NIMS, AWS)*	Advanced topics* in: 1. Manufacturing Processes & Production (pre-apprenticeship) OR 2. Maintenance Awareness & Automation (MSSC)	District and local CC certify articulation to cert./degree with labor market value
Professional Learning	At least 2 career exploration activities, or one intensive		60 cumulative hours of paid or for-credit supervised career development experiences with a professional skills assessment		
Academic Competencies	At least 2 team-based challenges with adult mentoring				
	Ready for non-remedial coursework in reading and math by high school graduation through criteria defined by district and local community college				

**2022-23 SY: Include at least 6 hours of early college credit*

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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?

