

Pathways & Beyond

A Closer Look at Career Pathways in Wisconsin



Career Pathway:

A series of connected education and training strategies and support services that enable individuals to secure industry relevant certification and obtain employment within an occupational area and to advance to higher levels of future education and employment in that area.



Career Pathway:

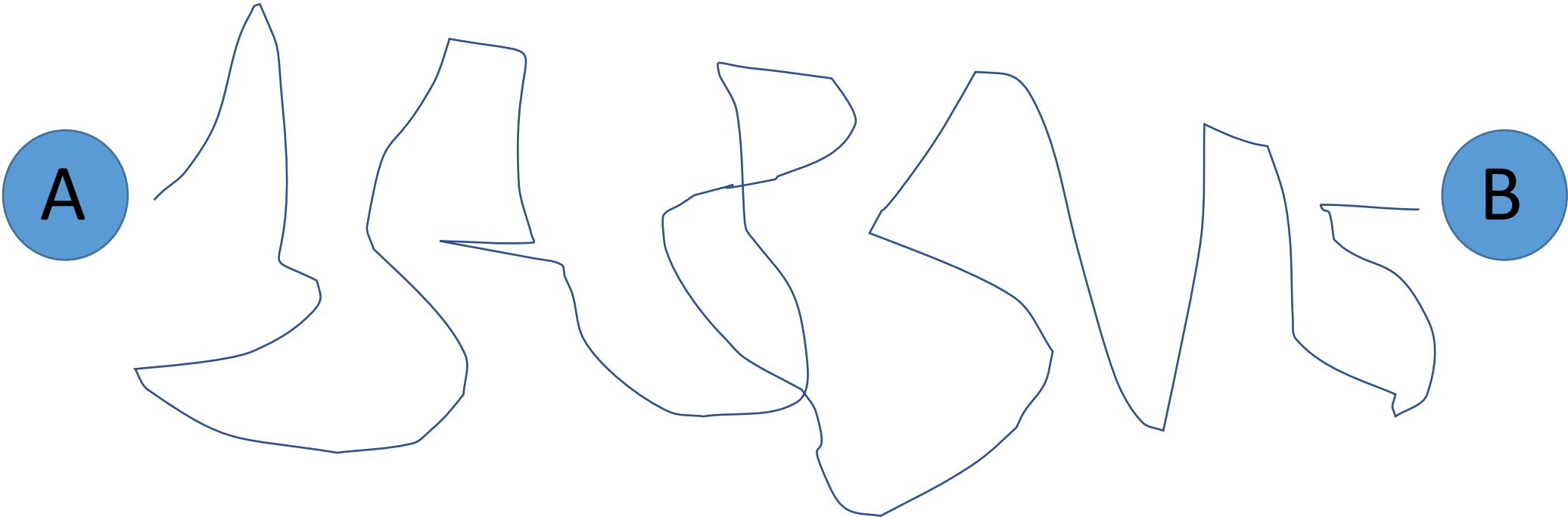
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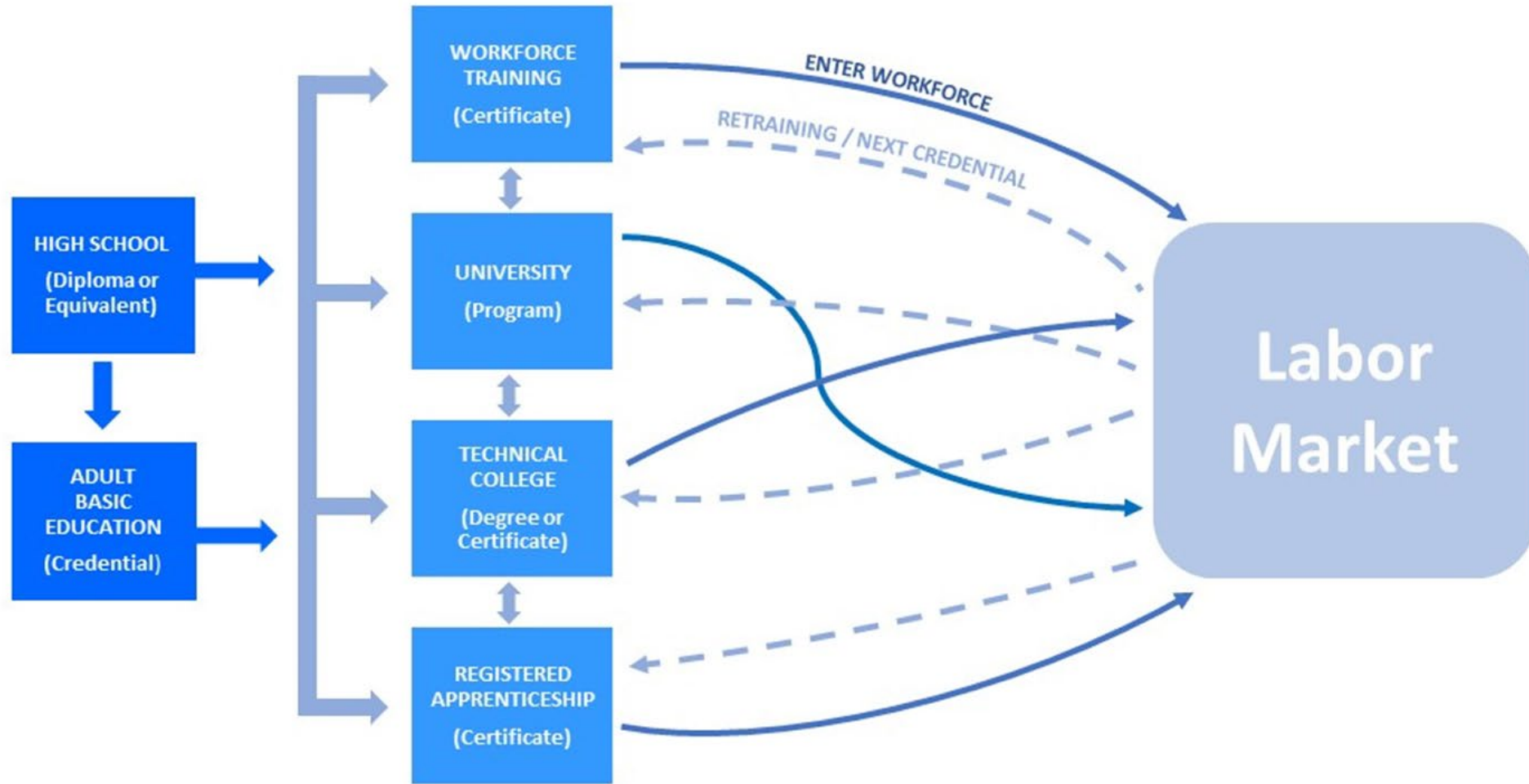
The Shortest Distance Between Two Points...



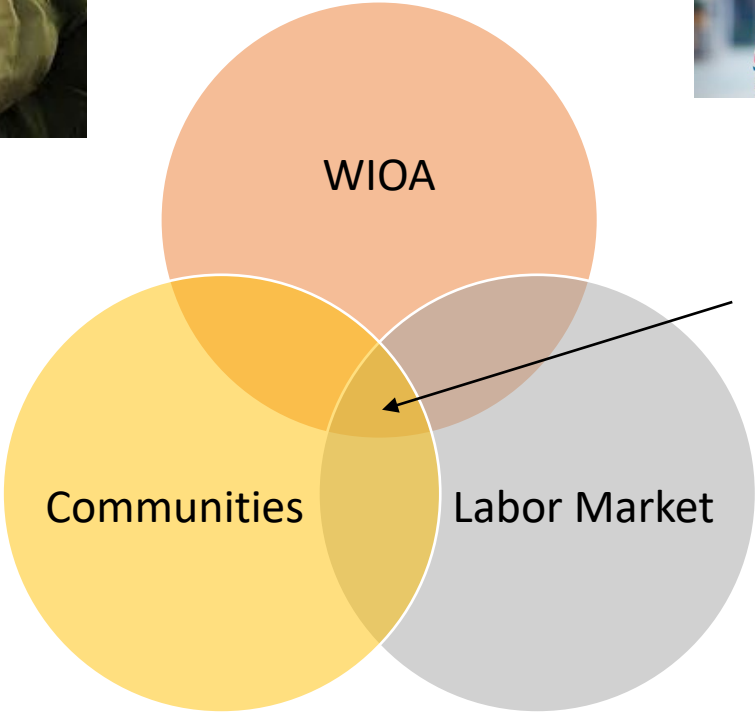
The Shortest Distance Between Two Points...



Career Pathways in Wisconsin



One Size Does Not Fit All



Individual





16 Colleges, One System!

WTCS Student Success Center



Responsive Leadership

Create inclusive, genuine spaces and systems that support all students and future students.

The WTCS, Wisconsin Technical College District Boards Association and the leadership of all 16 technical colleges have committed to five specific leading efforts.

1. Increase Transparency
2. Use Data to Close Equity Gaps
3. Review Hiring and Retention Policies
4. Sustained Conversations on Systemic Racism and Policy Reform
5. Focus on Equity in Student Access and Success



What is the Student Success Center?

Aspen Institute

System Priorities



WTCS

Student Success Center



System Priorities



Organizing technical college offerings and services within guided Career Pathways leads to learner success and creates a reliable talent pipeline for Wisconsin employers.

Through the Student Success Center, Wisconsin's technical colleges learn from – and build on – outstanding work at peer institutions, improving student outcomes.



<https://www.wtcsystem.edu/impact/priorities/>



Four Domains of Student Success

1 Mapping Pathways to Student End Goals

2 Helping Students Choose & Enter Pathways

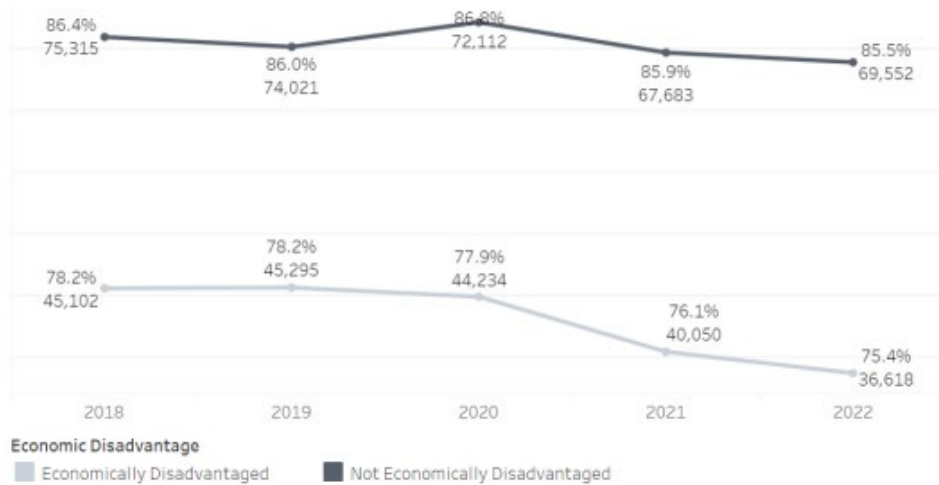
3 Keeping Students on a Pathway

4 Ensuring Students are Learning

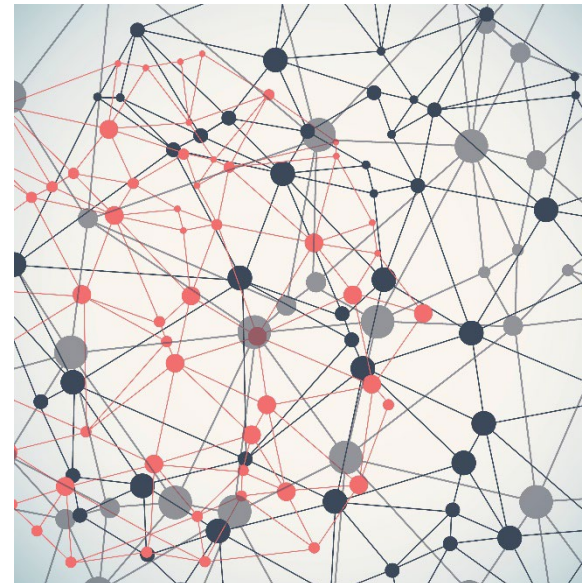
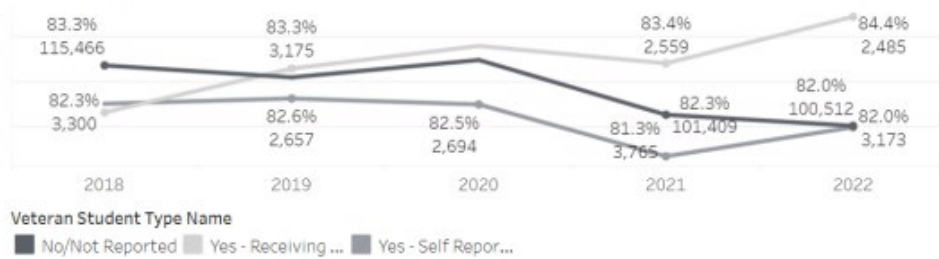


Data-Based Decisions

Economic Disadvantage



Veteran Status



Embedded Career Pathways

Embedded Technical Diploma (ETD)
WTCS Pathway Certificate (WPC)



- Responsive to employer and student needs
- Seamless transition between education and work
- Prepares graduates with entry-level skills in demand by employers



Life-Changing Results

WTCS Embedded Technical Diploma Career Pathway Employed Related Salary Distribution



Program Advisory Committees

WTCS colleges **actively engage** employers (Program Advisory Committees) in the career pathway design process

WTCS colleges coordinate their program design efforts with **local employers**

- Needs assessments that include employer surveys and employer focus sessions

WTCS colleges conduct rigorous **labor market analysis** for new programs

- Occupational projections
- Investigation of surrounding postsecondary education offerings to negate labor market saturation within a given occupation.

Employers are engaged in the **formal design** of program curriculum, including

- Program modification process via program advisory committees to verify WTCS
- Pathway design
- Curriculum development





One Size Does Not Fit All



K-12 Career Pathway Supports: The Story Of Nate



K-12 Career Pathway Supports: Academic and Career Planning

4 Stages to Successful Academic and Career Planning (ACP)

1. KNOW

Who am I? Get to know your interests, skills, and strengths.

2. EXPLORE

Where do I want to go? Explore career pathways and education opportunities.

4. GO!

Recalculate as needed.

3. PLAN

How do I get there?
Set your route! Set goals, choose courses, join clubs and activities, obtain financing, fill out applications, write resumes.



K-12 Career Pathway Supports: Regional Career Pathways

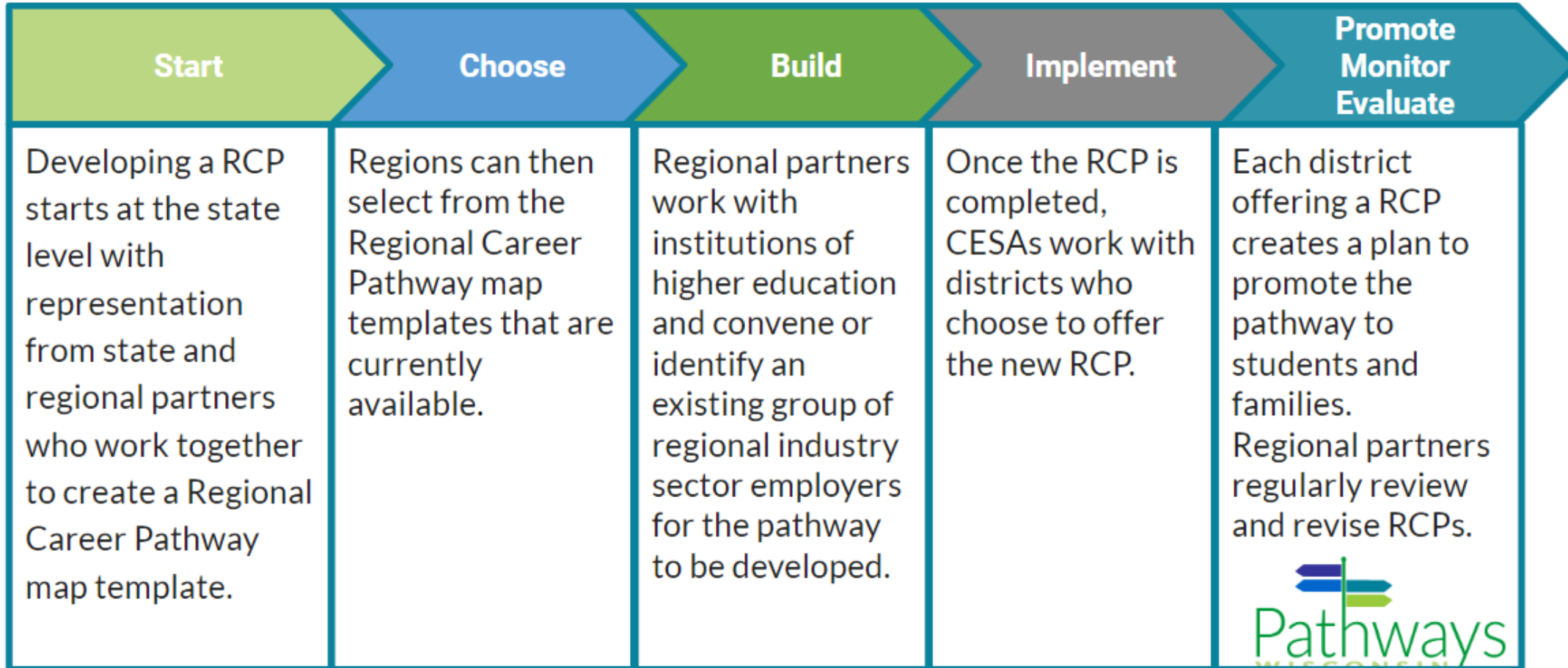
Goal of Regional Career Pathways

Deliver high-quality career pathways in high schools that reflect the needs and vision of a regional collaborative group of employers, educational representatives, and economic and workforce development leaders

- Garner students' attention, pique their curiosity, connect to their interests, increase their optimism, and feed their passions.
- All career pathways available to all students

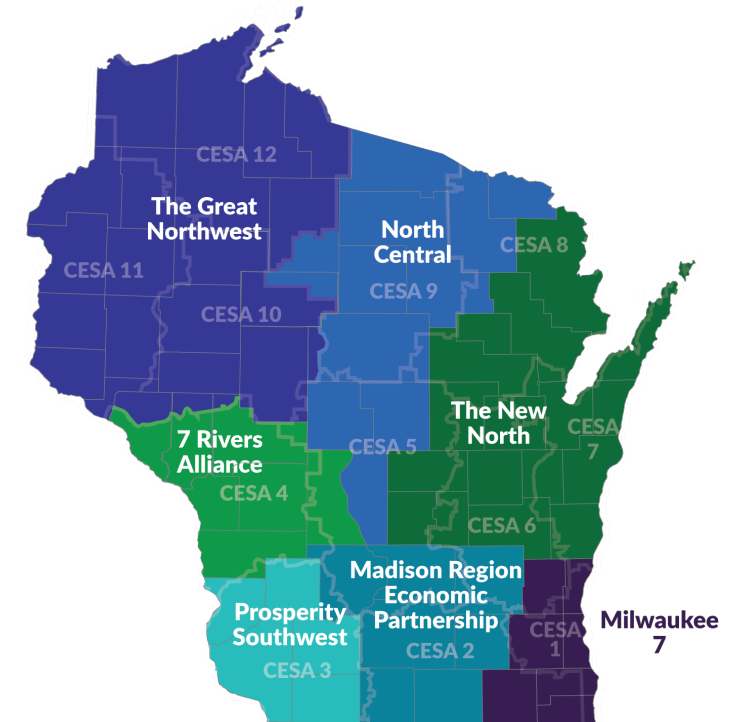


K-12 Career Pathway Supports: Career Pathway Creation Process



K-12 Career Pathway Supports: State Career Pathways

- [Advanced Manufacturing](#)
- [Agriculture, Food, and Natural Resources](#) (NEW–winter 2023)
- [Architecture and Construction](#) (up for review this spring/summer)
- Business Administration
 - [Business Management](#)
 - [Finance](#)
 - [Marketing](#)
- [Digital Technology](#) (up for review this spring/summer)
- [Education and Training](#)
- [Energy](#)
- [Patient Care](#) (up for review this spring/summer)



K-12 Career Pathway Supports: Regional Career Pathways

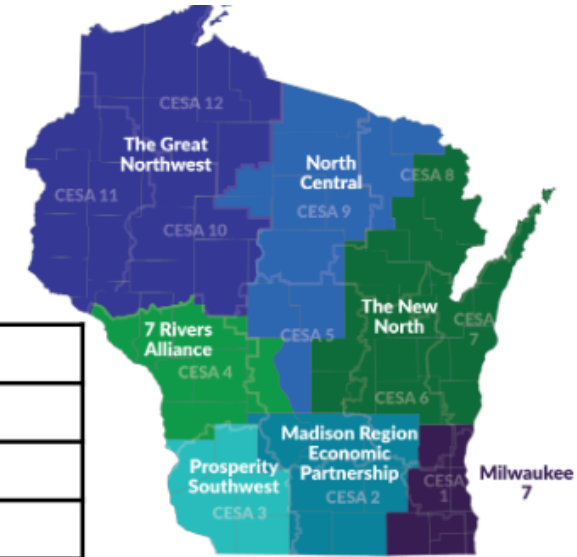
7 Rivers	Great Northwest	Madison Regional Economic Partnership	Milwaukee 7	New North	North Central Wisconsin	Prosperity Southwest
Advanced Manufacturing	Advanced Manufacturing	Advanced Manufacturing	Advanced Manufacturing	Advanced Manufacturing	Advanced Manufacturing	Advanced Manufacturing
Education and Training	Business Admin - Finance	Construction	Business Administration - Finance	Business Administration - Finance	Architecture and Construction	Construction
Patient Care	Business Admin - Management	Digital Tech	Construction	Business Administration - Management	Digital Technology	Patient Care
	Construction	Patient Care	Digital Technology	Business Administration - Marketing	Patient Care	Energy
	Education and Training	Education and Training	Education and Training	Business Administration - Marketing	Education and Training	Education and Training
	Patient Care		Patient Care	Construction	Business Administration - Finance	
				Digital Technology		
				Patient Care		

K-12 Career Pathway Supports: Get Involved

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<https://dpi.wi.gov/pathways-wisconsin>



Department of Workforce Development

Career Pathways

- Ensuring Pathways are Accessible for People with Disabilities
- Maximizing Collaboration across Partners



Wisconsin Career Pathways Advancement Initiative

- Rehabilitation Services Administration (RSA) Disability Initiative Fund (DIF) – Career Advancement Initiative Model Demonstration Project.
- Create capacity for career pathways, career advancement, and improved employment outcomes for people with disabilities.



Goals of Career Pathways Advancement Initiative

- Workforce Innovation and Opportunity Act (WIOA) partner collaboration.
- Train vocational rehabilitation (VR) staff how to implement career advancement via career pathways.
- Targeted outreach.
- Career pathways advancement services as part of VR.
- Evidence-based decision-making.



WIOA Career Pathway Partner Collaboration

- Increase co-enrollment in partner programs.
- Increase number of people with disabilities participating in career pathways and apprenticeship programs.

<https://dwd.wisconsin.gov/career-pathways/resources.htm>



Partner Tool: Career Pathways Website

<https://dwd.wisconsin.gov/career-pathways/>



Partner Mapping: Workforce Training Grants

Mapping Partner Resources

- Workforce training grants:
 - <https://badgerbounceback.wi.gov/exploredata#AmericanRescuePlan>
 - [Wisconsin Workforce Grant Dashboard](#)



Partner Mapping: "Nontraditional" Training

Mapping Partner Resources:

- "Nontraditional" or customized training

<https://www.movetomanufacturing.com/>



Partner Mapping: Financial Training

Mapping Partner Resources:

- Financial capability training

- <https://promising-practices.com/practices/financial/>
- [Wisconsin Financial Literacy Dashboard](#)



Disability: Part of the Equity Equation

Partnering with Equal Rights Division

- Training for job seekers/employees
- Training for trainers and service providers
- Training for employers



Pathways Advancement Targeted Outreach

Enroll 500 past, current, and future VR consumers

- Staff outreach
- Postcards and phone outreach to past consumers
- Fliers and website
- Partner programs

Soft targets

- Regions
- Demographics



<https://dwd.wisconsin.gov/dvr/career-pathways/>



Pathways Advancement Services

- Additional training funds
- Benefits counseling
- Financial literacy
- Soft skills
- Self-advocacy
- Assistive technology
- Employment services including customized employment, customized training, and tutoring as needed to reach their goals



Pathways Advancement

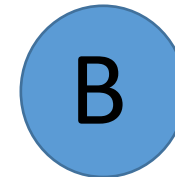
Evidence-based decision-making

- Create dashboards to track progress in enrollment, service receipt, and outcomes.
- Goals and strategies change based on evidence and project data.
- DVR consumers have increased jobs in health care, digital technology, construction, and manufacturing career pathways, measurable skills gains (MSGs), credentials, wages, hours worked per week, employer benefits and decreased public benefits.



Collaboration Time

1. What Part(s) of the Career Pathways Overview Resonated With You?
2. How Could Those Aspects of Career Pathways Benefit Those You Serve?
3. List 3 Action Items You Can Take (Almost) Immediately in Your Organization



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