**Transcript on Career Pathways Program Level – May 25, 2017**

>>"Please stand by for realtime captions." >> [Captioner standing by]

All right, it looks like it is the top of the hour. We are going to go ahead and get started. Thank you all for joining us today. For the second in our two-part career pathways training series. The DEI learning grant opportunity and career pathways. Today we are covering Intersecting DEI and Career Pathways Strategies at the Program Level, strategies at the program level. Many of you hopefully have joined us for part one on Monday where we covered career pathways at the systems level. Today we talk about the program level.

Walking us through that will be my colleague, 1012, the DEI clear pathways career pathways subject matter expert for the in the eye technical assistance team for the DEI grantees. And I am Miranda Kennedy, director of training. I will support Dave today as we walked through this information.

Let's go ahead and see what our learning objectives are.

Our hope or expectation is that today is a the mesh those of our joining us, our research coordinators, you will come away from the presentation able to explain career pathway strategies at the program, individual customer level. Be able to identify the similarities between the DEI project and career pathway program strategy. That you will be able, prepared, be able to prepare your partners for that effective alignment with existing career pathways models.. I know Dave has a lot to share on that. And also able to organize DEI partners to develop and implement a plan to increase the existing Career Pathways pathways in your area, including individuals with disabilities. I will hand it over to my Dave the bank -- colleague Dave.

Thank you so much Miranda to welcome everyone online. Thank you for coming back for those that were here for part one. Welcome to those who didn't hear part one. Which will be the catalog and I will [indiscernible] very soon.

Today's agenda, we will start off by briefly reviewing Monday's presentation on DEI CP at the system level. Next we will have strategies at the customer level. We will discuss parallels between the DEI connection with the Career Pathways programs on a customer level or individual level. And then discuss strategies effective to where DEI and CP capacity intersect for individuals with disabilities. >> So Miranda, what happened during Monday's presentation , on the systems level tranI career pathways alignment quick

You will have to help me recap this. We will recap it in three slides that we thought would be helpful for all of you. During the first part of the DEI Career Pathways two-part training we talked about the systems level. The next light will recap what we covered there, before we dive into the program level of the customer an individual level. So here on the slide you will see Career Pathways systems. What are they ? They are defined as a series of connected education and training, and support strategies, that enable individuals to secure industry relevant certification and obtain jobs within an occupational area. So at the systems level, Career Pathways's development is a broad approach for serving populations that may experience significant barriers to employment. And can substantively alter the way the workforce system delivers its services and its relationship with partner organizations and stakeholders. So at the system level it offers an effective approach to the development of the skilled workforce by increasing the number of workers in the US, who gain industry recognized and academic credentials that are necessary to work in jobs that are in demand.

As well as offering a more efficient and customer centric approach to workforce development, because they structure intentional connections among employers, adult basic education, support service providers, occupational training, and postsecondary education programs. And designed the systems to meet the needs of learners and employers. >> Let's take a look at this second of our three slides, recapping systems. Shall we.

You see in front of you Career Pathways, the framework for WIOA implementation. As I mentioned Monday, Dave and for me this is the most famous slide in Career Pathways history. This shows the connection between the six key elements that we dove into on Monday. And how they relate to interrelate to the primary focus of WIOA. It first needs to be established at the systems level and implemented at the program level that we will talk about today, with the individual Career Pathways program. This ultimately benefits the participant in the program as they seek to achieve their career goals. That is the system program participant at the bottom.

You see we covered on Monday, building cross agency partnerships, identifying industry sector and engaging employers, designing education and training programs, identifying funding needs and sources, and aligning policies and programs. As well as finally and importantly, measuring system change in performance. So Dave, for the next light, why don't you tell us a bit about aligning DEI and Career Pathways at the systems level. And what the value is in doing that.
Sounds like a plan Miranda, thanks. Although this is definitely not an all-inclusive list of every valuable part of the system alignment, it is a few of the most important features that we have with value.

First and foremost, increasing business community awareness. At the systems level we examined how the DEI Career Pathways alignment increases business community awareness, benefits and return on investment, hiring people with disabilities, as well as help recruit jobseekers. It also talked about integrating system changes for Community of Practice WIOA and other partners, by and's -- inclusivity, relative program people with disabilities.

And then discuss apart the important part of aligning policies, practices and leveraging funding across systems, for the basic workforce system and its partners, providing integrated careers pathways programs.

Next we talked about establishing measurable goals. WIOA focuses on establishing goals for more accurately tracking participation of jobseekers, and provide jobseekers with disabilities and those career pathway programs. And finally, to develop strong evaluation methods. We share the need to develop strong evaluation methods to determine successful outcomes which can be replicated and expended in all workforce development areas. And if DEI goes away we can still access it if we need to go through and benefit our workforce systems.

Miranda, I think it's time for a polling question.

Absolutely. We want to make this more engaging. We have three polling questions today. This is the first polling question. Get ready to answer. It will be on the right-hand side. I am opening it right now. The polling question is, at the systems level our workforce system is incorporating DEI into Career Pathways. The possible answers are yes, no, not yet but were working on it, I still don't understand how to do that, and I feel that's above my pay grade. If you can take a moment and answer those questions, that would be helpful to us. We are seeing a number of your getting started, some already finished. We will give you another 30 seconds or so. Over on the right-hand side of the screen, click on your answer and it should be as simple as that I believe. >> I am heartened to see the number of people saying yes that a majority of folks, 61% are saying yes. For those of you that are not, that's why you're here today, we can help you out with that, right Dave.

That's a wonderful number. I'm very happy to hear that. An opportunity for us to concentrate on the people who need more assistance. We appreciate [indiscernible]

A couple of folks say not yet but they are working on it. A couple of folks saying I still don't know how to do that.

And we do have, one person saying they feel that's a babe above their pay grade.
We will close down the pole and keep moving forward. It takes about 20 seconds to close the pole. >> We had about 11 folks saying yes, one said not yet. To said still don't know how and one set above their pay grade. Keep that in mind as we move forward with the rest of the discussion today about the program level. It is helpful for us to know what's happening at the systems level.

And please, definitely, if you said not yet working on it, or I still don't know how, please reach out to us in your technical assistance folks in your state. Make sure we can help you get on track with those. I believe right now everybody would benefit from a definition of Career Pathways at the customer level.

Miranda can you help us out that.

I will try. Let's go ahead. I definitely agree with Dave, let us know if that's what your TA is here for, not just the webinars but to talk you through stuff. If you still have questions at the systems level, let us know.

So, Career Pathways at the program level. Getting you up and started . Career Pathways at the program level, is where a single training initiative, the program, a single training initiative that contains one or more essential components. Curricula that integrates appropriate basic education and occupational skills training. That make work essential context for learning and work readiness skills. And the second is multiple entry and exit points. This is potentially very good for individuals, balancing family and workplace demands, with training. And third, comprehensive support services. So it is not a given that all career pathways programs include supportive services, DEI partners can offer many needed services such as assistance with childcare, transportation, maybe especially valuable for career pathways participants.

What else might belong there? Financial support, flexibility in the program. This is to enable individuals with various employment to meet financial needs during program participation. A big part of WIOA also did

As well as a specific focus on local workforce needs. Let's talk about that for a second. That's where this is aligned with the skill needs of targeted industry sectors. Discovered through the collaboration between service providers and businesses. Or the business is now the partner did
And number six, this is offering strategies, programs where they offer strategies to accelerate educational and career progress. Such as credit for prior learning, shorter trainings that meet employers needs, as well as flexible work schedules the alternative class times and locations. Innovative use of technology and other necessary accommodations.

So Dave, can you tell us about some of the features of the quality career pathway.

I can do that. I can do my biggest. The next few slides we will delve deeper into some of those areas that you just discussed in the definition. First and foremost, some of the features of quality Career Pathways. Please come from the alliance for Career Pathways, and on the bottom is a footnote where I got this information from. I definitely feel this is important information for everybody thinking about connecting to your Career Pathways programs that exist already. First and foremost, well-connected and transparent education, training, support services, and credentials within specific sectors or cross sector a patient's -- occupations. Often those are delivered via a number of different link and aligned programs. Existing Career Pathways programs benefit when linkages are developed with organizations that provide proactive, integrated training and support services that assist the individual in navigating what we know is often a confusing or poor system.

The second, the multiple entry points that enable well-prepared students, as well as targeted populations to successfully enter a career pathway. So individuals are set so they can enter a program of study at a level they can succeed at, based on their skill level and personal situation.

Targeted populations served by career pathways may include individuals with disabilities, health education or other lower skills adults, English-language learners, ex-offenders, or current offenders, to connect, or some form of military personnel, unemployed adults and of course others.

The third, multiple exit points at successfully higher levels that lead to self, or family supporting employment and are aligned with subsequent entry points. >> This is the opportunity to be able to jump off when something going on with the family, or for life circumstances that come up, allowing somebody to leave a job or position to get more training, or to deal withthe situation coming up, at the home or in their life.

Career Pathways include clearly marked on ramps and off ramps to enable students to enter, reenter and exit at multiple points. Ultimately participants are able to enter and exit the Career Pathways letter through the course of their careers periodically earning additional certificates and credentials leading to petitions of increased responsibility and higher wages.

Next, program and career on ramps help undecided students by allowing them to select on ramps within a chosen pathway at his or her program of study. This model which was taken from Lorain County community College in Ohio, illustrates a student will spend more time on a program and career on me up on-ramp is a chosen pathway while he is exploring a career and academic option in the pathway. The program and career on-ramp is designed to put an individual on the right path to a career, even when the individual doesn't have a clear career goal, or know what level they would like to earn.

It ensures that the course sets the individual in the right direction. Putting them in the direction to a positive direction. Whatever the ultimate decision, that student can build upon the past coursework overtime. Quality career pathways are designed around real-world needs. The goal is to give an individual the ability to explore career options, but get to work as quickly as possible.

Next. Generally healthcare is one of the most consistent business sectors that are constantly seeking qualified, dedicated staff. Here is an example of industry focus career path, to obtain a registered nurse license. >> Let's see how the student navigates her path. After receiving certification through an entry-level position, shoes and can begin her Susan can begin her path at any area. Home health, personal and home care aide or personal or home professional. A few areas where she can start on her career path. The next journey, training for CNA certificate. She can do so while working, or she can take an offramp so she can focus on CNA training and possibly finish faster. Susan then can get a job as a CNA. She loves her new job and better pay but she's not quite satisfied. So her next move on her career path has two different avenues. She can either train for LPN or LVN which she may or may not be capable of doing while continuing to work as a CNA. Or she can go directly to a RN training that likely will be very intensive and may cause her to leave her position so she can have a fast track to the RN license.

This is pretty simplified as an example but I'm hoping it helps paint the picture for a prospective career pathway. >> So functions of a quality career pathway. First as we have learned by effectively implementing the integrated resource strategy through the first six rounds of DEI, major contributors of equality career pathway quality Career Pathways with the development of a plan by centering pathway goals and objectives around current life circumstances of the individual will likely buy into the plan and be accountable for their part in each step of the process. And that can be a difficult stumbling block a lot of times with making sure they stay focused on what the process is. This can take a lot of pressure off the individual as they witness the Career Pathways plan coming to fruition.

Next is consistent and non-duplicative assessments cover education, skills and assets/needs. Major obstacles for jobseekers often, the redundancy and overburdening of evaluation throughout the process , assessment process that each system requires. Although there are certain aspects of an evaluation process mandated by funders for each specific system, there are many opportunities for different systems to compare assessment and forge common information into a document that can be used by WIOA partners and others, to provide consistency and prevent customers from giving up in frustration.

And finally, employment, support services, not finely but support services and career navigation assistance to facilitate transitions. The transition between levels of the individuals career path, optimally will lead to the individual's inability to stay on track. It will help guide students from one step to the next to earn postsecondary are reckoned diced recognized credentials. Bridge programs engaged jobseekers and accelerating learning expenses experiences and to actualize his instruction across the progress along the career pathway. Bridge programs can also focus on day one readiness and workplace foundational skills to ease transition to the workplace.

And now finally, employment services and work experiences. Service providers and employers often seem to speak different languages come making it challenging to find shared goals and limiting employer engagement in Career Pathways and development. In staff shortages and increased workload keep members from keeping up with current industries standards and technologies. It often impacts the industry knowledge needed by various work-based learning opportunities, for state-of-the-art technical courses. Dialogue between WIOA partners and employers can help ensure that career pathways incorporate skills and certification, that truly aligned with industry needs and provide employment and high-value fields. Next. >> So this is an opportunity to take a look at how many crossover, how much cross agency activity goes on within partnering systems and career pathways. The career pathway plans do not have to articulate [indiscernible] population in the state. WIOA career pathway simply means the intersection of the systems that serve individuals with barriers to employment [indiscernible] sectors in demand. Partnership and focus on credentials [indiscernible] youth and adult [indiscernible- static] WIOA requires that a career pathway or activities have both enough structure and enough flexibility to describe the intersection of partnership activity across key public systems.

I think it is time for another polling question. What say you? >> [no audio] >> Hello, hi Dave. Sorry for leaving you. Hello everyone. My mute button is next to my hang up the phone button, sorry about that. That was very exciting. More than I had anticipated. Okay, have you read the polling question?

I haven't. I thought I lost contact.

That was me, not you.

That's really true. So the polling question is, I will post it now on the right-hand side, are WIOA core and other partners such as TANF, mental health, vets, others, and acting to create an inclusive pathway in your area ? The responses are we are well connected with one another and get along like a house on fire, or this connection just started and were learning that to step on one another's toes, or we are stuck, everyone wants to keep the silos in place, WIOA in name only. Their anonymity shall be respected and honored.

So if you folks are starting to answer. If you will take a second on the right-hand side, it would be helpful if you weigh in on this to give us the context for the audience we are speaking to today. >> So far about a third of our folks. These are interesting results. I will wait another 20 seconds before I share.

I will be more comfortable careful about the mute button in the future.

Do tell, you have me all excited.

That was a mad to do I need to dial back in? Okay. So folks, we have a few people still in progress. Putting their answers and. It is looking like the majority of folks are saying they are well-connected. Followed by the conversation is just started . And some people are saying they are stuck. Everyone wants to keep the silos in place.

I will closeout that poll. It will take a couple of seconds.

And we can move along. To the next couple of slides. I think I will get this section started Dave.

I will get you set up for talking about it more deeply, but I'll start out talking about the linkage between DEI and the CP program strategies.

Let's look at that, shall we.

Why career pathways? The WIOA definition of Career Pathways has a strong focus on the interdependence of career pathway programming with industry structures and defines specific features and functions of a Career Pathways program. Local workforce development areas have an expectation to implement career pathways strategies as the new norm. This work required the change of mindset. Developing Career Pathways involves the process of coordinating and connecting different parts of multiple public and private services and activities to make up a comprehensive education and training system. And WIOA increases the emphasis on cross system alignment, strategic planning, performance measurement and data collection and utilization. It sounds a bit like doesn't it. I don't want to step on their thunder but the similarities are what he will be talking about in 20 seconds.

For the final bullet, this is really a major focus of WIOA. Not looking at employers as customers but equal partners. Without employers feedback on what is missing from their workforce, we really have no opportunity to successfully place people who are truly filling the gaps in meeting the needs of the local economy.

Dave, take a swing at telling us all about the similarities between the DEI and Career Pathways strategies but considering the significant amount of time you have spent in the past, at the bat playing ball, I'm sure you can knock this one out of the park.

I'm hoping at least I can get a double. Let's see what happens.

Thank you for making the baseball reference. I really appreciate that. At the onset of the DEI round five, state grantees begin the challenging process of developing strategies to align DEI approaches with existing state and local career pathways models. The learning curve for local DEI teams [indiscernible] to this point most Career Pathways focus is a focus of the educational partners such as community colleges, career technical education in secondary schools. The more we study how WIOA focuses on career pathway models, we recognize these models parallel to assist jobseekers and employers got to gain positive outcomes. Employment of well-trained workers. To increase the ability of the US economy and systems in a positive direct action direction.

Looking at a few similarities.

Developing partnerships between organizations with similar goals. WIOA encourages career pathway systems to include the participation of employment and training programs to develop a compliant demand for training programs, in order to develop a more comprehensive education and workforce system. That can work together. DEI encourages development of partnerships and agencies, and advocates to work with customers. Very similar, very well aligned.

Next, seeking training opportunities in high demand industries. WIOA supports cross agency partnerships that were to align systems and provide education and training options and focus on skilled demand of regional bull regional and local economy. >> [indiscernible] of DEI. One of the primary strategies is focused training and placing opportunities for persons with disabilities on emerging and and existing energy sectors to help with employment.

Next ensuring customer needs are primarily important. Another emphasis of WIOA, person customer centered approaches for overcoming barriers. If a customer is involved in most aspects, the customer has a natural inclination to buy into the process. Excuse me. Career pathways models focus on customer inclusion during their journey, and as we know DEI focuses on participants at the center of our coveted resource team.

Next, working with businesses to find and train qualified employees. The success of a Career Pathways program and DEI strategy depends on the outcome and how well they align with employer needs . Without employers is a full partner in development and ongoing implementation, chances are Career Pathways training may not align with the business need. Similarly, employers are constantly asking for qualified workers by developing relationships with the business community, the DEI team can educate employers in the value of hiring people with disabilities, and ensure the business needs are met. Ideally, employers benefit greatly by engaging in pathway development including serving on advisory boards, developing curriculum, providing work-based training opportunities, and leading sector and regional partnerships.

The strategies improve the opportunities for both employers and jobseekers with multiple barriers to employment reaching their goal.

Last, shifting from specialized services to system norms. The career pathways program, providing employment services to individuals with multiple barriers to employment have been part of the workforce system for a long time as we know. With the introduction of WIOA the strategies can effectively change to a more specialized program, such as research and demonstration programs, which go away as we know to being business as usual. By assisting jobseekers and meeting long-term goals, workforce systems should see a decrease in repeat customers, as more people find success.

Next.

Let's talk a little bit about the alignment between WIOA --

Career Pathways and the DEI program. [indiscernible] a primary connection of DEI Career Pathways programs not only provide more opportunities for people with disabilities but also prepare skilled employers employees. And the service providers who serve people with disabilities, more opportunities for identifying individuals who are well linked and capable to begin a journey on their own career path.

Next, alternative assessment focuses on the jobseekers strengths, allowing the supporting staff to choose appropriate assessment for jobseekers with different learning styles, maturity levels, learning disabilities, physical disabilities and other characteristics that can affect performance.

Next, develop flexibly designed training, support services and workplace strategies. By providing apprenticeships, on-the-job trainings and pay for experience for individuals with disability we promote awareness of effective assistive technology and other disability accommodations. We also educate work pathways programs for crucial services that may be gaps in the services they are providing now. We assist with staff training for the employers hiring people with multiple barriers.

Such as type of training to include staff attitude support, people with disabilities, disability etiquette, customer disclosure, and benefits of hiring job ready individuals with a disability.

Next. All right, we will now talk about developing a local DEI /tran09 connection. Something that is really what I've been looking at for a long time. I think we will start out first with the third and final polling question. Miranda.

You can feel the relief that I managed to hit unmute. Hello. Our third and final polling question. We will talk about the DEI/CP connection that we wanted to start off with this question. I'm opening up the pole now and I will go ahead and read it to you. I know we have a number of folks calling in.

Our question is our, that means your DEI/CP team looks like: the options are. 1980 USA miracle on ice hockey team, when we beat the Russians. The second is Groundhog Day, starring Bill Murray. Or West side story, us versus them. The pole I have given another option, other. If it's not either of these three, right in the chat what it is like. >> I know Dave wants to take this poll but he is a panelist so he can't. Someone came in with castaway Dave.

Tom Hanks on an island by himself, with the Wilson volleyball.

That is a good, quick.

Would you be a shark or a jet is my question. >> I think I would be a jet.

Yes. We are getting a lot of answers. A mixture. A pretty even mixture of all of the responses so far Dave. We will give you guys another 10 seconds. We have a few folks in progress. We do want to hear from you did quickly jot down your answers if you would. This is very interesting.

I know you all are riveted on your seat. To see which category wins, it's the majority. It is an interesting one. A little suspense build. Waiting for this last person. We are getting a lot of chats. People are giving it good for, thought. The 2017 New England Patriots. I have to say Dave, he wanted that to be one of the polling questions but thought it would be controversial. One of you came in with that is a response, awesome. And someone else, I can't wait to see the second one. Audience of the galaxy , working towards the final goal. Very clever.

Those are fascinating responses. We do have about the same amount, people are enjoying the guardians of the galaxy response. Brilliant.

We have kind of an even between the other answers. Groundhog Day. Although we do have some folks saying West side story. And we have two who I think we need to talk to Dave. In 1980 miracle on ice hockey team. Good for you. Please don't lord it over everyone else.

Definitely going to be [indiscernible- multiple speakers]

Practice with those folks. Right.

Let us know who you are this is an in the Morris anonymous call.

I will go ahead and close the pole. Thank you for having fun with us.

Just checked the chat real quick to see if there's anyone else commenting . It takes a couple of seconds to close the polling.

Those are some interesting responses.

They are. I like them a lot.

I will hand it over to you to talk a little bit more about developing the DEI/CP Career Pathways connection and get the guardians of the galaxy going home.

We will go right down. I will say over and over again. I can't do that. You will have to see the movie.

Let's see, developing a DEI/CP Career Pathways connection, first and foremost the first thing we need to do from the gate is create a core DEI/CP. An effective core team is made up of individuals from a mix of agencies, most of them disability service agencies. That may work with people with multiple barriers that may not necessarily be disability service agencies. Those people that have a passion, and experience with the cross collaboration. You work together. Experience has shown the Bess laid plans quickly get on the back burner. Plans don't have leaders to keep it on track.

Next, understand the career pathway mission vision and goals. It's imperative to understand the current status and direction of your existing career pathways model, and local career pathways programs. Find the Career Pathways strategy in the WIOA plan and up-to-date information on the Career Pathways program should be available from your WIOA state partners in the workforce development board or Department of Education. [indiscernible] education. Rehab, different administrators to find out what's happening and what programs are currently running in your state.

Next career pathways must speak a common language. Partners need a shared definition of career pathways, hopefully with the WIOA definition we talked about yesterday and again today. Monday and again today. And key concepts to get them into our own strategic plans, goals and strategies. Into new and existing policy to support Career Pathways.

And then DEI/CP members need to know their value. The DEI/CP team needs to get intimately together to know each other by laying out the resources and expertise of each partner, so the team can clearly formulate an action plan for the existing Career Pathways program administration and leaders, that will show tremendous benefit to having the DEI/CP team as a member of the existing Career Pathways team. And finally, share that Career Pathways with that existing Career Pathways system in your region and your state. And in local areas. Once the team agrees on the impact of the DEI/CP partnership , will have on the existing system, local Career Pathways and DEI leaders core team bring information to the Career Pathways state administration as a group to show unanimity and effective pathway changes for people with disabilities that

Next. So here, this is a list of some of the service providers who serve customers and likely will have resources and expertise that will benefit an existing Career Pathways program while illuminating the skills and abilities of people with disabilities. Such as the WIOA core partners, title one through four , community college disability student services, protection and advocacy, deaf and blind services, mental health services, housing services, child care and transportation services, equal employment opportunity centers, independent living centers, assisted services, TANF services , veteran services, and if anybody can think of anything to add to the list that would be helpful while I am talking.

Thank you Alan.

Resource mapping is an effective tool to let the Career Pathways DEI/CP team understand the agency, and achieving career goals of targeted populations. It is imperative to know what gaps in the existing Career Pathways programs, the team can fill with their existing strength resources and experience.

Next slide. It is important to define the roles and responsibilities of all partners. This slide outlines some of the common goals and responsibilities behind key partners in developing career pathways systems. This is talking specifically about creating an effective resource map. Early in the development of a Career Pathways system the team may decide which person and/or agency will take the lead in coordinating the leadership group activity and assigned task for pairing out the initiative. Consideration should be given to the establishment of these one full-time staff positions in the lead agency to oversee and coordinate leadership team activities. That is more a higher level, maybe after an existing Career Pathways. It may not be feasible at the DEI team level. By creating a map of each partner available resources and expertise, the team will clearly understand each providers value to the existing Career Pathways model in their regions and states. So some of the questions they ask on the list here, what services are currently provided . Who provides them. Where are they located. How effective are these services. What are the gaps in each providers services. What is the capacity of the service providers. What are the total employment and training resources. What are the total resources for the whole. How flexible are the resources available. And are there any additional resources that are not previously spoken about?

Next slide. Let's talk about getting ready for action. Getting ready to get this in gear. First we start off by creating that Career Pathways DEI team. A prerequisite of defining the roles and responsibilities of the partners within the Career Pathways DEI team , shared knowledge of services, each industry provides. The population it serves and the service model on which the programs are based. Understand each other's specific goals and resources and performance measures, and requirements before going forward. Next, each team completes an initial assessment of the DEI/CP career pathways alignment. It is really about conducting that surface and resource mapping session. This is the opportunity to put that into action.

Although many of the participating organizations and agencies are trying to achieve similar object moves, such as strengthening the local economy, it measures the progress in different ways. By understanding the core element of each partner's work, the leadership team can develop a systematic train work framework that complements everybody's goal. Then the action plan is developed. A DEI, Career Pathways team action plan is imperative to aligning the system. The team must clearly communicate expectations at each of the participating partners, also acknowledging the value of the contributions of the overall effort. Ortner's need to realize the importance and impact of their contribution.

They need to give lots of pats on the back.

And finally the career pathway goals are established. Each agency needs to understand that working with partners from other service delivery systems will not jeopardize their ability to achieve a positive outcome. I will repeat that. Each agency needs to understand that working with partners from other service delivery systems will not jeopardize their ability to achieve a positive outcome.

With this in mind the local Career Pathways provider can work with the team to develop a set of goals for the program. This will assist the DI -- DEI areas increasing the ability to capture outcomes performance goals with jobseekers entering and completing Career Pathways training, as well as give WIOA core partners a better opportunity to provide follow-up services in an effort to give each customer the greatest opportunities.

Next slide. Then the DEI/CP Career Pathways team works with management and partners to implement the plan. Buy-in from all the partners in the management and staff is vitally important for the action plan to be effectively implemented. And training multiple agency staff together on the new Career Pathways system will model collaboration and make sure all staff members learn the same information. Cross training is essential. To ensure partners know who to partner with and the participants needs to better serve the provider for the better resources and expertise on that specific me. If the plan is implemented, the DEI Career Pathways team needs to meet regularly to evaluate the current status of the system partnership. Focused both on what is working well, and challenges that are creating roadblocks. This reassessment process will allow the alignment between Career Pathways and DEI strategies to give careful consideration to the Career Pathways program.

Finally, the team shares challenges n-best practices with state administration . Use this performance status to demonstrate progress impact within the DEI career pathway alignment. Also supports partner buy-in and reinforces continued engagement overtime. When the team regularly reviews data and has been benchmarks, partners can make correction courses to be clear contributions are adding value. Next slide. >>

All right. So we will talk about the DEI Career Pathways team food for thought. This slide and the next slide. Dave and I will go back and forth. I will put out a challenge Dave, to the 2017 New England Patriots and the folks who said they are the 1980 hockey team. If they have additional or different ones to add, please put those in the chat. Because clearly you have a lot of these things figured out. Let's go through these. The first one, have definitions of key pathways terms and concepts been established ? A great question. Are those consistent across everyone. Everyone understands you're using common terminology and have that understanding of those concepts.

Dave.

Next, do partners meet on a regular basis to share their career pathways work , network new opportunities, and consider ways to expand their collaborations? As I said in the last slide, this is imperative . That your continuously meeting to make sure that things you have put into play are still working to find ways to work with things that are not necessarily working too well. Finding better strategies to move the career pathways model along. >> The next we have something to consider, as information been provided to potential pathways participants to outline the various educational and training opportunities and long-term benefits of the career pathways? This is really starting to get folks dreaming right Dave.

It sure is.

The American dream. Okay.

The next slide, last three of food for thought. >> The next question to think about, do employers understand the return on investment for participation in a career pathways system ? Do you have a relationship with your business community, with associations and existing sector strategy groups , that are asking these questions, that you have an opportunity to have these open conversations with about how they would benefit so greatly from opening up to allow people with disabilities to be a part of the conversation.

And the next question, is there an ongoing analysis of skill sets and workforce projections? That is ongoing, yes. Is that in place.

It is not one and done, it is ongoing right Dave.

Check with your labor market information, to make sure you have an ongoing conversation because the labor market shifts very rapidly.

And the final, are measures in place to assess the degree to which partners are collaborating and the results of the career pathways program? So has this core team continued, if there are partners that have been falling out of the partnership. How you can go about making sure they stay engaged in the process. It truly takes a village, as we say, to make an effective Career Pathways DEI alignment.

Next. >> All right. Let's do a quick summary. We have covered a lot of ground in this hour. We are coming into the last five minutes. What we have talked about today. Career pathways programs as the backbone of WIOA. And Career Pathways and DEI strategies how they are similar and well aligned . As well as how DEI builds upon existing career pathways programs and models. The importance of getting buy-in at all program levels. And we also talked here at the end about that productive core DEI/CP team, how having such a team can really help in terms of the collaboration, effective collaboration with the Career Pathways program making sure it is very inclusive. Incorporating those strategies of WIOA DEI.

With that we have a couple of minutes for questions. While we are taking down questions I will do a file transfer. For those that didn't capture the PowerPoint on your way and you can capture it on the way out.

Let me pull that up real quick. If you have questions raise your hand. We would be so happy to unmute you and hear your voice. Or you can put something in the chat or the Q&A. We would love to hear your thoughts and comments about today's presentation. The work you are doing in this area. We know there is probably a wide range of experiences. We have a lot of different grounds we are working on this at different levels.

Okay. Hang on. >> Dave are you seeing any questions coming in?

My Q&A box is not working. It shows there is nobody on line. I am not sure. I see some of the chat but not all of it.

Maybe we can raise hands? Is there a way?

Yes, I just asked folks to do that. We don't have anyone raising their hand currently.

I am having a hard time downloading the transfer file. A little bit of technical fun stuff.

Let me see if I can pull that up.

To give people an opportunity, something to consider. We do have someone weighing in. A good opportunity to move our project forward. I am happy to hear that. That was the person that felt like castaway. That is good right.

Very glad to hear that. >> I see nothing now. >> Okay. I was able to get the training for today on the screen. Do you see that Dave? Okay. All right. Technology today.

We have someone else sing partnership with schools and parents. Yes. For the youth projects, right Dave.

Absolutely. Parents, Piers, mentors. When you start thinking about there isn't a bad answer there. Anybody who can assist the program along and get involved in be an advocate, is absolutely right for being a partner with the DEI team. >> You never want to forget that.

I will go ahead and unmute Lauren's line. She was just at the conference talking about it . Our last minute, Laura you have had a big [indiscernible] can you share quick

I will be quick. When I really think is cool about this, with the national Association of workforce development professionals. During one of the sessions they talked about Career Pathways as big. They hear about it and know it is out there. But no one has seen it yet. Clearly, what you have learned on Monday and today, is we do know about it. And really DEI again is helping to pave the way and help the workforce system , which is what I got from the conference. They are really just trying to figure it all out. So DEI was listed, the host in 2014, when they change the focus to a career pathways focus. To get ahead of the game. I think it is cool for Dave and Maranda, who are really moving this forward. And have an idea of what this is all about. Working in their local areas, pulling it all together. >> Thank you very much Laura. Appreciate that. One of the things I do want to share, there is no perfect answer, there are no magical ways of making this all come together. It really has to do with what we all concentrated on for many years. That is the relationships between different systems, different programs, different partners. We continue to work in that capacity, and work towards not thinking like we are in competition with one another. I have seen that and it creates so many roadblocks moving forward. The more that we move towards a true collaboration, recognizing we need to work very smartly with what we have, will move it up to

Thank you so much Dave, thank you everyone for joining us today. The contact information is a there on the screen. hopefully you know how to get in touch with us. As you leave today, do a great favor of taking a moment. There is a quick three questions if you could just give us your responses to those questions as well as any other comments or feedback you have. we greatly appreciate it. We are looking forward to continuing to work on this with you, right Dave?

Absolutely, we are excited to

Great. Enjoy the rest of your day everyone. Thank you for being with us.

Goodbye.

[Event concluded]