

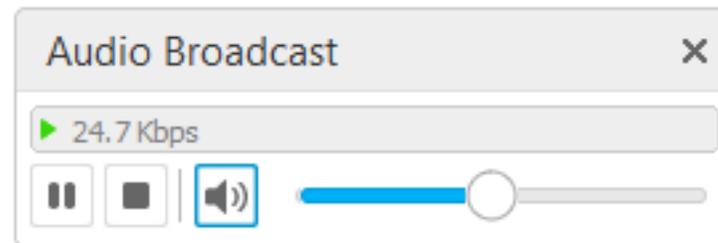
# Welcome to the Community of Practice for Inclusive Career Pathways

Brought to you by:  
**WINTAC, LEAD, DEI**



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## Listening to the Webinar, *continued*

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**For Q&A:** Please use the Q&A panel to send any questions you have during the webinar and we will direct the questions accordingly during the Q&A portion.

If you are listening by phone and not logged in to the webinar, you may also ask questions by emailing them to Shannon Edam at [sedam@ndi-inc.org](mailto:sedam@ndi-inc.org).

***Please note:*** This webinar is being recorded and the materials will be placed on the National Disability Institute website at [www.realeconomicimpact.org](http://www.realeconomicimpact.org)

# Technical Assistance

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If you experience any technical difficulties during the webinar, please use the chat box to send a message to **NDI Admin**, or you may also email Shannon Edam at [sedam@ndi-inc.org](mailto:sedam@ndi-inc.org).

# About the Community of Practice

This **Community of Practice** supports and shares ideas and insights into how to more effectively plan, implement and engage in career pathways to increase career opportunities for individuals with disabilities.

- Community of Practice members share a common interest or common goal.
- Members engage in joint activities and discussions, help each other and share information.
- Members build relationships that enable them to learn from each other.
- Members develop a shared repertoire of resources: Experiences, stories, tools and ways of addressing recurring problems.

Join us on the WINTAC website to collect resources, information and to share ideas, challenges and successes in an interactive web-based format:

[www.WINTAC.org](http://www.WINTAC.org).

# The Community of Practice Technical Assistance Team



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# CONNECT WITH THE LEAD CENTER

- ▶ **Website:** [www.leadcenter.org](http://www.leadcenter.org)
  - ▶ DRIVE (Data & Resources to Inspire a Vision of Employment): <http://drivedisabilityemployment.org/>
- ▶ **Follow the LEAD Center on...**
  - ▶ Facebook: [www.facebook.com/LEADCtr](http://www.facebook.com/LEADCtr)
  - ▶ Twitter: [@LEADCtr](https://twitter.com/LEADCtr)
  - ▶ LinkedIn: [linkedin.com/groups/LEAD-Center-4828089](https://www.linkedin.com/groups/LEAD-Center-4828089)
  - ▶ YouTube: <https://www.youtube.com/user/LEADCtr>
- ▶ **Contact us:**
  - ▶ Rebecca Salon, Project Director, [rsalon@ndi-inc.org](mailto:rsalon@ndi-inc.org)
  - ▶ Elizabeth Jennings, Asst. Project Director, [ejennings@ndi-inc.org](mailto:ejennings@ndi-inc.org)
  - ▶ Nancy Boutot, Cross-Systems Collaboration, [nboutot@ndi-inc.org](mailto:nboutot@ndi-inc.org)
  - ▶ Jamie Robinson, Cross-Systems Collaboration & Equal Opportunity, [jrobinson@ndi-inc.org](mailto:jrobinson@ndi-inc.org)



# Connect with WINTAC

**Website:** [www.wintac.org](http://www.wintac.org)

## Follow WINTAC on...

Facebook: [https://twitter.com/WINTAC\\_VR](https://twitter.com/WINTAC_VR)

Twitter: [https://twitter.com/WINTAC\\_VR](https://twitter.com/WINTAC_VR)

LinkedIn: <https://www.linkedin.com/in/wintac-vr-50021713b>

## Contact us:

In order to ensure that State VR Agencies have individualized and ready access to technical assistance by the WINTAC, we have assigned State Liaisons to each VR program in the nation. You can request TA from your State Liaison any time by e-mail or phone. The full list and contact information for the State Liaisons is available here:

<http://www.wintac.org/content/state-liaisons>.

# CONNECT WITH DEI & DISABILITY EMPLOYMENT RESOURCES

- ▶ **WorkforceGPS DEI Collection:** <https://dei.workforcegps.org/>
  - ▶ **Front Line DEI Resources:**  
[https://dei.workforcegps.org/resources/2017/11/17/13/18/Front\\_Line\\_DEI\\_Resources](https://dei.workforcegps.org/resources/2017/11/17/13/18/Front_Line_DEI_Resources)
  - ▶ **DEI Best Practices Highlights:**  
[https://disability.workforcegps.org/resources/2017/09/14/13/01/Disability\\_Employment\\_Initiative\\_DEI\\_Best\\_Practice\\_Series](https://disability.workforcegps.org/resources/2017/09/14/13/01/Disability_Employment_Initiative_DEI_Best_Practice_Series)
- ▶ **WorkforceGPS Disability and Employment Community:**  
<https://disability.workforcegps.org/>
  - ▶ **Join “Connect the Pieces”:** <https://www.workforcegps.org/register>

Online resource destination for the AJC network, people with disabilities, and employers and stakeholders who partner with the workforce system to provide services/programs to people with disabilities and other barriers to employment. Check the “Disability and Employment” box and other community memberships that can support your work.

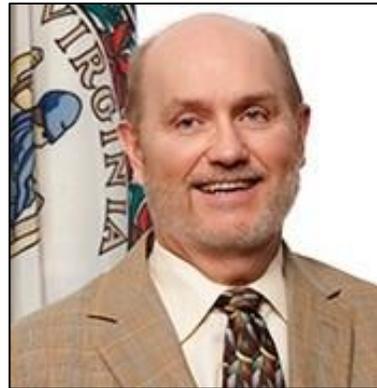
# Building Employment Opportunity through Inclusive Career Pathways



# Presenters



Sara Hastings, ETA  
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Joe Ashley, Assistant Commissioner  
Grants and Special Programs, Virginia VR  
Joe.ashley@dars.virginia.gov



Felipe Lulli, RSA  
Felipe.Lulli@ed.gov



# Objectives

- Gain a deeper and broader understanding of career pathways within WIOA's vision for workforce development and equal opportunity;
- Learn about Federal and state collaborations and resources, including the Career Pathways Toolkit to build a fully inclusive Career Pathways System;
- Learn how Virginia is leveraging resources and building a cross-partner Career Pathways system, consistent with WIOA requirements; and
- Share your successes, challenges and questions around career pathways in your state.

# Career Pathways: A framework for WIOA Implementation

Sara Hastings, Unit Chief  
U.S. Department of Labor



# Full Definition of Career Pathway

## WIOA Sec. 3 (Def. 7)

**Career pathway** means a combination of rigorous and high-quality education, training and other services that --

- A. Aligns with the skill needs of industries** in the economy of the State or regional economy involved;
- B. Prepares an individual to be successful** in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937;
- C. Includes counseling** to support an individual in achieving the individual's education and career goals;

# Full Definition of Career Pathway

## WIOA Sec. 3 (Def. 7) (continued)

**D. Includes**, as appropriate, **education offered concurrently with** and in the same context as **workforce preparation** activities and training for a specific occupation or occupational cluster;

**E. Organizes education, training and other services** to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

**F. Enables an individual to attain a secondary school diploma** or its recognized equivalent, and at least one recognized post-secondary credential; and

**G. Helps an individual enter or advance** within a specific occupation or occupational cluster.

# Title I, Subtitle A – System Alignment, Chapter 1 – State Provisions – Sec. 101 State Workforce Development Boards

## (d) FUNCTIONS — The State board shall assist the Governor in ...

- (3) the development and continuous improvement of the workforce development system in the State, including —
  - (B) the development of strategies to support the use of career pathways for the purpose of providing individuals, including low-skilled adults, youth and individuals with barriers to employment (including individuals with disabilities), with workforce investment activities, education, and supportive services to enter or retain employment.



# Title I, Subtitle A – System Alignment – Chapter 1 – State Provisions – Sec. 102 State Plan

## State Planning Information Collection Request

### Overview:

- One of WIOA’s principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers.

### (c) State Strategy:

- Describe the strategies the State will implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways, as required by WIOA Section 101(d)(3)(B)(D). Career pathways is defined at WIOA Section 3(7) “In-demand industry sector or occupation” is defined at WIOA Section 3(23).



# Title I, Subtitle A – System Alignment, Chapter 2 –Local Provisions – Sec. 107 Local Workforce Development Boards

## (d) FUNCTIONS OF LOCAL BOARD —

- (5) **CAREER PATHWAYS DEVELOPMENT** — The local board, with representatives of secondary and post-secondary education programs, shall lead efforts in the local area to develop and implement **career pathways** within the local area by aligning the employment, training, education and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.



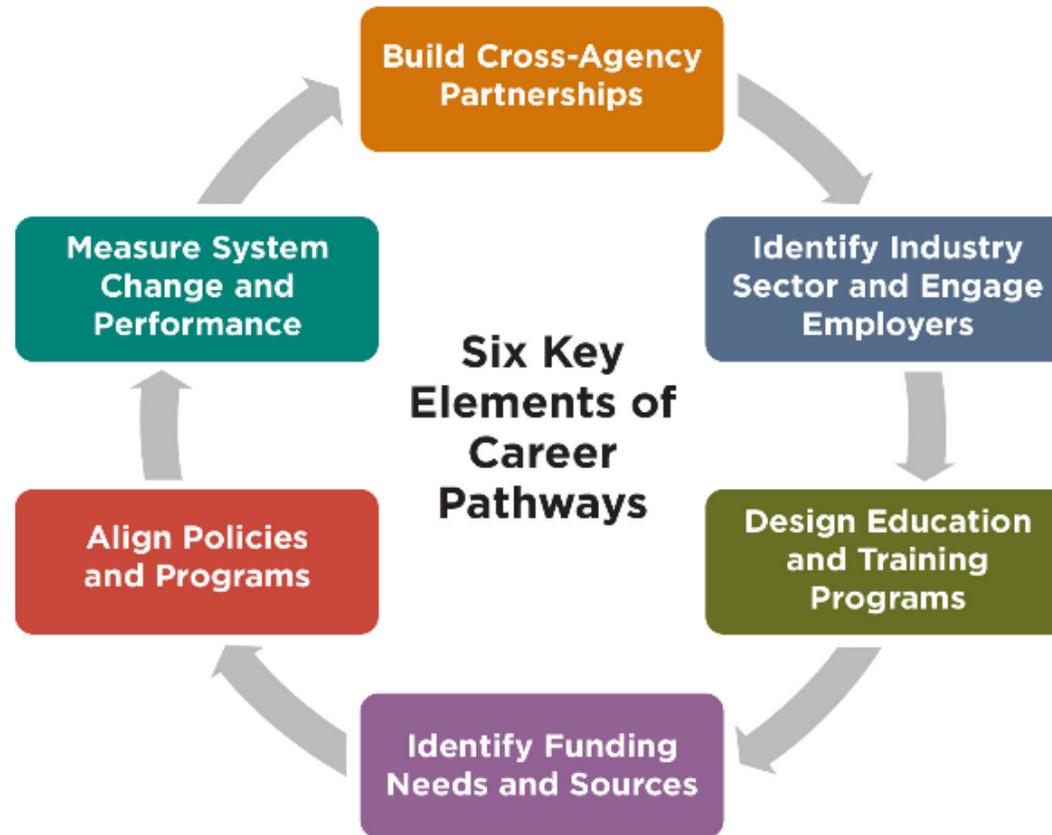
# Title I, Subtitle A – System Alignment, Chapter 2 – Local Provisions – Sec. 108 Local Plan

## The local plan shall include —

- (b)(3) a description of how the local board working with its partners will facilitate the development of **career pathways** and co-enrollment, as appropriate, in core programs; and improve access to activities leading to a recognized postsecondary credential.



# A Framework for WIOA Implementation



# Career Pathways Commitment Across Federal Government



April 28, 2016

Dear Colleagues:

We are pleased to let you know that the Federal partnership regarding career pathways has been expanded and strengthened. We hope that you will continue to build similar collaborations at State, local, and tribal levels.

# Career Pathways: Connecting the Dots With Virginia VR

Joe Ashley,  
Virginia Vocational Rehabilitation



# Career Pathway Efforts in Virginia

- 2008 Executive Order creates Virginia Career Pathways Task Force.
- This included eight state agencies charged with workforce and economic development programs.
- Task Force was charged with creating a Career Pathways Strategic Plan.
- Task Force developed shared vision, consistent definitions and systemic expectations of career pathways for various workforce programs.
- VR Membership added in 2010.
- Governor goals for credentials for middle skills jobs.

# Career Pathway Workgroup Membership

- Governor's Office – Chief Workforce Advisor
- Virginia Community College System – Multiple Programs
- Virginia Economic Development Partnership
- Virginia Employment Commission – WIOA Title III
- Virginia Department for Aging and Rehabilitative Services
- Virginia Department of Education – Multiple Programs
- Virginia Department of Labor and Industry, Division of Registered Apprenticeship
- Virginia Department of Social Services – Workforce Development
- Virginia Department of Veterans Services – Transition and Employment
- State Council of Higher Education for Virginia

# Career Pathways Workgroup

- Serves as the Advisory Committee for CPID.
- Ensures project efforts are consistent with state career pathway direction and combined state plan.
- VR participation provided insights to developing grant goals, activities and technical assistance.
- Reinforced CPID “demand side” focus.

# The CPID System Alignment Efforts

- Grant activity included the alliance for Quality Career Pathways survey.
- Focused in targeted workforce development areas.
- Meetings convened by local workforce development boards.
- Designed to determine Career Pathway focused services and gaps.
- Local workforce areas suggested initiating with Systems Alignment Meeting.
- Currently on Round 2.
- Identified strategic partnership with other federal grants, such as DOL/Valley2Virginia Apprenticeship grant.

# Looking for an Edge

- Assistive Technology and advocacy can “level the playing field.”
- Adding “demand side” focus with attention to industry recognized credentials provides an edge for VR clients.
  - CPID Staff co-located with Virginia Manufacturers Association.
  - Collaborated to develop MTT Training – now recognized as DOL Pre-Apprenticeship Program. Also has an articulation agreement with the local community college.
- Dedicated Assistive Technology staff can enhance access to training and employment.

# Looking for an Edge (continued)

- Enhancing curriculum accessibility increases opportunity.
  - Robotics and Cybersecurity Academy
  - Started with academy curriculum from general career and technical education program.
  - Revamped to include access for blind, low vision and other disabilities to access information.
- Community College Workforce Certified Logistics curriculum
  - “Demand Side” Employer Meeting
  - “Supply Side” Service Meeting
  - Collaborative Adult Ed/Integrated Education and Training and community college curriculum development.

# CPID/DEI Crossover

- Northern Virginia IT focus
- Resource Sharing
- Mutual Benefits

# Career Pathways for Individuals with Disabilities (CPID)

Felipe Lulli,  
Rehabilitation Services Administration



# CPID Mission

Brings individuals with disabilities to the forefront of the WIOA promise of economic opportunity through career pathways.

Funds the State Vocational Rehabilitation agencies of **Georgia, Kentucky, Nebraska and Virginia.**

Expanding education, training and employment opportunities for individuals with disabilities in such fields as information technology; advanced manufacturing; transportation, distribution and logistics; healthcare; and construction and architecture.

# CPID Activities

## **CPID activities include the following:**

- Targeted outreach to VR-eligible individuals;
- Career exploration and counseling;
- Pre-Employment Transition services for students and youth with disabilities;
- Customized Employment and work-based learning opportunities, including internships and registered apprenticeships;
- Flexible work, education and training arrangements, assistive technology and other workplace accommodations;
- Comprehensive support services, including benefits planning, educational and financial supports, self-advocacy training, and family engagement;

# CPID Activities (continued)

## **CPID activities include the following:**

- Expansion of education, training and career advancement opportunities through engagement with ...
  - Employers and industry associations,
  - State and regional workforce development boards and statewide advisory councils,
  - State and local education agencies, institutions of higher education, and career and technical training centers,
  - American Job Centers, community rehabilitation programs and support services providers, and
  - State departments of labor, education, and economic development, among others.

# CPID Grantees Approaches and Strategies

## CPID grantees' distinct approaches and strategies

- **Georgia:** Students and out-of-school youth with disabilities -- uses social media for outreach, career exploration and career readiness, including a catalogue of engaging and formative game apps available at the Google Play Store and Apple App Store.
- **Kentucky:** Work-based learning opportunities, including registered apprenticeships.
- **Nebraska:** Upskill/Backfill model for both career advancement and entry level opportunities.
- **Virginia:** Partnership with the Virginia Manufacturers Association (VMA) in advanced manufacturing training, certification and production design.

# CPID Grantees Approaches and Strategies (continued)

## CPID initiatives in registered apprenticeships and customized employment as strategies within career pathways:

- **Georgia VR:** Working with the U.S. Department of Labor's Employment First project and with several labor unions to expand customized employment and apprenticeship opportunities for CPID participants.
- **Kentucky VR:** Sponsored an Employers Conference on apprenticeships, drawing over 120 secondary to post-secondary educators, employers and other workforce development leaders in collaboration with the Kentucky Workforce Cabinet and the Kentucky Department of Labor's Registered Apprenticeship Office.

# CPID Grantees Approaches and Strategies (cont.)

## CPID registered apprenticeships and customized employment initiatives:

- **Nebraska VR:** Provides customized employment and apprenticeships for CPID participants through its VR Certificate program -- in partnership with community colleges and businesses -- and engagement with individual employers.
- **Virginia VR:** Has established a pre-apprenticeship program at its Manufacturing Technology Training (MTT) program and worked with Hershey Corporation to establish a registered apprenticeship program. Already, one MTT graduate has been placed in the Hershey program.

# Additional Information on CPID

- Information about each CPID project at the National Clearinghouse of Rehabilitation Training Materials  
[www.ncrtm.ed.gov/resources.aspx](http://www.ncrtm.ed.gov/resources.aspx)
- CPID podcast from the CSAVR Fall conference at  
<http://vrworkforcestudio.com/voices-career-pathways-podcast-full-production-episode-november-2017/>
- For additional information, contact [felipe.lulli@ed.gov](mailto:felipe.lulli@ed.gov)

# Overview of the Career Pathways Toolkit

An Enhanced Guide and Workbook for System Development

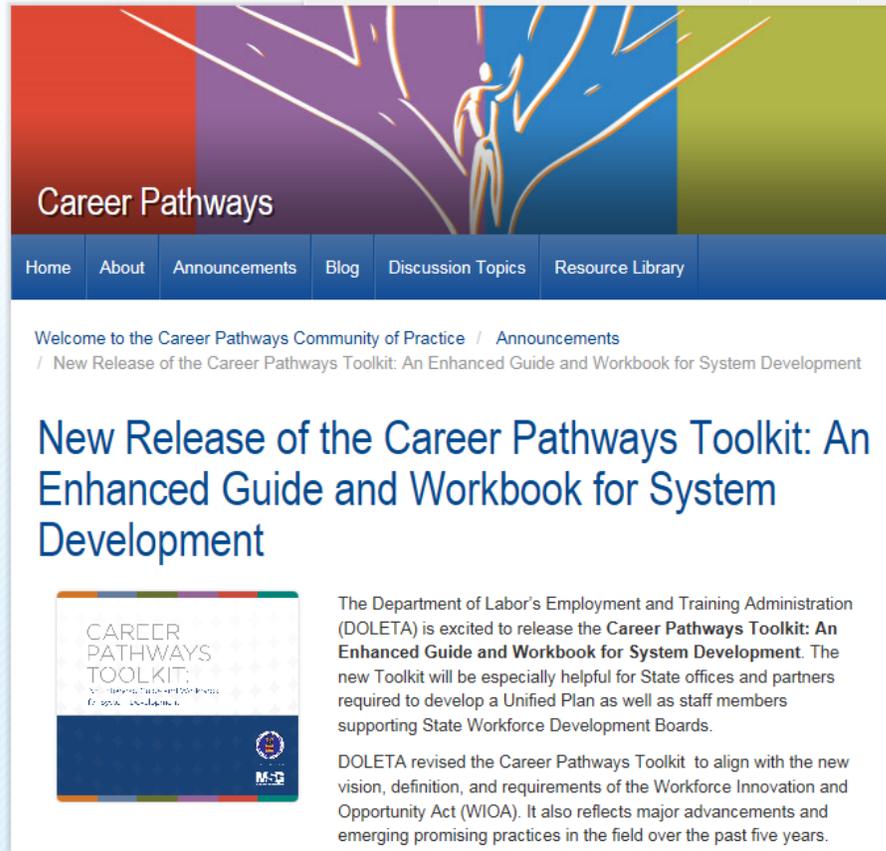
# New Toolkit

- Updated with WIOA References
- Enhanced content:
  - Examples
  - Worksheets
  - Resources
- Enhanced functionality:
  - Modular
  - Fillable
  - Interactive



# Where Do I Get It?

<https://careerpathways.workforcegps.org>



The screenshot shows the homepage of the Career Pathways website. At the top, there is a header with the text "Career Pathways" and a navigation menu with links for "Home", "About", "Announcements", "Blog", "Discussion Topics", and "Resource Library". Below the navigation menu, there is a breadcrumb trail: "Welcome to the Career Pathways Community of Practice / Announcements / New Release of the Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development". The main content area features a large heading: "New Release of the Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development". To the left of the text is a small image of the toolkit cover, which has the title "CAREER PATHWAYS TOOLKIT: An Enhanced Guide and Workbook for System Development" and the logo of the Department of Labor's Employment and Training Administration (DOLETA). To the right of the image is a paragraph of text: "The Department of Labor's Employment and Training Administration (DOLETA) is excited to release the Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development. The new Toolkit will be especially helpful for State offices and partners required to develop a Unified Plan as well as staff members supporting State Workforce Development Boards." Below this paragraph is another paragraph: "DOLETA revised the Career Pathways Toolkit to align with the new vision, definition, and requirements of the Workforce Innovation and Opportunity Act (WIOA). It also reflects major advancements and emerging promising practices in the field over the past five years."

Career Pathways

Home About Announcements Blog Discussion Topics Resource Library

Welcome to the Career Pathways Community of Practice / Announcements  
/ New Release of the Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development

## New Release of the Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development



The Department of Labor's Employment and Training Administration (DOLETA) is excited to release the **Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development**. The new Toolkit will be especially helpful for State offices and partners required to develop a Unified Plan as well as staff members supporting State Workforce Development Boards.

DOLETA revised the Career Pathways Toolkit to align with the new vision, definition, and requirements of the Workforce Innovation and Opportunity Act (WIOA). It also reflects major advancements and emerging promising practices in the field over the past five years.

# Toolkit Modules

## Related Content

-  [Introduction](#)  
pdf - size: 2.5MB
-  [Element One: Build Cross-Agency Partnerships](#)  
pdf - size: 3.1MB
-  [Element Two: Identify Industry Sector and Engage Employers](#)  
pdf - size: 5.7MB
-  [Element Three: Design Education and Training Programs](#)  
pdf - size: 2.5MB
-  [Element Four: Identify Funding Needs and Sources](#)  
pdf - size: 588.7KB
-  [Element Five: Align Policies and Programs](#)  
pdf - size: 1.8MB
-  [Element Six: Measure System Change and Performance](#)  
pdf - size: 1.2MB
-  [Career Pathways Resources](#)

The enhanced Toolkit features an Introduction, Resources, and the Six Key Elements of Career Pathways. Each element now includes **embedded – and writeable – worksheets to help State and local teams with implementation**. Users can type directly into the worksheet fields and save and print as they go along.



Each section of the toolkit is available to be downloaded as a separate document.

- Introduction
- Element One: Build Cross-Agency Partnerships
- Element Two: Identify Industry Sector and Engage Employers
- Element Three: Design Education and Training Programs
- Element Four: Identify Funding Needs and Sources
- Element Five: Align Policies and Programs
- Element Six: Measure System Change and Performance

# Resources

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- Career Pathways Resources Section of the Toolkit:  
[file:///C:/Users/npowis/Downloads/8\\_Resources\\_100516%20\(4\).pdf](file:///C:/Users/npowis/Downloads/8_Resources_100516%20(4).pdf)
- WINTAC Career Pathways Community of Practice:  
<http://www.wintac.org/cop>

# Interactive Q&A



# Contact



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bingram@ndi-inc.org



**Nikki Powis, WINTAC**  
npowis@ndi-inc.org

