
What Works: Lessons from rigorous career pathway evaluation studies

Evaluation studies from our systematic review of career pathway programs show promising education and even more compelling employment and earnings outcomes...

Dr. Debra Bragg, December 2017

CP participants exceeded the control/comparison group

- *made more foundational skills gains*
- *completed more college credits*
- *earned more entry-level credentials, including vocational certificates or licenses*
- *completed a training-related credential and be employed and retained in a training-related job*
- *attained higher wages and annual earnings and this positive impact grew at two or more years beyond program completion*
- *positive employment and earnings outcomes extended to CP participants who had reported having personal barriers*

A combination of rigorous, high quality education, training, and other services that

- a. aligns with skill needs of industries in the state or regional economy
- b. prepares an individual to succeed in secondary or postsecondary options
- c. includes counseling to support the individual's education and career goals
- d. includes education offered concurrently and contextually with workforce preparation and training in specific occupation or occupational cluster
- e. organizes education, training, and other services to support the particular needs of an individual to accelerate their education and career advancement
- f. enables an individual to attain a secondary school diploma or its recognized equivalent
- g. helps an individual enter or advance within a specific occupation or occupational cluster

CFR 463.38

IET Defined

INTEGRATED EDUCATION & TRAINING

"...a service approach that provides **adult education and literacy** activities concurrently and contextually with **workforce preparation** activities and **workforce training** for a specific occupation or occupational cluster for the purpose of educational and career advancement."
(34 CFR §463.35).

Adult Education & Literacy

"...programs, activities, and services that include: (a) adult education, (b) literacy, (c) workplace adult education and literacy activities, (d) family literacy activities, (e) English language acquisition activities, (f) integrated English literacy and civics education, (g) workforce preparation activities, or (h) integrated education and training" (34 CFR §463.30).

Workforce Preparation

"Activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in: (a) utilizing resources; (b) using information; (c) working with others; (d) understanding systems; (e) skills necessary for successful transition into and completion of postsecondary education or training, or employment; and (f) other employability skills..." (34 CFR §463.34).

Workforce Training

"may include

- (i) occupational skill training...;
- (ii) on-the-job training;
- (iii) incumbent worker training...;
- (iv) programs that combine workplace training with related instruction...;
- (v) training programs operated by the private sector;
- (vi) skill upgrading and retraining; (vii) entrepreneurial training;
- (viii) transitional jobs...;
- (ix) job readiness training provided in combination with services...(i) through (viii);
- (x) adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services described in any of clauses (i) through (vii); and
- (xi) customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training."

MEDICAL CAREERS PATHWAY



Preparing New Americans for careers in healthcare.

- Nursing Assistant Training Program
- College Readiness for Medical Careers
- Academic Advantage at Saint Paul College
- Medical Career Advancement
- Financial Coaches

<https://iimn.org/programs/workforce-development/medical-careers/>

Strong Systems: Core Elements

While career pathways programs take multiple forms, the most effective and sustainable pathways operate within systems that address six core elements.

