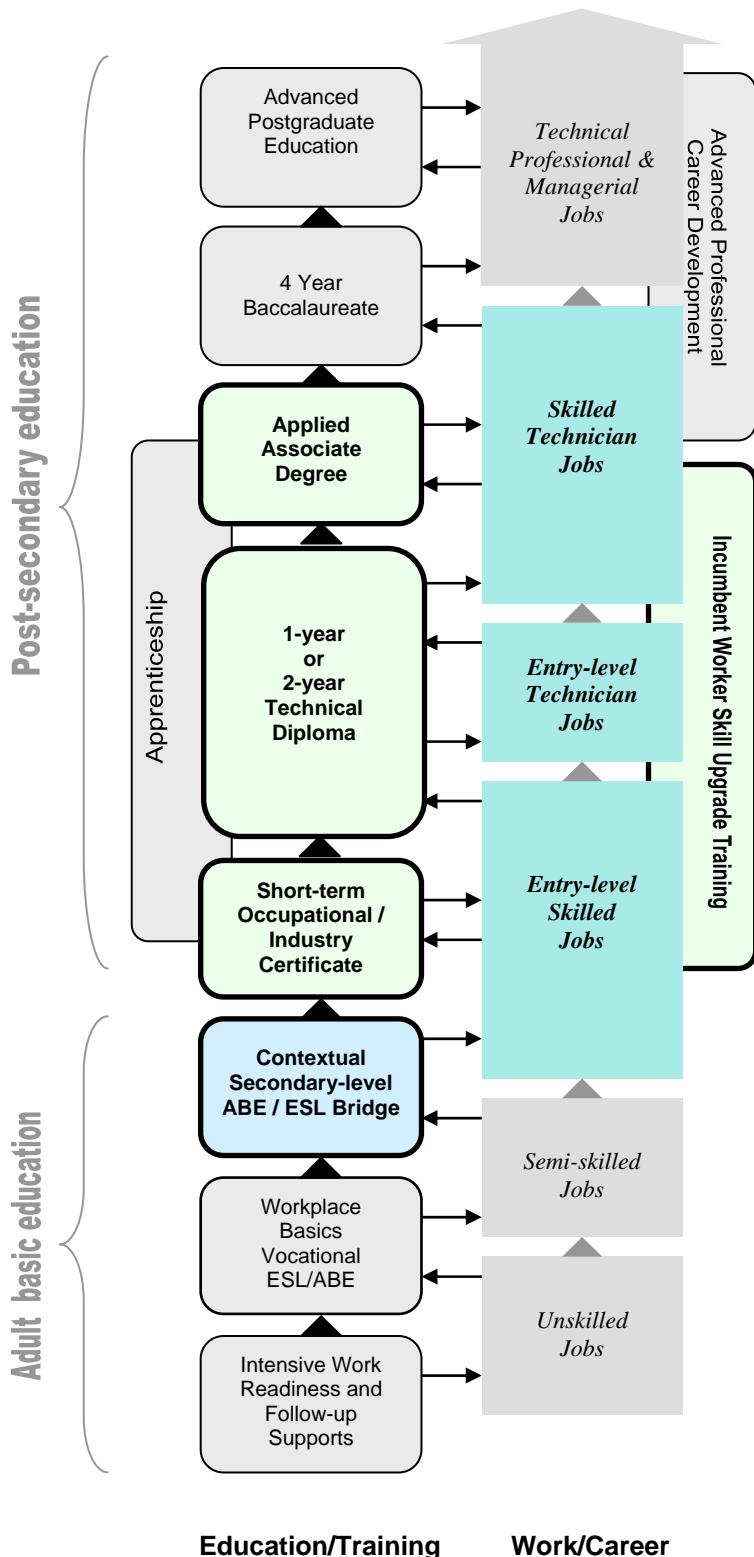


What are Career Pathways?



Career Pathways: Key Elements

- Competency-based curricula tied to employer needs and industry skill standards.
- Modular, sequential courses offering manageable “stepping stones” of skill-building.
- Flexible course formats convenient for both working learners and employers.
- Easy course credit portability for seamless progression through curricula supported by multiple institutions.
- “Road maps” and other navigation aids showing connections between education, skill progression, and career opportunities.
- “Bridge” programs preparing lower-skilled workers for postsecondary training toward credentials aligned with job advancement.



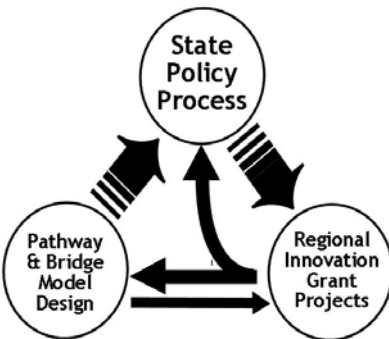
What is RISE?

Empowering workers to find job security and advancement opportunities remains a pressing challenge in Wisconsin. Our future economic success depends on a highly skilled workforce, yet even as key industries like manufacturing and health care face shortages of skilled labor, career-building educational opportunities continue to elude low-skilled adults.

Now, with funding from the Joyce Foundation's "Shifting Gears" program, Wisconsin is embarking on a major initiative to link education and job training with employer needs in critical industry sectors. The Regional Industry Skills Education (RISE) project will use \$1 million in Shifting Gears funds to leverage other resources toward state level policy change and regional program innovation. The goal: stronger state and regional support for "career pathways" (see reverse) providing workers with stepping stones to skills and credentials that Wisconsin's driver industries and regional employers demand.



A process of state policy and program innovation...



The Wisconsin Department of Workforce Development and the Wisconsin Technical College System will lead a statewide effort, building on local Wisconsin models and drawing on national expertise, to make career pathways a more central part of the state's education and job training systems.

Wisconsin's technical colleges and workforce development boards, as well as other partners, will play important roles in pathway design and implementation. The business community will be engaged at both the state and regional levels to connect the development of career pathways with the skill needs of major industry sectors and to ensure the resulting pathway structures enjoy strong industry credibility and support.

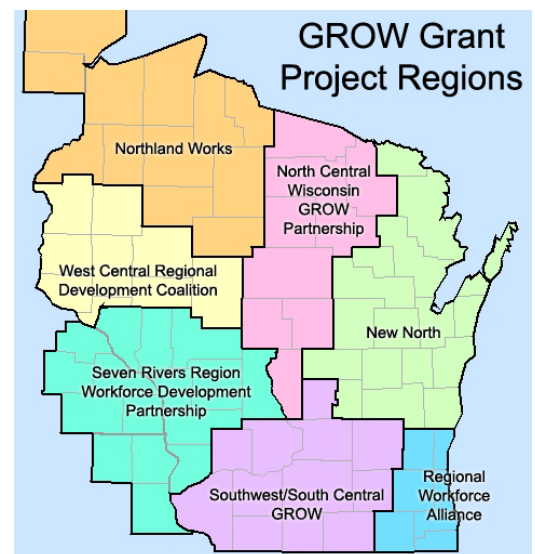
...to build new structures of regional opportunity

RISE will generate an intensifying cycle of innovation over the next two years, consisting of three central elements:

- Development and refinement of prototype career pathway models and industry-driven pathway training curricula.
- State-level program realignment and policy change to support career pathways throughout Wisconsin.
- Grants to GROW regions to implement career pathways throughout the state.

Various stakeholders will benefit from the state and regional policy, program, and system innovations initiated under RISE:

- Workers will gain skills and opportunities through a more accessible and navigable job training and career advancement system.
- Employers will secure a reliable pipeline of workers whose skills are geared to industry needs.
- Workforce training and education programs will engage with industry more effectively, and better target limited resources.



Outline for DWD Policy Scan

A. Conduct a scan of DWD administered programs to determine areas of potential RISE project impact, and possible barriers to or supports for RISE implementation, including:

General shifts in program focus and policy orientation implied by RISE:

- Greater program emphasis on long-term career advancement over short term job placement
- More intensive business engagement linked to strategic targeting of industry sectors
- Closer alignment and collaborative partnering with technical colleges
- New approaches to and investment in adult basic education and industry skills training provision

Specific program and system supports needed for RISE career pathways:

- Detailed mapping of adult career pathways in targeted industries, and development of navigation tools
- Development of new modularized training curricula in partnership with industry
- Increased use of distance-learning, work-site, and other flexible and accessible training approaches
- Provision of wrap-around services and financial supports to education and training participants

B. Programs likely to affect or be affected by RISE/Career Pathways:

1. Apprenticeship (DET)
2. Employment Services – Basic Labor Exchange (DET)
3. FSET (DFS)
4. Labor Market Information (DET)
5. Reemployment Services (UI-DET)
6. Refugee Services (DET)
7. Trade Adjustment Act (TAA & TRA)
8. UI Profiling (UI-DET)
9. Veteran’s Services
10. Vocational Rehabilitation (DVR)
11. W-2 (DFS)
12. Workforce Investment Act-Adult (DET)
13. Workforce Investment Act- Dislocated Worker (DET)
14. Others?

C. Potential changes to, or impact areas to consider, include:

1. Individual program operations
2. Automated systems
3. Case management protocols
4. Relationships between programs
5. Granting and contracting processes
6. Performance measurement
7. Stakeholder relations organizations and processes
8. Data collection and analysis
9. Inter-agency collaborations
10. Federal agency program relationships
11. State legislative and budget process
12. Others?

