

Career Pathways System Overview

An Introduction to the Career Pathway System

The Workforce Innovation and Opportunity Act (WIOA), enacted on July 22, 2014 requires cross-system alignment; education and training that is focused on the needs of high-demand industry sectors and occupations; regional collaborations focused on the skill needs of regional economies; and the establishment of career pathways systems that make it easier for all employment seekers to attain the education, skills and credentials needed for family-supporting jobs and careers. Career pathways programs offer a clear sequence, or pathway, of educational coursework (including English language acquisition) and/or training credentials aligned with employer-validated work readiness standards and competencies along with appropriate support services.

Benefits of Career Pathways

Career pathways can offer employment seekers, as well as current workers desiring to advance their employment status, an efficient and customer-centered approach to training and education by connecting, often through co-enrollment, the necessary adult basic education, occupational training, postsecondary education, career and academic advising, and support services for them to prepare for, obtain, and progress in a career (USD OE).

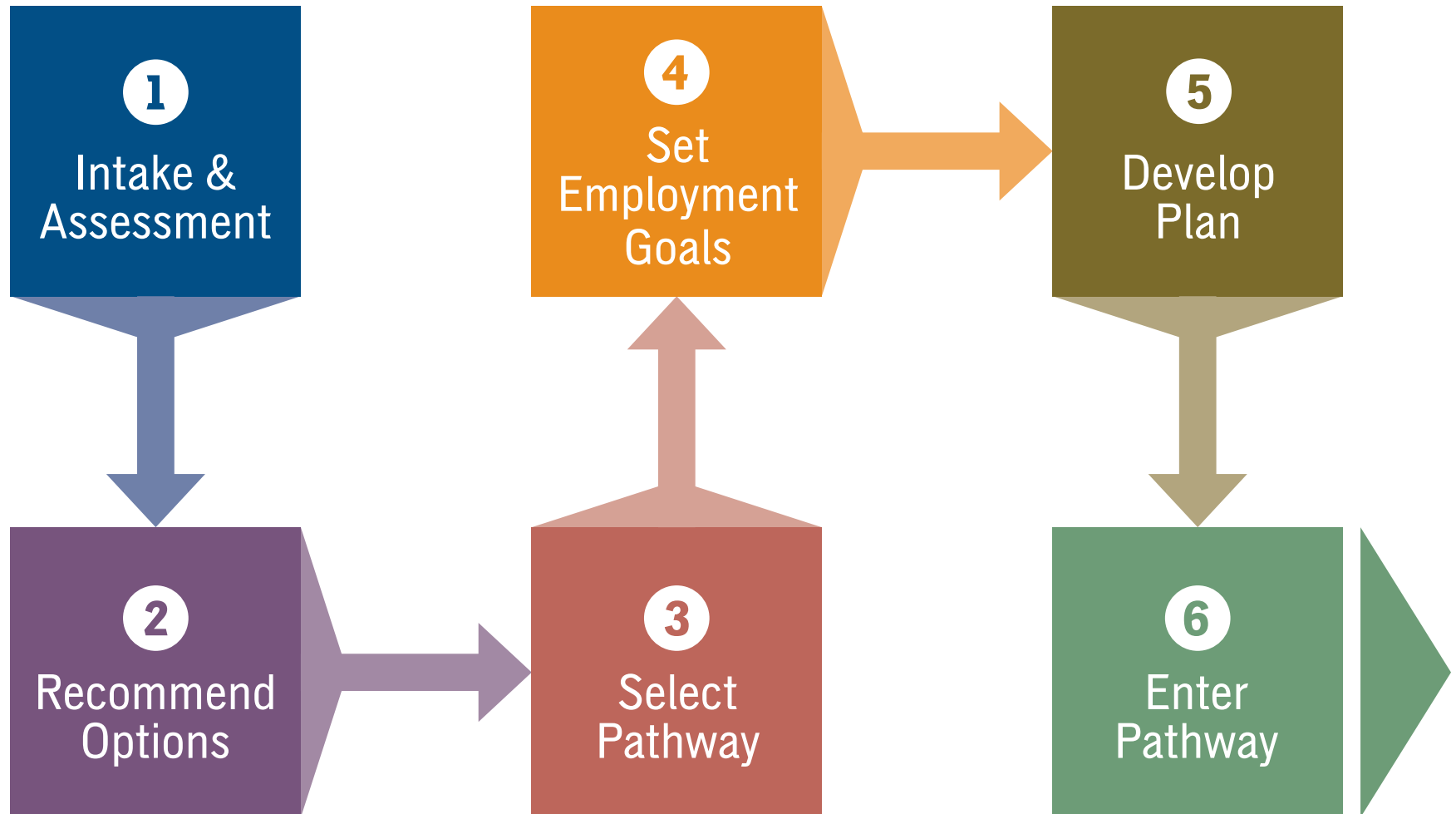
Career pathways help employment seekers and incumbent workers think about their employment in terms of careers and career advancement, and not just about obtaining a single job. Career pathways provide people in low-wage jobs or with few skills the opportunity to obtain better jobs. Pathways increase participant motivation as they: can gain a clearer understanding of how the pathway leads them from one employment opportunity to the next; understand the estimated timelines for completion; experience success as they progress and meet benchmarks; and receive guidance and tools to help make informed decisions about their next steps.

Flexibility of Career Pathways

Although the model shows sequential steps toward goal attainment, participant progress is not always linear. An important element of career pathways is the inclusion of multiple points of entry and exit. Depending on prior education, skills, and/or work experience, the pathway may be entered at various points. Likewise, personal situations, the need for immediate employment, or even a change in the career goal may lead someone to exit the pathway. As part of supporting participants, it should be made clear how they can reenter the pathway.

NOTE: The list of resources, requirements and employment opportunities for each pathway is not comprehensive. They are included as starting points and they can be built upon and adapted to the specific career goals of each participant.

Career Pathways Roadmap



Career Pathways Process

1 Intake & Assessment

Typically occurs at a Workforce Solutions or Adult Education location.

Assessment of skills and needs (high school completion, foundational academics, work readiness, support services and English language acquisition)

Initial identification of career interests and alignment check with existing skills/experience

Unskilled jobs may be necessary while participants progress on their career pathway. While immediate employment may not require any special training or degrees, workers should possess/demonstrate the following work readiness skills:

- Ability to learn on the job
- Ability to follow directions/instructions
- Patience
- Positive attitude.

If other skills and training are needed for workers to obtain an unskilled job, this should be included in their development plan. Job types include custodians, fast food workers, housekeepers, furniture movers, retail workers, *etc.*

2 Recommendations

Results of the assessments and career interest survey are used to develop a short list of recommended career pathway options that are likely to be successful. The list, along with detailed information about the pathway options are then reviewed and discussed with the participant.

3 Pathway Selection

Based on feedback shared in the recommendation phase, participant makes a pathway selection.

4 Employment Goals

The agency works with the participant to develop immediate, mid-term, and long-term employment goals which align with current levels of education/experience and the planned milestones.

5 Plan Development

After pathway selection, the agency works with the participant to develop an education and training plan which includes an overall timeline, as well as the timeframe for key milestones.

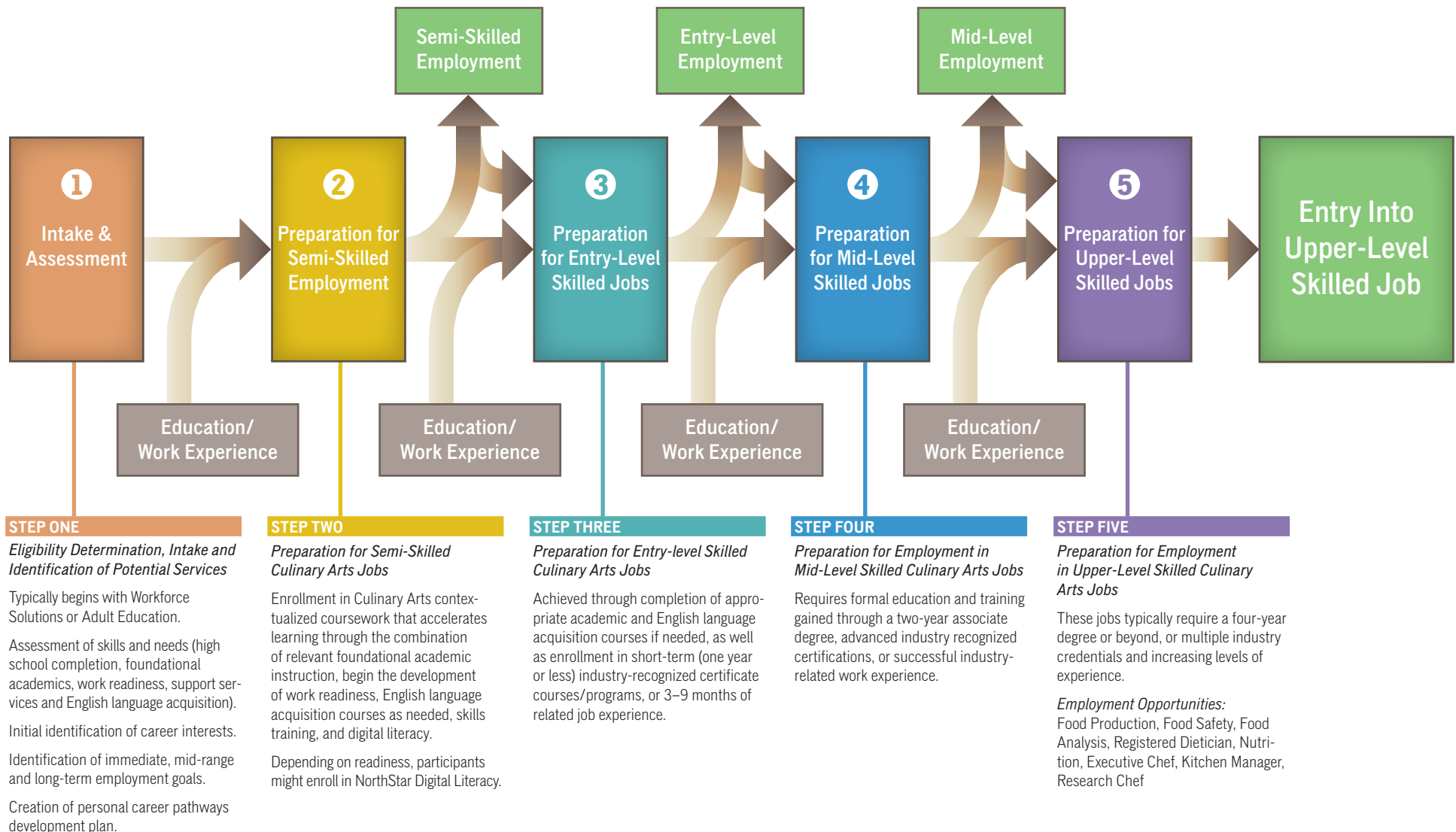
6 Pathway Engagement

The participant begins their career pathway journey with regular check-ins and guidance from the agency. As progress is made along the pathway, the agency guides the participant to improved employment opportunities as those milestones are achieved. The agency also works with the participant to make any needed adjustments to the plan along the way to help ensure the success of the participant.

Culinary Arts Career Pathway

There are many areas of employment in the field of Culinary Arts. For example, with the appropriate work experience, certifications and degrees, employment opportunities range from being a baker to food prep supervisor, line cook to head chef, restaurant manager to food truck operator. Personal interest, aptitudes, past education, access to appropriate training, prior culinary experience, and availability of open positions are some of the factors to consider in choosing a Culinary Arts pathway.

Depending on the ultimate career goal, appropriate education and skills may be gained by earning industry recognized credentials (including micro-credentials), associate and bachelor's and advanced degrees. Entry and progression along the Culinary Arts career pathway also relies heavily on successful work experience.



Culinary Arts Career Pathway Resources

STEP ONE

Initial Eligibility Determination, Intake and Identification of Potential Services

Typically begins with Workforce Solutions or Adult Education.

Assessment of skills and needs (high school completion, foundational academics, work readiness, support services, English language acquisition, and digital literacy).

Depending on readiness, participants might enroll in [NorthStar Digital Literacy](#).

Initial identification of career interests, aptitudes, and potential for success in this field (World of Work Inventory or similar vocational assessment), including [O*NET Online](#).

Identification of immediate, mid-range and long-term employment goals.

Creation of personal career pathways development plan.

Create an account with [Maine JobLink](#)

NOTE: The list of resources, requirements and employment opportunities for this pathway is not comprehensive. They are included as starting points and they can be built upon and adapted to the specific career goals of the participant.

STEP TWO

Preparation for Semi-Skilled Culinary Arts Jobs

Enrollment in Culinary Arts contextualized coursework that accelerates learning through the combination of relevant foundational academic instruction, the development of work readiness, and English language acquisition courses if needed.

Requirements for Employment:
High school completion; appropriate level of English language proficiency.

Employment Opportunities:
Semi-skilled Culinary Arts jobs may include being a food prep worker, baker, kitchen assistant, fast food worker, wait staff, meat/fish cutters/trimmers/packageers.

Average Salary:
\$14–17/hour

STEP THREE

Preparation for Entry-level Skilled Culinary Arts Jobs

Achieved through completion of appropriate academic and English language acquisition courses if needed, as well as enrollment in short-term (one year or less) industry-recognized certificate courses/programs, and 3–9 months of related job experience.

Enrollment in the [Maine Adult Education College and Career Access program](#) provides relevant classes and supports to help prepare for a successful transition into two- and four-year colleges.

Click the links below for details:

- [Eastern Maine Community College: One-year certificate program in Culinary Arts.](#)
- [Central Maine Community College](#)
- [Eastern Maine Community College](#)
- [Hospitality Maine: Earn While You Learn Culinary Arts Apprenticeship](#)

This Department of Labor approved apprenticeship prepares participants for career paths, including line cook, sous chef, kitchen manager and restaurant manager.

Preferred Requirements for Employment:

High School Diploma, Algebra

Employment Opportunities:

Certified Baker, Food Safety Inspector, Line Cook

Average Salary:
\$16–18/hour

STEP FOUR

Preparation for Employment in Mid-Level Skilled Culinary Arts Jobs

Requires formal education and training gained through a two-year associate degree or advanced, industry-recognized certifications and successful industry-related work experience.

Enrollment in the [Maine Adult Education College and Career Access program](#) provides relevant classes and supports to help prepare for a successful transition into two- and four-year colleges

View the Maine Community College System campuses offering a two-year associate degree in Culinary Arts.

Click the links below for details:

- [Central Maine Community College](#)
- [Eastern Maine Community College](#)
- [Kennebec County Community College](#)
- [Southern Maine Community College](#)

Requirements for Employment:

Associate degree, Industry-Recognized Credential, Apprenticeship

Employment Opportunities:

Restaurants, Hospital Food Service, Resorts, Head Chef, Food Service Director, Sous Chef

Average Salary:
\$30,000–67,000/year

STEP FIVE

Preparation for Employment in Upper-Level Skilled Culinary Arts Jobs

Typically requires a four-year degree or beyond, or multiple industry credentials and increasing levels of experience.

Click the links below for details:

- [The University of Maine](#)

Requirements for Employment:

Four-year degree or beyond, advanced industry recognized certifications, and commensurate industry-related work experience.

Employment Opportunities:

Food Production, Food Safety, Food Analysis, Registered Dietician, Nutrition, Executive Chef, Kitchen Manager, Research Chef

Average Salary:
\$79,000–189,000/year