Career Pathways System Overview

COASTAL COUNTIES WORKFORCE, INC.
Your partner in business development and economic prosperity...

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 (USDOE).

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.

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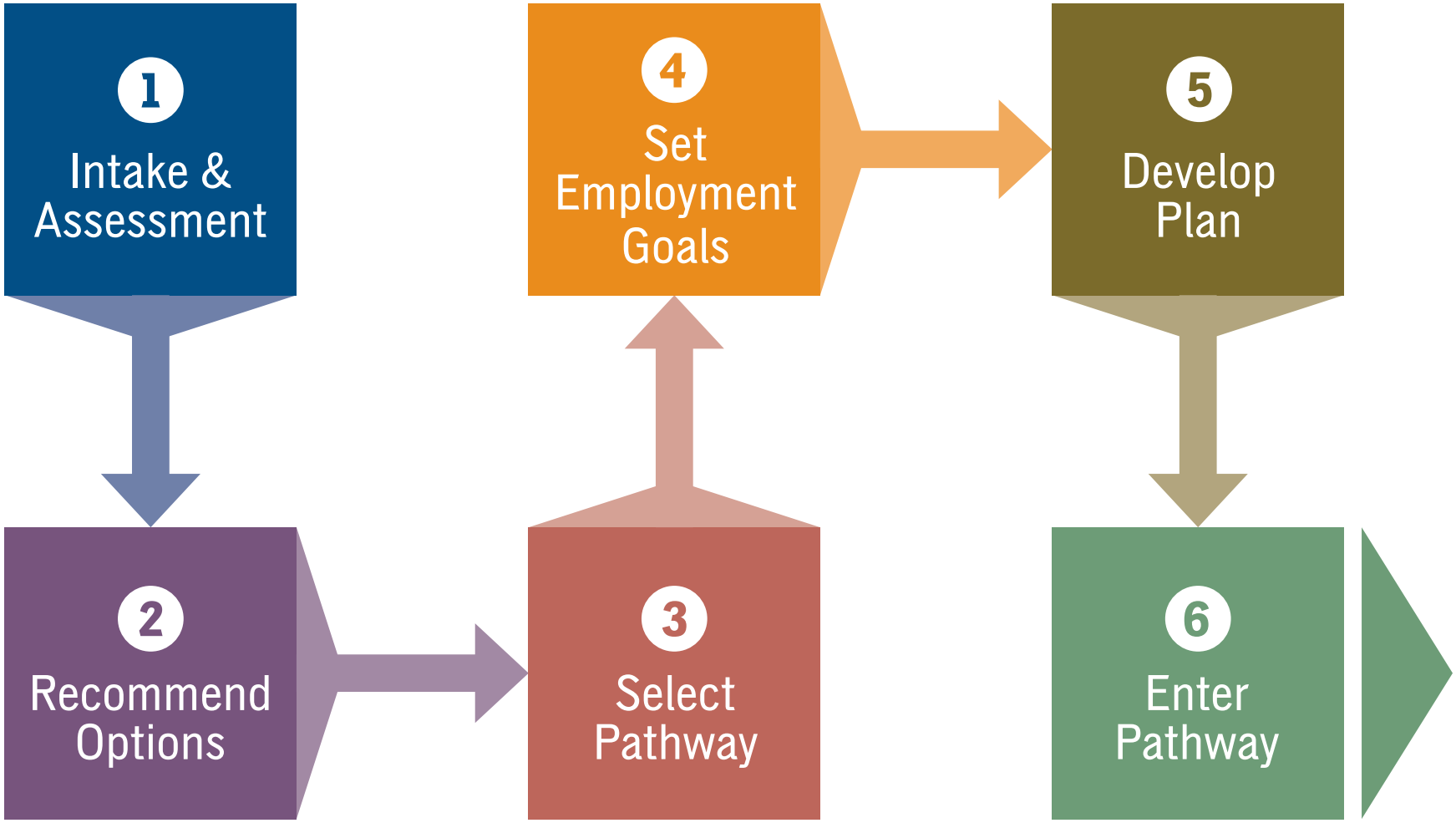
Career Pathways Roadmap



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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.

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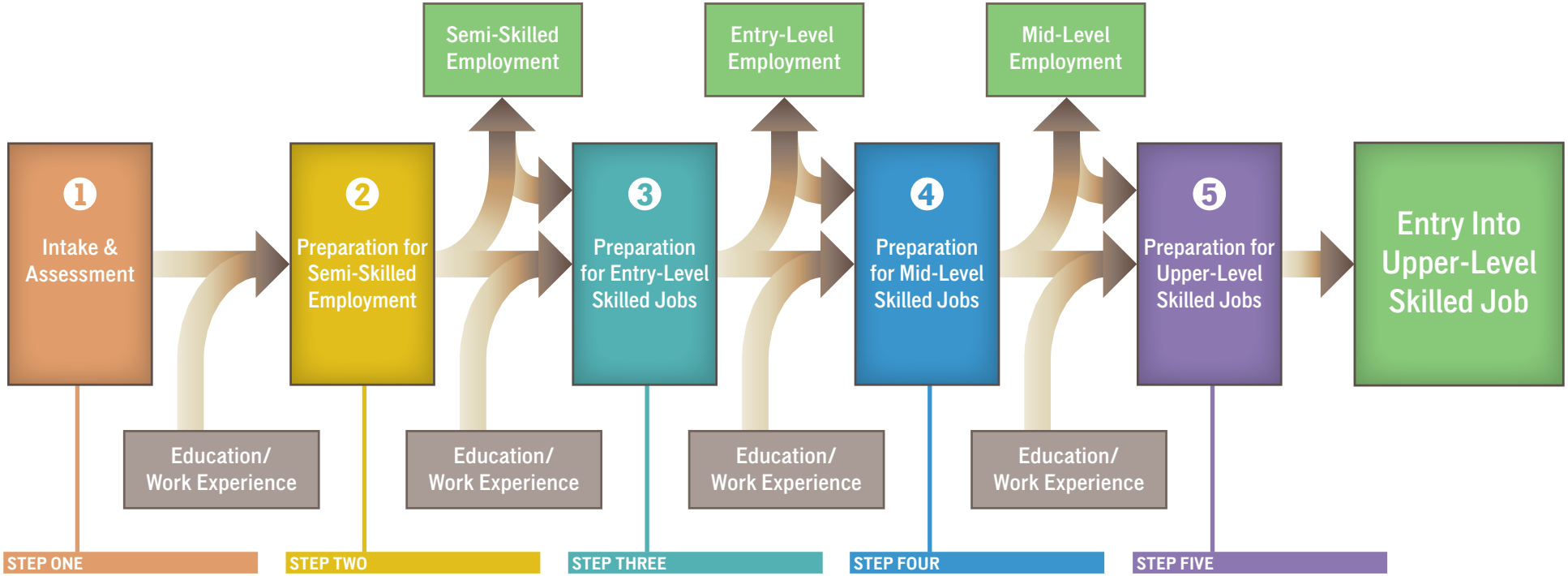
Manufacturing Career Pathway

The Manufacturing Pathway provides a map for entry into multiple areas of employment. Manufacturing careers encompass six major areas: production; maintenance, installation and repair; health, safety and environmental assurance; logistics inventory control; manufacturing production process development; and quality assurance. In different ways, all aspects of manufacturing jobs involve producing goods to strengthen our economy and benefit our way of life.

Depending on a participant's goal, interests, and aptitudes, this Pathway provides multiple entry and exit points for those with little or no prior experience in need of training and education as well as for those interested in employment options requiring advanced degrees.

Manufacturing mathematics requirements may range from basic math and measurements to algebra, decimals and fractions, and basic trigonometry. Physical strength



STEP ONE

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 and English language acquisition).

Initial identification of career interests, aptitudes and potential for success.

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

Creation of personal career pathways development plan.

STEP TWO

Preparation for Semi-Skilled Manufacturing Jobs

Enrollment in Manufacturing contextualized coursework that accelerates learning through the combination of relevant foundational academic instruction, English language acquisition courses if needed, work readiness, skills training, and digital literacy.

Depending on readiness, participants might enroll in NorthStar Digital Literacy.

STEP THREE

Preparation for Entry-level Skilled Manufacturing 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) manufacturing industry-recognized certificate courses and relevant on-the-job training.

STEP FOUR

Preparation for Employment in Mid-Level Skilled Manufacturing Jobs

Requires technical education and training gained through a two-year associate degree or industry-recognized credentials.

STEP FIVE

Preparation for Employment in Upper-Level Skilled Manufacturing Jobs

These jobs typically require a four-year degree or beyond.

Employment Opportunities:
Analyst, manufacturing engineer, team manager, quality assurance manager, cost estimator, facilities engineer

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Manufacturing 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 (World of Work Inventory or similar vocational assessment), including O*NET Online.

Destination Occupation is another resource for those interested in learning more about a career in manufacturing.

Because of the multiple careers, varying skill sets needed, and work environments within manufacturing, it is important for participants to understand which area they want to pursue. This will guide decisions regarding appropriate education, skills development, and on-the-job training.

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

Creation of personal career pathways development plan.

Create an account with **Maine JobLink**

STEP TWO

Preparation for Semi-Skilled Manufacturing Jobs

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

Depending on readiness, participants might enroll in higher-level math courses, appropriate level of English language proficiency, basic drafting, and blueprint reading

Requirements for Employment:
High school completion, understanding of decimals, fractions, geometry, taking measurements, physical health, ability to follow verbal and written directions, willingness to learn, mechanical aptitude, generally at least 18 years of age, ability to lift up to 40 pounds.

Employment Opportunities:
Semi-skilled manufacturing jobs may include working under supervision as a maintenance worker, assembler, production machine operator, customer service representative, general laborer.

Average Salary:
$15–24/hour

STEP THREE

Preparation for Entry-level Skilled Manufacturing 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 and relevant on-the-job training.

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:

- Washington County Community College
- *Southern Maine Community College:* CNC Machine Operator Certificate
- Manufacturers Association of Maine

Requirements for Employment:
On-the-job experience, industry-recognized credentials, relevant math courses, generally at least 18 years of age, ability to lift up to 40 pounds.

Preferred Experience:
Drafting, blueprint reading

Employment Opportunities:
Machine operator trainee, assembler, welder, fabricator, sheet metal worker, self-employment, pipefitter

Average Salary:
$49,000–55,000/year

STEP FOUR

Preparation for Employment in Mid-Level Skilled Manufacturing Jobs

Requires technical education and training gained through a two-year associate degree or industry-recognized credentials.

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:

- *Southern Maine Community College:* CNC Machine Operator Certificate
  Precision Machining & Manufacturing Associate Degree
- *Central Maine Community College:* Precision Machining Technology
  Precision Machining Technology Advanced Certificate
- *Washington County Community College:* Production Technician
- *York County Community College:* CNC Academy

Requirements for Employment:
Associate degree in chosen area of manufacturing, prior on-the-job experience, mechanical aptitude, industry-recognized credentials, generally at least 18 years of age, ability to lift up to 40 pounds.

Employment Opportunities:
CNC operator, CAD operator, engineering technician, self-employment, microwave technologist, buyer

Average Salary:
$48,000–90,000/year

STEP FIVE

Preparation for Employment in Upper-Level Skilled Manufacturing Jobs

Typically requires a four-year degree or beyond.

Click the links below for details:

- *Southern Maine Community College:* Mechanical Engineering
- *Northeastern University:* Advanced Manufacturing Systems

Requirements for Employment:
Bachelor's degree and applicable specialized experience, effective coaching and communication skills.

Employment Opportunities:
Analyst, manufacturing engineer, team manager, quality assurance manager, cost estimator, facilities engineer

Average Salary:
$62,000–130,000/year

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.

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