THE PATHWAYS TO PROSPERITY
MOVEMENT

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OUR MISSION

JFF works to ensure that all young people and workers have the skills and credentials needed to succeed in our economy.

OUR VISION

The promise of education and economic mobility in America is achieved for everyone.
1. PREPARING FOR COLLEGE AND CAREER: All young people graduate high school on a clear path to college completion and career success.

2. EARNING POSTSECONDARY CREDENTIALS: All students gain the skills they need to earn postsecondary credentials with high labor market value.

3. ADVANCING CAREERS AND ECONOMIC GROWTH: All workers obtain the education and training required to move into family-supporting careers with clear paths for advancement.
HOW JFF WORKS: SCALING SOLUTIONS

Develop Evidence-Based Innovations

Build Systems and Field Capacity

Advocate and Influence Policy

ALIGNMENT ACROSS SECONDARY—POSTSECONDARY—WORKFORCE
GET TO KNOW OUR TEAM

- 16 education and youth workforce development professionals on Pathways to Prosperity team based in Boston
- 14 education and youth workforce development professionals on Building Educational Pathways for Youth team in Oakland
- ~130 talented JFF staff members across the country
CONGRATULATIONS TO NEW SKILLS FOR YOUTH GRANTEES!

PATHWAYS TO PROSPERITY

25
NSFY Phase I
Including District of Columbia, Hawaii

10
NSFY Phase II
Including 5 PtoP Network states

JOBS FOR THE FUTURE
HARVARD GRADUATE SCHOOL OF EDUCATION
 WHAT WE DON’T WANT

YOUR OPTIONS INCLUDE

- BECOMING YOUR FATHER
- JOINING THE CIRCUS
- MAKING CONCEPTUAL ART
- DYING ALONE IN THE WOODS
OUR GOAL FOR ALL YOUNG PEOPLE

12x12 + WBL
All students earn at least 12 college credit hours and engage in work-based learning in high school

Career Advancement
All young professionals engage in lifelong learning, including further education and growth in their careers

Launch a Career
All young professionals are in a high-growth, high-demand, high-wage occupation

Postsecondary for ALL
All students earn a high-quality postsecondary credential with value in regional labor market
OUR VISION FOR TRANSFORMING OUTCOMES

Students
- Middle and high school success
- Postsecondary success
- Career and community success

Employers
- Skills gap/talent shortage addressed
- Pipeline of young professionals
- Increasing number of jobs

Economies
- State and regional economies thriving and growing in key industry sectors; providing upward mobility

PATHWAYS TO PROSPERITY

JOBS FOR THE FUTURE

HARVARD GRADUATE SCHOOL OF EDUCATION
KEY STAKEHOLDERS

PATHWAYS TO PROSPERITY

K-12 Education
Business & Industry
Workforce Dev.
State & Local Govt.

Postsecondary Ed.
Nonprofit Orgs.
Economic Dev.
Community

PATHWAYS PARTNERS
These implementation levers serve as our “North Star” guide in Pathways.
HOW WE WORK: LEADERSHIP AND POLICY

> Illinois Postsecondary and Workforce Readiness Act
  – Develop college and career readiness endorsements
  – Convene employers in public-private steering committees to map competencies in most in-demand sectors

> Connecting High School to Career and College in Texas
  – Early college designation and blueprint redesign underway
  – Innovative Academies and P-TECHs, other models for 9-14+

> Here to Here in NYC
  – Bridging systems and stakeholders, “flipping the odds” so that young people in low-income neighborhoods get the supports and opportunities they need for college and career
Cross-sector leadership should drive the work, with

- Consistent and focused meetings
- Defined decision-making processes
- Clarity in who “owns” what work, with timelines and goals
- Parallel team focused on *doing* the work
- Connections to implementation on the ground

The more you can **connect K-12, higher education, and workforce development** in policy and practice, the better (WIOA and Perkins)

Different considerations for **statutory and regulatory policy** in Pathways: what is really a barrier, what is in your locus of control?
Delaware Pathways (See strategic plan in folder)
- 86% of high schools offer pathways across 9 in-demand fields; will offer 12 pathways in the fall and will serve 50% of students by 2019

Great Lakes College and Career Pathways Initiative
- Four regions in three Network states focused on Health Care and IT
- Site visits and peer learning across sites to share learnings; all at different levels of scale and implementation (like the Network!)

Youth CareerConnect in MA
- Three regions with different contexts for implementation, focused on Health Care, IT, Advanced Manufacturing
- Strong collaboration between workforce development, community colleges, school districts
Dual enrollment policy and practice are paramount

Programs of study design should clearly incorporate rigorous academics and technical courses (transparent maps) that lead to and through postsecondary credentials of value

Curricular alignment between secondary and postsecondary is difficult to do but critical to ensuring a seamless continuum

A secondary-postsecondary liaison or transitions coach can help students navigate from one system to the other

Consider how to embed industry-recognized credentials throughout 9-14 continuum
Tennessee Regional Intermediaries
- State (TDOE) developing consistent approach to regional intermediaries, building a shared vision and regional capacity

Greater Twin Cities United Way and Other Intermediaries
- GTCUW is regional convener, provides accountability, evaluation
- Strong network of WBL intermediaries connecting with youth

Philadelphia Youth Network
- Providing extensive youth WBL and career-connected education, as well as education reengagement strategies

Center for the Future of Arizona
- Statewide intermediary leading and supporting cross-sector state steering committee and sector strategies in Pathways
Intermediaries play a key role at the state and regional levels; Pathways requires someone to drive the work.

Convening intermediaries (state and regional)
- State and regional steering committees, nonprofits, government, funders, community colleges, others
- Voice, vision, visibility, accountability

Work-based learning intermediaries
- Broker relationships and place students in WBL opportunities; support students and employers

Challenge: funding and sustaining intermediaries
> **Long Beach Skills for Success**

  – Piloting JFF’s Possible Futures, Possible Selves modules for middle school college and career advising and exploration (which are also adaptable for after-school settings)

> **Micro-credentialing for college and career counselors in TX**

  – Exploring increasing the numbers of career counselors

> **Employability skills work for Georgia**

  – Comprehensive scan of curricula, resources, frameworks, reports, assessments for employability skills (see folder)
This lever is a challenge in most places

- Leaders need to dedicate time and resources to systematically build and expand the capacity of educators

- Effective career advising requires deeper understanding of postsecondary and workforce systems, as well as of modern/future occupations and industry sectors
  - Teacher externships
  - Career and college visits for students and staff

- Online career surveys and platforms are good to have but not enough for comprehensive learning and experiences
SAP and C-Town Tech in Boston

- SAP provides mentors, curricular guidance, WBL connections; working with college and high school faculty to design authentic performance tasks dual credit and WBL experiences.

California Regional Hubs of Excellence and WBL Pilots

- Employers engaged in developing regional systems of WBL.

The Wonderful Company in the Central Valley of CA

- Agriculture 9-14 pathways in plant science, mechanics, and business; extensive WBL embedded throughout.

Indiana’s Work and Learn Initiative and IndianaINTERNnet.net

- WBL for all young Hoosiers in in-demand industry sectors.
LES SONS LEARNED: COMMITTED EMPLOYERS / WBL

> Strength of employer-led pathways models: visibility, sustainability

> Need to establish clear structures and points of contact for employers so that they don’t have to decode education processes

> Seating the employer engagement relationship in Human Resources as opposed to Corporate Social Responsibility is key

> Use Labor Market Information to define current and future employment trends, foster employer urgency and demand

> Policies are often not the barrier to youth WBL; mindsets more so

> Need to prepare students and employers for success in WBL

> Young people can do deeper work than most adults can imagine
OTHER RECENT WORK IN PROGRESS

> Pathways at Harvard

-- Nancy Hoffman and Amy Loyd: *New Pathways for College and Career Readiness: Increasing Equity and Opportunity through Education*

-- Bob Schwartz serves as primary Pathways to Prosperity lead at Harvard, connections with Harvard Business School projects

> College in High School Alliance

-- JFF and coalition of leading organizations in support of dual enrollment and early college, including 9-14 career pathways

> Data, Metrics, and Evaluation for Pathways

-- Many regions and states tackling this through ESSA’s “fifth element” and Pathways initiatives; needs more attention
THE PATHWAYS TO PROSPERITY NETWORK

The Pathways to Prosperity Network—a collaboration of Jobs for the Future, the Harvard Graduate School of Education, and member states and regions—is building systems of grade K-14+ STEM college and career pathways. Our pathways create new opportunities for young people, provide employers with a talent pipeline of young professionals, and strengthen state and regional economies.

ABOUT THE NETWORK

WHY PATHWAYS?

More than half of young Americans reach their mid-twenties without the skills and credentials needed for success in today’s demanding economy. By 2020, 65% of jobs will require postsecondary credentials, especially in high-demand STEM fields, which have rewarding career opportunities for people with two-year degrees and industry-recognized credentials. Yet the postsecondary attainment rate in the U.S. is only 45%, and low-income students often struggle to gain access to postsecondary education. We must improve how our education system—from K-12 through college—partners with employers and prepares our young people for success, and Pathways to Prosperity aims to do just that.

FIND OUT MORE

COLLEGE COMPLETION RATES ARE ALARMINGLY LOW

[Graph showing college completion rates: 59% for four-year institutions and 31% for two-year institutions]
When we launched our Network in 2012, little attention on college and career pathways

Now, we have a growing national movement!

– Shared identity, knowledge base, standards of practice

With the attention, political will, and public interest we’ve built in Pathways, where do we go next?
WHERE WILL WE GO NEXT?

1. The Future of Work
   How do we prepare youth for the careers of tomorrow? What defines career readiness?

2. Apprenticeship 2.0
   How do we expand industry sectors and increase young people’s engagement?

3. Enhance Postsecondary Role
   How do we better engage postsecondary partners as leaders in the Pathways work? Connect to meta-majors and guided pathways?

4. Employer-Driven Pathways
   How do we build deeper partnerships and more sector-based strategies?

What else are you thinking about?