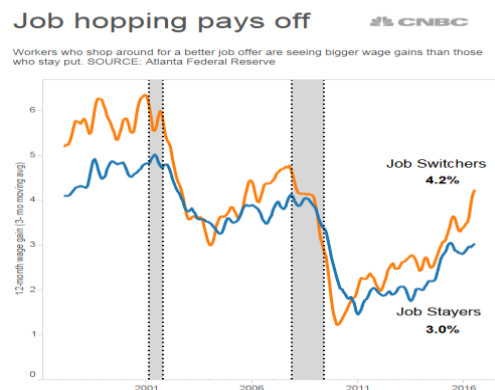
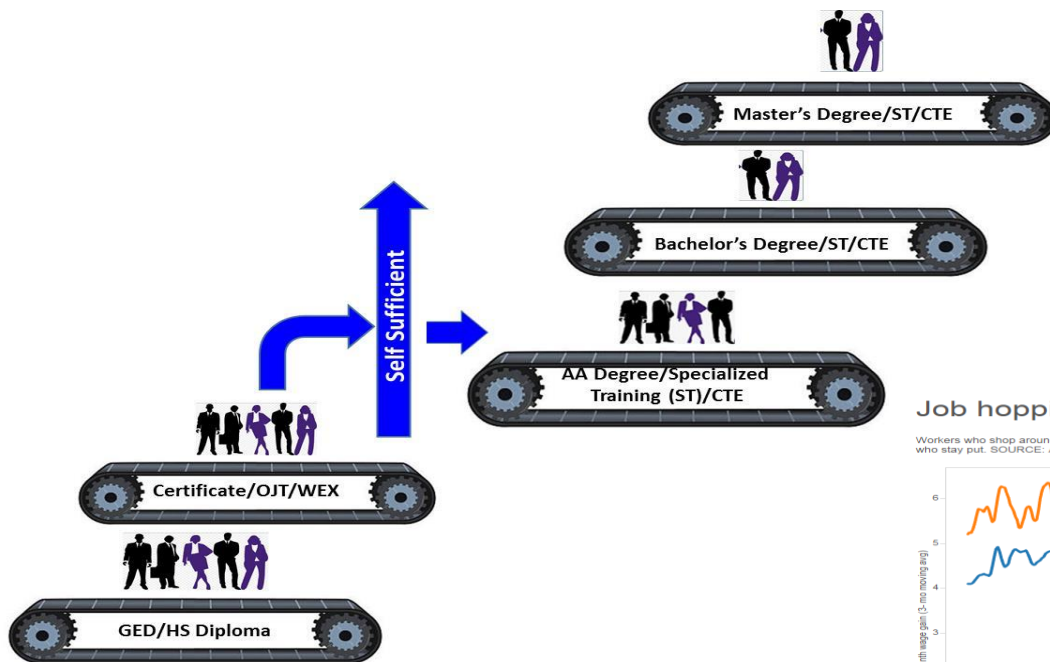


Issue: How to fully implement the Career Pathways designated in the Regional Plans as directed by the State Plan and WIOA partners.

Challenges: *Self Sufficiency, Participants with Barriers, and Priority of Service* are WIOA eligibility requirements; however, the Career Pathway does not end when participants are self-sufficient, have defeated their barriers, or no longer a priority according to WIOA. Businesses require all levels of employees from entry level to top management. A complete

Workforce Candidate Pool is necessary to provide the job connection to the upper levels of the Career Pathway.

Buy-In of Businesses (large and small) to embrace the more frequent “job-hopping” of employees as training and experience are acquired.



Solutions:

1. Incumbent Worker Training:

TEGL19-16 – Provides both workers and employers with the opportunity to build and maintain a quality workforce and is designed to meet the needs of an employer or group of employers to retain a skilled workforce or avert layoffs and create backfill opportunities for less-skilled employees.

Aspen Institute – UpSkilling Playbook for Employers and SETA – Leisure and Hospitality utilizing “feeder” businesses to supply the IWT employee to higher level Career Pathway employers.

2. Outreach to Currently Employed Workforce:

Job Exchange and Assessment of the Entire Workforce – i. Current skills are greater than current position (help employee identify their promotion potential). ii. Identify certifications/trainings/degrees that will promote movement on the Career Pathway. iii. Instill Emotional Intelligence to create drive and “manage up” opportunities on the Career Pathway.

3. Buy-In for Business:

Large Businesses – i. Multiple opportunities for implementing Career Pathways. ii. Can be destination of IWT participants from “feeder” businesses.

Small Businesses – i. Avoid layoffs or remain competitive in the market. ii. Growth opportunities by backfilling jobs with less skilled employees. iii. Benefits from growing workforce and disposable income of higher earners.

Unemployment rates and earnings by educational attainment, 2016

