



# English Language Learner Workforce Navigator Pilot Project

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**GRANTEE CONVENING**

**JANUARY 30, 2018**

# Why career pathways?

## Systems Level

- Align educational opportunities to jobs in demand
- Shift relationships among *partners*
- Change how workforce system delivers services

## Program Level

- Relevant paths to industry-recognized credentials
- Flexible, customized offerings
- Designed to serve *diverse learners*

# WHAT WORKS FOR ADULT LEARNERS

Lessons from rigorous  
career pathway evaluation  
studies for policy, practice,  
and future research

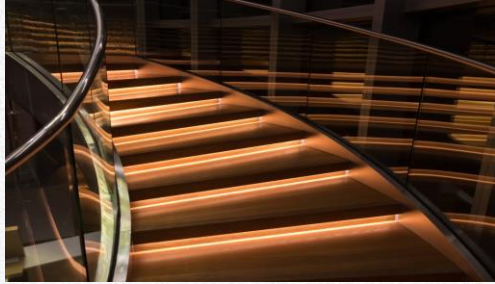
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# Career Pathways: Three Foci



## Pathway Entry

Some career pathway programs **provide preparatory education and training**, including bridge programs, designed to help students move from entry level, including non-college credit, to credit-bearing postsecondary coursework and employment



## Integrated Training

Integrated training ensues through **authentic partnerships** involving employers, workforce training, adult education, postsecondary education, and other providers who offer industry-recognized credentials in high-demand occupations leading to family-supporting jobs and career opportunities



## Career Progression

Career progression includes programming that enables learners/workers to advance in postsecondary education and training to secure **multiple, often stacked credentials**, including degrees, needed to transition to and through careers offering financial stability

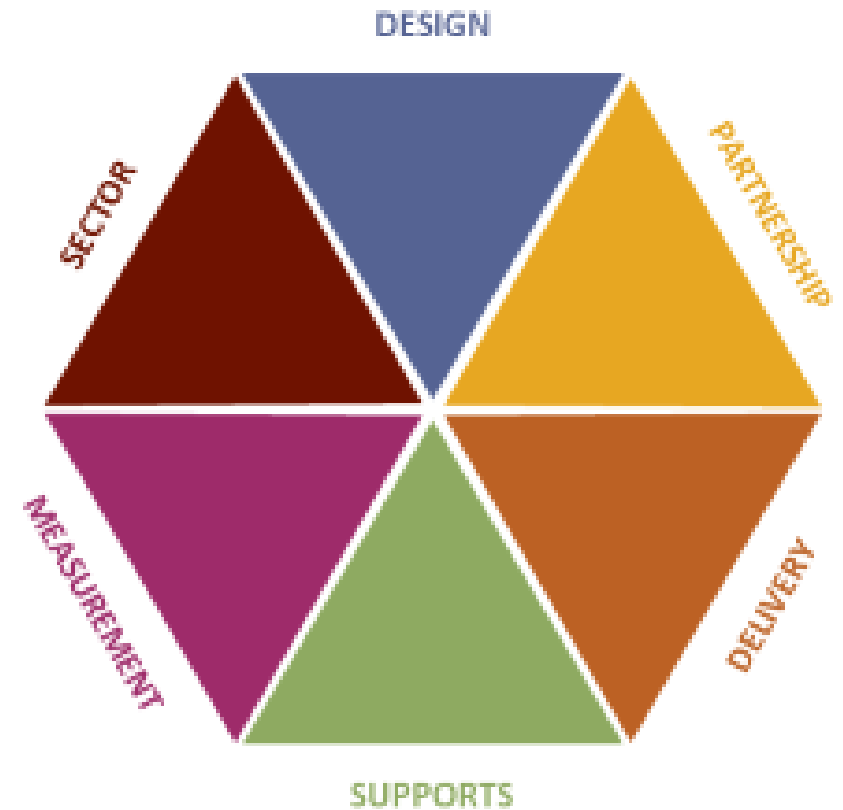
## *Pathway entry is enhanced when these elements are implemented:*

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- **Engagement** of adult education, postsecondary education, postsecondary career and technical education, workforce training, and employers
- Strategic outreach, recruitment, and intake of diverse adult learners, due to **in-depth knowledge of these student populations'** education and employment needs
- **Contextualized basic skills** curriculum and instruction that increases students' preparation for further postsecondary education
- **Case management and navigational services**, including academic and career advising, that helps retain adults in education and training
- Job readiness and employment **assistance services** that help adults enter employment

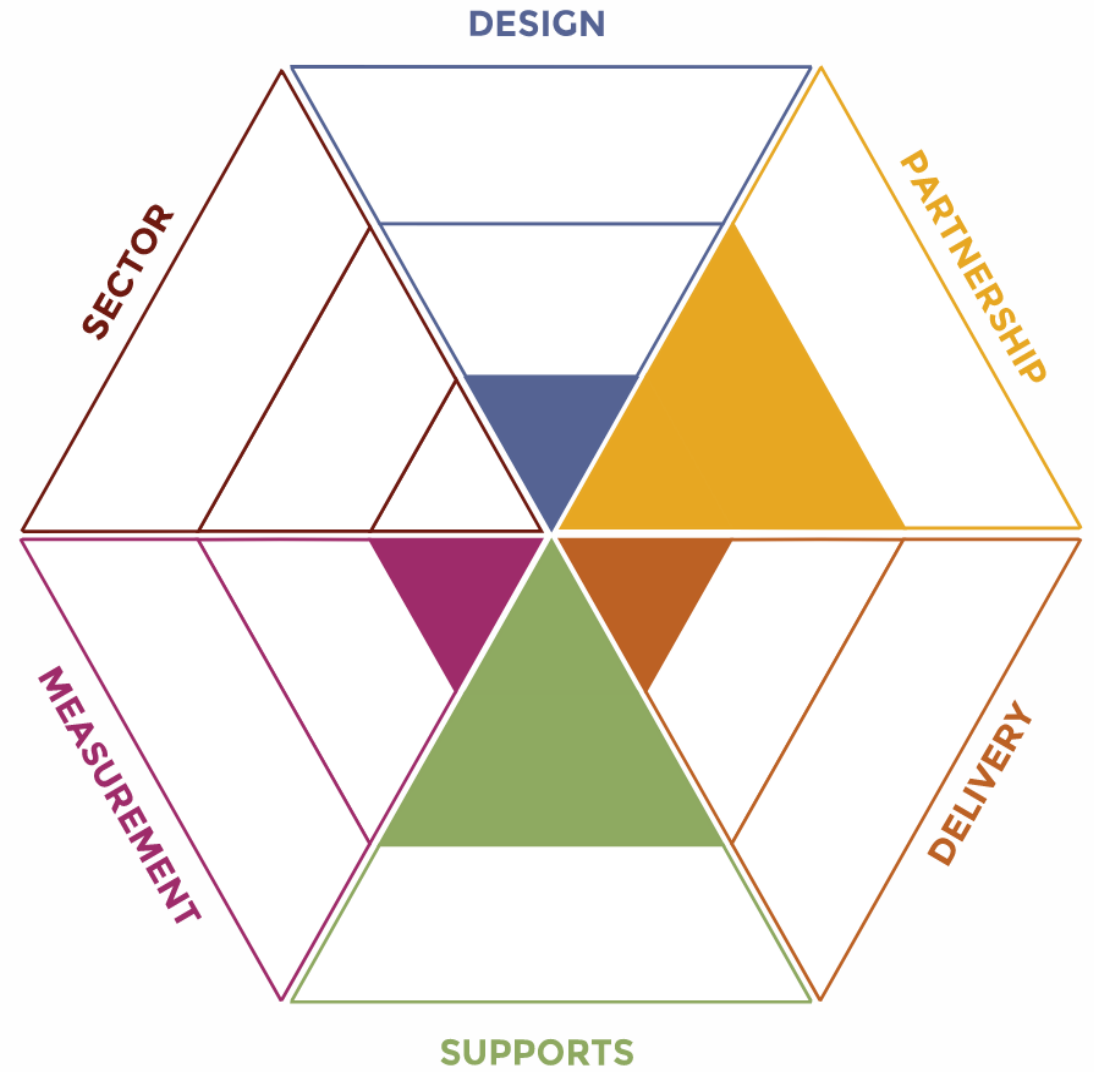
## Strong Systems: Core Elements

While career pathways programs take multiple forms, the most effective and sustainable pathways operate within systems that address six core elements.



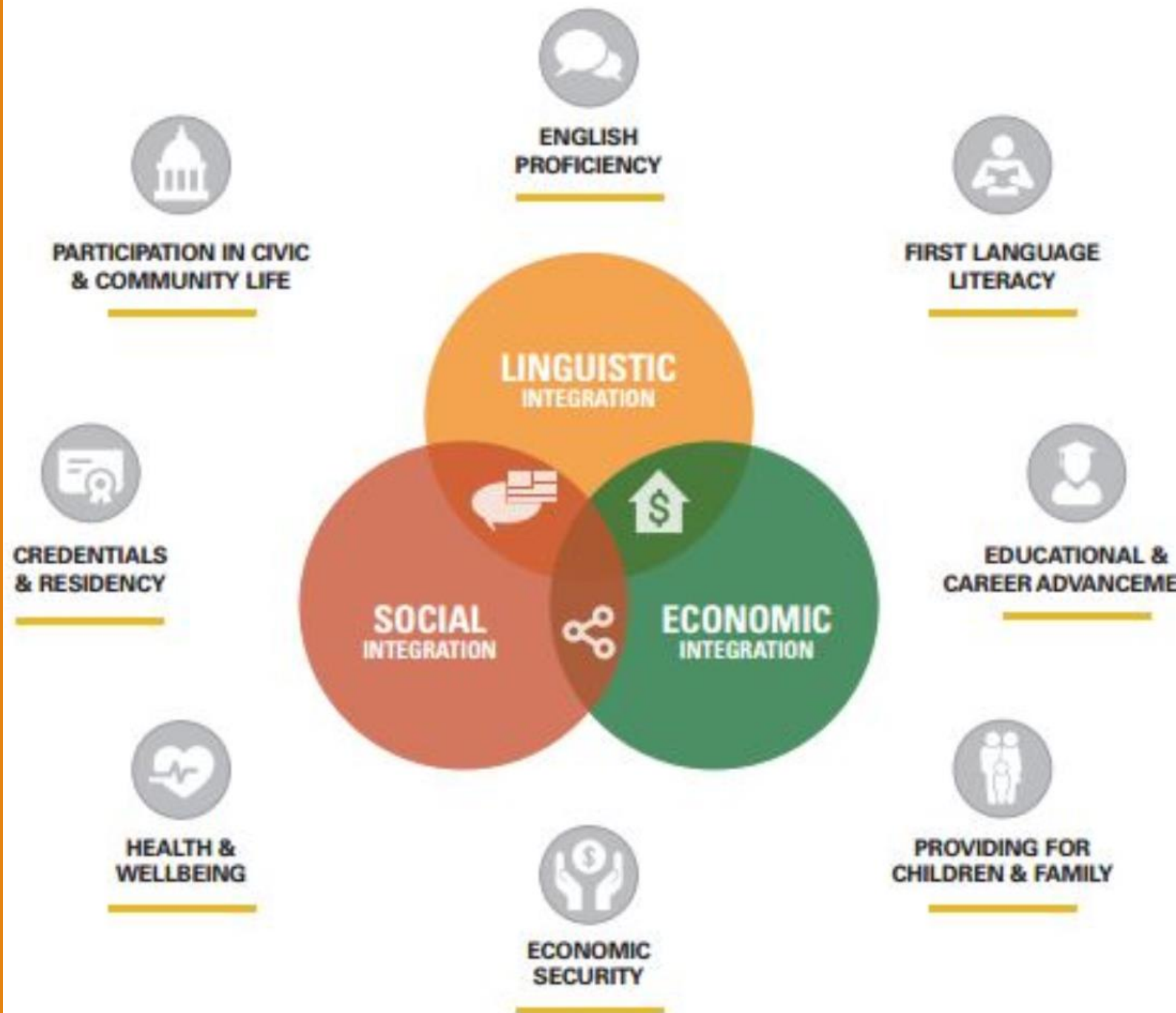
<http://cacareerpathways.clasp.org/>

CLASP's assessment of CA Career Pathways Strong Systems core elements addressed by the ELL Workforce Navigator Pilot Project





ALLIES Immigrant  
Integration Framework  
– Eight Goal Areas  
focus on support for  
two-way integration  
processes.





# From a Human Centered Design Perspective

How  
Might  
We...?

