The purpose of this worksheet is to help career pathway practitioners think systemically about the partners and resources that can be used to support career pathway programming – at the institution level and the individual participant level. Each funding stream has eligibility criteria and definitions for use, but all can support career pathway work.

In the first column below is a list of sample key tasks in designing, implementing, and sustaining career pathway programs. Modify these tasks to fit your local needs and then work with partners to identify potential funding sources for these tasks from core Workforce Innovation and Opportunity Act (WIOA) partners, one-stop partners, and other federal, state and philanthropic programs with a career pathway focus.

Major Funding Streams that can Support Key Tasks in Building Career Pathway Programs

TARGET POPULATION:

(e.g., public benefit recipients, adult education learners, out-of-school youth)

KEY TASKS (add/edit/delete to customize for your site; *italics indicate tasks with high impact*)	CORE WIOA PROGRAMS	FEDERAL PROGRAMS WITH CAREER PATHWAY FOCUS	STATE PROGRAMS WITH CAREER PATHWAY FOCUS	PHILANTHROPIC & CIVIC INITIATIVES
	• WIOA I: Adult, Youth, Dislocated Worker • WIOA II: Adult Education • WIOA III: Wagner Peyser • WIOA IV: Vocational Rehabilitation Services	• Carl D Perkins Career & Technical Education • Temporary Assistance to Needy Families (TANF) Employment Services • Trade Adjustment Act • Ability to Benefit - Pell Grants • Pre-Apprenticeship and Registered Apprenticeship • Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)	• Adult Education Program • Breaking Barriers to Employment • California Apprenticeship Initiative • California Guided Pathways • ELL Workforce Navigator • Employment Training Panel • Strong Workforce [see CAcareerpathways.clasp.org for more]	
BUILD PARTNERSHIPS, CLARIFY ROLES & RESPONSIBILITIES				
Engage public/private partners				

KEY TASKS (add/edit/delete to customize for your site; *italics indicate tasks with high impact*)	CORE WIOA PROGRAMS	FEDERAL PROGRAMS WITH CAREER PATHWAY FOCUS	STATE PROGRAMS WITH CAREER PATHWAY FOCUS	PHILANTHROPIC & CIVIC INITIATIVES
Develop work plan and/or Memorandum of Understanding				
Align policies and practices (e.g., common intake, assessments) in support of career pathway program				
[insert other tasks]				
DEVELOP EMPLOYER AND INDUSTRY ENGAGEMENT				
Initiate or support industry sector partnerships with dedicated staff				
Identify and evaluate how well credentials meet criteria that signal labor market value				
Create hands-on learning opportunities and or earn/learn opportunities				
Value credentials – credentials are clearly stated in job postings, used as selection factors for interviews or job offers, and result in higher pay for credential earners				
[insert other tasks]				
DESIGN & DELIVER EDUCATION and TRAINING PROGRAMS				
Define, with employers, the skills/courses/credentials leading to certificates, diplomas, degrees with relevant employment opportunities at				

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KEY TASKS (add/edit/delete to customize for your site; *italics indicate tasks with high impact*)	CORE WIOA PROGRAMS	FEDERAL PROGRAMS WITH CAREER PATHWAY FOCUS	STATE PROGRAMS WITH CAREER PATHWAY FOCUS	PHILANTHROPIC & CIVIC INITIATIVES
each level				
Develop or modify programs to ensure they include embedded skills and credentials in identified certificates, diplomas, degrees				
Embed work experience, work-based learning				
Implement integrated, contextualized, accelerated learning strategies				
Provide flexible delivery options				
[insert other tasks]				
PROVIDE SUPPORT SERVICES & EMPLOYMENT SERVICES				
Provide gap fill tuition costs, fees				
Provide career navigation				
Provide direct services (e.g., childcare, transportation, expungement, learning disability screening)				
Assist in job search, job placement, job retention				
Re-engage participant after designated period of work for enrollment in next step of career pathway				

KEY TASKS (add/edit/delete to customize for your site; *italics indicate tasks with high impact*)	CORE WIOA PROGRAMS	FEDERAL PROGRAMS WITH CAREER PATHWAY FOCUS	STATE PROGRAMS WITH CAREER PATHWAY FOCUS	PHILANTHROPIC & CIVIC INITIATIVES
COORDINATE FINANCIAL AID				
Support FAFSA use				
Initiate Ability to Benefit to make non-HSD participants eligible for federal financial aid				
Assess individual's access to education funding (e.g., HEA title IV, WIOA Adult/Youth/Dislocated Worker, TAA, W2, employer tuition reimbursement)				
USE DATA EFFECTIVELY				
Use aligned labor market information to influence program design				
Use menu of performance metrics that meet needs of partners and provide continuous improvement as well as evaluation data				
Use interim progress measures (e.g., WIOA Measurable Skill Gains) to measure participant progress and transition				
Use education and labor market outcomes				

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