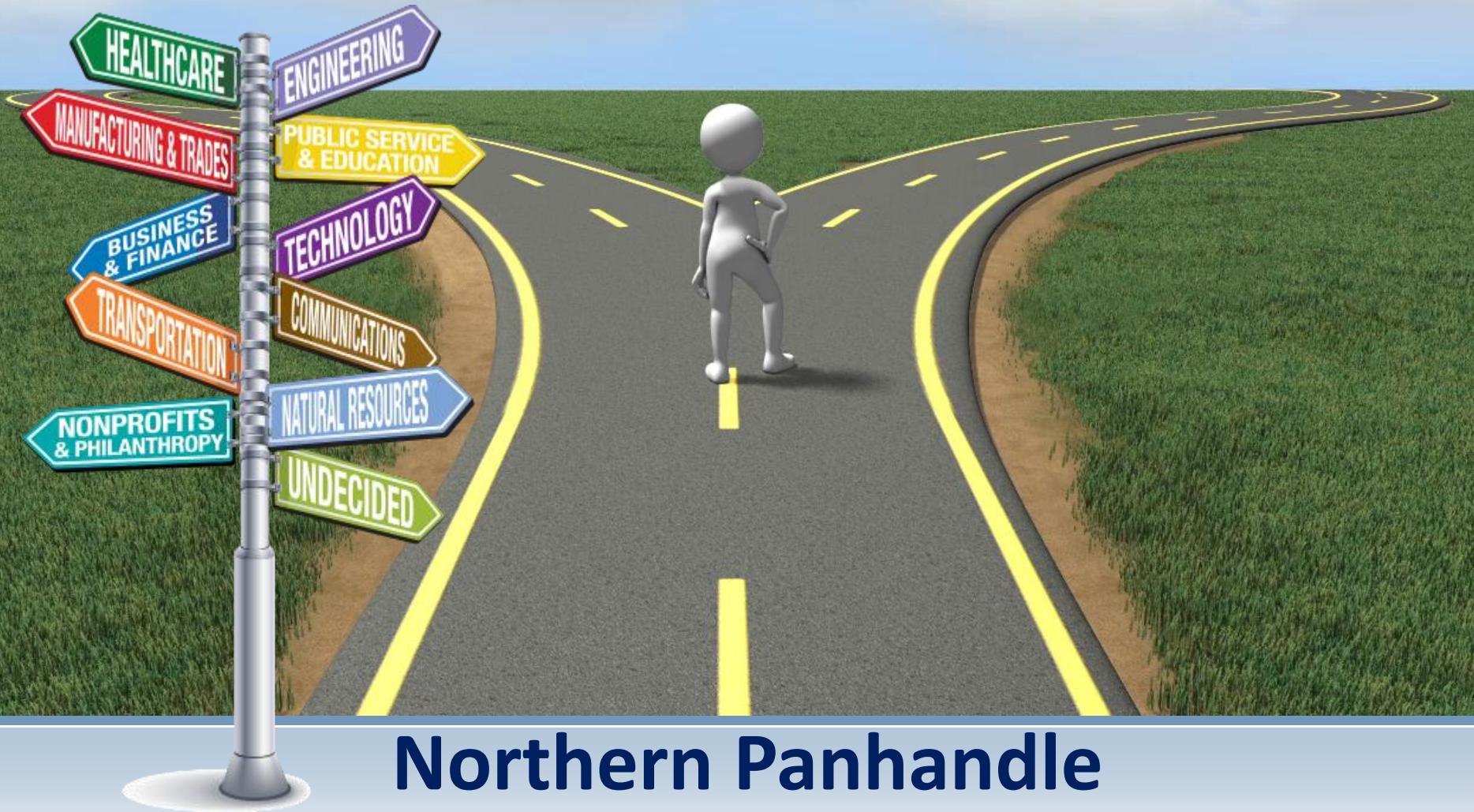


Career Pathways System



**Northern Panhandle
Workforce Development Board, Inc.**

Career Pathways Model is a SYSTEM



Partners Play A Part of that BIGGER System



Career Pathway: WIOA's Definition

The term “Career Pathway” means a combination of rigorous and high-quality education, training and other services that:

- A. Aligns with the skill needs of industry in the economy of the State or regional economy involved
- B. Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including Registered Apprenticeships
- C. Includes counseling to support an individual in achieving the individual's education and career goals
- D. Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster



WIOA's Definition (continued)

- E. Organizes education, training and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable
- F. Enables an individual to attain a secondary school diploma or its recognized equivalent, at least one (1) recognized postsecondary credential
- G. Helps an individual enter or advance within a specific occupation or career cluster.



Career Pathways

The “Pathway” approach connects progressive levels of Education, Training, Support Services and Credentials. One of the early entry points is tailored specifically to low-income and low-skilled individuals and starts with several courses that teach foundational skills in the chosen “Pathway.”



The “WHY” of Career Pathways:

- ~ Have you ever started in one direction, and before you knew it years had flown by, and the direction of your life simply changed course?
- ~ What paths have you taken that got you where you are today?
- ~ Have you come to a fork in the road and you took one “path”? Have you ever thought about where you would be if you had taken another “path”?
- ~ Think of someone else who changed directions, purposefully or because of a life event, such as losing a job, divorce, etc.





Using “Career Pathways” will help:

- **connect individuals to jobs that are In-Demand in our region**
- **offer visible “pathways” for advancement that lead to earning a credential**

Whether the individual is looking for a new career, wanting to advance in their current career, in need of some skills to get them back into the workforce quickly, or they are just starting to look for their first job and have low skills

“Career Pathways” is an effective workforce development strategy:

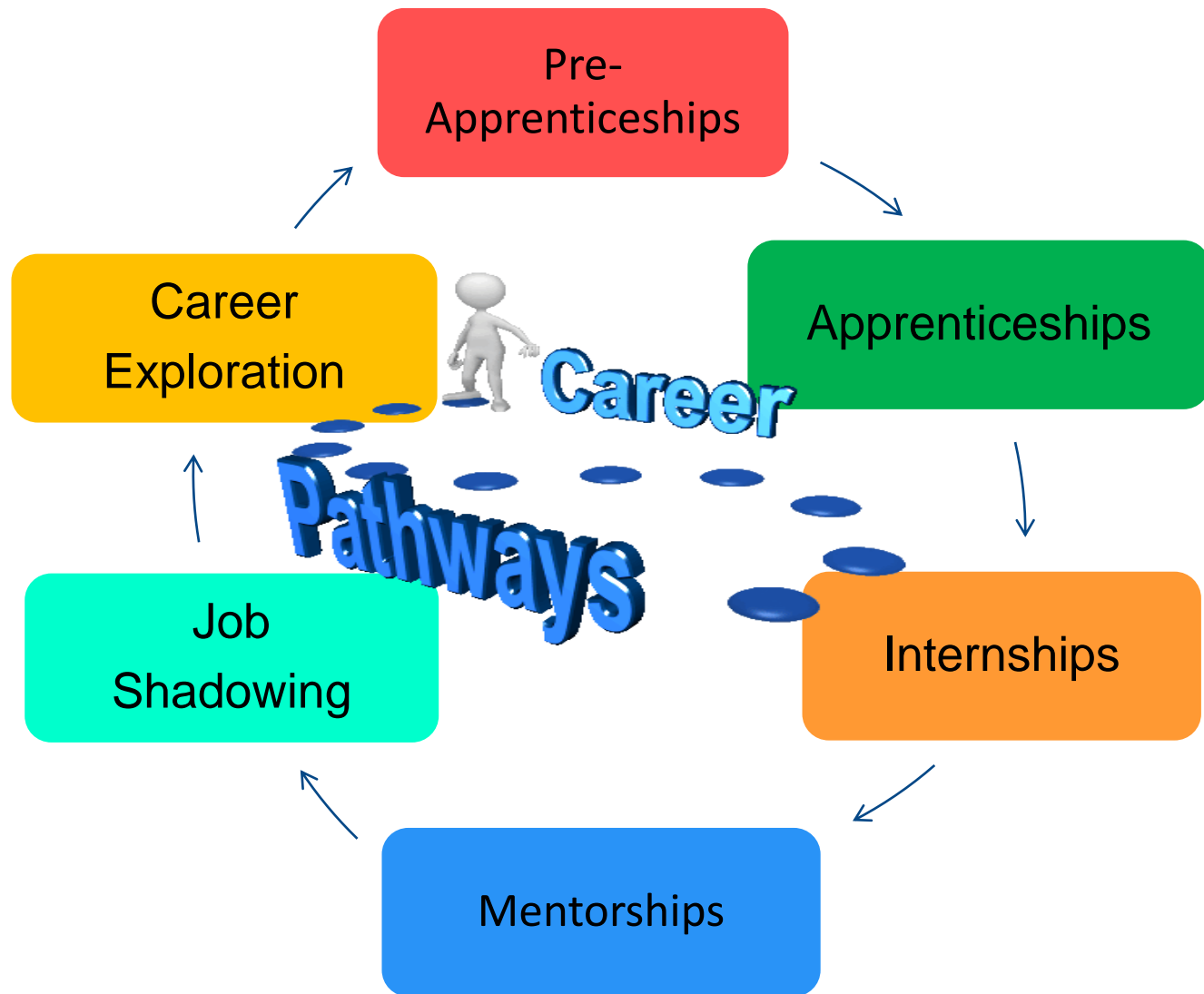
- **to assist those with the greatest barriers to obtain employment**
- **allowing the individual to gain marketable skillsets and credentials**
- **preparing them for the next job on the “Career Path”**
- **includes multiple entry and exit points**

Knowledgeable staff at our regional American Job Centers are available to explain how we can help them achieve their goals.



Career Pathways & Industry Partnerships

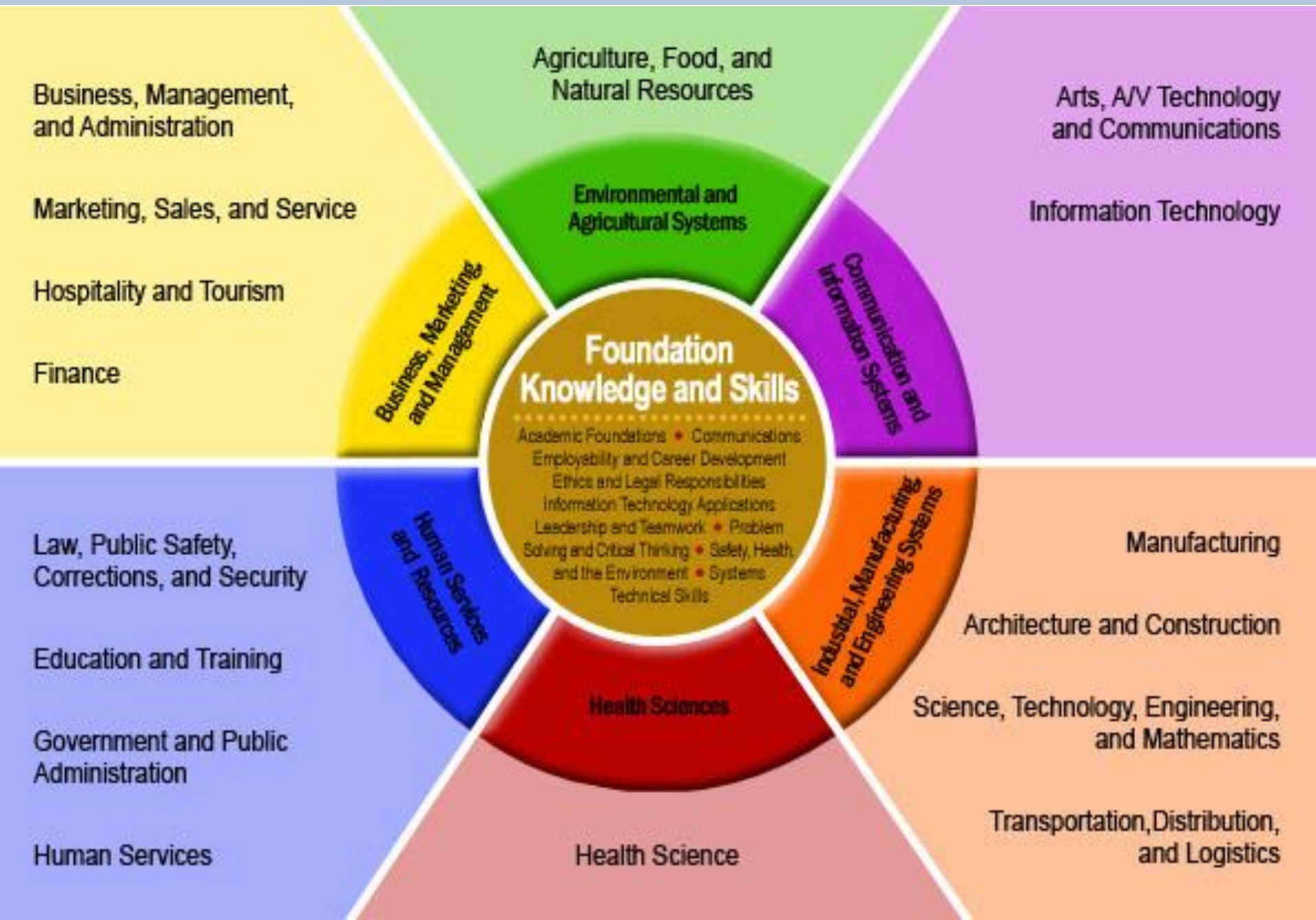
Integration of “Career Pathways” training strategies across all stakeholders.



Career Pathways Are Designed to Serve:



Career Clusters



What are Career Clusters?

Within each Career Cluster are multiple “Career Pathways” that represent a common set of skills and knowledge, both academic and technical, necessary to pursue a full range of career opportunities within that “Pathway” – ranging from Entry Level to Management, including Technical and Professional Career Specialties.



Defining the Top In-Demand Occupations

Advanced Manufacturing



CDL



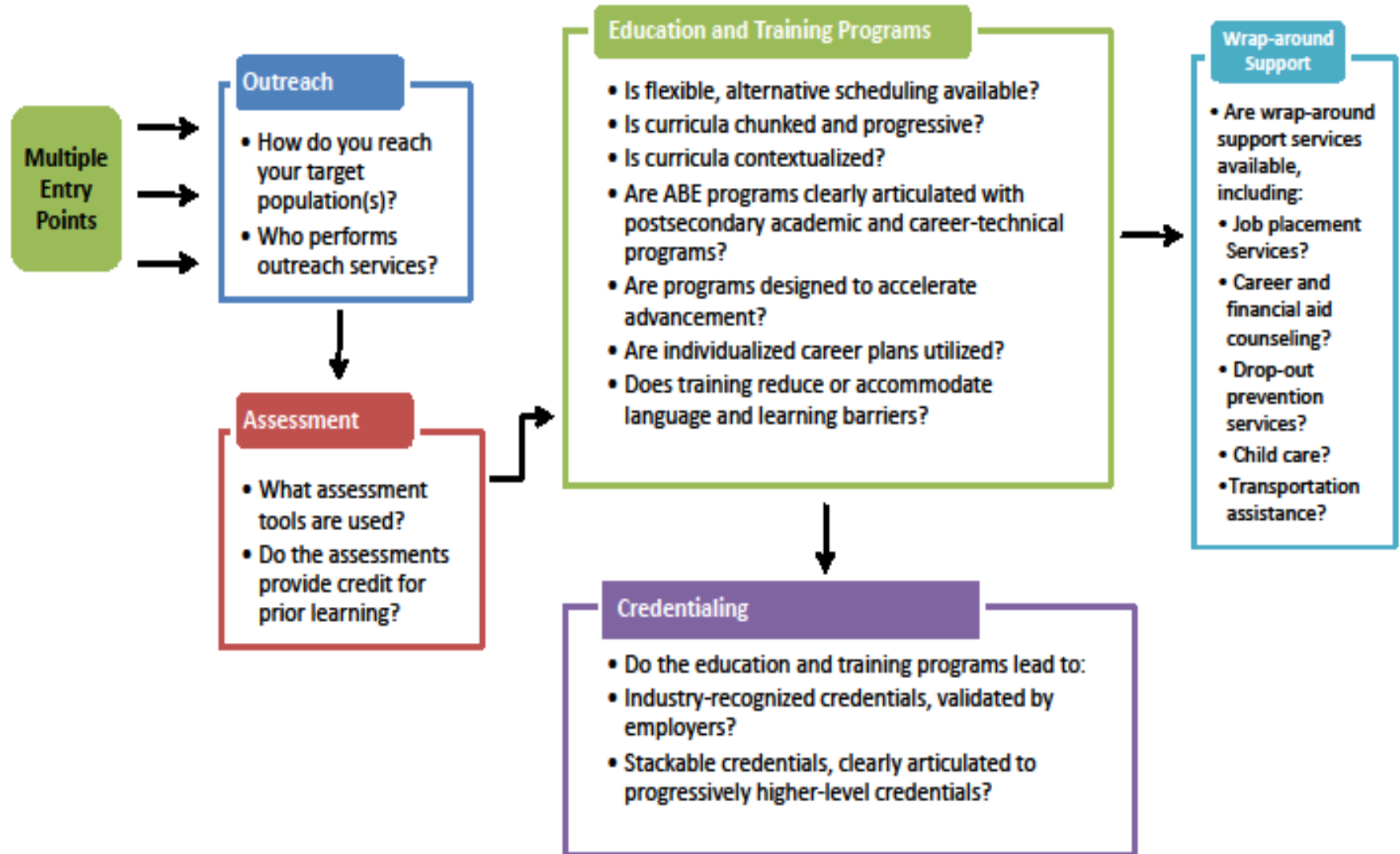
Health Care



Welding



Career Pathways Program Design Flow Chart



Advanced Manufacturing

Pathway

Machine Operator

(Basic Machine Operation, Manufacturing Floor Maintenance, Inspection and Cleaning, etc.)

On-the-Job Training

\$33,100+



Machinist

(Gear Machinist, Journeyman Machinist, Repair Machinist, etc.)

On-the-Job Training/Associates Degree

\$37,220+



Production Supervisor

(Department Supervisor, Quality Assurance Supervisor, Shift Supervisor, etc.)

On-the-Job Training/Associates Degree/Bachelor Degree

\$63,780+



Maintenance Technician

(Machine Repair, Maintenance Electrician, Maintenance Worker, Welder, etc.)

On-the-Job Training/Associates Degree

\$42,150



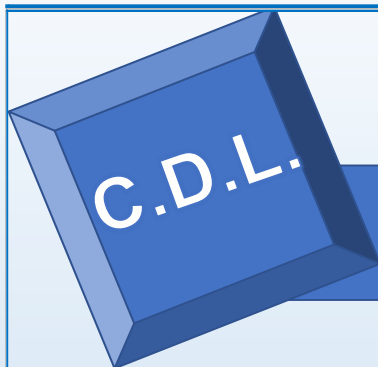
CNC Operator
(Computer Numerically Controlled Machinist, CAD Programmer, etc.)

On-the-Job Training/Associate Degree/Bachelor Degree

\$52,500+



Career Pathways



Pathway

Truck Driver – Light or Delivery Services

** Weighs under 26,000 Gross Vehicle Weight (Bulk Delivery Driver, Merchandise Delivery Driver, Package Delivery Driver, etc.)*

**4 – 12 weeks
\$26,750+**



Refuse & Recyclable Driver

(Garbage Collector, Recycle Driver, Rolloff Driver, etc.)
**May require Hazmat and Tanker Endorsements*

**4 – 12 weeks
\$24,720+**



Industrial Truck and Tractor Operators

(Forklift Operator, Tow Motor Operator, Lift Truck Operator, etc.)
**May require Hazmat and Tanker Endorsements*

**4 – 12 weeks
\$35,160+**

Laborers and Freight Driver

(Dock Worker, Warehouse Worker, Loader, etc.)
**May require Skid Steer Safety Certification*

**4 - 12 weeks
\$27,040+**

School Bus Driver

**4 - 12 weeks
\$24,800**

City Bus Driver

**4 - 12 weeks
\$33,910**



Heavy and Tractor Trailer Truck Driver

**Weighs over 26,001 Gross Vehicle Weight (Over the Road Driver, Log Truck Driver, Semi Truck Driver, etc.)*
***May require Hazmat and Tanker Endorsements*

**4 - 12 weeks
\$36,840+**



HealthCare Pathway

EMT/Paramedic
Certificate /
On-the-Job
Training
\$26,720

**Certified Nursing
Assistant**
Certificate
\$24,641

Phlebotomist
Certificate
\$29,130



**Medical
Assistant**
Associates/
On-the-Job
Training
\$26,364

**Respiratory
Therapist**
Associates/
Bachelors
\$50,620

**Pharmacy
Technician**
Certificate/
Associates
\$24,420

**Licensed
Practical Nurse**
Certificate/
Associates
\$35,470



**Radiology
Technician**
Associates
\$45,817

**Medical Billing
& Coding**
Certificate/
Associates
\$28,056

**Health
Information
Management**
Associates
\$31,970

**EKG
Technician**
Certificate/As
sociates
\$30,270

**Surgical
Technician**
Certificate/
Associates
\$36,820



**Registered
Nurse**
Bachelors
\$56,390

**Nurse
Practitioner**
Masters
\$93,040



**Career
Pathways**

Career Pathways

Welding

Pathway

**Welder
Helper/Assistant**

**On-the-Job
Training**

\$27,502+



Welder
(Cutter, Welder
Fitter, etc.)

**On-the-Job
Training/AAS/
Apprenticeship**

\$41,040+

**Structural Metal
Fabricator**

**On-the-Job
Training/
Certificate/
Apprenticeship**

\$35,870+



Millwright

**On-the-Job
Training/
Apprenticeship**

\$48,580+

**Pipe Fitter/
Steamfitter/
Plumber**

**On-the-Job
Training/
Apprenticeship**

\$57,360+



Ironworker
**On-the-Job
Training/
Apprenticeship**

\$58,620+



**Sheet Metal
Worker**
(HVAC Sheet Metal
Installer,
Journeyman Sheet
Metal Installer, etc.)

**On-the-Job
Training/
Apprenticeship**

\$59,870+

Boilermaker
**On-the-Job
Training/
Apprenticeship**
\$68,430+



WVAdultEd Career Pathways System Bridge and FastTRACK program models.



Bridge &
FastTrack
Models

Adult Education's Role in the West Virginia Career Pathway System

Ongoing and FastTRACK Bridge programs integrate basic skills and occupational content to help educationally underprepared adults along a continuum from pre-literacy to post-secondary readiness connect to pathways to high-demand careers that pay life sustaining wages.



Pre-Bridge

- On-going basic skills instruction designed as a flexible option for students at various levels to improve life skills and academic readiness in order to enter a Bridge program



Bridge Prep

- Intentional focus on work by embedding work readiness skills and preparation for post-secondary training into adult education programs



Bridge I

- Low intermediate reading, writing, speaking, and math taught in the context of a variety of occupational sectors



Bridge II

- High intermediate basic skills and focused preparation for a targeted post-secondary occupational pathway



Integrated Education and Training

- Integrated course with a single set of learning objectives that identifies specific adult education content, and workforce prep and workforce training competencies



Integrated English Language/Civics:

- Integrated course for English language learners that includes English language acquisition taught along with workforce prep and workforce training

Wraparound Support Services for Adult Learners

All along the pathway, support services, career advising, work experiences, and skill assessments are provided by adult education instructors, career pathways navigators, workforce development specialists, employers, CBOs, and DHHR.

Step 1

ORIENTATION IS PROVIDED BY CUSTOMER SERVICE REPRESENTATIVE.



Step 2

EXPRESSES DESIRE TO GO INTO AN INDIVIDUAL TRAINING ACCOUNT (ITA) PROGRAM.



Step 3

SCHEDULE APPOINTMENT WITH A CASE MANAGER TO DETERMINE WIOA ELIGIBILITY AND CHOOSE CAREER PATHWAY.



Step 4

PARTNER REFERRAL MADE, IF APPLICABLE. TABE TEST AND WORK READINESS TEST GIVEN AT THIS TIME.



Step 5

ONCE WIOA APPROVED, PARTICIPANT WILL COMPLETE REGISTRATION AND WILL BE SENT FOR A DRUG TEST.



Step 6

PARTICIPANT WILL RETURN THE DRUG TEST RESULTS TO THEIR CASE MANAGER (IF PASSED TEST). WILL BE ABLE TO BEGIN PAPERWORK FOR ITA TO BE SENT TO NPWDB, INC. OFFICE FOR APPROVAL.



Step 7

ONCE ITA IS APPROVED BY THE NPWDB, INC. OFFICE, PARTICIPANT WILL RECEIVE APPROVAL LETTER IN THE MAIL AND WILL THEN NEED TO CONTACT TRAINING PROVIDER.



Step 8

ONCE CLIENT HAS SUCCESSFULLY COMPLETED TRAINING, THEIR CASE MANAGER WILL CONTACT THEM MONTHLY FOR 6 MONTHS FOR REQUIRED FOLLOW-UP PURPOSES. THEIR EMPLOYMENT WILL BE DOCUMENTED.

“Pathway” Information for American Job Center Customers Services Available “*FREE*” of Charge:

- Resource Room
- Computers with Internet Access
- Resume Assistance
- Employment Plan Development
- Career Counseling
- Job Search Assistance
- Job Training Services
- Assistive Technology is Available for Individuals with Disabilities
- Fax Machine
- Telephone
- Skill Testing
- Mock Interviews
- Labor Market Information
- Workshops
- Referrals to Community Resources and Partners of the American Job Center



Choosing Your Career Pathway



It is not about separate programs or checking off compliance boxes, but it is about a **system** where **education and training** are provided and offers **credentials** that **prepare individuals**, regardless of their skill level(s) at the point of entry, for **post-secondary education, training, and/or employment**

NPWDB, Inc./WIOA funded programs are equal opportunity employer programs.
Auxiliary aids and services are available upon request to individuals with disabilities.
TTY/TDD 304-233-8091

The NPWDB, Inc. programs and services discussed in this Monthly Newsletter are 100% WIOA funded.
No programs or services have been financed by non-governmental sources.