



ADVANCING
CAREER AND
TECHNICAL
EDUCATION
IN CAREER
PATHWAYS
SYSTEMS

MINNESOTA

Project Goals

Align state educational, employment training, and human service career pathways and strengthen existing career pathways resources and offerings.

To achieve this goal, the Minnesota leadership team chose to focus on the following three key elements of career pathways:

1. Strengthening cross-system partnerships to align program services and establish policy and legislation to support statewide systems alignment;
2. Redesigning communications strategies to engage employers; and
3. Building cross-system data and accountability systems to motivate accountability and program improvement.

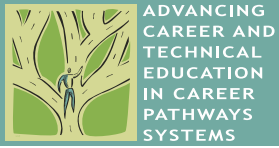
Initial Challenges

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- Obtaining agreement on a common definition of career pathways.
- Securing commitment to align all the many career pathways endeavors that were unilaterally underway in the state.

Strategies:

- Built cross-agency agreement on a common set of definitions, which were vetted by participants and aligned with other state initiatives (e.g., Governor's Workforce Development Council [GWDC]).
- Used existing relationships across state agencies to identify opportunities for collaboration.
- Leveraged quarterly meetings to share information and build common understanding and support for project work.
- Focused on communicating project successes (e.g., It Takes a Village) and using project work to develop strategies and concrete products.



Ongoing Challenges

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- Staff turnover at state and local level
- Limited state and local financial and human resources
- Project sunset

Strategies:

- Provided mentoring and professional development to future leadership candidates (e.g., Perkins local consortium leaders).
- Actively recruited state staff with strong experience and commitment to career technical education and career pathways.
- Hired applicants with strong leadership potential in anticipation of turnover and retirements, supplemented with professional development and one-on-one mentoring.
- Cross-trained staff to ensure continuation of knowledge and skills.

Strategies:

- Recruited key state leaders to participate in project, which has led to creation of a standing Career Pathways Committee, to be established Summer 2015 by the GWDC.
- Created a promotional campaign and a career pathway toolkit that will be disseminated and promoted by members of the new GWDC Career Pathways Committee.
- Initiated a statewide, cross-agency employer engagement effort that will involve the partners of the Advancing CTE CP leadership team and will be sustained by the GWDC CP Committee.
- Leveraged existing CTE infrastructure for programs of study, program approval, and local consortia to support career pathways work.



WORK REMAINING THROUGH JUNE 2015

- State Career Pathways statewide campaign
- Career Pathways toolkit
- Employer Engagement professional development trainings



LESSONS LEARNED / TOOLS / STRATEGIES TO DOCUMENT

- Career pathways communications strategy
- It takes a Village video/presentations
- Employer Engagement strategy
- Career Pathways toolkit
- Cross-agency knowledge and understanding
- Common state definitions for a Career Pathways system and program
- Creation of Career Pathways Committee by Governor's Workforce Development Council