It Starts at the Beginning: Mapping Career Pathways

Wednesday, February 17, 2021 | 10:00-11:30 am
Training Objectives

The training will:

- Emphasize the importance of promoting IET and Career Pathway opportunities from Day 1
- Present and encourage career maps as a way to build student interest
- Showcase Career Pathway maps from Accelerating Opportunities
- Provide an example of a product that can be used to create career maps
- Spotlight a local program’s IET efforts
Building Initial Interest for IETs

How is IET being promoted in your service delivery area?

Is IET discussed in orientation? If so, how?
Education and Career Goals

- Students enter the adult education program wanting to earn their High School Equivalency (HSE) Diploma with hopes of securing a good job and making a sustainable wage.
It Starts at the Beginning

- **Orientation and Intake**
  - What kinds of information is being collected?
  - How is the information being collected?
  - How are career goals introduced in orientation?
  - What are somethings being done in your program to help students with setting goals?
It Takes Everyone!

- College and Career Specialist
- Teachers
- Instructional Aides/Paraprofessionals
Career Assessments

Everyone has a different way to describe themselves and what they like to do.
Career Assessment Resources

- GAfutures
  https://www.gafutures.org/

- My Next Move
  https://www.mynextmove.org/

- Careeronestop
  https://www.careeronestop.org/
Understanding where IET Fits in Career Path

- Health Care, Retail
- Administrative and Support Services
- Professional Services
- Manufacturing
- Finance and Insurance
- Transportation and Warehousing
- Educational Services
- Information Technology
- Public Administration

Forklift and OSHA 10

IET

Source: 2020 State of GA Unified Plan
Career Pathways Overview

- Career Pathways create explicit connections and clear roadmaps to educational and career advancement.
- Career Pathways are also designed around jobs of importance to regional economies.
- They create educational stepping-stones for workers and job seekers, and a supply of qualified workers for employers.
- There are multiple entry and exit points for a Career Pathway.
IET is the First Step

Certified Nursing Assistant

???

???

???
...of a Career Pathway

A career ladder is a series of steps or occupational levels within a given company or occupation.
Career Map

Visual diagrams or “road maps” show multiple entries and exit points and depict vertical and lateral movement within occupations or career clusters.
Students need to Understand Job Progression

What are the potential jobs in the pathway?

**Hospitality and Tourism**
Food Server → Short-Order Cook → Head Chef

**Manufacturing**
Shipping Clerk → Purchasing Agent → Purchasing Manager

IET: **Intentional. Engaging. Transformative.**
Key Components for Career Pathway Map

- Education requirements and training progression within the pathway
- Average Salary Information
- Potential Employers
- # of Jobs in Area
- Job Growth Projections
- Support Services
  - Job Placement
  - Childcare
  - Transportation
Advanced Manufacturing
CAREER PATHWAYS MAP

Human Resources Management, Operations Analysis, Financial Analysis, Complex Problem Solving, Technical Competencies, Decision Making

Mechanical Competencies, Logistics Management, Time Management, Persuasion, Critical Thinking

Read Blueprints, Quality Control Analysis, Equipment Operation and Control, Maintenance and Repair

Soft Skills, Background Check, Reading/ Writing, Arithmetic, Equipment Operation, Basic Computers

($20 - $30/ HR)*
Engineers, Information Technology, Management

Bachelor Degree + Experience

Two-Year Degree + Experience

($15 - $20/ HR)*
Tool and Die, Eng Tech, Team Supervisor, Customer Service, Sales

Some Postsecondary Education + Experience

($12 - $15/ HR)*
Machinist, Maintenance/ Repair, Quality Technician

($10 - $13/ HR)*
Production, Shipping/ Warehouse, Welders

High School/ GED

*Base wage rate not including benefits.
**Information required by employers with application includes, work history, GPA, attendance record, and transcripts.
Manufacturing Career Pathway

Industrial Health & safety Engineers
$25-30/hr.
Associate's Degree & 5 Year's Experience
Production Manager
$46-48/hr.
Bachelor's Degree or Above
Industrial Engineering Technician
$22-27/hr.
Welder, Solderer & Brazer
$14-18/hr.
Short-term Training/Industry Certification
Helper-Production Worker
$11-13/hr.
High School Diploma or GED
<table>
<thead>
<tr>
<th>CAREERS</th>
<th>BRIEF DESCRIPTION</th>
<th>EDUCATION REQUIRED</th>
<th>PROGRAM LENGTH</th>
<th>PROJECTED SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>APRN</td>
<td>An Advanced Practice Registered Nurse (APRN) is at the top of the nursing ladder. APRNs are specialized RNs including Nurse Anesthetists, Nurse Midwives, Clinical Nurse Specialists, and Nurse Practitioners.</td>
<td>APRNs must hold a national certification, be state licensed, and hold a master's degree in one of the APRN specialties.</td>
<td>6 - 8 years</td>
<td>$96,460</td>
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<tr>
<td>NURSE PRACTITIONER</td>
<td>Nurse Practitioners are specialized RNs who, among other things, diagnose and treat illnesses, prescribe medicine, order tests and x-rays, and promote health and disease prevention.</td>
<td>Nurse Practitioners must be state licensed and hold at least a master's degree (MSN) in nursing.</td>
<td>6 - 8 years</td>
<td>$95,070</td>
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<td>RN</td>
<td>Registered Nurses (RNs) provide a wide range of healthcare services: Everything from coordinating patient care to educating the public to providing emotional support to patient families.</td>
<td>RNS typically either earn a bachelor's degree (BSN) or an associate's degree (ASN) in nursing. They must be licensed.</td>
<td>ASN: 2 years</td>
<td>$65,470</td>
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<tr>
<td>LPN/LVN</td>
<td>Licensed Practical Nurses (LPNs) and Licensed Vocational Nurses (LVNs) perform everyday nursing duties under the supervision of doctors and registered nurses.</td>
<td>LPNs and LVNs must finish a state-approved education program and earn a nursing license.</td>
<td>1 year</td>
<td>$41,540</td>
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<td>MEDICAL ASSISTANT</td>
<td>Medical Assistants help physicians, chiropractors, nurses, and other medical professionals with clinical and administrative duties. Medical Assistants aren't in nursing but have similar responsibilities to CNAs.</td>
<td>Medical Assistants typically complete a postsecondary certificate program.</td>
<td>9 months - 1 year</td>
<td>$29,370</td>
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<tr>
<td>CNA</td>
<td>Certified Nursing Assistants have similar roles to nursing aides and orderlies. CNAs help other medical professionals in caring for patients in hospitals and long term care facilities.</td>
<td>CNAs must finish a state-approved education program and pass a proficiency test.</td>
<td>75 - 150 hours of training</td>
<td>$24,400</td>
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</tbody>
</table>

Pathways should lead to Careers
Carla DeBose
Director, Professional Development and Transition Resources
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Automotive Career Pathway Example

INITIAL CERTIFICATE
Automotive Electrical/Electronic Systems Technician

DIPLOMAS
Automotive Technology
Automotive Fundamentals

CERTIFICATES
Automotive Transmission/Transaxle Technician Specialist
Automotive Engine Repair Technician
Automotive Engine Performance Technician
Automotive Climate Control Technician
Automotive Chassis Technician Specialist

DEGREE
Automotive Technology
Air Conditioning Career Pathway Example

High School Equivalency

Certificates of Credit:
AC Electrical Technician
AC System Maintenance

Certifications:
EPA, GeorgiaBEST

Diploma:
Air Conditioning Technology
Warehousing and Distribution Center Example

**Warehousing & Distribution Center Operations**

Other pathways with related occupations:
- Logistics and Inventory Control
- Logistics Planning and Management Services

Advanced Degree (4+ Years)
- Transportation, Storage, and Distribution Managers
- See Other Careers

Bachelor's Degree (4 Years)
- See Other Careers

1-3 Years
- Supervisors of Transportation and Material-Moving Workers
- See Other Careers

Less Than 1 Year
- Couriers and Messengers
- Procurement Clerks
- Tank Car, Truck, and Ship Loaders
- See Other Careers

High School Diploma or GED
- Freight and Stock Laborers
- Hand Packers and Packagers
- Shipping, Receiving, and Traffic Clerks
- See Other Careers
Georgia Integrated Pathway for Aircraft Technology Career

**Recruitment**
- High Performing Adult Ed. Students
- High level GED-ESL Students
- Referrals from WIBs and CBOs
- Federal & State Corrections System
- College-level Developmental Ed. Students

**Intake Assessment**
- Academic Assessment (TABE, COMPASS)
- Basic Skills/Interest Assessment
- Barrier Identification (support services needs i.e. transportation, childcare, etc.)
- Determination of Financial Aid Eligibility

**Orientation**
- Career Counseling
- Academic Counseling
- College Orientation Support Services
- Assignment of “Campus Navigators”

**GA JumpStart Accelerated Learning Team Taught by:**
- ABE Instructor for GED Prep (contextualized with introductory aircraft technology course material)
- College Instructor for Aircraft Technology credit coursework:
  - Luxury Craft Cabinet Making – 10 credit hours
  - Aircraft Electrical Assembler – 15 credit hours
  - Aircraft Assembly Technician – 10 credit hours
  - Aircraft Structural Technology – 49 credit hours

**Supported by:**
- Assigned Success Coaches
- College Student Services
- Community Services for “life support”
- Special Population Coordinators
- Employment Counselors from Local Employers

**Academic Outcomes will include certifications in:**
- GED Diploma
- Work Ready Certificate
- Luxury Craft Cabinet Making (certificate)
- Aircraft Electrical Assembler (certificate)
- Aircraft Assembly Technician (certificate)
- Aircraft Structural Technology (diploma)

**Career Outcomes will include employment in:**
- Sheet Metal Mechanic
- Sheet Metal Assistant
- Composite Mechanic
- Aircraft Electrical Installer
- Aircraft Cabinet Maker
Georgia Integrated Pathway for Healthcare Technology Career

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- College Instructor for Aircraft Technology credit coursework:
  - Luxury

**Academic Outcomes will include certifications in:**
- GED Diploma
- Work Ready Certificate
- Luxury

**Career Outcomes will include employment in:**
- Sheet

**Supported by:**
- Assigned Success Coaches
- College Student Services
- Community Services for “life support”
- Special Population Coordinators
- Employment Counselors from Local Employers
Jamie Albee
Administrative Assistant,
Instructional Services
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Resource Tool to Create Career Pathway Maps

www.lucidchart.com
Sign-up is free and easy

1. Got to www.lucidchart.com
2. Click on Sign up free
3. Scroll down and click on Continue with Free
4. Enter your account info: Name, Work e-mail, and password
5. Click on your profession, the category with is closest with your role, and primarily use of Lucidchart.
Great Template Tutorials

https://youtu.be/QFVZVaOcz7E

Example of a Manufacturing Career Pathway

Melissa Burtle
Director, Adult Education
Southern Regional Technical College
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Wrap-up: Comments or Questions?

Survey: https://forms.gle/hgBKAgQCAsfFizsj7
Next Session


Wednesday, March 17, 2021
10-11:30am
<table>
<thead>
<tr>
<th>Region</th>
<th>Grant Program Support Coordinator</th>
<th>Name</th>
<th>Email</th>
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<tr>
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<td>or <a href="https://galis2016.tcsge.edu/Galis/HelpDeskEmail.aspx">https://galis2016.tcsge.edu/Galis/HelpDeskEmail.aspx</a></td>
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**Instructional Services Director**
**Bobby Creech**
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