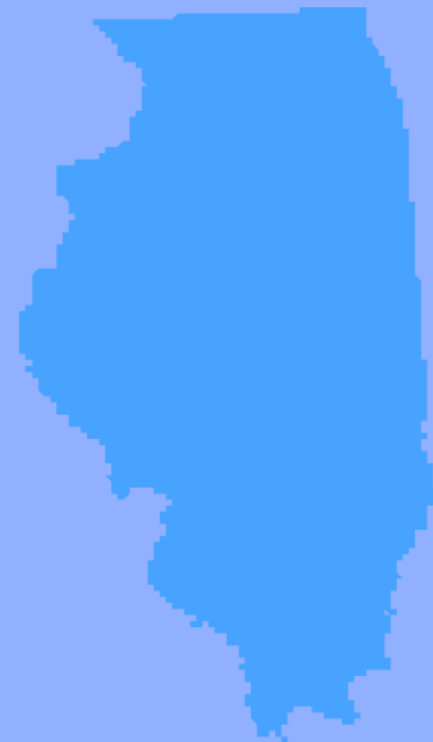




Apprenticeship: A Workforce Strategy to Career Pathways

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Illinois Common Career Pathways Definition and Guidance

DRAFT -- PREPARED FOR ADOPTION

Introduction to WIOA Career Pathways Definition

A career pathway means a combination of rigorous and high-quality education, training, and other services that aligns both vertically and horizontally across Secondary Education, Adult Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs. Collaborative partnerships with these entities and business and industry, along with human service agencies, corrections, and other community stakeholders, serve as the foundational structure for high-quality and sustainable career pathways. A career pathway also includes multiple entry and exit points to facilitate individuals to build their skills as they progress along a continuum of education and training and advance in sector-specific employment.

Illinois Common Career Pathways Guidance

Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the National Apprenticeship Act.

Career pathways should:

- Enable lifelong learning that ensures youth and adult participants can gain entry to and advance, as desired, through successive education and training programs, leading to stackable credentials in a given occupational cluster.
- Lead to jobs in increasingly high-skill, high-wage, and/or high-demand industries.
- Ensure access and appropriate services for the targeted populations included in the State of Illinois Workforce Innovation and Opportunity Act Unified State Plan.

A stackable credential is part of a sequence of credentials that can be accumulated over time and move an individual along a career pathway or up a career ladder.

Priority populations identified in the [State of Illinois Workforce Innovation and Opportunity Act Unified State Plan](#) are: Long-term unemployed; Low-income adults; Low literacy adults, including those without a high school diploma; Low-skilled adults; Individuals with disabilities, including youth with disabilities; Those receiving public assistance; Out-of-school youth; Veterans; Migrant and seasonal farm workers; Re-entry individuals (ex-offenders); English Language Learners; Older individuals; Homeless individuals; Single parents; Youth in the foster system or who have aged out; Displaced homemakers; Veterans with disabilities; Indians, Alaska Natives, and Native Hawaiians.

Illinois Common Career Pathways Guidance

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;

Career pathways should:

- Include career-focused instruction that integrates academic and technical content with foundational professional skills, which are skills needed for success in education, and training, career, and life.
- **Offer opportunities for work-based learning experiences.**
- Offer job placement assistant services that are tailored to participant needs at different points along the pathway.

Work-based learning provides participants with work-based opportunities to practice and enhance the skills and knowledge gained in their program of study or industry training program, as well as to develop employability. **Examples include:** Internships, service learning, paid work experience, on-the-job training, incumbent worker training, transitional jobs, and apprenticeships.

Illinois Common Career Pathways Guidance

Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and

Career pathways should:

- Create partnerships between programs that serve youth and adults of all skill levels to ensure that participants can in time earn a recognized postsecondary credential, as desired.
- Enable participants to gain entry to or advance within a given sector or occupational cluster, facilitate efficient transitions to continuing education, and incorporate stackable and portable industry-recognized credentials.
- Facilitate co-enrollment in programs administered by the core and required partners (as defined by WIOA), in addition to Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T).

“Recognized post-secondary credential”, as defined by the Workforce Innovation and Opportunity Act, means a credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal Government, or an associate or baccalaureate degree.

<https://www.doleta.gov/wioa/Docs/wioa-regs-labor-final-rule.pdf>

[WIOA sec. 3\(52\)](#)

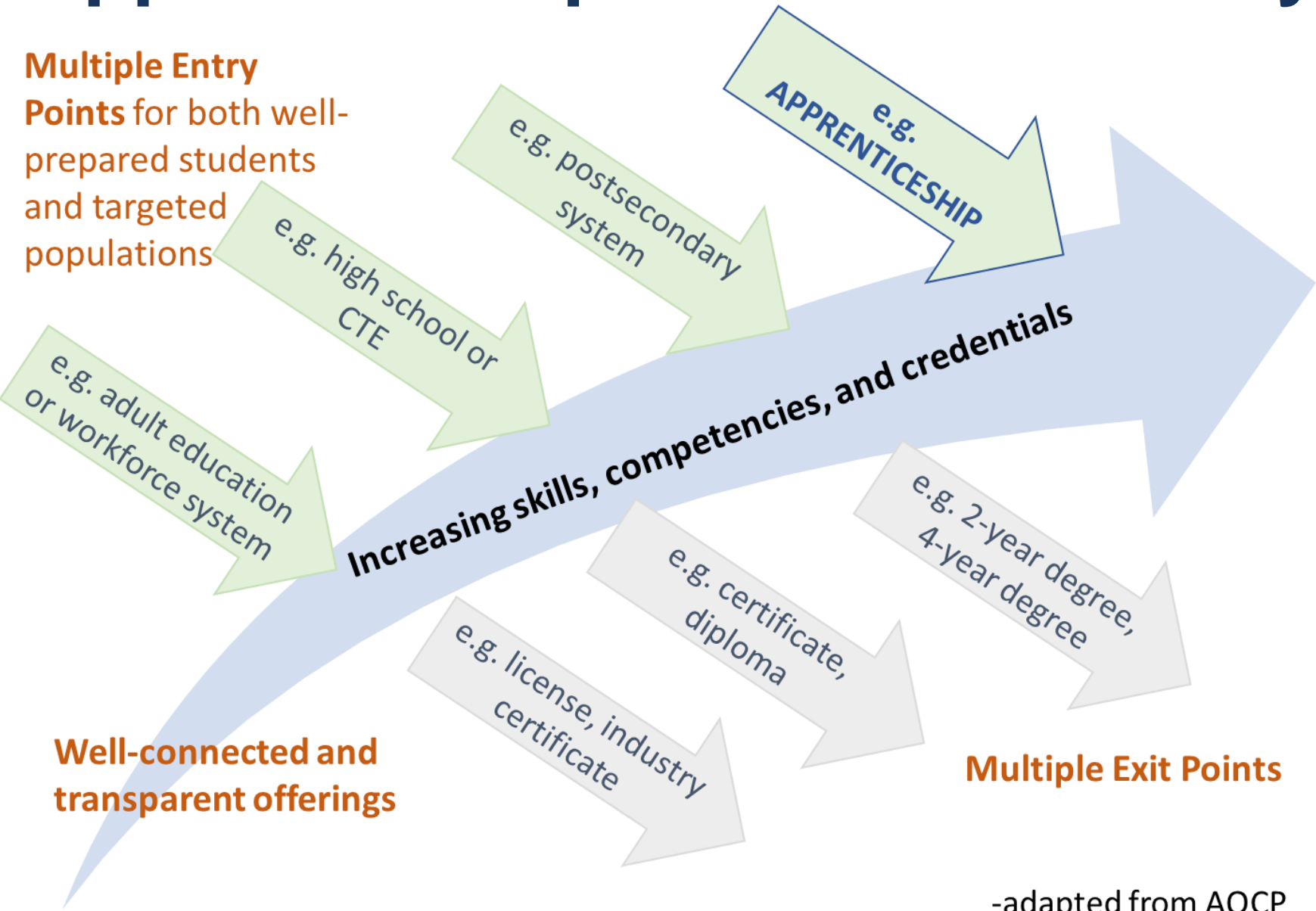
Apprenticeship & Career Pathway

Multiple Entry Points for both well-prepared students and targeted populations

Increasing skills, competencies, and credentials

Multiple Exit Points

Well-connected and transparent offerings



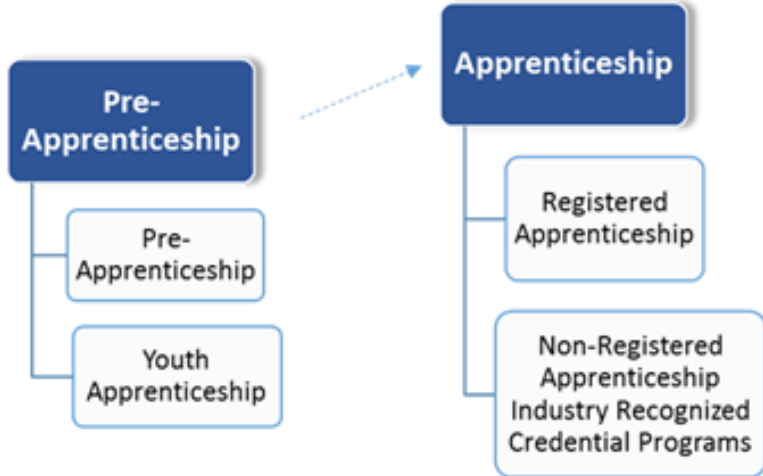
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CAREER PATHWAY



Principles

- Employer Engagement
- Build on What's Working
- Access & Equity
- Innovation & Flexibility
- Accountability



Infrastructure

- Employer Engagement
- ED, Education, & WF Policy
- Marketing & Promotion
- Technical Assistance
- Data & Performance Reporting

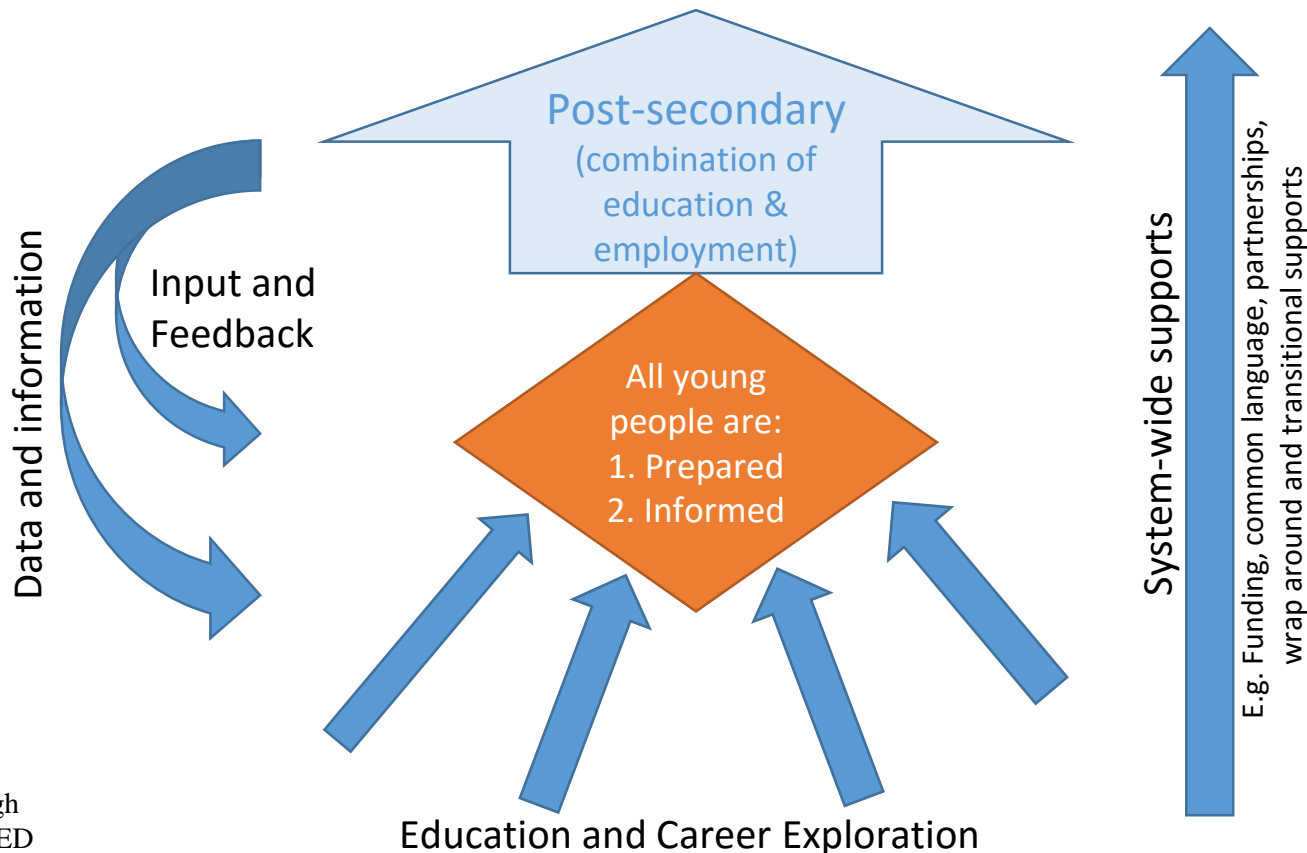
Business Involvement • Structured-on-the-Job Training • Related Instruction • Rewards for Skill Gains • Industry Recognized Credential



WRAP and the Career Pathway System

When youth have earned their first credential* and are making their postsecondary decision, each is:

- Prepared for college and career
- Equipped with the information they need to choose the best career pathway for themselves



*First credential: High school diploma or GED