

## Florida Career Pathway Development Guide

- **Title or Focus of the career pathway program to be implemented**
- **Target Population:** Describe the group(s) of individuals this pathway model will target, including individuals with barriers to employment and priority of service populations.
- **Sector identification:** Describe how this career pathway aligns to the skill needs of your local/regional employers, including sector strategies and Labor Market Information (LMI).
- **Stackable education and training for recognized postsecondary credentials with labor market value:** Describe the range of education and training activities across systems, including secondary diploma or its equivalent and at least one recognized postsecondary credential.
- **Integrated Education and Training (IET):** Describe 3 IET components: adult literacy, workforce preparation, and workforce training. Include the simultaneous components organized for accelerated education and career advancement. Develop a single set of learning objectives.
- **Career services and supportive services:** Describe counseling, employability skill development, work experience, and placement and retention services for education and employment success.
- **Opportunities to enter and advance:** Describe entry/exit points, flexible scheduling/delivery model that allows for the combination of work experiences, work-based training, and other employment and education/training combinations.

### WIOA Definition

CAREER PATHWAY: a combination of rigorous and high-quality education, training and other services that (A) aligns with the skill needs of industries 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 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; (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, and at least 1 recognized postsecondary credential; and (G) helps an individual enter or advance within a specific occupation or occupational cluster. [WIOA, Sec. 3(7)]

### Resources

WIOA Opportunities for Action, Career Pathways: State Plan & Policy (2015), available at <https://www.clasp.org/sites/default/files/public/resources-and-publications/publication-1/State-Career-Pathways-memo.pdf>.