

Governor's Workforce Board RI Career Pathways System Task Force (CPSTF)

April 14, 2011

Meeting Minutes

Committee Members present: Brandon Melton, Chair, Marc Amato, Andrea Castaneda, Charles Fogarty, Jill Holloway, Kevin McDevitt, William McGowan, Jeffrey Senese, Kathie Shields, Robin Smith, Bill Weedon

Committee Members absent: Rick Brooks, Ray Di Pasquale, Deborah Gist, Keith Stokes,

GWB Staff present: Lisa D'Agostino, Dan Brown, Maureen Mooney

DLT Staff present: Sue Chomka, Donna Murray

Others Present: Christopher Cannata, RIEDC; Judy Jones, Poverty Institute; Malcolm Baxter, United Way volunteer; Philip Less, RI Department of Education; C. Holmquist, Dorcas Place; Jack Sullivan, New Horizons, Kathy Sisson, Way to Go RI, Heather Singleton, RI Hospitality Association, Carmen Ferguson, United Way of RI

Call to Order

Chair Melton called the meeting to order at 8:02 a.m. He welcomed everyone and provided an overview of the agenda.

Minutes of Career Pathways System Task Force (CPSTF)

Chair Melton asked for a review of the meeting minutes of the March 24, 2011 CPSTF meeting. He asked if there was a motion to approve the meeting minutes. A correction was noted in the list of meeting attendees. Chair Melton asked for a motion to approve the meeting minutes with the stipulation that the correction be made.

Vote: W. McGowan motioned to approve the minutes of the CPSTF meeting as corrected. B. Weedon seconded the motion. The vote was unanimous; the motion passed.

Finalize Performance Objectives

Chair Melton reviewed the suggested changes made to key performance objectives discussed at the 3-24-11 meeting. Discussion resulted in some minor additions to the objectives which Chair Melton indicated he would revise. The areas identified include:

- Assessment of objectives should be viewed in a broader sense.
- Evaluate effectiveness of the performance objectives.
- Alignment should be in the coordination of existing resources to reduce duplication and potential for redundancies.
- Importance of utilizing a single data system to collect and share information

Review Good to Best Practices: National Models

Chair Melton asked Robin Smith of the Community College of RI (CCRI) to discuss the handout entitled "Career Pathways Key Elements Across Best Practices". It was noted that Jillian Salerno was not able to present this information as she was involved with the application for the Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant Program due on April 21, 2011. R. Smith provided a brief update on that process.

R. Smith reviewed the key career pathways elements related to the specific states of Wisconsin, Washington, Oregon and Arkansas. The elements included sequence of education, clear pathways and achievable milestones; innovations in program content and delivery; strategic partnerships both external and internal; support services; flexible, non-system based scheduling; goals and performance measures; and sustainability.

Several discussion points emerged from task force members suggesting development and focus be placed on:

- **Sequence of education** - which leads to continuing education and employment
(Wisconsin's Regional Industry Skills Education (RISE))

Taskforce Recommendation:

Emphasis should be placed on high end jobs along with low end jobs.

- **Innovations in program content and delivery**
(Washington's Integrated Basic Education and Skills Training (IBEST))

Taskforce Recommendation:

Training reading and math experts in team teaching techniques

- **Strategic Partnerships (external)**
(Oregon's Pathway Alliance)

Taskforce Recommendations:

Create a small scale pilot with quick results.

Create and promote a common language to be used when discussing Career Pathways.

Create key partnerships.

(It was noted that RIDLT has held workforce partner meetings with a similar approach as defined in Oregon's Pathway Alliance. This group is comprised of partners inside and outside of government to share information, collaborate and coordinate resources.)

- **Sustainability**
(Washington's IBEST)

Taskforce Recommendation:

Engage private industry to assist in creating sustainable funding.

Consider the potential of leveraging resources.

(It was noted that submitting multi -grant applications across state agencies without coordination and collaboration is detrimental).

Career Pathways System: Principles and Framework

Chair Melton presented information on Career Pathways models for Washington, Oregon and Arkansas. The Washington model provided an example for an Early Childhood Education I-BEST Program with alternative entry points, certification completion and degree attainments and corresponding job positions.

The Career Pathways model in Oregon illustrated the various student transitions along the education continuum and the focus on demand occupations in the local labor market to meet employer needs. One slide in the Oregon model provided information on entrance considerations for the Portland Community College and the role of apprenticeships, career pathways training, employment opportunities and the option to continue education in pursuit of a Bachelors degree at a 4-year institution.

The final slide of the presentation provided information on the Arkansas Career Pathways Initiative Model which uses a bridge curriculum and credential training to bring students into a fast track development education program and an advanced job.

Chair Melton asked A. Castaneda to share and explain a handout entitled "Sample Industry Sector: IT with representative Sector-Related Pathways". A discussion followed both on the Career Pathways models presented and the Sample Industry Sector handout. Relating to this discussion, L. D'Agostino provided an overview of the GWB Industry Partnership program, explaining that these partnerships are tasked with developing the workforce for the state's high-growth, high-wage industries. She indicated they are charged with identifying skill gaps, promoting relevant training and creating career pathways for their industries.

Organization of Task Force Work

Chair Melton reviewed the handout entitled "Organization of Career Pathways Task Force Work". He indicated the next task force meeting is 7 weeks away which would allow time to review and collect information and identify alternatives in developing the overall career pathways model. It was suggested that the June 2nd meeting be extended in order to accomplish the next set of tasks. With everyone in agreement, it was decided the task force would meet on June 2, 2011 from 8 a.m. until noon. It was noted that this meeting will be held in conference room 73-1 at the RI Department of Labor and Training (RIDLT).

Next Steps

Chair Melton stated that at the next meeting, the task force will focus on selecting 1 or 2 Industries and/or occupational sectors from 3-4 recommendations that will be presented. He noted that key partners will be identified as well. It was mentioned that the need to measure results is important to the process and that the data for each model presented should be evaluated to determine the most effective way to measure these results.

Adjournment

Chair Melton asked for a motion to adjourn the meeting.

Vote: M. Amato motioned to adjourn the meeting. K. Shields seconded the motion. The vote was unanimous; the motion passed.

The meeting was adjourned at 10:10 a.m.

Respectfully submitted,

Maureen Mooney
Career Pathways System Task Force
April 14, 2011