

Career Pathways Advisory Committee
August 22, 2014
9:00 am – 10:30 am
DLT Room 73-1

Welcome and Introductions – Monica Dzialo, Chair

- Participants from various state agencies, community non-profits, educational organizations, workforce centers, state educational institutions and more gathered
- Participants introduced themselves and described how their organizations use career pathways
- Common theme of all being committed to the development of a career pathway system
- Chair Dzialo alerted participants to upcoming CPAC meetings

Attendees:

First Name	Last Name	Organization
David	Banno	Tri-Town Community Action
Rick	Brooks	GWB
Michelle	Brophy	BHDDH
Laura	Carbone	Stepping Up
Vanessa	Cooley	RIDE
Kristie	Costa	RI Hospitality Association
Monica	Dzialo	ORS, Career Pathways Chair
Hillary	Feeney	GWB/On-Ramps
Carmen	Ferguson	DHS
Ken	Findlay	DOC
Shirley	Francis-Fraser	
Jen	Giroux	Rhode Island College
Ruth	Gobeille	Polaris MEP
Sarah	Griffen	On-Ramps
Jill	Holloway	PDC
Steve	Kitchin	NEIT
Linda	Larsen	Tiverton School Dept
Philip	Less	RIDE
Chris	Mansfield	CCAP
Karen	Mellor	OLIS
Sandra	Olivo-Peterson	Stepping Up
Jim	Purcell	Office of the Postsecondary Commissioner
Chris	Selwyn	Tech Collective
Bahjat	Shariff	Howley Bread Group
Robin	Smith	CCRI
Chris	Tanguay	DLT
Judy	Titzel	Building Futures
Diane	Vendetti	WPGR
Kim	Washor	URI
Christian	Cowan	Polaris MEP
David	Tremblay	SWIO
Sherri	Carello	GWB
Nancy	Olson	GRI
Carlos	Ribeiro	GRI
Peter	Woodberry	CCRI
Jim	Petell	URI - Intellectual Property and Economic Development
Chris	Matteson	RIMA

Background of Previous Career Pathways – Facilitated by Rick Brooks, executive director of the GWB

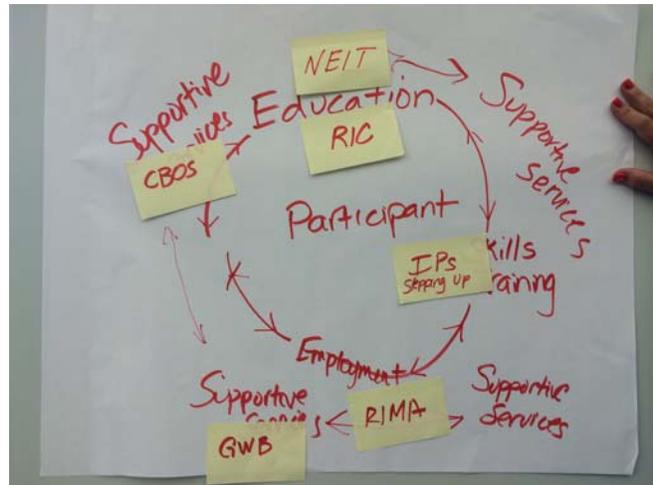
- Career Pathways System Task Force and GWB Biennial Employment and Training Plan priority - Rick Brooks
 - Discussed the background of the previous Career Pathway System Task Force (CPSTF), related legislation, membership requirements, and highlighted several of the key focuses:
 - Importance of work readiness
 - Definition of career pathways
 - Collaboration with the Workforce On-Ramps project and changing role of the Task Force
 - Overview of the legislation that formed the newly developed CPAC
 - CPAC will be a hands-on committee engaged in developing career pathways
 - Career pathways are a priority for the Governor's Workforce Board (GWB)
 - Chair Dzialo's involvement provides a connection to the GWB
 - Review of the Biennial Plan Priorities
 - Career pathways were included in the GWB's Innovative Partnership RFP
 - Federal emphasis on career pathways and industry focus
 - Example: Youth Career Connect grant program
- Workforce On-Ramps Career Pathways Work Group and tools developed – Hillary Feeney, coordinator of employment and training and career pathways manager for the GWB and Workforce On-Ramps
 - Presentation of the interactive career overviews and pathways posted to the GWB website at <http://www.gwb.ri.gov/CareerPathOnRamps.htm>
 - Discussed development in partnership with the GWB Industry Partners and the On-Ramps project, and future implementation of the tools
 - Sarah Griffen, director of the On-Ramps project, and Hillary Feeney offered to train agency representatives to use the resources
 - Tools can be used to identify gaps and overlapping resources
- RIDE Adult Education and the *Moving Pathways Forward* grant – Philip Less
 - WIA re-authorization encompasses a state unified plan with emphasis on career pathways
 - Technical assistance about career pathways in adult education will support the integration of career pathway efforts across the state

Small group discussion – Envisioning a full career pathways system in RI – Facilitated by Sarah Griffen

- Career pathways are currently defined as “a series of connected education and training programs and support services that enable individuals to secure employment within a specific industry or occupational sector, and to advance over time to successively higher levels of education and employment in that sector.”
- Groups were asked to produce a visual representation of how they perceive a RI career pathways system would look like, including elements and supportive services
- Exercise to find the commonalities among our visions of career pathways

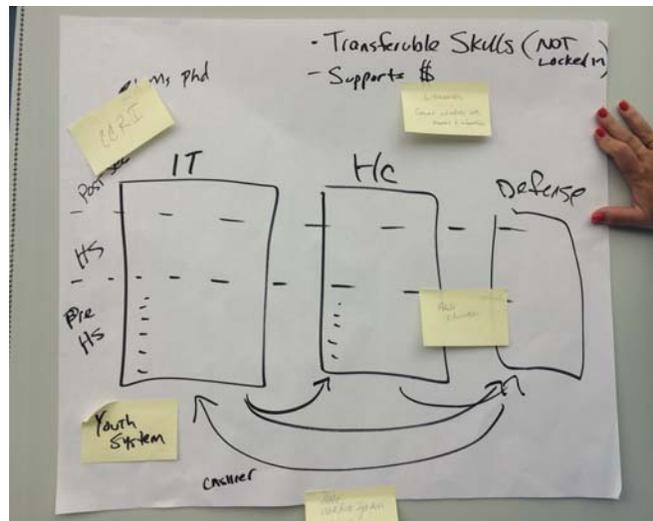
Group 1

- Cyclical pattern involving education, skills training, and employment
- Outer circle is supportive services
- Continuous system surrounding participant life cycle
- Open entry/exit



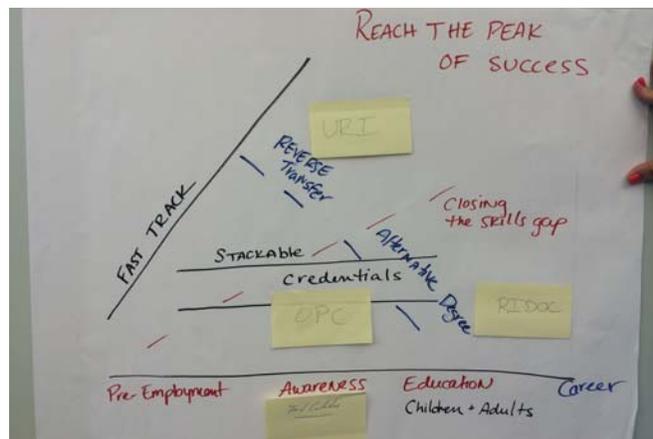
Group 2

- Transferrable skills across industry
- Focus at pre-college level to meet the needs of many Rhode Islanders
- Lateral maps
- Fill in resource gap to support low-wage individuals as they move up the career ladder



Group 3

- Described reaching the peak of success through a fast-track
- Stackable credentials
- Closing the skills gap
- Career transfer without losing what was gained
- Career awareness, education, and pre-employment services as the first step



- Presented the state system analysis form designed through the Moving Pathways Forward technical assistance
- Survey will be distributed via SurveyMonkey - <https://www.surveymonkey.com/s/StateSystemsAnalysisSurvey>
- Feedback will be brought to the October meeting and used to develop strategic goals for the CPAC

Next meeting

- Chair Dzialo reminded everyone that the next meeting is scheduled for Friday, Sept. 19, 2014, from 9-11 a.m. in DLT Room 73-1