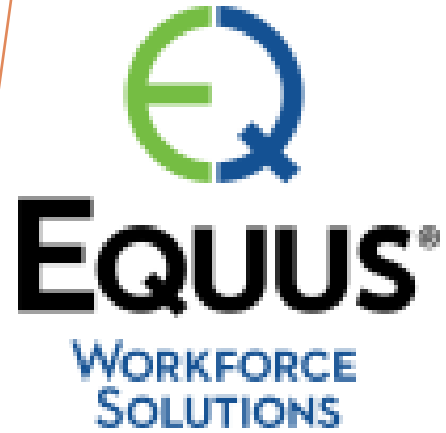


**40<sup>TH</sup>**  
CELEBRATING MILESTONES  
AND IGNITING FUTURES  
**PENNSYLVANIA AT WORK**

MAY 1-3, 2024  
HERSHEY LODGE



# 2024 ANNUAL CONFERENCE



*Accelerating  
Opportunities for  
Entering and  
Advancing Along  
Career Pathways*

*Chrissie Klinger, M.Ed.  
Institute for the Study of Adult  
Literacy at Penn State University*



# *Session Objectives*

- Explore education and training models that align to career pathways
- Identify ways to help adults accelerate their start in a career pathway
- Examine promising practices for supporting adults in advancing along a career pathway
- Determine ways to strategically work with employers and other partners to build on and off ramps to career paths



# *Large Group Activity #1*



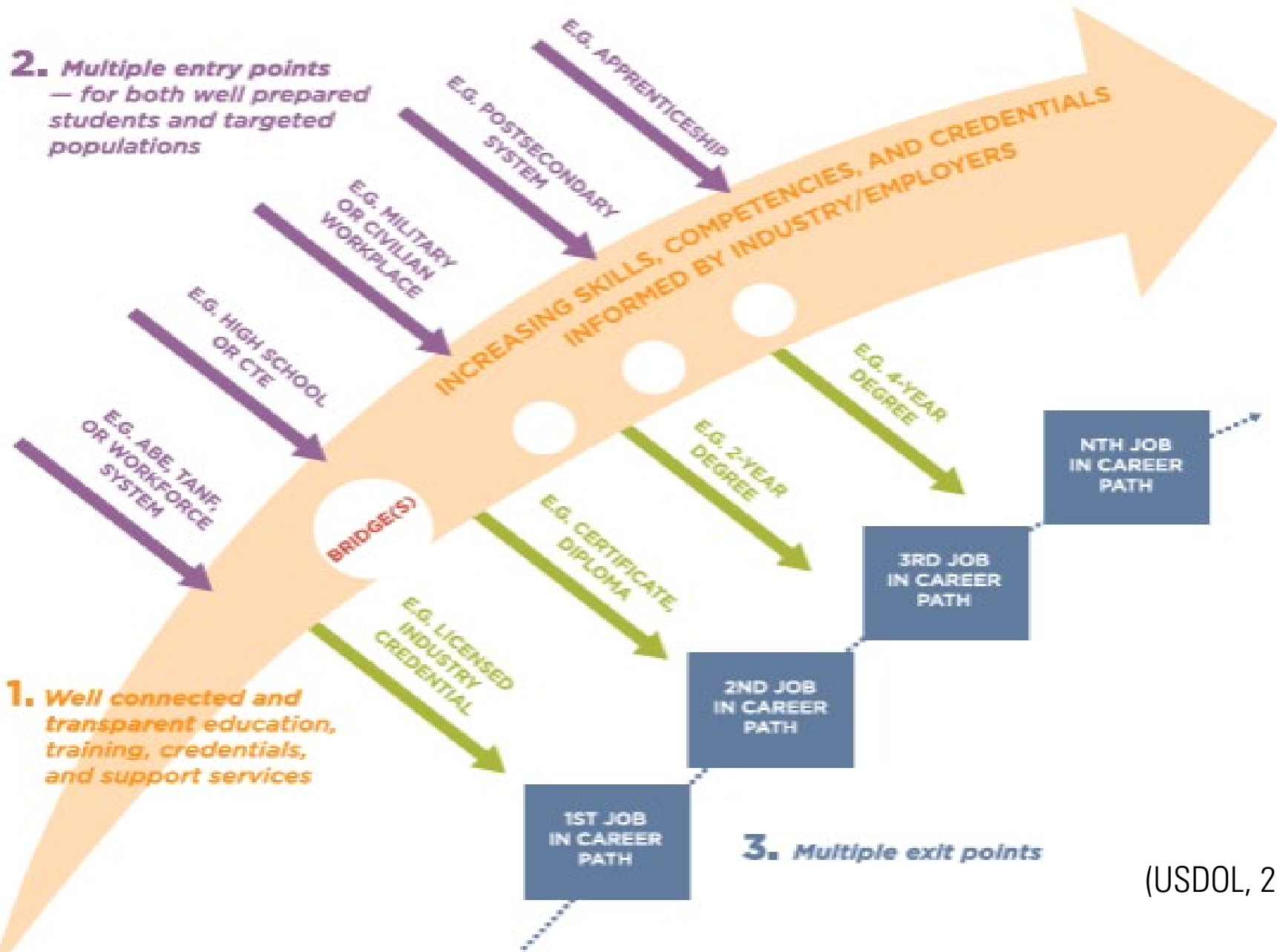
Write down an occupation  
on a notecard.



Pass the notecard to the  
person on your left.

## *Large Group Activity #2*

- Look at the occupation on your notecard.
- Write an occupation that might come before that occupation and one that might come after that occupation on a career pathway.



(USDOL, 2015)

# *Pennsylvania Industry Clusters*

- Advanced Manufacturing
- Agriculture and Food Production
- Bio-Medical
- Building and Construction
- Business Services
- Education
- Energy
- Health Care
- Hospitality, Leisure and Entertainment
- Logistics and Transportation
- Real Estate, Finance and Insurance
- Wood, Wood Products and Publishing

(CWIA, 2024)



## *Education and Training Models*





*Linear Education And Bridge Models*

# *Bridge Programs*

- For individuals that need further skill development to begin a training program.
- Provides on-ramps to postsecondary education and training.
- Includes contextualized learning.

(USDOL, 2015)

# *Integrated Education and Training (IET)*

# *IET as Defined In The Workforce Innovation and Opportunity Act*

*“A service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.”*

(USDOL, 2015) (PAAER, 2024)

The background features several thin, light orange lines that intersect to form various geometric shapes, including rectangles and triangles, creating a subtle grid-like pattern.

# *Pre-apprenticeships and Apprenticeships*

# *Registered Apprenticeships*



Paid Job



On-the-Job  
Learning



Classroom  
Learning



Mentorship



Credentials

(PADOL, 2024)



*Entering a Career Pathway*

*Understanding PA CareerLink®  
Partnerships*



**Workforce  
Staff  
Training**

**Visit our booth in the exhibit hall!**



# *Addressing Barriers*

*“Goal 5: Barrier Remediation –Pennsylvania Department of Labor & Industry’s policy on priority of service, identify an “individual with a barrier to employment” as a member of one or more of 14 populations, including low-income individuals, ex-offenders (also referred to as reentrants), long-term unemployed individuals, English learners and individuals facing substantial cultural barriers, single parents, and individuals with disabilities. Local workforce development areas across Pennsylvania also may develop strategies to better serve additional populations in their own local area or region.”*

(PADOL, 2024)



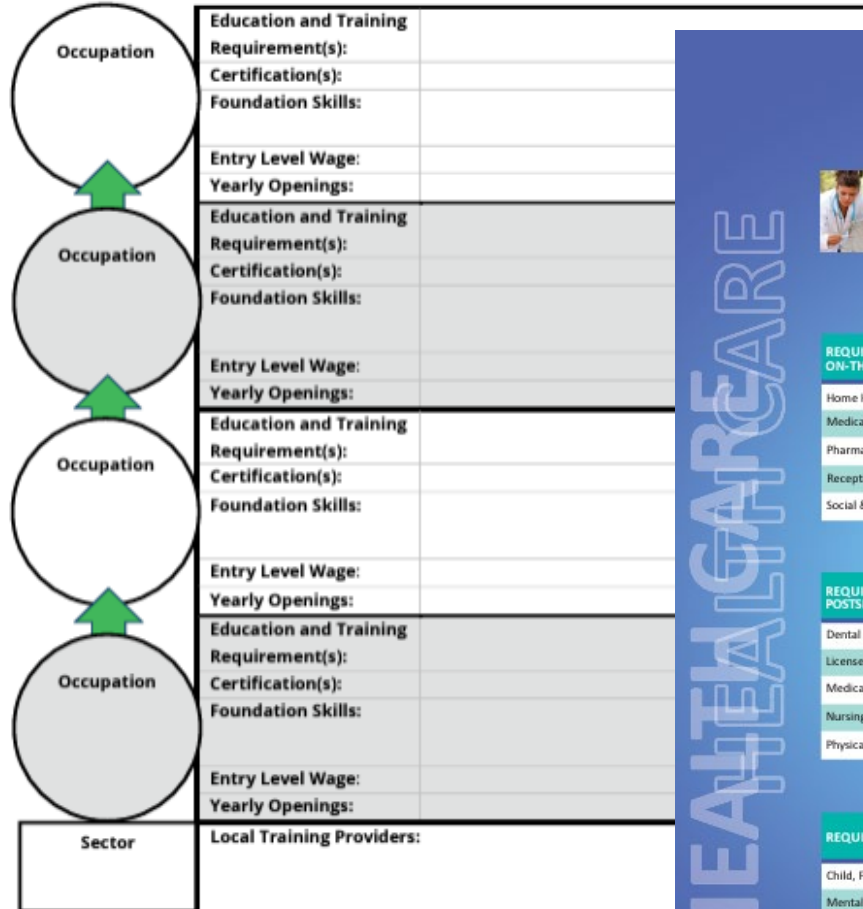
(USDOL, 2015)



*Advancing in a Career Pathway*

# Career Pathway Maps

## One Entry Point Career Pathway Map



(CWIA, 2024) (PAAER, 2024)

### HEALTH CARE (HC)

Southern Alleghenies WDA

#### For Today...

REQUIRES SHORT OR MODERATE-TERM ON-THE-JOB TRAINING	AVERAGE ANNUAL WAGE	ANNUAL DEMAND
Home Health & Personal Care Aides	\$27,120	765
Medical Secretaries & Administrative Assistants	\$34,280	55
Pharmacy Technicians	\$33,390	59
Receptionists & Information Clerks	\$28,170	131
Social & Human Service Assistants	\$37,770	113

#### ...Tomorrow...

REQUIRES LONG-TERM TRAINING, POSTSECONDARY AWARD AND/OR ASSOCIATE DEGREE	AVERAGE ANNUAL WAGE	ANNUAL DEMAND
Dental Assistants	\$40,580	49
Licensed Practical & Licensed Vocational Nurses	\$49,740	118
Medical Assistants	\$34,360	121
Nursing Assistants	\$33,640	304
Physical Therapist Assistants	\$53,880	40

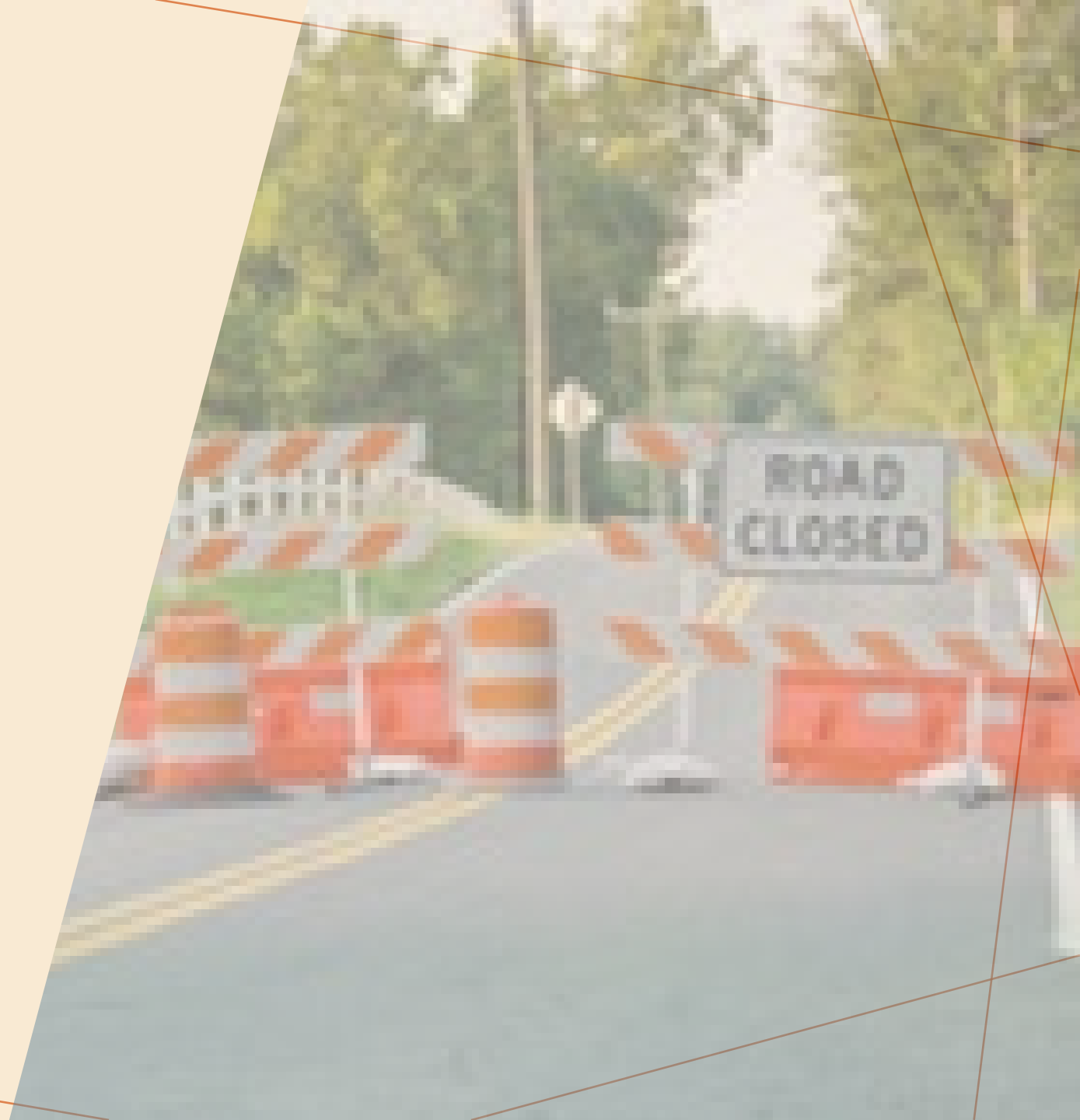
#### ...and the Future

REQUIRES A BACHELOR'S DEGREE OR HIGHER	AVERAGE ANNUAL WAGE	ANNUAL DEMAND
Child, Family & School Social Workers	\$45,130	67
Mental Health & Substance Abuse Social Workers	\$41,380	40
Physical Therapists	\$90,040	35
Registered Nurses	\$72,650	240
Substance Abuse, Behavioral Disorder & MH Counselors	\$45,090	104

**Summer 2023**

For detailed information on these careers, or to learn about others, check out the PA Career Guide at [www.pacareerguide.pa.gov](http://www.pacareerguide.pa.gov). Occupations selected based on an analysis of the area's industry employment and staffing patterns. Average Annual Wages represent 2022 cross-industry wages for the area. Annual Demand is cross-industry and comes from the 2020-30 employment projections for the area.

*What **NEW**  
Barriers Might  
Someone Face?*





## *Career Path On and Off Ramps*

# THE POSTSECONDARY ALIGNMENT OF PROGRAMS OF STUDY AND ADULT CAREER PATHWAYS

SECONDARY TO  
POSTSECONDARY  
PROGRAMS OF STUDY

POSTSECONDARY PATHWAYS  
(INCLUDING APPRENTICESHIPS)

SYST

Finan  
aligne  
pathw  
youth

Increa  
skille  
crede  
the la

Great  
efficie  
reduc  
servic

*Accelerated & College Readiness  
through Dual Enrollment &  
Integrated Instruction*

STACKABLE  
CREDENTIALS

AA/AAS

BA/BS IN  
TECHNICAL  
FIELD

ADULT CAREER  
PATHWAYS

LOW  
SKILLED  
JOBS

SEMI-  
SKILLED  
JOBS

MIDDLE  
SKILLED  
JOBS

MIDDLE  
SKILLED  
JOBS

ADVANCED  
SKILLED  
JOBS

(USDOL, 2015)



*What Might the Future Look Like?*



*How Can You  
Support Adults  
in Pursuing  
Career  
Pathway  
Opportunities?*





# *Contact Information*

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