Hawaii’s Career Pathway System and Its Use of Data

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When we talk about a *Career Pathway System* today, we mean more than a sequence of courses or a program of study.
The System we’re building now in Hawaii refers to
a combination of rigorous and high-quality education and training, along with all the support services that a student or client needs to be successful in more than a job...
...but what they need to be successful in a career.
What is driving all this?
Federal Legislation

• Every Student Succeeds Act (ESSA)

• Workforce Innovation & Opportunity Act (WIOA)

• Carl D. Perkins Career & Technical Education Act
What do they have in common?
• Employer-led processes
• A focus on the community’s economic needs
• Use of a Career Pathway model for ALL, that includes:
  o Rigorous and high quality programs of study
  o A career-focused accountability system
  o Counseling and Support Services
• Alignment of funding streams
• Pathways that result in credentials that have value
• Cross-agency policy alignment
Six Key Elements of Career Pathways

1. Build Cross-Agency Partnerships
2. Identify Industry Sector and Engage Employers
3. Design Education and Training Programs
4. Identify Funding Needs and Sources
5. Align Policies and Programs
6. Measure System Change and Performance
What’s been accomplished to date?

- Development of a Labor-Mapping Website
  uhcc.hawaii.edu/workforce/index.php

- Development of a Funding Resource Map

- Implementation of a State Sector Strategy Initiative

- Acceleration-to-program-completion initiatives:
  dual credit options, co-requisite options, etc.
• Employer engagement activities

• UHCC Student Success Pathway Initiative, now a model for the Workforce System agencies

• Updating education and training components of the CTE Career Pathways/Programs of Study

• Enhancements to the State Longitudinal Data System & inclusion of the core partners in the data system
We are working with our partners to:

• Identify system changes and the performance metrics that will measure progress

• Identify outcomes for participants in the system

• Identify the skill needs of employers as well as performance indicators that measure progress
• Align data bases, identify gaps, identify additional information that we need to measure

• Consider how it will be stored, tracked and shared

• Address privacy concerns, problems with data sharing

• Collect and analyze program outcomes; conduct cost/benefit analysis

• Ensure data drives decision-making and address outcomes for different populations.
We are driving towards a state-wide system that is:

- Sustained
- Strategic
- Integrated
- Personalized
Sustained

Ongoing support rather than an “inoculation” approach
Strategic

Differentiated services
to maximize capacity
Integrated

Services are an integral part of the student/client experiences, not stand-alone interventions.
Personalized

Students and clients receive support they need, when they need it, from an individual who knows them well.
We need good data and data analysis to make the Career Pathway System work!