

Hawaii's Career Pathway System and Its Use of Data

May 12, 2017

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

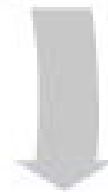
What do they have in
common?

- Employer-led processes
- A focus on the community's economic needs
- Use of a Career Pathway model for *ALL*, that includes:
 - Rigorous and high quality programs of study
 - **A career-focused accountability system**
 - Counseling and Support Services
- Alignment of funding streams
- Pathways that result in credentials that have value
- Cross-agency policy alignment

**Build Cross-Agency
Partnerships**



**Identify Industry
Sector and Engage
Employers**



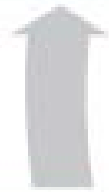
**Design Education
and Training
Programs**



**Identify Funding
Needs and Sources**



**Align Policies
and Programs**



**Measure System
Change and
Performance**



**Six Key
Elements of
Career
Pathways**

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!