

**Nevada Department of Employment, Training and Rehabilitation
(DETR)
Workforce Innovation and Opportunity Act (WIOA)
State Compliance Policy (SCP)**

Policy Number: 1.23

Originating Office: Office of Workforce Innovation (OWINN)

Subject: Career Pathways

Issued: NEW; Approved GWDB Executive, 6-19-17; Ratified GWDB, 7-19-17

Purpose: To provide Local Workforce Development Boards (LWDBs), Chief Elected Officials (CEOs) and American Job Center of Nevada (One-Stop Career Center) Operators with the Workforce Innovation and Opportunity Act (WIOA) understanding of Career Pathways.

State Imposed Requirements: This directive may contain some state-imposed requirements. These requirements are printed in **bold, italic type**.

Authorities/References: Workforce Innovation and Opportunity Act (P.L. 113-128); TEN 17-15; TEN 18-16; Career Pathways Toolkit.

ACTION REQUIRED: Upon issuance bring this guidance to the attention of all WIOA service providers, Local Workforce Development Board (LWDB) members and any other concerned parties. Any LWDB's policies, procedures, and or contracts affected by this guidance are required to be updated accordingly.

Background:

Improving the skills, knowledge, and credentials of American workers are critical to economic stability, growth, and global competitiveness. By many accounts, the economic environment is suitable for employment expansion, yet employers continue to have difficulty finding skilled workers. Of those Americans who lack the skills required for in-demand occupations, many do not know how or where to access the information, training, and credentials needed for these family supporting jobs.

WIOA requires states and local areas to collaborate with adult education, postsecondary education, and other partners, to establish career pathways systems that make it easier to attain the skills and credentials needed for jobs.

Career pathway systems offer an effective approach to the development of a skilled workforce by increasing the number of workers who gain industry-recognized and academic credentials necessary to work in jobs that are in-demand.

Policy and Procedure:

(TEN 17-15)

Career pathways are the new way of doing business, and they operate at two levels—a systems level and an individual program level. At the systems level, career pathways development is a broad approach for serving populations that may experience significant barriers to employment and can substantively alter the way the workforce system delivers its services and its relationship with partner organizations and stakeholders. Career pathway programs offer a clear sequence, or pathway, of education coursework and/or training credentials aligned with employer-validated work readiness standards and competencies. The Career Pathways Toolkit (reference detail and link below) predominantly focuses on building career pathway systems although there are also some tools included that support career pathways program development.

In Nevada, “Career pathway” is defined as an aligned system of industry-recognized academic and technical courses, workplace training programs, support services, and workforce preparation activities that help an individual enter or advance within a given occupation or industry sector. Learners may enter at various points along a pathway; earn indicators of completion which hold labor market value, including but not limited to diplomas, certificates, credentials, and degrees; and obtain employment, job retention, and/or wage gains as a result.

In defining what “career pathways” mean for Nevada, key partners were engaged with the Governor’s Office:

- *The Governor’s Workforce Development Board*
- *Local Workforce Boards*
- *Office of Workforce Innovation*
- *The Nevada Department of Education*
- *The Nevada System of Higher Education*
- *The Department of Employment Training and Rehabilitation*
- *Business representatives*

Federal resources-Career Pathways Toolkit:

This revised, 2015, Toolkit continues the spirit of the original Career Pathways Toolkit: to provide the workforce system with a framework, resources, and tools for states and local partners to develop, implement, and sustain career pathways systems and programs. This revised Toolkit acknowledges many of the U.S. Department of Labor’s (USDOL) strategic investments to create and sustain a demand-driven employment and training system as part of a larger national effort. It incorporates the One-Stop Career Center competency model as a building block for creating career pathway programs and references the One-Stop Career Center credentials Toolkit as an easy way to search existing industry-recognized credentials. This version also maintains the original framework but reflects substantial gains in knowledge and experience as well as reflects the system’s new guiding legislation, WIOA.

The “Career Pathways Toolkit: A Guide for System Development” is available here:

www.doleta.gov/usworkforce/pdf/career_pathways_toolkit.pdf

(TEN 18-16)

This TEN announces Reemployment Connections. The purpose of the Reemployment Connections Collection on Workforce GPS is to help workforce agencies and the public workforce system reframe reemployment strategies and policies to adapt to the changes in how job seekers and employers connect. More specifically, the Reemployment Connections Collection provides all stakeholders with promising practices, behavioral insights, reemployment tools, and resources for Unemployment Insurance work search requirements. Additionally it provides a framework of reemployment service delivery strategies to assist the Job Developer or Career Counselor, including self-service, with the development of the Individual Employment Plan (IEP).

At a system level, the Governor Workforce Development Board (GWDB) has the responsibility of creating career pathways to support individuals, including those individuals with barriers to employment, attain employment. The career pathways strategy shall be included in the State Plan and approved by the State Board. The GWDB may designate a subcommittee consisting of members of the GWDB and representative of business, education (K-12 and postsecondary), and labor to work with the Executive Committee of the GWDB to draft career pathways strategy to the GWDB for approval. The career pathways strategy must prioritize pathways that lead to high-demand jobs, pursuant to policy 1.11.

At the local level, in order to remove barriers for individuals (e.g., youth, adults, individuals who are low and middle-skilled or with disabilities) and support placement into employment, the local board, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment. The local boards shall specifically outline their career pathway strategies within their local plan and present it to the GWDB for approval.