IowaWORKS

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Iowa System Alignment – Desk Aid

Career Pathways Examples

ISOLATION	COMMUNICATION	COORDINATION	COLLABORATION	INTEGRATION
Programs do not share a common cohesive, strategy for career pathways. Counselors and Employment Specialists do not coordinate career pathway activities or goals with other programs. Each Program has their own career pathway efforts.	Counselors and Employment Specialists communicate through referrals to help with supportive services related to education and training. A single partner invites multiple partners to trainings on O*NET and/or Career One Stop to help develop career pathways.	Staff share information about plan progress for co-enrolled customers. Programs may work together to help develop work-experience opportunities in a specific industry sector. Several partners offer opportunities for businesses to discuss work-based learning options such as OJT, WEPs, internships, and job shadowing.	Joint planning, resource sharing, and braided funding occur with clear plan coordination and defined roles. Counselors and Employment Specialists work together through integrated resource teams, service delivery timelines are coordinated to ensure continued support to co-enrolled jobseekers as individual providers begin and complete their plans	Programs are strategically designed to support advanced placement in STEM Careers and Apprenticeship. They are managed behind the scenes and kept seamless for the customer. LMI is generated and shared across in a cohesive way to all programs. All programs invest in shared outcomes and continuous improvement to build industry sector pathways and opportunities for customers to enter and advance along those pathways.

This information is based upon the workforce system alignment model developed and used by RSA's Workforce Innovation Technical Assistance Center 2015 – 2020