



# Chicagoland Career Pathways:

Expanding postsecondary access  
through system-wide  
collaboration

April 28, 2021



# Say hello!

Take the on-screen poll so we know who is in the room.

# Game Plan

Welcome & Introductions

Creation & Navigation

Stakeholders & Engagement

Evolution

Implications for Further Work

Break Out Groups

Reflection & Questions

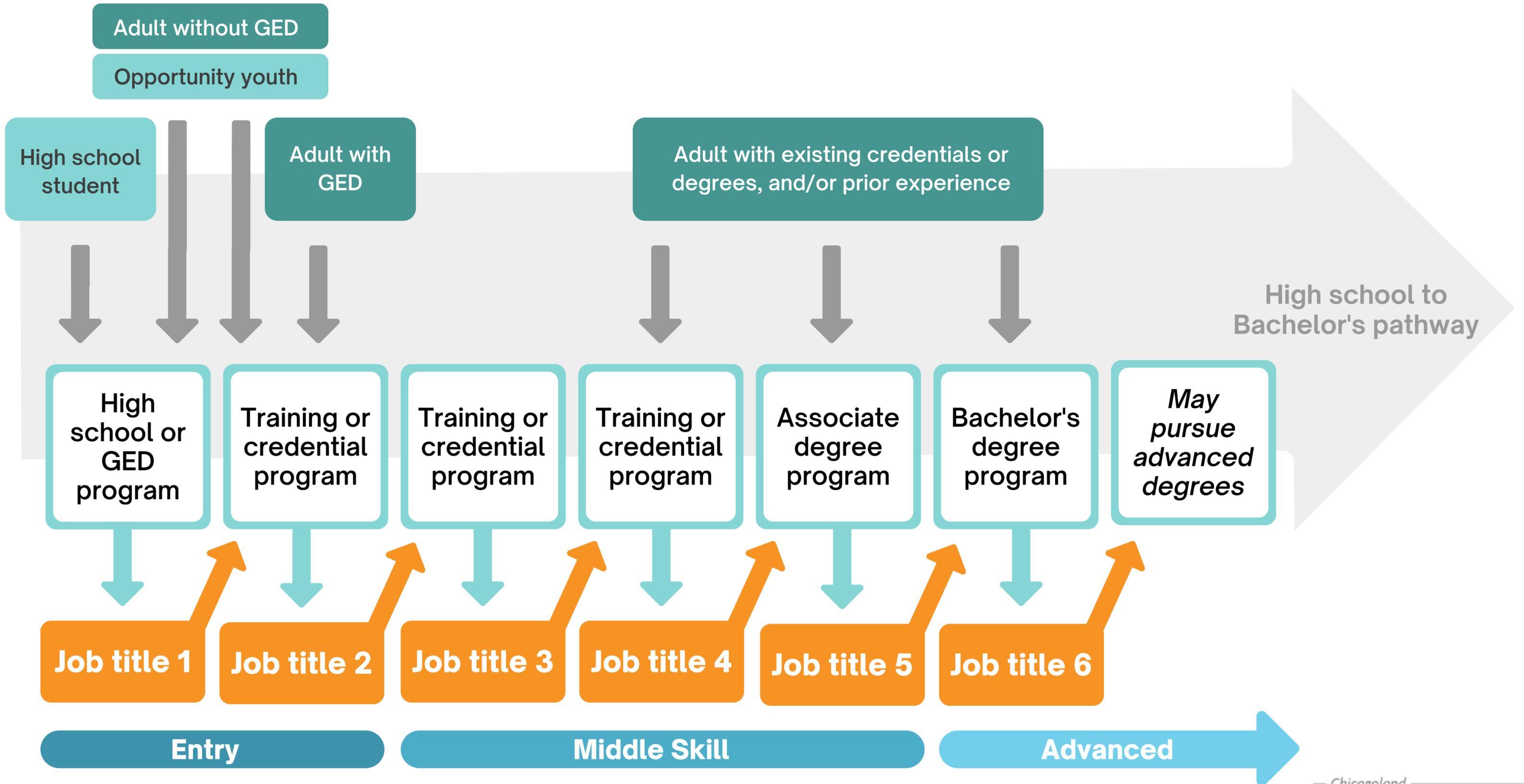
What's Next?

Wrap Up

# What are Progressive Postsecondary Pathways?

**Progressive Pathways ("Pro Path") is a framework for both personal career success and equitable workforce systems.**

- Alternating periods of postsecondary training or education and employment
- Multiple entry and exit points
- Progressive Postsecondary Pathway ("Pro Path") programs may come before, in addition to, or instead of a four-year-degree program, depending on an individual's needs
- Examples: vocational training, stackable credential programs, apprenticeships



# What is Chicagoland CareerPathways?

**Chicagoland CareerPathways is a free and open online directory of Pro Path programs in Chicagoland.**

- Created to address the information and access gaps surrounding training programs that do not require a Bachelor's as an on-ramp to employment
- Education about and access to high-quality options is key for equity and economic prosperity in our region
- Ours is the only tool of its kind in our region

# Quick Stats

**200+**

programs provided by

**120+**

providers

**40%**

of active programs are free.

**21%**

are paid.

over **9,000** users served

# Navigating the Directory

CareerPathways.net demo

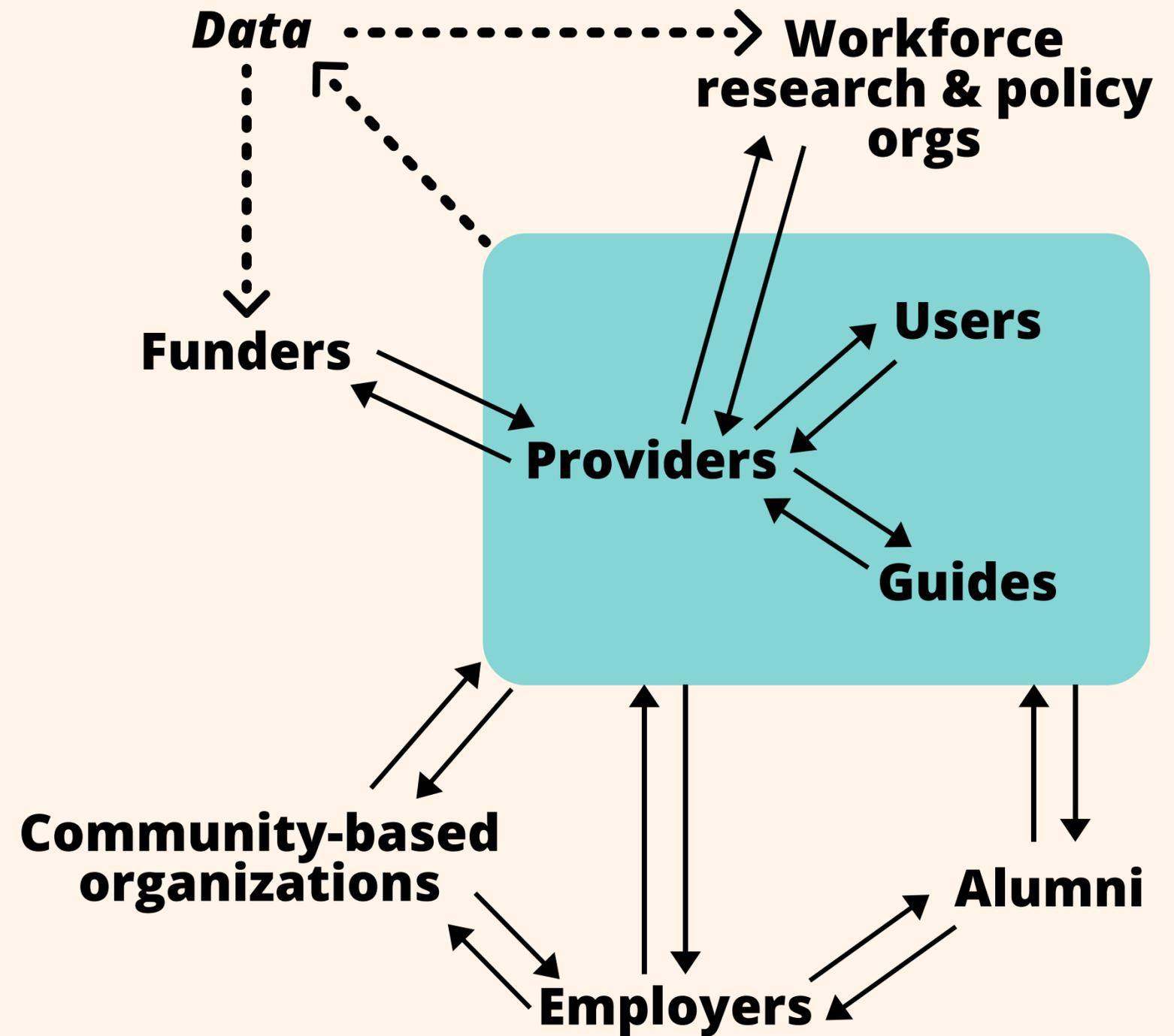
# Who are our collaborators?

The directory is a massive collaboration seeking to address the information, access, and skills gaps in Chicagoland.

- Collaborators include funders and philanthropic foundations, youth-serving organizations, Chicago Public Schools, employers, state organizations, certification and training organizations, City Colleges of Chicago, and many more
- All working together to aid young people and their guides



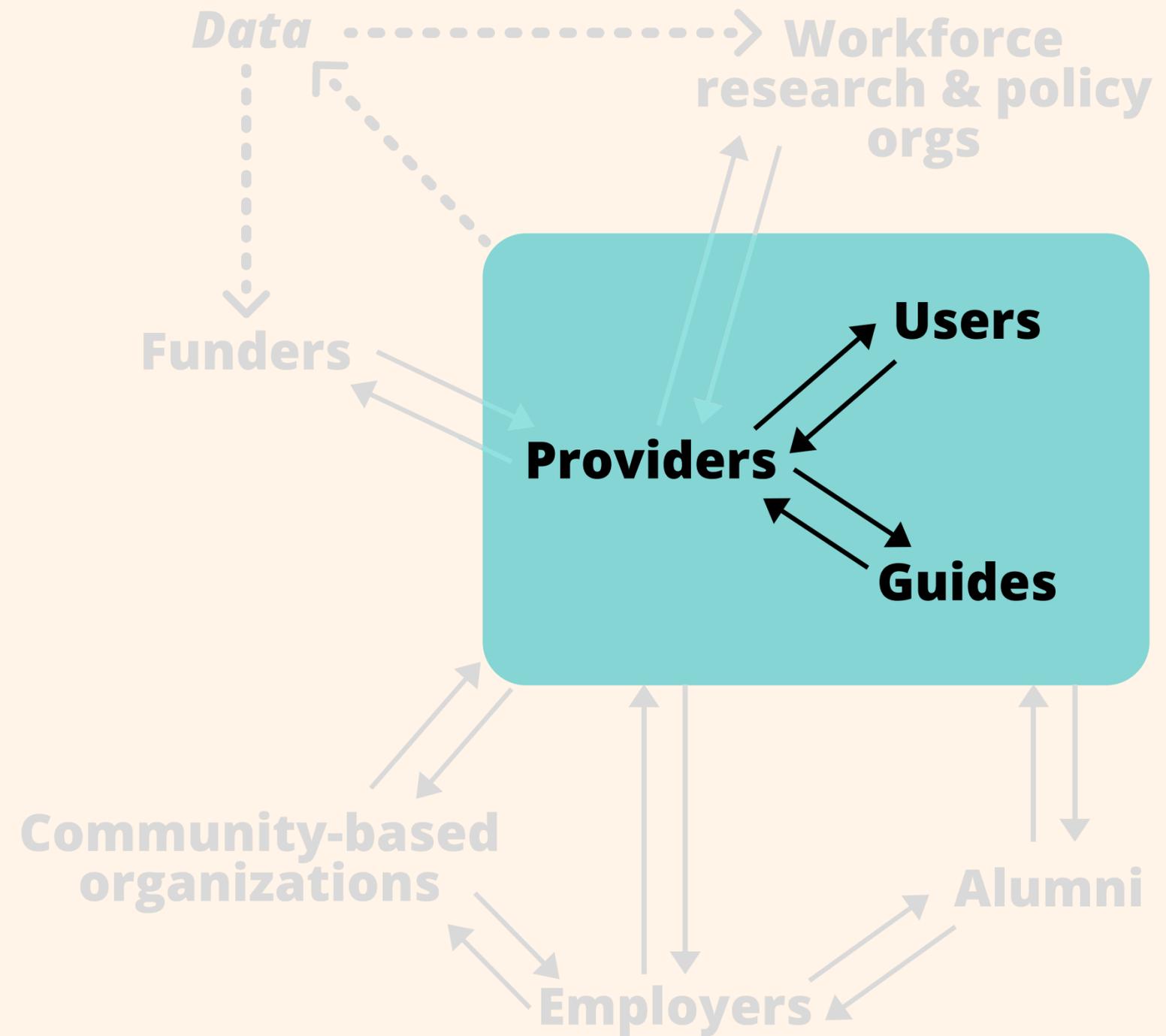
# Who are our stakeholders?



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## The Core Ecosystem

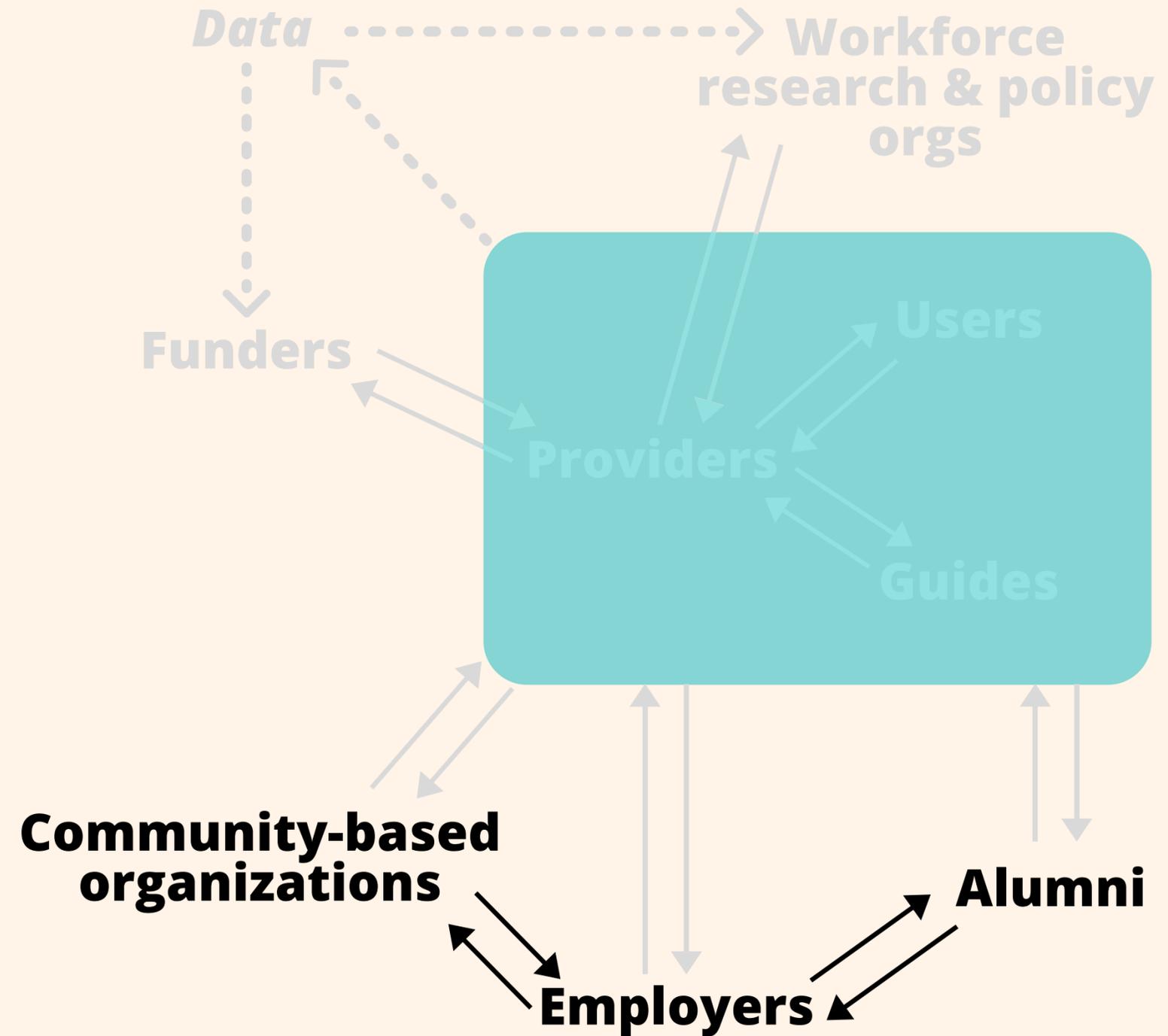
- **Providers** offer programs, need participants and promotion
- **Users** offer enrollment, need guidance and programs
- **Guides** offer referrals, need information
- **Guides** and **Users** can exist within broader systems (schools or local CBOs) or as individuals



# Who are our stakeholders?

## Major Secondary Audiences

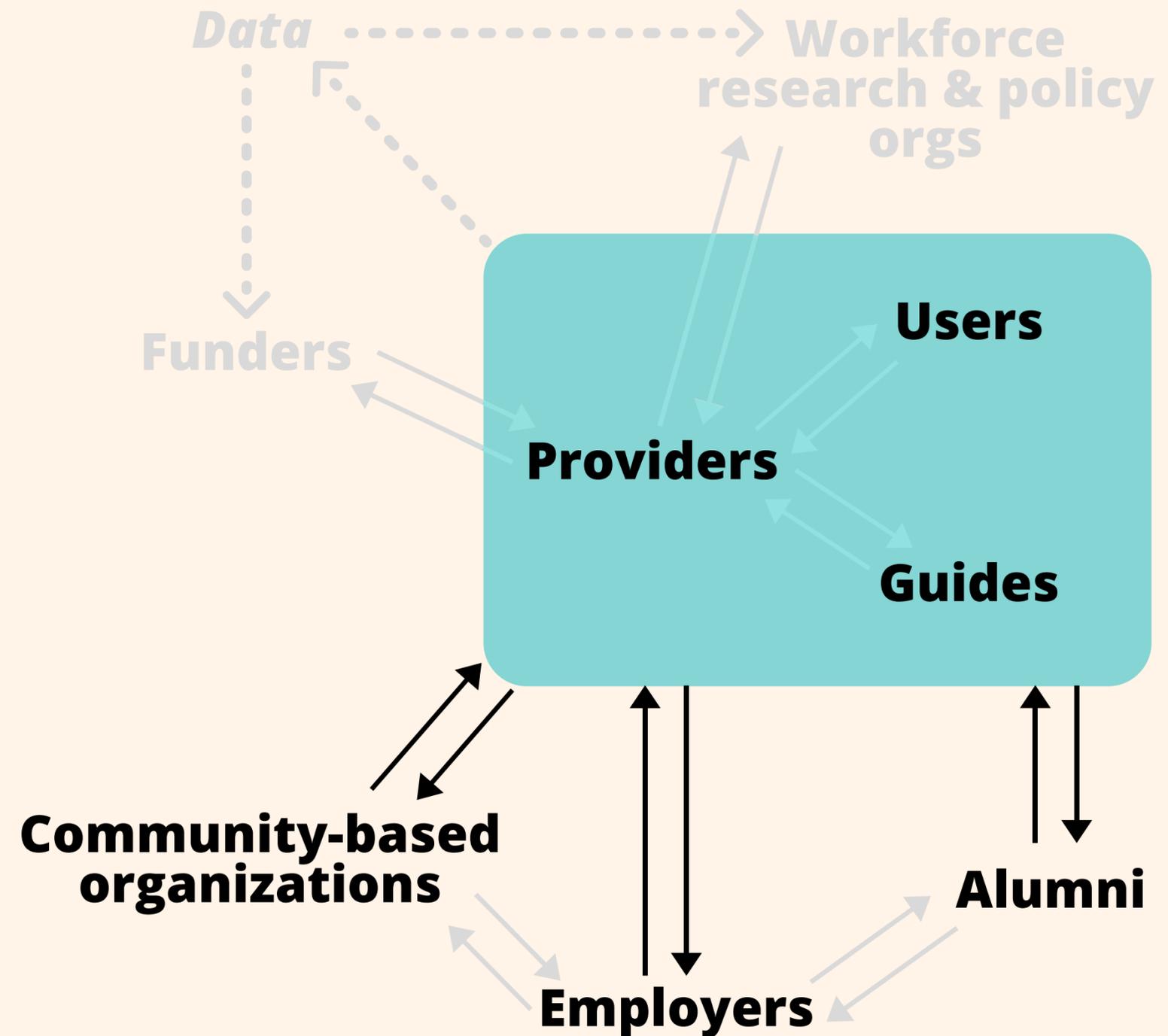
- **CBOs** offer supportive services, need participants and promotion
- **Employers** offer jobs, need training services and promotion
- **Alumni** offer networking and reviews, need jobs and training
- Each of the stakeholders in the **core ecosystem** have relationships to these major secondary audiences



# Who are our stakeholders?

## Major Secondary Audiences

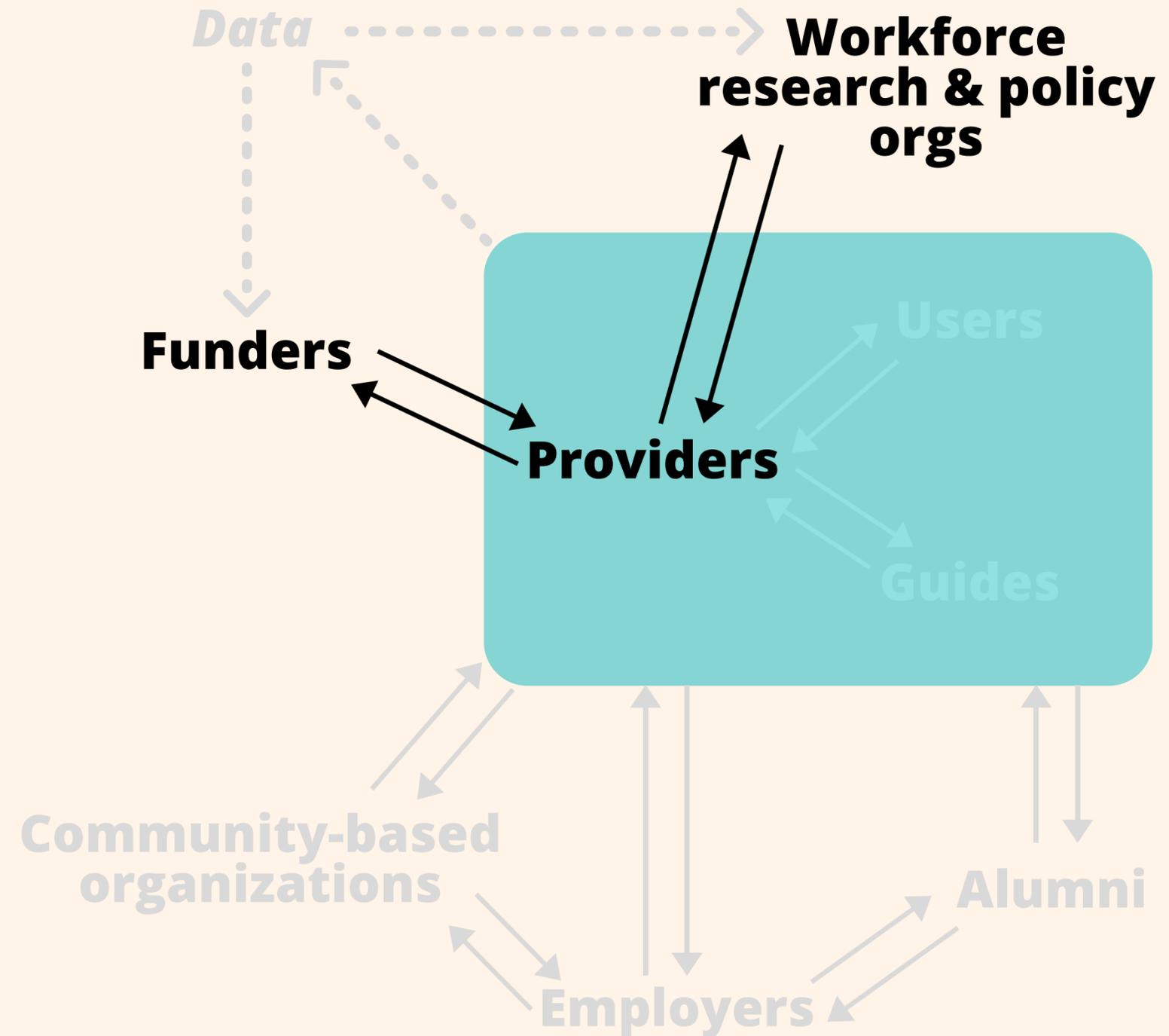
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## Major Secondary Audiences

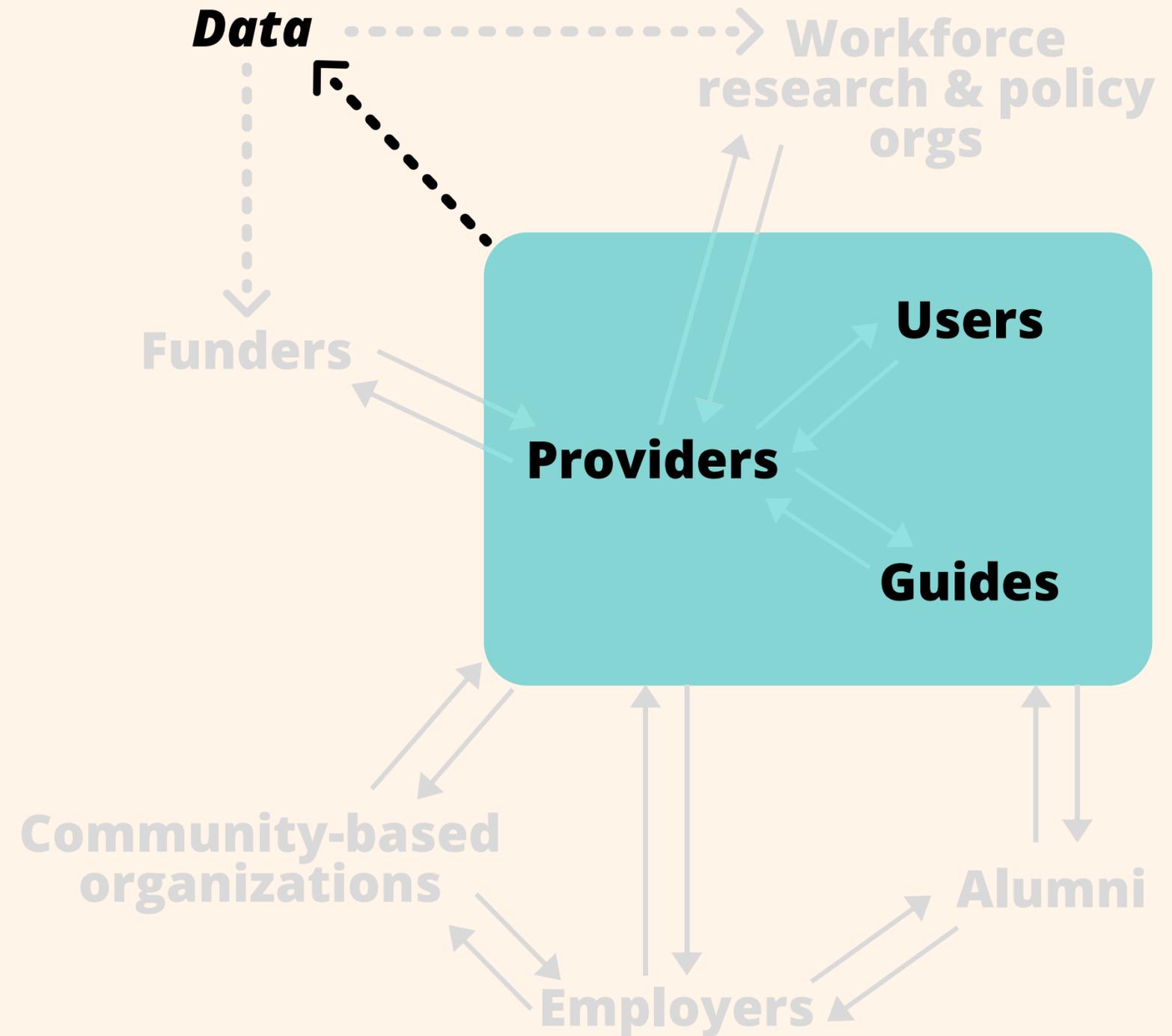
- **Providers** offer programming, need funding and knowledge
- **Funders** offer grant opportunities, need grant recipients
- **Workforce research & policy orgs** offer funding and knowledge, need partners



# Who are our stakeholders?

## Data Generation

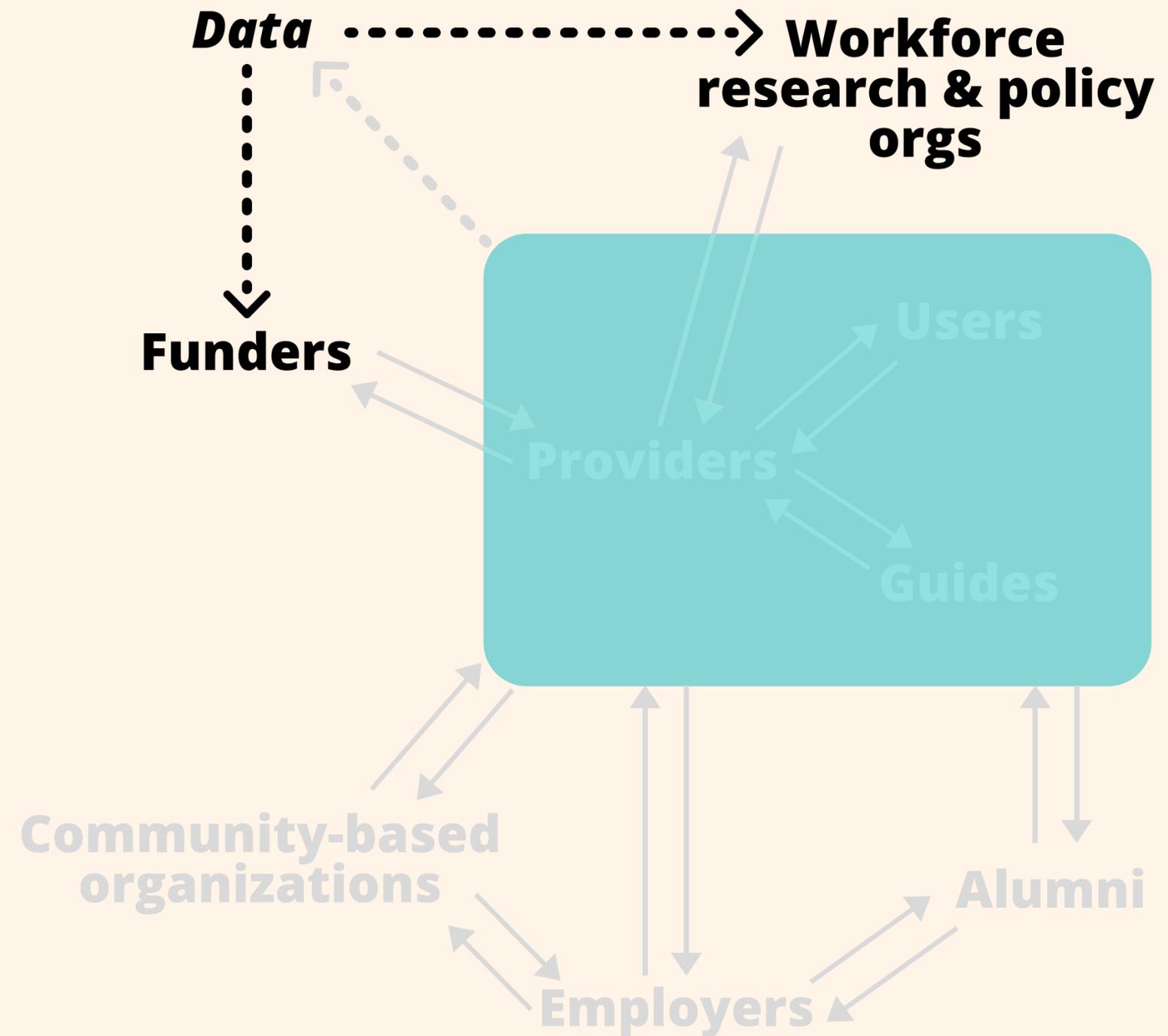
- **Data** generated by our core ecosystem and their site usage addresses a variety of knowledge gaps, eliminating need for time- and cost-intensive landscape scans
- **Providers** give information on training offerings, capacity, and existing funding
- **Users and guides** give information on participant needs and interests



# Who are our stakeholders?

## Data Usage

- **Data** generated by our core ecosystem can be distributed to and used by funders and workforce research & policy orgs
- Helps to **inform decision-making** for both stakeholder groups
- **Reinforces relationships** between these stakeholders and the core ecosystem



# Who are our stakeholders?

Stakeholder Group	Needs
High school students & Guides	Knowledge of post-secondary options
School districts	Positive post-secondary outcomes for graduates
Adult job-seekers and career-changers, and Opportunity Youth	Low-barrier career training programs to get working or improve job prospects
Program providers	Participant recruitment and promotion
Funders	Impactful funding opportunities
Workforce research & policy orgs	Understanding of the landscape; Knowledge sharing
Supportive service orgs & agencies	Connections to training programs for participants; Referrals

# Evolution & Expansion

RFP Reviewer and Data  
Dashboard demo

# How might our collaborative model inform your work?

## You will work in break-out groups to:

- Identify & discuss gaps or priority problems in your systems / work
- Think through the stakeholders affected by the gap / problem, as well as their interest(s) in or motivation(s) for finding and implementing a solution
- Discuss possible solutions and how you could buy-in from stakeholder groups
- Identify obstacles you may encounter
- Repeat the CareerPathways stakeholder mapping process to brainstorm ecosystem-unifying approaches that address the needs of your region

# What is the problem?

**Your break-out group will have 10 minutes to:**

- Quickly introduce yourselves, your organizations, and one gap or priority problem you face in your work
- Come to a consensus as a group about the problem you will focus on, and state it as clearly as possible
- Be ready to share with the broader group in the chat (or aloud!) the problem you chose and why

# Who is affected by this problem?

**Your group will have 10 minutes to:**

- Identify & discuss all the stakeholders affected by this issue
- Identify & discuss the motivation(s) each stakeholder has to solve the problem or see it be solved (aka the stakeholder's need)
- Be ready to share out when we return

# What is the ideal solution?

**Your group will have 10 minutes to:**

- Discuss possible solutions to the problem
- Choose which solution your group likes best
- Discuss how you will connect stakeholders and generate buy-in (What does each stakeholder receive through their participation? From whom?)
- Be ready to share out when we return
- **Remember: Think big!** Don't limit yourself in any way. For this exercise, time, funding, labor, etc. aren't obstacles.

# What are some barriers or obstacles you might face?

**Your group will have 10 minutes to:**

- Identify & discuss some barriers you might have to your solution
- Which connections might be difficult to make, and why?
- Which stakeholders might be difficult to generate buy-in from, and why? What reservations might they have?
- Be ready to share when we return

# Reflection

**Consider the following questions and drop your thoughts in the chat, or raise your hand to share aloud.**

- Did this exercise make you think of your problem in a different way? Why or why not?
- Did your group discuss anything that you can do right away?
- How might you address this problem, or address this problem differently, after this exercise?
- What other thoughts or reflections do you have?

# What's next for CareerPathways?

**There is always something new happening! We are...**

- Updating and maintaining the site
- Constantly onboarding new providers and new programs
- Adding built-out pathways to the single program views we offer (showing pre-requisite education, entry level programs, middle skill programs, and advanced programs that build off one another)
- Enhancing features and adding components according to stakeholder feedback
- Centering equity, anti-racism, and disability justice in all of our work

# Connect with us

## Stay connected and be the first to know updates by:

- Following us on **LinkedIn** at Chicagoland CareerPathways, or on **Twitter** @\_CareerPathways
- Joining our **mailing list** on the site (we never send spam -- promise!) at [CareerPathways.net/Subscribe](http://CareerPathways.net/Subscribe)

## Questions, comments, or feedback?

Reach out to January Miller, Product Owner, at **[jmiller@embarcchicago.org](mailto:jmiller@embarcchicago.org)** or Becca Senatore, Directory Administrator, at **[rsenatore@cct.org](mailto:rsenatore@cct.org)**



Questions?

***Thank you!***