



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

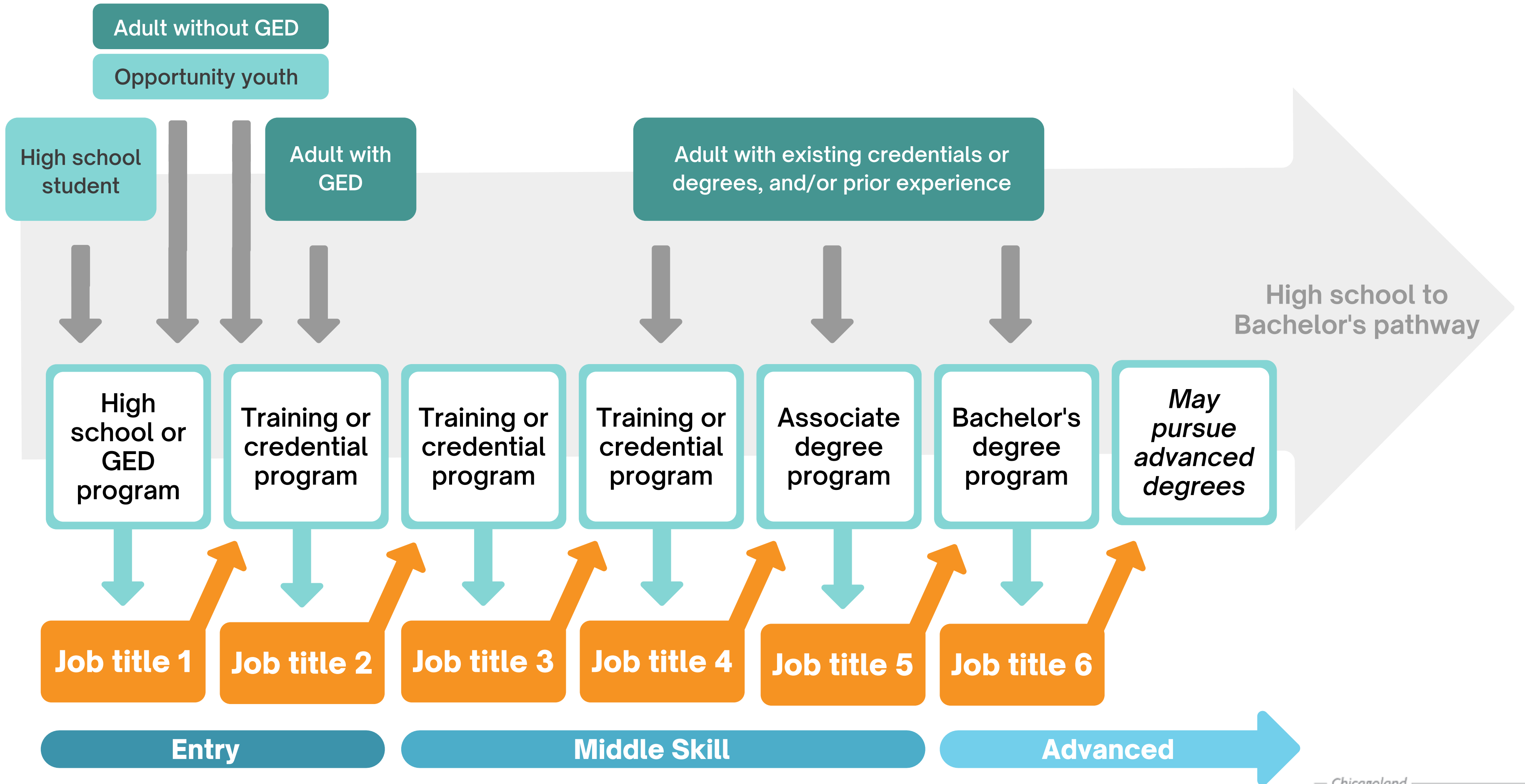
What's Next?

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

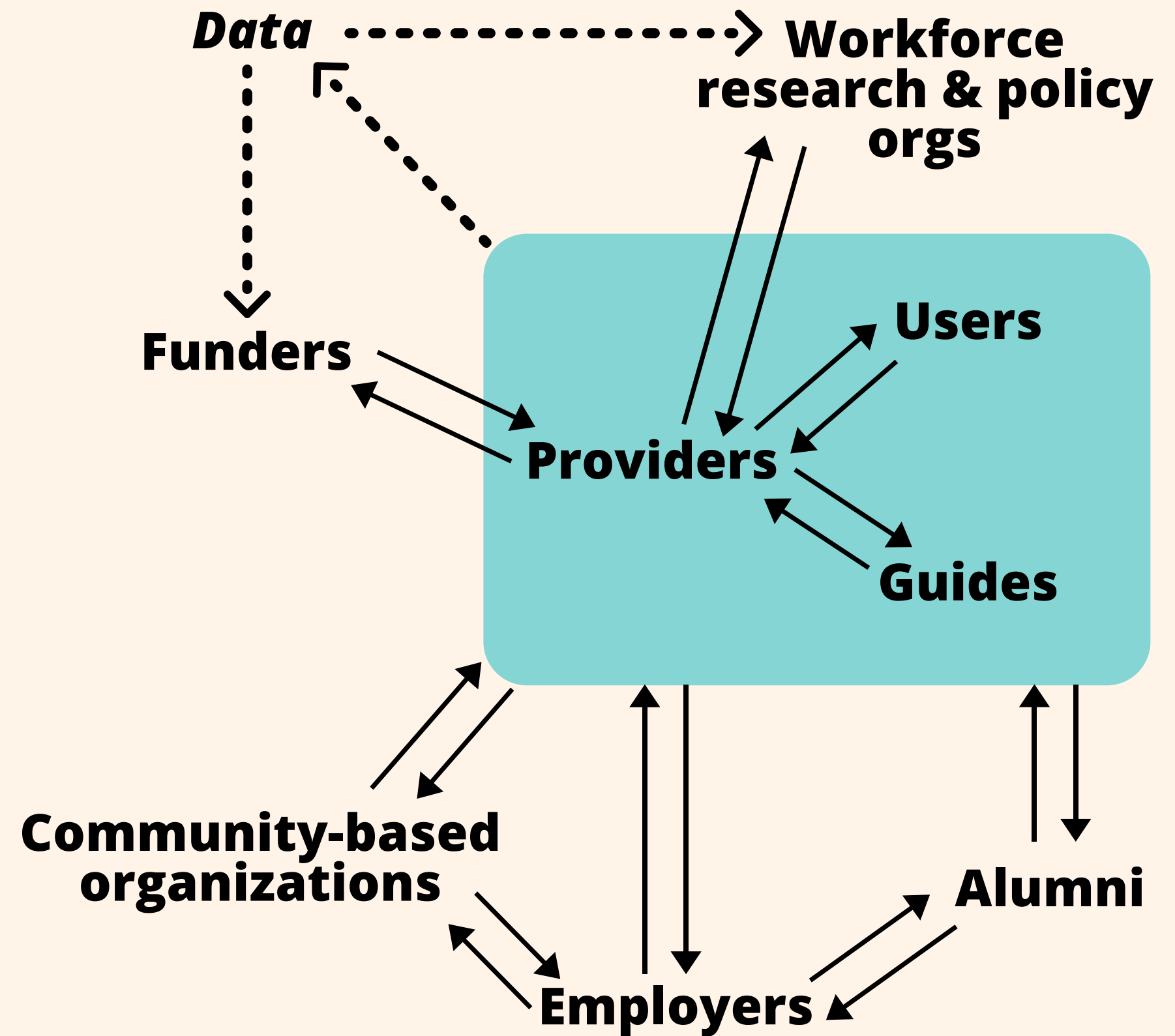
Who are our collaborators?

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



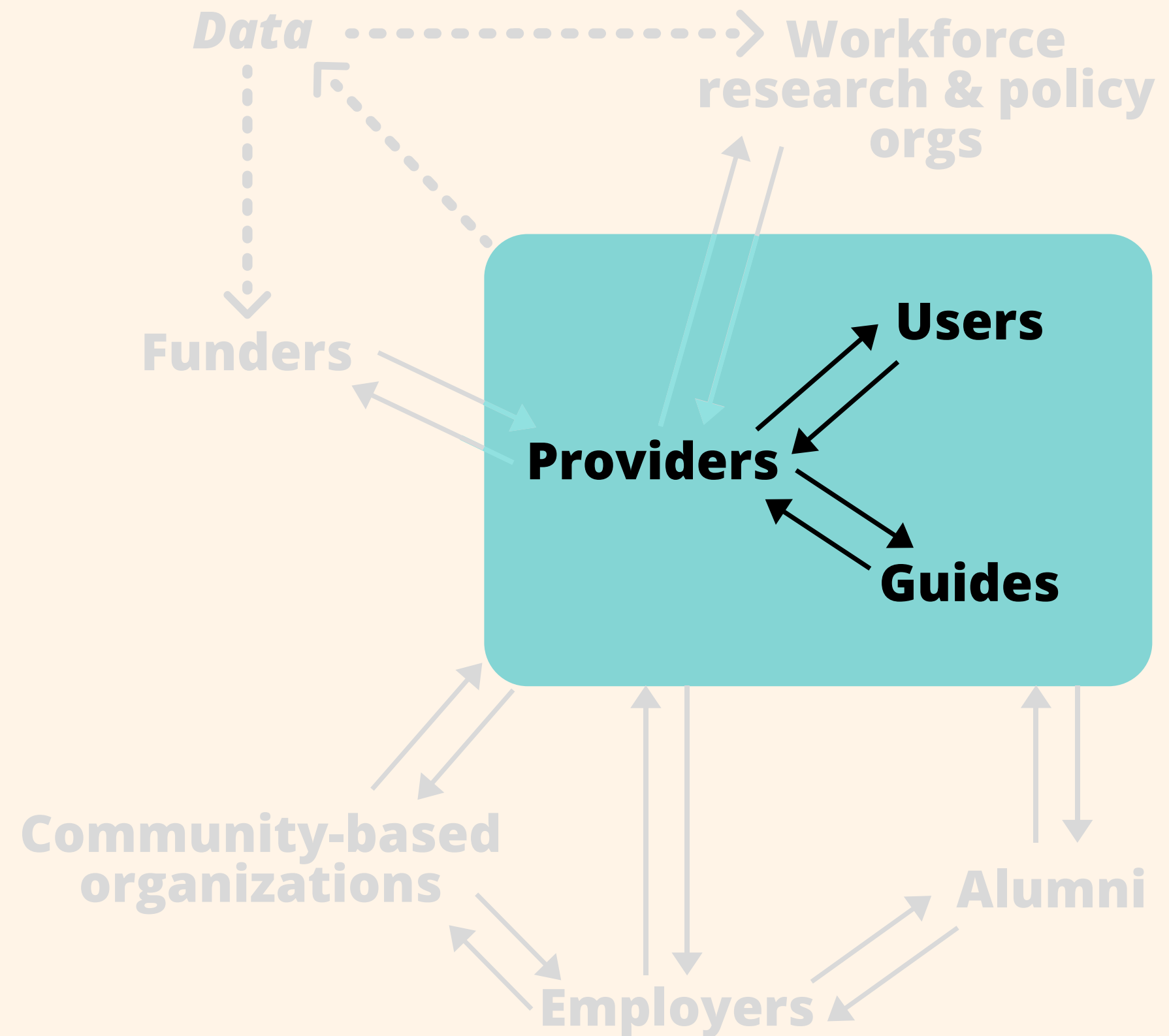
Who are our stakeholders?



Who are our stakeholders?

The Core Ecosystem

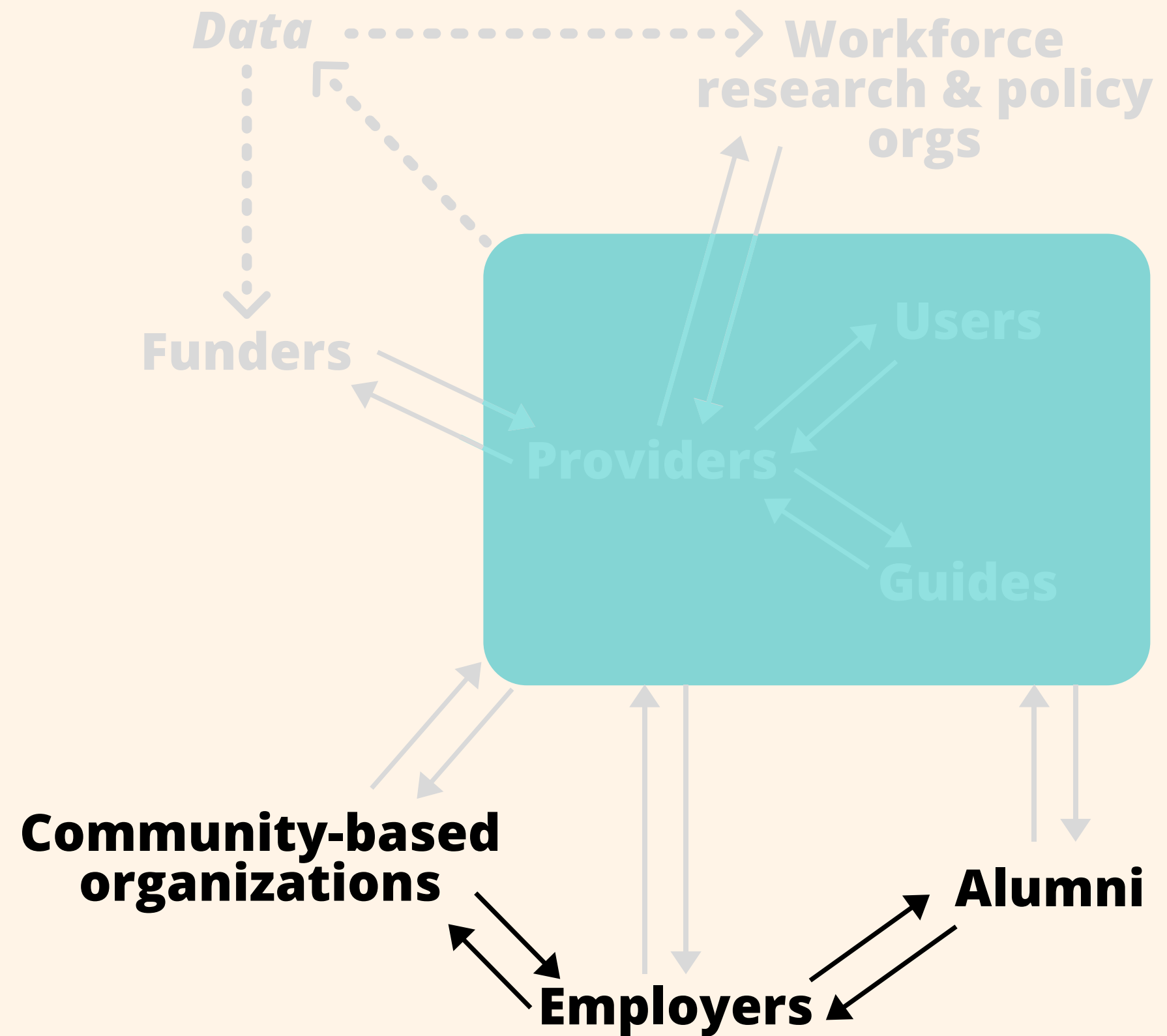
- **Providers** offer programs, need participants and promotion
- **Users** offer enrollment, need guidance and programs
- **Guides** offer referrals, need information
- **Guides** and **Users** can exist within broader systems (schools or local CBOs) or as individuals



Who are our stakeholders?

Major Secondary Audiences

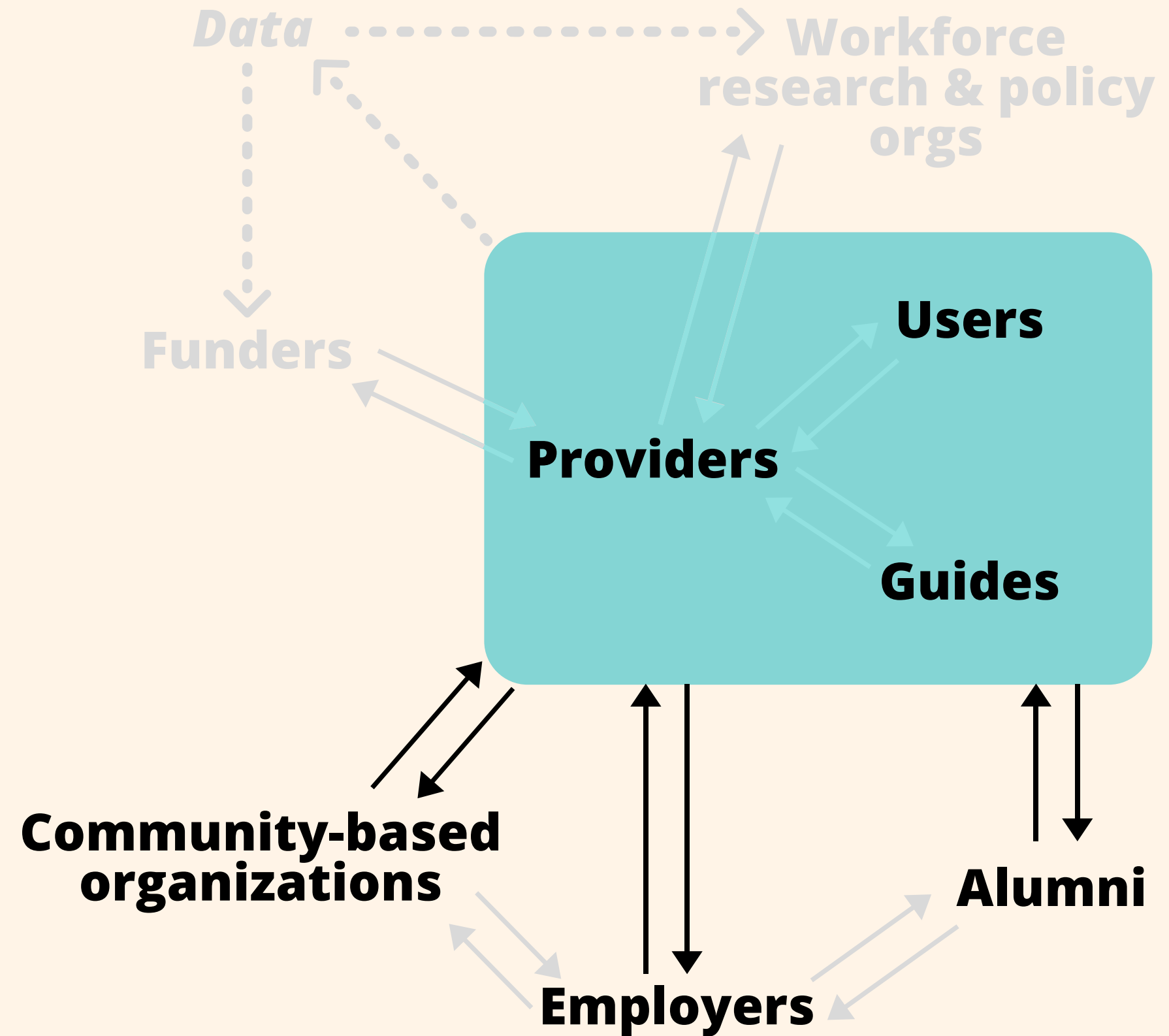
- **CBOs** offer supportive services, need participants and promotion
- **Employers** offer jobs, need training services and promotion
- **Alumni** offer networking and reviews, need jobs and training
- Each of the stakeholders in the **core ecosystem** have relationships to these major secondary audiences



Who are our stakeholders?

Major Secondary Audiences

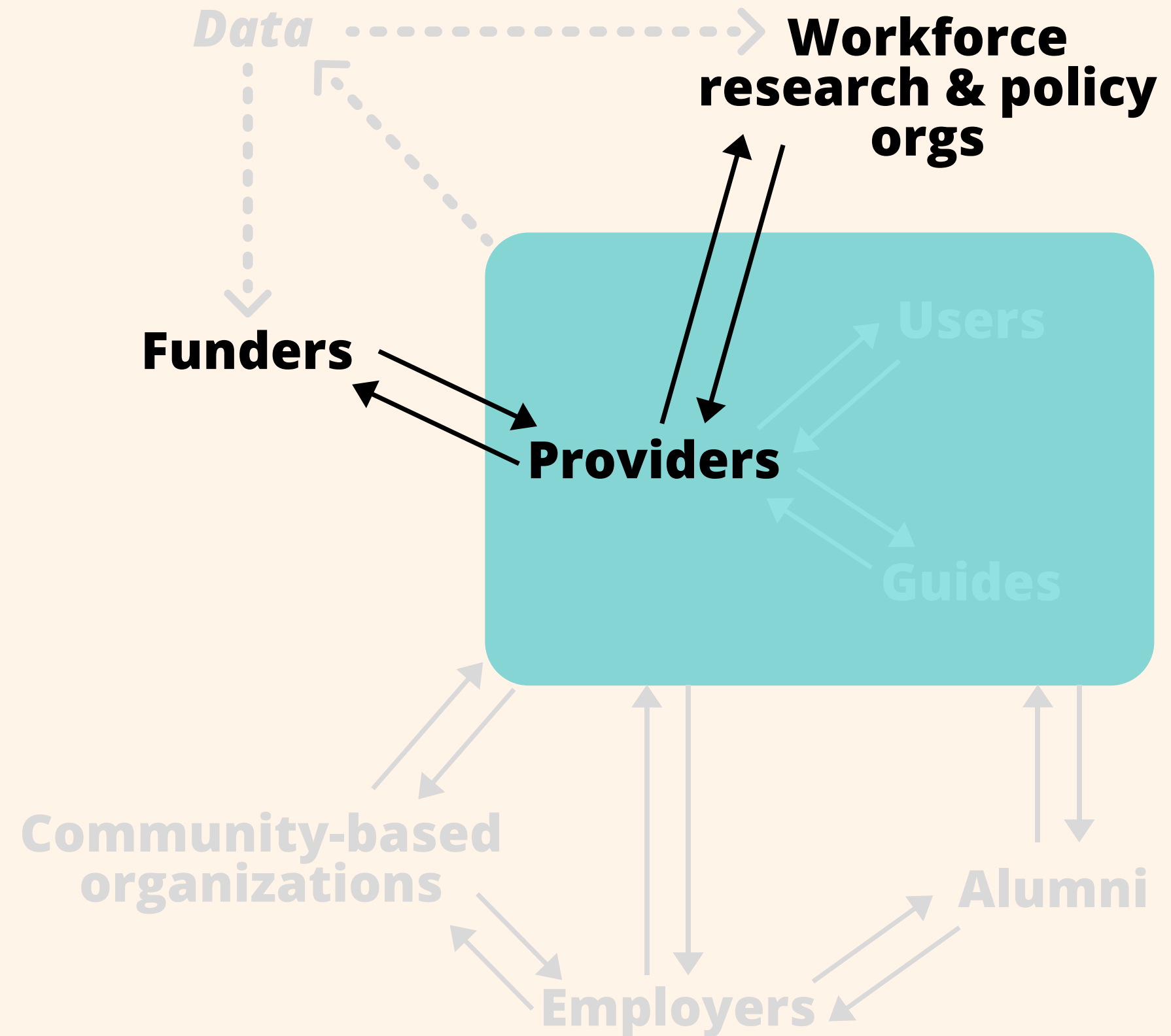
- **CBOs** offer supportive services, need participants and promotion
- **Employers** offer jobs, need training services and promotion
- **Alumni** offer networking and reviews, need jobs and training
- Each of the stakeholders in the **core ecosystem** have relationships to these major secondary audiences



Who are our stakeholders?

Major Secondary Audiences

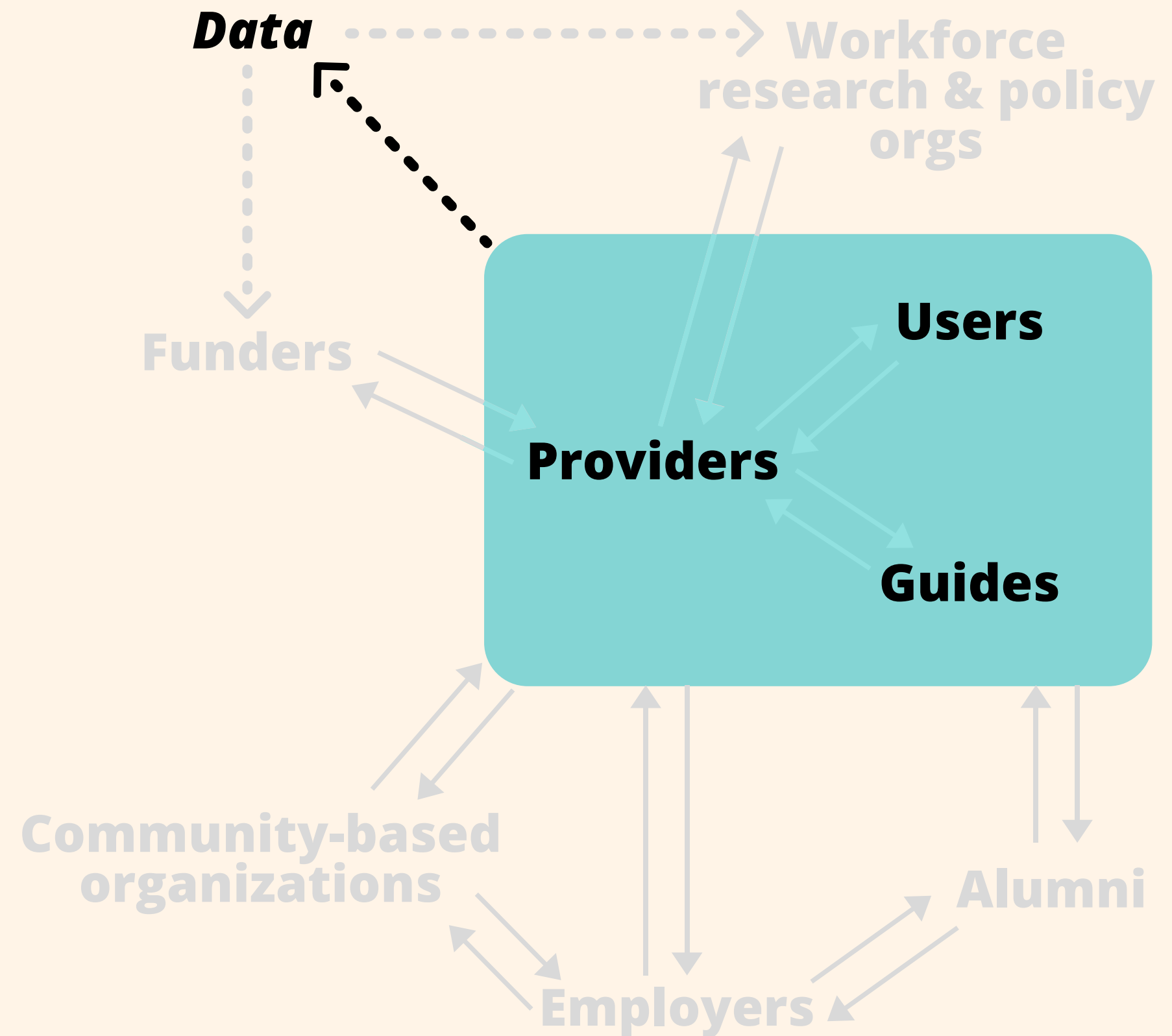
- **Providers** offer programming, need funding and knowledge
- **Funders** offer grant opportunities, need grant recipients
- **Workforce research & policy orgs** offer funding and knowledge, need partners



Who are our stakeholders?

Data Generation

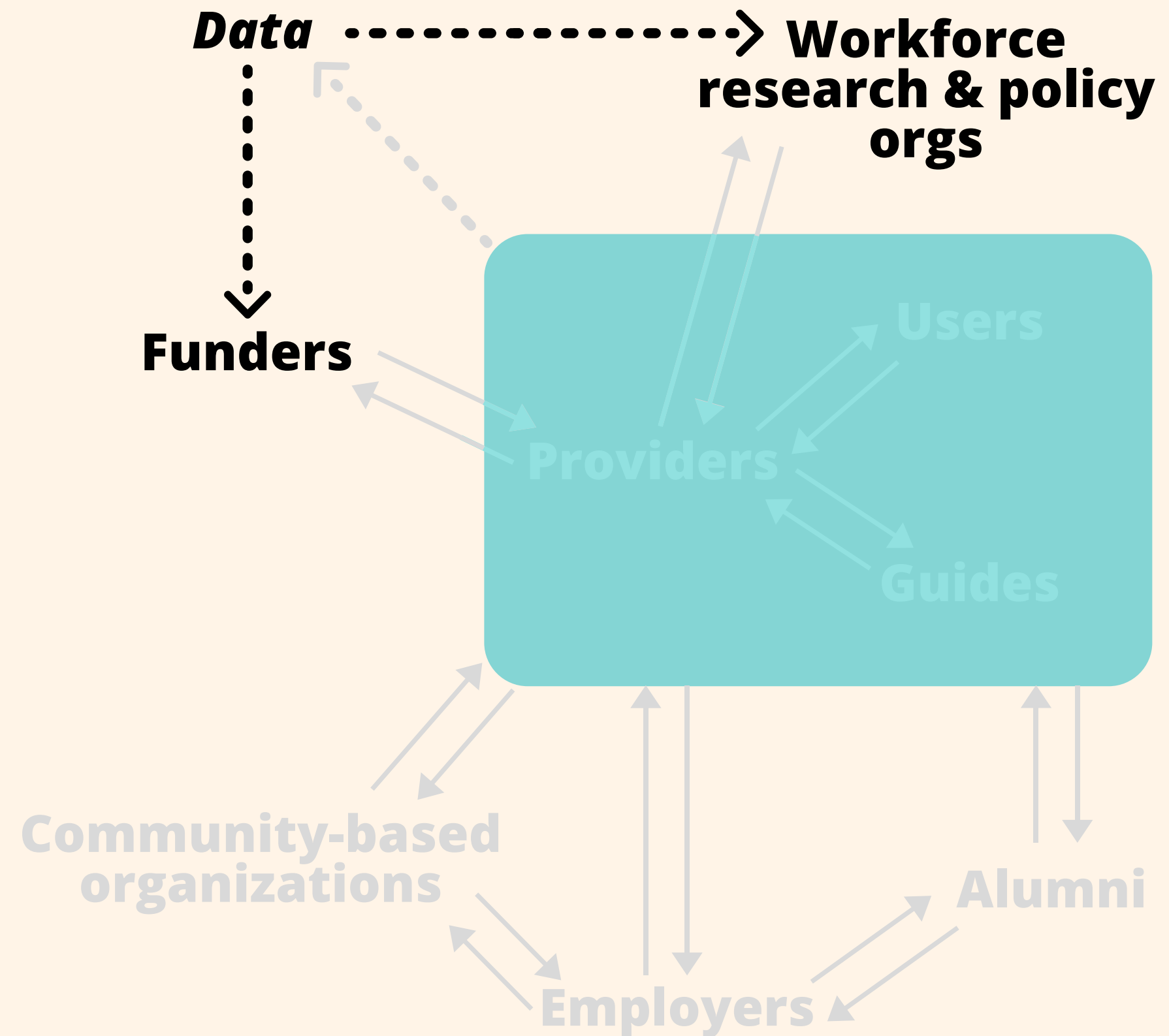
- **Data** generated by our core ecosystem and their site usage addresses a variety of knowledge gaps, eliminating need for time- and cost-intensive landscape scans
- **Providers** give information on training offerings, capacity, and existing funding
- **Users and guides** give information on participant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

Questions, comments, or feedback?

Reach out to January Miller, Product Owner, at **jmiller@embarcchicago.org** or Becca Senatore, Directory Administrator, at **rsenatore@cct.org**



Questions?

Thank you!