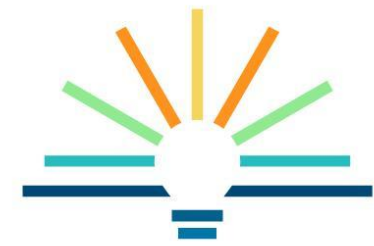


# Illinois Career Pathways Dictionary

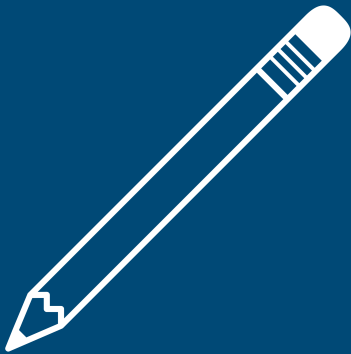
Laura Monteagudo  
Policy and Program Manager



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# Opening Activity



In your own words define:

- Career Awareness
- Career Exploration

Take a moment to compare with your neighbor.

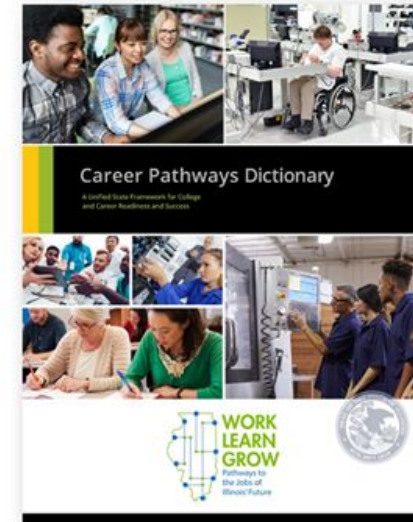
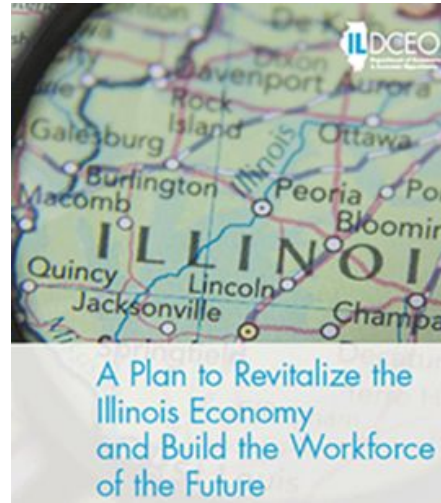
How did it go?



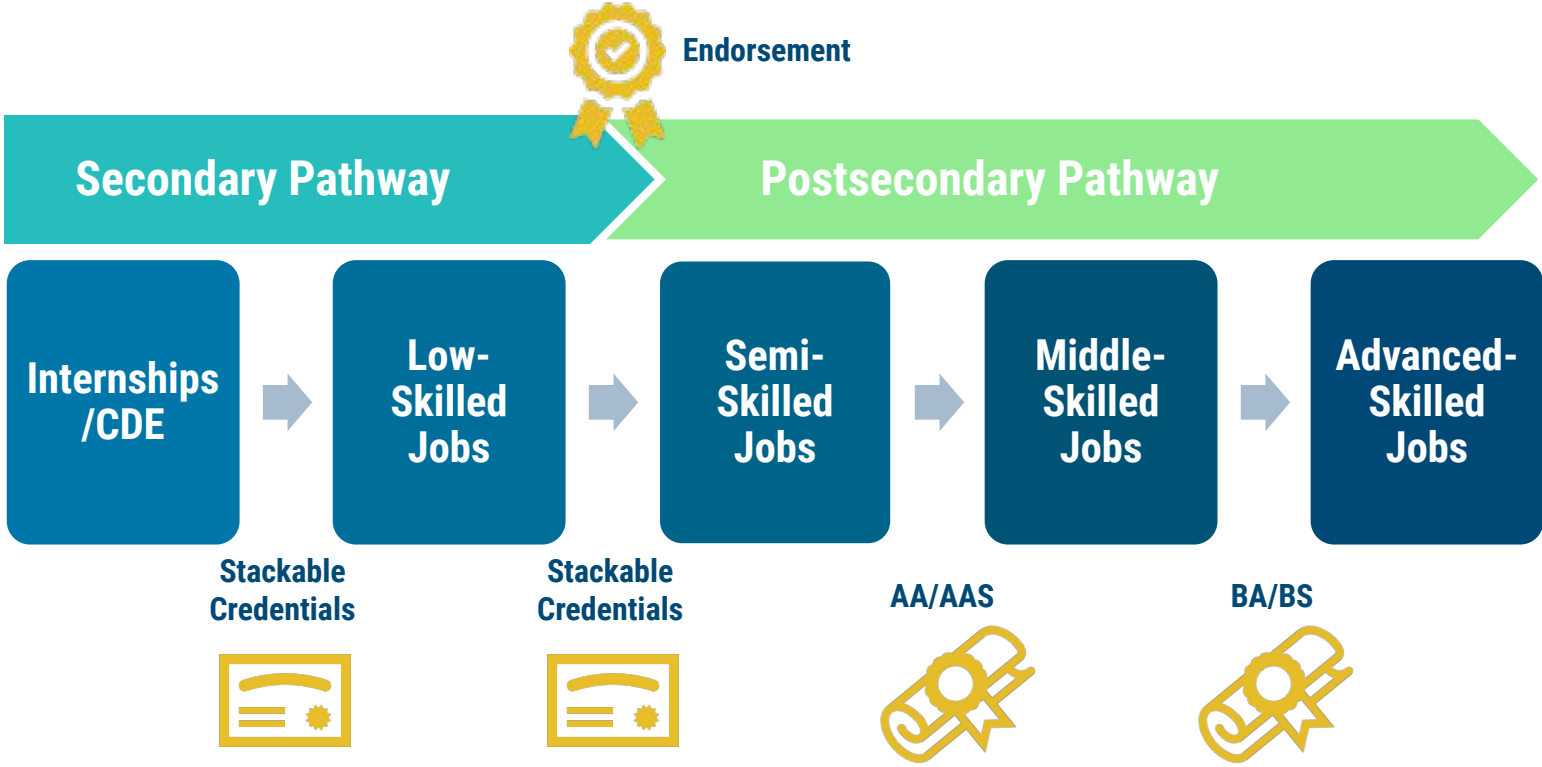
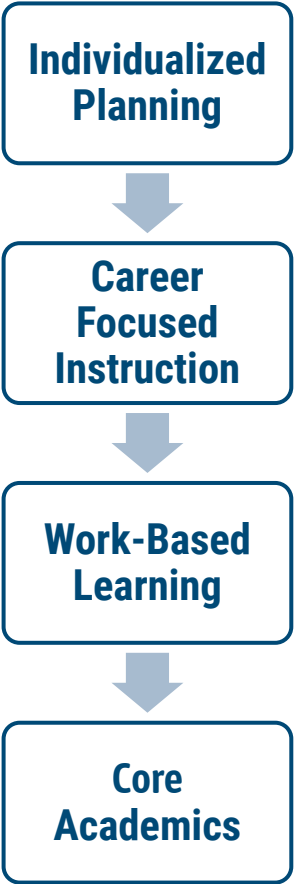
# Illinois Career Pathways Dictionary

Background & Purpose

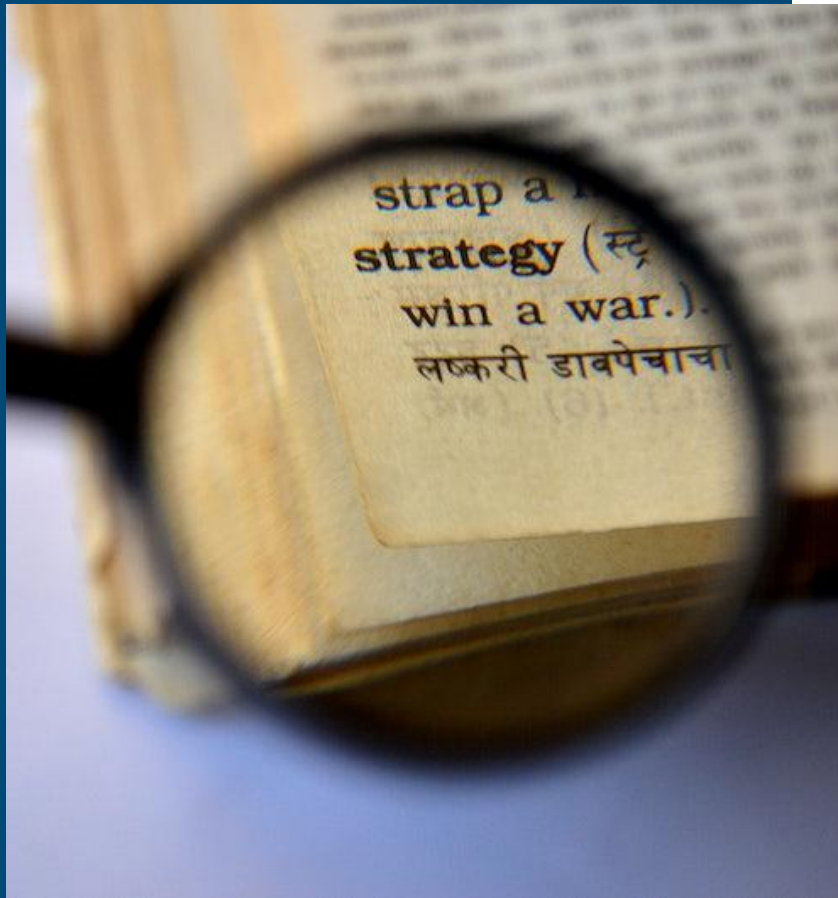
# Career Pathways Woven Through IL Education & Workforce Policy



# State Pathways Model



# Why create a Dictionary?



- Practitioners in the field expressed a need for greater clarity around pathways policy and strategy after ~10 years of work in different sectors
- Work was underway to adopt a unified Career Pathways definition for Illinois
- Many terms being used across different federal and state funding streams without alignment
- Desire to foster greater collaboration across State agencies
- There was nothing like it around!

# How was the Dictionary developed?

Unified definition of Career Pathways drafted & adopted

Agency partners, standing committees, and key stakeholders clarified and provided feedback on terms and definitions

Workforce Readiness through Apprenticeships & Pathways (WRAP) Committee of the Governor's Cabinet for Children & Families reviewed, discussed, approved final definitions for inclusion

Complete Dictionary published November 2018

# Dictionary Overview

## Core Goal & Organization

Provides a unified State resource that includes the adopted definition of Career Pathways and related terms/concepts.

*Organized by:*

- Policy Context: history, relevant policy examples/frameworks, agencies involved, etc.
- Definitions: statutory where possible (from State and federal legislation), otherwise developed based on best practice research & discussion across agencies
- Implementation Guidance: provides more detailed guidance in terms of what effective practices for implementing components can look like

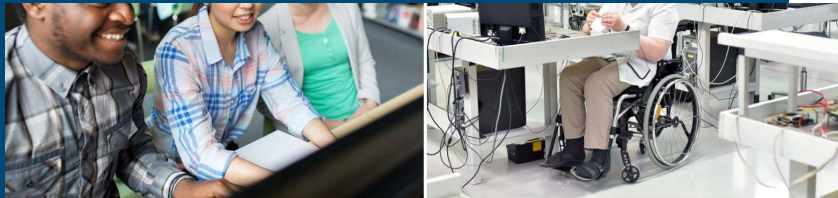
## How were terms selected?

- The term pertains to or deeply impacts multiple programs across State agencies; and/or,
- The term applies to programming with funding from multiple federal agencies (e.g., WIOA-funded programming).



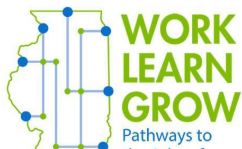
# What's happened since?

- Shared extensively throughout Illinois via agency websites, word-of-mouth, professional development opportunities, conferences, etc.
- Highlighted by multiple national partners as an innovative policy resource
- Utilized by practitioners across Illinois to inform college and career pathway system implementation work
  - Program design and brainstorming
  - PD and training for administrators and staff
  - Grant writing
  - Guidance for implementation of CCRI, PaCE and CCPE
  - Presentation planning



## Career Pathways Dictionary

A Unified State Framework for College and Career Readiness and Success





# Career Pathway Dictionary 2.0

Updates underway

# Illinois Career Pathways Dictionary Updates

## Why?

- It has been five years since the initial publication of the dictionary.
- To meet and support implementation and scaling needs that have arisen both naturally and through legislative action.
- To reflect evolving best practices

## When?

- Aiming to publish by summer 2023

## What will be the end result?

- An interactive web-based resource with short printable documents integrated throughout
- Updates to Work-Based learning and continuum elements definition
- Updating definitions and adding terms to reflect what is happening in the field

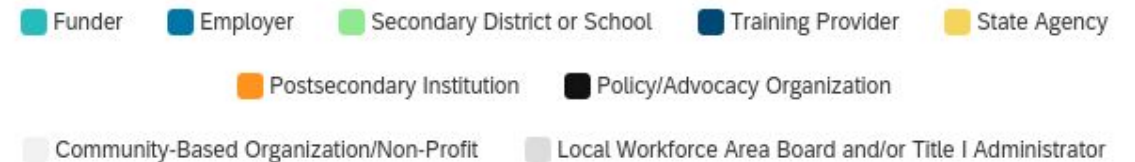
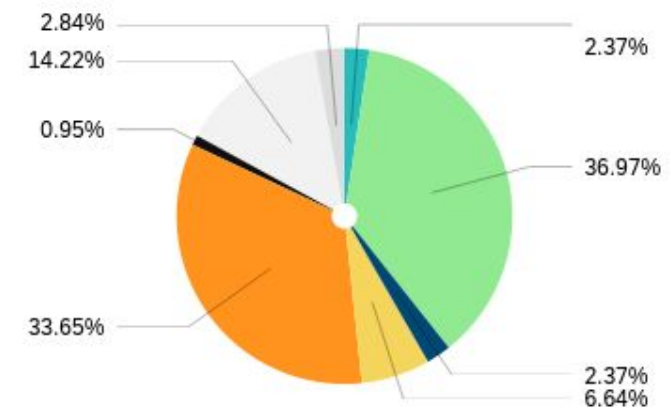
# Process

- Convened a group of representatives from DCEO, IDES, ISAC, ICCB, and ISBE for a series of meetings.
- Conducted a survey to gain a deeper understanding of the dictionary's relevance and use in the field.
- We have been making and reviewing changes to content as it emerges.
- Plans to build out website



# Survey

- Circulated to a range of stakeholders:
  - Illinois Education and Career Success Network
  - College and Career Access Persistence and Success (CCAPS)
  - Illinois Workforce Innovation Board (IWIB)
  - Illinois Workforce Partnership (IWP)
- 211 responses received
- Themes that emerged
  - Questions about how the dictionary intersects with recent policy changes
  - Clarification on Early College Credit
  - Distinction between Program of Study and Career Pathway
  - Desire for implementation guidance
  - Interest in a more interactive dictionary and links to resources
  - May be helpful to offer simpler language to use with students and families





# Emerging Changes to Dictionary

# Identified Updates

## New Definitions

- Pre-Apprenticeship
  - The IWIB developed a more comprehensive definition in 2022.
- Integrated Career and Academic Preparation System (ICAPS)
  - The definition in the previous version was no longer accurate.
- Program of Study
  - This term was previously in an appendix. Prompted by survey responses and further discussion, it was determined more clarification was necessary.

## New Terms

- Incumbent Worker
  - Growing need for a common definition
- Early College Credit
  - Survey results suggested this was a common area of confusion.
- Dual Enrollment
- Articulated Credit
- Competency-Based Education
  - Increasing level of work happening around the state.

# Work-Based Learning Continuum



## *Host Engagement Continuum*







# Activity and Discussion

Work-Based Learning	Dual Credit
Work-Based Learning Continuum of Employer Engagement & Work-Based Learning Experiences	Dual Enrollment
Registered Apprenticeship	Articulated Credit
Non-Registered Apprenticeship	Early College Credit Career Pathway Course
Pre-Apprenticeship	Early College Credit
Youth Apprenticeship	Essential Employability Skills
Career Development Experience	Industry Credential
Career Exploration Activity	Integrated Career and Academic Preparation System (ICAPS)
Team-based Challenges	Integrated English Literacy Civics Education (IELCE)
Incumbent Worker	Professional Skills Assessment
Adult Education Bridge Program	Program of Study
Competency-Based Education	Unemployed Individual Opportunity Youth

- 1. Organize into groups of 3-5.**
- 2. Pick 3 terms you would like to see in greater depth.**
- 3. Are there any resources you know of or would find helpful related to these terms?**

# Discussion



How could you use the Illinois Career Pathways Dictionary in your work?

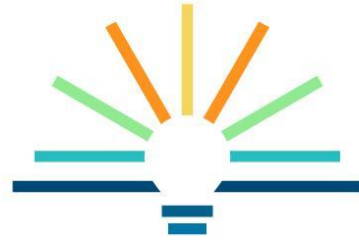
Are there ways we can work to make it more useful?

# Closing Reflections

Something still  
circling in my  
head is...

Today's discussion  
squares with my thinking  
because...

One  
important  
point from  
today is...



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**Thank You!**

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