BUILDING CAREER PATHWAYS

TO INFORM COLLEGE AND CAREER DECISION-MAKING



Welcome

Michelle Lair

Career and College Promise CTE Coordinator NC Community College System Office



Workshop Facilitators







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Greetings from DPI

Anna Hair

CTE Regional Coordinator Western Region Public Schools of North Carolina



Welcome Colleges and Partner LEAs - May 6

- Asheville-Buncombe Technical Community College
- Beaufort County Community College
- Carteret Community College
- Catawba Valley Community College
- ► CCC&TI
- Coastal Carolina Community College
- Davidson-Davie Community College
- Fayetteville Technical Community College
- Forsyth Technical Community College
- Haywood Community College
- Isothermal Community College
- Montgomery Community College

- Pitt Community College
- Randolph Community College
- Robeson Community College
- Rockingham Community College
- Sampson Community College
- Sandhills Community College
- South Piedmont Community College
- Surry Community College
- Wayne Community College
- ► Western Piedmont Community College
- Wilkes Community College

Welcome Colleges and Partner LEAs - May 10

- Asheville-Buncombe Technical Community College
- Beaufort County Community College
- Cape Fear Community College
- Central Piedmont Community College
- Cleveland Community College
- Coastal Carolina Community College
- Forsyth Technical Community College
- Gaston College
- Isothermal Community College
- Mitchell Community College

- Montgomery Community College
- Pitt Community College
- Rowan-Cabarrus Community College
- Sandhills Community College
- South Piedmont Community College
- Surry Community College
- Vance Granville Community College
- Wake Tech Community College
- Wilkes Community College
- Wilson Community College

Welcome Colleges and Partner LEAs - May 12

- Alamance Community College
- Asheville-Buncombe Technical Community College
- Beaufort County Community College
- Bladen Community College
- Blue Ridge Community College
- ► CCC&TI
- Coastal Carolina Community College
- Craven Community College
- Durham Technical Community College
- Edgecombe Community College
- Forsyth Technical Community College
- Halifax Community College
- Isothermal Community College
- Martin Community College

- Mayland Community College
- Mitchell Community College
- Montgomery Community College
- Nash Community College
- Pamlico Community College
- Pitt Community College
- Richmond Community College
- Rockingham Community College
- South Piedmont Community College
- Stanly Community College
- ► Vance Granville Community College
- Wake Technical Community College
- Western Piedmont Community College

Opening Remarks

Bob Witchger, Ed.D.

Director, Career and Technical Education North Carolina Community College System





Career Pathways

- Framework for education and training
 - Provides common language
- Streamlines education and training process
 - Addresses regional labor shortages
- Encourages us to listen to employers upfront



Job Driven Training

- 1. Engage Employers
- 2. Earn and Learn
- 3. Smart Choices
- 4. Measurement Matters
- 5. Stepping Stones
- 6. Open Doors
- 7. Regional Collaboration

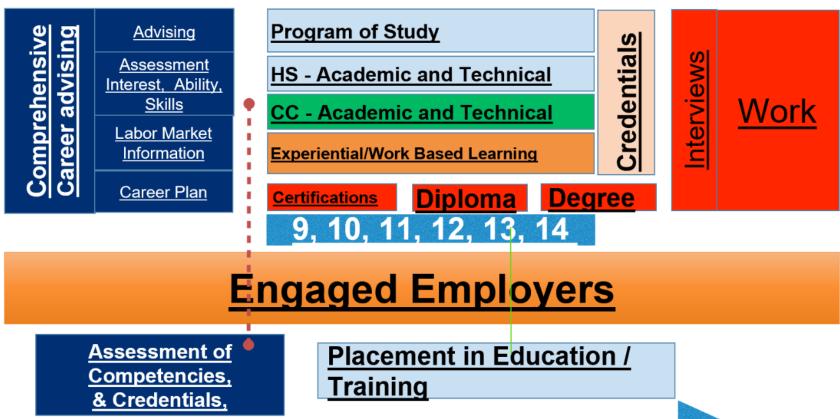


Impacts employers, training providers, and unemployed workers.



2014 Vision Overview

CTE Career Pathways



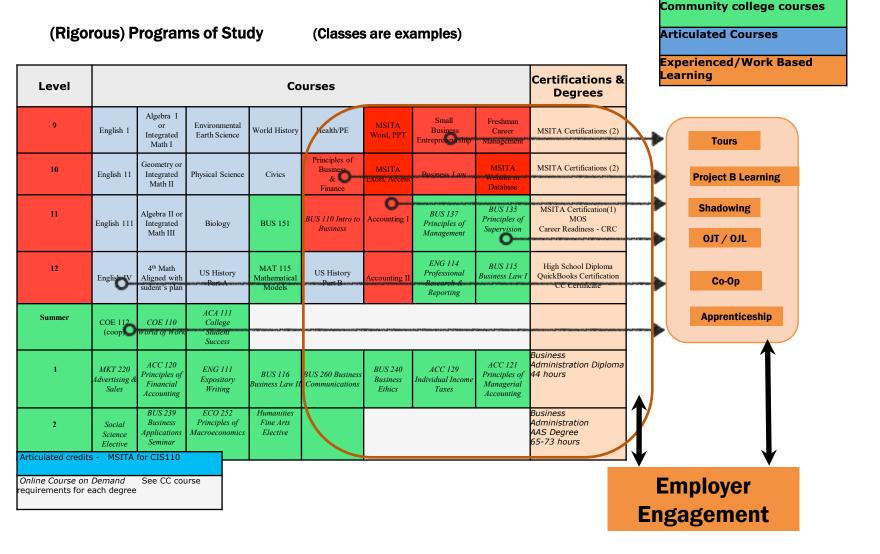


Building the Pathway

Core Courses

CTE High school courses

Engaging Employers

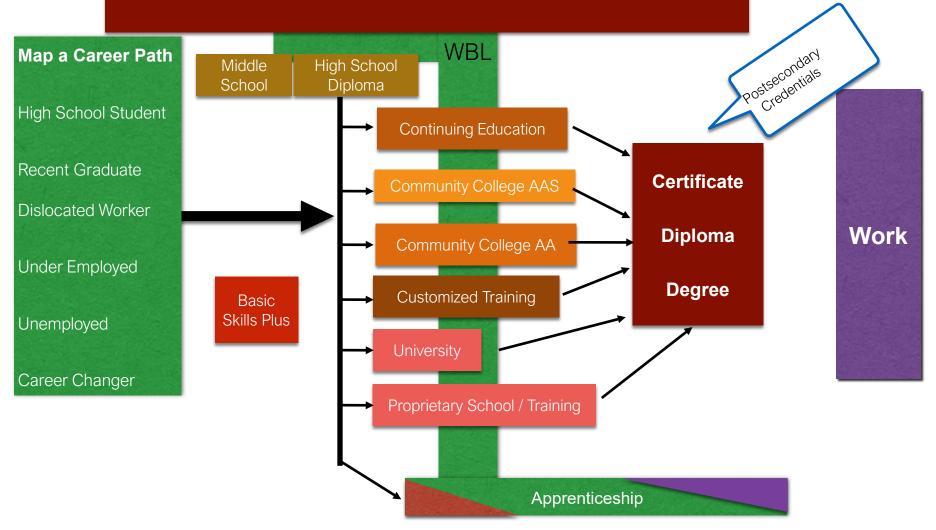




Labor Market Demand

Articulation and Coordination

Program of Study / Training





Building the Pathway

Core Courses

CTE High school courses

Articulated Courses

Community college courses

Engaging Employers

(Rigorous) Programs of Study

(Classes are examples)

Level	Courses								Certifications & Degrees		xperienced/Work Base earning
9	English 1	Algebra I or Integrated Math I	Environmental Earth Science	World History	Mealth/PE	MSITA Word, PPT	Small Business Entrepreneurship	Freshman Career Management	MSITA Certifications (2)		Tours
10	English 11	Geometry or Integrated Math II	Physical Science	Civics	Principles of Business & Finance	MSITA Excel, Access	Business Law	MSITA Website or Database	MSITA Certifications (2)		Project B Learning
11	English 111	Algebra II or Integrated Math III	Biology	BUS 151	BUS 110 Intro to Business	Accounting I	BUS 137 Principles of Management	BUS 135 Principles of Supervision	MSITA Certification(1) MOS Career Readiness - CRC		Shadowing OJT / OJL
12	English IV	4 th Math Aligned with sudent's plan	US History Part A	MAT 115 Mathematical Models	US History Part B	Accounting II	ENG 114 Professional Research & Reporting	BUS 115 Business Law I	High School Diploma QuickBooks Certification CC Certificate		Со-Ор
Summer	COE 112 (coop)	COE 110 World of Work	ACA 111 College Student Success								Apprenticeship
1	MKT 220 Advertising & Sales	ACC 120 Principles of Financial Accounting	ENG 111 Expository Writing		BUS 260 Business Communications	BUS 240 Business Ethics	ACC 129 Individual Income Taxes	ACC 121 Principles of Managerial Accounting	Business Administration Diploma 44 hours		
2	Social Science Elective	BUS 239 Business Applications Seminar	ECO 252 Principles of Macroeconomics	Humanities Fine Arts Elective			,		Business Administration AAS Degree 65-73 hours		
ine Course on	Demand	See CC cou	urse				`			I	
								Fmr	oloyer Eng	rage	ment

Career Pathway

...a series of connected education and training opportunities that enable students to secure a job or further their education and enhance employment.

Today's Agenda

- ► Value of Pathway Maps
- Mapping Exercise
- Action Planning
- Challenges and Solutions





Why Pathway Maps?

- ► To help learners of all ages understand the opportunities available to them to learn, earn, and realize success in the career path of their choice
- ► To identify entry points and exit points aligned to credential attainment and advancing levels of employment
- ► To convey that a seamless pathway of stackable credits and credentials is not only possible, but critical to success in today's labor market



Career Pathways

Health Service Management Associate in Science

Prior Credit

High School Career Pathways Certificate

> Administrative Office Specialist

Allied Health Assisting

Applied Cybersecurity

Applied Information Technology

Business Management & Analysis

Digital Design

International Business

Legal Administrative Specialist

Nursing Assistant

Web Development

Industry Certifications

Certified Medical Administrative Assistant (CMAA)

Certified Nursing Assistant (CNA)

Prior Credit Technical College Certificate

Accounting Operations

Administrative Office Specialist

Medical Assisting

Practical Nursing

Industry Certifications

Certified Medical Administrative Assistant (CMAA)

Registered Medical Assistant (RMA)

College Credit Certificate

Medical Information Coder/Biller (37 credit hours)

Industry Certifications

CCA: CCS: CCS-P: CPC

Career

Average Cost of Program

\$4,100.00

Typical Starting Positions

Medical Records/Health Information Technicians, Insurance/Billing Specialist, Coding Specialist, Coder/Biller, Insurance Specialist

> Average Starting Salary

\$15.67 hourly

College Credit Certificate

Medical Office Management (34 credit hours)

Career

Average Cost of Program

\$3,750.00

Typical Starting Positions

Medical Secretary, Medical Receptionist, Insurance Clerk, Billing Clerk

> Average Starting Salary

> \$15.67 hourly

Associate Degree

Health Services Management (60 credit hours)

Industry Certifications

CAHIMS; CMM

Career

Average Cost of Program

\$6,600.00

Typical Starting Positions

Medical Office Manager, Health Services Department Supervisor, Billing Supervisor, Revenue Cycle Analyst

> Average Starting Salary

\$18.00 hourly

Bachelor Degree

Strategic Leadership (120 credit hours)

Career

Average Cost of Program

\$7,200,00

Typical Starting Positions

Medical Practice
Manager,
Health Services
Department Manager,
Revenue Cycle
Supervisor/Manager,
Human Resouce
Specialist,
Entrepreneur

Average Starting Salary

\$25.66 hourly

Career Pathway Definition (WIOA/Perkins)

- Align with the skills needed by industries in the state or regional economy;
- b) Prepare individuals to succeed in a range of education options, including apprenticeships;
- Include counseling to support an individual in achieving the individual's education and career goals;
- d) Include, as appropriate, concurrent education and training opportunities for a specific occupation or occupational cluster;
- e) Organize education, training, and support services to meet individual needs and accelerate educational and career advancement;
- f) Enable individuals to attain a high school diploma or equivalent, and at least one recognized postsecondary credential;
- g) Help individuals enter or advance within an occupation or occupational cluster.

A **CAREER PATHWAY** is a combination of rigorous, high-quality education, training, and other services.

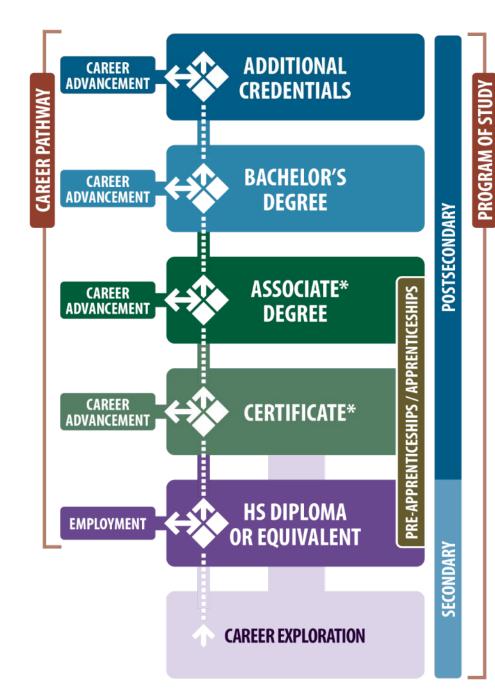
Attributes:

- Industry alignment
- Secondary and postsecondary credential attainment
- Enables entry and advancement in specific occupations or occupational clusters
- Education in the same context as workforce preparation
- Acceleration of educational and career advancement
- Preparation for success in secondary/postsecondary education options and apprenticeships
- Counseling services

A **PROGRAM OF STUDY (POS)** is a coordinated, nonduplicative sequence of academic and technical content at the secondary and postsecondary level.

Attributes:

- Industry alignment
- Postsecondary credential
- Multiple entry/exit points
- · Academic, technical, employability skills
- Challenging standards
- Progressive content specificity
- Career guidance



Pathways to Career Readiness and Advancement

Programs of Study and Career Pathways share many of the same attributes. The two terms are used interchangeably in many state and local applications. Both are defined in Federal Law.



STACKABLE CREDENTIALS

At these milestones the learner may advance to the next-higher-skill job in the sector for which they have trained, and/or continue in or reenter the learning pathway to pursue additional credentials.

*These stackable credentials may:

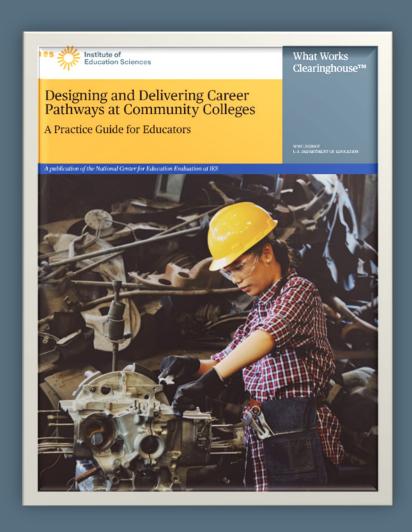
- Include preparation for industry certifications.
- Articulate to bachelor's degree programs.
- Be obtainable by HS students through dual credit.

CAREER EXPLORATION

Begins no later than 8th grade and is an integral part of instruction for:

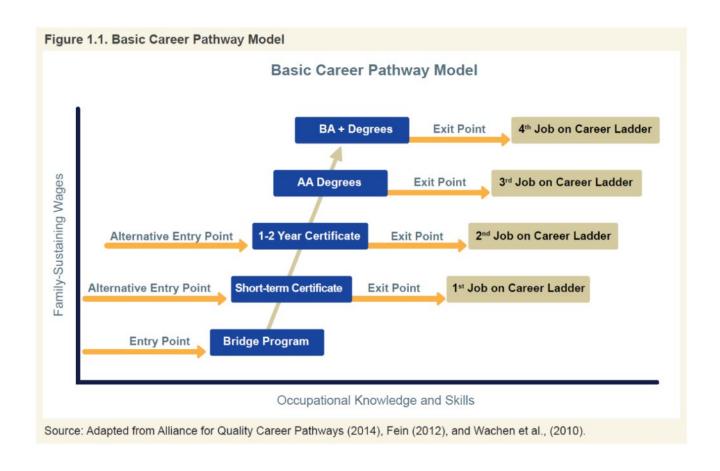
- Career and Technical Education (CTE)
- Integrated Education and Training (IET)
- Adult Basic Education (ABE)
- Adult Secondary Education (ASE)
- English as a Second Language (ESL)

Designing and Delivering Career
Pathways at Community Colleges:
A Practice Guide for Educators



Recommendation 1:

Intentionally design and structure career pathways to enable students to further their education, secure a job, and advance in employment.





Advancing Credentials THROUGH Career Pathways







Advancing Credentials THROUGH Career Pathways

Three key focus areas:

- Engaging employers in strategic and sustainable ways
- Building career pathways based on industry-validated stackable credentials
- Supporting completion through non-credit/credit alignment

Advancing Credentials THROUGH Career Pathways

CALIFORNIA:

Bakersfield College Reedley College Shasta College

ILLINOIS:

Rock Valley College

KENTUCKY:

Owensboro Community and Technical College

MICHIGAN:

Oakland Community College

NORTH CAROLINA:

Catawba Valley Community College
Forsyth Technical Community College
Isothermal Community College
Mitchell Community College
Piedmont Community College
Robeson Community College
Rowan-Cabarrus Community College

PENNSYLVANIA:

Lehigh Carbon Community College Luzerne County Community College

Focus Area 1:

Strategic Employer
 Engagement



David Dinkins

Department Chair, Advanced Manufacturing

ddinkins@forsythtech.edu

What is BILT?



- Not an advisory board
- Co-led by industry
- Members are active participants
- Goal oriented

The Value of BILT



- Foster partnerships between industry and higher education
- Focus curriculum efforts to target the right skills
- Gauge the value of industry certifications
- Industry forecasting informs the direction of your program(s)
- Members take an active role when they feel invested

Developing The Talent Pipeline







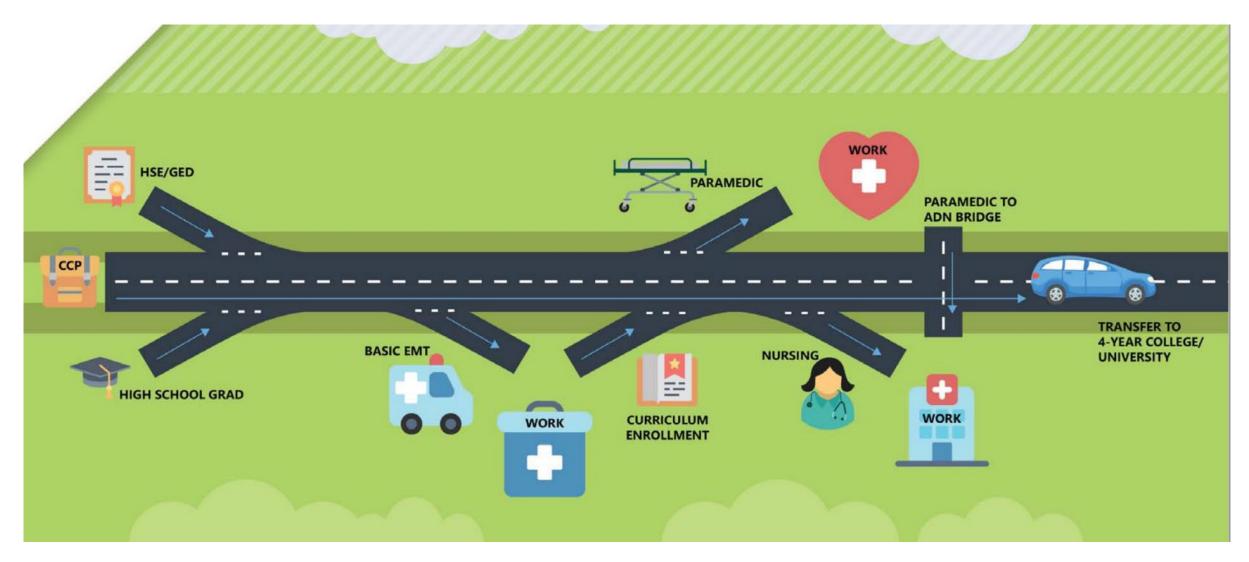




Industry leaders and college faculty collaborate to give grade school students exposure to the field of engineering and manufacturing. Students learn about academic pathways that lead to careers through hands-on exploration.

Focus Area 2:

 Career Pathways Built on Stackable Credentials





Dr. Camille Reese VP for Instruction <u>creese@mitchellcc.edu</u>

EMS Program



Articulated Credit



Bridge Program started 2017



Silos (Credit and Non-credit)



Results

Co-Listed Courses

In order to meet the needs of learners in credit and non-credit programs, Mitchell Community College has been co-listing students from each side of the house into the same courses. These courses, listed below, have near or total matches for student learning outcomes. If a student decides to move into a curriculum program aligned with the work completed in continuing education, the College has awarded the appropriate credit.

Title	Con Ed Course ID	Curriculum Course ID
Automation, Intro to	ATR 3115 P35	ATR 112
Electrical: Residential Wiring	ELC 3119 H30	ELC 113
Electrical: Circuit Analysis 1	ELC 3014 H30	ELC 131
Electrical: Commercial Wiring	ELC 3119 H30	ELC 114
Electrical: Industrial Wiring	ELC 3119 H30	ELC 115
Esthetician 1	COS 3102 T75	COS 119 & COS 120
Esthetician 2	COS 3102 T75	COS 125 & COS 126
HVAC: Duct Systems	AHR 3131 H30	AHR 151
HVAC: Servicing	AHR 3131 H30	AHR 133
HVAC: Comfort Cooling	AHR 3131 H30	AHR 113
HVAC: Heat Pump Technology	AHR 3131 H30	AHR 114
HVAC: Heating Technology	AHR 3131 H30	AHR 112
HVAC: Intro to Refrigeration	AHR 3123 H30	AHR 110
HVAC: Refrigerant Certification	AHR 3128 H30	AHR 160
HVAC: Residential System Design	AHR 3131 H30	AHR 211
HVACR Customer Relations	AHR 3131 H30	AHR 180
HVACR Electricity	ELC 3014 H30	AHR 111
Manicurist/Nail Technician	COS 3101 T75	COS 121 & COS 222
Motors and Controls	MNT 3065 P35	ELC 117
Programmable Logic Controllers	ELN 3025 H30	ELN 260

	Challenges	Results
traditionally have lower enrollment are teaching at	 Process of awarding credit through the Registrar's office has not been seamless. Educating college entrance advisors on availability 	 Decrease in course cancellations Fuller sections Faster completion of curriculum credential Decrease in student frustration because they've "already done this in another class" Increase in students transitioning from con ed to curriculum











Advancing Credentials in Equine and Human Health

Kim Wawzysko
Director of Equine and
Agribusiness Science
kwawzysko@isothermal.edu

Statistics

- Isothermal is in horse country!
 - Over 200 equine business in the service area
 - Tryon International Equestrian Center
 - 1500 stalls shows that run 10 months of the year sold out every week
- Isothermal has trained over 300 people in equine related courses in continuing education
- Mapped Con-ed into Curriculum and transfer students with a local articulation agreement
- Equine curriculum currently has 50+ students enrolled into equine courses
- The new Intro to Therapeutic Horsemanship Course equates to the EQU-110 Introduction to Therapeutic Horsemanship Curriculum Course
 - Transferred 7 people from con-ed into 2-year degree program



Partnerships

- CORD
- Tryon International Equestrian Center
- NCSU
- TROT (Therapeutic Riding of Tryon)
 - Premier Center Accredited by PATH International
- PATH Intl (Professional Association of Therapeutic Horsemanship International)
- Horses and Humans Research Foundation
- Equine Special Olympics
- Local Equine Business -200 overall in the service region
 - Equine Business
 - Equine Specialists
- Credentialed Equine Experts to Teach Courses





Revisions to State Curriculum Standards

- Equine Business
 - Revised States Curriculum Description
 - Moved some of the Technical Core to other Required for better versatility to match other local areas.
- Human Services Technology: Animal Assisted Interactions
 - Revised the State's Curriculum Description
 - Created a new concentration track in Therapeutic Horsemanship
 - Developed the 5 new EQU courses into the technical core



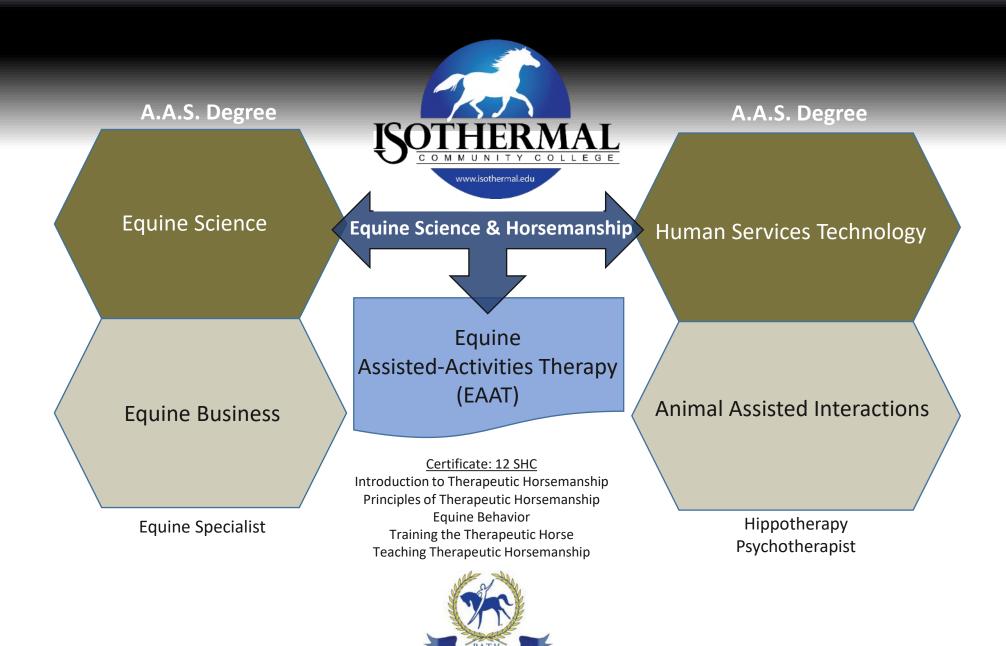


Associate of Applied Science Degrees Fall 2019

- Equine Business
- Human Services Technology
 Animal Assisted Interactions







Focus Area 3:Supporting Completion

Stackable Credentialing at RCCC

- Mapping coursework to industry recognized professional certifications.
- ▶ Update course content where needed to better address student learning outcomes from those professional certifications.
- Formalize a process for paying for/funding certifications.
- Use Credit by Professional Certification in NC to award credit when possible.
- Have multiple entry and exit points for students interested in Information Technology



Zackary Hubbard
Program Chair:
IT and Healthcare Mgmt Technology
zackary.hubbard@rccc.edu

Test Fest at RCCC

To increase student participation in certification testing, RCCC organized an Annual Event called "Test Fest"

- Faculty Proctor exams for 1 day each year.
- Tests are provided free of charge for students.
- Students can take as many exams as they like in the 8-hour period.
- Credit by Professional Certification is awarded as appropriate.

Test Fest Certification Exams

Rowan-Cabarrus Community College

Exam Type	Exam Name
IC3	IC3 Exam (Global Standard 5)
MTA	Introduction to Programming Using Python - Exam 98-381
MTA	Software Development Fundamentals (VB Version)- Exam 98-361
MTA	Introduction to Programming Using Java - Exam 98-388
MTA	Software Development Fundamentals (C# Version) - Exam 98-361
MTA	Networking Fundamentals - Exam 98-366 AND Security Fundamen
MOS	Microsoft Office Specialist – Excel Core
MOS	Microsoft Office Specialist – Excel Expert
MOS	Microsoft Office Specialist - Access
MTA	Database Administration Fundamentals - Exam 98-364
MTA	Windows Operating System Fundamentals- Exam 98-349
MTA	Windows Server Administration Fundamentals - Exam 98-365
MOS	Microsoft Office Specialist – Word Core
MOS	Microsoft Office Specialist – Word Expert
MTA	Introduction to Programming Using HTML and CSS - Exam 98-383

Forms and Artifacts

Suggested Program of Study for Cyber Security

Course Number	Description	Professional	Credit Hours	Course Availability
		Certification		
CIS-110	Introduction to Computers	IC3	3.0	FA / SP / SU
CTI-110	Web, Programming & DB Foundations	MTA	3.0	FA / SP / SU
CTI-120	Network & Security Foundations	MTA	3.0	FA / SP / SU
NET-125	Networking Basics		3.0	Fall Only
NET-126	Routing Basics	CCENT	3.0	Fall Only
		15		



CREDIT BY PROFESSIONAL CERTIFICATION

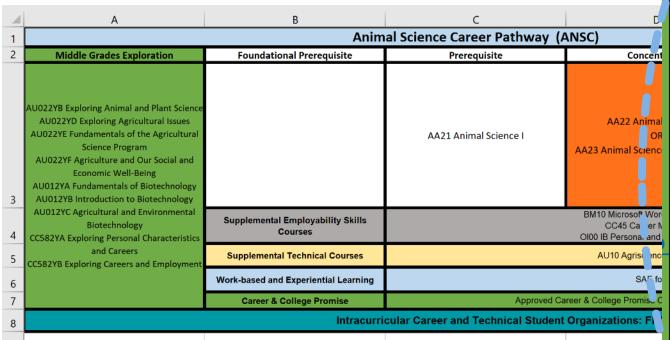
Student Name:	ID Number:
Program Title:	Program Code:

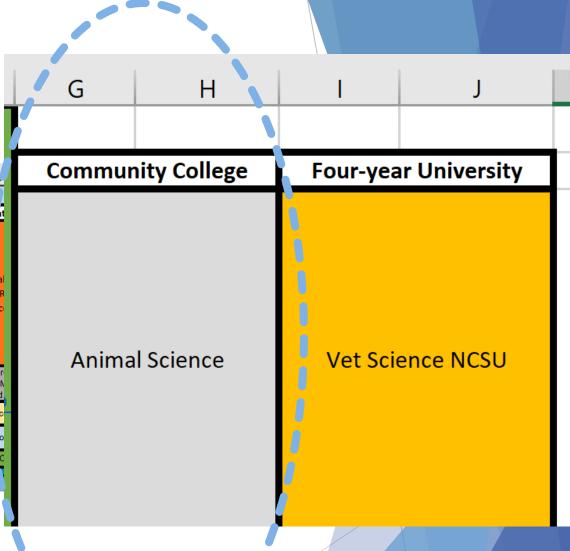
The original professional certification and one photocopy must be submitted to the program chair. **The program chair will view the original certification,** and provide a high quality photocopy. The original certification is **not** attached to this form and should be returned to the student.

Course Credit Requested

Course Name	Course Number	Professional Certification	Certification Authority	Date of Certification

Today's Focus







Health Service Management Associate in Science

Prior Credit

High School Career Pathways Certificate

> Administrative Office Specialist

Allied Health Assisting

Applied Cybersecurity

Applied Information Technology

Business Management & Analysis

Digital Design

International Business

Legal Administrative Specialist

Nursing Assistant

Web Development

Industry Certifications

Certified Medical Administrative Assistant (CMAA)

Certified Nursing Assistant (CNA)

Prior Credit Technical College Certificate

Accounting Operations

Administrative Office Specialist

Medical Assisting

Practical Nursing

Industry Certifications

Certified Medical Administrative Assistant (CMAA)

Registered Medical Assistant (RMA)

College Credit Certificate

Medical Information Coder/Biller (37 credit hours)

Industry Certifications

CCA: CCS: CCS-P: CPC

Career

Average Cost of Program

\$4,100.00

Typical Starting Positions

Medical Records/Health Information Technicians, Insurance/Billing Specialist, Coding Specialist, Coder/Biller, Insurance Specialist

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Health Services Management (60 credit hours)

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Bachelor Degree

Strategic Leadership (120 credit hours)

Career

Average Cost of Program

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Typical Starting Positions

Medical Practice
Manager,
Health Services
Department Manager,
Revenue Cycle
Supervisor/Manager,
Human Resouce
Specialist,
Entrepreneur

Average Starting Salary

\$25.66 hourly

Mapping Career Opportunities and Economic Mobility

You're creating a visual story depicting the pathway

- ► What career opportunities does it comprise?
- What postsecondary credentials can you earn?
- ► What industry certifications will the pathway prepare you for?

What to Include

Academic credentials within the pathway (certificate, diploma, associate degree) and # of credits

Program duration of each credential

Related Industry Certifications

Employment opportunities at exit points

Job Titles / Wage Range

Credit for Prior Learning (all types)

Articulated four-year programs

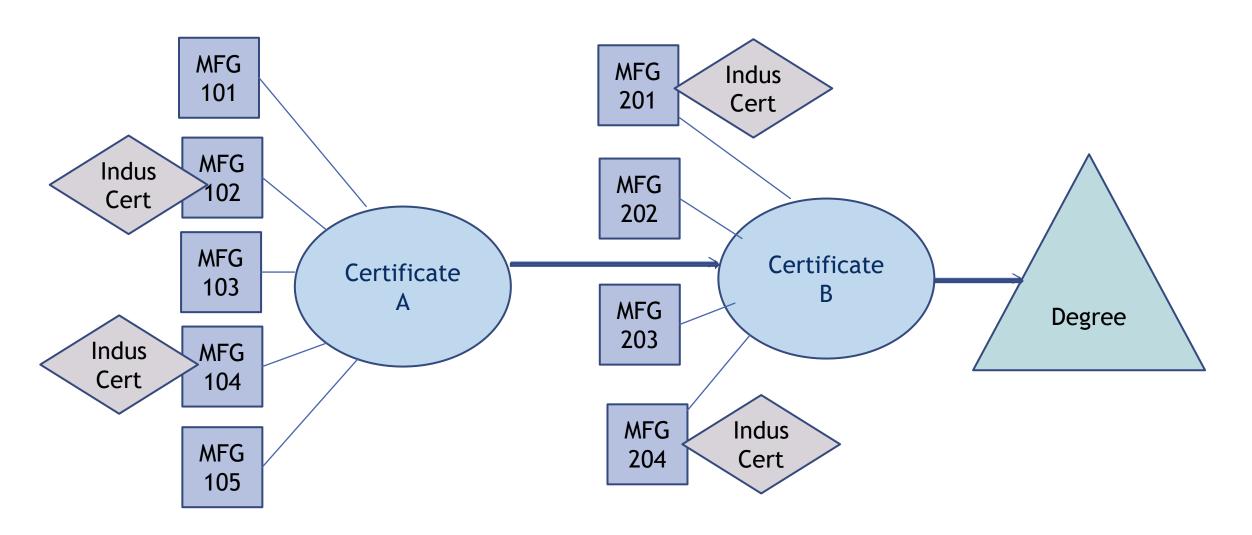
Who Should Participate?

- Advising and Counseling Staff
- Registrar
- Staff responsible for High School Articulation
- Staff responsible for University Articulation
- Program Faculty
- Recruitment Office
- Workforce Development Staff
- Marketing Department Staff
- Employers



The Mapping Process

Behind the Scenes



Example Instructions: Display components on a white board or large flip-chart. Use colored markers or colored sticky notes to identify related program components.

Employer Engagement

- ► Work with employer partners to
 - Define job requirements
 - Map the structure of jobs to certificates and degrees
 - Identify career advancement levels within the pathway

```
(i.e. Certificate A = Job Title X, Certificate B = Job Title Y, Degree = Job Title Z)
```

- Gather wage data for each job title
- ► Repeat process annually

Inspiration from Sample Pathway Maps

- ► Review pathway map examples from other programs/institutions.
- ► Determine best flow of information for your map's target audience(s) and identify visuals/colors that enhance understanding of pathway components/personal options.
- ► Work with marketing department to design map graphics that can be used across disciplines.
- ► Ask students, parents and employers to review for clarity.

Mechatronics/Automation (STACKABLE)





Harper College Manufacturing Technology

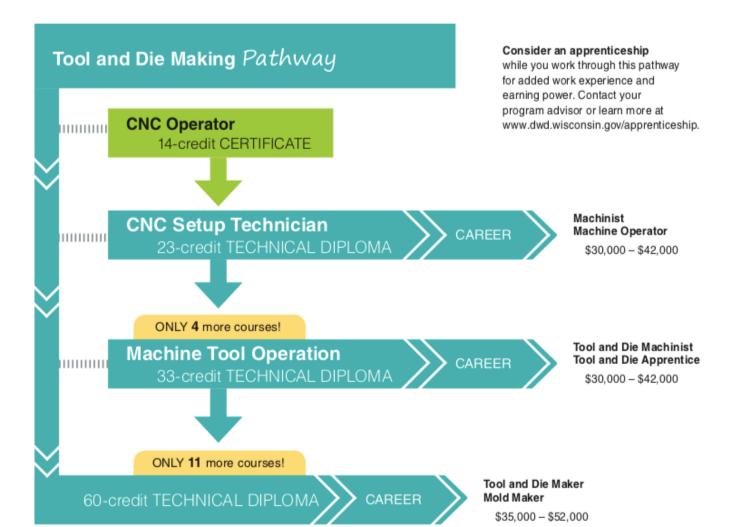
Tool and Die Making

www.wctc.edu/tool-die



Discuss your pathway with an advisor. Call 262.691.5400 for an appointment.

Earn certificates, technical diplomas and/or industry credentials along this pathway. Start with some courses for entry-level employment, and continue with additional courses for higher wages and job advancement.





Hands-on Higher Ed



Modularized Educational Pathway



Sequences/Modules Stack into College Credentials



CAREER IT - Computer Support Specialist

Previous Credit

There are many opportunities, both in high school and through previous college, work, and/or military experience, to earn credit at Gateway.

For more information about earning credit in high school and opportunities for credit for prior learning, please see reverse side.

Technical Diploma

IT-Computer Support Technician (32 Credits)

Potential Jobs:

- Personal Computer Technician
- Help Desk Tier 1

Median Income*: \$18.63 per hour \$38,750 annually *Based on locally reported

*Based on locally reported wage data.

Students who complete this program are prepared to earn industry-recognized certifications, including:

- CompTIA A+

Associate Degree

IT-Computer Support Specialist (62 Credits)

Potential Jobs:

- Hardware Analyst
- Computer Support Specialist
- Help Desk Tier 2
- Computer User Support
 Analyst

Median Income*: \$22.00 per hour \$45,760 annually *Based on locally reported wage data.

Students who complete this program are prepared to earn industry-recognized certifications, including:

- ITIL IT Infrastructure Library
- ITSM IT Service Management

Career

Students are prepared to enter their career field at any point along the pathway and advance as they complete higher-level credentials.

Bachelor's Degree

Transfer up to 62 credits via existing articulation agreements with colleges such as:

- -Cardinal Stritch University
- -Carthage College
- -Herzing University
- -Lakeland University
- -Ottawa University
- -UW-Parkside
- (A to B agreement)
- -UW-Stout





IT - Computer Support Specialist

Have questions or need assistance with getting started?

Gateway's New Student Specialists are ready to help. Call 1-800-247-7122 or stop into any Student Services Center to make an appointment or register for an upcoming new student event.

Elkhorn Campus

400 County Road H Elkhorn, WI 53121

Kenosha Campus

3520 30th Ave. Kenosha, WI 53144

Racine Campus

1001 S. Main St. Racine, WI 53403

Credit for Prior Learning

Experience Pays! You've been there . . . You've done that . . . Let us give you credit for it!

Gateway Technical College recognizes you have knowledge and skills gained through previous educational, life and work experiences. We want to help you receive credit for those experiences—saving you time, money and helping you enter your new career more quickly.

There are various ways to earn credit including Degree Course Substitution, Prior Learning Assessment and Transfer Credit. Credit for Prior Learning opportunities for this program include:

107-011 IT in Business

107-193 IT Essentials

154-119 System Software Support

154-113 IT Apps Server & Support

Earn
College
Credit in
High School

Get started at Gateway today!

Visit gtc.edu

to request information

or to apply.

Get an edge by earning college credit before you graduate and save money at the same time.

There are many ways to earn college credit while you're still in high school, including transcripted and advanced standing credit, Start College Now and youth apprenticeship. Suggested courses to take in high school for this program include:

107-011 IT in Business

107-193 IT Essentials

150-145 IT Scripting

Using the Map Template

Career Pathway

College name

Pathway (Example: Nursing)

College website

Previous Credit

Use this space to provide information about the opportunities your institution provides for students to earn college credits while in high school, or to earn credit for prior learning such as previous college, work, and/or military experiences.

Certificate

Use this space to identify certificates available within this program that stack toward a degree. Be concise, but list as much detail as possible about the certificate earned, program duration, potential employment opportunities, and industry certifications students are prepared to earn, as applicable.

For each, list:

- Name of certificate
- # of college credits
- Potential job and median income
- Industry certification

Additional Certificate and/or Diploma

Use this space to identify additional certificates and/or a diploma that stacks toward a degree. Be concise, but list as much detail as possible about the certificate earned, program duration, potential employment opportunities, and industry certifications students are prepared to earn, as applicable.

For each, list:

- Name of certificate/diploma
- # of college credits
- Potential job and median income
- Industry certification

Associate Degree

Use this space to describe the remaining credits in the pathway sequence needed to earn an AS or AAS degree. Include program details, potential employment opportunities, and additional industry certifications, as applicable.

For the degree, list:

- # of college credits
- Potential job and median income
- Industry certification

Bachelor's Degree

Information about any articulated baccalaureate degree options available to program graduates. List universities with current agreements and # of credits that can be transferred.

Career

Any additional details about career opportunities aligned to stackable credentials along the pathway.

Pathway (Example: Nursing)

Have Questions or Need Assistance?

Provide contact information and office locations for advisors or counselors who can assist potential students.

Credit for Prior Learning

How can students obtain credit for prior learning, and who should they contact for more information? As applicable, identify potential cost savings and reduction in time to degree.

Earn College Credit in High School

How can students obtain college credit while still in high school, and who should they contact for more information?

College name

College website

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Welding Technology

Forsyth Technical Community College

https://www.forsythtech.edu

Previous Credit

Certificate

Additional Certificate and/or Diploma

Associate Degree

Welding Technology Associate in Applied Science Degree (AAS)

70 credits

After successful completion of an AAS degree, student should be prepared to sit for the following additional AWS certifications:

- All fillet weld positions
- ALL groove weld positions
- All pipe welding positions 1G-6G
- SMAW, GTAW, FCAW, GMAW

Positions: Welder

Average annual salary \$80,000

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bis.gov/, May 4, 2021

Career

Welding Technology

Forsyth Technical Community College

https://www.forsythtech.edu



Certificate

Additional Certificate and/or Diploma

Welding Technology Diploma 44 credits

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After successful completion of a diploma, student should be prepared to sit for the following additional AWS certifications:

- Fillet weld positions 1F-4F GMAW, GTAW, SMAW, FCAW
- · Groove weld positions 1G-4G

Positions: Welder

Average annual salary \$49,700

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bis.gov/, May 4, 2021

Associate Degree

Welding Technology Associate in Applied Science Degree (AAS)

70 credits

After successful completion of an AAS degree, student should be prepared to sit for the following additional AWS certifications:

- All fillet weld positions
- ALL groove weld positions
- All pipe welding positions 1G-6G
- SMAW, GTAW, FCAW, GMAW

Positions: Welder

Average annual salary \$80,000

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bis.gov/, May 4, 2021

Career

Welding Technology

Forsyth Technical Community College

https://www.forsythtech.edu

Previous Credit

Certificate

Welding Technology Certificate 18 credits

After successful completion of the certificate program, student should be prepared to sit for the following AWS certifications:

- 1G GMAW
- Fillet weld positions 1F-4F in GMAW, GTAW, SMAW, FCAW

Positions: Welder

Average annual salary \$41,290

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bls.gov/, May 4, 2021

Additional Certificate and/or Diploma

Welding Technology Diploma 44 credits

After successful completion of a diploma, student should be prepared to sit for the following additional AWS certifications:

- Fillet weld positions 1F-4F GMAW, GTAW, SMAW, FCAW
- Groove weld positions 1G-4G

Positions: Welder

Average annual salary \$49,700

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bls.gov/, May 4, 2021

Associate Degree

Welding Technology Associate in Applied Science Degree (AAS)

70 credits

After successful completion of an AAS degree, student should be prepared to sit for the following additional AWS certifications:

- All fillet weld positions
- ALL groove weld positions
- All pipe welding positions 1G-6G
- SMAW, GTAW, FCAW, GMAW

Positions: Welder

Average annual salary \$80,000

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bis.gov/, May 4, 2021

Career

Welding Technology

Forsyth Technical Community College

https://www.forsythtech.edu

Previous Credit

High School Dual Enrollment Pathway

Welding Technology Certificate 18 credits

Credit for Prior Learning opportunity for those holding an AWS credential through proficiency exam

Certificate

Welding Technology Certificate 18 credits

After successful completion of the certificate program, student should be prepared to sit for the following AWS certifications:

- 1G GMAW
- Fillet weld positions 1F-4F in GMAW, GTAW, SMAW, FCAW

Positions: Welder

Average annual salary \$41,290

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bls.gov/, May 4, 2021

Additional Certificate and/or Diploma

Welding Technology Diploma 44 credits

.

After successful completion of a diploma, student should be prepared to sit for the following additional AWS certifications:

- Fillet weld positions 1F-4F GMAW, GTAW, SMAW, FCAW
- · Groove weld positions 1G-4G

Positions: Welder

Average annual salary \$49,700

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bls.gov/, May 4, 2021

Associate Degree

Welding Technology Associate in Applied Science Degree (AAS)

70 credits

After successful completion of an AAS degree, student should be prepared to sit for the following additional AWS certifications:

- All fillet weld positions
- ALL groove weld positions
- All pipe welding positions 1G-6G
- SMAW, GTAW, FCAW, GMAW

Positions: Welder

Average annual salary \$80,000

*Bureau of Labor Statistics, U.S. Department of Labor, https://www.bis.gov/, May 4, 2021

Career

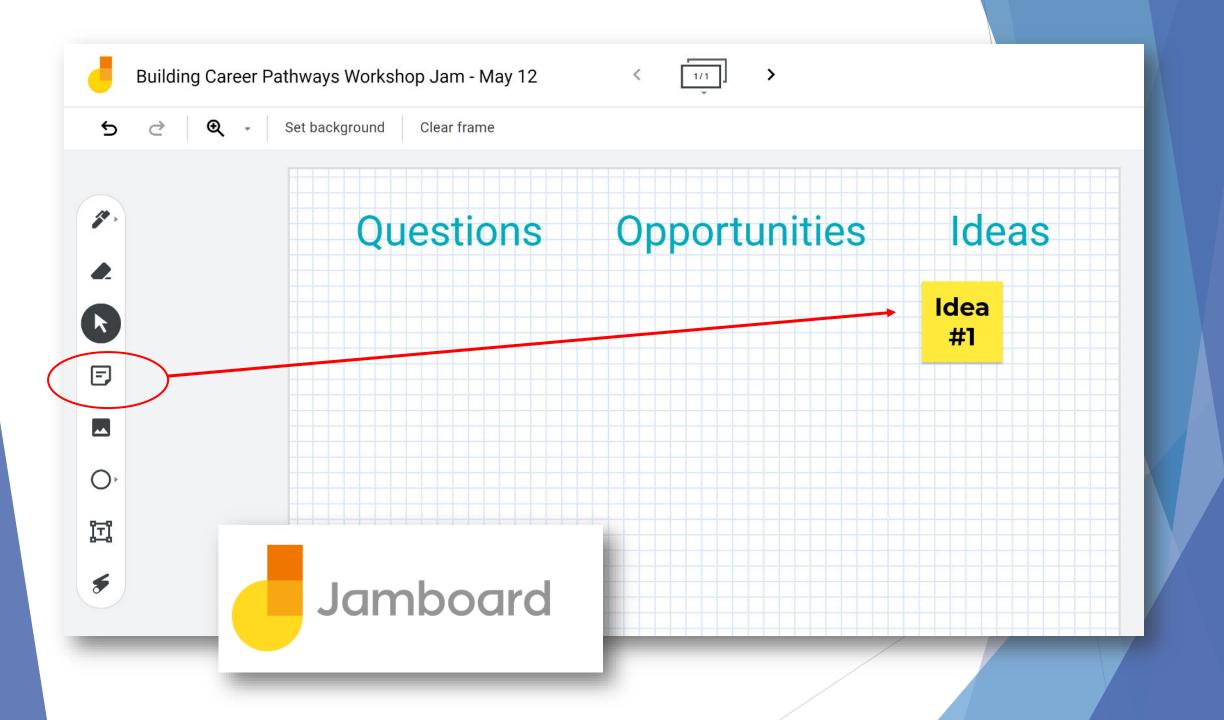


Team Roles in Breakout Rooms

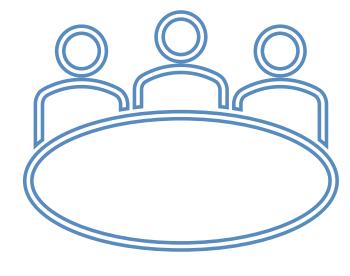
- ► Facilitator guide discussion
- Recorder share template on screen; populate with info from your checklist
- ► Jamboard notetaker add post-its

All templates and links found here:

https://www.nc-net.info/building-career-pathways/#



Share and Discuss





Career Pathways Mapping Action Plan

Goal, Objective, Priority: What do we want to achieve?	Action Steps: How will we achieve it?	Lead: Who is responsible?	Intended Results: Measurable outcomes?	Timeline: By when?	Notes:	
GAPS						
OPPORTUNITIES						

Considerations

• What information still needs to be gathered or identified?

Examples:

- o industry-recognized certifications
- o credit for prior learning opportunities/non-credit to credit alignment
- o stackable credentials
- o occupation and wage data
- What other stakeholders need to be brought into the conversation?
- How will you work with your marketing department to build a map design that can be adopted by all departments?
- What decisions must be made, practices adopted, forms created, etc. before the map is ready to share?

- Template will expand as you type
- Considerations can guide discussion/ planning
- Use Jamboard to post Questions, Opportunities, and Ideas



Share and Discuss

