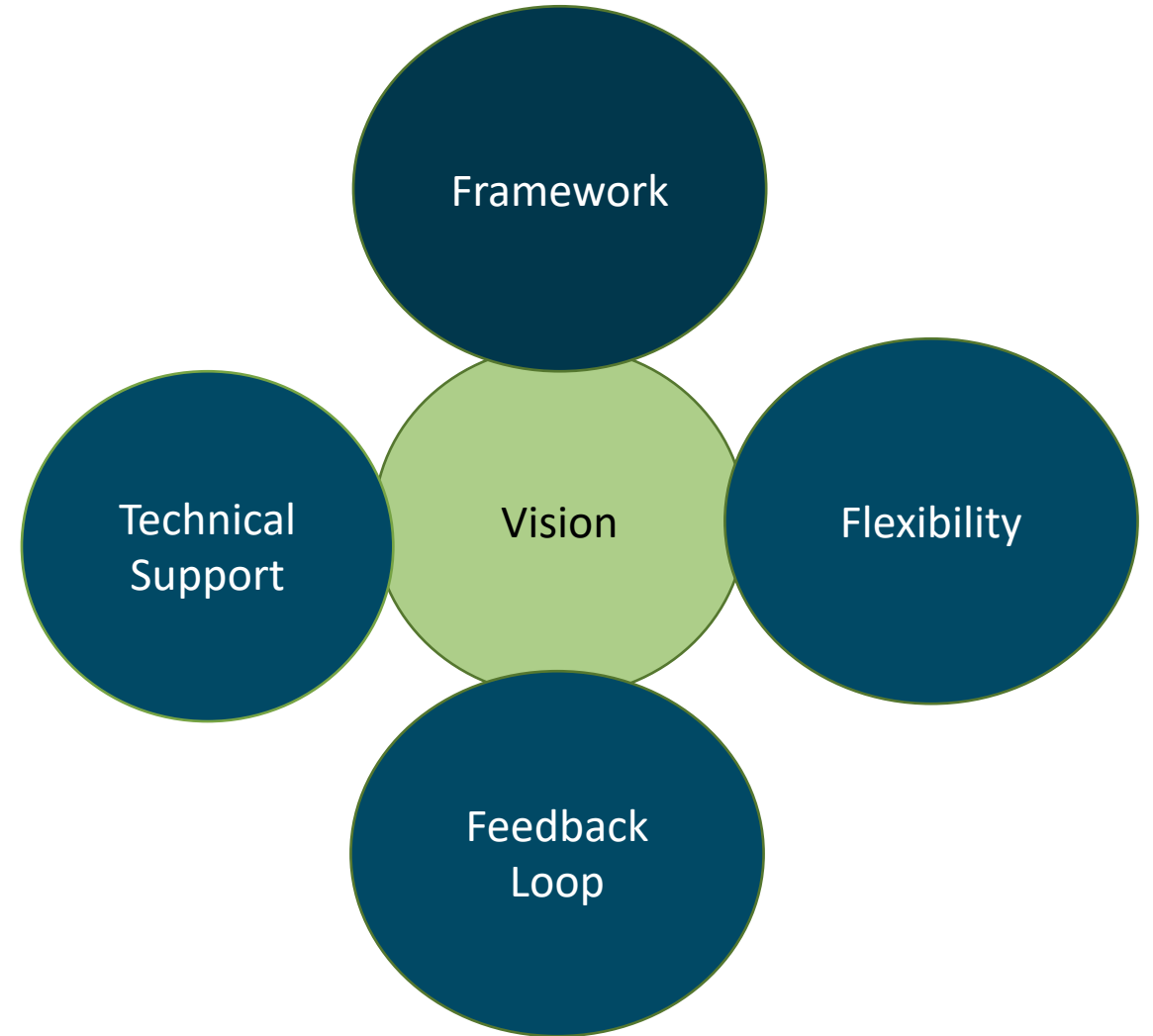
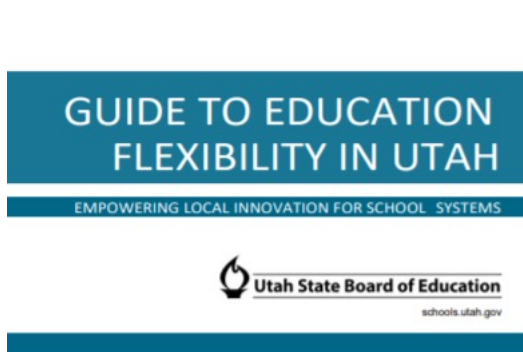
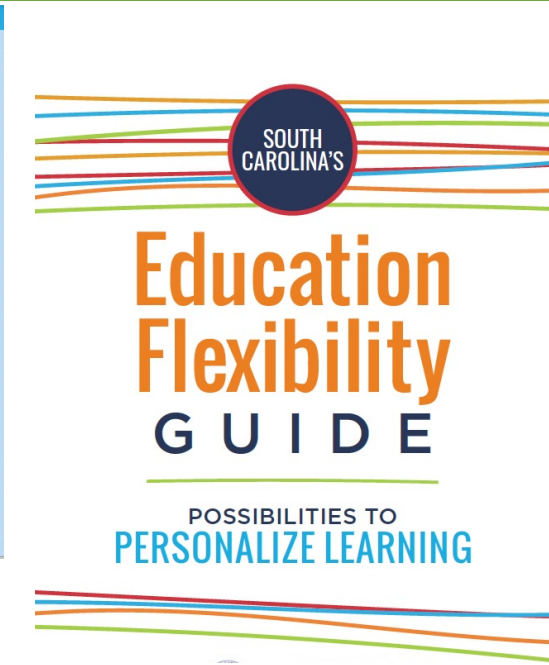
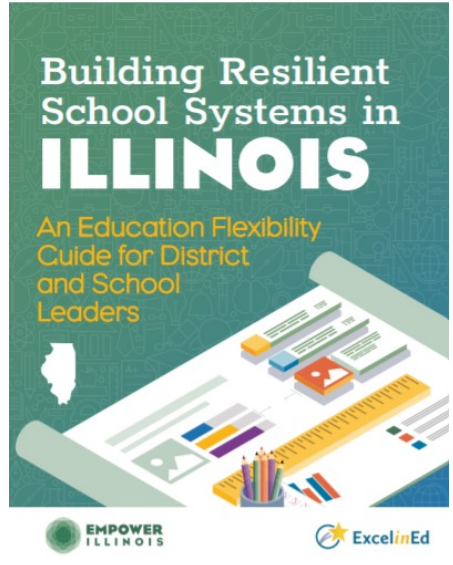
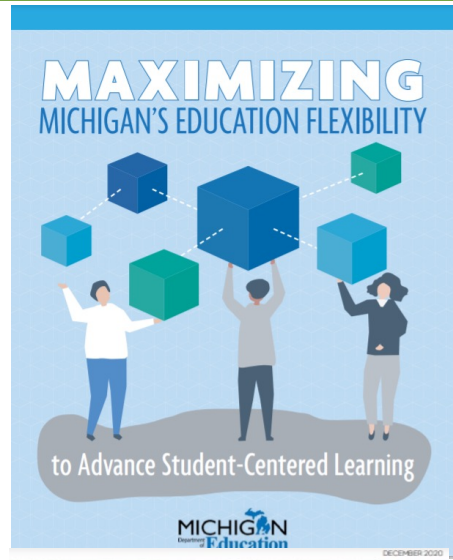


Pathways Matter

How State Policies Build A Skilled, Educated Workforce
2022

NEXT GEN

Paving the Way



Paving the Way

Strength	Opportunity
Previous personalized learning initiatives that can be leveraged to create a roadmap for the work (CBE pilot)	Establish a legislative working-group that includes broad stakeholder groups reflective of communities across the state to develop a TN portrait of a graduate
Some established innovation programs in statute and code that offer flexibility through waivers	Establish a broader innovation program that empowers all districts to participate, includes guardrails, community of practice, student protections and waiver request reporting processes to create a policymaker feedback loop
Limited seat-time flexibility exists	Provide seat-time flexibility by fully authorizing mastery and expand the menu of options for students to earn credit for learning experiences outside of the classroom

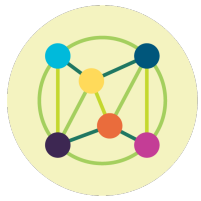


Why Pathways Matter?

People of all ages—including high school and college graduates—are finding themselves unprepared for the reality of today’s evolving job market.

- In many states only one or two areas of education to workforce pathway policies are addressed by policymakers each year. Though this strategy has helped get the work off the ground, it’s simply not enough.
- Pathways Matter establishes the first comprehensive learner-centered education to workforce continuum for state policy to address these challenges. ExcelinEd seeks to use it as a common framework for strengthening pathway opportunities for all learners.





How are state policy recommendations organized?

Policy Continuum: 20 Key Policies grouped in 6 Focus Areas that states can adopt and strengthen to support learners of all ages today. Focus areas group multiple key policies with related goals and outcomes.



LEARNER PATHWAYS

Ensure vertical alignment to workforce needs, robust funding, collaboration across agencies and equitable access for all students.



POSTSECONDARY ACCELERATION

Streamline postsecondary learning and empower high school students to earn credit to reduce time required to earn postsecondary degrees.



POSTSECONDARY CREDENTIAL ATTAINMENT

Reduce barriers—such as funding, lack of alignment and missed opportunities—to help more students attain postsecondary credentials.



WORKFORCE READINESS

Ensure the skills, credentials and apprenticeships students pursue help to prepare a strong workforce within the state.



EMPLOYER ENGAGEMENT

Incentivize workforce engagement in student pathways and reduce the barriers that keep employers from participating.



CONTINUUM ALIGNMENT & QUALITY INDICATORS

To ensure the strength of all the other policies, there must be cross-sector agreement on outcomes, strategies to get there and data to track progress.





Tennessee Case Study Trends



LEARNER PATHWAYS



POSTSECONDARY ACCELERATION



POSTSECONDARY CREDENTIAL ATTAINMENT

Strength

History of targeted funding for CTE pathways and regional partnerships

Robust early postsecondary options, statewide co-requisite remediation and guaranteed transfer pathways

Last dollar and last mile financial aid programs (TNPromise and TNReconnect)

Opportunity

High-quality CTE pathways have made great strides in the state but low-skill, low-wage pathways and non in-demand credentials persist

Expand co-requisite college acceleration support down into high school

Establish a cross-agency committee, to affirm what constitutes stackable credentials from K-12 through postsecondary in identified in-demand industry sectors

Codify and conduct an expansive program return on investment analysis for all CTE programs at K12 and postsecondary





Tennessee Case Study-Trends



WORKFORCE READINESS



EMPLOYER ENGAGEMENT



CONTINUUM ALIGNMENT & QUALITY INDICATORS

Strength	Comprehensive work-based learning framework and apprenticeship systems	Clear communications to businesses on perceived versus real legal barriers on work-based learning	Shared metrics and indicators for success in the Drive to 55 statewide initiative
Opportunity	Offer outcomes-based incentives for employers providing on-the-job skills training or retraining in specific priority sectors/ occupations for adult learners and workers	Partner with a third-party organization to "employ" work-based learning students to remove burdens from participating businesses, such as workers' compensation and other liability restrictions	Strengthen necessary data collection process (as determined by the audit) Communicate pathways outcomes to learners and families for informed decision making





Annual CTE and Industry Credential Audit

Priority: Strengthen alignment across the K-12, postsecondary, and workforce systems.

Codify the Tennessee Department of Education's (TDOE) annual program of study and industry credential review and expand it to require postsecondary participation.

Conduct a bi-annual return on investment analysis of K-12 and postsecondary student outcomes such as academic achievement, college readiness, postsecondary enrollment, credential attainment, attainment of industry certifications, employment and wages.

The TDOE's annual review of CTE programs of study with labor market/economic development data and the industry credential review is a strong start. Variations, however, continue to exist in the process and postsecondary does not participate in an aligned review of their offered CTE programs/credentials.





Florida

Florida annually conducts an audit of CTE offerings in the state, that has been codified in statute, that includes:

1. An analysis of alignment with (a) certificate or degree programs offered at the K–12 and postsecondary levels; (b) professional-level industry certifications; and (c) high-growth, high-demand and high-wage employment opportunities.
2. A review of K-12 student outcomes such as academic achievement, college readiness, postsecondary enrollment, credential attainment and attainment of industry certifications.
3. Analysis of longer-term student outcome data related to job placement and wages.

The audit occurs collaboratively across state agencies and includes business and industry leaders.

Florida plans to share information through a public facing dashboard on credential attainment and wages for workforce related program participants (including demographics) and return on investment for CTE and workforce programs.





Co-requisite Remediation

Priority: Redesign high school to ensure students have access to flexible pathways to college and career.

Create a pilot program for co-requisite college acceleration support in high school.

Even with Tennessee's robust portfolio of early postsecondary opportunities there are students who do not meet requirements to earn college credit for core academic courses while in high school. Implementing co-requisite college acceleration support in high school would allow students the opportunity to be "college ready" and have earned college credit when they graduate high school. A high school co-requisite model would build and expand upon the success of the SAILS program.

Currently no other state is implementing this pioneering approach.





Stackable Credentials/Industry Engagement Incentives

Priority: Strengthen alignment across the K-12, postsecondary, and workforce systems.

Establish a cross-agency committee, within TWDS, to affirm what constitutes stackable credentials from K-12 through postsecondary in identified in-demand sectors.

Offer outcomes-based incentives for employers providing on-the-job skills training or retraining in specific priority sectors/occupations for adult learners and workers.

Developing a collaborative list of stackable credentials is a natural next step for Tennessee (and was discussed in the Perkins V plan). Stackable credentials can include degree or non-degree certifications and can help create more of a seamless interchange between postsecondary and employer training programs. Stackable credentials could help codify and recognize training programs already being provided by employers and would connect into TNReconnect.





Indiana

- **Indiana's Next Level Jobs Workforce Ready Grant** provides free job training in one of Indiana's five high-demand job fields: Advanced Manufacturing, Building and Construction, Health and Life Sciences, IT and Business Services, and Transportation and Logistics.
 - Within each field, the state has identified a set of stackable credentials that can be earned by Indiana residents at no cost to them.
- The Next Level Jobs initiative also administers the **Employer Training Grant**, which is aligned with the stackable credentials in high-demand fields. The grant reimburses employers up to \$5,000 per employee who is trained, hired and retained for six months (maximum \$50,000 per employer).

