

Career Pathways Advisory Committee
Meeting Minutes
December 4, 2014
10:00 am -12:00 pm, 73-1

Attendees:

Monica Dzialo, Committee Chair, ORS	Diane Vendetti, WPGRI	Philip Less, RIDE
Bahjat Shariff, Panera Bread	Doug Tingle, OPC	Rick Brooks, GWB
Brad MacNamara, IAG Consulting	Eric Aranow, IAG Consulting	Rick McAuliffe, Defense IP
Carlos Ribeiro, WPGRI	Jen Cornwell, RIMTA	Robert Kalaskowski, GWB
Carmen Ferguson, DHS	Jill Holloway, RIAEPDC	Robin Adams, RIAEPDC
Chris Mansfield, CCAP	Jim Glover, WSPC	Robin Smith, CCRI
Chris Matteson, RIMA	Jim Purcell, OPC	Sarah Griffen
Chris Selwyn, Tech Collective	Judy Titzel, Building Futures	Scott Greco, DLT
Chris Tanguay, DLT	Kim Chouinard, RIDE	Shana Bloom, Stepping Up
Christian Cowan, Polaris MEP	Kim Washor, URI	Sharon Lee, RIDE
Dave Marland, Local 51	Kristie Costa, RI Hospitality	Steve Kitchin, NEIT
David Tremblay, DLT	Kristin Lehoullier	Vanessa Cooley, RIDE
Deborah Anthes, DHS	Laura Carbone, Stepping Up	Amelia Roberts, GWB
Deborah Rosen, URI	Liana Fenton, Middletown	

Introductions and Agenda Review - Chair Dzialo welcomed everyone to the meeting. She reviewed the agenda items and asked everyone to introduce themselves.

State Career Pathways Work Plan

- Referring to the state Career Pathways Work Plan, Sarah reviewed the priority objectives, tactics/activities, expected outcomes, and due date of each activity to move forward in developing a statewide system. Stakeholders will be asked to come back and identify leads for each goal.
- Groups were asked to go through the action plan and identify:
 1. Any activities that are of absolute importance
 2. Any gaps that need to be addressed
- Feedback of Action Plan:
 1. Policy – ID which pathways are most important
 2. Review legislation that impact Career Pathways on a regular basis
 3. Look at CTE, etc. for earning credits
 4. ID and put in place new training
 5. K-12, CTE, Adult Education not being mentioned specifically
 6. Language - expand career pathways program, identify clear expectations from IPs
 7. What happened and how is previous work on Career Pathways being used
 8. Areas of excellence – needs more definition
 9. Dates – policy challenges should be identified first before RFP
 10. Bringing in other state models of best practices 21st century workforce commission
 11. Change date of RFP – too soon
 12. 9-12 education of particular importance

13. CCRI and other organizations – needs to be refined to post-secondary and training providers
14. Add secondary education
15. Retaining youth focus for out of school youth
16. Be more explicit about relating career pathways to jobs and employers
17. Transparency
18. Overall plan has all of the pieces, tighten up language on implementation
19. Should be a column about disseminating information for stakeholders who are currently not being represented
20. Labor market information, research and development to be proactive, not reactive
21. Federal level – competency models, foundational skills very similar across occupations
22. Career pathway that flexes to the needs of business market to allow for shifts and adjustments with labor market research information
23. Should be a focus on publicizing the work of the CPAC
24. Fourth task of Establishing Policy – Lead should be SWIO

Establishing a web-based career pathways presence – stakeholder input

- Various tools in the State to develop web-based presence
 1. EmployRI – new career ladder function
 2. WayToGoRI
 3. My Next Move
 4. ISEEK (Minnesota)
- Help business determine what they want to develop in a web-based system and how will you judge success
- Instead of “user-based” change to “user-friendly”
- Add “accessible” to first bullet point
- RI needs one central point that people can go to find resources
- Intimidating for people in Rhode Island to navigate system
- Determine number of users who successfully navigated the system and used the site to find a job and resources
- Need feedback from users by utilizing surveys and web analytics
- Establish a baseline for evaluation – are the schools, state agencies, training providers using tool
- Communication plan – start educating people on the available resources
- Change “jobseekers” to “Rhode Islanders” – needs to be consistent throughout
- Intuitive system for the broad base of users including coaches, counselors, and novice users
- Tool should point users to resources, financial aid, grants etc. to help individuals move forward along their pathway
- System should have the ability to save searches
- Can’t be just online, has to be responsive through multiple platforms
- How many of the users are going to the training? Users to come back to system and continually use system to move to next step in pathway
- Lifetime portal, really user-friendly
- Connect people to wrap-around services through site
- Leverage other services that would be helpful to users
- Other resources out there to model after so not starting from scratch
- Knitting in other tools that already exist that could be built in or could be a compliment

- What we don't want – non-duplicative services
- Create a checklist and a timeline for users
- Test groups are going to be key in marketing the tool
- Career pathways is not a term the public understands
- Determine what is it and what is it not – the site needs to be easy to find through Google search
- Is there value in saying this tool is just for those who work with students and job seekers
- Benefit in not limiting the wish list and developing the list in a structured way
- Mountain of training, job search, career prep tools that are out there and no matter who the user is, people don't know where to start - guide users from beginning to end
- Start with introducing tool to guidance counselors, career coaches, etc. who can teach jobseekers how to find the tools
- Give legislature evaluation tool to encourage continuous funding on a local and federal level
- If the tool is not for jobseekers, include links to other resources that will point them in the right direction
- List of successful Career Pathways Systems in other states
- Take the wish list and develop scope of work in the RFP for web developers to respond to
- Example: iPad – is used by both high-level and novice users

Next Steps:

- Small workgroups will review feedback and develop a narrow list of requirements
- CPAC to review scope of work before RFP is released
- Updated work/action plan to be presented at next CPAC meeting