CPI Update

Healthy Neighborhoods Committee 2/7/23

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6 Key Elements to Career Pathways Development

Build cross-agency partnerships & clarify roles

Identify sectors/industry & engage employers

Measure system change and performance

6 key elements

Design Edu & Training programs

Align polices & programs

Identify funding needs & sources

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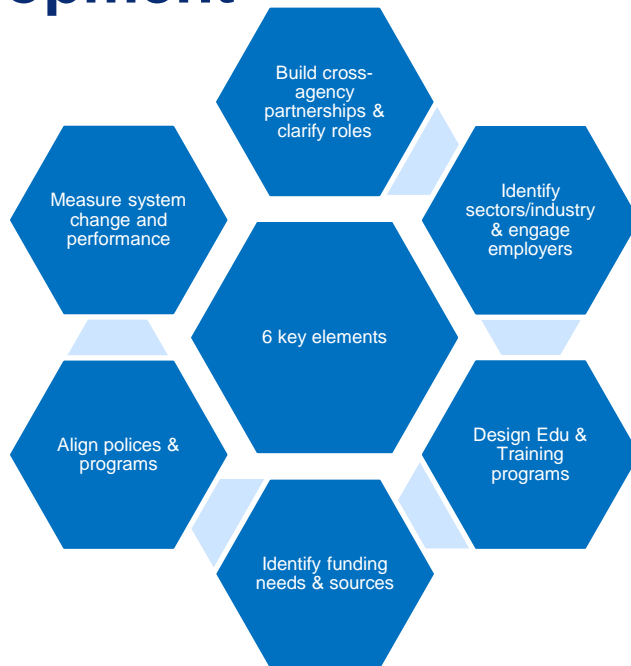
Youth Workforce Development- Career Pathways Programs

Career Pathways provide

A combination of high-quality education & training and other supportive services,

Align with the skill needs of industries,

Prepare an individual to be successful in a full range of secondary or postsecondary education options,

And include coaching to support an individual in achieving their education and career goals.

Career Pathways provide participants with multiple entry and exit points to accommodate academic readiness and on-ramping and off-ramping when necessary. The intent for career pathways is to lead to industry-recognized credentials that lead to careers that pay family-sustaining wages and offer occupational advancement opportunities.

In a comprehensive career pathways system, education and training programs provide a clear sequence of education courses and credentials combined with continual support systems that prepare individuals, regardless of their skill levels at the point of entry, for postsecondary education, training, and employment.

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Career Pathways Programs

▶ **Work Based Learning (WBLs)- combines employment and training, allowing workers to earn wages while training. High-quality work-based learning is a continuum of programs that provide work and education experiences to help participants advance along a career pathway.**

  ▶ **Earn & Learn Models- Pre-Apprenticeships, Registered Apprenticeships (RAPs), Work Experience Programs, On the Job Training, Etc.**

▶ **Individualized Career Services**

  ▶ **Career planning will support an individual's journey through the pathway, and provide "road maps" outlining the education, training, and credentials the participant must complete.**

Theory of Change Development

- A Landscape Assessment Survey was distributed to all current Y2WK Departments to gather necessary data/info

- Another survey is in development for non-Y2WK departments to determine capacity/interest for expanding youth opportunities through CPI (Including Yr. Round)

- Participating in Results for America's State and Local Workforce Fellowship
  - Job Quality Framework
  - CPI

CPI Goal Statement DRAFT

- Enable Cincinnati youth to become healthy, productive, and engaged citizens and improve the collective advancement of our communities by providing equitable opportunities for youth to develop a clear, obtainable, career pathway that fosters economic mobility, while advancing the City's employment goals.

Results & Impact

Program Outcomes

Health and Wellbeing
- Youth Improve Social-Emotional Competencies
- Youth Gain Confidence
- Increase in Mental Health Awareness

Economic Mobility
- Youth Improve Financial Literacy
- Youth Learn Work-Readiness Skills
- Youth Gain Occupational/ Career Awareness
- Youth Attain Industry Recognized Credential
- Youth Increase Connections to Future Employment

Internal Operations
- Year-round engagement
- Retained in summer programs
- Flow into other Pathways

Long-Term Community Outcomes

Health and Wellbeing
- Increased Summer Opportunities for Youth
- Increase in Access to Mental Health and Healthcare Resources

Economic Mobility
- Increase in Long-term Employment
- Increased Industry Diversity/ Representation
- Increased Self-Sufficiency
- Increased Savings and Asset Ownership

Internal Operations
- Increased Interest in Public Service and Civic Engagement
- Increased Representation in the City's Workforce

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Program Components-ToC Activities

Implement	• Implement a Human Centered Design and Trauma Informed Approach
Utilize	• Utilize Career Coaching, Goal Achievement Activities, Participant Centered Planning, Motivational Interviewing, Financial Literacy, and Youth Mentoring
Engage	• Engage youth directly in leadership, evaluation, and feedback of CPI and Y2WK. Develop a youth advisory component comprised of and led by Cincy Youth
Create	• Create a Youth Services section of the City's Website
Create	• Create a tiered program model to meet youth where they are. (see next slide)

- **Create and build links to education/training, post-secondary education, and other health and human services to create a comprehensive system of supports needed by youth.**

- **Solidify resource/funding streams so there is sustainable funding to establish the capacity to grow the program model**

- **Implement a process to collect, store, track, share, and analyze data. A shared database could help streamline data collection and analysis effort.**

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A Tiered Model Example

Tier 1 –Career Exploration- introduces Youth to 1st time work and career opportunities through job shadowing, team projects, interactive workshops, community service, etc. (ages 14-16)

Tier 2: Ready to Work: place youth with an employer or vocational training experience while continuing to build career readiness skills (ages 16-24)

Tier 3-Pathways Internship- youth with prior work experience and a desire to focus on a specific pathway are paired with an employer (CoC or external) (17-24)

Pathways and Ladders

Entry level jobs must have a viable career pathway for advancement

- Internal assessment of existing city career pathways (Career Ladders)
- Evaluate internal capacity and industry needs-how many vacancies exist on an ongoing basis within the identified pathways?
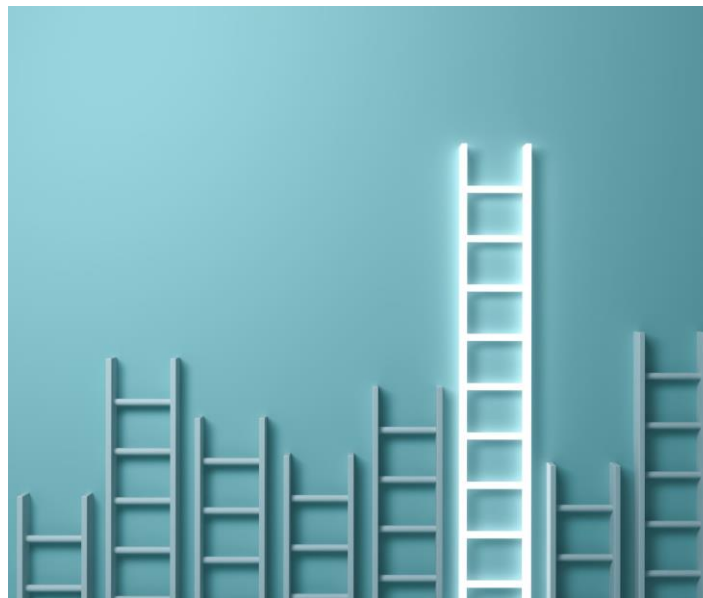 - Build external employment partnerships to assist with capacity and industry need

| WHAT ARE THE ENTRY-LEVEL POSITIONS? | WHAT ARE THE OCCUPATIONS THAT ARE A LEVEL ABOVE ENTRY? | WHAT JOBS FOLLOW THOSE? | WHAT ARE THE SKILL REQUIREMENTS TO MOVE UP? | IS THERE INCREASING COMPENSATION ALONG WITH THE INCREASED SKILL REQUIREMENTS? |

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Potential Edu & training partnerships to explore

- Cincinnati State
- Butler Tech
- CPS- CTE Programs
  - Public Safety Academy
- DePaul Cristo Rey Corporate Work Study
- Great Oaks
- City Link
- CAA
- Job Corps
- Local Apprenticeships
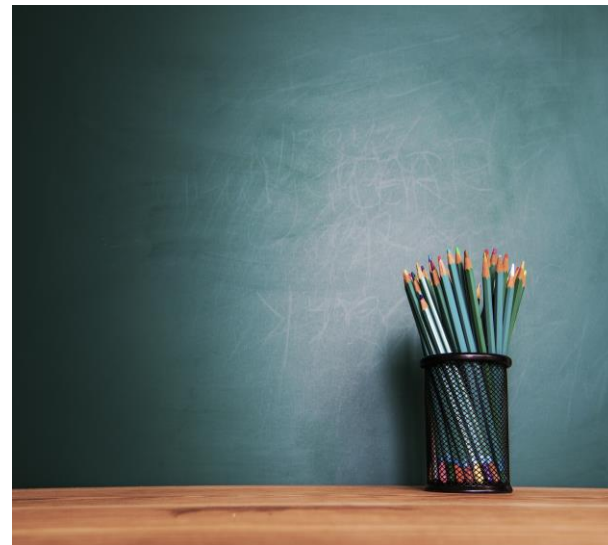
Career Pathways 3

An
Entrepreneurial Pathway

Thank you
Questions?

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