Career Pathway Mapping

Introduction of the Toolkit

Wednesday, February 27th

NEBPC NORTH & EAST BAY PATHWAYS CONSORTIUM

CLP Career Ladders Project

California Community Colleges

CALIFORNIA COMMUNITY COLLEGES Doing What MATTERS™ K-14 PATHWAYS - REGIONAL TECHNICAL ASSISTANCE PROVIDER MID PENINSULA, SILICON VALLEY, SANTA CRUZ/MONTEREY

BACCC BAY AREA COMMUNITY COLLEGE CONSORTIUM

Welcome & Introductions

Purpose of today is to explore and engage with the Career Pathway Mapping Toolkit

- Welcome participants and partners!
- Brief history of the project
- Connecting to the BA regional plan

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California Community Colleges

VISION FOR SUCCESS

California Community Colleges | Guided Pathways

CAREER LADDERS PROJECT (CLP)

Amal Amanda Issa
Senior Program Manager

CLP | Career Ladders Project

External Partners/Today's Team

Career Ladders Project promotes equity-minded community college redesign. We collaborate with colleges and their partners to discover, develop, and disseminate effective practices. Our policy work, research, and direct efforts with colleges lead to system change—and enable more students to attain certificates, degrees, transfers, and career advancement.

Guided Pathways Regional Coordinators (GP RCs) provide local support for colleges and districts in their GP implementation. They foster regional collaboration and serve as liaisons between colleges/districts and the Chancellor's Office. They help inform development of needed tools and resources as colleges work to integrate the GP framework. RC are available to help colleges and districts get answers to their questions and share new available resources, tools, and promising practices.

Technical Assistance Providers (TAPs) provide expert consultation and services on specific topics, such as K14 Pathways and Labor Market Information. They are considered Key Talent supporting the Chancellor's Office's Doing What Matters for Jobs and the Economy framework and its Strong Workforce Program.

A regional consortium comprised of the 28 colleges surrounding the San Francisco and Monterey Bays that serves as a framework to enhance the coordination of regional programs; increase collaboration on regional priorities; and as a link between colleges' CTE programs, economic and workforce development initiatives, and the Chancellor's Office.

Goal Setting

What do you hope to achieve during this event?

What is pathway mapping and why do we do it?

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Nourishing Community Asset Mapping: Mendocino Lake ACE Curriculum to Career Summit 2017

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What is pathway mapping?

Pathway mapping is an opportunity for leaders and faculty to work collaboratively as a cross organizational Community of Practice as they sequence, align, and strengthen pathways. Teams map the current state of their pathways, conduct a gap analysis and begin strategic planning for areas that could benefit from increased collaboration.

Key areas explored in the mapping process include integrated instruction/curriculum, postsecondary transitions, integrated student supports, early college credit, aligned course sequences, and labor market information.

Each step on a pathway is DESIGNED explicitly to prepare students to progress to the next level of employment and/or education.

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Connections to our work in the field

"If a picture is worth a thousand words, a map is worth a thousand pictures." *-----Dr. Lori Sours Outcomes and Assessment Strategist, Rogue Community College (OR) citing Ruth Stiehl and Kathy Telban's The MAPPING Primer*

Prior inclusive mapping with intersegmmental partners (K12, CC, adult ed/noncredit, etc) and industry/community stakeholders provides foundational work which our educational communities may choose to draw upon in future work to ensure socioeconomic equity for students.

This learning might be of value to your SWP and Guided Pathways team!

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Objectives of pathway mapping

- Develop a shared understanding of current and desired pathway elements
- Map current pathway program elements and identify gaps and priority areas for collaborative development
- Develop a cross-organizational sector specific community of practice with self-identified priorities and work plans

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Components of a Career Pathway

Strategic partnerships

Multiple ways to enter and exit

Active participation by employers

Innovations in program content and delivery

Integrated support services

Career Pathways Toolkit: Six Elements for Success
https://www.careerladdersproject.org/wp-content/uploads/2014/11/CareerPathwaysToolkit2011.pdf

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Career Ladders Project Pathway Maps

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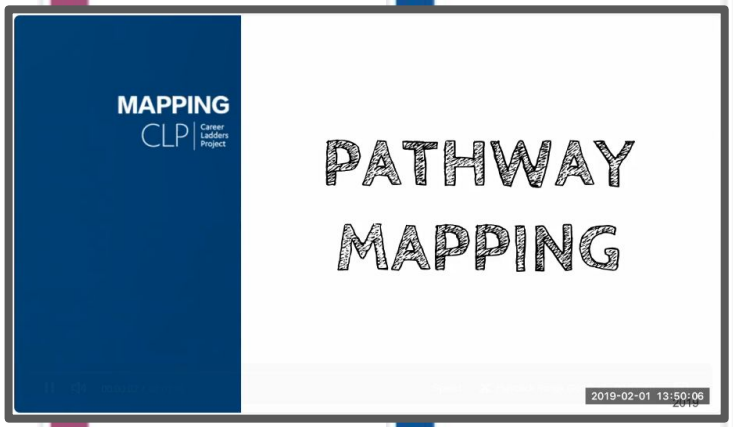
Career Pathway Mapping Toolkit



1 2 3 4 5

Toolkit Overview/Suggested Time Commitment

Step		Time
1	**Pre-mapping work -** Leadership meeting to launch project and begin planning	Prep, then meeting 1 to 2 hours, in person or virtual
2	**Pre-mapping work -** K-12 and community college planning meeting	Prep, then meeting 1 to 2 hours, in person or virtual
3	**Pre-mapping work -** Continuing preparation for mapping session	2 to 3 weeks
4	**Facilitated Mapping Session -** Includes planning for next steps	Prep, then meeting takes about 3 hours, in person
5	**Post-mapping work**	To be determined by group

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1. Pathway mapping launch - Leadership meeting

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Leadership meeting actions and outcomes

1. **Option to review: What is pathway mapping and why do we do it?**
2. Review mapping session **agenda** and co-develop objectives
3. Identify key stakeholders (see slide 3) to invite to the 1-2 hr planning meeting (Step 2)
    - **Pathway mapping invitation**
4. Ensure that roles have been assigned (see slide 4)

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From the Field

Sequoia Unified & Foothill College

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Establish the right team: Who to invite to the mapping session

Instructional faculty: Ideally, full-time faculty from program departments, including faculty that serve on the curriculum committee.

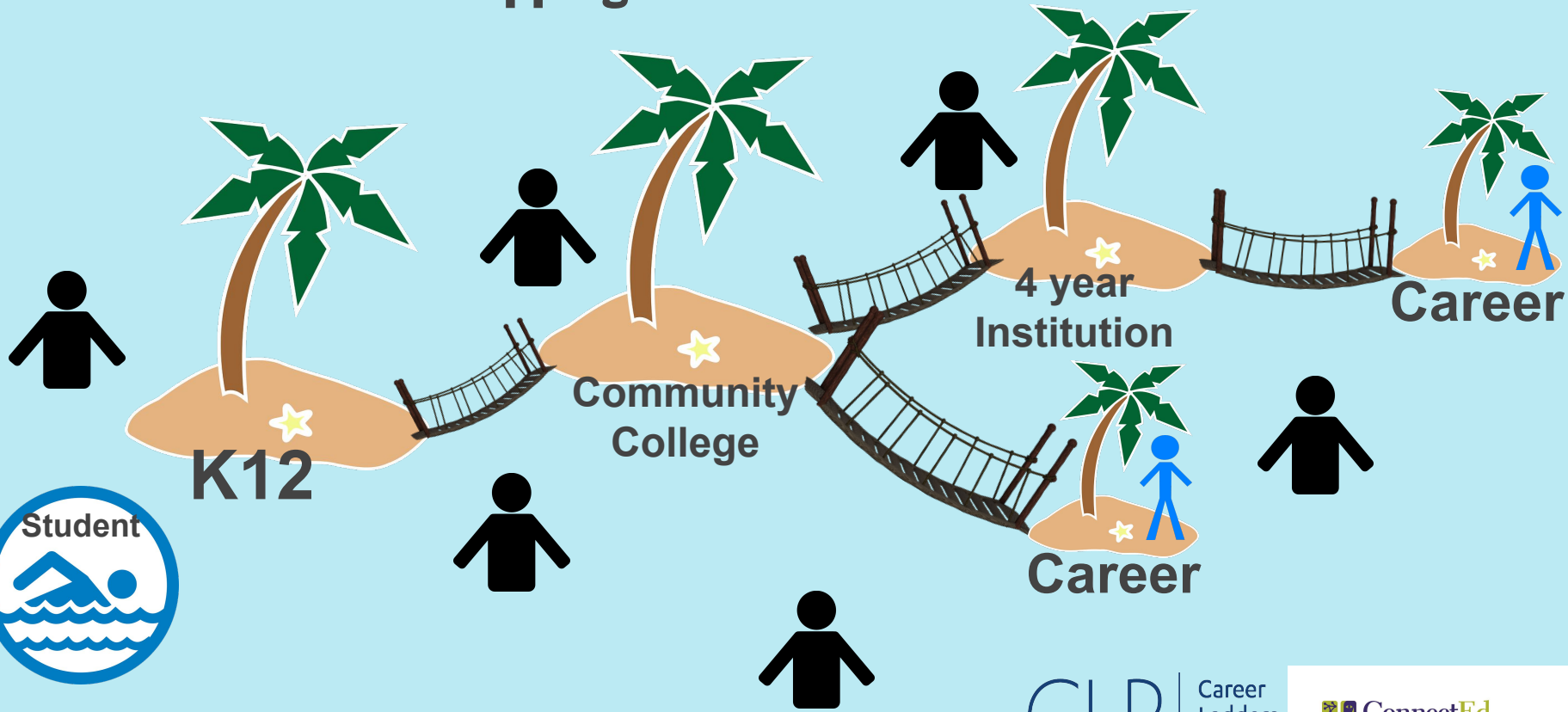
K-12 Partners: High school principals, teachers, and counselors should be engaged to identify opportunities to create fully integrated career pathways that connect K-12 and post-secondary programs of study.

Counseling faculty: Counseling faculty are critical as they have a breadth of knowledge about program, graduation, transfer requirements. They work directly with students, so they understand their needs and are important for communicating information to students.

Dean or Department Chair: It is important to have decision-makers at the table.

Industry: Representation by employers or faculty that come directly from industry that understand the skills needed for the pathway are key members of the process.

Establish the right team:
Who to invite to the mapping session



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Roles and Responsibilities

Lead Facilitator(s)

Main Mapper (cartographer)

Logistical Coordinator

ACTIVITY

CAREER PATHWAY MAPPING - Planning Guide

Why map?	
Step 1 - Determining Objectives/Outcomes/Team	
What is/are your desired mapping outcome(s)?	Who will you invite to join your cross functional team?
Step 2 - Mapping Components Scavenger Hunt	**Step 3 - Mapping Materials**
Where is this info? Who could help you find at your site? 2 and 4-year College Certificates and Degrees Industry or Third Party Certifications Job and Wage Data Bridges and Boots Integrated Student Supports (Academic and Non-Academic Supports) Experiential Learning (Project Based, Work Based, etc.) HS Courses (General and Pathways Specific courses) Others? (Junior High Courses)	Prefill your maps with as much informatio... as you have available. This is the role of the main mapper or cartographer.

[STEP 2 Video]

2. K-12 and Community College planning meeting

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Brief Agenda

1. **Option to review**: **What is pathway mapping and why do we do it?**
2. Engage in the information norming of evidence-based practices by reviewing and considering opportunities for pathway re/design via research tools and case studies
3. Review and adapt mapping session **agenda** and objectives
4. Plan a 3-hour in-person pathway mapping and action planning session
5. Determine materials needed from attendees in order to map

https://www.careerladdersproject.org/community-college-template/

MAPPING CLP Career Ladders Project

Pathway(s):
Community College(s):
Partner Organization(s):

DRAFT DATE:

Community College Map

Bridge Programs

https://www.careerladdersproject.org/high-school-template/

High School Map

Bridge Programs

English * indicates integration *D = Dual Enrollment	Mathematics * indicates integration *D = Dual Enrollment	Science * indicates integration *D = Dual Enrollment	History/ Social Science * indicates integration *D = Dual Enrollment	Language Other Than English * indicates integration *D = Dual Enrollment	Visual & Performing Arts / Phys Ed * indicates integration *D = Dual Enrollment	Career Technical Courses: Please indicate CTE courses	Work-based Learning: Coordinated, sequenced and scaled, connected to academic and technical coursework	Student Supports: Academic interventions, guidance and counseling, college and career planning	Curriculum Intg. / Project-Based Learning: Curriculum and projects aligned to key student learning outcomes or industry aligned competencies	Competencies: Cross-disciplinary, pathway specific student -learning outcomes aligned with state standards, post-secondary expectations, and industry standards or requirements
12	12	12	12	12	12	12	12	12	12	12
11	11	11	11	11	11	11	11	11	11	11
10	10	10	10	10	10	10	10	10	10	10
9	9	9	9	9	9	9	9	9	9	9

MAPPING CLP Career Ladders Project

Pathway(s):
High School(s):
Partner Organization(s):

DRAFT DATE:

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MAPPING CLP Career Ladders Project

Pathway(s):
Community College(s):
Partner Organization(s):

DRAFT DATE:

Bridge Programs

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MAPPING CLP Career Ladders Project

Pathway(s):
High School(s):
Partner Organization(s):

DRAFT DATE:

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From the Field

Sequoia Unified & Foothill College

Industry Certifications

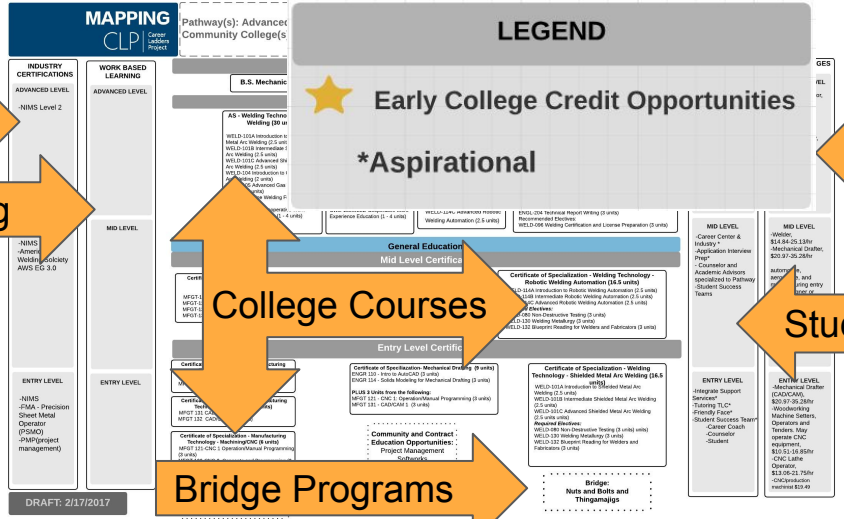
Work Based Learning

College Courses

Bridge Programs

Jobs and Wages

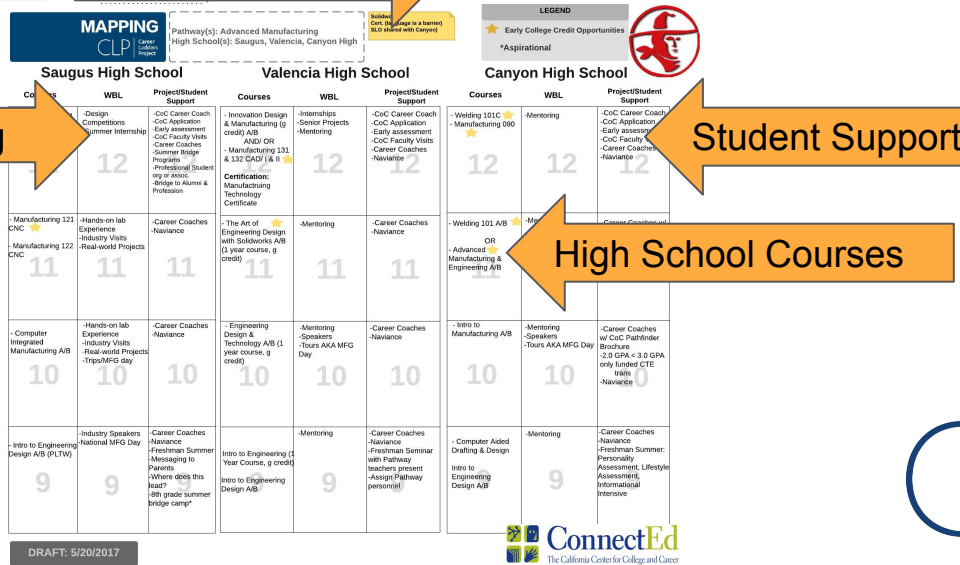
Student Supports



Work Based Learning

Student Supports

High School Courses



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MAPPING CLP Career Ladders Project

Pathway(s): Advanced Manufacturing and Welding
Community College(s): College of the Canyons

LEGEND
- Early College Credit Opportunities
- *Aspirational

COLLEGE OF THE CANYONS

INDUSTRY CERTIFICATIONS

ADVANCED LEVEL
-NIMS Level 2

MID LEVEL
-NIMS
-American Welding Solciety AWS EG 3.0

ENTRY LEVEL
-NIMS
-FMA - Precision Sheet Metal Operator (PSMO)
-PMP(project management)

WORK BASED LEARNING

ADVANCED LEVEL

MID LEVEL

ENTRY LEVEL

BA/BS Degree/Transfer

- **B.S. Mechanical Engineering**
- **B.S. Electrical Engineering**
- **B.S. Industrial Engineering**

AA./A.S Degree/Transfer

AS - Welding Technology - Pipe Welding (30 units)
WELD-101A Introduction to Shielded Metal Arc Welding (2.5 units)
WELD-101B Intermediate Shielded Metal Arc Welding (2.5 units)
WELD-101C Advanced Shielded Metal Arc Welding (2.5 units)
WELD-104 Introduction to Gas Tungsten Arc Welding (2 units)
WELD-105 Advanced Gas Tungsten Arc Welding (2 units)
WELD-165 Pipe Welding Fundamentals (3 units)
CWE-188WELD Cooperative Work Experience Education (1 - 4 units)

AS - Welding Technology - Metal Fabricator/Welder (30 units)
WELD-092 Introduction to Metal Fabrication (2 units)
WELD-093 Intermediate Metal Fabrication (2 units)
WELD-094 Advanced Metal Fabrication (2 units)
WELD-101A Introduction to Shielded Metal Arc Welding (2.5 units)
WELD-104 Introduction to Gas Tungsten Arc Welding (2 units)
WELD-105 Advanced Gas Tungsten Arc Welding (2 units)
CWE-188WELD Cooperative Work Experience Education (1 - 4 units)

AS - Welding Technology - Industrial Welder (30 units)
WELD-120 Industrial Welding I (5 unit)
WELD-122 Industrial Welding II (5 units)
WELD-124 Industrial Welding III (5 units)
WELD-114A Introduction to Robotic Welding Automation (2.5 units)
WELD-114B Intermediate Robotic Welding Automation (2.5 units)
WELD-114C Advanced Robotic Welding Automation (2.5 units)

AS - Welding Technology - Laddered Specialization (30 units)
WELD-101A Introduction to Shielded Metal Arc Welding (2.5 units)
WELD-101B Intermediate Shielded Metal Arc Welding (2.5 units)
WELD-101C Advanced Shielded Metal Arc Welding (2.5 units)
WELD-114A Introduction to Robotic Welding Automation (2.5 units)
WELD-114B Intermediate Robotic Welding Automation (2.5 units)
WELD-114C Advanced Robotic Welding Automation (2.5 units)
Required Electives:
WELD-080 Non-Destructive Testing (3 units)
WELD-130 Welding Metallurgy (3 units)
WELD-132 Blueprint Reading for Welders and Fabricators (3 units)
MFGT-090 Measurements and Computations (3 units)
ENGL-094 Introduction to Technical Reading and Writing (3 units)
OR
ENGL-204 Technical Report Writing (3 units)
Recommended Electives:
WELD-096 Welding Certification and License Preparation (3 units)

General Education

Mid Level Certificate

Certificate of Specialization - Manufacturing Technology - Automated Machining (12 units)
MFGT-121 CNC 1: Operation and Manual Programming (3 units)
MFGT-122 CNC 2: Concepts and Programming (3 units)
MFGT-131 CAD/CAM I (3 units)
MFGT-132 CAD/CAM II (3 units)

Community and Contract Education Opportunities:
Project Management
Softworks
Welding

Certificate of Specialization - Welding Technology - Robotic Welding Automation (16.5 units)
WELD-114A Introduction to Robotic Welding Automation (2.5 units)
WELD-114B Intermediate Robotic Welding Automation (2.5 units)
WELD-114C Advanced Robotic Welding Automation (2.5 units)
Required Electives:
WELD-080 Non-Destructive Testing (3 units)
WELD-130 Welding Metallurgy (3 units)
WELD-132 Blueprint Reading for Welders and Fabricators (3 units)

Entry Level Certificate

Certificate of Speciliazation- Manufacturing Technology - CATIA (6 units)
MFGT 141 CATIA I (3 units)
MFGT 142 CATIA II (3 units)

Certificate of Specialization - Manufacturing Technology - CAD/CAM (6 units)
MFGT 131 CAD/CAM I (3 units)
MFGT 132 CAD/CAM II (3 units)

Certificate of Specialization - Manufacturing Technology - Machining/CNC (6 units)
MFGT 121-CNC 1 Operation/Manual Programming (3 units)
MFGT 122-CNC 2 Concepts and Programming (3 units)

Community and Contract Education Opportunities: Center for Applied Competitive Technologies (CACT) located on-site at Aerospace Dynamics International (ADI)

Certificate of Speciliazation- Mechanical Drafting (9 units)
ENGR 110 - Intro to AutoCAD (3 units)
ENGR 114 - Solids Modeling for Mechanical Drafting (3 units)

PLUS 3 Units from the following:
MFGT 121 - CNC 1: Operation/Manual Programming (3 units)
MFGT 131 - CAD/CAM 1 (3 units)

Community and Contract Education Opportunities:
Project Management
Softworks
Welding

Certificate of Specialization - Welding Technology - Shielded Metal Arc Welding (16.5 units)
WELD-101A Introduction to Shielded Metal Arc Welding (2.5 units)
WELD-101B Intermediate Shielded Metal Arc Welding (2.5 units)
WELD-101C Advanced Shielded Metal Arc Welding (2.5 units)
Required Electives:
WELD-080 Non-Destructive Testing (3 units)
WELD-130 Welding Metallurgy (3 units)
WELD-132 Blueprint Reading for Welders and Fabricators (3 units)

Bridge: Nuts and Bolts and Thingamajigs

STUDENT SUPPORTS

ADVANCED LEVEL

MID LEVEL
-Career Center & Industry *
-Application Interview Prep*
- Counselor and Academic Advisors specialized to Pathway
-Student Success Teams

ENTRY LEVEL
-Integrate Support Services*
-Tutoring TLC*
-Friendly Face*
-Student Success Team*
  -Career Coach
  -Counselor
  -Student

JOBS AND WAGES

ADVANCED LEVEL
-Welding Inspector, $14.84-25.13/hr
-Welding Technician/Fitter, $14.84-25.13/hr
-Pipe Fitter, $18.92-35.73/hr
-Metal Fabricator, $14.03-24.24/hr

MID LEVEL
-Welder, $14.84-25.13/hr
-Mechanical Drafter, $20.97-35.28/hr

automotive, aerospace, and manufacturing entry level designer or drafter

ENTRY LEVEL
-Mechanical Drafter (CAD/CAM), $20.97-35.28/hr
-Woodworking Machine Setters, Operators and Tenders. May operate CNC equipment, $10.51-16.85/hr
-CNC Lathe Operator, $13.06-21.75/hr
-CNC/production machinist $19.49

DRAFT: 2/17/2017

ACTIVITY

CAREER PATHWAY MAPPING - Planning Guide

Why map?	
Step 1 - Determining Objectives/Outcomes/Team	
What is/are your desired mapping outcome(s)?	Who will you invite to join your cross functional team?

Step 2 - Mapping Components Scavenger Hunt	Step 3 - Mapping Materials
Where is this info? Who could help you find at your site? 2 and 4-year College Certificates and Degrees Industry or Third Party Certifications Job and Wage Data Bridges and Boots Integrated Student Supports (Academic and Non-Academic Supports) Experiential Learning (Project Based, Work Based, etc.) HS Courses (General and Pathways Specific courses) Others? (Junior High Courses)	Prefill your maps with as much informatio... as you have available. This is the role of the main mapper or cartographer.

3. Preparation for mapping session

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Print and Materials List

1. **Print posters for group work. Preference is for black and white, 36”x 48” posters (these can be created at most local print shops using oversized printers.)**
   a. Pathway maps: one map per institution (include extra blank maps)
      i. **Community College Pathway Map Template**
      ii. **High School Pathway Map Template**
   b. Action plans: one action plan per institution (include extra blank action plans)
      i. **Action Planning Document**
2. **Print resources for packet (if applicable):**
   a. Agenda
   b. Presentation slides
   c. **Pathway map examples**
   d. Relevant resources to share (**example resource packet**)
3. **Materials to bring to the session:**
   a. Markers
   b. Post-it notes
   c. Painters tape
   d. Name tags
   e. Sign in sheet: include contact info

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Checklist

1. Finalize the **mapping session agenda**
2. If relevant, pre-populate maps using LucidChart
3. Create presentation (powerpoint/slides) for mapping session. The goal is to illustrate the why and the how of mapping and provide structure to the session.
4. **Select relevant pathway map examples to share** (optional to choose by sector, region or institution)
5. Select relevant resources to share (**example resource packet**)

4. Mapping session and action planning

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Agenda (all times are suggestions, please amend the agenda to fit your session)

https://docs.google.com/document/d/1zIwWVQ0wWHO-CrolpNGNwd822BdFdSqOzxtZYo5rWo8/edit

1. **Introduction** (10 min)
2. **Pathway Mapping and Program of Study Introduction** (30 min)

   Review mapping prompting questions and Action Plan template
3. **Initial Mapping** (30 min)
4. **Share Out, Discussion and Priorities** (30 min)
5. **Action Planning** (25 min)
6. **Gallery Walk: Action Plan and Map** (10 min)
7. **Wrap-up and Closing** (25 min)

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Pathway Maps

Graphic tool to facilitate a process of designing and/or re-designing programs of study.

The maps present steps a student can take in pursuing a certificate/degree to qualify them for high-wage, high-skill, in demand occupations.

Communities of Practice

Helpful resource: Considerations for High School and Community College partnerships in the mapping process

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Build your community of practice!!

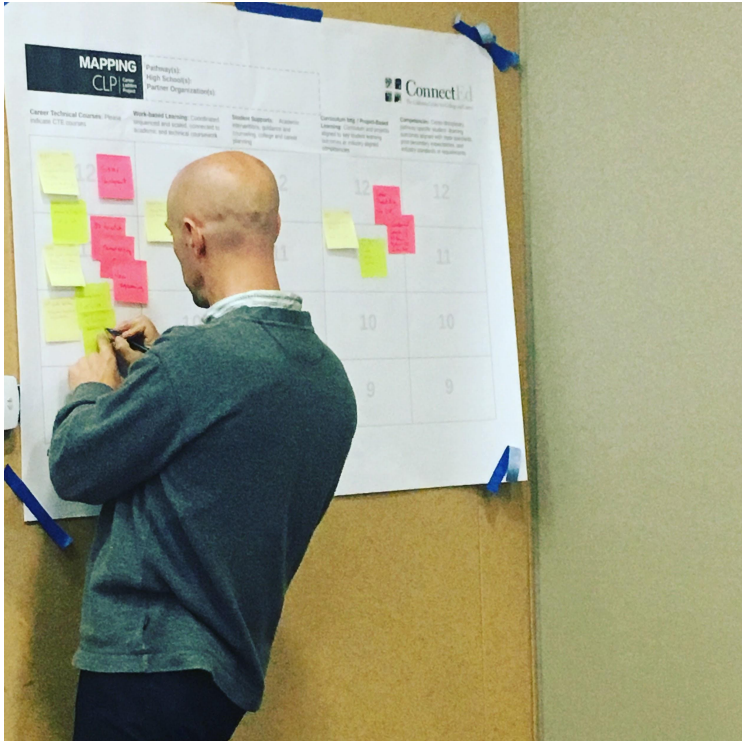
Pathway mapping is an opportunity to create a **community of practice** around a cross-institutional program of study with the **students at the center.**

Participants should be encouraged to get to know each other and feel that they can reach out to each other after the session with **follow-up questions or to explore new ideas for their pathways.**

Helpful resource: Considerations for High School and Community College partnerships in the mapping process

Mapping Instructions

- Label your map with the names of the institutions, the sector and the date.
- Use post it notes or markers add or update information about the pathway.
- Review prompting questions to generate ideas.
- Indicate what is in progress or aspirational eg. using stars or dots.
- Be thinking about:
  - Where would you like to collaborate?
  - What questions do you have for your partners?
- Please be prepared to share your map with the group.



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PATHWAYS CLP Career Ladders Project

Prompting Questions for Pathway Mapping and Program of Study

Community College Program of Study Prompting Questions

1. **WHAT ARE THE RELATED PATHWAYS OFFERED AT THE COLLEGE?**
2. **WHAT ARE THE CERTIFICATES THAT LEAD TO ENTRY LEVEL JOBS?**
   (a) Middle skill certificates/programs?
   (b) Advanced skill certificates/programs?
   (c) Is there alignment of program for transfer to 4-year institutions?
3. **WHAT ARE THE CURRENT COURSES OFFERED? WHAT IS IN DEVELOPMENT?**
4. **ARE THERE EARLY COLLEGE CREDIT OPPORTUNITIES CURRENTLY AVAILABLE? WHICH COURSES? WHAT IS IN DEVELOPMENT?**
5. **WHAT ARE THE PREREQUISITES NEEDED TO ENTER THE CERTIFICATED PROGRAM?**

High School Program of Study Prompting Questions

1. **WHAT IS THE CURRENT CTE COURSES OFFERED?**
2. **WHAT IS IN DEVELOPMENT?**
3. **DO PATHWAY COURSES MEET A-G REQUIREMENTS?**
4. **WHAT COURSES HAVE, OR COULD HAVE, INTEGRATED CAREER-BASED LEARNING?**
5. **WHAT ARE, OR COULD BE, WORK-BASED LEARNING OPPORTUNITIES? (SEE WBL CONTINUUM)**
6. **WHAT STUDENT SUPPORTS ARE, OR COUL BE, OFFERED? WHAT STUDENT SUPPORTS ARE INTEGRATED WITH THE PROGRAM OF STUDY?**

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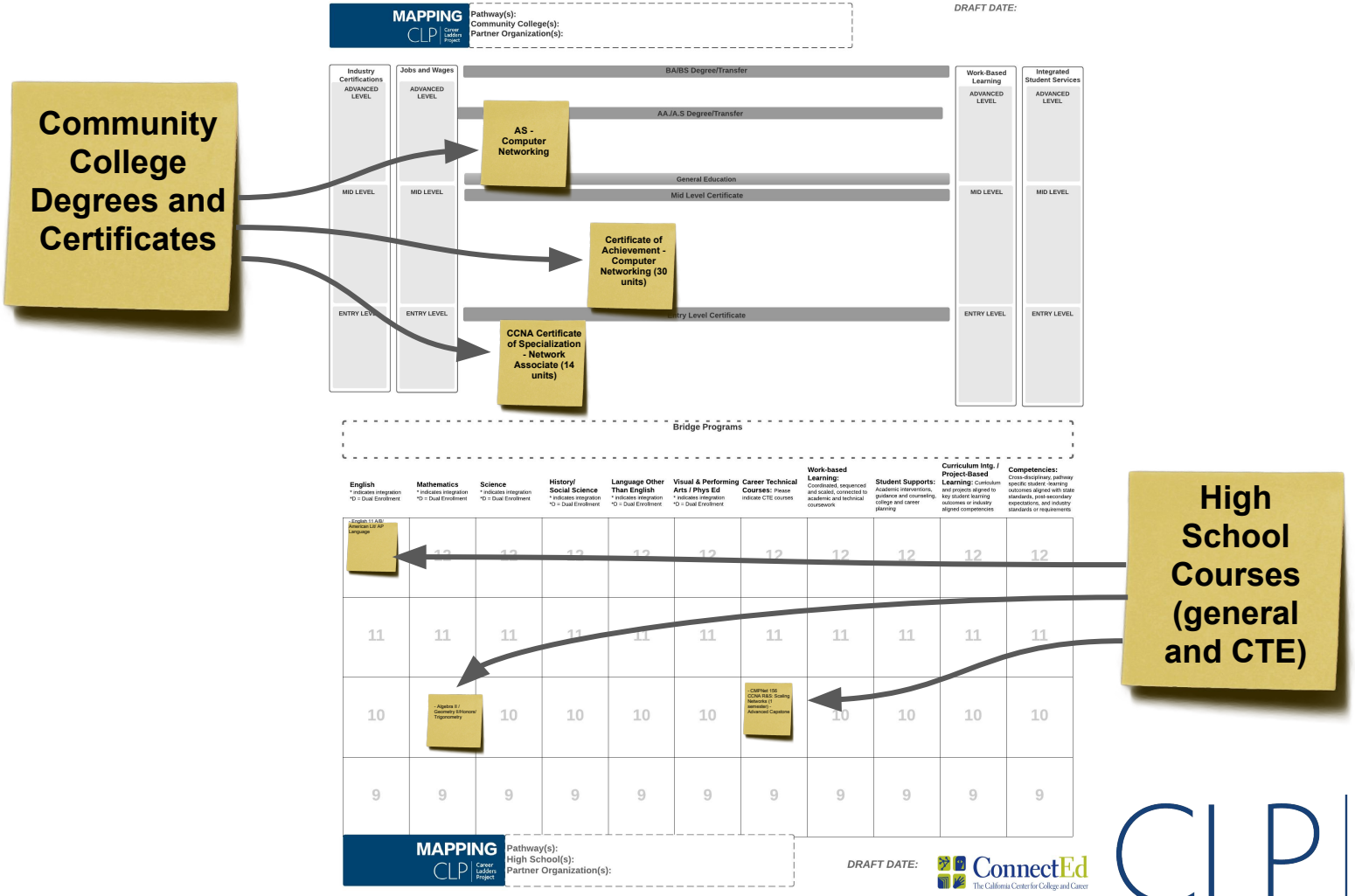
Mapping Best Practices

- Do not use pens, pencils or highlighters. Black felt tip pens (not sharpies) are preferred.
- Do not stack post it notes on top of each other.
- Be mindful of spelling out acronyms.
- Encourage mappers to add notations but make sure they include them in a legend. For example- if circles, stars, triangles are being used ask that they are included in the legend with a definition/explanation.


MAPPING
CLP Career Ladders Project
Pathway(s):
Community College(s):
Partner Organization(s):
DRAFT DATE:
Community College Degrees and Certificates
Industry Certifications
Jobs and Wages
Work-Based Learning
Integrated Student Services
ADVANCED LEVEL
MID LEVEL
ENTRY LEVEL
BA/BS Degree/Transfer
AA./A.S Degree/Transfer
General Education
Mid Level Certificate
Entry Level Certificate
AS - Computer Networking
Certificate of Achievement - Computer Networking (30 units)
CCNA Certificate of Specialization - Network Associate (14 units)
Bridge Programs
English
Mathematics
Science
History/ Social Science
Language Other Than English
Visual & Performing Arts / Phys Ed
Career Technical Courses: Please indicate CTE courses
Work-based Learning:
Student Supports:
Curriculum Intg. / Project-Based Learning:
Competencies:
12
11
10
9
High School Courses (general and CTE)
MAPPING
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Pathway(s):
High School(s):
Partner Organization(s):
DRAFT DATE:
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The California Center for College and Career
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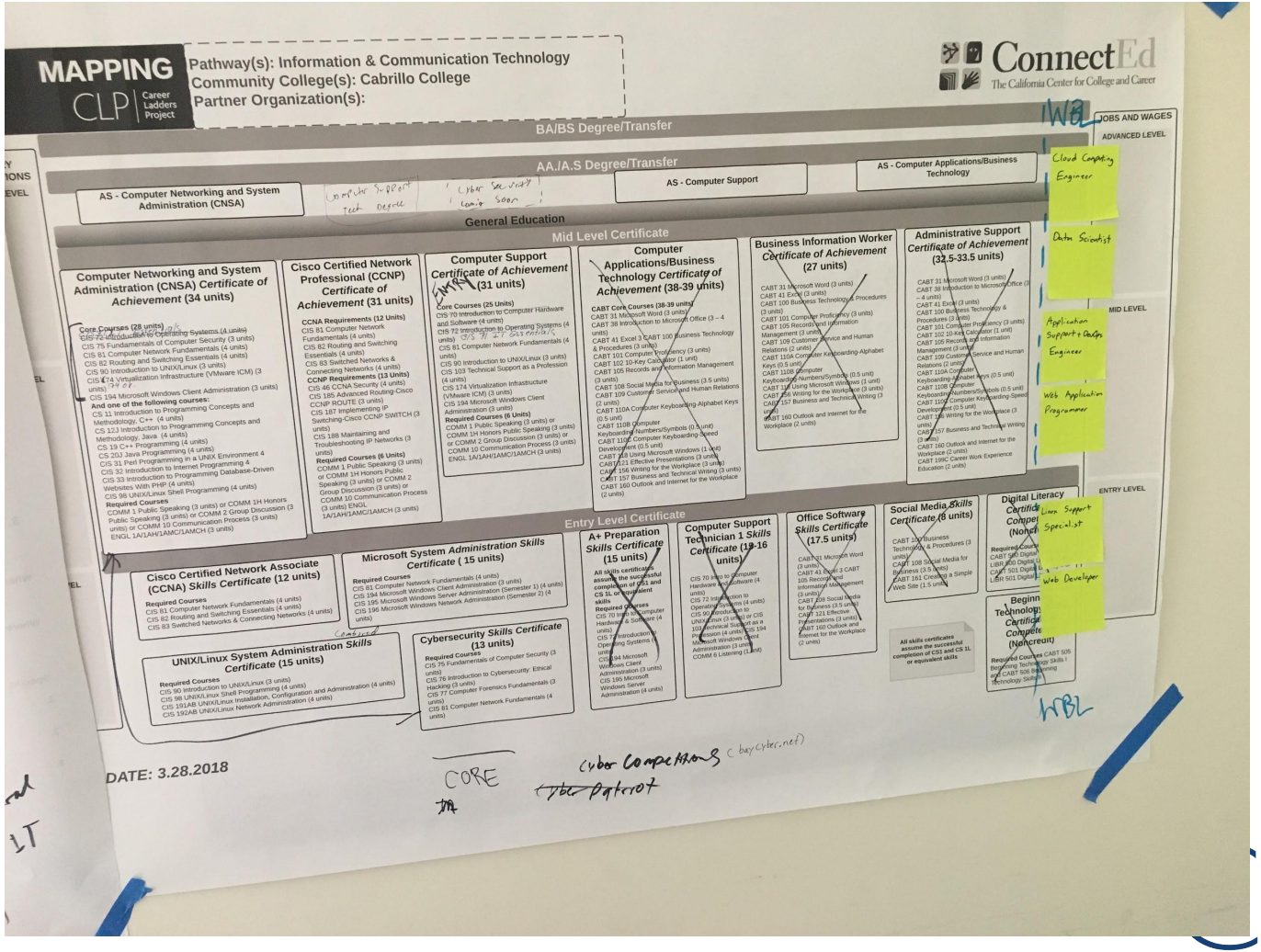
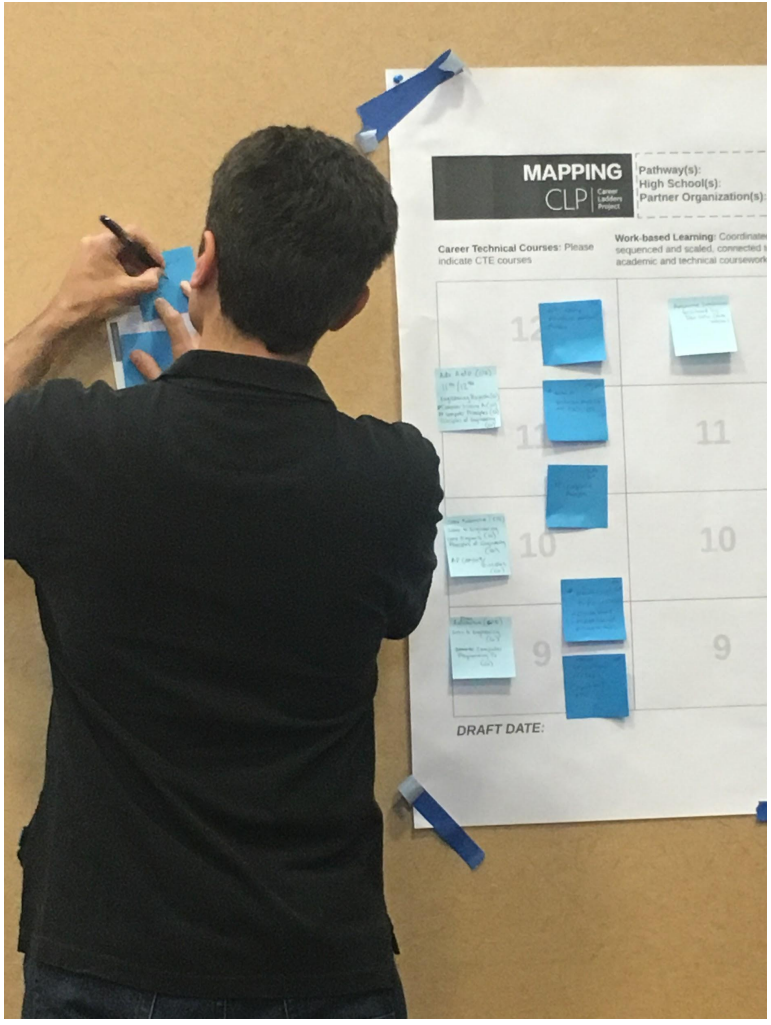
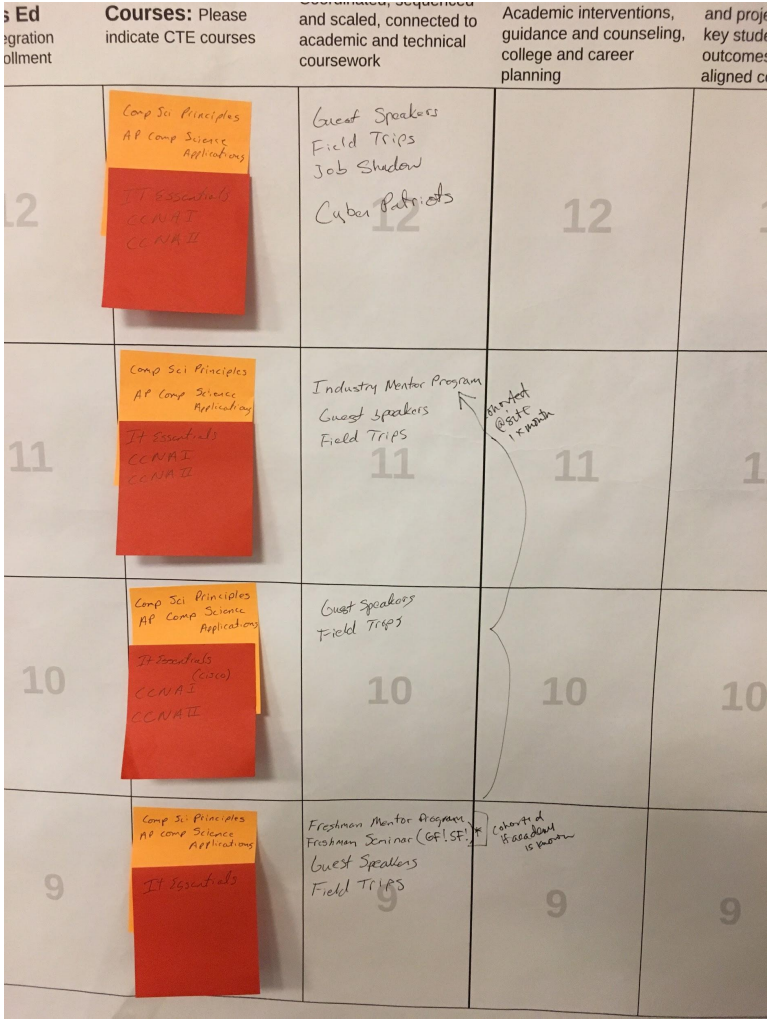
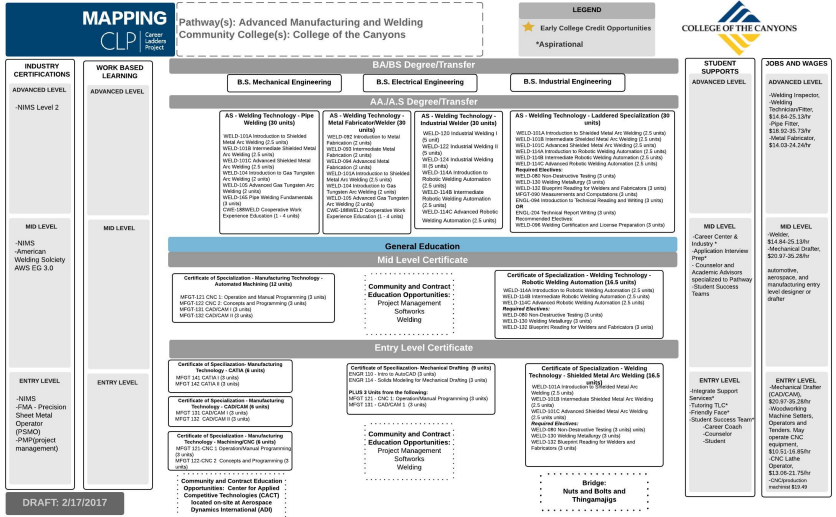
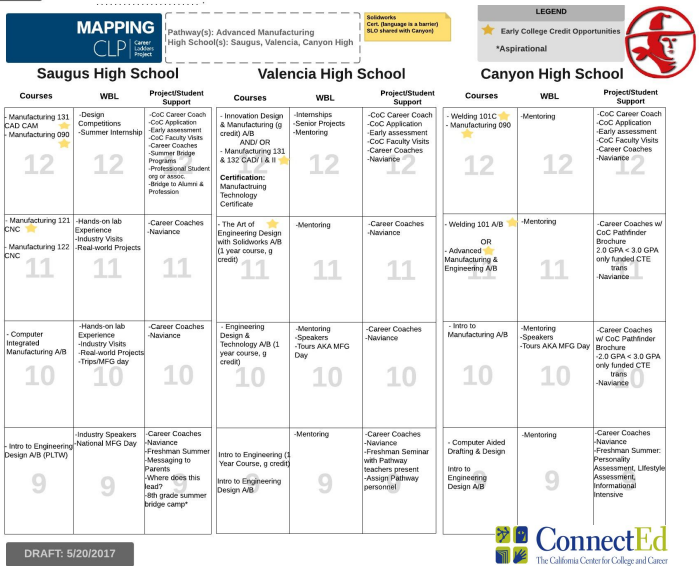

MAPPING
CLP Career Ladders Project
Pathway(s): Information & Communication Technology
Community College(s): Cabrillo College
Partner Organization(s):
ConnectEd
The California Center for College and Career
BA/BS Degree/Transfer
AA./A.S Degree/Transfer
AS - Computer Networking and System Administration (CNSA)
AS - Computer Support
AS - Computer Applications/Business Technology
General Education
Mid Level Certificate
Computer Networking and System Administration (CNSA) Certificate of Achievement (34 units)
Cisco Certified Network Professional (CCNP) Certificate of Achievement (31 units)
Computer Support Certificate of Achievement (31 units)
Computer Applications/Business Technology Certificate of Achievement (38-39 units)
Business Information Worker Certificate of Achievement (27 units)
Administrative Support Certificate of Achievement (32.5-33.5 units)
Entry Level Certificate
Cisco Certified Network Associate (CCNA) Skills Certificate (12 units)
Microsoft System Administration Skills Certificate (15 units)
UNIX/Linux System Administration Skills Certificate (15 units)
Cybersecurity Skills Certificate (13 units)
A+ Preparation Skills Certificate (15 units)
Computer Support Technician 1 Skills Certificate (19-16 units)
Office Software Skills Certificate (17.5 units)
Social Media Skills Certificate (6 units)
Digital Literacy Certificate (Noncredit)
JOBS AND WAGES
ADVANCED LEVEL
MID LEVEL
ENTRY LEVEL
Cloud Computing Engineer
Data Scientist
Application Support+DevOps Engineer
Web Application Programmer
Linux Support Specialist
Web Developer
DATE: 3.28.2018
CORE
Cyber Competitions
Cyber Patriot


MAPPING
CLP
Career Ladders Project
Pathway(s):
High School(s):
Partner Organization(s):
Career Technical Courses: Please indicate CTE courses
Work-based Learning: Coordinated, sequenced and scaled, connected to academic and technical coursework
DRAFT DATE:


Courses: Please indicate CTE courses
and scaled, connected to academic and technical coursework
Academic interventions, guidance and counseling, college and career planning
Comp Sci Principles
AP Comp Science Applications
IT Essentials
CCNA I
CCNA II
Guest Speakers
Field Trips
Job Shadow
Cyber Patriots
Industry Mentor Program
Guest Speakers
Field Trips
Comp Sci Principles
AP Comp Science Applications
IT Essentials (Cisco)
CCNA I
CCNA II
Guest Speakers
Field Trips
Comp Sci Principles
AP Comp Science Applications
IT Essentials
Freshman Mentor Program
Freshman Seminar (GF! SF!)
Guest Speakers
Field Trips

A pathway map after the information from the mapping session(s) has been added.





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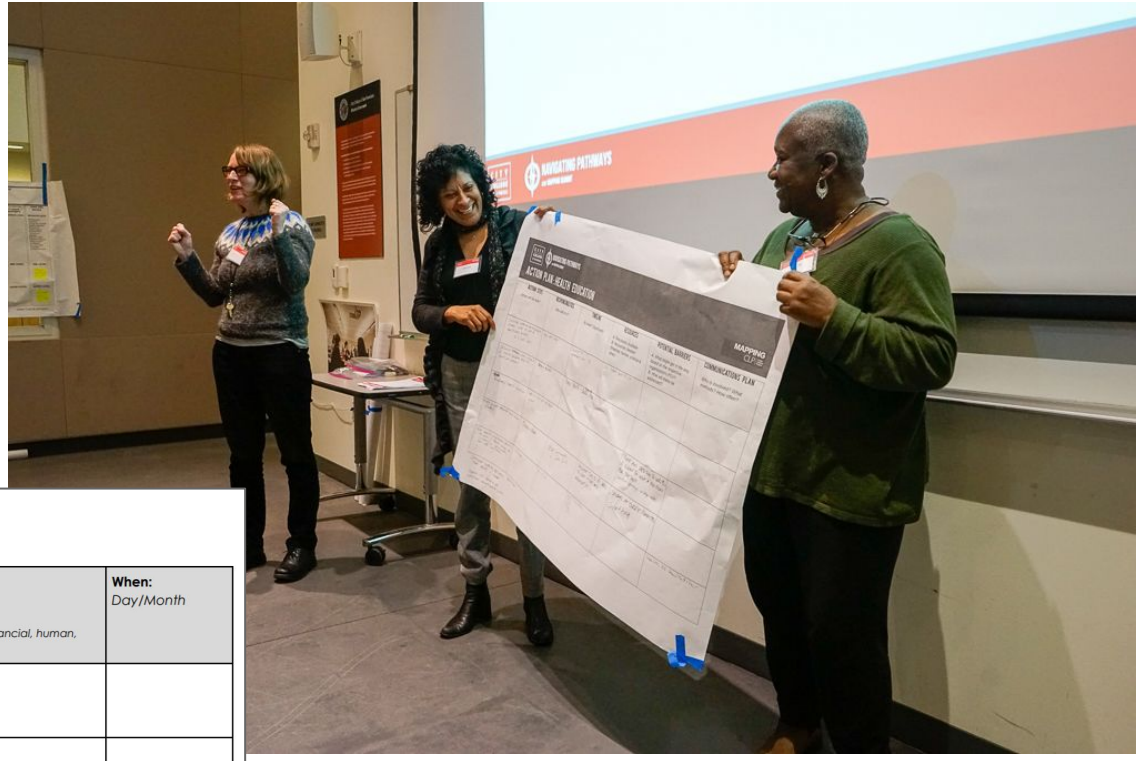
Action Planning

Begin development of action plans by:

- Discussing how the information shared can be used and how programs/courses etc. can be further developed
- Determining what information is still needed to complete this draft map
- Completing Action Plan – be sure to include who is responsible for each action item

Share action plans with the group



Action Plan

Date:
Team members:

Action steps: *What to do?*	**Responsibilities:** *Who will do it?*	**What resources are needed?** *A. Resources available* *B. Resources needed (financial, human, political & other)*	**When:** *Day/Month*

Sample Resources

(sample resource packet)

CAREER PATHWAY MAPPING - Planning Guide

ACTIVITY

Step 4 - Mapping Test Run	Ongoing Questions
	Resources to Review
Step 5 - Follow up	
What are your next steps in the mapping process? Make an action plan for your goals.	

Download the career mapping toolkit at www.careerladdersproject.org

5. Post-mapping actions

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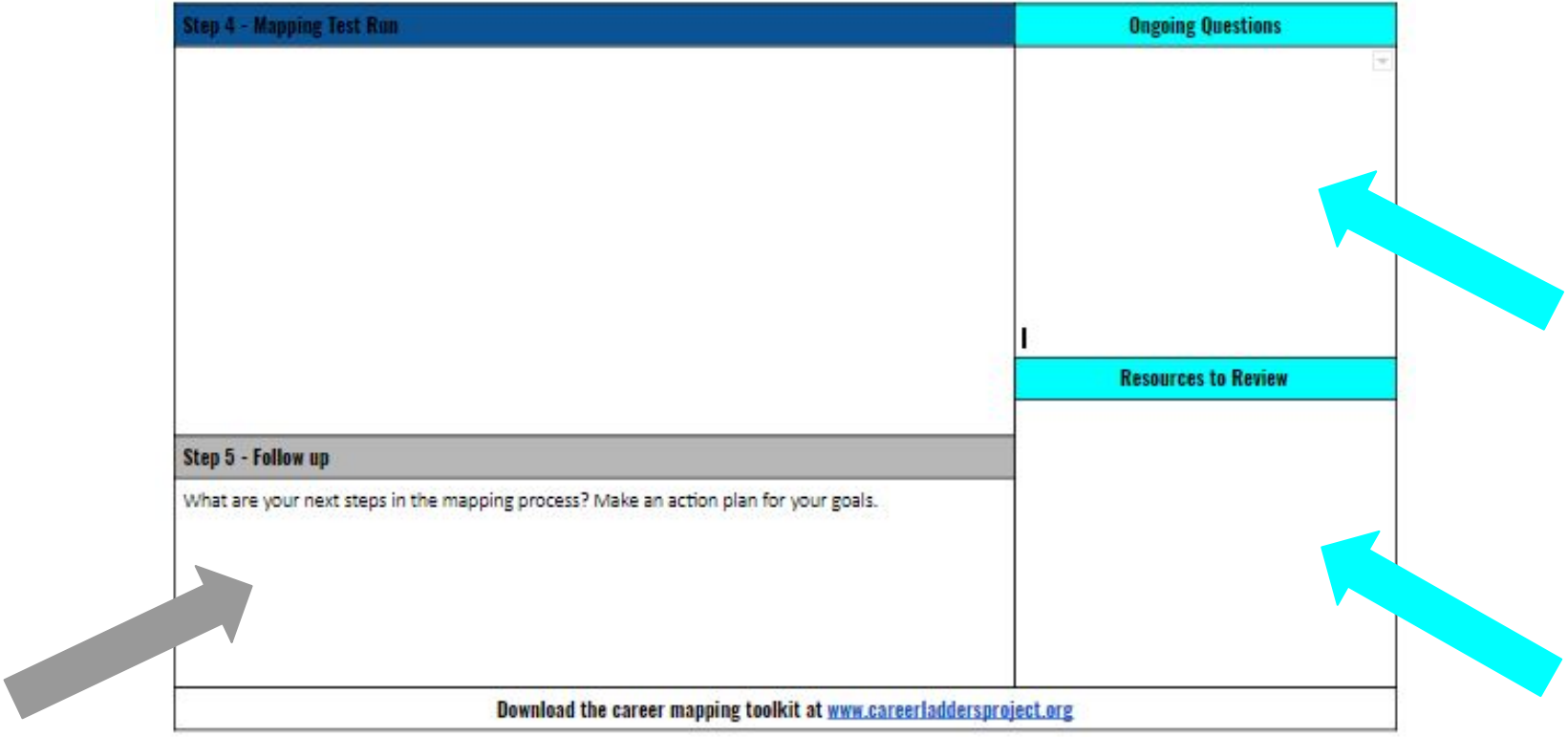
Checklist

1. Incorporate edits and additions into the pathway maps
2. Incorporate edits and additions into the action plans
3. Create a shared folder, or digital repository, that the whole group can access and include:
    a. Digital versions of the pathway maps (clearly labeled by institution and sector)
    b. Digital versions of the action plans (clearly labeled by institution and sector)
    c. Photos of the maps from the session
    d. Sign-in sheet from the session: this is important as it will allow attendees to reach out to each after the mapping session
    e. Any materials and notes that were shared during the session

CAREER PATHWAY MAPPING - Planning Guide



5 **ACTIVITY**

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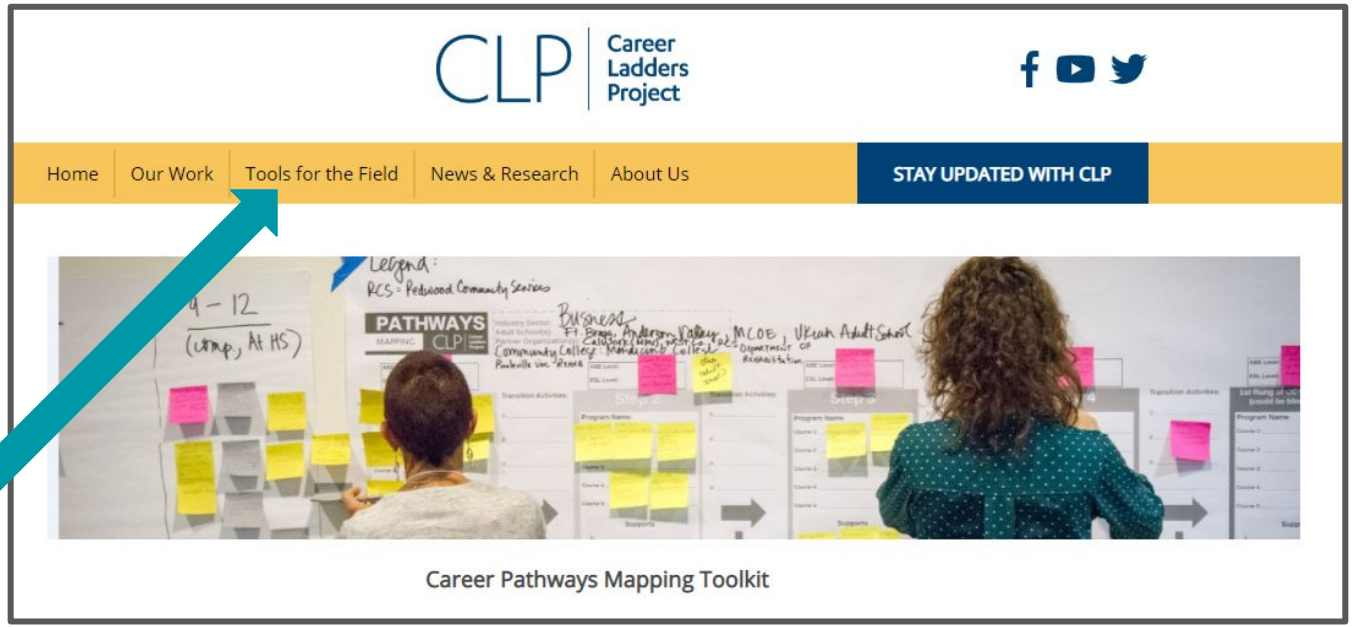
From the Field

Sequoia Unified & Foothill College

Career Mapping Toolkit



www.careerladdersproject.org

Resources/Upcoming Events

- Resources
  - Video of this presentation will be made available
  - Toolkit is located HERE
- GP/SWP Connections/Events
  - March 8 Data Learning Cluster
  - Dual Enrollment PD sessions in April

NEBPC NORTH & EAST BAY PATHWAYS CONSORTIUM

CLP Career Ladders Project | California Community Colleges | CALIFORNIA COMMUNITY COLLEGES Doing What MATTERS™ K-14 PATHWAYS - REGIONAL TECHNICAL ASSISTANCE PROVIDER MID PENINSULA, SILICON VALLEY, SANTA CRUZ/MONTEREY | BACCC BAY AREA COMMUNITY COLLEGE CONSORTIUM

Thank you!

- Attendees
- Team
  - College and K12 partners
  - Career Ladders Project
  - CA Community College Chancellor's Office
    - Strong Workforce Program
    - Guided Pathways Regional Coordinators
    - Bay Area Community College Consortium (BACCC)

NEBPC NORTH & EAST BAY PATHWAYS CONSORTIUM

CLP Career Ladders Project

California Community Colleges

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