

# Career Pathways

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## Preparing Mississippi's Workforce

Supporting Individuals' Pursuit of  
High Wage/High Demand Careers through  
Postsecondary Education and Training

LaNell Kellum, PhD.

SBCJC Director of Career and Technical Programs



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# Career Pathways: Moving Toward Self-Sufficiency

- ❑ Credit-Based Programs
  - Academic Transfer Programs
    - ✓ Associate of Science Degrees – For students seeking to transfer into related IHL Baccalaureate Degree Programs
  - Career and Technical Programs
    - ✓ Vocational Certificate—semi-skilled or entry-level skilled jobs
    - ✓ Technical Certificate—entry level technician or skilled technician
    - ✓ Associate of Applied Science Degrees—skilled technician
- ❑ Workforce Education Programs
  - Training to meet workforce needs of current and future employers
- ❑ Adult Basic Education Programs
- ❑ English Language Learner Programs



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# Career Pathways: Moving Toward Self-Sufficiency

## What are Career Pathways?

- ❑ Linked education and training and support services that enable students over time to enter and advance in careers within occupational sectors.

## Developing Career Pathways...the process...

- ❑ Weaves together adult education, training, certificate and degree programs to streamline the journey to higher postsecondary credentials and careers.
- ❑ Moves individuals toward self-sufficiency by increasing academic foundations, technical skills, and postsecondary credentials
- ❑ Partners work together to identify, enroll, educate, and prepare individuals for high-demand high wage career opportunities.



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# Career Pathways: Moving Toward Self-Sufficiency

## Visioning:

- Community engagement and visioning forges the framework that ultimately breaks down silos and empowers individuals to move toward self-sufficiency.

## Strategic Alignment and Coordination:

- Education and training programs and curricula are driven by the community(ies) existing and future human capital needs.
- Community engagement and visioning undergirds the framework that breaks down silos and empowers individuals to move toward self-sufficiency.

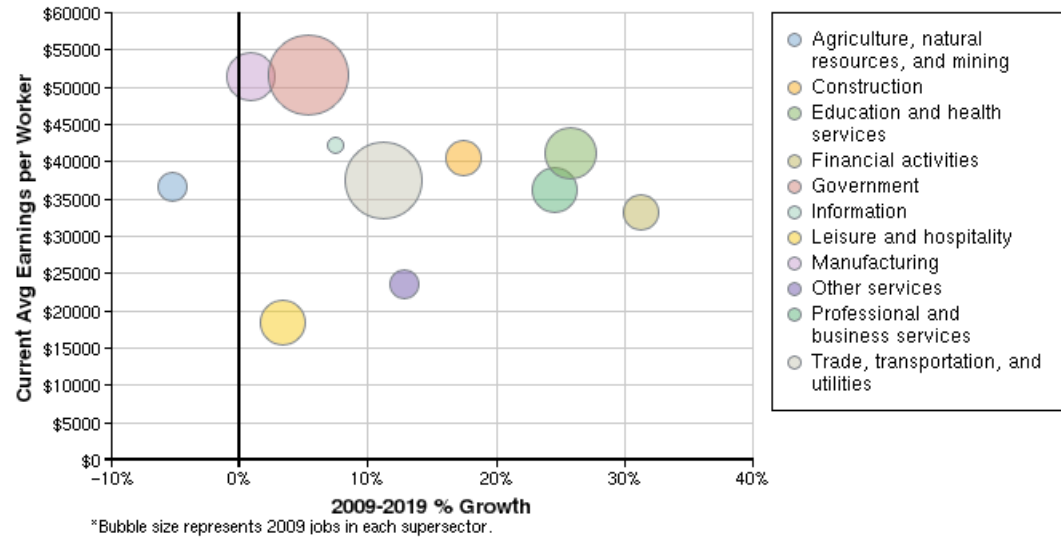


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# State Area: Mississippi

## Industry Size and Growth



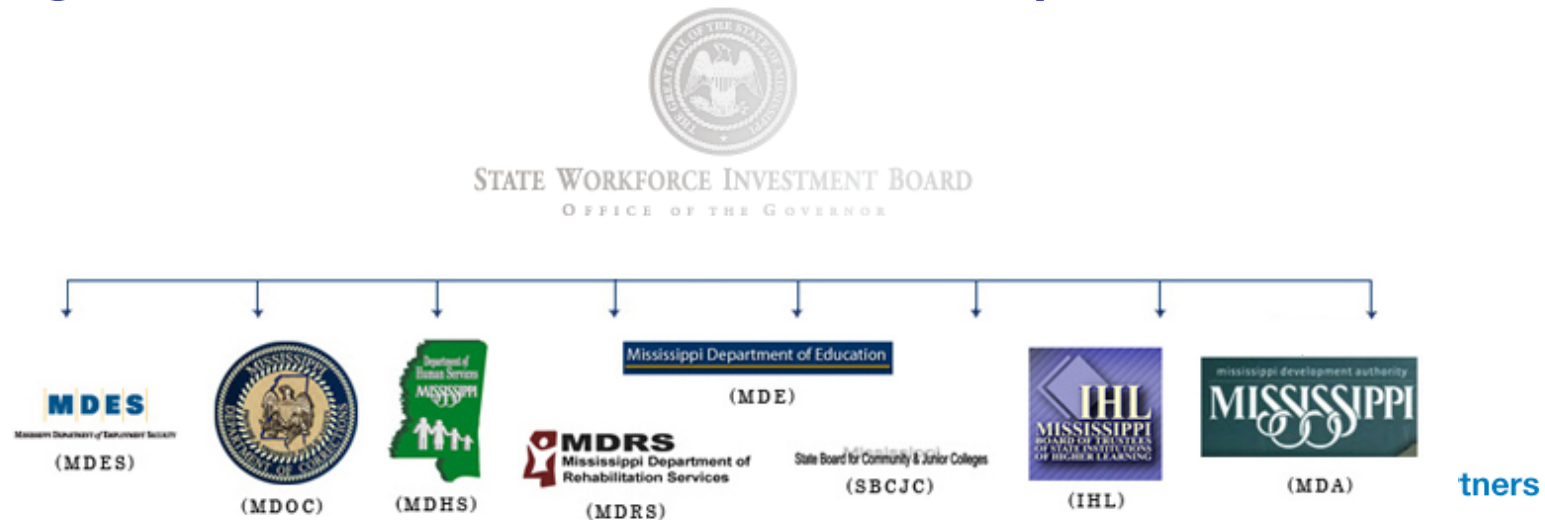
Source: EMSI Complete  
Employment - 3rd Quarter 2010

Description	2009 Jobs	2019 Jobs	Growth	% Growth	Current EPW
Agriculture, natural resources, and mining	68,425	64,800	-3,625	-5%	\$36,700
Construction	98,575	115,781	17,206	17%	\$40,403
Education and health services	162,419	204,263	41,844	26%	\$41,068
Financial activities	99,081	130,029	30,948	31%	\$33,161
Government	280,710	295,841	15,131	5%	\$51,636
Information	15,453	16,609	1,156	7%	\$42,243
Leisure and hospitality	134,547	139,035	4,488	3%	\$18,347
Manufacturing	145,449	146,644	1,195	1%	\$51,330
Other services	74,470	84,060	9,590	13%	\$23,611
Professional and business services	140,226	174,602	34,376	25%	\$36,239
Trade, transportation, and utilities	268,602	298,634	30,032	11%	\$37,480
Total	1,487,959	1,670,298	182,339	12%	\$39,264

# Who Creates Career Pathways?

No single organization alone can implement career pathways—the model is based upon partnerships.

*State Level Efforts--State Workforce Investment Board  
Interagency team work together to identify and facilitate  
“Braiding” of state resources to develop Career Pathways and  
bridges into them for adults and out-of-school youth.*



# Who Creates Career Pathways?

No single organization alone can implement career pathways—the model is based upon partnerships.

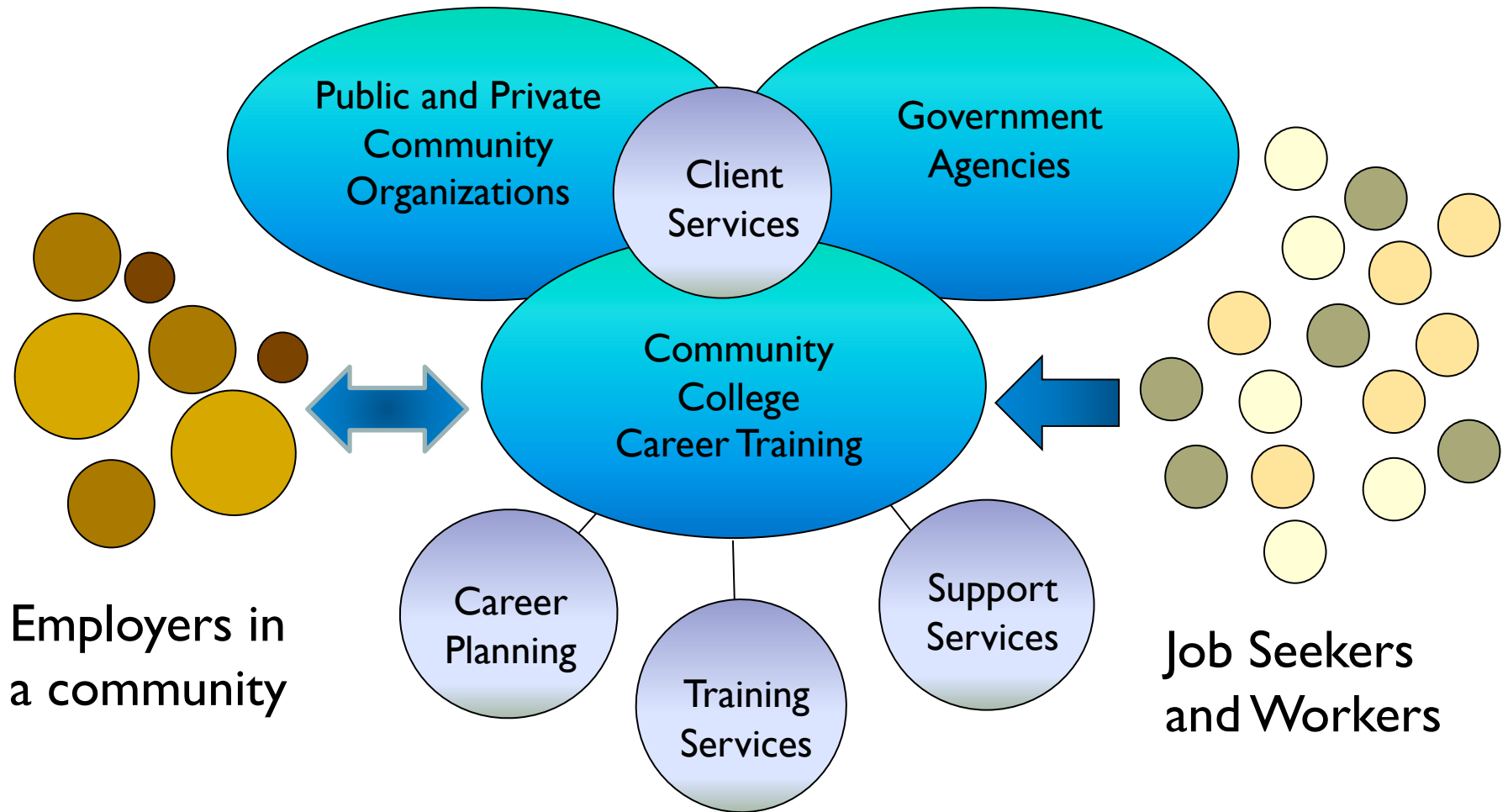
***Community and Regional efforts:  
Partners connect and align workforce  
development, economic development,  
education, human services, etc. to  
prepare citizens for good jobs that  
address the employers' human resource  
needs.***



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# Career Pathways Systems are Partnerships



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# Career Pathways Planning

## Partners Engage in Designing Career Pathways

- Resource development and positioning planning
- Identification of existing and new college programs to support Career Pathways
- An industry advancement meeting
- A community services assessment
- A local industry sector forum



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# Career Pathways Planning

## Partners Engage in Developing Career Pathways

- Faculty and staff professional development

- Targeted funding campaigns

- Recruitment and assessment support

- Industry-specific assessment and training services

- Curriculum design and development

- Career ladders development



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# Career Pathways Design

## **Intensive Prep Stage**

**Partners providing personal and academic support services for job readiness**

## **Part-time Employment**

**In appropriate positions upon completion of Prep Stage**

## **Subsequent Training and Education**

**Using Industry Focused Curriculum**

**Training and/or Career and Technical Education**

## **Multi-Step Career Ladder**

**Begins with job-entry**

**Transitions to advanced technical skills**

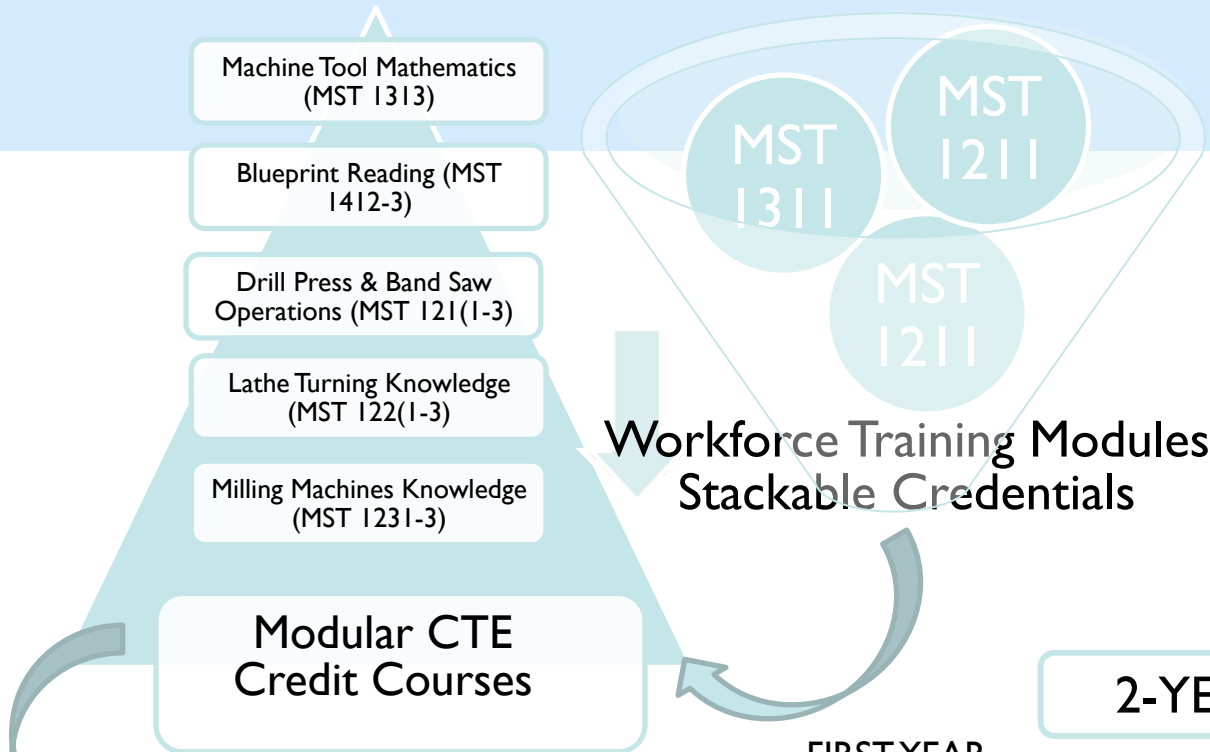
**Results in increased retention and earnings**



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# PRECISION MANUFACTURING AND MACHINING TECHNOLOGY



**FIRST YEAR**

3 sch Machine Tool Mathematics (MST 1313)  
 2-3 sch Blueprint Reading (MST 1412-3)  
 4-6 sch Power Machinery I (MST 1114-6)  
3-5 sch Elective  
 12-17 sch

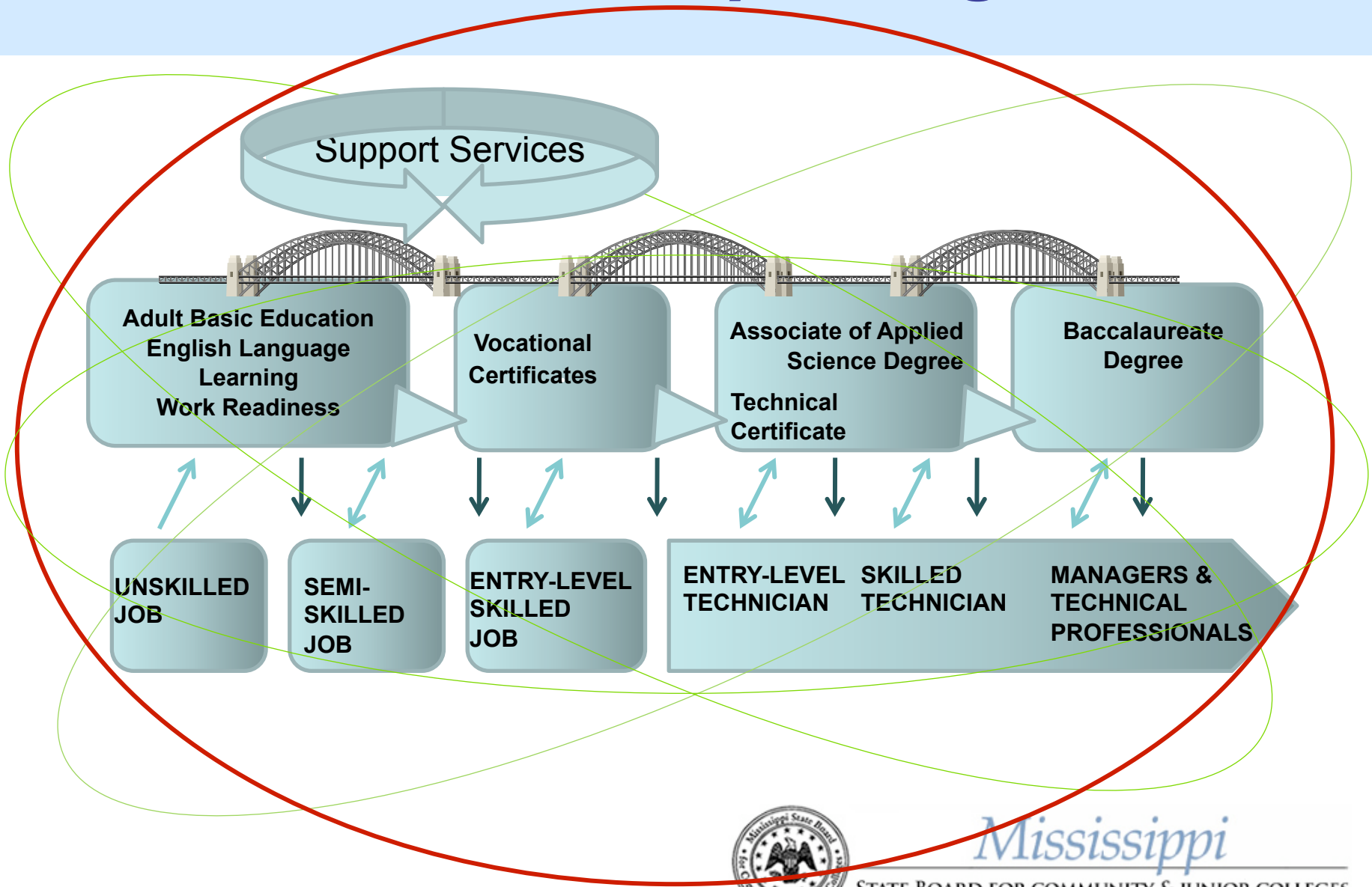
4-6 sch Power Machinery II (MST 1124-6)  
 3 sch Precision Layout (MST 1613)  
 3 sch Advanced Blueprint Reading (MST 1423)  
3-5 sch Elective  
 13-17 sch

**SECOND YEAR**

4-6 sch Power Machinery III (MST 2134-6)  
 4-6 sch Computer Numerical Control  
 Operations I (MST 2714-6)  
4-6 sch Electives  
 12-18 sch

4-6 sch Power Machinery IV (MST 2144-6)  
 4-6 sch Computer Numerical Control Operations  
 II (MST 2724-6)  
4-6 sch Electives  
 12-18 sch

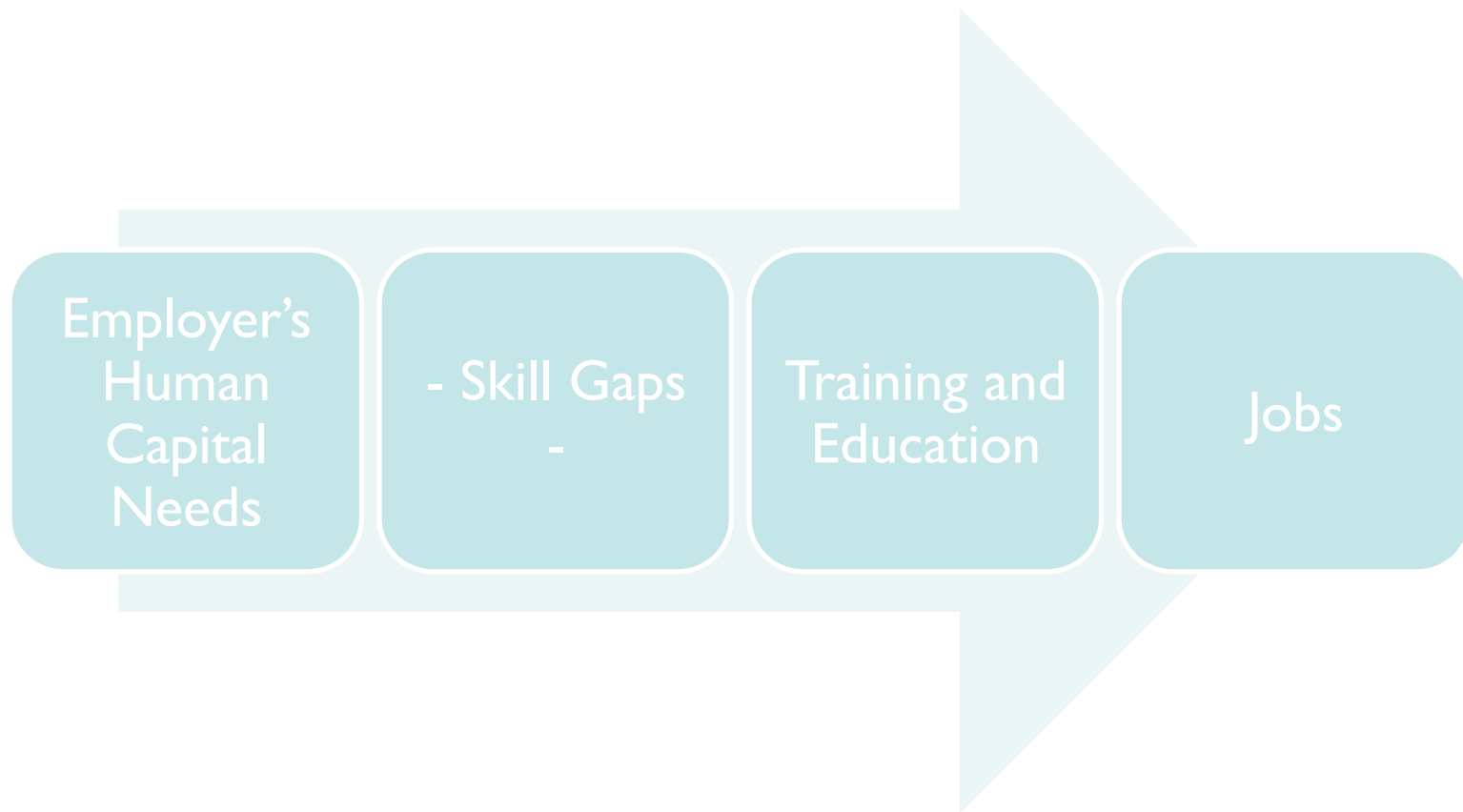
# Career Pathways Design



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# Career Pathways Systems are Partnerships



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# COMPETITIVE ADVANTAGE

[Home](#) | [Employment Services](#) | [Training](#) | [Funding Assistance](#)

[Manufacturing Solutions](#) | [NEON](#) | [Mobile Welding Lab](#)



## [Introduction Video \(Windows Media Video .wmv ~ 3MB\)](#)

The Mississippi Corridor Consortium is a premier regional network of four community colleges in North Mississippi. [East Mississippi Community College](#), [Northeast Mississippi Community College](#) and [Northwest Mississippi Community College](#) formed the Consortium to raise the competitiveness of the region.

This partnership strengthens the institutions' ability to provide services throughout the 16 counties in the areas of workforce and community and economic development, as increasing the opportunities to leverage funding for regional initiatives. By planning and working together through the Consortium, these communities can achieve goals that none could achieve alone.

Through collaborative and cooperation endeavors, the Consortium can provide services to benefit citizens, businesses and industries of Northeast Mississippi and become competitive in a global economy.

In today's dynamic business environment, the only constant is change. Companies that do not change become unprofitable and disappear from the marketplace.

All businesses have access to such hard assets as land, buildings, and equipment. Producing adequate return on investments to remain globally competitive can be accomplished by embracing the concept of developing human capital.

To obtain this competitive advantage, companies are looking for workforce solutions. The Mississippi Corridor Consortium and its partners have developed solutions to assist companies in securing their competitive advantage.

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Mississippi Corridor Consortium  
[www.MSCorridorConsortium.com](http://www.MSCorridorConsortium.com)



# COMPETITIVE ADVANTAGE

[Home](#) | [Employment Services](#) | [Training](#) | [Funding Assistance](#)

[Manufacturing Solutions](#) | [NEON](#) | [Mobile Welding Lab](#)

## Training

- [Health and Safety](#)
- [Information Technology](#)
- [Manufacturing](#)
- [Continuous Improvement](#)
- [Leadership](#)
- [Operational Support](#)
- [Skills Enhancement](#)
- [Customer Service](#)
- [Online Education](#)
- [On-The-Job Training](#)
- [Customized Training](#)
- [\(RCU\) Research & Curriculum Unit/  
Workforce Development](#)

### Health and Safety



[Health and Safety Video \(Windows Media Video .wmv ~2.1 MB\)](#)

Occupational health and safety training reduces employee illness and injury, which impacts productivity and profits. The recognition, evaluation, and control of health hazards in the workplace can improve employee satisfaction and decrease lost work time. Health and safety training reduces employers' costs associated with injury, OSHA compliance issues, and workers' compensation claims. Forklift certification, OSHA concepts, blood-borne pathogens, hazardous materials, and workplace violence are examples of health and safety content.

You can then achieve a healthier bottom line by providing a comprehensive safety training program for your employees.

- Forklift





# WAEM

West Alabama – East Mississippi

About us

Contact

News

Plans/Reports

Presentations

Research



Spotlight on Forestry

Gov. Haley Barbour



**WIRED Commissioners**

- Bill Scaggs - Chairman
- Phillis Belcher
- Eric Clark
- Tommy Dulaney
- Matthew Hughes
- Bill Johnson
- Wade Jones
- Susan Miller
- C.D. Smith

**WIRED Partners**

- Alabama Office of Workforce Development
- Mississippi Development Authority
- U.S. Department of Labor



Gov. Bob Riley



- Alabama Southern Community College
- Beville State Community College
- East Central Community College
- East Mississippi Community College
- Jones County Junior College
- Meridian Community College
- Shelton State Community College
- Wallace Community College-Selma

## News

### E-Magnolia Offer M3 Credentials

Mississippi's innovative E-Magnolia online learning system now offers the M3 Credentials developed by the West Alabama – East Mississippi WIRED Initiative.

### ALA-TOM RC&D Council Grant Helps Southwest Alabama Grow

A \$60,000 grant from the Alabama-Tombigbee Rural Conservation and Development Council to the University of Alabama Center for Economic Development (UCED) is paying dividends for Southwest Alabama.

### Nexus Hero Workshop Entertains and Challenges Participants

People of all ages found "Nexus Hero" a useful Internet Business Workshop



Building Enterprise-Ready Places, People, Programs, and Regional Identity



MODERN MULTI-SKILL MANUFACTURING



Areas of Expertise

[Media Center Services](#)

[Request for Media Center Patron ID](#)


















[Request for Art and Printing Services](#)

[Download Curriculum](#)

[Curriculum Validation](#)

## Curriculum

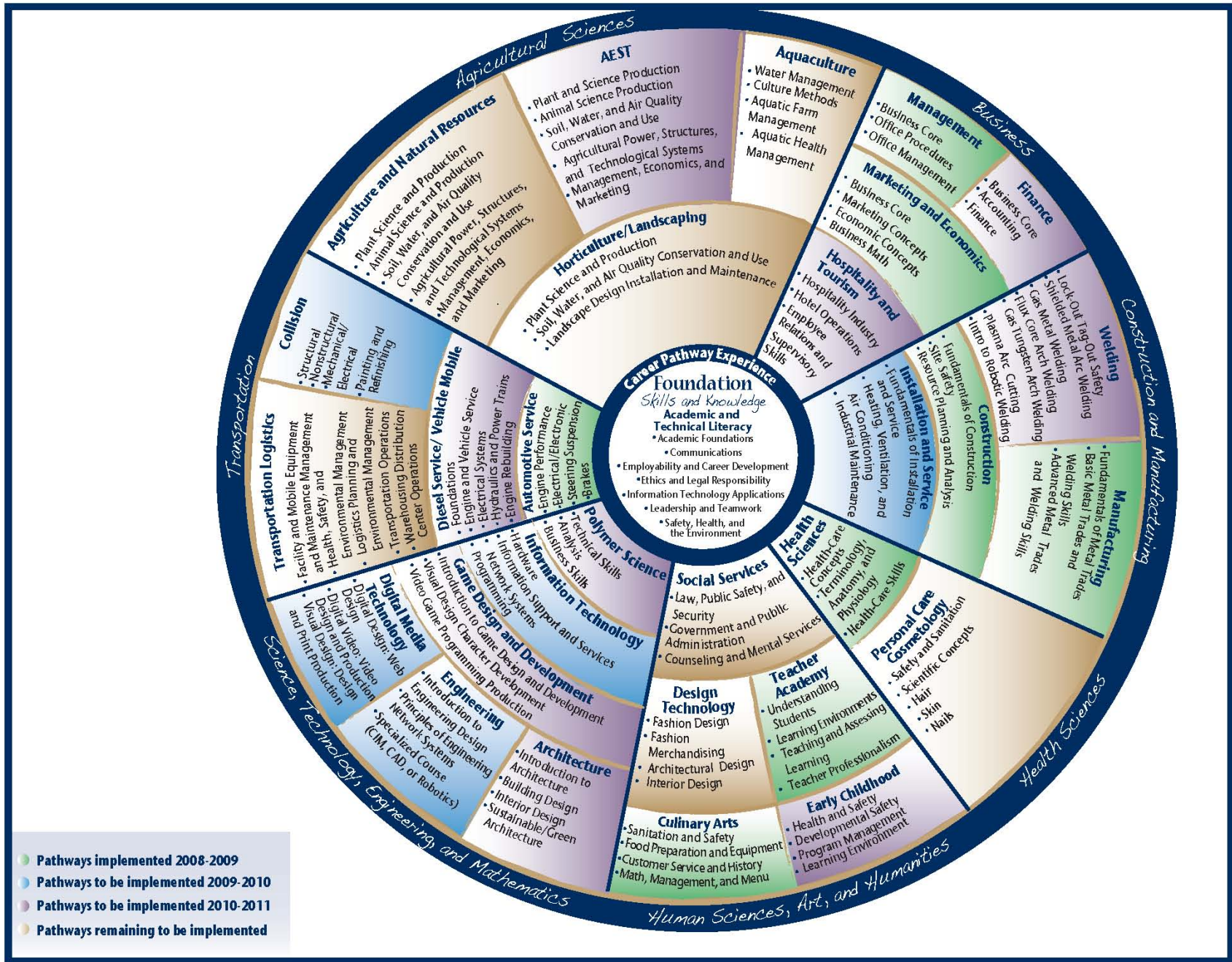
View:	
Curricula	[ <a href="#">Adult Short-Term</a>   <a href="#">Postsecondary</a>   <a href="#">Secondary</a>   <a href="#">Tech Prep</a>   <a href="#">All</a> ] [ <a href="#">Redesign</a> ]
Executive Summary	[ <a href="#">Postsecondary</a>   <a href="#">Secondary</a>   <a href="#">All</a> ]
Supplements	[ <a href="#">Secondary Rubric</a>   <a href="#">Research Synopsis</a>   <a href="#">Curriculum Revision Plan</a> ] [ <a href="#">Secondary Interpretive Guide</a>   <a href="#">Postsecondary Interpretive Guide</a> ] [ <a href="#">Leadership Guide: Vocational-Technical Advisory Committees (PDF)</a> ] [ <a href="#">CTSO Advisors Handbook-Revised (PDF)</a> ]

Curricula				
Adult Short-Term	Year	Curriculum	Blueprint	S
[A] Computed Tomography	2005	 		
[A] Homemaker	2007	 		
[A] Home Health Aide	2006	 		
[A] Long-Term Care Nurse Aide	2007	 		
[A] Magnetic Resonance Imaging	2005	 		
[A] Sectional Anatomy	2005	 		
Postsecondary				
Agriculture	Year	Curriculum	Blueprint	S
[P] Agricultural Mechanics Technology	2007	 		
[P] Agriculture Business and Management Technology (Approved February 2009)	2009	 		

**2009-2010 Statewide Articulations**

**Statewide articulations are subject to change as secondary and postsecondary curriculum revisions occur.  
All articulations listed in this document are effective as of July 1, 2008, unless otherwise noted.**

<b>SEC Program</b>	<b>PS Program</b>	<b>PS Courses</b>
S Agricultural & Environmental Science & Tech – Animals (CIP 02.0201)	PS Ag Business & Mgmt Technology <ul style="list-style-type: none"> <li>(CIP 01.0302) Agricultural Animal Husbandry/Production)</li> </ul>	AGT 1214 - Applied Principles of Animal Production
S Agricultural & Environmental Science & Tech – Plants (CIP 02.0401)	PS Ag Business & Mgmt Technology <ul style="list-style-type: none"> <li>(CIP: 01.0304 – Field Crops)</li> </ul>	AGT 1313 - Applied Principles of Plant Production
S Agricultural & Environmental Science & Tech - Agribusiness and Entrepreneurship Technology (CIP 01.0103)	PS Ag Business & Mgmt Tech <ul style="list-style-type: none"> <li>(CIP 01.0102) Agricultural Business/Agribusiness</li> <li>(CIP 01.0302) Agricultural Animal Husbandry/Production)</li> <li>(CIP: 01.0304 – Field Crops)</li> <li>(CIP: 01.1105 – Precision Agriculture Technology)</li> </ul>	AGT 1613 - Agricultural Records
S Agriculture & Natural Resources (CIP 01.0003)	PS Ag Business & Mgmt Tech <ul style="list-style-type: none"> <li>(CIP 01.0102) Agricultural Business/Agribusiness</li> <li>(CIP 01.0302) Agricultural Animal Husbandry/Production)</li> <li>(CIP: 01.0304 – Field Crops)</li> <li>(CIP: 01.1105 – Precision Agriculture Technology)</li> </ul>	AGT 1111 - Survey of Agriculture
S AgriScience (CIP 02.9992)	PS Ag Business & Mgmt Tech <ul style="list-style-type: none"> <li>(CIP 01.0102) Agricultural Business/Agribusiness</li> <li>(CIP 01.0302) Agricultural Animal Husbandry/Production)</li> <li>(CIP: 01.0304) Field Crops</li> <li>(CIP: 01.1105) Precision Agriculture Technology)</li> </ul>	AGT 1111 - Survey of Agriculture
S Horticulture (CIP: 01.0601)	PS Horticulture Technology Cluster: Landscape Management <ul style="list-style-type: none"> <li>(CIP 01.0601) Horticulture Service Operations Management</li> </ul>	HLT 1213 - Applied Principles of Plant Propagation  HLT 1411 – Leadership Management
S Business & Computer Technology (CIP 52.0407)	PS Business & Office Related Technology <ul style="list-style-type: none"> <li>(CIP 52.0401) Office Systems Technology</li> <li>(CIP 52.0302) Accounting Technology</li> <li>(CIP 52.0407) Microcomputer Technology: Business/Office</li> </ul>	BOT 1133 – Microcomputer Applications



- Pathways implemented 2008-2009
- Pathways to be implemented 2009-2010
- Pathways to be implemented 2010-2011
- Pathways remaining to be implemented

Effective October 2009  
 Please visit <http://redesign.rcu.msstate.edu/> for the most up-to-date information about the Redesign plan.



Areas of Expertise

## Redesign Curriculum

Media Center Services

Request for Media Center Patron ID

Request for Art and Printing Services

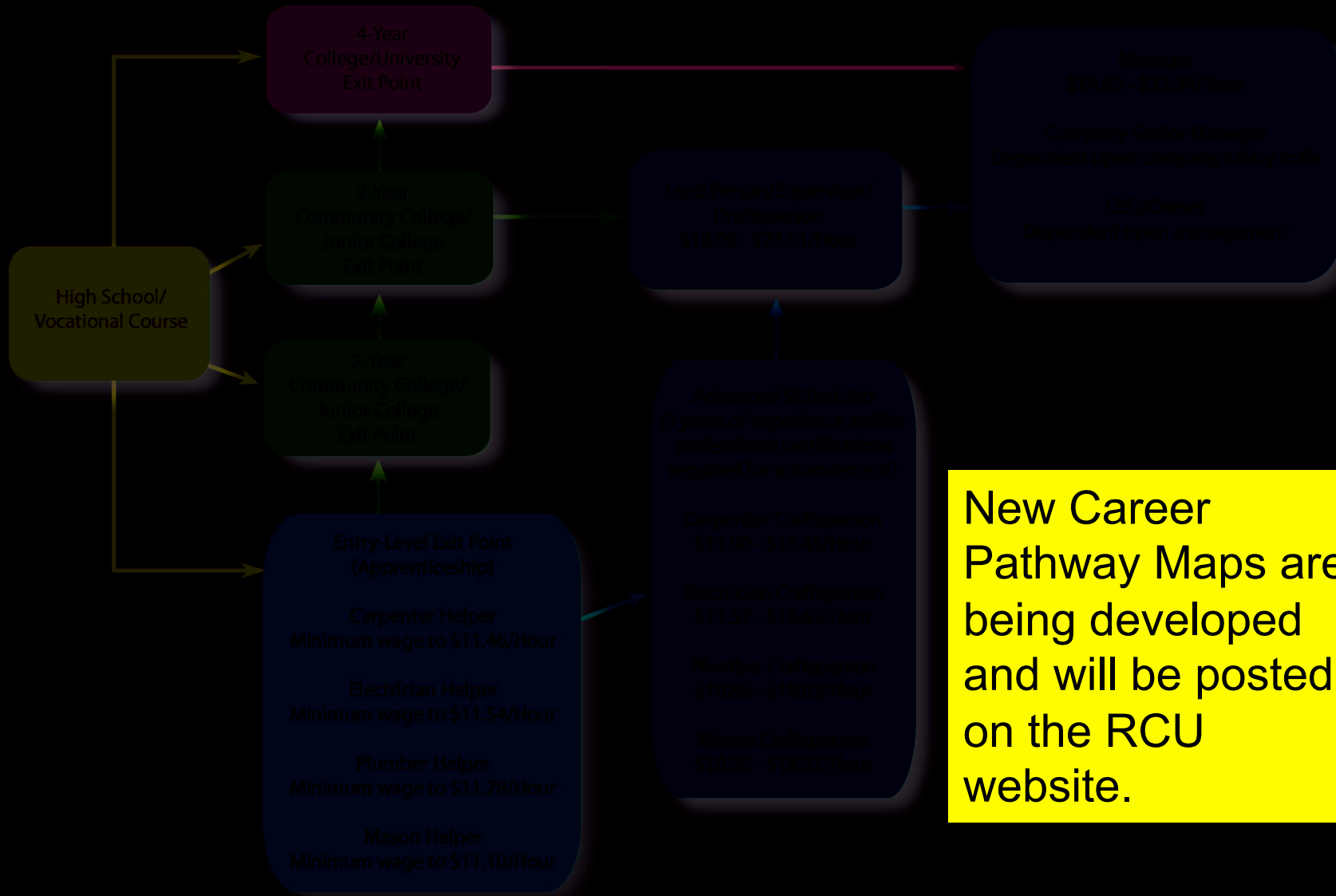
Download Curriculum

Curriculum Validation

Agricultural Sciences	Year	Curriculum	Executive Summary	Blueprint	Program of Study	Career Pathway Maps	Equipment Specification	Facility Guide
<b>Business</b>	<b>Year</b>	<b>Curriculum</b>	<b>Executive Summary</b>	<b>Blueprint</b>	<b>Program of Study</b>	<b>Career Pathway Maps</b>	<b>Equipment Specification</b>	<b>Facility Guide</b>
[S] Business Management Technology	2008							
[S] Marketing and Economics	2008							
<b>Construction and Manufacturing</b>	<b>Year</b>	<b>Curriculum</b>	<b>Executive Summary</b>	<b>Blueprint</b>	<b>Program of Study</b>	<b>Career Pathway Maps</b>	<b>Equipment Specification</b>	<b>Facility Guide</b>
[S] Construction Technology (Carpentry)	2008							
[S] Installation and Service (HVAC)	2009							
[S] Installation and Service (Industrial Maintenance)	2009							
[S] Manufacturing Trades	2008							
[S] Welding	2010							
<b>Health Sciences</b>	<b>Year</b>	<b>Curriculum</b>	<b>Executive Summary</b>	<b>Blueprint</b>	<b>Program of Study</b>	<b>Career Pathway Maps</b>	<b>Equipment Specification</b>	<b>Facility Guide</b>
[S] Health Sciences	2008							
<b>Human Sciences Art and Humanities</b>	<b>Year</b>	<b>Curriculum</b>	<b>Executive Summary</b>	<b>Blueprint</b>	<b>Program of Study</b>	<b>Career Pathway Maps</b>	<b>Equipment Specification</b>	<b>Facility Guide</b>
[S] Culinary Arts	2008							
[S] Early Childhood Education	2010							
[S] Digital Media Technology	2009							

<http://info.rcu.msstate.edu/services/redesign.asp>

# Secondary Construction Career Pathway



New Career Pathway Maps are being developed and will be posted on the RCU website.

Note: Amounts produced in cooperation with the U.S. Bureau of Labor Statistics (<http://www.bls.gov/>). For additional copies, please visit <http://redesign.rcu.msstate.edu/curriculum>.

## About Us

### Did You Know?

The Mississippi Virtual Community College began in the spring of 2000 with an enrollment of 1,382 students.

The MSVCC currently serves up to 20,000 students each semester.

### Overview

The Mississippi Virtual Community College (MSVCC) is a consortium of Mississippi's 15 community colleges that makes it possible for these colleges to leverage their distance learning resources -- including faculty, courses, support services, and technology. Through the MSVCC, students may take courses from community colleges anywhere in Mississippi while getting support services from a local college. To take a course from a remote (**provider**) college, a student enrolls at a local (**host**) community college. The host college supports the student with a full slate of student services, including advisement and counseling, financial aid, and learning resources. The host college awards credit for the course. The remote (provider) college provides the course instruction.

### History and Accreditation

The beginnings of the Mississippi Virtual Community College (MSVCC) can be traced back to the mid 1990's when advanced internet and video conferencing technologies began to emerge within the public two-year institutions of the state. After extensive research and planning between 1997 - 1999, the MSVCC became a reality in January 2000 with its initial course offerings and a duplicated enrollment of 1,382. The Executive Summary of our accreditation can be found [here](#).

### Mission

# Career Pathways Systems: Measurable Outcomes

- The education/training needs of workers and employers are met
- Career Pathways fit within economic development and community strategic planning
- There is a direct link to the training a person receives and the actual job they end up with.
- Strategic use of funding
- Data-driven decision making
- Alignment of public resources and strategies
- Capacity building



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# State Strategies' Supporting Career Pathways Efforts

## Statewide efforts and future plans:

- ❖ Statewide Career Clusters and Pathways Development (K-16 Educators partnering with Business and Industry to align Career and Technical Education to meet employers human capital needs.)
- ❖ Community College Drop-Out Recovery Efforts
- ❖ Flexible workforce and CTE scheduling
- ❖ Modular curriculum development (non-credit/credit option)
- ❖ Expanding Virtual Community College offerings to include Career and Technical education and workforce development modules



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# Resources

Mississippi State Board for Community Colleges

<http://www.sbcjc.cc.ms.us>

MSU Research and Curriculum Unit Links:  
Curriculum Frameworks

<http://info.rcu.msstate.edu/services/curriculum.asp>



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