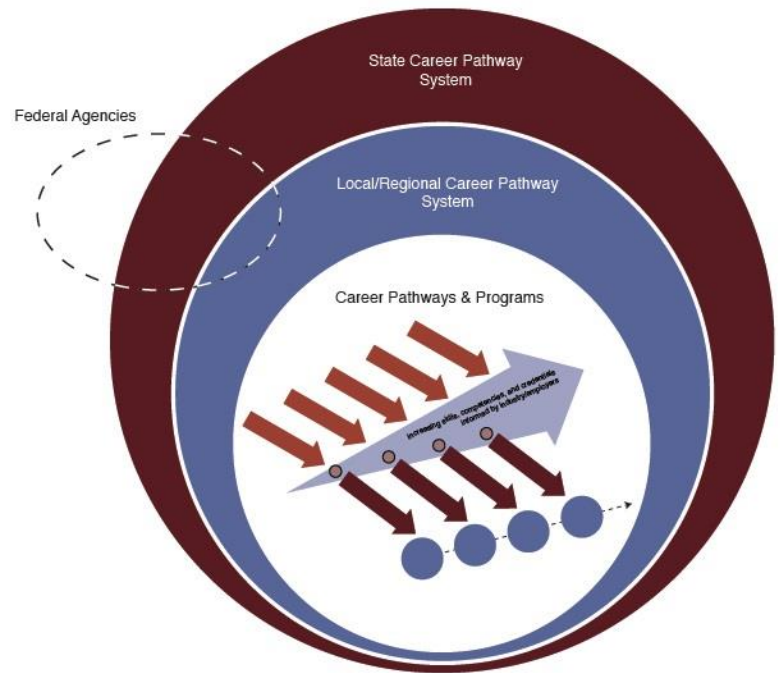


LOCAL/REGIONAL SELF-ASSESSMENT TOOL



Using this Tool: This assessment tool is designed to help your career pathway partnership assess its progress toward developing a comprehensive, high-quality Career Pathway System. Your partnership will assess its current status on every indicator using the 5 criteria.

- 1. No Action:** This indicator is not in discussion and no action has been taken.
- 2. Planning/Emerging:** This indicator is being discussed and is emerging in our partnership.
- 3. Capacity Building:** We are building our capacity to implement it in full.
- 4. Implementation:** This indicator is being fully implemented in our partnership.
- 5. Sustained:** This indicator is part of “regular business” for our partnership and will be sustained.

Instructions: Each selected individual will complete the assessment based on his/her understanding and experience with current practices. The completed assessment should be saved as a Word document with the file name: “Local Self-Assessment” and emailed to cmiller@virginiagroup.com on or before the date set by your area’s Workforce Board’s Executive Director. The results will be aggregated and distributed for discussion at a later meeting. We appreciate your contribution to this ongoing conversation.

Note: You are rating system integration as you view it today. We are as interested in celebrating successes as we are in identifying gaps that can be bridged for stronger integration.

Information on Your Career Pathway Partnership

Your Agency	Click or tap here to enter text.	Date Click or tap here to enter text.
Criteria & Indicators	Current Level (Using 1 -5)	What is needed? (Please be as specific as possible. Consider existing or needed policy, processes, and personnel)
<p>1. Multiple entry points: There are multiple entry points along the pathway. There is consensus on what actions or events constitute entry at each of these points (i.e., entry triggers).</p>	Click or tap here to enter text.	Click or tap here to enter text.
<p>2. Overcoming Barriers: We know the types of support and availability of that support to individuals facing barriers to career pathways. Individual with needs to overcome barriers can easily be identified. Measures are captured and reported broadly. We have nets to ensure an individual with a barrier to a career receives appropriate assistance, enabling the individual to access a career pathway.</p>	Click or tap here to enter text.	Click or tap here to enter text.
<p>3. Multiple exit points: There are multiple exit points along the pathway. There is consensus on these exit points and the credential(s) to be attained at each point.</p>	Click or tap here to enter text.	Click or tap here to enter text.
<p>4. Career pathway participant: Data are currently collected to enable the observation of when an individual has enrolled in and is attending specific courses or activities or is receiving services (<u>or combinations thereof</u>) that have been designated as specific entry points for the career pathway. This the case at each entry point along the career pathway. We know what data are missing and we have plans to capture this information.</p>	Click or tap here to enter text.	Click or tap here to enter text.
<p>5. Knowledge of next step on the pathway: There a routinized system for ensuring participants nearing an exit point know about the next step on the pathway and how to access entry.</p>	Click or tap here to enter text.	Click or tap here to enter text.
<p>6. Skills gains: Skills gains are captured, measured, and reported. Where data are missing, we have plans to capture this information.</p>	Click or tap here to enter text.	Click or tap here to enter text.

<p>7. Co-enrollment and Affirmative Referral: We have known and shared strategies for affirmative referral (sending an eligible/interested career seeker to a partner agency and that agency affirmatively acknowledged that they received the referral and met with the client). Where there are known gaps, we have a plan to bridge the gaps.</p>	<p>Click or tap here to enter text.</p>	<p>Click or tap here to enter text.</p>
<p>8. Career pathway leaver: Data are currently collected to enable the observation of when a career pathway participant is no longer enrolled in pathway courses, services, or activities. It is possible with currently collected data and reporting procedures to know <i>when</i> a participant ceased to be enrolled. We know what data are missing and we have a plan to capture this information.</p>	<p>Click or tap here to enter text.</p>	<p>Click or tap here to enter text.</p>
<p>9. Career pathway credential completer: Data are currently collected to enable the observation of when a career pathway participant has attained one or more of the pathway education and training outcomes attainable in the career pathway prior to leaving the pathway. This is the case for each of the credentials available along the career pathway. We know what data are missing and we have plans to capture this information.</p>	<p>Click or tap here to enter text.</p>	<p>Click or tap here to enter text.</p>
<p>10. Pathway Evolution: Target sectors are frequently analyzed to ensure the right career pathways are mapped and current with economic developers emerging focus. We have a process for updating/upgrading pathways as technology, providers, and new credentials emerge. Business demands drive the career pathway mapping process. The supply (prepared workforce) is measured against evolving demand (career openings). We have and use Continuous Improvement Process (CIP) in career pathway mapping look like. The process been routinized.</p>	<p>Click or tap here to enter text.</p>	<p>Click or tap here to enter text.</p>
<p>11. Sector Strategy: Career pathways follow the sector strategies identified by the region’s economic developers. Sector strategies are institutionalized in Business Services.</p>	<p>Click or tap here to enter text.</p>	<p>Click or tap here to enter text.</p>
<p>12. Business Engagement: Target sector area businesses are highly involved in providing experiential access to career seekers by making learning opportunities such as On-the-Job Training (OJT), Registered Apprenticeships, mentorships, internships, job shadowing available.</p>	<p>Click or tap here to enter text.</p>	<p>Click or tap here to enter text.</p>