

## Interagency Review Team

# NCWorks Certified Career Pathways Rubric

### PATHWAY INFORMATION

Workforce  
Development  
Board:

Date  
Received:

Pathway  
Industry  
Sector:

Point of  
Contact:

### OVERVIEW

- Local team has presented an overview in the application

### CRITERION I: DEMAND DRIVEN AND DATA INFORMED

- Exceeds Expectations
- Expectations Met
- Does Not Meet Expectations
- Data illustrates economic and workforce development needs within the region
- Data has been provided demonstrating a need for the pathway in the targeted region.
- Data reflects current and future job market predictions, local and national data that support the purpose of their career pathway
- Pathway leads to jobs that are high demand, high wage and sustainable
- Aligned with the State's Job Plan
- Inclusive of occupations identified on the NC Department of Commerce's Hot Jobs publication

Comments:

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### CRITERION II: EMPLOYER ENGAGEMENT

- Exceeds Expectations
- Expectations Met
- Does Not Meet Expectations
- Sufficient employers engaged in the process to represent all aspects of the industry sector
- Evidence that employers are engaged in the development of education and training components of the pathway
- Evidence of employer commitments to provide work-based learning opportunities
- Evidence of employer commitments to hire individuals who successfully exit the pathway
- Employers have committed to long term participation in the pathway system
- Employers have identified knowledge, skills and abilities needed to work in the industry sector

Comments:

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**CRITERION III: COLLABORATIVE**

- Exceeds Expectations
  - Expectations Met
  - Does Not Meet Expectations
- The pathway includes input from the following entities: Local education agencies, community colleges, and workforce development boards
  - The pathway includes input and commitment from industry and business leaders
  - The pathway includes input from four year universities, community leaders and chambers of commerce

**Comments:**

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**CRITERION IV: CAREER AWARENESS**

- Exceeds Expectations
  - Expectations Met
  - Does Not Meet Expectations
- Application provides sufficient description of career advising strategies for secondary students
  - Application provides sufficient description of career advising strategies for postsecondary students
  - Application provides sufficient description of career advising strategies for adult and dislocated workers
  - Joint professional development by all partners to ensure consistent understanding of workforce demands and career and economic development in the region
- Application details academic support and advising of students beginning in middle school and continues throughout high school and community college
  - Application provides evidence of the use of short term or time limited work based learning activities (job shadowing mentorships, field trips etc.)
  - Within the pathway there is a continuum of activities focused on career exploration, awareness, skills, abilities and interest

**Comments:**

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**CRITERION V: ARTICULATION AND COORDINATION**

- Exceeds Expectations
  - Expectations Met
  - Does Not Meet Expectations
- The pathway provides opportunities for stackable credentials: career readiness certificates, industry validated recognized third party certifications, and state licenses or certificates
  - The pathway provides secondary students opportunities to earn postsecondary credit through programs such as Career and College Promise
- The pathway provides individuals opportunities to earn academic and technical certificates, diplomas and degrees
  - Include coordinated, non-duplicative progression of courses that allow for articulated credit, prior learning and is in accordance with existing articulation between institutions

**Comments:**

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**CRITERION VI: WORK BASED LEARNING**

- Exceeds Expectations
- Expectations Met
- Does Not Meet Expectations

- The pathway provides enrollees opportunities to incorporate work based learning into their programs of study
- The business community in the pathway's region is committed to leading the development and implementation of work-based learning opportunities

- The work-based learning program includes in-depth industry tours, shadowing, mentorships, project based learning, service learning, structured volunteer experiences, internships and apprenticeships
- Include coordinated, non-duplicative progression of courses that allow for articulated credit, prior learning and is in accordance with existing articulation between institutions

**Comments:**

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**CRITERION VII: MULTIPLE POINTS OF ENTRY AND EXIT**

- Exceeds Expectations
- Expectations Met
- Does Not Meet Expectations

- Pathway is designed to allow individuals to enter and exit at different points of the pathway without duplicating credit or prior learning
- Pathway includes non-degree training that articulates credit to degree pathways and awards credit for appropriate prior learning experiences, and earned certifications

- The pathway provides special considerations for veterans to demonstrate skills based on prior military experience
- Pathway includes postsecondary registration with Department of Labor's RACC program to offer registered apprenticeship completers a path to complete their postsecondary degree

**Comments:**

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**CRITERION VIII: EVALUATION**

- Exceeds Expectations
- Expectations Met
- Does Not Meet Expectations

- The plan for assessment includes baseline data
- The plan for assessment includes definition of success including goals and timelines

- The plan for assessment includes recurring assessments throughout the pathways development
- The team has designed a mechanism for updating the pathway and associated strategies

**Comments:**

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## RECOMMENDED TO NCWORKS COMMISSION

- Recommended for certification unconditionally
- Recommended for certification on the condition that additional information is provided
- Denied Recommendation for certification at this time

**Comments:**