

Report Offers Direction for Colleges on 'Career Pathways' Approach to Work-Force Development

By [ELYSE ASHBURN](#)

Collaborative plans for helping people advance through the educational system and the ranks of a chosen career -- an approach known as "career pathways" -- work best when incorporated into institutions and organizations through systemic change rather than developed as discrete programs, according to a report released by the nonprofit Workforce Strategy Center on Monday.

The [report](#), "The Career Pathways How-to Guide," lays out a five-step process for working toward that systematic change and highlights community colleges that have made developing career pathways part of their core mission.

Career pathways are designed to increase the pool of educated workers by aligning resources in work-force development, social service, economic development, and education. The approach is increasingly popular among higher-education leaders, particularly those at community colleges.

"There's a lot we can do by using resources more effectively," Julian L. Alssid, the center's executive director, said in an interview on Monday. "This is all about trying to make what we do just that much more relevant."

The center, which is based in New York City, is supported by numerous organizations, including the Ford Foundation and the Annie E. Casey Foundation. The Joyce Foundation supported the center's research for the report released Monday and another report on career pathways released in August ([The Chronicle](#), August 31).

Both reports are available at <http://www.workforcestrategy.org>