



## What It Is

- Pathways are reverse mapped from industry to postsecondary to K-12 to ensure that students develop the skills and competencies they need to succeed in careers.
- Pathways build a skilled talent pipeline for employers by equipping students for jobs in high-wage, in-demand industries with career advancement opportunities.
- Pathways are designed using regional labor market information and employer input to identify growing industries and occupations, as well as the skills and credentials needed for a career in targeted sectors.

## Why It Matters

- Business and industry leaders are facing a talent shortage. Pathways aligned with labor market demand meet workforce needs, leading to state and regional economic growth.
- Alignment with labor market demand ensures that students in pathways gain skills and credentials that lead to family-sustaining careers.

## What It Looks Like

### Regional Labor Market

- Identify and validate in-demand skills, degrees, and credentials through use of labor market information and conversations with industry partners
- Triangulate data sources: TWC labor projections, WDA target occupations, and real-time labor market information



### Postsecondary

- Identify and/or develop postsecondary programs of study that lead to in-demand degrees and credentials
- Explore options for dual credit courses applicable to multiple postsecondary programs of study



### Secondary

- Develop scope and sequence aligned with postsecondary programs of study and regional labor market information
- Embed stackable, industry-recognized credentials
- Incorporate work-based learning and career advising

## Stakeholder Roles

- **Employers** provide input on the competencies, skills, and credentials required to meet their talent needs.
- **Secondary and postsecondary educators** design programs of study aligned with labor market demand.
- **Workforce boards** provide labor market information and analysis.
- **Intermediaries** support the development of a process that engages educators and employers in keeping pathways updated to meet the needs of evolving regional labor markets.

