



A **Smart Start** to your career.



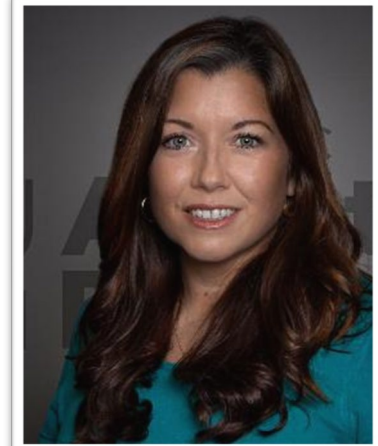
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The Partnership



A **Smart Start** to your career.

*Compass
Pathway
Career Series*



Compass Pathway Series



What it is:

A Bridge between Adult Education (GED) and Career-Entry whether that's into non-credit Workforce training, degree-bearing Career Tech, or an Academic program.

A chance to DO and FEEL and KNOW a little more to aid in career decision-making.

What it is NOT:

The actual skills-building or skilled credential-bearing course such as Emergency Medical Technician, Commercial Truck Driving, or credit programs like Industrial Electronics or Physical Therapy Assistant.

Compass Pathway Series



BACKGROUND 2024-2025

AdultEdLand

✓ HSE success

Measure	PRCC	PRCC %	MS Statewide	MS Statewide %
Total enrollees	582		6,680	
Total HSEs	240	41.2%	2,213	33.1%

✗ Transition into career/workforce skills training

Measure	PRCC	PRCC %	MS Statewide	MS Statewide %
Total IETs	23	4.0%	262	3.9%

Compass Pathway Series



BACKGROUND 2024-2025

WorkforceLand

A Tale of Two Programs

CERTIFIED NURSING ASSISTANT (CNA)

96 hours (3 weeks)

Daytime, In-Person Format

Woodall Center

Certificates/Credentials/Certifications:
CNA, CPR (BLS)

Cost: \$750 plus scrubs

Wages: \$9-\$13/hour



MANUFACTURING SKILLS (BASIC LEVEL COURSE)

96 hours (3 weeks)

Daytime, In-Person Format

Woodall Center

Certificates/Credentials/Certifications:
Pine Belt Works Certificate, First Aid/CPR
(AHA), OSHA 10, Forklift Operator

Cost: \$125

Wages: \$18-\$22/hour

\$?



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BACKGROUND 2024-2025 *WorkforceLand*

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RESEARCHING THE MYSTERY *RealityLand*

2024 PRCC STUDY:

 **EXPLORING
INFLUENCES ON
NONCREDIT
WORKFORCE
TRAINING
PROGRAM
SELECTION**

Participant Demographics

PROGRAM CHARACTERISTICS

Category	Frequency	Relative frequency
Certified Nursing Assistant	3	0.19
Certified Clinical Medical Assistant	3	0.19
Commercial Truck Driving	3	0.19
Electrical Foundations	3	0.19
Emergency Medical Technician	3	0.19
Welding Foundations	1	0.06
		1.00

Category	Frequency	Relative frequency
Day	4	0.25
Hybrid day/online	3	0.19
Night	9	0.56
		1.00

PERSONAL CHARACTERISTICS

Category	Frequency	Relative frequency
18 to 24	4	0.25
25 to 34	6	0.38
35 to 44	4	0.25
45 to 54	2	0.13
		1.00

Category	Frequency	Relative frequency
Asian	1	0.06
Black or African American	6	0.38
Native American	1	0.06
White	8	0.50
		1.00

Category	Frequency	Relative frequency
Female	8	0.5
Male	8	0.5
		1.00

Brown, R. (2025).

*What matters
the most in
workforce
enrollment
decisions?*



Assumption

People are
blank
canvases.



Assumption
Money matters
a lot.



Assumption

People know
how to aim
once they
know the goal.



REALITY

People have
**existing
interests
and experiences.**



REALITY

Family matters,
A LOT.



REALITY

Money still matters...
**eventually,
but less
than other
factors.**



REALITY

People are making a
move,
**But don't always know
where they are in
relation to everywhere
else.**

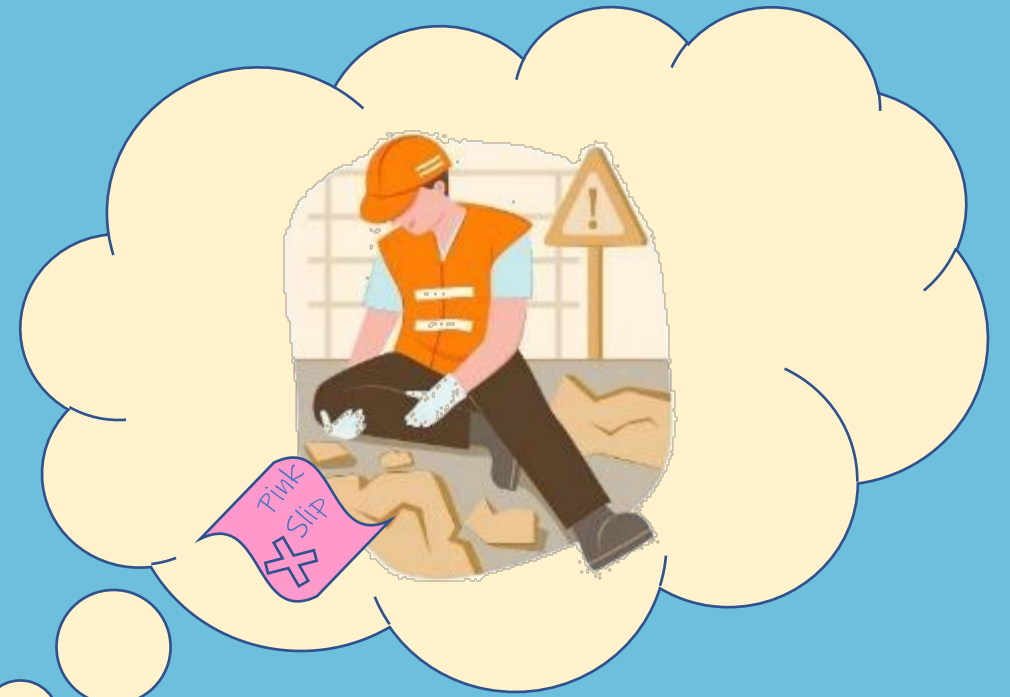




Assumption

People decide based on
what's possible.





REALITY

People decide based on
what they think is
likely for them.

Bandura (1977); Lent, R. W., Brown, S. D.,
& Hackett, G. (1994)

*They don't want
to feel or look...*

nervous
scared
confused
slow
exposed
unqualified
foolish
different
left out
unprepared
uniformed
awkward
ignorant
embarrassed
behind
dumb
stupid
out of my league
judged
clueless

SELF-EFFICACY EXPECTATIONS

How you estimate
your likely
performance level
within a **specific**
domain.



Bandura (1977); Lent, R. W., Brown, S. D.,
& Hackett, G. (1994)



Do It: Performance Accomplishment

I succeeded before, so I think I can again.



"I would adjust the chain on my bike until it was on there right. I learned how to air up my tires, too. I figure it's similar stuff with cars, just bigger, you know?"

See It: Vicarious Modeling

I watched someone I can relate to succeed, so I think I can, too.



"I've just been surrounded by it. My dad had to pick me up from school, but he couldn't just go home after that so I would sit in the shop and watch him work."

Feel It: Physio Affective State

Success in this area evokes strong feelings.



"So I would learn, and while we were working on it, it was getting to spend time with Pop. I loved spending time with him like that."

Hear It: Verbal Persuasion

Someone I trust told me that I can succeed, so I believe I can.



"She's always encouraged me. I was always a hard worker and liked tinkering. She said it was my thing, so I'm doing it."

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Advanced
Manufacturing



Healthcare



Construction



Welding &
Shipbuilding



Heavy
Equipment &
Transportation



Business &
Technology



Utilities &
Broadband

**Occupational
Mapping
Skills**



Build Context

**Entry-Level
Occupational
Skills**



Build Confidence

Goal 1

Mapping Occupation Clusters



Goal 2

Identifying Shared Foundational Skills



competent smart supported calm focused
prepared adept
current encouraged qualified
in line with others wise capable ready
skilled WELL-INFORMED HAPPY
clever confident
resourceful equipped WELCOMED
efficient capable intelligent



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Special thanks to the instructors, counselors, adult ed students, workforce students, industry partners, and state agencies who provided valuable input!