

Framework for Career Pathways Alignment

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In today's rapidly changing job market, the skills required for success are evolving faster than ever before. The most recent Future of Jobs report estimates that 39% of workers' core skills are expected to change by 2030. This shift places immense pressure on higher education institutions to continuously adapt their programs to meet the emerging needs of both employers and learners.

Industry-responsive career pathways require coordinated ecosystems and engaged employers to create seamless, supportive programs for learners of all ages. CORD's Framework for Career Pathways Alignment provides a structured, sustainable approach to developing career pathways that are responsive to workforce demands.

Components of the Framework

The Framework for Career Pathways Alignment's four essential components help local educators:

1 FOSTER ECOSYSTEM

Foster a coordinated ecosystem of industry, K-16, workforce agencies, and community organizations—placing the evolving skill and personal support needs of a community's learners front and center.

4 SUPPORT COMPLETION

Remove barriers and surround students with holistic support—providing credit for prior learning, course schedules and delivery modes that accommodate the needs of working adults, and efficient program design that accelerates credential attainment.



2 ENGAGE EMPLOYERS

Collaborate with industry through the proven BILT model of co-leadership. Understand market conditions, gather workforce intelligence, and design industry-responsive programs with an annual cycle of feedback that drives innovation.

3 DESIGN CAREER PATHWAYS

Create and align seamless pathways of stackable credentials, giving learners of all ages and skill levels a lifetime of practical building blocks for in-demand skills, employment opportunities, and career advancement.

Implementing the Framework

CORD is by your side every step of the way, helping you implement the Framework through a structured process and toolbox of comprehensive solutions.



Benefits of the Framework

Adopting the Framework for Career Pathways Alignment offers numerous benefits:

- **Enhanced Flexibility for Students:** Pathways embedded with stackable credentials enable students to balance work, family demands, and further education.
- **Alignment with Industry Needs:** Ongoing employer engagement ensures that pathways meet current and future workforce demands.
- **Increased Credential Attainment:** The framework supports incremental upskilling and credential attainment.
- **Sustainable Innovation:** A structured approach to pathway development fosters continuous innovation and responsiveness to industry trends.

By leveraging CORD's Framework for Career Pathways Alignment, community colleges and their education partners can create robust, industry-informed pathways that empower learners and drive economic growth.

Learn more about the Framework:



Get Started

Schedule a free strategy session today to discuss your local needs and explore the possibilities.



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