



## Clear Policies to Career Pathways

Ideal System Components	Current Status	Projected Status
<p><b>Recognizes competence.</b> Acknowledges that there are multiple pathways to competence: certificate-based training, academic coursework, life experience and work experience.</p>		
<p><b>Rewards competence.</b> Provides guidelines and financial incentives to employers that reward competence with increased responsibility, compensation and work incentives.</p>		
<p><b>Requires competence.</b> Has standards of workforce quality, and includes efforts to support, sustain and prepare youth workers.</p>		
<p><b>Redefines competence.</b> Provide guidelines that describe position levels by responsibility and connection to direct service; qualifications required, including experience, education and certification; knowledge expected; and advancement options, or how to move through and/or up the lattice.</p>		



**For More Information on Career Pathways contact:**  
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<b>Ideal System Components</b>	<b>Current Status</b>	<b>Projected Status</b>
<p><b>Reflects the perspectives of all stakeholders.</b> Regularly seeks the input of workers, employers, youth, parents, community and funders in building, implementing and reviewing professional development and workforce systems.</p>		
<p><b>Relies on the use of public and private dollars.</b> Ensures the sustainability and scale of the system by leveraging private dollars and linking the system to public funding sources to ensure the creation of a diversified funding base.</p>		
<p><b>Reaches all youth workers.</b> Has the authority to address the needs of all youth workers – full-time and part-time, across age groups and settings.</p>		



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