### The Traditional Workforce Development Continuum

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How well does this serve the ITS field being continuously redefined by emerging technologies, competencies, certifications, and new positions?
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Understanding the Continuum in 2019: New Tools and Processes

- Priming
- Attracting
- Preparing
- Recruiting
- Retaining
- Continuous Professional Development
The New Mobility Workforce Development Continuum

K-12 (STEM & CTE) - Priming
- More than Curriculum
- Programming that introduces students to the field and inspires further interest

Attracting - Converting interest to pursuit
- Understanding of type of work and job/career opportunity & competencies required

Preparing - Curriculum
- Certifications
- Competencies
- Experiential Learning
- Career Readiness

Recruiting - Success is built through clear messaging and active partnering in education and training

Retaining - Retention strategies are grounded in supporting career development and continuous learning

Post-Secondary: CTE & Training, Certificates, Technical & Community Colleges

Post-Secondary: University

Professional Development Employer-based; partnerships with educational institutions; individuals re-tooling

Continuous Professional Development - making best use of all tools available for employee career development
People making up the workforce do not follow a linear path

Employment

K-12 (STEM & CTE) → Post-Secondary: CTE & Training, Certificates, Technical & Community Colleges → Post-Secondary: University → Professional Development

Workers leaving field
NNTW-ITS PCB Cooperative Program

Initiatives to be advanced:

• Creating an Academic Community of Practice to advance ITS PCB workshop action items

• Reviewing and updating the ITS PCB Case Studies and adding to them for use in the classroom

• Creating ITS Career Path Profiles and Project Case Studies