



You Can Get There from Here; Pathways to Education After High School

WILL BEGIN IN A MOMENT

While you wait...

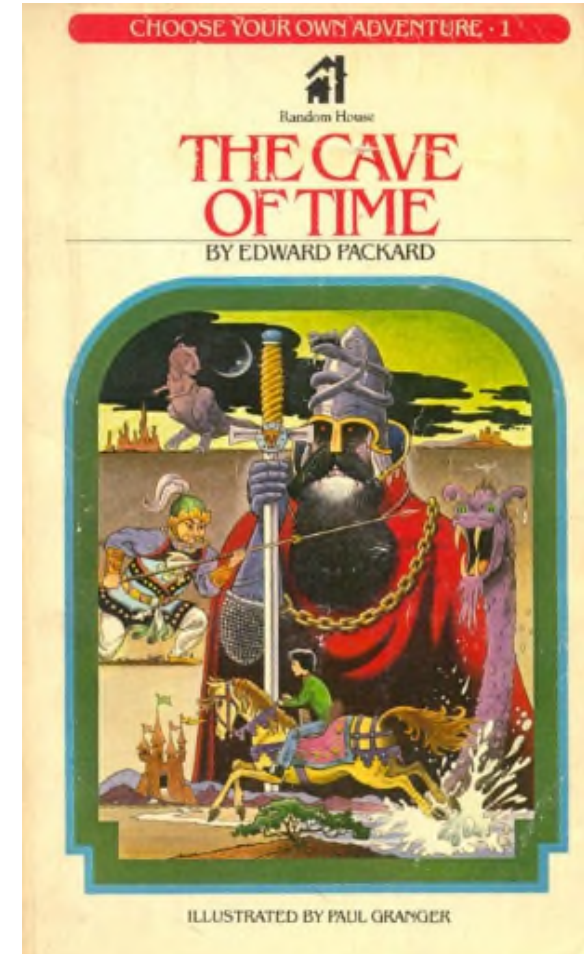
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- The Changing(ed?) Landscape
- In-demand Careers
- Pathways and Credentials
- Making the Plan
- Closing/ Q&A



Forbes

CNN BUSINESS Markets Tech Media Success Perspectives Videos

BUSINESS > Posted March 16, 2021 | Updated March 16, 2021

Crisis far from over for Maine women suffering prolonged unemployment



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NPR SHOP

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NEWS CULTURE MUSIC PODCASTS & SHOWS SEARCH



- Is working from home the new normal?
- How to re-enter the workforce with pandemic-related gaps in resume
- Five tips to look more professional on a video conference
- What some companies are doing to establish WFH balance
- Working from home: How to cope emotionally

The pandemic forced a massive remote-work experiment. Now comes the hard part

EDUCATION

College enrollment plummeted during the pandemic. This fall, it's even worse

October 26, 2021 - 5:07 AM ET
Heard on Morning Edition

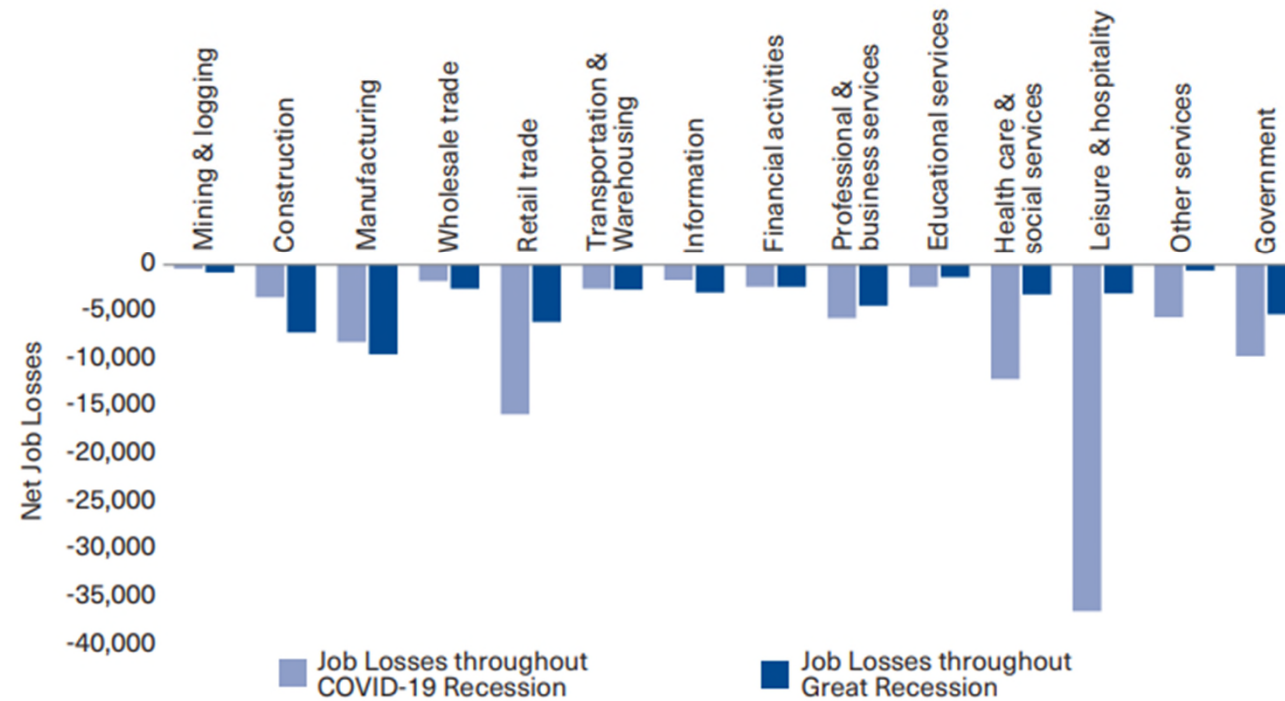
ELISSA NADWORNY

1-Minute Listen

+ PLAYLIST



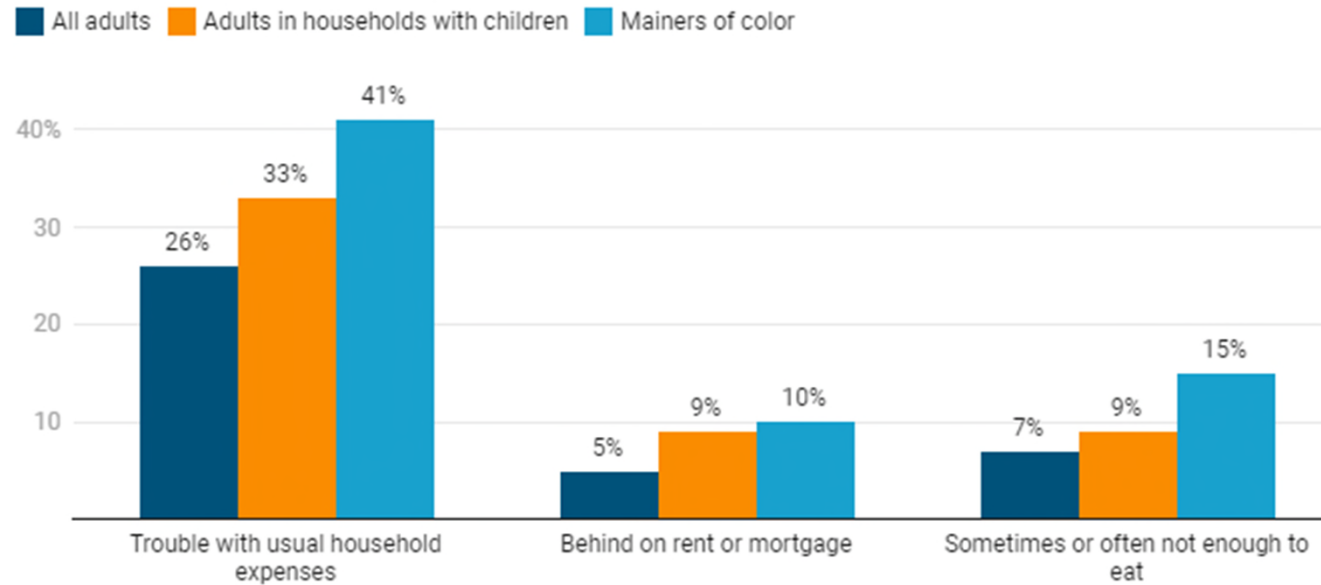
FIGURE 2: Net Job Losses by Sector in Maine in Last Two Recessions



Source: Maine Department of Labor, Center for Workforce Research and Information, Current Employment Statistics.

<https://www.maine.gov/labor/cwri/ces.html>

Figure 6: Despite expanded safety net, economic hardship persisted for some Mainers

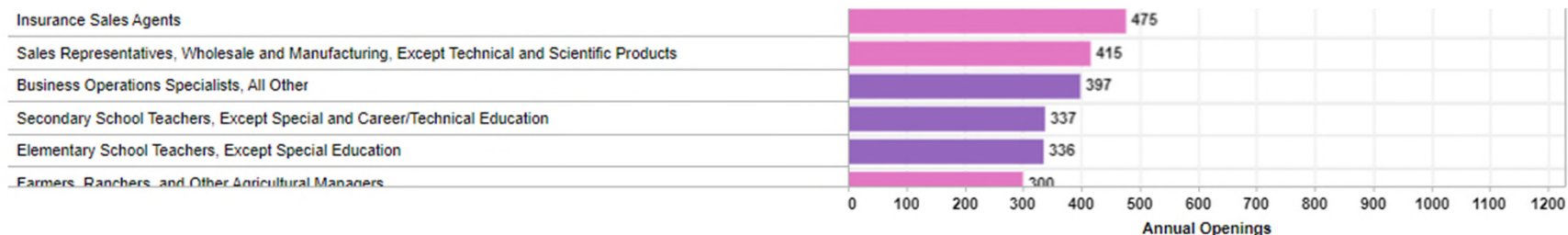
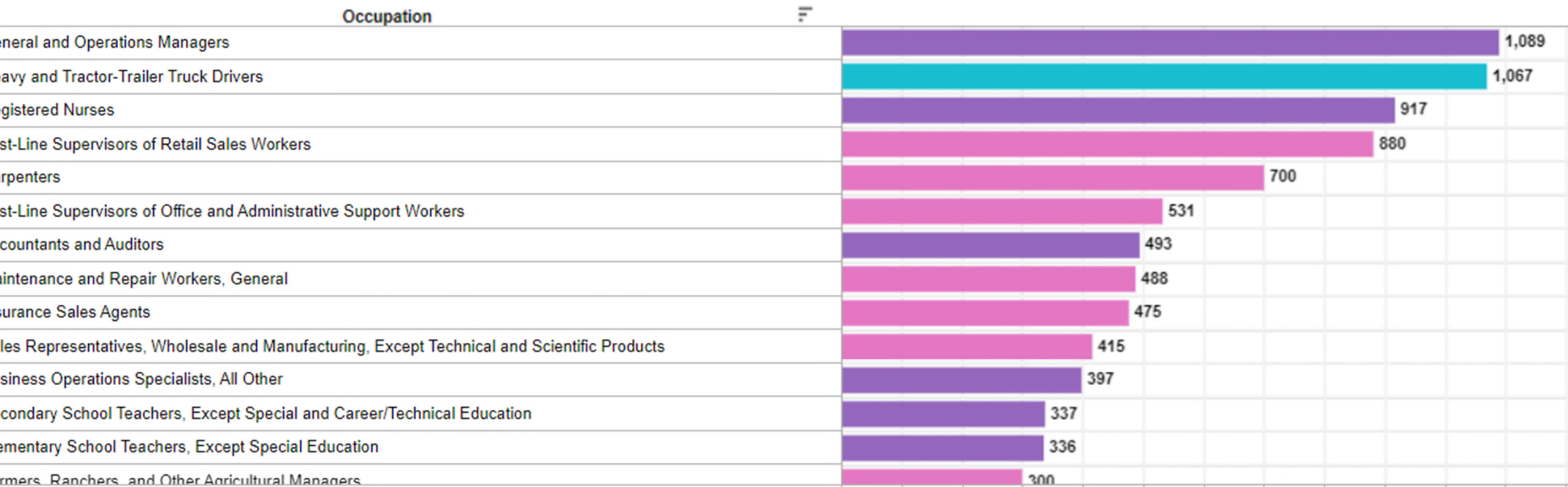


Source: MECEP analysis of US Census Bureau, Household Pulse microdata, weeks 13-36 (August 30 2020-August 30, 2021) • [Get the data](#) • Created with [Datawrapper](#)

- Somehow approaching year **THREE** of a pandemic
- College enrollment dropped
- Significant time working & schooling from **home**
- She-cession & “the great resignation”
- High inflation

**The world as we know it has permanently changed,
while also continuing to evolve and change**

How do we have the future-planning conversation within this current landscape?



10 FASTEST GROWING JOBS IN MAINE

By [Chris Kolmar](#) - May. 17, 2019

Six out of ten on this list are
healthcare related!

Nearly all require some kind of
training beyond high school

1. [Nurse Practitioner Jobs \(Overview\)](#)
2. [Physician Assistant Jobs \(Overview\)](#)
3. [Physical Therapist Jobs \(Overview\)](#)
4. [Software Developer Jobs \(Overview\)](#)
5. [Taxi Driver Jobs \(Overview\)](#)
6. [Business Analyst Jobs \(Overview\)](#)
7. [Occupational Therapist Jobs \(Overview\)](#)
8. [Home Health Aid Jobs \(Overview\)](#)
9. [Mechanic Jobs \(Overview\)](#)
10. [Registered Nurse Jobs \(Overview\)](#)

- Consider: both demand and availability **vary** by region
- Many employers offering hiring **incentives**
- There are a record number of job openings

BUT/AND

- People are holding out for jobs with better wages
- Most openings require some kind of post-secondary training

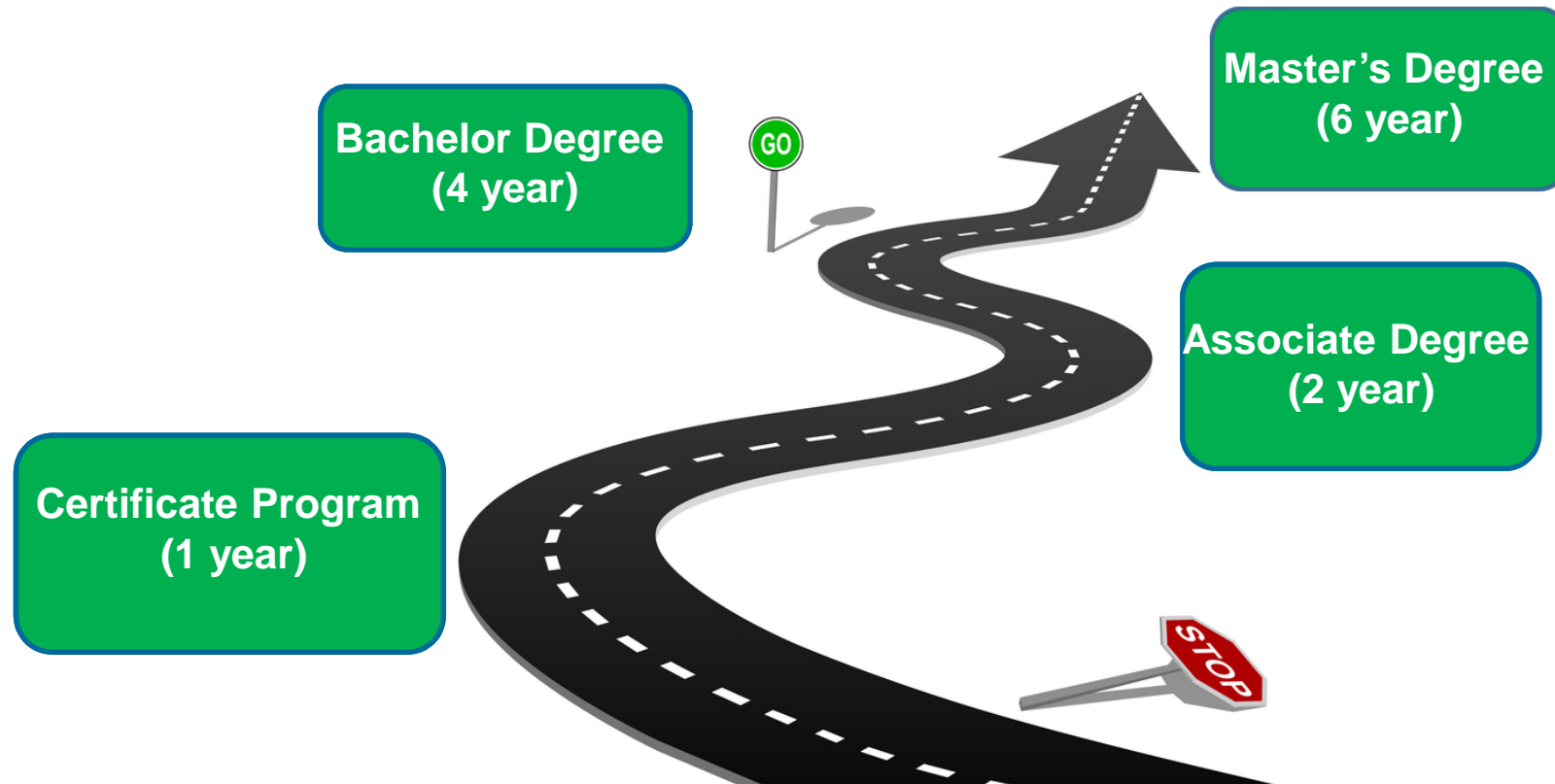
- Identify entry-point to career
 - Post-secondary education/training **OR**
 - Workforce
- Examine current trends in workforce
- Consider holistic approach
 - Short & long term goals
 - Barriers?
- There is no one-size-fits-all plan



Post-Secondary Education



For many, education is not a straight line; it meanders



- Trade programs of **1 year** or less
- Associates degrees or Certificates earned in **2-4 years**
- Bachelor's degrees in **4-6 years**

OR



- The **1+1 +2 punch**: Certificate, plus 1 year to earn Associates, plus 2 years to earn Bachelor's



- The **2+2 combo** move: 2 years community college, 2 years at four-year institution



- **Back to back** knock-out or with years in-between

- For some people, community college is viewed as a “lesser” option
- Make the case for community college
 - Multiple locations; **7** campuses state-wide
 - **Affordable**; take core courses here to save \$\$
 - **Transferrable** into 4 year institutions
 - Wide program options, including **skilled trades** that lead directly to good jobs
 - Many **FREE** offerings



FLEXIBLE NO COST TRAINING

(Serving dislocated, unemployed, and underemployed Maine residents)

Each Student is allowed to enroll into one training only.

There are additional low- or no-cost short-term workforce training programs available at each college, from professional development to courses such as commercial driver's license, medical assisting, manufacturing technician training and more: [CMCC](#), [EMCC](#), [KVCC](#), [NMCC](#), [SMCC](#), [WCCC](#), and [YCCC](#).

College	Training	Start Date	End Date	Course Information Link	Registration Link	Contact Name	Contact Email	Contact Phone
CMCC (Auburn)	CompTIA A+ *Harold Alfond Training	January 18, 2022	April 5, 2022	Course Information	Registration Link	Barry Magda	workforcedevelopment@cmcc.edu	(207) 755-5280
CMCC (Auburn)	CompTIA A+ *Harold Alfond Training	April 20, 2022	June 22, 2022	Course Information	Registration Link	Barry Magda	workforcedevelopment@cmcc.edu	(207) 755-5280
CMCC (Auburn)	CompTIA A+ *Harold Alfond Training	July 12, 2022	September 15, 2022	Course Information	Registration Link	Barry Magda	workforcedevelopment@cmcc.edu	(207) 755-5280
EMCC (East-Millinocket)	CNA	January 18, 2022	April 8, 2021			Deb Rountree	drountree@emcc.edu	(207) 746-5741
KVCC (Fairfield)	CNA	January 17, 2022	June 2022			Elizabeth Fortin	efortin@kvcc.me.edu	(207) 453-5858
SMCC (South Portland/Brunswick)	Amazon Web Services Training *Harold Alfond Training	Contact for dates		Course Information		Brenda Downey	workforceregistration@smccme.edu	(207) 741-5955
SMCC (South Portland/Brunswick)	Customer Service Consultant Online Training	Contact for dates		Course Information		Brenda Downey	workforceregistration@smccme.edu	(207) 741-5955
SMCC (South Portland/Brunswick)	Manufacturing Technician Training for BIW	Course runs every three weeks		Course Information		Brenda Downey	workforceregistration@smccme.edu	(207) 741-5955
SMCC (South Portland/Brunswick)	Marine Design Training for BIW	Contact for dates		Course Information		Brenda Downey	workforceregistration@smccme.edu	(207) 741-5955
SMCC (South Portland/Brunswick)	Medical Assistant Apprenticeship Opportunity	Course starts in September 2021		Course Information		Brenda Downey	workforceregistration@smccme.edu	(207) 741-5955
SMCC (South Portland/Brunswick)	NorDX Phlebotomy School	Rolling Courses		Course Information		Brenda Downey	workforceregistration@smccme.edu	(207) 741-5955
SMCC (South Portland/Brunswick)	Welding Academy for BIW	Course runs every three weeks		Course Information		Brenda Downey	workforceregistration@smccme.edu	(207) 741-5955

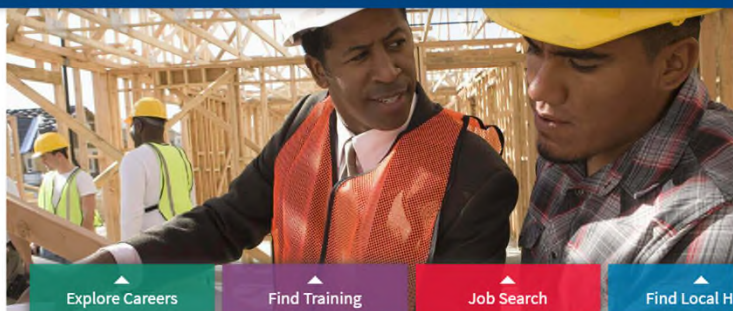
- Benefits to **college pathway**:
 - Direct line to credential of value
 - Many program options, internships, etc.
 - College life experience
 - Financial aid exists to help pay
 - More likely to get better paying job





- Encourage goal-setting
- Identify & highlight **skillsets**
- Help them create a resume
- **Research** career pathways based on level of education, demand, etc.
- Identify employers offering **tuition assistance** and/or PD





Explore Careers Find Training Job Search Find Local Help

Resources for

Find career, training and job search resources just for you.

Career Changer	Military and Veterans	Laid-off Worker	Worker with a Criminal Conviction	Businesses
Entry-level Worker	Older Worker	Young Adult	Workers with Disabilities	Career Advisor
Credential Seeker	Self-employment			

People starting in this career usually have:

- Master's degree
- No work experience
- No on-the-job training

Programs that can prepare you:

- [Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other](#)
- [Family Practice Nurse/Nursing](#)
- [Nursing Practice](#)
- [Pediatric Nurse/Nursing](#)
- [Women's Health Nurse/Nursing](#)

[More programs](#)

Certifications: show your skills

Let employers know you have the skills to do well at this job.

Earning a **certification** can help you:

- Get a job
- Get a promotion

[Find certifications](#)

Licenses: do you need one?

Some states require an **occupational license** to work in this career.

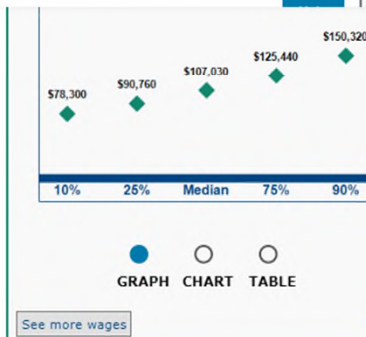
[Find license details for your state](#)

Apprenticeships: learn on the job

Apprenticeships combine paid on-the-job-training with classroom lessons.

[Find apprenticeship opportunities](#)

Activities: what you might do in a day

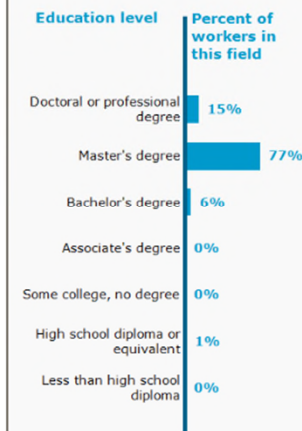


GRAPH CHART TABLE

[See more wages](#)

Typical education

How much education do most people in this career have?



[Find local training](#)

Research Careers

New Search

Show More

?

Nurse Practitioners

Description: what do they do?

Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have earned graduate education.

known as:

Family Health Care Nurse Practitioner, Nurse Practitioner, Family Nurse Practitioner, Pediatric Nurse Practitioner, Gerontology Nurse Practitioner, Advanced Practice Registered Nurse (APRN), Nurse Practitioner, Adult, Family e Certified Advanced Registered Nurse Practitioner, Nurse Practitioner, Acute Care Nurse Practitioner

Estimated employment

United States

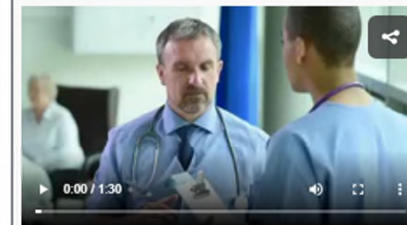
189,100
2018 Employment

242,400
2028 Employment

28%
Percent change

16,900
Annual projected job openings

Career video



[View transcript](#)

Outlook: will there be jobs?



New job opportunities are **very likely** in the future.

This occupation is:

- Expected to grow much faster than average

[Find job openings](#)

FAST FOOD WORKER CAREER PATHS



Illustrate possible career trajectories & explain **credentials required** to get to next level.

- Preparation & training
 - Career Centers
 - Adult Education
- What field are they in/is their goal?
 - Interests assessment
 - Transferrable skills discussion
- Pay & **benefits**
 - Earnings potential w/ advancement and **additional credentials**
 - Health insurance
 - Tuition assistance/reimbursement





Tuition Assistance



- **Self-directed** skill-building
 - Micro-credentials
 - Adult education
- Small business development/**entrepreneurship**
 - Possible “family business”
- Some from columns A, B & C

Micro-Credentials & digital badging

Micro-credentialing is the process of earning a **micro-credential**, which are like mini-degrees or certifications in a specific topic area. They can either be broad, such as 'Machine Learning,' or specific, like 'Using Data to Differentiate Instruction for ELL Students'



Digital Badges | HASTAC
hastac.org



Open Badges
awredible.com



digital badges ...
eschoolnews.com



Engagement More Fun With Digital Badges ...
associationnew.com



New - Digital Badges — Portfolio ...
portfoliostudio.com



A Comprehensive Guide To ...
awarningindustry.com



AITD | About digital badges
aitd.com.au



Open digital badges
blog.cornell.edu



AITD | Use digital badges
aitd.com.au



Digital Badges and Academic ...
wireded.com



Digital Badges: Where are they Going?
info.xivivier.com



Digital Badges in Higher Education ...
eric.org



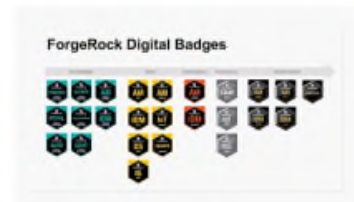
Digital Badges by Jennifer Maiale
halkudeck.com



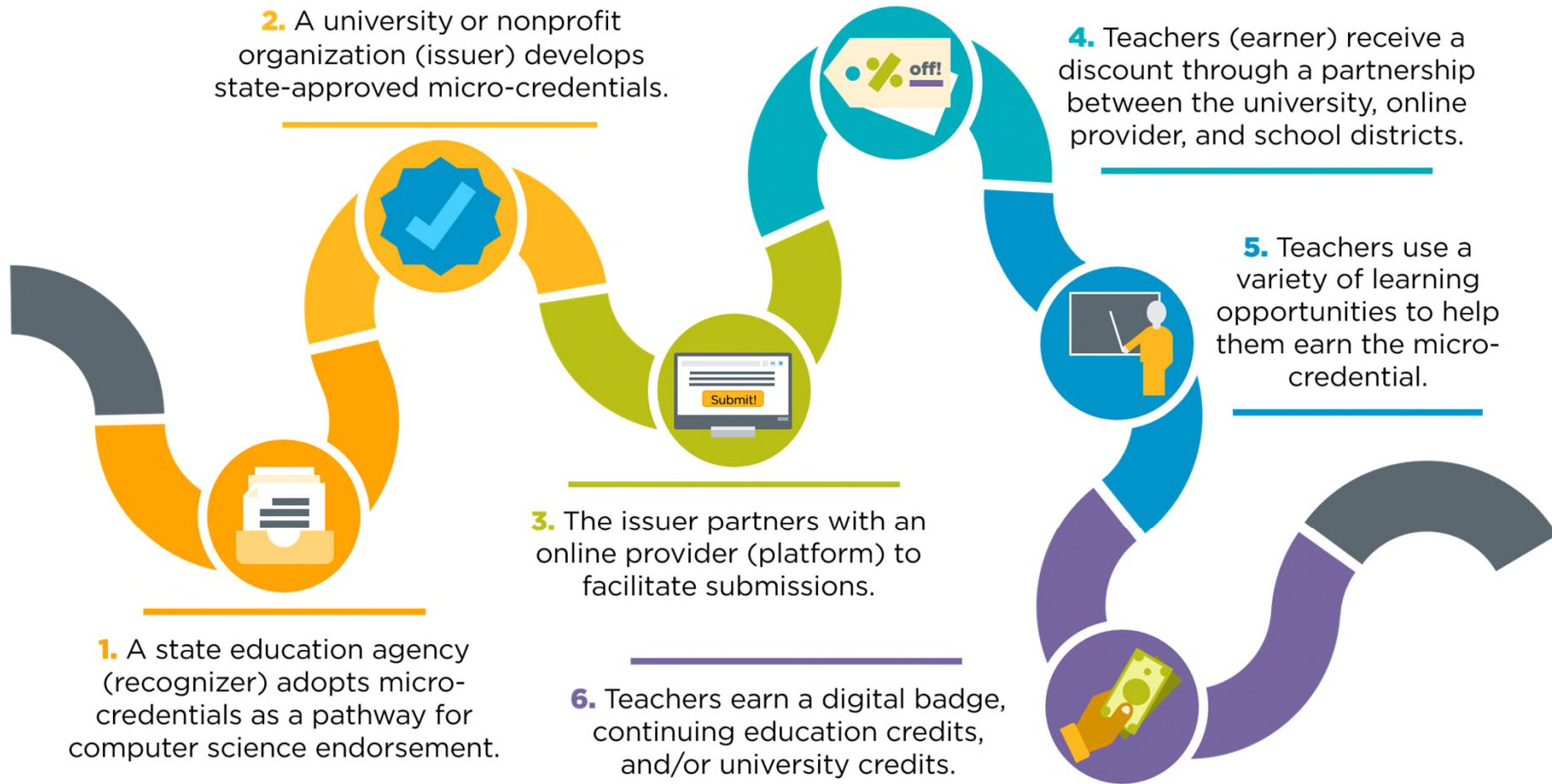
Digital Badges | Integration Innovation
kenset.worldpress.com



Badging free content at The OU ...
open.ac.uk



ForgeRock Digital Badges - Signposts to ...
forgerock.com



- Most industries have their own professional certificates and credentials

Accounting and finance [\[edit \]](#)

Name	Post-nominal	Agency
Certificate in Investment Performance Measurement ^[1]	CIPM	CFA Institute
Chartered Financial Analyst ^[2]	CFA	
Chartered Business Valuator ^[3]	CBV	CBV Institute
Chartered Market Technician ^[4]	CMT	Market Technicians Association
Chartered Alternative Investment Analyst	CAIA	Chartered Alternative Investment Analyst Association
Chartered Management Consultant	ChMC	Chartered Institute of Management Consultants
Chartered Global Management Accountant	CGMA	American Institute of CPAs and Chartered Institute of Management Accountants
Certified Accounts Payable Associate	CAPA	The Institute of Financial Operations
Certified Accounts Payable Professional	CAPP	
Certified Public Accountant	CPA	American Institute of CPAs and Chartered Institute of Management Accountants
Certified Financial Planner	CFP	Certified Financial Planner Board of Standards

Human resources professions [\[edit \]](#)

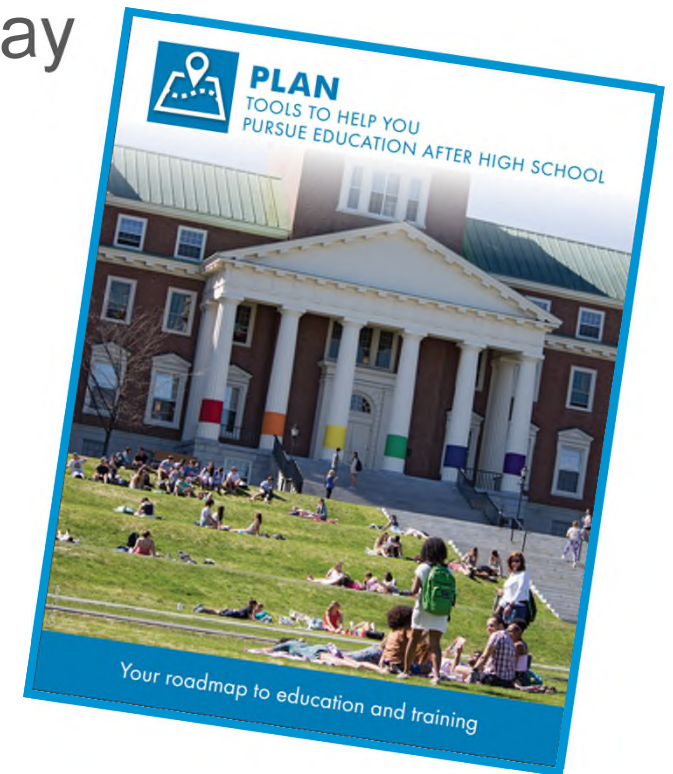
Name	Post-nominal
SHRM Certified Professional	SHRM-CP
SHRM Senior Certified Professional	SHRM-SCP
Certified Benefits Professional	CBP
Certified Compensation Professional	CCP
Global Remuneration Professional	GRP
Associate Professional in Human Resources	aPHR
Professional in Human Resources	PHR
Professional in Human Resources – California	PHRca
Senior Professional in Human Resources	SPHR
Global Professional in Human Resources	GPHR
Certified Employee Benefits Specialist	CEBS
Group Benefits Associate	GBA
Compensation Management Specialist	CMS
Retirement Plans Associate	RPA
Certification in Volunteer Administration	CVA
Certified in Conflict Manager	CCM

Hospitality, tourism and recreation [\[edit \]](#)

Name	Post-nominal	Agency
Designated Aquatics Professional	AqP	Association of Aquatic Professionals
Certified Meeting Professional	CMP	Convention Industry Council
Certified in Exhibition Management	CEM	International Association of Exhibitions and Events
Certified Hospitality Digital Marketer	CHDM	Hospitality Sales and Marketing International
Certified Revenue Management Executive	CRME	Hospitality Sales and Marketing International
Certified in Hospitality Business Acumen	CHBA	Hospitality Sales and Marketing International
Certified in Hospitality Sales Competences	CHSC	Hospitality Sales and Marketing International
Certified Hospitality Sales Executive	CHSE	Hospitality Sales and Marketing International
Certified Guest Service Professional	CGSP	American Hotel & Lodging Association Educational Institute
Certified Hospitality Administrator	CHA	American Hotel & Lodging Association Educational Institute
Certified Hospitality Educator	CHE	American Hotel & Lodging Association Educational Institute
Certified Hospitality Instructor	CHI	American Hotel & Lodging Association Educational Institute
Certified Room Division Executive	CRDE	American Hotel & Lodging Association Educational Institute
Certified Hospitality Revenue Manager	CHRM	American Hotel & Lodging Association Educational Institute
Certified Lodging Security Director	CLSD	American Hotel & Lodging Association Educational Institute
Certified Interpretive Guide	CIG	National Association for Interpretation
Certified Park & Recreation Professional	CPRP	National Recreation & Park Association
Certified Park & Recreation Executive	CPRE	National Recreation & Park Association
Certified Playground Safety Inspector	CPSI	National Recreation & Park Association
Certified Youth Sports Administrator	CYSA	National Association of Youth Sports
Certified Wedding and Event Planner	CWEP	The Wedding Planning Institute, a division of Lovegeivity
Certified Wedding Planner	CWP	The Bridal Society
Master Sommelier	MS	The Court of Master Sommeliers

- Benefits to **career pathway**:
 - Work while earning credential to help pay for it (reduce debt)
 - Potential for employer tuition assistance/scholarships
 - Stackable professional micro-credentials
 - Real-life work experience that can translate into a career

- Help students identify **goals** (Short AND long-term)
 - Career goals are often easier for folks to pinpoint
- Using goals, 'reverse engineer' educational pathway required/desired
- **Map** it out- literally
 - Paper, electronic
 - Smaller, SMART goals



- Make sure a **financial plan** is part of the process
 - Visit [FAME Financial Wellness](#) page
- Consider **semantics**
 - Are you always saying “college?”
 - Instead of “what do you want to do” consider: Let’s figure out a plan for your future!”
- Remind students to reevaluate periodically- plans change!
- **Celebrate** small victories

- There's no wrong way to earn a credential of value
 - Help students find a way that works for them
- Encourage making a plan that includes school AND work
- Explore pathways; start with “what’s your long-term goal and where can you start?”
- Consider family circumstances (i.e. pandemic impact)
- Encourage students to make use of resources



Thank you for joining us today! Find more FREE resources and information at FAMEmaine.com/education.

Follow us:



Contact: education@FAMEmaine.com

PH: 207-623-3263 or 800-228-3734 **TTY:** 207-626-2717