**Year-to-Career Initiative.** As we continue moving through our 5-phase design process, we are making connections between existing program curriculum and the technical and durable skills local employers are seeking in both career-ready and trainable talent. We have one foot in the understand phase and the other in design, continuing to assess the current landscape while engaging employers and mapping curriculum for our micro-pathway programs.

**Understand Phase**

Learn + collaborate with micro-pathway practitioners, and kick-off the cohort

Tools + touchpoints:
- Micro-pathway model presentations
- Community of Practice Resources
- Learner Engagement Framework

**Design Phase**

Deep dive into employer needs, institutional processes and micro-pathway models

Tools + touchpoints:
- Design sessions
- Employer skills profile sessions
- Model deep dives
- Baseline + Post Program Surveys
- Credential Engine Mapping

**Building Capacity: A System Level Approach**

To streamline our micro-pathway design and implementation, we are honing in on some critical elements:

- Standard Curriculum + Language
- Common Admissions Process
- Marketing Strategy
- Program Stackability + Transfer Articulation

**VISION** Our Guiding Star

The shared vision for our Year-to-Career micro-pathway work is to collaboratively design and market pathways to increase the value of career-connected, workforce education and training across the state of Montana by streamlining our ability to connect our students to pathways that lead to industry recognized credentials that result in sustainable wage jobs.

**Year-to-Career in the News**

Rural ed’s existential crisis: Can it keep up?

Montana Higher Education Tries to Keep up With Changing Workforce Needs

Switching Careers, and Curricula, in Rural Montana