Career pathways are connected, transparent, high-quality education and training programs and services that offer multiple, successive entry and exit points, allowing individuals to advance their education and employment goals over time.

Education and training programs align with the skill needs of the State or regional economy and may include:

- Apprenticeships
- On the Job Training (OJT)
- Industry recognized credentials (e.g., AWS, CNA)
- Credit certificates and degrees (e.g., Career Pathway certificates, certificates of completion, AAS degrees, Credit for Prior Learning)
- Non-credit training and certificates (e.g., Adult Education and Literacy Programs, Badges, Customized Training)