The background of the slide is a photograph of the Arkansas State Capitol building. The building is a large, classical-style structure with a prominent white dome topped with a golden spire. The facade features a series of tall, white columns. In front of the building, there are several flags on poles, including the American flag and the Arkansas state flag. The sky is blue with scattered white clouds. The overall scene is bright and clear.

Arkansas Career Pathways Initiative

State Agency Partnership
Department of Higher Education, Administrator
Department of Workforce Services, Funder

**DWS Joint Managers Meeting
September 17-18, 2015**

Objective:

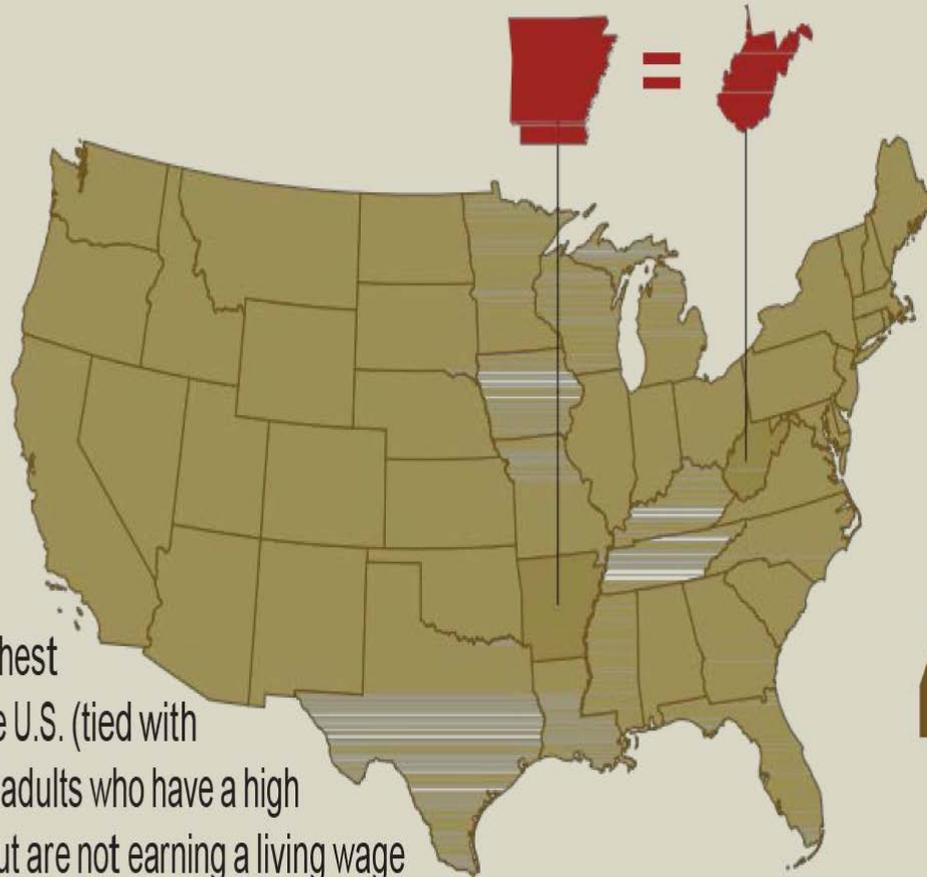
This session will provide meeting participants with:

- *Career Pathways Initiative Framework.*
- *Services are not duplicated but aligned with other agencies.*
- *Educational Pathways.*
- *Partnerships are essential.*

46TH

Arkansas ranks 46th in the U.S. for percentage of adults with an associate's degree

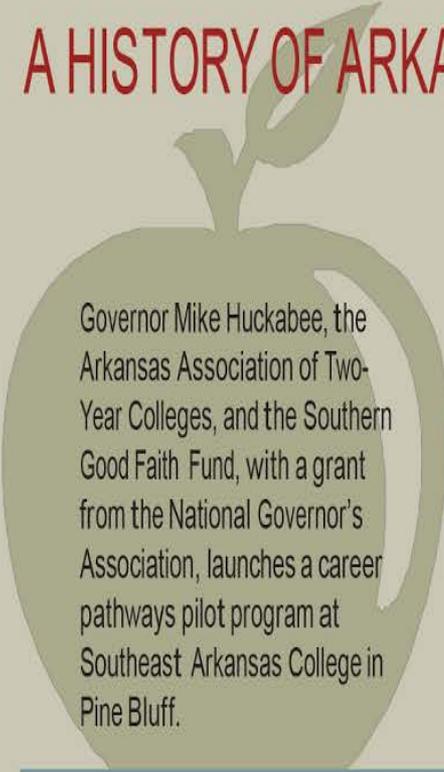
Arkansas has highest percentage in the U.S. (tied with West Virginia) of adults who have a high school diploma but are not earning a living wage



49TH

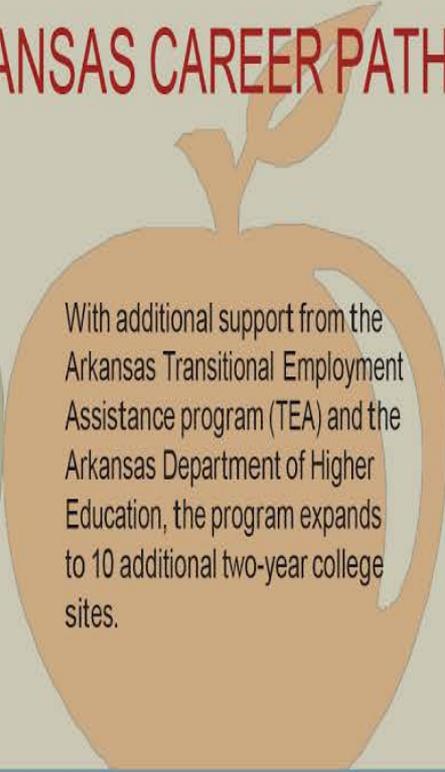
Arkansas ranks 49th in the U.S. for percentage of adults with a bachelor's degree

A HISTORY OF ARKANSAS CAREER PATHWAYS



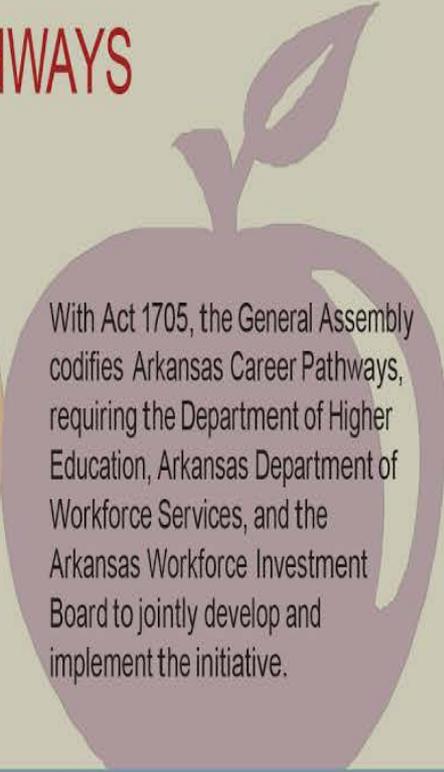
Governor Mike Huckabee, the Arkansas Association of Two-Year Colleges, and the Southern Good Faith Fund, with a grant from the National Governor's Association, launches a career pathways pilot program at Southeast Arkansas College in Pine Bluff.

2003



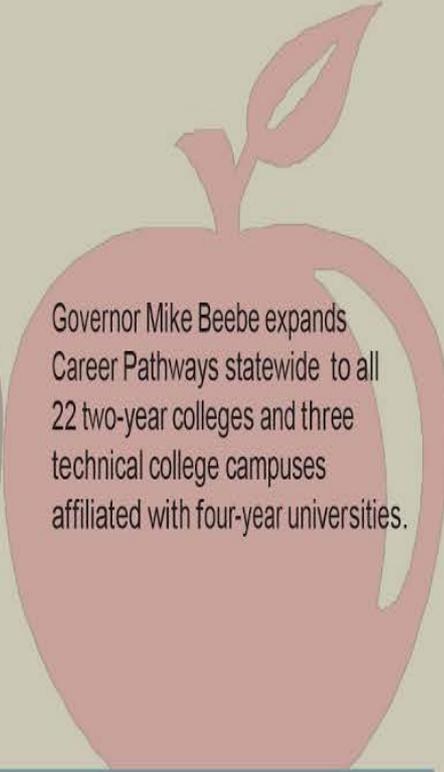
With additional support from the Arkansas Transitional Employment Assistance program (TEA) and the Arkansas Department of Higher Education, the program expands to 10 additional two-year college sites.

2004



With Act 1705, the General Assembly codifies Arkansas Career Pathways, requiring the Department of Higher Education, Arkansas Department of Workforce Services, and the Arkansas Workforce Investment Board to jointly develop and implement the initiative.

2005



Governor Mike Beebe expands Career Pathways statewide to all 22 two-year colleges and three technical college campuses affiliated with four-year universities.

2007

CAREER PATHWAYS TARGETS

A target icon consisting of three concentric circles: a small red inner circle, a yellow middle ring, and a blue outer ring.

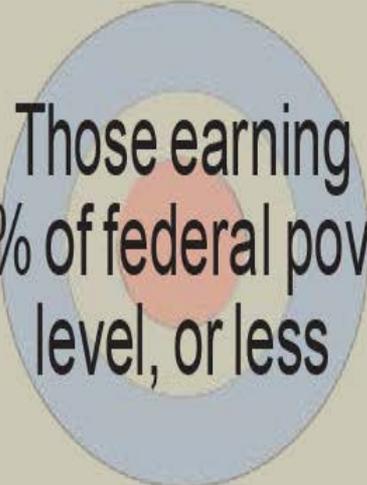
Adult parent or
caretaker of children
under the age of 21

A target icon consisting of three concentric circles: a small red inner circle, a yellow middle ring, and a blue outer ring.

Current or former recipient
of Transitional Employment
Assistance (TEA)

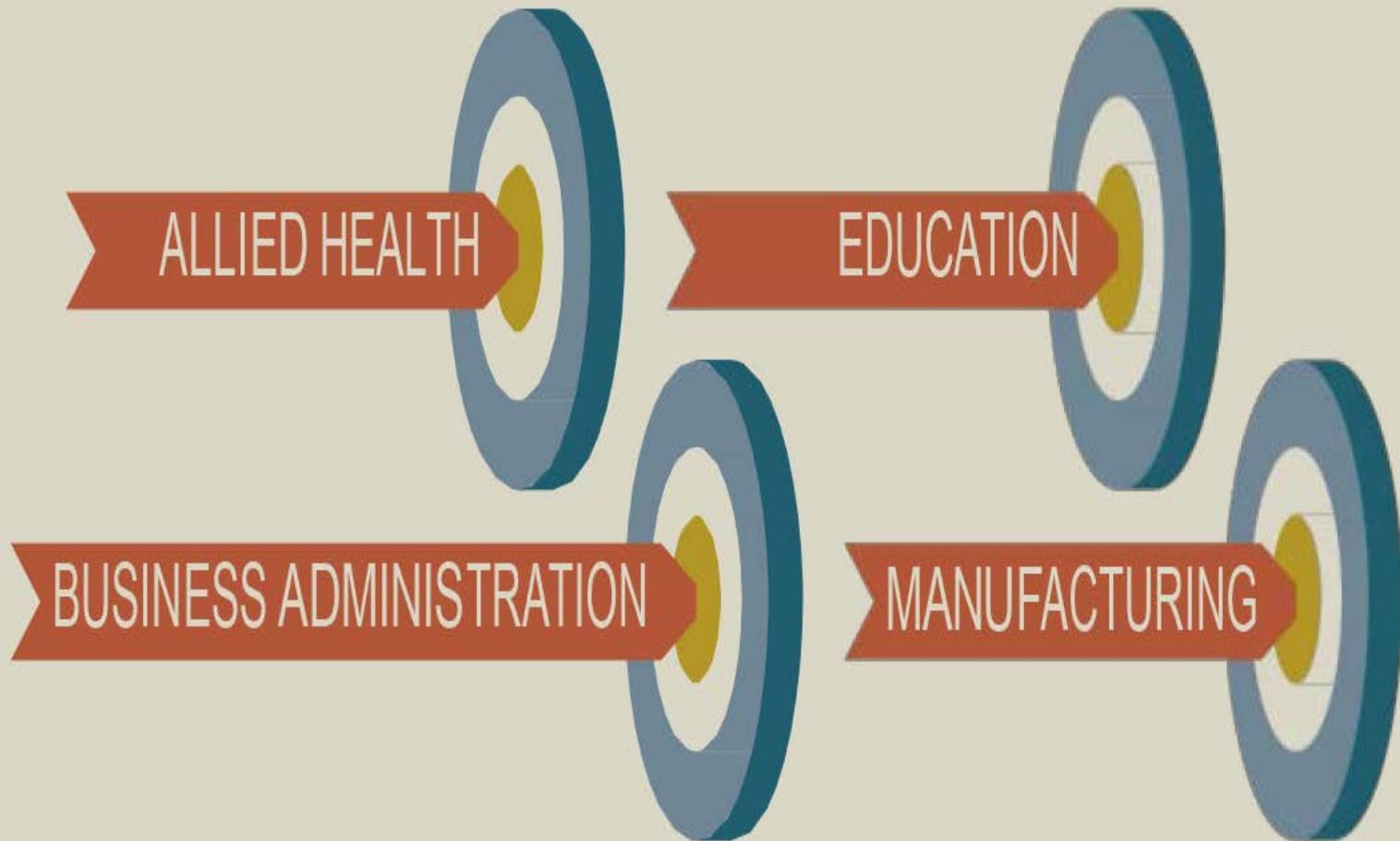
A target icon consisting of three concentric circles: a small red inner circle, a yellow middle ring, and a blue outer ring.

Current recipient of
Food Stamps, ARKids
First, or Medicaid

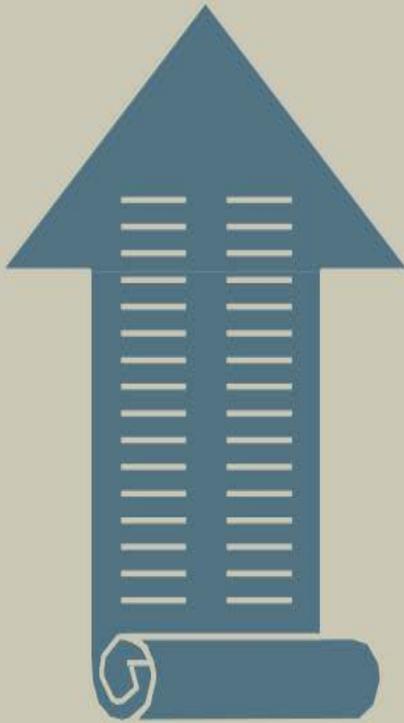
A target icon consisting of three concentric circles: a small red inner circle, a yellow middle ring, and a blue outer ring.

Those earning
250% of federal poverty
level, or less

TARGET CAREER FIELDS



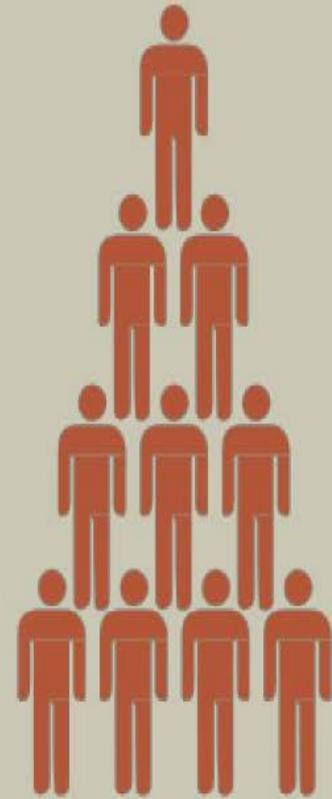
THE GOAL



Increase enrollment
in post-secondary programs



Increase degree and
certification degrees



Increase job attainment
and job retention

STUDENT DEMOGRAPHICS



Female



Average
Student Age



Caucasian



African-
American

CAREER PATHWAYS ENROLLMENT GROWTH



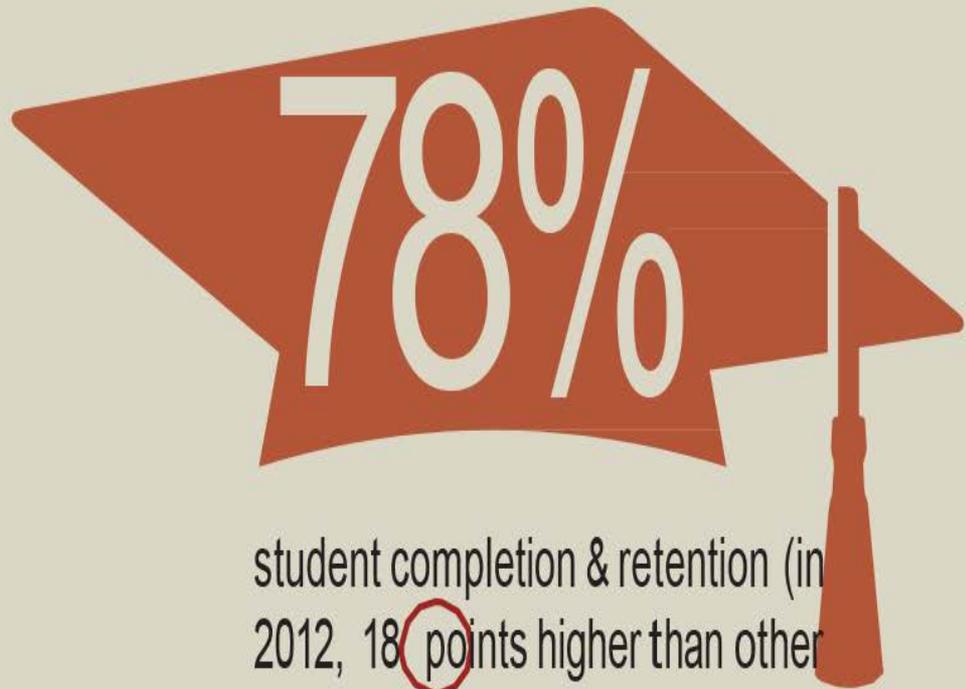
SUCCESS

29,000

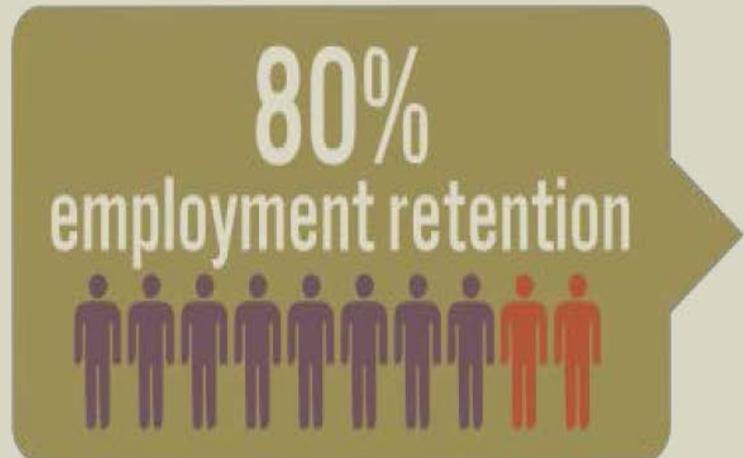
participants with

30,000

degrees or certificates earned



student completion & retention (in 2012, 18 points higher than other community college students)



THE INVESTMENT

Students are assigned an Advisor/Case Manager to link them with campus and community resources. Advisors (1) provide support, (2) track academic progress, and (3) provide instruction to fill academic gaps.



On an as-needed basis, advisors identify, appreciate & help solve logistical problems faced by a student living in poverty – i.e., tuition, transportation vouchers, child care assistance, books and other required course-related supplies, and assessments required for employment.

CPI “graduates” retain access to ongoing career support services: resume writing, job interview assistance and career advising.

FUNDING

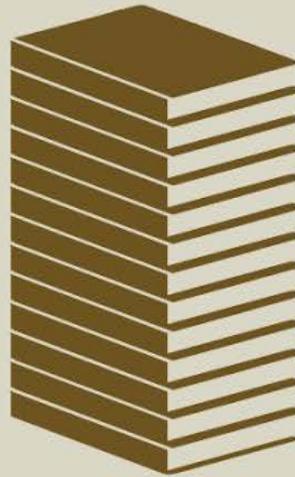
While need is high & participation increases, funding continues to decrease



100%
TANF FUNDED—
\$90,000,000



2011 TNF funding allocation



2012 TANF funding allocation

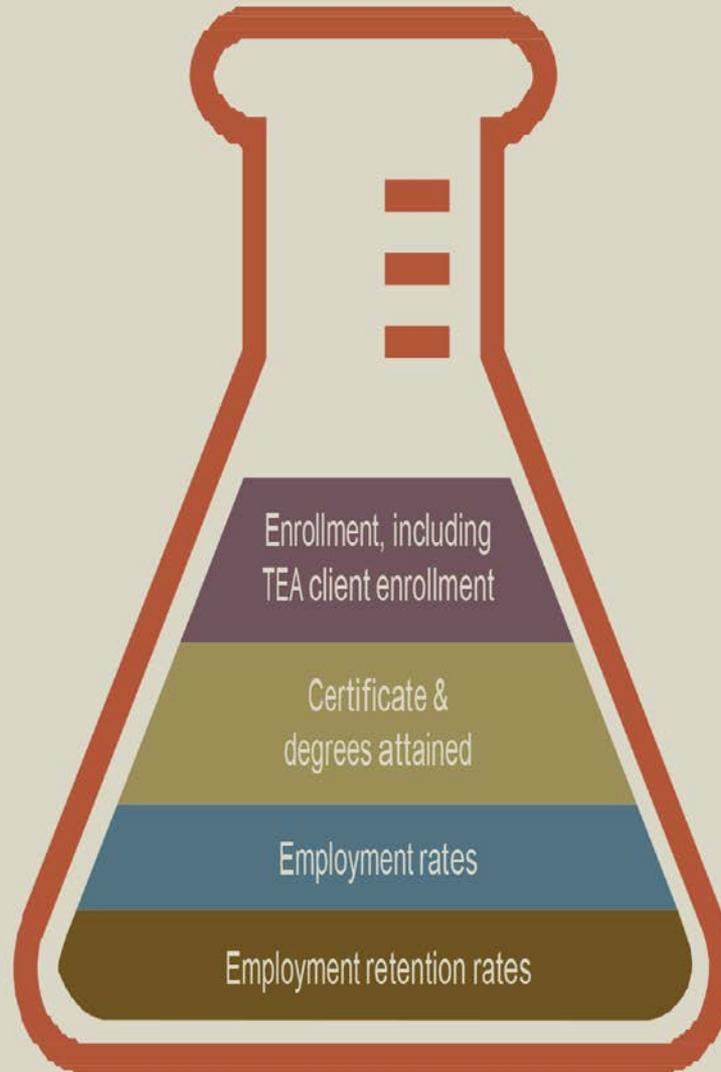


2013 Projected funding decrease



2014 Funding

CPI OUTCOME MEASUREMENT SYSTEM

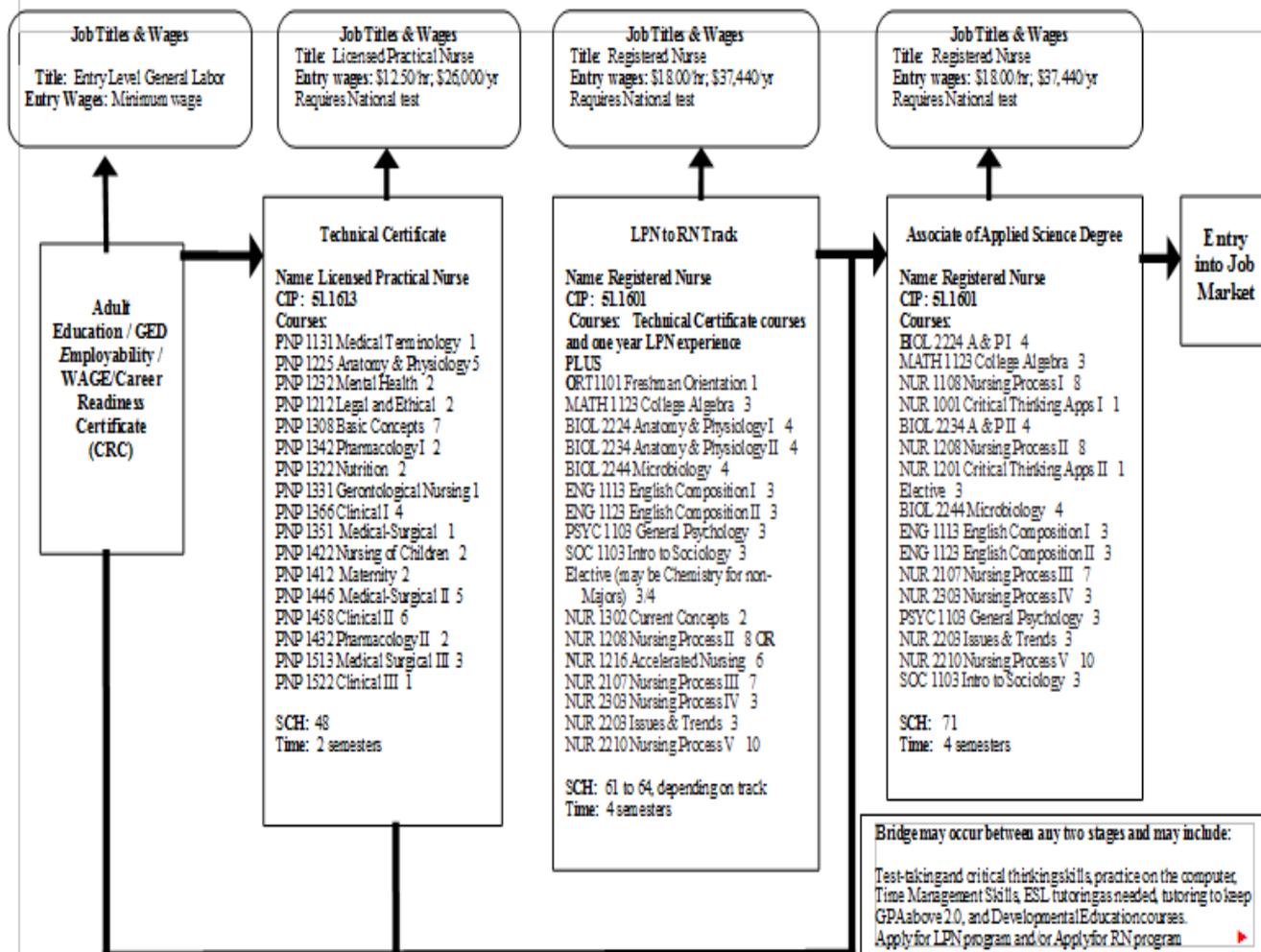




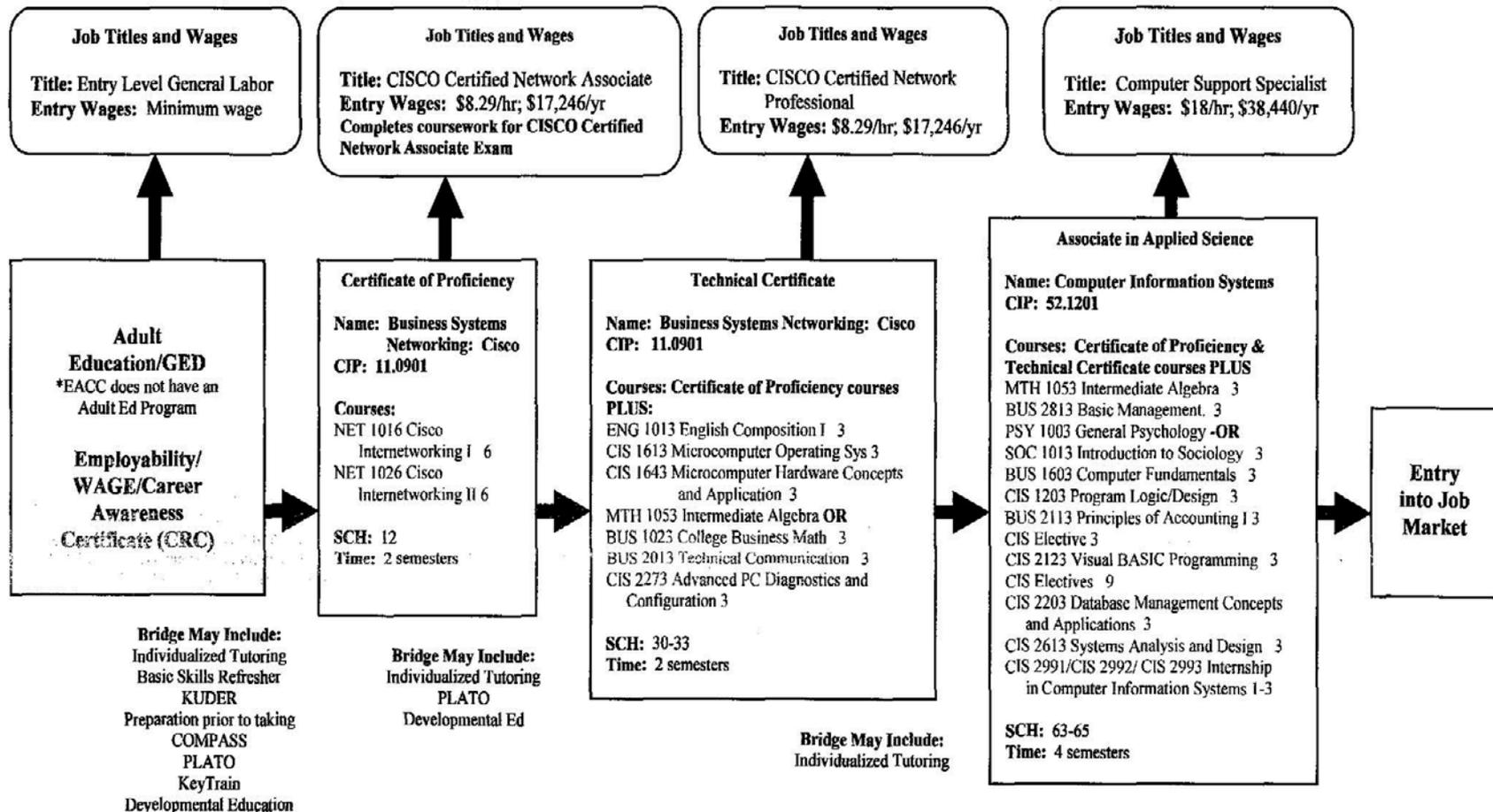
Career Cluster: Health Science

Career Pathway: Therapeutic Services (Nursing)

Labor Market Information from Department of Workforce Services



East Arkansas Community College
Career Cluster: Information Technology/Business and Administration
Career Pathways: Network Systems/Business Analysis (CISCO)
 Labor Market Information from Department of Workforce Services

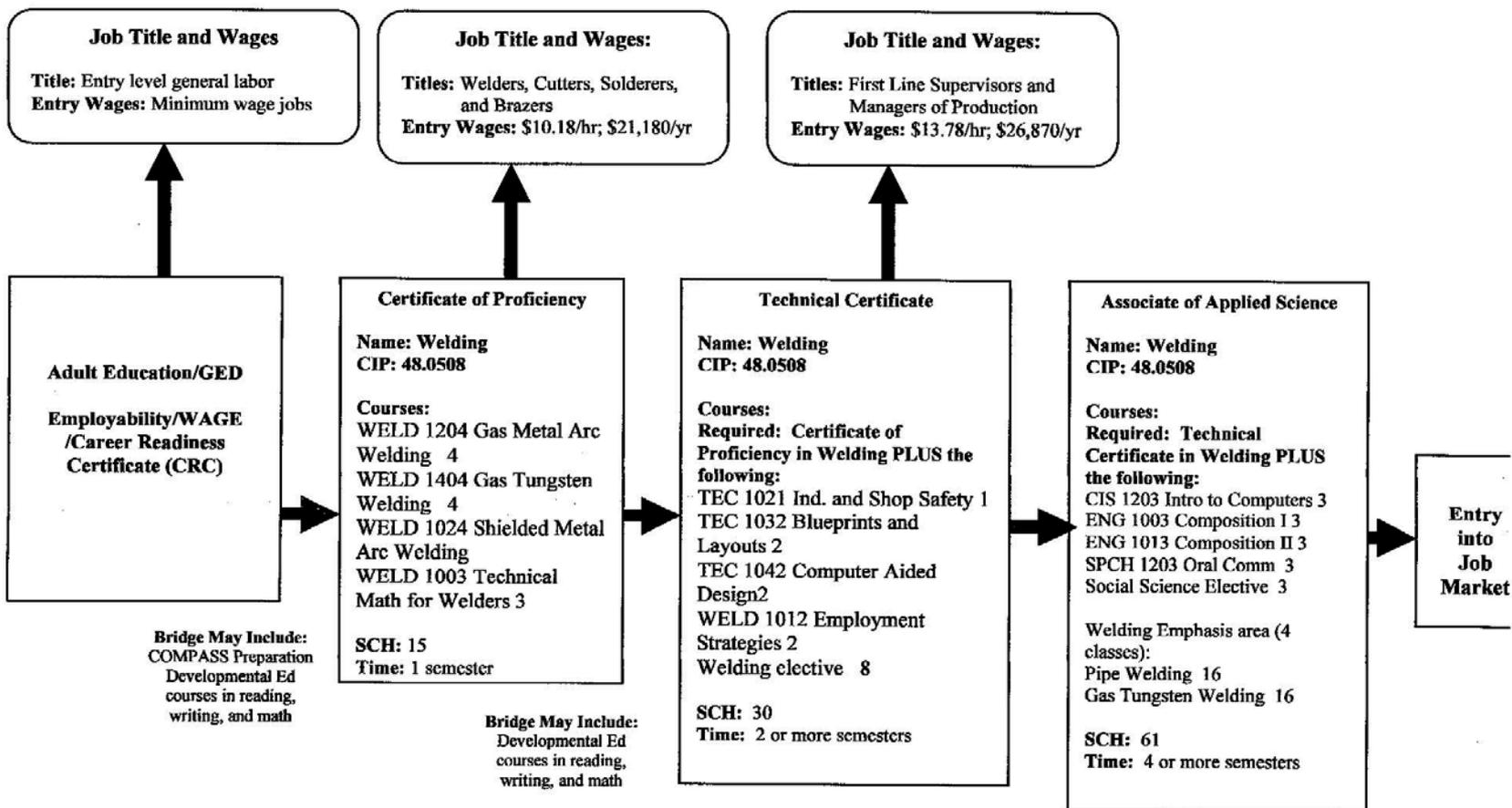


Arkansas State University-Mountain Home

Career Cluster: Manufacturing

Career Pathways: Precision Metal Production (Welding)

Labor Market Information from Department of Workforce Services



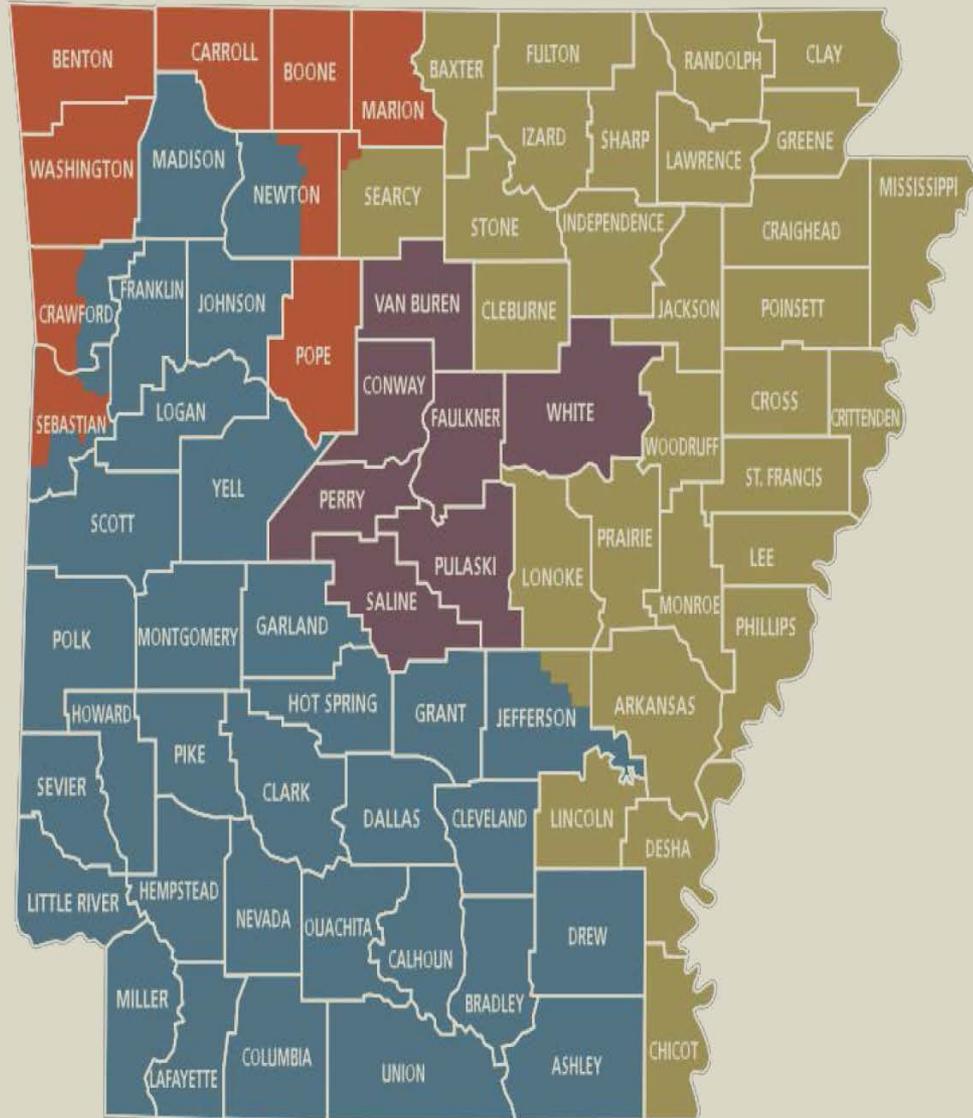
INCREASE IN DEGREES BY CONGRESSIONAL DISTRICT

1ST
11,635

2ND
4,154

3RD
1,710

4TH
8,706



CPI invests resources from TANF, Arkansas two-year colleges, ADHE, DWS, WIB, Career Education, and DHS

Inputs

- \$13,000,000 Annual TANF grant
- In-kind contributions from AR two-year colleges
- In-kind services from ADHE, DWS, WIB, Career Education, and DHS
- CPI staff/case management resources
- Data systems

So that...

CPI can assist Arkansas parents living at or below 250% of the federal poverty level access work-related education and training opportunities at local two-year colleges

Activities

- Case management/intrusive counseling
- Program delivery at 25 sites
- Student support services
- Student testing/assessment and remediation

So that...

CPI participants can take courses and enroll in degree or certificate programs

Outputs

- Enrollments of CPI students taking assessments
- # of CPI students earning Career Readiness Certificates
- # of CPI students in degree programs
- # of community colleges with active CPI programs on campus
- # of workshops, classes, tests offered

So that...

Ultimately: CPI students become self-sufficient and add value to Arkansas' economy

Outcomes

Short -term

CPI students make progress toward earning a degree or other career credential

So that...

Medium-term

CPI students complete a degree/certificate and gain employment

So that...

Long-term

CPI students are able to maintain stable employment after program completion

Students gain new skills

Indicator: #/% of students moving from remediation into degree/certificate courses

Indicator: #/% of students completing courses that count toward a degree or certificate

Indicator: Changes in students' test scores

Indicator: # of students participating in workshops to increase employment soft skills

Source: Student records

Students attain credentials

Indicator: Over 30,000 certificates and degrees granted to CPI students

Source: Student records

Students gain employment

Indicator: More than 55% of students gaining employment

Source: UI data match

Unintended Outcome

Arkansas two-year colleges become more employment oriented. Students become more positive role models .

Students increase wages

Indicator: Total and average wages before program and after employment

Source: UI data match

Students no longer receive public assistance

Indicator: #/% participating in TEA

Indicator: Total amount of public assistance collected before and after

Source: AR HS (Human Ser.)

Increase tax payer base

Indicator: Projected income taxes collected before program and after

Source: State, Tax analysis, UI data match

Develop and Implement Systems for Scaling Up

THINKING BIG

A FRAMEWORK FOR STATES ON SCALING UP COMMUNITY COLLEGE INNOVATION

By Rose Asera, Rachel Pleasants McDonnell, and Lisa Soricone,
with Nate Anderson and Barbara Endel

JUNE 2013



JOBS FOR THE FUTURE

Measure Performance and Share with all Stakeholders

PERFORMANCE







KEEP CALM

AND

BUILD PARTNERSHIPS

Mark Lane

Program Specialist
Arkansas Department of Higher Education
Career Pathways Initiative

Five Main Place
423 Main, Suite 400
Little Rock, AR 72201

501-371-2085 (Office)
Mark.lane@adhe.edu
www.adhe.edu
<http://www.arpathways.com/>