

WELCOME!

Thank you for joining us. We are waiting for all attendees to log in. We will begin promptly at 3:00 pm EDT.

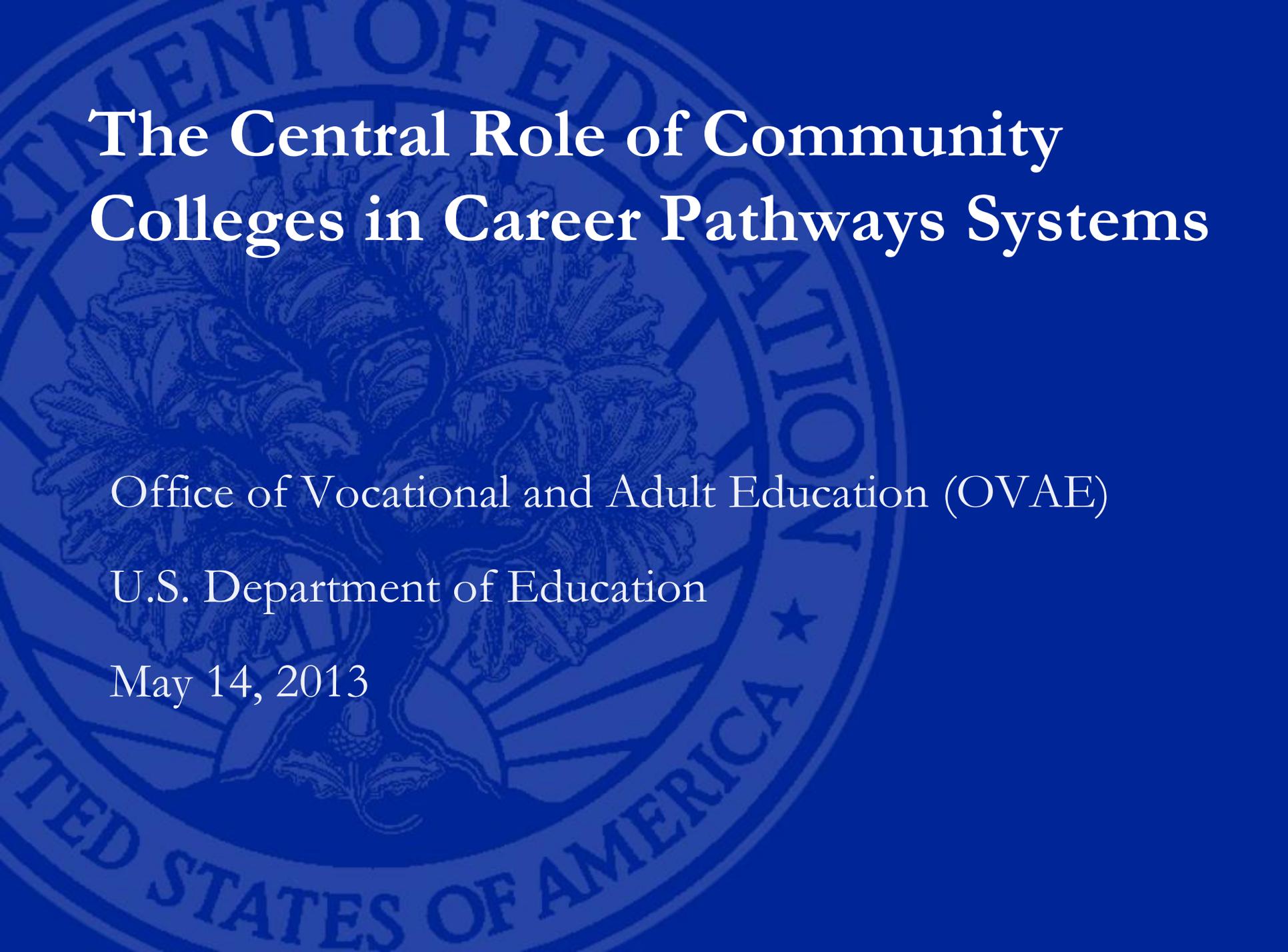
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You will have the opportunity throughout the webinar to pose questions to the presenters. Please type your questions for each presenter into the Q&A box on the right side of the screen and click send to "All Panelists" to participate.



The background of the slide features a large, faint, circular seal of the U.S. Department of Education. The seal contains the text "DEPARTMENT OF EDUCATION" at the top and "UNITED STATES OF AMERICA" at the bottom, separated by a star. The central emblem of the seal is a detailed illustration of a tree with a figure standing beneath it.

The Central Role of Community Colleges in Career Pathways Systems

Office of Vocational and Adult Education (OVAE)

U.S. Department of Education

May 14, 2013

Thank you to our partners



AMERICAN
ASSOCIATION OF
COMMUNITY
COLLEGES



ASSOCIATION OF
COMMUNITY COLLEGE TRUSTEES



Welcome

**Dr. Brenda Dann-Messier
Assistant Secretary,
Office of Vocational and Adult Education,
U.S. Department of Education**



Federal Commitment to Career Pathways Development

Mary Alice McCarthy
Policy Analyst,
Office of Vocational and Adult Education,
U.S. Department of Education



What Do We Mean by Career Pathway Approaches?

The term “career pathway programs” refers to a clear sequence of education coursework and/or training credentials that:

- Are aligned with the skill needs of local employers;
- Include secondary, adult, and postsecondary education options;
- Include instructional strategies that contextualize learning;
- As appropriate, combine occupational skills training with adult education services, give credit for prior learning, provide dual credit, and accelerate advancement;
- Lead to an industry-recognized degree or credential;
- Include academic and career counseling, and support services;
- Help a worker enter or advance within a specific sector, regardless of their skills at the point of entry
- Are organized to meet the needs of working learners, with flexible and non-semester-based scheduling, and the innovative use of technology.

The Joyce Foundation and Career Pathways Development in the Great Lakes Region

**Whitney Smith
Program Director,
The Joyce Foundation**



TheJoyceFoundation

The Joyce Foundation supports policy and systems change work to improve the quality of life for people living in the Great Lakes region. With nearly \$800M in assets, our annual grant making budget is approximately \$35M.

Employment Program Goal: To improve employment outcomes of underprepared, low income adult workers in the Great Lakes region.

2012-2014 priority areas:

Basic Foundational Skills: Provide under-prepared adults in the region with the basic foundational skills needed to be successful in 21st century work and technical training.

Industry Training Partnerships: Ensure that occupational education and training for underprepared adults is valuable in the labor market.

Innovation Fund: Identify, develop, test, and promote ideas with the potential to create step-change improvement in pursuit of the program's goals. Currently focused on alternative financing for workforce development; educational technology for low-literate adults; and use of behavioral sciences to improve worker participation in education.



Joyce's interest in career pathways began in 2005 and stemmed from:

- 1) Massive economic transformation in region
- 2) Fragmented and too often low-performing programs to serve adult workers
- 3) Need to use resources more creatively and effectively in a time of constraint
- 4) Leaders in region and around country who were experimenting with new approaches



Joyce Career Pathways Investments

2005: **Madison Area Technical College** to identify a financial model for delivering career pathways

2006: Workforce Strategy Center to produce three publications about career pathways including still popular **How to Guide**



2006-2013: Partnering with CLASP, launched the **Shifting Gears** Initiative working in six states to develop policy and data systems to scale up career pathway approaches

2011-2015: Jobs for the Future's **Accelerating Opportunities** Initiative to scale up and evaluate integrated training pathways for low-skilled adults

2011-2013: To support two Midwest programs to participate in HHS' **Innovative Strategies for Increasing Self-Sufficiency (ISIS)** evaluation of career pathways

2012-2014: CLASP to launch the 10-state **Alliance for Quality Career Pathways**

2013: Abt Associates to host a Career Pathways **symposium for academic researchers**

Role of Community Colleges in Career Pathways

1) CONVENE:

Career Pathway programs take multiple partners to be successful. Community colleges are well poised to play a convening role with employers, adult education providers, workforce stakeholders, and four year universities.

2) INNOVATE:

Creating more seamless on-ramps for adult and development education students to get into college-level, credit bearing programs

Chunking degree programs into manageable sequences that mirror job opportunities in the region



3) EVALUATE:

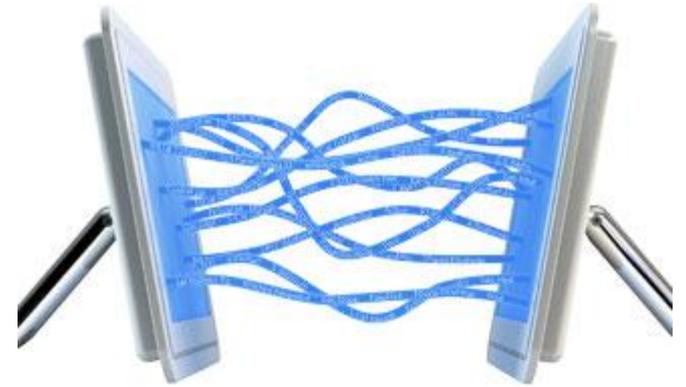
The field is relatively nascent and while it appears promising, we need more evidence. Develop data infrastructure and capacity to track student outcomes and/or volunteer your programs for national study.

Challenges



Elimination of Ability to Benefit

Data sharing and use



Scaling support services



SHIFTING GEARS: 5 YEAR PROGRESS REPORT

The states that made the most progress:

- Had support from their senior leadership
- Had a strong convener that brought together leaders from adult basic education, workforce development and community and technical college systems regularly
- Identified innovative approaches to test
- Passed policies to ease the way for program expansion
- Used discretionary resources to stimulate interest
- Regularly engaged the “field” through regional meetings and professional development
- Built relationships with peers in other states and actively shared their strategies and lessons learned at national meetings

Thank You!

Contact information:

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The Joyce Foundation
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Shifting Gears Program Website:

<http://www.joycefdn.org/shifting-gears/>

TheJoyceFoundation



South Texas College: Dual Enrollment and High School Recovery Programs

**Guadalupe Chavez
Director,
High School Programs,
South Texas College**



South Texas College: Dual Enrollment Academy Program Key Stats



**DUAL
ENROLLMENT**
ACADEMY PROGRAMS

SOUTH TEXAS COLLEGE



- STC works with 21 school districts: 68 high schools
- Spring 2013 dual enrollment is over 12,200 students
- 1,240 class sections (880 academic/360 CTE)
- Faculty involved: Over 300 High School DE Faculty/Over 100 STC Faculty



South Texas College: Dual Enrollment Academy Core Components

- **High School Programs Initiatives**
 - Traditional Dual Enrollment Program
 - Dual Enrollment Academy Programs
 - School to Career Academy in Dual Enrollment
 - Early College High Schools
 - High School Recovery Program
 - McAllen College Career Transitions Initiative Program
- **Building Partnerships**
 - Principals' Summit
 - DE Faculty Orientation
 - DE Professional Development Day
 - Teaching and Learning Academy
- **Collaborative Work**
 - Memorandums of Understanding (Superintendents)
 - Principal Agreements
 - Dual Enrollment Manual
 - One-Stop Shop Processes



South Texas College: 5th Year Senior Recovery Program

- **Target out-of-school adults who did not graduate high school**
 - Texas Assessment of Knowledge and Skills Exam (TAKS)
 - Missing high school credits
 - Target Population group: Up to age 26
 - Purpose: HS Diploma/Postsecondary Education
- **Program Design**
 - Recruitment Processes
 - Career Interest Assessment
 - Courses made available on career interest
 - Kinesthetic and Engaging Curriculum
 - College Success: College knowledge/academic behaviors
 - Flexible college courses
 - Mini-mester Class Schedule
 - Morning and afternoon class sessions
 - Ladder Up Bridge Career Pathway Credentials
- **Program Services**
 - Supplemental Instruction
 - One-Stop Shop
 - Student Support Services
 - College Transition Specialist
 - Educational Workshops
 - Daycare/Transportation Services



South Texas College: Dual Enrollment Funding Model

- **Board Policy #3235: Approved in Spring 2000**
 - Tuition and fees waived for DE students
 - Courses taken at the high school
 - \$150 per-credit flat fee
 - Classes taken at STC Campuses
 - Over 67,000 served since 2003
 - Saving families over \$71 million
- **Texas House Bill 415**
 - Enacted in 2003
 - K-12 Level: Average Daily Attendance Funding
 - Higher Education Level: Student Contact Hour
- **Financial Structure**
 - STC Faculty: STC charges ISD
 - Time and travel
 - Average amount: \$2,600
 - HS DE Faculty: Stipend:
 - \$350 per class/per semester



Thank You!

Contact information:

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South Texas College

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South Texas College Dual Enrollment Academies Website:

[http://academicaffairs.southtexascollege.edu/highschool/academies/
index.html](http://academicaffairs.southtexascollege.edu/highschool/academies/index.html)



Gateway Technical College: Boot Camps Pathway to Employment

**Debbie Davidson
Vice President,
Workforce & Economic Development Division,
Gateway Technical College**



Boot Camp Program Structure



- 15 weeks/5 days a week
- 8 hours per day
- 524 hour program
- Simulate work environment
- Strict attendance requirements
- Mandatory tutoring if earning less than a “B” in any class

Partnership Synergy

Employers

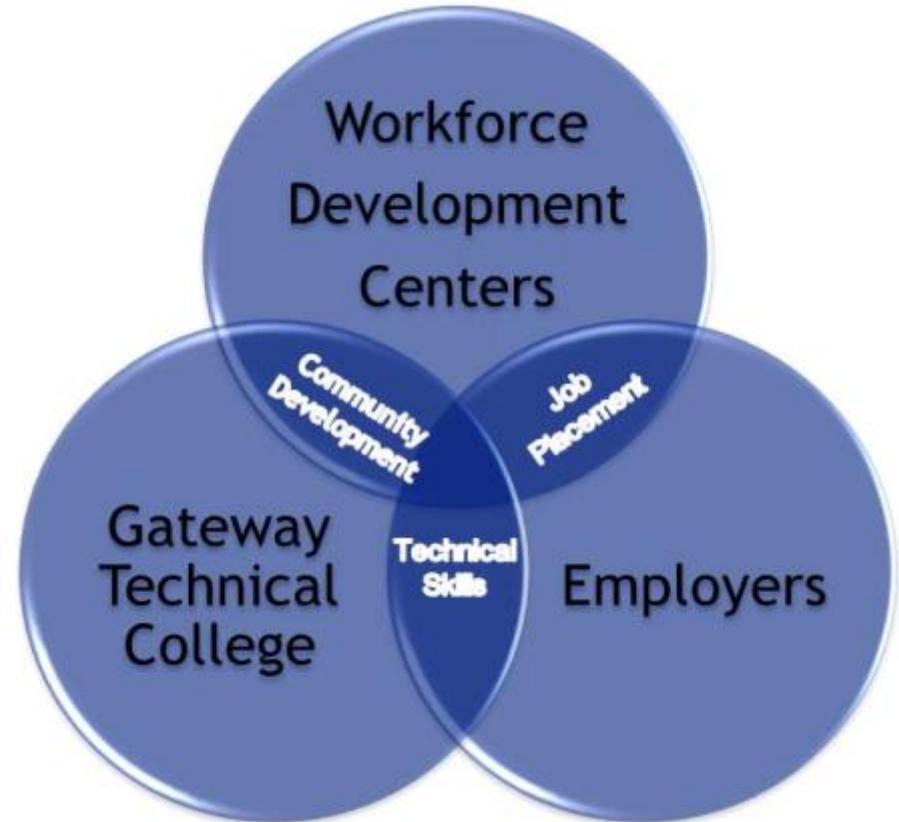
- Focus groups
- Programming input and review
- Workplace competencies
- Mentoring/volunteering
- Employment opportunities

Workforce Development Centers

- Employer outreach
- Recruitment
- Pre-assessments
- Case management
- Job placement

Gateway Technical College

- Curriculum development
- Instruction and resources
- Continuous improvement
- Skills validation
- Career pathways



Boot Camp Program Stats

Results	Total # Boot Camps	Total # Completing Program
CNC	16	228
Welding	8	92
Machine Repair	3	35

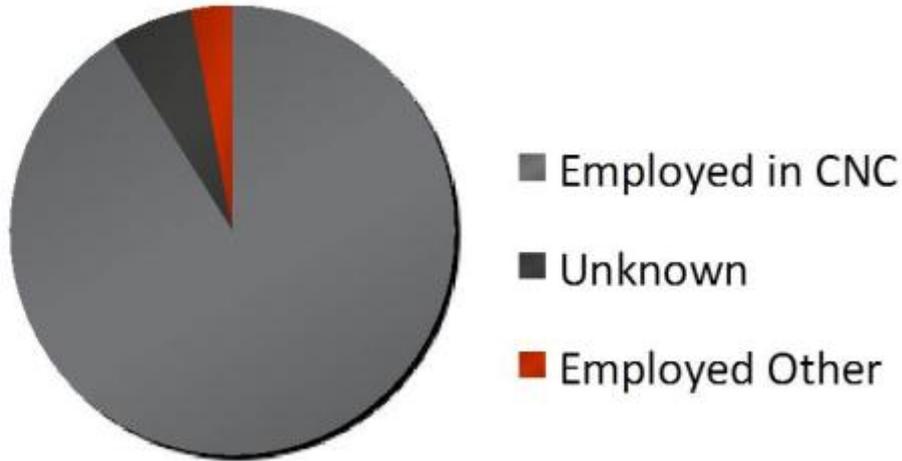


CNC Boot Camp #14 Completion Ceremony

Post-Boot Camp Employment

OUTCOMES

Completed Program	87%
Employed	93%



Low Wage	\$9.25
High Wage	\$17.00
Average Wage	\$12.38

DEMOGRAPHICS

White	53%
Black	35%
Hispanic	12%
Other	0%

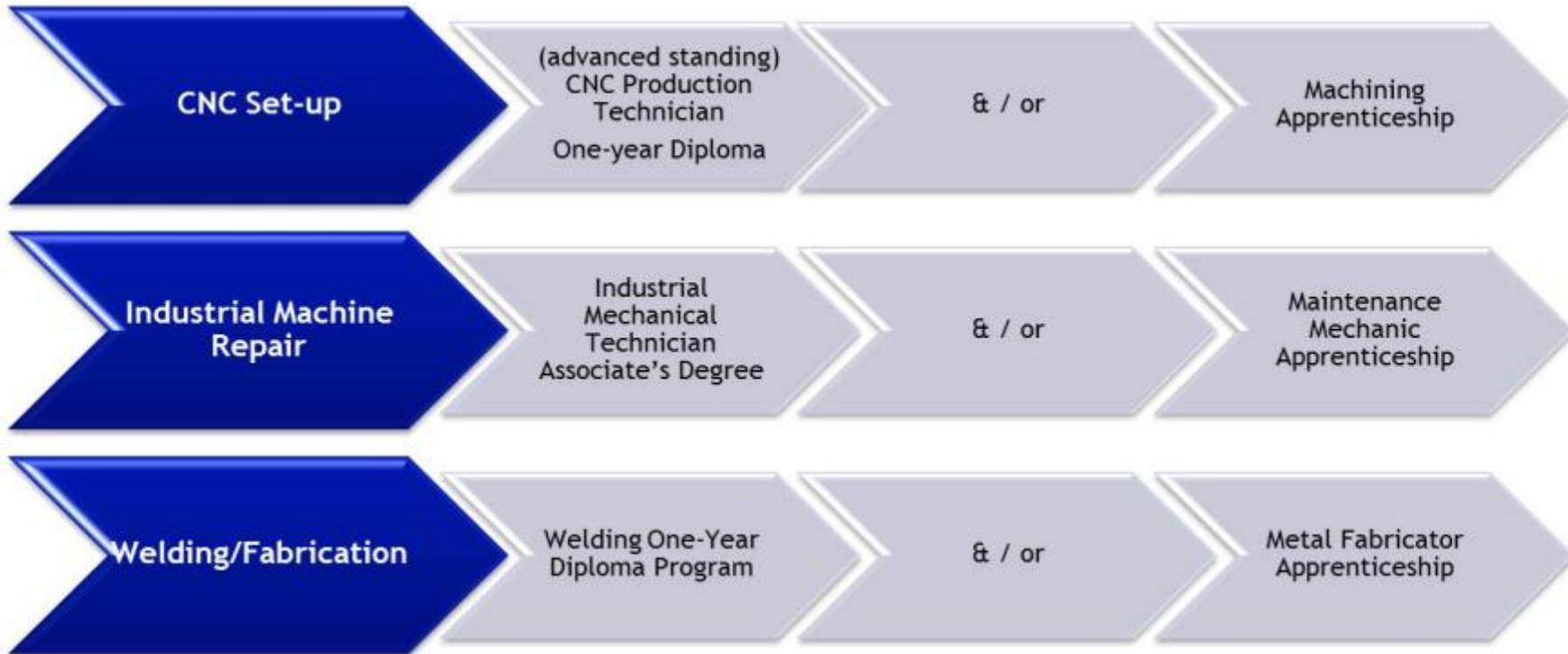
<25	22%
26-35	31%
36-45	16%
46-55	25%
56+	6%

<HS	7%
GED	28%
HS	54%
AA+	10%

Male	90%
Female	10%

Major Barriers	41%
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Career Pathways: Boot Camps Lead Into Campus Programs



Boot Camp Funding



- Tuition and fee based
- Workforce Investment Act funds
- Various grants
- Federal financial aid
- Employer-funded
- Self-pay
- SC Johnson donation

Gateway Technical College: Boot Camps Pathway to Employment

Shanta Harris
Former Boot Camp Student,
Gateway Technical College



Thank You!

Contact information:

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Gateway Technical College
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(262) 564-3422

Gateway Technical College Boot Camp Website:

<http://www.gtc.edu/wedd/boot-camps>



Career Pathways Development in Kentucky

**Dr. Jay Box
Chancellor,
Kentucky Community and Technical
College System**



KCTCS: Career Pathways Development

- Summer Youth Programs
- Statewide Dual Credit Agreement
- Kentucky Adult Education Partnerships
- KCTCS “RSVP” Model
- “Stackable” Credentials



KCTCS: Cross-System Partnerships

- State Connections:
 - KWIB
 - KY Association of Manufacturers
 - KY Hospital Association
 - KY Association for Economic Development
 - KY Chamber of Commerce
- Workforce Transitions:
 - Career Maps



KCTCS: Learn on Demand

- Modularized Curriculum
- Competency Based
- 24/7 Enrollment, Delivery, Services
- Integrated Success Model
- 85% Enrollees are 25 or Older
- 88% Success Rate



KCTCS: Career Pathways Primer

- Align VISION (State and Local)
- Program Development and Revisions
 - Pathways Aligned with Business/Industry Jobs
 - Multiple Exit Points
- Student Advising
 - Focus on High Skilled, High Demand, High Wage PATHWAY
- Early Exposure
 - Middle School Summer Programs
 - Dual Credit Programs



Thank You!

Contact information:

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Kentucky Community and Technical
College System

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KCTCS Career Pathways Website:

http://www.kctcs.edu/System_Initiativies/Career_Pathways/Career_Pathways_History.aspx



Discussion



The screenshot shows a window titled "Q&A" with a close button. Below the title bar is a tab labeled "All (0)". The main area is empty. At the bottom, there is an "Ask:" label, a dropdown menu with "All Panelists" selected, a text input field with the instruction "Select a participant in the ask menu first and type your question here. There is a 256 character limit.", and a "Send" button.

- Please type your questions in the Q&A text box at the bottom of screen.
- Click “Send” to All Panelists



Panel Discussion



Thank you for joining us!

Today's recorded webinar, slides and transcript will be posted at www.ed.gov/ovae in the coming days.

If you have any questions about this presentation or future webinars in OVAE's 2013 Community College Webinar Series, please email Matthew Valerius in the Office of Vocational and Adult Education (OVAE) at Matthew.Valerius@ed.gov.

The webinar series will continue this summer with a special event focused on the results of a recent OECD study on the strengths and challenges of the postsecondary CTE system in the US. Additional information and the registration link will be made available in the coming weeks.

Stay tuned!

