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**

**Integrating Career Pathways into a TANF Context  
Thursday, September 3<sup>rd</sup>  
9:45 – 11:00 a.m.**

# Objective:

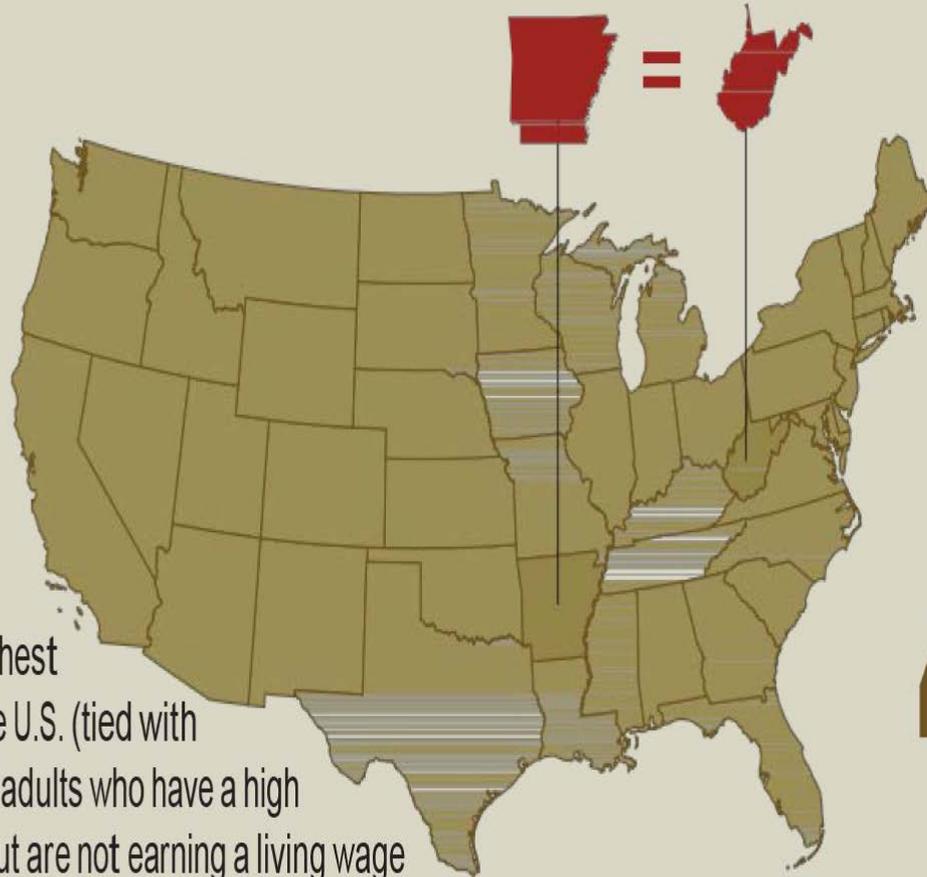
*This session will provide meeting participants with:*

- *New and different strategies for connecting low-income workers and TANF participants into pathways to employment.*
- *Strategies for developing long-term career growth opportunities for TANF participants and other low-income individuals.*
- *Strategies around aligning job opportunities with labor market information and workforce partners' needs, growing job sectors, and postsecondary education systems using job-driven training approaches.*
- *Strategies to increase/improve TANF work participation using innovative career pathways models and collaboration with postsecondary education systems, employers, and other partners.*

# 46<sup>TH</sup>

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

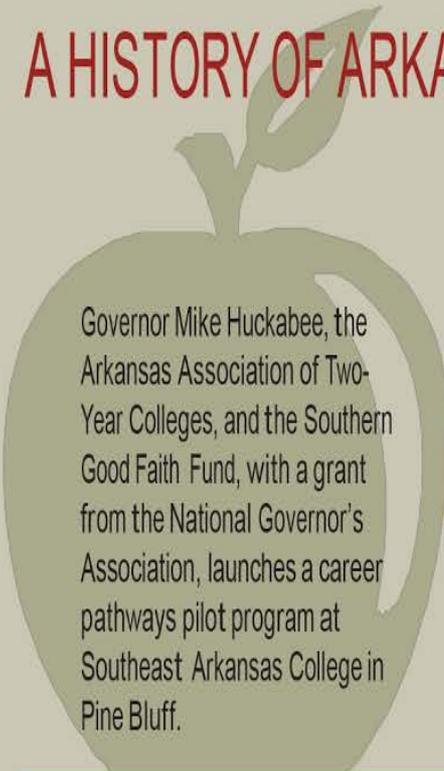
Arkansas has highest percentage in the U.S. (tied with West Virginia) of adults who have a high school diploma but are not earning a living wage



# 49<sup>TH</sup>

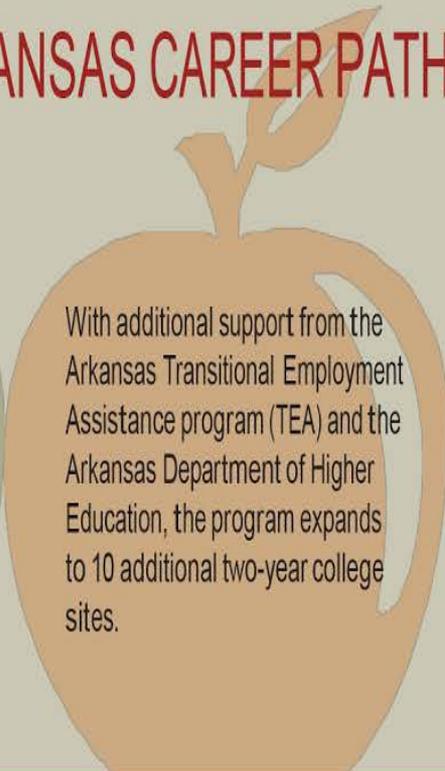
Arkansas ranks 49th in the U.S. for percentage of adults with a bachelor's degree

# A HISTORY OF ARKANSAS CAREER PATHWAYS



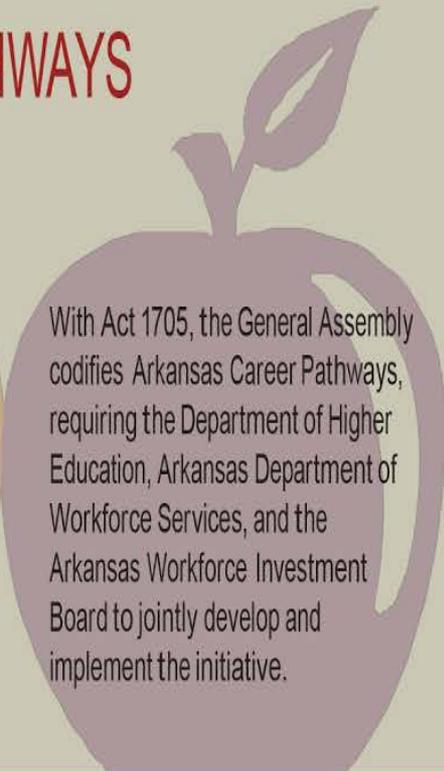
Governor Mike Huckabee, the Arkansas Association of Two-Year Colleges, and the Southern Good Faith Fund, with a grant from the National Governor's Association, launches a career pathways pilot program at Southeast Arkansas College in Pine Bluff.

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: an outer light blue ring, a middle yellow ring, and an inner red circle.

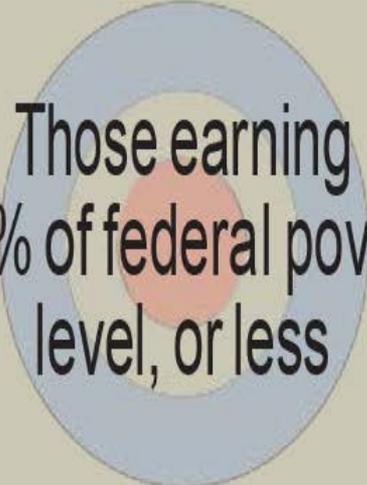
Adult parent or  
caretaker of children  
under the age of 21

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

Current or former recipient  
of Transitional Employment  
Assistance (TEA)

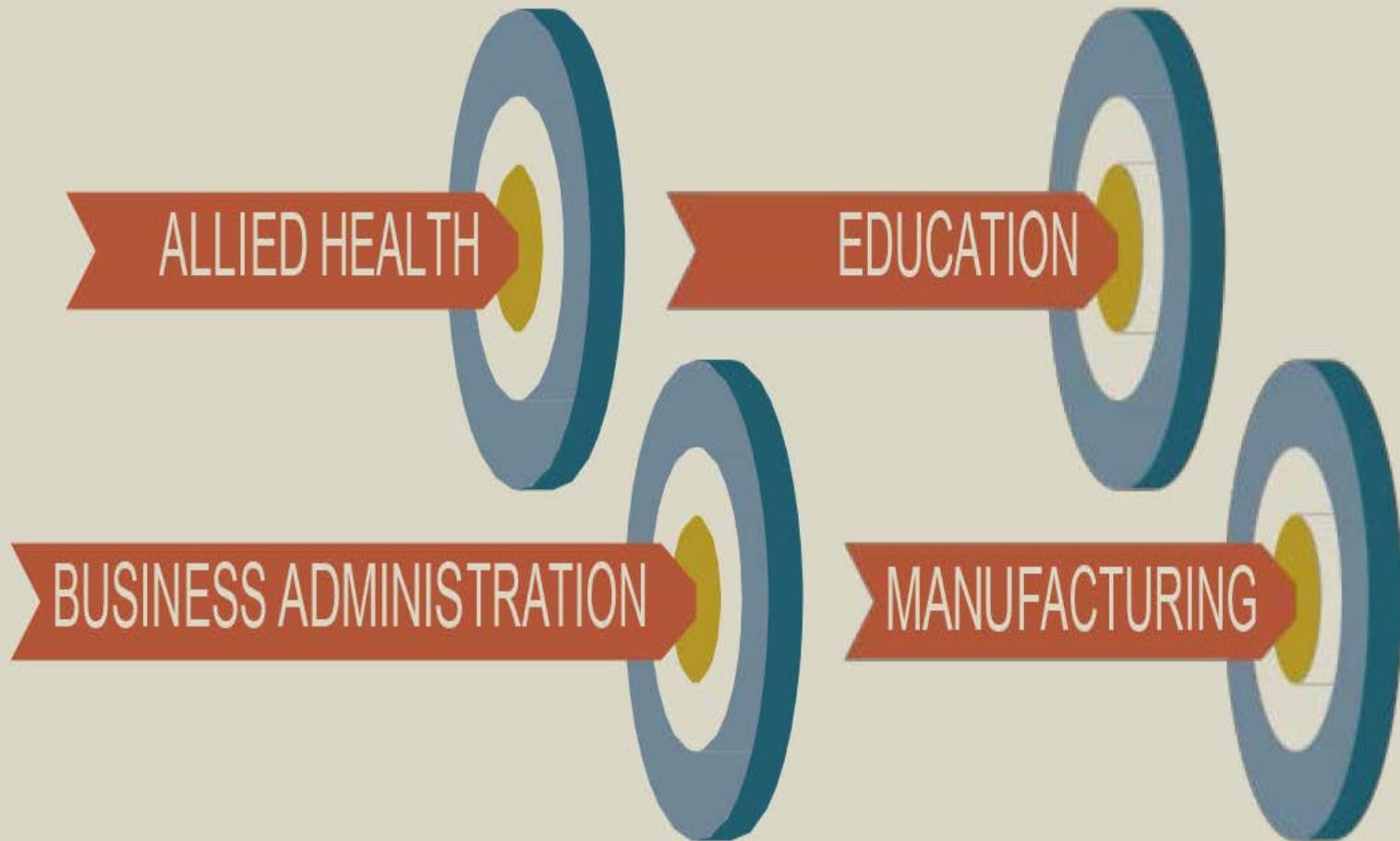
A target icon consisting of three concentric circles: an outer light blue ring, a middle yellow ring, and an inner red circle.

Current recipient of  
Food Stamps, ARKids  
First, or Medicaid

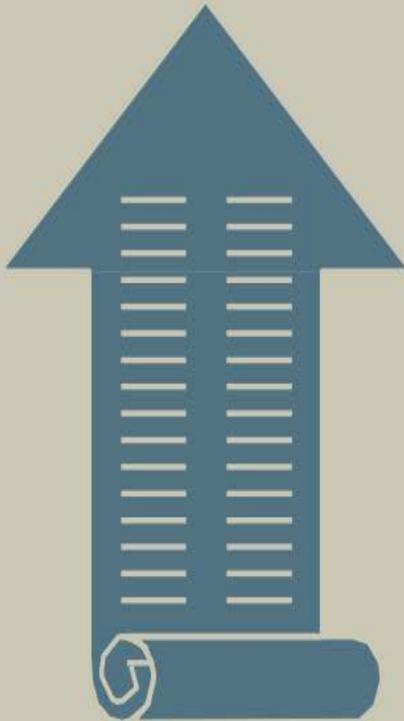
A target icon consisting of three concentric circles: an outer light blue ring, a middle yellow ring, and an inner red circle.

Those earning  
250% of federal poverty  
level, or less

# TARGET CAREER FIELDS



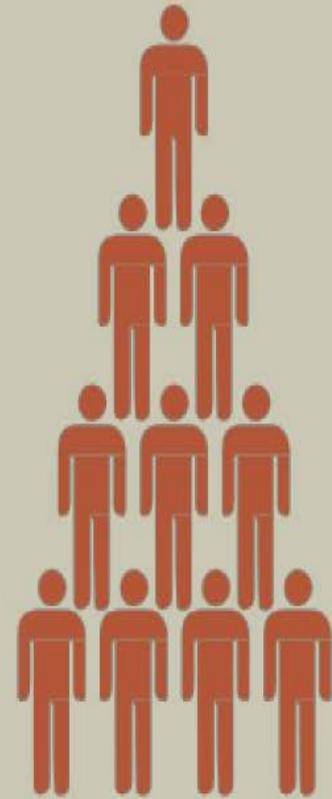
# THE GOAL



Increase enrollment  
in post-secondary programs



Increase degree and  
certification degrees



Increase job attainment  
and job retention

# STUDENT DEMOGRAPHICS



Female



Average  
Student Age

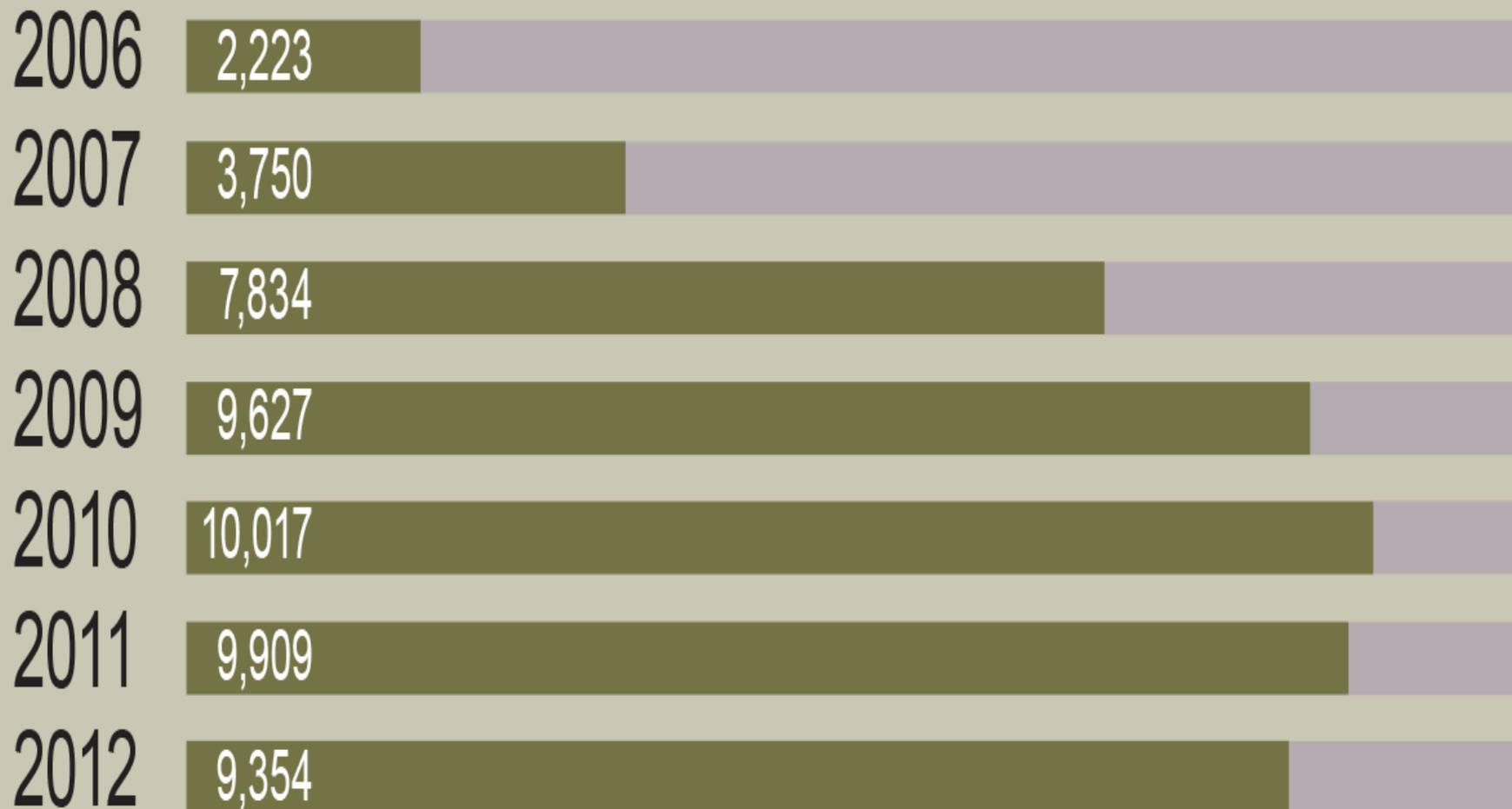


Caucasian



African-  
American

# CAREER PATHWAYS ENROLLMENT GROWTH



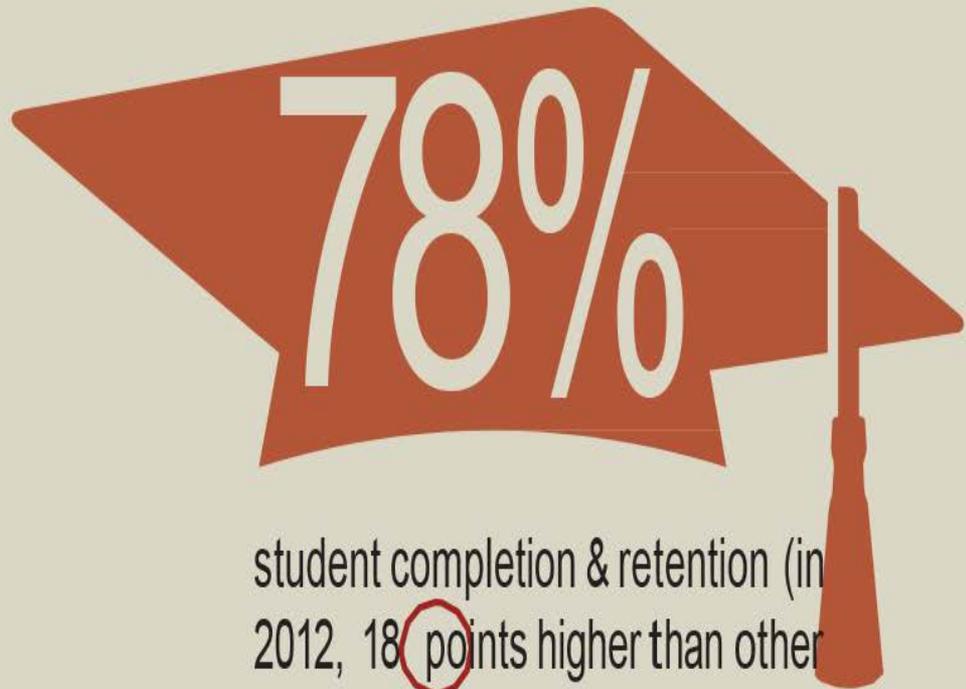
# SUCCESS

29,000

participants with

30,000

degrees or certificates earned

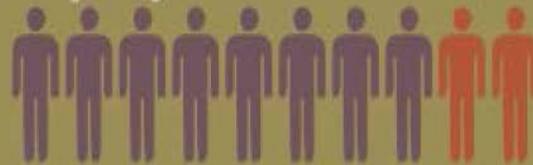


student completion & retention (in 2012, 18 points higher than other community college students)

55%  
employment



80%  
employment retention



# 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

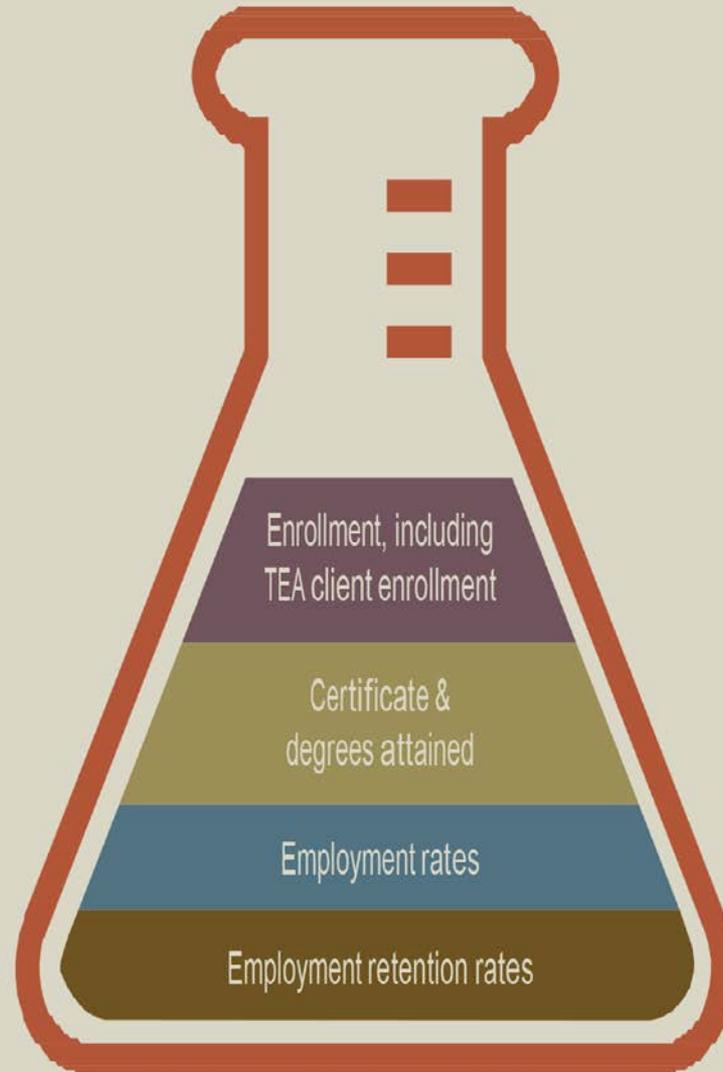


2013 Projected funding decrease



2014 Funding

# CPI OUTCOME MEASUREMENT SYSTEM

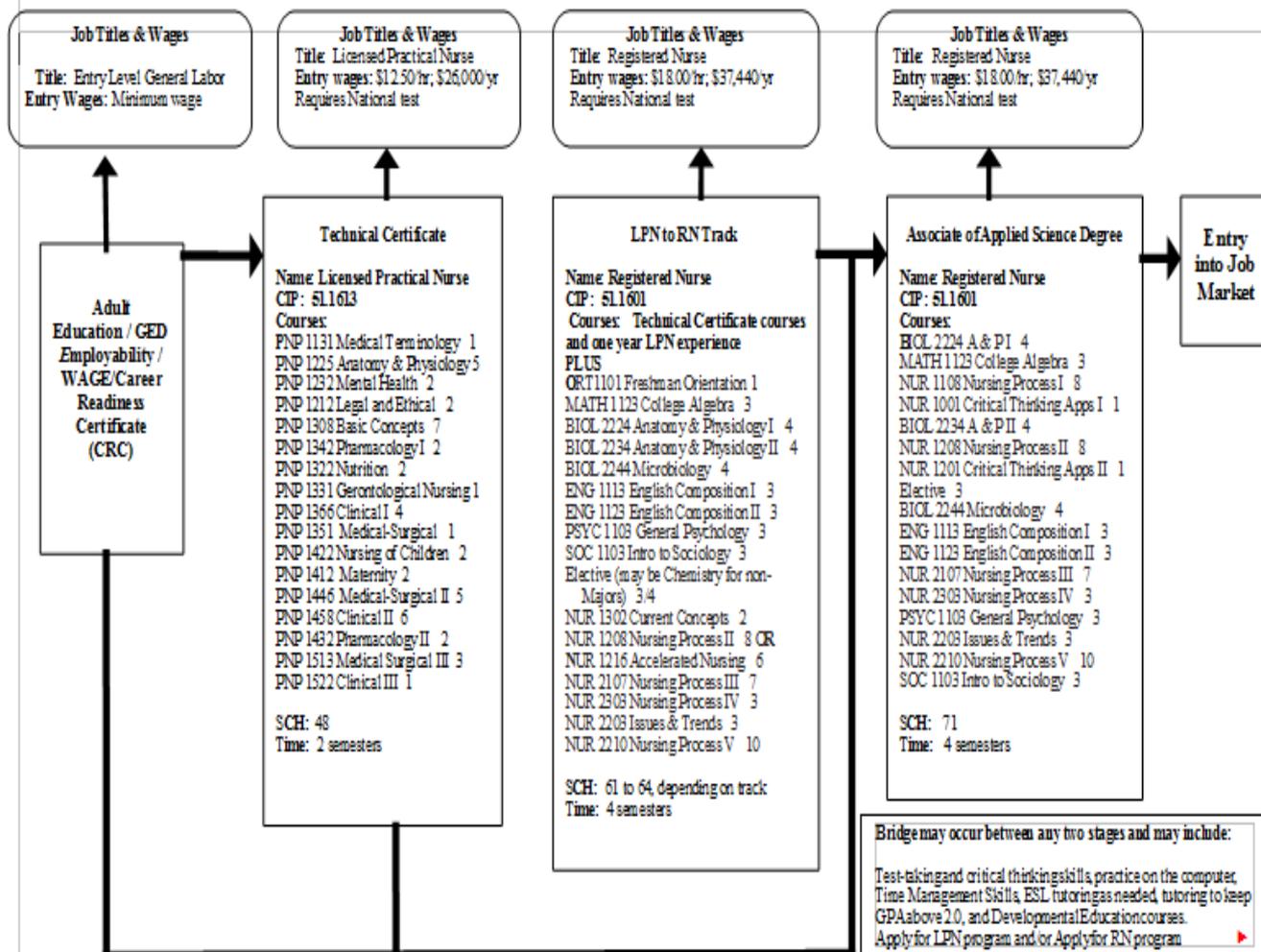




# Career Cluster: Health Science

## Career Pathway: Therapeutic Services (Nursing)

Labor Market Information from Department of Workforce Services



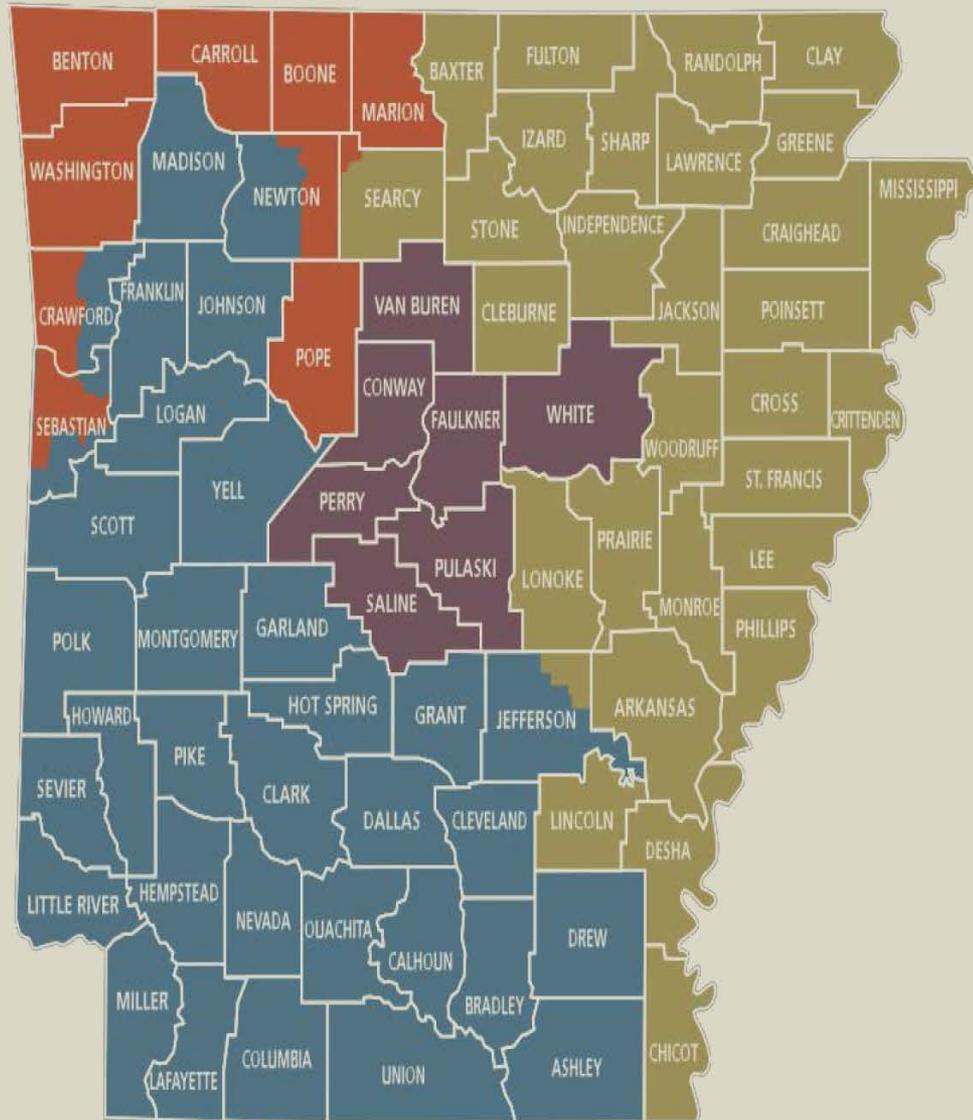
# INCREASE IN DEGREES BY CONGRESSIONAL DISTRICT

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**

Invest...

**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: # of certificates and degrees granted to CPI students

Source: Student records

**Students gain employment**

Indicator: #/% 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

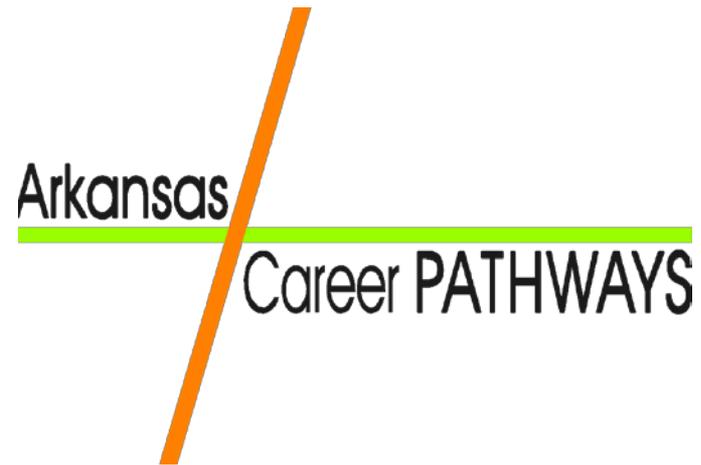


**JOBS FOR THE FUTURE**

Measure Performance and Share with all Stakeholders

# PERFORMANCE







KEEP CALM

AND

BUILD PARTNERSHIPS

# Dr. Karon J. Rosa

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Program Director  
Arkansas Department of Higher Education  
Career Pathways Initiative

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

501-371-2083 (Office)  
karon.rosa@adhe.edu  
www.adhe.edu  
<http://www.arpathways.com/>