



Career Pathways Strategies:

How do PACE Programs Help
Students Persist and Complete?

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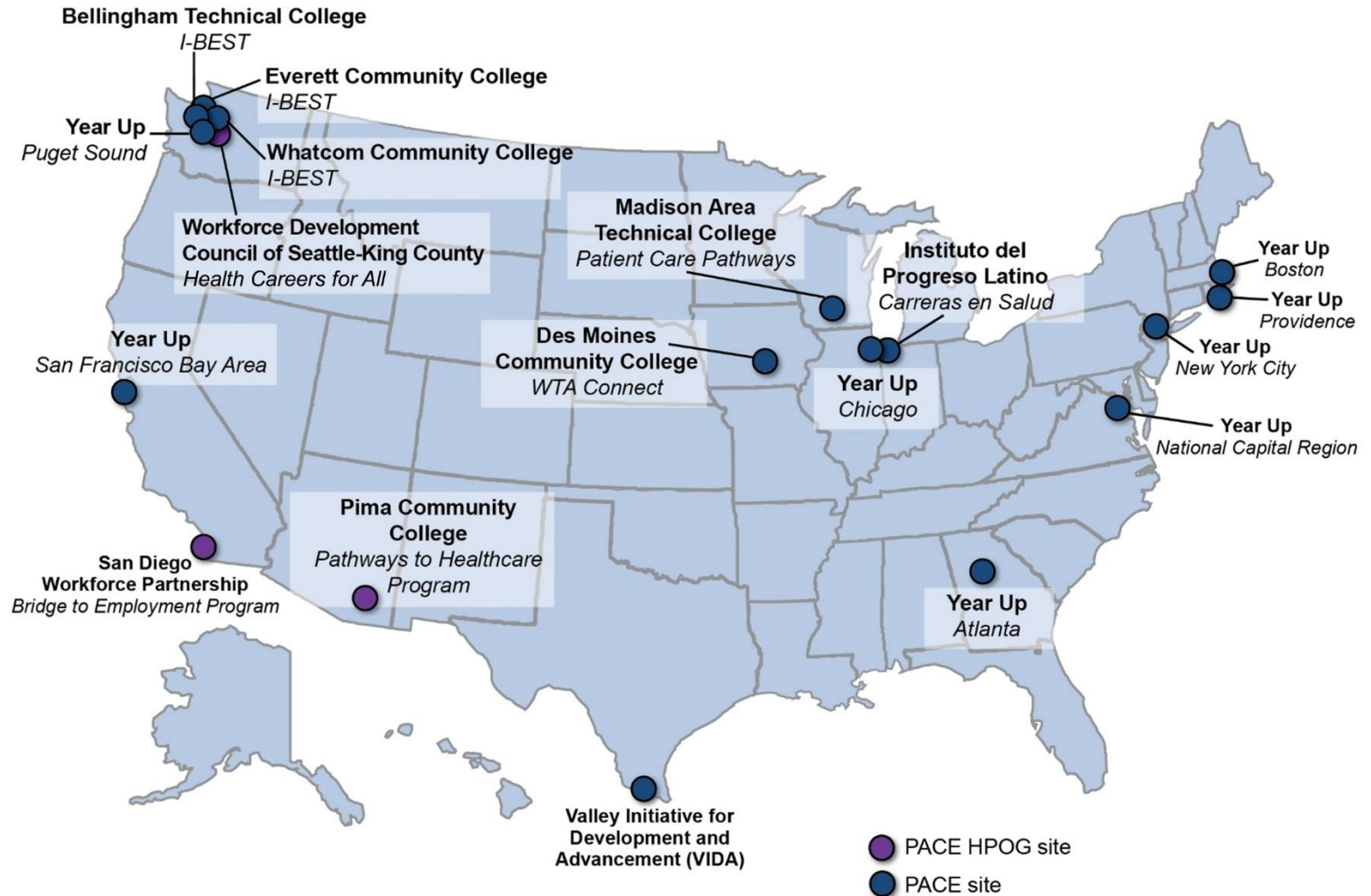
Presentation Overview

- Describe PACE evaluation
- Outline components of theory of change
- Summarize programs' use of supports
 - “High” level
 - “Medium” level
 - “Low” level
- Study participant views on supports

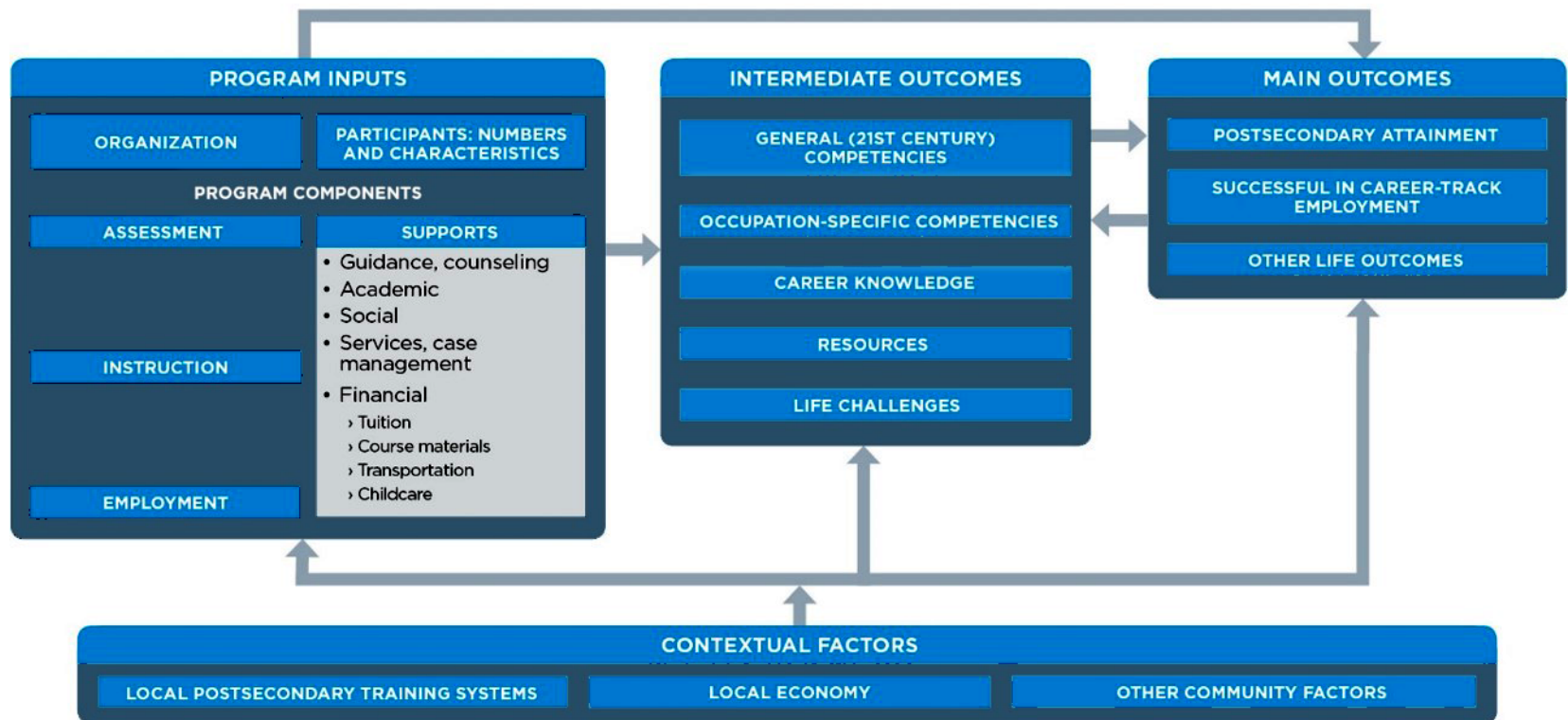
What is the PACE Evaluation?

- Separate impact evaluations of nine promising employment and training approaches, within a common conceptual framework: career pathways
 - Postsecondary education and training organized as a series of manageable steps leading to successively higher credentials
 - To engage and retain participants, programs integrate four components:
 - Academic and non-academic assessment
 - Innovative basic skills and occupational training instruction
 - **Academic and non-academic supports**
 - Connections to employment
- Led by Abt Associates, sponsored by ACF, with additional support from foundations and (for 3+ programs) Health Profession Opportunity Grant (HPOG) funds

Where were PACE Sites?



What is the PACE Theory of Change?



What are Examples of Supports?

- Academic
 - Tutoring
 - Study groups
 - Cognitive strategies (e.g., time management, study skills)
 - Supplemental workshops or classes
- Non-academic Supports
 - Case management/advising
 - Provision of, or referral to, supports (e.g., assistance with transportation, child care, healthcare)
- Financial
 - Tuition
 - Course materials
 - Exam fees

How do Programs Incorporate Supports? Varies by Program Operator

- High level: Non-profit organizations
 - VIDA, Carreras en Salud, Year Up
- Medium level: Colleges
 - Bridge programs (Workforce Training Academy Connect, Patient Care Pathways Program)
 - Multi-step programs (I-BEST, Pathways to Healthcare)
- Low level: Workforce Development Agencies
 - Bridge to Employment in the Healthcare Industry, Health Careers for All

High Level: Non-profit Organizations

Program	Thumbnail	Approach to Supports
Carreras en Salud, Instituto del Progreso Latino (IL)	<ul style="list-style-type: none"> Structured 7-course healthcare training pathway Lower bridges on site; Upper bridges (CNA, LPN) at college partner 	<ul style="list-style-type: none"> Weekly academic advising (all) Weekly non-academic advising (lower bridges) No tuition (lower bridges); assistance with financial aid application (upper bridges) Transportation assistance, onsite child care
VIDA (TX)	<ul style="list-style-type: none"> College Prep Academy Required full-time college attendance Focus on AAs 	<ul style="list-style-type: none"> Financial supports for academic (tuition) and non-academic (transportation) needs Mandatory weekly counseling sessions (group and individual)
Year Up (8 sites)	<ul style="list-style-type: none"> 6 months full-time training in occupational & professional skills 6-month internship 	<ul style="list-style-type: none"> Financial: weekly stipend Mandatory weekly advising Mentoring Peer support (learning communities)

Medium Level: College-based Bridge Programs

Program	Thumbnail	Approach to Supports
Patient Care Pathways Program, Madison College (WI)	<ul style="list-style-type: none"> Semester-long “academies” ladder into 1- and 2-year college credentials Bundle occupational and contextualized basic skills courses 	<ul style="list-style-type: none"> Proactive advising to develop academic plan, identify potential barriers, navigate college Instructional supports for chemistry class, tutoring Assistance with financial aid forms
Workforce Training Academy-Connect, Des Moines Area Community College (IA)	<ul style="list-style-type: none"> Online basic skills remediation Linkage to Workforce Training Academy occupational courses/credentials 	<ul style="list-style-type: none"> Advising from Achievement Coach No tuition Transportation supports Benefits screening

Medium Level: Multi-step College Programs

Program	Thumbnail	Approach to Supports
Pathways to Healthcare Pima Community College (AZ)	<ul style="list-style-type: none"> Accelerated college readiness “bridge” 16 programs organized into 5 multi-step pathways 	<ul style="list-style-type: none"> Two academic advisors (pre- and post-training enrollment) One non-academic advisor to screen for barriers and link to supportive services Scholarships for training, books, license fees Tutoring, study groups
Integrated Basic Education and Skills Training (I-BEST) (WA - 3 colleges)	<ul style="list-style-type: none"> Credit bearing certificate programs ladder into next academic step Basic skills instructor integrated into occupational training 	<ul style="list-style-type: none"> Advising (during PACE) to navigate college, career planning, link to supports Financial support to “fill the gap” in tuition Basic skills support classes

Low-level: Workforce Development Agencies

Program	Thumbnail	Approach to Supports
Bridge to Employment in the Healthcare Industry, San Diego Workforce Partnership (CA)	<ul style="list-style-type: none"> • ITA vouchers to fund training at selected school 	<ul style="list-style-type: none"> • Navigation and case management to select program • Referrals to supportive services
Health Careers for All, Workforce Development Council of Seattle-King County (WA)	<ul style="list-style-type: none"> • ITA vouchers to fund training + some funded cohorts at community colleges 	<ul style="list-style-type: none"> • Navigation and case management to select program • Referrals to supportive services

Participant Feedback on Support Provided

- Based on in-depth interviews with a sample of study participants in each PACE site

Example: Financial Supports

Like most people, I thought it was a little too good to be true, at the time. You're gonna pay me to earn college credits and get a certificate? What?

If I have to take the bus or anything, they provide me with cards for the bus. They say they'll try to help me as much as they can so I won't stop studying.

They did lend us leathers and helmets and gloves and stuff. That was helpful. I didn't have to spend much money to get going and—but yeah, they pretty much paid for everything in—books and everything.

Participant Feedback (cont.)

Example: Staff Advising

The counseling sessions, being there, kind of like a parent really. Like, 'Hey, how are you doing?' Like, 'Hey, are you continuing with that? Are you having issues? What's going on?'

They give you the knowledge and they give you the help, and they push you. I love it. I've never been pushed into new heights before.

A couple of us always come like an hour earlier and we'll meet up and try to compare like, "Hey, did you get this? Did you get that? What answer did you get through? Well, I got this," and everybody's flippin' through books like, "Well, this is what I got out of it," so that helps.

Example: Peer Support

Where to Find More Information

Websites

- <http://www.career-pathways.org/acf-sponsored-studies/pace/>
- <https://www.acf.hhs.gov/opre/research/project/pathways-for-advancing-careers-and-education>

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