

Career Pathway Programs: Effective Strategy to Move TANF Recipients into Well-paying Careers

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Challenges:

- Low completion rates in training programs
- Time Limits: 2 year community college programs too long for 1st step by TANF recipients, veterans, WIA Title I, etc
- Few under-prepared students complete Developmental Education sequence and move to CTE Training



Key Elements of Career Pathway Programs

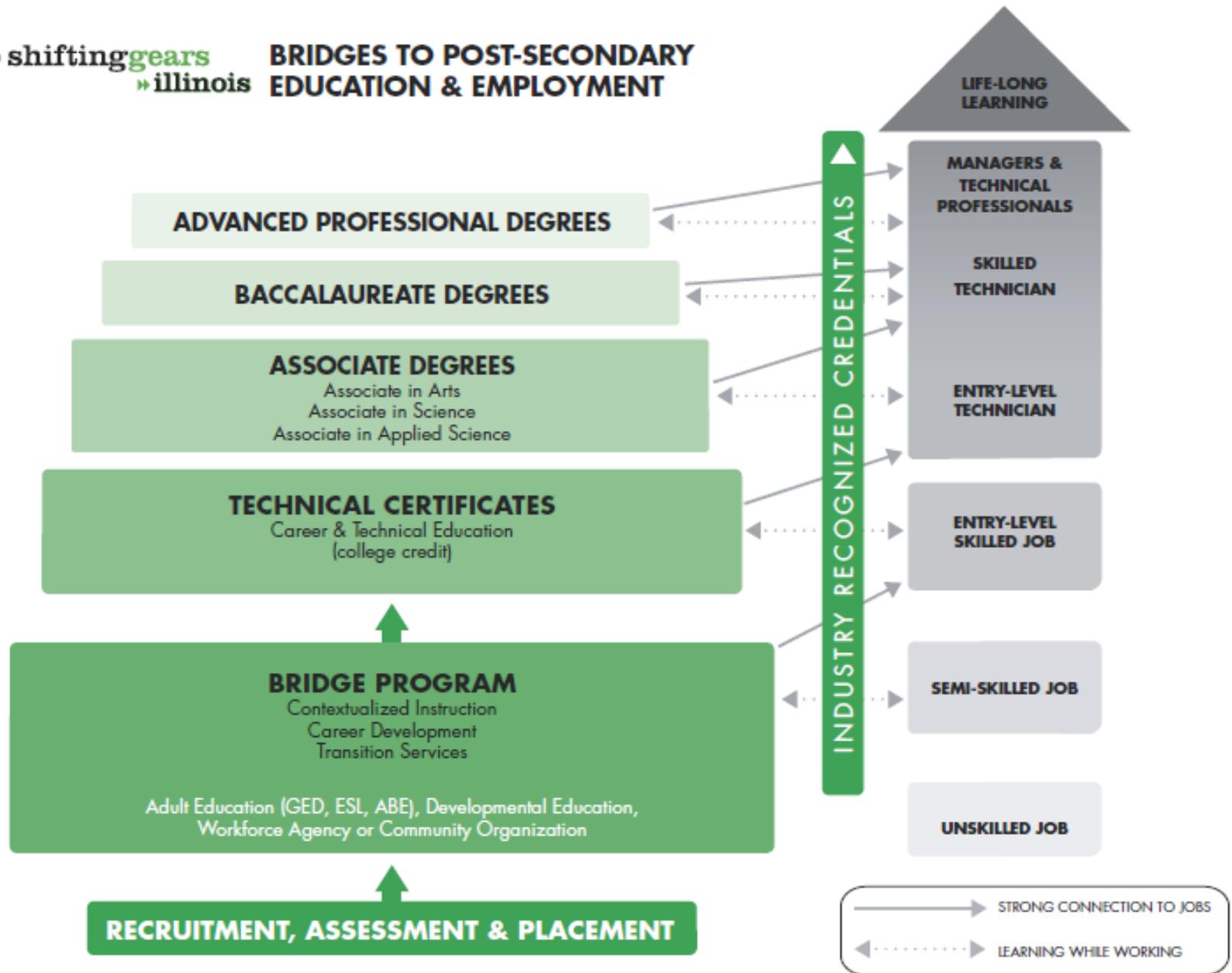
- Educational Ladder is aligned with Career Ladder and Industry Certifications



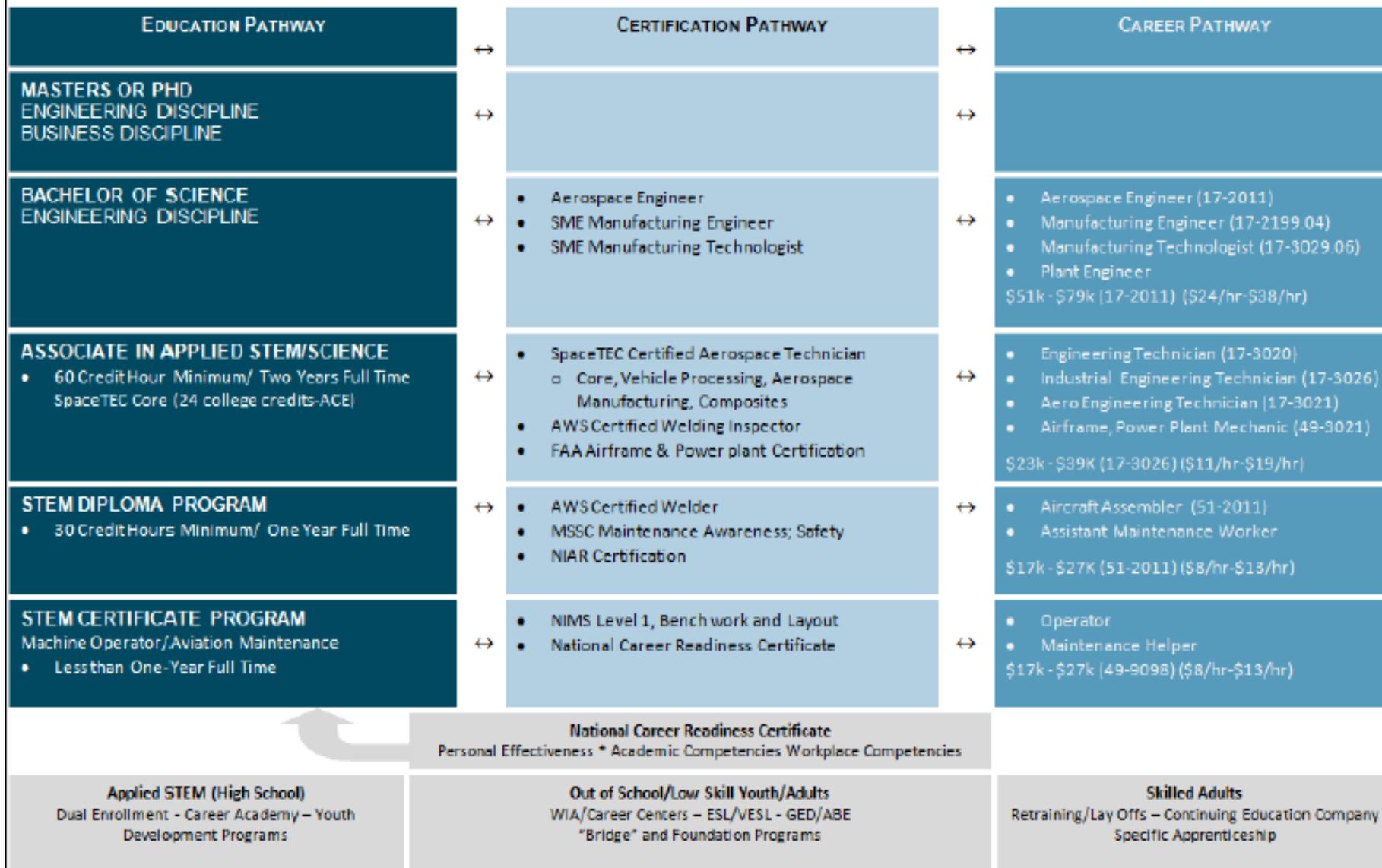


shiftinggears
» illinois

BRIDGES TO POST-SECONDARY EDUCATION & EMPLOYMENT

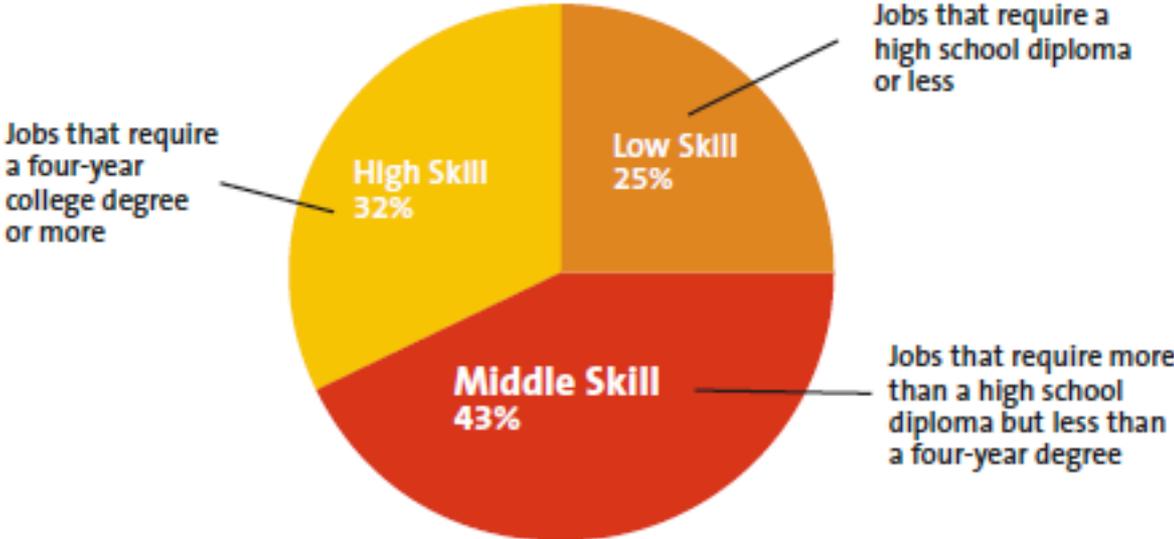


ALIGNING EDUCATION, CERTIFICATION, AND CAREER PATHWAYS FOR THE AEROSPACE & DEFENSE INDUSTRY



Middle Skills Jobs

FIGURE 2. California's Total Job Openings by Skill Level, 2006-2016



Source: Calculated by TWA from California Employment Development Department data.

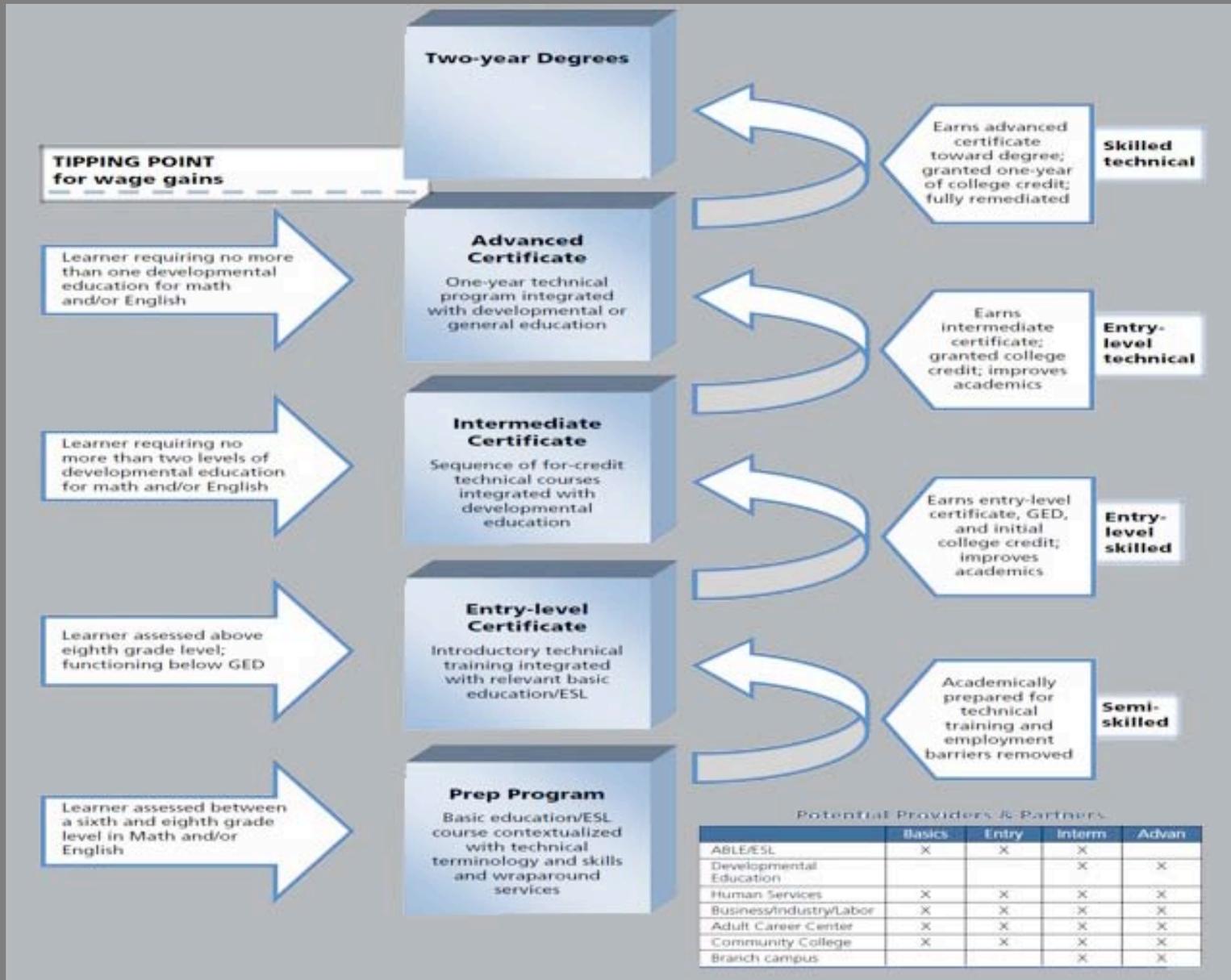
Key Elements of Career Pathway Programs

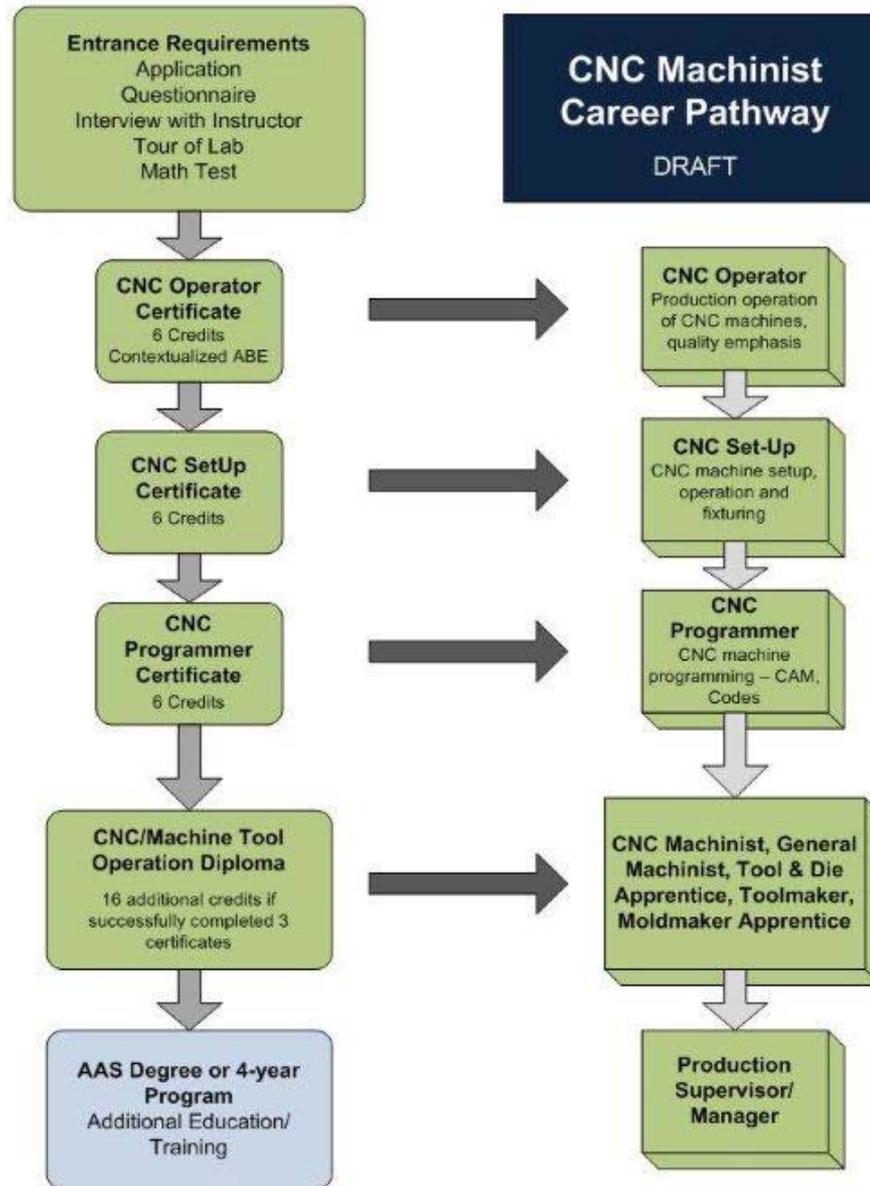
Stackable Certificates:

- Clearly defined “On and Off Ramps”
- Fundamental or Entry Level Certificate
- Allows participant to get to “Tipping Point”
 - At least one year of occupational training and industry-recognized certificate = greatest potential for **incremental success**
- Opportunity for increased earnings



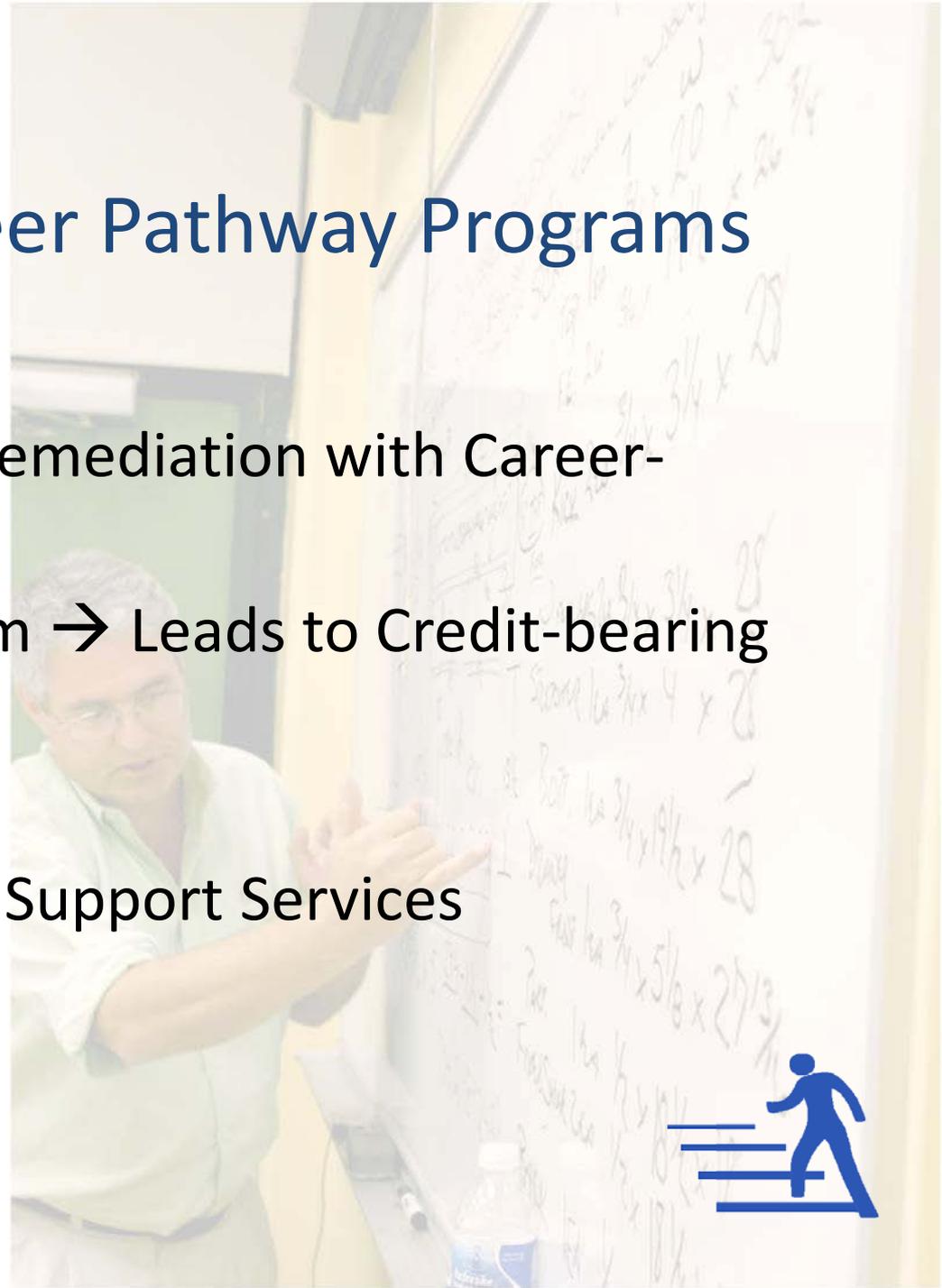
OHIO STACKABLE CERTIFICATES SCHEMATICS





Key Elements of Career Pathway Programs

- Integrate Basic Skills Remediation with Career-Specific Content
- Bridge or Prep Program → Leads to Credit-bearing College Classes
- Cohort-based
- Wrap-around Student Support Services



Allied Health Career Advancement Academy

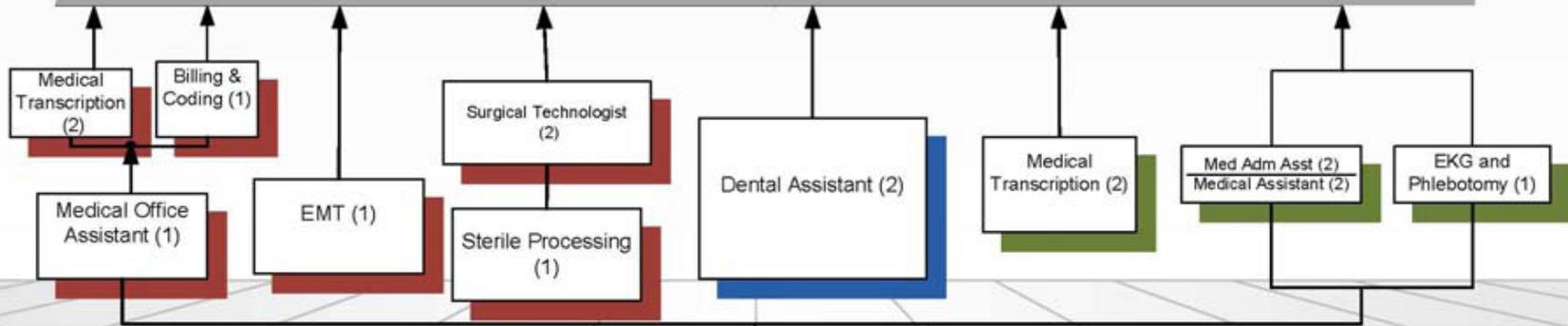
Skyline College
Respiratory Therapy
Associate Degree Program

College of San Mateo
Nursing
Associate Degree Program

Cañada College
Radiologic Technician
Associate Degree Program

Prerequisites
Participants may complete prerequisites at any college
and go into any of the three higher level healthcare programs

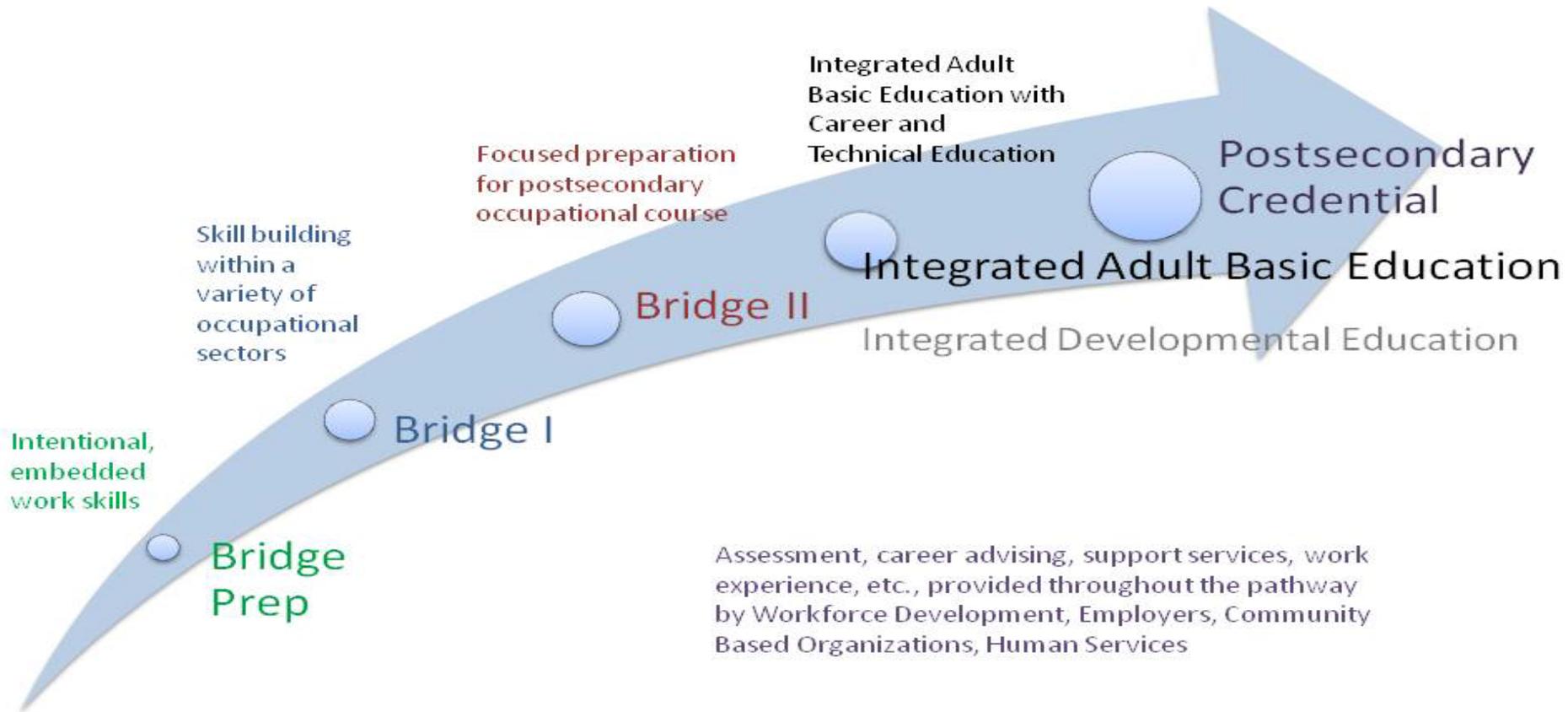
Students earn certificates in one or two semesters, and go directly into high paying Allied Health jobs and careers.



Gateway to Allied Health Careers: CAA Bridge (1)
Student learning community cohorts
Contextualized basic skills including Math and English or English Speakers of Other Languages Course
Orientation to Allied health Careers/ Healthcare Gateway, involving employers and worksites
College success and student support services integrated with WIB Services
Participants enter Gateway at Cañada College or Skyline College then go up the career ladder at any of the three colleges.
(1) or (2) represent the number of semesters required for accelerated certificate completion.

Minnesota FastTRAC (Shifting Gears)

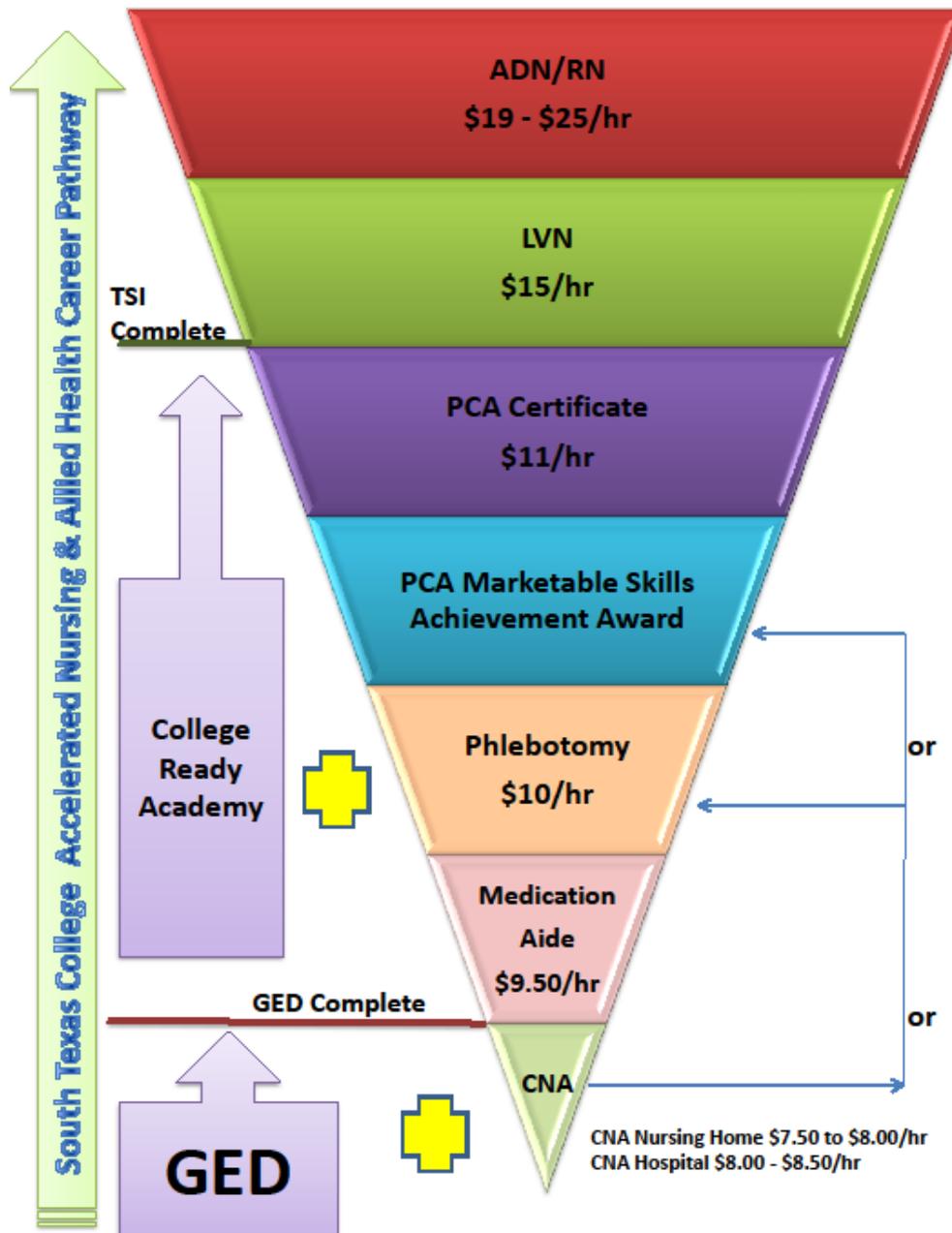
FastTRAC Program Model



Key Elements of Career Pathway Programs

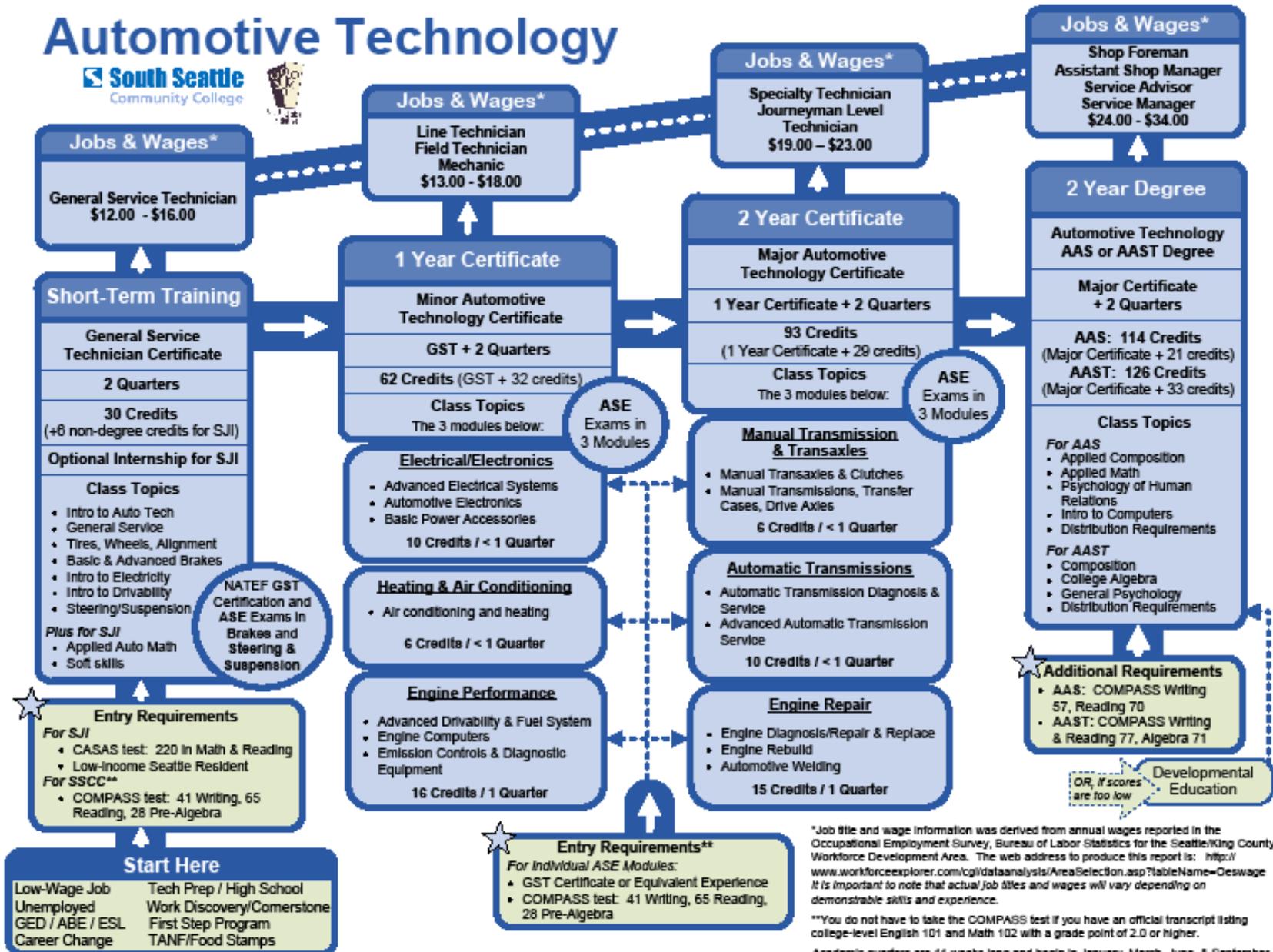
- Obtainable jobs clearly defined at each step on the pathway
- Employer Engagement: Build program, develop curriculum, internships, placement
- Opportunities to work while going to school





Automotive Technology

South Seattle
Community College



Jobs & Wages*
General Service Technician
\$12.00 - \$16.00

Short-Term Training
General Service Technician Certificate
2 Quarters
30 Credits (+6 non-degree credits for SJI)
Optional Internship for SJI
Class Topics
• Intro to Auto Tech
• General Service
• Tires, Wheels, Alignment
• Basic & Advanced Brakes
• Intro to Electricity
• Intro to Drivability
• Steering/Suspension
Plus for SJI
• Applied Auto Math
• Soft skills

Entry Requirements
For SJI
• CASAS test: 220 in Math & Reading
• Low-Income Seattle Resident
For SSCC**
• COMPASS test: 41 Writing, 65 Reading, 28 Pre-Algebra

Start Here
Low-Wage Job
Unemployed
GED / ABE / ESL
Career Change
Tech Prep / High School
Work Discovery/Cornerstone
First Step Program
TANF/Food Stamps

Jobs & Wages*
Line Technician
Field Technician
Mechanic
\$13.00 - \$18.00

1 Year Certificate
Minor Automotive Technology Certificate
GST + 2 Quarters
62 Credits (GST + 32 credits)
Class Topics
The 3 modules below:
Electrical/Electronics
• Advanced Electrical Systems
• Automotive Electronics
• Basic Power Accessories
10 Credits / < 1 Quarter
Heating & Air Conditioning
• Air conditioning and heating
6 Credits / < 1 Quarter
Engine Performance
• Advanced Drivability & Fuel System
• Engine Computers
• Emission Controls & Diagnostic Equipment
16 Credits / 1 Quarter

Entry Requirements**
For Individual ASE Modules:
• GST Certificate or Equivalent Experience
• COMPASS test: 41 Writing, 65 Reading, 28 Pre-Algebra

Jobs & Wages*
Specialty Technician
Journeyman Level Technician
\$19.00 - \$23.00

2 Year Certificate
Major Automotive Technology Certificate
1 Year Certificate + 2 Quarters
93 Credits (1 Year Certificate + 29 credits)
Class Topics
The 3 modules below:
Manual Transmission & Transaxles
• Manual Transaxles & Clutches
• Manual Transmissions, Transfer Cases, Drive Axles
6 Credits / < 1 Quarter
Automatic Transmissions
• Automatic Transmission Diagnosis & Service
• Advanced Automatic Transmission Service
10 Credits / < 1 Quarter
Engine Repair
• Engine Diagnosis/Repair & Replace
• Engine Rebuild
• Automotive Welding
15 Credits / 1 Quarter

Jobs & Wages*
Shop Foreman
Assistant Shop Manager
Service Advisor
Service Manager
\$24.00 - \$34.00

2 Year Degree
Automotive Technology AAS or AAST Degree
Major Certificate + 2 Quarters
AAS: 114 Credits (Major Certificate + 21 credits)
AAST: 126 Credits (Major Certificate + 33 credits)
Class Topics
For AAS
• Applied Composition
• Applied Math
• Psychology of Human Relations
• Intro to Computers
• Distribution Requirements
For AAST
• Composition
• College Algebra
• General Psychology
• Distribution Requirements

Additional Requirements
• AAS: COMPASS Writing 57, Reading 70
• AAST: COMPASS Writing & Reading 77, Algebra 71

OR, if scores are too low
Developmental Education

*Job title and wage information was derived from annual wages reported in the Occupational Employment Survey, Bureau of Labor Statistics for the Seattle/King County Workforce Development Area. The web address to produce this report is: <http://www.workforceexplorer.com/cgi/dataanalysis/AreaSelection.asp?tableName=Deswage> It is important to note that actual job titles and wages will vary depending on demonstrable skills and experience.

**You do not have to take the COMPASS test if you have an official transcript listing college-level English 101 and Math 102 with a grade point of 2.0 or higher.

Academic quarters are 11 weeks long and begin in January, March, June, & September.

Career Advancement Academies



- Establish pipelines to college and high wage careers for underemployed, underprepared young adults (18 –30 years old)
- Statewide Demonstration project: Technical Assistance, Community of Practice, Evaluation
- Address key demand sectors in 3 regions: (East Bay, Central Valley, and Los Angeles)
29 colleges
- Partnerships with employers, workforce boards, unions, community orgs, adult education/ROCPs
- Partnership: CCCCO and philanthropy



To view video on California Career
Advancement Academies and more
information about Career Pathway
Programs, please visit website:

www.careerladdersproject.org

Why are Career Pathway Programs Effective?

- Accommodate life circumstances of participants
- Conform to TIME LIMITS of TANF, VA, WIA, etc
- Contextualized Basic Skills ACCELERATES learning
- Higher rate of completion of certificates
- Builds on SUCCESS
- Cohorts provide mutual support for learning
- Allows participants to ENTER and EXIT programs
- Aligned with career ladders in each pathway or sector



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