

# Department of Workforce Services

## Arkansas Career Pathways Initiative (CPI)



Partners for a Better Workforce

**2010 State TANF and Workforce  
Directors' Meeting**

*“Client Success through Partnership”*

**July 28, 2010**

**Dallas, TX**

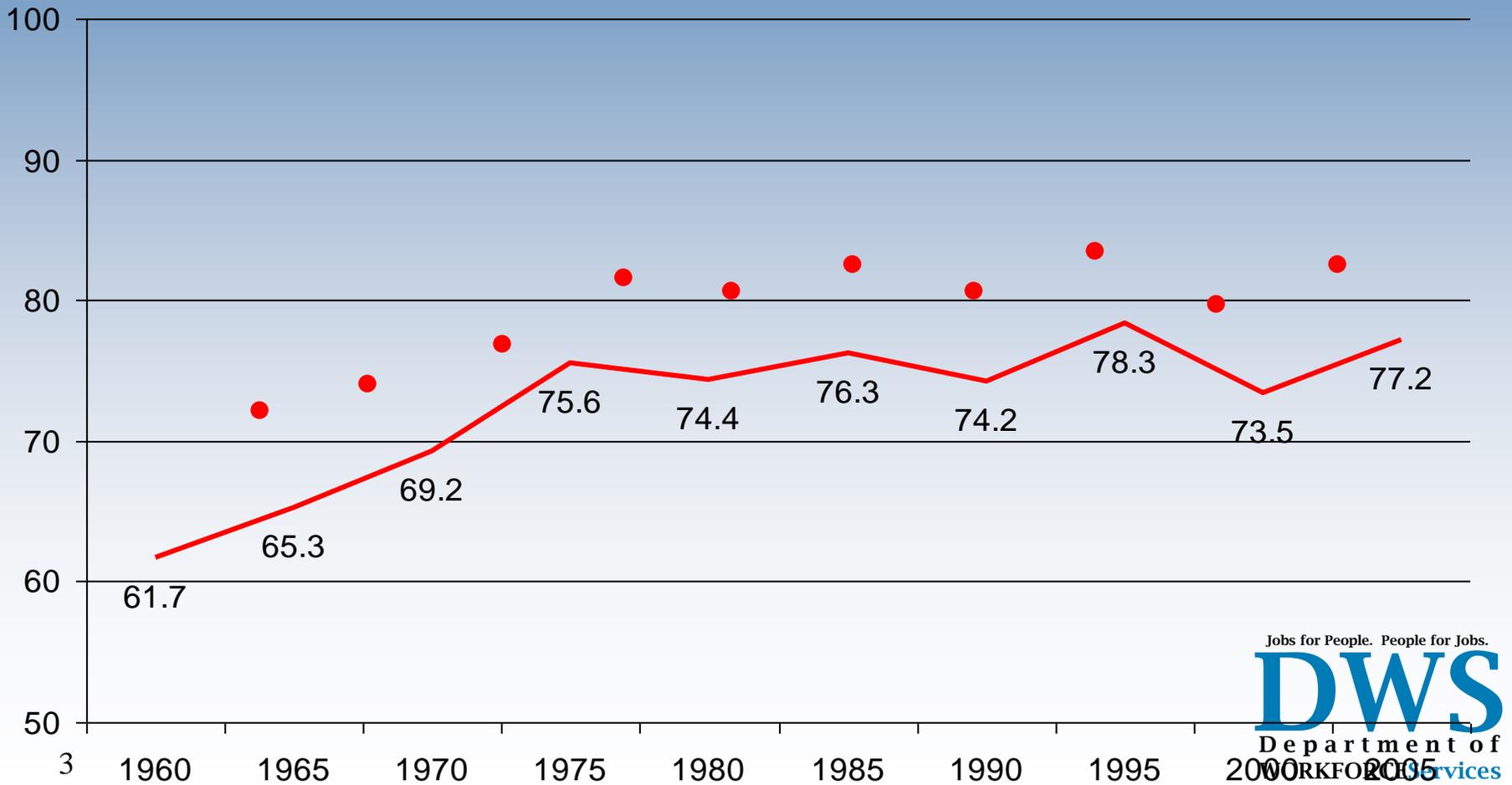
Phil Harris, TANF Assistant Director  
Arkansas Department of Workforce Services

Jobs for People. People for Jobs.  
**DWS**  
Department of  
WORKFORCE**Services**

# Challenges

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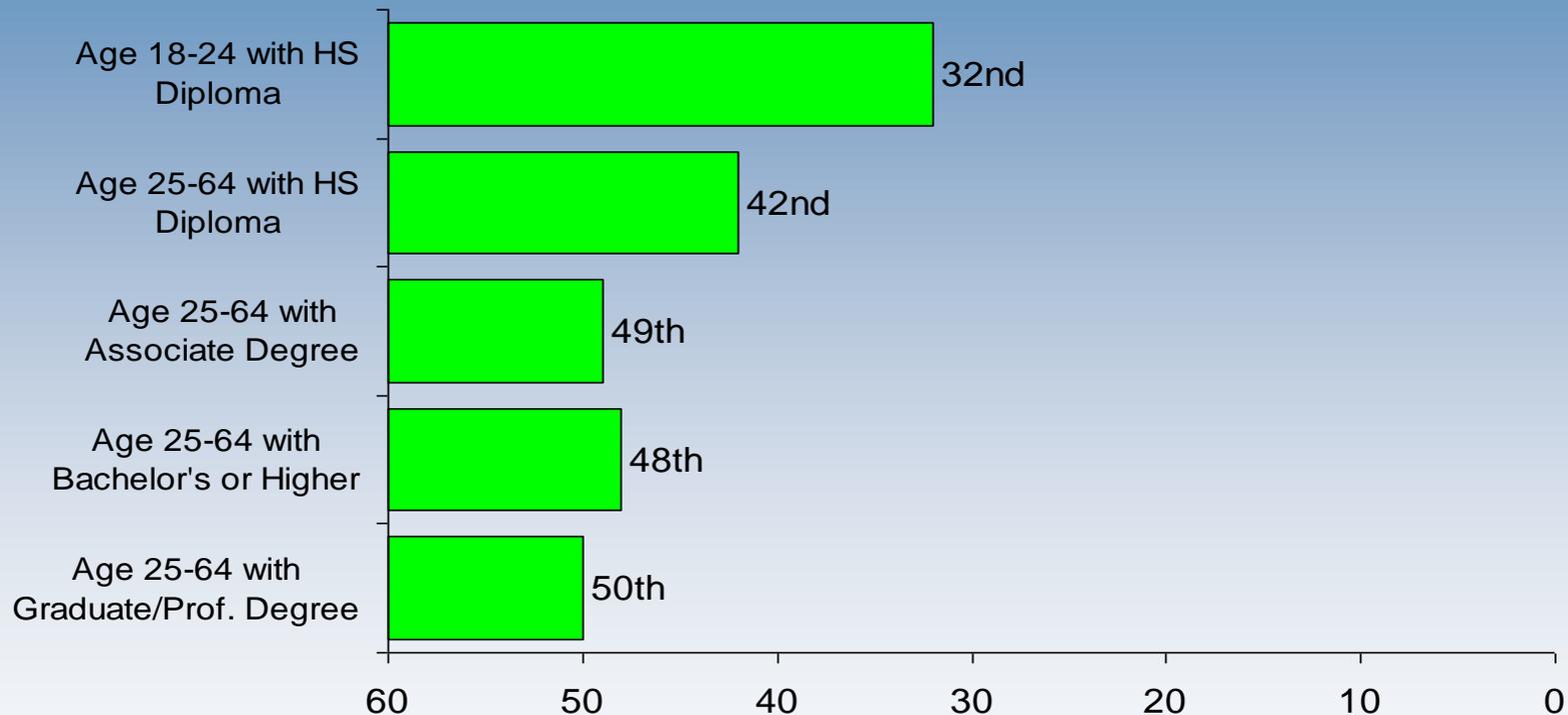
# Arkansas Per Capita Personal Income (Percentage of U.S. Average) 1960-2005



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**DWS**  
Department of  
WORKFORCE SERVICES

# Arkansas Educational Attainment and Rank (%) Among States



Source: U.S. Census Bureau, 2005 American Community Survey (ACS)

# Why Career Pathways Initiative in Arkansas?

- 49<sup>th</sup> in per capita income (AR \$38,820/US \$52,029).
- Arkansas's economy is directly related to the level of education of citizens.
- Only 29% of 18-24 year-old Arkansans are enrolled in college.
- Low-income young adults are twice as likely not to attend college.

# The Strategies

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# Background

- Began as a co-pilot in 2003.
- Arkansas awarded grant from the National Governor's Association's Center for Best Practices.
- Improve earnings and post-secondary attainment of Arkansas' low-income TANF and TANF-eligible adults.
- Emphasizes job readiness skills, basis academic skills preparation, remediation and post-secondary credentials tied to high wage high demand occupations.

# STATE Support – Governor's Workforce Cabinet

**Governor Beebe's vision is that economic development strategies must be formulated within the context of the following three principles:**

- **Education and economic development are inseparable**
- **Economic development is global**
- **Communities are the lifeblood of economic development**

**The Governor's mission for the workforce is to promote maximum coordination and efficiency among education, employment, and economic development services in order to positively position Arkansas in the global economy.**

# STATE Support – Governor’s Workforce Cabinet

## Economic Development & Workforce Cabinet

1. Arkansas Department of Higher Education
2. Arkansas Department of Education
3. Arkansas Science and Technology Authority
4. Arkansas Department of Workforce Services/Arkansas Workforce Investment Board
5. Arkansas Department of Career Education
6. Arkansas Economic Development Commission
7. Arkansas Association of Two Year Colleges  
*(not a cabinet agency)*



CAREER PATHWAYS STUDENTS  
GRADUATE WITH RN DEGREE

# Why Focus on Low-Income Adults?

- Working adults do not fit into traditional higher education models.
- Few Arkansas programs are developed for low-income working adults.
- Benefits accrue to everyone in state.

# Arkansas Career Pathways Model



- **Dual customers**
  - TANF or TANF-eligible adults
  - Businesses in high growth sectors
  
- Governor Beebe has focused on **workforce development through education** as a key economic development strategy for the state.

# Arkansas Career Pathways Model

- Provide a marketable **educational credential** for immediate entry into a high demand occupation and/or further advanced education.
- Job readiness, education, basic skills, remediation, **advanced training in high-wage, high-demand occupations**.
- College program that provides **academic support and extensive student service support** (transportation, childcare, books, tuition) as well as other wrap around services like career assessment, advising, job search skills, and job placement assistance.



# Eligibility...

- Initiative serves current and former Transitional Employment Assistance (TEA) recipients, or TANF-eligible students, currently or newly enrolled at one of the participating public two-year colleges in Arkansas or in a program administered by participating two-year colleges.
- **An adult caretaker, parent or relative of a child living in the home under the age of 21 deemed financially needy because they are/have:**
  - A former or current recipient of TEA cash assistance; or
  - A current recipient of Food Stamps, ARKids or Medicaid; or
  - Earnings are at 250% of the FPL or less

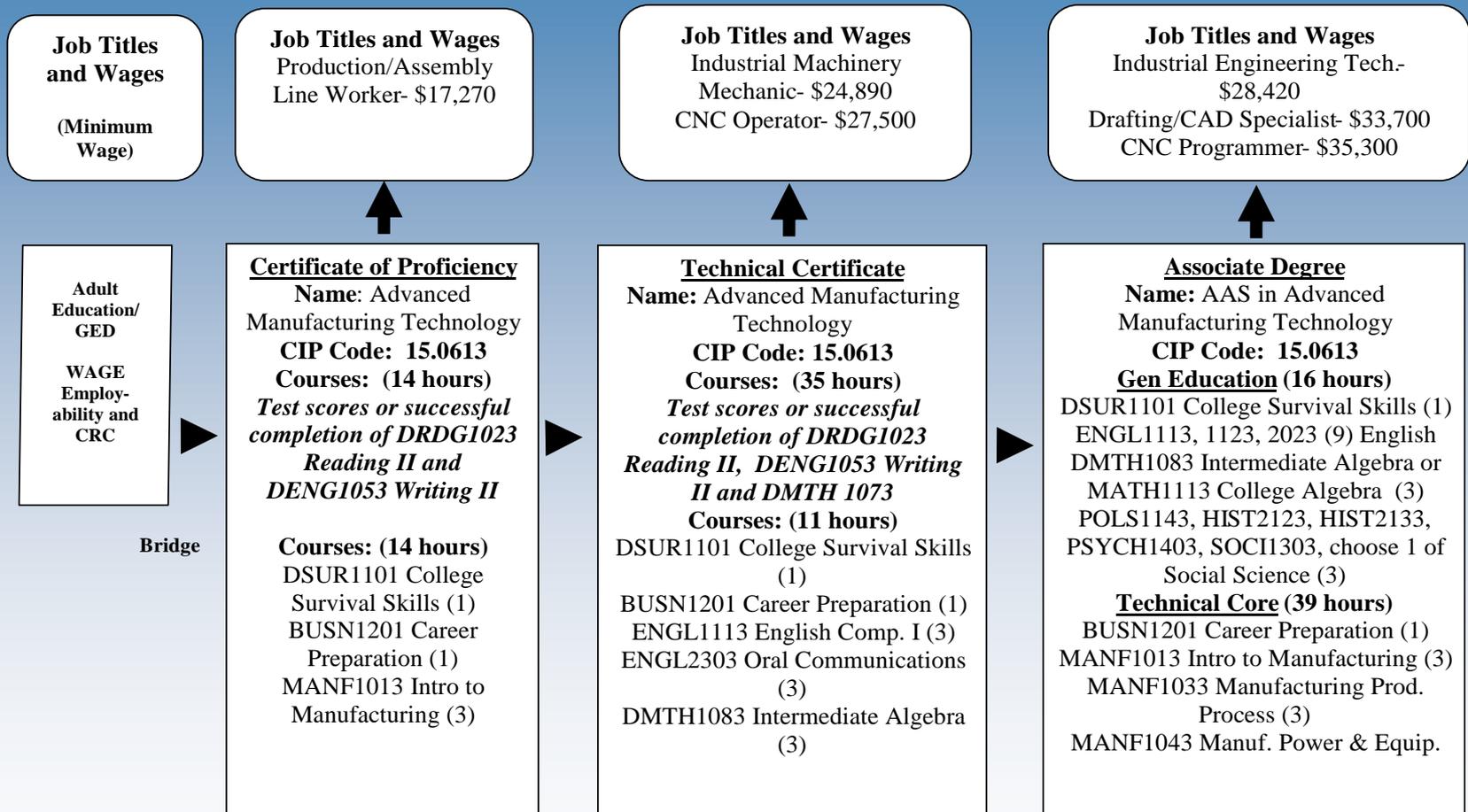
# Pathway to Employment

- Institutional and instructional transformation. Over 300 pathways have been mapped for local high-wage, high-demand job categories.
- Provides support and tools to help students succeed such as tutoring, intrusive advising, and community outreach.
- Partnerships and employer involvement lead to student support and employment.

# CPI Outcomes (FY09)

- Supported Arkansas Career Pathways Initiative at 25 sites.
- Assisted 9,397 enrolled students in CPI activities this year of which 3,018 were new students.
- Awarded 5,055 certificates or degrees.
- Enrolled 893 TEA/ WorkPays clients in FY09.
- Mapped over 300 program pathways for high-demand jobs at the 25 sites.
- Attained 58.67% in entering employment (55% goal).
- Attained over 80% in six month and 12-month job retention.

**Career Cluster: Manufacturing**  
**Career Pathways: Electromechanical Installation and Maintenance**  
**Advanced Manufacturing Technology (Partial Sample)**  
 Labor Market Information from Department of Workforce Services  
*\*Salaries based on Arkansas averages*



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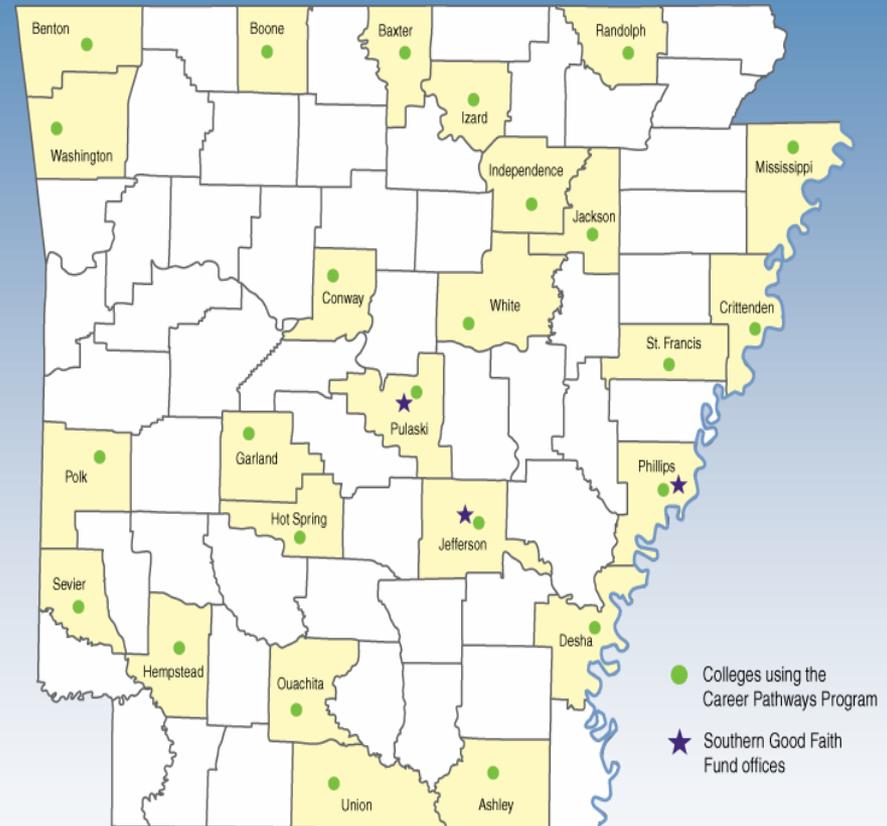
# Arkansas Targeted Job Categories

- Manufacturing
- Health care and social assistance
- Transportation and warehousing
- Professional and technical services
- Management of companies and enterprises



# CPI Development

- \$8 million annually:  
July 1, 2005 – June 30, 2006
- \$12 million annually:  
July 1, 2006 – June 30, 2009
- 25 sites at community colleges and technical branch campuses.

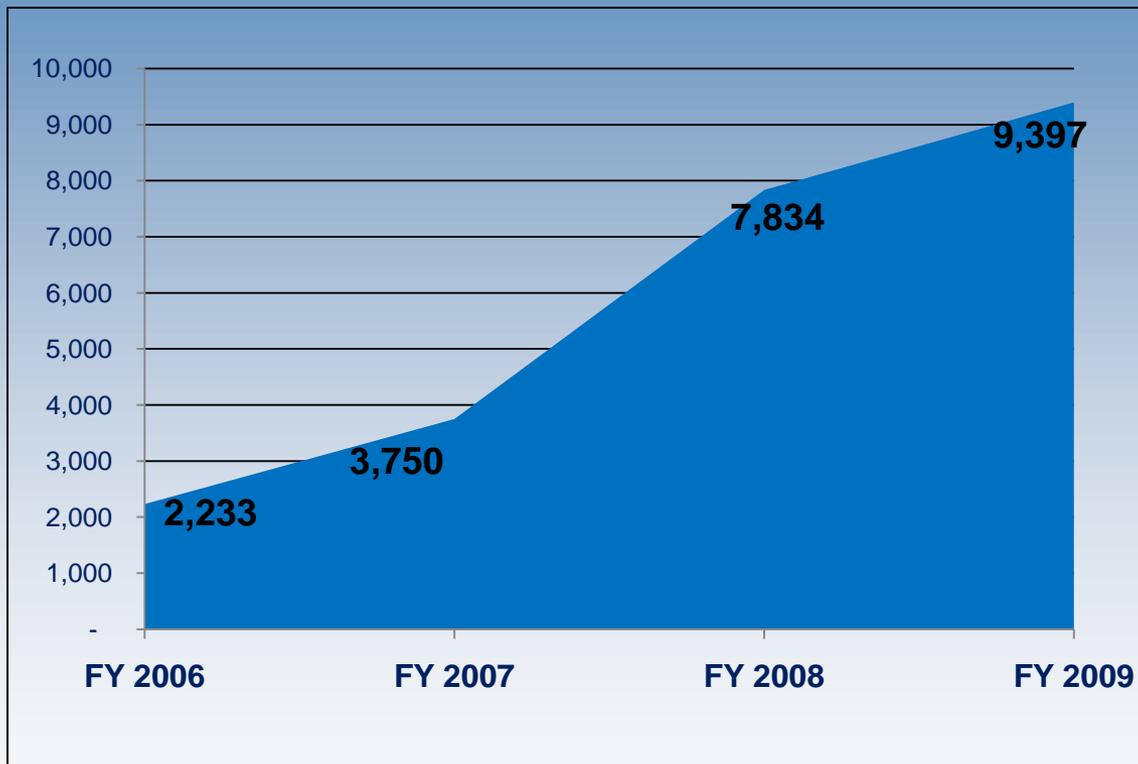


# Arkansas CPI Students

- 69% with high school diploma
- 22% GED
- 9% no high school or GED
- 21% TABE below 8<sup>th</sup> grade
- 47% employed at application
- Median wage at application  
\$7-\$8/hour
- Income less than 250% of federal  
poverty level



# Career Pathways Enrollment FY2006-2009



## Progress Report of Activities and Outcomes during Program Year Three

(July 1, 2007 – June 30, 2009)

# Strategic Partnerships

- Department of Workforce Services
- Department of Higher Education
- Association of Two-Year Colleges
- Department of Human Services
- Department of Career Education
- Arkansas Workforce Investment Board

# Strategic Partnerships and Employer Engagement

- Local Chambers of Commerce
- Local Hospitals
- Local Municipalities
- Local Employers
- Local Non-Profit Organizations

*“No changes occur  
without a significant  
relationship of mutual  
respect.”*

*Dr. James Comer*