

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 portico with numerous columns. The sky is blue with scattered white clouds. In the foreground, there are some green bushes and a paved walkway.

Arkansas Career Pathways Initiative

A State Agency Partnership

Department of Higher Education, Administrator

Department of Workforce Services, Funder

Office of Family Assistance

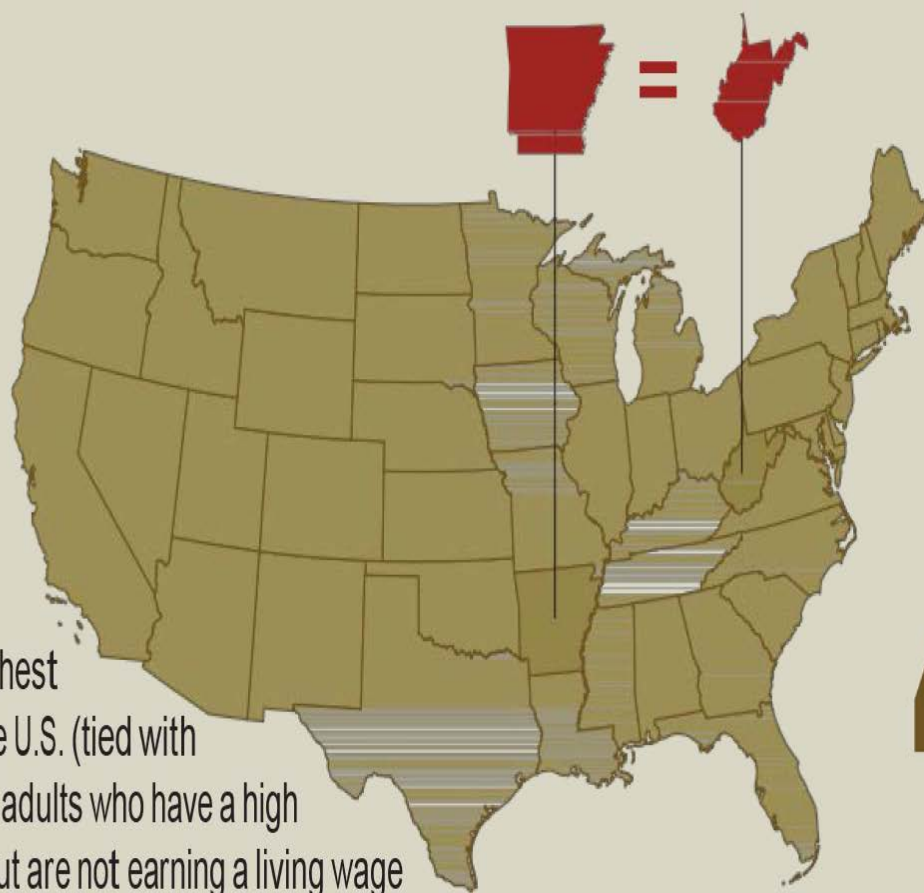
2014 Region VI State TANF Directors Meeting

***Building a Path to Family Stability* September 23rd to 25th**

Dallas, Texas

46TH

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

49TH

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

A HISTORY OF ARKANSAS CAREER PATHWAYS



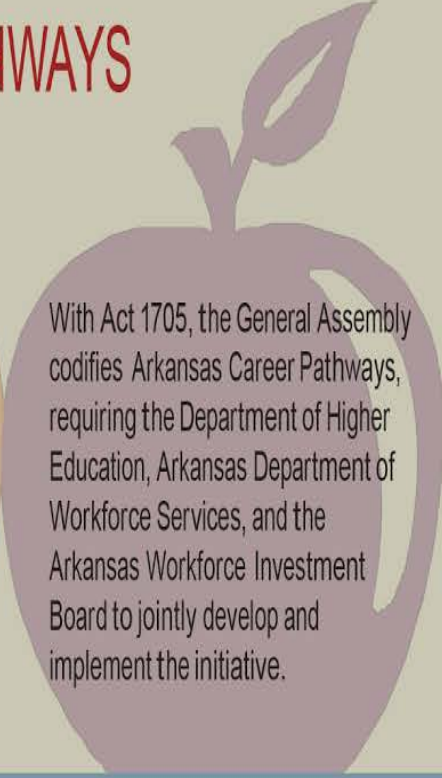
Governor Mike Huckabee, the Arkansas Association of Two-Year Colleges, and the Southern Good Faith Fund, with a grant from the National Governor's Association, launches a career pathways pilot program at Southeast Arkansas College in Pine Bluff.

2003



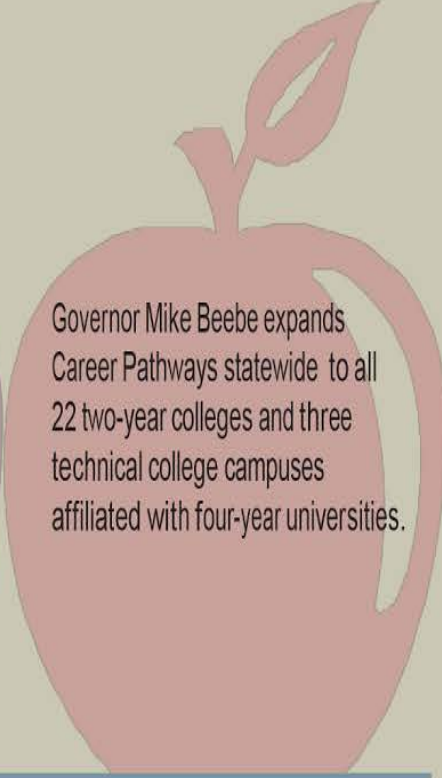
With additional support from the Arkansas Transitional Employment Assistance program (TEA) and the Arkansas Department of Higher Education, the program expands to 10 additional two-year college sites.

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

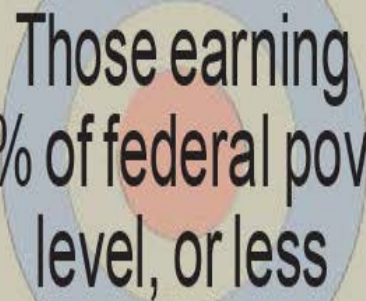
Adult parent or
caretaker of children
under the age of 21

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

Current or former recipient
of Transitional Employment
Assistance (TEA)

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

Current recipient of
Food Stamps, ARKids
First, or Medicaid

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

Those earning
250% of federal poverty
level, or less

TARGET CAREER FIELDS



ALLIED HEALTH



EDUCATION

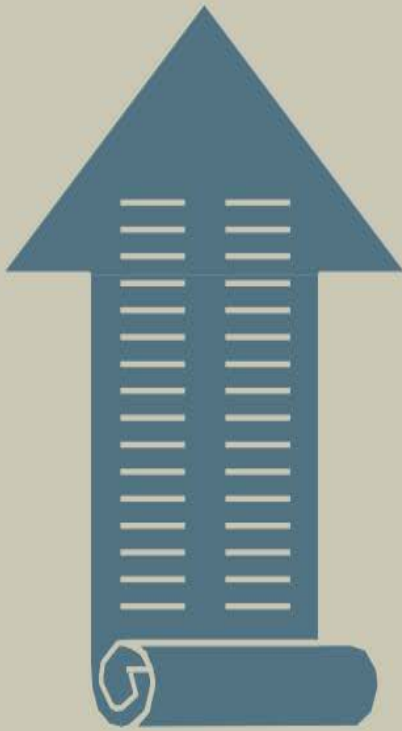


BUSINESS ADMINISTRATION



MANUFACTURING

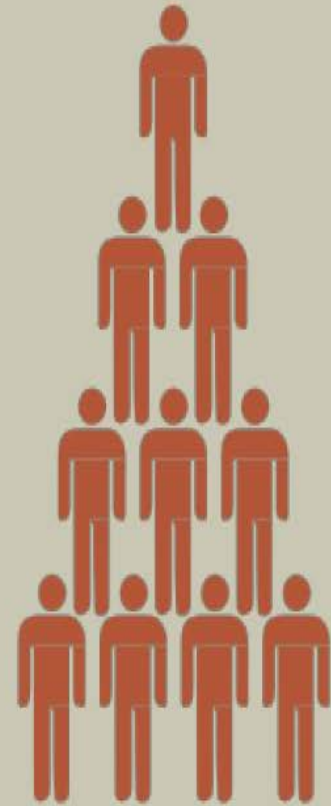
THE GOAL



Increase enrollment
in post-secondary programs



Increase degree and
certification degrees



Increase job attainment
and job retention

STUDENT DEMOGRAPHICS



Female



Average
Student Age

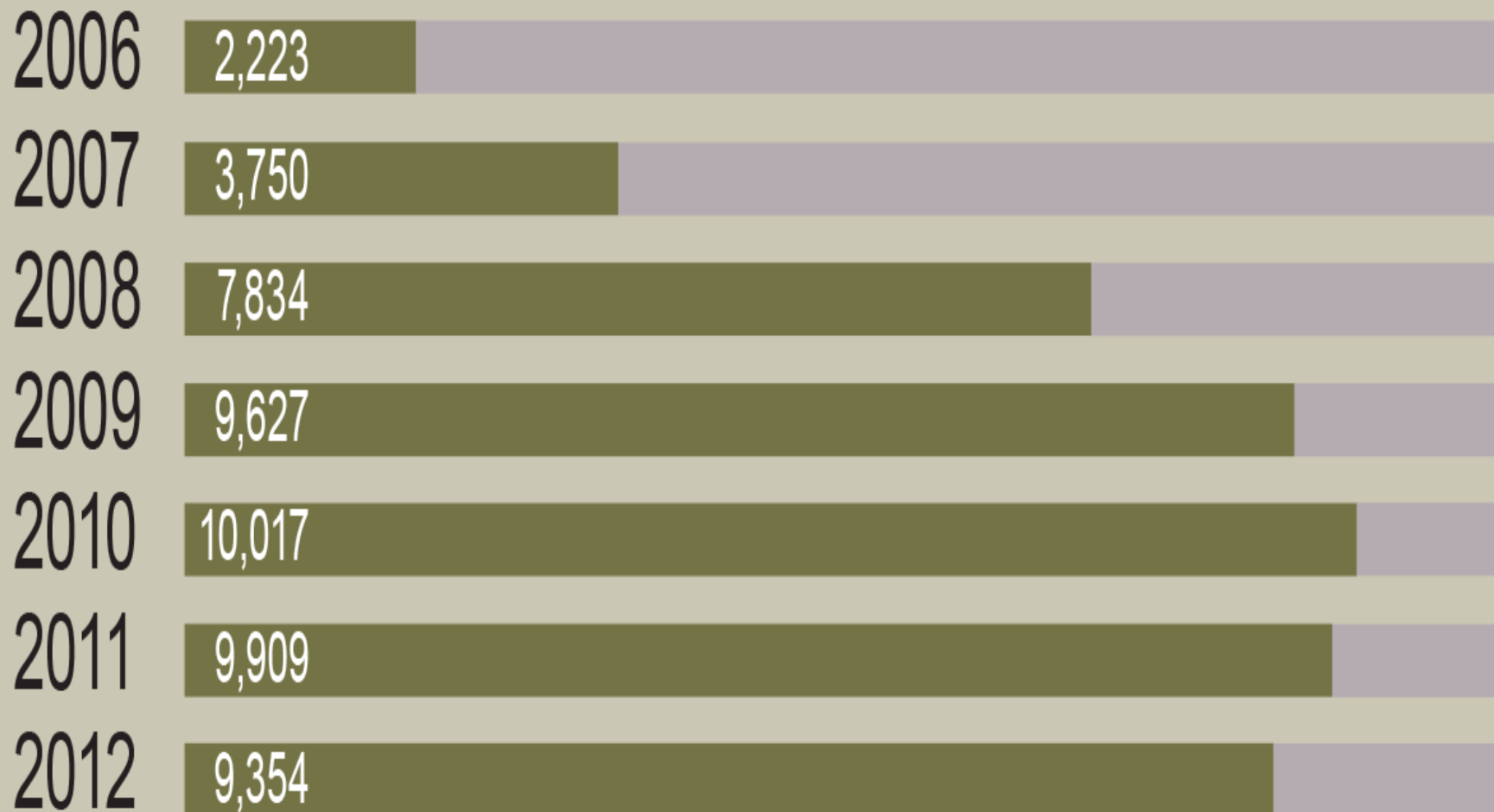


Caucasian



African-
American

CAREER PATHWAYS ENROLLMENT GROWTH



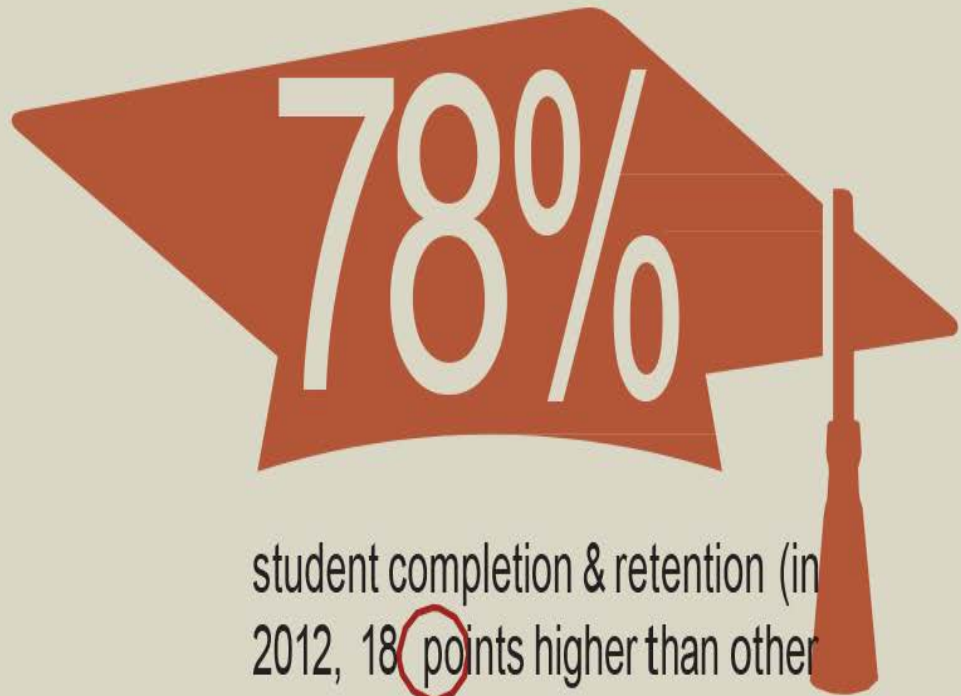
SUCCESS

29,000

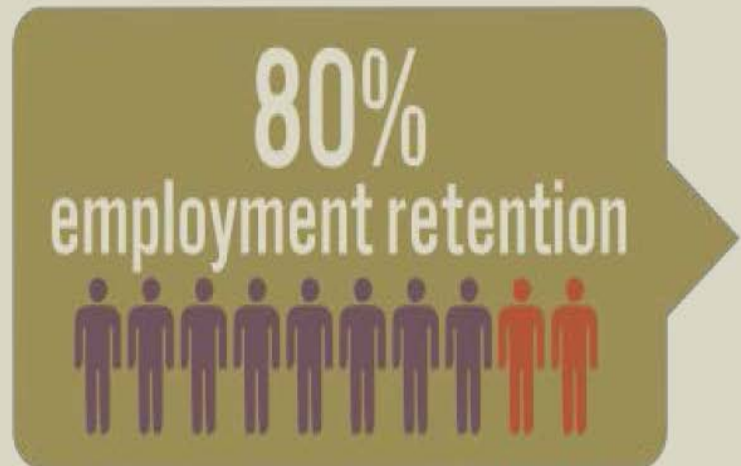
participants with

30,000

degrees or certificates earned



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



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

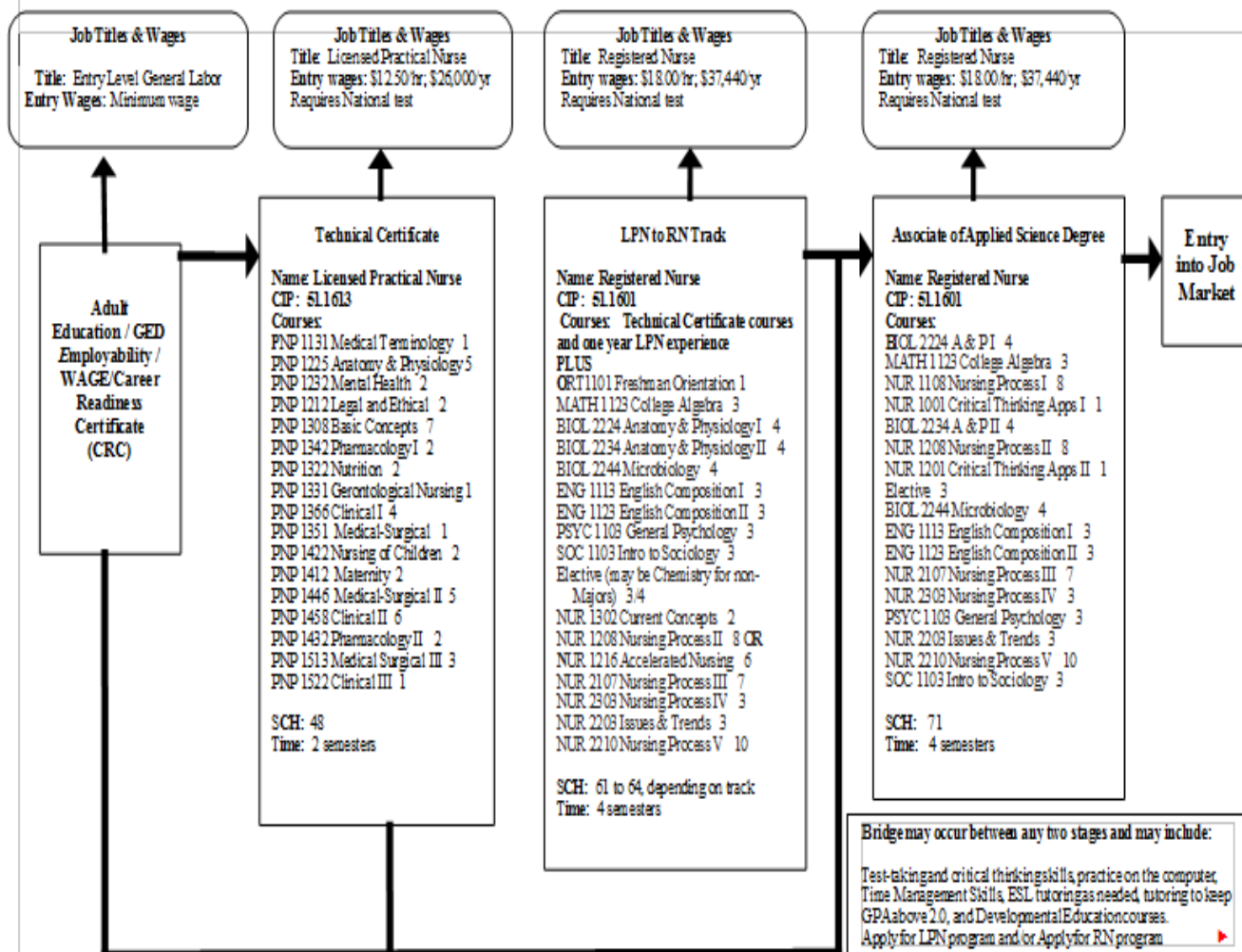




Career Cluster: Health Science

Career Pathway: Therapeutic Services (Nursing)

Labor Market Information from Department of Workforce Services



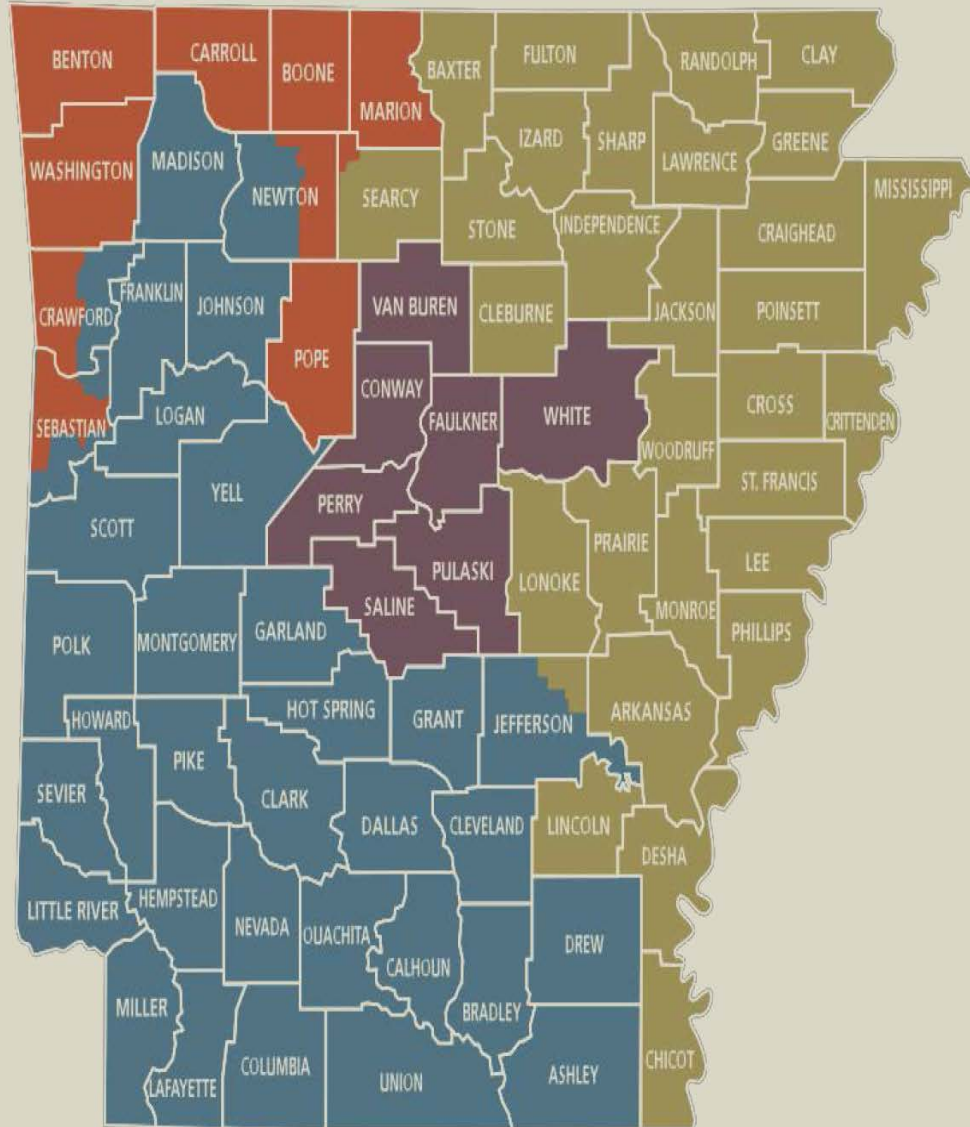
INCREASE IN DEGREES BY CONGRESSIONAL DISTRICT

1ST
11,635

2ND
4,154

3RD
1,710

4TH
8,706



Inputs

CPI invests resources from TANF, Arkansas two-year colleges, ADHE, DWS, WIB, Career Education, and DHS

- \$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

Activities

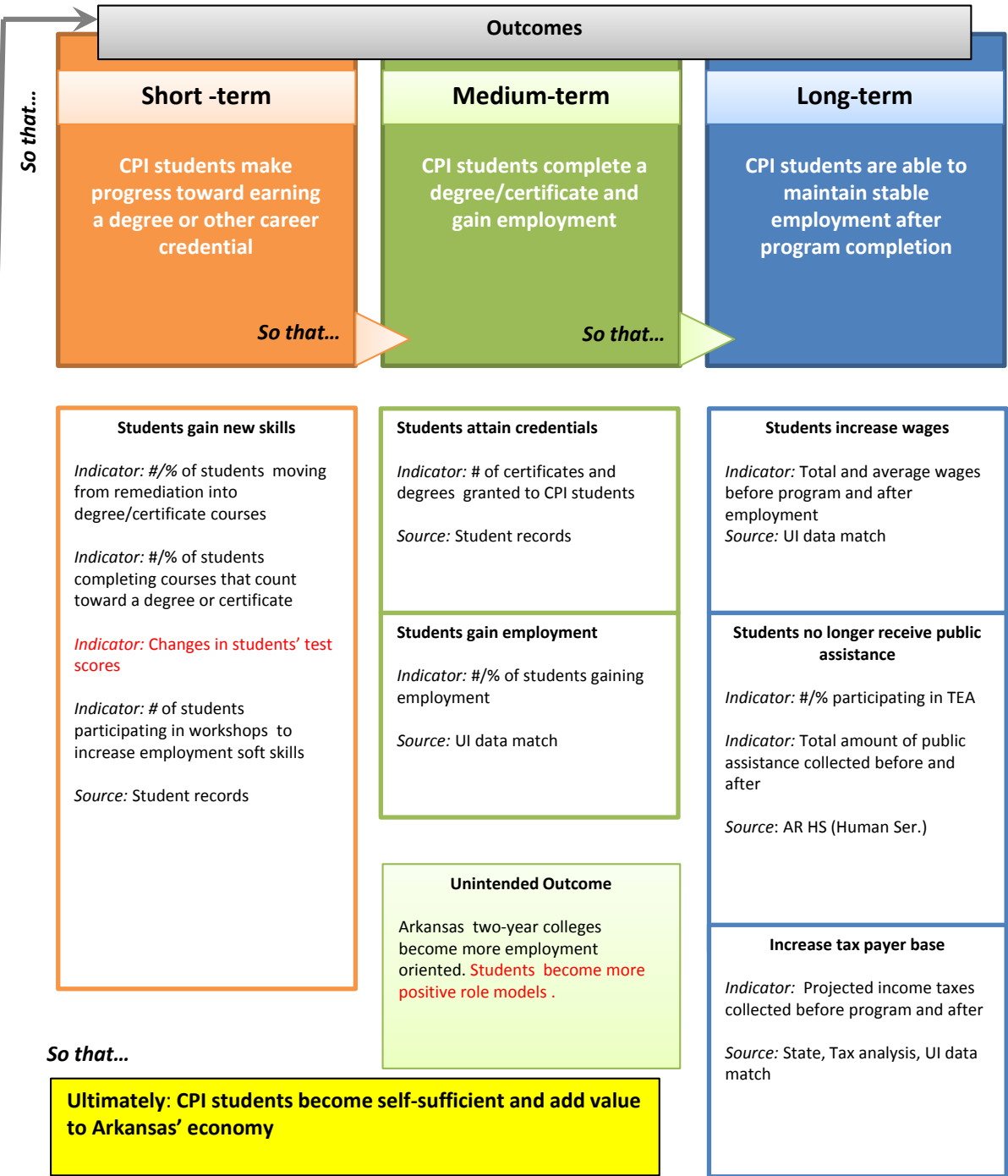
So that...
CPI can assist Arkansas parents living at or below 250% of the federal poverty level access work-related education and training opportunities at local two-year colleges

- Case management/intrusive counseling
- Program delivery at 25 sites
- Student support services
- Student testing/assessment and remediation

Outputs

So that...
CPI participants can take courses and enroll in degree or certificate programs

- 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



Return on Investment (ROI)

When participant income at entry into the CPI program (as documented in initial application materials) are measured against subsequent wage increases related to improved employment opportunities, the program is able to document a **significant benefit** to the state through aggregated increases in income and sales tax revenue and a decrease in spending on public assistance. These positive benefits are then weighed against costs related to the public investment in the CPI. Promising Pathways staff developed a model to project the ROI realized by the State of Arkansas as a result of the CPI program which shows a positive return within a two to three year time frame, despite very conservative assumptions. A very small sample set of participants from a past cohort was used to test the model.

	Source	Year of Entrance into program year 1	1st year out of program (1st working year) year 2	year 3
No. in cohort	Program	0	0	0
Success rate (excludes fallouts)	Program	#DIV/0!	#DIV/0!	#DIV/0!
No. of completers	Program	0	0	0
Total cost for graduating cohort	Program	\$ -	\$ -	\$ -
Cost per participant	Program	0	0	0
Avg income upon entering program	Program	0	\$ -	\$ -
Avg income after exiting program	Program	0	0	0
AVG public assistance collection before entering program (based on income level)	BLS (CES)	\$ 1,236	\$ 1,261	\$ 1,286
AVG public assistance collection after exiting program (based on income level)	BLS (CES)	\$ 1,236	\$ 851	\$ 481
Effective Income tax rate for Avg income before entering program	Bank Rate	0	0	0
Effective Income tax rate for Avg income after exiting program	Bank Rate	0	0	0
Percent of income spent on taxable (sales tax) goods at income before entering program	BLS (CES)	0.618435666	0.618435666	0.618435666
Percent of income spent on taxable (sales tax) goods at income after exiting program	BLS (CES)	0.618435666	0.49550018	0.49550018
AVG taxable spending per person at Avg starting income level (50% of income)	BLS (CES)	\$ -	\$ -	\$ -
AVG taxable spending per person at Avg ending income level (50% of income)	BLS (CES)	\$ -	\$ -	\$ -
Sales tax rate	Bank Rate	0	0	0
Year-over-year Wage change (all occupations)	BLS	0.112630288	0.069598281	0.059840289
Number of completers collecting public health before program	Program	0	0	0
Number of completers collecting public health after program	Program	0	0	0
Cost of public health per capita	WHO	3787	3982	4186
Number of completers that would be incarcerated before program	DOC/DOJ	0	0	0
Number of completers that would be incarcerated after program	DOC/DOJ	0	0	0
Incarceration cost per capita	DOC	44650	45543	46454
Total program cost to service participants		\$ -	\$ -	\$ -
Total Personal Income Upon Entering program		\$ -	\$ -	\$ -
Total Income after exiting program		\$ -	\$ -	\$ -
Total Public assistance collected before entering program		\$ -	\$ -	\$ -
Total Public Assistance collected after exiting program		\$ -	\$ -	\$ -
Total income tax collected from participants upon entering program		\$ -	\$ -	\$ -
Total income tax collected from participants after exiting program		\$ -	\$ -	\$ -
Total sales tax collected from participants upon entering program		\$ -	\$ -	\$ -
Total sales tax collected from participants after exiting program		\$ -	\$ -	\$ -
Total Health care collected before entering program		\$ -	\$ -	\$ -
Total Health care collected after exiting program		\$ -	\$ -	\$ -
Total Incarceration cost before entering program		\$ -	\$ -	\$ -
Total Incarceration cost after exiting program		\$ -	\$ -	\$ -
taxes collected before program		\$ -	\$ -	\$ -
taxes collected after program		\$ -	\$ -	\$ -
savings on social services after program		\$ -	\$ -	\$ -
Savings on Public Health Care		\$ -	\$ -	\$ -
Savings on Incarceration		\$ -	\$ -	\$ -
Total additional taxes collected + Savings		\$ -	\$ -	\$ -
total program cost		\$ -	\$ -	\$ -
ROI (Year 1 Cohort)		#DIV/0!	#DIV/0!	#DIV/0!

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

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