

# 2013 TANF Priority Update Meeting for OFA Regions V and VII



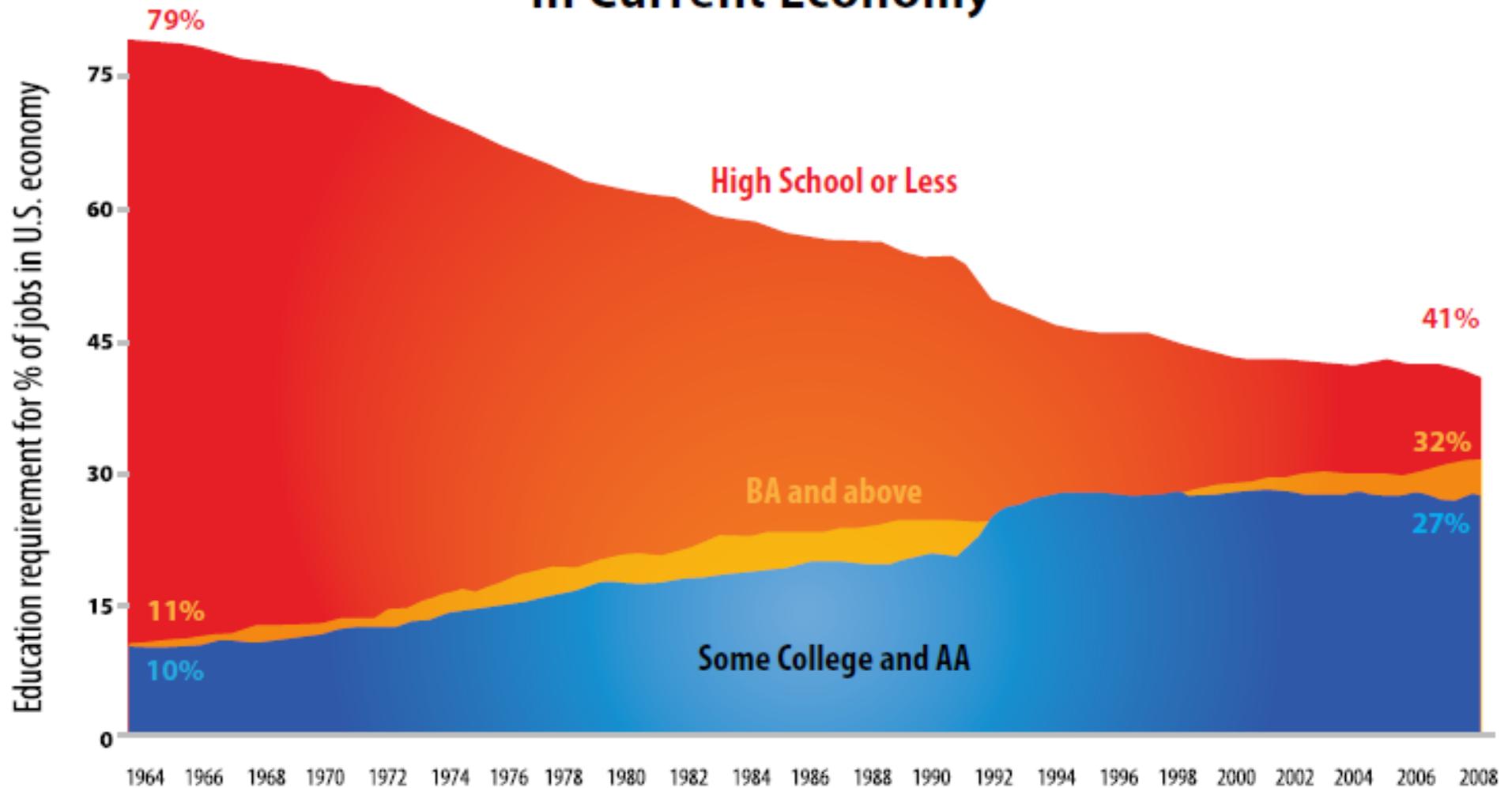
## Developing Demand-Driven Career Pathways for Low-Income Individuals and TANF Participants

**Presented by:**  
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**Principal**  
**ICF International**

September 11, 2013

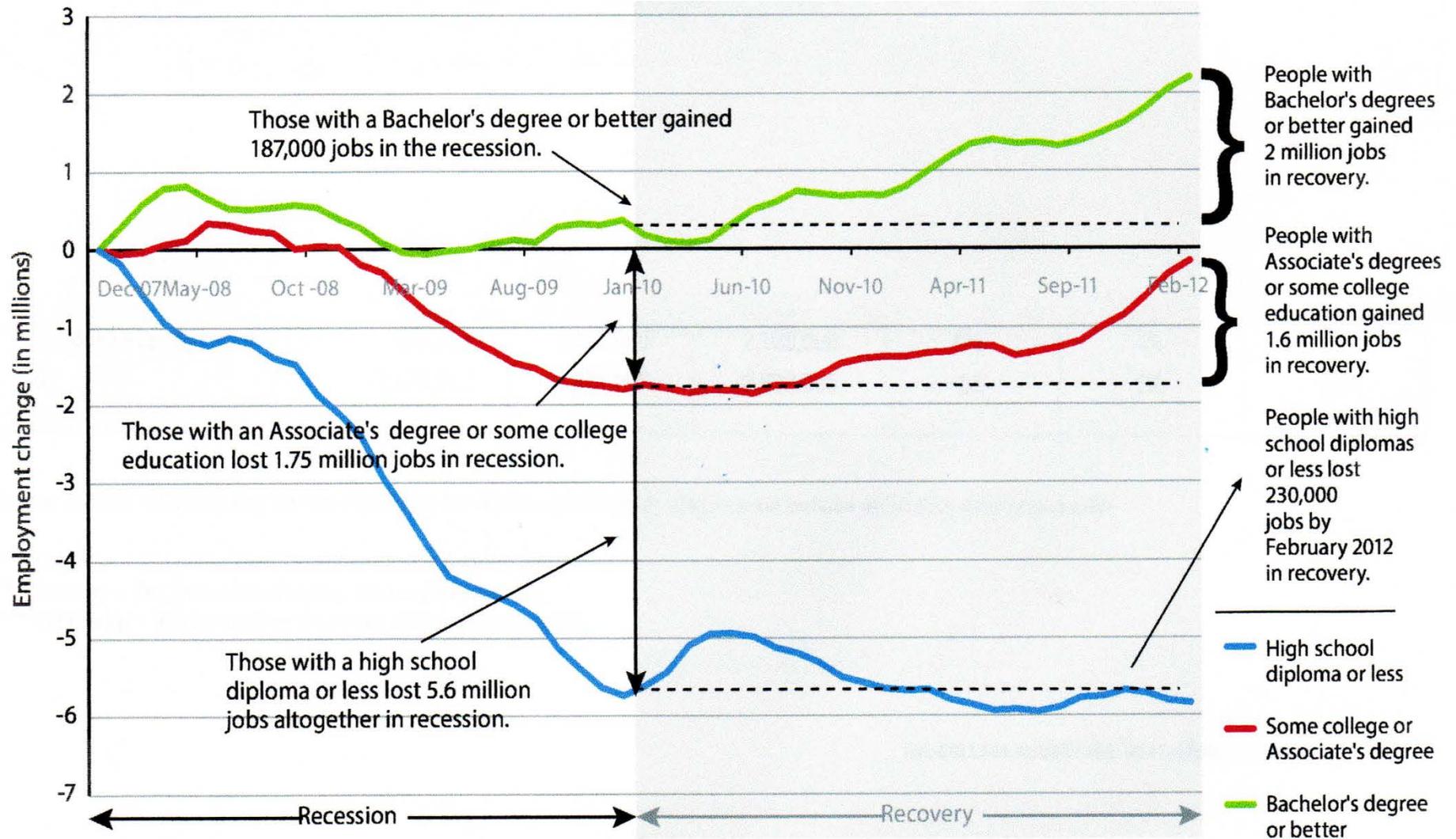
# Educational Demand

## Defining the Problem: Increasing Need for More Education in Current Economy



Source: Current Population Survey, multiple years.

# Impact of the Great Recession



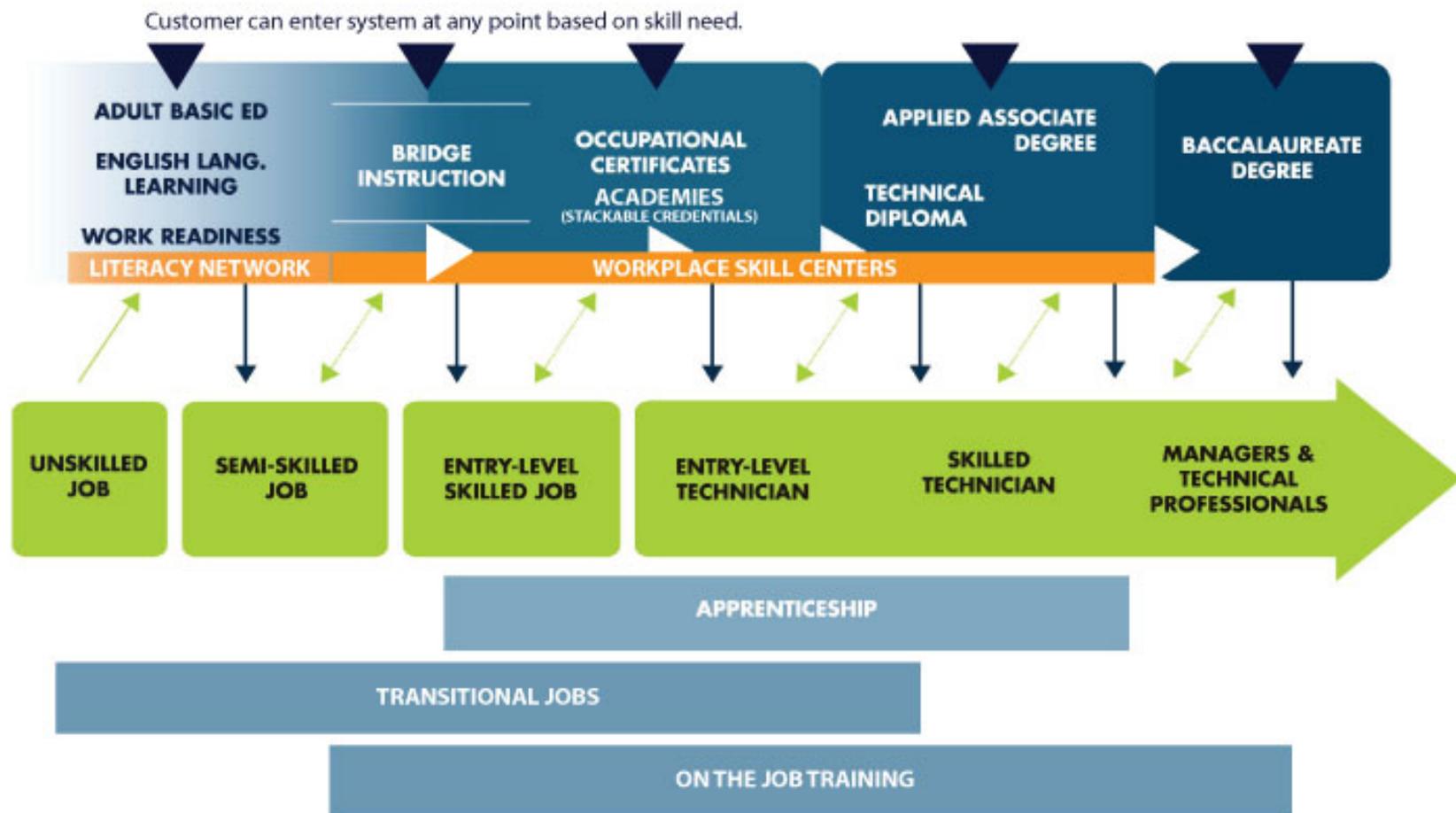
# Overview of Career Pathways

- Sector Strategies
- Stackable Educational/Training Options
- Contextualized Learning
- Accelerated/Integrated Education and Training
- Industry Recognized Credentials
- Multiple Entry and Exit Points
- Intensive Wraparound Services
- Designed for Working Learners

# Illustrative Career Pathway



## Career Pathway Platform



# Key Elements

## Build Cross Agency Partnerships & Clarify Roles

- Key cross-agency partners are engaged at the local and state levels, agree to a shared vision, and gain support from leaders. Roles and responsibilities are clearly defined and formalized.

## Identify Sector or Industry and Engage Employers

- Sector and industries are selected and employers are engaged in the development of career pathways

## Design Education and Training Programs

- Career pathway programs provide a clear sequence of education courses and credentials that meet the skill needs of high-demand industries

## Identify Funding Needs and Sources

- Necessary resources are raised and/or leveraged to develop and operate the career pathway system, and education and training programs.

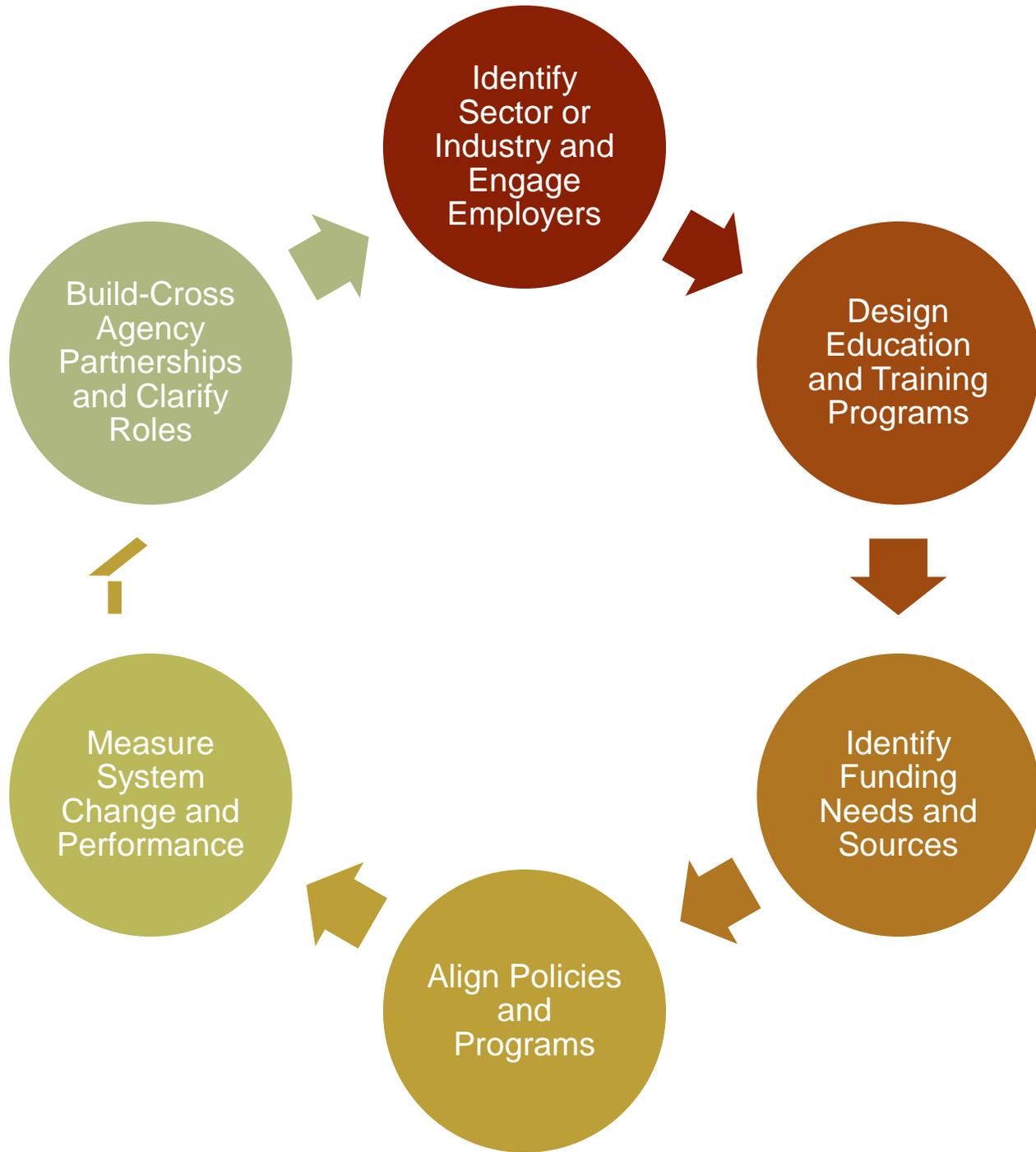
## Align Policies and Programs

- State and local policy and administrative reforms are persuaded to promote career pathway system development and to support implementation

## Measure System Change and Performance

- Assessment of system wide change and measurements of performance outcomes are conducted to ensure continuous improvement

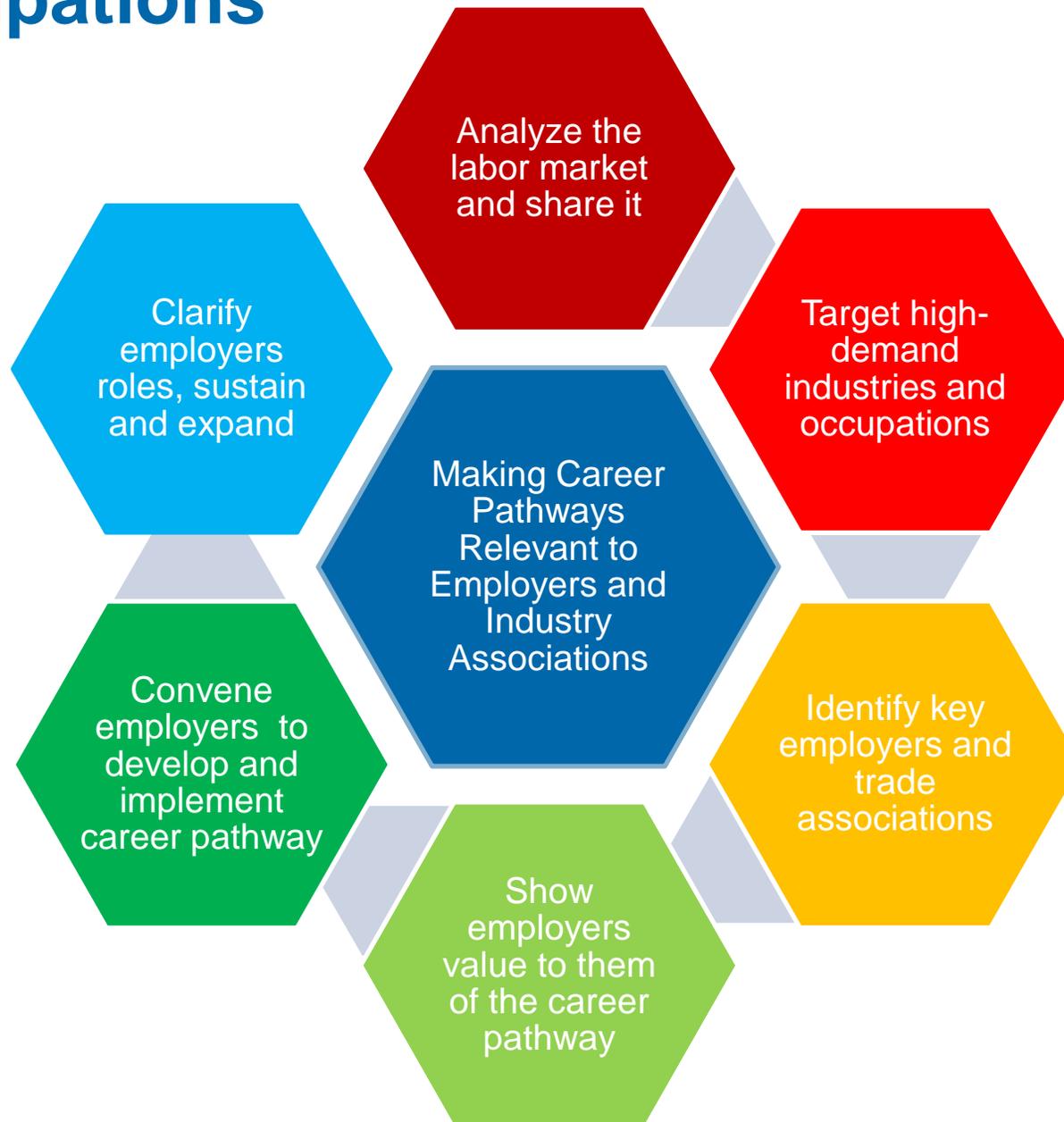
# Process



**Table: Common Partners Roles & Responsibilities in Developing a Career Pathway System**

<p>Workforce Agencies</p>	<ul style="list-style-type: none"> <li>• Provide LMI</li> <li>• Engage employers</li> <li>• Facilitate partnerships</li> <li>• Recruit participants</li> <li>• Assess skills</li> <li>• Provide counseling</li> <li>• Supportive services</li> <li>• Job search assistance</li> <li>• Job placement</li> <li>• Follow-up services</li> <li>• Financial aide</li> </ul>	<p>Educational Institutions</p>	<ul style="list-style-type: none"> <li>• Design programs of study</li> <li>• Develop curricula</li> <li>• Chunk and modularize curricula</li> <li>• Link credit and non-credit instruction</li> <li>• Promote articulation agreements</li> <li>• Provide student support services</li> <li>• Financial aid</li> </ul>
<p>Economic Development Agencies</p>	<ul style="list-style-type: none"> <li>• Provide LMI</li> <li>• Engage employers</li> </ul>	<p>Human Services Agencies</p>	<ul style="list-style-type: none"> <li>• Recruit and make referrals</li> <li>• Provide supportive services</li> <li>• Engage employers</li> </ul>
<p>Community Based Organizations</p>	<ul style="list-style-type: none"> <li>• Recruit participants and make referrals</li> <li>• Engage employers</li> <li>• Provide supportive services</li> </ul>	<p>Employers</p>	<ul style="list-style-type: none"> <li>• Develop curricula</li> <li>• Provide trainers/faculty</li> <li>• Provide training facilities and equipment</li> <li>• Work experience (OJT, apprenticeship, internships, employment)</li> </ul>

# Identifying High-Demand Industry Sectors and Occupations



# Examples of Industries Partnering on Career Pathways

- Trade Adjustment Assistance Community College and Career Training Grants Program – Round #1 awarded September 2011
  - 9 individual applicants with awards from \$2.5 million to \$ 5 million
  - 23 consortium applicants with awards from \$5 million to \$20 million
  - In all, 275 institutions of higher education awarded funds
  - Source: <http://www.dol.gov/dol/grants/>
  
- Findings:
  - Most common industry sectors: healthcare (15); manufacturing (12); information technology (8); energy (6); engineering and industrial (6) transportation, distribution, and logistics (5); agriculture (5); and architecture and construction (4).
  - Others: automotive (2); aviation (2); business and management (2); law, public safety, corrections, and security (2); natural resources (2); food services (2); human resources (1); education (1); entrepreneurship (1); unmanned aircraft systems (1); environmental technology (1); composite materials (1); risk management and loss prevention (1); and biotechnology (1).

# Examples of Career Pathways & TANF



State	Career Pathway Initiatives and Temporary Assistance for Needy Families (TANF)
Arkansas <sup>1</sup>	Arkansas' Career Pathway Initiative allows TANF eligible students to choose among various education and training pathways that lead to jobs in high-demand fields that pay family-sustaining wages. Students receive support services, tutoring, and counseling.
Kentucky <sup>2</sup>	Ready-to-Work provides students with a comprehensive set of counseling and support services and opportunities for work-study. TANF students can pursue postsecondary degrees and credentials, education leading to a GED, and/or remedial education.
Oregon <sup>3</sup>	Started in 1999 at three Community Colleges working in collaboration with regional employers and local Workforce Investment Boards, Oregon's Career Pathway system has expanded to all 17 Community Colleges and offers over 180 Career Pathways. Funding sources have included TANF, Career and Technical Education, Workforce Investment Act, and State general funds.
Pennsylvania <sup>4</sup>	Keystone Education Yields Success (KEYS) program provides support services and counseling to TANF eligible students pursuing postsecondary education and training at community colleges, while allowing those students up to 24 months (with the possibility of extensions) to complete their degrees and credentials.

<sup>1</sup> *Arkansas Career Pathways*, Arkansas Department of Higher Education, <http://www.arpathways.com/index.html>

<sup>2</sup> *Career Pathways Initiative*, Kentucky Community and Technical College System, [http://www.kctcs.edu/System\\_Initiatives/Career\\_Pathways.aspx](http://www.kctcs.edu/System_Initiatives/Career_Pathways.aspx)

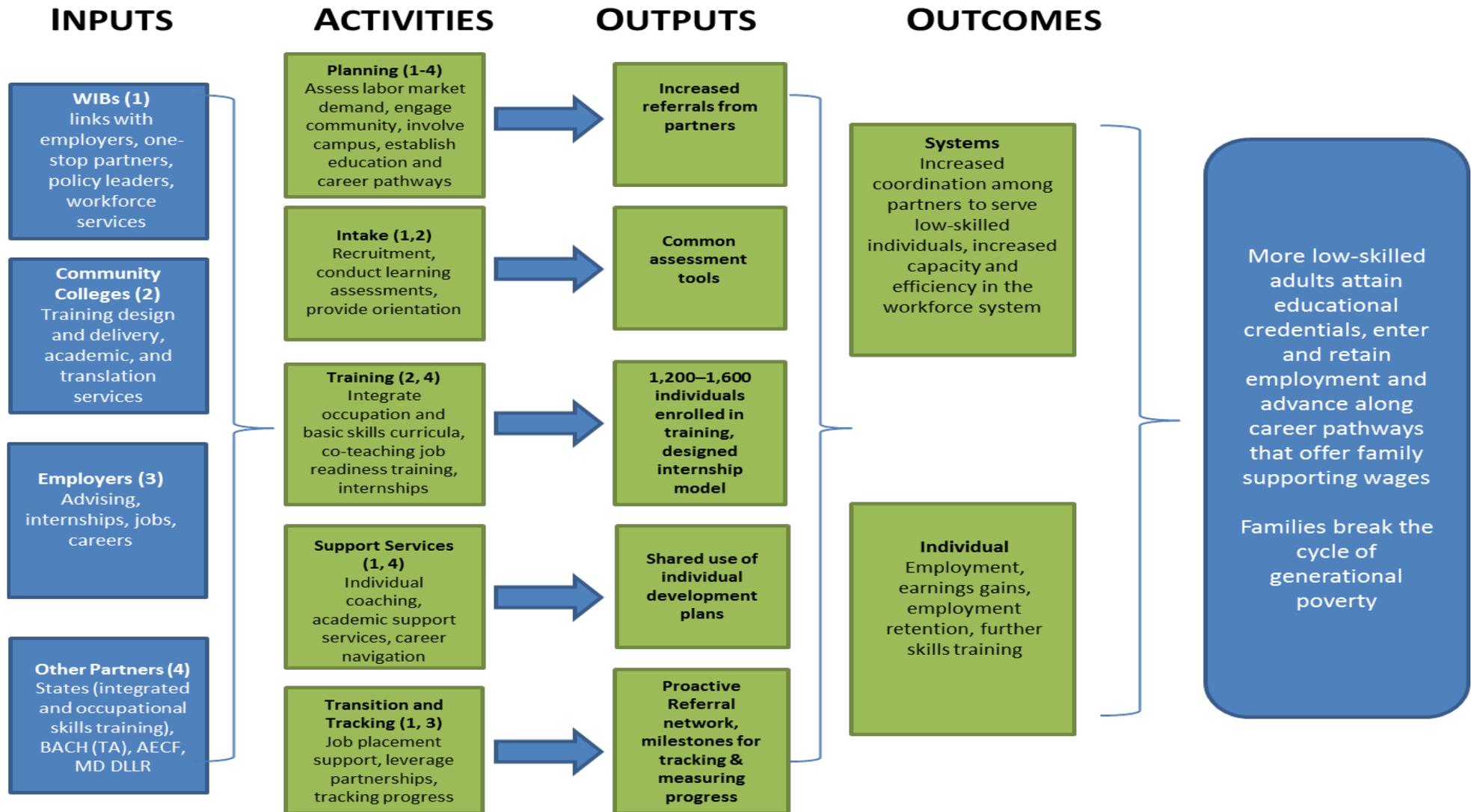
<sup>3</sup> *Worksource Oregon*, Researched: August 2012. <http://www.worksourceoregon.org/index.php/career-pathways/113-about-oregon-statewide-pathways-initiative>

<sup>4</sup> Josh Bone, *TANF Education and Training: Pennsylvania's KEYS Program*, April 2010. <http://www.clasp.org/admin/site/publications/files/KEYS.pdf>

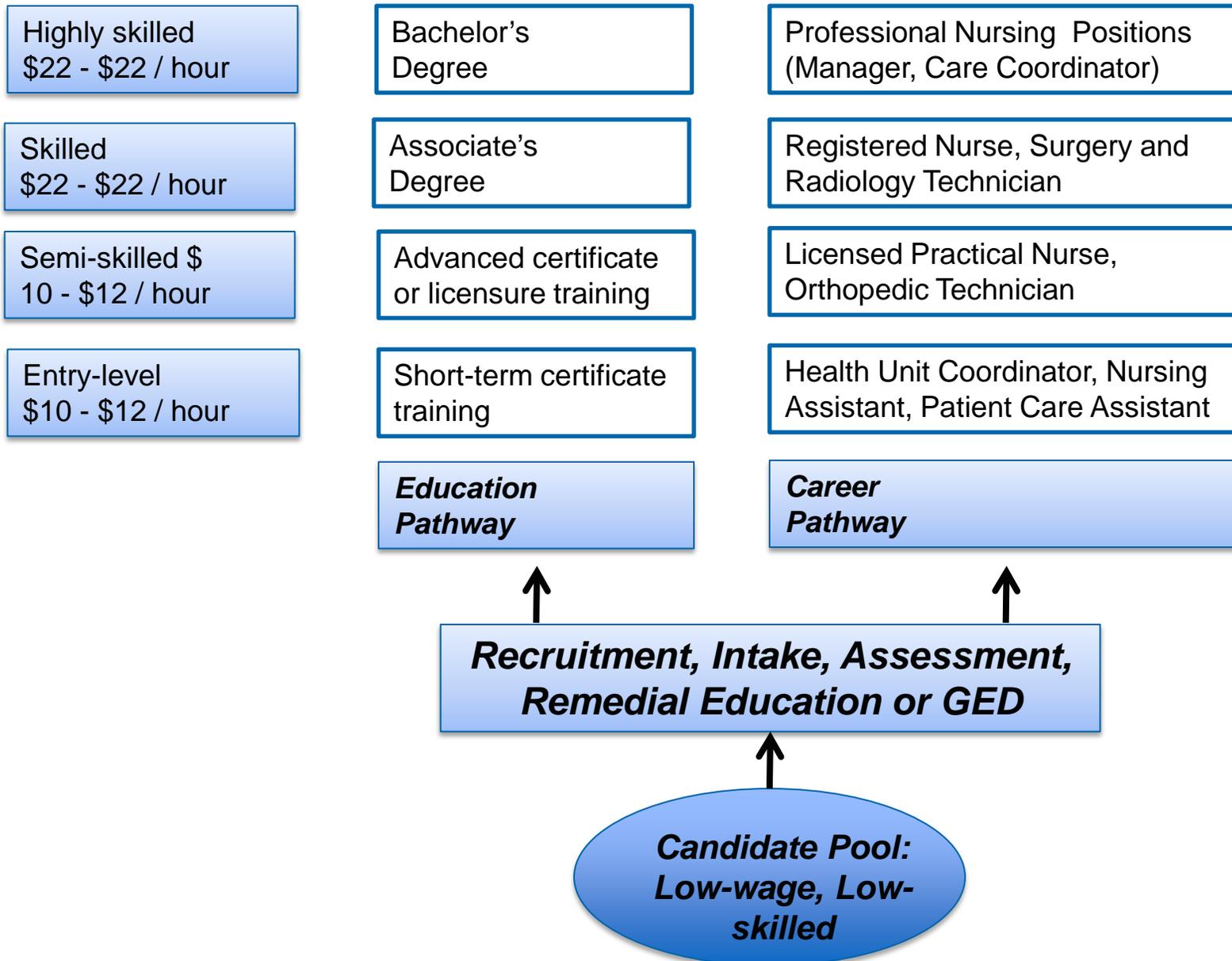
# Washington State's Integrated Basic Education and Skills (I-BEST) Model

- A path-breaking approach to propelling underprepared adult learners to marketable credentials and good jobs.
- I-BEST started in academic year 2004-05 with pilots at five Washington State community colleges. In the 2007-08 academic year I-BEST was expanded to all 34 Washington State community colleges.
- I-BEST's innovation is the integration of basic skills with technical training, facilitated by a team teaching model that requires at least 50% classroom overlap of a basic skills instructor with a technical or academic instructor.
- Three independent quasi-experimental studies (2009, 2010, 2011) have been conducted by the Community College Research Center at Columbia University (CCRC) confirm the efficacy of the I-BEST model.

# Accelerating Connections to Employment (Modeled After I-BEST)



# Health Careers Collaborative of Greater Cincinnati



# Potential Career Pathway Funding

- 2<sup>nd</sup> Round for Workforce Innovation Fund Grants; anticipated solicitation announcement: Fall 2013 (\$147 million awarded in 1<sup>st</sup> round)
- 4<sup>th</sup> Round of Trade Adjustment Assistance Community College and Career Training Grants (TAACCCCT); anticipated solicitation announcement: Winter 2014 (\$500 million competition)

# Contact Information for Additional Inquires



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