

Addressing Education, Training, and Workforce Development Needs

Rural Communities Initiative Academy
September 4, 2008

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TANF Funded Student Support Component “Ready to Work”

- \$4.4 M TANF contract
- Recruit, retain & support KTAP students
- TANF funded work study
- FY 04 expansion to include ABE

TANF Work-study

- Any activity that meets the TANF work requirement
- Placements in the students field of study/career sector
- Placements both on and off campus; public and private sectors
- \$2,500 per year if countable Voc-Ed component and \$3,500 per year if no longer Voc-Ed countable
- Income will be disregarded when calculating K-TAP/TANF eligibility

Supporting Degree-Seeking Students

Case Management! – Case Management! – Case Management!

- Recruitment, assessment and retention strategies
- Counseling, mentoring and advising services
- Advocacy
- Academic Support
- Development of paid and unpaid work experience and community service activities
- Job development, placement and job coaching services

Characteristics of KCTCS RTW Population

- KCTCS clients more likely to reside in Appalachia (54.6%)
- Urban areas are under-represented (24.7%)
- Average age at intake – 28.3 years
- 94% Female
- 82% White
- Have fewer but younger children
- Even less work experience at intake
- More high school grads (68.8%)
- Greater incidence of domestic violence
- Lower incidence of substantiated child abuse/neglect

2002 Snapshot of RTW Participants
Kent School of Social Work, University of Louisville

Ready-to-Work Indicators

- Serve 2,000 to 2,500 students annually
- 98% meet TANF work requirement (Spring 08 = 99%)
- 50% participate in work study (Spring 08 = 53%)
- RTW GPA = 2.60*
- Institutional GPA = 2.57 *
- Retention rate Fall 07 to Spring 08:
RTW = 80% Institutional = 73%
- Retention Rate Fall 06 to Fall 07
RTW = 70% Institutional = 54%
- College enrollment of KTAP population = 8.7%
- College enrollment of KY adults = 6.6%

*Spring semester 2008

Employment Outcomes for Kentucky Works Activities

Kentucky Works Activity	Percent Included in DES Data	Percent Employed Four Quarters	Annual Wages for Those Employed Four Quarters
Employment	73.9	24.0	\$11,380
Vocational Training	70.2	21.3	\$13,063
Community Service	53.4	17.2	\$11,448
Job Search and Readiness	69.1	22.1	\$11,890
Work Experience	63.6	20.9	\$10,288
Education without HS Diploma	65.9	18.5	\$ 9,156
Job Skills Education	79.8	30.2	\$16,646
Other Work Preparation Activities	51.6	13.8	\$11,392
No Activity	56.7	13.3	\$12,206

Source: Program Review staff analysis based on data from the Department for Community Bases Services and the Department for Employment Services; June, 2004

“Because work-related higher education clearly leads to increased income and financial security, DCBS should consider whether it is feasible to include more clients in this category.”

KY LRC Program Review and Investigations

KY LRC Research Report No. 321

June, 2004

Impact of DRA

- Create class attendance verification process
- Create opportunities for monitored study time
- Implement software to capture time spent in on-line coursework
- Case managers less likely to make education/training referrals

Career Pathways: The KCTCS Vision

- Not a program but a systemic framework for a new way of doing business in our colleges and communities
- Not a program but a process for workforce and economic development through mission integration
- Career Pathways are the synergy created when best practices and resources are aligned to target an employment sector critical to a regional labor market.

Career Pathways: Operationalizing (Essential Elements)

- Employers engaged / contributing / work experience
- Academic framework – credentials
- Remedial and secondary bridge
- Transfer to 4 year
- Short term customized interventions
- Supportive services/career counseling

Career Pathway Outcomes 2006-2007:

Average retention rate:

KCTCS = 50.4%

Pathways = 72.8%

Credentials awarded per 100 students:

KCTCS = 24.2%

Pathways = 44.3%

Minority enrollment:

KCTCS = 11.3%

Pathways = 15.6%

**83% OF ENTERING KCTCS STUDENTS ARE
UNDERPREPARED FOR COLLEGE**
(Current Readiness Standard = ACT 18)

