Pathways for Academic Career and Employment (PACE) Program

Fiscal Year 2014 Report

Community Colleges

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State of Iowa
Department of Education
Grimes State Office Building
400 E. 14th Street
Des Moines, IA 50319-0146

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Bureau of Community Colleges

Kent Farver, Bureau Chief

Bureau of Career and Technical Education

Pradeep Kotamraju, Bureau Chief

**Iowa Department
of Education**

Phone: 515-281-8260
Fax: **515-242-5988**
www.educateiowa.gov

Jeremy Varner
Administrator
Division of
Community Colleges
515-281-8260
jeremy.varner@iowa.gov

Kent Farver
Chief
Bureau of
Community Colleges
515-281-0319
kent.farver@iowa.gov

Pradeep Kotamraju
Chief
Bureau of Career and
Technical Education
515-281-4716
pradeep.kotamraju@iowa.gov

Mike Williams
Consultant
Bureau of
Community Colleges
515-725-2005
mike.williams@iowa.gov

About the Report

The Department of Education, Division of Community Colleges is preparing this report per the requirements in Iowa Code, Section 260H, for the statewide Pathways to Academic Career and Employment Program. This report was coordinated by the department with the assistance of Iowa's 15 community colleges

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Table of Contents

Introduction

The pathways for academic career and employment program (PACE) is established to provide funding to community colleges for the development of projects that will lead to gainful, quality, in-state employment for members of target populations by providing them with both effective academic and employment training to ensure gainful employment and customized support services.

Target Populations
Individuals included in target populations are those individuals who meet one or more of the following:
- Are deemed by definition to be low skilled.
- Earn incomes at or below 250 percent of the federal poverty level.
- Are unemployed.
- Are underemployed.
- Are dislocated workers.

Eligibility Criteria for Projects
Projects eligible for funding for PACE shall be projects that further the ability of members of target populations to secure gainful, quality employment; that further partnerships linking community colleges to industry and nonprofit organizations; and that further the following program outcomes:

- Acquire and demonstrate competency in basic skills.
- Acquire and demonstrate competency in a specified technical field.
- Complete a specified level of postsecondary education.
- Earn a national career readiness certificate.
- Obtain employer-validated credentials
- Secure gainful employment in high-quality local jobs.

Projects should assist in meeting economic and employment goals including but not limited to:

- Economic and workforce development requirements in each region served by the community colleges as defined by regional advisory boards established in Iowa Code.

- Needs of industry partners in areas including but not limited to the fields of information technology, health care, advanced manufacturing, transportation and logistics, and any other industry designated as in-demand by a regional advisory board established in Iowa Code.

Program Component Requirements
Program components for a PACE project implemented at a community college shall:
- Include recruitment, assessment, and referral activities.
- Integrate basic skills and work-readiness training with occupational skills training.
- Combine customized supportive and case management services with training services to help participants overcome barriers to employment.
- Provide training services at times, locations, and through multiple, flexible modalities that are easily understood and readily accessible to the target populations. Modalities shall support open entry, individualized learning, and flexible scheduling, and may include online remediation, learning lab and cohort learning communities, tutoring, and modularization.

Pipeline Program
Each community college receiving funding for PACE shall develop a pipeline program in order to better serve the academic, training, and employment needs of the target populations. A pipeline program shall have the following goals:
- To strengthen partnerships with community-based organizations and industry representatives.
- To improve and simplify the identification, recruitment, and assessment of qualified participants.
- To conduct and manage an outreach, recruitment, and intake process, along with accompanying support services, reflecting sensitivity to the time and financial constraints and remediation needs of the target populations.
- To conduct orientations for qualified participants to describe regional labor market opportunities, employer partners, and program requirements and expectations.
- To describe the embedded educational support resources available through such project.
- To outline the basic skills participants will learn and describe the credentials participants will earn.
- To describe success milestones and ways in which temporal and instructional barriers have been minimized or eliminated.
- To review how individualized and customized service strategies for participants are developed and provided.

Career Pathways and Bridge Curriculum Development Program

Each community college receiving funding for PACE shall develop a career pathway and bridge curriculum development program in order to better serve the academic, training, and employment needs of the target populations. A career pathways and bridge curriculum development program shall have the following goals:

- The articulation of courses and modules, the mapping of programs within career pathways, and the establishment of bridges between credit and noncredit programs.
- The integration and contextualization of basic skills education and skills training. This process shall provide for seamless progressions between adult basic education and general education development programs and continuing education and credit certificate, diploma, and degree programs.
- The development of career pathways that support the attainment of industry-recognized credentials, diplomas, and degrees.

Pathways Navigators

A community college may use moneys for the PACE program to employ pathway navigators to assist students applying for or enrolled in eligible pathways for academic career and employment projects.

Pathway navigators shall provide services and support to aid students in selecting PACE projects that will result in gainful, quality, in-state employment and to ensuring students are successful once enrolled in PACE projects. Services the pathway navigators may provide include, but are not limited to, the following:

- Interviewing and selecting students for enrollment in PACE projects.
- Assessing students' skills, interests, and previous academic and work experience for purposes of placement in PACE projects.
- Working with students to develop academic and career plans and to adjust such plans as needed.
- Assisting students in applying for and receiving resources for financial aid and other forms of tuition assistance.
- Assisting students with the admissions process, remedial education, academic credit transfer, meeting assessment requirements, course registration, and other procedures necessary for successful completion of PACE projects.
- Assisting in identifying and resolving obstacles to students' successful completion of PACE projects.

- Connecting students with useful college resources or outside support services such as access to child care, transportation, and tutorial assistance, as needed.
- Maintaining ongoing contact with students enrolled in PACE projects and ensuring students are making satisfactory progress toward the successful completion of projects.
- Providing support to students transitioning from remedial education, short-term training, and classroom experience to employment.
- Coordinating activities with community-based organizations that serve as key recruiters for PACE projects and assisting students throughout the recruitment process.
- Coordinating adult basic education services.

Regional Industry Sector Partnerships.

A community college may use moneys for the program to provide staff and support for the development and implementation of regional industry sector partnerships within the region served by the community college.

Regional, industry sector partnerships may include, but are not limited to, the following activities:

- Bringing together representatives from industry sectors, government, education, local workforce boards, community-based organizations, labor, economic development organizations, and other stakeholders within the regional labor market to determine how PACE projects should address workforce skills gaps, occupational shortages, and wage gaps.
- Integrating PACE projects and other existing supply-side strategies with workforce needs within the region served by the community college.
- Developing PACE projects that focus on the workforce skills, from entry level to advanced, required by industry sectors within the region served by the community college.
- Structuring pathways so that instruction and learning of workforce skills are aligned with industry-recognized standards where such standards exist.

Analysis

This is the first year (FY14) for PACE reporting. Allocations for the PACE fund are allocated pursuant to the Community College state general aid distribution formula established in Iowa Code and are eligible to be carried forward to the next year.

Colleges made progress in the implementation of their PACE Tuition programs in FY14. In FY14, the community colleges received a state appropriation of $5,000,000 to implement the PACE program.

Accounting for the funding appropriated in FY14, colleges spent a total of $780,169 on tuition and books, equipment, fees, tutors and testing, including support unique to that individual and resources towards their employment pursuit and acquisition. $1,553,259 was spent on staff and faculty and instruction for approved participants, $366,753 was spent on supplies and equipment, travel and training, marketing, communications, and program development and expanding outreach with Regional Industry Sector Partnerships.

Colleges are just beginning to implement and unfold these programs into their regions and communities. Almost half of the colleges are still in their initial roll-out phase of programming with three of these colleges having just recently begun to administer the PACE program, yet the fourth quarter surge in program activity indicates the overall effort and extension of the program growth.

A total of $2,299,819 will be carried forward into (FY15). It should be noted that a portion of the funds carried forward into FY15 are already dedicated to active students who are currently participating in or waiting to participate in PACE training programs during FY2015.

In FY14, 3,355 individuals completed an application to be considered for tuition assistance under the PACE program. Of these applicants, 2,311 were approved and accepted into the PACE program. At the time of reporting, 729 individuals had completed the training program in which they enrolled; 101 had failed to complete their training. The remaining approved individuals were either actively participating or waiting to participate in the PACE program. The statewide completion rate for FY14 was 88 percent.

Active participants receiving personal support was 374 with 506 participants receiving career support. Those receiving both career and personal support totaled 667 participants.

Those participants who completed the program and received personal support totaled 86, those receiving career support totaled 170 and those who used both career and personal support tallied 250.

Colleges are required to collect preliminary employment statistics on program completers. In FY14, 290 individuals found new employment after completing their training; 145 individuals retained employment. Of note, 182 individuals continued onto further full-time education upon completion of their training program, which is a good indicator of the pathway or pipeline process development of the PACE program. At the time of reporting, 222 completers were looking for employment. The overall employment rate among completers in FY14 was 66.25 percent. In addition, 56.69 percent of completers reported gaining new employment upon completion of their training program.

Table 1. PACE Program Expenditures for All Community Colleges

Fiscal Year Budget 2013

Current Year Allocation	$5,000,000				
Total Available for this FY	$5,000,000				
Line Item		Expenses per Quarter			YTD Expend.
Student Expenses:	Q1	Q2	Q3	Q4	
Financial and Education Support	$28,799	$34,010	$57,609	$529,398	$649,815
Personal Support	$8,629	$14,303	$17,966	$85,848	$126,746
Career Support	$0.00	$0.00	$1,195	$2,412	$3,607
Subtotal	$37,428	$48,313	$76,770	$617,658	$780,169
Community College Costs:					
Salary & Other Personnel	$82,514	$193,419	$633,776	$643,550	$1,553,259
Travel	$1,587	$8,903	$17,029	$26,453	$53,971
Supplies & Equipment	$242	$7744	$18,413	$30,896	$57,295
Other	$60,425	$5,432	$54,233	$133,934	$254,024
Subtotal:	$144,768	$215,498	$723,451	$834,834	$1,918,550
Regional Industry Sector Partnerships	$0.00	$399.00	$644	$419	$1,462
Total Expenses	$182,197	$264,210	$800,864	$1,452,911	$2,700,181
		Carry Forward to Next FY:			$2,299,819
Participant Summary	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications:	108	412	1385	1450	3355
Number of Approved Participants:	101	224	815	1171	2311
Actively Participating in Program/Training					
HSED & Basic Skills Training	1	24	57	458	540
Certificate Programs	82	75	221	359	737
Degree Seeking	10	78	254	298	640
Diploma Programs	0	0	13	59	72
Total Number Participating	93	177	545	1174	1989

Table 3 PACE Financial Summary by College, FY2014

College	Fiscal Year Allocation	Total Expenditures	Completed Applications	Approved Participants
Northeast Iowa	$248,931.00	$164,573.00	450	322
North Iowa Area	$233,614.00	$64,335.00	27	25
Iowa Lakes	$218,734.00	$135,757.00	29	29
Northwest Iowa	$108,066.00	$10,486.00	5	5
Iowa Central	$288,437.00	$74,247.00	220	176
Iowa Valley	$210,732.00	$108,510.00	106	89
Hawkeye	$331,002.00	$127,222.00	163	55
Eastern Iowa	$433,345.00	$217,158.00	389	346
Kirkwood	$798,715.00	$597,611.00	195	179
Des Moines Area	$880,254.00	$717,504.00	1,393	769
Western Iowa Tech	$278,282.00	$225,728.00	172	172
Iowa Western	$306,709.00	$141,608.00	119	117
Southwestern	$110,838.00	$52,015.00	87	27
Indian Hills	$348,927.00	$42,146.00	0	0
Southeastern	$203,414.00	$21,281.00	0	0
Total	**$5,000,000**	**$2,700,181**	**3,355**	**2,311**

Table 4 PACE Participant Employment Summary by College

	New Employment	Retained Employment	Deceased	Continue Education	Unemployed/ Looking	Unable to Contact	Overall Employment % *	New Employment % *
Northeast Iowa	81	10	0	4	2	36	97.85%	87.10%
North Iowa Area	5	1	0	1	3	0	66.67%	62.50%
Iowa Lakes	0	0	0	0	0	0	00.00%	00.00%
Northwest	0	0	0	0	0	0	00.00%	00.00%
Iowa Central	7	6	0	24	6	17	68.42%	36.84%
Iowa Valley	18	9	0	1	4	1	87.10%	58.06%
Hawkeye	16	1	0	0	11	2	60.71%	57.14%
Eastern Iowa	7	10	0	17	18	5	48.57%	20.00%
Kirkwood	12	2	0	32	52	0	21.21%	18.75%
Des Moines Area	125	90	0	74	116	16	64.95%	37.76%
Western Iowa Tech	0	1	0	1	0	0	100.00%	00.00%
Iowa Western	8	11	0	18	9	29	67.86%	28.57%
Southwestern	7	1	0	1	5	3	93.75%	68.75%
Indian Hills	0	0	0	0	0	0	00.00%	00.00%
Southeastern	0	0	0	0	0	0	00.00%	00.00%
Total	**286**	**142**	**0**	**173**	**226**	**109**		

Table 2 PACE Participant Summary, 2014

Completed Program/Training	Q1	Q2	Q3	Q4	YTD Total
HSED & Basic Skills Training	0	11	12	106	129
Certificate Programs	9	112	137	311	569
Degree Seeking	0	0	0	20	20
Diploma Programs	0	0	0	11	11
Total Number Completed	9	123	149	448	729
Regarding Active Participants					
Receiving Personal Support	48	42	98	186	374
Receiving Career Support	2	78	221	205	506
Receiving Both Personal & Career Support	39	12	84	532	667
Not Receiving Support	0	5	259	217	481
Total Active Participants Receiving Support	89	137	662	1140	2029
Regarding Individuals Completed Program/Training					
Receiving Personal Support	7	9	25	45	86
Receiving Career Support	0	85	52	33	170
Receiving Both Personal & Career Support	0	0	69	181	250
Not Receiving Support	0	5	30	60	95
Total Completed Receiving Support	7	99	176	319	601
Did not Complete Program/Training/Dropped Out	2	19	17	63	101
Completer Summary					
New Employment	11	30	87	160	290
Retained Employment	11	14	33	87	145
Continued Further Education	14	7	70	81	172
Looking for Work/Unemployed	1	56	21	144	222
Deceased	0	0	0	0	0
No Response/Unable to Contact	0	0	18	89	107
Number of Credentials Received by Respondents	47	290	281	486	1104

* Employment counts and rate are based on program completers who responded to survey attempts. In some instances employment counts can be duplicative with regard to continuing education and retained employment.

Table 4a PACE Participant Program Summary by College
Actively Participating in Program/Training

College	HSED & Basic Skills Training	Certificate Programs	Degree Seeking Programs	Diploma Programs	Total Number Participating
Northeast	170	90	4	3	267
North Iowa Area	0	13	6	2	21
Iowa Lakes	0	0	28	0	28
Northwest	0	0	2	1	3
Iowa Central	25	12	4	1	42
Iowa Valley	9	52	21	9	91
Hawkeye	0	45	0	0	45
Eastern Iowa	194	67	84	1	346
Kirkwood	32	233	38	1	304
Des Moines Area	28	212	282	36	558
Western Iowa Tech	0	0	154	18	172
Iowa Western	82	9	16	0	107
Southwestern	0	4	1	0	5
Indian Hills	0	0	0	0	0
Southeastern	0	0	0	0	0
Total Participating	**540**	**737**	**640**	**72**	**1989**

Table 4b PACE Participant Program Summary by College
Completed Program/Training

College	HSED & Basic Skills Training	Certificate Programs	Degree Seeking Programs	Diploma Programs	Total Number Completed
Northeast Iowa	1	128	0	4	133
North Iowa Area	0	9	0	0	9
Iowa Lakes	0	0	1	0	1
Northwest	0	0	0	0	0
Iowa Central	19	5	0	0	24
Iowa Valley	4	25	1	3	33
Hawkeye	0	26	0	0	26
Eastern Iowa	30	14	6	0	50
Kirkwood	4	93	0	1	98
Des Moines Area	13	216	10	3	242
Western Iowa Tech	0	0	2	0	2
Iowa Western	58	36	0	0	94
Southwestern	0	17	0	0	17
Indian Hills	0	0	0	0	0
Southeastern	0	0	0	0	0
Total Completed	**129**	**569**	**20**	**11**	**729**

Table 4c PACE Participant Program Summary by College

College	Receiving Personal Support	Receiving Career	Receiving Both	Not Receiving Support	Total Receiving Support
Northeast	0	0	211	0	211
North Iowa Area	10	0	9	0	19
Iowa Lakes	0	29	0	0	29
Northwest	0	0	0	3	0
Iowa Central	13	9	4	94	26
Iowa Valley	23	18	12	24	53
Hawkeye	30	0	0	0	30
Eastern Iowa	28	69	165	84	262
Kirkwood	196	0	18	46	214
Des Moines Area	21	302	223	58	546
Western Iowa Tech	0	0	0	172	0
Iowa Western	53	79	20	0	152
Southwestern	0	0	6	0	6
Indian Hills	0	0	0	0	0
Southeastern	0	0	0	0	0
Total Receiving Supports	**374**	**506**	**668**	**481**	**1548**

Table 4d PACE Participant Program Summary by College
Regarding Individual Completed Program/Training/Credentials/NCRC

College	Receiving Personal Support	Receiving Career Support	Receiving Both	Not Receiving Support	Total Receiving Support	3rd Party Credential	NCRC	Did Not Complete
Northeast	0	0	133	0	133	6	55	0
North Iowa Area	1	0	8	0	9	0	0	2
Iowa Lakes	0	0	0	0	0	0	86	0
Northwest	0	0	0	0	0	0	0	0
Iowa Central	10	0	0	2	10	0	42	0
Iowa Valley	6	9	9	9	24	4	33	2
Hawkeye	26	0	0	0	26	66	66	4
Eastern Iowa	1	17	15	17	33	28	10	30
Kirkwood	41	0	1	39	42	90	53	16
Des Moines Area	1	138	67	26	206	64	74	42
Western Iowa Tech	0	0	0	2	0	0	0	3
Iowa Western	0	6	0	0	6	35	17	0
Southwestern	0	0	17	0	17	28	20	2
Indian Hills	0	0	0	0	0	0	0	0
Southeastern	0	0	0	0	0	0	0	0
Total Receiving Support	**86**	**170**	**250**	**95**	**506**	**321**	**465**	**101**

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