

Pathways for Academic Career and Employment (PACE) Program

Fiscal Year 2016 Report



**COMMUNITY COLLEGES &
WORKFORCE PREPARATION**

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About the Report

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

Acknowledgments

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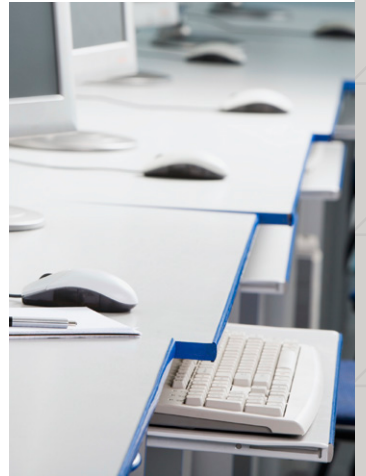




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Introduction

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 as 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 pathway 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 monies 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 ensure 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 monies 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 third year for Pathways for Academic, Career and Employment (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 great progress in the implementation of their PACE Tuition programs in fiscal year (FY)16. In FY15, the community colleges received a state appropriation of \$5,000,000 to implement the PACE program.

Accounting for the funding appropriated in FY16, colleges spent a total of \$2,116,684 on tuition and books, equipment, fees, tutors and testing, including support unique to that individual and resources towards their employment pursuit and acquisition. A total of \$3,303,175 was spent on staff and faculty and instruction for approved participants; and \$517,972 was spent on supplies and equipment, travel and training, marketing, communications, and program development and expanding outreach with Regional Industry Sector Partnerships.

An estimated \$391,272 will be carried forward into FY17. It should be noted that a portion of the funds carried forward into FY17 are already dedicated to those active students who are currently participating in or waiting to participate in PACE training programs during FY17.

In FY16, 4,387 individuals completed an application to be considered for tuition assistance under the PACE program. Of these applicants, 3,426 were approved and accepted into the PACE program reflecting an 8 percent increase over last year. At the time of reporting, 2,920 individuals had completed the training program in which they enrolled, and 743 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 FY16 was 82.60 percent, which is slightly higher than the FY15 completion rate of 82.20 percent.

PACE Navigators provided active participants with personal, career and support services over 8,700 times during the course of the fiscal year through their interaction with each individual on a case-by-case basis.

Colleges are required to collect preliminary employment statistics on program completers. In FY16, 718 individuals found new employment after completing their training and 239 individuals retained employment. A total of 160 individuals continued on to 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, 120 completers were currently being assisted in accessing employment through the PACE program. The overall employment rate among completers in FY16 was 88.86 percent. In addition, 66.67 percent of completers reported gaining new employment upon completion of their training program.

Colleges continue to do an outstanding job implementing the PACE programs in their regions and communities as they

align themselves with the new Workforce Innovation and Opportunity Act legislation (WIOA). Each college has committed to building career pathway frameworks, structuring those projects to ensure increased employment success of the identified target populations. This is achieved by refocusing program activities around collaboration with WIOA core partners and adult basic education programs, balancing services, and engaging sector partnerships.



TABLE 1: PACE PROGRAM EXPENDITURES FOR ALL COMMUNITY COLLEGES

Fiscal Year Budget 2016

Carry Forward from 2015	\$1,329,104
Current Year Allocation	\$5,000,000
Total Available for this FY	\$6,329,104

Line Item	Expenses per Quarter				YTD Expenditure
	Q1	Q2	Q3	Q4	
Student Expenses					
Education Support	\$293,977	\$405,469	\$463,048	\$462,765	\$1,625,260
Personal Support	\$114,598	\$111,620	\$90,949	\$110,864	\$428,031
Career Support	\$17,548	\$8,259	\$11,187	\$26,399	\$63,393
SUB TOTAL	\$426,123	\$525,348	\$565,184	\$600,029	\$2,116,684

Line Item	Expenses per Quarter				YTD Expenditure
	Q1	Q2	Q3	Q4	
Community College Costs					
Pathway Navigator	\$623,548	\$733,123	\$695,220	\$718,874	\$2,770,765
Other Personnel	\$144,994	\$150,488	\$124,138	\$112,789	\$532,410
Travel	\$11,804	\$20,053	\$10,884	\$25,439	\$68,180
Supplies & Equipment	\$14,444	\$56,411	\$54,430	\$15,165	\$140,449
Other	\$64,697	\$84,054	\$38,353	\$58,240	\$245,344
SUB TOTAL	\$859,487	\$1,044,129	\$923,025	\$930,508	\$3,757,149

Line Item	Expenses per Quarter				YTD Expenditure
	Q1	Q2	Q3	Q4	
Regional Industry Sector Partnerships	\$52,142	\$2,720	\$3,934	\$5,203	\$63,999

TOTAL	\$1,337,752	\$1,572,197	\$1,492,143	\$1,535,739	\$5,937,832
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Estimated Carry Forward to Next FY: \$391,272

Participant Program Summary	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications	1,487	894	1166	840	4,387
Number of Approved Participants	1,348	643	832	603	3426

TABLE 2: PACE PARTICIPANT SUMMARY: FY16

Summary of Trainings Provided	Year-End Total
High School Equivalency Diploma	
Number of Participants	468
Number of Completions	228
Developmental and Basic Skills	
Number of Participants	408
Number of Completions	296
Certificate Program	
Number of Participants	1,651
Number of Completions	1,489
Diploma Program	
Number of Participants	589
Number of Completions	309
Degree Program	
Number of Participants	1,614
Number of Completions	598
<i>Unduplicated Count of Pace Participants</i>	4,272
Did not Complete/Dropped Out	743
Credential Summary	
Number of National Career Readiness Certificate (NCRC®) Credentials Earned	1,581
Number of 3rd party credentials earned	713
<i>Total Number of Credentials Received</i>	2,294
Summary of Supports Provided	
<i>Receiving personal support</i>	2,301
<i>Receiving career support</i>	2,722
<i>Receiving educational support</i>	3,681

CONTINUED, TABLE 2: PACE PARTICIPANT SUMMARY: FY16

Summary of Trainings Provided	Year-End Total
Employment Summary	
Unduplicated number of PACE participants	4,272
Did not Complete/Dropped Out	743
Number In or Continuing Training	1,962
<i>Employment Summary Population*</i>	1,571
New Employment	718
Retained Employment	239
Continued Education	160
Looking for Work/Unemployed	120
No Response/Unable to Contact	334
<i>Total for Employment Summary</i>	1,571
<i>Overall Employment Rate</i>	89%
<i>Overall New Employment Rate</i>	67%

* Employment counts and rate are based on program completers who responded to survey attempts. Employment rates are calculated in the diagram below:

Employment Rate Calculations

$$\text{Overall Employment Rate} = \frac{\text{New Employment} + \text{Retained Employment}}{(\text{Total Employment} - \text{Continue Education} - \text{Unable to Contact})}$$

$$\text{New Employment Rate} = \frac{\text{New Employment}}{(\text{Total Employment} - \text{Continue Education} - \text{Unable to Contact})}$$

TABLE 3: PACE FINANCIAL SUMMARY BY COLLEGE: FY15

College	2016 Fiscal Year Allocation	2016 Total Available Funds ³	2016 Total Expenditures	2015 Completed Applications	2016 Completed Applications	2015 Approved Participants	2016 Approved Participants
Northeast Iowa	\$246,494	\$335,694	\$272,304	816	718	699	351
North Iowa Area	\$232,644	\$442,812	\$253,058	134	113	71	71
Iowa Lakes	\$216,784	\$216,784	\$216,784	422	575	422	538
Northwest Iowa	\$108,483	\$224,075	\$175,655	44	73	43	65
Iowa Central	\$290,603	\$465,673	\$478,552	242	309	223	255
Iowa Valley	\$211,925	\$217,184	\$200,304	269	138	209	111
Hawkeye	\$331,416	\$470,006	\$368,131	95	95	95	49
Eastern Iowa	\$428,377	\$611,607	\$506,402	1048	704	873	549
Kirkwood	\$792,130	\$792,130	\$813,213	213	129	173	129
Des Moines Area	\$892,306	\$900,679	\$1,062,567	1,518	423	509	423
Western Iowa Tech	\$277,600	\$365,096	\$308,167	299	241	299	427
Iowa Western	\$315,011	\$382,389	\$327,167	172	227	159	171
Southwestern	\$110,619	\$121,297	\$101,189	168	152	82	45
Indian Hills	\$345,345	\$572,290	\$540,697	387	282	216	128
Southeastern	\$200,262	\$356,623	\$313,712	82	190	70	114
TOTAL	\$5,000,000	\$6,329,104	\$5,937,832	5,909	4,387	4,143	3,426

TABLE 4: PACE PARTICIPANT EMPLOYMENT SUMMARY BY COLLEGE

College	New Employment	Retained Employment	Continue Education	Unemployed but Looking	Unable to Contact	Overall Employment Rate*	New Employment Rate*
Northeast Iowa	21	11	7	11	87	74%	49%
North Iowa Area	46	4	1	1	5	98%	90%
Iowa Lakes	29	6	0	2	0	95%	78%
Northwest Iowa	6	0	1	1	13	86%	86%
Iowa Central	75	11	11	20	11	81%	71%
Iowa Valley	65	7	13	3	2	96%	87%
Hawkeye	15	4	0	3	2	86%	68%
Eastern Iowa	106	77	28	26	65	88%	61%
Kirkwood	44	19	10	9	18	88%	61%
Des Moines Area	123	33	23	13	67	92%	73%
Western Iowa Tech	28	29	14	5	0	92%	73%
Iowa Western	50	21	31	12	48	86%	60%
Southwestern	7	11	6	3	5	86%	33%
Indian Hills	77	5	10	7	2	92%	87%
Southeastern	26	1	5	4	9	87%	84%
TOTAL	718	239	160	147	371	86.62%	66.70%

* Adjustment for actuals post report.

TABLE 5A: PACE PROGRAM ENROLLMENT BY COLLEGE

College	High School Equivalency Diploma		Developmental & Basic Skills		Certificate Programs	
	Participants	Completers	Participants	Completers	Participants	Completers
Northeast Iowa	60	20	63	0	47	122
North Iowa Area	5	1	9	9	39	30
Iowa Lakes	25	25	197	197	86	82
Northwest Iowa	0	0	0	0	0	18
Iowa Central	8	4	0	0	141	109
Iowa Valley	0	4	0	1	0	38
Hawkeye	0	0	0	0	79	47
Eastern Iowa	92	79	57	7	661	281
Kirkwood	37	11	0	0	153	210
Des Moines Area	5	2	0	0	206	140
Western Iowa Tech	0	0	0	0	4	230
Iowa Western	228	72	82	82	117	80
Southwestern	1	0	0	0	29	18
Indian Hills	0	0	0	0	14	34
Southeastern	7	2	0	0	75	50
TOTAL PARTICIPATING	468	228	408	296	1,651	1,489

College	Diploma Programs		Degree-Seeking Programs	
	Participants	Completers	Participants	Completers
Northeast Iowa	5	0	4	0
North Iowa Area	13	6	48	15
Iowa Lakes	2	2	268	268
Northwest Iowa	20	2	24	6
Iowa Central	17	3	96	9
Iowa Valley	20	24	35	34
Hawkeye	13	1	4	0
Eastern Iowa	235	56	272	65
Kirkwood	6	2	62	11
Des Moines Area	92	46	314	82
Western Iowa Tech	111	111	312	50
Iowa Western	0	0	23	5
Southwestern	24	12	6	1
Indian Hills	10	39	43	45
Southeastern	21	5	103	7
TOTAL PARTICIPATING	589	309	1,614	598

TABLE 5B: 2014/2015 COMPARISON CHART
PACE PARTICIPANT PROGRAM COMPLETION BY COLLEGE

College	HSED & Basic Skills Training		Certificate Programs		Degree-Seeking Programs		Diploma Programs		Total Number Completed		Unduplicated Headcount of Completers
	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2015 Only
Northeast Iowa	1	24	128	173	0	1	0	4	133	198	190
North Iowa Area	0	4	9	40	0	5	0	6	9	55	52
Iowa Lakes	0	46	0	57	1	16	0	0	1	119	80
Northwest Iowa	0	2	0	14	0	2	0	1	0	19	19
Iowa Central	19	17	5	78	0	14	0	0	24	109	83
Iowa Valley	4	9	25	68	1	4	3	17	33	98	95
Hawkeye	0	18	26	78	0	8	0	0	26	104	61
Eastern Iowa	30	56	14	205	6	27	0	42	50	330	335
Kirkwood	4	5	93	125	0	3	1	0	98	133	99
Des Moines Area	13	4	216	267	10	38	3	36	242	345	316
Western Iowa Tech	0	0	0	96	2	26	0	39	2	161	106
Iowa Western	58	117	36	66	0	18	0	2	94	203	150
Southwestern	0	0	16	46	0	3	0	2	0	51	51
Indian Hills	0	1	0	63	0	21	0	13	0	98	97
Southeastern	0	6	0	15	0	0	0	0	0	21	18
TOTAL PARTICIPATING	129	309	568	1,391	20	186	7	162	712	2,044	1,752

TABLE 5C: 2014/2015 COMPARISON CHART
PACE PARTICIPANT SUPPORT AND CREDENTIAL SUMMARY BY COLLEGE

College	Receiving Personal Support	Receiving Career Support	Receiving Educational Support	Unduplicated Number of Participants	3rd Party Credential	NCRC	Did Not Complete
Northeast Iowa	55	182	655	352	75	174	90
North Iowa Area	62	62	94	106	41	29	17
Iowa Lakes	575	575	575	579	40	204	4
Northwest Iowa	16	0	78	78	14	0	14
Iowa Central	85	1	255	171	0	0	32
Iowa Valley	32	64	64	146	47	29	10
Hawkeye	91	62	89	71	38	64	18
Eastern Iowa	95	275	410	914	111	137	234
Kirkwood	187	179	190	226	64	73	51
Des Moines Area	284	498	331	574	97	401	101
Western Iowa Tech	394	394	394	427	0	0	82
Iowa Western	27	101	165	272	51	137	19
Southwestern	40	6	35	55	18	12	21
Indian Hills	191	191	191	191	87	47	23
Southeastern	167	133	155	114	30	19	27
TOTAL RECEIVING SUPPORT	2,301	2,722	3,681	4,276	713	1,326	743

TABLE 5D: PACE PARTICIPANT SUPPORT AND PROGRAM SUMMARY, HISTORICAL

College	Receiving Personal Support	Receiving Career Support	Receiving Educational Support	Unduplicated Number of Participants	3rd Party Credential	NCRC	Did Not Complete
FY 2015	3,195	4,900	4,940	13,035	654	2,082	377
FY 2014	86	172	250	506	321	465	101



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The Division of Community Colleges and Workforce Preparation within the Iowa Department of Education administers a variety of diverse programs that enhance Iowa's educational system and help to prepare a skilled and knowledgeable workforce. Divided between two bureaus — the Bureau of Community Colleges and the Bureau of Career and Technical Education — the division is committed to providing and supporting opportunities for lifelong learning. In addition to working with Iowa's 15 public community colleges on state accreditation, program approval, equity review, and data reporting, guidance is also provided in the areas of career and technical education, workforce training and economic development, adult education and literacy, military education, the state mandated OWI education program, the GAP Tuition and PACE programs, Senior Year Plus, the National Crosswalk Service Center, and the Statewide Intermediary Network program.