

PATHWAYS FOR ACADEMIC CAREER AND EMPLOYMENT (PACE)

Fiscal Year 2021



COMMUNITY COLLEGES &
WORKFORCE PREPARATION



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About the Report

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

Acknowledgements

The staff and administration of the Division of Community Colleges and Workforce Preparation wish to acknowledge and thank the 15 community college presidents and their staff for their assistance in developing this report. The figures noted in this report were obtained from each of Iowa's 15 community colleges.

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Introduction

The Pathways for Academic Career and Employment (PACE) program is established to provide funding to community colleges for the development of programs 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 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 Programs

Programs eligible for PACE funding are those 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 (NCRC).
- Obtain employer-validated credentials.
- Secure gainful employment in high-quality local jobs.

Programs should assist in meeting economic and employment goals such as the following:

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

Program Component Requirements

Program components for a PACE program 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 labs and cohort learning communities, tutoring and modularization.

Pipeline Program

Each community college receiving PACE funding 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:

- Strengthen partnerships with community-based organizations and industry representatives.
- Improve and simplify the identification, recruitment and assessment of qualified participants.
- Conduct and manage an outreach, recruitment and intake process, along with accompanying

support services that reflect sensitivity to the time, financial constraints and remediation needs of the target populations.

- Conduct orientations for qualified participants to describe regional labor market opportunities, employer partners and program requirements and expectations.
- Describe the embedded educational support resources available through such project.
- Outline the basic skills that participants will learn and describe the credentials participants will earn.
- Describe success milestones and ways in which temporal and instructional barriers have been minimized or eliminated.
- Review how individualized and customized service strategies for participants are developed and provided.

Career Pathways and Bridge Curriculum Development Program

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

- 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 high school equivalency 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.

Pathway Navigators

Community colleges may use PACE funds to employ pathway navigators to assist students applying for or enrolled in eligible PACE and employment programs.

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

- Interviewing and selecting students for enrollment in PACE programs.
- Assessing students' skills, interests, and previous academic and work experience for purposes of placement in PACE programs.
- 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 programs.
- Assisting in identifying and resolving obstacles to students' successful completion of PACE programs.
- 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 programs and ensuring students are making satisfactory progress toward successful completion of programs.
- 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 programs, and assisting students throughout the recruitment process.
- Coordinating adult basic education services.

Regional Industry Sector Partnerships

Community colleges may use PACE funds to provide staff and support for the development and implementation of industry sector partnerships within their region.

Regional industry sector partnerships may engage in, 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 to determine how PACE programs should address workforce skills gaps, occupational shortages and wage gaps.
- Integrating PACE programs and other existing
- Supply-side strategies with workforce needs.
- Developing PACE initiatives that focus on the workforce skills, from entry-level to advanced, required by industry sectors within the region.
- Developing engaging and informative career pathways to help promote and educate the public about local career opportunities and potential for growth as identified by industry sectors.
- Structuring pathways so that instruction and learning of workforce skills are aligned with industry-recognized standards, where such standards exist.

For more information regarding pathways and sector partnerships go to sectorpartnerships.educateiowa.gov.

Analysis

This is the seventh year for Pathways for Academic, Career and Employment (PACE) reporting. PACE funds 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.

In FY 2021, the community colleges received a state appropriation of \$5,000,000 to implement the PACE program, of which \$4,800,000 is distributed to the community colleges for PACE and \$200,000 retained by the Iowa Department of Education. A carryover amount of \$329,864 from FY 2020 was carried forward into FY 2021, totaling \$5,129,864. Colleges continue to make great progress toward full implementation of their PACE programs.

In FY 2021, colleges spent a total of \$1,013,190 on tuition and books, equipment, fees, tutors and testing, including support unique to individuals and resources towards their employment pursuit and acquisition. A total of \$3,448,908 was spent on staff, faculty and instruction for approved participants; and \$289,375 was spent on supplies, equipment, travel, training, marketing, communications, program development and expanding outreach with regional industry sector partnerships (Table 1).

Of the expenditures in FY 2021, the vast majority of funds were spent to support education (\$641,562). Additionally, there was \$352,552 of PACE funding spent on personal support, \$19,076 on career support and \$6,564 on sector partnership support (Figure 1). An estimated \$378,391 will be carried forward into FY 2022. It should be noted that a portion of these funds were already dedicated to those active students who were participating in, or waiting to participate in, PACE training programs during FY 2021.

An internal and external audit was performed in November 2017 with the business offices of each community college, to confirm all annual allocations, expenses and carry forwards from inception. The business offices continued to verify the quarterly numbers for each reporting year.

In FY 2021, 3,652 individuals completed an application to be considered for tuition assistance under the PACE program. Of these applicants, 2,697 were approved and accepted into the PACE program. During FY 2021, 1,430 sought education in credit-bearing programs, with 331 of those students earning credit toward

liberal arts/general studies.

There were 191 National Career Readiness Certificates (NCRC) and 870 third-party credentials earned by PACE participant's during FY 2021 (Table 2).

PACE navigators provided active participants with personal, career and support services 4,219 (duplicative count) times during the course of FY 2021 (representing 2,291 individual students) through interaction with each individual on a case-by-case basis. Oftentimes, students access PACE supports multiple times for separate services. This demonstrates how committed the pathway navigators are to their clientele (Tables 4a, 4b and 4c).

In AY 2021 students supported through PACE received 2,054 awards either through credit or noncredit program completion. Each program may represent different time frames for completion, therefore some of the students contained in this cohort may have started in different academic years. With that, there were 97 certificates, 242 CTE diplomas and 389 associates degrees awarded in AY 21 and an additional 1,326 noncredit completions. Each college's completion data are contained in Tables 5a and 5b.

Each college has committed to building career pathway frameworks and structuring programs to ensure increased employment success of the identified target populations. This is achieved by refocusing program activities around collaboration with core partners and adult basic education programs, balancing services and engaging sector partnerships.

TABLE 1. PACE PROGRAM SUMMARY FOR ALL COMMUNITY COLLEGES

Fiscal Year Budget 2021	
Carry Forward 2019	\$329,864
Current Year Allocation	\$4,800,000
Total Available for this FY	\$5,129,864

Line Item	Expenses per Quarter				YTD
<i>Student Expenses</i>	Q1	Q2	Q3	Q4	Expenses
Education Support	\$152,317	\$150,479	\$157,343	\$181,422	\$641,562
Personal Support	\$63,059	\$88,277	\$103,337	\$97,880	\$352,552
Career Support	\$6,488	\$2,159	\$5,315	\$5,114	\$19,076
Subtotal	\$221,864	\$240,916	\$265,994	\$284,416	\$1,013,190

Community College Costs	Q1	Q2	Q3	Q4	YTD
Pathway Navigator	\$657,211	\$690,119	\$737,548	\$739,517	\$2,824,396
Other Personnel	\$142,636	\$160,480	\$140,580	\$180,816	\$624,512
Travel	\$477	\$4,002	\$3,340	\$3,009	\$10,828
Supplies & Equipment	\$11,017	\$15,369	\$17,386	\$54,511	\$98,283
Other	\$81,813	\$34,726	\$22,345	\$34,818	\$173,702
Subtotal	\$893,154	\$904,695	\$921,199	\$1,012,672	\$3,731,720
Regional Industry Sector Partnership	\$1,590	\$1,507	\$1,762	\$1,705	\$6,564
Total Expenses	\$1,116,609	\$1,147,117	\$1,188,955	\$1,298,792	\$4,751,474

Estimated Carry Forward to Next FY \$378,390

Participant Program Summary 2021	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications	1,220	714	946	772	3,652
Number of Approved Participants	1,031	445	674	547	2,697

Participant Program Summary 2020	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications	1,470	997	934	941	4,342
Number of Approved Participants	1,130	520	764	492	2,906

Participant Program Summary 2019	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications	1,522	1,084	795	989	4,390
Number of Approved Participants	1,285	688	684	566	3,223

FIGURE 1. PACE FINANCIAL SUMMARY BY SUPPORT, 2021

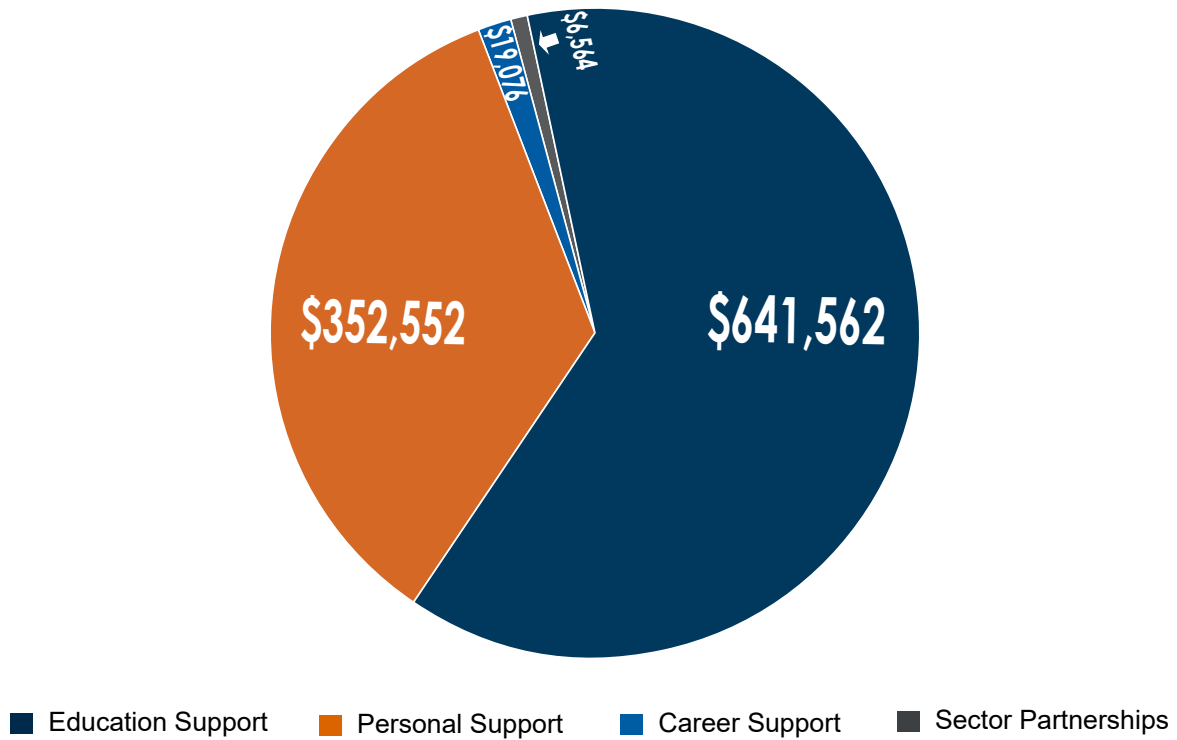


TABLE 2. PACE PARTICIPANT SUPPORTS BY PROGRAM TYPE/CREDENTIAL, 2021 (DUPLICATE COUNT)

Summary of Supports Provided	Credit	Noncredit	Total
Education Supports	1,346	1,419	2,765
Personal Supports	362	326	688
Career Supports	290	476	766

Awards Achieved	Credit	Noncredit	Total
CTE Awards	728	1,326	2,054

Credentials Earned	Total
Number of NCRC credentials earned	191
Number of third-party credentials earned	870

TABLE 3. PACE FINANCIAL AND PARTICIPANT SUMMARY BY COLLEGE, 2021

College	2021 Fiscal Year Allocations	2021 Total Funds Available	2021 Total Expenditures	2021 Completed Applications	2021 Approved Applications	2021 MIS Enrolled*
Northeast Iowa	\$233,801	\$251,083	\$231,392	391	292	519
North Iowa Area	\$229,791	\$229,881	\$207,759	189	48	79
Iowa Lakes	\$208,573	\$208,573	\$208,573	185	182	185
Northwest Iowa	\$106,817	\$110,681	\$110,681	42	42	246
Iowa Central	\$277,119	\$340,026	\$290,802	60	100	100
Iowa Valley	\$204,708	\$210,441	\$192,606	119	107	107
Hawkeye	\$320,601	\$321,564	\$321,564	186	139	156
Eastern Iowa	\$409,450	\$425,899	\$394,917	290	228	228
Kirkwood	\$750,826	\$838,700	\$797,522	108	111	152
Des Moines Area	\$854,378	\$882,161	\$805,419	1,066	550	906
Western Iowa Tech	\$267,460	\$286,499	\$277,134	316	420	4
Iowa Western	\$298,044	\$323,653	\$322,217	227	234	935
Southwestern	\$109,000	\$202,803	\$83,635	60	10	32
Indian Hills	\$334,997	\$336,686	\$334,013	263	100	301
Southeastern	\$194,436	\$197,216	\$173,240	150	134	134
Total	\$4,800,000	\$5,129,864	\$4,751,474	3,652	2,697	4,084

* Enrollment includes a mix of current and previously approved students. Enrollment timeframes can overlap into different academic years.

TABLE 4A. PACE PARTICIPANT PROGRAM NONCREDIT SUPPORTS BY COLLEGE, 2021

College	Personal	Career	Education
Northeast	25	121	623
North Iowa Area	12	12	12
Iowa Lakes	1	21	0
Northwest	0	0	0
Iowa Central	17	16	16
Iowa Valley	5	7	11
Hawkeye	117	9	17
Eastern Iowa	2	9	59
Kirkwood	12	7	95
Des Moines Area	48	202	336
Western Iowa Tech	1	1	1
Iowa Western	17	11	182
Southwestern	9	8	4
Indian Hills	58	58	58
Southeastern	2	0	5
Total Participating	326	476	1,419

TABLE 4B. PACE PARTICIPANT PROGRAM CREDIT SUPPORTS BY COLLEGE, 2021

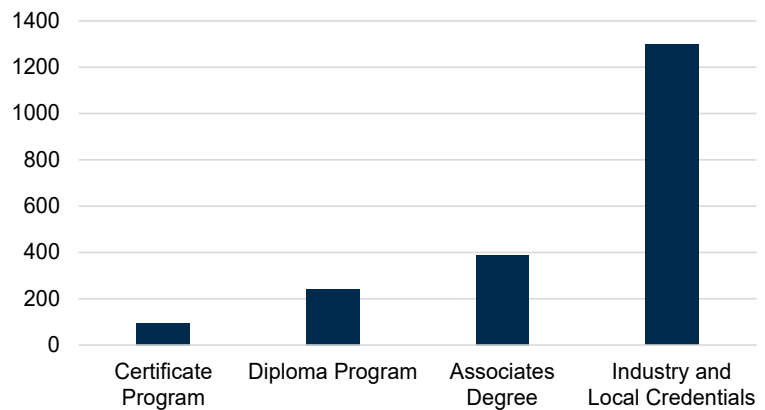
College	Personal	Career	Education
Northeast	0	0	310
North Iowa Area	23	43	76
Iowa Lakes	0	0	0
Northwest	7	0	61
Iowa Central	20	53	34
Iowa Valley	64	29	57
Hawkeye	54	1	36
Eastern Iowa	0	0	7
Kirkwood	52	4	53
Des Moines Area	43	80	192
Western Iowa Tech	0	0	0
Iowa Western	1	3	30
Southwestern	8	0	5
Indian Hills	77	77	77
Southeastern	13	0	30
Total Participating	362	290	1,346

**TABLE 4C. TOTAL SUPPORTS BY COLLEGE (CREDIT AND NONCREDIT), 2021
(DUPLICATE COUNT)**

College	Personal	Career	Education	Total All
Northeast	25	121	933	1,079
North Iowa Area	35	55	88	178
Iowa Lakes	1	21	0	22
Northwest	7	0	61	68
Iowa Central	37	69	50	156
Iowa Valley	69	36	68	173
Hawkeye	171	10	53	234
Eastern Iowa	2	9	66	77
Kirkwood	64	11	148	223
Des Moines Area	91	282	906	1,279
Western Iowa Tech	1	1	1	3
Iowa Western	18	14	212	244
Southwestern	17	2	9	28
Indian Hills	135	135	135	405
Southeastern	15	0	35	50
Total Participating	688	766	2,765	4,219

TABLE 5A. PACE SUPPORTED COMPLETIONS BY TYPE, 2021

Summary of Awards Received by PACE Students	
Type	Number
Certificate Program	97
Diploma Program	242
Associates Degree*	389
Industry and Local Credentials	1,298



*19 Associate of Arts degrees awarded in FY 2021

TABLE 5B. PACE AWARDS BY COLLEGE, 2021

College	AA	AS	AGS	AAS	Diploma	Certificate	Total Credit	Total Noncredit	Total All Awards
Northeast	2	0	1	78	83	1	165	163	328
North Iowa Area	2	5	0	15	10	8	40	9	49
Iowa Lakes	0	0	0	0	0	0	0	9	9
Northwest	3	0	0	8	11	0	22	0	22
Iowa Central	1	0	1	17	9	0	28	19	47
Iowa Valley	2	0	0	52	58	26	138	11	149
Hawkeye	0	0	0	15	6	0	21	90	111
Eastern Iowa	1	0	0	0	2	1	4	12	16
Kirkwood	2	0	0	7	6	2	17	42	59
Des Moines Area	4	6	6	113	38	49	216	162	378
Western Iowa Tech	0	0	0	0	0	0	0	1	1
Iowa Western	0	0	0	10	7	5	22	16	38
Southwestern	0	0	0	3	3	0	6	12	18
Indian Hills	2	0	0	32	8	2	44	49	93
Southeastern	0	0	0	1	1	3	5	3	8
Total	19	11	8	351	242	97	728	598	1,326

* There were zero AAA and APS degrees awarded in AY 2021



COMMUNITY COLLEGES & WORKFORCE PREPARATION

PROSPERITY THROUGH EDUCATION

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 and the Statewide Intermediary Network program.