

PATHWAYS FOR ACADEMIC CAREER AND EMPLOYMENT (PACE)

Fiscal Year 2022



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 for Academic Career and Employment Program. (PACE). This report was coordinated by the Department with the assistance of Iowa's 15 community colleges.

Acknowledgements

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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.

Analysis

This is the fifth 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 FY22, the community colleges received a state appropriation of \$4,800,000 to implement the PACE program. There was also an additional \$378,390 of funding appropriated in FY21 carried forward into FY22, totaling \$5,178,390. Colleges continue to make great progress towards full implementation of their PACE program.

In FY22, colleges spent a total of \$1,184,561 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 \$3,399,900 was spent on staff, faculty and instruction for approved participants; and \$274,830 was spent on supplies and equipment, travel and training, marketing, communications and program development (Table 1).

The vast majority of funds were spent to support education with \$782,508 spent in FY22. Additionally, there was \$386,373 of PACE funding spent on personal support, \$15,681 on career support and \$7,548 on sector (industry) partnership support (Table 2). An estimated \$311,551 will be carried forward into FY 2023. 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 FY22.

An internal and external audit was performed in November 2017 with the business office of each community college to confirm all annual allocations, expenses and carry forward from the inception of the PACE program in 2014. The business offices have continued to verify the quarterly numbers for this reporting year.

In FY22, 4,323 individuals completed an application to be considered for tuition assistance under the PACE program. Of these applicants, 2,867 were approved and accepted into the PACE program. During FY22, 1,235 PACE students sought education in credit-bearing programs and an additional 887 students were enrolled in a noncredit program (Table 2).

There were 168 National Career Readiness Certificates (NCRC) earned and 803 third-party credentials earned by PACE participant's during FY22 (Table 2).

PACE pathway navigators provided active participants with personal, career and support services over 3,519 (duplicative count) times during the course of FY22 (representing 2,333 individual students). Students often access PACE supports multiple times for separate services; this demonstrates how committed the PACE navigators are to their clientele (Tables 4a, 4b and 4c).

In FY22, there were 895 awards conferred 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 said, there were 104 certificates and 154 CTE diplomas awarded in FY22. Each college's completion data are contained in Table 5.

Each college has committed to building career pathway frameworks and structuring programs to ensure increased employment success of the identified target populations. For the next year beginning FY 2023, navigators will begin to more accurately track PACE non-financial supports for career, personal and educational supports, which will be identified for each college. Along with this reporting category, programs will have a description of their services available to showcase and highlight their structure for supporting student success.

TABLE 1. PACE PROGRAM SUMMARY FOR ALL COMMUNITY COLLEGES

Fiscal Year Budget 2022	
Carry Forward 2021	\$378,390
Current Year Allocation	\$4,800,000
Total Available for this FY	\$5,178,391

Line Item	Expenses per Quarter				YTD
<i>Student Expenses</i>	Q1	Q2	Q3	Q4	Expenses
Education Support	\$176,420	\$119,703	\$246,236	\$240,149	\$782,508
Personal Support	\$65,281	\$125,663	\$95,276	\$100,153	\$386,373
Career Support	\$2,683	\$2,538	\$3,205	\$7,254	\$15,681
Subtotal	\$244,384	\$247,904	\$344,717	\$347,556	\$1,184,561

Community College Costs	Q1	Q2	Q3	Q4	YTD
Pathway Navigator	\$663,129	\$699,139	\$707,341	\$803,985	\$2,873,593
Other Personnel	\$126,848	\$142,120	\$121,180	\$136,159	\$526,307
Travel	\$2,200	\$4,027	\$6,954	\$13,338	\$26,519
Supplies & Equipment	\$11,903	\$8,131	\$2,534	\$2,123	\$24,690
Other	\$56,477	\$26,075	\$35,542	\$105,527	\$223,621
Subtotal	\$860,557	\$879,491	\$873,550	\$1,061,133	\$3,674,730
Regional Industry Sector Partnership	\$1,610	\$2,580	\$1,742	\$1,616	\$7,548
Total Expenses	\$1,106,550	\$1,129,976	\$1,220,009	\$1,410,305	\$4,866,840

Estimated Carry Forward to Next FY \$311,551

Participant Program Summary 2022	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications	1,517	871	1,128	807	4,323
Number of Approved Participants	1,281	451	688	447	2,867

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

FIGURE 1. PACE FINANCIAL SUMMARY BY SUPPORT, FY22

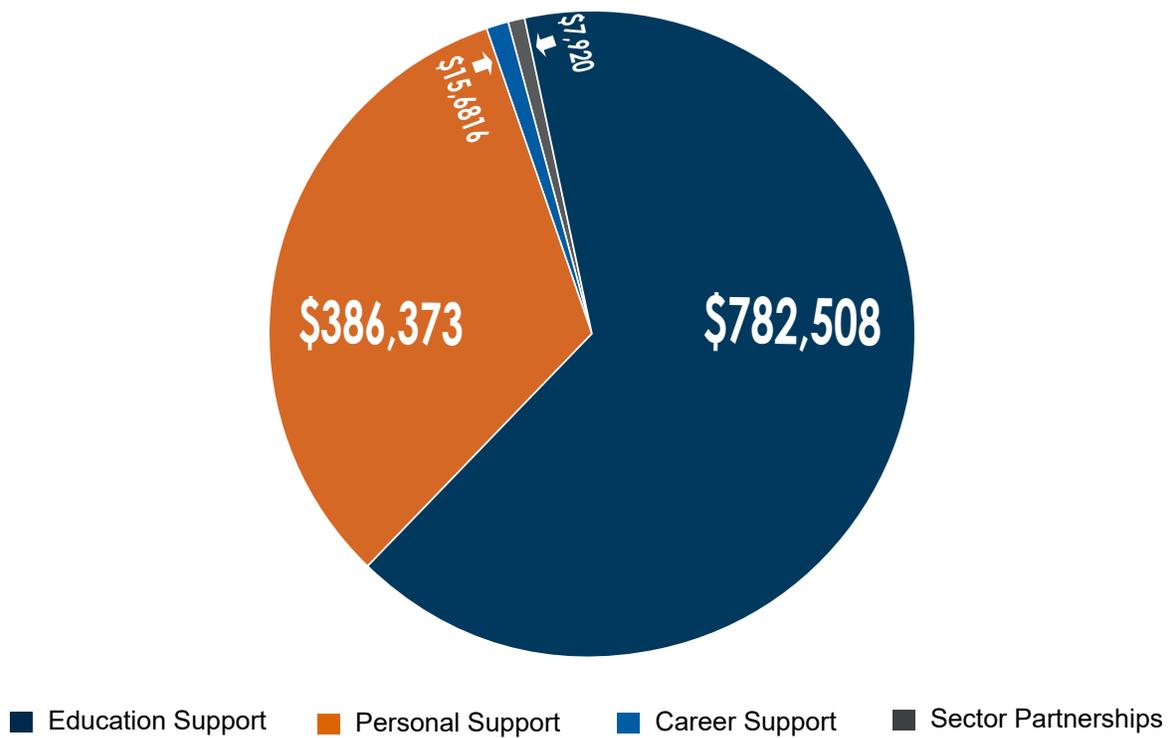


TABLE 2. PACE PARTICIPANT SUPPORTS BY PROGRAM TYPE/CREDENTIAL, FY22 (DUPLICATE COUNT)

Summary of Supports Provided	Credit	Noncredit	Total
Education Supports	1,235	887	2,122
Personal Supports	383	397	780
Career Supports	195	323	518

Awards Achieved	Credit	Noncredit	Total
CTE Awards	498	596	1,094

Credentials Earned	Total
Number of NCRC credentials earned	168
Number of third-party credentials earned	803

TABLE 3. PACE FINANCIAL AND PARTICIPANT SUMMARY BY COLLEGE, FY22

College	2022 Fiscal Year Allocations	2022 Total Funds Available	2022 Total Expenditures	2022 Completed Applications	2022 Approved Applications	2022 MIS Enrolled*
Northeast Iowa	\$233,638	\$253,329	\$238,415	402	273	421
North Iowa Area	\$230,281	\$252,403	\$247,852	229	47	91
Iowa Lakes	\$208,355	\$208,355	\$208,355	172	156	156
Northwest Iowa	\$107,169	\$107,169	\$74,073	9	9	173
Iowa Central	\$276,035	\$289,259	\$266,857	116	148	148
Iowa Valley	\$204,599	\$222,434	\$214,162	118	103	102
Hawkeye	\$319,821	\$319,821	\$319,821	339	159	145
Eastern Iowa	\$409,356	\$440,338	\$394,357	271	233	224
Kirkwood	\$750,946	\$792,124	\$792,124	99	101	139
Des Moines Area	\$857,422	\$934,164	\$934,164	1,295	533	0**
Western Iowa Tech	\$268,094	\$277,459	\$269,832	287	453	3
Iowa Western	\$297,488	\$298,924	\$298,240	277	273	954
Southwestern	\$108,951	\$228,119	\$80,782	95	37	54
Indian Hills	\$333,637	\$336,310	\$331,168	231	103	270
Southeastern	\$194,208	\$218,184	\$196,636	392	239	231
Total	\$4,800,000	\$5,178,390	\$4,866,840	4,332	2,867	3,111

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

** Reported in MIS but not manually on PACE report.

TABLE 4A. PACE PARTICIPANT PROGRAM NONCREDIT SUPPORTS BY COLLEGE, FY22

College	Personal	Career	Education
Northeast	6	23	305
North Iowa Area	4	4	4
Iowa Lakes	4	14	4
Northwest	0	0	0
Iowa Central	97	97	97
Iowa Valley	4	1	22
Hawkeye	76	17	0
Eastern Iowa	2	3	30
Kirkwood	52	40	83
Des Moines Area	45	48	178
Western Iowa Tech	0	0	0
Iowa Western	3	0	1
Southwestern	5	0	5
Indian Hills	66	66	66
Southeastern	33	10	92
Total Participating	397	323	887

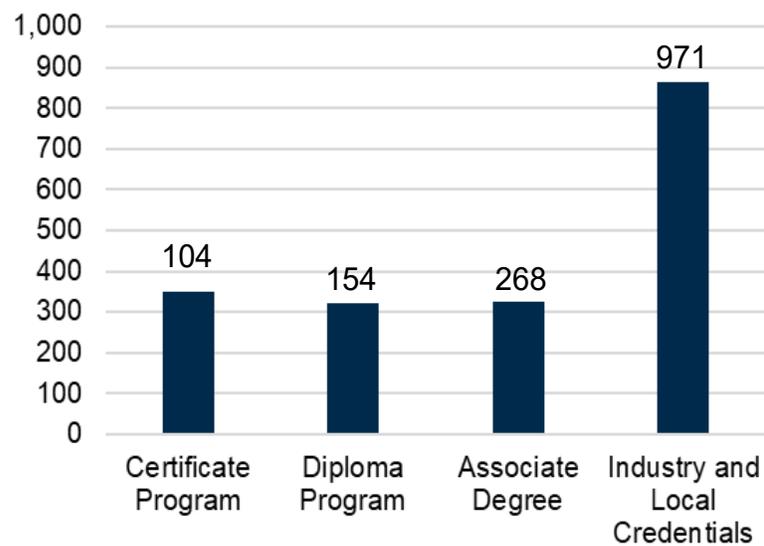
TABLE 4B. PACE PARTICIPANT PROGRAM CREDIT SUPPORTS BY COLLEGE, FY22

College	Personal	Career	Education
Northeast	0	0	287
North Iowa Area	22	32	76
Iowa Lakes	0	0	0
Northwest	5	0	37
Iowa Central	29	27	29
Iowa Valley	75	4	39
Hawkeye	56	16	44
Eastern Iowa	0	0	20
Kirkwood	53	0	52
Des Moines Area	75	65	560
Western Iowa Tech	0	0	0
Iowa Western	2	1	11
Southwestern	4	0	5
Indian Hills	47	47	47
Southeastern	15	3	28
Total Participating	383	195	1,235

**TABLE 4C. TOTAL SUPPORTS BY COLLEGE (CREDIT AND NONCREDIT), FY22
(DUPLICATE COUNT)**

College	Personal	Career	Education	Total All
Northeast	6	23	592	621
North Iowa Area	26	36	80	142
Iowa Lakes	4	14	4	22
Northwest	5	0	37	42
Iowa Central	126	124	126	376
Iowa Valley	79	5	61	145
Hawkeye	132	33	44	209
Eastern Iowa	2	3	50	55
Kirkwood	105	40	135	280
Des Moines Area	120	113	738	971
Western Iowa Tech	0	0	0	0
Iowa Western	5	1	12	18
Southwestern	9	0	10	19
Indian Hills	113	113	113	339
Southeastern	48	13	120	181
Total Participating	780	518	2,122	3,420

FIGURE 2. PACE SUPPORTED COMPLETIONS BY TYPE, FY22



*17 Associate of Arts degrees awarded in FY22.

TABLE 5. PACE AWARDS BY COLLEGE, FY22

College	AA	AS	AGS	Diploma	Certificate	Total Credit	Total Noncredit	Total All Awards
Northeast	2	1	0	35	0	38	109	147
North Iowa Area	1	1	0	7	8	36	2	38
Iowa Lakes	0	0	0	0	0	0	0	0
Northwest	3	0	0	7	0	18	0	18
Iowa Central	1	0	0	11	1	24	54	78
Iowa Valley	2	0	0	36	8	66	15	81
Hawkeye	0	1	0	6	1	20	57	77
Eastern Iowa	0	0	0	5	0	7	7	14
Kirkwood	0	0	0	12	2	26	19	45
Des Moines Area	3	5	3	22	70	230	51	281
Western Iowa Tech	0	0	0	0	0	0	0	0
Iowa Western	0	0	0	4	3	10	0	10
Southwestern	0	0	0	1	0	5	7	12
Indian Hills	3	0	0	5	0	29	26	55
Southeastern	2	0	0	3	11	17	22	39
Total	17	8	3	154	104	526	369	895

* There were zero AAA, AAS and APS degrees awarded to PACE participants in FY22.



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.