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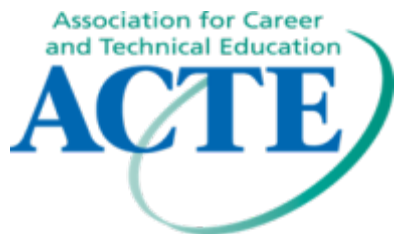
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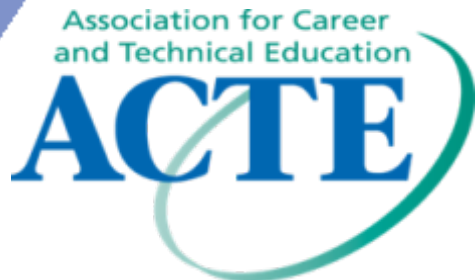
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Promoting College and Career Readiness: Bridge Programs for Low-Skilled Youth and Adults

Office of Vocational and Adult Education
April 26, 2012



Kick-Off

Sue Liu
Senior Policy Advisor
Office of Vocational and Adult Education
U.S. Department of Education



Welcome

Dr. Brenda Dann-Messier
Assistant Secretary
Office of Vocational and Adult Education
U.S. Department of Education



POLLING QUESTION

WHO'S ON THE LINE?

- Postsecondary institution (i.e. community college)
- Local Education Agency
- Community-Based Organization
- State Agency (i.e. Education, Economic Development, Workforce/Labor, Human Service)
- Federal Agency
- Other



Bridge Programs for Low-Skilled Adults: The Big Picture

Dr. Debra Bragg, University of Illinois



What We Know

- Roughly 24 million U.S. adults aged 18-64 lack a high school credential (US Census Bureau, 2009)
- Low literacy prevalent among adults with less than a high school diploma (Kutner, Greenberg, & Baer, 2005)
- Postsecondary education is common goal for adults and GED test-takers; however, transition to and completion of college is difficult
- Many factors contribute to low postsecondary attainment among low-skill adults



Career Pathway and Bridge Programs

- Career pathway programs are “a series of connected education and training programs and support services that enable individuals to secure employment... and to advance over time to successfully higher levels of education and employment within a sector” (Jenkins, 2006)
- Bridge programs connect adult education to community college to increase low-skill adults’ rates of transition into college-level occupational programs and postsecondary credentials in industries offering family-sustaining wages and career advancement (OVAE, 2011)



State Bridge Initiatives

- Integrated Basic Education and Skills Training Program (I-BEST)
- Oregon Pathways to Adult Basic Skills Transition to Education and Work (OPABS)
- Illinois Adult Education Bridge Initiative
- New initiatives and models emerging



Challenges and Opportunities

- Challenges
 - Sustaining innovation
 - Supporting cross-sector coordination
 - Evaluating impact on the system and students
- Opportunities
 - Reach adults who seek educational opportunities
 - Increase college going and college completion
 - Improve the workforce and economy



State Level Innovation

Anne Leland, *Co-facilitator of MN
FastTRAC*, MN Department of Employment
and Economic Development



Minnesota FastTRAC Adult Career Pathway Initiative

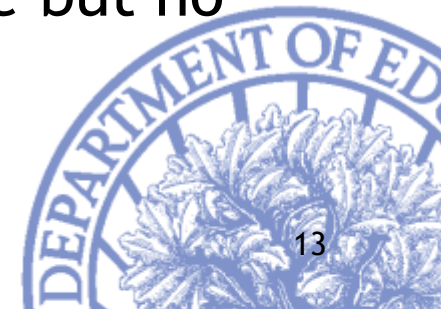
"In this health care industry where the majority of our staff are certified nursing assistants, this FastTRAC program has been a godsend. People who are unsure of their desire to do this type of work can get a feel for what it will be like. Those who perhaps have a limited job history or limited successful job history are coached and shown how to achieve success. Those who are successful now have an avenue to enter advanced training and get a taste of college courses."

- Deb Barnes, Administrator/Regional Director Parker Oaks Communities Elder Care of MN - Mankato



Minnesota's Industries Require a Highly Skilled Workforce

- Strengthening the skills of our workforce
 - 70% of Minnesota jobs in 2018 will require a postsecondary credential
 - Postsecondary education attainment will need to increase from 45% up to 70% through 2019
- Of the 3.1 million working age Minnesotans
 - 29% have only a high school diploma or less
 - 31% have some postsecondary experience but no degree

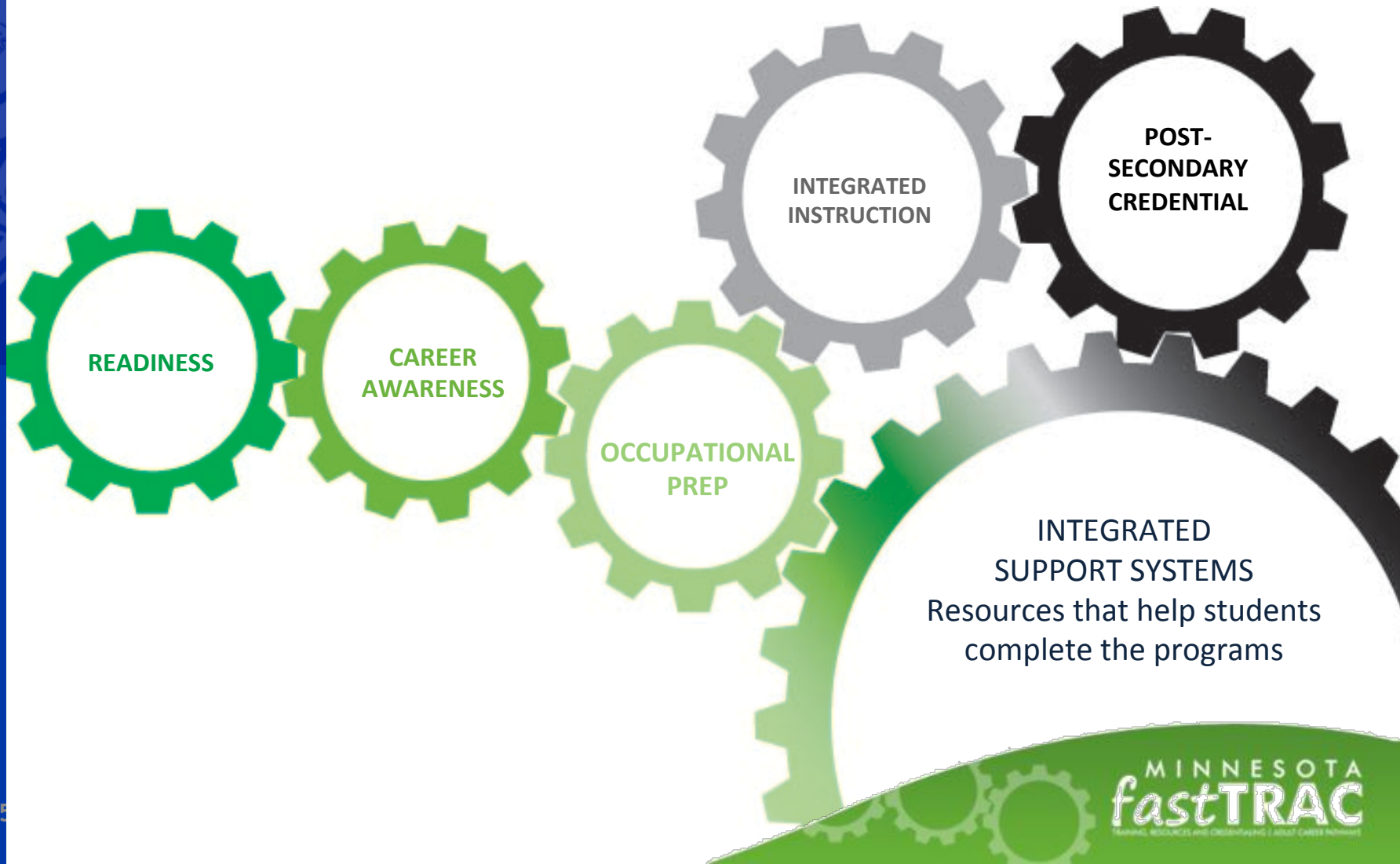


Minnesota FastTRAC to a Career: Streamlining Government for Results

- Career Pathway **education and employment initiative** for Minnesota's adults without a postsecondary credential
- **System redesign** combines strengths of local adult basic education (ABE), workforce development and the Minnesota state community and technical colleges to provide **coordinated workforce and education funding and services**



Minnesota FastTRAC Adult Career Pathway Program Model



What's in it for the State of Minnesota?

- **Individual prosperity** - increased employment and earnings directly linked to having a postsecondary credential
- **State system alignment** - breaking down agency and program silos, creating efficiency/effectiveness in public and private sector
- **Economic regional competitiveness** - the workforce of today is the workforce of tomorrow; regions will remain competitive by increasing adult worker skills



FastTRAC Partnerships are Working

- 34 FastTRAC in demand pathways created since January 2010 -
 - Healthcare Business
 - Manufacturing Energy
 - Education Culinary
- Preliminary **education** outcomes
 - 67% completed occupational prep course and moved into MnSCU career and technical training
 - 88% of those completed their first combined ABE/MnSCU career technical education course



FastTRAC Goals - MN Senate File 1751 and House

File 2181

- FastTRAC provides **options** for participants seeking career pathway **employment** and/or continued career pathway **education**
- FastTRAC targets the adult population that are traditionally underrepresented in the postsecondary system
- By 2013, the goal is to serve 3,000 adults and establish **50 FastTRAC pathways** offered through ABE and every 2 year MnSCU campus
 - 2,250 will be placed in employment
 - 1,500 will earn industry-recognized credentials
 - 900 will continue the educational pathway or return to a pathway within 5 years

FastTRAC Partnership

- The Joyce Foundation
- Greater Twin Cities United Way
- Human Services
- Adult Basic Education
- Employers
- Employment & Economic Development.
- Labor and Industry
- Minnesota State Colleges and Universities
- Office of Higher Education



A Local Perspective: Davidson County Community College's Career Pathway Bridge Program



Sandra Thompson, Director, College Career & Readiness

Melanie Knier, Program Director, College Career & Readiness



NC's Backpacks to Briefcases: Basic Skills Plus

- Passed by the NC General Assembly in 2010
- Accelerated credentialing
- Dual enrollment in AHS/GED classes and career pathways
- Tuition and fees waived in career pathways



Accelerating Opportunity

- Changes the way Adult Basic Education is structured and delivered
- Provides comprehensive academic and social supportive services
- Increases the number of GEDs and credentials earned





Davidson County Community College

College & Career Readiness Program Framework

BRIDGES ORIENTATION

- Career exploration
- Goal setting
- Academic assessment
- Teamwork
- Campus tour

**Pre-Career Pathway
Courses**

**Career Pathway
Courses**





Pre-Career Pathway Courses

- Intense STAR Reading Instruction
- Contextualized math, writing, and reading lessons
- Further career exploration

Career Pathway Courses

Advanced Manufacturing

Allied Health & Wellness

Business & Technical Studies

Teacher Education &
College Transfer

- Contextualized learning
- GED/AHS Completion
- College Placement Test preparation

- College Ready 2.0
- Career Readiness Certificate
- College Transition Counseling
- Business & Industry Speakers

**COLLEGE -- CERTIFICATE/
DIPLOMA / DEGREE PROGRAMS**



Contact Information



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A Local Perspective: IPL's Carreras en Salud (CeS) Career Pathway Model

Dr. Ricardo Estrada, VP of Education and Programs, Instituto Del Progreso Latino (IPL)



CeS: An Evidence Based Model

- The Aspen Institute: Courses To Employment (C2E)
 - Three years study about effectiveness of Career Pathways in CBO - Community College partnerships. More Information on outcomes can be found on Aspen Institute's website: <http://www.aspenwsi.org/>
- U Department of Health and Human Services - ACF ISIS Project.
 - Comprehensive research about effectiveness of career pathways in low income low skills adults. CeS will have a control group of 500 and a treatment group of another 500. Participants will be tracked for five years. There are other 8 sites across the nation in the same study.



Carreras en Salud: Essential Elements

- Effective Partnerships (MOU)
- Clearly Defined Pathways
 - Academic Ladder
 - Career Ladder
 - Social Community Ladder
 - Pre-College Contextualized Curriculum
- Strong and Constant Academic and Non-Academic Support Services
- Business Plan for five years
- Policies and Procedures for participants



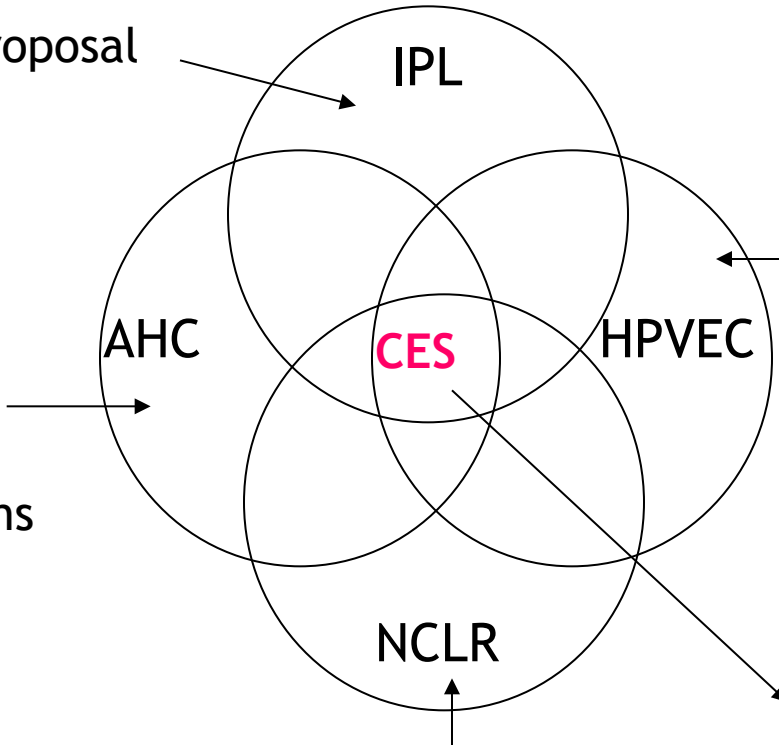
Carreras En Salud (CeS) Management Team

- **Association House of Chicago**
 - Recognized for its expertise in Case Management
- **Humboldt Park Vocational Education Center**
 - Ranked # 1 Nursing Program in the State for 100% State exam passage of their graduates.
- **Instituto Del Progreso Latino**
 - National model for contextualizing Adult Education classes and workforce development programs. National Experts in Career Bridges and Pathways.
- **National Council of La Raza**
 - National advocacy, leverage federal funding and foundations grants at national levels.



CeS Management Team SYNERGY

- Customize Curriculum
- VESL
- Bridges
- Pathway
- Foundation/Proposal
- Fiscal Agent



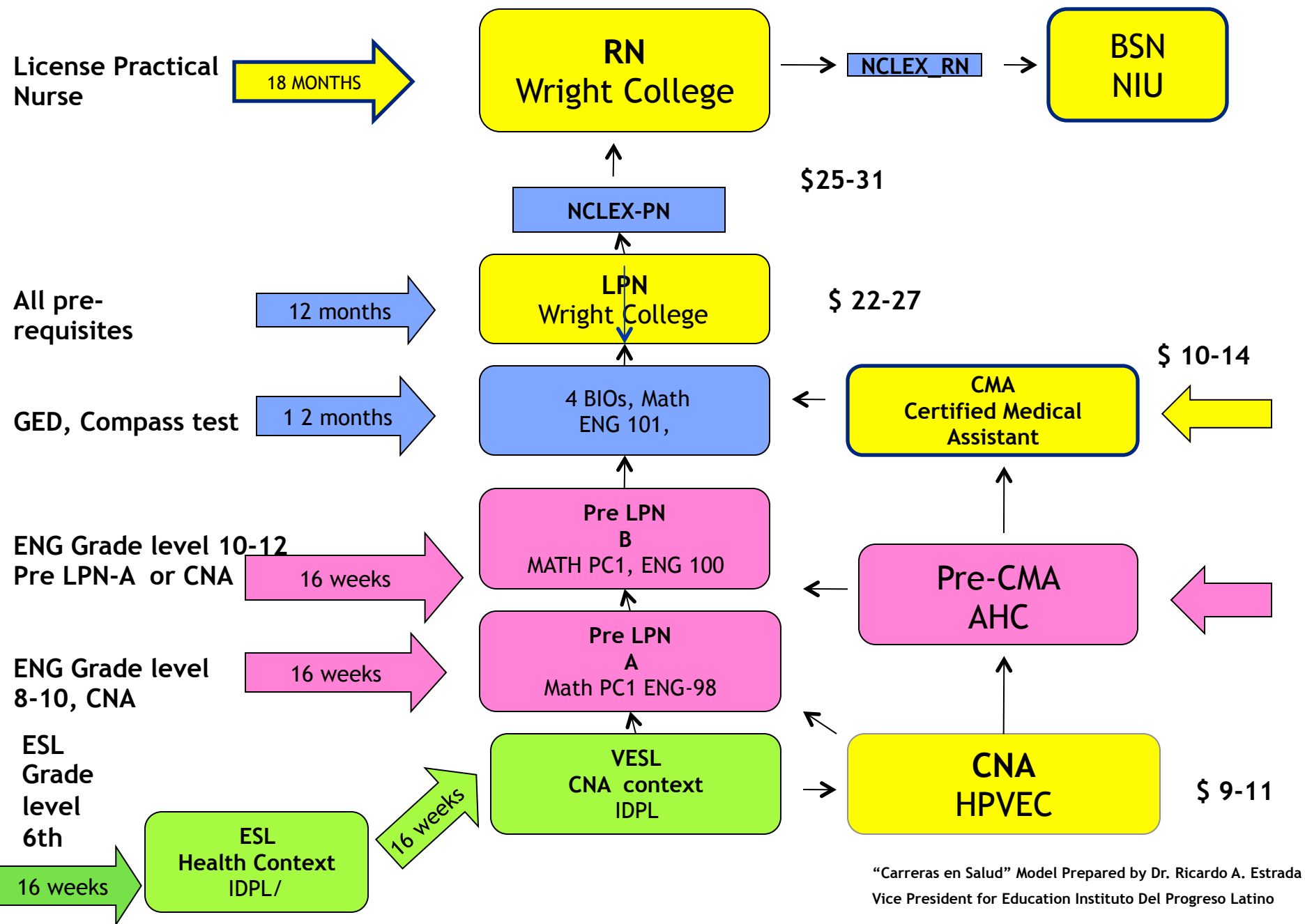
- Best LPN program
- Technology
- College Credits
- System Reputation
- Economies of Scale

- Case Management
- Proposal with Experience
- Physical Resources
- Community Relations

- National Exposure
- National Advocacy
- Potential Funding
- Assessment/Evaluation

- Industry Sector Leadership
- Effective Healthcare Pathway
- National Best Practice Model
- National Media Exposure
- Foundations Attention
- Nursing Shortage Solution
- Bilingual Nursing Solution
- Opportunity for Community

CeS PATHWAY MODEL



Adult Education Curriculum Contextualizing Model

Levels	Literacy			Beginning			Intermediate			Advance		
Context & Basic Skills	ENG	MATH	PC	ENG	MATH	PC	ENG	MATH	PC	READING	WRITING	COMPREH
	GENERAL - CONTEXT			MACRO - CONTEXT			MICRO-CONTEXT			VOCATIONALIZATION		
				SH	TTS	TM	CTH	PS	TM	CTH	PS	TM
Credentials	NONE			COURSE			BASIC CERTIFICATE			ADVANCED CERTIFICATE		
Learning paradigm	PEDAGOGY			PEDAGOGY			PEDAGOGY			ANDRAGOGY		
	ANDRAGOGY			ANDRAGOGY			ANDRAGOGY					
Testing & Evaluation	STANDARD			STANDARD			STANDARD			PROJECT BASED		
	PROJECT BASED			PROJECT BASED			PROJECT BASED					

CeS Student Support Team

- Intake Specialist (CBO)
- Career Coach (CBO)
- Academic Advisor (college and CBO)
- Case Manager (CBO)
- Employment Specialist (CBO)
- Financial Coach (CBO)
- Public Benefits Coach (CBO)
- Information Technology Coach (College and CBO)
- Pre-college Basic Skill contextualized Tutor, (CBO)
- College Tutor (College and CBO)
- College non traditional tutoring (Nursing) (CBO)



Role of Educational Partners

- **Provide curriculum** that are customized to the needs of the non-traditional low skill student.
- **Provide educational resources and support to students** such as computer labs and programs that help the students improve their basic skills at their own pace, tutoring and technical assistance, financial aid and career planning.
- **Schedule classes at times convenient to the non-traditional low skill student**; provide assistance to adult educators to contextualized curriculums based on the adult learner's basic skills levels.
- **Articulate basic skill and contextualized courses with technical certificates and occupational degree programs** with input from employers and industries in the field.
- **Develop advisory council committees for vocational and occupational certificate and degree offerings** in which CBOs and local employers are included
- **Internships and Clinicals**



Role of Local Workforce Investment Board

- Sector Based Analysis
- WIA administration/allocation
- Support proposal writing
- Grant partner
- Advocacy (foundations, Higher Ed.)

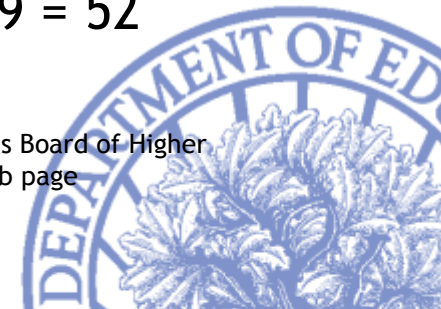


Impact on Industry

- Number of LPN Graduates in 2005 = 1174
- **Number of Latino LPN Graduates in 2005 = 42**
- Total LPN Graduates at Wright College = 21
- Number of Latino graduates in Wright College = 0
- Number of Latino LPNs at Wright College in Fall 2005 = 7

- Number of LPN Graduates in 2009 = 1474
- **Number of Latino LPN Graduates in 2009 = 138**
- Number of Graduates at Wright College = 152
- Number of Latino Graduates in Wright College 67
- Number of Latino LPN at Wright College in Fall 2009 = 52

Source: Illinois Board of Higher
Education Web page



National Awards and Recognitions

- National Award as the National Exemplary Program in workforce Development by The National Council for Continuing Education and Training for the Year 2007
- The BellWhether National Finalist in the Workforce Development Category
- 2008 Illinois State Program of the Year in WD by The Illinois Council of Continuing and Higher Education (ICCHE)
- 2008 Family Strengthening Award from The National Council of La Raza/ Casey Foundation
- One of the six pathway program in the nation selected by The Aspen Instituto (WSI) for the Courses To Employment Project
- One of the top five Bridge and Pathway program by the US Department of Education (OVAE).
- One of top three and the most comprehensive career Pathway in the nation by the National Research Center for Career and Technical Education (University of Minnesota)
- Us Department of Labor, Recognition of Excellence Award
- Excelencia in Education. Program of the year in associate degrees



Carreras en Salud, Performance outcomes, Summer 2011

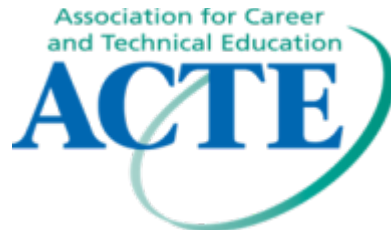
Pathway Level	Enrollment	Graduation Bridge completion	%	Licensing Certification	%	Placement
RN	60	38/22	100%	38		All working
LPN	353	321	91%	295	92%	100%
PQ	259	188	72%	N/A	N/A	N/A
Pre-LPN	420	361	86%	N/A	N/A	N/A
C.N.A	308	264	86%	238	96%	88%
Pre-C.N.A	489	415	85%	N/A	N/A	N/A
ESL-Health	229	219	96%	N/A	N/A	N/A
Pre-CMA	33	30	90%	In class		
TOTALS	2,151/1259	1,836	85%	571	94%	94%



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