



Career pathway bridges for adults: what can federal leaders learn from you?

Illinois Adult Education and
Family Literacy Meeting

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New federal opportunities focus on adults, credentials, and partnerships -- and need models

- New federal health care laws
 - Retraining for dislocated workers
 - Improving skills of health care workforce
- Administration's 2011 Budget Proposal's Workforce Innovation Fund
- Workforce Investment Act reauthorization
- Title I adult, dislocated worker and youth training
- Title II adult education and family literacy
- Temporary Assistance to Needy Families (TANF)

Black Hawk College Shifting Gears

Logistics Bridge

- Black Hawk College provided skills training, GED preparation and contextualized English language instruction leading to a Warehousing and Distribution Certificate.
- Most of the participants in bridges at Black Hawk were English language learners; the college provided a range of support services and creative instructional techniques adapted to these students' particular needs.
- Two cohorts with different schedules--
 - Evenings: two nights/week for 25 weeks, ESL & GED
 - Mornings: met five days/week for 13 weeks, ESL & GED
- Outcomes: 19 of 19 ESL students earned certificate, 2 of 6 GED students earned certificate

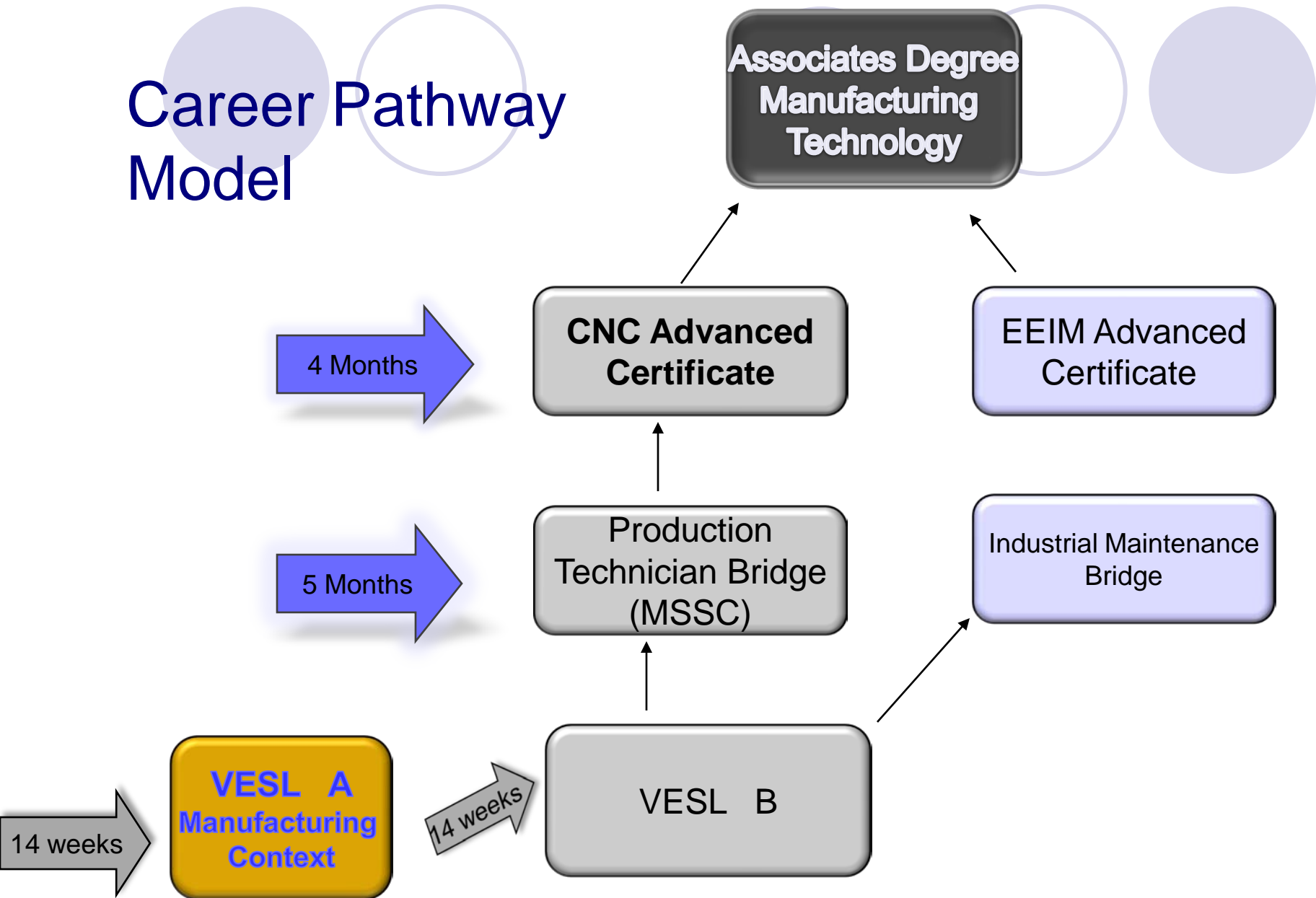
Daley College and Central States SER Medical Bridges

- Created Pre-Bridge (skills 5 to 6.5) and Medical Bridge (skills 6.6 to 8.9)
- Contextualized basic skills in both, prepares students to transition into several medical pathways (e.g. CNA, billing and coding, etc.).
- SER recruits students, provides case management and helps identify funding sources
- Daley College - Arturo Velasquez Institute offers training, and pre/post assessment
- Outcomes: 159 students enrolled pre-bridge or medical bridge
 - Retention Rate 90.4%
 - Students completing CNA 75
 - Students registered for college credit 57
 - Students registered for LPN/RN prerequisites 41

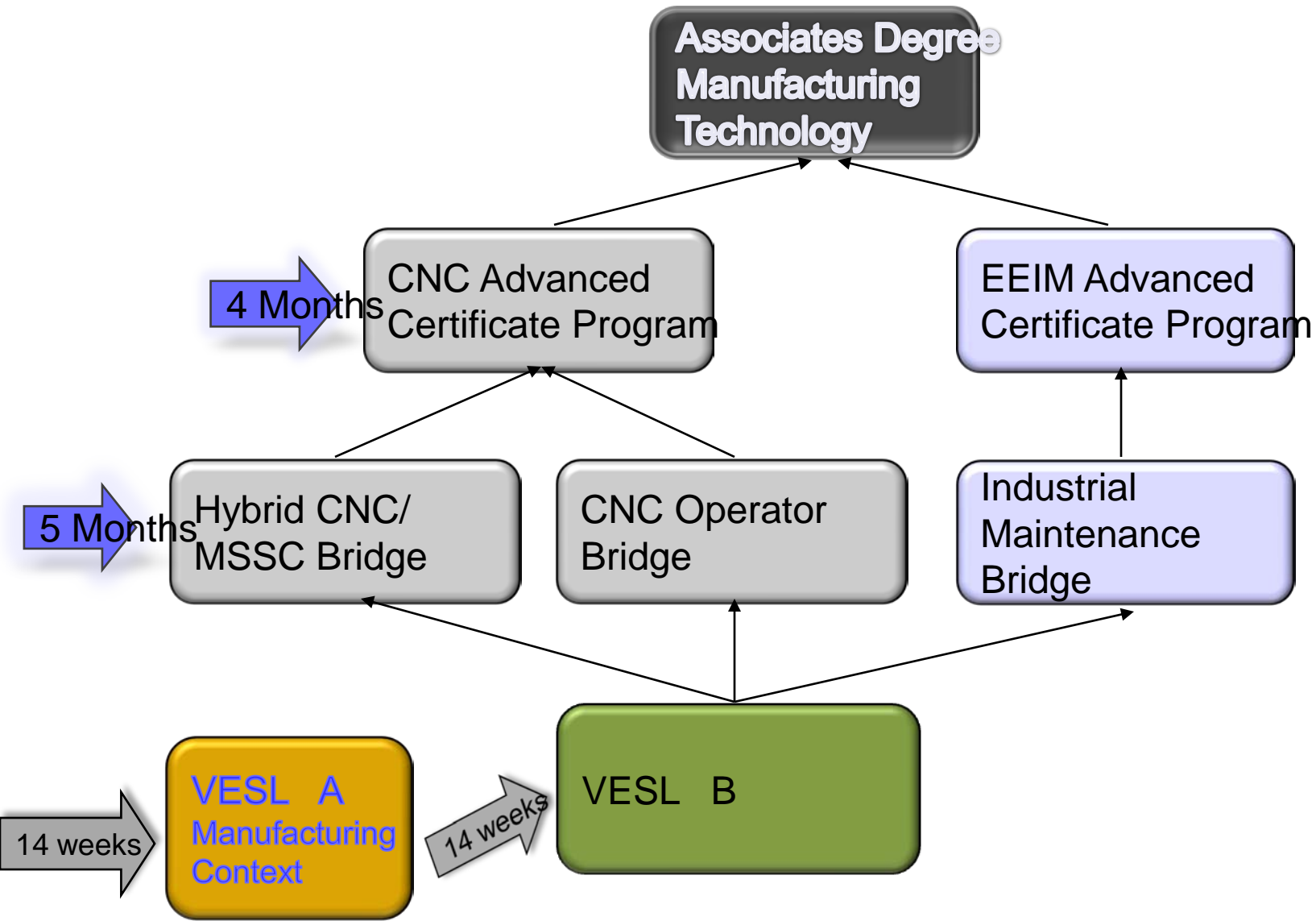
Humboldt Park Voc. Ed. Center (Wright College) and Instituto del Progreso Latino Manufacturing Bridge

- Goal is connecting limited English speakers/low literacy individuals with career path employment; targets Latino immigrant dislocated workers who read English at 6th grade level or higher.
- Instituto does recruitment; counseling/support services; contextualized English, math, GED and basic computing; job readiness/placement; and overall coordination and fiscal management. Humboldt Park Center provides technical training for Bridge and Advanced certificates.
- Funded through contracts and ITAs (vouchers) under the Workforce Investment Act (WIA) and through ICCB Adult Ed funding for GED option and planning for beginning level of the Bridge portion.
- First 3 classes, 35/39 completion (89.7%).

Career Pathway Model



Career Pathways Model



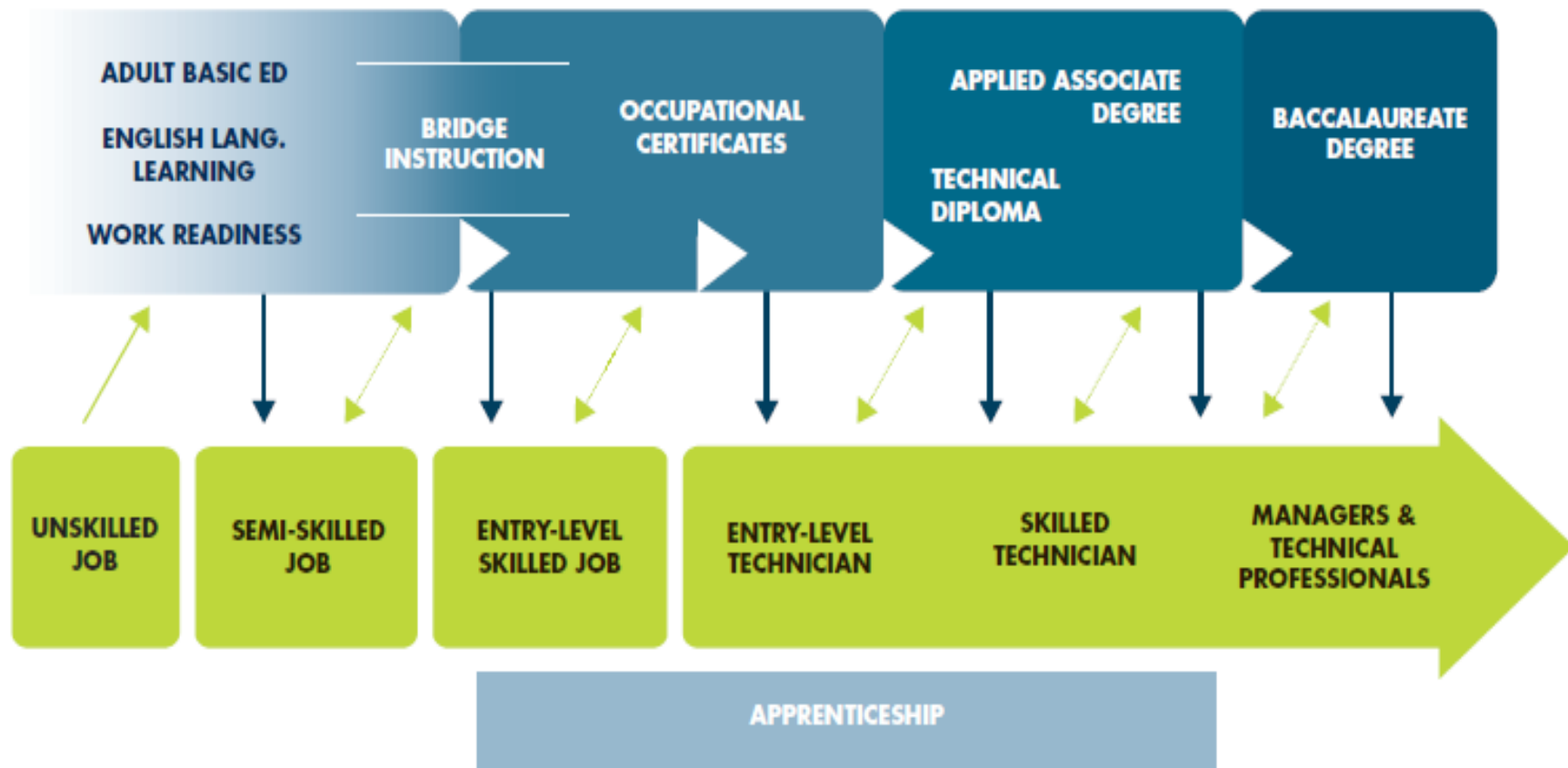
Indiana Automotive Tech Math Bridge

- Ivy Tech comm. college (Evansville) embeds into first 3 auto tech certificates the math skills needed to continue in pathway to associate degree.
- Found “math moments” already in auto tech courses, expanded into mini-lessons drawn from first level of dev. math, contextualized to auto tech (e.g. fractions, decimals, ratios, proportions, percentages, etc.)
- Program team taught by auto tech and dev. math faculty who also jointly developed curricula and did prof. development together to prepare technical faculty to deliver math mini-lessons alone eventually.

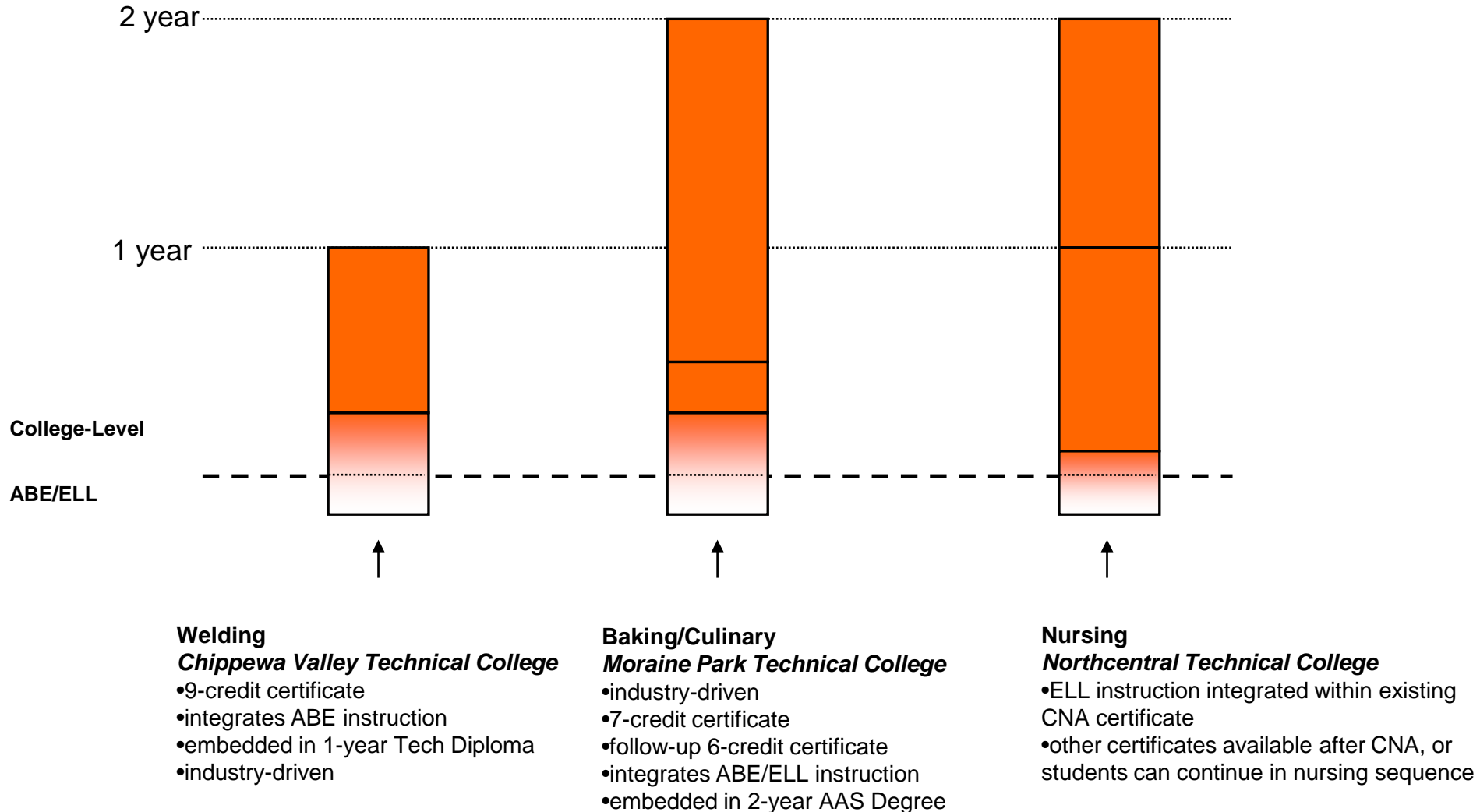
WI's RISE Career Pathway Bridges

- RISE Career Pathway Bridges:
 - connect low-skilled adults with postsecondary occupational programs, ideally providing credits toward a certificate within an approved program;
 - contextualize teaching and learning to integrate basic and occupational skills development;
 - use teaching and student support methods that have proven effective for students with low levels of literacy; and,
 - are collaboratively designed by occupational and ABE faculty and student support staff.

WISCONSIN CAREER PATHWAYS



Wisconsin Career Pathway Bridges



Washington State's I-BEST Program

- WA state goal: Increase number of adult ed/ELL students who reach “tipping point” (1 year college + occup. Certificate)
- State offers colleges 1.75 FTE to expand I-BEST to take into account extra costs of two instructors, coordinating instructions, additional student support.
- To do this have to rethink content/goals of adult ed/ELL—not GED, not entering dev. ed, but rather skills needed for job and next education step in pathway.
- All I-BEST programs must be part of 1-year certif. program or other occupational program with proven ability to place graduates in higher wage jobs. Std. was wages > \$13 an hour (> than \$15 an hour in Seattle).

Washington State's I-BEST Program (cont.)

- I-BEST pairs ABE/ELL instructors with prof./tech instructors in the classroom to provide integrated basic skills and job training.
- Goal is to earn a for-credit occupational certificate AND raise basic skills/English to level needed to take next career and educational step. Both high and lower skill level options.
- Instructors co-teach a minimum of 50% of the time, in remaining time they teach the same students contextualized basic skills and occupational skills separately. Programs typically range from 1-3 quarters long.

Columbia Univ. research on I-BEST

- May 2009 independent study of I-BEST compared participants to similar group of students.
- 55% of I-BEST students earned an occupational certificate as compared to only 15% of the matched group.
- 90% of I-BEST students earned at least one college credit vs. 67% of the other group.
- More than three-fourths of I-BEST students (78%) persisted into a second year of postsecondary education vs. 61% of other group.

Pilots + evaluation + statewide rollout + more evaluation = new \$'s and growth for I-BEST

- 2004: 10 I-BEST pilots begin with “soft” money
 - \$50,000 - \$75,000 each
 - WIA Title II Leadership (federal adult education)
 - Carl Perkins Leadership (federal career technical)
 - State \$
- 2009: 144 I-BEST programs, supported by 1.75 FTE
 - \$5 million state FTE (career technical)
 - \$7.5 million ABE FTE
 - \$4 million ABE tuition
 - \$8 million in I-BEST state FTE

Kentucky's Ready to Work Initiative

- Ready to Work Coordinators based at each community college to serve low income parents.
- Provides intensive case management and work-study jobs which allow many RtW parents to earn up to \$2,500 annually while in school, ideally at jobs connected to their fields of study.
- Establishes peer support groups by—
 - Providing initial college readiness class in cohorts
 - Creating campus Ready to Work centers where students meet with coordinators but also can gather amongst themselves to network informally and support each other.

KY's Ready to Work Initiative, cont.'d

- Coordinators provide or facilitate access to recruitment, assessment, retention, tutoring, mentoring, career counseling, financial aid job development, job placement, and post-placement services.
- Participants also have access to TANF support services such as child care and transportation.
- “Work and Learn” addition to Ready to Work serves adult ed students preparing for GED to help them transition into postsecondary.
- Outcomes: Higher GPA's, program completion rates than average KY community college student, highest increase in earnings and in steady work of any TANF activity, and the longer the participation, the larger the wage increase