PATHWAYS FOR ACADEMIC CAREER AND EMPLOYMENT (PACE)

Fiscal Year
2020

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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.

Acknowledgments

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 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 quality employment; partnerships linking community colleges to industry and nonprofit organizations and the following program outcomes:

- Acquiring and demonstrate competency in basic skills;
- Acquiring and demonstrate competency in a specified technical field;
- Completing a specified level of post-secondary education;
- Earning a National Career Readiness Certificate (NCRC);
- Obtaining employer-validated credentials; and
- Securing gainful employment in high-quality local jobs.

Programs should assist in meeting economic and employment needs including:

- Economic and workforce development requirements in each region served by the community colleges as defined by regional advisory boards, and
- 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 and
- 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 as well as 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 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 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 sixth 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 2020, the community colleges received a state appropriation of $4,800,000 to implement the PACE program. There was also an additional $201,952 of funding appropriated in FY 2019 carried forward into FY 2020, totaling $5,001,952. Colleges continue to make great progress towards full implementation of their PACE program.

In FY 2020, colleges spent a total of $950,032 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 $3,396,282 was spent on staff, faculty and instruction for approved participants; and $322,793 was spent on supplies and equipment, travel and training, marketing, communications, program development and expanding outreach with regional Industry Sector Partnerships (Table 1).

The vast majority of funds were spent to support education with $573,619 spent in FY 2020. Additionally, there was $357,529 of PACE funding spent on personal support, $18,884 on career support and $9,940 on sector (industry) partnership support (Figure 1 and Table 2). An estimated $332,845 will be carried forward into FY 2021. 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 2020.

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 this reporting year.

In FY 2020, 3,956 individuals completed an application to be considered for tuition assistance under the PACE program. Of these applicants, 2,675 were approved and accepted into the PACE program. During FY 2020, 1,818 sought education in credit-bearing programs and additional 1,173 students were enrolled in noncredit programs.

There were 445 National Career Readiness Certificates (NCRC) earned and 1,091 third-party credentials earned by PACE participant's during FY 2020. (Table 2). An aggregate summary of expenses and participants by college is also documented in Table 3.

PACE navigators provided active participants with personal, career, and support services over 5,717 (duplicative count) times during the course of FY 2020 (representing 2,991 individual students) through interaction with each individual on a case-by-case basis. Students often access PACE supports multiple times for separate services. This demonstrates how committed the Pathway Navigators are to their clientele (Tables 4a and 4b).

In FY 2020, there were 1,242 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 208 certificates, 312 CTE diplomas, and 349 Associate degrees awarded in FY 2020. Each college's completion data are contained in Table 5.

Colleges continue to work hard to implement PACE programs in their regions and communities as they align themselves with the Workforce Innovation and Opportunity Act (WIOA) legislation. 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 WIOA core partners and adult basic education programs, balancing services and engaging sector partnerships.

TABLE 1: PACE PROGRAM SUMMARY FOR ALL COMMUNITY COLLEGES, 2020

Fiscal Year Budget 2020	
Carry Forward 2019	$201,952
Current Year Allocation	$4,800,000
Total Available for this FY	$5,001,952

Line Item	Expenses per Quarter				YTD
Student Expenses	Q1	Q2	Q3	Q4	Expenses
Education Support	$188,627	$132,039	$145,171	$107,782	$573,619
Personal Support	$52,301	$113,996	$109,586	$81,646	$357,529
Career Support	$4,813	$2,001	$1,047	$11,023	$18,884
Subtotal	$245,742	$248,036	$255,804	$200,450	$950,032

Community College Costs	Q1	Q2	Q3	Q4	YTD
Pathway Navigator	$637,571	$635,805	$674,153	$814,365	$2,656,220
Other Personnel	$142,405	$153,759	$162,119	$176,105	$634,388
Travel	$6,694	$12,806	$7,831	$499	$27,830
Supplies & Equipment	$13,573	$21,882	$13,465	$14,425	$63,345
Other	$20,324	$67,393	$44,247	$88,715	$221,678
Subtotal	$820,567	$891,644	$856,173	$1,094,109	$3,709,135
Regional Industry Sector Partnership	$2,439	$3,171	$2,499	$1,830	$9,940
Total Expenses	$1,068,748	$1,142,851	$1,161,119	$1,296,389	$4,669,107

Estimated Carry Forward for Next FY $332,845

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
Number of Enrolled During 2020*	1,425	666	935	568	3,594

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

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

FIGURE 1: PACE FINANCIAL SUMMARY BY SUPPORT, 2020

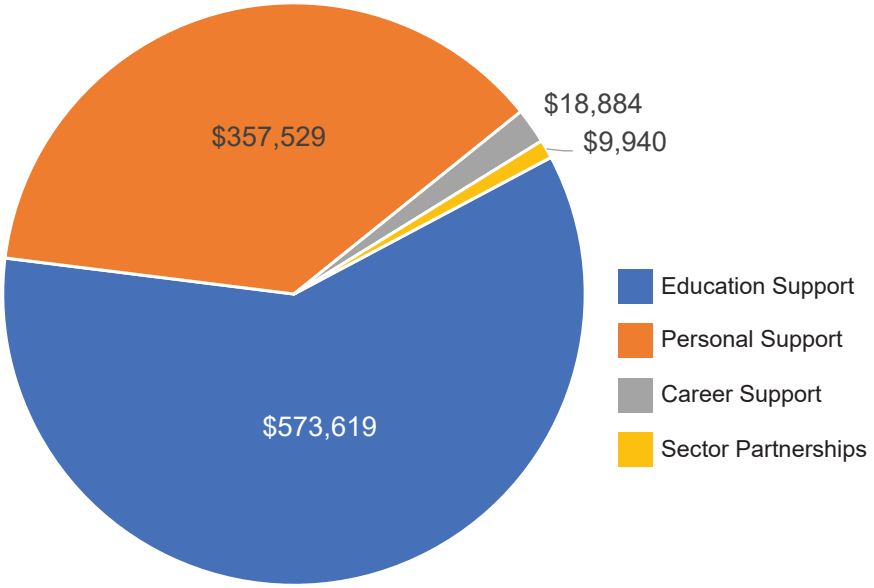


TABLE 2: PACE PARTICIPANT SUPPORT BY PROGRAM TYPE/CREDENTIAL, 2020
(Duplicate Count)

Summary of Supports Provided	Credit	Non-Credit	Total
Education Supports	1,723	1,061	2,784
Personal Supports	858	415	1,273
Career Supports	883	468	1,351
Awards Achieved			
CTE Awards	869	930	1,799
Credentials Earned			
Number of NCRC credentials earned			445
Number of third-party credentials earned			1,091

TABLE 3: PACE FINANCIAL AND PARTICIPANT SUMMARY BY COLLEGE, 2020

College	Allocation	Available Funds	Total Expenditures	Completed Applications	Approved Applications	MIS Enrolled *
Northeast Iowa	$234,009	$267,329	$250,047	349	278	545
North Iowa Area	$227,288	$248,967	$248,877	167	65	114
Iowa Lakes	$206,499	$206,499	$206,499	206	192	192
Northwest Iowa	$106,214	$112,206	$108,343	31	31	78
Iowa Central	$278,195	$284,673	$257,766	58	88	88
Iowa Valley	$203,612	$207,462	$201,729	124	113	126
Hawkeye	$320,348	$347,951	$344,007	253	165	180
Eastern Iowa	$409,686	$411,155	$394,707	410	310	310
Kirkwood	$750,728	$750,728	$662,854	94	95	137
Des Moines Area	$857,387	$857,387	$829,604	1,105	547	N/A
Western Iowa Tech	$268,279	$282,082	$263,043	314	314	496
Iowa Western	$300,643	$330,976	$305,367	183	181	731
Southwestern	$108,402	$156,588	$62,785	99	20	26
Indian Hills	$335,434	$342,760	$341,071	258	83	245
Southeastern	$193,276	$195,189	$192,408	305	193	193
TOTAL	**$4,800,000**	**$5,001,952**	**$4,669,107**	**3,956**	**2,675**	3,461

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

TABLE 4A: PACE PARTICIPANT PROGRAM NONCREDIT SUPPORTS BY COLLEGE, 2020

College	Personal	Career	Education
Northeast Iowa	60	117	456
North Iowa Area	21	21	21
Iowa Lakes	27	27	28
Northwest Iowa	0	0	0
Iowa Central	12	15	11
Iowa Valley	0	0	5
Hawkeye	121	114	27
Eastern Iowa	6	22	152
Kirkwood	53	56	78
Des Moines Area	45	26	79
Western Iowa Tech	0	0	0
Iowa Western	56	29	158
Southwestern	4	0	1
Indian Hills	41	41	41
Southeastern	3	0	4
TOTAL PARTICIPATING	**415**	**468**	**1,061**

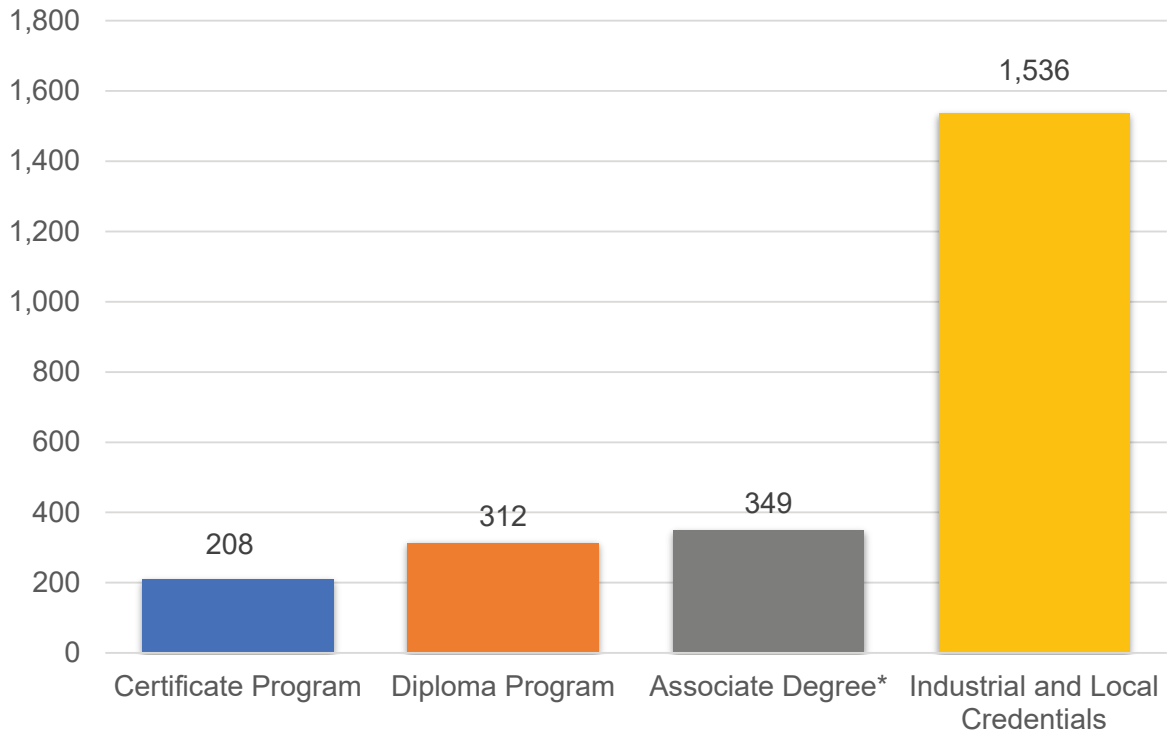
TABLE 4B: PACE PARTICIPANT PROGRAM CREDIT SUPPORTS BY COLLEGE, 2020

College	Personal	Career	Education
Northeast Iowa	7	8	317
North Iowa Area	34	64	91
Iowa Lakes	--	--	--
Northwest Iowa	10	--	66
Iowa Central	28	62	35
Iowa Valley	61	48	55
Hawkeye	32	30	18
Eastern Iowa	24	53	286
Kirkwood	46	4	42
Des Moines Area	35	51	192
Western Iowa Tech	496	496	496
Iowa Western	--	7	41
Southwestern	11	--	3
Indian Hills	58	58	58
Southeastern	16	2	23
TOTAL PARTICIPATING	**858**	**883**	**1,723**

TABLE 4C: TOTAL SUPPORTS BY COLLEGE (CREDIT AND NONCREDIT), 2020

College	Personal	Career	Education	Total All
Northeast Iowa	67	125	773	965
North Iowa Area	55	85	112	252
Iowa Lakes	27	27	28	82
Northwest Iowa	10	0	66	76
Iowa Central	40	77	46	163
Iowa Valley	61	48	60	169
Hawkeye	153	144	45	342
Eastern Iowa	30	75	438	543
Kirkwood	99	60	120	279
Des Moines Area	80	77	271	428
Western Iowa Tech	496	496	496	1,488
Iowa Western	22	36	199	257
Southwestern	15	0	4	19
Indian Hills	99	99	99	297
Southeastern	19	2	27	48
TOTAL PARTICIPATING	**1,273**	**1,351**	**2,784**	**5,408**

FIGURE 2: PACE SUPPORTED COMPLETIONS BY TYPE FY20



* 28 Associate of Arts Degrees awarded in FY 2019

TABLE 5: PACE AWARDS BY COLLEGE, 2020

College	AA	AS	AGS	AAS	Diploma	Certificate	Total Credit	Total Noncredit	Total All Awards
Northeast Iowa	2	1	--	63	74	8	149	62	211
North Iowa Area	3	2	--	16	21	14	56	12	68
Iowa Lakes	--	--	--	--	--	--	--	28	28
Northwest Iowa	7	--	--	11	11	--	29	--	29
Iowa Central	3	--	--	12	9	--	24	11	35
Iowa Valley	1	--	--	27	34	2	64	2	66
Hawkeye	--	--	--	3	1	--	4	75	79
Eastern Iowa	1	4	--	46	56	47	154	13	167
Kirkwood	1	--	--	8	3	--	12	53	65
Des Moines Area	--	--	--	8	2	13	23	36	59
Western Iowa Tech	7	4	--	94	74	116	295	--	295
Iowa Western	--	--	--	5	13	5	23	48	71
Southwestern	2	2	--	1	3	--	7	3	10
Indian Hills	--	--	--	10	9	1	22	27	49
Southeastern	--	--	--	3	2	2	7	3	10
TOTAL	**28**	**13**	**1**	**307**	**312**	**208**	**869**	**373**	**1,242**

* There were zero AAA and APS degrees awarded in AY 2020

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, the National Crosswalk Service Center, and the Statewide Intermediary Network program.