

PATHWAYS FOR ACADEMIC CAREER  
AND EMPLOYMENT (PACE)  
PROGRAM

FISCAL YEAR 2015 REPORT



**COMMUNITY COLLEGES**

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## About the Report

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

## Acknowledgements

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The staff and administration of the Division of Community Colleges 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

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The Pathways for Academic career and employment program (PACE) is established to provide funding to community colleges for the development of projects 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 individuals 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 Projects

Projects eligible for funding for PACE shall be projects 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.
- Obtain employer-validated credentials
- Secure gainful employment in high-quality local jobs.

*Projects should assist in meeting economic and employment goals including, but not limited to:*

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

### Program Component Requirements

Program components for a PACE project 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 lab and cohort learning communities, tutoring, and modularization.

### Pipeline Program

Each community college receiving funding for PACE 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:

- To strengthen partnerships with community-based organizations and industry representatives.
- To improve and simplify the identification, recruitment, and assessment of qualified participants.
- To conduct and manage an outreach, recruitment, and intake process, along with accompanying support services, reflecting sensitivity to the time and financial constraints and remediation needs of the target populations.
- To conduct orientations for qualified participants to describe regional labor market opportunities, employer partners, and program requirements and expectations.
- To describe the embedded educational support resources available through such project.
- To outline the basic skills participants will learn and describe the credentials participants will earn.
- To describe success milestones and ways in which temporal and instructional barriers have been minimized or eliminated.
- To review how individualized and customized service strategies for participants are developed and provided.

### **Career Pathways and Bridge Curriculum Development Program**

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

- 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 general education development 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.

### **Pathways Navigators**

A community college may use monies for the PACE program to employ pathway navigators to assist students applying for or enrolled in eligible pathways for academic career and employment projects.

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

- Interviewing and selecting students for enrollment in PACE projects.
- Assessing students' skills, interests, and previous academic and work experience for purposes of placement in PACE projects.
- 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 projects.
- Assisting in identifying and resolving obstacles to students' successful completion of PACE projects.

- 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 projects and ensuring students are making satisfactory progress toward the successful completion of projects.
- 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 projects and assisting students throughout the recruitment process.
- Coordinating adult basic education services.

### **Regional Industry Sector Partnerships.**

A community college may use monies for the program to provide staff and support for the development and implementation of regional industry sector partnerships within the region served by the community college.

Regional, industry sector partnerships may include, 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 within the regional labor market to determine how PACE projects should address workforce skills gaps, occupational shortages, and wage gaps.
- Integrating PACE projects and other existing supply-side strategies with workforce needs within the region served by the community college.
- Developing PACE projects that focus on the workforce skills, from entry level to advanced, required by industry sectors within the region served by the community college.
- Structuring pathways so that instruction and learning of workforce skills are aligned with industry-recognized standards where such standards exist.

## Analysis

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This is the second year for Pathways for Academic, Career and Employment (PACE) reporting. Allocations for the PACE fund 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.

Colleges made great progress in the implementation of their PACE Tuition programs in fiscal year (FY) 2015. In FY15, the community colleges received a state appropriation of \$5,000,000 to implement the PACE program.

Accounting for the funding appropriated in FY15, colleges spent a total of \$1,874,553 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 \$3,069,137 was spent on staff, faculty, and instruction for approved participants; and \$841,413 was spent on supplies and equipment, travel and training, marketing, communications, and program development and expanding outreach with Regional Industry Sector Partnerships.

A total of \$1,514,716 will be carried forward into (FY16). It should be noted that a portion of the funds carried forward into FY16 are already dedicated to those active students who are currently participating in or waiting to participate in PACE training programs during FY16.

In FY15, 5,909 individuals completed an application to be considered for tuition assistance under the PACE program. Of these applicants, 4,143 were approved and accepted into the PACE program. At the time of reporting, 1,752 individuals had completed the training program in which they enrolled; 377 had failed to complete their training. The remaining approved individuals were either actively participating or waiting to participate in the PACE program. The statewide completion rate for FY15 was 82.29 percent.

PACE Navigators provided active participants with personal, career and support services over 13,000 times during the course of the fiscal year through their interaction with each individual on a case by case basis.

Colleges are required to collect preliminary employment statistics on program completers. In FY15, 722 individuals found new employment after completing their

training; 230 individuals retained employment. Of note, 189 individuals continued onto further full-time education upon completion of their training program, which is a good indicator of the pathway or pipeline process development of the PACE program. At the time of reporting, 147 completers were currently being assisted in accessing employment through the PACE program. The overall employment rate among completers in FY15 was 86.6 percent. In addition, 65.7 percent of completers reported gaining new employment upon completion of their training program.

Colleges have done an outstanding job implementing their programs into their regions and communities as they begin to align themselves with the new Workforce Innovation and Opportunity Act (WIOA) legislation. All of the colleges have committed to building career pathway frameworks and structuring those projects that can best increase the employment success of the identified targeted populations as evidenced by the overall increase in program activity indicating the effort and extension of program growth especially as they begin to partner with their adult basic education programs.

Table 1. PACE Program Expenditures for All Community Colleges

<i>Fiscal Year Budget 2015</i>					
Carry Forward 2014		\$2,299,819			
Current Year Allocation		\$5,000,000			
Total Available for this FY		\$7,299,819			
Line Item	Expenses per Quarter				YTD Expend.
<i>Student Expenses:</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	
Education Support	\$134,847	\$292,861	\$391,466	\$570,961	\$1,390,135
Personal Support	\$61,335	\$157,776	\$88,406	\$142,230	\$449,748
Career Support	\$714	\$5,068	\$8,693	\$20,196	\$34,670
<i>Subtotal</i>	<i>\$196,896</i>	<i>\$455,705</i>	<i>\$488,565</i>	<i>\$733,387</i>	<i>\$1,874,553</i>
<i>Community College Costs:</i>					
Salary & Other Personnel	\$573,563	\$796,045	\$818,051	\$881,479	\$3,069,137
Travel	\$14,240	\$48,318	\$24,199	\$29,342	\$116,099
Supplies & Equipment	\$30,199	\$80,870	\$53,180	\$69,839	\$234,088
Other	\$41,840	\$95,837	\$215,749	\$80,556	\$433,981
<i>Subtotal:</i>	<i>\$659,842</i>	<i>\$1,021,070</i>	<i>\$1,111,179</i>	<i>\$1,061,215</i>	<i>\$3,853,305</i>
Regional Industry Sector Partnerships	\$0	\$453	\$1,728	\$55,064	\$57,245
Total Expenses	\$856,738	\$1,477,228	\$1,601,472	\$1,849,666	\$5,785,103
<i>Carry Forward to Next FY:</i>					\$1,514,716
<i>Participant Summary</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>YTD Total</i>
Number of Completed Applications:	1,427	1,669	1,672	1,141	5,909
Number of Approved Participants:	877	1,099	1,273	894	4,143
Number of Trainings Actively being Pursued					
HSED & Basic Skills Training	387	281	488	290	1,445
Certificate Programs	519	611	595	635	2,360
Degree Seeking	378	629	485	448	1,940
Diploma Programs	134	166	120	158	578
<i>Total Number of Programs being Pursued</i>	<i>1,418</i>	<i>1,687</i>	<i>1,688</i>	<i>1,530</i>	<i>6,323</i>

Table 2. PACE Participant Summary, 2015

	Q1	Q2	Q3	Q4	YTD Total
<b>Regarding Active Participants</b>					
Receiving Personal Support	786	1,001	1,511	1,602	4,900
Receiving Career Support	694	1,273	1,417	1,556	4,940
Receiving Educational Support	1,750	2,964	3,575	3,795	12,084
<i>Unduplicated Headcount of Participants Receiving Supports</i>	232	119	177	135	663
	Q1	Q2	Q3	Q4	YTD Total
<b>Regarding Individuals Completed Program/Training</b>					
HSED & Basic Skills Training	39	56	76	138	309
Certificate Programs	168	388	240	595	1,391
Degree Seeking	17	45	20	104	186
Diploma Programs	9	28	3	118	158
<i>Total Completed</i>	233	517	339	955	2,044
<i>Unduplicated Headcount of Completers</i>	212	454	311	775	1,752
Did not Complete Program/Training/Dropped Out	55	102	92	128	377
<b>Completer Summary</b>					<i>YTD Total</i>
New Employment					722
Retained Employment					230
Continued Further Education					189
Looking for Work/Unemployed					147
Deceased					0
No Response/Unable to Contact					371
Number of 3rd Party Credentials Received by Respondents					654
NCRC Credentials Received					2,082

\* Employment counts and rate are based on program completers who responded to survey attempts. Employment rates, as reported on page 9, are calculated as follows:

$$\text{Overall Employment Rate} = \frac{\text{New Employment} + \text{Retained Employment}}{(\text{Total Employment} - \text{Deceased} - \text{Continue Education} - \text{Unable to Contact})}$$

$$\text{New Employment Rate} = \frac{\text{New Employment}}{(\text{Total Employment} - \text{Deceased} - \text{Continue Education} - \text{Unable to Contact})}$$



**Table 3. PACE Financial Summary by College, FY15**

College	2015 Fiscal Year Allocation	2015 Total Available Funds	2015 Total Expenditures	2014 Completed Applications	2015 Completed Applications	2014 Approved Participants	2015 Approved Participants
Northeast Iowa	\$246,494	\$330,852	\$241,652	450	816	322	699
North Iowa Area	\$232,644	\$401,923	\$191,755	27	134	25	71
Iowa Lakes	\$216,784	\$299,761	\$300,861	29	422	29	422
Northwest Iowa	\$108,483	\$206,063	\$90,470	5	44	5	43
Iowa Central	\$290,603	\$504,793	\$329,723	220	242	176	223
Iowa Valley	\$211,925	\$314,147	\$308,888	106	269	89	209
Hawkeye	\$331,416	\$535,196	\$396,606	163	95	55	95
Eastern Iowa	\$428,377	\$644,564	\$461,334	389	1048	346	873
Kirkwood	\$792,130	\$993,234	\$951,756	195	213	179	173
Des Moines Area	\$892,306	\$1,055,056	\$1,046,683	1,393	1,518	769	509
Western Iowa Tech	\$277,600	\$330,154	\$242,658	172	299	172	299
Iowa Western	\$315,011	\$480,112	\$412,734	119	172	117	159
Southwestern	\$110,619	\$169,442	\$158,764	87	168	27	82
Indian Hills	\$345,345	\$652,126	\$425,181	0	387	0	216
Southeastern	\$200,262	\$382,396	\$226,036	0	82	0	70
<b>Total</b>	<b>\$5,000,000</b>	<b>\$7,299,819</b>	<b>\$5,785,103</b>	<b>3,355</b>	<b>5,909</b>	<b>2,311</b>	<b>4,143</b>

**Table 4. PACE Participant Employment Summary by College**

	New Employment	Retained Employment	Deceased	Continue Education	Unemployed/ Looking	Unable to Contact	Overall Employment %*	New Employment %*
Northeast Iowa	45	22	0	13	5	113	93.06%	62.50%
North Iowa Area	20	3	0	1	1	1	95.83%	83.33%
Iowa Lakes	49	17	0	57	6	2	91.67%	68.06%
Northwest	7	1	0	0	0	8	100.00%	87.50%
Iowa Central	76	4	0	0	3	0	96.39%	91.57%
Iowa Valley	65	18	0	3	6	6	93.26%	73.03%
Hawkeye	34	5	0	2	2	10	95.12%	82.93%
Eastern Iowa	72	48	0	12	46	55	72.29%	43.37%
Kirkwood	79	18	0	14	21	57	82.2%	66.95%
Des Moines Area	126	45	0	15	29	40	85.50%	63.00%
Western Iowa Tech	27	13	0	25	3	2	93.02%	62.79%
Iowa Western	43	9	0	30	9	59	85.25%	70.49%
Southwestern	26	15	0	1	7	2	85.42%	54.17%
Indian Hills	50	12	0	16	7	15	89.86%	72.46%
Southeastern	3	0	0	0	2	1	60.00%	60.00%
<b>Total</b>	<b>722</b>	<b>230</b>	<b>0</b>	<b>189</b>	<b>147</b>	<b>371</b>	<b>86.62</b>	<b>65.70%</b>

Table 5a. PACE Participant Program Enrollment by College

College	HSED & Basic Skills Training	Certificate Programs	Degree Seeking Programs	Diploma Programs	2015 Unduplicated Number Participating	2014 Unduplicated Number Participating
Northeast	501	205	6	0	663	267
North Iowa Area	14	58	61	26	76	21
Iowa Lakes	220	73	81	0	422	28
Northwest	2	19	14	9	41	3
Iowa Central	24	162	20	0	141	42
Iowa Valley	22	90	62	21	192	91
Hawkeye	30	89	8	0	51	45
Eastern Iowa	372	555	233	112	873	346
Kirkwood	81	356	176	11	232	304
Des Moines Area	25	197	632	209	587	558
Western Iowa Tech	0	96	237	60	299	172
Iowa Western	140	134	207	6	273	107
Southwestern	3	110	26	25	82	5
Indian Hills	2	185	140	95	166	0
Southeastern	9	31	37	4	70	0
<b>Total Participating</b>	<b>1,445</b>	<b>2,360</b>	<b>1,940</b>	<b>578</b>	<b>4,168</b>	<b>1,989</b>

**Table 5b. PACE Participant Program Completion by College**

College	HSED & Basic Skills Training		Certificate Programs		Degree Seeking Programs		Diploma Programs		Total Number Completed		Unduplicated Headcount of Completers
	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	
Northeast Iowa	1	24	128	173	0	1	0	4	133	198	190
North Iowa Area	0	4	9	40	0	5	0	6	9	55	52
Iowa Lakes	0	46	0	57	1	16	0	0	1	119	80
Northwest	0	2	0	14	0	2	0	1	0	19	19
Iowa Central	19	17	5	78	0	14	0	0	24	109	83
Iowa Valley	4	9	25	68	1	4	3	17	33	98	95
Hawkeye	0	18	26	78	0	8	0	0	26	104	61
Eastern Iowa	30	56	14	205	6	27	0	42	50	330	335
Kirkwood	4	5	93	125	0	3	1	0	98	133	99
Des Moines Area	13	4	216	267	10	38	3	36	242	345	316
Western Iowa Tech	0	0	0	96	2	26	0	39	2	161	106
Iowa Western	58	117	36	66	0	18	0	2	94	203	150
Southwestern	0	0	16	46	0	3	0	2	0	51	51
Indian Hills	0	1	0	63	0	21	0	13	0	98	97
Southeastern	0	6	0	15	0	0	0	0	0	21	18
<b>Total Completed</b>	<b>129</b>	<b>309</b>	<b>569</b>	<b>1,391</b>	<b>20</b>	<b>186</b>	<b>11</b>	<b>158</b>	<b>729</b>	<b>2,044</b>	<b>1,752</b>

Table 5c. 2015 PACE Participant Support and Credential Summary by College

College	Receiving Personal Support	Receiving Career Support	Receiving Educational Support	Total Active Participants Receiving Support	3rd Party Credential	NCRC	Did Not Complete
Northeast	0	780	249	1,029	93	218	29
North Iowa Area	129	103	147	379	32	44	12
Iowa Lakes	14	422	41	477	74	228	12
Northwest	2	0	42	44	15	2	6
Iowa Central	43	9	195	247	45	198	10
Iowa Valley	127	29	120	276	2	0	14
Hawkeye	74	87	72	233	40	44	5
Eastern Iowa	447	970	1,276	2,693	0	57	38
Kirkwood	503	404	465	1,372	96	92	45
Des Moines Area	257	590	858	1,705	94	1,011	85
Western Iowa Tech	749	749	749	2,247	0	0	43
Iowa Western	77	138	76	291	33	81	15
Southwestern	176	141	119	436	59	50	16
Indian Hills	422	422	422	1,266	70	51	47
Southeastern	175	56	109	340	1	6	0
<b>Total Receiving Support</b>	<b>3,195</b>	<b>4,900</b>	<b>4,940</b>	<b>13,035</b>	<b>654</b>	<b>2,082</b>	<b>377</b>

Table 5d. 2014 PACE Participant Support and Program Summary by College

College	Receiving Personal Support	Receiving Career Support	Receiving Both	Total Receiving Support	3rd Party Credential	NCRC	Did Not Complete
Northeast	0	0	133	133	6	55	0
North Iowa Area	1	0	8	9	0	0	2
Iowa Lakes	0	0	0	0	0	86	0
Northwest	0	0	0	0	0	0	0
Iowa Central	10	0	0	10	0	42	0
Iowa Valley	6	9	9	24	4	33	2
Hawkeye	26	0	0	26	66	66	4
Eastern Iowa	1	17	15	33	28	10	30
Kirkwood	41	0	1	42	90	53	16
Des Moines Area	1	138	67	206	64	74	42
Western Iowa Tech	0	0	0	0	0	0	3
Iowa Western	0	6	0	6	35	17	0
Southwestern	0	0	17	17	28	20	2
Indian Hills	0	0	0	0	0	0	0
Southeastern	0	0	0	0	0	0	0
<b>Total Receiving Support</b>	<b>86</b>	<b>170</b>	<b>250</b>	<b>506</b>	<b>321</b>	<b>465</b>	<b>101</b>



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