

PATHWAYS FOR ACADEMIC CAREER  
AND EMPLOYMENT (PACE)  
PROGRAM

FISCAL YEAR 2017 REPORT



**COMMUNITY COLLEGES**

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## About the Report

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The Department of Education, Division of Community Colleges and Workforce Preparation is preparing this report per the requirements in Iowa Code, Section 260H, for the statewide Pathways to Academic Career and Employment 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 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 program (PACE) 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 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 Programs

Programs eligible for funding for PACE shall be programs 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; 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:

- 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 that 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 PACE funding 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 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 non-credit 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**

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

Pathway navigators shall provide services and support to aid 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 the 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**

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 their region.

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 programs should address workforce skills gaps, occupational shortages, and wage gaps.
- Integrating PACE programs and other existing supply-side strategies with workforce needs within the region served by the community college.
- Developing PACE initiatives that focus on the workforce skills, from entry level to advanced, required by industry sectors within their region.
- 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](http://sectorpartnerships.educateiowa.gov)

## Analysis

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This is the fourth 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 FY2017, the community colleges received a state appropriation of \$4,800,000 to implement the PACE program. Colleges made great progress in the implementation of their PACE funding in fiscal year FY2017.

Accounting for the funding appropriated in FY2017, colleges spent a total of \$1,438,024 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 \$3,275,614 was spent on staff, faculty, and instruction for approved participants; and \$358,712 was spent on supplies and equipment, travel and training, marketing, communications, and program development and expanding outreach with Regional Industry Sector Partnerships.

An estimated \$462,229 will be carried forward into FY2018. It should be noted that a portion of the funds carried forward into FY2017 are already dedicated to those active students who are currently participating in or waiting to participate in PACE training programs during FY2017.

In FY2017, 4,624 individuals completed an application to be considered for tuition assistance under the PACE program. Of these applicants, 3,361 were approved and accepted into the PACE program slightly lower than last year. At the time of reporting, 2,727 individuals had completed the training program in which they enrolled, and 595 had failed to complete their training significantly lower than last year. The remaining approved individuals were either actively participating or waiting to participate in the PACE program. The statewide completion rate for FY2017 was 84.40 percent, which is two points higher than the FY2016 completion rate of 82.60 percent.

PACE navigators provided active participants with personal, career, and support services over 9,685 times during the course of the fiscal year through their interaction with each individual on a case-by-case basis. This is a substantial increase in time and effort over last year.

Colleges are required to collect preliminary employment statistics on program completers. In FY2017, 905 individuals found new employment after completing their training; 197 individuals retained employment. Of note, 403 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, 188 completers were currently being assisted in accessing employment through the PACE program. The overall employment rate among completers in FY2017 was 85.43 percent. In addition, 70.16 percent of completers reported gaining new employment upon completion of their training program.

Colleges continue to do an outstanding job implementing the PACE programs in their regions and communities as they align themselves with the new Workforce Innovation and Opportunity Act legislation (WIOA). Each college has committed to building career pathway frameworks, structuring those 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.

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 audit adjustments are reflected in this report.

**Table 1. PACE Program Expenditures for all Community Colleges**

<i>Fiscal Year Budget 2017</i>					
Carry-forward 2016	\$749,734				
Current Year Allocation	\$4,800,000				
Total Available for this FY	\$5,549,734				
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	<u>\$178,589</u>	<u>\$221,922</u>	<u>\$327,558</u>	<u>\$272,840</u>	\$1,000,908
Personal Support	<u>\$43,421</u>	<u>\$104,180</u>	<u>\$70,190</u>	<u>\$159,759</u>	\$377,550
Career Support	<u>\$13,718</u>	<u>\$9,541</u>	<u>\$7,643</u>	<u>\$28,664</u>	\$59,566
<i>Subtotal</i>	<u>\$235,728</u>	<u>\$335,642</u>	<u>\$405,390</u>	<u>\$461,262</u>	\$1,438,024
<i>Community College Costs:</i>					
Pathway Navigator	\$683,829	\$745,230	\$733,256	\$744,844	\$2,907,159
Other Personnel	\$91,121	\$81,039	\$89,385	\$106,909	\$368,455
Travel	\$10,026	\$12,680	\$9,167	\$16,015	\$47,888
Supplies & Equipment	\$14,514	\$12,391	\$8,874	\$11,159	\$46,938
Other	\$44,249	\$75,850	\$53,048	\$90,740	\$263,887
<i>Subtotal:</i>	<u>\$843,740</u>	<u>\$927,191</u>	<u>\$893,729</u>	<u>\$969,668</u>	\$3,634,327
Regional Industry Sector Partnerships	\$2,151	\$6,620	\$769	\$5,615	\$15,155
<b>Total Expenses</b>	<b>\$1,081,620</b>	<b>\$1,269,453</b>	<b>\$1,299,888</b>	<b>\$1,436,545</b>	<b>\$5,087,505</b>
	<i>Estimated Carry Forward to Next FY:</i>				<b>\$462,229</b>
<i>Participant Program Summary 2017</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>YTD Total</i>
Number of Completed Applications:	1,743	947	1020	914	4,624
Number of Approved Participants:	1,414	560	846	541	3,361
<i>Participant Program Summary 2016</i>					
<i>Participant Program Summary 2016</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>YTD Total</i>
Number of Completed Applications:	1,487	894	1,166	840	4,387
Number of Approved Participants:	1,348	643	832	603	3,426

Table 2. PACE (duplicated) Participant Summary by Program, 2017 (continued on next page)

<b>Summary of Trainings Provided</b>	2017	2016
<b>High School Equivalency Diploma</b>	<i>Year total</i>	<i>Year total</i>
Number of Participants	773	468
Number of Completions	169	228
<b>Developmental &amp; Basic Skills</b>		
Number of Participants	320	408
Number of Completions	283	296
<b>Certificate Program</b>		
Number of Participants	1,790	1,651
Number of Completions	1,514	1,489
<b>Diploma Program</b>		
Number of Participants	646	589
Number of Completions	339	309
<b>Degree Program</b>		
Number of Participants	1,532	1,614
Number of Completions	422	598
<i>Unduplicated Count of Pace Participants</i>	3,809	4,276
Did not complete/dropped out	595	743
<b>Credential summary</b>		
Number of NCRC credentials earned	1,126	1,326
Number of 3rd party credentials earned	813	713
<i>Total number of credentials received</i>	1,939	2,039
<b>Summary of Supports Provided</b>		
Receiving personal support	2,185	2,301
Receiving career support	3,089	2,722
Receiving educational support	4,411	3,681



Table 2 PACE Participant Summary, 2017 (continued)

Employment Summary	Year - end total 2017	Year - end total 2016
Unduplicated number of PACE participants	3,809	4,272
Did not complete/dropped out	595	743
Number in or continuing training	1,407	1,962
<i>Employment summary population*</i>	1,807	1,571
New Employment	905	718
Retained Employment	197	239
Continued Education	403	160
Looking for Work/Unemployed	188	120
No Response/Unable to Contact	216	334
<i>Total for employment summary</i>	1,909	1,571
<i>Overall employment rate</i>	85%	89%
<i>Overall new employment rate</i>	70%	67%

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

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

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

Table 3. PACE Financial and Participant Summary by College, FY 2017

College	2017 Fiscal Year Allocation	2017 Total Available Funds	2017 Total Expenditures	2017 Completed Applications	2017 Approved Participants
Northeast Iowa	\$236,714	\$300,405	\$278,816	652	536
North Iowa Area	\$225,811	\$415,327	\$287,660	174	62
Iowa Lakes	\$209,092	\$210,673	\$208,779	379	365
Northwest Iowa	\$105,325	\$153,402	\$152,466	34	34
Iowa Central	\$278,666	\$291,798	\$220,342	102	81
Iowa Valley	\$205,202	\$221,371	\$218,560	150	107
Hawkeye	\$319,543	\$429,163	\$448,818	316	168
Eastern Iowa	\$409,309	\$515,454	\$373,856	428	327
Kirkwood	\$754,583	\$769,239	\$755,040	208	214
Des Moines Area	\$850,099	\$850,099	\$850,099	1266	624
Western Iowa Tech	\$268,710	\$304,325	\$304,325	192	459
Iowa Western	\$301,436	\$353,190	\$336,229	239	222
Southwestern	\$107,307	\$127,746	\$90,341	134	20
Indian Hills	\$334,392	\$369,845	\$347,664	268	87
Southeastern	\$193,812	\$237,698	\$214,511	82	55
<b>Total</b>	<b>\$4,800,000</b>	<b>\$5,549,734</b>	<b>\$5,087,505</b>	<b>4,624</b>	<b>3,361</b>

Table 4. PACE Participant Employment Summary by College, FY 2017

	New Employment	Retained Employment	Continue Education	Unemployed/ Looking	Unable to Contact	Overall Employment %*	New Employment %*
Northeast Iowa	11	10	0	1	3	95%	50%
North Iowa Area	22	7	1	0	0	100%	76%
Iowa Lakes	187	3	170	5	0	97%	96%
Northwest	7	0	0	1	13	88%	88%
Iowa Central	17	0	41	4	8	81%	81%
Iowa Valley	42	10	15	16	0	76%	62%
Hawkeye	77	18	6	21	13	82%	66%
Eastern Iowa	45	51	40	29	17	77%	36%
Kirkwood	34	15	40	24	22	67%	47%
Des Moines Area	205	34	32	37	78	87%	74%
Western Iowa Tech	125	3	5	31	8	81%	79%
Iowa Western	45	33	27	13	26	86%	49%
Southwestern	4	6	16	2	15	83%	33%
Indian Hills	49	5	10	4	10	93%	84%
Southeastern	35	2	0	0	3	100%	95%
<b>Total</b>	<b>905</b>	<b>197</b>	<b>403</b>	<b>188</b>	<b>216</b>	<b>85%</b>	<b>70%</b>

\* Adjustment for actuals post report

**Table 5 PACE Participant Program Enrollment by College 2017**

College	High School Equivalency Diploma		Developmental & Basic Skills		Certificate Programs	
	Participants	Completers	Participants	Completers	Participants	Completers
Northeast	466	17	10	1	127	122
North Iowa Area	2	2	8	8	20	17
Iowa Lakes	18	18	187	187	35	32
Northwest	0	0	0	0	3	2
Iowa Central	7	4	7	4	28	21
Iowa Valley	0	0	0	0	26	26
Hawkeye	8	3	18	18	150	96
Eastern Iowa	140	73	0	0	368	156
Kirkwood	15	1	78	59	180	325
Des Moines Area	1	0	0	0	415	296
Western Iowa Tech	0	0	0	0	244	244
Iowa Western	106	48	0	0	97	89
Southwestern	0	0	0	0	22	16
Indian Hills	0	0	2	3	10	47
Southeastern	10	3	10	3	68	25
<b>Total Participating</b>	<b>773</b>	<b>169</b>	<b>320</b>	<b>283</b>	<b>1790</b>	<b>1514</b>

College	Diploma Programs		Degree Seeking Programs	
	Participants	Completers	Participants	Completers
Northeast	4	0	3	0
North Iowa Area	35	10	67	17
Iowa Lakes	27	27	98	98
Northwest	32	1	41	18
Iowa Central	23	10	36	3
Iowa Valley	38	29	50	35
Hawkeye	0	0	18	0
Eastern Iowa	183	60	316	56
Kirkwood	0	0	53	4
Des Moines Area	69	4	423	57
Western Iowa Tech	151	151	263	75
Iowa Western	6	4	13	6
Southwestern	0	0	21	4
Indian Hills	9	24	27	32
Southeastern	69	19	103	17
<b>Total Participating</b>	<b>646</b>	<b>339</b>	<b>1532</b>	<b>422</b>

Table 6 PACE Participant Support and Credential Summary by College 2017

College	Receiving Personal Support	Receiving Career Support	Receiving Educational Support	Unduplicated Number of Participants	3rd Party Credential	NCRC	Did Not Complete
Northeast	99	205	661	140	45	150	1
North Iowa Area	36	52	79	96	20	13	8
Iowa Lakes	365	365	365	365	59	144	3
Northwest	7	0	76	76	9	0	12
Iowa Central	33	9	54	82	21	49	12
Iowa Valley	46	33	41	139	41	15	24
Hawkeye	190	139	176	164	107	97	32
Eastern Iowa	41	235	222	545	22	10	90
Kirkwood	178	159	249	293	120	57	51
Des Moines Area	368	1011	1505	863	127	428	159
Western Iowa Tech	459	459	459	459	36	0	91
Iowa Western	46	152	221	248	49	106	65
Southwestern	17	1	14	43	17	17	8
Indian Hills	153	153	153	153	72	39	19
Southeastern	147	116	136	143	68	1	20
<b>Total Receiving Support</b>	<b>2,185</b>	<b>3,089</b>	<b>4,411</b>	<b>3,809</b>	<b>813</b>	<b>1,126</b>	<b>595</b>



# Community Colleges

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