PATHWAYS FOR ACADEMIC
CAREER AND EMPLOYMENT (PACE)

Fiscal Year
2019

**COMMUNITY COLLEGES &
WORKFORCE PREPARATION**
PROSPERITY THROUGH EDUCATION

www.educateiowa.gov/ccpublications

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, or

- 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; that further partnerships linking community colleges to industry and nonprofit organizations; and that further the following program outcomes:

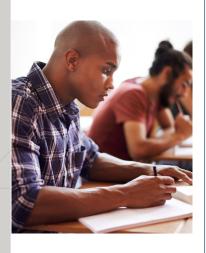- acquire and demonstrate competency in basic skills,

- acquire and demonstrate competency in a specified technical field,

- complete a specified level of post-secondary education,

- earn a National Career Readiness Certificate (NCRC),

- obtain employer-validated credentials, and

- secure gainful employment in high-quality local jobs.

Programs should assist in meeting economic and employment goals such as:

- 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, 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 fifth 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 which are eligible to be carried forward to the next year.

In FY19, the community colleges received a state appropriation of $4,800,000 to support the PACE program. There was also $271,425 of funding appropriated in FY 2018 carried forward into FY19, totaling $5,071,425. Colleges continue to make great progress towards full implementation of their PACE program.

In FY19, colleges spent a total of $1,213,577 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 $3,333,648 was spent on staff, faculty, and instruction for approved participants; and $333,057 was spent on supplies and equipment, travel and training, marketing, communications, program development, and expanding outreach with regional industry sector partnerships.

The vast majority of funds were spent to support student expenses related to education, with $842,373 spent in 2019. There was $328,541 of PACE funding spent on personal support, $42,662 on career support and $15,072 on sector (industry) partnership support (Table 1). An estimated $191,143 will be carried forward into FY19. 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 FY19.

An internal and external reconciliation 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 each reporting year.

In FY19, 4,342 individuals completed an application to be considered for assistance under the PACE program. Of these applicants, 2,906 were approved and accepted into the PACE program. During FY19, 996 sought education in credit-bearing programs, with 24 of those students earning credit toward general studies. An additional 627 students completed non-credit programs (Table 2).

There were 978 National Career Readiness Certificates (NCRC) earned and 966 third-party credentials earned by PACE participant's during FY19. (Table 2)

PACE navigators provided active participants with personal, career, and support services over 5,622 (duplicative count) times during the course of FY19 (representing 2,622 individual students) through interaction with each individual on a case-by-case basis. Oftentimes, students access PACE supports multiple times for separate services. This demonstrates how committed the pathway navigators are to their clientele (Table 3).

In FY19 there were 1,623 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 351 certificates and 320 CTE diplomas awarded in AY19, representing the two highest award types for the year (Table 2 and Chart 1).

Each college's financial reports, participant count, enrollments by support type, and completion data are reported in (Tables 4-7)

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

Fiscal Year Budget 2019

Carry Forward 2018	$271,425
Current Year Allocation	$4,800,000
Total Available for this FY	$5,071,425

Line Item	Expenses per Quarter				YTD
Student Expenses	Q1	Q2	Q3	Q4	Expenses
Education Support	$221,671	$167,242	$283,845	$169,616	$842,373
Personal Support	$71,172	$98,859	$74,740	$83,771	$328,541
Career Support	$19,375	$2,539	$3,079	$17,669	$42,662
Subtotal	$312,218	$268,639	$361,664	$271,056	$1,213,577

Community College Costs	Q1	Q2	Q3	Q4	YTD
Pathway Navigator	$582,153	$682,083	$622,875	$769,109	$2,656,220
Other Personnel	$147,051	$173,993	$163,597	$192,787	$677,428
Travel	$4,110	$8,185	$8,117	$20,562	$40,974
Supplies & Equipment	$10,928	$3,184	$15,074	$63,153	$92,340
Other	$14,802	$62,451	$46,510	$60,909	$184,671
Subtotal	$759,044	$929,896	$856,173	$1,106,520	$3,651,633
Regional Industry Sector Partnership	$4,302	$3,873	$2,897	$4,001	$15,072
Total Expenses	$1,075,563	$1,202,408	$1,220,734	$1,381,576	$4,880,282

Estimated Carry Forward for Next FY $191,143

Participant Program Summary 2019	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

Participant Program Summary 2018	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

TABLE 2: PACE PARTICIPANT SUPPORT BY PROGRAM TYPE/CREDENTIAL, FY19
(DUPLICATE COUNT)

Summary of Supports Provided	Credit	Non-Credit	Total
Education Supports	1,481	1,141	2,622
Personal Supports	961	574	1,535
Career Supports	868	597	1,465
Totals	3,310	2,312	5,622
Awards Achieved			
CTE Awards	972	627	1,599
General Studies/Liberal Arts	24	--	24
Total	996	627	1623
Credentials Earned			
Number of NCRC credentials earned			978
Number of 3rd party credentials earned			966

TABLE 3: PACE FINANCIAL AND PARTICIPANT SUMMARY BY COLLEGE, FY19

College	Fiscal Year Allocation	Available Funds	Total Expenditures	Completed Applications	Approved Participants	MIS Enrolled *
Northeast Iowa	$234,782	$259,570	$226250	361	361	264
North Iowa Area	$226,025	$359,046	$337,367	180	76	137
Iowa Lakes	$205,999	$205,999	$205,999	265	259	179
Northwest Iowa	$105,750	$105,780	$99,788	41	41	79
Iowa Central	$278,989	$278,989	$272,511	38	71	80
Iowa Valley	$203,588	$207,406	$203,556	120	105	119
Hawkeye	$319,692	$322,915	$306,122	250	132	132
Eastern Iowa	$409,217	$410,137	$408,667	403	326	501
Kirkwood	$750,041	$756,400	$756,400	104	116	147
Des Moines Area	$856,927	$856,927	$856,927	1,515	760	312
Western Iowa Tech	$269,635	$269,635	$255,832	272	272	488
Iowa Western	$302,017	$360,032	$329,699	165	162	197
Southwestern	$108,052	$140,771	$92,585	97	37	29
Indian Hills	$336,239	$339,859	$332,533	354	88	137
Southeastern	$193,047	$197,959	$196,047	177	100	41
TOTAL	**$4,800,000**	**$5,071,425**	**$4,880,283**	**4,342**	**2,906**	**2,842**

* Enrollment includes a mix of current and previously approved students.

  Enrollment time frames can overlap into different academic years.

TABLE 4: PACE PARTICIPANT PROGRAM NONCREDIT SUPPORTS BY COLLEGE, FY19

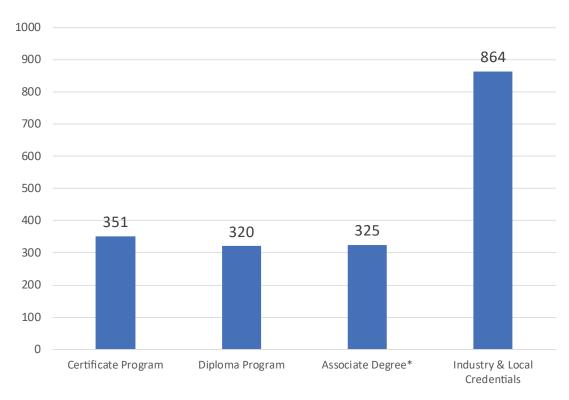| College	Personal	Career	Education
Northeast Iowa	--	--	244
North Iowa Area	26	27	27
Iowa Lakes	179	179	179
Northwest Iowa	--	--	--
Iowa Central	17	15	3
Iowa Valley	3	3	28
Hawkeye	100	100	40
Eastern Iowa	13	25	166
Kirkwood	66	68	96
Des Moines Area	39	36	93
Western Iowa Tech	--	--	--
Iowa Western	37	65	171
Southwestern	11	--	10
Indian Hills	78	78	78
Southeastern	5	1	6
TOTAL PARTICIPATING	**574**	**597**	**1,141**

TABLE 5: PACE PARTICIPANT PROGRAM CREDIT SUPPORTS BY COLLEGE, FY19

College	Personal	Career	Education
Northeast Iowa	--	3	20
North Iowa Area	62	74	110
Iowa Lakes	--	--	--
Northwest Iowa	15	--	79
Iowa Central	24	50	30
Iowa Valley	61	34	45
Hawkeye	32	32	30
Eastern Iowa	89	56	307
Kirkwood	47	9	44
Des Moines Area	54	60	219
Western Iowa Tech	488	488	488
Iowa Western	--	--	14
Southwestern	8	--	16
Indian Hills	59	59	59
Southeastern	22	3	20
TOTAL PARTICIPATING	**961**	**868**	**1,481**

TABLE 6: TOTAL SUPPORTS BY COLLEGE (CREDIT AND NONCREDIT), FY19

College	Personal	Career	Education	Total All
Northeast Iowa	--	3	264	267
North Iowa Area	88	101	137	137
Iowa Lakes	179	179	179	179
Northwest Iowa	15	--	79	79
Iowa Central	41	65	33	80
Iowa Valley	64	37	73	119
Hawkeye	132	132	70	132
Eastern Iowa	102	81	473	501
Kirkwood	113	77	140	147
Des Moines Area	93	96	312	312
Western Iowa Tech	488	488	488	488
Iowa Western	37	65	185	197
Southwestern	19	--	26	29
Indian Hills	137	137	137	137
Southeastern	27	4	26	41
TOTAL PARTICIPATING	**1,535**	**1,465**	**2,622**	2845

CHART 1: PACE SUPPORTED COMPLETIONS BY TYPE FY19

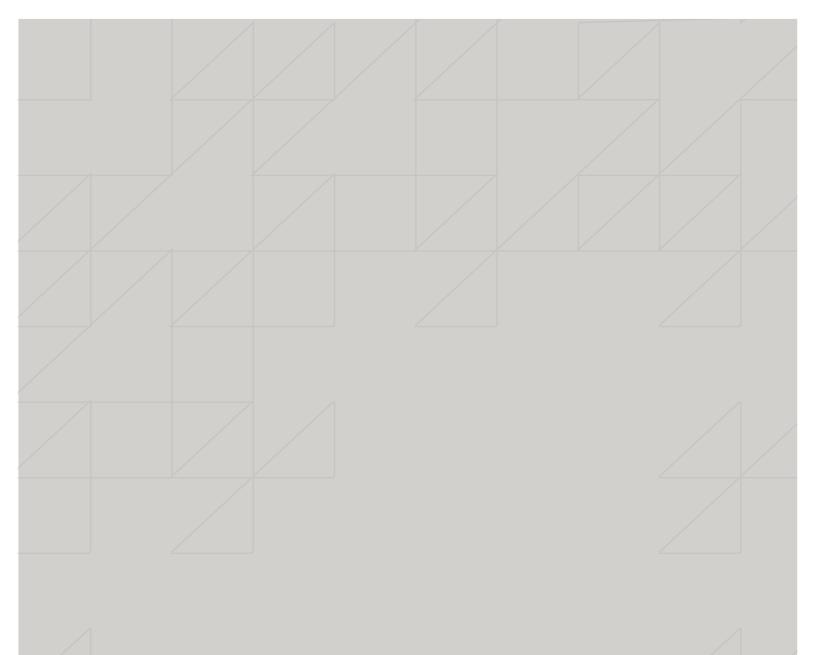| Certificate Program	Diploma Program	Associate Degree*	Industry & Local Credentials
351	320	325	864

* 23 Associate of Arts Degrees were awarded in FY19

TABLE 7: PACE AWARDS BY COLLEGE, FY19

College	AA	AS	AGS	AAS	Diploma	Certificate	Total Credit	Total Noncredit	Total All Awards
Northeast Iowa	--	--	--	--	1	--	1	68	69
North Iowa Area	5	3	--	16	21	23	68	3	71
Iowa Lakes	--	--	--	--	--	--	--	179	179
Northwest Iowa	7	--	--	15	11	1	34	--	34
Iowa Central	1	--	--	8	6	--	15	8	23
Iowa Valley	3	--	--	25	30	5	63	22	85
Hawkeye	--	--	--	1	1	--	2	58	60
Eastern Iowa	1	--	--	69	58	77	205	10	215
Kirkwood	1	1	--	6	6	2	16	83	99
Des Moines Area	1	2	1	13	14	36	67	49	116
Western Iowa Tech	1	--	1	115	151	197	465	--	465
Iowa Western	--	--	--	2	3	5	10	75	85
Southwestern	--	--	--	7	2	--	9	11	20
Indian Hills	2	1	--	11	13	4	31	59	90
Southeastern	2	--	--	4	3	1	10	2	12
TOTAL	**24**	**7**	**2**	**292**	**320**	351	996	627	1,623

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.