

Career Pathways Initiative Newsletter Report

October, November, December 2011

Vol. 1 Issue 2



US Office of Family Administration, OFA, identified Career Pathways Initiative as one of ten existing TANF programs/practices “most promising” nationwide to participate as learning laboratories. Programs were assigned a team made up of a Coach and Technical Assistants. Dr. Katherine Boswell, site coach for Arkansas, was welcomed to ADHE by Director Shane Broadway.



Arkansas Department of Higher Education (ADHE) has five certified trainers for the Poverty Simulation and provides this resource as professional development for faculty and staff at the colleges. ADHE/CPI conducted an abbreviated version of the Poverty Simulation at the annual Arkansas Association of Two-Year Colleges (AATYC) meeting. Pictured are Mark Lane, Jeanie Toombs and Nancy Sparks, certified trainers.



Arkansas Association of Two-Year Colleges Annual Conference

HOT SPRINGS, AR – Arkansas Association of Two-Year Colleges (AATYC) hosted their 23rd annual conference October 16-18 at the Hot Springs Convention Center. The annual conference, Success by Design, focused on student success.

CPI hosted an Awards Luncheon for CPI teams and presented Performance Based Student Support (PBSS) recognition to each CPI site. PBSS funds are added to the site budget and distributed to campuses for institutional performance on mandated performance measures.

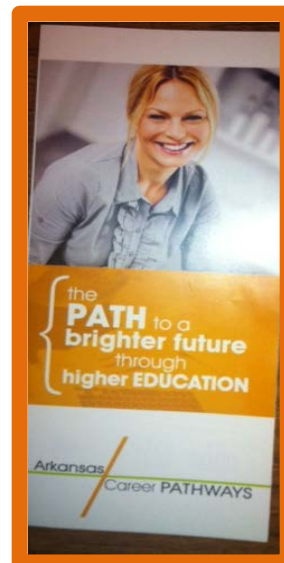
One million dollars is set aside each year to provide resources for the campuses based on performance; performance is measured on enrollment, attainment, entering employment and staying employed, Act 514.

The range for PBSS funds for FY11 performance was \$8,376.66-\$76,269.87 with Arkansas Northeastern College receiving the \$76,269.87.

Pictured above receiving the award from ADHE Director Broadway are Ann Whitis, Sherri Bennett, Mary Gaston, Deanna Allison and Robin Rodgers.

New Pathways Brochures

Brochures for Career Pathways Initiative were updated by marketing firm, Martin-Wilbourn Partners, LLC. The new brochure highlights Our History, Enrollment Growth, Eligibility Requirements, Awards & Recognition, Employers that Have Hired CPI Completers, Student Quotes and a map with list of all Participating Two-Year Colleges. Brochures are available from Lisa Fuller at the ADHE offices.



Arkansas Department of Higher Education
Career Pathways Initiative
114 E. Capitol
Little Rock, AR 72201
501-371-2000
www.adhe.edu



Program Performance

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Program Progress

The Arkansas Career Pathways Initiative (CPI) is making progress toward meeting TANF Goal Number Two: "To end the dependency of needy parents on government benefits by promoting job preparation and work."

The initiative provides funding for two-year colleges to develop career pathways programs that assist TANF-eligible adults to earn a marketable educational credential for immediate entry into a high demand occupation. The Career Pathways Initiative emphasizes such program components as job readiness skills, basic academic skills preparation, fast-track remediation, and post-secondary credentials tied to high wage, high demand occupations.

Intensive student services with direct student support for tuition, transportation, childcare, textbooks, loaner lap tops and other ancillary materials are provided for students in the program.

CPI fosters strong connections among two-year colleges, students, community-based organizations, state agencies, and employers.

Program Barriers

Southeast Arkansas College

SEAC continues to see outdated student contact information as a barrier in communication with the students. The campus also has to address this issue for retention requirements, so the CPI director has been asked to serve on a data management team for the campus and ways have already been identified to address the same barriers. CPI daily contact sheets are helping to keep information updated, and now that CPI is fully staffed, entering that daily information into the database is current. The CPI database keeps everything in a central location for easy access. The CPI counselor has been diligent about entering last contact dates in the database since she began in April, so current students are up-to-date. The new CPI report is an easy way to catch those who had fallen through the crack. Although CPI will have a lot of employment data to collect in a short period of time, SEAC has high hopes that they will be able to be back up in our entered employment percentages soon.



Program Update

ADHE/CPI and CPI Campuses Provide Many Program Activities & Strategies for Students and CPI Staff

Monitoring Visits using CPI Peers as Reviewers *National Park Community College*

Nancy Sparks with the Arkansas Department of Higher Education /Career Pathways along with CP personnel Tina Bardin, and Ava Hollins-Rogers pose with LaTaschya Harris, Kathy Muse and CP students Gabriel Tollette, and Rachel Popow during site visit to the NPCC campus.

Student Workshops

South Arkansas University Tech

In November CPI hosted a workshop titled "What an Employer Wants." The guest speaker was Edith Jensen, the office manager for Employers Staffing of America (ESA).

UAM College of Technology – McGehee **Employability Etiquette Workshop**

Career Pathways conducted three etiquette workshops this quarter. Attendance was mandatory for Pathways students but the invitation was extended campus-wide. Information was presented in a semi-formal, somewhat comedic manner on topics such as cellular phone usage, basic courtesy and personal hygiene. The Career Pathways program earned great praise from the main campuses' Academic Affairs Office for conducting a much needed workshop concerning acceptable behavior that can be used as employability skills.



Pulaski Technical College

CPI students attended the DWS Career Expo held on November 3rd at the Verizon Arena with CPI Case Managers, Ellen Sullivan and Sheryl Alexander.

CPI Student Success

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CPI @ WORK

Rich Mountain Community College



RMCC currently has
at least four CPI
students working in
Labor & Delivery



LPN completer,
Jennifer Maechler

"Jennifer is an outstanding nurse in our labor and delivery department. I only wish we had more like her. In fact, all the LPN's we have hired from RMCC are doing an excellent job,"
Teresa Wise, Supervisor of Women's Services
Mena Regional Health System stated.



Arkansas State University-Newport

Life changing is what some former students had to say about the CPI program at ASU-Newport. Now employed at Lindley Healthcare are Haley Bethel, Tanisha Gordon, Jenna Austin seen in picture with CPI Program Director, Kimberly Long. All are graduates of one or more programs at ASUN and all participated in CPI, reaping benefits that other students may not know about.

Jenna Austin, Administrator at Lindley Healthcare says that she firmly believes the CPI has offered Jackson County residents the opportunity to advance themselves in a nursing career. She says she hires about 85 per cent of the CNA graduates trained through the program at ASUN.



Cossatot Community College

Career Pathways graduate Dixie Dowdy, a former CCCUA student and Career Pathways program participant, helped organize a group of eighty kindergarteners from Horatio Elementary. The children performed their rendition of Grad Old Flag for veterans and visitors. Mrs. Dowdy is a Kindergarten teacher at Horatio Elementary. After graduating from CCCUA with the assistance of Pathways, she attended SAU where she received her Bachelor's Degree in education, specializing in Primary-4th grades. Dixie's eagerness to help CCCUA with the Veteran's Day Celebration shows that once you are a member of the Cossatot family, you're always family!



UAM College of Technology McGehee

Ms. Latara Lee is currently employed as a security guard, and working towards an Associate Degree in Administrative Office Technology. She earned a term grade point of a 4.0.

Program Goals and Objectives

The goal of Arkansas Career Pathways Initiative is to improve educational and employment outcomes for TANF-eligible adults. Among the key objectives, listed in the MOA, for TANF-eligible adult participants are the following:

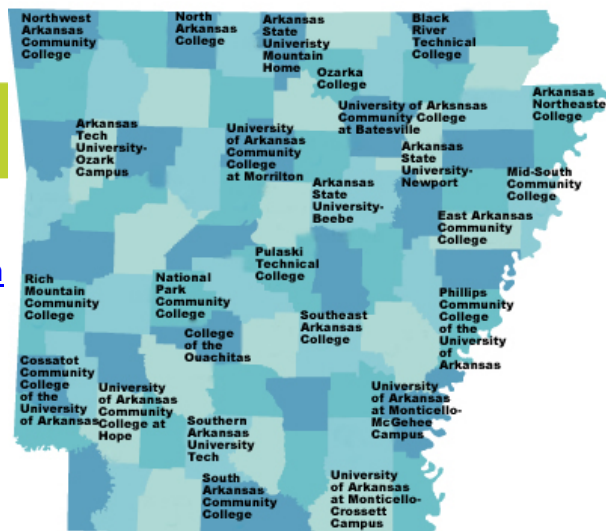
- Improved work participation rates
- Enhanced basic skills
- Increased attainment of college-level certificates and associates degrees
- Improved job retention, advancement and wage progression
- Reduced welfare recidivism
- Increase self-sufficiency
- Wage/Employability

Driven by two-state agencies, Arkansas Department of Higher Education and Department of Workforce Services, Arkansas Career Pathways Initiative (CPI) is a partnership between community colleges, workforce development agencies, employers, and social service providers. Arkansas CPI is aimed at providing marketable educational skills through higher education credentials to low-income individuals for immediate entry into targeted occupations. Arkansas CPI improves working relationships between public systems and pre-established programs and services in order to assist low-income individuals in acquiring workplace skills that ultimately lead to economic self-sufficiency.

The primary purpose of the initiative is to address the “education gap” as a vehicle through which the “economic gap” can be closed.



www.arpathways.com



ANC – Arkansas Northeastern College, Blytheville
 ASUMH – Arkansas State University, Mountain Home
 ATUO – Arkansas Tech University, Ozark
 CCCUA – Cossatot Community College U of A, DeQueen
 EACC – East Arkansas Community College, Forrest City
 NAC – North Arkansas College, Harrison
 NWACC – Northwest Arkansas Community College, Bentonville
 PCCUA – Phillips Community College of the U of A, Helena
 RMCC – Rich Mountain Community College, Mena
 SAUT – Southern Arkansas University Tech, Camden
 UACCB – University of Arkansas Community College, Batesville
 UACCM – University of Arkansas Community College, Morrilton
 UAMM – UAM College of Technology- McGehee

ASUB – Arkansas State University, Searcy
 ASUN – Arkansas State University, Newport
 BRTC – Black River Technical College, Pocahontas
 COTO – College of the Ouachitas, Malvern
 MSCC – Mid-South Community College, West Memphis
 NPCC – National Park Community College, Hot Springs
 OZC – Ozarka College, Melbourne
 PTC – Pulaski Technical College, North Little Rock
 SACC – South Arkansas Community College, El Dorado
 SEAC – Southeast Arkansas College, Pine Bluff
 UACCH – University of Arkansas Community College, Hope
 UAMC – UAM College of Technology-Crossett