

**Arkansas Department of Higher Education/Career Pathways Initiative
(ADHE/CPI)
Quarterly Report to the Arkansas Department of Workforce Services
(DWS)
For
July 1, 2013-September 30, 2013
*Submitted 11/15/2013***

Arkansas Department of Higher Education (ADHE) will provide quarterly reports forty-five (45) days after the quarter ends to the TANF Contracts Unit Manager. The report will provide a status report regarding program progress toward meeting stated TANF goals, program goals and objectives, core performance outcome measures, and monthly expenditures to DWS. Reports should include indication of any problem, barrier or concern that would deter a sub-grantee from realizing success in service delivery or expenditure of contracted levels

Program Progress toward meeting stated TANF goals:

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

Program Update

The Arkansas Career Pathways Initiative (CPI) began in January 2005; this is the first quarter of the ninth year for the initiative. ADHE/CPI provides leadership, training and technical assistance for 25 sites. As a result of FY14 reduction in funding, ADHE state staff implemented a Reduction in Workforce and now has three, instead of five, positions that serve as ADHE/CPI. This quarter ADHE/CPI staff have conducted four Poverty Simulations, trained three new Program Directors, conducted five monitoring visits and provided three monthly WebEx sessions for training and development. ADHE/CPI attended the Arkansas Workforce Investment Board (AWIB), Career Readiness Certificate (CRC) steering committee, and TANF Oversight Board meetings, as well as the Low-Income Advocates Leadership and Community Development conferences. The state Program Director presented the Arkansas Career Pathways model at the Administration of Children and Families (ACF) conference in Philadelphia.

Each fiscal year, an Annual Plan is developed based on the Grant Award from DWS and the Proposed Budget submitted to DWS by ADHE. CPI sites submit Proposed Budgets that are reviewed and approved by ADHE/CPI and Grant Awards, with the Annual Plan and Memorandum of Agreement, are accepted by each site.

Annual Plan FY14

Information from Department of Workforces (DWS) that was shared with Arkansas Department of Higher Education/Career Pathways Initiative (ADHE/CPI) on April 1, 2013 was presented to Presidents and Chancellors on April 15, 2013. Presidents and Chancellors voted on the proposal to be submitted to DWS as the FY14 Plan. When the proposed plan was submitted to DWS in May 2013, some changes were requested (\$1,000,000 to be used ONLY as incentive for enrolling current TEA to increase the state Work Participation Rate, WPR). The FY14 Annual Plan resulted.

Funding

DWS TANF funding has been reduced

- No TANF Supplemental Grant funding - \$6.2 million
- No additional TANF Contingency funding

- TANF Carry forward extended until 2014

ADHE and Campus Budgets

ADHE/CPI Funding for SFY 2013-2014 will be \$7,150,000. An additional \$1 million will be available as incentive for serving the TEA population to increase state WPR.

- No funds will be set aside for incentive funding, as has been the practice in the past, for Performance Measures on TANF eligible students. A total of \$7,150,000 will be sub granted to campuses and ADHE will retain funds for necessary salaries and operations.
- FY14 Budgets will encumber direct student services funds for students with Target Completion Dates beyond June 30, 2013 (tuition, books, childcare, transportation, uniforms, etc.).
- Direct student support for students currently enrolled will be funding priority. The ADHE/CPI data base will be analyzed to determine number of students currently in degree seeking programs with Targeted Completion Dates beyond June 30, 2013 (Key Indicators FY14, Enrollment). These TANF eligible students will be prioritized for funding by semesters remaining to completion.
- One million (\$1,000,000) will be used to focus on new current TEA enrollment that will increase the state WPR. Campuses will recruit TEA enrollment from campus service area.

Increasing State Work Participation Rate

Federal Work Participation Rates must be achieved or fiscal sanctions will occur at 5% of block grant and 2% each subsequent year that rates are not met. This equates to \$2.9 up to \$12 million.

- An incentive plan for Work Based Learning will be developed and implemented by ADHE and DWS state staff; regional meetings will be held in collaboration with DWS.

Findings from Metis CPI Study

- TEA clients are enrolled in the TEA program 8-9 months average
- Need short-term (demand driven training) for this population.
- Career & Technical Education is an allowable core work activity only up to 12 months.
- On-the-job training may be needed for the TEA population
- Realigning the funding around this need

ADHE/ CPI will respond to findings of CPI study when it is finalized.

Review Enrollment of Non-TANF clients

- MOA definition of TANF eligible is used for enrollment criteria for students currently enrolled, Enrollment.
- Encumber funds for students enrolled in programs to complete and limit new enrollments to current TEA ONLY.

Review Levels of Administrative Charges at ADHE and Campuses

No new hires at campuses or ADHE and staff will be downsized as needed. Staff levels will be determined by student and program need.

Possibly Place DWS Case Managers on Campuses if Needed

DWS case managers work with current TEA and ADHE provides monthly report, in person, to case manager-so this is probably not a necessary step since only current TEA will be enrolled.

Performance Measures

Act 514 directs ADHE/CPI to provide resources on the basis of performance incentives, including participants:

- (i) Enrolling in courses;
- (ii) Completing the courses; then
- (iii) Obtaining jobs in the targeted job categories; and
- (iv) Staying employed in the targeted job categories;

Institutional performance is analyzed annually and performance goals are implemented based on feedback from the campuses and CPI stakeholders. DWS requested that the additional \$1,000,000 in TANF funds be set aside as incentive for enrolling current TEA, in an effort to increase the statewide Work Participation Rate (WPR). Institutional performance will be measured in the above categories; however, incentives will be awarded on new current TEA ONLY (See Campus Key Indicators, FY14). A DWS-TANF/CPI work group reviewed the program redesign for 2014-2015 fiscal year/school year and the FY14 Plan was develop collaboratively with DWS.

Program Goals and Objectives:

The Annual Plan outlines Program Goals and Objectives.

Program Barriers: Barriers listed in the campus quarterly reports for first quarter addressed issues with reduction in funding and difficulty in enrolling Current New TEA only. Establishing relationships of mutual respect with local DWS case managers and understanding Work Participation Rate (WPR) guidelines were also mentioned.

Core Performance Outcome Measures:

Enrollment is the total number of students carried forward in programs and new students at 25 sites.

Quarter	Enrolled	Current TEA	TANF Eligible
1	4252	647	3605
2			
3			
4			

Current TEA students are extracted from the total enrollment since this category is a core performance measure for CPI. Data provided in the table are cumulative year-to-date.

Enrollment represents the number of students participating in any CPI structured activity during the quarter and may not be first -time/new enrollees that quarter.

Certificate or Degree Attained is a duplicated number and may include the following:

- GED/Employability Certificate/WAGE/CRC
- Certificate of Proficiency (7-18 undergraduate semester credit hours, typically 1 to 2 semesters)
- Technical Certificate (24-42 undergraduate semester credit hours, typically 2 to 4 semesters)
- Associate Degree (60 -72 semester credit hours, typically 4 to 6 semesters)

Quarter	Certificate or Degree Attained	Current TEA/ Work Pays	TANF Eligible
1	298	60	238
2			
3			
4			

Employment Placement Data is a summary of data reported by the 25 sites.

Quarter	Students Referred for Employment	Entered Employment in Field	Entered Employment in Unrelated Field
1	573	218	55
2			
3			
4			

Program Expenditure Information:

Arkansas Career Pathways Initiative
 Quarterly Program Expenditures
 FY14

	1st Quarter July-Sept 10	2nd Quarter Oct-Dec10	3rd Quarter Jan-Mar 11	4th Quarter Apr-Jun 11
Education and Training Campus Requests for Reimbursement	Request Numbers:14009, 14013, 14014, 14022, 14023, 14024			
<i>Program Salaries/Fringe</i>	778,901.59			
<i>Administration Salaries/Fringe</i>	122,204.31			
<i>Student Support Services</i>	471,832.22			
<i>Operating Expenses</i>	25,763.31			
<i>Travel & Professional Development</i>	2641.21			
<i>Student Support Reserve</i>	0			
<i>Performance Based Student Support</i>	0			
Total	\$ 1,401,342.64			



**ANC DREAM TEAM WITH PROGRAM
DIRECTOR BARBARA BAKER**



The CPI FY14 First Quarter report is dedicated to Barbara Baker, ANC/CPI Program Director, who lost her battle with cancer in October, 2013. Barbara was committed to the campus initiative and the students at ANC. She will be missed by her campus and state CPI family. The nurse attending Barbara, in the picture above, is a CPI graduate.

Barbara Anne Baker

October 20, 1960 -- October 28, 2013

Barbara Baker left us on Monday, October 28 at 10:30 in morning. She was known to the Career Pathways family as the ANC CPI Director, but Barbara was also a loving wife to Kerry, a de-voted mother to Julie and Emily, and most importantly, she was "Nanna" to Alyssa and Hayden.

Barbara would not want to be remembered for her courageous battle against ovarian cancer but for the lives she touched since joining Career Pathways in 2006. She would want us to remember all the positive things she brought to the hundreds of students she came in contact with, as well as her Career Pathways and Arkansas Northeastern College family. During her two-year battle, Barbara found comfort in visiting with her former students at the different healthcare facilities where she received treatment. Instead of thinking about her cancer, Barbara focused on her students' successes and what she had meant to them. Barbara always reminded her Pathways family that to our students we were "all heaven sent dream champions."

Helping others was one of the greatest joys in Barbara's life. Her positive attitude and winning smile sets the example for each of us to follow. In the steps we take each day, there are opportunities to help others. As we do so, we honor Barbara's memory and continue her legacy.

Barbara is no longer suffering and can take in a deep breath on the golden streets of Heaven. She will have a great reunion with her sister, Jennifer, who preceded her in death. Her husband said that as she was lying on her death bed, she told him, "It is going to be alright." She was a strong and courageous person who fought the battle and won.

She will be missed. Pauline Linam Parks, ANC/CPI

CC:

Artee Williams, DWS

Phil Harris, DWS

Carla Morris, DWS

Elroy Willoughby, DWS

Franklin Holbrook, DWS

Shane Broadway, ADHE

Dr. Ed Franklin, AATYC

Presidents and Chancellors

CPI Program Directors