

**Arkansas Department of Higher Education/Career Pathways Initiative
(ADHE/CPI)
Quarterly Report to the Arkansas Department of Workforce Services
(DWS)
For
October 1, 2015-December 30, 2015
Submitted 2/15/2016**

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 eleventh 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 currently has three, instead of five, positions to serve ADHE/CPI. ADHE/CPI staff members are Dr. Karon Rosa, state Program Director; Lisa Fuller, state Program Specialist Administration/Finance and Mark Lane serves as state Finance/Data and Campus Monitoring/New Staff Training Program Specialist. All staff are highly committed to ensuring that all support services provided by ADHE/CPI remain intact.

Training Professional Development for Campus Staff

This quarter ADHE/CPI staff conducts monthly WebEx sessions for training and development of CPI campus staff at the 25 sites. Sessions this quarter included:

October-AIP/CSSF Report/Cross Train Personnel

November- Best practices, standard policy and procedures with other materials shared that can help every CPI program be successful.

December – Annual Institutional Performance 2016

ADHE/CPI staff participated in:

ADHE Master Plan Town Hall meetings- Participants mentioned CPI, often, for strong student support program at community college campuses.

College Count\$ is an on-going research project, funded by foundations, to study the massive-customized CPI database. Conference calls are weekly and a face-to-face meeting was held in Little Rock in November.

CPI staff attended the Association of Community Colleges annual conference and ANC was recognized for exemplary Annual Institutional Performance.

UI Data match sent to campus; all employment goals exceeded.

Monitoring Visits to UAMC, CCCUA, UAMC, ANC, BRTC, and ASUB.

Attended WIOA training and meetings.

Presentations and Awards:

Urban Institute recognized CPI and DHS for ground breaking child-care partnership and partners were invited to participate in a chat session open to national partners.

CPI completed and submitted data for RTI research project.

Core Performance Outcome Measures by Campus

Arkansas Department of Higher Education Career Pathways Initiative Annual Institutional Performance FY16 as of 2/12/2016									
CPI Sites	FY16 TEA	TEA Attainments	FY16 Enrollment	FY16 Enrollment 7/1/2015	Attainments	Number of Completers	ADHE Approved Budget	Funds Requested as of Report Run Date	FY16 Placement
ANC	29	47	247	91	333	74	\$604,683.91	\$269,193.39	67
ASUB	6	15	157	64	122	37	\$350,678.04	\$197,780.39	31
ASUMH	1	1	133	92	49	52	\$234,982.69	\$107,960.40	45
ASUMS	12	7	93	48	39	4	\$250,614.65	\$95,134.54	4
ASUN	7	4	202	118	66	59	\$320,694.11	\$152,044.96	50
ATUO	5	7	123	82	57	38	\$239,115.85	\$74,163.24	34
BRTC	1	1	162	126	108	42	\$269,566.06	\$147,079.40	35
CCCUA	1	3	70	42	50	16	\$188,687.21	\$68,514.06	15
COTO	4	6	155	101	91	55	\$302,839.83	\$133,020.36	48
EACC	7	5	108	61	17	30	\$246,676.96	\$108,487.94	23
NAC	19	14	171	92	85	28	\$303,216.09	\$139,583.60	23
NPCC	4	1	130	70	25	30	\$219,203.54	\$95,234.35	20
NWACC	21	4	131	101	22	19	\$320,053.38	\$117,345.64	17
OZC	1	0	210	162	66	61	\$270,895.32	\$145,536.50	50
PCCUA	26	9	222	182	30	31	\$303,986.97	\$126,165.26	28
PTC	6	18	113	79	75	35	\$313,409.29	\$91,962.55	28
RMCC	4	3	111	45	58	20	\$256,826.96	\$98,171.08	15
SACC	4	2	68	45	42	15	\$199,874.94	\$77,014.97	12
SAUT	1	0	74	52	19	13	\$194,045.15	\$102,280.68	9
SEAC	17	14	168	120	60	50	\$325,416.63	\$135,769.90	42
UACCB	0	6	191	139	50	39	\$264,162.64	\$117,163.67	35
UACCH	7	1	264	131	43	48	\$279,911.26	\$128,317.53	44
UACCM	10	3	126	57	59	22	\$166,932.02	\$63,373.88	16
UAMC	10	1	78	16	22	12	\$195,357.04	\$71,751.08	11
UAMM	16	17	89	38	69	15	\$171,720.43	\$71,344.43	5
Total	219	189	3596	2154	1657	845	\$6,793,550.97	\$2,934,393.80	707

Program Expenditure Information:

Arkansas Career Pathways Initiative
 Quarterly Program Expenditures
 FY16

	1st Quarter July-Sept 15	2nd Quarter Oct-Dec 15	3rd Quarter Jan-Mar 16	4th Quarter Apr-Jun 16
Education and Training Campus Requests for Reimbursement	Request Numbers: 16007, 16008, 16014, 16015, 16025, 16026	Request Numbers: 16025, 16026, 16036, 16042		
<i>Program Salaries/Fringe</i>	683,102.51	753,219.06		
<i>Administration Salaries/Fringe</i>	112,773.55	119,903.28		
<i>Student Support Services</i>	808,970.37	785,888.47		
<i>Operating Expenses</i>	18,481.83	19,598.51		
<i>Travel & Professional Development</i>	2,669.52	7,024.44		
<i>Student Support Reserve</i>	0			
<i>Performance Based Student Support</i>	0			
Total	1,625,997.78	1,685,633.76		

Request for Transfer Funds Forms

Barriers/Solutions: Barriers most often mentioned in the Campus Quarterly Report is Current TEA referrals from the local DWS office. Some of the colleges have found a solution (See Below).

UAM-CTC Career Pathways has noticed our students having trouble passing required math classes. CPI decided to put a math tutor in our lab with hours that are convenient to our working and non-working students.

We are excited to report that UAM-CTC CPI and our local DWS have come to an agreement to require local TEA participants to come to our campus for a two-day employability workshop as part of the needed hours for TEA recipients to complete. Transportation has been an on-going problem, but CPI is partnering with UAM-CTC to provide a school van to bus the participants to the workshop. This will enable the TEA participants to tour the college and to learn more about available career options and educational opportunities. Participating TEA recipients will complete a 12 hour employability certificate and have a professional resume when they complete the session. We will offer the employability classes once a month through May 2016.

The second quarter for UACCM Career Pathways Initiative saw significant increases in program enrollment, student attainments, and new current TEA cases. The original goal for enrollment of new current TEA in FY16 has been surpassed by over 146%. CPI has seen this increase due to a closer working relationship with the local DWS offices and through word-of-mouth by current TEA students. TEA's clients are generally assisted with housing, childcare, and transportation assistance but upon conversation with the regional TEA's supervisor, it became clear that this assistance was not guaranteed and that TEA's clients are encouraged to find other options for funding before being supplemented by the TEA program. This means that if CPI provides childcare for the TEA client for Monday/Wednesday/Friday, the TEA program would then supplement the student for Tuesday/Thursday. Due to this, CPI had limited childcare assistance during the fall 2015 semester, in order to provide this service to TEA's clients. No newly enrolled TEA clients have had need of this service so childcare was opened up to TANF eligible students for the spring 2016 semester.

After finding out that transportation is supplemental for TEA's clients, CPI increased the gas assistance award for TEA's clients to assist with the cost of transportation and help ease the burden of getting to and from the college. Gas assistance has been the most requested need by UACCM CPI students. Due to the increase in enrollment UACCM CPI will not have the funds to continue awarding gas cards to students past the 3rd quarter unless supplemental funds are acquired.

UACCM has increased the number of short-term training classes available to students. There were two 4-week Nursing Assistant classes offered during the 2nd quarter, with 13 Career Pathways students completing the training to become Certified Nursing Assistant's, a high demand career field in the Conway County area. Not only did these students gain the skills needed to become employed, we have had several CNA students start to attend UACCM with the intention of becoming LPN's and RN's. Many of these students gained the self-confidence necessary to enroll in college through attending the short-term training classes, becoming familiar with the campus, and having the encouragement and advocacy provide by the CPI staff. College can be a daunting hurdle of financial aid, class selection, and pre-enrollment testing and paperwork. It is doubly intimidating to someone who is the first in their family to attend college, or who has never had a role model, someone they can ask questions about the process. While CPI does provide financial assistance, at times an even more valuable resource for students is CPI staff. The students have an advocate in the staff, someone who knows what questions they need to ask and can help guide them through these hurdles and on towards educational success.

Three more CNA classes planned for the remained of FY16, but with the significate increase in enrollment, one class may have to be postponed unless supplemental funding can be establish.

CURRENT TEA SUCCESS STORY –



Elizabeth Anne Gambill, RN

In 2012 I found myself at 33 years old, pregnant, alone and terrified. I knew I needed to change my life to accommodate this new tiny human that I was going to be bringing into the world. At the time I was living in California and working 7 days a week as a hair dresser and a waitress. Though my life was comfortable I knew that it would not be enough to allow me to provide for my child on my own given the added cost of a baby in an already over priced town. I made the decision to relocate to Mountain Home, Arkansas to live near family while I reassessed my career and make the necessary life changes. I declared that my goal would be to complete my formal education by earning a degree in nursing, and that I would work as hard as I had to in order to earn the highest degree possible. My first step was getting out of California. In my last trimester I spent most of my time working at the salon in the day, waitressing at night, and hosting yard sales on the weekends. I worked many hours to save money while selling almost everything that I owned that did not pertain to my child. After my son's birth I purchased two tickets to Little Rock, and after his 3 week check up we were cleared for take off. He and I moved into town with nothing more than a few boxes, bags and a wealth of hope. After a few months of living with my sister and getting settled into town on our own, I was introduced to The Department of Workforce Services were I met Denise Kucginski. Denise helped me get into the Transitional Employment Assistance (T.E.A.) program. This program helped me tremendously with getting into the workforce while focusing on my aspirations to become a registered nurse. Through the T.E.A. program I volunteered at the Baxter House Adult House. While volunteering I was then introduced to Career Pathways at Arkansas State

University of Mountain Home where I met Jackie Edmonds, Sarah Brozynski, and Courtney Wallace. Together the two entities worked to have me trained as a certified nurse's assistant, gain employment at The Evangelical Lutheran Good Samaritan Society of Mountain Home in Skilled Nursing, and get registered into the first of many years of classes in order to become a registered nurse.

With the assistance of these programs, and specific individuals, I was able to find leads to financial resources via public assistance, the Single Parent Scholarship Fund, Workforce Investment Act, and scholastic achievement scholarships that were needed to not only pay for my tuition but also daycare, gasoline, books, nursing educational supplies, car repair services, food, clothing, rent or utilities when needed.

On December 12, 2015 I earned my Associates of Applied Science in Nursing from Arkansas State University of Jonesboro and became a Registered Nurse. I have also been accepted in Baxter Regional Medical Center of Mountain Home's Registered Nursing Residency Program and set to begin working in the Intensive Cardiac Care Unit come February 1st. I continue to work hard and aspire to push further toward the goal of becoming a Doctor of Nursing with a specialty in Adult and Geriatric Critical Care/Trauma.

As I begin this Spring semester at The University of Arkansas' Eleanor Mann School of Nursing RN to BSN bridge program, I can't help but think back to my first few meetings with Denise and Jackie. How nervous I was when I started this journey compared to how confident I am now. Though I am still nervous about what is to come, I will never forget my humble beginnings or those tremendous individuals who worked so diligently to help me find my way. I am forever grateful and intend to give back to the gracious community that has accepted me and my son through this process. I was, and still am, very fortunate to have such a wonderful support system. I could not have gotten as far as I did without the help of these wonderful people, the TEA program and Career Pathways.

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