How Texas is Strengthening Student Persistence Through Guided Pathways

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Texas Workforce Commission
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Once you understand and respond to the jobs students are hiring AEL to accomplish, everything becomes a lot easier.
Overview

- Texas system
- Our customers
- Re-engineering a system
- Academies
- Performance
AEL System

- Statewide multi-year grants
- Open to new partnerships
- Largely consortia
- Over $80 million investment
- Over 80,000 students
Re-engineering AEL

- **2013**
  - Program Transfer from Education Agency

- **2014**
  - Career Pathways Required
  - Texas Strategic Plan 2015–2020
  - Career Pathway Milestone

- **2015**
  - Full-Cost Model for Career Pathways

- **2016**
  - Academy Model
  - Standards 2.0
  - Employer Engagement

- **2018**
Customer accesses services through robust, articulated partner “feeders.” Standard messaging on available services and career pathways.

Customer understands options to meet goals, preparation needs, available services.

Customer prepares, becomes “informed consumer,” selects a service or career pathways for goals.

Customer participates in services.

Customer transitions to goals or continues remediation.

**Intake** (Creating an informed consumer)
- Information on services and career pathways
- Screening and assessment for “fit,” and needs
- Test prep & testing
- Eligibility determination in Title 1 / other services

**Orientation**
- Goal setting
- Development of Individual Training, Education and Career Plan
- Digital literacy prep
- Other WIOA Workforce Preparation Activities

**AEL Services**
- Workforce Supports
- Veterans Supports
- Voc. Rehab. Supports
- Other Supports

**Next Steps**
- Employment
- College / Training
- Continued AEL

**Common Data Across System**
Connecting grant requirements to the quality model
Interactive and contributive system
College and Career AEL Solutions
Integration with Community Colleges

With Developmental Education

With Workforce Training
Texas Model

Low-Skilled Student

Connection → Entry → College Remediation → Enrolls in credit coursework → Completion

AEL Partnership

“I want a degree.” → No-Cost Remediation Co-Requisites →"I want a career and probably to continue school.” → No-Cost Integrated Education and Training

Goals:
- Same “front door” for all students
- Immediate enrollment into the college
- Reduced cost
- Direct pathway
Texas Model

Low-Skilled Student

Connection → Entry

Remediation

Enrolls in credit coursework → Completion

AEL Partnership

“\textit{I want a degree.}”

No-Cost Remediation Co-Requisites

“\textit{I want a career and probably to continue school.}”

No-Cost Integrated Education and Training

Goals:
- Same “front door” for all students
- Immediate enrollment into the college
- Reduced cost
- Direct pathway

“I want a degree.”

“I want a career and probably to continue school.”
## Value

<table>
<thead>
<tr>
<th>Objective</th>
<th>Reason</th>
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<tbody>
<tr>
<td>Reduce Phases</td>
<td>Remove steps proven to not bring value or that add time</td>
</tr>
<tr>
<td>Increase Quality / Options</td>
<td>To support completion</td>
</tr>
<tr>
<td>Reduce Debt</td>
<td>Actual costs &amp; opportunity costs for services that support completion</td>
</tr>
<tr>
<td>Focus on Worker/Employer Goals</td>
<td>Flexibility, customization, and making sure trainers don’t have to teach basic education</td>
</tr>
</tbody>
</table>
Guided and Career Pathways

GED → Career Training

✓ Employment
✓ College Prep
✓ Wage Gain
Pathway Options

Academy Model

All Courses

Integrated Education and Training
Under-skilled College

Integrated EL Civics
English Language Learners

Intensive Services
3 Models

Services for Internationally Trained Professionals
Skilled Immigrants

Transition to Re-entry & Post-Release Services
Justice Involved

Justice Involved
With Employers

Workplace AEL

With Employers
Integrated Model

- Instructors collaborate on alignment and design of AEL support class
- Common learning objectives
- Contextualized basic skills instruction
- Recognized postsecondary credential
Student Support

Wrap-around support through the entire process is key to student success!
## Full-cost Model

### Models with Workforce Training

<table>
<thead>
<tr>
<th>Year</th>
<th>Base</th>
<th>Workforce Training</th>
<th>Premium</th>
<th>Total</th>
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<tbody>
<tr>
<td>2016</td>
<td>$629</td>
<td>$1,800</td>
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<td>$2,429</td>
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<tr>
<td>2017</td>
<td>$679</td>
<td>$1,800</td>
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<td>$2,479</td>
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<tr>
<td>2018</td>
<td>$707</td>
<td>$1,800</td>
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### Intensive Models

<table>
<thead>
<tr>
<th>Year</th>
<th>Base</th>
<th>Intensive Models</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>• Workplace Literacy</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>• Services to Internationally Trained ELL Professionals</td>
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<td></td>
<td></td>
<td>• Transition to Re-entry &amp; Post Release Services</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>$679</td>
<td>$500</td>
<td>$1,179</td>
</tr>
<tr>
<td>2018</td>
<td>$707</td>
<td>$500</td>
<td>$1,207</td>
</tr>
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</table>
Dream Team
The Academy Model
Standards
- Clarify learning objectives
- Defines curriculum
- Frames skills for employment
- Defines contextualization
Syllabus
- Contract with customer for success
- Communicates obligations
- Communicates your obligations
- Defines requirements
Partnerships
- Capacity building
- Employer engagement
Why does student want to “hire” AEL (student objective)
- Begin ITEC
- Determine needed career & supportive services
- Inform and place or refer
- Establish a planned MSG
Who does what?
- Cover the bases
Customer Service
- Compliance
Academy Model

A storefront service that sells the jobs-to-be-done in the lives of students
Think about your first job and your journey to the job you have now
Mapping Clearer Paths with Academies
Will your career dreams begin here?
Would you hire this family literacy night?
Why Academies?

**K-12**
- 1st grade
- 2nd grade
- 3rd grade
- ...
- ...
- Diploma

**How are we different?**
- ESL 1
- ESL 2
- ESL 3
- ...
- ...
- Pre-HSE
- HSE
Your storefront to promote solutions for the jobs students what to hire you to accomplish...
AEL Academies (Sample)

- Health Services
- Business Entrepreneurship
- Manufacturing and Technology
- Individual and Family Learning
- Construction and Logistics

Students See Their Career and Personal Goals
It’s not all about work

Health Services
Business Entrepreneurship
Manufacturing and Technology
Individual and Family Learning
Construction and Logistics

Students See Their Career and Personal Goals
Requirements

- Two in existing and emerging In-demand or targeted occupations
  - An additional cluster in subsequent years

- One in life skills, community and/or family literacy topics
NO DIPLOMA, NO PROBLEM

Take your career and complete your high school equivalency diploma at the same time.

Contact
College of the Mainland
Adult Education
Learning Resource Center Suite 10
1200 E. Main St.
Galveston, TX 77550
Phone: 409-755-7181
409-433-2084
mainland.edu
There are certain things in life you are going to wish you had $$$ for...

If you haven't graduated from high school, apply for free career training.

Career opportunities:
- Medical
- Pharmacy Technician
- Maintenance
- Community Health Worker
McLennan Community College
Adult Education & Literacy

Your path to college success

FastTrack to College

Apply by May 15
Course runs June 8-25
Cost is $10

This course includes:
- Financial Aid Help
- Time Management & Study Strategies
- Career Exploration
- College-Focused Instruction in Reading, Writing and Math

Take the required college entrance test (TSI) for free!

We are the first step to a change in your life.

More Information: 254-299-8760  jljhelps@mclennan.edu
Accelerate Texas
Trinity Valley Community College
Sponsored with the Adult Education Program

JOB FAIR for WELDING STUDENTS

April 21, 2016
10 a.m. to 12:00 p.m.
TVCC Student Union Building (Ballroom)
Athenis, Texas

For further information, please contact the Adult Education Department at 903-653-3111 or email AdultEd@tc3.edu
Follow your dreams of becoming a Certified Nursing Assistant

Free to all GED and TSI students

8 Week Course
CNA Certification offered upon completion of the program

For a full list of Admission Requirements and more information contact:

Career Pathways
(361) 698-1884

What is a Certified Nurse Aide?
Certified Nurse Aides help care for physically or mentally ill, injured, disabled, or infirm individuals confined to hospitals, long term care nursing facilities, mental health facilities and other health care settings. Certified Nurse Aides perform routine tasks under the supervision of a licensed nurse.

Job Outlook
Employment of nursing assistants and orderlies is projected to grow 21 percent from 2012 to 2022.

Salary
The median annual wage for nursing assistants was $24,420 in May 2013.
*Salary may vary depending on location, experience, and hours

http://www.delmar.edu/certified_nurse_aide.aspx

DEL MAR COLLEGE
Dreams. Delivered.
Takeaways

Academies
- Address why students want to “hire” AEL
- Accurately tell the community and employers what you do
- Focus instruction on real world objectives (work, personal, family)
Goal: 1000 students in TX

Employer Engagement
Learning to Learn vs. Learning to Do

Learning
- Grades, Credentials, Degrees
- Progression to the Next Level

Doing
- Attainment of Work
- Critical Thinking, Behavior, Drug Free
- Productivity and Safety
- Wage Lift and Promotion
AEL Standards: A Bridge Between Education and Work

| Advanced Manufacturing | Construction & Extraction | Health Care Sciences | Transportation, Distribution, Logistics |
Context for Application

- Build rigor and ensure skill development
- A framework for contextualization between academic and training staff
- Support better understanding of worker skills and job requirements
- A guide to map student learning toward career objectives
Performance
Enrollment Trend, PY’12-18

- Transition to TWC
- New contracts
- Full-cost career pathways model begins

Number of Participants

Year
- 2012
- 2013
- 2014
- 2015
- 2016
- 2017
- 2018
20K X 2020
Milestone
Strategic Plan
Distance Learning Enrollment

Program Transition (overall decline in enrollments)
Integrated Education and Training

State Enrollment Totals: IET

- Florida: 0
- California: 1,336
- New York: 0
- Texas: 5,482
- Washington: 6,221
- Georgia: 0
- Minnesota: 480
- Ohio: 0
IET Students MSGs

Students in IETs showed an average of 15% higher MSG gain rates
<table>
<thead>
<tr>
<th>Level</th>
<th>MSGs of all Participants</th>
<th>MSGs of Those Who Post-test</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABE Level 1</td>
<td>50%</td>
<td>91%</td>
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<tr>
<td>ABE Level 2</td>
<td>48%</td>
<td>84%</td>
</tr>
<tr>
<td>ABE Level 3</td>
<td>48%</td>
<td>85%</td>
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<tr>
<td>ABE Level 4</td>
<td>47%</td>
<td>79%</td>
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<tr>
<td>ABE Level 5</td>
<td>51%</td>
<td>79%</td>
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<tr>
<td>ABE Total</td>
<td>30%</td>
<td>84%</td>
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<tr>
<td>ESL Level 1</td>
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<td>88%</td>
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<tr>
<td>ESL Level 2</td>
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<td>89%</td>
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<tr>
<td>ESL Level 3</td>
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<td>90%</td>
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<tr>
<td>ESL Level 4</td>
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<tr>
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<td>77%</td>
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<tr>
<td>ESL Level 6</td>
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<td>80%</td>
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<tr>
<td>ESL Total</td>
<td>45%</td>
<td>88%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>53%</td>
<td>86%</td>
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</tbody>
</table>
Email for the Slide Deck!

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