



- For generations Arkansas has had one of the highest levels of poverty and lowest levels of education in nation.
- In 2005, a small group of policymakers and educators got together to determine something needed to change.
- They proposed a redirection of federal welfare dollars to create an education and training program that would lift Arkansans out of poverty.



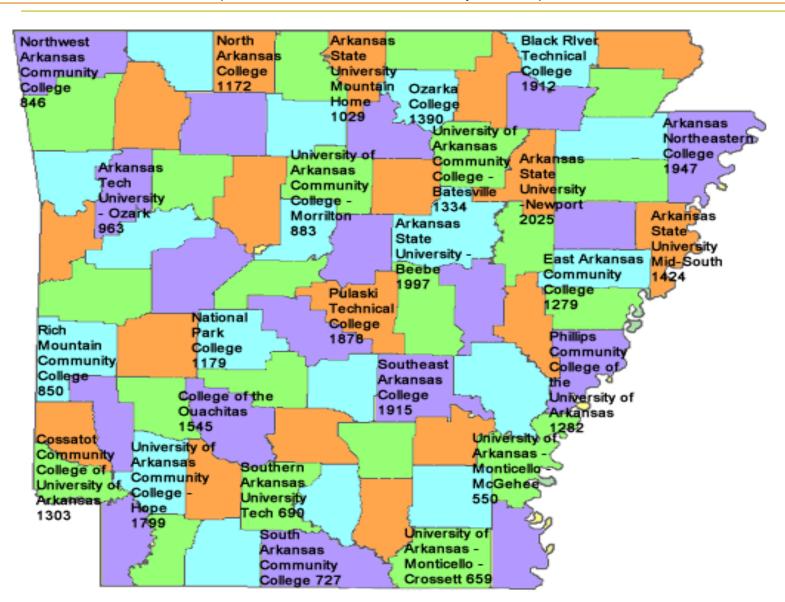
 Using TANF (Temporary Assistance to Needy Families) dollars, they created Arkansas Career Pathways Initiative (CPI) that is designed to provide education and training to low income parents that would lead to high demand/high wage jobs across the state.



- With support from the Governor's Workforce
 Cabinet, the Arkansas Department of Higher
 Education set up CPI programs at 25 sites,
 including all community colleges across the state.
- Eligibility requirements were that the participants be custodial parents, be receiving cash assistance, or food stamps or Medicaid, or be at 250% or less of the Federal Poverty level.

CPI Serves Students Statewide

(# of CPI students served per site)





- CPI students enroll in community college certificate and degree programs leading to high demand jobs.
- Students are assessed upon enrollment, and receive case management support, mentoring, and financial assistance as needed to cover child care assistance, transportation vouchers, books, or supplies to overcome whatever barriers might keep them from being successful.



 In turn for receiving a significant portion of the Federal TANF block grant to the state, the legislature required that the Department of Higher Ed. track CPI completion rates, job placement and retention and wages using state UI (Unemployment Insurance) wage data.



Since 2005 more than 33,000 low income
 Arkansans have enrolled in more than 450
 approved career pathway programs statewide at an average cost of \$1500 per student.

Career Cluster: Health Sciences Labor Market Information from Department of Workforce Service Job Titles and Wages Title: Entry Level General Labor Entry Wages:

Minimum Wage

Adult

Education/GED

Employability/WAG

E/

Career Readiness

Certificate (CRC)

Bridge

KeyTrain/WorkKeys

assessment

Plato

My Skills Tutor

Developmental Ed course

work

Career Pathways: Therapeutic Services (Nursing)

Job Titles and Wages Titles: Certified Nursing Assistant Patient Care Tech Entry Wages: \$7.93/hr; \$16,495/yr.

Job Titles and Wages Title: Licensed Practical Nurse

Entry Wages: \$12.55/hr;

\$26,105/yr.

Job Titles and Wages Title: Registered Nurse

Entry Wages: \$17.51/hr; \$35,420/yr.

Certificate of Proficiency

Assis

Name: Nursing Assistant CIP: 51.1614

Courses: NA 16006 Nursing

Assistant 6 AH 16011 Medical Terminology 1

SCH: 7

Time: <2 months

Credits: Time: Cost:

Bridge Developmental Ed course work State Board Exam

Technical Certificate Name: Practical Nursing CIP: 51.1613 Courses: PN 16024 Basic Nursing Principles &

PN 16141 Legal and Ethical Concepts

MA 14023 Math for Health Sciences 3 PN 16051 Care of the Geriatric Patient

PN 16161 Nutrition I 1 PN 16004 Body Structure and

Function 4 PN 16036 Basic Nursing Principles and Skills II 6

PN 16042 Pharmacology I 2 PN 16072 Nursing of Children 2 PN 16085 Practical Nursing Clinical I 5

PN 16092 Nursing of Mothers & Infants 2

PN 16103 Pharmacology II 3 PN 16117 Nursing the Adult Patient with

Med-Surg Condition 7 PN 16171 Nutrition II 1 PN 16011 Mental Health & Care of Mentally III 1

PN 16127 Practical Nursing Clinical II

Bridge PAX-LPN review **SCH**: 55

Time: 3 semester

PN 16153 Practica

State Board Exam

Credits: Time:

Cost:

Associate of Applied Science Degree Name: Nursing

CIP: 51.1601 Prerequisites: MA 14023 Math for Health Sciences OR

MA 14043 College Algebra 3 CH 14003 Survey of Chemistry OR CH 14023 General Chemistry I 3 CH 14031 General Chemistry I Lab 1 BI 24003 Anatomy & Physiology I 3 BI 24011 Anatomy & Physiology I Lab

Courses:

PY 23003 General Psychology I 3 SO 23013 Introduction to Sociology OR SO 23033 Marriage and Family Relations

EN 12003 English Composition I 3 EN 12013 English Composition II 3

CS 11033 Computer Fundamentals/App BI 24023 Anatomy & Physiology II 3

BI 24031 Anatomy & Physiology II Lab BI 24043 Microbiology 3

BI 24051 Microbiology Lab 1 NU 16063 LPN/RN Transition in Nursing

NU 16007 Introd to Nursing Intervention NU 16045 Physiologic Adaptation I 5

NU 16015 Adapt in Childbearing Years 5 NU 26014 Psychosocial Adaptation 4 NU 26004 Adapt in Early DevelopYears

NU 26035 Physiologic Adaptation II 5 NU 26045 Physiologic Adaptation III 5

NU 26022 Nurs Concepts & Chang

Environ 2 **SCH**: 70

Time: 4 semesters + summer

into Job Market o **Pursuit** of B. S. in Nursing

Entry

Bridge PAX-RM Revie State Board Exa

Results

A stunning <u>52%</u> of CPI students completed at least one Higher Ed degree or certificate, compared to only <u>24%</u> of the general AR community college population between 2005 and 2013



Results

The CPI graduation rate is even more impressive when compared to completion rates nationwide:

62% of CPI students who began in 2008 graduated with a degree or credential by 2013.

39% of students who entered a U.S. public two-year college in 2008 completed a degree or certificate by 2014



Phase One Findings



- In 2011, in the first year after leaving college, CPI participants earned \$3,100 more per year than a matched pool of TANF participants.
- In that same year, CPI<u>TEA clients earned</u> \$731 more than their TANF counterparts in the first year after completion.
- WHY?????



Return on Investment (ROI) Study

Unlike many ROI studies, that employ multiplier effects to assume financial returns, the College Counts\$ ROI framework compares actual program costs to actual financial benefits generated by individual students.

The formula:

Return on Investment EQUALS:

- Increases in tax payments to state government because of earning gains.
- Decreases in public assistance spending DIVIDED by Program costs.

The model estimates that for every dollar the state invests in CPI participants the state gets a return of \$1.79 over five years, for an ROI of 179%:

Why This Matters:



- This is not a boutique, short-term experiment. It is already at scale statewide, and has operated for more than 10 years serving more than 33,000 students
- It has been supported by both Democrat and Republican Administrations, in the Governor's Office and Legislature.



Why This Matters:



- The source of support:
 - TANF funds from the state block grant to the Department of Workforce Services An ROI study suggests a \$1.79 in reduced public assistance dollars and increased tax revenues to the state for every dollar invested in the program.



Why This Matters:



CPI is the embodiment of principles of WIOA.
 For a decade the AR Departments of Higher Education, Workforce Services, Human Services, Community Colleges, Education and the Governor's Workforce Cabinet have partnered/collaborated across the normal silos to ensure the success of CPI.

Conclusions:



- Data matters: Without good data and rigorous research it is nearly impossible to make an effective argument for why a program matters (data driven decision).
- Unfortunately in today's environment of federal privacy concerns and data security, it is becoming very difficult to conduct this kind of research.

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