

# ARKANSAS CAREER PATHWAYS INITIATIVE

Answers provided by Bill Stovall, Executive Director, Arkansas Association of Two-Year Colleges

## 1. TANF Funds-how much does it take to fund the programs?

For the complete Career Pathways framework to be implemented, it would require \$15,000,000 annually for the 25 sites. The framework would then have all the essential elements for success:

--Case Management on the front and back end of each program for all students and Work Based Learning that would provide an opportunity for all student to get "real work" experience, while also receiving necessary support from the campuses.

## 2. Budget - from the beginning of the program up to today

Grant Award Funding by Year

- July 1, 2005 – June 30, 2006 =\$8 million in TANF funds
- July 1, 2006 – June 30, 2007 =\$8 million in TANF funds
- July 1, 2007 – June 30, 2008 =\$12 million in TANF funds
- July 1, 2008 – June 30, 2009 =\$12 million in TANF funds
- July 1, 2009 – June 30, 2010 =\$12 million in TANF funds
- July 1, 2010 – June 30, 2011 =\$13 million in TANF funds
- July 1, 2011 – June 30, 2012 =\$13 million in TANF funds
- July 1, 2012 – June 30, 2013 =\$11 million in TANF funds
- July 1, 2013 – June 30, 2014 =\$7,150,000 million in TANF funds with additional \$1,000,000 incentive for enrolling TEA. ADHE/CPI did not receive the \$1,000,000.
- July 1, 2014 – June 30, 2015 =\$7,150,000 million in TANF funds

## 3. Who is being served by the program?

For purposes of the Arkansas Career Pathways Initiative, the term "TANF-eligible" is defined in the DWS Memorandum of Agreement with ADHE as follows:

- An adult caretaker, parent or relative of a child living in the home under the age of 21, who is deemed financially needy because they are/have:
- A former or current recipient of TEA cash assistance; or
- A current recipient of Food Stamps, ARKids or Medicaid; or
- Earnings at the 250% of FPL or less

Average age is 31 with 90% being female with young children and one year of college; most work in low-skills jobs and do not make a living wage.

## 4. Which colleges are participating?

### Phase I (August 2005)

Arkansas Northeastern College (ANC) Blytheville  
Arkansas State University-Newport (ASUN) Newport  
Cossatot Community College of the University of Arkansas (CCCUA) DeQueen  
Ouachita Technical College, now College of the Ouachitas (COTO) Malvern  
Phillips Community College of the University of Arkansas (PCCUA) Helena  
Southeast Arkansas College (SEAC) Pine Bluff

### Phase II (January 2006)

Arkansas State University-Beebe (ASUB) Searcy  
Black River Technical College (BRTC) Pocahontas  
East Arkansas Community College (EACC) Forrest City  
Mid-South Community College (MSCC) West Memphis  
Pulaski Technical College (PTC) North Little Rock

Phase III (January 25, 2007)

Arkansas State University-Mountain Home (ASUMH) Mountain Home  
Arkansas Tech University-Ozark (ATUO) Ozark  
National Park Community College (NPCC) Hot Springs  
North Arkansas College (NAC) Harrison  
Northwest Arkansas Community College (NWACC) Bentonville  
Ozarka College (OZC) Melbourne  
Rich Mountain Community College (RMCC) Mena  
South Arkansas Community College (SACC) El Dorado  
South Arkansas University-Tech (SAUT) Camden  
University of Arkansas Community College at Batesville (UACCB) Batesville  
University of Arkansas Community College at Hope (UACCH) Hope  
University of Arkansas Community College at Morrilton (UACCM) Morrilton  
University of Arkansas at Monticello College of Technology-Crossett (UAMC) Crossett  
University of Arkansas at Monticello College of Technology-McGehee (UAMM) McGehee

**5. What are the results?**

Program Results:

Currently, over 29,000 low-income parents have enrolled in the CPI program with over 30,000 certificates and degrees awarded. The Arkansas CPI had expanded to 25 sites and mapped over 300 program pathways for high-demand jobs. The Initiative exceeds the Entered Employment performance measure annually and has an 80% job retention rate after 12 months for its participants, when completers are matched to UI data. Student success rate of CPI students is 10 points higher when compared to other community college students in the state.

Data Source(s) and Program Citation(s):

In FY11, CPI was identified as one of the 10 most Promising Pathways by the Office of Family Administration, funded by USDHHS. Reports documenting the Initiative's success have been created by the Workforce Strategy Center (March 2009) and the Center of Law and Social Policy, CLASP (April 2010). Initiative was cited by NCHEMS as one of the most promising practices in Arkansas higher education. Selected by CLASP as one of 10 state forming Alliance for Quality Career Pathways (July 2013). Highlighted in Thinking Big, a Jobs for the Future Publication (July 2013).

## **Arkansas Career Pathways Initiative FY15 Budget Narrative**

The FY15 budget of \$7,150,000 will support continuing leadership and training at Arkansas Department of Higher Education (ADHE) and sustain 25 sub grants to the 22 two-year colleges and three-technical centers affiliated with four-year universities (CPI sites). This is the tenth year of the Career Pathways Initiative. A proposed FY15 budget is attached that aligns with this narrative.

### **Sustaining the Initiative:**

Continuing ADHE's leadership and training includes salaries for a Program Director and two Program Specialists, maintenance and general operations that includes expenses for necessary campus visits, office space rent, and necessary supplies.

Self-sufficiency/job training grants are the sub-grants to sustain initiatives at the campuses. Campuses receive 95% of the total ADHE Grant Award which includes salaries for CPI staff, operating expenses, direct student support, travel between sites and Professional Training and Development.

**Arkansas Department of Higher Education Budget/Budget Narrative**  
**Budget for July 1, 2014 - June 30, 2015**  
**Career Pathways Initiative**

	FY15 Budget	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Quarter Totals
(1) Regular Salaries	\$ 234,683.00	\$ 58,670.75	\$ 58,670.75	\$ 58,670.75	\$ 58,670.75	\$ 234,683.00
(2) Extra Help						
(3) Personal Services Matching	\$ 69,280.00	\$ 17,320.00	\$ 17,320.00	\$ 17,320.00	\$ 17,320.00	\$ 69,280.00
(4) Maintenance & General Operations						
(A) Operating Expense	\$ 81,937.00	\$ 20,484.50	\$ 20,484.50	\$ 20,484.50	\$ 20,484.50	\$ 81,938.00
(B) Conference & Travel						
(C) Professional Fees	\$ 20,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 20,000.00
(D) Capitol Outlay						
<b>Total Budget for (ADHE) Central Office</b>	<b>\$ 405,900.00</b>	<b>\$ 101,475.00</b>	<b>\$ 101,475.00</b>	<b>\$ 101,475.00</b>	<b>\$ 101,475.00</b>	<b>\$ 405,900.00</b>
1. Salaries/Fringe	\$ 3,715,567.00	\$ 928,891.75	\$ 928,891.75	\$ 928,891.75	\$ 928,891.75	\$ 3,715,567.00
2. Travel/Professional Development	\$ 44,475.00	\$ 11,118.75	\$ 11,118.75	\$ 11,118.75	\$ 11,118.75	\$ 44,475.00
3. Student Support Services	\$ 2,881,699.00	\$ 720,424.75	\$ 720,424.75	\$ 720,424.75	\$ 720,424.75	\$ 2,881,699.00
4. Operating	\$ 102,359.00	\$ 25,589.75	\$ 25,589.75	\$ 25,589.75	\$ 25,589.75	\$ 102,359.00
(5) Self Sufficiency/Job Training Grant						
<b>Total for 25 Sites</b>	<b>\$ 6,744,100.00</b>	<b>\$ 1,686,025.00</b>	<b>\$ 1,686,025.00</b>	<b>\$ 1,686,025.00</b>	<b>\$ 1,686,025.00</b>	<b>\$ 6,744,100.00</b>
<b>Total Budget Request</b>	<b>\$ 7,150,000.00</b>	<b>\$ 1,787,500.00</b>	<b>\$ 1,787,500.00</b>	<b>\$ 1,787,500.00</b>	<b>\$ 1,787,500.00</b>	<b>\$ 7,150,000.00</b>

**Arkansas Career Pathways Initiative  
FY15 Budget**

<b>Item No.</b>		<b>Fiscal Year 2014 - 2015</b>
(01)	REGULAR SALARIES	\$ 234,683
(02)	EXTRA HELP	
(03)	PERSONAL SERVICES MATCHING	69,280
(04)	MAINT. & GEN OPERATION	
	(A) OPER. EXPENSE	81,938
	(B) CONF. & TRAVEL	
	(C) PROF. FEES	20,000
	(D) CAP. OUTLAY	
	(E) DATA PROC.	
(05)	SELF SUFFICIENCY/JOB TRAINING GRANTS	6,744,100
	<b>TOTAL AMOUNT REQUESTED</b>	<b><u>\$ 7,150,000</u></b>

**Budget Narrative for July 1, 2014 - June 30, 2015**

**Arkansas Career Pathways Initiative**

<b>Budget Categories</b>	<b>Definition</b>	<b>Unit Cost</b>	<b>Total Cost</b>
(1) Regular Salaries	Regular Salaries - 3 full time positions at ADHE/CPI with grade: Director N908 Program Specialist C122 Program Specialist C122	Approximately 20,000 per month. Salaries are requested bi-weekly	\$ 234,683.00
(3) Personal Services Matching	Fringe benefits are paid for each ADHE employee	Estimated	\$ 69,280.00
(4) Maintenance & General Operation	Maintenance and General Operation - This category is used by ADHE/CPI to operate daily expenses. Professional Fees are used to maintain and update the Student Tracking/Budget System developed by INA. General Operations include expenses for necessary travel to campuses, supplies, office space rent that includes utilities, parking, telephone and copier lease.	81,937 for operating and 20,000 for Professional Fees	\$ 101,937.00
<b>Total Budget (ADHE) for Central Office</b>			\$ 405,900.00
1. Salaries/Fringes for CPI Campus staff	The sub grants cover salaries/fringes for CPI campus staff with a range in salaries of approximately \$20,000 - \$55,000.	Unit Costs are submitted monthly for salaries and fringe benefits on the Request for Reimbursement	\$ 3,715,567.00
2. Travel/Professional Development	Travel from campus to campus and required trips for Professional Development are reimbursed	Monthly requests for reimbursement include the unit cost	\$ 44,475.00
3. Student Support Services	Direct student support services include tuition, transportation, child care, books, uniforms and other ancillary materials that are program related.	Unit cost will be charged for each item purchased	\$ 2,881,699.00
4. Operating	CPI sites are reimbursed monthly for expenditures to operate the CPI sites.	25 sites will be reimbursed for expenditures in this category that range from \$700 to \$33,000. Rent is paid at the one-stop at the high-range campus. Most campuses provide in-kind for this category.	\$ 102,359.00
(5) Self Sufficiency/Job Training Grants Total for 25 sites			\$ 6,744,100.00
<b>Total Budget Requested</b>			\$ 7,150,000.00

## AWARDS & RECOGNITION

One of the ten "most promising" programs nationwide  
— *Promising Pathways, a program funded by the  
U.S. Department of Health and Human Services*

Arkansas Innovative Community Development  
Program Award  
— *Arkansas Community Development Society*

One of the most promising programs  
in higher education  
— *National Center for Higher Education  
Management Systems (NCHEMS)*

Nominated for the 2011 Bellwether Awards

Presented as a model to Georgia legislators  
— *Georgia Budget & Policy Institute's  
Annual Policy Conference*

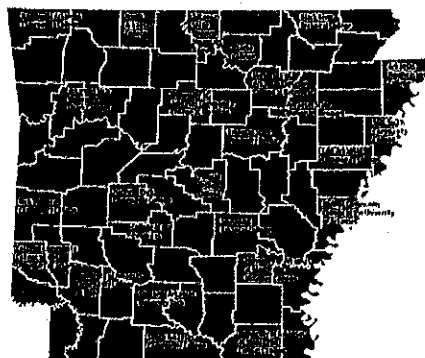
Cited in Jobs for the Future (JFF), Washington, DC

National Bridges Out of Poverty Community  
Circles Conference presenter

## EMPLOYERS THAT HAVE HIRED CPI COMPLETERS:

Baptist Hospital	St. Joseph's Mercy Center
Dillard's	Southern Bancorp
FedEx Freight	Southern Refrigerated Transportation (SRT)
Firestone	State Farm Insurance
Georgia Pacific	Tyson
Jafferson Regional Medical Center	VA Hospital
Little Rock School District	Washington Regional Medical Center
NEA Baptist Hospital	Walmart Stores
St. Bernard's Hospital & Health Care Center	White River Medical Center

## PARTICIPATING TWO-YEAR COLLEGES



ANC — Arkansas Northeastern College, Bryantville  
ASUB — Arkansas State University—Beebe  
ASUWH — Arkansas State University—Mountain Home  
ASUH — Arkansas State University—Hearport  
ATUO — Arkansas Tech University—Oak Campus  
BRIC — Black River Technical College, Potosi  
CCCUA — Cassat Community College of the University of Arkansas, DeQueen  
COTO — College of the Ouachitas, Arkham  
EACC — East Arkansas Community College, Fayette City  
MSCC — Mid-South Community College, West Memphis  
NAC — North Arkansas College, Harrison  
NPCC — National Park Community College, Hot Springs  
NPACC — Northwest Arkansas Community College, Bentonville  
OZC — Ozarka College, Melbourne  
PCCUA — Phillips Community College of the University of Arkansas, Helena  
PTC — Pulaski Technical College, North Little Rock  
RAAC — Rich Mountain Community College, Mona  
SACC — South Arkansas Community College, El Dorado  
SAUT — Southern Arkansas University—Tech, Camden  
SEAC — Southeast Arkansas College, Pine Bluff  
UACCB — University of Arkansas Community College at Batesville  
UACCH — University of Arkansas Community College at Hoga  
UACCA — University of Arkansas Community College at Morrilton  
UANC — University of Arkansas at Monticello College of Technology—Crosscut  
UAMA — University of Arkansas at Monticello College of Technology—McGehee

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## *Background of Arkansas Career Pathways Initiative*

CAREER PATHWAYS INITIATIVE BEGAN SERVING CLIENTS IN THE FALL OF 2005.

ARKANSAS LEADERS RECOGNIZE THE NEED FOR AN EDUCATION AND TRAINING SYSTEM THAT ADDRESSES THE STATE'S ECONOMIC CHALLENGES. THROUGH THE ARKANSAS CAREER PATHWAYS INITIATIVE (CPI), THE STATE HAS SOUGHT TO COORDINATE PUBLICLY FUNDED EDUCATION WITH SOCIAL SERVICES AND WORKFORCE AND ECONOMIC DEVELOPMENT PROGRAMS TO PRODUCE A BETTER-TRAINED WORKFORCE AND PROMOTE ECONOMIC GROWTH. "CAREER PATHWAYS" IS THE TERM FOR A SERIES OF CONNECTED EDUCATION AND TRAINING PROGRAMS AND SUPPORT SERVICES THAT ENABLE INDIVIDUALS TO SECURE EMPLOYMENT WITHIN A SPECIFIC INDUSTRY OR OCCUPATIONAL SECTOR AND TO ADVANCE OVER TIME TO SUCCESSIVELY HIGHER LEVEL OF EDUCATION AND EMPLOYMENT IN THAT SECTOR. EACH STEP ON A CAREER PATHWAY IS DESIGNED EXPLICITLY TO PREPARE WORKERS AND STUDENTS FOR THE NEXT LEVEL OF EMPLOYMENT AND EDUCATION. USING THE CAREER PATHWAYS FRAMEWORK, THE WORKFORCE SYSTEM SEEKS TO TARGET JOBS IN INDUSTRIES OF IMPORTANCE TO LOCAL ECONOMIES AND CREATE AVENUES OF ADVANCEMENT FOR CURRENT WORKERS, JOBSEEKERS, AND FUTURE LABOR MARKET ENTRANTS, AS WELL AS A SUPPLY OF QUALIFIED WORKERS FOR EMPLOYERS.

COMMUNITY COLLEGES PLAY A LINCHPIN ROLE IN CAREER PATHWAYS. THE CAREER PATHWAYS FRAMEWORK PROMOTES SYSTEMIC REFORM FOR COMMUNITY COLLEGES -- PROVIDING A MODEL THAT BETTER ALIGNS THEIR VARIOUS MISSION AREAS OF WORKFORCE DEVELOPMENT, ACADEMIC CREDENTIALING, TRANSFER PREPARATION, AND REMEDIATION WITH THE NEEDS OF EMPLOYERS. PATHWAYS COMMONLY FEATURE COMMUNITY COLLEGES WORKING IN PARTNERSHIP WITH OTHER EDUCATIONAL ENTITIES, WORKFORCE AND ECONOMIC DEVELOPMENT AGENCIES, EMPLOYER AND LABOR GROUPS, AND SOCIAL SERVICE PROVIDERS TO ENSURE THAT INVESTMENTS IN EDUCATION AND TRAINING PAY OFF FOR THE REGION'S ECONOMIC VITALITY. STUDENTS ENTERING INTO ADULT LITERACY OR COLLEGE REMEDIAL COURSEWORK ARE BETTER ABLE TO ADVANCE TO AND SUCCEED IN COLLEGE-LEVEL PROGRAMS, AND ALL STUDENTS CAN MORE READILY EARN POSTSECONDARY CREDENTIALS AND MAKE PROGRESS TOWARD A CAREER. INCUMBENT WORKERS ARE PROVIDED TRAINING OPPORTUNITIES THAT HELP INCREASE THEIR SKILLS AND SUBSEQUENT WAGES.

CPI, WHICH BEGAN SERVING CLIENTS IN FALL 2005, SEEKS TO IMPROVE THE EARNINGS THROUGH POSTSECONDARY EDUCATION ATTAINMENT OF ARKANSAS' LOW-INCOME "TANF-ELIGIBLE" ADULTS BY ENABLING THEM TO WORK IN INDUSTRIES OF REGIONAL IMPORTANCE. ADMINISTERED BY THE ARKANSAS DEPARTMENT OF HIGHER EDUCATION (ADHE) WITH FUNDING FROM THE DEPARTMENT OF WORKFORCE SERVICES (DWS), ADHE/CPI PROVIDES AN OPPORTUNITY FOR 25 CAMPUSES TO DEVELOP CAREER PATHWAYS INITIATIVES.

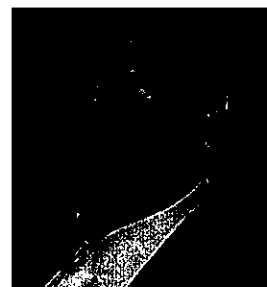
## *Objectives for Career Pathways*

CPI SEEKS TO IMPROVE THE WORKING RELATIONSHIPS AMONG PUBLIC SYSTEMS AND ENHANCE EXISTING PROGRAMS AND SERVICES TO HELP LOW-INCOME PARENTS GAIN WORKPLACE SKILLS LEADING TO ECONOMIC SELF-SUFFICIENCY AND REDUCED TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) RELIANCE. IT ALSO SEEKS TO PROVIDE EMPLOYERS IN KEY INDUSTRIES IN ARKANSAS WITH SKILLED WORKERS. THE INITIATIVE ACCOMPLISHES THESE GOALS BY ENABLING UPWARD EDUCATIONAL AND CAREER MOBILITY IN TARGETED CAREER FIELDS FOR LOW-WAGE INDIVIDUALS. THIS FOCUS REPRESENTS A SHIFT FROM TRADITIONAL PROGRAMS IN ARKANSAS, WHICH HAVE TYPICALLY AIMED TO REDUCE TANF ROLLS BY MOVING RECIPIENTS INTO LOW-WAGE, ENTRY-LEVEL JOBS THAT PROVIDE LITTLE OPPORTUNITY FOR CAREER DEVELOPMENT AND INDUSTRY FOCUS.

## *Director*



DR. KARON ROSA  
Program Director for ADHE/CPI



MARK LANE  
Program Specialist / Finance



LISA FULLER  
Program Specialist / Admin



## CPI'S OBJECTIVES FOR PROGRAM PARTICIPANTS ARE:

INCREASED ENROLLMENT IN COLLEGE-LEVEL CERTIFICATE AND ASSOCIATE DEGREE PROGRAMS  
 INCREASED ATTAINMENT OF COLLEGE-LEVEL CERTIFICATES AND ASSOCIATE DEGREES  
 INCREASED JOB ATTAINMENT AND JOB RETENTION IN KEY INDUSTRIES

THE INITIATIVE SERVES STUDENTS WHO ARE CURRENT OR FORMER RECIPIENTS OF TRANSITIONAL EMPLOYMENT ASSISTANCE (TEA); CURRENT RECIPIENTS OF FOOD STAMPS, ARKIDS, OR MEDICAID; OR THOSE EARNING 250 PERCENT OF THE FEDERAL POVERTY LEVEL OR LESS. INDIVIDUALS MUST BE AN ADULT CARETAKER, PARENT OR RELATIVE OF A CHILD LIVING IN THE HOME UNDER THE AGE OF 21 (FY12 MOA).

ADDITIONALLY, THE INITIATIVE SEEKS TO IMPROVE THE LEVEL OF ENGAGEMENT AMONG EDUCATORS AND EMPLOYERS TO GENERATE WORK OPPORTUNITIES FOR STUDENTS AND SERVE THE WORKFORCE NEEDS OF THE PRIVATE SECTOR.



Campus Locations

*Phased Launch*

THE INITIATIVE WAS OFFICIALLY LAUNCHED DURING THE FALL SEMESTER OF 2005, WHEN \$8 MILLION IN FUNDING WAS AWARDED BY THE TEA BOARD TO CARRY OUT THIS WORK. ELEVEN TWO-YEAR COLLEGE SITES WERE SELECTED TO DEVELOP PILOTS BASED ON THE NUMBER OF TANF-ELIGIBLE INDIVIDUALS IN THEIR SERVICE AREAS, THE PERCENT OF THE POPULATION THAT WAS TANF-ELIGIBLE, AND THE EXISTENCE OF A WORKFORCE ALLIANCE FOR GROWTH IN THE ECONOMY (WAGE) PROGRAM. IN PHASE I, SIX OF THE SITES WERE SELECTED TO RUN PILOTS IN AN INITIAL ROUND OF FUNDING IN FALL 2005. THE REMAINING FIVE SITES WERE FUNDED AND JOINED CPI DURING PHASE II, IN JANUARY 2006. SITES WERE FUNDED WITH APPROXIMATELY \$500,000 EACH DURING THE FIRST YEAR OF THE INITIATIVE; THOSE FUNDS WERE USED TO ESTABLISH AT EACH SITE A NEW CAREER PATHWAYS OFFICE, WHERE STAFF COORDINATE PROGRAM ACTIVITIES AND PROVIDE GUIDANCE AND SUPPORT SERVICES FOR STUDENTS.

DURING THE SECOND YEAR OF THE INITIATIVE, PHASE I AND II SITES CONTINUED OPERATIONS WITH BUDGETS OF APPROXIMATELY \$500,000 PER SITE. ALSO DURING THE SECOND YEAR, PHASE III WAS LAUNCHED, AWARDED FUNDS TO BUILD CAREER PATHWAYS PROGRAMS TO THE STATE'S 11 REMAINING TWO-YEAR COLLEGES AND THREE TECHNICAL CENTERS AFFILIATED WITH FOUR-YEAR INSTITUTIONS. THE NEW SITES WERE APPROVED BY THE TEA BOARD IN JANUARY 2007, AND EACH RECEIVED A GRANT AWARD OF ONLY \$250,000 TO BEGIN BUILDING CPI ON THEIR CAMPUSES.

*Phase I*

Arkansas Northeastern College  
 Arkansas State University -  
 Newport  
 Cossatot Community College-UofA  
 College of the Ouachitas  
 Phillips Community College-UofA  
 Southeast Arkansas College

*Phase II*

Arkansas State University - Beebe  
 Black River Technical College  
 East Arkansas Community College  
 Mid-South Community College  
 Pulaski Technical College

*Phase III*

Arkansas State University -  
 Mountain Home  
 Arkansas Tech University - Ozark  
 Campus  
 National Park Community College  
 North Arkansas College  
 Northwest Arkansas Community  
 College  
 Ozarka College  
 Rich Mountain Community College  
 South Arkansas Community College  
 Southern Arkansas University -  
 Tech  
 U of A Community College -  
 Batesville  
 U of A Community College - Hope  
 U of A Community College -  
 Morrilton  
 U of A at Monticello - Crossett  
 U of A at Monticello - McGehee

# **Results and Accomplishments**

**(July 1, 2012 – April 30, 2014)**



***Arkansas College and Career Planning System***

William L. (Bill) Walker, Jr., Director  
Sandra Porter, Interim Deputy Director  
Sonja Wright-McMurray, Associate Director  
Arkansas Department of Career Education  
Three Capitol Mall; Little Rock, AR 72203  
[sonja.mcmurray@arkansas.gov](mailto:sonja.mcmurray@arkansas.gov)

Office: 501-683-4432

Fax: 501-682-8306

## **OVERVIEW OF ARKANSAS WORKS INITIATIVE – PROGRAMS AND SERVICES**

Arkansas Works was established as a pilot initiative in January 2010 and was a collaborative effort among the Governor's Workforce Cabinet, which is comprised of Arkansas Departments of Education, Career Education, Higher Education (Association of Two-Year Colleges), Workforce Services (a funding source), Economic Development, Science and Technology Authority and State Chamber of Commerce. The program was designed to provide college and career planning services and activities to middle/high school students within the 21 most economically challenged counties across the state of Arkansas. The initiative was a three component system, which includes an On-line Based Internet Tool powered by Kuder, Career Coaches and ACT Academies (Summer and Academic Year).

After the passage of Act 1285 (sponsored by Rep. Andy Mayberry; co-sponsored by Rep. David Branscum) during the 2013 General Legislative Session, the pilot initiative was expanded to allow opportunities for all counties and school districts, regardless of economic classification, to participate.

### **Component One: On-Line Based Internet Tool (Powered by Kuder)**

The Arkansas Works College and Career Planning System is an on-line program designed to assist middle/high school students explore education and training beyond a high school diploma. Students who are enrolled in middle/high school will use the Navigator component. Individuals, who utilize the system, are able to take assessments to learn more about themselves and determine the correct career path. The system has numerous resources to provide information and guidance on careers, higher education, financial aid and available state resources.

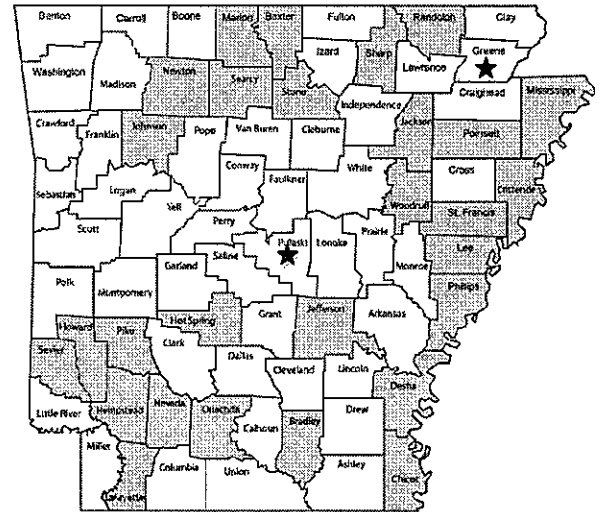
### **Component Two: College and Career Coach Program**

The College and Career Coach Component is a program designed to motivate and support Arkansas students and adults achieve their goals as it relates to college and career planning. Students in the 8<sup>th</sup> – 12<sup>th</sup> grade (7<sup>th</sup>, if enrolled in Career Orientation) will be served by Career Coaches. In the middle and high schools, Career Coaches work in partnership with the Career Orientation Instructors and School Counselors to assist with the development and revision college and career plans for their students. The Arkansas Works program and Career Coaches provide assistance and information for resources in the areas of: academic tutoring, career counseling, mentoring, financial guidance, and other supports necessary for postsecondary education/training access, retention, and success.

### **How Are Programs Selected and Who Is Served?**

As mandated by Act 1285, school districts desiring to participate in the Career Coach program must partner with a co-location site (an institution of higher education, cooperative education site, or non-profit organization). The co-location site is responsible for submitting a grant requesting funds from the Arkansas Department of Career Education to support the development and implementation of the Career Coach program in their school district. The grants submitted requesting funding are reviewed and scored by a committee. Programs are awarded based on their scores and available funds. The co-location site is notified of grant awards or denials. They are responsible for notifying their partnering school districts, hiring, selecting and employing the Career Coach. Once the Career Coach is in place, they are responsible for providing services to all students, who attend middle or high school in the participating school district. The Arkansas Works service area for AY 2015 will be as follows:

## Arkansas Works Career Coach Territory



(Number in Parenthesis indicates number of College and Career Coaches assigned to site)

**Employer: Arkansas Northeastern College (5)**

**College Location: Blytheville**

**County: Mississippi**

**School Districts:**

Armored, Blytheville, Buffalo Island, Gosnell, Paragould, Osceola, Riverside, and South Mississippi County (Rivercrest)

**Employer: Arkansas State University – Heber Springs (1)**

**College Location: Heber Springs**

**County: Cleburne**

**School Districts:**

Quitman and Greers Ferry

**Employer: Arkansas State University – Mountain Home (1)**

**College Location: Mountain Home**

**Counties: Baxter and Marion**

**School Districts:**

Cotter and Flippin

**Employer: Cossatot Community College (4)**

**College Location: DeQueen**

**Counties: Howard, Pike, and Sevier**

**School Districts:**

Ashdown, DeQueen, Horatio, Kirby, Mineral Springs, Murfreesboro and South Pike

**Employer: East Arkansas Community College (3)**

**College Location: Forrest City**

**Counties: Lee, St. Francis, and Woodruff**

**School Districts:**

Augusta, Cross County, Hughes, Lee County (Marianna) and Wynne

**Employer: Mid-South Community College (3)**

**College Location: West Memphis**

**Counties: Crittenden**

**School District:**

West Memphis

**Employer: Arkansas State University – Newport (3)**

**College Location: Newport**

**Counties: Jackson and Poinsett**

**School Districts:**

Bay, East Poinsett, Harrisburg (Weiner), Jackson County (Tuckerman), and Marked Tree

**Black River Technical College – (1)**

**College Location: Pocahontas**

**County: Randolph**

**School District:**

Pocahontas

**Employer: College of the Ouachitas (2)**

**College Location: Malvern**

**Counties: Grant and Hot Springs**

**School Districts:**

Glen Rose, Poyen, and Ouachita

**Employer: Southern Arkansas University - Tech (3)**

**College Location: Camden**

**County: Ouachita**

**School Districts:**

Bearden, Camden, and Fordyce

**Employer: Southeast Arkansas College (5)**

**College Location: Pine Bluff**

**Counties: Jefferson and Desha**

**School Districts:**

Dollarway, McGehee, Pine Bluff, and White Hall

**Employer: South Arkansas Community College (2)**

**College Location: El Dorado**

**Counties: Bradley and Chicot**

**School Districts:**

Dermott, Hermitage, Lakeside (Lake Village), and Warren

**Employer: North Arkansas College (2)**

**College Location: Harrison**

**Counties: Johnston, Newton and Searcy**

**School Districts:**

Bruno-Pyatt, Jasper – Oark, Ozark Mountain (St. Joe/Western Grove), Kingston, and Searcy County (Marshall)

**Employer: Phillips Community College of the University of Arkansas (1)**

**College Location: DeWitt**

**County: Desha**

**School District:**

Dumas

**Employer: Pulaski Technical College (3)**

**College Location: North Little Rock**

**County: Pulaski**

**School Districts:**

Central, JA Fair, and McClellan

**Employer: Southeast Arkansas Educational Service Cooperative (5)**

**County: Pulaski County**

**School Districts, ESL and Adult Education Centers:**

Little Rock School District and Adult Education Centers

**Employer: University of Arkansas Community College at Batesville (1)**

**College Location: Batesville**

**County: Sharp**

**School District:**

Cave City

**Employer: University of Arkansas Community College at Hope (3)**

**College Location: Hope**

**Counties: Hempstead, Lafayette, and Nevada**

**School Districts:**

Blevins, Hope, Lafayette County, and Spring Hill

## **What Services Are Provided?**

Career Coaches have been working with students through the Arkansas Works Initiative since January 2010 to assist them in preparing for life after high school. They have provided services and assistance in the areas of:

- Developing and revising college and career plans
- Preparing for postsecondary education
- Financial aid information and applications
- Making connections between education and careers
- Transitioning to postsecondary education

## **What Is the Structure and System for Providing and Reporting Services?**

### **Providing Services**

Career Coaches will provide services to students in group settings or through face-to-face contact. They may not count contacts made via email or telephone as provided services. Career Coaches, with the permission of teachers and administration, deliver their college and career planning services through classroom presentations, mini-workshops, and one-on-ones. Only at the beginning of the school year, may Career Coaches count all grade or school-wide assemblies as contacts. Any contacts obtained during mass assemblies must be follow-up within a smaller environment.

In order to accomplish the goals and objectives of the program, Career Coaches are required to establish a timeline and structure for delivery of services and activities. Essentially each August and September will be used to introduce coaches to the school personnel and students in grades 8-12. For schools with returning career coaches, that introduction to students will only involve students coming into grade eight. Career Coaches take into consideration the time of year services should be provided and the appropriateness for each grade level. Below is an outline detailing services received by students throughout the academic year and by grade level:

### **August - September**

- Request speaking opportunities to promote the program;
- Prepare program information and program packets for schools;
- Prepare and send parent letters;
- Meet with school staff;
- Distribute information about the Arkansas Works program to students and parents;
- Complete Student Intake forms for new students and review forms with returning students;
- Recruit students for services through class presentations, announcements, and outreach activities;
- Assist counselors in establishing Kuder Navigator accounts for new students;
- Review ACT plan with 10<sup>th</sup> – 12<sup>th</sup> grade.
- Identify qualifying students for the ACT academy.
- Work with area schools and the community to identify potential program participants;

### **October – December**

- Assist counselors in maintaining Kuder Navigator accounts;
- Continue to identify potential program participants and to promote awareness of the program;
- Plan a minimum of two college/university visits or presentations for the program year;
- Plan and assist in financial aid information meetings;
- Escort students to College Visits
- Escort students to Business and Industry visits
- Assist students in registering for the ACT, SAT, and/or COMPASS;
- Identify student, who need to retake the ACT or want to reenroll in the ACT academy to better their score.

- Identify guest speakers to share information regarding opportunities for CTE, internships, dual enrollment (concurrent credit), and apprenticeships;
- Continue identification, recruitment, and establishing Kuder Navigator accounts for new students;
- Continue academic, college, and career planning with students including review of current academic progress;
- Prepare and disseminate student and parent newsletters;
- Assist 12<sup>th</sup>-grade students in preparing for transitioning after high school;
- Review academic progress, standardized test, and career plans with participants and set goals for the upcoming semester.

#### January - May

- Assist with Say Go College Week activities;
- Assist with spring registration for upcoming 8th grade students;
- Share information about the importance of and enroll students in Smart Core program;
- Share available information regarding opportunities for CTE;
- Continue providing workshops regarding internships, dual enrollment (concurrent credit), apprenticeships, and job shadowing;
- Escort students to College Visits
- Escort students to Business and Industry visits
- Plan and assist in financial aid information meetings;
- Assist students in registering for the ACT, SAT, and/or COMPASS;
- Identify student, who need to retake the ACT or want to reenroll in the ACT academy to better their score.
- Promote the use of CAPS folders and continue assisting students with building electronic portfolios;
- Assist Career Orientation and regular education classroom teachers in developing presentations and workshops for students and parents;
- Continue establishing Kuder Navigator accounts for new students;

#### June – July

- Continue providing support to recent and prior graduates as well as current high school students;
- Evaluate the activities of the year;
- Prepare final report for Arkansas Works;
- Begin planning activities, programs, and services for the upcoming year.

#### **Activities by grade**

8th grade students will:

- Take the Kuder Skills Assessment;
- Select three clusters of occupations to explore;
- Develop a four-year individual plan of study related to one or more of the clusters;
- Develop plans beyond high school with a career focus;
- Begin to develop educational, career, and personal goals;
- Take the EXPLORE test and discuss results and reflect on outcomes.

9th grade students will:

- Revisit clusters of occupations and make tentative selections;
- Review options after high school with a career focus;
- Update or develop educational, career, and personal goals;
- Develop an educational resume;
- Update portfolio;
- Retake the Kuder Skills Assessment;
- Update individual plan of study with a career focus.

10th grade students will:

- Take the Kuder Career Search with Person Match;
- Explore occupations in work cluster(s) of interest;
- Review educational and career options after high school;
- Update or develop educational, career, personal goals;
- Receive information regarding the ACT and ACT preparation;
- Develop or update educational resume;
- Update portfolio;
- Update individual plan of study with a career focus;
- Take the PLAN test and discuss results and reflect on outcomes.
- Participate in college and business/industry visits

11th grade students will:

- Take the Kuder Super's Work Values Inventory;
- Receive information regarding the ACT and ACT preparation;
- Select possible colleges, universities, technical schools, apprenticeships, and other postsecondary institutions for portfolio;
- If considering going into the military, learn about the ASVAB test and meet with recruiter(s);
- Develop or revise an educational/work resume;
- Update individual plan of study;
- Update plans beyond high school;
- Develop or revise educational, career, and personal goals.
- Participate in college and business/industry visits

12<sup>th</sup> grade students will:

- Narrow a list of possible colleges, universities, technical schools, or other postsecondary institutions to three;
- Receive information regarding the ACT/COMPASS and preparation materials;
- Apply for admission to selected schools;
- Visit colleges and/or other postsecondary opportunities;
- Update resume and portfolio;
- Participate in college and business/industry visits
- Explore job opportunities;
- If considering going into the military, learn about the ASVAB test and meet with recruiter(s);
- Update educational, career, and personal goals;
- Update personal plan for after high school;
- Take the Kuder Career Search with Person Match;
- Complete the Free Application for Federal Student Aid (FAFSA), complete the YOUniversal application, conduct scholarship searches, and complete scholarship applications.

### **Tracking and Reporting Contacts**

All Career Coaches are required to track and report all services provided to students by category. Each year, all students enrolled in grade 8 – 12 (grade 7, if Career Orientation is offered), are entered into the Career Coaches' record-keeping database. The student's name and identification number are downloaded into the system for the purpose of tracking contacts and services. Career Coaches must also indicate whether they are providing a service for the first-time or if the student has returned for follow-up services. The information on each student is stored electronically and through paper documentation. To verify a student has received services from the Career Coach, sign-in sheets and/or attendance logs are collected at each activity. Career Coaches use the sign-in sheets and attendance logs to determine, which services have been received by each student. In addition they compare the sign-in sheets against their database to determine who has not been contacted or received various services. This process is repeated each year for all students, who attend the participating middle and/or high school.



The Arkansas Department of Career Education establishes at the beginning of each academic year the face-to-face contact benchmarks for each grade. The benchmarks are as follows:

7<sup>th</sup> and 8<sup>th</sup> graders: 80%  
9<sup>th</sup> graders: 85%  
10 graders: 85%  
11<sup>th</sup> graders: 90%  
12 graders: 100%

Career Coaches are responsible for submitting reports to the Arkansas Department of Career Education on an interim and annual basis detailing their contacts and services provided. Career Coach program's identified as not meeting benchmarks are immediately placed on notice and may lose or become ineligible for future funding.

Students, who have worked with Career Coaches, have benefited from visiting colleges and business/industry sites; learning from professionals; and participating in job shadowing experiences. In addition, Career Coaches were given the charge to make contact with 100% of their Senior-level students.

### **Component Three: Act Academies**

The purpose of the Summer Academy is to address two of the Arkansas Works Performance Measures: Reduce Remediation and Increase ACT Scores. The state of Arkansas is currently spending over 64 million dollars a year to remediate students at the postsecondary education level. Students at alarming rates are enrolling in developmental courses for which they will receive no credit towards graduation. These same developmental courses cost the same as college level coursework; however the courses may not be applied towards degree completion. In addition, students participating in the program may become eligible for various scholarships (i.e. Arkansas Challenge), because they are able to increase their ACT scores. Services provided through this program will assist students identify areas of deficit on the ACT and increase their opportunity to perform better on the ACT or equivalent exams in the future.

The ACT Academy is designed to assist students who score below a 19 in English, Reading and/or Math. Participants are provided workshops and ACT remediation/preparation instruction to generate the skills and motivation necessary for participants to succeed in ACT testing, secondary education, and beyond. The ACT Academy is instructed by certified teachers or College developmental faculty, who has been trained on the Sylvan Learning method. Instruction based on the Sylvan Learning model covers the subject areas of English, Reading, Math, and/or Science. Student's current level of skills in the subject areas will be assessed through evaluation of results from prior standardized tests (ACT, PSAT, PLAN, COMPASS, and/or ASSET). College and Career Coaches are responsible for assisting instructors in their ACT courses.

### **What Is the Cost of Services?**

All services provided by the Arkansas Works' Career Coaches are ***FREE***. Students are not expected to compensate Career Coaches for their services or pay to attend Arkansas Works' programs or activities.

### **How Will Arkansas Works Be Evaluated?**

#### **Performance Measures**

Arkansas Works is a performance driven initiative. In accordance with Act 1285, local programs and the overall initiative will be evaluated on the improved data for established Performance Measures. To determine the positive impact of the College and Career Coaches presence, they are evaluated on how well the

performance measures improve for their assigned school districts. For purpose of evaluation the success of the program, the data is report in aggregate for all participating counties and compared year to year.

The Arkansas Departments of Education (ADE) and Higher Education (ADHE) are responsible for reporting school district and county data for each of the specified Performance Measures listed below:

- High School Graduation Rate (ADE)
- Enrollment in Smart Core (ADE)
- College-Going Rate (ADHE)
- Reduced Remediation (ADHE)
- Increased Applications for State Aid (ADHE)
- Increased Applications for Federal Aid (ADHE)

The Arkansas Department of Career Education obtains the data from each of the respective state agencies. Data specific to the school districts and counties served by the Arkansas Works Initiative are extracted and compared for growth from year to year.

## **RESULTS AND ACHIEVEMENTS FOR PERFORMANCE MEASURES**

**Performance Measures:** Benchmarks for each Performance Measure were set at a minimum 2% increase each year, except for Reducing Remediation and Increasing ACT Score. In the case of Reducing Remediation, this benchmark was set at a minimum 2% decrease and Increasing ACT Score was set at a minimum increase of .1% each year. The following data represents the performance of all Arkansas Works Counties and is reflection of growth from 2009 (prior to the presence of the Arkansas Works Career Coach Initiative) to December 2013.

- High School Graduation Rate: Comparison will not be available until after October 2015
- Smart Core Enrollment: (Goal to Date: 6%) **Increased by 15.36%** (79.97% to 95.33%)
- College Going Rate: (Goal to Date: 6%) **Increased by 19.82%** (33.10% to 52.92%)
- ACT Score: (Goal to Date: .4 points) **Increased by .55 points** (19.53 to 20.08)
- Remediation Rate: (Goal to Date: -6%) **Decreased by -6.41%** (63.58% to 57.17%)
- Applications for Financial Aid: (Goal to Date: 6%) **Increased by 32.3%** (40.2% to 72.5%)

The Arkansas Works Initiative not only met over the four year period, but exceeded goals set for the program's performance measures. Throughout the pilot phase of the initiative, we were able to demonstrate the impact Career Coach program in the neediest school districts and counties across the state.

**Additional Note:** As a direct result of the initial success of the Career Coach pilot program, two non-profit organizations agreed to provide funding in effort to replicate the Career Coach model in other regions and environments within the state:

- The Walton Foundation awarded \$1.5 million to the University of Arkansas to replicate the Career Coach model in Benton and Washington counties school districts
- The Winthrop Rockefeller Foundation awarded the Pfeiffer Camp and Central Arkansas Boys and Girls Club funding to replicate the Career Coach model at their local sites.

# **RESULTS AND ACHIEVEMENTS BY PROGRAMS AND SERVICES**

## **Component One: Kuder Assessment**

The **Assessments At A Glance** report includes the aggregate results for all individuals within The Arkansas Works database for the interests, skills, and work values assessments. This data, generated daily throughout the current year, is based on assessment percentile scores of 75 or higher. Using this criterion, the report displays the top five career clusters or work values for each assessment.

Below Report based on results July 1, 2013 to March 31, 2014.

### **Kuder Career Search**

	13,523
Human Services	
	9,151
Arts Audio-Video Technology and Communications	
	8,361
Education and Training	
	6,644
Health Science	
	4,749
Law Public Safety Corrections and Security	

### ***The Kuder Career Interests Assessment (KCIA)***

The *Kuder Career Search* is scored for the sixteen U.S. Department of Education (USDOE) or States' Career Clusters. Clusters are reported in rank order of their percentile scores based on a general norm group of 8791 males and females, from middle school age to adult. Inventory-takers are encouraged to attend principally to their top two ranking career clusters.

### **Kuder Skills Assessment**

	16,288
Arts Audio-Video Technology and Communications	
	8,279
Human Services	
	7,057
Law Public Safety Corrections and Security	
	5,488
Health Science	
	4,102
Education and Training	

### ***The Kuder Skills Assessment (KSA)***

The *Kuder Skills Assessment* addresses self-reporting of abilities. Self-reporting of abilities is generally phrased as accomplishments, such as "I have given a speech to an audience of adults." Self-efficacy items typically are phrased as expectations about future performance, as "I am confident I could give a speech to an audience of adults." Inventories of this kind are easily administered and can be tailored to a variety of occupational clusters and have been found to be reasonable predictors of later occupational entry.

### **Kuder Work Values Assessment**

	10,898
Innovation	
	7,383
Income	
	7,010
Workplace	
	6,442
Accomplishment	
	6,299
Prestige	

### ***Kuder Work Values Assessment (KWVA)***

Jobs and occupations have characteristics or attributes that people may seek or avoid, like or dislike, or prefer or not. Such preferences may be called work values. They are believed to play a vital role in career decision-making (Rounds and Armstrong, 2005) and account for a significant portion of job satisfaction and tenure (Dawis and Lofquist, 1984). *Kuder Work Values Assessment* attempts to measure the relative importance of a number of work values thought to be most important in career choice and development. The information that it yields should be useful to middle and high school students, college students, and adults who are planning to enter, continue, or leave a given program of education, or an occupation or job.

# New Arkansas Works Users: (47,034) Returning Arkansas Works Users: (64,702)

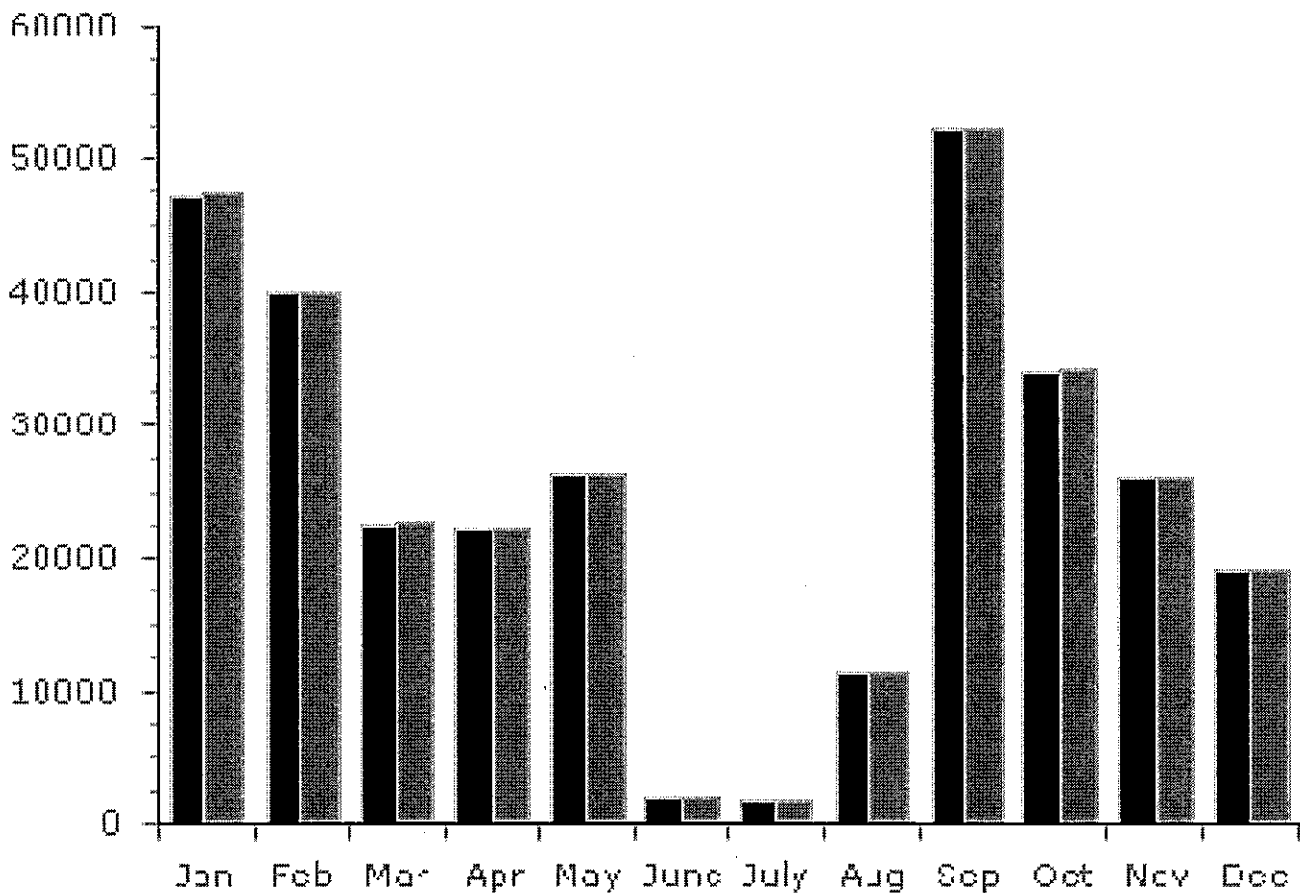
(Based on results July 1, 2013 to March 31, 2014)

## Number of Users

This is a graphic representation of the number of users who logged into the *Kuder* system during each month of the year. We are providing a group comparison for your benefit.

- Your Organization
- State

## Users



## **Component Two: College and Career Coach Program**

### **Student Contacts**

From October 1, 2013 – April 2014, all Career Coach programs were visited and evaluated. The evaluation included visiting at least one school per career coach; meeting with school administration and students; discussing program management and structure with career coach supervisors; monitoring services and programs provided; and reviewing documentation of programs and services from December 2012 – December 2013. In addition, the Arkansas Works Initiative administration staff reviewed and verified all documentation used to record student contacts and services provided. Throughout the visits, we were able to determine that all school administration and students were very excited and appreciative of the services provided by the career coaches. The recurring theme among administration was the desire for these services to be available years ago and the need for the career coach's services to continue in the future.

Student contacts are comprised of programs and services, which are key indicators to effect performance measures. College and Career Coaches are assigned the tasks of contacting all students in their assigned high schools grades (9 -12) In addition, Career Coaches work closely with Career Orientation Instructors in the middle schools to serve 7-8 grade students. Each College and Career Coach was required to track the amount of student contacts. This data was collected for submission on their Interim Reports.

#### **Explanation of Contact Information:**

***Arkansas Works School Districts have a total student population of 37,546 (grades 7 -1 2). The following data represents the amount and percent of initial student contacts per grade level and services delivered by College and Career Coaches. According to Interim Reports reflecting services provided from August 31, 2013 – December 31, 2013, Career Coaches were able to contact and provide services to 59.1% (22,190) of the student population.***

#### **Student Contacts: Through one-on-one/small group sessions or presentations**

Total Number of documented Student Contacts – 22,190

- 7<sup>th</sup> and 8<sup>th</sup> graders: 2,918
- 9<sup>th</sup> – 12<sup>th</sup> graders: 19,272

#### **Delivery of Services:**

- Assisted with the Kuder system – 12,350
- Assisted in developing or revising a career plan – 21,345
- Provided assistance with College Admissions Services – 20,413
- Provided assistance with Financial Aid – 19,404
- Assisted with making connections between secondary education and careers – 19,974
- Assisted with Transitioning to Post-Secondary education – 13,784

### **Student Success Stories**

**Blytheville High School (Arkansas Northeastern College):** Bryant Wells is a true success story. His Career Coach, Emily Crosskno, spent hours working with Bryant on how to get accepted into the ANC/ Nucor-Yamato Internship program. Bryant graduated from high school and went through the interview process with Nucor and became accepted as a student. After two years Bryant completed the interim program, graduated with his associate's degree and was hired on as a full time employee of Nucor-Yamato Steel. Bryant discovered this internship program because of the Arkansas Works career-coaching program.

**Mountain View School District (Ozarka College):** James Amis (11<sup>th</sup>), Eian Halsted (11<sup>th</sup>), Keaton Sutton (11<sup>th</sup>) had shaky plans to attend the Tulsa Welding School for their post-secondary education. In an effort to provide practical options, Lori Sullivan, Career Coach, Stone County, arranged a college visit to ASU-Beebe, Heber Springs. The students, Mrs. Sullivan, and Mr. Richardson (Timbo High School Agriculture Teacher) traveled to meet with Terry Green, head of the Welding Department at ASU Beebe-Heber Springs. Neither the students nor Mr. Richardson knew that a Welding program existed in Heber Springs. After visiting the campus and hearing about the excellent reputation of Heber's Welding Department, all three students decided to enroll at ASU-Beebe instead of at the out-of-state school they were originally considering.

### **Component 3: ACT Academy**

#### **Performance Measures – Increase ACT Score and Reduce Remediation**

For academic year 2013, Twenty-one (21) ACT Academies were offered to students attending the participating high schools. 274 Students registered for the ACT Academy. Of those 274 students registered, 222 (81%) students completed the program. Students, who participated in the program, received instruction in ACT test preparation by Sylvan trained instructors (Secondary teachers or College Developmental Instructors). Each host site was provided with funds to supply meals, transportation and any additional supplies for students.

#### **Overcame Barriers**

It is important to recognize many of the schools serviced by the Arkansas Works Initiative are on school improvement or alert. Students in these schools are presenting with extremely low test scores and academic skill levels. Improvements in ACT scores during the ACT Academy were accomplished by overcoming many academic skill and ability deficits in a short period of time.

#### **After only 20 hours of instruction, the ACT Academy produced the following results:**

##### **Increase ACT Score**

Of the 222 Students, 156 (70.2%) students increased their Composite Score. Of those 156 students, 114 (73%) students increased their Composite Score to 19 or higher. The average composite score for participating sites increased by two (2) points from the Qualifying Test to ACT test.

##### **Reduce Remediation**

Of the 222 Students, 136 (61.2%) students tested out of at least one Remediation course. Of those 136 students, 71 (52.2%) students tested out of two subjects. 25 (18%) Students tested out of three 3 subjects.

#### **Comments from Summer ACT Academy Instructors:**

- "The program has gone remarkably well. The students are really participating well and have shown improvement on practice tests that I have given during the program. I remarked to Brandon (Career Coach) that this Sylvan material is extremely beneficial, and help the students to review and retain concepts that they will need to do well on this test. I cannot wait to see their scores on the posttest, because I feel that there is going to be marked improvement."
- "Words cannot express how happy I am to be a part of this initiative. We had a wonderful time participating in the ACT Academy. We have witnessed and measured growth in the majority of our students."

- "Based upon our results, I think the program was definitely a success helping these students. Thanks again and please give our thanks to all who worked so hard to accomplish this program in such a short time frame."
- "The ACT Academy is going great. Besides the wonderful ACT instruction, the students have been working on their very own Personal Career Portfolio. The portfolio contains information that highlights their education, experiences, and skills, along with their resume and Navigator Assessment results. This project has given them the opportunity to spend needed time in the new Navigator by Kuder."

### **Student Success Stories**

**Hall High School (Southeast Education Service Cooperative):** Bobby Portis was a standout athlete for Hall High's 6A Basketball State Champs. In addition, Bobby was a McDonald's All-American, Jordan Brand Game participant, and the #1 overall Center and #10 overall player nationally in the class of 2013. The only thing he lacked was a qualifying ACT score to attend the University of Arkansas-Fayetteville. With the assistance of Josh Hayes, his Career Coach, Bobby participated twice in the Arkansas Works ACT academy and eventually increased his composite, allowing him become eligible and fulfill his dream of playing Division I Basketball. The Arkansas Works ACT Academy allowed him the opportunity not only to increase his score and accept his scholarship, but it changed the entire outlook of his future.

**Prescott School District (University of Arkansas Community College at Hope):** Edna Martinez graduated from Prescott High School in 2012. During her senior year of high school with the assistance of her Career Coach, Edessa Walton, she participated in the Arkansas Works ACT Prep Academy and tested out of remedial classes upon completion. She began attending UACCH in the fall of 2012 and has truly excelled! Since her enrollment, she has remained on the Chancellor's or Vice Chancellor's honor roll. She is active on the campus and serves as Media Specialist for Phi Theta Kappa. She is an Edge Scholar and received the 2013-2014 AATYC Academic All-Star Award. Miss Martinez will graduate with her Associate's Degree in General Education this May. The University of Arkansas in Fayetteville awarded her a full transfer scholarship. There she will begin classes in the fall of 2014 and pursue a degree in biochemistry. She remains in contact with her career coaches and shares her story of how the Arkansas Works Career Coach Program made such a powerful impact on her life.

## **How Much Funding is Needed to Continue the Arkansas Works Initiative at the Current Level?**

### **Career Coach Program Budget**

To continue the program at the current level, the Arkansas Works Initiative will need \$4,406,150. The total required is inclusive of the Career Coach, ACT Academy and Career Cluster Camp components. If school districts continue their contributions the requested need would be reduced to 3,282,150. Participating school districts would be required to contribute at least half of their assigned Career Coach's salary and benefits, which equates to \$25,750 per Career Coach for a 12-month contract. The current total budget for the Career Coach program is outlined in the chart below.

<b>Total Current AR Works Career Coach Operating Budget</b>	
<b>COLLEGE AND CAREER COACHES</b>	<b>TOTAL</b>
<b>60 Secondary Career Coaches @ \$55,625</b> (includes Salary/Benefits; Supplies and Travel)	<b>\$3,337,500</b>
<b>Professional Development</b> (Training for All Career Coaches throughout the state; Inclusive of Career Development Facilitator (CDF) Training)	<b>\$30,000</b>
<b>2 Hispanic-Serving Career Coach – Serves ESL/Hispanic students statewide</b> (includes Salary/Benefits; Supplies and Travel)	<b>\$138,000</b>
<b>PROGRAM ADMINISTRATION</b>	<b>TOTAL</b>
<b>Associate Director for Arkansas Works</b> (includes salary/benefits; travel/training; technology; communication/supplies; rent; and extra help)	<b>\$121,275</b>
<b>Administrative Analyst</b> (includes salary/benefits; travel/training; communication/supplies)	<b>\$39,125</b>
<b>ENRICHMENT PROGRAMS</b>	
<b>30 ACT Academy @ \$16,095</b> (Includes instructor's salary, student materials, and stipends)	<b>\$590,250</b>
<b>15 Career Cluster Camps and College Visits @ \$10,000</b>	<b>\$150,000</b>
<b>TOTALS</b>	<b>TOTAL</b>
<b>College and Career Coaches</b>	<b>\$3,505,500</b>
<b>Program Administration</b>	<b>\$160,400</b>
<b>Enrichment Programs</b>	<b>\$740,250</b>
<b>ANNUAL BUDGET TOTAL</b>	<b>\$4,406,150</b>
<b>Contributions from Participating School Districts</b>	<b>-\$1,545,000</b>
<b>ANNUAL BUDGET TOTAL w/ School Districts</b>	<b>\$2,861,150</b>

### **Enrichment Programs**

Arkansas Works developed and implemented two additional programs to supplement the services provided by the College and Career Coaches. These programs were designed to assist students better prepare for the college admissions process, increase opportunities for financial and provide greater career exploration experiences. These programs have allowed students to greatly increase their ACT scores, meet professionals in business and industry and make more educated postsecondary choices. These programs greatly increased the College-going rate, ACT scores and reduced the remediation rate in the participating school districts and counties. The budget required to support those programs is listed below.



## How Much Funding is Needed to Expand the Program State-wide?

### Career Coach Program Budget

Currently, the Arkansas Works Initiative serves 54 school districts in 30 counties. Forty-nine (49) College and Career Coaches are employed through 17 two-year colleges and 1 educational cooperative to provide college and career planning services to middle and high school students. To continue and expand the program statewide, the Arkansas Works Initiative will need \$17,516,150. This total is representative of 1:750 Career Coach to student ratio. To determine the amount of Career Coaches needed to serve all school districts, AY 2014 student enrollment for grades 8-11 were evaluated to obtain estimated enrollment and staffing needs for AY 2015 (grades 9<sup>th</sup>-12<sup>th</sup>). In addition, six Career Coaches will be assigned to serve ESL students in those districts with ESL student enrollment of 15% or greater. Enrichment programs, such as ACT Academies and Career Cluster Campus were also included in the budget, as they have proven to increase students' opportunities for postsecondary education, financial aid and career exploration. The total needed budget for the Career Coach program is outlined in the chart below and includes amounts with and without assistance from school districts. Participating school districts would be required to contribute at least half of their assigned Career Coach's salary and benefits, which equates to \$25,750 per Career Coach for a 12-month contract.

<b>Total Current AR Works Career Coach Operating Budget – For Expansion</b>	
<b>COLLEGE AND CAREER COACHES</b>	<b>TOTAL</b>
<b>194 Secondary College and Career Coaches @ \$55,625</b> (includes Salary/Benefits - \$51,500; Travel - \$3,000; and Supplies - \$1,125)	<b>\$10,791,250</b>
<b>Professional Development</b> (Training for All Career Coaches throughout the state; Inclusive of Career Development Facilitator (CDF) Training)	<b>\$60,000</b>
<b>6 Hispanic-Serving College and Career Coach – Serves ESL/Hispanic students statewide @ 60,625</b> (includes Salary/Benefits - \$56,500; Travel - \$3,000, and Supplies - \$1,125)	<b>\$363,750</b>
<b>ENRICHMENT PROGRAMS</b>	<b>TOTAL</b>
<b>250 ACT Academies @ \$19,875</b> (Includes instructor's salary, student materials, and stipends)	<b>\$4,968,750</b>
<b>100 Career Cluster Camps and College Visits @ \$10,000</b>	<b>\$1,000,000</b>
<b>PROGRAM ADMINISTRATION</b>	<b>TOTAL</b>
<b>Associate Director for Arkansas Works</b> (includes salary/benefits; travel/training; technology; communication/supplies; rent; and extra help)	<b>\$121,275</b>
<b>2 Program Managers</b> (includes salary/benefits; travel/training; communications and supplies)	<b>\$172,000</b>
<b>Administrative Analyst</b> (includes salary/benefits; travel/training; communication/supplies)	<b>\$39,125</b>
<b>TOTALS</b>	<b>TOTAL</b>
<b>College and Career Coaches</b>	<b>\$11,215,000</b>
<b>Program Administration</b>	<b>\$332,400</b>
<b>Enrichment Programs</b>	<b>\$5,968,750</b>
<b>Amount Needed to Expand Program Statewide (with no assistance from school districts)</b>	<b>\$17,516,150</b>
<b>Estimated Contributions from School Districts (\$25,750 x 194 College and Career Coaches)</b>	<b>-\$4,995,500</b>
<b>ANNUAL BUDGET TOTAL (including SD contributions)</b>	<b>\$12,520,650</b>

**Arkansas Works College and Career Program**  
**Budget and Funding Sources – FY 2015**

For FY 2015, the Arkansas Works Initiative will have a total operating budget of \$4,003,515. This budget is inclusive of the College and Career Coach, ACT Academy and Career Cluster Camp components. The current total budget is outlined in the chart below.

<b>Total Current AR Works Career Coach Operating Budget</b>	
<b>COLLEGE AND CAREER COACHES</b>	<b>TOTAL</b>
<b>55 Secondary Career Coaches @ \$55,625</b> (includes Salary/Benefits; Supplies and Travel)	<b>\$3,059,375</b>
<b>Professional Development</b> (Training for All Career Coaches throughout the state; Inclusive of Career Development Facilitator (CDF) Training)	<b>\$30,000</b>
<b>2 Hispanic-Serving Career Coach – Serves ESL/Hispanic students statewide</b> (includes Salary/Benefits; Supplies and State-wide Travel)	<b>\$138,000</b>
<b>1 Dropout Factory Career Coach/At-Risk Youth Coordinator</b> (includes Salary/Benefits; Supplies and State-wide Travel)	<b>\$69,000</b>
<b>PROGRAM ADMINISTRATION</b>	<b>TOTAL</b>
<b>Associate Director for Arkansas Works - Salary</b>	<b>\$70,210</b>
<b>Associate Director for Arkansas Works – Benefits</b>	<b>\$20,317</b>
<b>Administrative Analyst – Salary</b>	<b>29,836</b>
<b>Administrative Analyst – Benefits</b>	<b>\$11,464</b>
<b>Associate Director and Administrative Analyst -</b> (travel/training; technology; communication/supplies; rent; and extra help)	<b>\$30,748</b>
<b>ENRICHMENT PROGRAMS</b>	
<b>30 ACT Academy @ \$16,095</b> (Includes instructor's salary, training, and student materials and resources)	<b>\$434,565</b>
<b>15 Career Cluster Camps and College Visits @ \$10,000</b> (Includes speaking fees, recruitment materials, venue fees and travel)	<b>\$110,000</b>
<b>TOTALS</b>	<b>TOTAL</b>
<b>College and Career Coaches</b>	<b>\$3,296,375</b>
<b>Program Administration</b>	<b>\$162,575</b>
<b>Enrichment Programs</b>	<b>\$544,565</b>
<b>ANNUAL BUDGET TOTAL</b>	<b>\$4,003,515</b>

Various funding sources will be used to cover the expenditures of the entire College and Career Coach program. The funding sources are as follows:

**Arkansas Department of Career Education Public School Fund**

Amount: \$1,007,000

Line Item Use: College and Career Coaches; Administration

**Arkansas Department of Higher Education – College Access Challenge Grant**

Amount: \$1,500,000

Line Item Use: College and Career Coaches; Enrichment Programs

**Participating School Districts**

Amount: \$1,416,250

Line Item Use: College and Career Coaches (1/2 of Salary and Benefits only)

**Winthrop Rockefeller Foundation**

Amount: \$87,900

Line Item Use: College and Career Coaches

**Total Amount of Contributions from Funding Sources: \$4,011,150**