IRP Webinar: “Pathways Programs and Helping Low-Income Adults Build Marketable Skill Sets”

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Pathways to Skills: Context and Policy

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COWS.ORG
Equity
Sustainability
Democracy

And a lot of data on skills, wages, and workforce development with a special focus on low-wage jobs and workers.

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Share of Wisconsin Workers Earning Poverty Wages, 1979-2011
Wisconsin Coverage by Employer-Provided Benefits, 2008-2009

- Health Care Insurance:
  - Non poverty-wage: 63%
  - Poverty-wage: 23%

- Pension Plan:
  - Non poverty-wage: 64%
  - Poverty-wage: 20%
What Works?
Median Wages by Educational Attainment, Wisconsin, 1992-2011

- Bachelor’s +: $22.91
- AA Academic: $17.90
- AA Occ./Voc.: $17.79
- High School: $14.60
- Some College, No Degree: $13.49
- Less Than High School: $10.35
What Stands in the Way of AA degrees?

- Life/family
- Low wages/work stress
- Low basic skill levels
- Negative experiences in the past with education system
What to do?

• **Build stronger connections from adult basic education systems into technical training.**

• **Rethink and refine assessment systems – remember lines are blurry here.**

• **Streamline remediation and think hard the negative impact required remediation series.**

• **Integrate developmental and college level learning.**

• **Provide academic support to students on both sides of “cut scores”**
Data Resource

COWS and CLASP

To gain a better understanding of the post-secondary education needs in each state, we developed profiles of adult workers in every state who are in need of better skills and wages.

COWS.ORG to get to the site.
The Patient Care Pathway at Madison College
Addressing a Skill Gap in the Healthcare Field

• Demand for skilled employees in direct patient care positions is high.
• Positions offer high pay, good advancement opportunity
• Potential employees stuck in low paying jobs with low growth potential
• Madison College offers programs to train students for health occupations
Trouble filling the gap, especially for underprepared students

- Health programs have challenging admission requirements
- Difficulty transitioning students from remedial to degree credit, especially in math
- Traditional remediation paths are long
- Underprepared students either don’t start or don’t persist
Why we lose students

• Unclear path of requirements
• Classes have no healthcare content
• It just takes too long
Goals for a Solution

• Clarify the path so students knew exactly what they needed to do to meet their admission requirements and build their skills
• Keep the focus on health care so they stayed interested and motivated
• Accelerate the entire remediation timeline so they could get in to their programs and graduate faster.
The Patient Care Pathway

**Education**

**Patient Care Nursing Assistant**
Certified Nursing Assistant
Support Classes: Academic Reading collaboratively taught with adult basic education and content area instructor

**Patient Care 1**
Body Structure and Function
Medical Terminology
Support Classes: Academic Reading, Math, and Prep for Success, team taught with adult basic education and content area instructor

**Patient Care 2**
Chemistry
Applied Math for Chemistry
Written Communication Contextualized for the Healthcare Profession

**Health Diploma Programs**
Program Choices:
- Medical Coding Specialist
- Therapeutic Massage
- Medical Assistant
- Optometric Technician

For students with at least one score in the following COMPASS range: Pre Algebra 30-Algebra 29, Reading 61-80, Writing 31-70. Students who failed, withdrew or earned a D in Medical Terminology or Body Structure and Function in the past are also eligible regardless of scores.

For students with a COMPASS Reading 61-80. Students who have failed, withdrew or earned a D in Certified Nursing Assistant are eligible regardless of scores.

**Health Degrees and Diplomas**
Program Choices:
- Associate Degree Nursing
- Dental Hygienist
- Medical Lab Technician
- Surgical Technologist
- Occupational Therapy Assistant
- Physical Therapy Assistant
- Radiography
- Respiratory Therapy
- Veterinary Technician

For students with at least one score in the following COMPASS range: Pre Algebra 30-Algebra 29, Reading 80+, Writing 70+. Students who failed, withdrew or earned a D in Chemistry in the past are also eligible regardless of scores.

**Employment**

**Entry Level Employment**
Graduates report average wages as $11.46 per hour. Graduates are typically employed as Nursing Assistants

**Mid-Level Employment**
Graduates report wages ranging from $12.72 to $16.85 per hour. Jobs and wages vary depending on program choice.

**Upper-Mid Level Employment**
Graduates report wages ranging from $17.82 to $24.17 per hour. Jobs vary and wages depending on program choice.
Why it works

• Clear, intentional path to meet requirements
• Team teaching
• Contextualized Curriculum
• Advising and Support
• Decreased time to degree
Team Teaching

- Applied Math For Chemistry
  - Scientific Notation
  - Unit Conversions
  - Percent Composition
  - Chemical Equations
  - Ph Scale

- General Chemistry
Contextualized Curriculum

- Written Communication
  - Incident Reports
  - Memos
  - Cover Letters
  - Resumes
  - Trade Publications

- Health Programs and Careers
Advising and Support

• Collaboration between instructors and advisors.
• Intensive Advising in class and in person
• Additional Support
  – TEAS Workshops
  – Admission assistance
Decreased Time to Degree

• Saves students up to 3 semesters of remediation
• Allows student to be accepted into program more quickly
• Faster progress through remedial/developmental education
Participating in the ISIS Study

• Madison College is one of 9 sites participating in ACF’s Innovative Strategies for Increasing Self-Sufficiency (ISIS) study
  – 10 year randomized trial testing career pathway programs across the country
  – Examining student outcomes in the Patient Care Pathway vs. traditional route
  – 417 Madison College students in study since December 2011
Promising Early Results

• No student outcome results available from ISIS study yet
• Early information evaluated by Madison College show some promise
Progress toward Health Career

Traditional: 57%

- Remedial Coursework
- General Education Requirements
- Program and Career

Patient Care Pathway: 83%

- Program and Career
- General Education Requirements
- Remedial Coursework