



**Implementation Findings
from Three Random
Assignment Studies of
Career Pathways Programs**

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The *Pathways for Advancing Careers and Education (PACE) Study* is supported by the Office of Planning, Research and Evaluation (OPRE), Administration for Children and Families (ACF), U.S. Department of Health and Human Services (HHS) (Contract #: HHSP23320072913YC).

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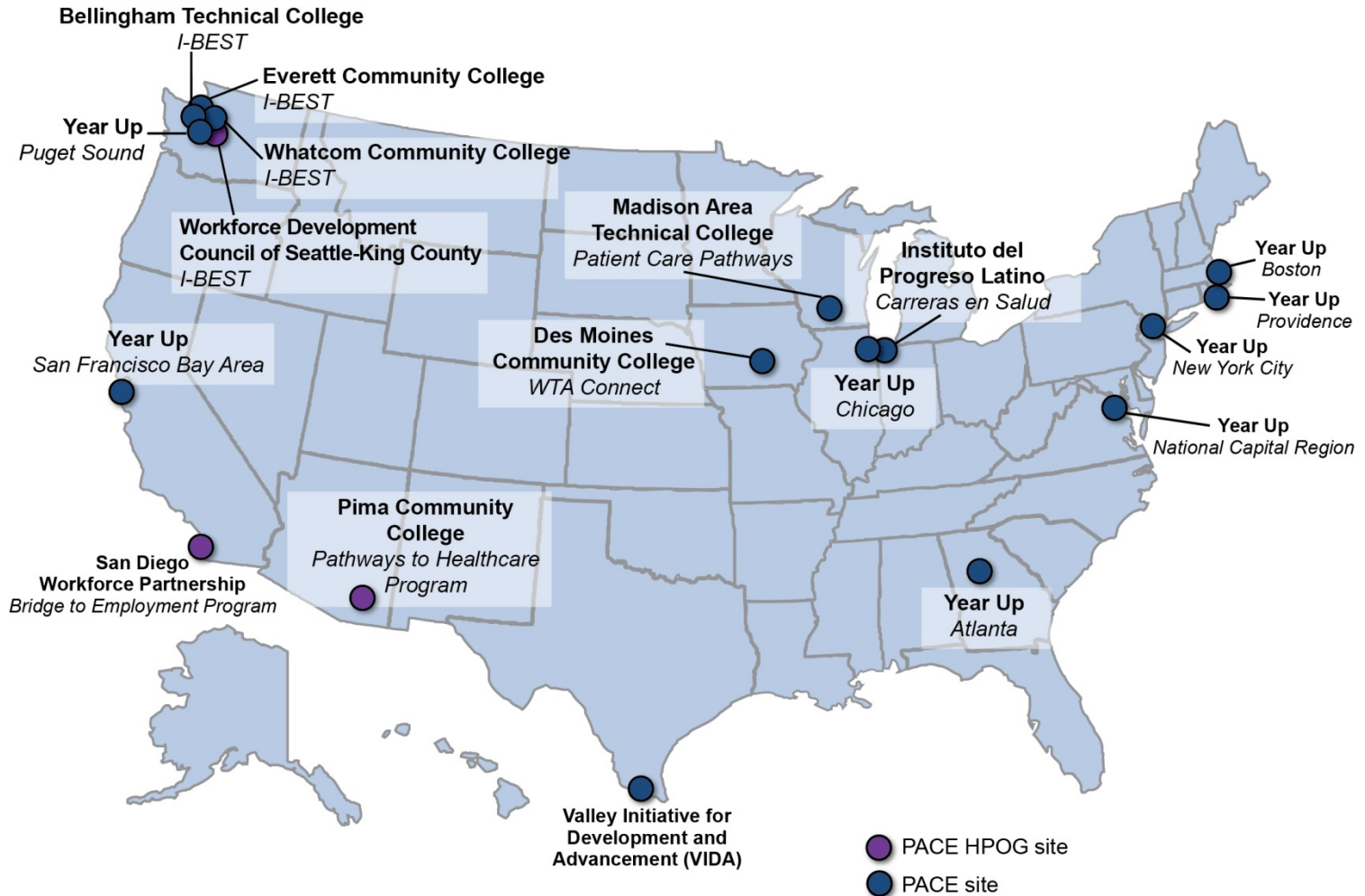
Presentation Overview

- What is PACE?
- Study Methods
- Implementation Findings
 - Bridge to Employment in Health Care (San Diego Workforce Partnership)
 - Patient Care Pathways Program (Madison Area Technical College)
 - Valley Initiative for Development and Advancement (VIDA)
- PACE next steps

What is PACE?

- Evaluation of nine different “career pathways” approaches that aim to increase education, training, employment and self-sufficiency among low-income, low-skilled adults
 - 3(+) are Health Profession Opportunity Grants (HPOG)
- Study components
 - Impact study using random assignment methodology
 - Implementation study
- Sponsored by the Office for Planning, Research and Evaluation, ACF
- Led by Abt Associates, in partnership with MEF Associates, Urban Institute and University of Michigan

PACE Sites



Key Career Pathways Ideas

- A series of connected education and training programs and support services
- Enables individuals to secure employment within a specific industry or occupational sector, and to advance within that sector
- Each step prepares participant for the next level of employment and education
- Partnerships between education and training providers, social service providers, workforce
- Signature program components
 - Comprehensive assessment, basic and technical skills instruction, academic and non-academic supports, connections to employment

PACE

Pathways for Advancing
Careers and Education

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Health Profession Opportunity Grants

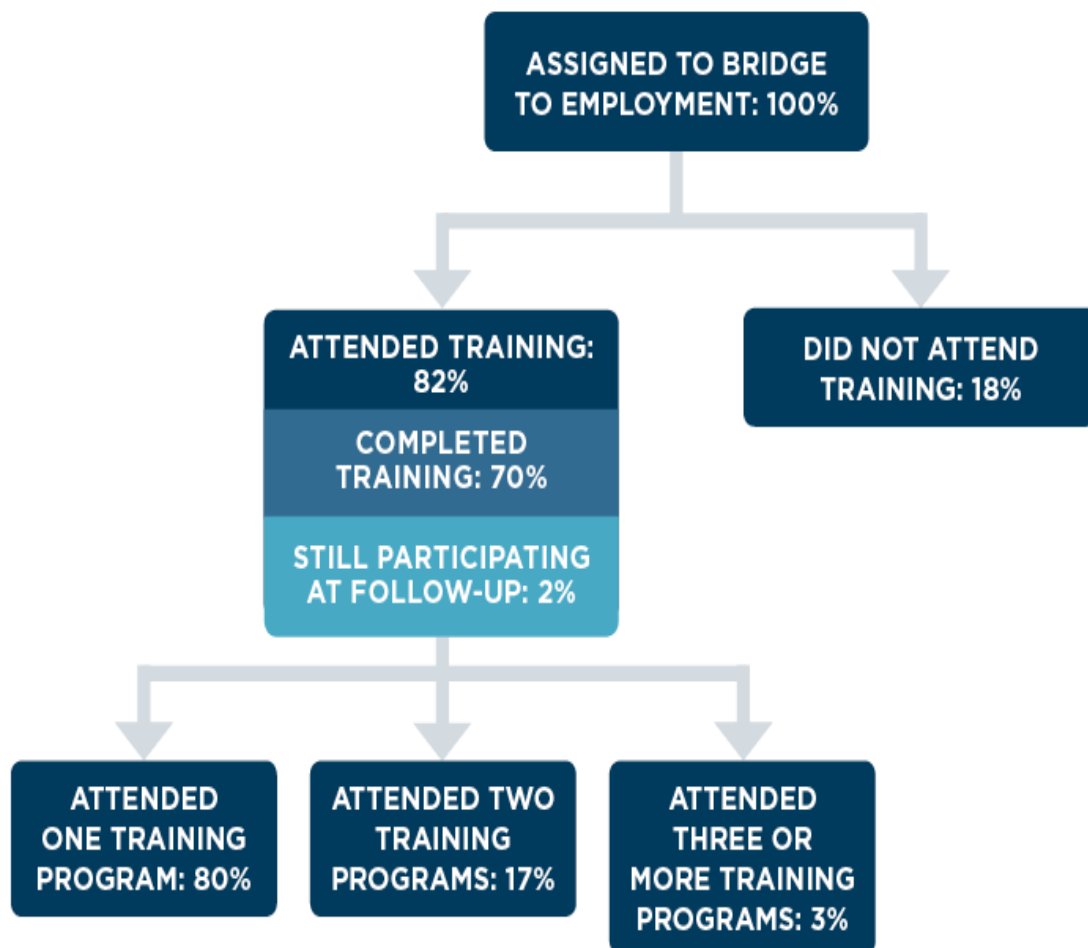
OFFICE OF FAMILY ASSISTANCE

San Diego Workforce Partnership
Bridge to Employment in the
Healthcare Industry Program

Bridge to Employment in the Healthcare Industry Overview

- San Diego Workforce Partnership (WIB) partnered with three CBOs to deliver services
- Key components
 - Formal and informal assessments
 - “Navigation” services and case management
 - Individual Training Accounts to fund occupational training
 - Three occupational groups supported, each with multiple levels
 - Supportive service funds
 - Employment services
- Target population: San Diego County residents, income < 200% Lower Living Standard Income Level, GED or high school graduate, eligible to work, reading and math levels above 6th-8th grade level

Participation Patterns over 18 Months



Implementation Study Findings

- Program screened out few applicants during assessment process
- Participants engaged with navigators soon after enrolling; however, navigators provided limited guidance on training research and selection
 - Limited navigator “check in” once in training
- High navigator turnover meant periods of high caseloads; implications for service delivery
- Most participants selected private, for-profit training providers; many referred to program by these providers
- Provision of work readiness training varied by CBO

Implementation Modifications

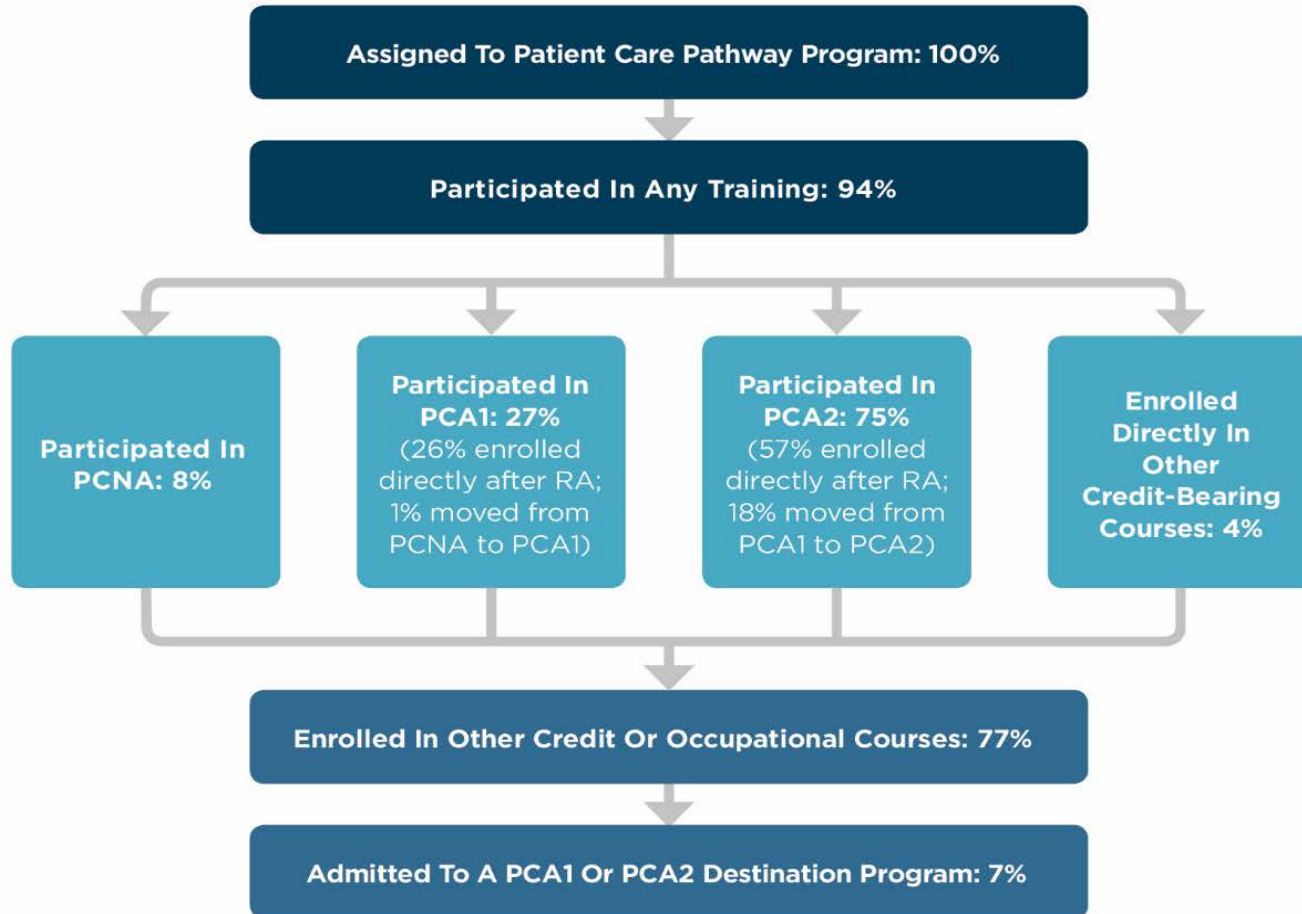
- Midway through study, program encouraged participants to pursue a second “bundled” training or subsequent training concurrently to:
 - Improve employment opportunities
 - Increase wages
- Common training bundles included medical assistant/phlebotomy, CNA/home health aide or CNA/home health aide/electrocardiogram technician

Madison Area Technical College
Patient Care Pathway Program

Patient Care Pathway Overview

- Patient Care Academies (PCAs)
 - One semester clusters of fully-defined and sequenced basic skills and occupational training courses
 - PCA1 ladderred into one-year certificate programs in health care
 - PCA2 ladderred into two-year degree programs in health care
 - PC Nursing Assistant (PCNA) ladderred into PCA1 or PCA2 or completers could obtain employment as a nursing assistant once they passed a state licensing exam
 - Accelerated and contextualized courses
 - Dedicated, proactive advisors
- Target population: Prospective healthcare students in the Madison, WI area with test scores too low to be admitted to healthcare training program of choice

Participation Patterns over 18 Months



Implementation Study Findings

- Recruitment challenges led the program to operate at a smaller scale than expected
- The program delivered training largely as designed, although advising was less intensive than planned
- A change in healthcare program admissions policies at Madison College made it more difficult for PCA2 completers to transition to targeted destination programs
 - TEAS
- Other institutional factors further delayed enrollment and completion of credentials

Implementation Modifications

- The program incorporated additional instructional supports in response to identified student needs
 - Supplemental instructor for PCA2 Chemistry class
 - Group tutoring sessions for PCA1 students
- To help students prepare for the TEAS assessment, PCA2 instructors designed and implemented a TEAS workshop

***Valley Initiative for Development
and Advancement (VIDA)***
Program

VIDA Overview

- Two decades of experience; based on “Project QUEST” model
- Key components
 - Requires full-time college enrollment in an occupational program
VIDA supports at a partner college
 - Requires participation in weekly group or individual counseling session
 - Extensive financial support for tuition, books, other training costs and transportation
 - College Prep Academy for non-college ready who have 10th grade or higher basic skills
- Target population: Resident of Lower Rio Grande Valley, at least 18 years old and low income, unemployed or underemployed, or on public assistance

Participation Patterns over 24 Months

- 97% of treatment group members received occupational training
 - 91% earned college credits
 - 66% earned 30 or more credits
- 55% earned one or more college credentials; 42% were still in school at the end of 24 months
- 75% of participants were in nursing and allied health training
 - 52% were in in Licensed Vocational Nurse and Associate Degree of Nursing programs
- 9% started in College Prep Academy, and 85% continued to occupational training

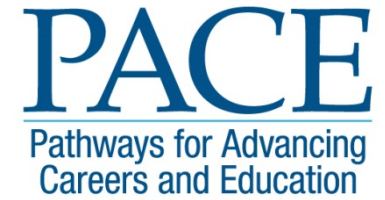
Implementation Study Findings

- Treatment group members received a substantial dosage of counseling services
- 99% of participants received VIDA financial assistance, averaging almost \$7,000 per participant
- The College Prep Academy prepared participants for entry into college-level occupational training, although VIDA was not able to increase enrollment or expand to additional colleges as intended
- Training in nursing and allied health professions were the most commonly attended, followed by programs in education, social services, and specialized trades

PACE Next Steps

- Finalize implementation and early impact reports
 - <https://www.acf.hhs.gov/opre/research/project/pathways-for-advancing-careers-and-education>
 - www.career-pathways.org
- Intermediate and long-term outcome reports will present impacts at ~ 36 and 72 months after random assignment

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