

# Sustaining Career Pathways Frameworks

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# Federal Funding Sources For Career Pathways

WIOA Title I

WIOA Title II

WIOA Title III

WIOA Title IV

Perkins CTE

SNAP E&T

Pell Grants

Apprenticeships

TAA

TANF



# Supporting CP with Federal Funds

## **Business & Industry Engagement; Systems & Partnerships**

- WIOA Title III: Employment Service (Wagner-Peyser Act)
- Temporary Assistance for Needy Families

## **Program Innovation**

- WIOA Title I: Adult and Dislocated Worker
- WIOA Title I: Youth
- WIOA Title II: Adult Education and Family Literacy Act
- Carl D. Perkins Career and Technical Education Act

## **Student Success Services**

- WIOA Title IV: Vocational Rehabilitation Services
- Temporary Assistance for Needy Families
- SNAP Employment and Training
- Carl D. Perkins Career and Technical Education Act

## **Tuition & Other E&T Costs**

- WIOA Title I: Adult and Dislocated Worker
- WIOA Title IV: Vocational Rehabilitation Services
- Pell Grants: Ability to Benefit provision
- Trade Adjustment Assistance



## Federal Funding for Support Services in Career Pathways

PROGRAM	FINANCIAL STABILITY SUPPORT				PERSONAL SUPPORT					ACADEMIC SUPPORT			CAREER TRANSITION		
	Assistance accessing traditional financial	Assistance using nontraditional sources of aid to pay for education and training	Funding for child care and transportation	Funding for living expenses	Mentoring	Case management	Mental health, substance abuse or other counseling	Group support (e.g., group counseling, learning communities)	Financial coaching/ financial literacy workshops	Integrated Education and Training	Academic advising (e.g., course planning)	Academic preparation and course support (e.g., study skills, integrated education and training)	Career navigation	Job search and placement	Assistance gaining work experience, internship search, and placement
WIOA Title I Adult & Dislocated Worker	●	●	●	○	●	●	●	●	○	○	○	●	●	●	
WIOA Title I Youth	●	●	●	○	●	●	●	●	○	●	○	●	●	●	
WIOA Title II	○		○		○		○	○	○		○	○			
Pell Grants			●	●											
Perkins CTE	●	○	○		●		●		●	●	●	●	●	●	
TRIO SSS	●	●		○	●	●	○	○	●	●	●	●			
TANF	○	○	●	●	○	●	●	○	○	○	○	○	●	○	
CSBG	●	●	●	●	●	●	●	●	●	●	●	●	●		
SNAP E&T		●	●		○	●	○		○				●	○	
CDBG		○	○		○	○	○	○	○	○	○	○	○	○	

● Funding source is commonly used for the specified support service

○ Funding source can be used for the specified support service, but is not widely used due to limited funding, program restrictions, etc.

# Examples of Funding Streams States Use to Support CP

## Minnesota

- TANF, WIOA Title I/III, Pell Grants, DOL grants, Perkins CTE, United Way, foundations...

## Oregon

- TANF, WIOA Title I/II, Pell Grants, TAA, registered apprenticeship and pre-apprenticeship, Perkins CTE, SNAP E&T, state general funds...

## Arkansas

- TANF, WIOA Title I/II/III, Pell Grants, TAA, registered apprenticeship and pre-apprenticeship, Perkins CTE, SNAP E&T...

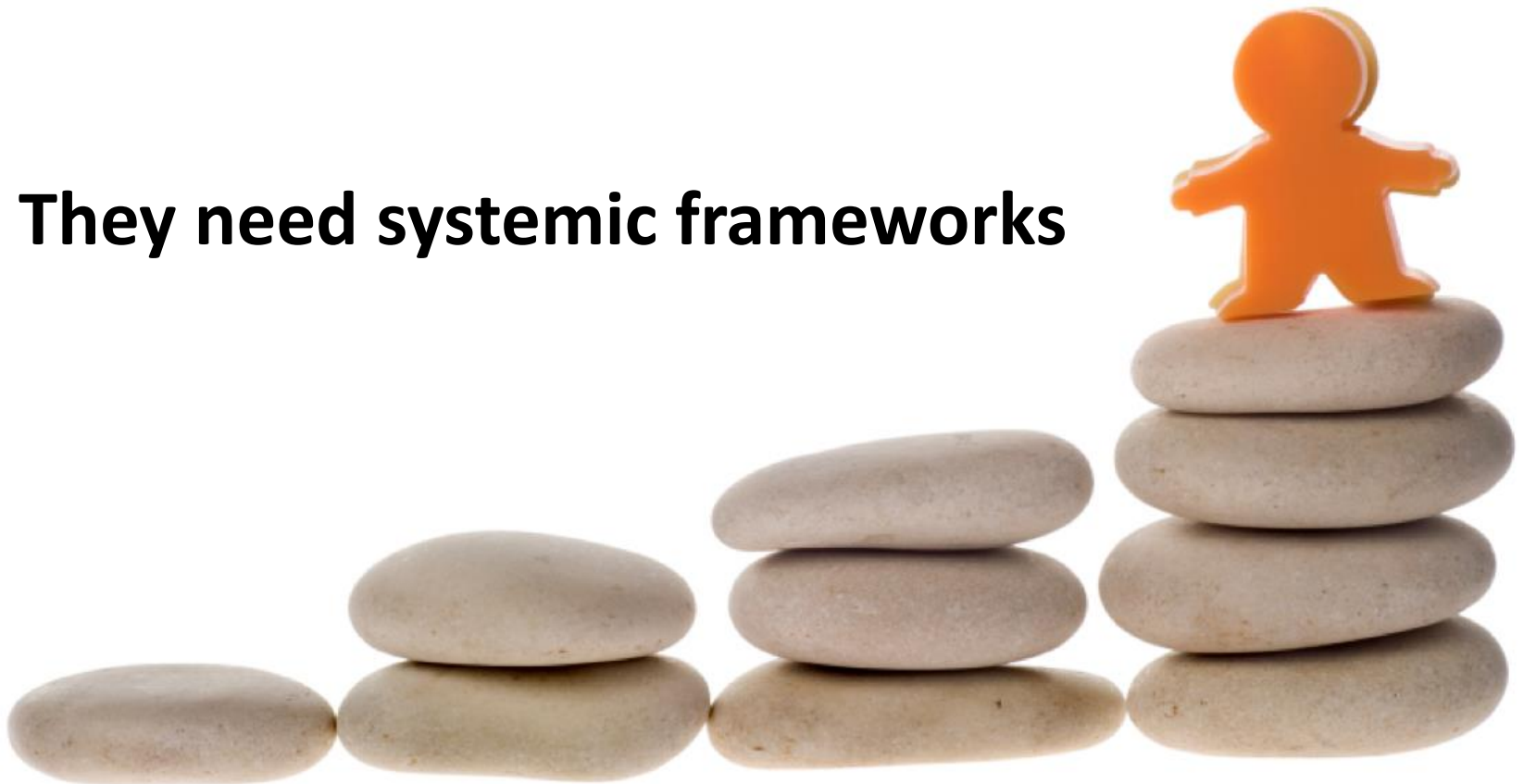
## Wisconsin

- WIOA Title II, state general funds, TAA...

**Career pathways shouldn't be just programs**

**They are workforce development strategies  
that are student-centered  
and demand-driven**

**They need systemic frameworks**



# Examples of Statewide CP Frameworks

## Virginia

- Governor set up CP task force/work group
- Eight state agencies including departments of social services, labor, higher education, and education align systems (common vision, goals, outcomes)

## Rhode Island

- Governor appointed CP task force; Project director coordinates systems
- Agencies and stakeholders identify/align funding streams and policies

## Arkansas

- Legislated WIBs, higher ed. and workforce dept. to develop framework
- Legislated performance measures, outcomes; DHE incentive funding
- State-level infrastructure (provide TA, PD, data); TANF \$ help pay staffing costs

## Oregon

- Joint action plan with all community colleges, WIBs, and the departments of education, workforce and human services; Statewide staff coordinate systems
- Oregon Pathways Alliance develops CP roadmaps, serves as a peer learning collaborative, and increases understanding that CP need to be a systemic framework.

# Examples of State CP Policies

Career Pathways Component	State Policies to Support It
Systems Framework	<ul style="list-style-type: none"> <li>• State policies that create a framework for aligning programs to support a career pathways system</li> </ul>
Integrated Education & Training (IET)	<ul style="list-style-type: none"> <li>• Adult education policies or grant programs that require or promote IET</li> <li>• Policies to promote co-enrollment in Title I and II for individuals with basic literacy and/or numeracy skill needs</li> </ul>
Career & Technical Education (CTE)	<ul style="list-style-type: none"> <li>• College credit for prior learning</li> <li>• Statewide articulation agreements between CTE programs</li> </ul>
Career Counseling & Support Services	<ul style="list-style-type: none"> <li>• State grant programs for career navigators</li> <li>• State financial aid for non-traditional students</li> <li>• Skills-based social service programs</li> </ul>
Data	<ul style="list-style-type: none"> <li>• State policies to link education, training, and labor market data</li> <li>• Legislated performance measures and outcomes</li> </ul>
Industry & Employer Engagement	<ul style="list-style-type: none"> <li>• State policies to support sector partnerships</li> </ul>



# NM College Affordability Grant

- The College Affordability Grant is state-funded need-based financial aid that is available to NM students who:
  - ✓ Do not qualify for the lottery scholarship or other state grants/scholarships;
  - ✓ Are taking college classes half-time or more; and
  - ✓ Have a H.S. diploma or equivalent
- Changing the rules to include students without a H.S. diploma or equivalent who are enrolled in career pathways programs would provide financial assistance for these target populations.
- The College Affordability Fund will be drained by next academic year so additional funds need to be allocated.



# Ability to Benefit

- The ATB provision allows individuals without a high school diploma or equivalent access to Federal Pell Grant funds if:
  - ✓ They are enrolled in an eligible career pathways program; and
  - ✓ They passed a U.S. Department of Education approved exam, took six college credit hours toward a credential, or went through a state-established process.
- Colleges should ensure that their career pathways programs are ATB-eligible and that processes are in place for eligible students to access Pell Grants that can be used for tuition and living costs.
- States should effectively leverage this federal funding to help low-income adults afford career pathways programs.

# Resources

Funding Career Pathways: A Federal Funding Toolkit for State and Local/Regional Career Pathways Partnerships, CLASP (2016)

<http://www.clasp.org/resources-and-publications/publication-1/Career-Pathways-Funding-Toolkit-2015-8.pdf>

U.S. Federal Agency Career Pathways Resources and Tools (2015)

[https://s3.amazonaws.com/PCRN/docs/U.S.Federal\\_Agency\\_Career\\_Pathways\\_Resources\\_Tools\\_Final.pdf](https://s3.amazonaws.com/PCRN/docs/U.S.Federal_Agency_Career_Pathways_Resources_Tools_Final.pdf)

Braiding Funds to Support Career Pathways, CLASP (2015)

<https://www.nga.org/files/live/sites/NGA/files/pdf/2015/1506TalentAssetMappingResource1.pdf>

A Tool for Sustaining Career Pathways Efforts, U.S. Department of Education (2015)

[https://s3.amazonaws.com/PCRN/docs/Sustainability-Draft-03-Revised-0729153\\_Final\\_01.13.16\\_508compliant.pdf](https://s3.amazonaws.com/PCRN/docs/Sustainability-Draft-03-Revised-0729153_Final_01.13.16_508compliant.pdf)

Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development, U.S. Department of Labor (2016)

[https://careerpathways.workforcegops.org/resources/2016/10/20/10/11/Enhanced\\_Career\\_Pathways\\_Toolkit](https://careerpathways.workforcegops.org/resources/2016/10/20/10/11/Enhanced_Career_Pathways_Toolkit)

Arkansas Career Pathways Initiative: How TANF can support skills for low-income parents and how policymakers can help

<https://www.nationalskillscoalition.org/resources/publications/file/how-tanf-can-support-skills-for-low-income-parents-and-how-policymakers-can-help.pdf>

Arkansas Career Pathways Initiative: Report of Activities and Outcomes, Arkansas DHE (2016)

<http://www.arpathways.com/pdfs/Progress%20Reports/Progress%20Report%20Year%20Eleven%20Final.pdf>

Ability to Benefit resources from CLASP

<http://www.clasp.org/issues/postsecondary/pages/resources-on-ability-to-benefit>

<http://www.clasp.org/news-room/calendar/body/Ability-to-Benefit-Connecting-WIOA-Student-Financial-Aid-to-Educate-Low-Skilled-Students.pdf>

Career Pathways: Presentation to NCSL, National Skills Coalition (2015)

<http://www.ncsl.org/documents/capitolforum/2015/onlineresources/CareerPathwaysPresentationDec2015.pdf>

