



Pathways for
Academic Career
Education and
Employment

PACE

THE CROSSROAD TO ECONOMIC SUCCESS

A color photograph of a middle-aged man with light brown hair, smiling warmly at the camera. He is wearing a dark grey or black suit jacket over a light blue striped shirt and a red patterned tie with a geometric design. He is holding a large, blank white rectangular sign with both hands, positioned in front of his torso. The background is a soft-focus outdoor scene with a body of water and a cloudy sky.

Need
middle-skilled
employees.
Please help.

PACE

FIVE MILLION IN PACE FUNDING:

PAVING THE WAY TO MAKE BUSINESS COMPETITIVE AND IOWANS EMPLOYED

Community colleges across Iowa are working with business and industry through sector boards to develop training programs for jobs that have applicant shortages. The state PACE and GAP programs enable community colleges to offer in-demand training, making education affordable for low income or unemployed individuals.

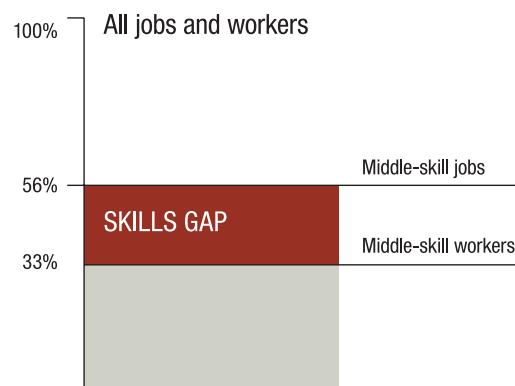
"PACE is a win-win situation. Individuals in Dubuque and Delaware counties interested in skilled-trade positions but don't have the necessary skills, have the chance to participate in this free training program, which could lead to full time employment. Decker and other manufacturers in the area have access to a pool of trained employees."

Randy Decker
Decker Precision Machining, Peosta, Iowa

BUSINESS AT A CROSSROADS

In order to be competitive, business needs skilled employees to create products and offer services. Currently there is a shortage of qualified applicants for middle skilled positions. Middle-skill jobs make up the majority of the jobs in Iowa's labor market. These jobs require post secondary training. Yet, only 33 percent of working Iowans likely have the skills and credentials for these types of jobs.

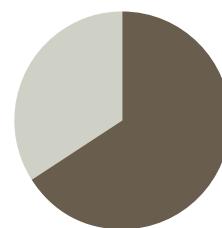
THE SKILLS GAP



Source: Iowa Workforce Development, 2014

BRIDGING THE GAP

Iowa cannot just depend on youth and young adults to close the skills gap. In 2025 two-thirds of Iowa's workforce will have already been working since 2012. Adults must be part of the state's education strategy. PACE bridges the gap.



Adults who were in
the 2011 workforce:
66%

Young people joining
the workforce after 2011:
34%

Iowa's 2025 Workforce

Source: Labor Force and Occupational Analysis Bureau,
Iowa Workforce Development

WHAT IS PACE?

PACE stands for Pathways for Academic Career Education and Employment. Community colleges offer short-term training and advanced degree programs for middle-skill careers. The training options offered are dictated by area business and industry. The program is designed to meet the needs of each individual student. It allows individuals the ability to seek training based on their developmental needs, career goals and personal situation. The program offers on ramps to education and off ramps to employment for flexibility with life circumstances. Funding covers the cost of barriers, like child care, personal finance and transportation to prevent students from dropping out. PACE includes the employment of a navigator, who offers guidance and support to keep individuals on their educational pathway.

TARGET POPULATIONS

- Persons earning incomes at or below two hundred fifty percent of the federal poverty level as defined by the most recently revised poverty income guidelines published by the United States Department of Health and Human Services
- Persons deemed low-skilled for the purposes of attaining gainful, quality, in-state employment
- Unemployed persons
- Underemployed persons
- Dislocated workers, including workers eligible for services and benefits under the federal Trade Adjustment Act

PARTICIPATING COMMUNITY COLLEGES:

Des Moines Area Community College, Eastern Iowa Community Colleges, Hawkeye Community College, Kirkwood Community College, Indian Hills Community College, Iowa Central Community College, Iowa Lakes Community College, Iowa Valley Community College, Iowa Western Community College, North Iowa Area Community College, Northeast Iowa Community College, Northwest Iowa Community College, Southeastern Iowa Community College, Southwestern Community College, Western Iowa Tech Community College



START ON THE PACE FOR AN ECONOMIC BOOST



PACE PROGRESS IN FISCAL 2014

INDUSTRY SECTOR BOARD DEVELOPMENT AND ENGAGEMENT

To fill the skills gap, community colleges across Iowa have partnered with area business and industry to understand what career fields need the most workers. There are currently **23 sector boards (with 9 additional sector boards in development)**, representing **275 employers**, engaged in the design of programs and training pathways. This partnership oftentimes serves as a pipeline to employment for graduates.

CAREER PATHWAY TRAINING DEVELOPED AND IMPLEMENTED



Advanced Manufacturing



Healthcare



Business and IT



Transportation and Logistics

Biotechnology/
Agriculture

Financial Services



Energy

STUDENT ENROLLMENT


2,311
COST/STUDENT: \$1,168

Student status at fiscal year end.

64%

Either actively participating or waiting to participate

32%

Completed training

4%

Failed to complete training

CREDENTIALS EARNED

A PACE student may graduate with more than one credential.

728

Students earned a High School Equivalency Diploma, Certificate, Diploma or Degree

320

Students earned a 3rd Party Credential

465

Students earned a National Career Readiness Certificate (NCRC)

COST PER CREDENTIAL \$1,785

COMPLETION RATE

830 students enrolled in a training program that concluded before the end of the fiscal year. Of these students, 728 completed their training.

**88%**

EMPLOYMENT

Of the 728 students who completed training, 428 have obtained new employment or retained their employment. The remainder of students are either looking for employment or continuing their education within their pathway.

Found: A job
with benefits.
Thank you.

THE ROAD TO SUCCESS

PACE is a resource on the road to financial stability and economic success. It affords students the opportunity to earn training credentials for in-demand jobs based on their developmental needs, career goals and personal situation. By filling the skills gap with these newly trained applicants, business and industry can hire educated employees to create new products and services and compete globally. PACE puts Iowans to work.

STUDENT SUCCESS

Lluvia

Lluvia is a 34-year-old wife and mother of four, who cares for her elderly father. She learned to speak English, and then in 2013 received her GED. Lluvia headed down the healthcare path. She earned her nursing assistant certificate (CNA) and began medical coding training in August 2013.

Selim

Selim came to U.S. from Bosnia in 1999. He lost his job of 14 years in a window manufacturing company when the plant closed. He entered the advanced manufacturing path and earned credentials in computer numerical controls (CNC). Selim now works at East Iowa Machine Company.

Amber

Amber is a 39-year-old single, mother of two, who had been out of school for 21 years before starting down her path. She completed the healthcare pathway, then CNA program. Amber is currently enrolled in her second semester of dental hygiene training.

David

David is a 23-year-old with a disability, unemployed and staying with family and friends when he was able. David co-enrolled in GAP and PACE. David earned his CDL. In five weeks, David went from homeless to working for a trucking firm making \$45-50K a year.

Mandy

Mandy quit her job to care for her mother over the last ten years and worked as a volunteer EMT/firefighter. PACE assisted Mandy with CNA testing fees, gas assistance and work attire. She got hired at Oakwood Nursing and Rehab as a CNA with a starting pay of \$10.50. After 90 days she now earns \$11 an hour.

Silina

Silina is a single mother of two, who struggled to make ends meet on a \$9.25/hour salary as a hair stylist. She entered PACE in 2012 and improved her literacy, earned a certificate in CPR and completed CNA training. She continued on the educational path and currently holds a one year diploma in Medical Assisting. Silina now earns \$13/hour working as a certified medical assistant at a family medicine practice. She plans to complete the one class remaining to earn an associate's degree.





“PACE is true workforce development. Many of its participants have been on unemployment for a while, discouraged. These students are now going to be successful in the workforce, off unemployment, paying taxes, and feeling challenged in their career.”

Rich Kacmarynski
Vermeer Corporation, Pella, Iowa