



Creating Career Pathways in Maine

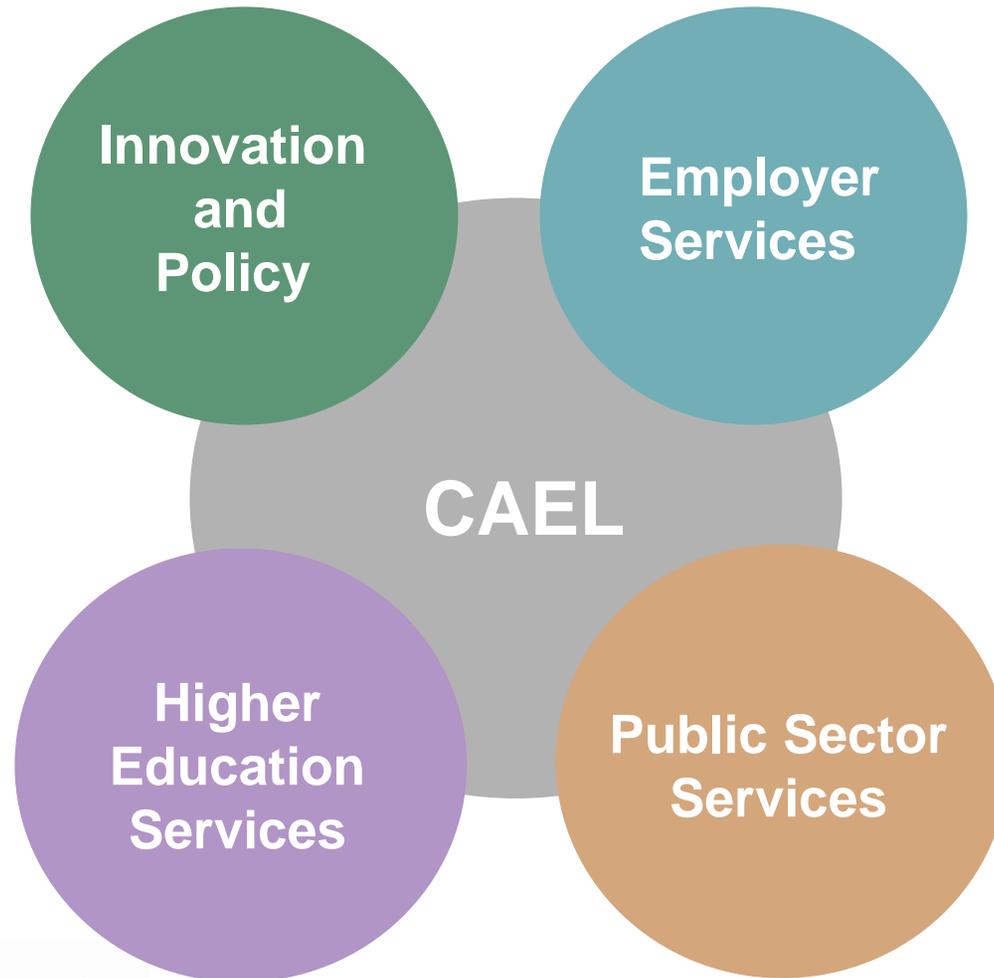
Presented by:
Pamela Tate, President
and CEO, CAEL
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About CAEL

- ▷ CAEL is the Council for Adult and Experiential Learning
- ▷ A 501(c)3 non-profit organization with 36 years of lifelong learning and workforce development experience
- ▷ Mission to remove barriers so that adult learners can be successful in education, training and employment
- ▷ Offices in Chicago, Philadelphia, Denver and New York



CAEL's Unique Integrator Role



National Perspective

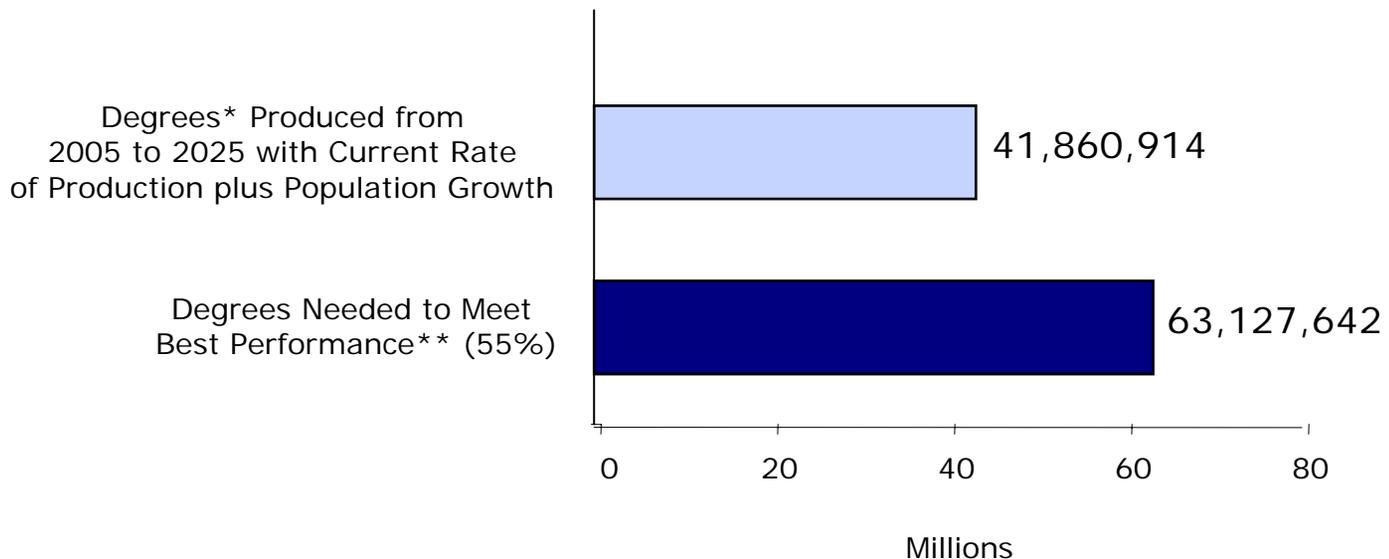
- ▷ In 2002, the share of jobs requiring at least some formal postsecondary education or training was already 74 percent and it rises every year
- ▷ Each year, employers are demanding higher levels of skill in all levels of employment, even in their entry level jobs.

National Perspective (cont.)

- ▷ With the retirement of the Baby Boomer generation (even with the delays in retirement due to the economy), there will simply not be enough skilled and knowledgeable people to move into the jobs being vacated by Boomers.

National Perspective: How Can the U.S. Reach International Competitiveness by 2025?

Current Degree Production Combined with Population Growth Vs. Best Performance* on the Student Transition and Completion Measures



The performance gap is large and we need to increase the rate of degree production in the U.S. by 50.8%.

* Degrees includes both Associates and 4-year degrees.

** Best performance is the average of the top three states.

Maine's Economy Today

- ▶ Employment in goods-producing industries (manufacturing, construction, & natural resources) accounted for nearly half of jobs in Maine 60 years ago; today those industries account for only 14% of jobs
- ▶ More than 25,000 jobs have been lost in Maine in the current recession
- ▶ Manufacturing, construction, and retail trade accounted for 60% of job loss; while health care, professional, scientific, and technical services jobs actually recorded gains

Maine's Economy Today

- ▷ Median Income of households \$46,807, (U.S. Average \$52,175)
- ▷ Unemployment rate of 8.2% as of January, 2010
- ▷ About 70% of the increase in the numbers of workers receiving unemployment benefits was male workers, and 66% of those had a high school education or less

Maine's Occupational Projections 2006-2016

- ▷ 33,690 jobs will be added to the economy overall
- ▷ Education, health services, retail trade, and hospitality services will create about 3/4 of all new jobs

Source: **Center for Workforce Research and Information**
Maine Department of Labor, <http://www.maine.gov/labor/lmis>



Employment Projections (2006-2016)

- ▶ Average of 19,404 job openings expected each year—4,600 from growth; 14,800 due to replacement (retirement, turnover)
- ▶ Number of jobs in occupations requiring some PSE or training will rise by 8.1%; those requiring only a high school education will rise by 3.7%
- ▶ Despite the slower than average growth in occupations at the lower end of the education/training spectrum, they will still make up 70% of the total jobs in Maine if no change to industry mix

Occupations Providing the Greatest # of Jobs over the Next Decade

7 of the 10 are low-skill, low wage, but almost all require some education beyond high school and **3 require postsecondary degrees:**

- ▷ **Registered Nurses**
- ▷ Home Health Aides
- ▷ Customer Service Reps
- ▷ Food Prep and Service
- ▷ Personal and Home Care Aides
- ▷ Retail Salespersons
- ▷ Office Clerks
- ▷ **Accountants**
- ▷ Nursing Aides
- ▷ **Postsecondary Teachers**

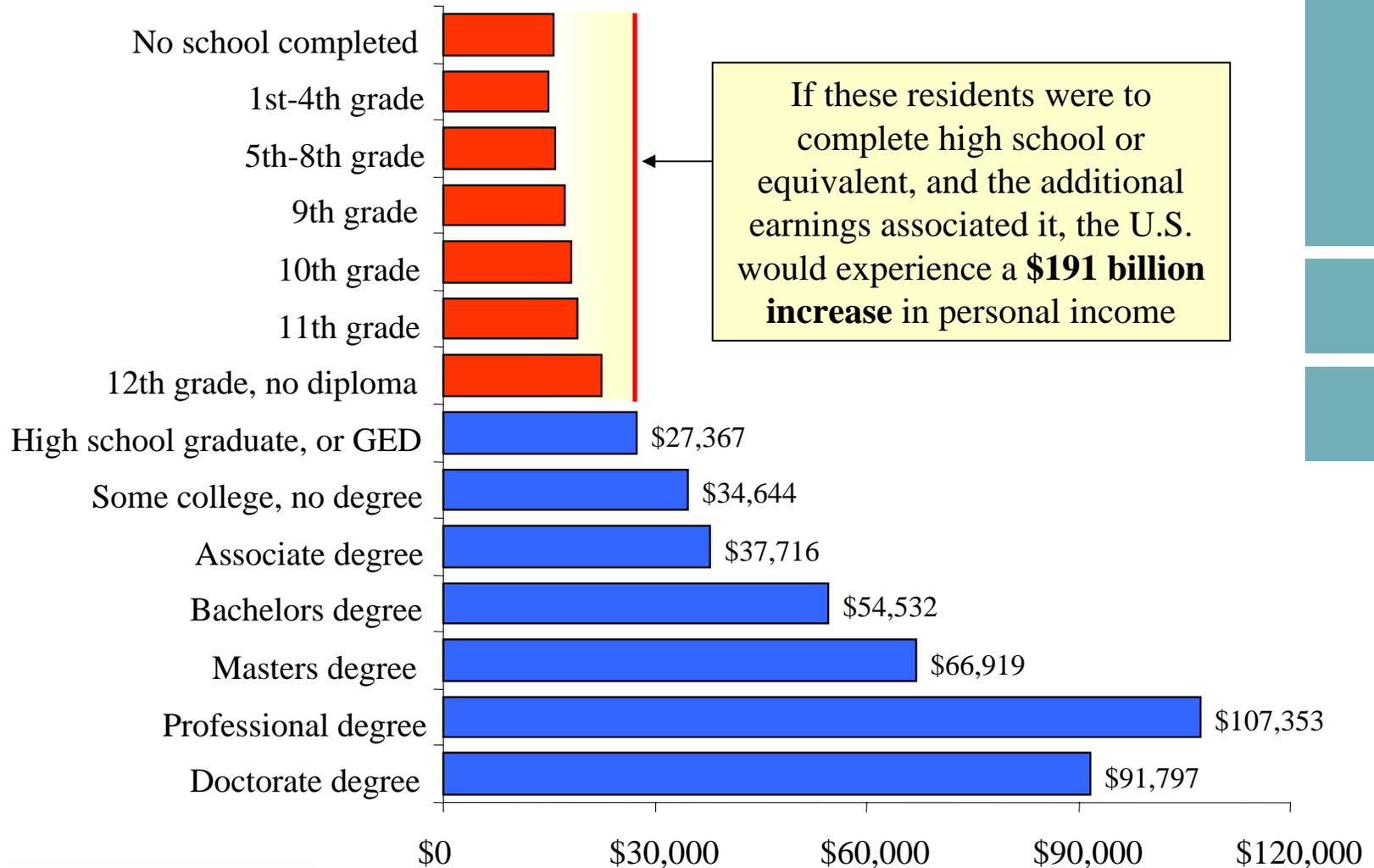
Maine's Challenge

- ▶ But of 847,268 working-age adults (18 to 64)....
 - 66.5 percent have not completed college (associate's degrees or higher). This is much higher than the national average.
Of these:
 - 180,302 have completed some college but no degree
 - 308,383 have completed just a high school diploma but have not entered college
 - 74,539 have not completed high school or equivalent

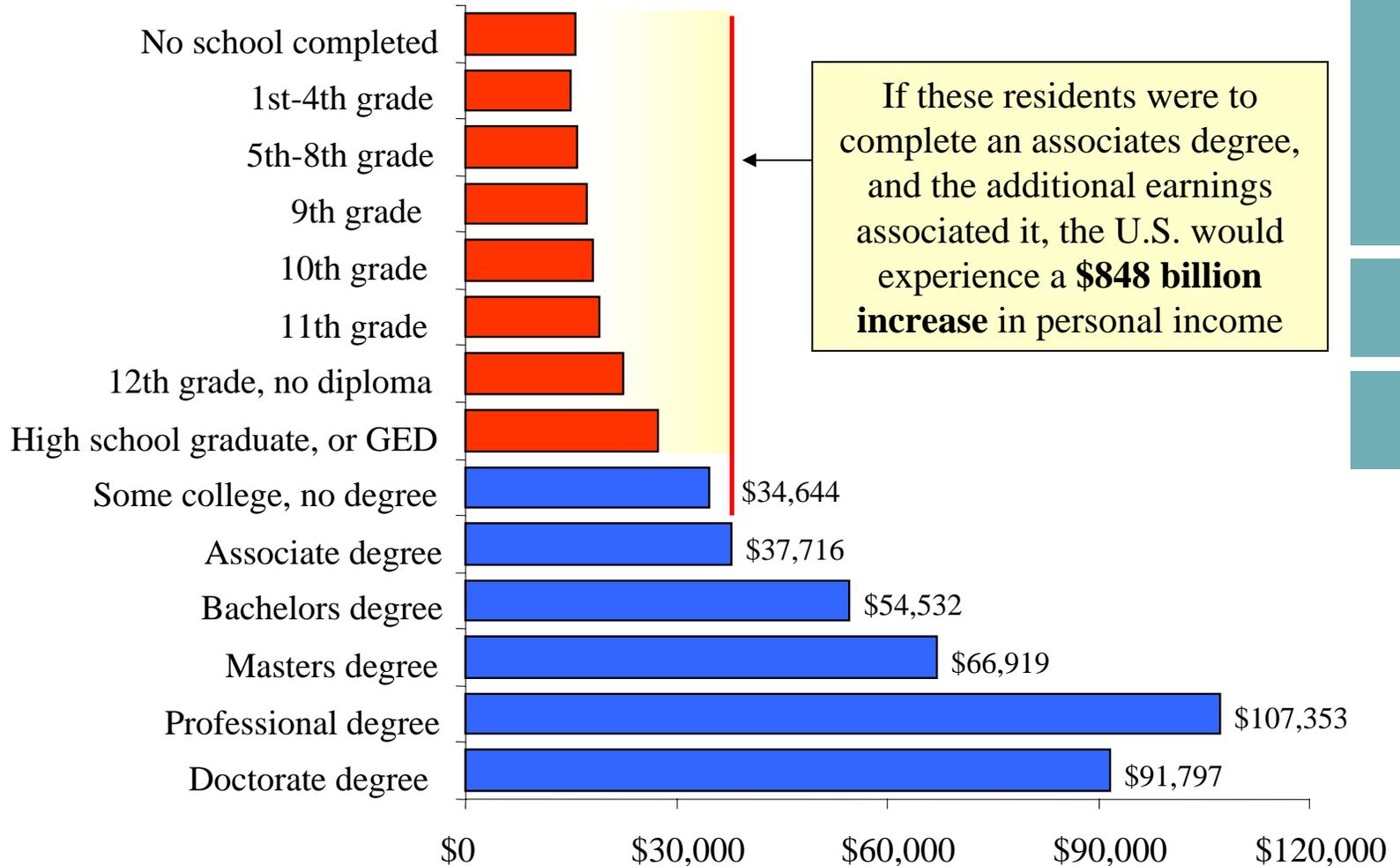
Potential Educational Attainment Issues for Maine Workforce

- ▶ Most educated group is group nearest retirement age
- ▶ Number of residents without a high school diploma or GED across all age groups
- ▶ Large number with only a high school diploma
- ▶ Greater number & proportion of high school dropouts in youngest age group

Average Personal Income of 25 to 64 Year Olds by Level of Education Completed, 2005



Average Personal Income of 25 to 64 Year Olds by Level of Education Completed, 2005



Addressing The Barriers to Adult Participation

- ▷ Address Lack of Affordability
- ▷ Address Access to Career Counseling and Career Navigation
- ▷ Integrate Adult Education and Occupational/Technical Programs, and Provide Intensive Support Services
- ▷ Expand use of on-line and blended programs to address time barrier

Oregon Career Pathways



Arkansas Career Pathways

➤ Arkansas Career Pathway Initiative

- Statewide effort at two-year colleges
- Partners:
 - SEARK College
 - Southern Good Faith Fund
 - AK Association of Two-Year Colleges
 - AK Adult Education Program
 - AK Department of Higher Education
 - AK Transitional Employment Assist. Board
- \$11 million per year (TANF \$)
- 2006: Rolled out in five sites with an enrollment of 2,200
- 2008: All 22 of Arkansas's 2-year colleges participating with enrollment approaching 10,000



Arkansas Career Pathways

- Mapped pathways of noncredit and credit programs tied to targeted high-demand occupations
- Connects and merges developmental education with credentialed training
- Bridge program for students with very low academic skills
- Fast Track Developmental Education Program to college-ready
- Intensive student support services: dedicated counselors, vouchers for transportation and childcare

Sustainability Solutions

- ▷ Explore TANF and other federal sources of support, ala Arkansas
- ▷ Introduce State Incentives for Career Pathways programs
- ▷ Promote expansion of employer tuition assistance to cover costs of adult education and integrated programs with occupational education
- ▷ Promote pre-paid tuition assistance programs, with an emphasis on basic skills, among employers
- ▷ Investigate and promote new financing strategies such as Lifelong Learning Accounts

Expand tuition assistance programs to cover adult basic education

- ▶ Use R-O-I data to show benefits to employers of investing in expansion of tuition assistance program to cover basic skills
- ▶ Encourage employers to switch to pre-payment of tuition costs, through vouchers or letters of credit

Encourage Employer Co-Investment in Lifelong Learning

- **Lifelong Learning Accounts (LiLAs) :**
Employer-matched, portable individual accounts to finance employee education and training
 - Sponsored by Employer
 - Employer Matched
 - Optional 3rd Party Matches
 - Portable (Employee Owned)
 - Universal
 - Voluntary Participation
 - Broad Use of Funds
 - Career & Education Advising

Advancing the Agenda for Adult Learning and Career Pathways

- Step 1: Conduct thorough analysis of the skills and knowledge needed in the careers and jobs within the dominant industry sectors in this state
- Use data to build partnerships with employers
- Use data to convince policymakers that career pathways are linked to economic competitiveness

Advancing the Agenda for Adult Learning and Career Pathways

- Step 2: Convene high level and diverse set of leaders in the state to consider data from industry, data on the skill levels of Maine's workforce, policy and program gaps, and needed actions
 - State policymakers
 - Business, industry and labor leaders
 - State agency leaders
 - Community college and university leaders
 - Adult education leaders
 - Workforce system leaders

Advancing the Agenda for Adult Learning and Career Pathways

➤ Step 3: Use Incentive Funding to Implement Plan of Action

- Consider where state policy must change or new legislation must be introduced
- Consider what can be implemented under current law and regulation
- Create a legislative agenda if necessary
- Allocate incentive funding for career pathways programs
- Create milestones and measuring tools to determine success
- Publicize results

CAEL Stands Ready to Help

Pamela Tate, President and CEO

Council for Adult and Experiential
Learning (CAEL)

312.499.2681
ptate@cael.org

