PATHWAYS 101:
What can Pathways Tennessee do for our state?

Foundational Presentation
2015
AGENDA

• Pathways to Prosperity Overview
• Challenge: Tennessee and National Data
• Solution: State Initiatives & Efforts
• Driving Change: Pathways Tennessee Framework
Pathways to Prosperity: JFF and Reports

*Pathways to Prosperity* report, February 2011
- William Symonds, Robert Schwartz & Ronald Ferguson
- Harvard Graduate School of Education
- Widely acclaimed nationally and globally

April 2012: TN invited to submit Letter of Interest

June 2012: TN joined Pathways to Prosperity Network

- Highlights state initiatives and lessons from the field

July 2014: *Creating Pathways to Prosperity: A Blueprint for Action, 2014*
- Aims to serve as a resource with examples of regional and state programming

Pathways Network States Include:
- Arizona
- California
- Delaware
- Georgia
- Illinois
- Massachusetts
- Missouri
- New York
- Ohio
- Tennessee

http://www.jff.org/publications?tags=7
The Challenge

**1.3 million** students drop out of high school each year.

**Less than half** of all college students earn a credential within six years.

The **most common pathway to a career**—a high school diploma and a four-year college degree—is **not effective for all**.

**If we fail** to expand the ways we prepare youth for postsecondary education and the workforce, their **quality of life will suffer**, our society will **lose out on their potential contributions**, and the **costs to our economy will be severe**.

**Success in the new economy requires more than a high school diploma**, it demands a postsecondary credential **and** relevant **workplace skills**.
In Tennessee...

By educational attainment: 65 percent of current/future job openings will require some level of postsecondary education.

However

- 42nd nationally in terms of working adults with at least a two-year degree.
- Less than 60 percent of high school graduates in the state go on to a postsecondary education.
- Without additional strategies in place, only 39 percent of Tennesseans will have a postsecondary credential by 2025.

• TN is behind the SREB and US in postsecondary degree holders

• Only 7.1% of adults in TN have received an Associate’s degree

• Degree attainment has been steadily, if slowly, increasing over the last 5 years
Timely degree attainment is also important. Only 26.2% of TN students in 2-year degree programs complete a credential in 3 years. Students need clear paths not only to, but through postsecondary and into the workforce.
Industry Climate
Tennessee has strong Advanced Manufacturing, Health and Information Technology Sectors

Tennessee’s manufacturing industry is healthy and growing. New manufacturing jobs are being created every year as industries continually locate and expand plants in the state.

Manufacturing Industry Health Measurements Include:

• Share of total income earned by manufacturing employees
• Wage premium paid to manufacturing workers relative to other employees in the state
• Share of manufacturing employment per capita

But Tennessee lacks the skilled workforce for these high wage opportunities hindering both companies and communities

*Tennessee’s base of human capital is in need of improvement. The manufacturing industry health is greater than the human capital available, resulting in a skills gap.*

**Human Capital Measurements Include:**

- educational attainment at the high school and collegiate level
- the first-year retention rate of adults in community and technical colleges
- number of associates degrees awarded annually on a per capita basis
- share of adults enrolled in adult basic education

Earnings and Unemployment by Educational Attainment

Earnings and unemployment rates by educational attainment

<table>
<thead>
<tr>
<th>Unemployment rate in 2013 (%)</th>
<th>Median weekly earnings in 2013 ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.2  Doctoral degree</td>
<td>$1,623</td>
</tr>
<tr>
<td>2.3  Professional degree</td>
<td>$1,714</td>
</tr>
<tr>
<td>3.4  Master's degree</td>
<td>$1,329</td>
</tr>
<tr>
<td>4.0  Bachelor's degree</td>
<td>$1,108</td>
</tr>
<tr>
<td>5.4  Associate's degree</td>
<td>$777</td>
</tr>
<tr>
<td>7.0  Some college, no degree</td>
<td>$727</td>
</tr>
<tr>
<td>7.5  High school diploma</td>
<td>$651</td>
</tr>
<tr>
<td>11.0 Less than a high school diploma</td>
<td>$472</td>
</tr>
</tbody>
</table>

8.5%

If 35% of Americans have an A.A. or higher...

Then 65% of Americans compete for jobs in this range

Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
What does this data show?

• Students are spending time and money not completing programs that put them into gainful employment
• We have not focused on wrap around services for adult learners
• We have failed to adequately support student transitions to various postsecondary options
• There is a disconnect between educational preparation and industry growth and needs
Addressing the issues:
State completion goals and initiatives

**Drive to 55**: Governor Haslam’s mission to get 55 percent of Tennesseans equipped with a college degree or certificate by the year 2025

**Tennessee Promise**: A scholarship and mentoring program beginning in the fall of 2015 that will provide students a last-dollar scholarship that may be used at any state institution offering an associate’s degree program

**Tennessee Reconnect**: Adults will be able to attend and earn a certificate at any of our 27 Tennessee Colleges of Applied Technology (TCATs) completely free of tuition and fees

**Tennessee LEAP (Labor Education Alignment Program)**: Help eliminate skills gaps across TN in a proactive, data-driven, and coordinated manner by encouraging collaboration across education and industry, utilizing regional workforce data to identify and then fill skills gaps

**Workforce 360**: Designed to create a statewide, systematic approach to identify workforce gaps and streamline solution processes across Tennessee by utilizing state department communication, interaction, and resources
“Making education more relevant to today’s marketplace is critical to our state attracting the jobs of the future, and initiatives like Pathways match the skills employers need to the education and training our students receive, helping us provide the workforce the job market demands.”

– Governor Haslam, 2014 Pathways to Prosperity National Convening
The Vehicle for Change: Pathways Tennessee

**Overall Goal**

To provide Tennessee students in grades 7th-14th/16th access to rigorous academic/career pathways, which are interlinked with local, regional, and state economic/labor market needs and trends in order to develop and promote a workforce that is educated and skilled in their chosen fields.
★ = Pathways Region already online or are projected to come online in 2015.
Pathways TN is about changing culture and aligning priorities
Pathways Tennessee Structure

**State Planning Team**
- Department of Economic & Community Development
- Department of Education
- Department of Labor & Workforce Development
- Governor’s Office
- Tennessee Board of Regents System
- State Collaborative on Reforming Education (SCORE)
- Tennessee Business Roundtable
- Tennessee Higher Education Commission
- Tennessee State Board of Education
- Tennessee Independent Colleges and Universities Association

**Regional Leadership**
- Intermediary Organization
- Leadership Team/Council
- Work Teams
- Stakeholders determined by identified needs

**Regional/Super Regional Focuses**
- Data driven decision making (Asset Mapping)
- Stakeholders commit to shared priorities
- Grade 7-14/16 Pathways
- Regional Plans with accountability measures
- Approach from “both end points” of Pathway

**Timeline**
- Tennessee joined PTP Network *June 2012*
- Program Director hired *November 2012*
- State Planning Team *November 2012*
- Pathways TN Strategic Plan *June 2013*
Pathways Tennessee Structure

- Pathways TN Program Director
  - State Planning Team
    - Core Team
      - Regional Intermediary
        - Regional Leadership Team/Council
          - Regional Leadership Team/Council
        - Regional Intermediary
Success is: highly educated, highly employable Tennesseans with abundant career opportunities.

**Initiative Outcomes**

- Increase in postsecondary credential attainment in sectors with high growth/high need
- Accelerated employment with livable wages
- Decrease in skills gap
Pathways Tennessee Framework

1. Active industry involvement in student learning, starting in early grades

2. Strong integration of student supports, interventions, and counseling to address noncognitive factors

3. Utilization of (a) Early Warning Indicators and (b) Remediation Strategies

4. “Bank” postsecondary credits and/or industry certifications in high school

5. Seamless transition from secondary to postsecondary

6. Have multiple student entry and exit points for grades 13-16

7. Qualified workforce with regional/state relevance

WORKFORCE POOL

Middle School

High School

Technology College (Industry Certification)

Community College (A.A./A.S)

University or College (B.A./B.S.)
What can a pathway look like in a specific field?

**RELEVANT**
- Work-Based Learning (Grades 7-14)
- Early Postsecondary Opportunities (Grades 9-12)
- Career Awareness (Grades 7-14)
- Stackable Credentials (Grades 9+)

**Middle School**
- Career Exploration

**High School**
- Mechatronics POS w/ Capstone Practicum

**University or College**
- Mechatronics Engineer (B.A./B.S)

**Community College**
- Mechanical Engineering Technician ($50,660)

**Technology College**
- CNC Operator ($35,580)

**WORKFORCE POOL**

**SUSTAINABLE**
- Secondary/Postsecondary Alignment
- Industry Engagement
- Community Involvement
Alignment of effort is crucial across the multiple institutions. Identifying common goals and roles for each partner will be imperative for an effective pathway.
Partnerships are necessary for long term success

**Secondary Schools** provide students with **career awareness education** and avenues for **career exploration** through varied programs of study. These programs of study align with local postsecondary degree programs, labor market needs, and encourage student participation in on-the-job experiences.

**Businesses** determine **labor market needs** and partner with schools to develop programs of study according to those needs. They also host students in **work-based learning experiences** and support early career training.

**Postsecondary Institutions** utilize local labor market analyses to **direct degree offerings** and partner with secondary schools to **align curricula**. Additionally, they provide **clear entry and exit points** through postsecondary education at multiple degree levels.
So... What’s Next?

• Convene stakeholders, discuss the issues, commit to a culture change
• Gather and review data, identify commonalities between stakeholders
• Create a unified regional plan
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www.PATHWAYSTN.ORG