Alamo Colleges I-BEST
No Ordinary Pathway: Understanding the Unique Student Journey
INTRODUCTIONS TO THE PROGRAM AND ITS STAKEHOLDERS
By 2020, at least 60% of jobs in Texas will require a career certificate or college degree...

(Tarrant County Workforce Solutions, 2013)
OUR HIGHER EDUCATION CHALLENGE

Altogther, only 7% of Adult Education population transition to postsecondary education (THECB, 2010)

Only 11% of lower level DE students in three years entered college credit at Alamo in 2010
OUR SOLUTION
ALAMO I-BEST
Integrated Basic Education & Skills Training
Moving students Further, Faster... Finished!
Typical Student Characteristics

• Female
• Age 36
• Hispanic
• 6th Grade Reading level
I-BEST students have been found significantly more likely to:

- Improve basic skills
- Earn college credits
- Earn occupational college
- Connects to career pathway

“Increase earning power by up to $7,000 annually”

(Jenkins, 2008)

(Zeidenberg, Cho, & Jenkins, 2010)
NATIONAL FINDINGS - WHY I-BEST WORKS?

(NCWE, 2014, WSBCTC, 2014)

• Accelerated
• Contextualized
• Provides holistic wrap-around services
• Leads to high demand occupations
THE ALAMO COLLEGES I-BEST MODEL
I-BEST Solutions designed to align to:

- Pathways to Demand Occupations
- Align to college I-BEST Pathways
- Contextualized Student and Academic Support
- High Completion Rates
- High Placement Rates
- State Leadership - IBEST Mentor College & Program
WSA is newly responsible for integrating AEL and WIOA as part of WSA Annual Plan.

Provides Labor Market information

Assists with recruitment, placement, and employer engagement

State AEL Leadership Role
ALIGN DEMAND OCCUPATION PATHWAYS TO WORKFORCE SOLUTIONS ALAMO TARGET OCCUPATIONS:

Distribution of Level 1 Certificate Completions as of 8/14

- Supply Chain Specialist: 27%
- Nursing Assistant: 14%
- Medical Assistant: 18%
- Pharmacy Technician: 1%
- Community Health Worker: 3%
- Construction Trades: 6%
- Health Information Specialist: 13%
- Weatherization/Solarization: 6%
- Information Technology: 9%
- Apartment/Building Maintenance: 2%
- Dental Assisting: 1%
- Distribution: 1%
Recruitment Sources

- Alamo College Outreach: 79%
- Community Referral: 21%
Recruitment

Holistic Assessment

THE ALAMO COLLEGES I-BEST MODEL
HOLISTIC NEEDS ASSESSMENT

- Basic Skills/English Language Skills
- Career Interest and Aptitude Personality Profiles
- Assessment of Barriers and Support Systems
- Goal Setting
Blended & Contextualized Learning

**Blended Learning** - using distance learning tools in and out of the classroom.

**Contextualized Instruction**, is defined as a "diverse family of instructional strategies designed to more seamlessly link the learning of foundational skills and academic or occupational content by focusing teaching and learning squarely on concrete applications in a specific context that is of interest to the student" (Mazzeo, 2008, p. 3; see also Medrich, Calderon, & Hoachlander, 2003).
THE ALAMO COLLEGES I-BEST MODEL
CAREER EASE IS
COLLEGE AND CAREER PREP

PATHWAY

Integrated Reading / Writing & Math

Career Awareness

Computer Skills

College Knowledge

Professional Portfolio
Recruitment

Holistic Assessment

College Pathway Training w/ Support Classes

College And Career Prep

THE ALAMO COLLEGES I-BEST MODEL
CREATING A CAREER PATHWAY

- Map out Credit Articulation and Determine Next Step Educational Options
- Locate Job Internships & Apprenticeships, Job Placement Processes, etc.
- Determine Local CE Training Availability & Costs
- Determine Possible Financial Supports (FASFA/Employer/Grant/Institution)
- Work with Workforce, College, & Local Industry to select Local High-Demand “Best Bet” Occupations

Sample Career Ladder in Sterile Processing

(Jobs for the Future, 2014)
CAREER PATHWAYS FOR HEALTH

Health-Infused College and Career Prep

Short-term non-credit

Nurse Aide for Health (CNA)
16 weeks, non-credit
$11.21/hr.

Enter Employment

Must pass college readiness exam

Transfer to 4 year school for related fields

AAS Nursing & Allied Health Programs

Medical Assisting
1.5-2 yrs. $12.84/hr.

Dental Assisting
2 yrs. $14.61/hr.

Dental Lab Technician
1.5-2 yrs. $14-21.85/hr.

Community Health Worker
1 yr. $10.31-18.98/hr.

Pharmacy Technician
1.5-2 yrs. $14.07/hr.

Health Information Specialist
1.5-2 yrs. $11.64/hr.

Longer Term Level 1 Certificates

Enter Employment
## Certificates for Career Pathways

<table>
<thead>
<tr>
<th>Certificate Names</th>
<th>Type</th>
<th>Program Location</th>
<th>Program Length</th>
<th>Avg. Entry-Level Wage*</th>
<th>Pell/ATB Eligible?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse Aide for Health (CNA)</td>
<td>CE (Cert.)</td>
<td>Alamo Continuing Ed. District</td>
<td>10-16 Weeks</td>
<td>$11.21</td>
<td>No/Yes</td>
</tr>
<tr>
<td>Medical Assisting</td>
<td>Level 1 (Credit)</td>
<td>San Antonio College</td>
<td>1 1/2 - 2 years</td>
<td>$12.84</td>
<td>Yes/Yes</td>
</tr>
<tr>
<td>Dental Assisting</td>
<td>Level 1 (Credit)</td>
<td>San Antonio College</td>
<td>2 years</td>
<td>$14.61</td>
<td>Yes/Yes</td>
</tr>
<tr>
<td>Dental Lab Technician</td>
<td>Level 1 (Credit)</td>
<td>San Antonio College</td>
<td>1 1/2 - 2 years</td>
<td>$14 - $21.85</td>
<td>Yes/Yes</td>
</tr>
<tr>
<td>Community Health Worker</td>
<td>Level 1 (Credit)</td>
<td>Northwest Vista College</td>
<td>1 year</td>
<td>$10.31 - $18.98</td>
<td>Yes/Yes</td>
</tr>
<tr>
<td>Pharmacy Technician</td>
<td>Level 1 (Credit)</td>
<td>Northwest Vista College</td>
<td>1 1/2 - 2 Years</td>
<td>$14.07</td>
<td>Yes/Yes</td>
</tr>
<tr>
<td>Health Information Specialist</td>
<td>Level 1 (Credit)</td>
<td>St. Philip's College</td>
<td>1 1/2 - 2 Years</td>
<td>$11.64</td>
<td>Yes/Yes</td>
</tr>
<tr>
<td>Apartment and Building Maintenance Helper</td>
<td>CE (Cert.)</td>
<td>St. Philip's College Southwest Campus</td>
<td>6 months</td>
<td>$13.11</td>
<td>No/Yes</td>
</tr>
<tr>
<td>Information Technology (Support Help Desk)</td>
<td>Level 1 (Credit)</td>
<td>St. Philip’s College/Corporate College</td>
<td>1 1/2 - 2 Years</td>
<td>$20.23</td>
<td>Yes/Yes</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>Level 1 (Credit)</td>
<td>Palo Alto College</td>
<td>1 1/2 - 2 Years</td>
<td>$14.20</td>
<td>No/Yes</td>
</tr>
<tr>
<td>Logistics/Supply Chain</td>
<td>Level 1 (Credit)</td>
<td>Palo Alto College</td>
<td>6 months</td>
<td>$10-15</td>
<td>Yes/Yes</td>
</tr>
</tbody>
</table>
College Training with Support

College Technical Coursework

Basic Academic Skills Support Class

CE hours can be articulated to college credits for 9 of the 11 programs offered.

35% 65%

CE Credit

Basic Skills
Contextualized Instruction
Team Teaching
CE Aligned Curriculum
THE ALAMO COLLEGES I-BEST MODEL
Wrap-around support through the entire process is key to student success!

**THE ALAMO COLLEGES I-BEST MODEL**
IMPACT – 75% PLACEMENT MEETING INDUSTRY NEEDS

Job Placements for Alamo I-BEST Graduates, Past & Projected

- 238 graduates placed from 10/2010 to 8/2014
- Projected placements for 2015: 430
- Projected placements for 2016: 770
- Projected placements for 2020: 2,542

2,542 graduates placed from 10/2010 to 8/2014
WIN – WIN Partnerships

Workplace Literacy Effort
University Health Care Systems and Adult Education & Literacy Partnership
Workforce Solutions Alamo Partnership with Business and Education

University Health System
Innovative Employer Partnerships
Partners Across Time
Alamo Colleges and University Health System

Partnership began in 2004
Many Successes

Formula for Success:
- Ask
- Tailor
- Deliver
- Sustain/Support Student Success
“Sure, I’m more than grateful to belong to this health system, which opened the door for me to come to this country, live here in America since 2010 and from that year who come to live here to this country work for the university hospital, which has given me many opportunities to growth, such as the have learned a little English, having obtained my GED, having had many seminars commensurate with the work they perform in those positions, support for having studied nursing assistant, and there are so many opportunities and the benefit of the university system have received. I am grateful to God and the hospital to this day. Thank University Hospital for opening so many doors.”
Ruth’s Alamo I-BEST Story

Alamo I-BEST Contextualized ESL (Health)

Medical Assisting Certificate

Medical Assisting Associate of Applied Science

Bachelors of Science Nursing

Master’s Degree in Nursing

Impact on our students
RESULTS & IMPACT OF ALAMO I-BEST
Integrated Basic Education & Skills Training
RESULTS - CUMULATIVE PERFORMANCE AS OF 8/14v

- **595** assessed & accepted
- **577** enrolled in College & Career Prep (97%)
- **548** enrolled in College Technical Training (95%)
- **496** have completed OR are persisting (90.5%)
- **341** Completers
- **155** Persisting
- **238** Verified as Employed (75%)
RESULTS - CUMULATIVE PERFORMANCE AS OF 8/15

- 675 Completers
- 249 Persisting
- 506 Verified as Employed (75%)

- 1006 assess and are accepted
- 763 enroll in College & Career Prep (96%)
- 750 enroll in College Technical Training (96%)
- 675 Complete OR persist (90%)
I-BEST for all most at-risk at Alamo Colleges

RESULTS - CUMULATIVE PERFORMANCE AS OF 8/16

- 1427 Completers
- 440 Persisting
- 1070 Verified as Employed (75%)

1835 assess and are accepted

1585 enrolled College Technical Training (90%)

1762 enroll in College & Career Prep (96%)

1427 complete OR persist (90%)
Projected RESULTS - CUMULATIVE PERFORMANCE AS OF 8/20

I-BEST for all most at-risk at Alamo Colleges

- **5611** enroll in College & Career Prep (96%)
- **5387** enroll in College Technical Training (96%)
- **4848** complete OR persist (90%)
- **5845** assess and are accepted

- **3390** Completers
- **1452** Persisting
- **2542** Verified as Employed (75%)
IMPACT - STUDENTS ARE GRADUATING FROM COLLEGE

Students with low academic skills are succeeding in high-demand training

**College & Career Prep**
- Fall 2015 – 581 enrolled
- Spring 2015 enrolled – 248

**College Training w/Support**
- Spring 2015 Projected – 285

**Cumulative Completions, Past and Projected**

<table>
<thead>
<tr>
<th>Year</th>
<th>Fall 2010 – Sum 2014</th>
<th>2015 – Sum 2015</th>
<th>2016 Projected</th>
<th>2020 Projected</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>341</td>
<td>675</td>
<td>1427</td>
<td>3390</td>
</tr>
</tbody>
</table>

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IMPACT - ALAMO I-BEST STATEWIDE MENTOR

Replicable Model

Enrollees

203 Students
12/14

Alamo I-BEST

Laredo
Victoria
SWTJC
Coastal Bend

Counts in the Eagle Ford Shale Play

Maverick
Zavala
Frio
Atascosa
Karnes City
Wilson
Dimmit
Le Salle
McMullen
Live Oak
Bee
Carrizo Springs
Laredo
Eagle Pass
Webb
Beauregard
Corpus Christi
Bexar
Victoria
Cuero
Uvalde
35
14
81
73

Enrollees
IMPACT - ALAMO I-BEST SOLUTION IN NATIONAL NEWS
HIGHER COST NEEDS BRAIDED AND MULTIPLE FUNDING

• **Phase 1**: DOL and THECB funding at WETC

• **Phase 2**: DOL funding replaced by alternate funding sources (TWC Adult Basic Education funds). Current funding includes ATX, AARP (50+) Workforce, DARS & FAFSA fund qualifying students.

• **Phase 3**: All Phase 2 funding plus additional ATX-TWC funds and TWC Adult Completion Skills Initiative (TACSI), Distance Learning funding. Focus on Institutional funds.
LESSONS LEARNED

Strong Partnerships
Braided Funding
Legislative Involvement
Innovation
## NEED PUBLIC ALLIANCES & PARTNERSHIPS

<table>
<thead>
<tr>
<th>Supportive &amp; Employment Services</th>
<th>Educational Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alamo Area Council of Governments (Workforce Solutions Alamo One-Stop Operator)</td>
<td>Alamo Adult Education &amp; Literacy Consortium</td>
</tr>
<tr>
<td>Department of Assistive &amp; Rehabilitative Services</td>
<td>Local Independent School Districts &amp; Education Service Center- 20</td>
</tr>
<tr>
<td>Career Finders (Private DARS Vendor)</td>
<td>Dynamic solutions</td>
</tr>
<tr>
<td>Haven for Hope (CBO)</td>
<td>George Gervin Youth Center</td>
</tr>
<tr>
<td>Goodwill Industries (Private, No Profit)</td>
<td>San Antonio Youth- Works</td>
</tr>
<tr>
<td>Project QUEST (CBO)</td>
<td>San Antonio Housing Authority</td>
</tr>
<tr>
<td>Family Service Association (CBO)</td>
<td></td>
</tr>
</tbody>
</table>
Multiple Funding Sources Needed - BRAIDED

• multiple funding streams are initially separate, brought together to pay for more than any one stream can support, and then carefully pulled back apart to report to funders on how the money was spent
BRAIDED FUNDING IS DIFFICULT & REQUIRES HIGHLY SKILLED ADMINISTRATIVE TEAM AND SOPHISTICATED INFRASTRUCTURE

• Braided funding is often the only option
• requires careful tracking of staff time
• carefully designed to allow for sufficient reporting to ensure each funding stream is only paying for activities eligible under that stream
• Significant Professional Development and Training Investments
PARTICIPATION IN THE LEGISLATIVE PROCESS

• **Ability to Benefit:** “provides Pell Grant and student loan access to low-income students who lack a high school diploma or equivalent and who enroll in a career pathways program,” enabling them to receive student aid by passing an exam or successfully completing six credit hours (CLASP, 2014).

• **On May 18, 2013,** Governor Rick Perry signed Texas Senate Bill (SB) 307, 83rd Legislature, Regular Session (2013), which transferred responsibility for adult education from the Texas Education Agency to Texas Workforce Commission (TWC, 2015).

• President Barack Obama signed the **Workforce Innovation and Opportunity Act (WIOA)** into law on July 22, 2014
  - key improvements to the nation’s workforce and adult education development system
  - emphasizes the creation of career pathway programs
  - improved integration and coordination of education and training services (USDOL, 2014).
Programs Must Innovate

• New Recruitment Strategies
• Use of Technology in all facets of the program
• Flipped Classrooms
• Occupational CBT for Contextualization (Plato, Tablets for Career Navigation, Aztec)
• Career Navigators (College Advising, Career Navigation, and AEL)
• Employer Engagement
REFERENCES


