Career Pathways
Adult Education and Career Certification Programs in Indiana

Monica Markovich – Program Manager
Overview

• Workforce Development and Adult Education
• Gap analysis
• Regional Approach
• Bridging the Gap: Adult Education Career Pathways
• Career Certification Programs, Implementation, Microgrants
Workforce Development at a Glance

• One Stop (WorkOne) services include improving skills through Occupational Training
  • Services provided include: Career counseling; case management; delivery of assessments; skills evaluation; workshops/computer classes; resume development; career planning; occupational training; job attainment

• 12 Economic Growth Regions; 11 for delivery of adult education
  • 27 Full Service Centers; 65 Express Centers

• Newly designed Training Provider Policy:
  http://www.in.gov/dwd/2482.htm; www.in.dwd/intraining

• Newly established Customer Flow Policy:
  http://www.in.gov/dwd/2482.htm
Workforce Development and Adult Education

• DWD is the eligible agency for Adult Education effective April 1, 2011
• Focusing on increasing capacity, efficient delivery, and employment and retention
Comprehensive Regional Approach
Adult Education and Training Needs

Adults in Need of Adult Education and Training (Ages 18-64), 2006

- No High School Diploma: 256,112
- No College Education, Earning Less than a Living Wage: 226,029
- No College Education, Speak Little or No English: 8,861
- Total Target Population = 931,366

Source: Indiana Chamber of Commerce, 2008
IAACE 5/12-13/2011
Gap Analysis

- Target:
  - 500K+ adults without HS diploma/GED
  - 20K HS dropouts each year
- Limited delivery capacity in adult education
- Employer demand for middle skills attainment
- Need for integration among partners for comprehensive service delivery to clients
Bridging the Gap:

Adult Education Career Pathways

• A framework that connects adult education programs, occupational training programs, and often post secondary institutions.
  – Each step prepares students for the next level of work and education through contextualized learning and concurrent training.
  – Each credential in a pathway should build on the previous credential so that students who earn them are increasing both career and earning opportunities.
  – Credentials are industry recognized and achieved through the passage of a standardized skill assessment
Career Pathways in Indiana

• Focuses on long-term solutions with short-term objectives
• Offers a model that is both flexible and adaptable to local/regional needs
• Requires significant employer and community engagement
Career Certification Programs

• Focused on entry-level positions that are the first step in a career ladder
• Industry recognized certifications in growing occupations and industries
• Individuals must pass an objective, verified assessment prior to earning the certification
• Ideally, learners would earn the certifications concurrently to working toward their GED
## Example – Pharmacy Technician

### Career Pathway Scenarios – Pharmacy Technicians – DRAFT 6/28/10

<table>
<thead>
<tr>
<th>Enter System</th>
<th>Secondary/ABE</th>
<th>Career Pathway</th>
<th>Post-Secondary</th>
<th>Exit System</th>
</tr>
</thead>
<tbody>
<tr>
<td>CTE High School Student</td>
<td>2 years (9th and 10th grades)</td>
<td>- Complete 9th and 10th grades as normal following the CTE career pathways for health careers guidelines found at <a href="http://www.doe.in.gov/pathways/docs/OP-HS-Nursing-IW.doc">http://www.doe.in.gov/ pathways/docs/OP-HS-Nursing-IW.doc</a></td>
<td>1-2 years (If associate degree)</td>
<td>Find education related employment or pursue Ph.D.</td>
</tr>
<tr>
<td>ITA for WA Title I</td>
<td></td>
<td>- Complete ITA program</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unemployed</td>
<td></td>
<td>- Get a GED</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adult DW – 8th Grade Alian</td>
<td>6 months – 1 year***</td>
<td>- Accelerated ABE and remediation to prepare for GED (assumes 5 hours per week or more)</td>
<td>1-1.5 years</td>
<td>Optional</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Encourage high school diploma, education level allows him to complete any ABE</td>
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| Career pathway and individual activities | | | | Median wage information for the State of Indiana. Source: [http://careeronet.org](http://careeronet.org)

### Funding Source
- Estimate Timeline for completion – assumes high motivation and that education is continuous
- For adult DW – shortest timeline possible

### Color Key
- Green: Positive path
- Blue: Neutral path
- Red: Negative path

### Notes
- CTE: Career and Technical Education
- ABE: Adult Basic Education
- GED: General Educational Development
- ITA: Indiana Teacher Academy
Career Certification Programs

• Five industry clusters:
  – Healthcare
  – Information Technology
  – Business Technology
  – Advanced Manufacturing
  – Transportation, Distribution and Logistics
# Certification Framework: Healthcare

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Average Wages</th>
<th>Outlook LT / ST*</th>
<th>Certification</th>
<th>Prior Learning Credits at Ivy Tech**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Nurse Aid</td>
<td>$23,221</td>
<td>20.4% / 3.5%</td>
<td>Approved State Certification</td>
<td>HLHS 107 CNA Preparation</td>
</tr>
<tr>
<td>Pharmacy Technician</td>
<td>$26,726</td>
<td>28.0% / 3.7%</td>
<td>Certified Pharmacy Technician (CPhT)</td>
<td>PHAR 101 Pharm Tech I; PHAR 201 Pharm Tech II; PHAR 202 Pharmacy Technician Experiential Seminar</td>
</tr>
<tr>
<td>Emergency Medical Technician</td>
<td>$28,538</td>
<td>8.6% / 1.1%</td>
<td>State Certification</td>
<td>PARM 102 Emergency Medical Technician-Basic Training</td>
</tr>
<tr>
<td>Medical Coder</td>
<td>$29,000</td>
<td>20.5% / 3.0%</td>
<td>American Academy of Professional Coders - Certified Professional Coder (CPC)</td>
<td>MEAS 137 Medical Insurance &amp; Basic Coding w/ Computer Applications</td>
</tr>
</tbody>
</table>
## Certification Framework: IT

<table>
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<tr>
<td>Computer Support Specialist</td>
<td>$38,200</td>
<td>7.7% / 2.7%</td>
<td>COMP TIA A+</td>
<td>CINT 210 PC Technology Essentials; (requires passing A+ PC Essentials exam) CINT 211 IT Technician (requires passing A+ IT Technician exam)</td>
</tr>
<tr>
<td>Electronics Installers/ Repairers</td>
<td>$40,000</td>
<td>14.0% / 5.8%</td>
<td>Electronics Systems Professional (ESPA) Electronic Systems Technician (EST)</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Certification and Prior Learning Notes**
- **CINT 210 PC Technology Essentials:** Requires passing A+ PC Essentials exam.
- **CINT 211 IT Technician:** Requires passing A+ IT Technician exam.
- **IAACE 5/12-13/2011:** Reference or additional information.
# Certification Framework: Business

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<tr>
<td>Bookkeeper</td>
<td>$31,000</td>
<td>8.7% / 2.5%</td>
<td>American Institute of Professional Bookkeeping (AIPB) Bookkeeper</td>
<td>ACCT 101 Financial Accounting I; ACCT 106 Payroll Accounting</td>
</tr>
<tr>
<td>Tax Preparer</td>
<td>$29,677</td>
<td>3.0% / 3.1%</td>
<td>IRS Certification</td>
<td></td>
</tr>
<tr>
<td>Admin. Assistant</td>
<td>$28,985</td>
<td>3.0% / 1.6%</td>
<td>Internet and Computing Core Certification (IC3)</td>
<td>Not available at this time.</td>
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## Certification Framework: Advanced Manufacturing

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<td>Production Worker</td>
<td>$36,000</td>
<td>4.6% / 7.1%</td>
<td>Manufacturing Skills Standards Council (MSSC) – Certified Production Technician</td>
<td>ADMF 101 Key Principles of Advanced Manufacturing AND ADMF 102 Technology in Advanced Manufacturing</td>
</tr>
<tr>
<td>Entry Welder</td>
<td>$31,000</td>
<td>-2.7% / 2.4%</td>
<td>American Welding Society (AWS) – Sense Certification</td>
<td>WELD 209 Welding Certification</td>
</tr>
<tr>
<td>CNC Operator</td>
<td>$31,000</td>
<td>7.3% / 4.0%</td>
<td>National Institute for Metalworking Skills (NIMS) – CNC Operator Level 1</td>
<td>Not available at this time.</td>
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# Certification Framework: Transportation, Distribution, Logistics

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Implementation

• Each region is expected to implement a minimum of 5 career certification programs by September 6, 2011
• Consortia must submit an overall statement of purpose and fill out the implementation matrix for each certification program
Implementation

• Required elements of the implementation matrix:
  – Program Design
  – Curriculum and Instruction
  – Implementation Strategy
  – Employer Partnerships
  – Supportive Services
  – Accountability
  – Sustainability
  – Recommended Pathway Continuation
Microgrants

• Funding availability for program development
• Up to $12,000 per certification program, per consortia
• Applications for microgrants must be submitted through the consortium
• Required deliverables: cover page, statement of purpose, budget narrative, and budget worksheet
• Eligible applicants:
  – Teachers, adult education administrators, post-secondary faculty or administrators, nonprofits, workforce development personnel or administrators, or some collaboration thereof.

IAACE 5/12-13/2011
Microgrants

• Eligible Costs:
  – Stipends for curriculum development (up to $1,000 per individual)
  – Instructor salary (up to $2,500 per instructor)
  – Materials or small equipment
  – Administrative overhead such as facilities or equipment rental
Contact Information

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