



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

June 2014: *The Pathways to Prosperity Network: A State Progress Report, 2012-2014*

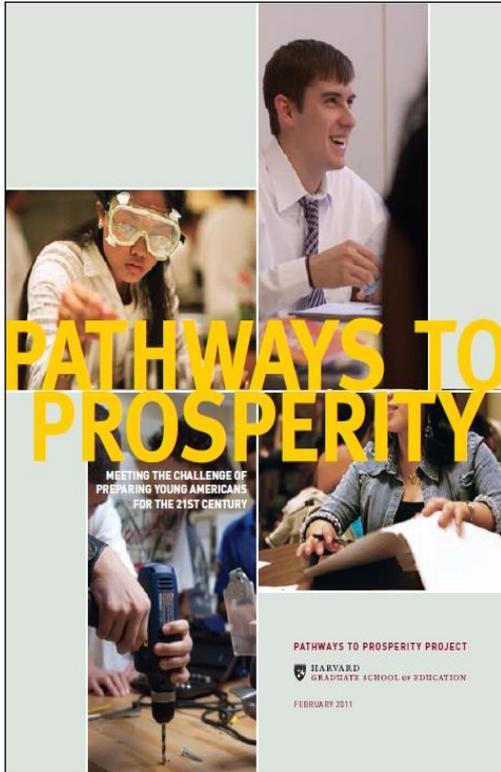
- Highlights state initiatives and lessons from the field

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.





Education Climate

In Tennessee...

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

However

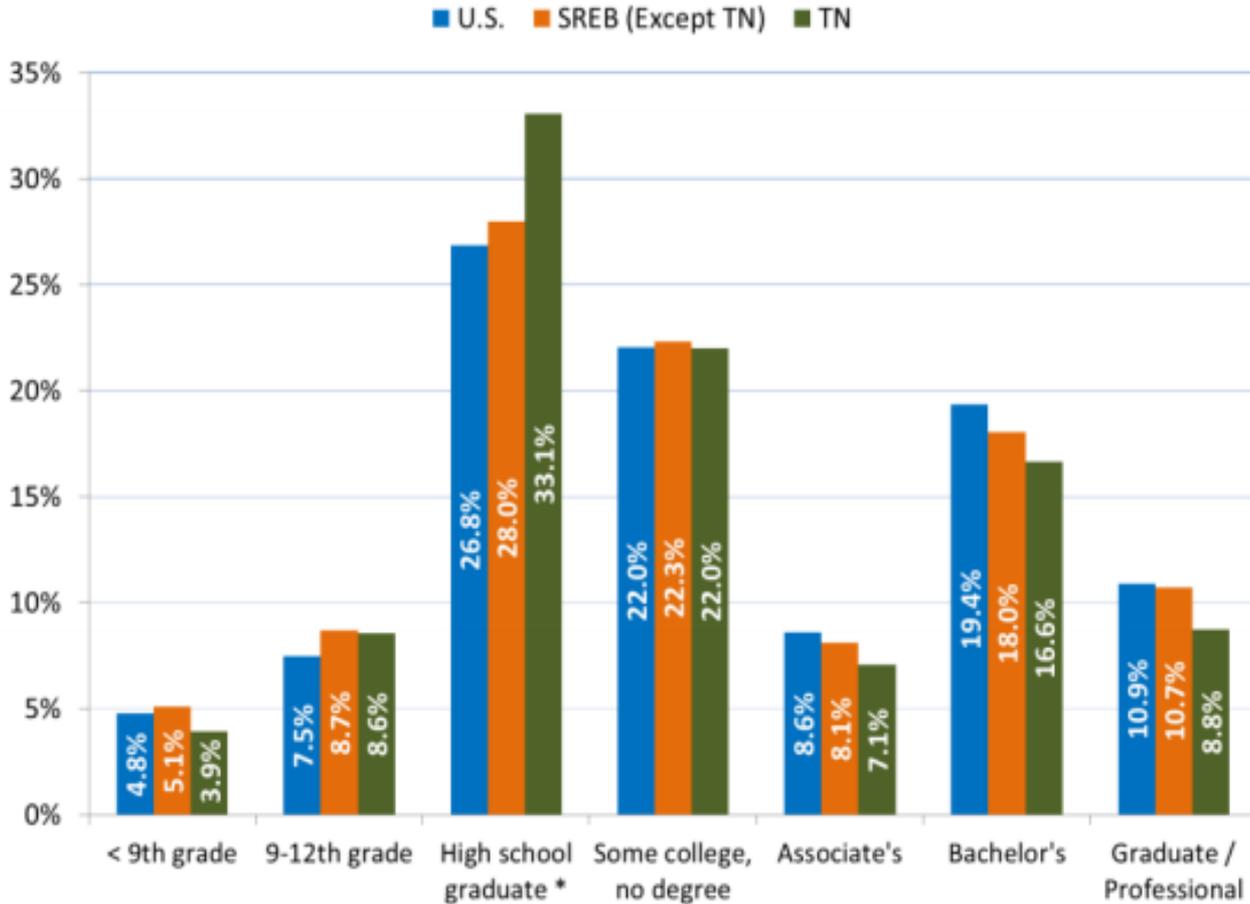
- **42nd** nationally in terms of working adults with at least a two-year degree.
- **Less than 60 percent** of high school graduates in the state go on to a postsecondary education.
- Without additional strategies in place, **only 39 percent** of Tennesseans will have a postsecondary credential by 2025.

Source <http://www9.georgetown.edu/grad/gppi/hpi/cew/pdfs/tennessee.pdf>



Educational Attainment

1.2. Educational Attainment of Population Age 25-64: U.S., SREB states, and Tennessee (2012)



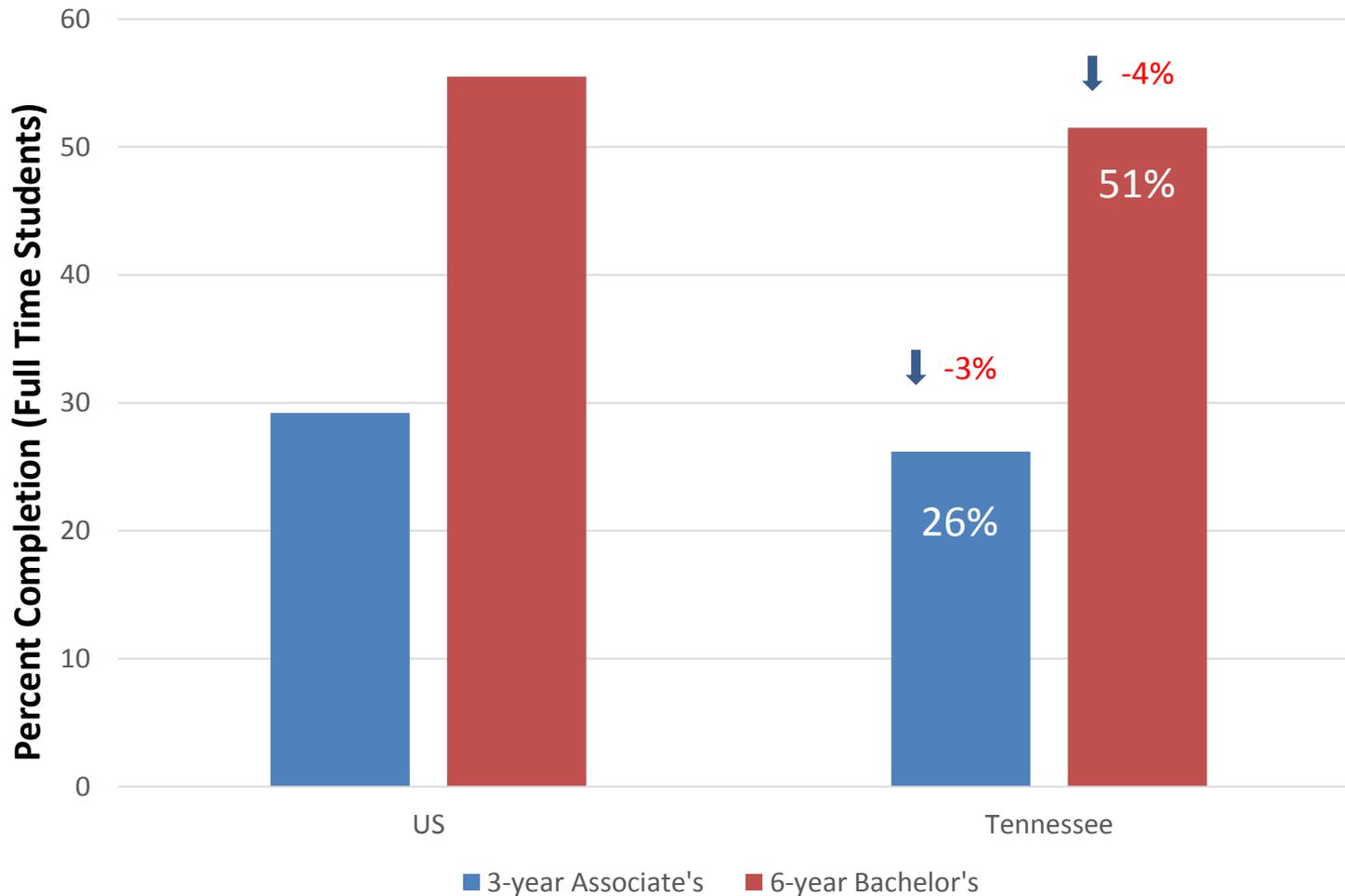
* Includes equivalency.

Source: 2012 American Community Survey

- 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



Educational Climate: On-Time Graduation Rates in US/TN



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.

Source: NCES IPEDS Survey, 2010

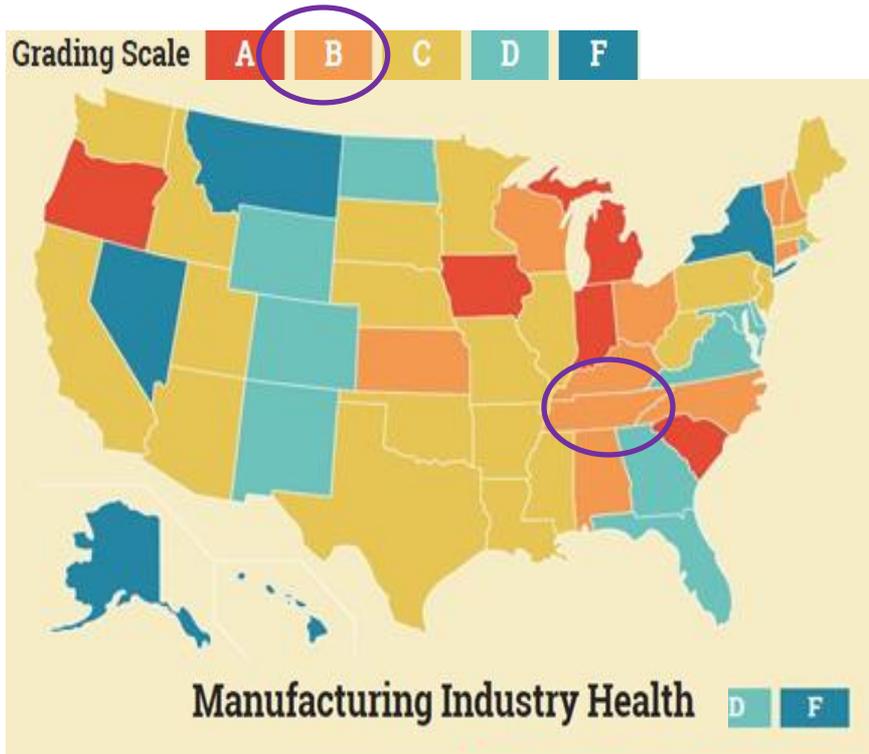




Industry Climate

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

Source: 2014 Manufacturing and Logistics Report <http://projects.cberdata.org/reports/Conexus2014-US.pdf>

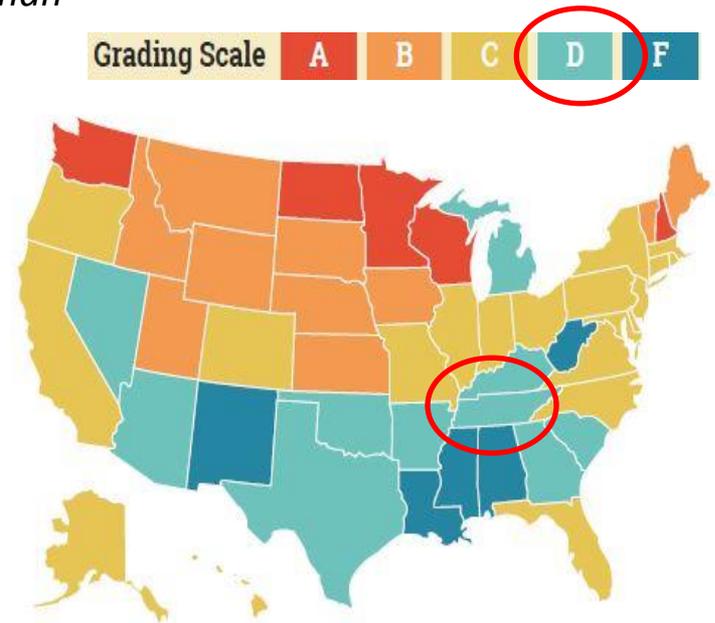


But Tennessee lacks the skilled workforce for these high wage opportunities hindering both companies and communities

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



Human Capital

Source: 2014 Manufacturing and Logistics Report <http://projects.cberdata.org/reports/Conexus2014-US.pdf>

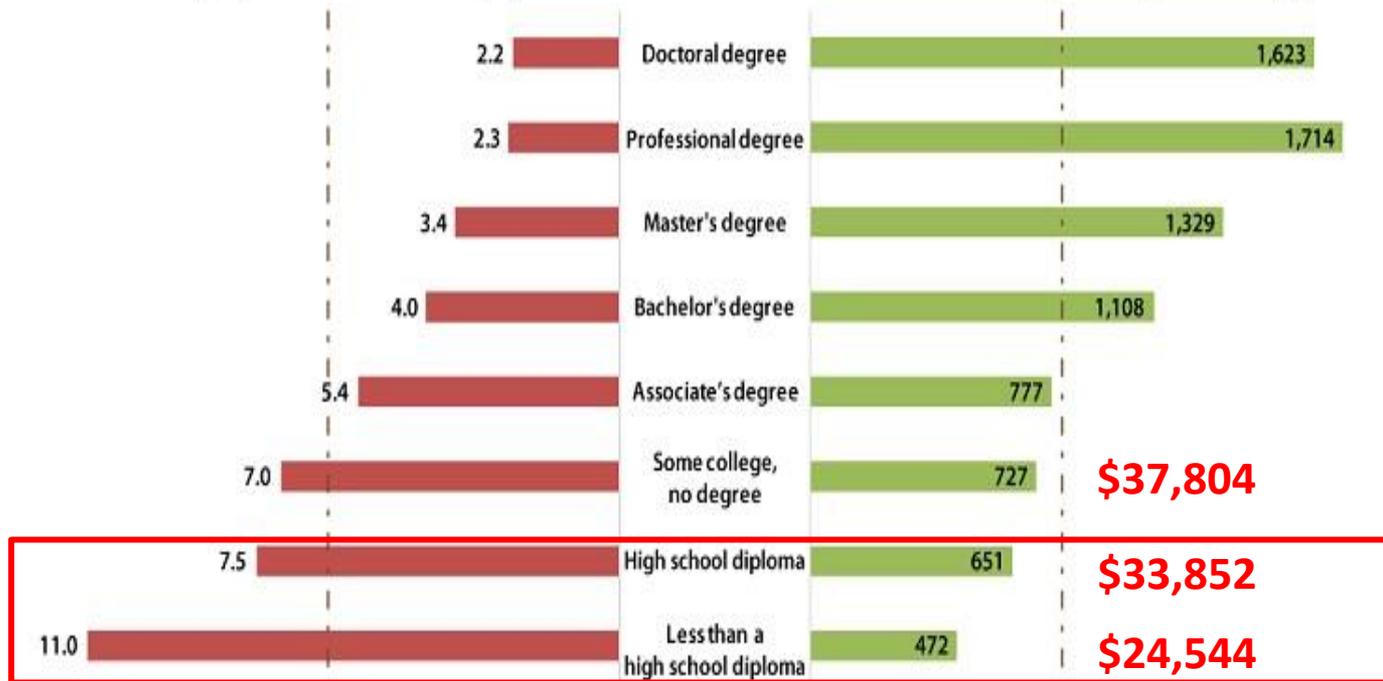


Earnings and Unemployment by Educational Attainment

Earnings and unemployment rates by educational attainment

Unemployment rate in 2013 (%)

Median weekly earnings in 2013 (\$)



8.5%

All workers: 6.1%

All workers: \$827

Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.

Source: Current Population Survey, U.S. Bureau of Labor Statistics, U.S. Department of Labor

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

Then 65% of Americans compete for jobs in this range



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

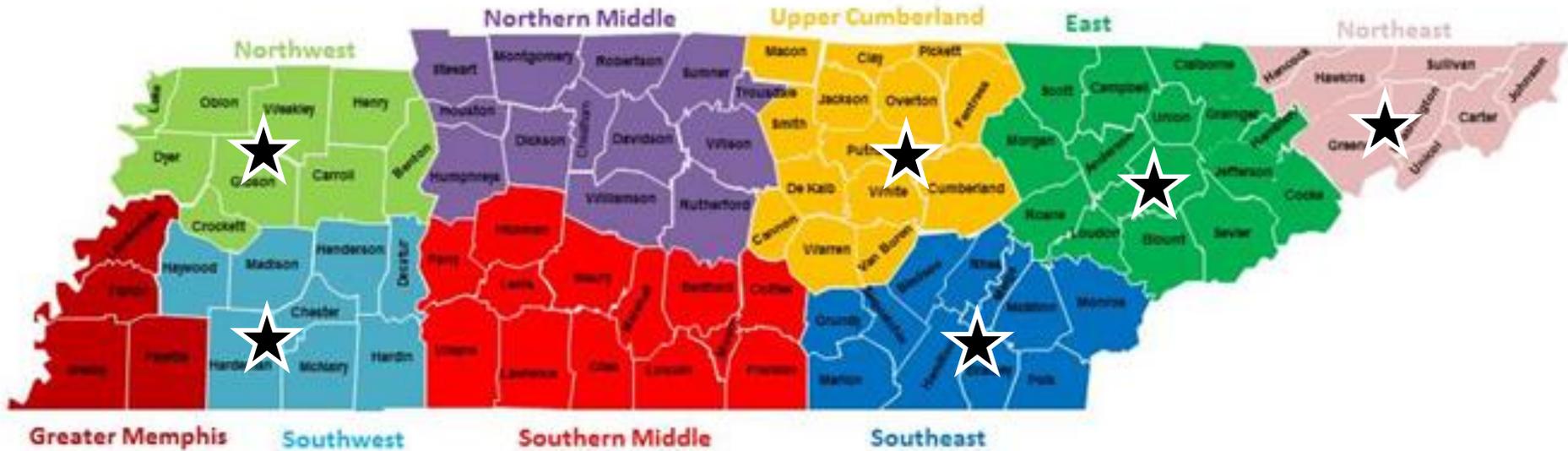
To provide Tennessee students in grades 7th-14th/16th access to *rigorous academic/career pathways*, which are *interlinked with local, regional, and state economic/labor market needs and trends* in order to develop and promote a workforce that is educated and skilled in their chosen fields.



Image Credit: Corporate Voices for Working Families



Pathways Tennessee Regions



9 Regions based on the ECD Jobs Base Camps

★ = Pathways Region already online or are projected to come online in 2015.

Image Credit: <http://tn.gov/ECD>





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

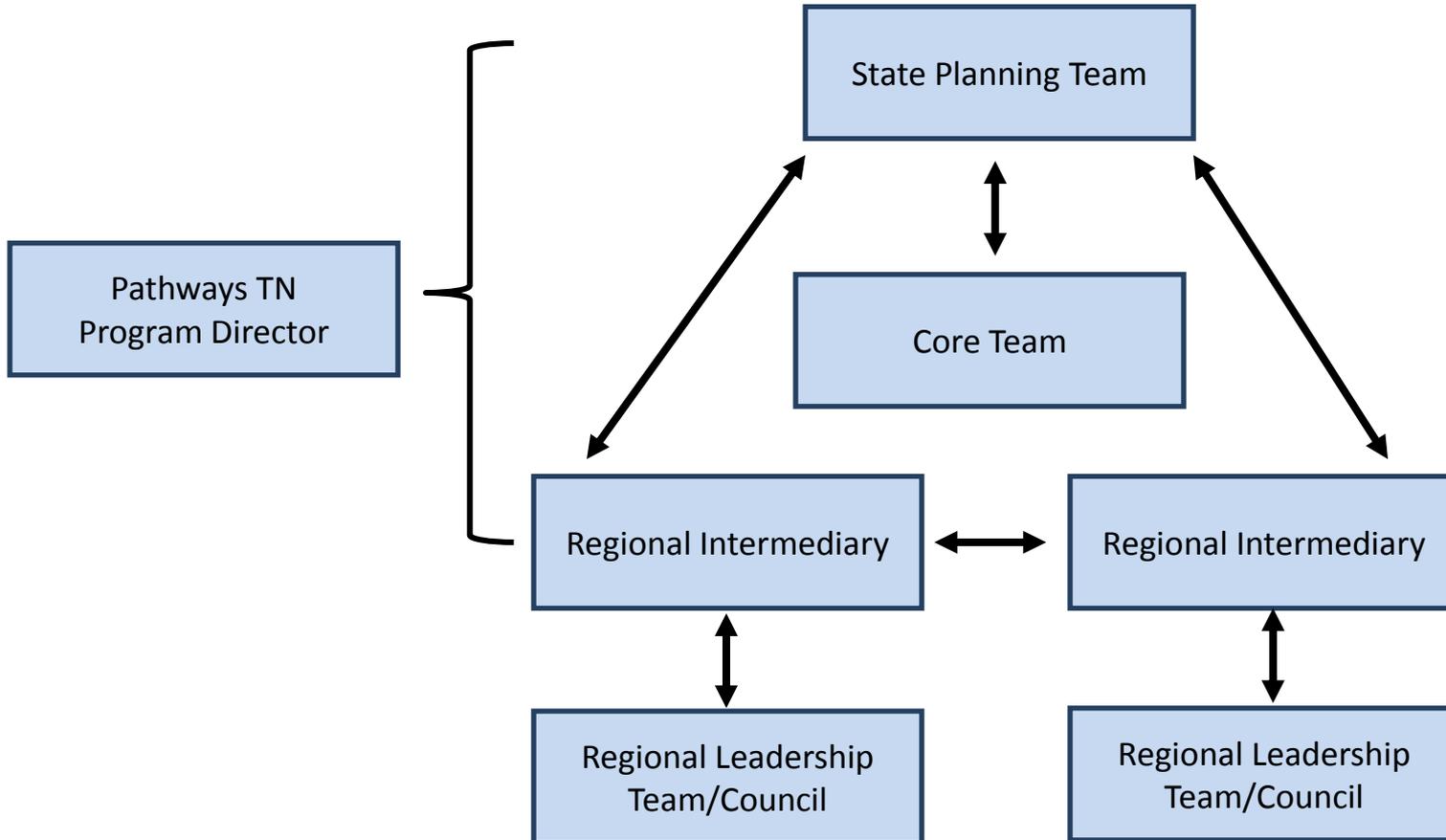
- Data driven decision making (*Asset Mapping*)
- Stakeholders commit to shared priorities
- Grade 7-14/16 Pathways
- Regional Plans with accountability measures
- Approach from “both end points” of Pathway

Timeline

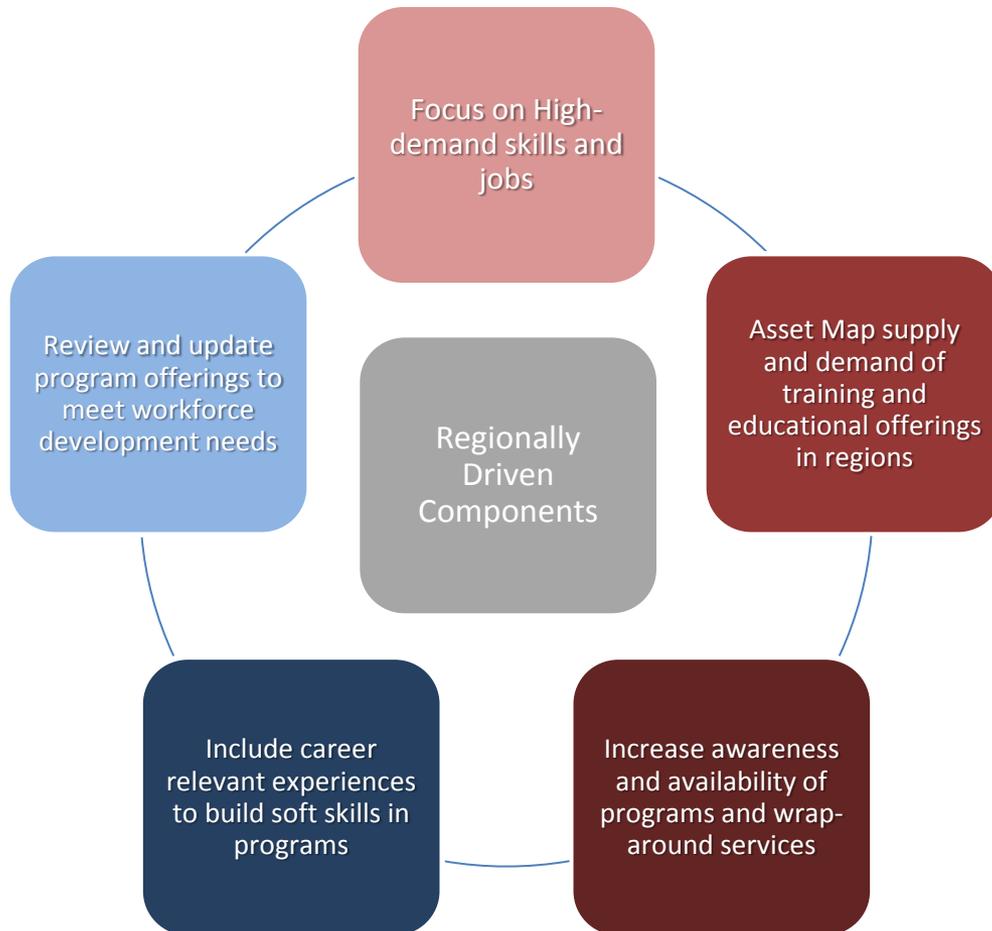
- Tennessee joined PTP Network
June 2012
- Program Director hired
November 2012
- State Planning Team
November 2012
- Pathways TN Strategic Plan
June 2013



Pathways Tennessee Structure



Success Is: *highly **educated**, highly **employable** Tennesseans with abundant **career opportunities**.*

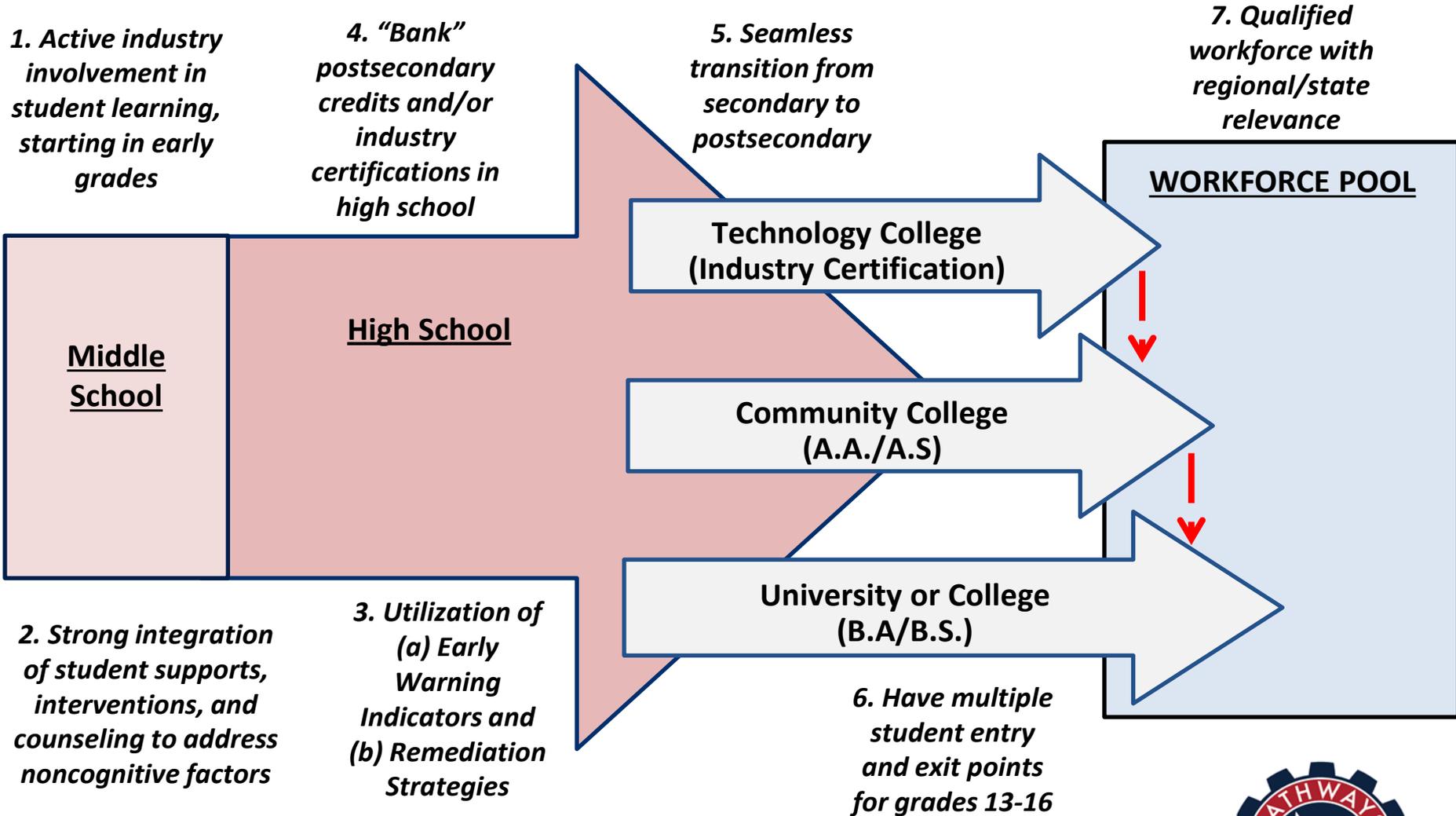


Initiative Outcomes

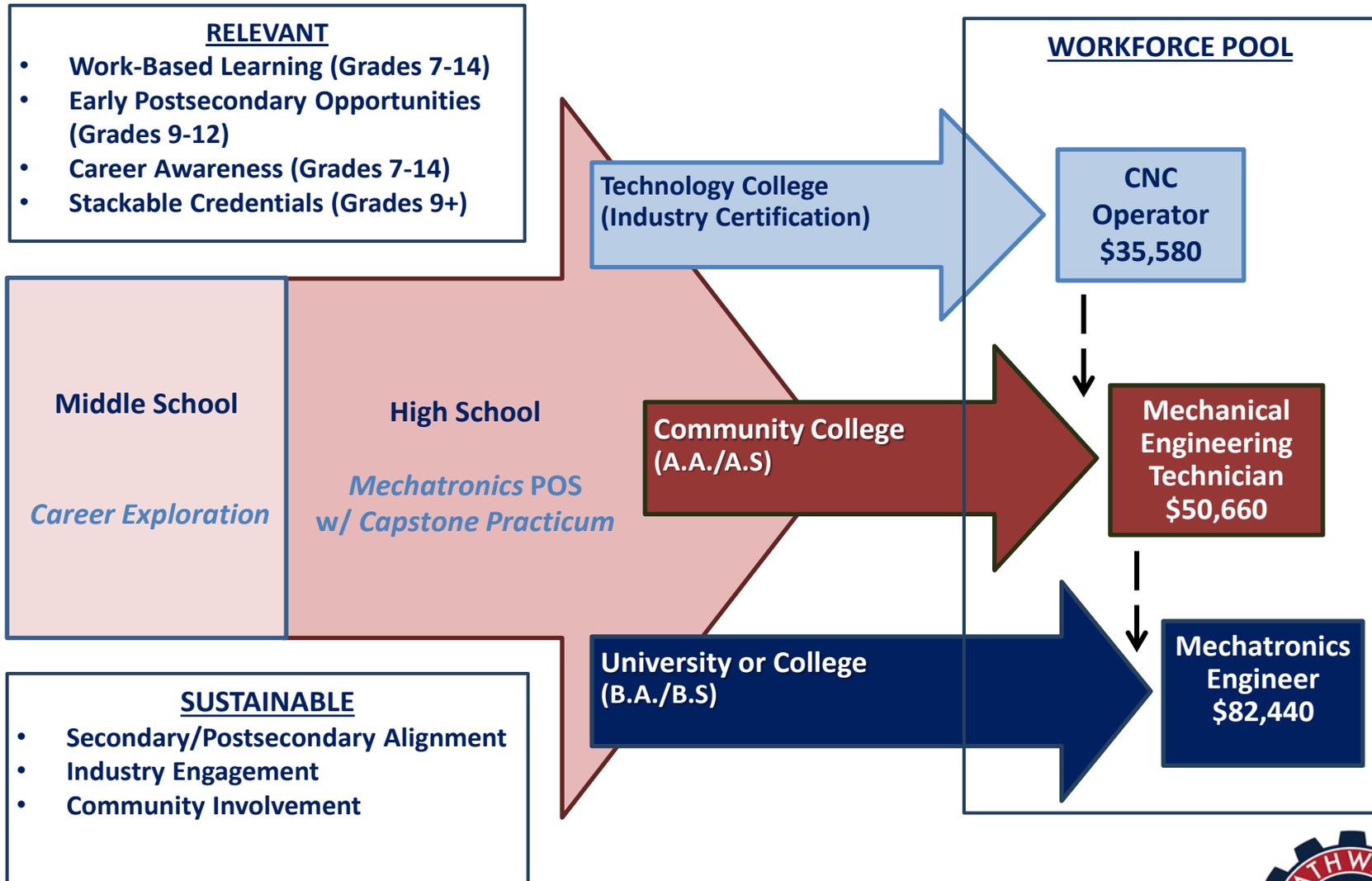
- Increase in postsecondary credential attainment in sectors with high growth/high need
- Accelerated employment with livable wages
- Decrease in skills gap



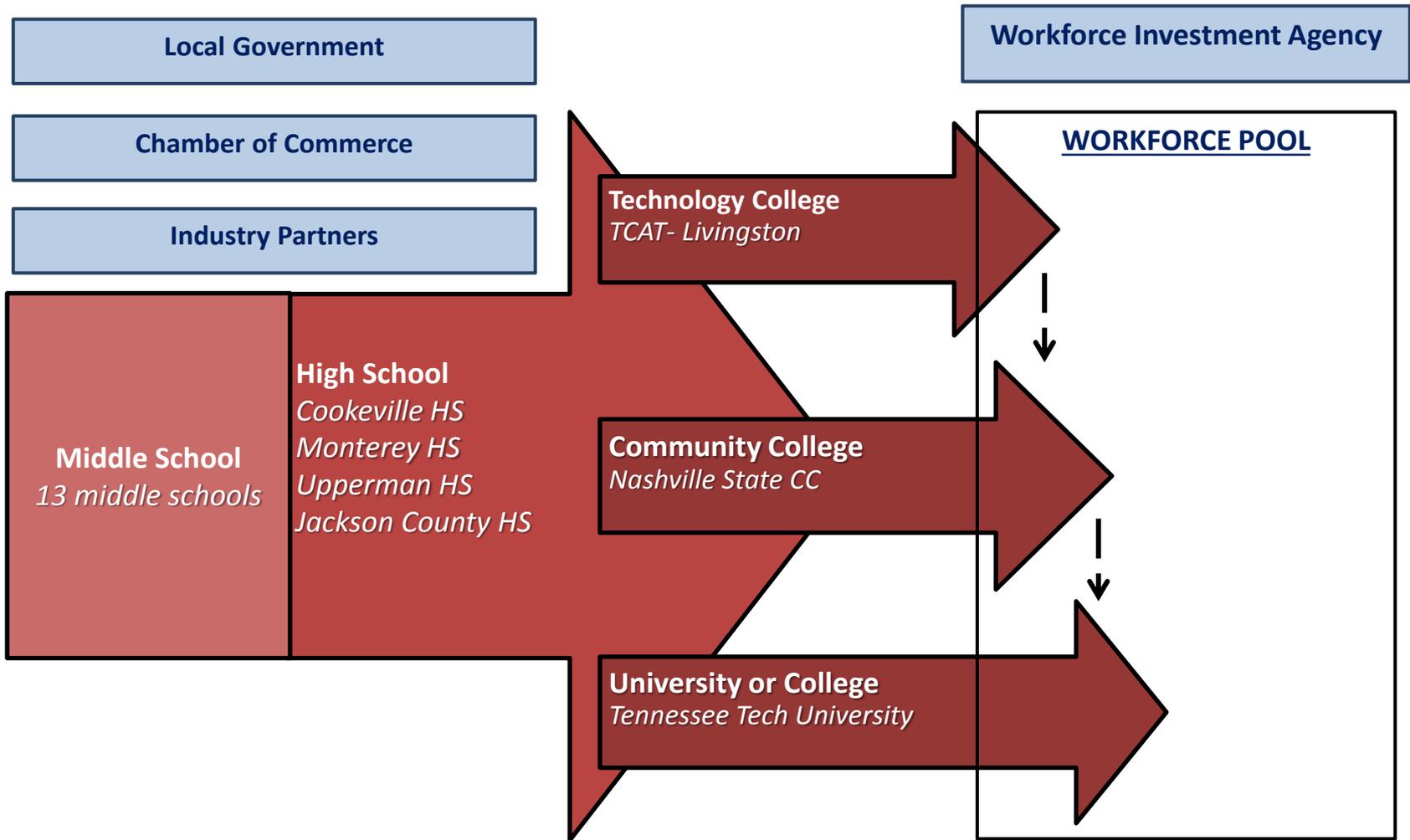
Pathways Tennessee Framework



What can a pathway look like in a specific field?



Partnerships across the framework



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.

Career
Awareness

Career
Exploration

Career
Immersion



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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[TN.ORG">www.PATHWAYSTN.ORG](http://www.PATHWAYS<span style=)