

Career Pathways

*Training for a Better Workforce in
Southwest Minnesota*

Background

- Career Pathway training started in SW MN in 2003
- Began with healthcare (H-1B springboard)
 - Healthcare Career Academies
 - CNA for English Language Learners
- Later added manufacturing
- More than \$2.5 million grants in past 10 years (public and private funds)

SW MN Career Pathway Partnership – The Key to Success

- Minnesota West Community & Technical College
 - Canby, Granite Falls, Jackson, Pipestone, Worthington
- SW ABE Consortium
 - Jackson, Marshall, Montevideo, Worthington
- Southwest Minnesota WorkForce Center
 - Department of Rehabilitation Services
 - Job Service
 - Southwest Minnesota Private Industry Council
- Employers

Training Model

- Bridge/Pre-college (ABE)
 - Pre-college preparation
 - Increase basic skills
 - Introduction to skills needed in industry
- Integrated Instruction (MN West CTC/ABE)
 - ABE Instructor co-teaches at least 50%
 - Credentials
- Navigator Support (SW MN PIC)
 - Case management
 - Employability skills
 - Supportive services
 - Job placement and retention

Areas of Focus: Healthcare

- Universal Healthcare Worker
 - Phase I:
 - Infection Control for Healthcare
 - ServeSafe© Food Handling License
 - First Aid/CPR
 - Virtual Dementia Tour
 - Nurse/Home Health Assistant
 - Phase II:
 - Medical Terminology
 - Trained Medication Administration



Healthcare Credentials

- Phase I
 - Nurse /Home Health Assistant – 3 credits
 - First Aid/CPR – 1 credit
 - ServeSafe© License
- Phase II
 - Medical Terminology – 2 credits
 - TMA – Industry-recognized credential

Areas of Focus: Manufacturing

- Machine Maintenance Technician
 - Machine tool
 - Basic welding
 - Boiler license
 - Programmable logic controls
 - Electrical controls
 - Fluid power
 - Manufacturing safety



Manufacturing (continued)

- Metal Fabricator/Welder
 - Blueprint reading for welding
 - Welding skills training (mobile lab)
- GreenPOWER training
 - New this year
 - BlueGreen Alliance
 - Methods to incorporate energy efficiencies and environmental awareness into workplace



Manufacturing Credentials

- Machine Maintenance
 - Boilers license
 - Can test out of up to 10 college credits
- Metal Fabrication/Welding
 - AWS D1.1 welding credential
- GreenPOWER
 - Can take the SME (Society of Mfg Engineers) Green Mfg Specialist certification exam

Participant Profile (2012-2013)

- 35% identified with a minority or ethnic group
- 17% were receiving public assistance at time of enrollment
- 16% had not completed high school
- 8% had limited English language skills

Outcomes

- Machine Maintenance training
 - 60% of participants completed and entered employment*
 - Average wage \$12.26/hr
- Welding training
 - 71% of participants completed and entered employment*
 - Average wage \$15.56/hr
- Universal Healthcare Worker training
 - 72% of participants completed and entered employment*
 - Average wage \$11.74/hr

**Reflects the number of participants who entered employment in their field of training. Other participants may have found employment in another field.*

More Outcomes

- 82% earned a credential
- Increased literacy of 2-4 steps, based on CASAS assessment
- Approximately 10% continue in post-secondary training
- Average Return on Investment for career pathway programs 2013: **\$1.54**

System Changes

- Expanded credit options (MN West CTC)
 - Welding
 - Industrial Technology
- Integration of CASAS assessment/Bridge into traditional Nursing Assistant classes
 - Exploratory stage

Challenges

- Large geographical area
- Sparse population
- Low unemployment (recently)
- Limited number of applicants
- Large ELL population (some areas)
 - Greater need for ABE services
- Staff (Navigator) funding
- Dependency on grant funds

Room for Improvement

- Outreach
 - Partners
 - WF Centers
 - Job Counselors
 - Employers
 - Word of mouth
 - Social media
- Communication among partnership
 - Many partners
 - Different levels of involvement and experience
 - Make sure everyone is on same page

Overall...

- Career Pathway training is effective
- Helps individuals:
 - Improve basic skills
 - Get started on a career path
 - Earn credentials
 - Move into employment or further training
- Provides employers with skilled workers

Questions? Comments?

Thank you for your time!

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