

BRIDGE TO COLLEGE AND CAREERS

PANEL PRESENTATION TO THE BOARD OF REGENTS

JANUARY 11, 2016



PANELISTS

Suri Duitch, PhD, CUNY University Dean for Continuing Education and Workforce Development and Deputy to the Senior University Dean for Academic Affairs.

John Hunt, Executive Director for Adult Community Learning in the Division of Adult and Continuing Education at LaGuardia Community College (CUNY).

Johnny Lozada, a former student in LaGuardia's Bridge to College and Careers Program.

Susan Diemert, Literacy Specialist for Orleans Niagara BOCES Continuing Education Department where she oversees all adult education and integrated workforce development programming.



Bridge Programs:

Supporting key transitions for adult students

Testimony to the New York State Board of Regents

**Suri Duitch, University Dean for Continuing Education
Workforce Development**

CONCEPTUAL FRAMEWORK

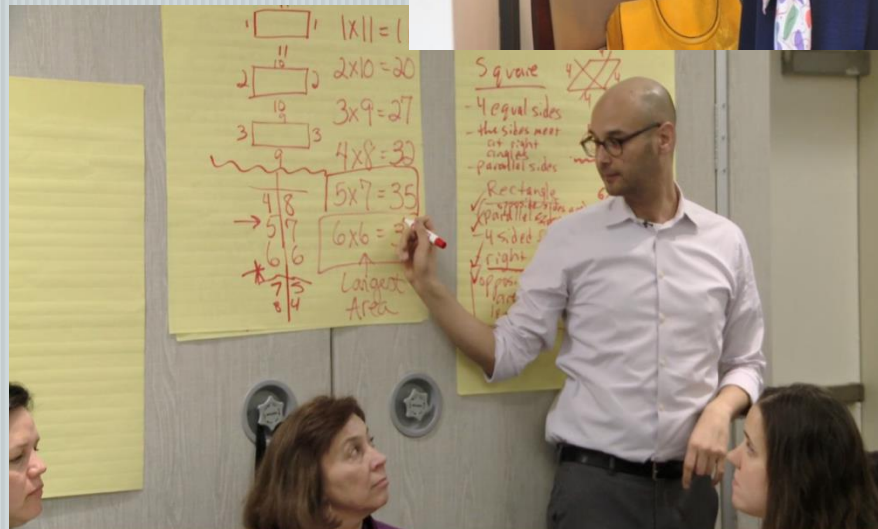
Conceptually...

Within the context of “career pathways”

Part of a continuum of education and training

Meeting individuals where they are at

Supporting long-term career progression



COMPONENTS OF BRIDGE PROGRAMS

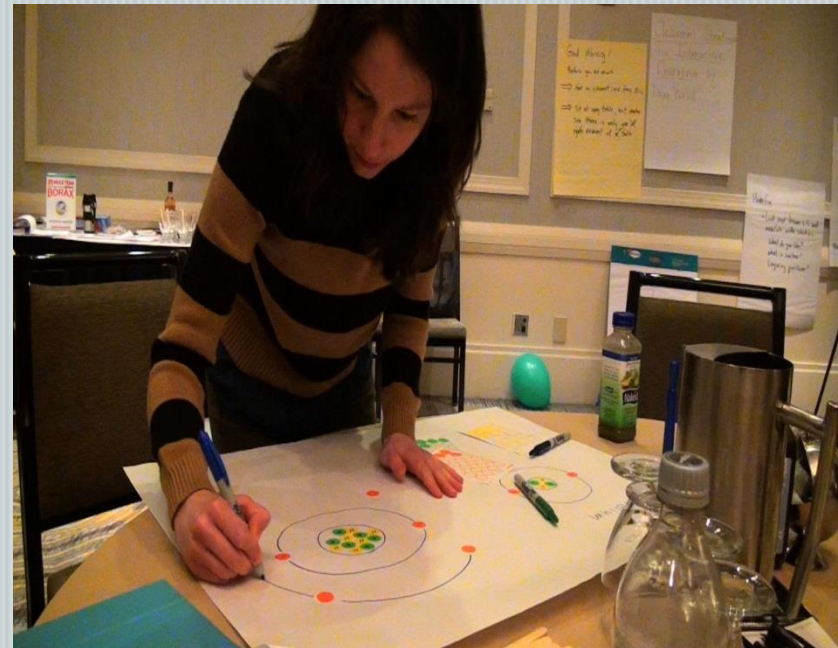
Offering a “bridge” into further training, education or a job using two approaches – contextualized and integrated

Fundamentally, every bridge program must have:

Support services and counseling

A career and/or industry focus

An “active hand-off” to the destination



CUNY'S TECHNICAL SUPPORT

Statewide professional development support to implement the TASC

- Master Teacher Institute – 73 teachers who will support peers across NYS

Labor market-informed resource toolkits for classrooms

- Overview curricula and eight sector-focused curricula
- Using data as a lens into the labor market



CONSIDERATIONS

- Central importance of a High School Equivalency (HSE) diploma for those without a degree
- Need for rigorous evaluation
- Resource concerns in under-funded programs
 - Offering counseling/case management
 - Strong teacher/counselor collaborations





LaGuardia Community College

Supporting key transitions for adult students

Testimony to the New York State Board of Regents

John Hunt, Executive Director for Adult Community Learning
in the Division of Adult and Continuing Education

NY-BEST Integrated Basic Skills and Technical Training

SAVE EMT
Emergency Medical
Technician

National Council
Licensure Exam
(NCLEX)- LPN for
Immigrant Nurses

NCLEX-RN for
Immigrant Nurses

Community Health
Worker



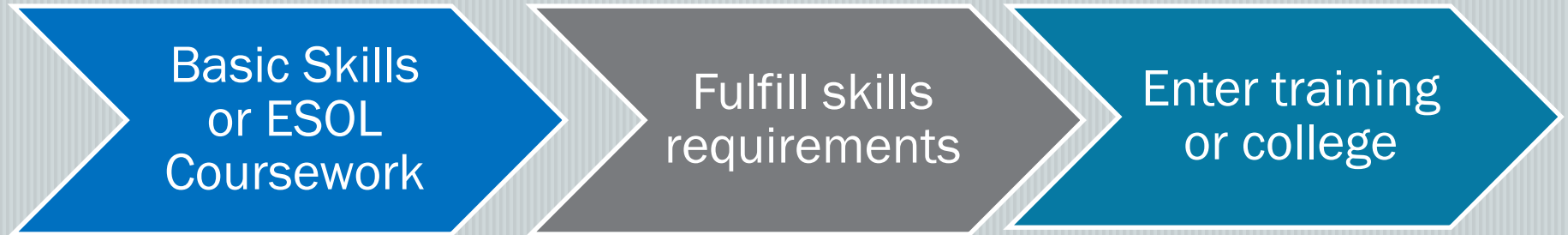
US Medical
Licensing Exam for
Immigrant
Physicians

Medical Office
Clinical Technician

Central Service
Technician

Medical Office
Clinical Technician
for English
Language Learners

SEQUENTIAL VS. NY-BEST PATHWAYS



Challenges of Traditional Model:

- ❑ Length of time for basic skills/ ESOL development
- ❑ Low persistence or transition to next steps
- ❑ Gap between highest level of adult education and entrance requirements
- ❑ “Chalk and talk” training program pedagogy and curricula

NY-BEST Solutions:

- ❑ Access for low level applicants via a robust intake model
- ❑ Simultaneous basic skills development and credential training
- ❑ Contextualized content and embedded advisement

Supporting Adults Through Vocational Education (S.A.V.E) EMT Student Success



- Increased access to career pathway for 30% of applicants with lower entrance scores, from 10th to 8th grade level
- Retention rates increased from 50% to 85%
- 85% job placement rate

NY-BEST NATIONAL COUNCIL LICENSURE EXAMINATION FOR RN/LPN COURSE OUTCOMES



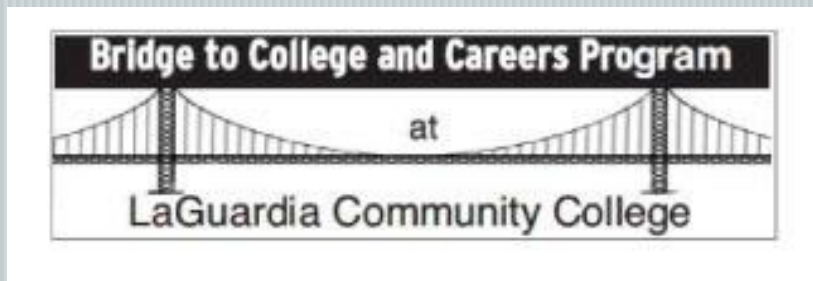
Average 7 years in the US underemployed, not using nursing skills

98% course retention rate in intensive model

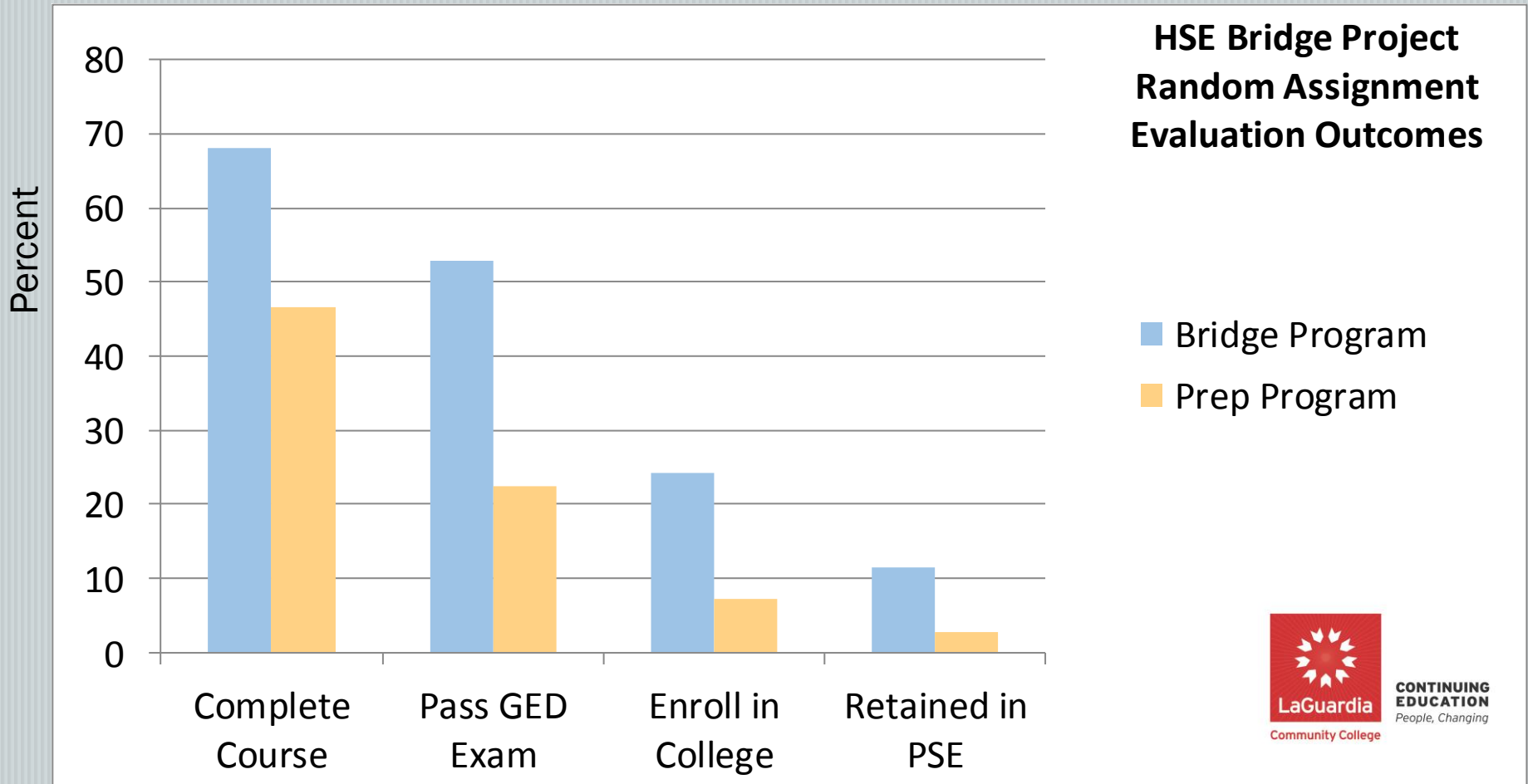
LPN pass rate of 93%, double the national rate for immigrant professionals (46%), with 5.9 grade entrance scores

LPNs increased wages *120%* from \$12.02 to \$26.45 after course.

RNs increased wages *150%* from \$11.61 to \$29.00 after course.



MDRC Evaluation Report

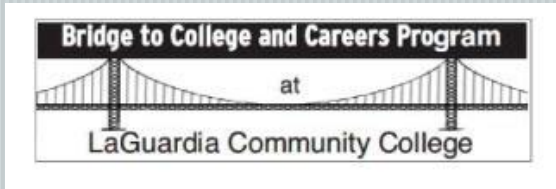


NY-BEST Program

Access & Success Models

| Program | Community Health Worker | SAVE EMT | NYC WBC NCLEX PREP For ELLs | Medical Office Clinical Technician | Central Service Technician |
|--|--------------------------------------|----------|-----------------------------------|--|-------------------------------|
| Admissions Requirement (TABE Reading) | 7.0+ GE <i>grade equivalency</i> | 8.0+ GE | 5.9+ GE (LPN) 7.0+ GE (RN) | 7.0+ GE | 5.0+ GE |
| Completed Class | 83% | 85% | 98% | 96% | 92% |
| Passed Certification | n/a (9 credits towards AS degree) | 99% | 93% (LPN) | 100% | 100% |
| Obtained Employment | 37% | 81% | 70% | 50% | 85% |

FOR FURTHER INFORMATION



HSE Bridge to College and Career Program Video

<https://youtu.be/y60nAqj1bgM>

MDRC HSE Bridge Evaluation Report :

<http://www.mdrc.org/project/laguarias-ged-bridge-health-and-business-program#overview>



NY-BEST Integrated Basic Skills Training

[http://www.lagcc.cuny.edu/uploadedFiles/T2/pcap/docs/IBEST2013\(1\).pdf](http://www.lagcc.cuny.edu/uploadedFiles/T2/pcap/docs/IBEST2013(1).pdf)

<http://communitycolleges.globaltalentbridge.org/video/laguardia-community-college/>



NYC Welcome Back Center
for immigrant professionals

<http://www.laguardia.edu/nycwbc/>



College and Careers Pathways Institute

<http://www.laguardia.edu/CCPI/>



A Student's Perspective

LaGuardia Community College

Johnny Lozada, a former student in
LaGuardia's Bridge to College and Careers Program.

JOHNNY LOZADA: HSE BRIDGE STUDENT SUCCESS STORY

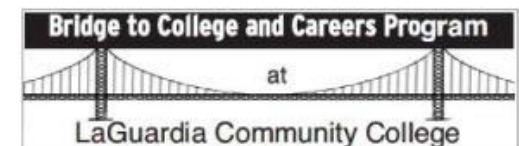
Enrolled in LaGuardia's *HSE Bridge to College and Careers* program in 2011, attending class in the evenings, part-time, while balancing a full-time job and raising a family.

Passed his high school equivalency exam and transitioned into a LaGuardia Associate's Degree program.

Earned an Associate's Degree at LaGuardia as an honors student, while serving as a mentor and peer advisor for entering HSE graduates and first-generation freshman.

Earned a Bachelor's of Science in Applied Psychology at NYU in 2015.

As an intern at *Quest to Learn*, through the NYU's Applied Psychology program, created an after-school program for at-risk urban teens





Orleans Niagara BOCES

Effective Bridge Programs

Testimony to the New York State Board of Regents

Susan Diemert, Literacy Specialist for Orleans Niagara
BOCES Continuing Education Department

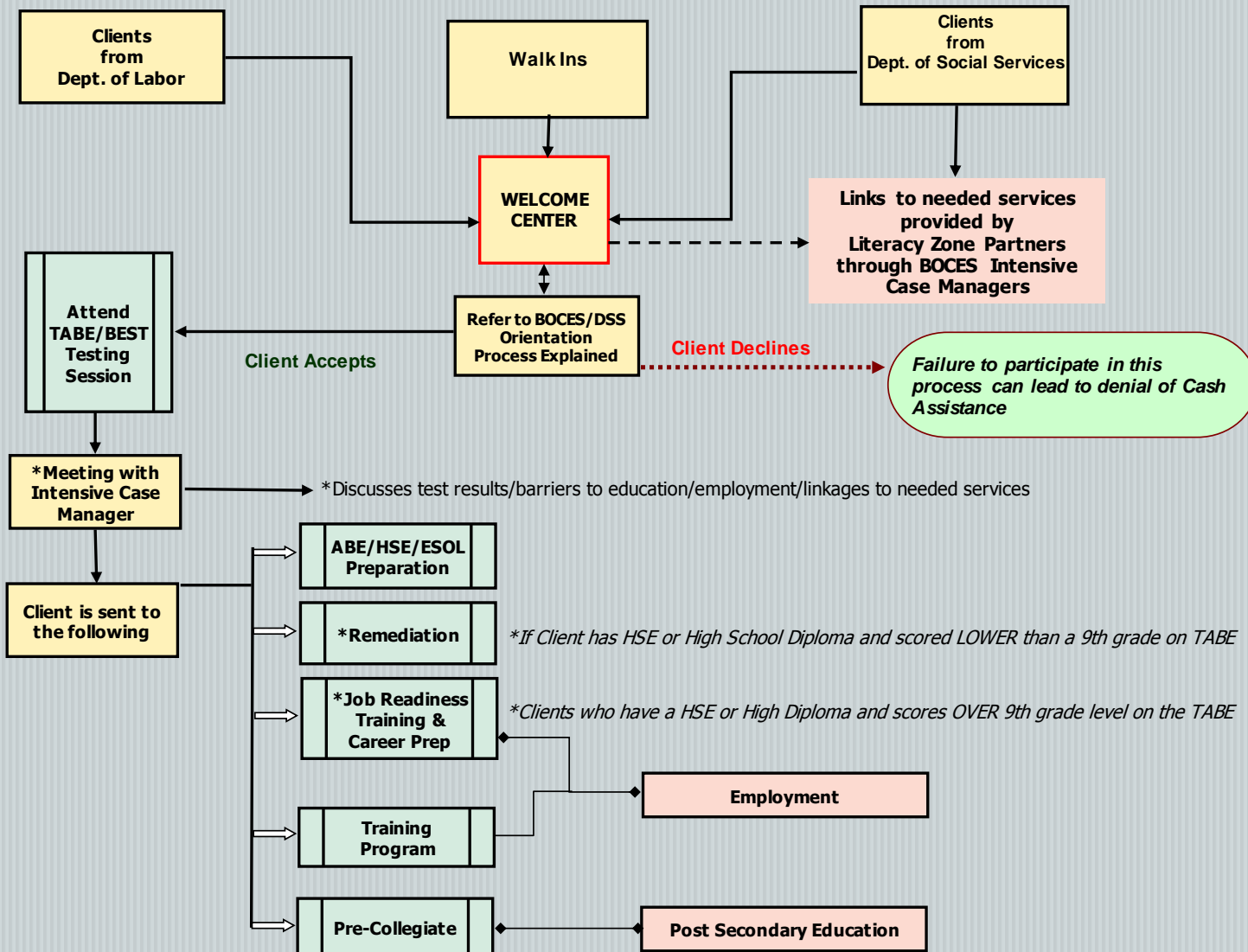


Literacy Zones Provide Comprehensive Services And Case Management to Ensure Bridge Program Success



- “Literacy zones” serve under-educated disconnected youth and adults --and their families--in impoverished neighborhoods
- Intensive case management in family welcome centers connect students with comprehensive services to make bridge programs effective
 - Wrap around support services
 - Literacy instruction for all public assistance recipients
 - High School Equivalency preparation
 - Computer/digital literacy
 - Job readiness training
 - Pre-collegiate and remedial studies to support college transition
- Case management key to success
- Literacy zone bridge outcomes: 297 obtained employment, 73 retained employment, 58 students entered postsecondary

LITERACY ZONE FLOW CHART



All students, including public assistance recipients and walk-ins, are assessed and placed in the appropriate pathway leading to educational gain and employment.

BRIDGE PROGRAMS CO-ENROLL STUDENTS IN CAREER AND TECHNICAL EDUCATION (CTE) PROGRAMS AND CONTEXTUALIZED LITERACY INSTRUCTION

Health Careers Bridge Programs

1. Home Health Aides:

- Admission Requirement – 6.0 Reading level on TABE
- On-demand jobs list for Niagara County
- Certified to deliver personal care in home/assisted living facilities.
- At completion of course - Employment in facilities, visiting nurses, private homes. 100% placement.

2. Certified Nursing Assistant:

- Admission Requirement – 9.0 Reading level on TABE
- On-demand jobs list for Niagara County.
- Help patients with healthcare needs under the supervision of a Registered Nurse or Licensed Practical Nurse
- At completion of course, immediate employment

3. Licensed Practical Nurse:

- Admission Requirement – 11+ Reading level on TABE
- Provides bedside care to patients in health care facilities
- At completion, immediate employment opportunities in hospitals, doctors offices, health education field.
- Last five graduating classes – 100% passing rate on the National Council Licensure Examination (NCLEX) state exam

BRIDGE PROGRAMS (CONTINUED)

Culinary Bridge Program:

- Orleans-Niagara BOCES and YWCA of Niagara Frontier partnership.
- Students co-enroll for 10-week introductory culinary/literacy program.
- At completion, further training at Niagara County Community College (NCCC) Culinary Institute in Niagara Falls.
- Immediate employment with the YWCA Catering Crew and local restaurants.

Welding Bridge Program:

- On demand jobs list for Niagara County
- Co-enrolling students – Orleans-Niagara BOCES and NCCC
- Student completes two years of welding at BOCES then attends NCCC to complete the required liberal arts courses. This leads to an associates degree.

Niagara County Jail Bridge Program:

- Landscaping/Conservation combines hands-on certificate program with contextualized instruction for inmates.
- Culinary certificate program combines hands-on introductory training with contextualized instruction.
- Next Steps: Orleans-Niagara BOCES support staff connects released inmates to Literacy Zone Centers to continue with their program.

FUNDING SOURCES LEVERAGED BY BRIDGE

- Supplemental Nutrition Assistance Program (SNAP)** funding supports bridge programs for underemployed and undereducated food stamp recipients through partnership with NYS Office of Temporary and Disability Assistance (OTDA)
- SUNY Full Time Equivalent (FTE) aid** supports pre-collegiate bridge instruction through partnerships with Niagara County and Erie Community College Pathways programs.
- Vocational Rehabilitation** (WIOA Title IV) funds supports bridge programs for individuals with disabilities through partnerships with ACCES-VR.
- Incarcerated Youth** funding supports bridge programming for students age 16-21 in county jails
- NYSED Equivalent Aid** from 13 component school districts supports HSE preparation for youth age 16-21.
- Veteran's Affairs** funding supports bridge programs for veterans.
- Private Pay**



FUTURE...

Key Considerations:

- Proposed Regents Bridge funding will build pilots in every region of the state using best-practices.
- Professional development and curriculum development tools are needed to design programs and support instructional and case management staff.
- Proposed Regents Bridge funding should include strategies and expectations for leveraging other funds.
- Case management helps students navigate complex systems and access comprehensive services.
- A range of credentials could be offered to adult students at all educational levels as they pursue career pathways.
- Strong evaluation and identification of outcome measures is important.