

Career Pathways Advancement Project

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Vision and Purpose of Grant

Upskill ↑
↻ **Backfill**

- Upskill individuals with disabilities by providing opportunities to advance in their employment.
 - Backfill positions through access to Nebraska VR's un-tapped talent bank.
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For Businesses and Employers?



Retain key
talent



Cultivate
workforce
development



Improve
morale

Focus on 5
High Demand
– High Wage
Industries



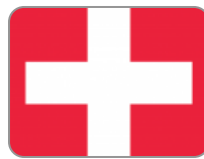
Manufacturing



Transportation, Distribution,
and Logistics (TDL)



Information Technology



Healthcare



Architecture and
Construction

Eligibility

- ✓ Participants must have a disability.
- ✓ Have been a past successfully closed case from Nebraska VR in one of the 5 career clusters/pathways



Recruitment Strategies

Providing Informed Choice to Individuals:

- Explore training programs.
 - Identify specific credentials and the requirements.
 - Discuss requirements of a training program with work and family commitments.
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Contacted 2041 Individuals

- Contacted by the CPAP Career Pathway Recruiter due to the client's case being closed successfully from the years 2013-2016.
 - Referrals from businesses
 - 16.2% of all individuals contacted wanted to advance
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CPAP Grant Training Allowance



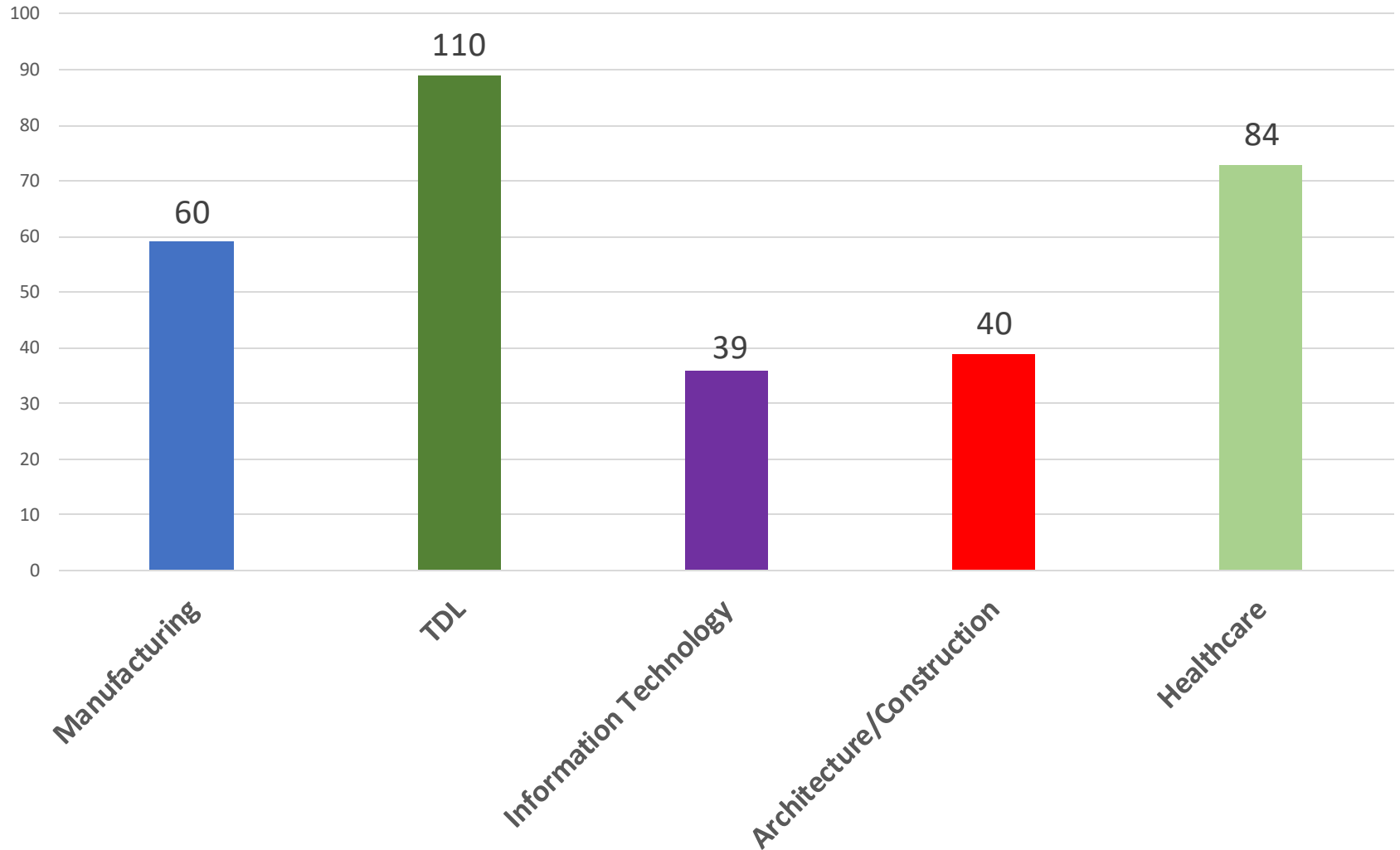
- Industry Certification - Tuition, fees, books and supplies cost as identified by the educational institution attending, with a cap of \$4752.
 - Post-Secondary Training Programs for Bachelors, Masters, PhD - CPAP pays \$168 per semester hour or \$86 per quarter hour.
 - Post Secondary Training for Diploma and Associate Degrees- CPAP pays \$68 per semester hour, or \$46 per quarter hour.
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Additional Services

- Transportation costs to attend training or a stipend to cover additional training costs.
 - Participants who choose to receive a stipend receive \$250.00 after attending the first day of class.
 - Upon completion of an industrial certification, participants are paid another \$250.00 stipend once a copy of the certification is shared with the Career Pathway Recruiter.
- Diploma program participants receive \$375.00 stipend after each completed 12 credit hours as identified by grade transcripts.



333 Completed Applicants



Career Planning

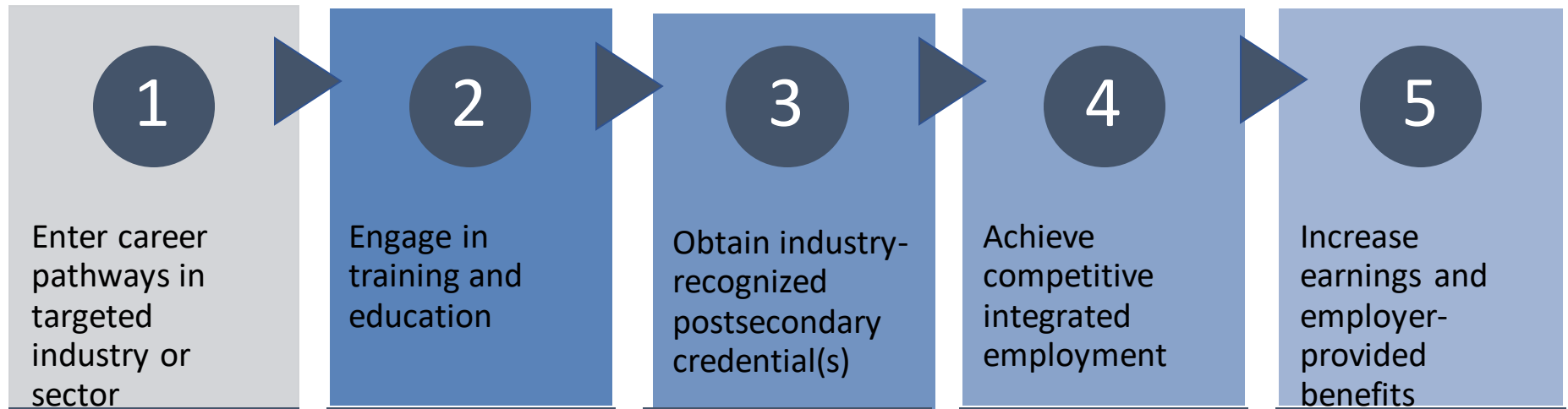
Progressive Employment activities were used in the career planning process. PE activities include:

- Informational Interviews
 - Job Shadow
 - Tours
 - mock interviews with employers
 - on-the-job evaluations
 - On the job training
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David Kelley on the CPAP upskill / backfill approach



Career Pathways Advancement (In theory)



Career Pathways Advancement (In Practice)

- Multiple entry and exit points
- Individualized services and goals

How do we evaluate this?



Key features of the evaluation

Process



Document model implementation



Track challenges and solutions



Map timelines and milestones

Impact



Collect data from multiple sources



Gather feedback from participants



Measure impact on outcomes

Focus on objectives

Project Objectives

1. Develop pipelines to recruit participants
2. Expand existing career pathway initiatives
3. Expand the existing Nebraska VR Certificate programs
4. Create/access new career pathways
5. Join learning collaborative with other grantees
6. Evaluate the process and outcomes

Additional Formative Goals

- Refine recruitment procedures based on challenges and opportunities
- Troubleshoot backfill approach
- Utilize business and client feedback for quality improvement
- Expand beyond original sectors to 10 others
- Create roadmap for CPAP sustainability and replication in other states

Data Input	Description
Project Workplan & Monthly/Quarterly Evaluation Meetings	5-year workplan lists project objectives and activities; fiscal year and grant targets and progress to date; timelines; and responsible staff
Outreach Tracking Sheet (Client and Business)	Client and business outreach and communication including mode (phone, email), date, staff, and next step
Credentials Tracking Sheet	Postsecondary credentials in each career cluster tracked by number of clients enrolled, in progress, completed, and discontinued
Career Pathways Accessed	List of career clusters and career pathways accessed by at least one CPID client
Case Management System Data Extracts	VR agency case management system and CPID-specific client case management system, houses data for all CPID clients served
Client and Business Satisfaction Surveys and Case Studies	Annual multi-mode survey, follow-up interviews, and mini case studies of CPID clients and businesses receiving services
Focus Groups of WIOA Partners	Small group semi-structured discussion of partnering agency key staff

Formative evaluation: General observations

- ✓ The CPAP program met or exceeded the objectives established for project implementation.
 - ✓ Overall, the program adhered to the sequence and timelines in the work plan
 - ✓ The scope of the project was broadened by expanding objectives
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Summative Evaluation: Key Findings

1. GRPA Measures
 2. Comparison Group Study
 3. Customer experience
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Key Findings: Targeted Outcomes (GPRA Measures)



Increase number of distinct career pathways accessed or created



Increase number of individuals who achieve competitive integrated employment



Increase average weekly wage and employer-provided benefits received

Key Findings: Targeted Outcomes (GPRA Measures)



Increase number of distinct career pathways accessed or created

172 businesses contacted	Employers in five targeted industry sectors engaged by CPAP career pathways recruiters
191 credentials earned	CPAP participants engaged in upskilling through training and education to earn credentials and advance in their careers
36 career pathways	CPAP accessed/created career pathways in a range of high-demand industries and career clusters

Targeted Outcomes (GPRA Measures)



Increase number of individuals who achieve competitive integrated employment

2,054

Past VR clients contacted to participate

333

Individuals served by CPAP

118

Successfully employed to date*

*Anticipating approximately 73 additional closures prior to March 30, 2021.

Targeted Outcomes (GPRA Measures)



Increase average weekly wage and employer-provided benefits received

Overall (N=95)	Wages at Application	Wages at Closure	Wage Change	Benefits at Application	Benefits at Closure	Benefits Change
Median	\$500.00	\$771.02	\$310.85	1.00	4.00	2.00
Mean (Average)	\$494.56	\$881.80	\$387.25	1.69	3.81	2.12

Highlights: For CPAP participants that achieved CIE

98.3% increased weekly wages

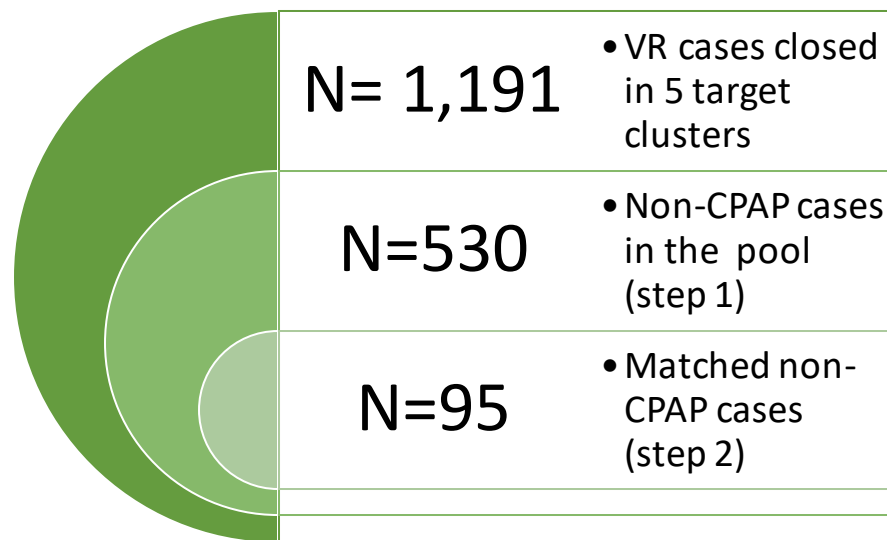
73.4% increased the total number of employer-provided benefits received*

28.0% continued working for the same businesses

* Only 5 participants closed into jobs with no benefits

Key Findings: Comparison Group Study

Step 1. Select Cases:	Step 2. Match for:
Cases closed into the five targeted career clusters	Level of education at time of application
Cases served during the same time period	Ethnicity
Cases for which the individual had weekly earnings greater than \$0 at the time of application	Age
	Gender



Matching procedure and analysis completed with
VR Program Evaluation Coach tool
VRevalcoach.com

Key Findings: Comparison Group Study

When comparing outcomes, the results indicate that the CPAP intervention had the intended effect on both wages and employer-provided benefits.

- Non-CPAP cases earned median weekly wages of \$560 (mean = \$583), compared to the CPAP median wages of \$780 (mean = \$899).
 - The point estimate (that is, our best guess) of the effect of CPAP intervention on weekly earnings is \$311.31.
 - The point estimate of the effect of the CPAP intervention on employer-provided benefits is 1.94.
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Summative Evaluation: Customer Satisfaction

56%

- Survey Responses
N=100 of 178

92%

- Reported
Satisfaction with
CPAP services

Supporting you in career advancement process

Helping you talk to your employer about advancement opportunities

Supporting you in degree programs (associate, BA, MA, PhD)

Supporting you in certification or diploma programs

Supporting you in work-based learning, i.e., on-the-job training, cross training or job coaching

Employee: *"It is giving me the opportunity to **grow and reach the next step** in my career for advancement. Definitely like a big brother/sister helping pull me up to a **new level in my career**...If it wasn't for this opportunity I don't know if or when I would have had the **opportunity to advance**.*

Employer: *CPAP has helped many **train for a career** on a short-term basis which has led them to **better-paying jobs**, higher self-esteem, and **professionals in our workforce** which we greatly need.*



Successful Recruitment of Former Clients Influenced by Several Factors

Accuracy	Time	Location
Accurate Phone Number/ Contact Info	Amount of Time from Previous Case Closure	Rural vs. Urban Location/Timing of Training

Employers & Incumbent Workers

Employers want employees who meet their needs – disability is irrelevant.

Clients are reluctant to tell employers they have a disability.

Employers do not understand eligibility for VR.

Employers need disability awareness training

Incumbent workers often do not know if businesses offers educational benefits

Career Pathway

- Importance of helping individuals identify a career pathway early on in their work life.



Backfill Issues

- Employees not wanting their employers to know they have a disability.
- Limited referrals from Nebraska VR to backfill



Sustainability of the Projects

- Training VR Staff on the Career Pathway Model.
 - Nebraska VR Staff Conference May 2021.
 - Career Pathway Toolkit Developed.
 - Presenting at Annual Summit on Performance Management Excellence
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Legacy of CPAP

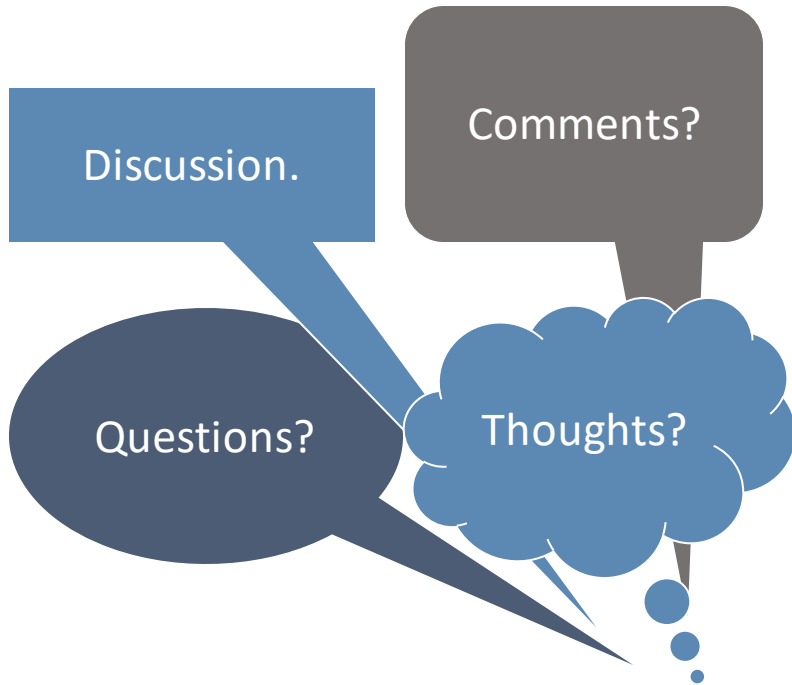
Upskill/Backfill Model

- Upskill clients to advance within their career pathway.
 - Backfill with clients from the 110 program.
 - Economic self-sufficiency for individuals with disabilities.
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Additional Resources

- Nebraska CPAP Website - <http://www.vr.nebraska.gov/pathways/index.html>
 - Career Pathways Toolkit - <https://www.explorevr.org/toolkits/cpid-toolkit/introduction>
 - [CPAP Candidate Stories](#)
 - Sara Stewart's journey from Army to CDL (Video, 2:52)
 - Chris Olson advancing his career in information technology (Video, 2:50)
 - Arnuflo Gama story of balancing a family and attending automotive training (Video, 2:25)
 - Dave Kelley advances his career at Todds BBI (Video, 2:47)
 - Podcasts:
 - [CPID Staff, Employer and CPAP Clients from Nebraska CPID](#)
 - [From humble beginnings to a career through VR as the operations manager with Todd's BBI](#) - Dave Kelley discusses how he upskilled to plant/operations manager, backfilled two individuals, while increasing company revenue.
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