

RISE DRAFT Career Pathways Core Elements and Possibilities for Workforce Program Support

Elements and Tasks	TANF	FSET	Job Service/Veterans	Voc Rehab	TAA
INDUSTRY ENGAGEMENT					
<p>Staff work with industry to ensure that:</p> <ul style="list-style-type: none"> • Employers help develop and support pathways • Workplaces either have pathways or agree to try to create ones • Organized labor is involved where it has regional presence • Businesses recruit and commit to hire, retain or advance workers • Employers actively support worker pathways participation 	<p>Yes, can fund this to extent that pathway will serve TANF recipients or other "needy families"</p> <p>State examples: Arkansas</p>	<p>No, generally cannot fund career pathways start-up costs.</p>	<p>No, generally will not have staff resources to engage employers in development of career pathways.</p>	<p>No, generally cannot engage employers to develop pathways.</p>	<p>No, generally cannot engage employers to develop pathways.</p>
INSTRUCTIONAL DESIGN					
<ul style="list-style-type: none"> • Identify employers needing skilled workers and offering good employment opportunities 	<p>Yes, can fund this to extent that pathway will serve TANF recipients or other "needy families"</p> <p>State examples: Arkansas</p>	<p>No, generally cannot fund career pathways start-up costs.</p>	<p>Yes, Job Service can identify sectors and employers in need of qualified workers. Veterans staff also can reach out to employers seeking to hire eligible veterans.</p>	<p>Yes, can identify employers seeking to hire persons with disabilities.</p>	<p>Yes, can identify employers needing qualified workers in coordination with Job Service.</p>
<ul style="list-style-type: none"> • Create curriculum modules linked to recognized credentials • Articulate steps in pathway to lead to Tech. Diploma or Applied Assoc. Deg. • Engage employers in defining curriculum competencies • Create hands-on learning opportunities. • Award credit for work experience • Create pathway "Road Maps" • Create Adult Ed/ESL bridge program. 			<p>No, cannot support curriculum or program development.</p>	<p>No, generally cannot support curriculum or program development.</p>	<p>No, cannot support curriculum or program development.</p>

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PATHWAY SUPPORT FOR LIFE LONG LEARNING					
Career planning and assessment	Yes, can fund this to extent that pathway will serve TANF recipients or other "needy families."	Yes, can be used to fund educational activities and supportive services for food stamp recipients who need services in order to participate in an employment and training component.	Yes, Job Service can conduct assessments and provide counseling to jobseekers. Veterans staff provide these services to eligible veterans.	Yes, can provide assessment and counseling to eligible persons with disabilities.	Yes, can provide limited counseling and assessment to certified workers, generally in coordination with Job Service.
Case management, coaching and mentoring	State examples: Arkansas California Kentucky	Restrictions apply to serving working individuals and TANF recipients with FSET funds. Local examples: Milwaukee Area Technical College (MATC), WI Denver, CO; Seattle, WA.	Yes, Job Service can provide job search and placement assistance, but cannot provide support services. Veterans staff can offer placement assistance to eligible veterans and can refer them to support services in the community.	Yes, can provide case management and placement assistance to eligible consumers. VR can provide soft skills preparation, transportation and other employment supports as identified in an individual employment plan.	Yes, can provide limited case management and placement assistance to certified workers, generally in coordination with Job Service. Cannot provide support services.
Job placement					
Soft skills					
Child care	Child care can be funded directly or through transfer to Child Care and Development Fund.				
Transportation*	When TANF is used to directly fund child care and transportation to non-employed individuals, this may trigger work participation rates and other TANF requirements.				
Financial aid	Yes, can fund this to extent that pathway will serve TANF recipients or other "needy families."	Cannot be used to fund educational activities that are generally available without charge to non FSET participants. Tuition paid by participants may be claimed as non-federal spending for 50-50 reimbursement.	No, Job Service cannot support skill or occupational training.	Yes, can provide financial support to eligible consumers or groups of consumers to participate in a wide range of education and training programs.	Yes, can provide extensive financial support for basic or remedial education and occupational training to certified workers.
Education and training operating costs not otherwise covered*	Yes, can fund this to extent that pathway will serve TANF recipients or other "needy families."	Yes, if the educational activities are not generally available to non FSET participants.	No, Job Service and Veterans cannot cover these costs.	Seeking additional information, but generally cannot cover these costs.	No, generally cannot cover these program costs.

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<i>POLICY HIGHLIGHTS</i>	TANF funds are not limited to serving individuals receiving cash assistance under W-2.	Providers may wish to provide book voucher or other incentive to encourage Food Stamp recipients to self-identify.	Certified counselors and Veterans staff can guide jobseekers toward jobs and training in career pathways. In addition, the Job Service Operations plan, which calls for targeting of occupations and industries, is potentially supportive of the goals of RISE.	VR can provide comprehensive support to eligible individuals to enter and progress in pathways. Disability Navigators can inform persons with disabilities about the availability of career pathways.	TAA is a source of long-term income support and financial aid for certified workers. Co-enrollment of workers in WIA can expand the range of available services.

*These elements are not part of the draft RISE Career Pathways definition. Education and training costs not otherwise covered are operational costs not covered by base funding for an existing program, such as the cost of faculty release time for team teaching, the cost of creating new sections of programs with waiting lists (e.g. adult ed/ESL, nursing programs.)