

# **RISE**

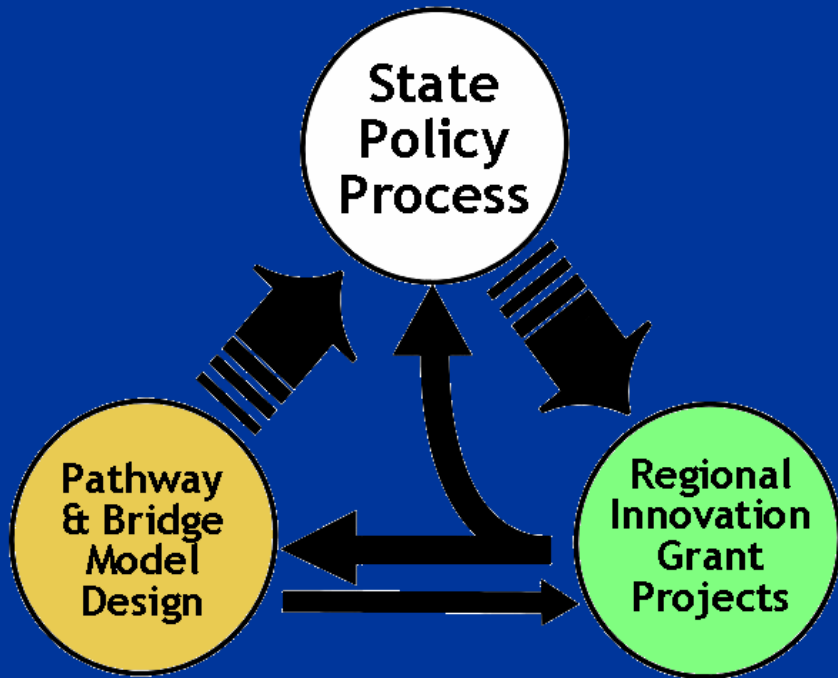
## **Regional Industry Skills Education**

**Wisconsin's Career Pathways Initiative to  
Put Low-Skill and Low-Wage Workers  
On the Road to Family-Supporting Jobs**

**Funded by the Joyce Foundation**

C&I Meeting, July 20, 2007

# Three Elements of RISE



- State-level policy/systems change
- Regional innovation/implementation
- Pathways Model Design
  - Postsecondary occupational pathways
  - Basic Skills bridges

## The case for change:

# Challenges for businesses

- ❑ Demographics
- ❑ Labor shortages
- ❑ Increasing skill needs



# Challenges for workers

- ❑ New skill demands
- ❑ Need to continue education
- ❑ Achieving job/career security
- ❑ Crossing the wage "tipping point"



# Wisconsin's Sweet Spot

## Median Wages and Education Level, 2005

	Wisconsin		United States	
	Wages	Shares	Wages	Shares
Dropouts	\$9.66	6.6%	\$9.08	10.4%
High School	\$12.98	35.2%	\$12.14	30.1%
Some College, No Degree	\$12.22 <sup>x</sup>	19.3%	\$12.49	20.0%
Associate Degrees	\$16.19	13.6%	\$15.28	9.8%
Applied	\$16.34	10.3%	\$15.17	5.2%
Liberal Arts	\$15.61	3.3%	\$15.52	4.6%
Four-year College	\$22.03	25.4%	\$22.44	29.6%

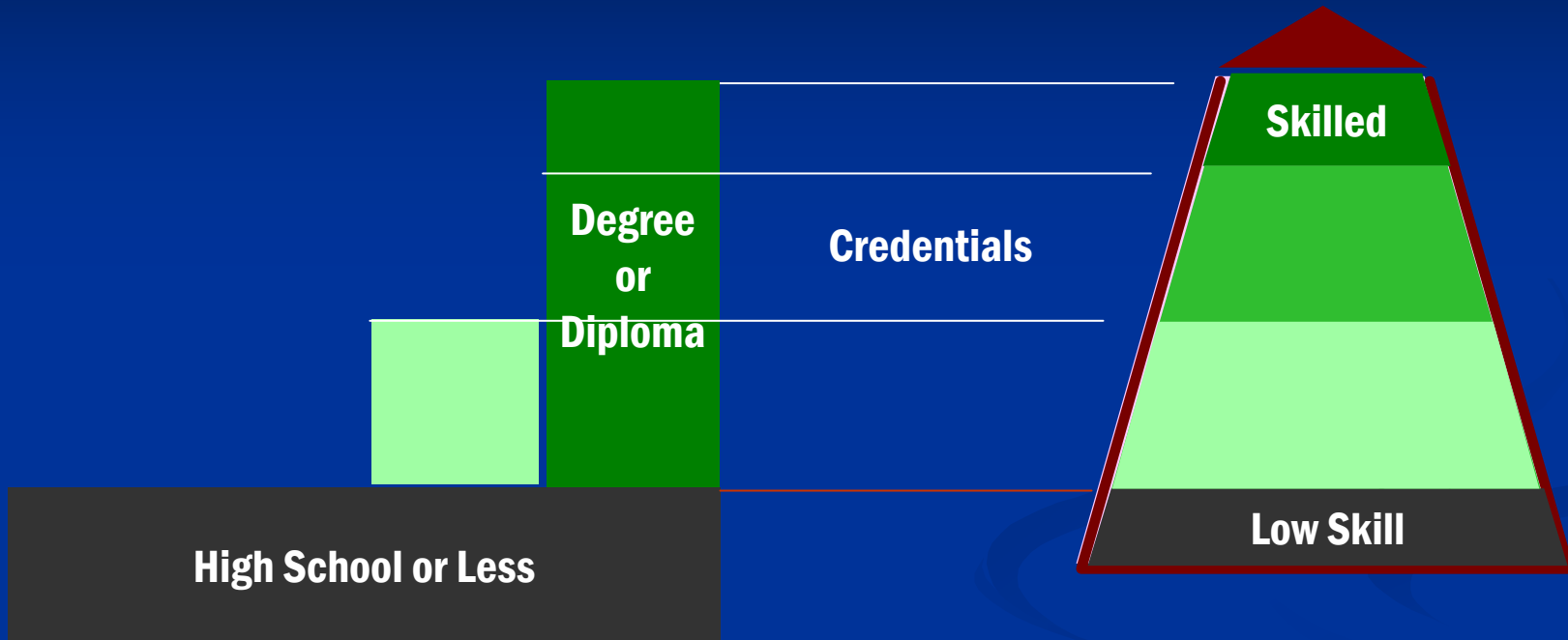
# A Path to the Middle Class

- Entry-level jobs that prepare workers for and *connect* them to future opportunities
- Reliable and easy-to-understand methods of *building* skills and *accessing* decent-paying jobs
- Routine advancement through *incremental* moves

# The Basic Idea

Education

Industry With Jobs



**For workers:**

- Predictable path to job advancement and higher wages
- More employer support; easier access to education
- More security

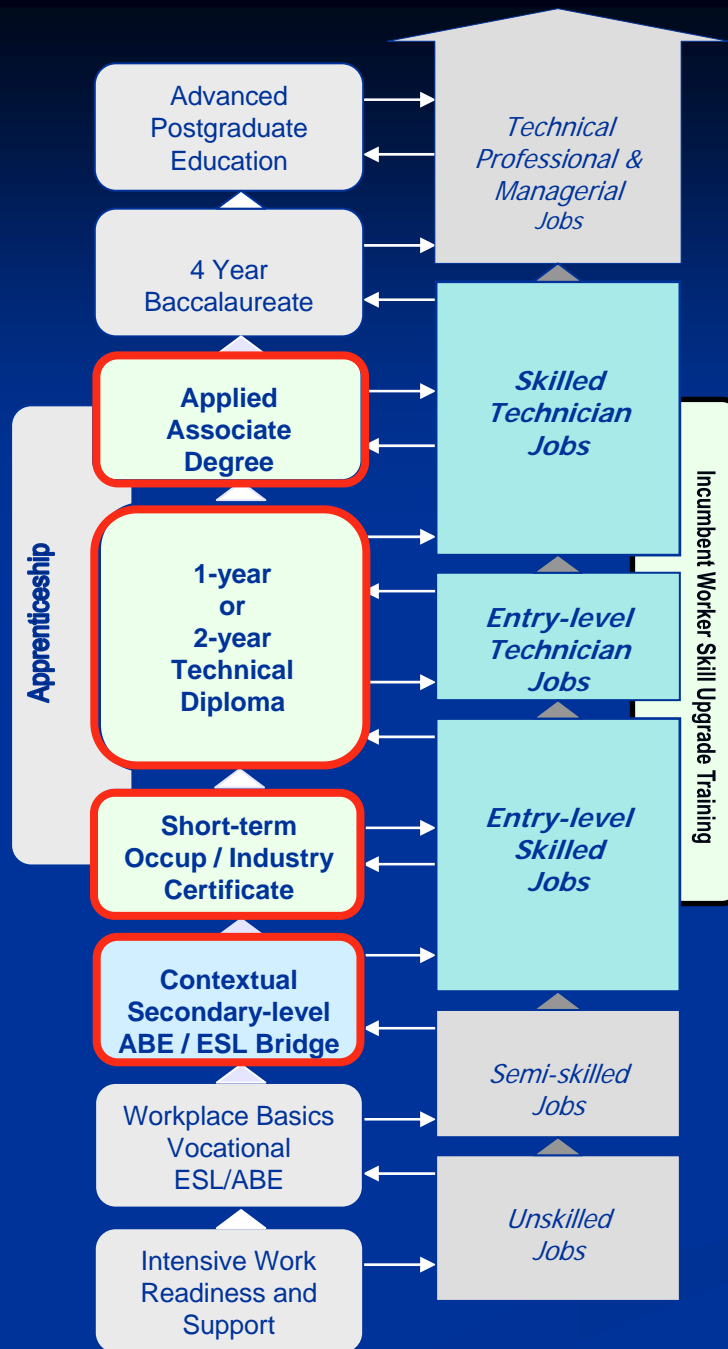
**For employers:**

- Larger pool of qualified workers
- Better pipeline to fill skilled jobs from within
- Higher retention, employee loyalty

# Career Pathways: A Schematic

Post-secondary education

Adult basic education



**KEY**

- RISE Pathways components
- RISE Adult Basic Ed Bridge
- Other career path or bridge stages
- Focal RISE employment skill levels
- Other employment skill levels
- Direct paths between training or skill levels
- Training paths to jobs/skill levels and vice-versa

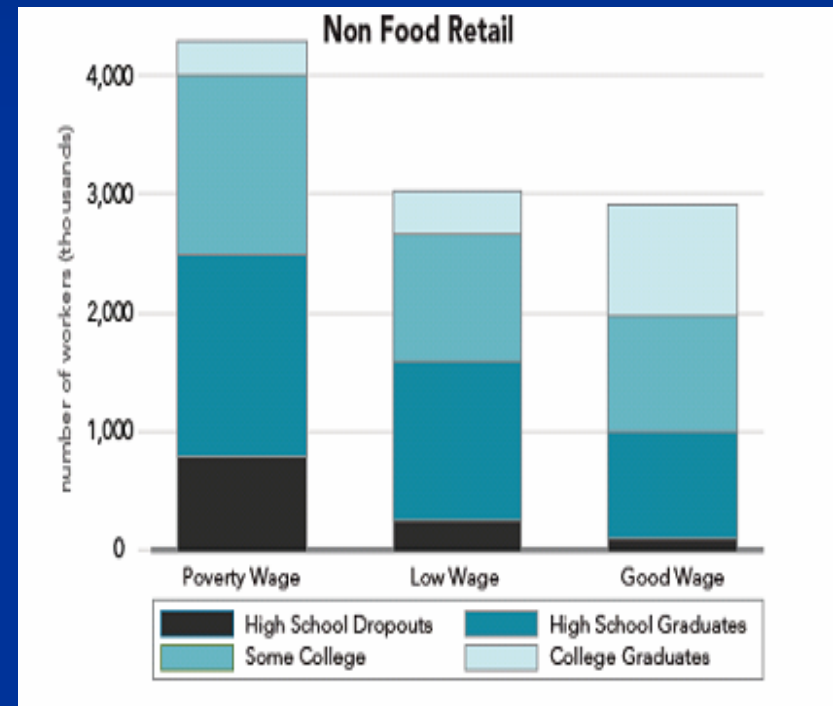
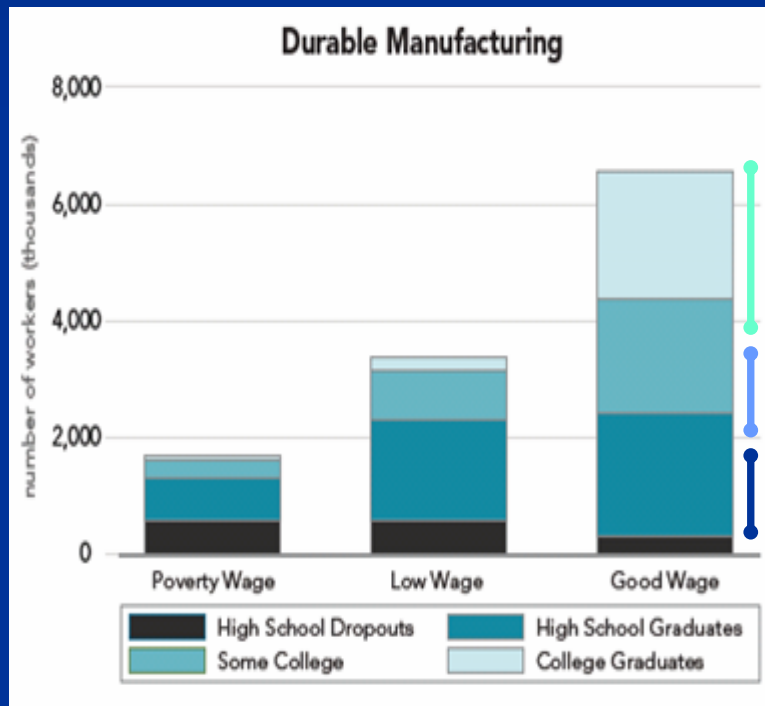
Education

Workplace

# Where Do We Build Pathways?

- Industries of importance to local economies
- Industries that need an increased supply of skilled workers
- Industries that offer a realistic chance of advancement for workers

# A Tale of Two Sectors



# How will RISE Proceed?

## Learning – Doing – Learning

- Regional meetings
- Policy scan
  - Evaluate policies
- Engage business and other stakeholders
  - Phase in regional implementation
- Measure impact
- Finalize new pathway framework
  - Final recommendations for system change

# For DWD:

## Potential program and policy changes...

- Greater program emphasis on long-term careers
- More selective/intensive industry engagement
- Closer ties with WTCS
- Revised case management protocols
- New approaches to training provision

# RISE Partners

## Core Partners

- Joyce Foundation
- DWD and Workforce Boards
- WTCS and Technical College Districts

## Additional Stakeholder Partners

- Business, industry and labor
- Local economic development entities
  - Other state agencies
- Dept. Public Instruction & UW System
  - Others as we learn

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