The Wisconsin RISE Initiative
Joyce Foundation’s Shifting Gears

Transforming Communities
June 1, 2011

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RISE Coordinator
The RISE Partnership

- Department of Workforce Development
- Wisconsin Technical College System
- University of Wisconsin Center on Wisconsin Strategies (COWS)
- South Central Wisconsin Workforce Development Board
- 16 Technical College Districts
- 11 Workforce Development Boards

risepartnership.org
Wisconsin’s Challenge

- Match good jobs and a skilled workforce to build wealth for communities, workers, and companies
Education Required for Wisconsin Jobs

Projected Jobs, 2016

- HS diploma or less: 687,030 (21%)
- More than HS, less than 4-yr college degree: 947,130 (28%)
- At least 4-yr college degree: 1,691,710 (51%)

*Wisconsin’s Forgotten Middle-Skills Jobs*, National Skills Coalition, 2009. Calculated from WI Department of Workforce Development data.
Wisconsin’s Workforce of Tomorrow is in the Workforce Today

Working Age Adults, 20-64, Today and Future

- **2010**: 3,499,420
- **2015**: 3,183,170, or 89% of 2015 group
- **2020**: 2,795,320, or 78% of 2020 group
- **2025**: 2,355,500, or 66% of 2025 group

From WI Department of Administration population projections, 2008
RISE Target Population

18-54 yr old and either less than 2- or 4-yr degree or Limited English Proficiency

- Worked last year: 1.4 million
- Less than median wage: 1.3 million
- 695 thousand

COWS (Center on Wisconsin Strategy), Sep. 2009
Wisconsin’s Challenge

- Match good jobs and skilled workforce to build wealth for communities, workers, and companies

- Create predictable, reliable, relevant & realistic ways for lower-skill adults to get more education and job skills
## Value of Applied Associate Degree

### Median Wages and Education Level, 2009

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Wisconsin</th>
<th></th>
<th>United States</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Wages</td>
<td>Shares (in %)</td>
<td>Wages</td>
<td>Shares (in %)</td>
</tr>
<tr>
<td>Dropouts</td>
<td>$9.16</td>
<td>4.3%</td>
<td>$10.01</td>
<td>8.7%</td>
</tr>
<tr>
<td>High School</td>
<td>$13.78</td>
<td>29.9%</td>
<td>$13.29</td>
<td>28.4%</td>
</tr>
<tr>
<td>Some Coll., No Deg.</td>
<td>$12.87</td>
<td>21.4%</td>
<td>$13.44</td>
<td>19.9%</td>
</tr>
<tr>
<td>Associate Degrees</td>
<td>$17.40</td>
<td>13.2%</td>
<td>$16.96</td>
<td>10.3%</td>
</tr>
<tr>
<td>Four-year College</td>
<td>$23.07</td>
<td>31.0%</td>
<td>$24.81</td>
<td>32.4%</td>
</tr>
</tbody>
</table>

Source: Center On Wisconsin Strategy, State of Working Wisconsin - 2010
Wisconsin’s Challenge

- Match good jobs and skilled workforce to build wealth for communities, workers, and companies
- Create predictable, reliable, relevant & realistic ways for lower-skill adults to get more education and job skills
- Promote employers, educators, and workforce organizations working together to connect education, good-paying jobs, and reliable supply of skilled workers.
Current model: reactive crisis intervention

- Enter workforce
- NEW JOB
  - Working
  - JOB LOST
  - NEW JOB
  - Working
  - JOB LOST
  - NEW JOB
  - Working
  - JOB LOST

WIA Services

Career, higher pay, access to better jobs

Low pay, dead end jobs
Goal: Increase the number of adults who earn postsecondary credentials related to occupations in high demand.

Strategy: Career Pathway and Bridge Programs
Career Pathway—The Basic Idea

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 Pathway Operational Elements

- Five elements
  - Industry Engagement
  - Career Pathway Instructional Design
  - ABE/ELL Bridge Instructional Design
  - Pathway Support for Lifelong Learning
  - Systems and Partnerships

- Part of the RISE Guidelines document at www.risepartnership.org/
Career Pathways Model

WISCONSIN CAREER PATHWAYS

ADULT BASIC ED
ENGLISH LANG. LEARNING
WORK READINESS

BRIDGE INSTRUCTION
EMBEDDED DIPLOMAS

APPLIED ASSOCIATE DEGREE
TECHNICAL DIPLOMA
BACCALAUREATE DEGREE

UNSKILLED JOB
SEMI-SKILLED JOB
ENTRY-LEVEL SKILLED JOB
ENTRY-LEVEL TECHNICIAN
SKILLED TECHNICIAN
MANAGERS & TECHNICAL PROFESSIONALS

APPRENTICESHIP
RISE Career Pathways

- BSN
- ADN
- LPN
- MEDICAL ASSISTANT
- MEDICAL INTERPRETER
- DIAGNOSTIC AIDE
- RESTORATIVE AIDE
- PHYSICAL THERAPY ASSISTANT
- PHLEBOTOMY
- CLINICAL LAB TECH.

* Pathways outlined in green required curriculum development
More Information:

Case Studies on Five Bridges in Wisconsin

Building Bridges in Wisconsin: Connecting Working Adults with College Credentials and Career Advancement
Jessa Lewis Valentine, Adrienne Pagac, COWS, May 2010, at www.cows.org

Integrated ABE/ELL/Occupational Teacher and Student Interviews

Welding -
http://www.youtube.com/watch?v=5SgGw4oN4cE

Instructional Assistant (online) -
http://www.youtube.com/watch?v=V-MoM7ALfBg

Culinary Arts -
http://www.youtube.com/watch?v=i0Swcj2s4FA

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Questions about RISE?

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