

# Wisconsin's RISE Partnership

## *Joyce Foundation's Shifting Gears Project*

Skills for the Future  
July 10, 2014



Presented by:  
Carolyn Peckham

**RISE**

The word 'RISE' is written in large, bold, black capital letters. Behind the letters are several overlapping light blue rounded squares. Below the text is a photograph of interlocking metal gears.

[risepartnership.org](http://risepartnership.org)

# The RISE Partnership

Department of Workforce Development

Wisconsin Technical College System

Wisconsin Economic Development Corporation

Wisconsin Department of Public Instruction

Wisconsin Workforce Development Boards Association

University of Wisconsin Center on Wisconsin Strategies

South Central Wisconsin Workforce Development Board

16 Technical College Districts

11 Workforce Development Boards



# The Challenge

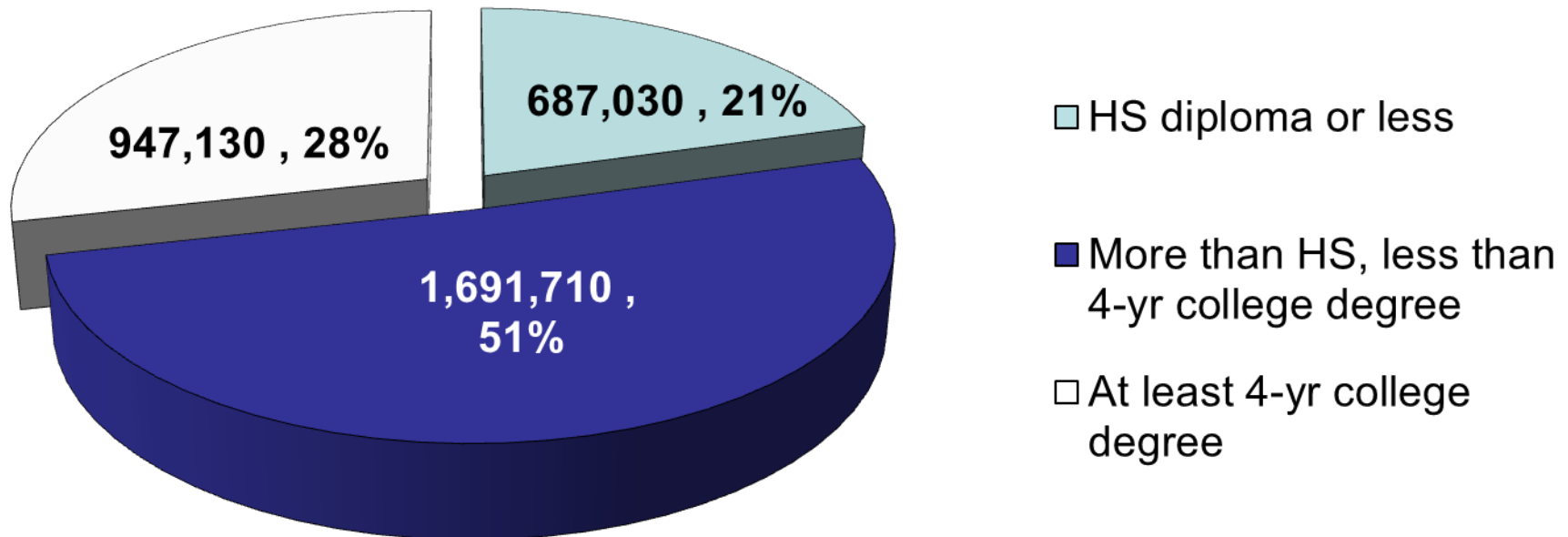
**We need more skilled workers to keep Wisconsin companies competitive.**

**Low-income workers need access to good jobs and careers.**



# Education Required for Wisconsin Jobs

Projected Jobs, 2016

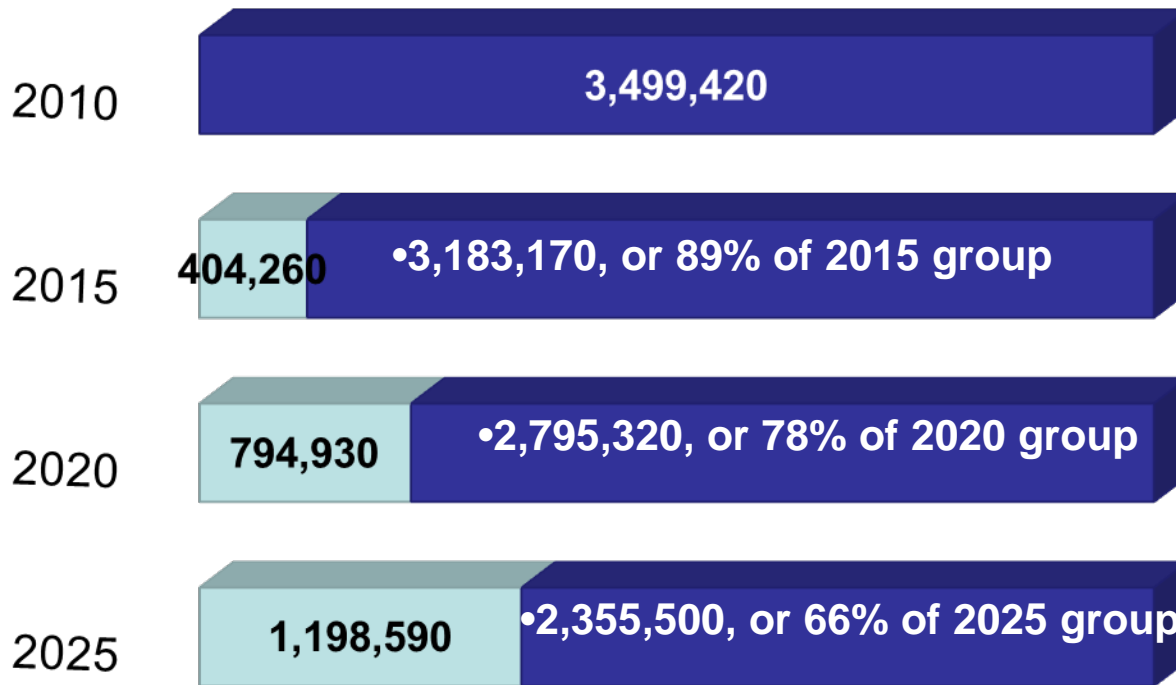


• *Wisconsin's Forgotten Middle-Skills Jobs*, National Skills Coalition, 2009.  
Calculated from WI Department of Workforce Development data.



# Wisconsin's Workforce of Tomorrow is in the Workforce Today

## Working-Age Adults, 20-64, Today and Future



■ Newer working-age

■ Working-age in 2010

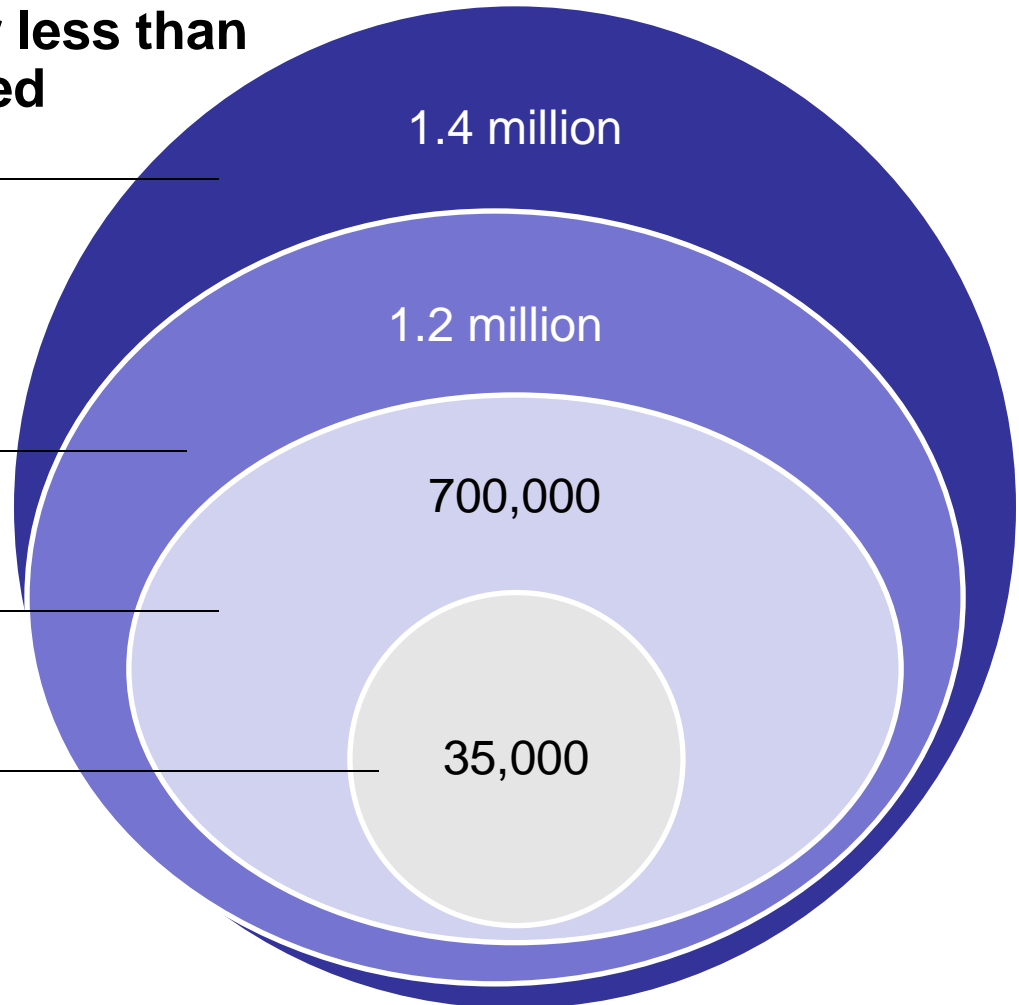
# RISE Target Population

- 18-24 yrs old and either less than 2- or 4-yr degree or limited English proficiency

- Worked last year

- Less than median wage

- Unemployed



# The Tipping Point

- One year of college-level credits plus a credential is needed to produce rewards:
  - Earnings gains that stick
  - Meet employer expectations for skilled workers
  - Prepared for moving even higher in postsecondary education



# Value of Applied Associate Degree

Median Wages and Education Level, 2009	Wisconsin		United States	
	Wages	Shares	Wages	Shares
Dropouts	\$9.16	4.3%	\$10.01	8.7%
High School	\$13.78	29.9%	\$13.29	28.4%
Some Coll., No Deg.	\$12.87	21.4%	\$13.44	19.9%
Associate Degrees	\$17.40	13.2%	\$16.96	10.3%
Four-year College	\$23.07	31.0%	\$24.81	32.4%

•Center On Wisconsin Strategy, State of Working Wisconsin, 2010



# RISE



risepartnership.org

(Regional Industry Skills Education)

**Goal:** Increase the number of adults who earn postsecondary credentials related to occupations in high demand.

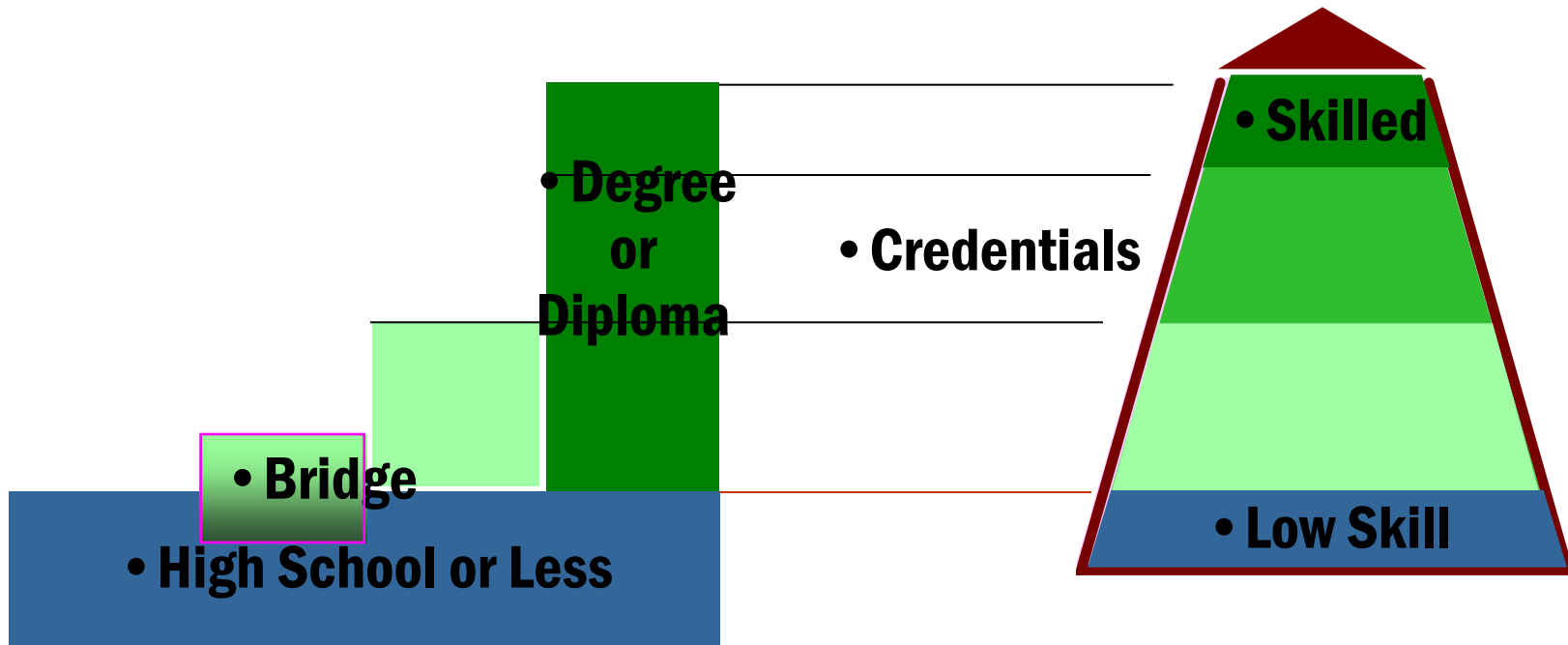
**Strategy:** Career Pathway and Bridge Programs



# Career Pathway—The Basic Idea

## • 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

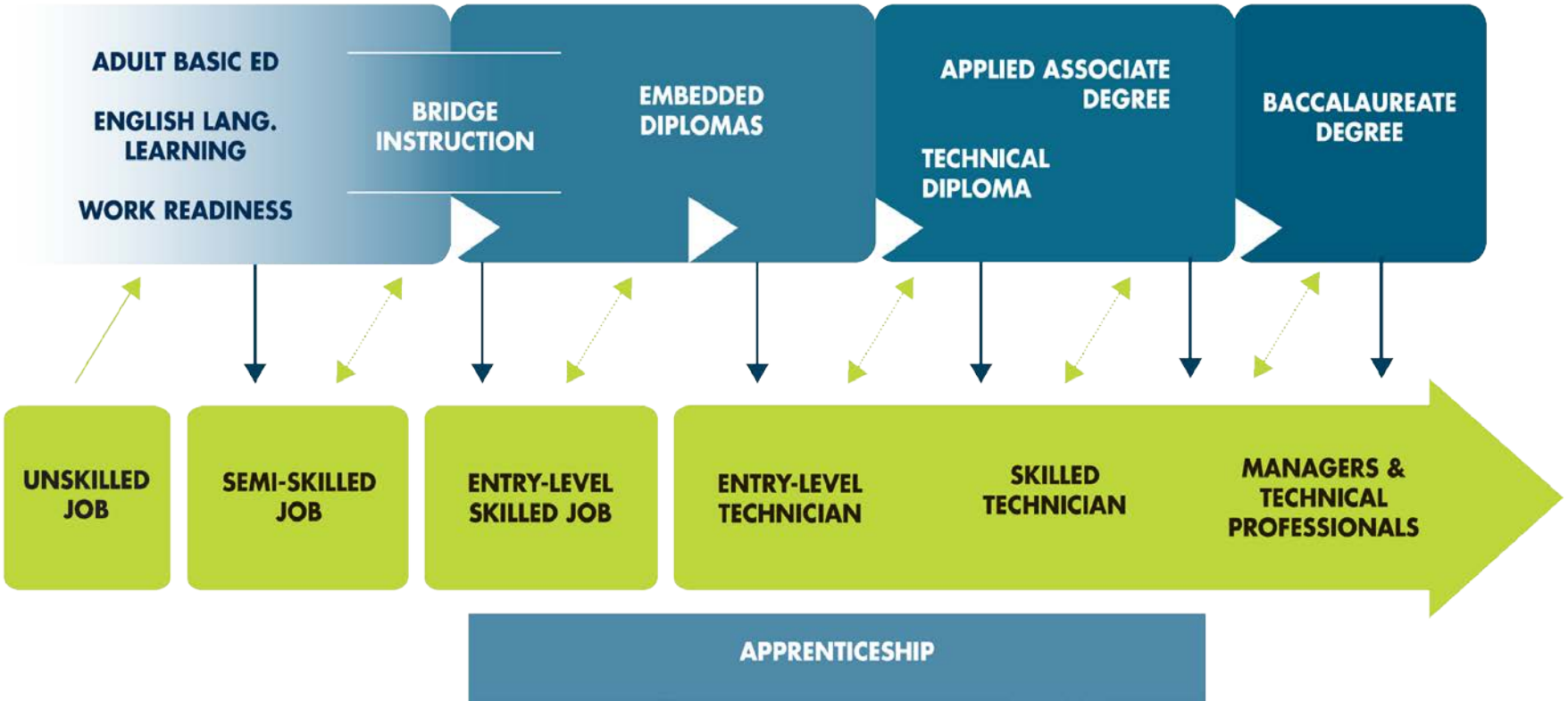
# Career Pathway Operational Elements

1. Industry Engagement
2. Career Pathway Instructional Design
3. Career Pathway Bridge Instructional Design
4. Pathway Support for Lifelong Learning
5. Systems and Partnerships

RISE Guidelines document at  
[www.risepartnership.org/](http://www.risepartnership.org/)



# WISCONSIN CAREER PATHWAYS



•College Level

•2 years

← Advanced Manufacturing AA Degree

•1 year

← Machine Tool Operator Diploma

CNC Set-up →

← CNC Programmer

← CNC Operator

3 credits of high-level ABE/ELL coordinated with the first certificate

Below College

# Advanced Manufacturing Pathway



1-year Technical Diploma

← Next Steps in Pathway

← CNC Programmer, 6 credits

← CNC Set-up, 6 credits

← CNC Operator, 6 credits

- Manufacturing Math 1 – 1 Credit
- Blueprint Reading – 1 Credit
- Measurement and Inspection – 1 Credit
- Introduction to Machining – 1 Credit
- CNC Production Lathe: Operation – 1 Credit
- CNC Production Mill: Operation – 1 Credit

- ABE Math (CNC Pathway) NRS 5 N – 2 Credits
- ABE/ELL Reading and Study Skills – 1 Credit

•College level

•Below College





Career Pathways Benefit Wisconsin Businesses

- WI Business
- WI Workers
- WI Communities

- Career Pathways Video
- RISE - The Basics
- Explore Career Pathways and Bridges for Adults
- Developing Career Pathways and Bridges for Adults

RISE Partnership Home Page  
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The Regional Industry Skills Education (RISE) Partnership, lead by the Wisconsin Department of Workforce Development and the Wisconsin Technical College System, is working to make college and workplace success an attainable reality. Career Pathways are our strategy.

“ A BETTER FUTURE FOR WISCONSIN

Better futures for Wisconsin workers, businesses and communities require skilled workers who are prepared for a growing demand in technical occupations. These skilled jobs call for more than a [high school diploma](#) but less than a four-year degree.

As Wisconsin's labor force ages and diversifies, we must work hard to build the skills and productivity of our existing adult workforce. Why focus on adult workers? Because over two-thirds of our future workforce includes Wisconsin adults who are currently working. Some 700,000 of these workers lack the skills and training to fill [technical jobs](#), and they earn



# Going Beyond Concept

Policy change

New resources

Process change

New measures

Professional  
development

Adjust data systems

Communicate to seek  
alignment

Learn, adjust, pilot

Improve and evolve





# Partnership Enablers

1. External sustained funding & accountability
2. Steering Committee comprised of multiple organizations & multiple kinds of expertise
3. Co-Leads and outside Coordinator
4. Protocol defining membership, processes and parameters
5. Frequent and regular meetings
6. Multiple & progressive technical-assistance resources



# Partnership Enablers

7. Knowledge-building and engagement of system professionals to sustain effort through transitions at executive level
8. Chemistry-building experiences
9. Recognition of accomplishments
10. New sources of support for Pathways
11. Regional success, creating momentum
12. Nurturing an organic process for long-term systems change



# Questions about RISE?

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