



# IU13 Community Education: Transitional Support

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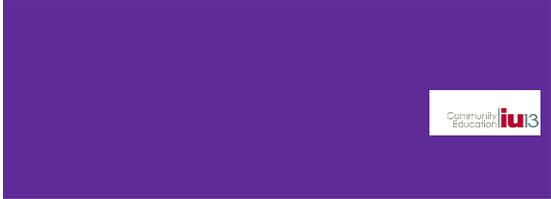
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## Agenda




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## Advisor Meetings




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# Credential Evaluation




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# Career Pathways Maps




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## ESL Roadmap




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## Workforce Prep Classes/IETs

- CNA
- Direct Care Provider
- Admin Support Professional
- Teacher Assistant Training
- Teas Prep



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## Partners

- Literacy and Learning Success Centers
- Saint Joseph's University
- PA CareerLink Lancaster/Lebanon County
- Harrisburg Area Community College
- Spanish American Civic Association



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## Thank you!

[josh\\_mcmanness@iu13.org](mailto:josh_mcmanness@iu13.org)




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## Career Pathways

### Core Partners:

- UPMC Pathways to Work
- Regional Upskilling Alliance
- BankWork\$
- Master Builder's Association
- Bidwell Training Center
- Carpenter's Union
- Pittsburgh Gateways
- Reimagine Reentry
- APRI
- New Century Careers
- JFCS
- PA CareerLink®
- PNC

Core partners are engaged in reviewing and helping to shape curriculum.

They are engaged to present to students in classes and lunch and learns.

They connect to interview and hire our students.



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## Career Pathways Programming

### Career Pathways Programming

- Intuit Certifications – Quickbooks and Professional Bookkeeper
- Microsoft Office Specialist - Word, Excel, Expert Excel
- Customer Service
- Contextual English classes (job-seekers, hospital jobs, IWP)
- Info Sessions (lunch and learn with college and career partners)
- Digital Skills classes
- Career Exploration workshops



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## Engaging students in the process

Student surveys at least twice per year – survey for interests and input

### Pathways checklist utilization

- Completed by a staff member or volunteer as a conversation with the student.
- Results used by staff member to suggest classes, learning opportunities and workshops, referrals to student services team and career advisors (creation of the learning plan).
- College and career pathways team reviews data and uses it for program improvements.



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Contact information:

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Digital skills and career programs:

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Student services and college pathways:

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Purpose



To equip learners with the essential language proficiency, cultural understanding, and interpersonal skills necessary to successfully enter and navigate the behavioral/mental health workforce, specifically focusing on school, home, community, and healthcare settings.



To prepare students with the skills needed to pass the Registered Behavioral Technician exam.

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## Need



**Lehigh Valley Region:** A major surge is expected starting in early 2026 due to the opening of Hanover Hill Behavioral Health in Bethlehem. This 144-bed facility is creating **over 300** new jobs, many of which are specifically for Mental Health Technicians (MHT).



**Pocono Region:** Projections for the Pocono Counties WDA indicate an annual demand of approximately **538** openings for psychiatric and home health support roles.



**Growth Driver:** The "Baby Boomer Cliff"—the aging population in the Northeast—**is** creating a high volume of openings due to both the need for more care and the retirement of current workers.

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## Local Labor Market Data

| Region                | Avg. Annual Openings | Estimated Total (2026-2030) |
|-----------------------|----------------------|-----------------------------|
| United States         | ~21,200              | 106,000                     |
| Pennsylvania          | ~1,200 - 1,500*      | 6,000 - 7,500               |
| Lehigh Valley/Poconos | ~150 - 200**         | 750 - 1,000                 |

The Registered Behavior Technician (RBT) credential and completion of courses like the Behavioral Health Technician classes are cited as high-priority qualifications by local employers, which are currently expanding their behavioral health units.

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## Educational Impact on Upward Mobility

| Education Level                 | Primary Roles  | % of New Openings | Outlook Notes  |
|---------------------------------|--|-------------------|--|
| HSD/ AE + Bridge Class          | Behavioral Health Tech (BHT), Mental Health Tech (MHT), Aide | ~35% - 40%        | <b>Highest Entry Demand.</b> Includes 300+ new roles at Hanover Hill (Bethlehem) and school-based aides.   |
| Postsecondary Certificate (RBT) | Registered Behavior Technician (RBT), Lead BHT               | ~15% - 20%        | <b>Rapid Professionalization.</b> Employers increasingly require RBT certification within 90 days of hire. |
| Bachelor's Degree               | Behavioral Specialist, Case Manager, BCaBA                   | ~25%              | <b>Management Track.</b> Often preferred for supervisory roles in residential and outpatient settings.     |
| Master's Degree & Above         | BCBA, Licensed Counselor (LPC), Social Worker (LCSW)         | ~20%              | <b>Clinical Hub.</b> Higher-paying roles focused on diagnosis, treatment planning, and supervision.        |

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## Behavioral Health Fundamentals and Vocabulary



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## Communication with Supervisors



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## Communication with Caregivers



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### Job Expectations & Professionalism



Professional Ethics



Managing Stress and Self-Care



Documentation Standards

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### Cultural Competence and Organizational Culture

Workplace Culture

Communication Style Differences

Diversity and Inclusion Language

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### Related Certifications



MENTAL HEALTH FIRST AID



HIDDEN DISABILITY SUNFLOWER

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### Assessment Strategy

- Vocabulary Quiz
- Written Portfolio
- Role-Plays and Debrief
  - Supervisor
  - Caregiver
  - Ethical Scenarios
- Case Study Review
- Completion of Mental Health First Aid and HD Sunflower certificate based on pre/post-test.

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### PDS resources for transition support

- On-demand courses in PD Portal
- Resources for program planning/student support
- Resources for English learners and IELCE program participants



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**Data**

- Data review & correction
- Data entry
  - Within 14 days of collection (once eData is available to program)
- Data awareness campaign: required
  - Module 1 complete due date 2/10/26
    - 87 participants completed all assignments
    - 19 participants completed some parts
    - 25 never accessed the course



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**Incentive funds**

- Funding notification letters coming soon
- Funding adjustments
  - Budget: Incentive funds sections
  - Agency Information update:
    - Agency Activity Summary
    - Subgrantee Activity Summary, if applicable
    - Counties Served
  - Submit as soon as possible
- Update QER3 form with new amount



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**GED OP issue**

- Background/context
  - To take HSE test in PA, must be PA resident
  - OP proctors check identity but not residency
  - GED system doesn't prevent non-PA residents from registering in PA



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## GED OP proof of residency process

- When tester selects OP option, hold is put on account & tester gets an alert
- OP testers will have to submit proof of PA residency to Division; instructions are in the alert
  - [Ra-edhse@pa.gov](mailto:Ra-edhse@pa.gov)
- When residency is confirmed, hold is lifted, and tester can schedule the online test



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## Contact/Mission

For more information on adult education and family literacy, please visit PDE's website at [www.education.pa.gov](http://www.education.pa.gov)

*The mission of the Department of Education is to ensure that every learner has access to a world-class education system that academically prepares children and adults to succeed as productive citizens. Further, the Department seeks to establish a culture that is committed to improving opportunities throughout the commonwealth by ensuring that technical support, resources, and optimal learning environments are available for all students, whether children or adults.*



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