



# Career Pathways Advancement Project



## Are you a former Nebraska VR client interested in advancing your career?

The Career Pathway Advancement Project (CPAP) Grant:

- expands career opportunities
- cultivates workforce development through educational advancement and training
- increases economic opportunity

## What does educational advancement look like?

- Work based learning, i.e., on-the-job training, cross training, or job coaching
- Certification or Diploma Programs
- Associate, Bachelor, Master, PHD

## Who pays for training?

The Career Pathway Advancement Project (CPAP) Grant provides a training allowance for the following:

- Industry Certification - Tuition, fees, books and supplies cost as identified by the educational institution attending, with a cap of \$4752.
- Post-Secondary Training Programs for Bachelor, Master, PhD - CPAP pays \$168

per semester hour or \$86 per quarter hour.

- Post Secondary Training for Diploma and Associate Degrees- CPAP pays \$68 per semester hour, or \$46 per quarter hour.

## What other services are provided?

Career Pathway Advancement Project participants are offered assistance in covering their transportation costs to attend training or are offered a stipend to cover additional training costs.

Participants who choose to receive a stipend will receive \$250.00 after attending the first day of class.

Upon completion of an industrial certification, participants are paid another \$250.00 stipend once a copy of the certification is shared with the Career Pathway Recruiter.

Participants training for diploma programs receive \$375.00 stipend after each completed 12 credit hours as identified by grade transcripts.

## What is in it for a business?

This is an opportunity to retain key talent. Investing in employees is a great way to retain employees in the future and improve morale.

## How do I get started?

Contact a Nebraska VR Career Pathway Recruiter:

Zach Arter, Career Pathway Recruiter  
C: 402.214.2847  
zach.arter@nebraska.gov

Mary Kunes-Neary, Career Pathway Recruiter  
C: 402.314.1495  
mary.kunes-neary@nebraska.gov

Crystal Norvell, Career Pathway Recruiter  
C: 308.380.2849  
crystal.norvell@nebraska.gov

Learn more about CPAP at:  
[vr.nebraska.gov/pathways/](http://vr.nebraska.gov/pathways/)

# Career Pathways Advancement Project

The Career Pathways Advancement Project (CPAP) is designed for individuals who have been closed successfully from the Nebraska VR program to explore and access opportunities to advance in their employment. Through a combination of classroom and on-the-job training, clients earn the recognized post-secondary credentials required for advancement within a specific industry. Employers are provided access to a group of potential employees with the required and relevant skills. This project is funded by a five-year grant awarded by the Rehabilitation Services Administration in 2015.

## Upskill/Backfill

CPAP's goal is to upskill past successfully closed Nebraska VR clients through training and education and backfill the vacant positions they formerly held with qualified job-ready candidates that are new to the CPAP program. The project will assist individuals established in their careers to realize long-term employment goals, open new opportunities for entry-level workers, and meet the needs of local employers in growing industries by incentivizing advancement with paid training and stipends.

## Outreach

Focused outreach to 2,000 successfully employed Nebraska VR clients from the last four years seeks to upskill/backfill positions within the high demand industries of Architecture & Construction, Transportation/Distribution/Logistics (TDL), Healthcare, Information Technology (IT), and Manufacturing. CPAP vision is to promote autonomy, stability, and economic self-sufficiency, achieved by assistance to obtain a single, stable, well-paying job with benefits to replace the one (or more) entry-level jobs currently held to make ends meet.

## Recruitment

Career Pathway Recruiters (CPRs) will be working with eligible past successfully closed VR clients. The CPRs help these individuals access a variety of supports in order to assist in advancement. CPAP services include funding college education, funding training/certificate programs, paid on-the-job training for career progressions, and facilitating increased access to technology and benefits planning. These individuals will be monitored and provided with services throughout the duration of their education or training. CPR staff will also follow up with advanced workers and their employer for a minimum of 90 days after their advancement to ensure client and employer satisfaction.



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