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# REACHing Adult Learners

Kern CCD - District Consultation Council  
Tuesday, August 23, 2022  
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# What we know about adult learners

- Half of Californians over 25 without college degrees are interested in attending college
    - Five million Californians!
    - Veterans (58%), single fathers (64%), and those formerly in foster care (64%) are even more likely to want to pursue college
  - Only 1 in 10 feel *able* to pursue college
  - Perceived obstacles include:
    - Affordability (51%)
    - Flexibility: Ability to work around other responsibilities (33%)
      - 62% very likely to take a self-paced program that can be done from home
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# Alignment with Strategic Directions

- **Strategic Direction #1:** Maximize student success, ensure student access, and reduce equity gaps
  - **Strategic Direction #2:** Provide workforce and economic development programs that respond to local and regional industry
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# REACH: The Basics

- Racial Equity for Adult Credentialing in Higher Education
  - Coalition of CCs in CA, CO, NY, NC, TX, VA by Lumina Foundation (\$8M/2yrs)
  - Increase educational attainment through non-credit → credit stackable pathways
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# REACH: The Basics

- Goals:
    - Closing equity gaps
    - Designed for adult learners of color
    - Enhance employability
    - Data-responsive program decision-making
    - Embedded, wrap-around support services
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# REACH: Next Steps

- Reviewed preliminary Kern County data (regional demographics, educational attainment levels, unemployment rates, and poverty rates)
  - Preliminary pathways identified:
    - BC: Business & Entrepreneurship
    - CC: Cybersecurity
    - PC: Early Childhood Development
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# REACH: Progress

- Reviewed preliminary Kern County data (regional demographics, educational attainment levels, unemployment rates, and poverty rates)
  - Preliminary pathways identified:
    - BC: Business & Entrepreneurship
    - CC: Cybersecurity
    - PC: Early Childhood Development
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# REACH: Next Steps

- Disaggregate data by ZIP code to determine economic growth factors (aligned w/ five CERF regions)
  - Confirm or adjust Kern CCD's tentatively-selected REACH programs
  - Develop Pathway Map
  - Implement pathways and monitor progress
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# REACH: Next Steps

- Disaggregate data by ZIP code to determine economic growth factors
  - Create Pathway Map
  - Develop a student-centered course schedule
  - Implement pathways and monitor progress
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# REACH Pathway Map



REACH Pathway Map | College:

| Pathway:

**Student Supports**  
(Basic needs, tech equity, health, child care, etc.)

**Co-Curricular**  
(work-based/experiential learning, SI/ tutoring clubs, etc.)

BA/BS/  
Grad  
  
AA/AS  
  
Certificate(s)  
  
Adult Ed/  
Noncredit

**Curriculum**  
(suggested course order)

**Career Connections**  
(industry certifications, job titles, wages, LMI)

# Unlocking Opportunities

- Systemic reforms with ten colleges over three years with the following goals:
    - Improve post-graduation outcomes
    - Establish an evidence base regarding what works
    - Develop actionable tools for replication
    - Elevate the issue of post-graduation outcomes
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# Unlocking Opportunities

- What is involved?
    - Connect program alumni to opportunities
    - Diversify access to successful programs
    - Create new program models
    - Build additional supports (internship, placement)
    - Facilitate timely/affordable completion for adults
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# Unlocking Opportunities

- Our team's experience
    - Application due September 15<sup>th</sup>
    - Coaching and seminar sessions
    - Presidential/Executive team leadership
    - Six years of data collection and analysis
    - Establish field leadership & network expertise
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# Learning Aligned Employment Program

- Improving postsecondary career education, better engagement in student learning, meeting critical workforce demands, and fostering student upward economic and social mobility
  - Employment-based learning in an industry related to students' field of study (research and apprenticeship)
  - Offer students the opportunity to earn money while gaining education-aligned, career-related employment (educationally beneficial position) in area of study, career objective
  - Enrolled in at least half-time. Demonstrated financial need from underrepresented backgrounds
  - College reimbursement to employer
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# Learning Aligned Employment Program

- Allocations based on federal Pell Grant recipients:
    - BC: \$6.5 million
    - CC: \$620,000
    - PC: ~\$650,00
  - Up to 9 years to expend funds
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# Convergent Initiatives

- Use of data on labor market outcomes, economic factors and student demographics
  - Focus on a stackable set of credentials leading to strong employment potential in well-paying jobs
  - Emphasis on adult education, noncredit, and credit program
  - Focus on minoritized and low-income students
  - Guided Pathways framework (enhanced course sequence mapping, and related job and transfer opportunities)
  - Equitable access and success through reducing equity gaps
  - WED programs that respond to local and regional industry (aligning programs to employers and the workforce)
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# Convergent Initiatives

- Focus on educational reform and innovative practices unconventional with traditional methods
  - Scaling experiential learning and other efforts to enhance students' employability
  - Engagement with industry partners in the development of programs, curricula and/or pathway map with inclusion of labor market and employability data
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Q&A