## REACHING Adult Learners

Kern CCD - District Consultation Council
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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

#### 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

#### 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 <u>pathways</u>

#### 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

#### 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

## 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

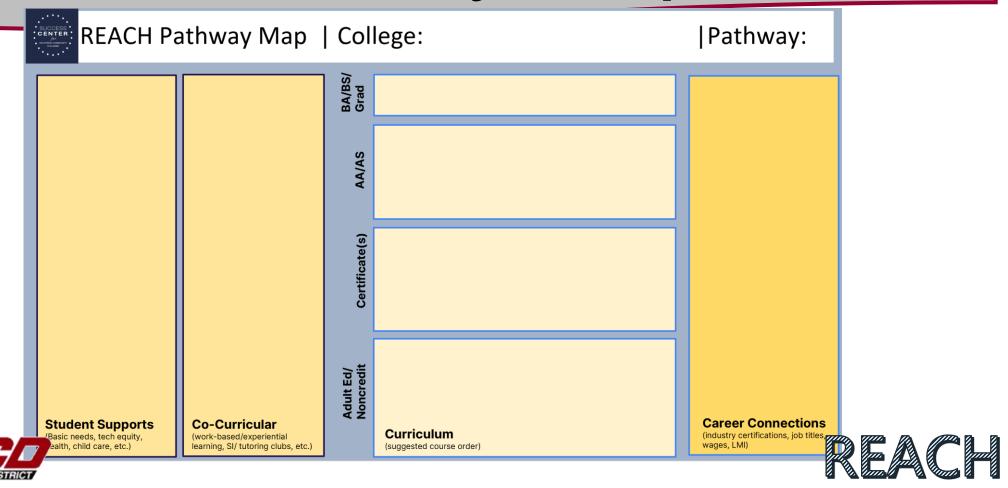
#### REACH: Next Steps

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

#### 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

## REACH Pathway Map



### 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

### 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

### 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

#### 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 educationaligned, 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

#### 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

## 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 (ligning programs to employers and the workforce)

## 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





REACH