Building an Adult-Friendly Postsecondary Policy Framework

6/17/2020
Webinar Logistics

#Educate4Opportunity
Agenda

• Introductions
• Adult Education Context Setting
• Exploring and Discussing JFF’s Four Focus Areas
• Additional Discussion
About JFF

Our rapidly changing economy demands skilled and adaptable workers. But too many people lack the education and training employers require.

JFF is transforming our nation’s workforce and education systems to accelerate economic advancement for all.
SETTING THE CONTEXT
URGENCY FOR ACTION: COVID-19

SETTING THE CONTEXT

HISTORIC JOB LOSS
- 43M filed for UI
- 13.3% jobless rate
- 42% jobs could be destroyed

NEED TO RETRAIN
- 1 in 3 expect to switch careers
- need more ed/training

VALUE FOR NONDEGREE
- 3 in 5 adults expect to pursue nondegree
- Half of workers with HSD & industry cert in “good” job
ADULTS ARE NOT A MONOLITHIC GROUP

Education attainment, adults, 25-54

- AA or above: 42%
- HSD/GED only: 25%
- Some PS, no degree: 21%
- No HSD/GED: 12%

Education attainment minoritized adults, 25-54

- AA or above: 33%
- HSD/GED only: 27%
- Some PS, no degree: 21%
- No HSD/GED: 19%

Source: ACS, 2015
“One critical observation is to not think of adult learners as low hanging fruit”

Rob Anderson, SHEEO
As you are planning for fall, what do you see as biggest challenge in engaging adults?
UNDERSTANDING ADULT LEARNERS

National research suggests that adult learners are:

• More likely than younger students to have industry credentials, military training, or other prior work experience for which they might seek credit

• Seeking practical implications of subject matter rather than theoretical underpinnings

• Hungry for visible signs that people like them are accepted and included in campus life

• Less likely to attend college full time than younger students
PRIMARY MOTIVATIONS TO GO TO COLLEGE

• Initiate a career change

• Get ahead in a current job or career

• Learn and feel accomplished
BARRIERS TO ACCESS AND SUCCESS

Time
- Working 1+ jobs
- Childcare and family responsibilities

Money
- Debt
- Concerns about ROI
- Childcare coverage and affordability

Self-Efficacy and Confidence
- Overwhelmed & uncertain about how to get started
- Worried about feeling out of place
- Concerned about academic stress based on past educational frustrations
SETTING THE CONTEXT

EVIDENCE-BASED STRATEGIES THAT HELP ADULT LEARNERS

**On-ramps to College and Support at Entry**
- Credit for Prior Learning
- Accelerated Developmental Education
- I-BEST

**Program Design Innovations**
- Hands-On Experience
- Work-Based Learning
- Online Learning and Competency-Based Education (CBE)

**Student Support and Career Pathways Services**
- Retention Support
- Stackable and Latticed Credentials
- Job Placement Assistance
ROLE OF STATE POLICY
Smart Postsecondary Policies That Work
for Students and the Economy
Smart Postsecondary Policies That Work
for Students and the Economy

Set a Goal to Serve Adults
Track & Reward Progress
Smart Postsecondary Policies That Work
for Students and the Economy

Focus on Regional Talent Development Needs
Smart Postsecondary Policies That Work
for Students and the Economy

Scale Adult-Friendly Programs and Pathways
Commit resources and align systems to support adult learners
POLICY DESIGN PRINCIPLES

• Drive upward mobility
• Close equity gaps
• Build on what works, while catalyzing innovation.
• Integrate and coordinate systems.
ROAD AHEAD

- State Policy Recommendations
- Adoption Trends
- Exemplary Approaches
- Discussion
<table>
<thead>
<tr>
<th>Study States with Adopted Policy</th>
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<tr>
<td>&gt;75% of study states</td>
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<td>35–75% of study states</td>
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<td>&lt;35% of study states</td>
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PILLAR 1

SET A GOAL TO SERVE ADULTS TRACK & REWARD PROGRESS

Recommended Policies
Adoption trends
Exemplary state policy approaches
Programmatic Models
Set and track attainment targets for adults

Include breakouts for racial and minority groups

Track labor market outcomes specifically for adult learners

Incentivize institutions to expand access and success of adults
EXEMPLARY STATE POLICY APPROACHES

GOAL-SETTING AND REWARDING PROGRESS

Adult Attainment Targets: Arkansas, Oregon, and Washington

Breakouts by race and ethnicity: Arkansas, Connecticut, Washington

Annually reporting outcomes of adults: Wisconsin

Outcomes-Based funding incentivizes serving adults: Ohio, Arkansas
GOAL-SETTING – PROGRAM MODEL

WTCS OUTCOME REPORTS

Students Outcomes:
• 6 months upon graduation
• 5 years

Employer Satisfaction
• Every four years
Element 1 Discussion – Guiding Questions

- Where is your state right now related to this element?

- Do you have any additional examples you could share on this element for the benefit of the group?

- What follow-up questions do you have for the JFF team?
FOCUS ON REGIONAL TALENT DEVELOPMENT NEEDS

Recommended Policies
Adoption trends
Exemplary state policy approaches
Programmatic Models
Foster regional collaboration among education & workforce to align programs and services to in-demand careers.

Expand the use of industry sector strategies to address regional talent development needs.

Incentivize development of demand-driven programs, including short-term certs.

Expand apprenticeship and paid, high-quality work-based learning exp for PS students (adults qualify).
EXEMPLARY STATE POLICY APPROACHES

TALENT DEVELOPMENT

**Regional Collaboration:** Wisconsin Pathways Committee

**Sector Strategies:** New Jersey Targeted Industry Partnerships

**Demand-Driven Programs:** Virginia FastForward, Wisconsin OBF; Washington SBCTC allocation formula

**State/System Initiatives for Apprenticeship and WBL:** CCCCO Apprenticeship, NJ Internship, Washington Work-Study
TALENT DEVELOPMENT – PROGRAM MODEL

SOUTH CENTRAL COLLEGE

Multiple Strategies
Industry Recognized Credentials
Apprenticeships
Career Pathways
Standardized Core Curriculum
Credit for Prior Learning
+Connect

LEARN WORK EARN
A Minnesota Advanced Manufacturing Partnership Project
TALENT DEVELOPMENT – PROGRAM MODEL

VA FASTFORWARD

- Comprehensive industry engagement
- Short-term, workforce programs
- Pay for Success Model
- Outcomes in first 3 years
  - 19,000+ credential earned.
  - Avg wage increase 25%-50%
  - 95% completion
  - 65% credential attainment
- Population served
  - Avg age 35
  - 2/3 new to college
  - 70% have dependents
  - 2X more likely to qualify for public benefits
TALENT DEVELOPMENT – PROGRAM MODEL

NEXUS DEGREE – UNIV OF GA SYSTEM

Program structure
• Employer co-design, co-delivery
• CTE / Industry-recognized cert (18 credit)
• Work-based learning (6 credit)
• 42 GenEd credits

Target sector
• FinTech (*financial technology*)
• Cybersecurity
• Aerospace
• Health Informatics
• Logistics or Supply Chain Management
• Mechatronics
• Blockchain
• Information Technology
Element 2 Discussion – Guiding Questions

➢ Where is your state right now related to this element?

➢ Do you have any additional examples you could share on this element for the benefit of the group?

➢ What follow-up questions do you have for the JFF team?
PILLAR 3

SCALE ADULT-FRIENDLY PROGRAMS AND PATHWAYS

Recommended Policies
Adoption trends
Exemplary state policy approaches
Programmatic Models
Ensure short-term certificates stack to degree programs

Award credit for prior learning

Alleviate academic barriers to program entry for adults

Incentivize accessible approaches to course structures and delivery
EXEMPLARY STATE POLICY APPROACHES

ADULT-FRIENDLY PATHWAYS

Stackable Certificates: Florida articulation agreement; Wisconsin WTCS guidelines

Credit for Prior Learning: California policy; Virginia Credits to Careers

Academic barrier alleviation: North Carolina multiple measures, basic skills plus, and co-req; Texas and California co-req mandates; Washington I-BEST
NORTHEAST WISCONSIN STACKABLE PATHWAYS

- When a student applies for the highest credentials on an appropriate path, they are automatically enrolled into all lower credentials
- 72 Programs
- Email Communication to students
- Earn credentials as they go
- Employability as they go
- Marketability – resume builder
- Credit for Prior Learning
ADULT FRIENDLY -- PROGRAM MODEL

KENTUCKY: LEARN ON DEMAND

Flexible
• Online and asynchronous
• Multiple start dates each term

Options for Acceleration
• Students go at own pace
• Courses can be completed in anywhere between 6 and 15 weeks
• High scorers on pre-test may take final assessment for CPL

Supportive
• Success coaches and online tutors
INTEGRATED CAREER PATHWAYS IN LOUISIANA

**WorkReady U**

- Dual Enrollment in Adult Basic Education and Occupational Training
- Hands-on Training in Credit-bearing Occupational Area
- Credentials Nationally Approved and Locally Recognized by Business and Industry Partners
- Employability Skills Embedded into Clear Paths Leading to High-Demand Louisiana Careers
Element 3 Discussion – Guiding Questions

- Where is your state right now related to this element?
- Do you have any additional examples you could share on this element for the benefit of the group?
- What follow-up questions do you have for the JFF team?
PILLAR 4

COMMIT RESOURCES AND ALIGN SYSTEMS TO SUPPORT ADULT LEARNERS

Recommended Policies
Adoption trends
Exemplary state policy approaches
Programmatic Models
Commit resources and align systems to support adult learners

- Provide targeted outreach and support for returning adults
- Target financial aid to short-term programs (adults qualify)
- Target financial aid to adults w/o Diploma or GED
- Expand eligibility & access to public benefits and wraparound supports
EXEMPLARY STATE POLICY APPROACHES

HOLISTIC SUPPORTS FOR ADULTS

**Targeted Outreach and Advising:** North Carolina Adult Promise and navigator program, Florida, Washington

**Financial Aid for Short-term:** Arkansas, California, Florida  
*Proposed:* Virginia EEE; Michigan Reconnect

**Financial Aid for Adults w/o Diploma/GED:** Washington Opportunity Grants, North Carolina Tuition Waivers

**Public Benefits:** SNAP eligibility for CTE students in Michigan, Hawaii, and New Jersey

**Other Wraparounds:** CUNY ASAP; NY Loan Default Avoidance; North Carolina Finish Line; Wisconsin Emergency Aid
TENNESSEE RECONNECT

Grant
• Last-dollar grant after other state and federal financial aid have been applied
• Open to adults without degrees who want to pursue a degree or technical diploma

Navigators
• Single point of contact to select college and major
• Personalized guidance throughout time in college

TimewiseTN
• CPL by exam, past trainings, or portfolio
• Fraction of tuition cost
Model

- Launched in 2005 with federal TANF funds
- 22 colleges and 3 technical centers
- 30,000 served (through 2016)
- For care-taking adults – current or former recipients of TEA
- Pays for ed and training with case management support
- Geared toward degrees and/or certificates leading to high-demand and higher wage industries

Outcomes

- 52% completed at least one cert or degree, compared to 24% ARK completion rate
- CPI participants earned $3,100 more per year than a matched pool of TANF participants from their same locality
Element 4 Discussion – Guiding Questions

- Where is your state right now related to this element?

- Do you have any additional examples you could share on this element for the benefit of the group?

- What follow-up questions do you have for the JFF team?
**ADULT FRIENDLY POLICIES & PROGRAMS**

**SET A GOAL TO SERVE ADULTS & TRACK PROGRESS**
- Adult attainment targets
- Breakout by race/ethnicity
- Annually reporting outcomes
- Outcomes-based funding incentives
- WTCS Outcome Reports

**FOCUS ON REGIONAL TALENT DEVELOPMENT NEEDS**
- Regional collaboration
- Sector Strategies
- Demand-driven programs
- Apprenticeship/WBL State/System initiatives
- MN South Central College
- VA FastForward
- GA Nexus Degree

**SCALE ADULT-FRIENDLY PROGRAMS AND PATHWAYS**
- Stackable certificates
- Credit for prior learning
- Academic barrier alleviation
- Accessible course structure and delivery
- WI Stackable Pathways
- KY Learn on Demand
- LA Train to Attain

**COMMIT RESOURCES AND ALIGN SYSTEMS TO SUPPORT ADULT LEARNERS**
- Targeted outreach and advising
- Fin aid for short-term
- Fin aid for adults w/o diploma/GEDE
- Public benefits
- TN Reconnect
- AR Career Pathways
WANT MORE POLICY?
Subscribe to JFF Policy E-Newsletter at aafranie@jff.org
JFF RESOURCES
JFF RESOURCES

POLICY ROADMAP FOR ECONOMIC RECOVERY

1. Helping People Rebound and Advance
2. Revitalizing Inclusive Regional Economies
3. Redesigning Education and Workforce Development
15-STATE POLICY SCAN

Findings,
Recommendations
Analysis @

www.JFF.org/PoliciesThatWork
JFF RESOURCES

ADULT LEARNER SUCCESS

www.JFF.org/what-we-do/impact-stories/services-for-community-colleges/
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ADULT LEARNER SUCCESS

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Practitioner-informed policy insights:

- Future Ready Workforce
- Student Centered Pathways
- Structural Change
- An Ecosystem of Success

www.JFF.org/Trust