Moving Adult Learners to College and Career:
Rethinking and Redesigning California’s Adult Education ‘System’

ALIGN Consulting Group
Strengthening Student Success Conference, October 9, 2014
AB 86 Purpose

The goal of AB 86 is to **rethink** and **redesign** an educational system that creates **seamless transitions for students** across adult schools and community colleges to **accelerate academic and career success**.
Program Areas

AB 86 will improve delivery of services in five program areas:

1. Elementary and secondary basic skills

2. Offerings for immigrants – citizenship, ESL and workforce preparation classes in basic skills

3. Education programs for adults with disabilities

4. Short-term career technical education programs with high employment potential

5. Programs for apprentices
Adult Education is Pivotal for Economic and Civic Success

California’s Workforce

- Native Born
- 1st & 2nd Generation Immigrants

Soon, majority of workers will be immigrants and their children

Providing adult education to populations with high need will support economic health

## High Rates of Need – Delta Sierra Region Example

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Need</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults without a high school diploma/certificate</td>
<td>96,387</td>
</tr>
<tr>
<td>Less than 9&lt;sup&gt;th&lt;/sup&gt; grade</td>
<td>50,954</td>
</tr>
<tr>
<td>9-12&lt;sup&gt;th&lt;/sup&gt; grade no diploma</td>
<td>45,433</td>
</tr>
<tr>
<td>Working age population with Limited English Proficiency (LEP)</td>
<td>63,362</td>
</tr>
<tr>
<td>LEP working age population lacking a High School diploma or equivalence</td>
<td>31,681</td>
</tr>
</tbody>
</table>
Expanding Opportunity for Those with Postsecondary Education

Source: Georgetown Center on Education and the Workforce
State Policy Context

- AB 86 Regional Consortia Summit
  - Assembly Ed Committee chair, Higher Ed Committee Principal Consultant, and Senate Ed Committee Consultant (Sen. Liu)
  - Commitment to Adult Ed
  - Suggestion that extra planning time possible if consortia request extension
  - Charge to look forward and redefine adult ed
  - Limited resources and need for priorities based on data
- Career Pathways Trust
- Other regional initiatives
ALIGN Consulting Group – Experience

- California Community Colleges Statewide Strategic Plan
- California Adult Education Strategic Plan
- California Statewide CTE Plan
- Career Advancement Academies
- Linked Learning
- ALLIES – Alliance for Language Learners Integration, Education and Success
AB 86 Consortia

- Contra Costa County
- North Alameda County
- Mid Alameda County
- San Joaquin and Calaveras Counties
- San Mateo County
- South Bay Consortium for Adult Education (San Jose / West Valley)
ALIGN Planning Principles

- Focus on adult learners’ success
- Incorporate best practices and innovation
- Engage new partners
- Develop sustainable collaborative capacity
- Conduct a transparent process
Adult Education Practices Informing the Planning Process

- Access to services — geographic, cultural, linguistic, and for those with disabilities
- Contextualization of learning based on goals
- Integration of basic skills and CTE, classroom-based and work-based strategies
- Accelerated learning to promote motivation
- Personalization and support services to ensure success
Lessons Learned

- Low level of understanding between the two systems
  - What they offer
  - How they operate
- Centrality of faculty participation
- Regional alignment of two systems - Highly complex planning challenge
- Integrated strategies are critical to a cohesive system alignment
Emerging Strategies

Common strategies despite wide variation in consortia dynamics

1. Enhance Initial assessment, career planning and placement
2. Align assessments and curriculum across systems
3. Provide college and career awareness and transition services
4. Explore the use of dual enrollment and co-located classes
5. Develop instructional strategies to accelerate student success
6. Create bridges to career pathways or new pathways
7. Provide wraparound support services
8. Engage employers to promote career alignment and work transitions
AB 86 Integrated Framework
Promising Practices
Career Advancement Academies

Objective: Establish pipelines to college and high wage careers for underemployed, underprepared young adults (18 –30 years old)

Key Features

- Bridge programs connected to career pathways in key sectors
- Statewide Initiative: over 10,000 students served since 2007
- Sample of industry sectors:
  - Allied Health
  - Automotive
  - Early Childhood Ed
  - Paralegal
  - Warehousing/logistics
SMCCD  Allied Health Career Advancement Academy

- Skyline College
  Respiratory Therapy
  Associate Degree Program

- College of San Mateo
  Nursing
  Associate Degree Program

- Cañada College
  Radiologic Technician
  Associate Degree Program

Prerequisites
Participants may complete prerequisites at any college and go into any of the three higher level healthcare programs.

Students earn certificates in one or two semesters, and go directly into high paying Allied Health jobs and careers.

- Medical Transcription (2)
- Billing & Coding (1)
- Medical Office Assistant (1)
- EMT (1)
- Surgical Technologist (2)
- Sterile Processing (1)
- Dental Assistant (2)
- Medical Transcription (2)
- Med Adm Asst (2)
- Medical Assistant (2)
- EKG and Phlebotomy (1)

Gateway to Allied Health Careers: CAA Bridge (1)
Student learning community cohorts
Contextualized basic skills including Math and English or English Speakers of Other Languages Course
Orientation to Allied health Careers/ Healthcare Gateway, involving employers and worksites
College success and student support services integrated with WIB Services
Participants enter Gateway at Cañada College or Skyline College then go up the career ladder at any of the three colleges.
(1) or (2) represent the number of semesters required for accelerated certificate completion.
CAAs - A Framework of Effective Practices

- Integrated basic skills and career technical training
  - Contextualized approach makes learning career relevant
  - Expedite and accelerates student progress

- Clearly defined pathways with attention to transitions
  - Students earn certificates that make them employable and lead to continuing education and career advancement; stackable design.

- Cohort-based learning communities
  - Student peer support; faculty collaborate to integrate content, support students

- Integrated student services
  - Embedded in learning community and
  - Leverage external resources and benefits to support success

- Partnerships and leveraged resources
  - Employers, labor, WIBS, CBOs, K12/ROCPs/Adult Ed/4 yr.
A Career Pathway for Minnesota
FastTRAC (Training, Resources, Credentialing) helps educationally underprepared adults achieve success in high-demand careers that pay family sustaining wages by integrating basic skills and career and technical education along a pathway from pre-literacy to a postsecondary credential.

**Bridge I**
Low intermediate reading, writing, speaking, and math skills taught in the context of a variety of occupational sectors.

**Bridge II**
High intermediate basic skills and focused preparation for targeted postsecondary occupational courses in the context of a specific occupational sector.

**Integrated Adult Basic Education**
Integrated courses developed and taught by Career and Technical Education program faculty and Adult Basic Education instructors.

**Postsecondary Credential**
Studies suggest that students in programs like FastTRAC are 29 to 35 percent more likely to earn a college credential than students in more traditional programs.

**Additional Support for Adult Learners**
Along the pathway, support services, career advising, work experiences, and skill assessments are provided by workforce development professionals, employers, community-based organizations, and human services providers.
LaGuardia Community College - GED Bridge to College and Careers

Objective: LaGuardia Community College’s Bridge to College Career Program serves adult students with career aspirations, who also need to earn their GED

Key Features

• Students take on college readiness activities such as college level assignments, guest lecturers from LaGuardia’s faculty and sitting in on college classes.

• GED instruction contextualized to Allied Health and Business

• Ongoing assistance is provided to graduates of the program as they move forward into college and certificate programs. This includes application and financial aid assistance, case management, tutoring and advising.

• Participant complete high school equivalency and transition to credit-bearing college classes at much higher rate
LaGuardia Results – Higher course completion, pass rate and college attendance

**FIGURE 1. 12-Month Impacts on Course Completion, GED Pass Rates, and College Enrollment**

- **Completed GED Course**
  - GED Bridge group: 68.2%
  - GED Prep group: 45.5%
  - Impact: 21.7***

- **Passed GED exam**
  - GED Bridge group: 52.8%
  - GED Prep group: 22.4%
  - Impact: 30.4***

- **Ever enrolled at a CUNY community college**
  - GED Bridge group: 24.1%
  - GED Prep group: 7.2%
  - Impact: 17***

- **Enrolled at CUNY for a second semester**
  - GED Bridge group: 11.5%
  - GED Prep group: 2.6%
  - Impact: 8.9***

Percentage of sample members
Objective: Create seamless pathways from low-level ABE/ESL to Associate Degree in Nursing

Key Features

• Collaboration of Community-based organization, Adult School, and Community College
• Accessible for low-level ABE/ESL students
• Seamless transition from ABE/ESL to Community College
• Multiple entry and exit points
• Each module can be completed in 16 weeks
• Wrap around supportive services provided to students and their families
• Employment at completion of each level made explicit
Figure 3: Sample Healthcare Career Pathway

Adapted from a model developed by Carreras en Salud in Chicago
Interactive Activity
Developing Career Pathways
Interactive Exercise

- **Activity:** Develop a high-level pathway design to connect an adult education student to a postsecondary career pathway

- **Outcome:** Participant experience of pathway design thought process

- **Steps:**
  1. Form groups of 5
  2. Review case example
  3. Brainstorm a career pathway
Pathway for Healthcare Sector

❖ Typical Student

• 7th - 9th grade English and Math
• 40 years old, dislocated worker from the car assembly plant
• Multi-generational US family background

❖ Occupation: Medical Assistant

❖ Current Programs

• Adult School
  • Front office / back office medical assisting
  • Medical terminology articulated to community college
• Community Colleges:
  • LVN
  • CAN
  • Resp therapy
  • Psych Tech
  • RN
Pathway for Business Services

- **Typical Student**
  - Single parent needing high school equivalency credential, 7th - 9th grade reading/math
  - Housing and child care issue
  - Has worked while on CalWorks as cashier

- **Occupation:** Customer Service Representative

- **Current Programs**
  - Adult School: basic computer literacy and beginning Microsoft Office
  - Community College:
    - Customer service rep certificate in business department
    - Mid-level business certificate
    - AS degree in business
Pathway for Skilled Trades Apprenticeship

- **Typical Student**
  - 4th reading and math, English speaker, multi-generational US family background
  - Has worked as an unskilled laborer and understands construction process and world of work;
  - Understands that advancement is possible with education

- **Occupation:** Journeyman Plumber

- **Current Programs**
  - Union run pre-apprenticeship program requiring a GED
  - Adult School GED prep program
  - College provides array of certificate and AS degrees in several skilled trades
Pathway for Entrepreneurship

- **Typical Student**
  - 25-35 from Central America
  - Limited English Proficiency
  - Undocumented
  - 9\(^{\text{th}}\) grade reading level in Spanish and Math
  - Had a small business in home country

- **Occupation:** Small Business Owner

- **Current Programs**
  - Adult School
    - ESL program
    - Bookkeeping
  - CBO-based entrepreneurship program
  - Community College: short-term certificate in starting a business, leads to advanced business certificates at the college
A New Vision for Educating Adults

ALIGN Consulting Group
Strengthening Student Success Conference, October 9, 2014

www.careerladdersproject.org

www.pauldownsconsulting.com

www.wested.org