

Program Models that Support Adult Learner Success

March 19, 2024 • Nashville, TN

Your name.

Where you are from.

Why you came to this session.



CORD

CENTER FOR OCCUPATIONAL RESEARCH AND DEVELOPMENT

NCPN

NATIONAL CAREER PATHWAYS NETWORK



We Help You:

- Facilitate Industry-Education Collaboration
- Connect the Classroom to the Workplace through Contextualized Teaching and Learning Models
- Design Seamless Career Pathways for Adult Learners

Resource Toolbox



<https://www.cord.org/coabe-models-031924>

Evolving Workplace

- Nature of work changing at unprecedented speeds
- Technology advancements in machine learning, AI, IoT, and robotics eliminating some jobs, creating others
- Technicians sit at the center of much of this disruption
- Career paths are continuously evolving
- Education must keep up



Preparing Technicians for the
FUTURE OF WORK

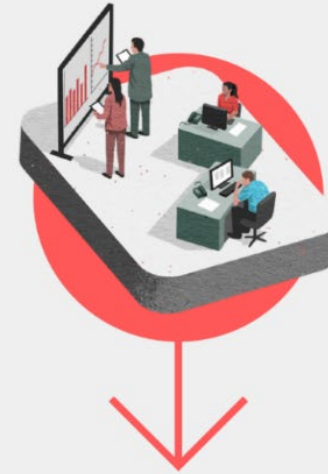
Three key drivers of job change



Green transition



Technology



Economic outlook

Impact  Driving job growth  Driving job decline

Reskilling needs

44%

of workers' core skills
are expected to change
in the next **five** years



Top 10 skills of 2023

- | | |
|--|--|
| 1.  Analytical thinking | 6.  Technological literacy |
| 2.  Creative thinking | 7.  Dependability and attention to detail |
| 3.  Resilience, flexibility and agility | 8.  Empathy and active listening |
| 4.  Motivation and self-awareness | 9.  Leadership and social influence |
| 5.  Curiosity and lifelong learning | 10.  Quality control |

Type of skill

 Cognitive skills  Self-efficacy  Management skills  Technology skills  Working with others

Source

World Economic Forum, Future of Jobs Report 2023.

Note

The skills judged to be of greatest importance to workers at the time of the survey

McKinsey Research on Future of Work

- Demand for basic cognitive and manual skills will fall, while the need for technological, social, and emotional skills will increase.
- The pandemic accelerated three broad trends that will continue to reshape the workplace:
 1. Remote work
 2. E-commerce expansion
 3. Accelerated adoption of digital technologies, including automation and AI

[Source: Rethink reskilling for the post-pandemic world \(mckinsey.com\)](https://www.mckinsey.com)

Learnings from CORD's National TA Cohorts



Essential Components:

1. Engaging employers in strategic and sustainable ways
2. Building career pathways based on industry-validated stackable credentials
3. Supporting completion through non-credit/credit alignment and wrap-around services



FRAMEWORK FOR CAREER PATHWAYS ALIGNMENT



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Framework Essential Components:

1. **Strategic Employer Engagement** through an industry-led model that yields workforce intelligence at a depth and with a frequency to facilitate continuous program improvement and innovation
2. **Seamless Career Pathways** supporting learners of all ages and skill levels, built on stackable credentials aligned to postsecondary and employment opportunities, and collaboratively developed by educators and employers
3. **Support for Credential Completion** that recognizes “all learners as learners” by providing credit for prior learning, course schedules, delivery modes and wrap-around services that support working adults, and efficient program design that accelerates credential attainment



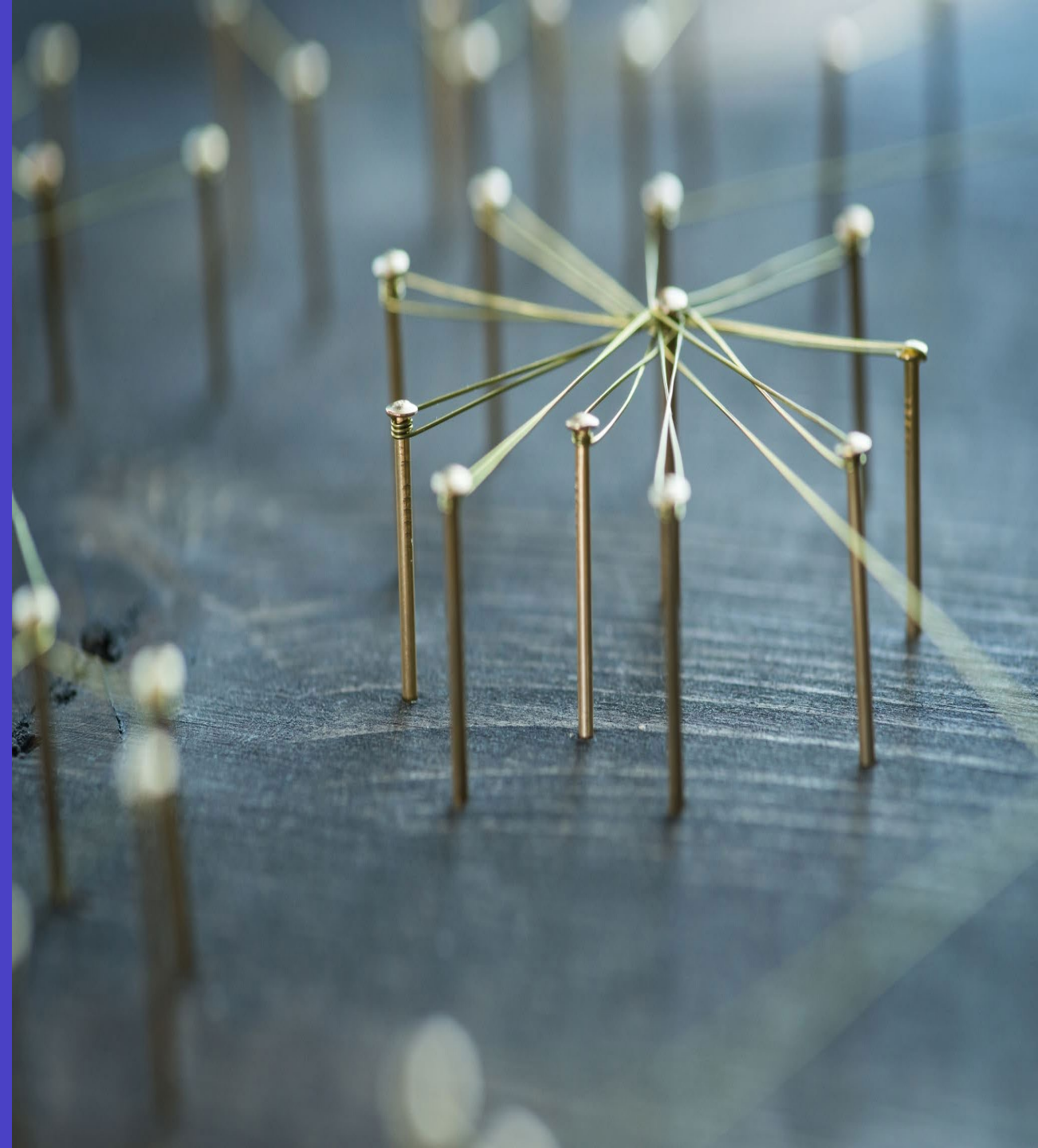
Partnership Ecosystem

- *We can't know it all.*
- *We can't do it all.*
- We need partners across the ecosystem to collaborate in new ways...
to prepare learners for the journey ahead.



Who is your most valuable partner?

Why are they valuable to you?



Holistic Supports



Academic

- Aligned to local needs
- Industry credentials
- Credit for Prior learning (CPL)
- Work-based Learning
- Flexible class offerings
- Tutoring
- Cohort Learning



Financial

- Grants (Pell)
- Scholarships
- Book/Materials
- Industry Certification fees
- Basic needs assistance



Personal

- Student-centered success coaching
- Childcare
- Transportation
- Mental Health services

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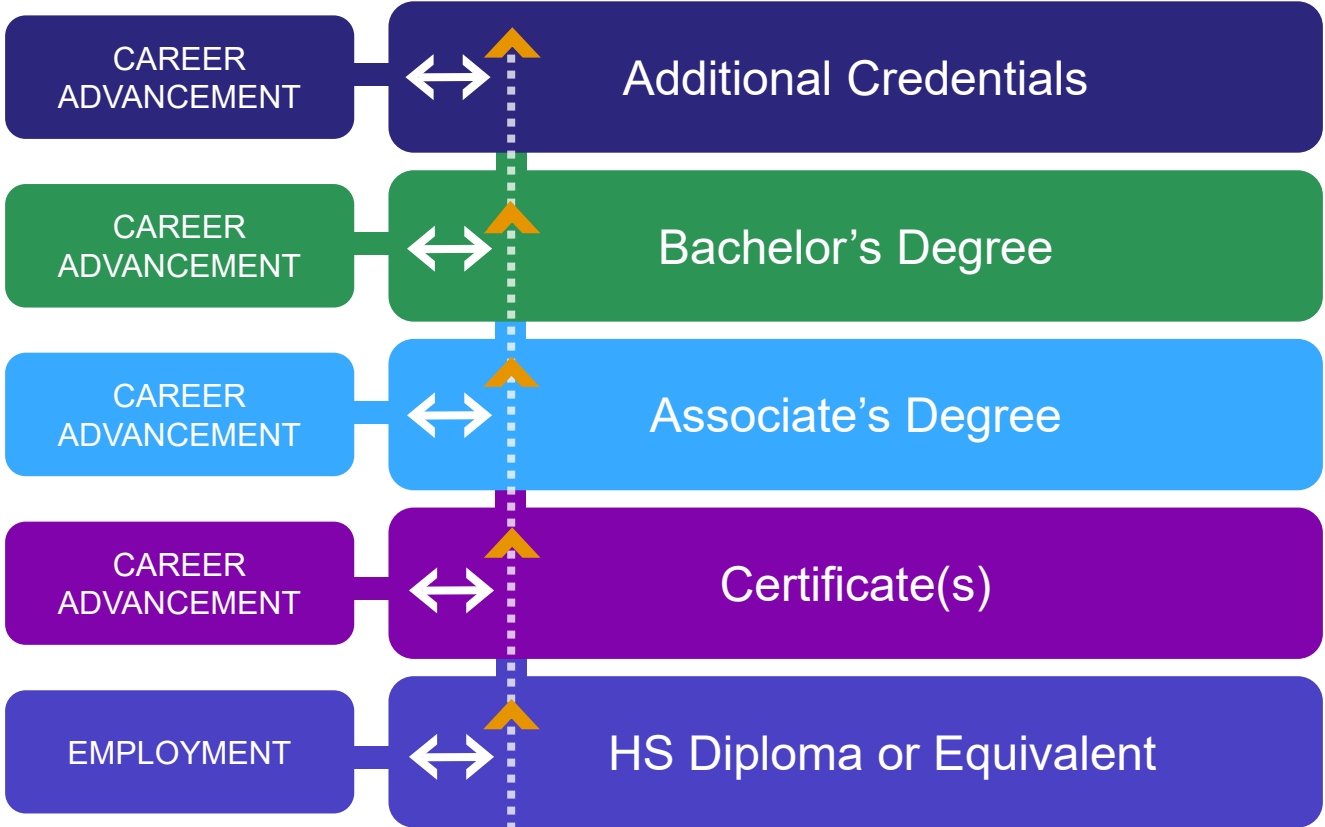
- Student-centered success coaching
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Academic Support Ideas

Academic supports help learners be successful in their academic pursuits.

- Opportunities to participate in learning communities or cohorts
- Career courses designed for English as a Second Language learners
- Workshops on study skills, test strategies, note-taking strategies, and time management
- Academic and workplace skills tutors
- One-on-one computer-based tutoring
- Peer mentoring and career coaches or navigators
- Assistive technology for individuals with a disability

Success Model #1: Career Pathways Built on Stackable Credentials



Characteristics of Stackable Credentials

- Developed through active employer engagement
- Responsive to labor market/talent development needs of region
- Link educational certificates to industry certifications
- Support diverse groups of learners
- Provide multiple entry and exit points
- Support earn-and-learn models through flexible scheduling
- Provide credentials with labor market value on the path to a degree



Career Pathways Embedded with Stackable Credentials



Provide flexibility for **students**



Meet the evolving skill needs of **employers**



Improve the ability of **educational institutions and communities** to increase credential attainment



Give **educational institutions** tools for continuous upskilling

Model #2: Credit for Prior Learning



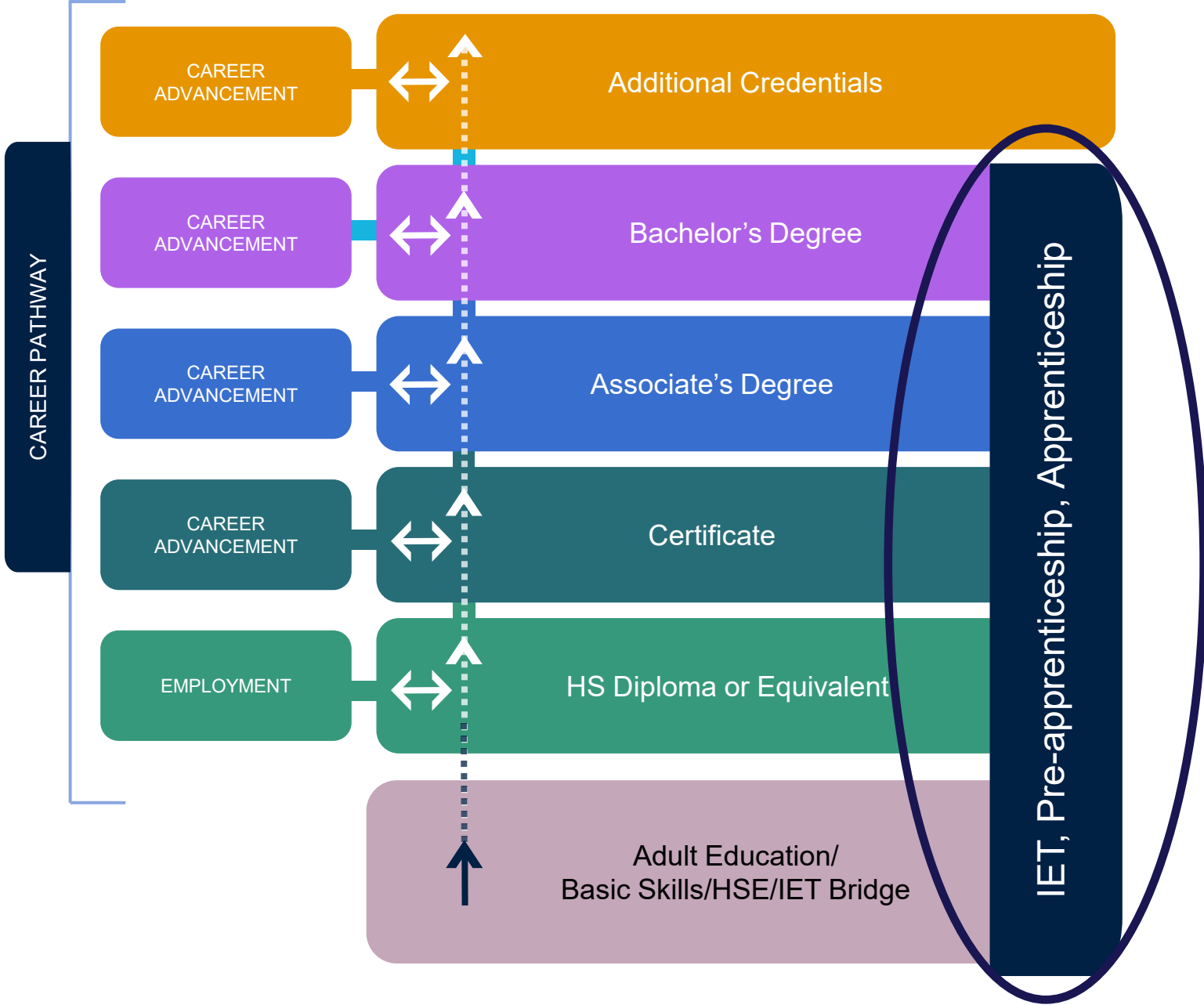
Credit for prior learning, or CPL, is a term for various methods that colleges, universities, and other education or training providers use to evaluate learning that has occurred outside of the traditional academic environment.



It is used to grant college credit, certification, or advanced standing toward further education or training. Other common terms for this process include prior learning assessment (PLA), recognition of prior learning, and recognition of learning.

Source: Credit for Prior Learning Guide: A Practical Guide for Community Colleges, Council for Adult and Experiential Learning (CAEL)

Models that support Career Relevance



Adapted from *Introduction to Stackable Credentials*, ED-OCTAE, 2021

Model #3: Contextualized Instruction

- Instructional approach creates explicit connections between foundational topics, such as math, and instruction in a technical discipline
- Integrates basic skills and occupational knowledge
- Answers the question “Why do I have to learn this?”
- Provides real-world applications for abstract concepts



Model #4: Integrated Education and Training

WIOA regulations define the requirements of IET programs

- Provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training
- Designed for a specific occupation or occupational cluster
- Integrate the delivery of the three required activities: adult education and literacy activities, workforce preparation activities, and workforce training activities for a specific occupation or occupational cluster.
- Part of a career pathway that leads to educational and career advancement and is aligned with the state's Adult Education Content Standards.

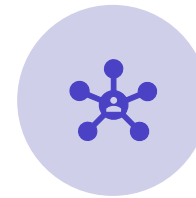
IET Curriculum...



Blends the teaching of academic and CTE content, along with employability skills



Provides reinforcement of critical concepts across the career pathway sequence of courses



Requires communication between academic and technical teachers (and, ideally, employers and counselors also!)



Implements problem-based, project-based, inquiry-based learning



Scaffolded to guide students toward higher levels of Bloom's cognitive skills



Connects adult education students to living wage careers

Model #5: Registered Apprenticeship

A structured training program combining:

- **On-the-job training (OJT):** Learn practical skills under the guidance of experienced professionals
- **Related classroom instruction:** Gain theoretical knowledge in relevant subjects

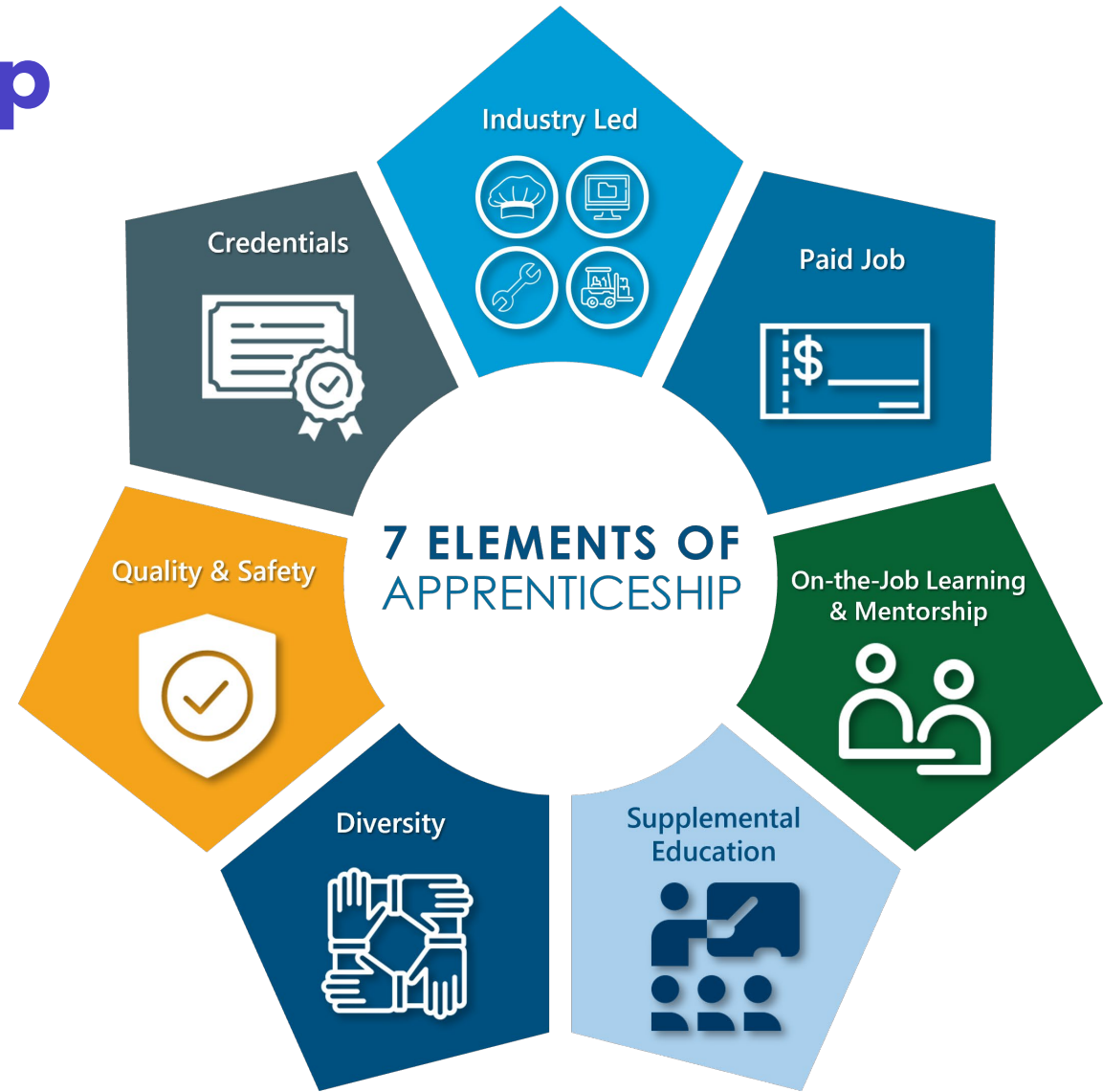
Key points:

- ✓ Registered with the U.S. Department of Labor or State Apprenticeship Agency, ensuring quality and national recognition
- ✓ Leads to industry-recognized credentials and competitive wages
- ✓ Available in diverse fields, from skilled trades to healthcare to technology



Overview of Apprenticeship

- Industry-led
- Paid Job
- On-the-Job Learning & Mentorship
- Supplemental Education
- Diversity
- Quality & Safety
- Credentials



Value of Apprenticeship

Businesses & Employers

- Flexible training model customizable to business needs
- Develops highly-skilled, highly-productive employees - new and existing employees
- Reduces turnover rates; builds employee loyalty
- Increases productivity
- Lowers cost of recruitment
- Increases safety in the workplace

Job Seekers, Workers, & Apprentices

- Paycheck from day one
- Skill gains are measurable
- Credentials earned are portable and stackable
- What is learned in the classroom is immediately applied to the workplace
- Demonstrates a company's investment directly in the employee

Workforce & Education Systems

- Increases worker skills and earnings and build career pathways to sustainable wages
- Meets employer needs and builds talent supply chain
- Enhances performance outcomes

Model #6: Pre-Apprenticeship

A program or set of strategies designed to prepare individuals to enter and succeed in Registered Apprenticeship (RA) programs

- Industry training coupled with classroom instruction, industry and occupation exploration, and an opportunity to build technology, math, English, and work-readiness skills
- Workforce preparation for youth and populations that have been or experience challenges in gaining admission into RA programs

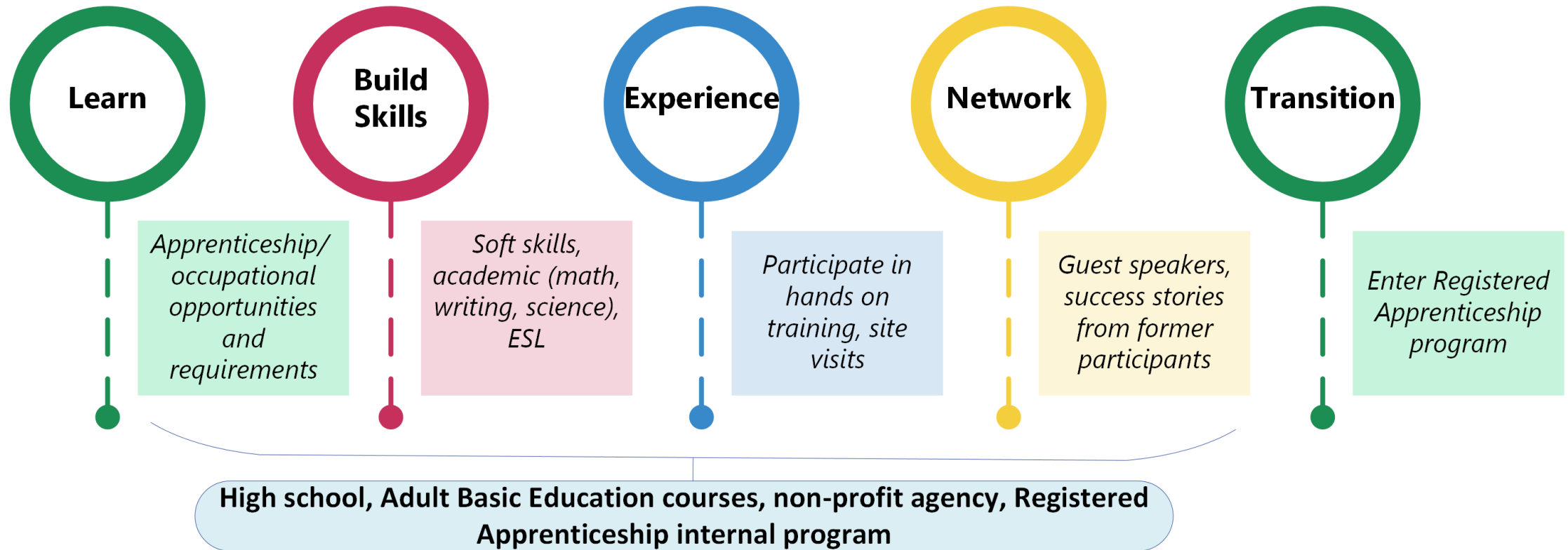


Elements of Quality Pre-Apprenticeship Programs



Courtesy of the American Institutes of Research - AIR.org

Pre-Apprenticeship is a Pathway to Registered Apprenticeship



Work-based Learning (WBL)

Work-based learning (WBL) provides students with real-life work experiences where they can apply academic and technical skills and develop their employability.

Key points:

- Purpose: Aims to bridge the gap between academic and technical knowledge and practical application.
- Classification:
 - Duration of Assignment: Experiences can vary from a few hours to several years.
 - Relation to Coursework: Related to specific subjects taught at school or college.
 - Stipend: Assignments may be paid or unpaid.

In summary, work-based learning provides students with practical exposure, enhances their employability, and fosters a deeper understanding of the intersection between in-school and on-the-job learning

COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

LEARNING ABOUT WORK

Career awareness and exploration helps individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours
- Project-based Learning

LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Industry-sponsored Project
- Supervised Entrepreneurship Experience

LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

Education Coordinated



Business Led

OUTCOMES:

Skilled Talent for Business + Meaningful Careers for Students & Job Seekers



Examples of Holistic Supports



Academic

Aligned to local needs
Industry credentials
Credit for prior learning (CPL)
Flexible class offerings
Tutoring

Financial

Grants (Pell)
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Industry certification fees
Basic needs assistance

Personal

Student-centered success coaching
Childcare
Transportation
Mental health services

Example of Financial Barriers

Cost of Education

- Tuition and fees
- Living expenses
- Childcare

Debt and financial obligations

- Existing student loans
- Other debts
- Financial insecurity

Work-life balance

- Lost wages
- Limited flexibility
- Lack of employer support

Other

- Lack of information and resources
- Limited access to affordable options
- Lack of support system

What are some other ways you provide financial support to adult learners?



Promising Practices

Foster Financial Support and Security

- Expand financial aid and scholarship opportunities
- Develop emergency assistance funds
- Advocate for flexible work arrangements and education leave policies
- Financial literacy workshops and counseling



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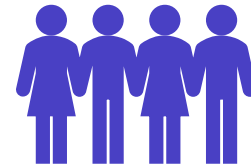
- Student-centered success coaching
- Mental health services
- Social and emotional support
- Physical well-being

Holistic Support Needs



Physical and Mental Well-being

Mental health resources:
Workplace flexibility and support
Healthy lifestyle resources



Social and Emotional Support

Building a sense of community
Family support resources
Celebrating achievements

What are some other ways you provide personal support to adult learners?



Promising Practices



Prioritize Mental and Physical Well-being

Integrated mental health services

Stress management workshops and mindfulness exercises

Promote healthy lifestyle habits

Accessibility services and accommodations



Cultivate a Strong Supportive Community

Build peer mentoring programs

Create dedicated spaces for social interaction

Develop family support resources

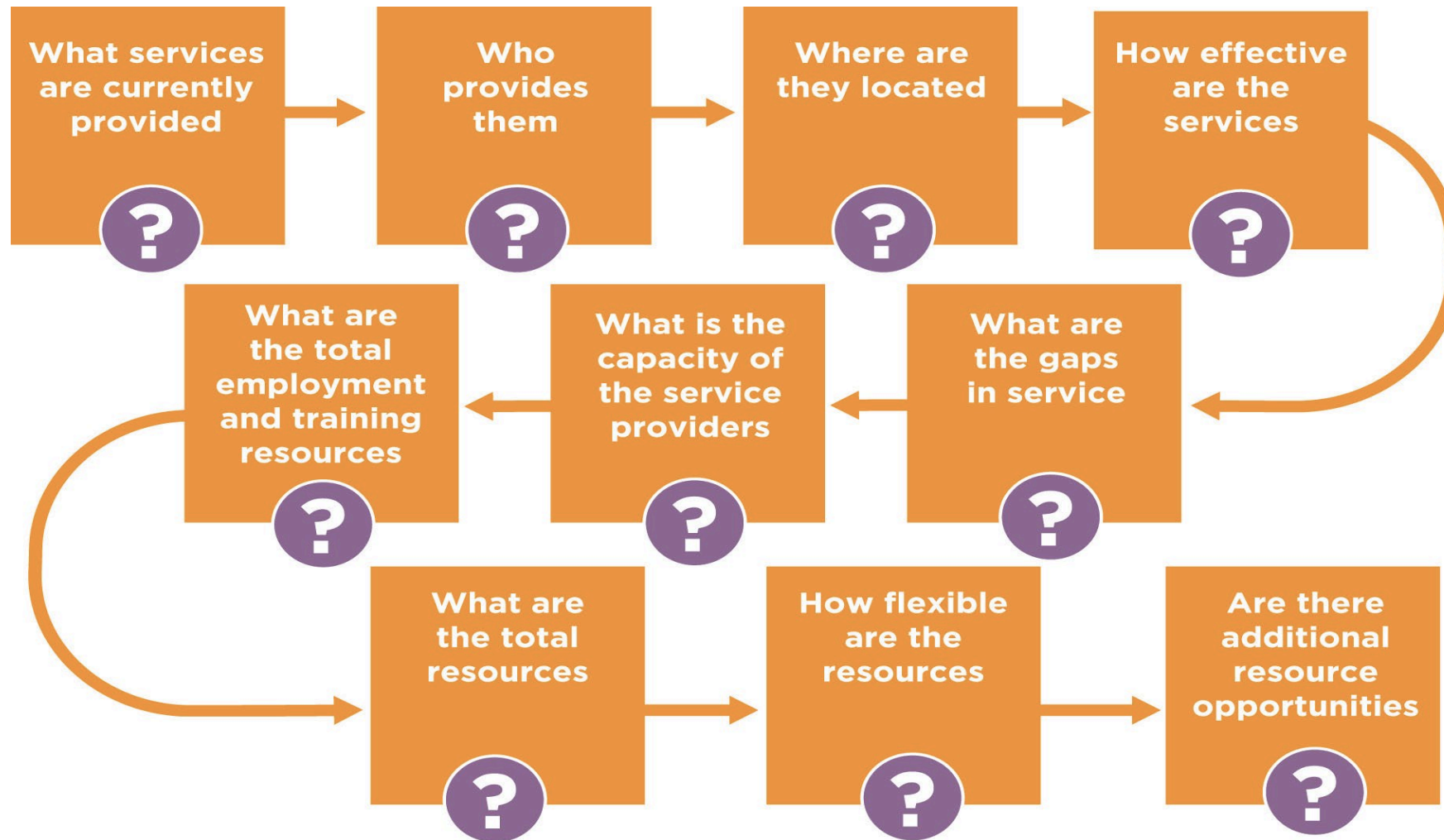
Mentorship programs and career guidance

Planning for Supports

Design a plan that supports the learner every step of the way.

- **Pre-enrollment:** Use effective outreach and recruitment activities that set the learner's expectations for the program.
- **Enrollment and intake:** Address the needs and goals of each individual learner during the enrollment and intake process.
- **Participation:** Provide individual counseling and support activities that ensure persistence and success.
- **Transition:** Guide learner preparation and decision making when it is time to transition to postsecondary education/training or long-term employment in a career path with a family-sustaining wage.

Holistic Support Journey



Source: Career Pathways Toolkit, DOLETA, 2016

Holistic Supports Checklist

- ✓ Offer diverse learning formats
- ✓ Embed micro-credentials and modular structures
- ✓ Allow Credit for Prior Learning
- ✓ Open educational resources (OER)



Refocus Our Perspective



- Industry Informed
- Viewed through Student Lens

**Who WILL be that NEW
valuable partner for
your program?**

Why?



Thank you for spending time with us!

Facilitators

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