BRIDGING PATHWAYS TO LIVABLE WAGES

Transforming Access and Inclusion through Noncredit Programs

October 4, 2024

Vision 2030: Noncredit Summit Conference Theme
 "Access and Inclusion: Transforming Communities through Noncredit Education"

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Innovative
Data-Driven
Equity-Focused
Strategic
Transformative

As Featured In:

npr

Forbes
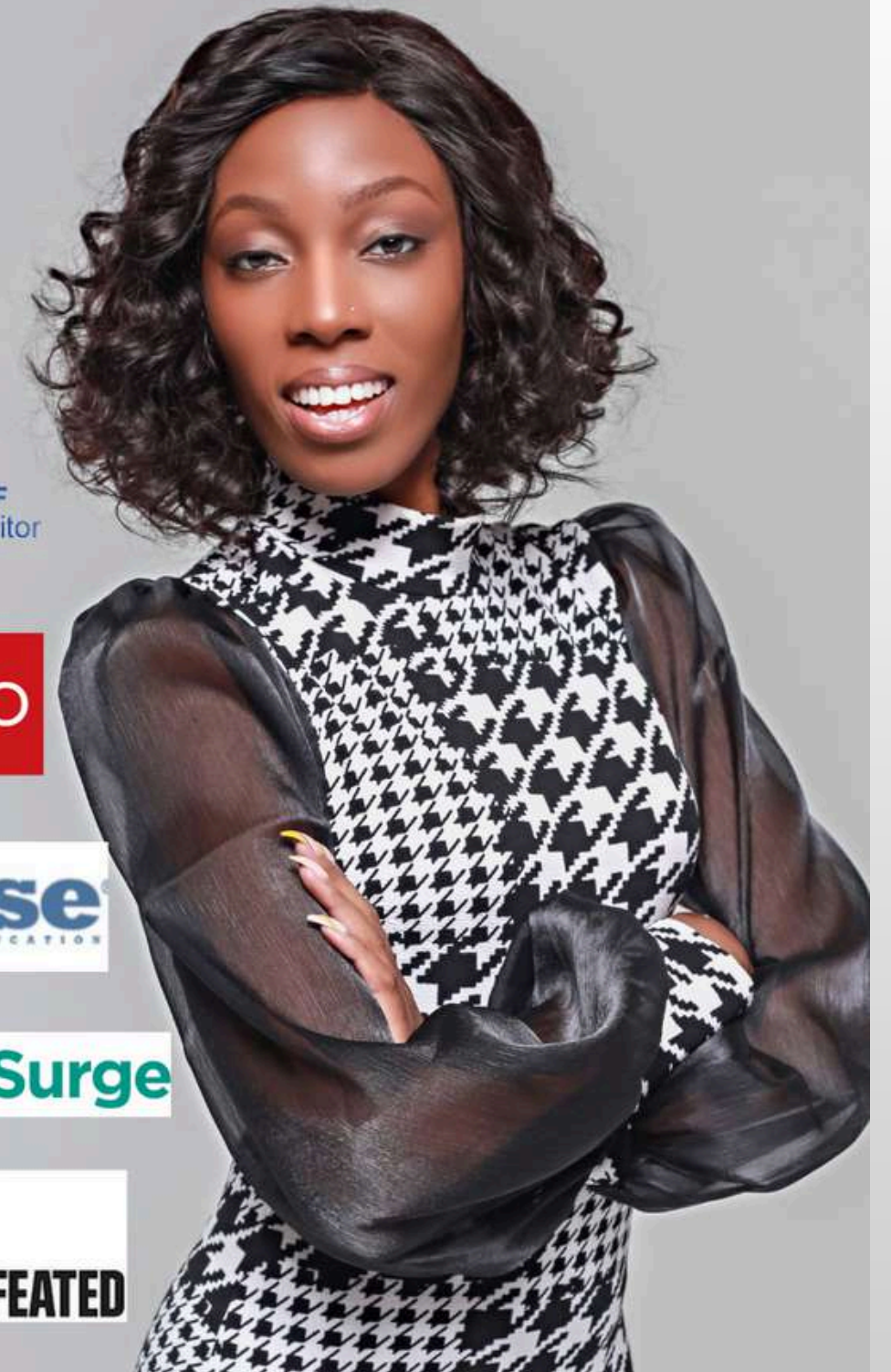ICEF Monitor

THE CHRONICLE OF HIGHER EDUCATION
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INSIDE HIGHER ED
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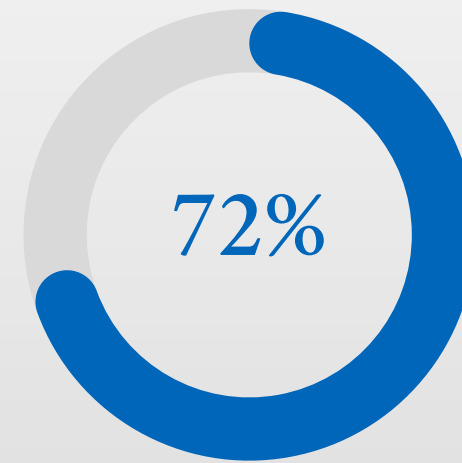Bloomberg GOVERNMENT
EdSurge

HIGHER ED DIVE
THE UNDEFEATED

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National Perspective: Why Educational Transitions are Key to Achieving Livable Wages

For many adult learners in the U.S., this is often their highest level of education...

72%

However, wage gains for noncredit program graduates often levels off within the first 7 years of earning their credential.

Source: Ositelu, M. O. Analysis of the Adult Training and Education Survey (ATES), administered as part of the 2016 National Household Education Surveys Program (NHES: 2016) (public use file).

Source: Ositelu, M. O. (2021). Five Things Policymakers Should Know About Short-Term Credentials. New America. Washington, DC.

Student Voices: A Single Father with a Criminal Record, Overcoming Barriers Through Access to a Noncredit Program

Mohammed feared his dream of becoming an electrician would remain out of reach. Through San Diego College of Continuing Education's Apprenticeship Readiness Program, he earned the certifications he needed to transform his life.

MORE INSIGHT ▶

Source: Ositelu, M. O., Endel, B., Snyder, M., Clark, J., Diaz, E., & Bragg, D. D. (2024). California Adult Education Program Closing the Equity Gap for Adult Learners. Sacramento, CA.

Key Learning Objectives: Leveraging Noncredit Programs for Transitions and Livable Wages

01 Understand how to effectively leverage the CAEP system to foster collaboration between adult schools and community colleges to improve transitions for continued education and promote equitable access to noncredit programs across the state of California.

Gain actionable strategies to utilize noncredit credentials as stepping stones for economic mobility, enabling adult learners to secure livable wages and bridge the gap between education and employment opportunities. **02**

Agenda: Pathways to Transitions and Livable Wages through Noncredit Programs

Student Voices: Real-Life Stories of Student Success

Objectives: Key Goals for Today's Discussion

Research Methods: Overview of the Promising Practices Research

California's Exemplar Sites: Community Colleges Leading in Student Outcomes

Convergence Model of Promising Practices

Seven Strategies: Resource of Key Approaches to Promote Student Success

Case Studies: Deep Dive into 2 Community Colleges with Successful Noncredit Programs

Audience Engagement: Interactive Discussion and Insights

Closing: Next Steps for Leveraging Noncredit Programs

Q&A: Please Feel Free to Meet in the Hallway

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> "'Get a good job,' is the most frequent reply students give as their motivation to start their journey in adult education.

Overview of Research

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GUIDING RESEARCH QUESTIONS

Source: Ositelu, M. O., Endel, B., Snyder, M., Clark, J., Diaz, E., & Bragg, D. D. (2024). California Adult Education Program Closing the Equity Gap for Adult Learners. Sacramento, CA.

☑ How are the selected sites' CAEP programs serving learners in their adult education programs, especially racially minoritized students?

☑ What are the factors (leadership, funding, structure, partnerships, etc.) that influence program behavior of the local programs?
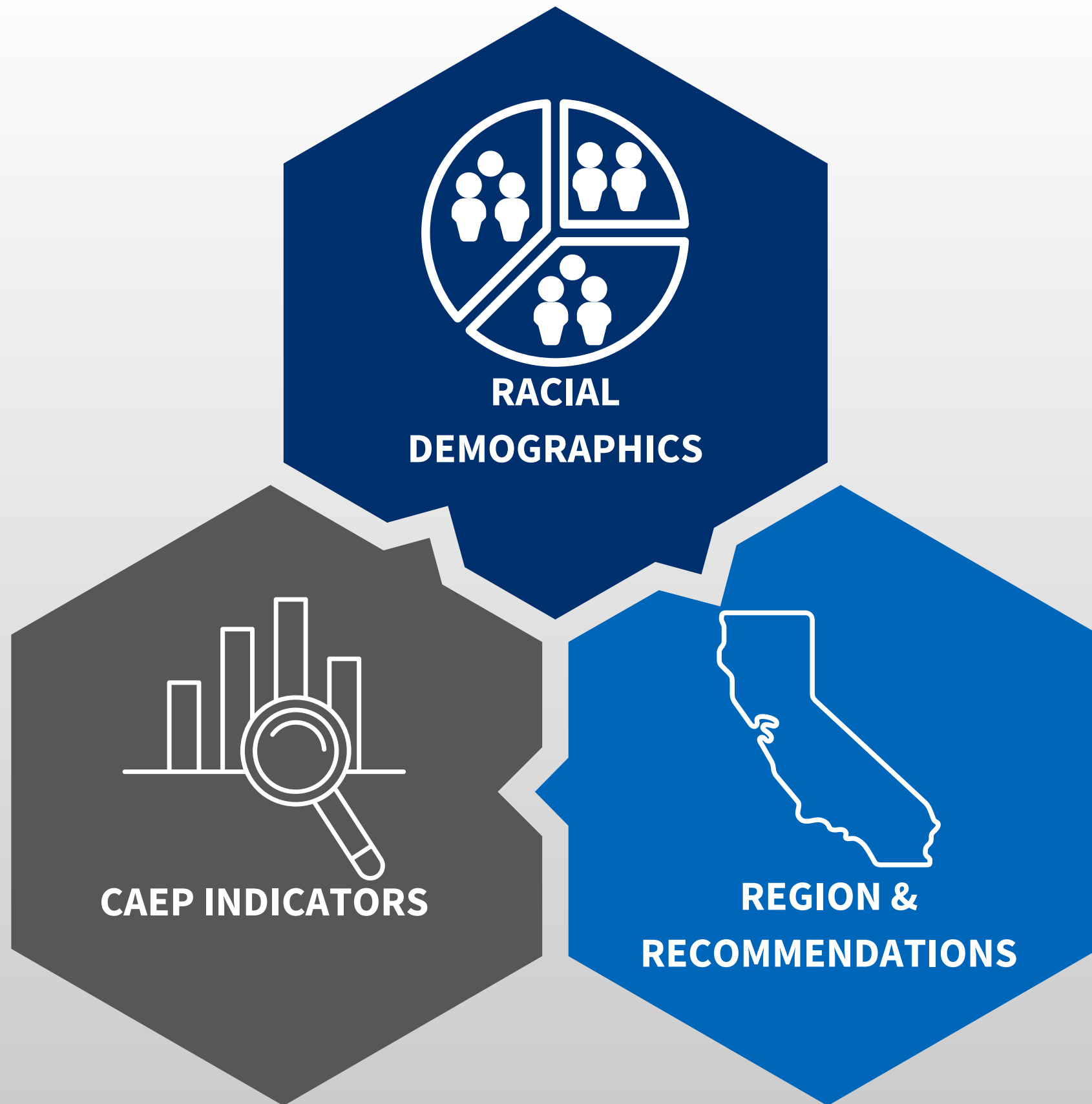
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SELECTION CRITERIA

RACIAL DEMOGRAPHICS

CAEP INDICATORS

REGION & RECOMMENDATIONS

RACIAL DEMOGRAPHICS
Identify consortia serving students of color similar to state demographics

CAEP INDICATORS
CAEP programs performing at or above state averages

REGION & RECOMMENDATIONS
Geographic representation & CAEP team recommendations

Source: Ositelu, M. O., Endel, B., Snyder, M., Clark, J., Diaz, E., & Bragg, D. D. (2024). California Adult Education Program Closing the Equity Gap for Adult Learners. Sacramento, CA.

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California's Exemplar Sites

12 Exemplary Local Adult Education Programs:
7 Adult Schools and 5 Community Colleges

Feather River College & Plumas Unified

College of the Sequoias & Visalia Unified

Compton College & Paramount Adult School

Cerritos College & ABC Adult School

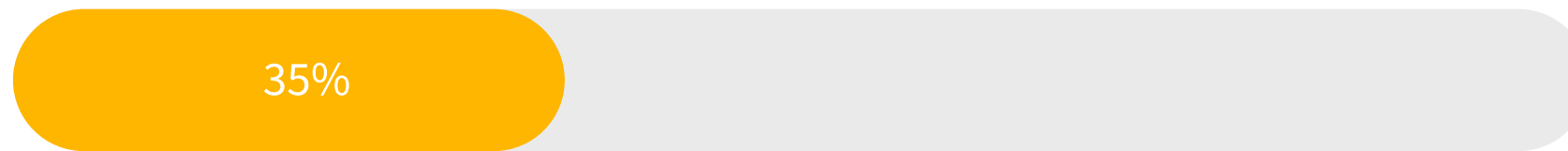Sweetwater Union, El Camino College, & Torrance USD
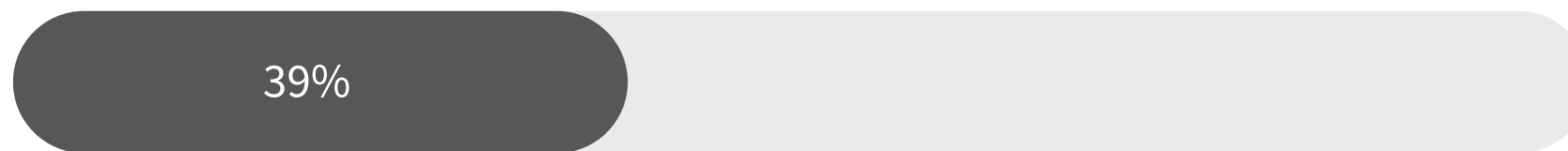
San Diego College of Continuing Education

- Conducted a full-day, on-site interview protocol with over 65 hours of recorded transcripts, utilizing voice recognition software for inductive and deductive analysis.
- Interviewed 100+ administrators, staff, and faculty, along with nearly 100 students.

CAEP Indicators

Percentage of CAEP Students Earning a Livable Wage

35%
State Average

39%
Cerritos College

49%
San Diego College of Continuing Education

Data from Academic Years 2019-2020 and 2020-2021

CAEP Student Performance & Earnings Indicators State Averages

1. Educational Functional Level Gain: 29%

2. Earned Noncredit CTE Certificate: 10%

3. Earned Post Sec Cred: 8%

4. Earnings Compared to Living Wage: 35%

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Major Findings: Convergence Model of Promising Practices

Convergence Model of Promising Practices

> " Collaboration is at the heart of our success. We work closely with the college... and with [local] businesses... to ensure students receive the support they need. - Director, ABC Adult School

CAREER
Promoting Employment into Livable Wages

EDUCATION
Promoting Course Completion

Convergence Model of Promising Practices

COMMUNITY
Promoting Inclusivity of Local Partners

Seven Promising Practices

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7 Powerful Practices for Promoting Student Success

> So the good part of this school, they want you to succeed and they want you to go forward and they want you to get it done and see your future. - Student, Torrance Adult School

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Scan to Access Strategies for all Seven Promising Practices

1. Practices [Systems] that Empower Students

2. Intentional & Structured Regional Partnerships

3. Workforce-Forward Responsive Leaders Who Are 'Strategists'

4. Data-Informed Decision-Making Beyond Compliance for Continuous Improvement

5. A Student Concierge Approach

6. Integrated Student Support Services

7. Strategic Resource Allocation

Case Study | Cerritos College: Leveraging Noncredit Credentials to Facilitate Seamless Transitions

Note: This is a visual representation of the 12 local programs actively implementing the promising practice of Student Concierge Approach along a continuum. Although at different rates, this figure shows the average rate to which the selected sites are fully implementing all of the following activities at the time of the interview: (a) Curriculum Alignment between Adult Schools, Community Colleges, and Community Goals; (b) Instructor Support; (c) Enhanced Advising Models; (d) Navigators/Transition Managers/Counselors; and (e) Collaborative Planning between Adult School and Community Colleges.

Although some sites may be implementing the above strategies, if they were not clearly articulated during our interviews, they are not represented in the rate of adoption indicator.

A Student Concierge Approach

- **Comprehensive Support for Continued Education:** Academic counseling and career guidance offer students the necessary tools to successfully transition from noncredit to credit courses, ultimately leading to their career goals.

- **Joint Program & Curriculum Alignment:** By partnering with local adult schools, Cerritos College creates a cohesive educational pipeline.

- **Pathway Design & Development:** Thoughtful pathway design, Cerritos College helps students transition between educational levels, with a clear framework guiding them toward career success.

- **Streamlined Transition Process:** Collaborative efforts between departments and programs ensure smoother transitions.

- **Transition Counselors & Navigators:** Personalized transition assistance, helping students move from noncredit to credit programs, paving the way for continued education and career progression.

Source: Ositelu, M. O., Endel, B., Snyder, M., Clark, J., Diaz, E., & Bragg, D. D. (2024). California Adult Education Program Closing the Equity Gap for Adult Learners. Sacramento, CA.

Case Study | San Diego College of Continuing Education: Leveraging Integrated Student Support to Achieve Livable Wages

Integrated Student Support Services

> "It's not enough for our graduates to survive on minimum wage; we prepare them for careers that provide financial stability."
> – Administrator at SDCCE

Contextualized Learning & Workforce Preparation:
- Tailors learning to vocational contexts, especially in ESL programs, preparing students for high-demand, living wage jobs

Support Immigrant & Refugee Populations:
- Offers targeted strategies to support immigrant and refugee students, helping them achieve economic stability through career mobility

Collaborative Partnerships:
- Collaborates with local businesses and community organizations to create internships, apprenticeships, and career mentorships

Career Mobility Vision:
- Maintains a shared vision of career mobility across local adult schools and the community, focusing on job placement, career development workshops, and career counseling

Audience Engagement

POLL TIME!

THANK YOU

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