

NY Post Secondary/Career Transition Summit

Moving Adult Education to the Future

Adult Career Pathways



– BOB LEPAGE - APRIL 2011 -

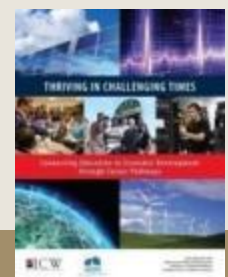
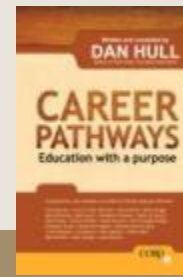
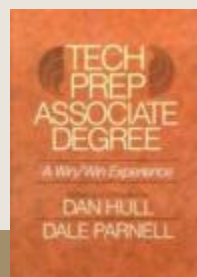
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- Center for Occupational Research and Development
- Non-profit founded in 1979 to serve educators across U.S.
- Major Areas of Focus:
 - ✦ Support for high schools, community colleges, state systems, industry
 - ✦ Focused on “The Neglected Majority”
 - ✦ Curriculum and faculty development/Technical assistance
 - ✦ Contextual teaching and learning/Integrated instruction
 - ✦ Math, science, advanced technologies
 - ✦ Customized training for technician education
 - ✦ National Career Pathways Network

Evolution of Career-focused Initiatives

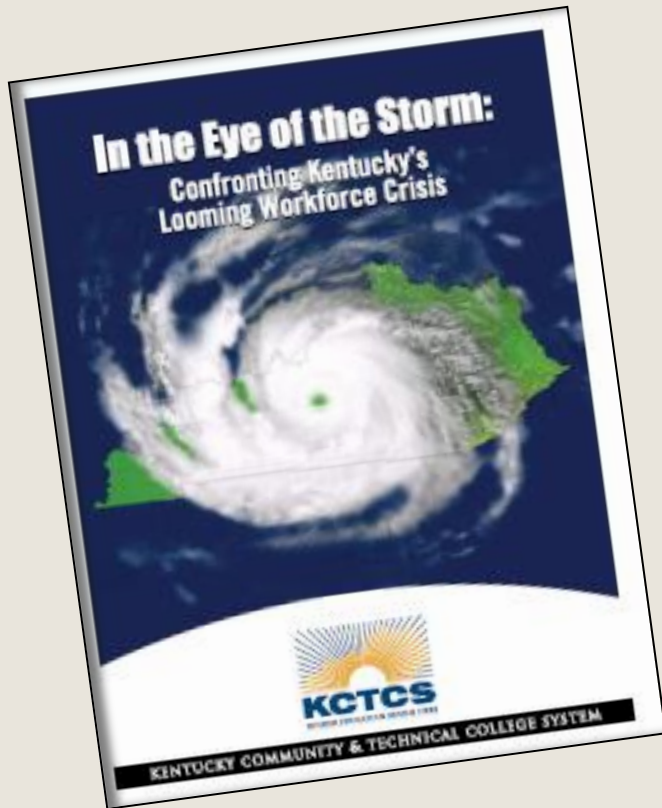
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- *Tech Prep/Associate Degree: A Win-Win Experience* (1991)
- *Opening Minds, Opening Doors* (1994)
- *Tech Prep: The Next Generation* (1998)
- *Career Pathways: Education with a Purpose* (2005)
- *Adult Career Pathways: Providing a Second Chance in Public Education* (2007)
- *Thriving in Challenging Times: Connecting Education to Economic Development Through Career Pathways* (2009)



The Clements Group LC

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- 25 Years of *Changing Lives...Changing Communities*
- Focus Areas:
 - Strategic Planning
 - Community Engagement
 - Industry Sector Development
 - Program Review
 - Workforce Development Planning
 - Corporate Partnering and Training
 - Grant Development
 - Private Sector Funding

Community Development

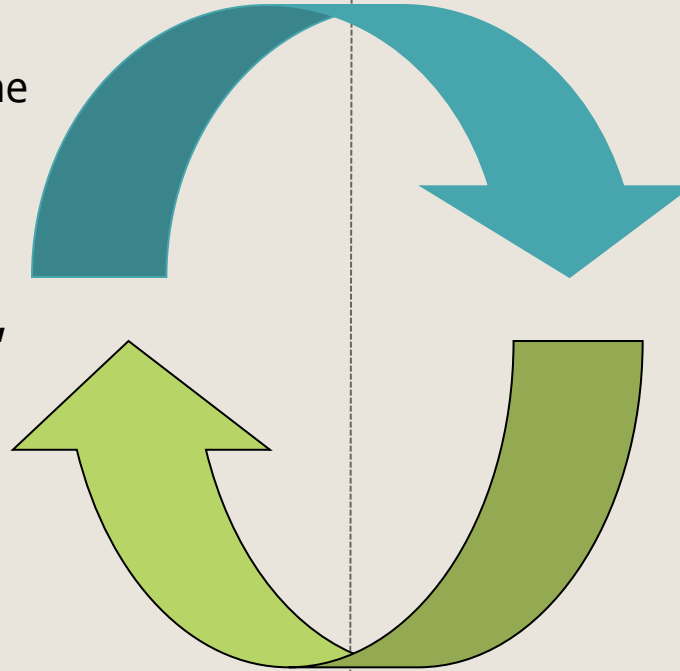
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Economic Development

To promote sustainable economic development, the **community** must focus on providing specialized support that meets the recruitment, development, and retention needs for small, mid-size, and large employers in the region.

Workforce Development

To ensure operational success at all levels of the various organizations, **postsecondary** institutions must work proactively with business and industry to focus on improving the effectiveness of their human resources.

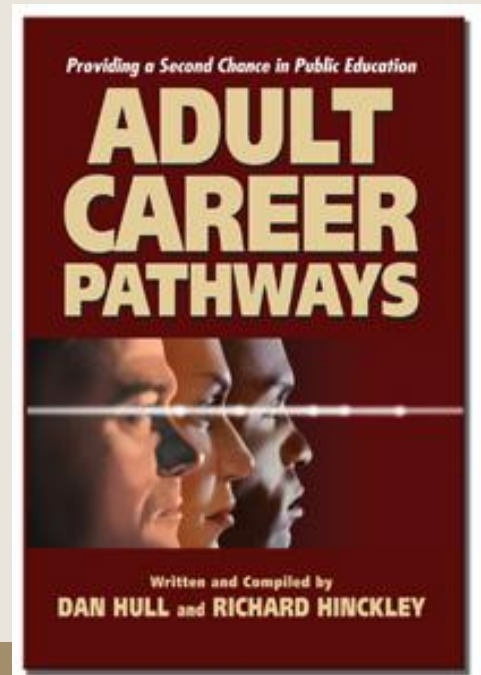


Adult Career Pathways

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- What is it? What's Different?
 - Supports the unemployed and underemployed
 - Supports career-limited adults needing extraordinary services
 - Requires significant employer and community engagement
 - Focuses on long-term solutions with short-term objectives
 - Offers a model that's flexible and adaptable to local/regional needs

*To be lifelong **earners**, we must all be lifelong **learners**.*



Finding Realistic Answers to Challenges

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- Will employers be willing to make the necessary investment in human capital?
- Will employers who normally would compete with one another for highly skilled workers be willing to cooperate for the sake of workforce development in their communities?
- Will local employers, college administrators, and state and regional funding and accreditation groups agree on a common curriculum for the ACP that will match their career ladders?
- Will there be sufficient unity, flexibility, and cooperation among colleges, employers, states, and community-based organizations to support the personal needs of adult students until they can “learn enough to earn enough”?

ACP Stakeholder Return on Investment

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■ Education System

- Reduce drop-outs
- Reduce remedial course enrollment
- Enhance student engagement
- Increases number of students going on to college
- Increase number of students earning credentials & degrees

■ Policymakers

- Increase impact of funded programs
- Improve outcomes based on growth of society
- Drive economic and quality of life success

ROI

ACP Stakeholder Return on Investment

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- **Employers**

- Access to qualified workers
- Increase productivity
- Reduce recruitment costs and turnover
- Shorten new employee orientation times and reduce expenditures
- Ability to promote from pool of loyal employees
- Access to skill upgrading for incumbent workers

- **Community**

- Alignment of economic development vision and workforce advancement
- Enhance labor pool to retain and attract employers
- Increase income levels in the community
- Reduce poverty, crime, and support costs

ROI

Stormy Economic & Workforce Conditions

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- ▶ Global Competition
- ▶ Aging workforce
- ▶ Low population growth
- ▶ Lack of college readiness among high-school graduates
- ▶ Increasing demand for a highly educated workforce
- ▶ Undereducated working age adults

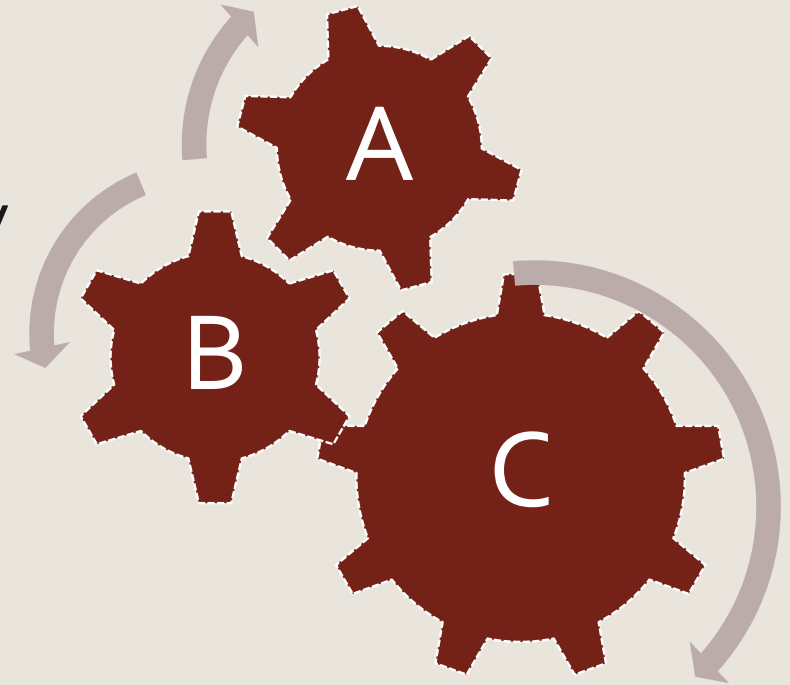
USA goal of retaking the world lead in college graduation rates by 2020.

The US ranks behind 11 countries in the share of young workers with associate's degrees.

How do companies compete in the 21st Century?

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- ▶ Ability to acquire and absorb information
- ▶ Ability to develop and deploy technology
- ▶ Ability to innovate, add new value and respond quickly
- ▶ Access to capital
- ▶ Access to a qualified workforce
- ▶ Ability to manage people and change



Demand for “Middle Skill Jobs”

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Jobs Requiring Four-Year
Degree or More

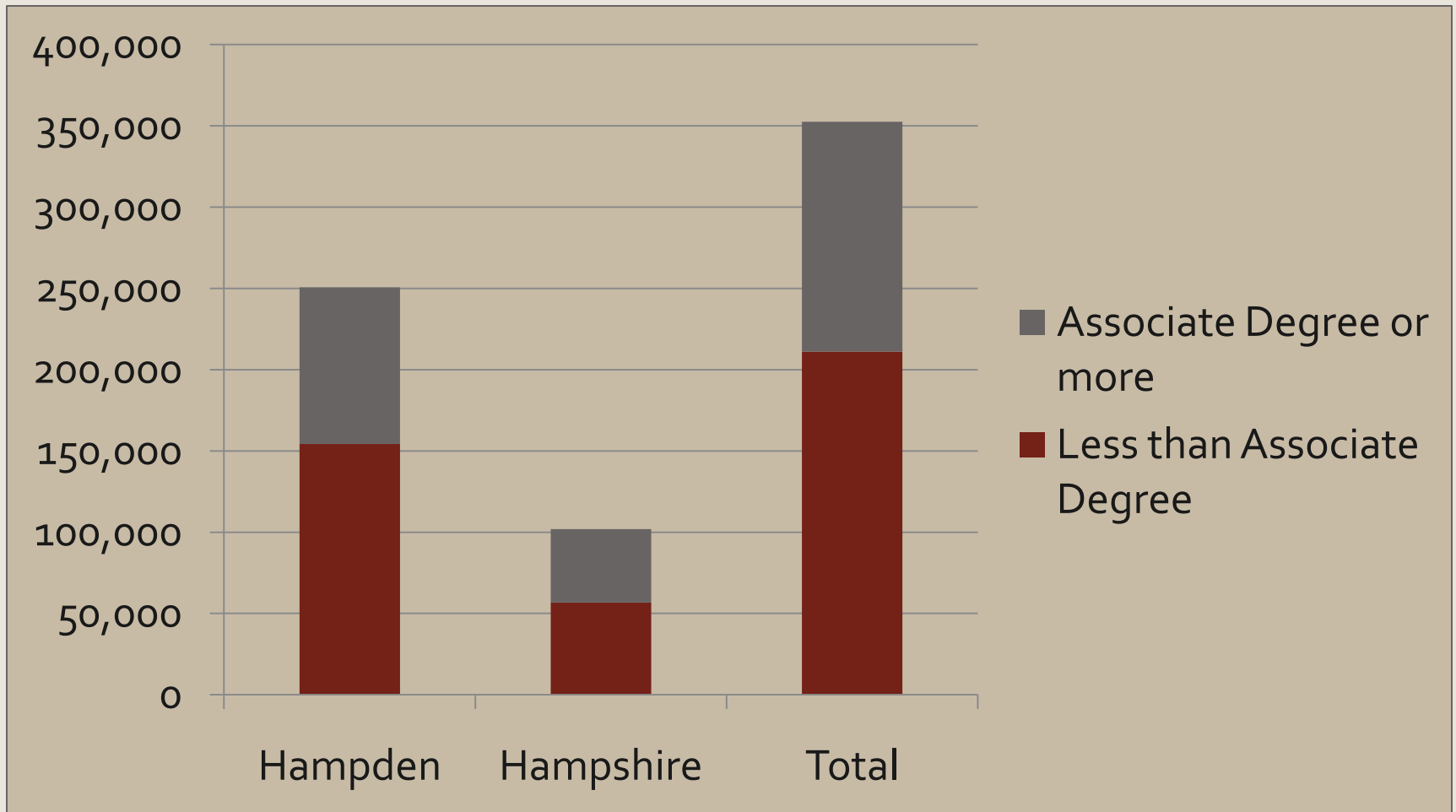
**Middle
Skills
Jobs**

Jobs Requiring High-School
Diploma

The majority of jobs over the next decade will require more than a high-school diploma, but less than a baccalaureate degree.

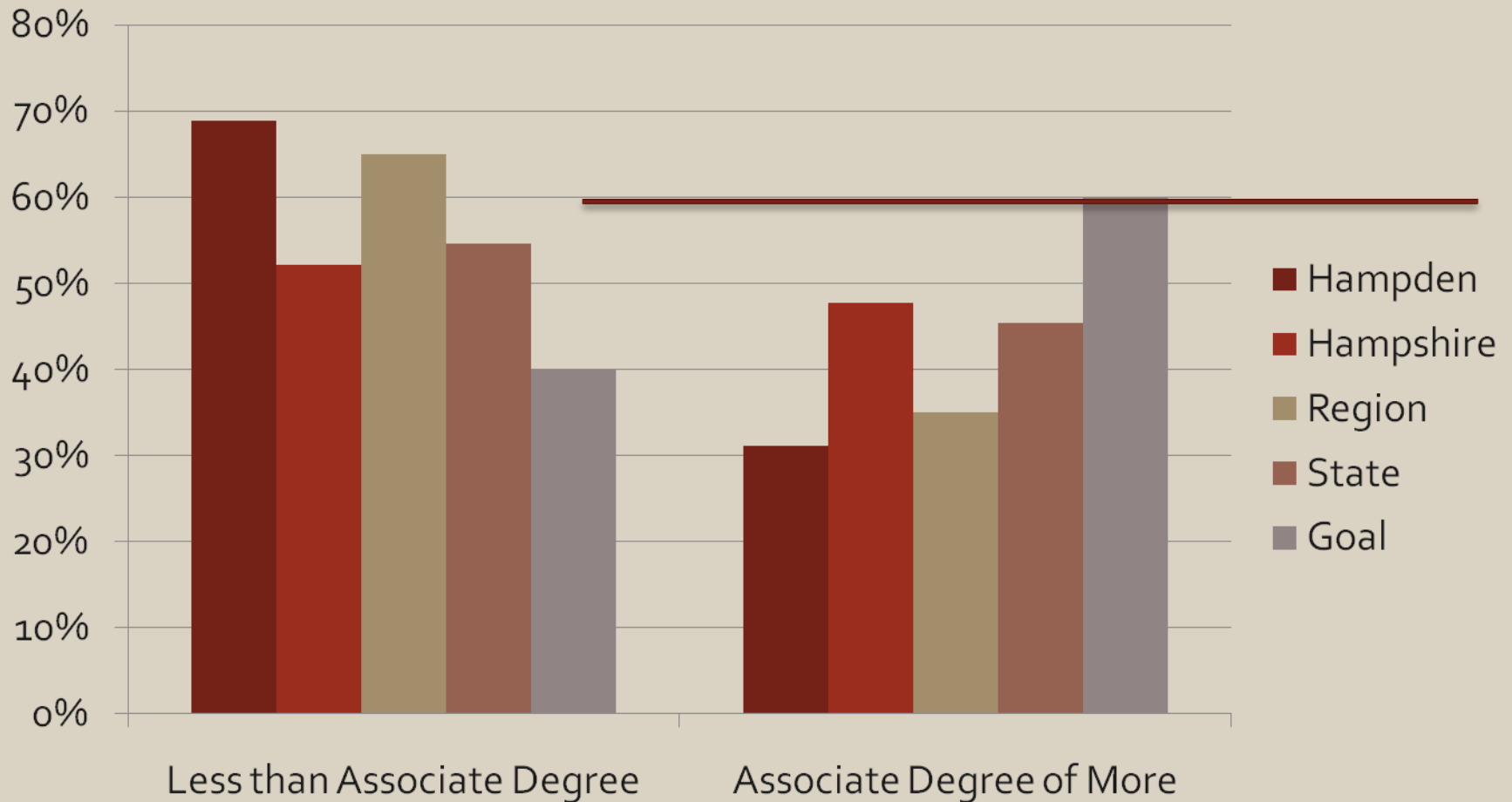
Hampden and Hampshire County -MA Educational Attainment

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Achievement of a Goal of 60% of Educational Attainment: Associate Degree or Workforce Credential

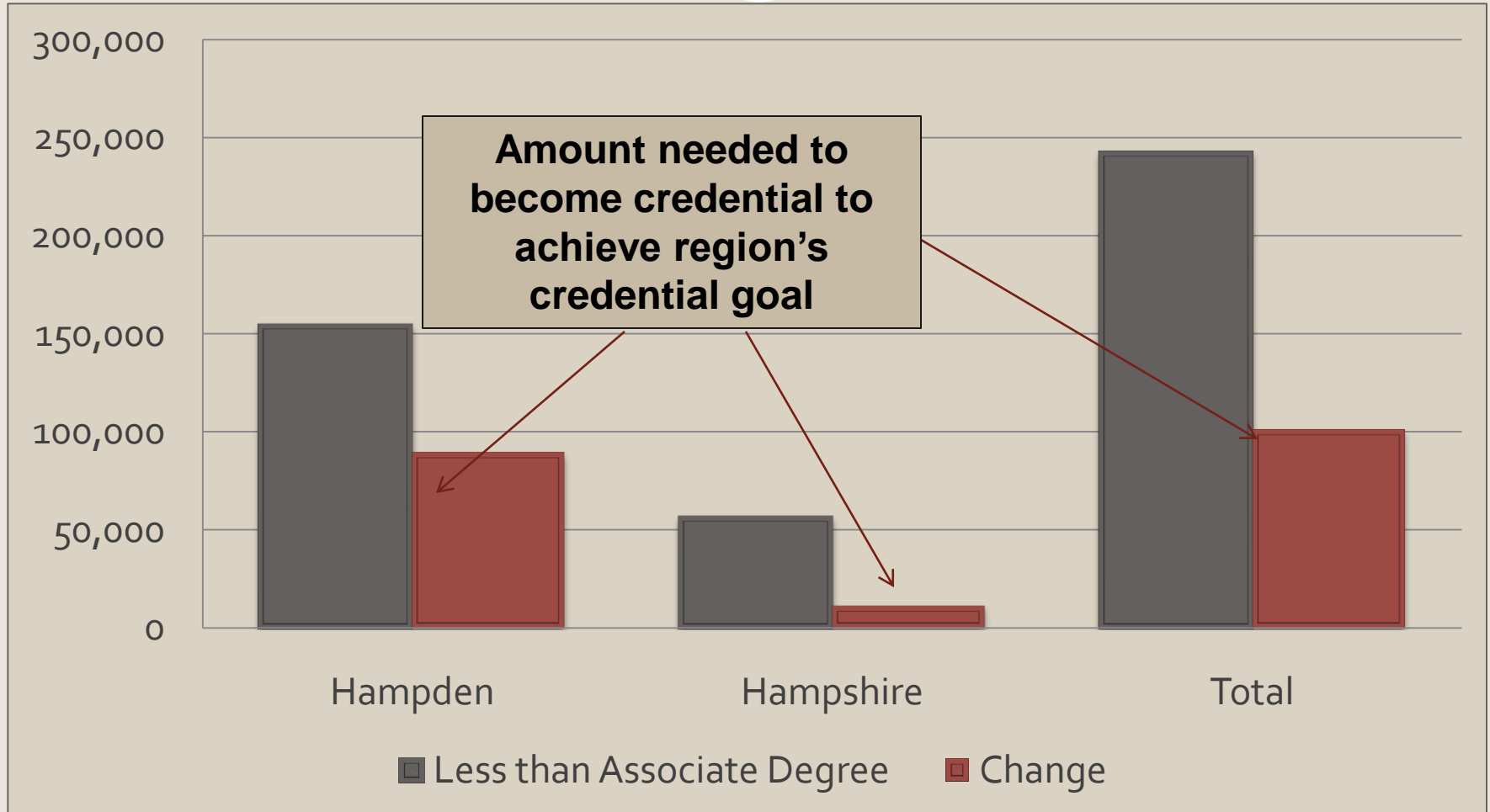
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Reaching the Credentials Goal

309,253 – 25 years and older

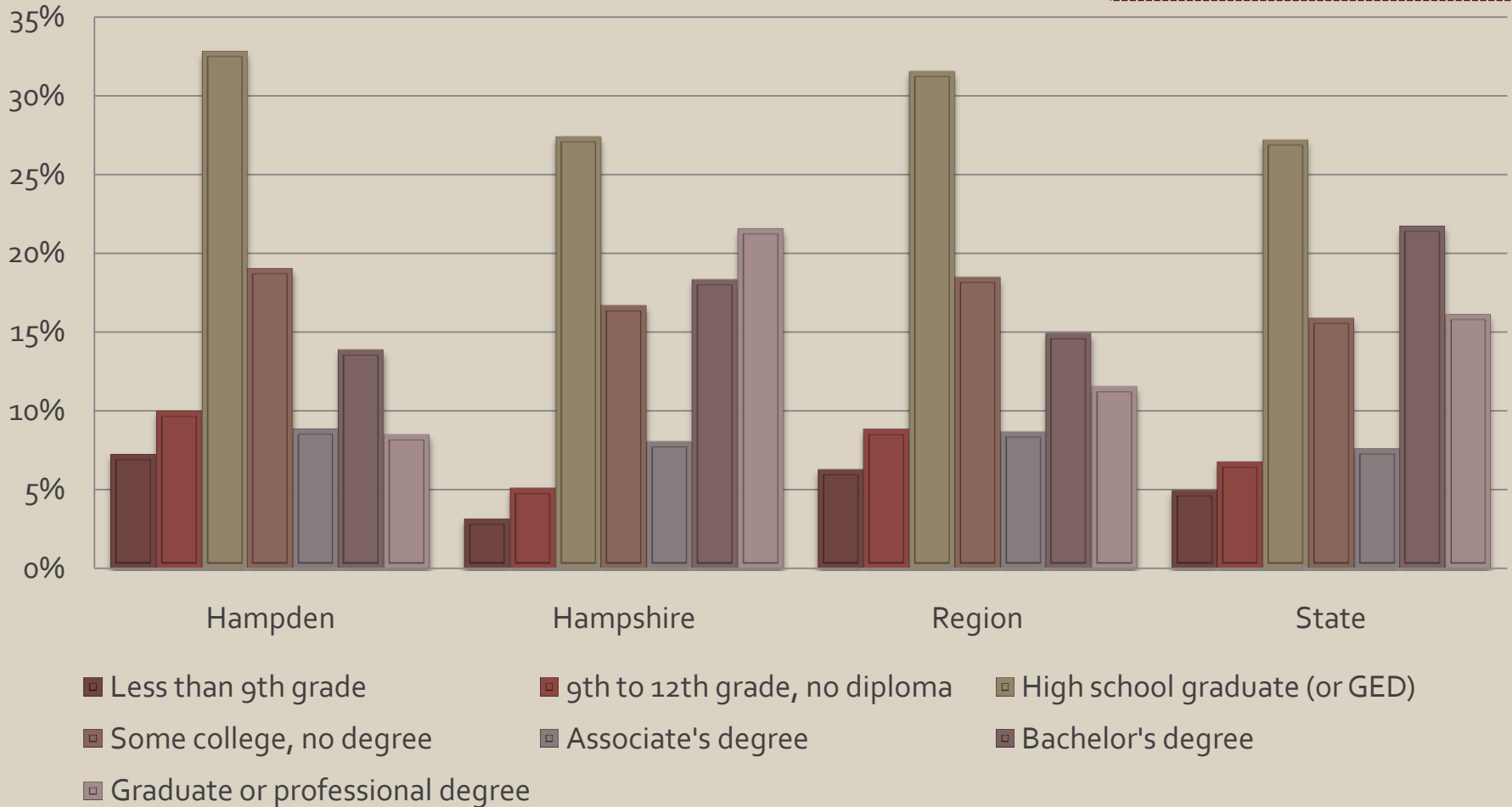
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Hampshire & Hampden County Education Attainment Levels

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How does this data relate to the career pathway strategies and programs?



The REACT Strategy

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R
Relating

Linking the concept to be learned with something the student already knows.

E
Experiencing

Hands-on activities and teacher explanation allow students to discover new knowledge.

A
Applying

Students apply their knowledge to real-world situations.

C
Cooperating

Students solve problems as a team to reinforce knowledge and develop collaborative skills.

T
Transferring

Students take what they have learned and apply it to new situations and contexts.

Contextual Teaching Foundation

Workforce Competiveness

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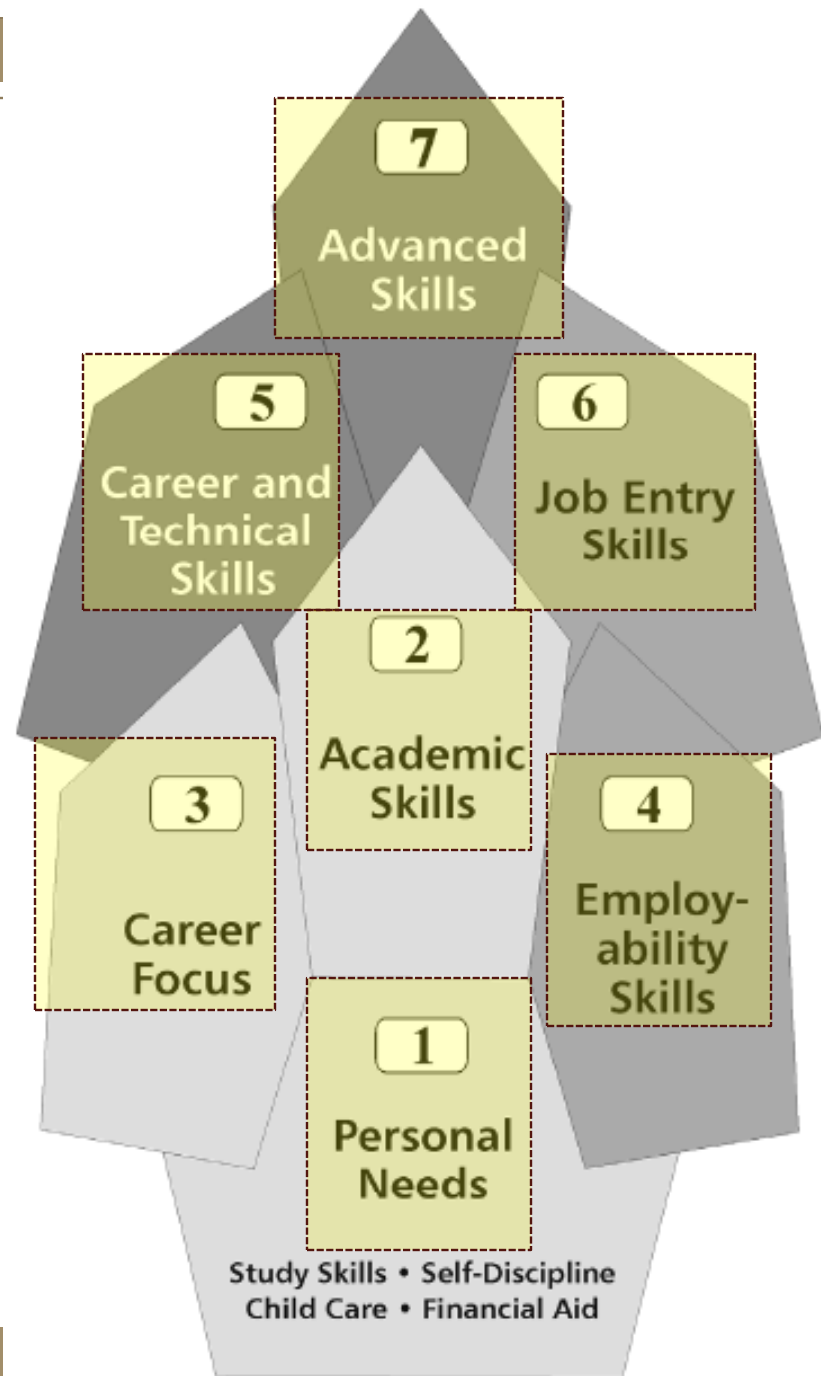


- ✓ Improve overall employee productivity
- ✓ Utilize equipment and technology effectively
- ✓ Reduce orientation time of new employees
- ✓ Reduce recruitment expenditures
- ✓ Shorten vacancy placement cycle times
- ✓ Enhance employee retention rates
- ✓ Insure sufficient candidate pool to meet projected retirement of baby boomers

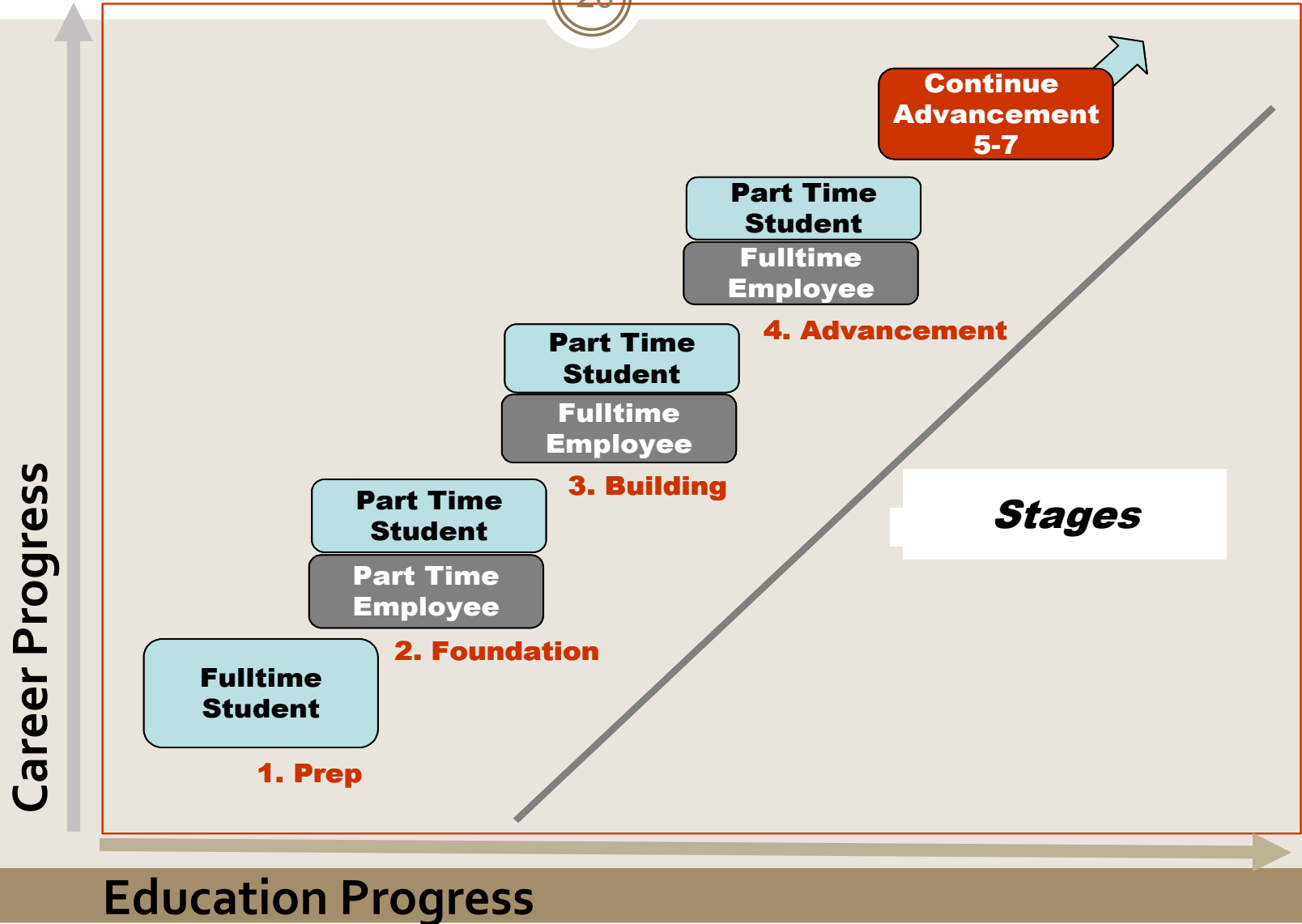
Seven Components

Adult Career Pathways:

Providing a Second Chance in Public Education



Program Format



Engaging the Community

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Adult Career Pathways Phase I Components

Industry Engagement

Industry Needs Assessment:
Industry Forum

Industry Sector 1

Industry Sector 2

Industry Sector 3

Industry Sector 4

Community Engagement

Career Pathways Visioning Session:
Influential senior executive community, industry, and educational leaders

Education Collaboration Session
Influential executive level education leaders from k-12 and higher education

Community Organization Collaboration Session
Influential executive level community organization leaders

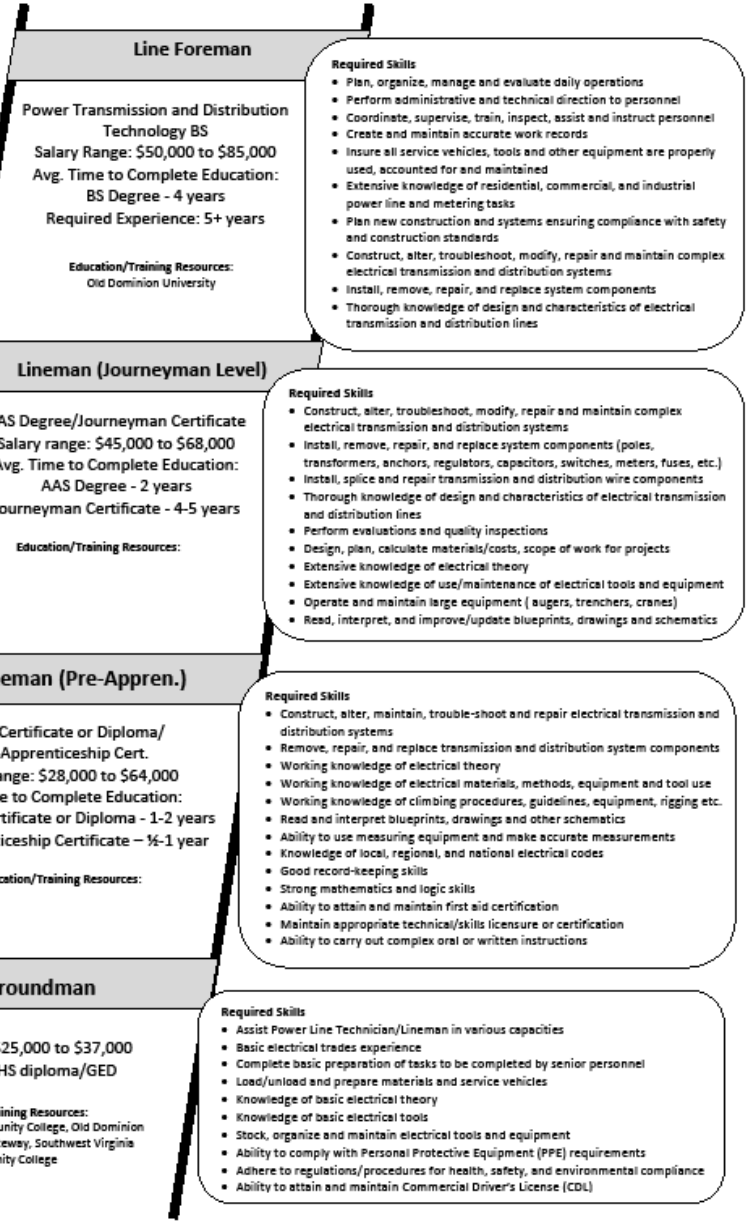
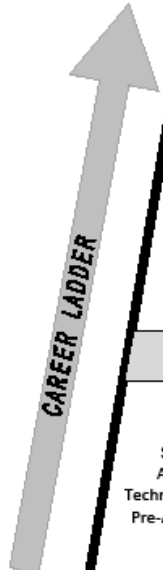
Culminating Activities

Career Pathways Leadership Certification Workshops

Career Ladders Development

Career Pathways Implementation Plan

**Lineman/
Power Line
Technician**



Sample Career Ladder from Southwest Virginia Community College

Strong Partnerships are the Key

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- Individuals and organizations invest in the Career Pathways Programs because
 - They see a current and future value
 - They understand that their investment can result in even greater success

Investment

Money

Advocacy

Time

Expertise

Contact Information

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