

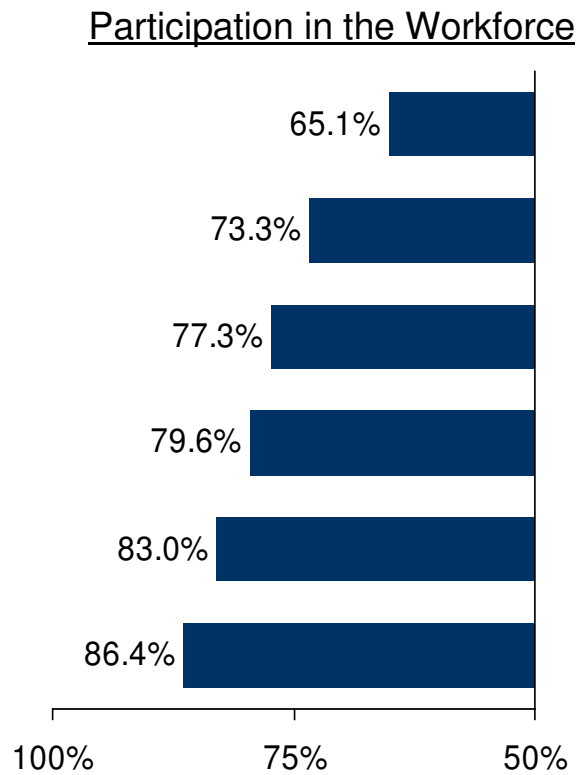
# Keeping California's Workforce Competitive through Education, Training and Savings

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CAEL

October 21, 2007

# Education is an Asset in California



Education

Less than High School

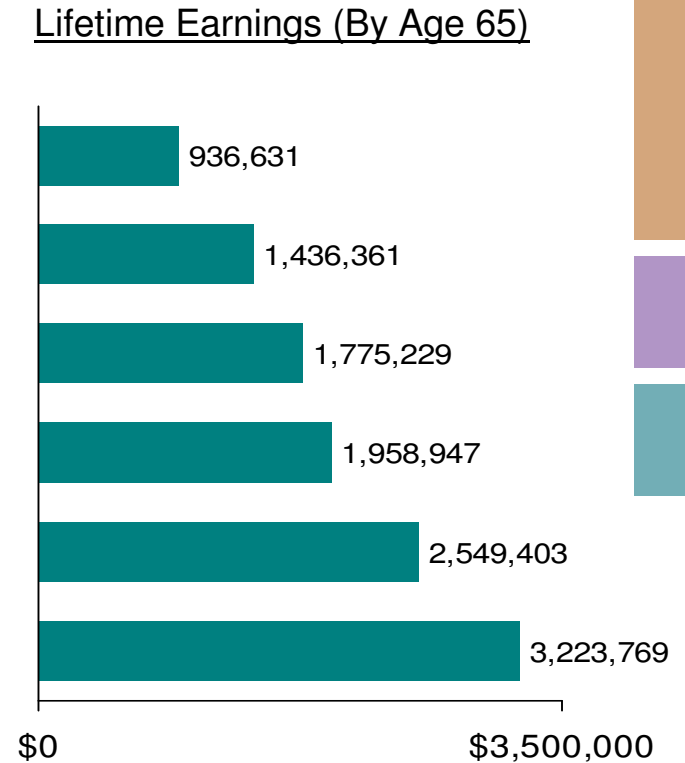
High School

Some College

Associates Degree

Bachelor's Degree

Graduate/Prof. Degree



# The Challenge: California's Working-Age Adults (18 to 64) with No College Degree



... **15,184,766** have not completed college  
(associate's degrees or higher)

**66** percent of all working-age adults in California.  
Of these:

**4,286,501** have not completed high school (or  
equivalent)

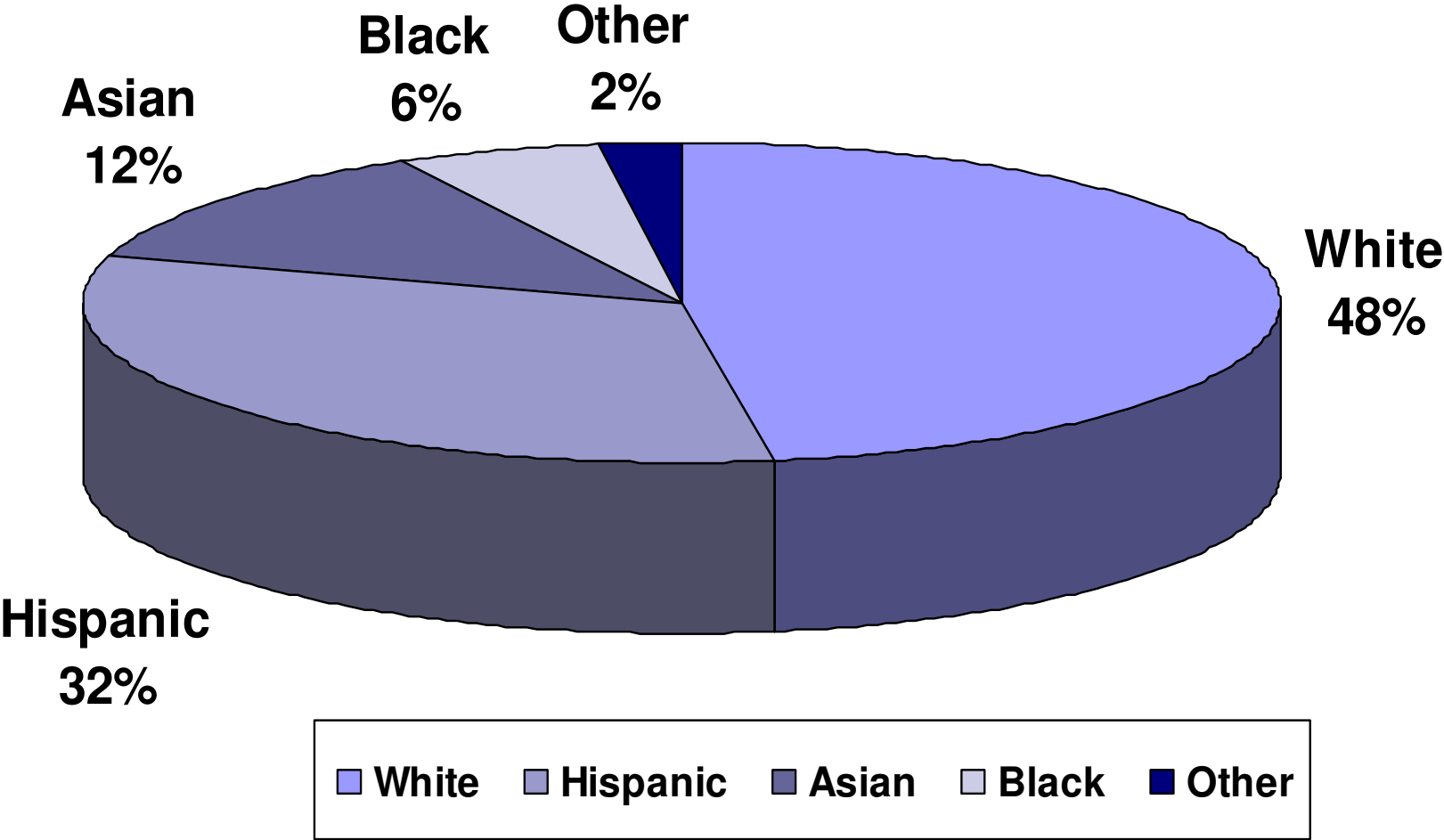
**5,640,094** have completed just a high school  
diploma but have not  
entered college

**5,258,171** have completed some college but  
no degree

**2,610,801** speak little or no English

**4,181,724** are living in families whose  
combined incomes are less than a living  
wage (twice the level of poverty)

# California's Diverse Labor Force



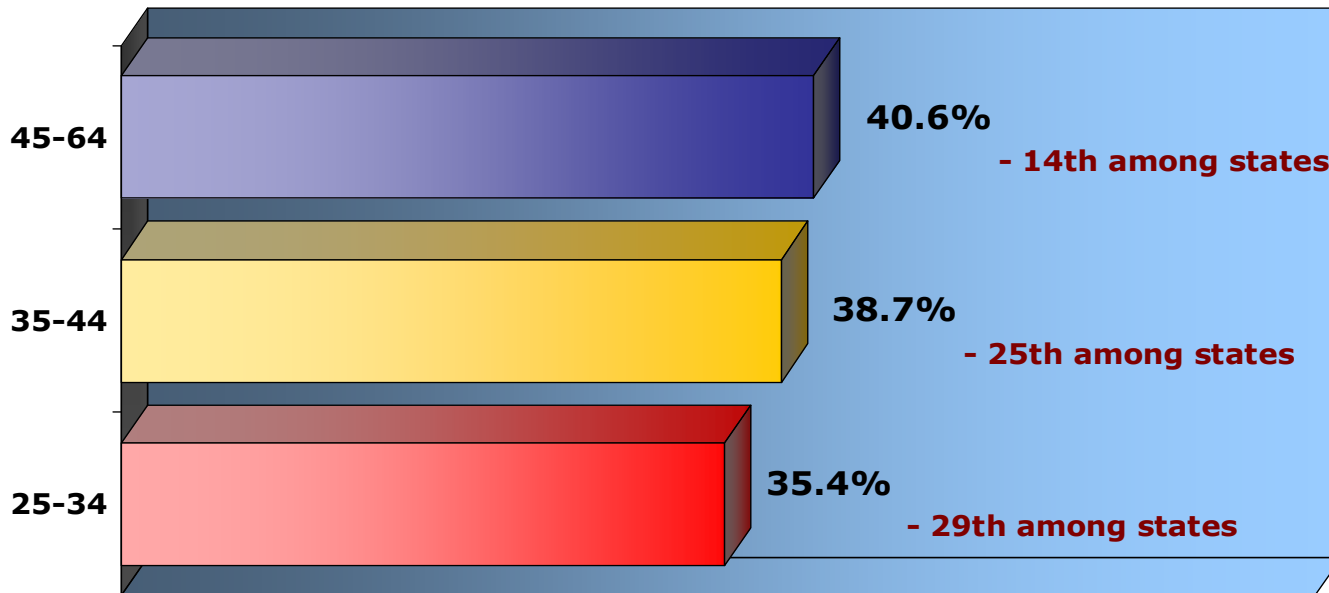
Source: State of California, Department of Finance, *California Current Population Survey Report: March 2006*. Sacramento, California. September 2007.

# California's Aging Population

- 75% projected increase in the percent of Californians over age 65
  - 2000: 10%
  - 2020: 17.5%

Source: Institute of Medicine, *Retooling for an Aging America: Building the Health Care Workforce*. (2008)

# Baby Boomers have Higher Education Levels than Younger Workers



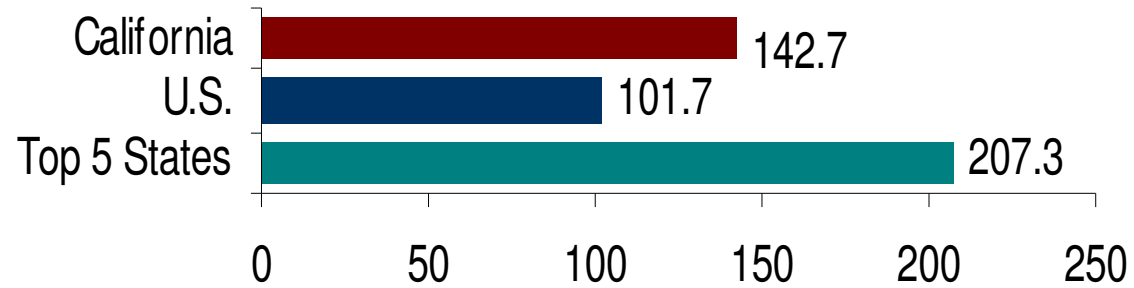
**Percent of California Adults Who Have Attained Associate Degree or Higher**

Source: California EDGE Campaign, U.S. Census Bureau, Institute for Higher Education Leadership and Policy

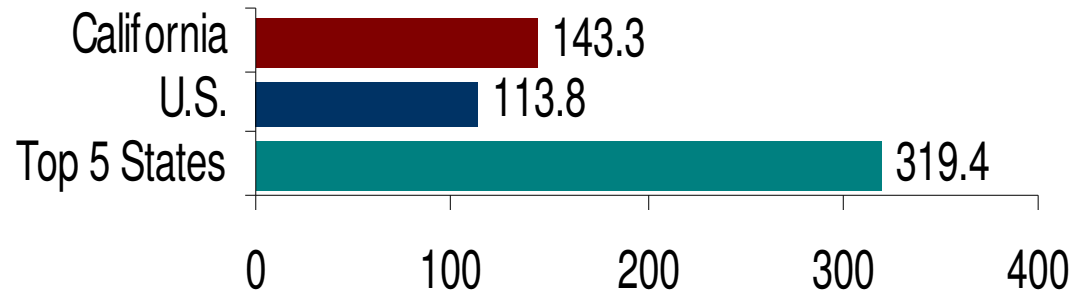
# California Performs Better than U.S. Average in Adult Education and ESL

**Adults Served** per 1,000 Adults Age 18-64:

**Enrolled in State-Administered Adult Education Programs with Less than a High School Diploma**



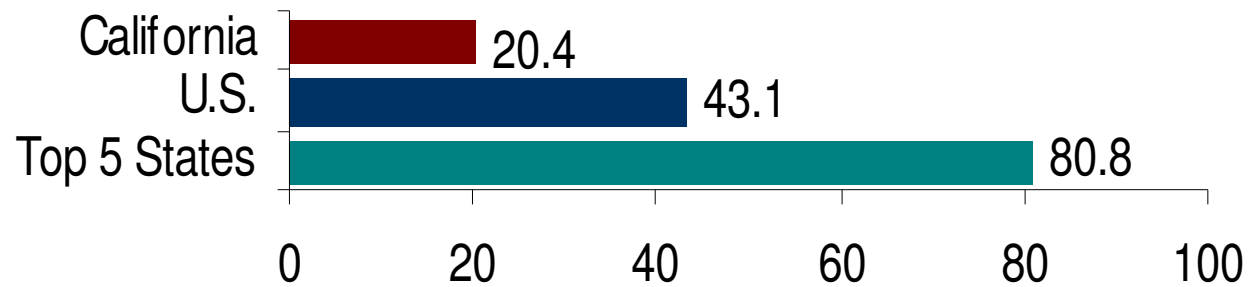
**Enrolled in English as a Second Language Programs with Little or No English Proficiency**



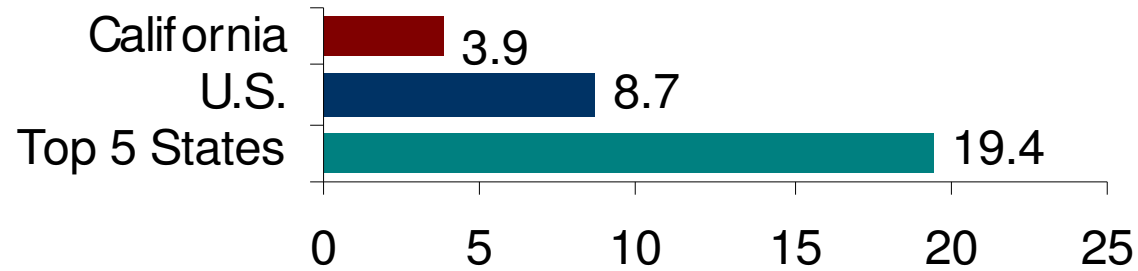
# California Lags Behind U.S. Average in Drop-outs Earning GEDs

**GEDs Awarded per 1,000 Adults:**

**18 to 24 Years Old with No High School Diploma**



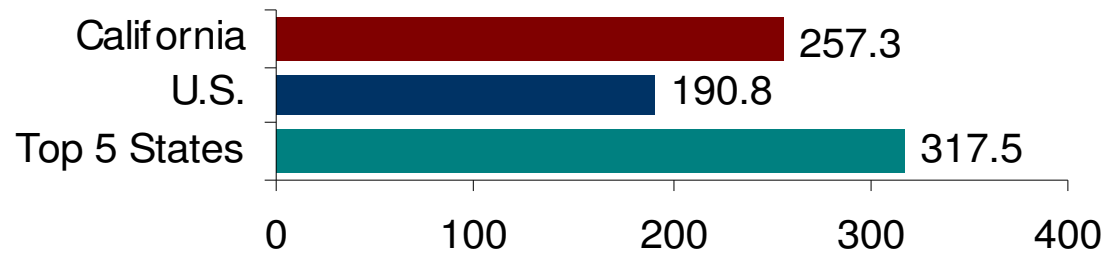
**25 to 44 Years Old with No High School Diploma**



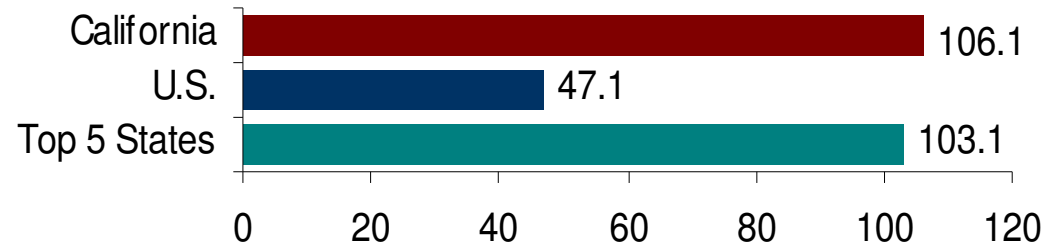
# California Outperforms U.S. Average in Postsecondary Participation

College Participation per 1,000 Adults:

Age 25-39 with Only a High School Diploma

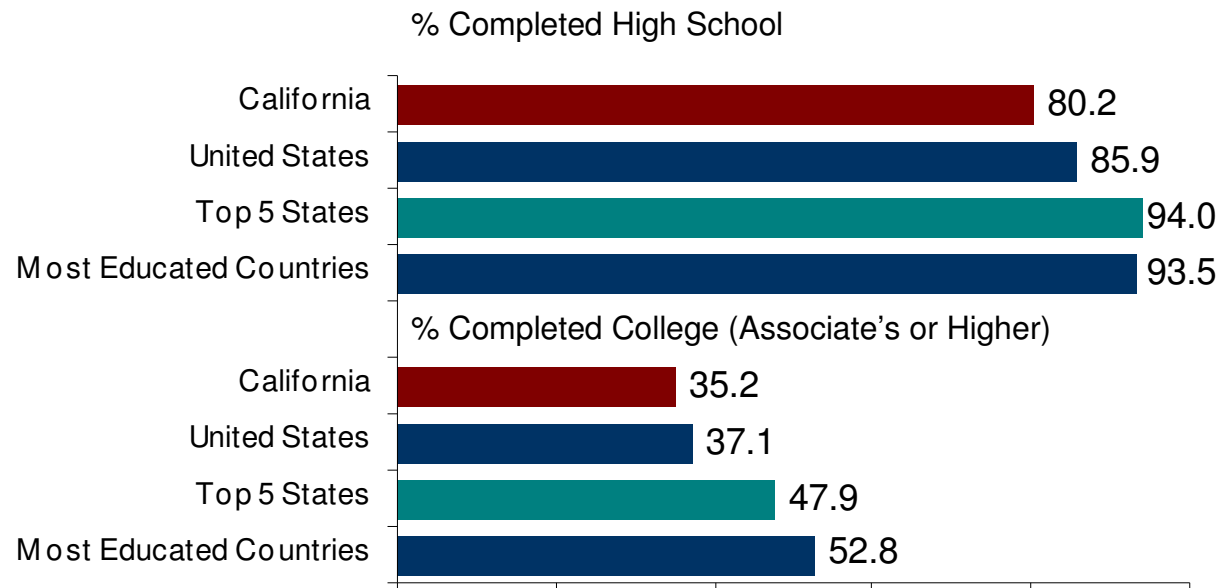


Age 40-64 with Only a High School Diploma



# There is Room for Improvement in Degree Completion by California's Young Adults

## California's Young Adults Compared to the U.S. and Best Performing Countries (Age 25 to 34)



Note: The most educated countries in 2005 include Korea, Japan and Canada.

# Attainment rates and race/ethnicity

## ➤ High school attainment

- 29.8% difference in rates between whites and minorities in California
- U.S. average is 19.2% difference

## ➤ College attainment

- 32.5% difference in rates for whites and minorities in California
- U.S. average is 22% difference

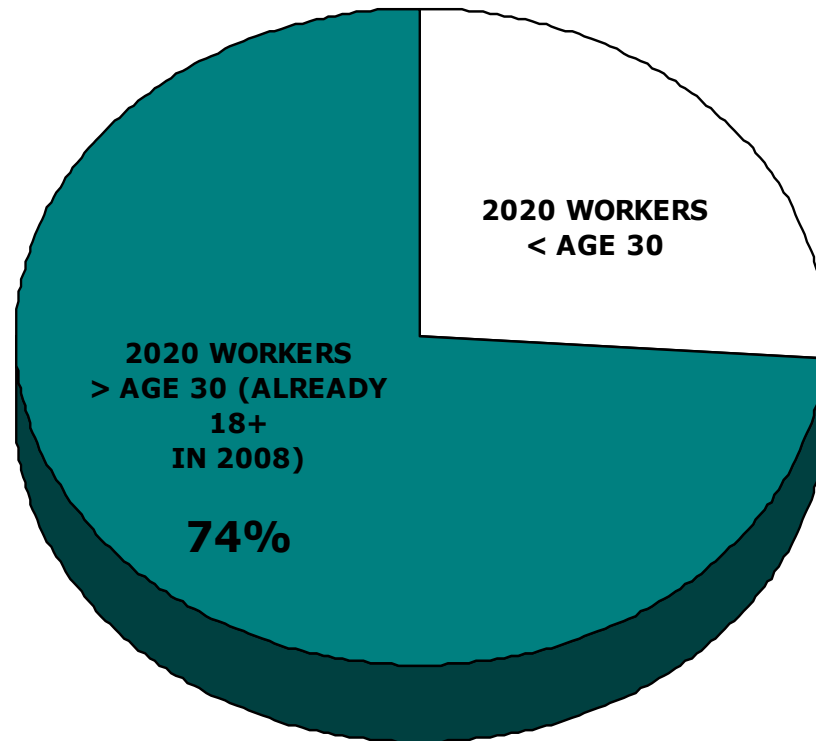
Kelly, Patrick J., *Beyond Social Justice, The Threat of Inequality to Workforce Development in the Western United States*, Western Interstate Commission for Higher Education, July 2008.

# What Lies Ahead for California

- For every 100 new jobs created in the next ten years, there will be 150-200 replacement or retirement job openings in CA
- California will need to increase number of workers with associate degrees and higher by 50% every year to be competitive in 2025

Source: Center for Continuing Study of the California Economy, *Opportunities and Challenges for the California Economy: California Economic Growth Chapter 2* (2008 ed.) and Shulock, Nancy et al., *It Could Happen: Unleashing the Potential of California's Community Colleges to Help Students Succeed and California Thrive*, Institute for Higher Education Leadership & Policy at California State University (2008).

# The Future California Workforce Is Now



Sources: California EDGE Campaign, Bureau of Labor Statistics, California Dept. of Finance, Monthly Labor Review.

# Policies and Practices That Help Adult Learners

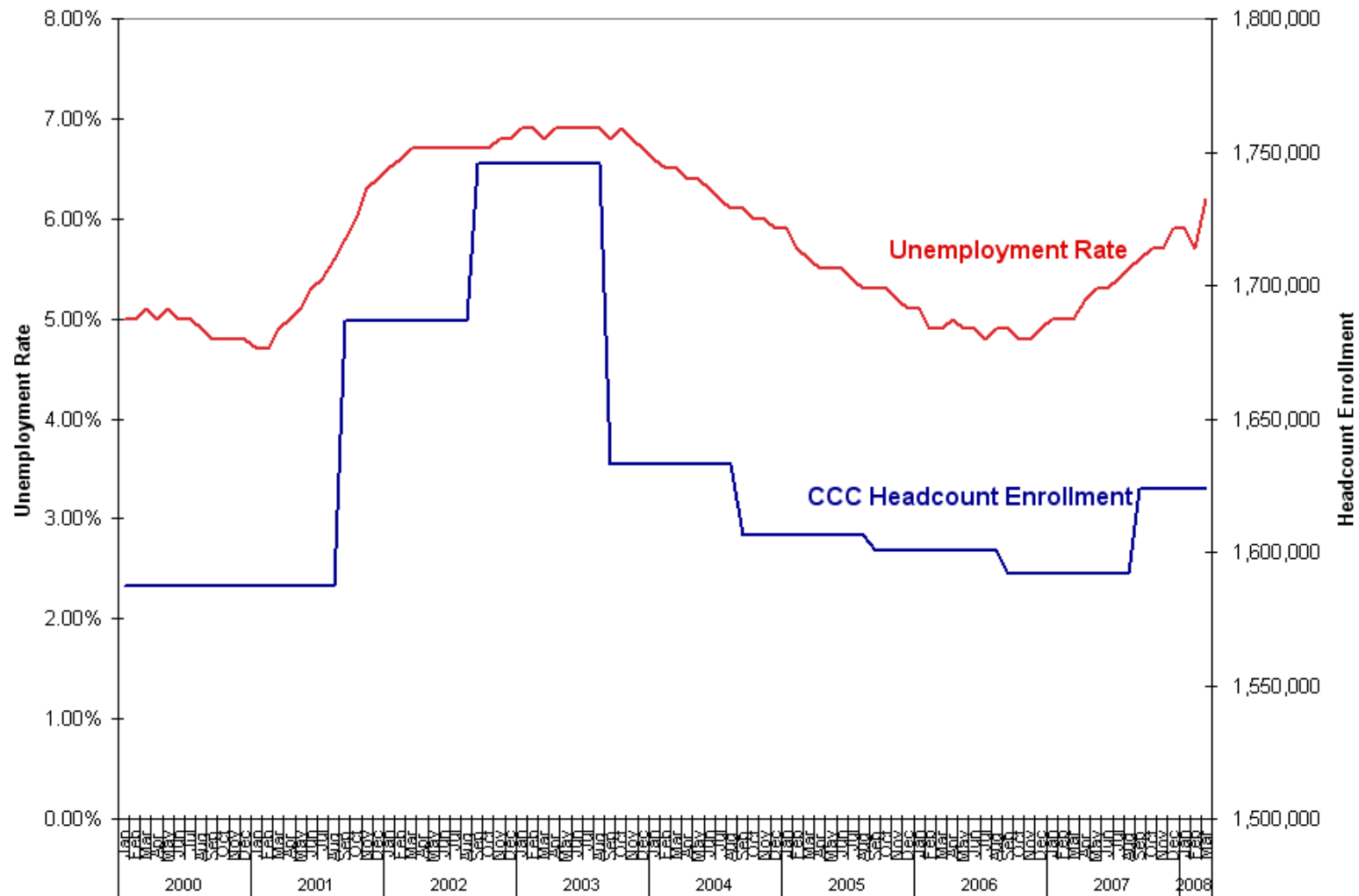
- Make Lifelong Learning Affordable
- Accelerate Time to Earn A Meaningful Credential
- Link Learning to Work
- Develop a Data-Driven Approach
- Promote a Culture of Lifelong Learning



# Keep Community Colleges Affordable

- 2008 California Postsecondary Education Commission study
  - Cost of community college in the past decade have risen faster than inflation
  - Cost of living is greatest expense

# Community College Headcount Enrollment Tracks Unemployment Rate



Source: Analysis from the Community College League of California



# Employer Co-Investment in Lifelong Learning

## ➤ Lifelong Learning Accounts (LiLAs)

- Employer-matched, portable individual accounts to finance employee education and training



# Key Characteristics of LiLAs

- Sponsored by Employer
- Employer Matched
- Optional 3rd Party Matches
- Portable (Employee Owned)
- Universal
- Voluntary Participation
- Broad Use of Funds
- Career & Education Advising

# LiLA Initiatives Moving Forward

## ➤ Federal

- Lifelong Learning Account Act of 2008 (national)
- Lifelong Learning Account Act of 2007 (up to ten-state demonstration)

## ➤ State and Regional

- State-based programs (Maine and Washington)
- Mature Worker pilot (San Francisco)
- Legislative initiatives
  - Illinois
  - 2007-08 bills introduced in HI, IA, MN
- WIRED – US Department of Labor
  - Coastal Maine
  - Kansas City region
- Planning grants for NYC, MI and PA LiLA initiatives



# Accelerate timeline to earn meaningful credentials

## ➤ Prior Learning Assessments

- PLA is the rigorous evaluation for college credit of the knowledge and skills gained from life and work experiences (or from non-college instructional programs) including employment, parenting, travel, hobbies, and volunteer service.

# PLAs Promote Retention and Success

## ➤ Increased retention

- 2001 Simpson College study: 75% retention for those students with PLA vs. 38% for those without PLA

## ➤ Better performance

- Portfolio PLA students tend to show higher cumulative GPAs
  - Studies in 1992 at University of Maryland University College (UMUC), and in 2003 among 1600 students in 4 Illinois public colleges

# Link Learning to Work

## ➤ Arkansas Career Pathway Initiative

- Statewide effort at two-year colleges
- Partners:
  - SEARK College
  - Southern Good Faith Fund
  - AR Association of Two-Year Colleges
  - AR Adult Education Program
  - AR Department of Higher Education
  - AR Transitional Employment Assist. Board
- \$11 million per year (TANF \$)
- 2006: Rolled out in five sites with an enrollment of 2,200
- 2008: All 22 of Arkansas's 2-year colleges participating with enrollment approaching 10,000

Source: Interview with Mike Leach, Policy Director of Southern Good Faith Fund

# AK Career Pathways

- Mapped pathways of noncredit and credit programs tied to targeted high-demand occupations
- Connects and merges developmental education with credentialed training
- Bridge program for students with very low academic skills
- Fast Track Developmental Education Program to college-ready
- Intensive student support services: dedicated counselors, vouchers for transportation and childcare

# Leverage Foreign Experience

- CCSF, Welcome Back Center and JVS Nursing Refresher Programs
  - LVN
    - Four month course: academic and clinical rotations
    - Vocational ESL for Medical Professionals
    - Intro to U.S. healthcare system
    - Preparation assistance for board exam
    - Job placement assistance
  - RN
    - 11-week program with clinical rotations at 3 medical centers
    - Individualized coaching
    - Preparation assistance for NCLEX licensure exam as needed
    - Job placement assistance

# Develop Data-Driven Approach to Adult Education Policy

- “Achieving the Dream” Initiative
  - States: CT, FL, NC, OH, TX, and VA
  - Extended time frame for tracking student outcomes from 3 years after initial enrollment to 6 years
  - Tracked the performance of students who initially enrolled in college part time
  - Expanded the list of successful outcomes to include
    - transfer to a four-year institution
    - having made substantial progress toward a degree by a student’s sixth year.

Source: Jobs for the Future, Test Drive: Six States Pilot Better Ways to Measure and Compare Community College Performance (2008)



# Promote a Culture of Lifelong Learning

## □ Kentucky: Go Higher

- Education Pays! Campaign
- Project Graduate
- KnowHowtoGoKY.org

# Advancing the California Agenda for Adult Learning

## ➤ Step 1: Recruit high level representatives from diverse sectors

- State policymakers
- State agencies
- Postsecondary education leaders (including community/technical colleges and universities)
- Education leaders focused on adult literacy, English language learning, and high-school equivalency
- Educational foundations and non-profits focused on economic and workforce development
- Business and labor

# Advancing the California Agenda for Adult Learning

- Step 2: Uncover more information to explain the data. Use activities described in CAEL's Policy Framework to learn more about:
  - Demographic realities and trends
  - The number and location of education providers
  - Economic conditions in different regions of the state
  - State policies that create incentives for or barriers to adult learning participation and success
  - Ascertain areas of program overlap and lack of coordination, or collaboration

# Advancing the California Agenda for Adult Learning

## ➤ Step 3: Develop a plan of action

- Create a legislative agenda for adult learning
- Engage employers in vetting and moving the agenda
- Establish data collection processes to monitor changes over time
- Create benchmarks by which future efforts can be evaluated
- Publicize results

## Contact Information

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[www.cael.org](http://www.cael.org)

# Resources

- Achieving the Dream Initiative, [www.achievingthedream.org](http://www.achievingthedream.org)
- California EDGE campaign, [www.californiaedgecampaign.org](http://www.californiaedgecampaign.org)
- California Postsecondary Education Commission, <http://www.cpec.ca.gov/>
- California Workforce Association, <http://www.calworkforce.org>
- Center for Continuing Study of the California Economy, <http://www.ccsce.com/>
- Council for Adult and Experiential Learning, [www.cael.org](http://www.cael.org)
- Institute for Higher Education Leadership and Policy, <http://www.csus.edu/ihe/>
- Jewish Vocational Service, [www.jvs.org](http://www.jvs.org)
- Jobs for the Future, [www.jff.org](http://www.jff.org)
- Kentucky Go Higher Campaign, [www.GoHigherKy.org](http://www.GoHigherKy.org)
- Kentucky KnowHow2Go, <http://www.knowhow2goky.org/adults/index.php>
- Southern Good Faith Fund (Arkansas Career Pathways), <http://www.southernngff.org/index.php>