

Team Name: Returning Adult ANT

Tactical Plan: 2021-2022

Team Vision: Returning adult learners across the IE have access to a comprehensive network providing strategic support for them to succeed and excel. Their needs are met through life-long learning and educational attainment across multiple pathways. They have realized their potential, secured meaningful work and sustainable income. They have achieved dreams because they have the tools to cultivate a vision mindset focused on goal attainment and self-efficacy that transforms lives, communities and the region.

Team Strategy: Intentional outreach to provide a community-connected, collaborative, comprehensive, infrastructure to support adult development and migration into careers through multiple pathways.

Tactic: Identify who the 24% are, where they are and what their needs are. Coordinate regionally to provide support that increases attainment for the 24%. Motivate employers to engage and employ the 24%. (Supply chain logic)

Output(s)	Output Metric(s)	Short-term Outcome(s)	Short-term Metric(s)	Mid-Term Outcome	Mid-Term Metric(s)	Long-term Outcome	Long-term Metric(s)
<ul style="list-style-type: none"> Identify and segment the 24% and align to an inventory of services, opportunities and jobs <ul style="list-style-type: none"> Segments include those already employed and areas of greatest need Need to understand who these students are and where they are in their journey (working? Where?) – so that we can understand their mindsets and goals and make believers out of them. Define what “ineligible” means for local colleges Develop the components of a potential pilot to help a subset of the 24% to help them complete based on their individual needs. Message: “We’re building this program around you.” Explore U of R and CBU as potential models to inform the pilot. Explore https://www.riipen.com/and https://www.riipen.com/levelup 	<ul style="list-style-type: none"> Inventory and segmentation is complete Components of pilot program are identified and appropriate non-profit, CBOs and employers are engaged in support 	<ul style="list-style-type: none"> Identify largest segment with the greatest need in order to build pilot for that group A pilot is structured and includes warm handoffs through a Transition Support structure, which could include transition coaches who provide seamless transition for students into next level of pathway toward ultimate goal 	<ul style="list-style-type: none"> A report synthesizing the data is published Pilot has been launched for initial cohort 	<ul style="list-style-type: none"> Schools annually report on # of drop-offs who are recovered Pilot students are passing their courses and progressing through the pathway Pilot students have meaningful connection to employers and economic development opportunities 	<ul style="list-style-type: none"> 100% of participating institutions report annually 10% improvement in adequate grades for progression by students in pilot as demonstrated by their transcripts. Pilot students find jobs paying minimum of 2x what they were making prior 	<ul style="list-style-type: none"> Increase educational attainment, with specific emphasis on accelerating success for historically marginalized student groups. A robust future economy is fueled that increases equitable career opportunities and employment 	<ul style="list-style-type: none"> Out of 24%, x% are gainfully employed Census data starts to show a reduction in under employment in target population. Region sees 10% reduction in 24% adult non-completer 2021 baseline

Tactic #1: Identify who the 24% are, where they are and what their needs are. Coordinate regionally to provide support that increases attainment for the 24%. Motivate employers to engage and employ the 24%. (Supply chain logic)

Target Population	Expected Dates of Implementation	Description	Services needed from the community
<p>Who will benefit from this initiative?</p> <p>Local employers – will be able to hire locally</p> <p>Adult learners</p> <p>Cal Trans – don't have to widen freeways</p> <p>Retailers and whole economy will benefit from higher average income</p> <p>Families!</p> <p>Breaking the cycle of people becoming disconnected inspires families to increase education attainment</p> <p>Accelerating diversity and Inclusion improvement in local companies – can really move the needle by providing qualified candidates in their pool who don't look like who they usually hire. We can help them.</p>	<p>Start Date: 9/1/2021</p> <p>End Date: 9/1/2024 (for pilot) – goal is to scale and sustain ongoing</p>	<p>How will you describe to the greater community what you are doing?</p> <p>We are impacting student success by providing transitional services:</p> <ul style="list-style-type: none"> - Coaching <p>We are facilitating degree completion for in-demand jobs with locally based, regional coaches and supports</p>	<p>How can community partners engage this initiative? What are you looking for? How can existing resources in your community be aligned?</p> <p>Employers in IE that offer education benefits to their team can help with financial barriers that some students face</p> <p>By providing apprenticeships, internships and jobs!</p> <p>Assisting with location analytics by linking employers who need well prepared applicants</p>
<p>How did you involve members of target population in developing this plan?</p> <p>We did not in this particular group, however each person at the table has direct experience working with this population. Our research plan to develop the pilot should involve talking with this population to identify barriers and drivers.</p>			

Systemic Change Through Collective Impact

How does this change business as usual in our community?	How will this affect future generations?	How will this scale and be sustained?
<p>The Diversity and Inclusion component – this initiative will help connect students of color to higher paying positions. It will also help companies that are weak in Diversity and Inclusion to do better. By having a more diverse workforce, companies can better serve diverse customers.</p> <p>Communities of Adversity – this initiative will improve outcomes for people who have encountered all types of adversity. Many people have experienced all types of adversity that impact their ability to pursue and complete post-secondary degrees and credentials.</p>	<p>Improved income projections – if pilot students are able to improve income as a result and are able to move to the next tier after that, they move solidly into the middle class and experience improved economic mobility.</p> <p>It will address inequities salaries being earned by others with same degrees. If we can get people started into certificates and get them excited and inspired to advance and continue to earn higher degrees, they will experience corresponding bump in salaries.</p> <p>National competitiveness – improved skill sets will improve IE's ability to better compete</p>	<p>If pilot demonstrates it is cost- effective to do this at the pilot level, then we can accurately forecast future budgets</p> <p>If we can use technology effectively to build support mechanisms, scaling becomes more possible – i.e. AI advising at Georgia Tech</p> <p>Demonstrated benefits to students and communities, families and society in general. These students will be contributing to society</p> <p>Demonstrated trust – this thing works and we have put a dent in the 24% of non-completers.</p> <p>Buy-in (college faculty are on board; access to student contact information; transitional support staff are in place; engagement) from partners and community is essential to supporting students and employment – all hands on deck!</p>

April 14, 2021

- What do we know about how we are messaging about financial aid? That could be an accelerator for this population.
- JFF meeting a year ago –data about ads on busses worked very well.
- Messaging in English and Spanish in targeted areas can be very effective – simple, call this number, versus website.
- What about changing the message from degree to shorter term programs. Challenge for universities due to cost structure and part-time students can't access financial aid.
- Federal office has specific definition for qualified academic programs.

Ideas for Pilot Project:

- Increase retention and engagement of students once enrolled
- Employer needs including competencies and skills for open positions have been identified
- Remediate barriers like residency issues, prior student loan defaults, childcare for pilot students, access to technology
- Map pathways and identify the on-ramps, including 4-year connection points
- Identify those who successfully completed and engage them to attract others (the 24% success stories)
- Identify the needs of employers (competencies and skill sets) to ensure students are well