

# Sustainability Sessions

Adult Promise November 2019 Convening  
Denver, CO



# The next two hours

10:00-10:30: Framing Sustainability and Case Studies  
from the Last Decade

10:30-11:20: Team Time

11:20-12:00: Group Discussion



# Framing Sustainability and Case Studies from the Last Decade

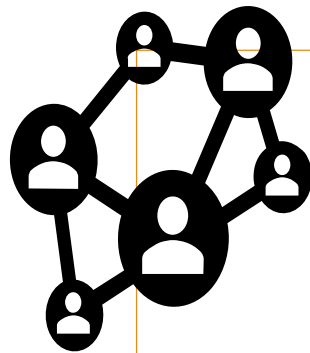
# Sustain what?



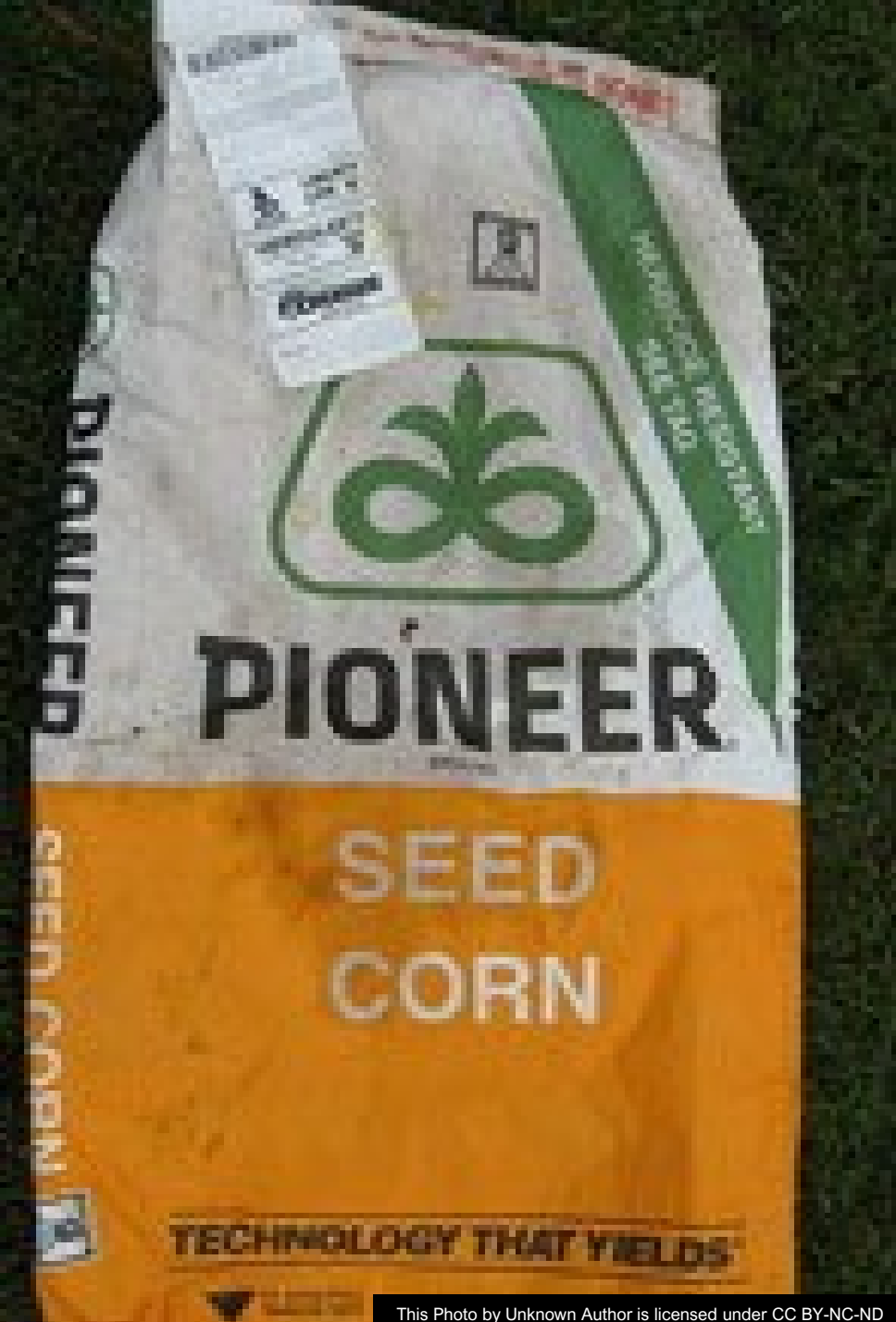
Sustain leadership



Leverage other systems and dollars



Integrate into everyday work of legislature, agencies, provider business models



Save a little from  
this harvest for  
future planting

# Three key outcomes of sustainability



Serving adults = key  
state priority



Priority embedded in  
policies, governance,  
institutional efforts



Communication  
explicitly engages  
adults



Serving adults = key  
state priority

- **Expanding the net** – impetus for broader range of partners, providers, credentials, and state-level actors
- **Raising awareness** – clear understanding of your state’s prospective adult learner population shared with key policymakers and stakeholders
- **Building will** – advocacy efforts (including leaders, supporters, and those who simply “aren’t against it”)



Priority embedded in  
policies,  
governance,  
institutional efforts

- **Policy in all its forms** – money, measures, barrier removal, incentives at state, system, institutional levels
- **Sustained dialogue** – ongoing space for cross-stakeholder ownership of the priority, data, strategies
- **Visibility** – adults show up in state and institutional strategic plans, regular meetings, reports, accountability systems



# Policy efforts already underway in Adult Promise states

**Removing aid eligibility requirements** for adults to access existing state financial aid programs

**Removing other barriers** to adult students getting aid

**Removing barriers** for aid to go toward **adult-friendly** programs

**Creating new grant/scholarship programs** for adult learners

**Earmarking state appropriations** specifically for adult learners in state aid programs

**Helping adult learners line up supports** beyond direct education expenses

**Making prospective adult learners aware** of available financial aid

**Statewide prior learning and CBE standards** and incentives



Communication  
explicitly engages  
adults

- **Messages tailored for what adults want and need to hear**– financial resources, program → career pathways, connections to employers
- **Core language goes to several target audiences** – different types of adults, employers, institutions
- **Rapid prototyping** – what worked? What didn't? Why?
- **Messengers matter** – who has trust and legitimacy – and with what audience?



# High School Reform

HS non-completers elevated



2005: Action agenda + 48 Governors



2005-07: NGA raised \$23M that went to 20 states



SOURCE: HARPO INC.  
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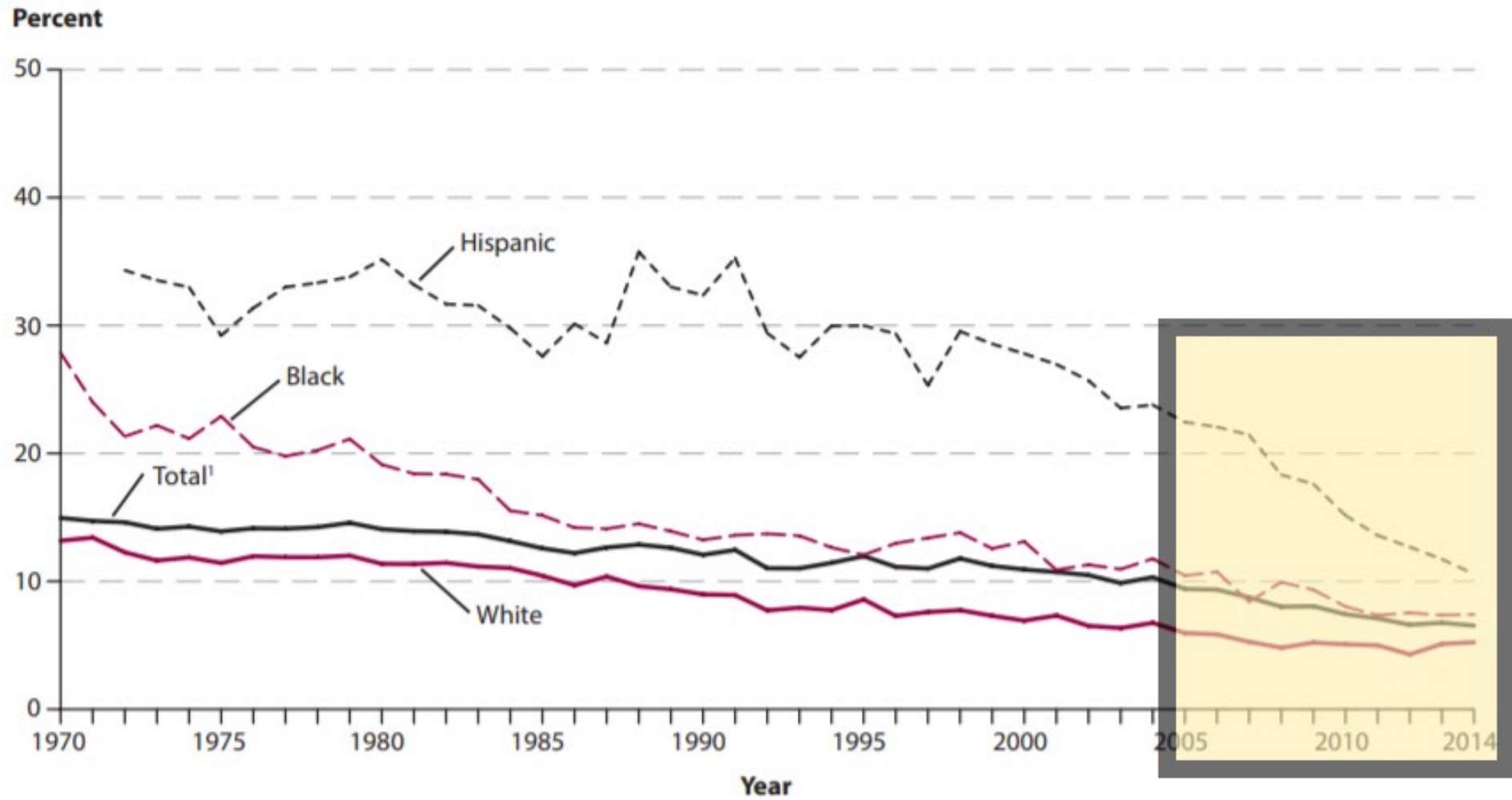


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**Figure 2.2. Percentage of high school dropouts among persons 16 through 24 years old (status dropout rate): October 1970 through 2014**



# Trade Adjustment Assistance and Community College and Career Training (TAACCT Grants)

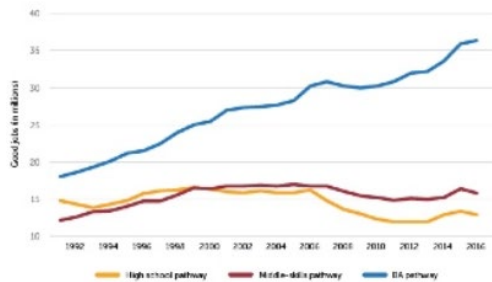
2007-08: Great Recession hit hardest those with no postsecondary creds



2009: \$2B federal funding approved for TAACCT program



2010-14: DOL and USED awarded 256 grants that touched 700+ CCs (60%!)

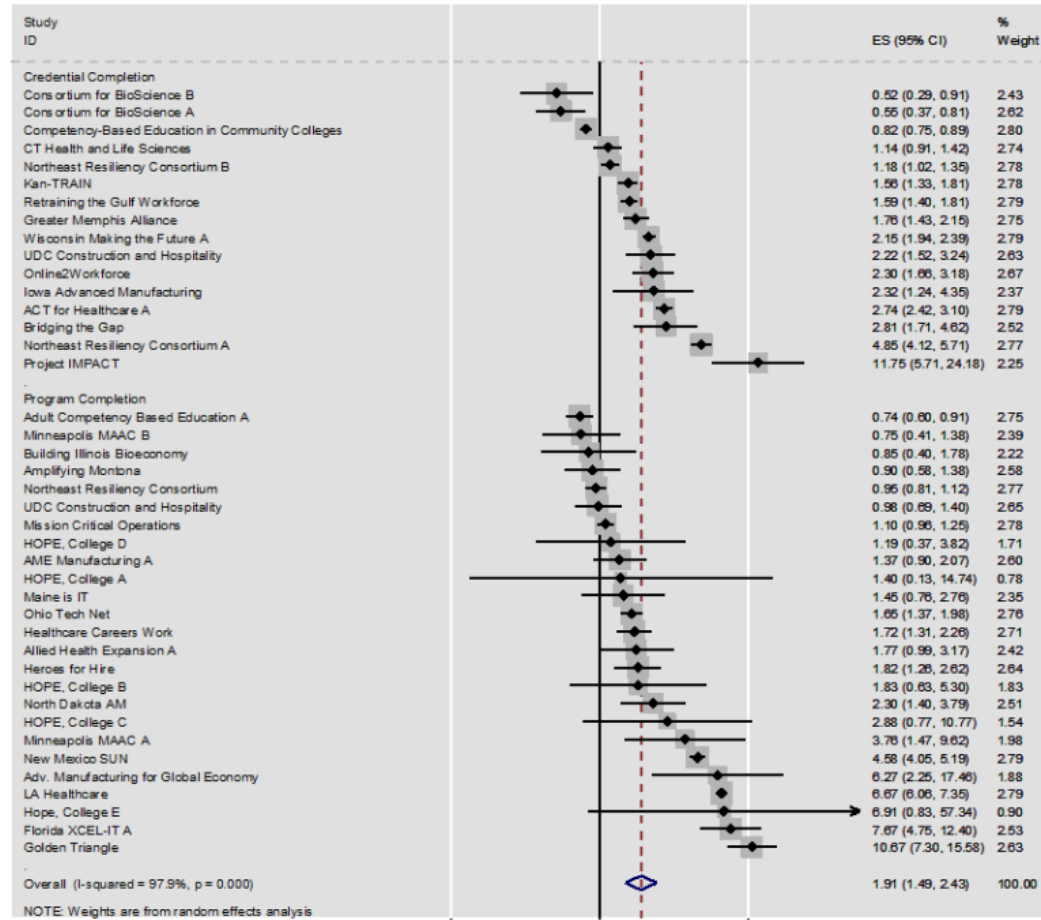


Source: Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau and Bureau of Labor Statistics, Current Population Survey, 1992-2012.

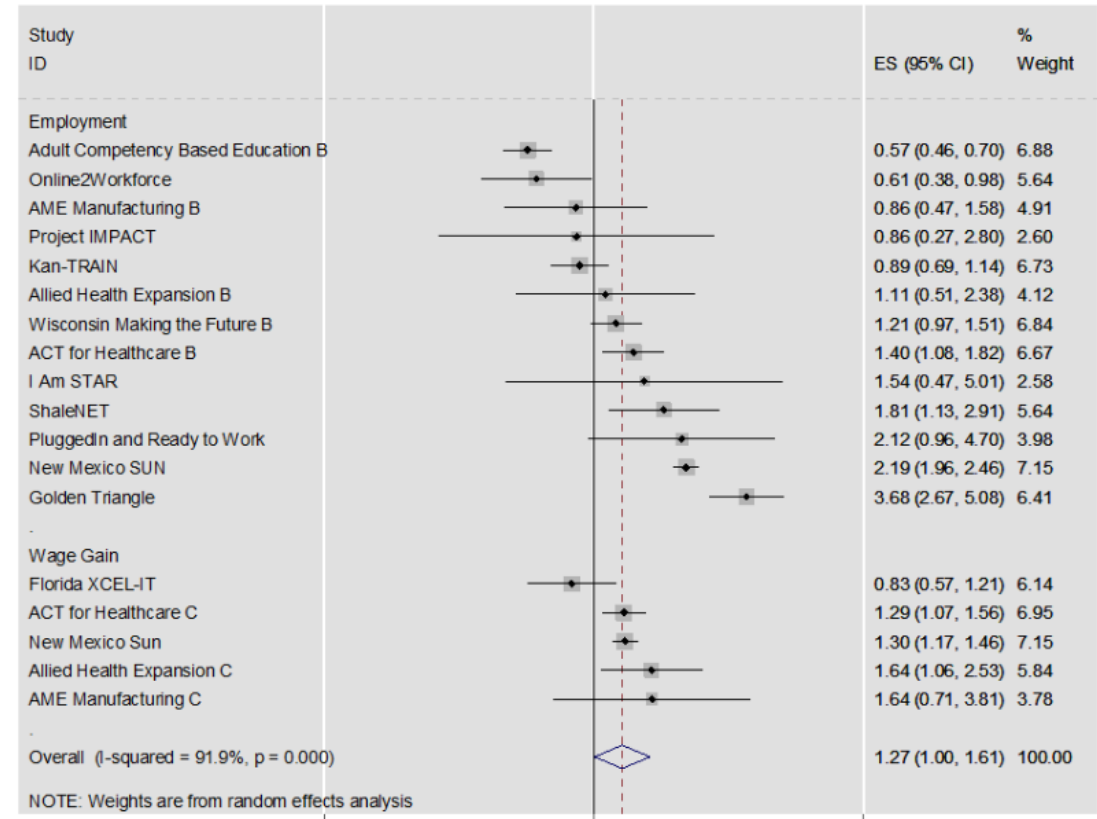
## Goals:

1. Build the capacity of community colleges to serve adults, many of whom had never gone to college or were returning after a long time out of school
2. Expand the evidence base around effective job training and re-employment approaches.

**Figure 2. Meta-analysis of Education Outcomes**



**Figure 3. Meta-analysis of Employment Outcomes**



# Lumina's Attainment Challenge Grants

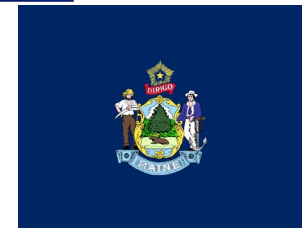
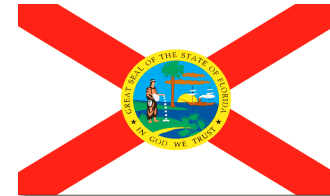
2009: Goal 2025 becomes focus of Lumina's grantmaking



2016-17: Lumina offers \$100K incentive grants for states to set quantifiable, challenging, equity-focused goals.



2018-19: States with goals increases from 26 to 39 states.





# Indiana's Adult Learner Agenda

## Elevated priority

State strategic plan

Topic at trustees conference

Part of mission of new Gov's Workforce Cabinet

## State policy changes

Removed SAP restrictions for working adults

New Workforce Ready grants

Part-time in OBF under review

## Accountability

Disaggregated data in annual completion reports

Data system being used to report more on working adults

## Partners

How agency communicates on behalf of adults

Inter-agency partnerships

Still work to be done

## Providers

New provider for adults (Purdue Global)

# Team time

**What most needs to be sustained in 2020 and thereafter?**

- Sustaining leadership
- Leveraging other systems and dollars
- Integrating into the everyday work of legislature, agencies, provider business models

**How are you doing on the three outcomes?**

1. Serving adults = key state priority
2. Priority embedded in policies, governance, institutional efforts
3. Communication explicitly engages adults



# Full Group Discussion