

“Doubling the Number”

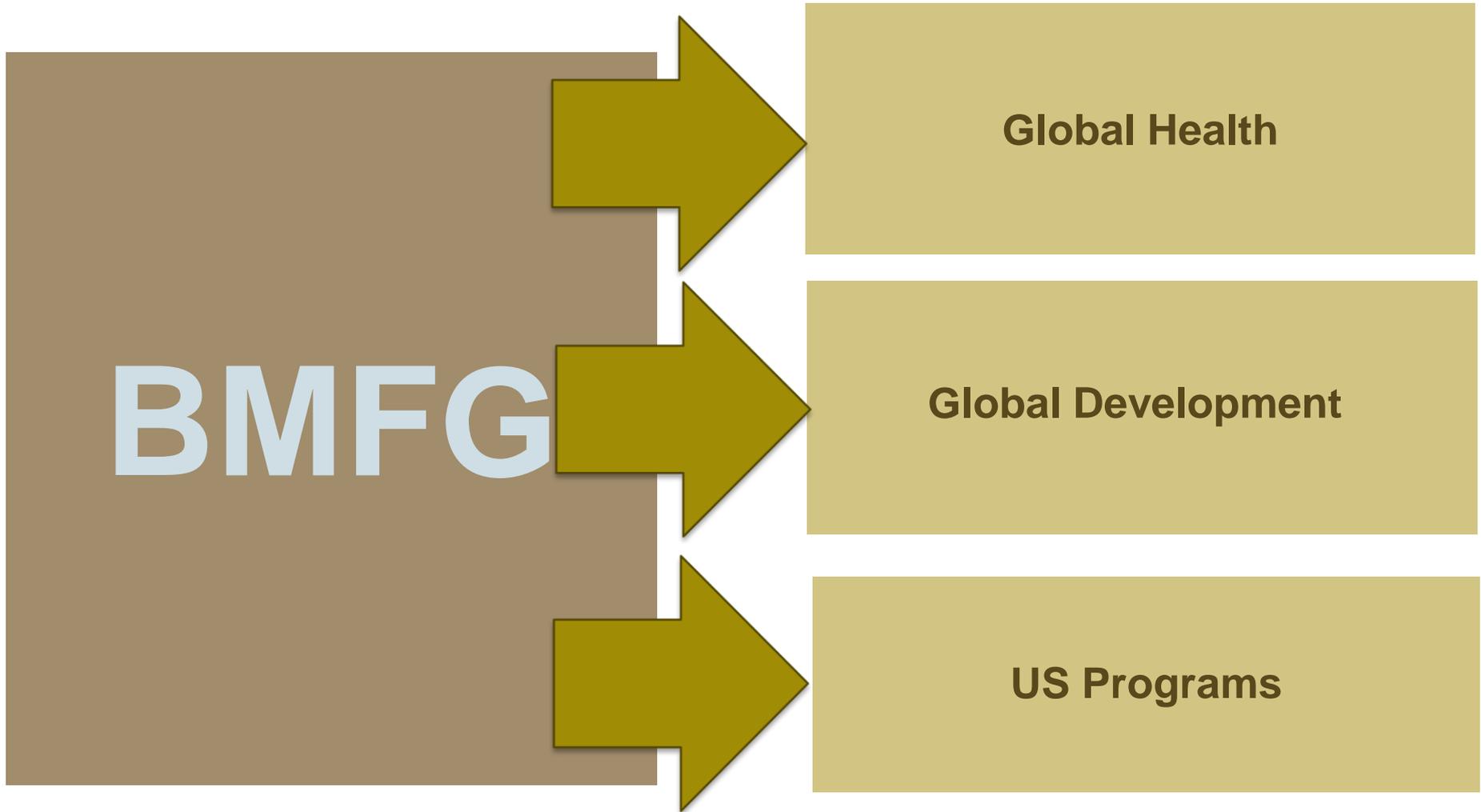
Overview of the Postsecondary Success strategy and the role of workplace learning

**Washington State Workforce and Economic
Development Conference**
David Wertheimer, Senior Program Officer

October 29st, 2009

BILL & MELINDA
GATES *foundation*

The Foundation – Three Divisions



Our education work in the US Program has two areas of focus

COLLEGE-READY

Improve College-Ready Graduation Rates from High School



POSTSECONDARY SUCCESS

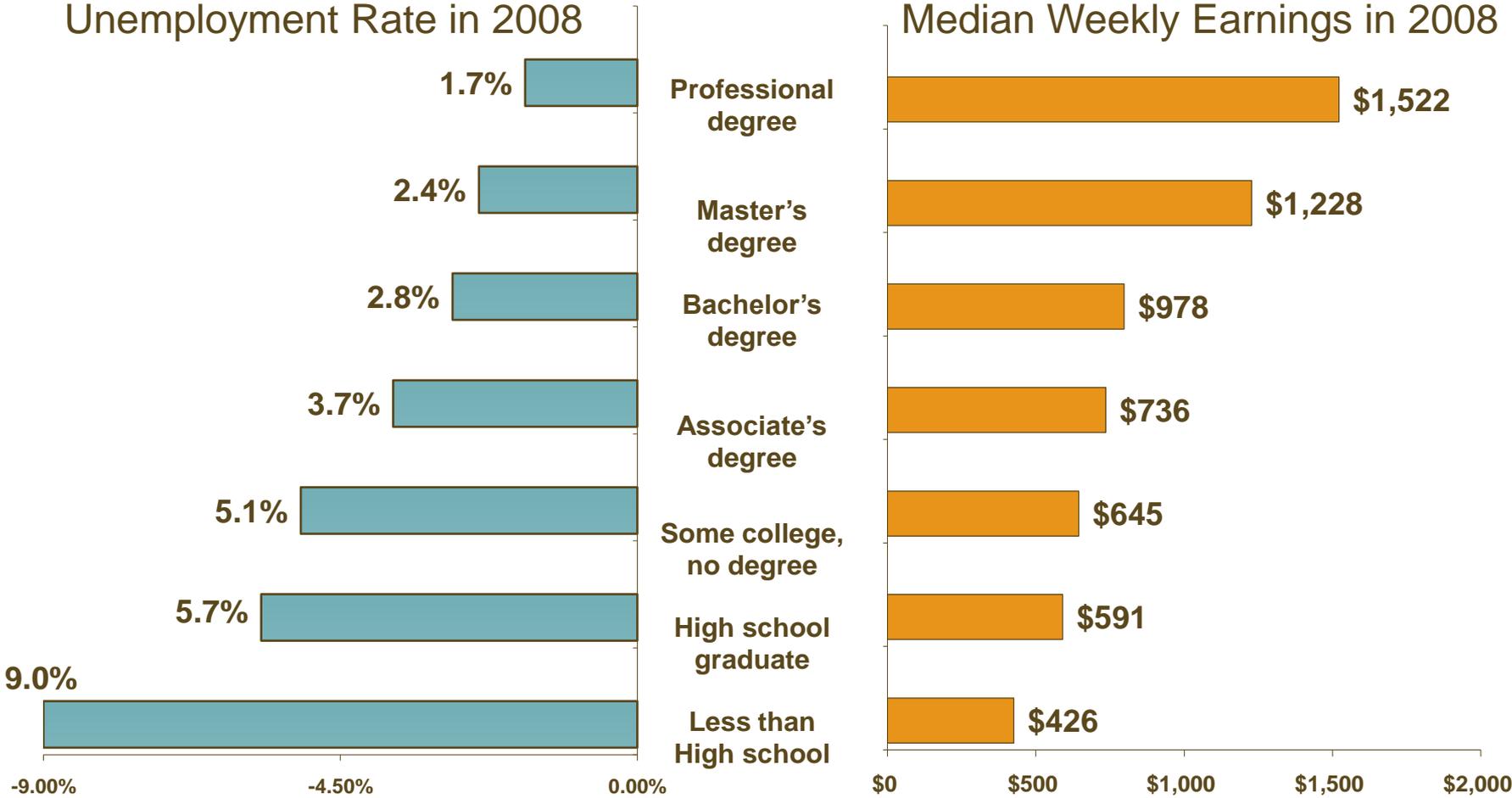
Double the Number of Low-Income Young Adults Who Earn A Postsecondary Credential with value in the labor market



USP-WIDE GOAL

Expanded opportunity for all Americans

A postsecondary credential is the key to opportunity in the United States



SOURCE: Bureau of Labor Statistics *Education Pays* (2009). Data are annual averages for persons age 25 and over. Earnings are for full time wage and salary workers. Data from BLS and CPS.

Evidence suggests that college access does not guarantee credential completion



About two-thirds of high school graduates go on to college



Only six of ten students who start any kind of college program go on to earn a degree



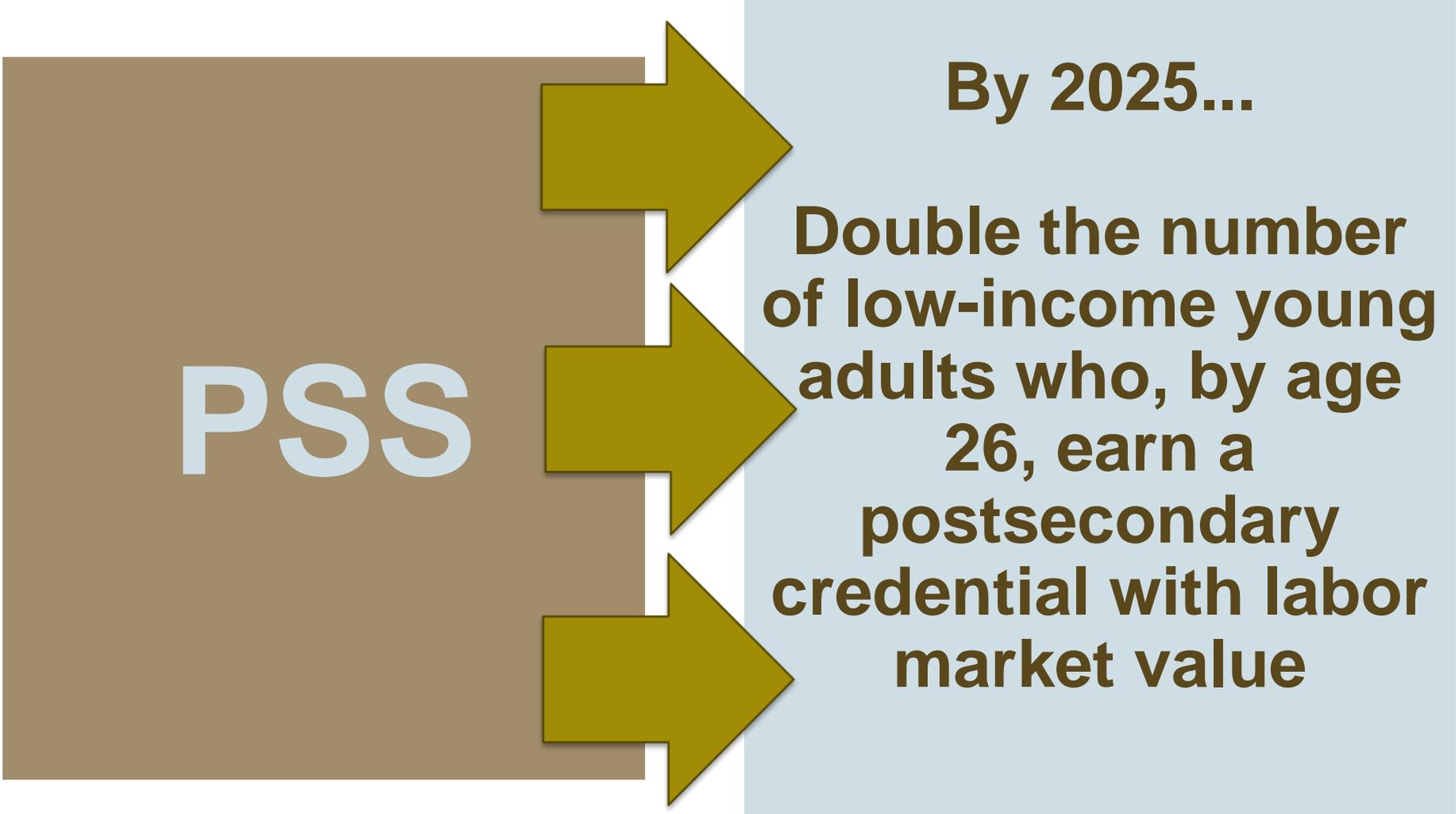
That number drops to less than half for African-American, Hispanic and low-income young people



And about three in ten for African-American, Hispanic and low-income young people who attended community colleges

Postsecondary Success Goal

PSS

A diagram consisting of a large brown rectangle on the left containing the letters 'PSS' in white. Three olive-green arrows point from the right side of this rectangle towards a light blue rectangle on the right. The light blue rectangle contains the text 'By 2025...' followed by a goal statement.

By 2025...

Double the number of low-income young adults who, by age 26, earn a postsecondary credential with labor market value

Within our Pacific Northwest initiative: Particular attention to homeless families

The data are clear: Wage earners in families recovering from homelessness encounter difficulties accessing traditional workforce education and training opportunities, and get stuck in low-wage occupations

- Most are in entry-level, low-paying jobs without benefits
- Family illnesses result in departure from employment or termination
- Modest wage progression occurs, but not to levels of self-sufficiency for families (peaks at \$10.90/hr after 3 years)
- Job turnover rates remain high (60% annually)

Efforts to address workforce and economic development must address the unique needs of people recovering from homelessness

Our strategy is composed of three interrelated initiatives that drive towards a common goal

Improve PSE Performance



Support Young Adult Success



Build Commitment



By 2025...

Double the number of low-income adults who, by age 26, earn a postsecondary credential with labor market value

Within the system, we will focus on stimulating institutional designs focused on completion that can be taken to scale

Improve PSE performance:

How can the system become more student centered so that more young people earn a degree at a reasonable cost in a reasonable time?

Identify and scale innovations with an emphasis on academic catch-up

Invest in new technologies that provide dramatic improvement in learning

Strengthen PS and employer connections to make it easier for students who work to earn a postsecondary credential

In investments focused specifically on young people, we aim to scale strategies that offer information and support

Support young adult success:

Are there cost-effective strategies to expand access to pathways, supports and information?

Expand access to tools and consumer information

Scale new and more efficient on-ramps to postsecondary education

Use incentives to reinforce a young person's motivation to succeed

Broadly, we will use our voice and convening power to make the case about the importance of doubling the numbers

Build commitment :

How best can we mobilize and inspire leaders, employers and communities across the country to make necessary commitments?

Shed light on promising policy approaches that shift the system's focus completion

Highlight the importance of the "double the number" goal

Connect and coordinate systems

At the intersection of education and employment: Moving towards workplace learning success

Accelerated pathways requires approaches to increased workplace learning opportunities that are:

- Flexible
- Comprehensive
- Integrated (non-linear)
- Efficient
- Effective

Goal: A postsecondary credential *plus* a resume

Select PS/STEM Grants

1. **Center for Energy Workforce Development, in collaboration with the Association for Career Technical Education and the American Association of Community Colleges**
 - **Evaluate the readiness of established State Energy Consortia to identify 4-6 of the consortia for scaling Get Into Energy education-career pathways**
 - **Develop the state plans for 4-6 State Energy Consortia that can strategically (quickly and cost-effectively) ramp up the most promising and scalable learn and earn programs for low income young adults by leveraging existing infrastructure (i.e. community colleges, employer resources)**
 - **Implement standardized, competency-based, career pathways focused on new energy technologies**

Select PS/STEM Grants

2. Manufacturing Institute, National Association of Manufacturers

- The NAM system organizes certification programs designed and validated by ACT, Inc., the Manufacturing Skills Standards Council, the American Welding Society, the National Institute of Metalworking Skills and the Society of Manufacturing Engineers into a national structure creating scalable educational pathways with "stackable" credentials leading to an associate degree.
- Leading community colleges in North Carolina, Ohio, Texas, and Washington (Shoreline Community College) will be the first to implement the Manufacturing Skills Certification System which will result in student outcomes for both education and employment: credit hour accumulation and industry certifications.

Select PS/STEM Grants

- **Corporate Voices for Working Families (cross-sector)**
 - As a business coalition comprised of over 50 member companies, Corporate Voices works at the intersection of two largely isolated silos: Education and employment. The low-wage hourly workforce and potential students are caught in the middle.
 - By advocating on the behalf of this invisible population, “changing corporate behavior and policy in support of low-income young adults” is at the core of their work. The goal is to build an evidence base for learn and earn programs, even when work is not necessarily directly related to learning goals.

Key employer roles within the larger Postsecondary Arena

- **Talent Pipeline:** Identification of workers not yet in the company/on the job
- **Incumbent Workers:** Supporting those workers who have entered the company/are on the job
- **Corporate Social Responsibility:** Aligning company priorities and goals with worker development
- **Marketing and Communications:** Using company resources to get the word out about workplace learning opportunities
- **Product Development/New Markets for Solutions:** Finding and scaling solutions to support workplace learning (e.g., technology)
- **Policy Voice and Influence:** Building a voice that builds commitment

Thank You

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