

ADULT LEARNER ENGAGEMENT: BARRIERS AND SOLUTIONS



BARRIERS	SOLUTIONS	
<p>Cost</p> <ul style="list-style-type: none"> — Basic needs insecurity (housing, food, child care, etc.) — Taking on more debt — Transaction costs (exploration, decision making) — Alignment of resources — Cost of higher education 	<p>Help navigating how to pay for college</p> <ul style="list-style-type: none"> — Free community college — Financial aid — Free access to textbooks — Access to financial products — Financial coaching — Statewide Bridge program — State funds to help with loan forgiveness — First free class — Emergency aid — Affordable tuition — Small debt forgiveness — Micro grants (<\$500) 	
<p>Times demands</p> <p>Unaware of student services</p> <p>Lack of courses with time/length/platform accommodations</p> <p>Transportation</p> <p>Need additional motivation and validation</p> <p>Keeping up academically</p> <p>Balancing responsibilities</p> <p>Staying motivated</p> <p>Families/caregiver responsibilities</p> <p>Commute to classes</p>	<p>Child care and family commitments</p> <p>Transportation card</p> <p>Enhanced supportive services</p> <p>Social supportive services (housing, food, childcare, etc.)</p>	<p>Multiple Modes and scheduling</p> <p>Flexible delivery methods</p> <p>Adult student tailored courses and delivery methods</p> <p>Convenient class scheduling</p> <p>Standardize course look and feel</p> <p>Incorporate active learning strategies in classroom</p> <p>Resource links in course pages</p> <p>Social integration model in the classroom</p> <p>Designated distance learning center</p> <p>Easy to navigate website</p> <p>Asynchronous delivery model</p> <p>Completion colleges sponsored by the state</p>





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<p>Existing narratives</p> <ul style="list-style-type: none"> Prior learning and knowledge is not acknowledged Not feeling part of the target outreach audience Lack of tech “know-how” Academic integration after pause Unwelcoming feeling at New Student orientation Lack of social capital Less interest in soft skills Social integration with younger students 	<p>Outreach communication and relationship building to address mismatch of postsecondary narrative</p> <ul style="list-style-type: none"> Outreach campaign to re-engage adult learners Build partnerships in communities of color Encourage student identity Advertising should address local population Alignment of state longitudinal data to identify eligible adult learner students Set clear, measurable, relevant equity goals Set statewide education attainment goals 	<p>The goals of adult learners don’t align with those of traditional postsecondary structure and requirements</p> <ul style="list-style-type: none"> Maximize transfer credits Address assessment policies Develop other pathways to post secondary Grand credit for prior learning (past informal education) Award credit for previous work (past formal education) Contextualize basic skills with career skill Contextualization of subject materials
<p>Wise financial investment?</p> <ul style="list-style-type: none"> Graduate on time? Inadequate academic + career support Unclear pathway to degree completion Knowledge Skills Assets (KSA) gap of graduates Learning real world skills? Lack of college-employer partnerships Fear of not making progress towards career goals Unclear pathway to degree completion 	<p>Getting the most out of college</p> <ul style="list-style-type: none"> Show clear pathways to graduation Proactive advising Advising for degree completion Transition support Differentiated advising Understand academic purpose Help students clarify educational commitment goals Face to face support resources 	<p>Employer and industry partners</p> <ul style="list-style-type: none"> Connect to careers Job placement Increase employer engagement Form employer advisory committees Ask employers for feedback/input on curriculum development Colocation of college and employer facilities Monetary and in-kind contributions from employers Professional development for college faculty and staff Employer guest teaching Work-based learning opportunities Direct hiring of program graduates Employer/industry fiscal and policy advocacy