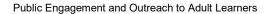
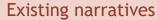
## **ADULT LEARNER ENGAGEMENT: BARRIERS AND SOLUTIONS**

	BARRIERS	SOLUTIONS	
)	Cost  — Basic needs insecurity (housing, food, child care, etc.)  — Taking on more debt  — Transaction costs (exploration, decision making)  — Alignment of resources  — Cost of higher education	Help navigating how to pay for college  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)	
	Times demands  Unaware of student services  Lack of courses with     time/length/platform     accommodations  Transportation  Need additional motivation and     validation  Keeping up academically  Balancing responsibilities  Staying motivated  Families/caregiver responsibilities  Commute to classes	Child care and family commitments  Transportation card Enhanced supportive services Social supportive services (housing, food, childcare, etc.)	Multiple Modes and scheduling  Flexible delivery methods Adult student tailored courses and delivery methods Convenient class scheduling Standardize course look and feel Incorporate active learning strategies in classroom Resource links in course pages Social integration model in the classroom Designated distance learning center Easy to navigate website Asynchronous delivery model Completion colleges sponsored by the state



### **BARRIERS**

### **SOLUTIONS**



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



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

# The goals of adult learners don't align with those of traditional postsecondary structure and requirements

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

#### Wise financial investment?

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

### Getting the most out of college

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

### Employer and industry partners

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



completion