University of Hawai‘i
Returning Adults
Kick Off

January 18, 2018

Lumina Foundation
Lumina Foundation

60% of adults with high quality degrees or credentials by the year 2025
Math!

Estimated population in the US in 2025 (age 25-64): 175,664,097*
60% of estimated population: 105,398,458

# of Credentials in 2025

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current credential holders 18-54</td>
<td>64,793,090</td>
</tr>
<tr>
<td>New credentials by 2025</td>
<td>24,192,719</td>
</tr>
<tr>
<td>2025 Credential Holders</td>
<td>88,985,809</td>
</tr>
<tr>
<td>(50.7%)</td>
<td></td>
</tr>
</tbody>
</table>
Math!

So how many additional credentials to reach Goal 2025?

60% goal 105,398,548
50.7% projected – 88,985,809
= 16,412,739

Who can help us get there?

25-64 year olds in 2025 175.7 million
25-64 year olds with credentials in 2025 - 89.0 million
Opportunity population = 86.7 million
Who makes up the 86.7 million?

- Students between the ages of 16 and 24: 24.2M
- Adults who have attended college but not completed: 18.6M
- Adults with no postsecondary education: 43.8M

62.4 million adults!
Barriers

• Perceptions
• Navigation
• Delivery model
• Financial
Addressing Perception Barriers

- Partner with community-based organizations
- Multi-generational approach
- Statewide marketing campaign
These are **Oklahoma's top** critical occupations. These occupations represent the most pressing needs in each of Oklahoma's Driver and Complementary Economic Systems necessary for the state's continued growth and economic prosperity. Learn more about the methodology, definitions and limitations of the Critical Occupations here.

Download the 2017 Top Critical Occupations List

<table>
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</tr>
</thead>
<tbody>
<tr>
<td>11-1021</td>
<td>General and Operations Managers</td>
<td>26496</td>
<td>28938</td>
<td>2442</td>
<td>37.95</td>
<td>Bachelor's</td>
<td>5 years or more</td>
<td>None</td>
<td>None</td>
<td>973</td>
<td>8756</td>
</tr>
<tr>
<td>29-1141</td>
<td>Registered Nurses</td>
<td>25772</td>
<td>28290</td>
<td>2518</td>
<td>28.1</td>
<td>Associate</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>940</td>
<td>8457</td>
</tr>
<tr>
<td>53-3032</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>23472</td>
<td>26177</td>
<td>2705</td>
<td>19.2</td>
<td>Postsecondary nondegree award</td>
<td>None</td>
<td>Short-term on-the-job training</td>
<td>None</td>
<td>724</td>
<td>6520</td>
</tr>
<tr>
<td>25-2021</td>
<td>Elementary School Teachers, Except Special Education</td>
<td>16432</td>
<td>17179</td>
<td>747</td>
<td>18.88</td>
<td>Bachelor's</td>
<td>None</td>
<td>Internship/residency</td>
<td>None</td>
<td>454</td>
<td>4087</td>
</tr>
</tbody>
</table>
Addressing Navigation Barriers

- Single point of contact
- High-touch mentors
- Professional development of staff
Addressing Delivery Barriers

- Flexible course and office hours
- Credit for prior learning
- Competency-based education
Addressing Financial Barriers

- Transparent financial commitment
- Restructure existing aid
- Debt and fee assistance
- Emergency aid
- Resources for living costs
Moving Forward

- Listen to the learners
- This should be a learning process! – SHEEO Adult Promise
- Braid supports together to appear as one
“Everything about earning a postsecondary credential should be easy except for the learning.”

Dewayne Matthews, Lumina Foundation Fellow
Gretchen Syverud
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Lumina Foundation
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State Higher Education Executive Officers (SHEEO)
Adult Promise resources
www.sheeo.org/projects/adult_promise/
Extra Slides
<table>
<thead>
<tr>
<th>Goal</th>
<th>Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better wraparound services</td>
<td>Market research of learners; connective tissue</td>
</tr>
<tr>
<td>Single source of information</td>
<td>Website; branding</td>
</tr>
<tr>
<td>Support for staff</td>
<td>Survey of institutions; targeted professional development</td>
</tr>
<tr>
<td>Transparent financial commitment to learners</td>
<td>Grants; small fee forgiveness, loan assistance; access to public benefits</td>
</tr>
<tr>
<td>Promote value of degrees</td>
<td>Statewide marketing campaign</td>
</tr>
</tbody>
</table>

Multidisciplinary coalition
<table>
<thead>
<tr>
<th>Goal</th>
<th>How to get there</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify adult-ready institutions</td>
<td>Questionnaire; Set adult-friendly requirements</td>
</tr>
<tr>
<td>Targeted outreach</td>
<td>Auto-personalized contacts</td>
</tr>
<tr>
<td>Support learners’ system navigation</td>
<td>High-touch Navigators</td>
</tr>
<tr>
<td>Address unique financial needs</td>
<td>Various assistance: hold waivers; means-tested scholarships; emergency funds; living cost assistance</td>
</tr>
<tr>
<td>Goal</td>
<td>How to get there</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>-------------------------------------------------------</td>
</tr>
<tr>
<td>Cover tuition</td>
<td>Full tuition waivers</td>
</tr>
<tr>
<td>Address living costs</td>
<td>Scholarships; emergency aid; Employer-based benefits</td>
</tr>
<tr>
<td>Targeted outreach</td>
<td>Community partners identify learners</td>
</tr>
<tr>
<td>Validate prior learning</td>
<td>Systemwide policy for awarding credit</td>
</tr>
<tr>
<td>Connect learners to in-demand fields</td>
<td>OK Works coordination; Eligible credentials linked to OK’s 100 Critical Occupations</td>
</tr>
</tbody>
</table>
You may have already earned a degree or be closer than you think.

If you're short a few classes, you'll find the fastest pathway to a degree.

SEE HOW CLOSE YOU ARE

Or Call: (833) C2C-4EDU

New State Program
Made for those who left college without a degree

Maximizes Your Credits
Combine the credits you've already earned

Puts A Degree In Your Hands
You may have enough credits for a degree
STEP 1: Let's make sure you're qualified for the C2C program.

Simply answer the two questions below.

Have you been enrolled at a community college or university within the last 24 consecutive months?

- Yes
- No

Have you earned a Bachelor's degree?

- Yes
- No
**Enter information about the colleges you've attended.**

Click 'Add a College' to get started.

**Colleges Attended**

<table>
<thead>
<tr>
<th>School Name</th>
<th>If Other</th>
<th># of Years</th>
<th>PT/FT</th>
<th>Est Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>--Please Select--</td>
<td>--Please Select--</td>
<td></td>
</tr>
</tbody>
</table>

**Add a College**
Great News, Gretchen

Based on the information you provided, you are on your way to earning your degree.

ASSOCIATE  ▲  BACHELOR’S ▲

STEP 3: What’s your desired degree?
Choose one. Click to select and next to continue.

Associate Degree
2-year degree

Bachelor’s Degree
CAREERS INCLUDE: registered nurse, K-12 teacher, general manager, accountant, mechanical engineer, medical services manager, industrial engineer, computer systems analyst, software developer, network systems administrator

Associate + Bachelor’s *
2 degrees 4 years

* You may be eligible to get an Associate degree as you pursue your Bachelor’s degree.
STEP 5: What's your desired field of study?

Choose one. Click to select and next to continue.

- Arts & Humanities
- Business
- Education
- Health Sciences and Nursing
- Agriculture, Construction, Manufacturing and Transportation
- Science, Technology, Engineering and Mathematics (STEM)

The Health Sciences and Nursing Pathway is for people who enjoy planning, managing, and providing health services. It is also designed for students who apply to an allied health program.
STEP 6: Choose a college

Based on the information you provided and your academic progress, here are the best options that fit your needs. Please select one of the following colleges to be connected to a C2C Coach.

Once you've selected a college, please click SUBMIT.

CONNECT

**Alcorn State University**

Lorman

Incentives:
- Adult Learner Enrollment Checklist
- Adult Learner Scholarships/Tuition Assistance
- Reverse transfer associate degree
- Adult Degree Completion Bachelor's Program (In progress)
- Online degree programs

**Delta State University**

Cleveland

Incentives:
- Adult Learner Scholarships/Tuition Assistance
- Academic Forgiveness
- Virtual Tutoring
- Online degree programs
- On-campus childcare

**Mississippi State University**

Starkville

Incentives:
- Adult Learner Scholarships/Tuition Assistance
- Reverse transfer associate degree
- Adult Degree Completion Bachelor's Program
- Academic Forgiveness
- Online degree programs
Congratulations Gretchen,

On behalf of the state of Mississippi's Complete 2 Compete (C2C) program, we thank you for taking the first step toward earning your degree. We have received your information and you are now on your way to earning your degree.

Within 10-15 business days, you will be contacted by your C2C Coach, [Name Redacted] at Mississippi State University, to review your information and support you in the next steps in the process. Your C2C Coach's contact information is below:

[Email Address]

In the meantime, click the link below for a roadmap that will let you know what to expect in the coming weeks. You can also visit [Website URL] for more information.

[Link to Your C2C Roadmap]

Like and Share MSC2C on Facebook

Best wishes in becoming "One Degree Better"!
KEPLER-452b: EXOPLANET MOST LIKE EARTH

- 10% LARGER THAN SUN
- ORBITS IN HABITABLE ZONE OF G2-TYPE STAR
- 365 DAYS IN A YEAR
- 385 DAYS IN A YEAR
- 1.6 TIMES THE SIZE OF EARTH

JULY 23, 2015
Close Equity Gaps - Increase Attainment

1. Set an attainment goal and track progress
2. Align resources across sources and types to support progress toward goal
3. Support environment in which all post-high school learning counts
Finance & Affordability: Aligning Resources to Reach Goals

Talent Finance Plan
State + Federal + Local + Community + Business/Industry + Philanthropic

Outcomes-based funding
Public institutions

Targeted support
Low-income students
Innovation: All Learning Counts

Expand, support lower-priced pathways to credentials

Market existing pathways
   Expand existing pathways
   Create new pathways
   Shape environment in which all learning counts
Lumina’s vehicle for higher education system change

Strategy Labs are an open platform for leaders and influencers in all 50 states to share research and data, encourage peer learning and provide opportunities for on-request support from Lumina Foundation and its state policy partners.
State Policy Agenda: Close Equity Gaps - Increase Attainment

State Commitment
- Set an ambitious goal

Affordability
- Create an affordability benchmark and target resources to low-income students

Strategic Finance
- Invest in talent development
- Prioritize student outcomes

Innovation
- Expand alternative, lower-priced credential paths
Leadership & Accountability: Ambitious Attainment Goals

- Challenging and quantifiable
- Long-term, pegged to a specific year
- Articulated in a manner to influence state-level policies and practices
- Addresses gaps in attainment for underrepresented populations
- Should also be based on analysis of state’s workforce needs and embraced by stakeholders across sectors

Hawai’i’s Goal: 55% of working-age adults hold a two- or four-year degree by the year 2025 (Hawai’i P-20 Council)
States with Attainment Goals

- **Green**: Has Strong Attainment Goal*
- **Red**: Has Attainment Goal with a Majority of Components of a Strong Goal
- **Orange**: In Process of Developing an Attainment Goal

* A strong attainment goal is quantifiable, challenging, long-term, addresses closing equity gaps and is adopted in a way to drive policy and practice.