

The Graduate! Network's Bridging the Talent Gap

Kathy Zandona, Senior Vice President of Network Engagement
Bridgett Strickler, Vice President of Network Engagement
Dan Ash, PhD, Research Director

Community by community, The Graduate! Network is leading a growing national movement to increase college completion among adults.

Strategy For Increasing Adult Degree Attainment

We are: National Network of 35+ communities serving more than 30,000 adults

We know: There is a need for Talent - and to reach local, regional and state goals -- adults are key

We do: Serve adults through a hybrid approach of technology and a proven advising model to and through education

We show: Return On Investment

The Graduate! Network Mission

To increase the number of adults going back to and through college.

Messaging



Partnerships



Services



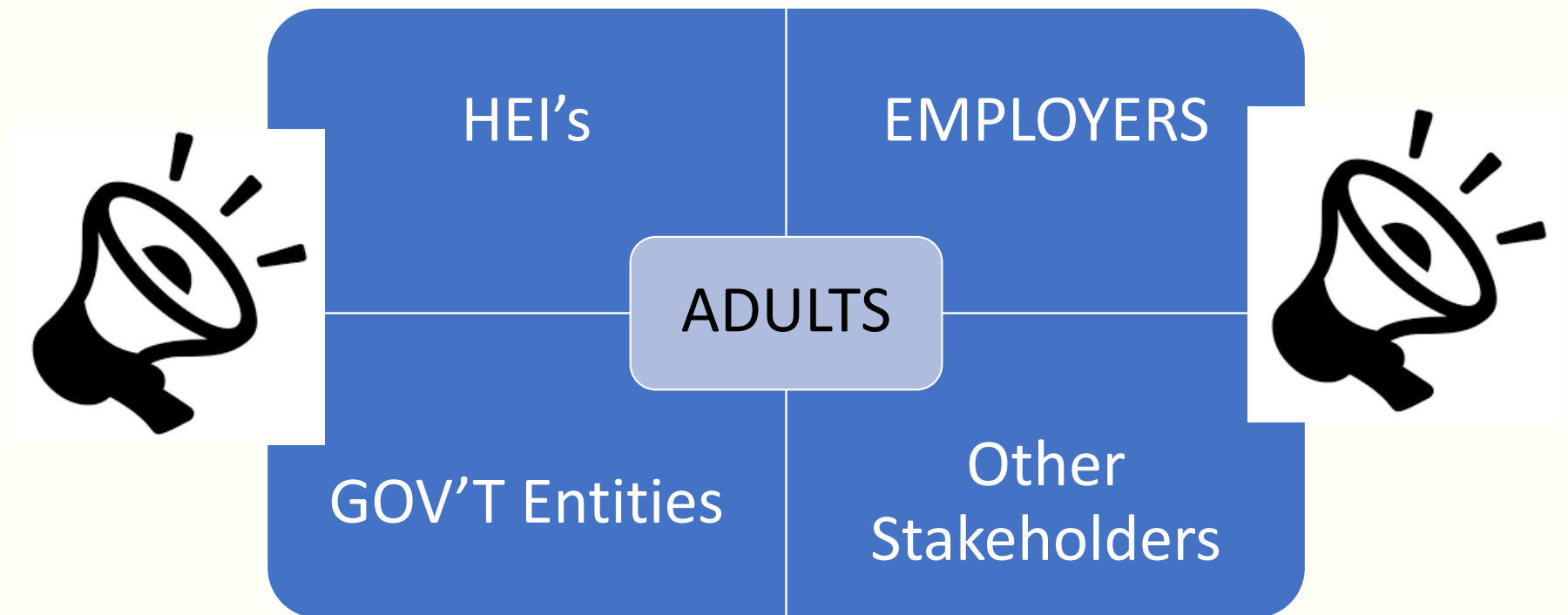
Sustainability



**THE GRADUATE |
NETWORK!**

BRIDGING THE
TALENT
GAP

Welcome to Bridging The Talent Gap!



Our Work On Bridging The Talent Gap

Who? What? When? Where?

2016/17 cohort - Kentucky SHRM

2018 cohort - 4 Cities

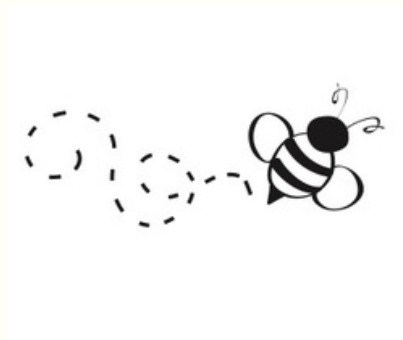
2019 cohort - 6 Cities



www.BridgingTheTalentGap.org

See what 3,000+ employers are
saying about their needs for talent!
Dashboards, reports & more!

What's The BUZZ on BTTG?



In 2017, Pinnacle Award

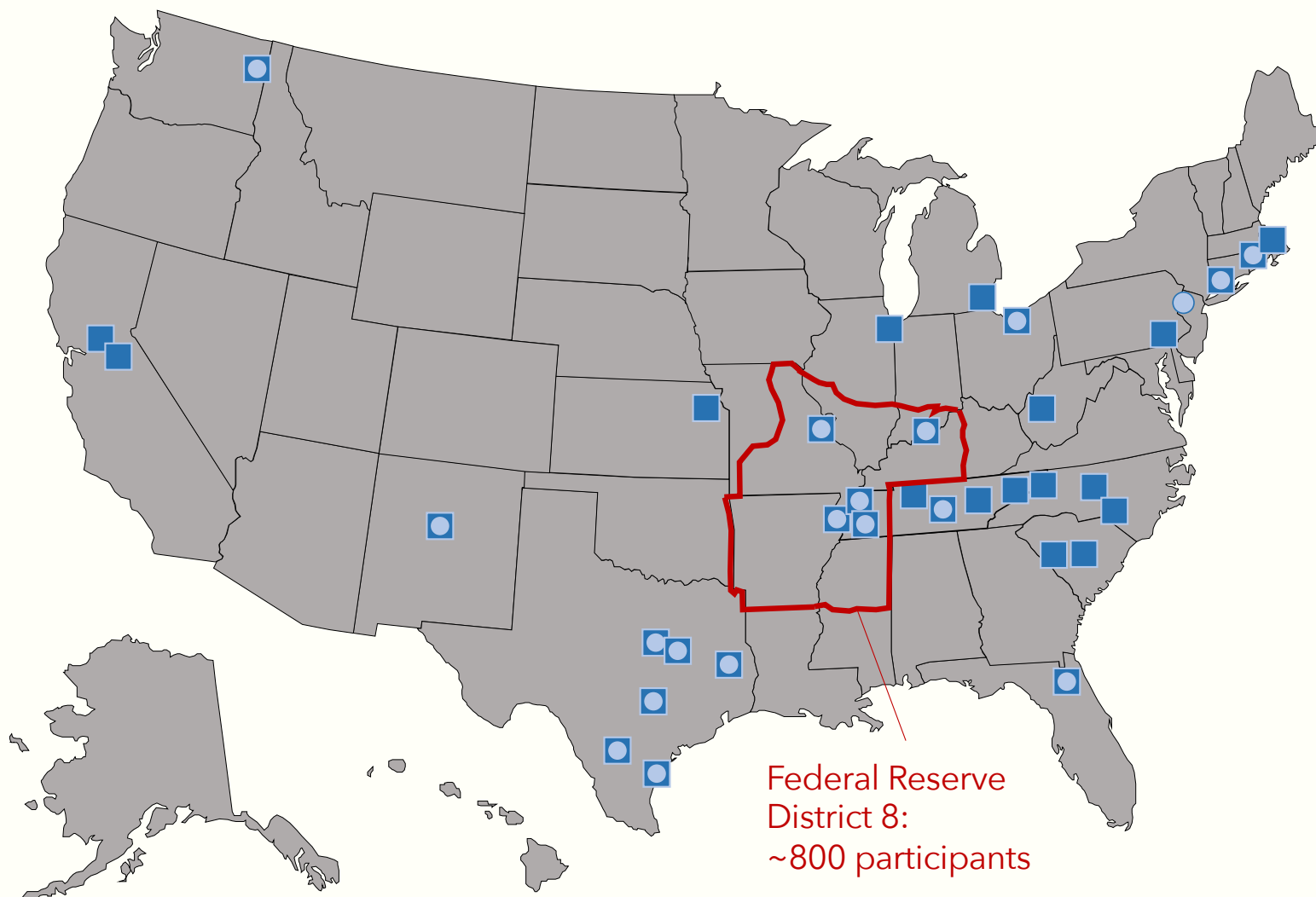
Chapter “**Bridging The Talent Gap through Data Insights and Community Action**” in a new book from the Federal Reserve System, *Investing in America’s Workforce: Improving Outcomes for Workers and Employers*



Dan Ash, PhD, Research Director

○ Bridging
The Talent
Gap
Locations

■ The
Graduate!
Network
Sites



Employers value and need post-secondary education

- 3 Key Messages of Encouragement
- 2 Key Challenges

Emergent Trends Among Adult Students (Comebackers)

Preliminary Insight Into:

- Characteristics that predict enrollment and graduation
- The tensions existing between working learners and employers
- Triggers that move learners to action

The Education Premium

Does education help
identify job candidates
who possess soft/applied
skills?

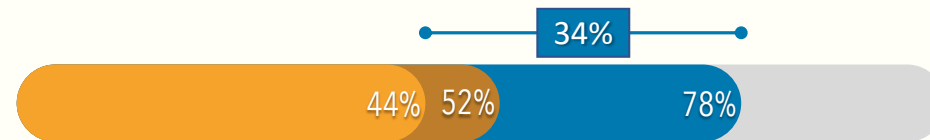





How Do We Define Soft/Applied Skills?

- Leadership
- Problem Solving
- Information Technology
- Teamwork
- Diversity



Education Premium (across all applied skills)



-  % respondents saying high school graduates possess this skill
-  % respondents saying 2-year degree graduates possess this skill
-  % respondents saying 4-year degree graduates possess this skill

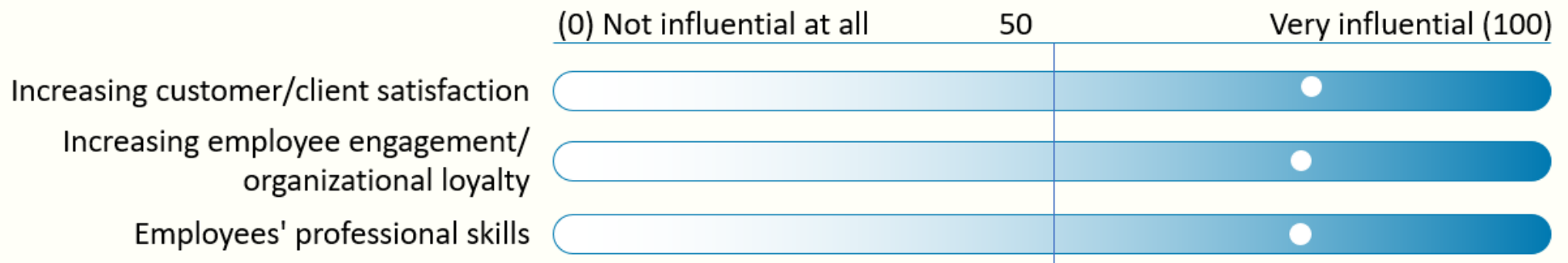
Do education benefits influence employers' ability to achieve important organizational goals?



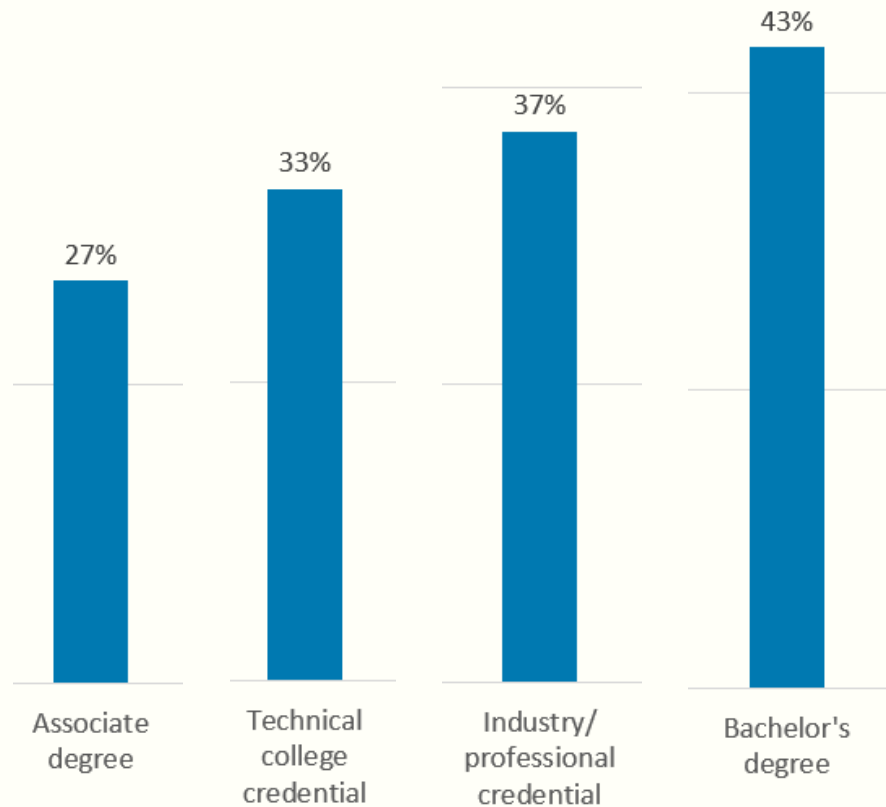
- Increasing customer/client satisfaction
- Increasing employee engagement
- Employees' professional & leadership s
- Worker productivity & retention



Do education benefits influence employers' ability to achieve important organizational goals?



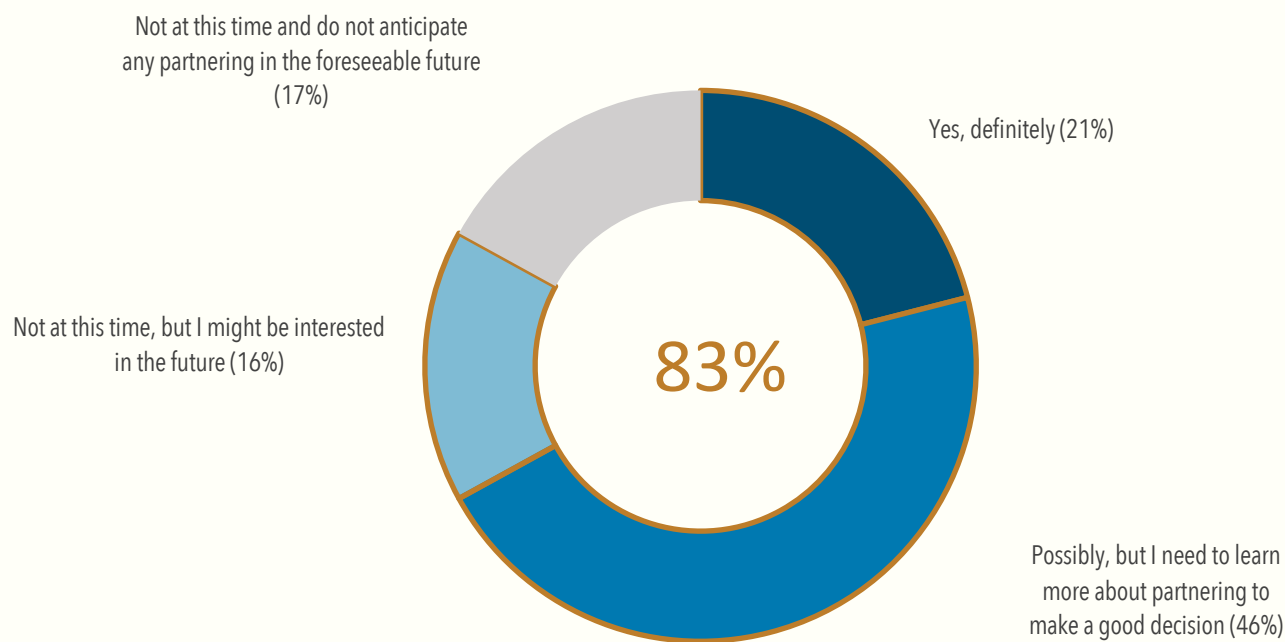
What level of education will be needed among job seekers for the next several years?





**Are employers
interested in
partnerships?**

83% either definitely or possibly might consider partnering

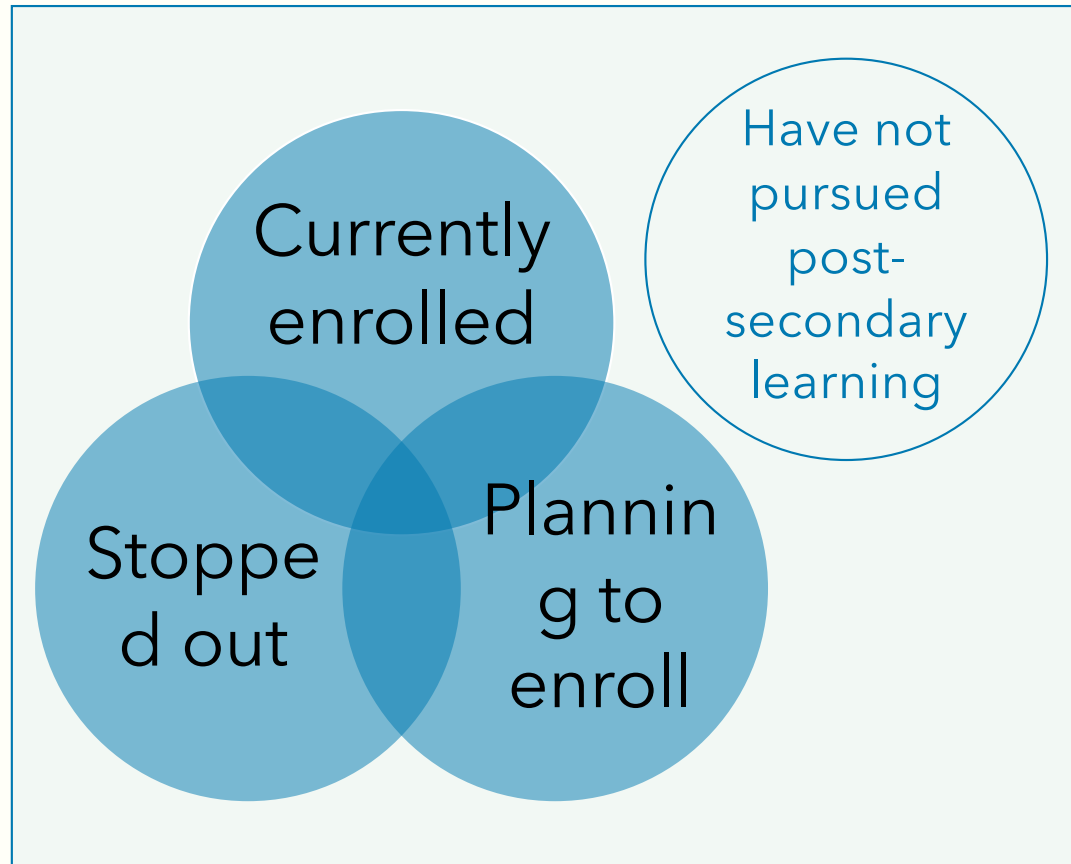




Only 12% of employers
currently partner with
local post-secondary
institutions

What Are Employees Saying About Pursuing Post-secondary Education?

Employee Groupings



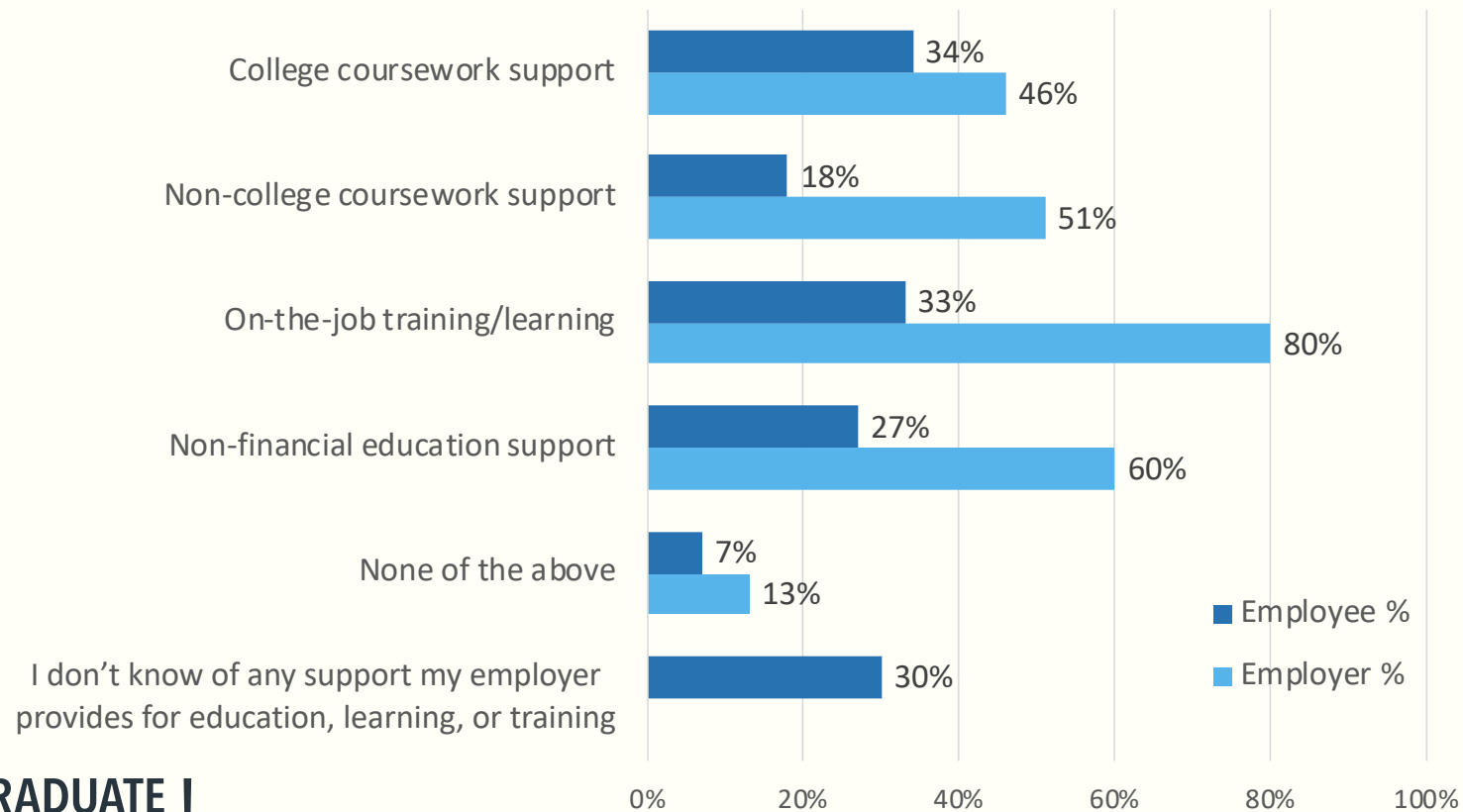
Would you reconsider your decision?

45% expressed willingness to reconsider their plans . . .

. . . 25% of these respondents said they would welcome suggestions or guidance to achieve their goals.

Workplace Education Programs

What education support is offered by your employer?



Graduate! Network's Data That Move Us Project

- Predictors refer to success through our model
- Study set: ~9,000 Comebackers

What factors are predictive of success?

VARIABLES THAT ARE PREDICTIVE OF...it	
...ENROLLMENT	...GRADUATION
TIME FROM LAST ENROLLMENT Predictive: 0 months to < 5 months from last stop-out	TIME FROM LAST ENROLLMENT Predictive: 0 months to < 5 months from last stop-out
ACADEMIC AREA OF INTEREST English, Mathematics, Criminal Justice, Liberal Arts, Accounting, Communications	ACADEMIC AREA OF INTEREST Liberal Arts, Undecided, Arts/Graphic Design, Criminal Justice

What factors are predictive of success?

VARIABLES THAT ARE PREDICTIVE OF...it	
...ENROLLMENT	...GRADUATION
HOW DID YOU HEAR ABOUT US? Top predictors: college advisor, college fair, newspaper	HOW DID YOU HEAR ABOUT US? Top predictors: college advisor, college fair, newspaper
TOP REASON FOR RETURNING “Personal satisfaction” or “Promotion”	TOP REASON FOR RETURNING “Personal satisfaction” or “Required by employer”

Table Discussions/Key Considerations:

1. What does this data mean for you?
2. What are your next steps for employer/employee partnerships?
3. Other questions?

Thank you!

Kathy.Zandona@Graduate-Network.org

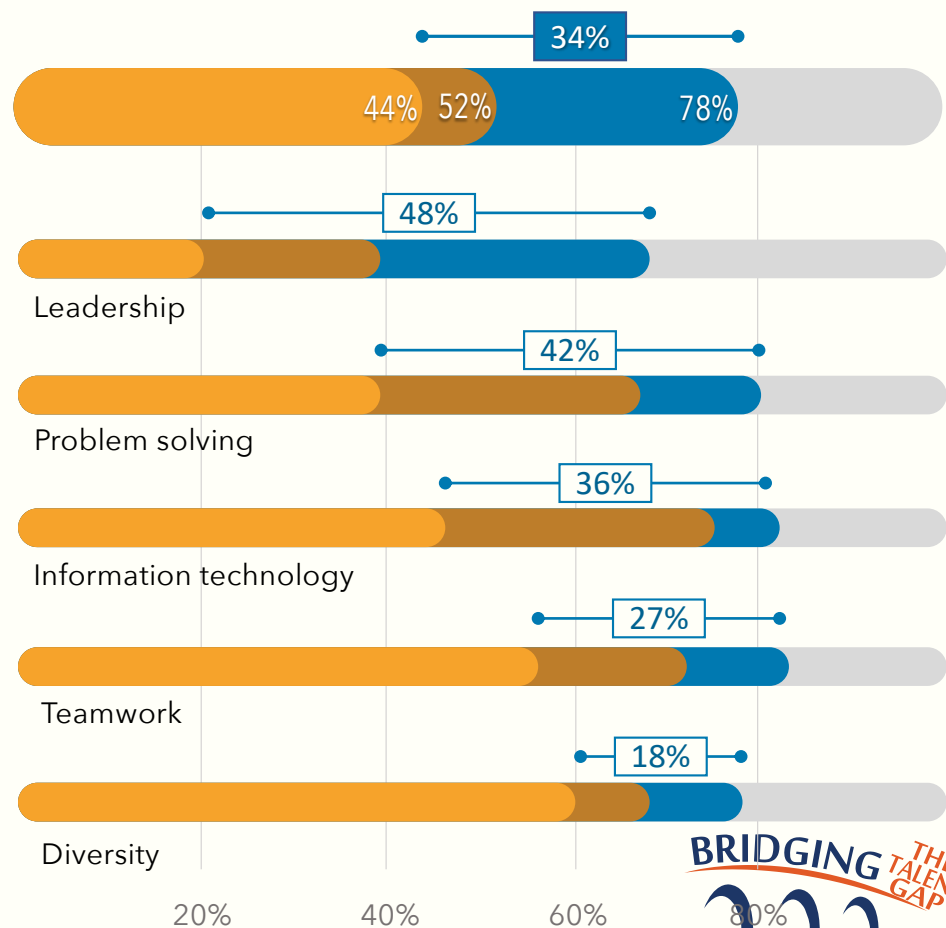
Bridgett.Strickler@Graduate-Network.org

Does education help identify job candidates who possess soft/applied skills? For each educational level, do individuals in your labor pool (recruitment and current workers) possess the skill listed

- % respondents saying high school graduates possess this skill
- % respondents saying 2-year degree graduates possess this skill
- % respondents saying 4-year degree graduates possess this skill

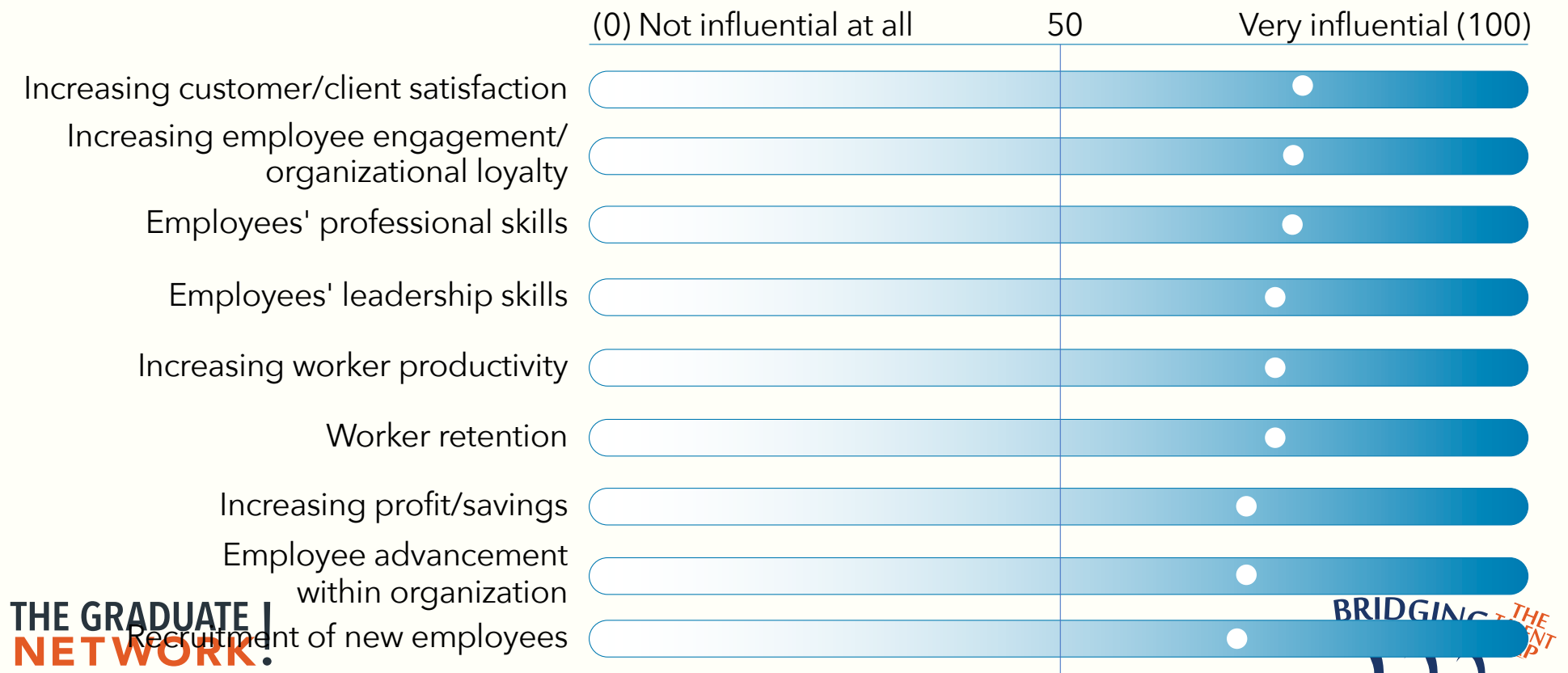
**THE GRADUATE |
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Across all applied skills

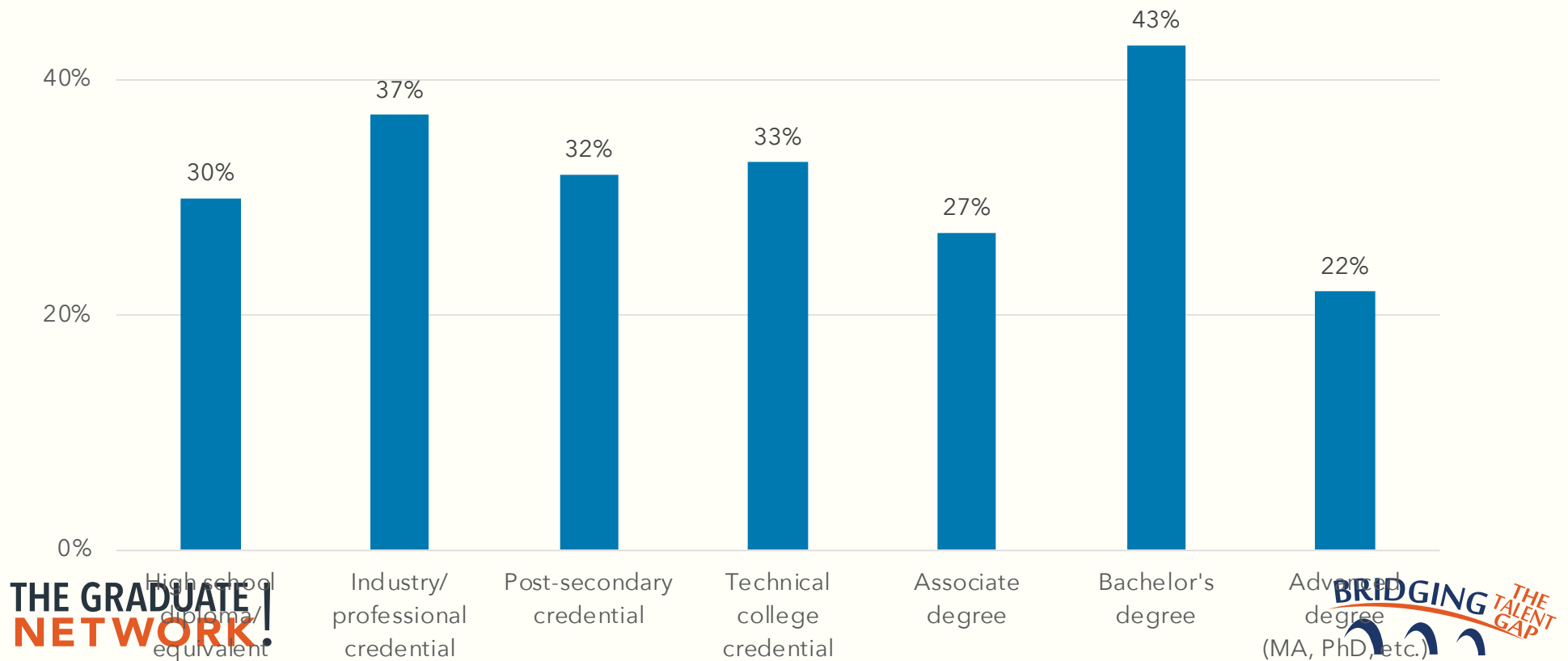


**BRIDGING THE
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Do education benefits influence employers' ability to achieve important organizational goals?

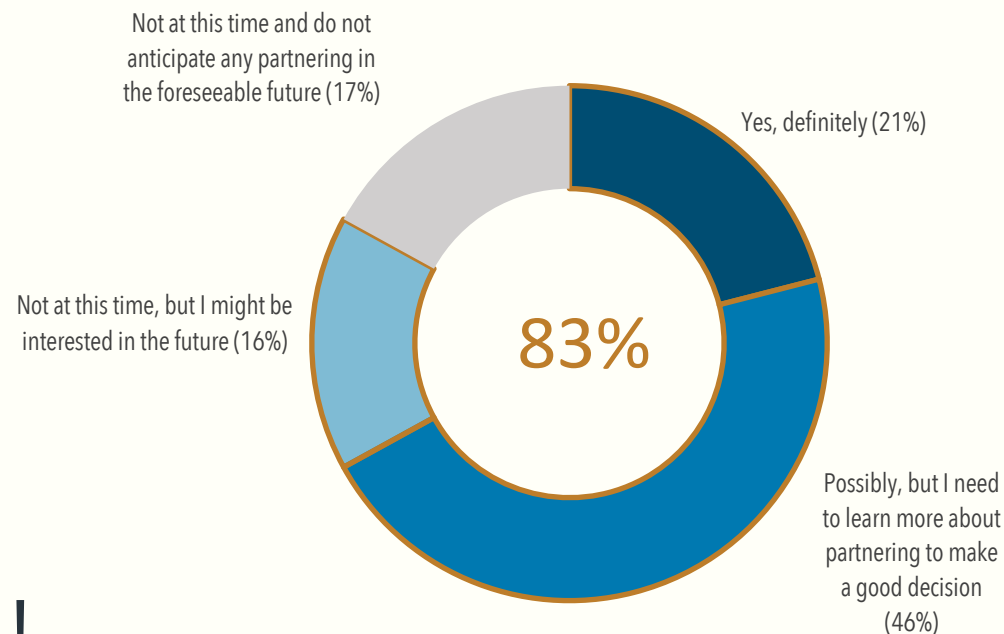


What level of education will be needed among job seekers for the next several years?



Is there any interest in partnering with local colleges or other learning providers? If so, how prevalent are partnerships between education and employers?

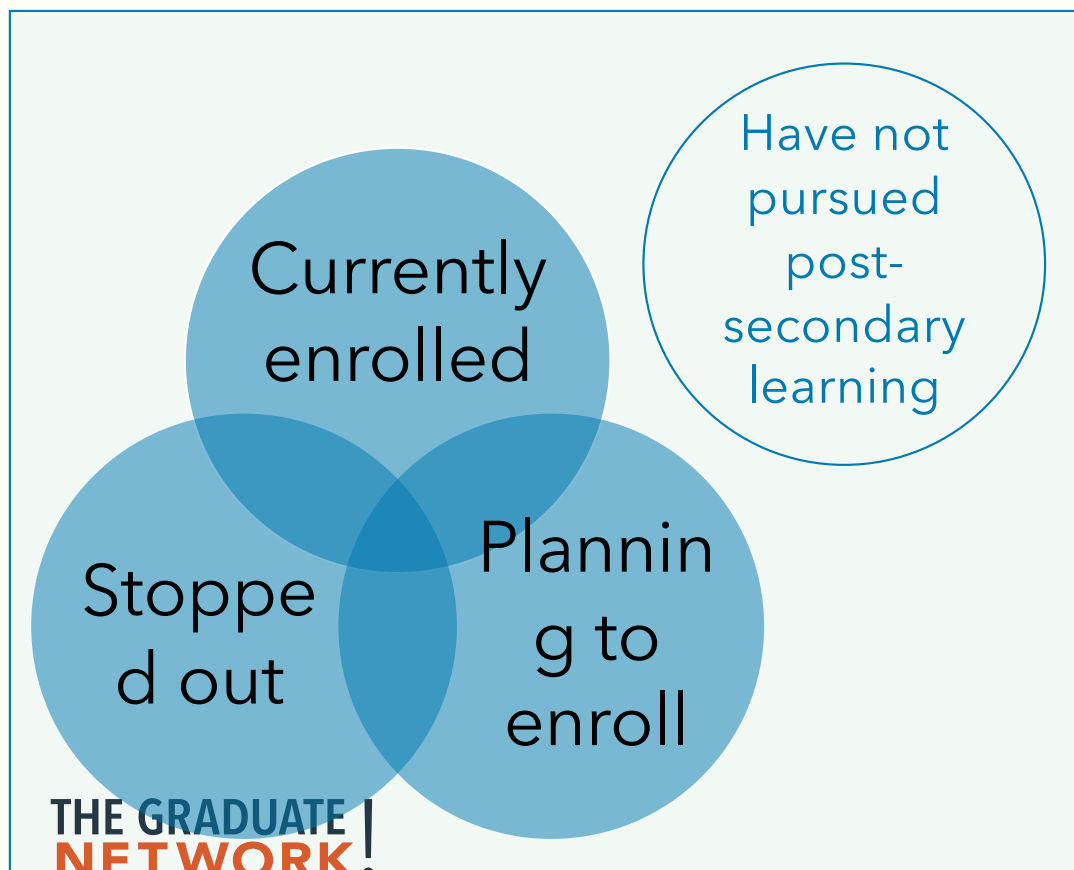
83% either definitely or possibly might consider partnering



But . . .

Only 12% of employers currently partner with local post-secondary institutions

Lessons learned since publishing the chapter: Need for understanding the Working Learner Ecology



Employee Survey

2,400+ respondents to date

Motivations for action (entering and leaving)

Outreach to employers to assess and sculpt work+education partnerships

Data-to-Action Collaborations



Workplace Education Programs

What education support is offered by your employer?

