



The Graduate! Network

**THE GRADUATE |
NETWORK!**

**BRIDGING THE
TALENT
GAP**





Session Objectives

- 1) Overview of The Graduate! Network
- 2) Understand how effective outreach can bring well-prepared adults to your doors
- 3) Learn how The Graduate! Network coaching model can provide the returning adult with the confidence and skills they need to go back to and through college.



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

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Strategy For Increasing Adult Degree Attainment

We are:

National Network of 30 communities serving more than 30,000 adults nationwide

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

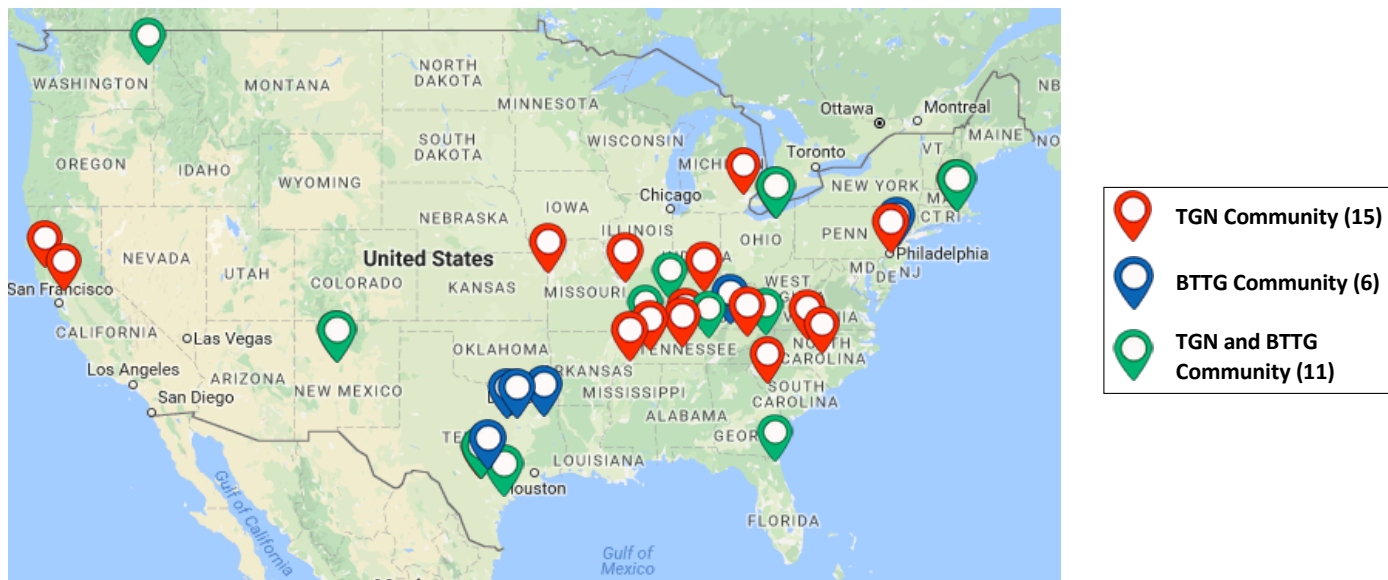
We show:

Return On Investment

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We Are...

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



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The Graduate! Network Mission

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

Messaging



Partnerships



Services



Sustainability



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What Have We Learned?

- Coordination along the educational continuum and among partners is essential: no single organization can solve all problems
- Comebackers need navigational assistance and motivational support from a trusted source
- Comebackers need to see the connection between postsecondary credentials and their goals



What Have We Learned?

- Financial aid, maximization of credits earned/transferred, minimize time to degree, flexible courses
 - ⇒ 79% of comebackers graduate within 5 years, or are on track to graduate (5 year study of 1,452 Comebackers)
 - ⇒ 62% of all re-enrolled students enroll consistently (year over year)
- Employers that provide educational benefits are important partners
- Employers want partnerships with postsecondary education providers but don't know where to start, especially small and mid-sized employers



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Group Conversation

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Graduate! Network Advising Principles and the Lifecycle Model

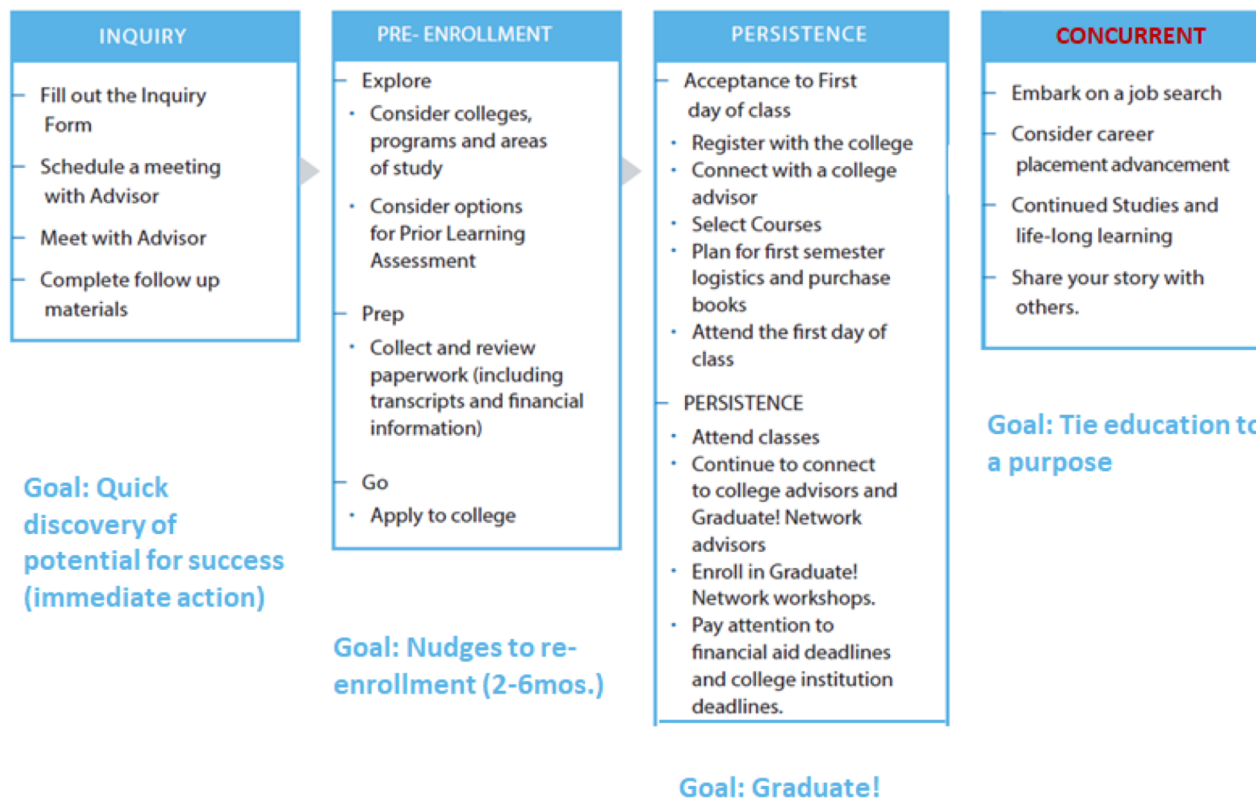
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Lifecycle Model

- The Lifecycle model for tracking Comebacker progress
- Markers of progress and advising tasks by Lifecycle Role

The Graduate! Network Lifecycle Model



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Key Components of Advising Model

Theories that inform Graduate! Advising

- **Fixed vs. Growth Mindset**
- **Behavioral Economics Insights**
- **Appreciative Advising**
- **Active Listening**
- **Nudge**



Fixed vs. Growth Mindset

Fixed

- Believe ability to succeed is hardwired & unchangeable.
- Believe in accomplishment and less in the process.
- Need external validation.
- Judging own self.
- Can lead to cheating, fear of failure, procrastination, choosing low achieving peer groups, & blaming.

Growth

- Believe in the process that leads to success.
- “Grit”, perseverance.
- Take on challenges.
- Ask how can I do better.
- Can take and learn from criticism.
- Ask for help & use resources and strategies for improvement.



Behavioral Economics Insights

- Explores how we make choices and what influences us
- Decisions influenced by impulses and “shortcuts” in our thinking
- Decisions are influenced by “hassle factors”
- Choice paralysis



Appreciative Advising

Six “D’s” of Appreciative Advising

- Disarm
- Discover
- Dream
- Design
- Deliver
- Don’t Settle



Active Listening

5 ways to listen better

- Take just 3 minutes each day to sit in silence.
- In a noisy environment listen for the number of sound 'channels' you can hear.
- Listen to any mundane sound, like a coffee grinder, and pay attention to the sounds it makes.
- Do a personal check in and pay attention to whether you are listening more actively or passively.
- Use the acronym RASA to improve your listening



Nudge

Repeating small touches, or nudges, to help people make decisions and meet their goals.

- Deadlines
- Notifications
- Moments of encouragement
- Reminders



Nudge

Nudges should be:

- Focused and short (one action per nudge)
- Timely
- Personalized
- Motivational
- Outline an action
- Include a deadline



Group Conversation

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Join The Movement!



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Professional Development Opportunities

- Weekly action idea newsletter, the Lightbulb
- Twice monthly professional development webinars and sharing
 - Cross Country Conversations for navigators
 - Solution Sessions for directors
- Quarterly coaching calls with Network staff
- Annual Advising Summit
- Annual Learning Exchange
- Data That Move Us
- Bridging The Talent Gap



Questions?

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Thank you!

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Kathy Zandona is Senior Vice President of Network Engagement with The Graduate! Network. She focuses on engaging the business community and providing technical assistance to new member communities.



Bridgett Strickler is Vice President of Network Engagement/Lead Bridging The Talent Gap. Her portfolio includes employer services and supporting the development of new Network communities.

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