

READY BY 21, CREDENTIALLED BY 26

August 10-11,
Washington DC

A Children's Cabinet
Network Meeting



Meeting Goals

- Initial understanding of state efforts in college and workforce readiness and success
- Build the case for increased attention to this population using a collaborative approach to support vulnerable students
- Tie economic viability, poverty eradication and brain gain interests of states to broader access and success in PSE for all youth
- Determine the key policy levers that states can use to impact PSE success

Day 1 Agenda

Noon-8pm

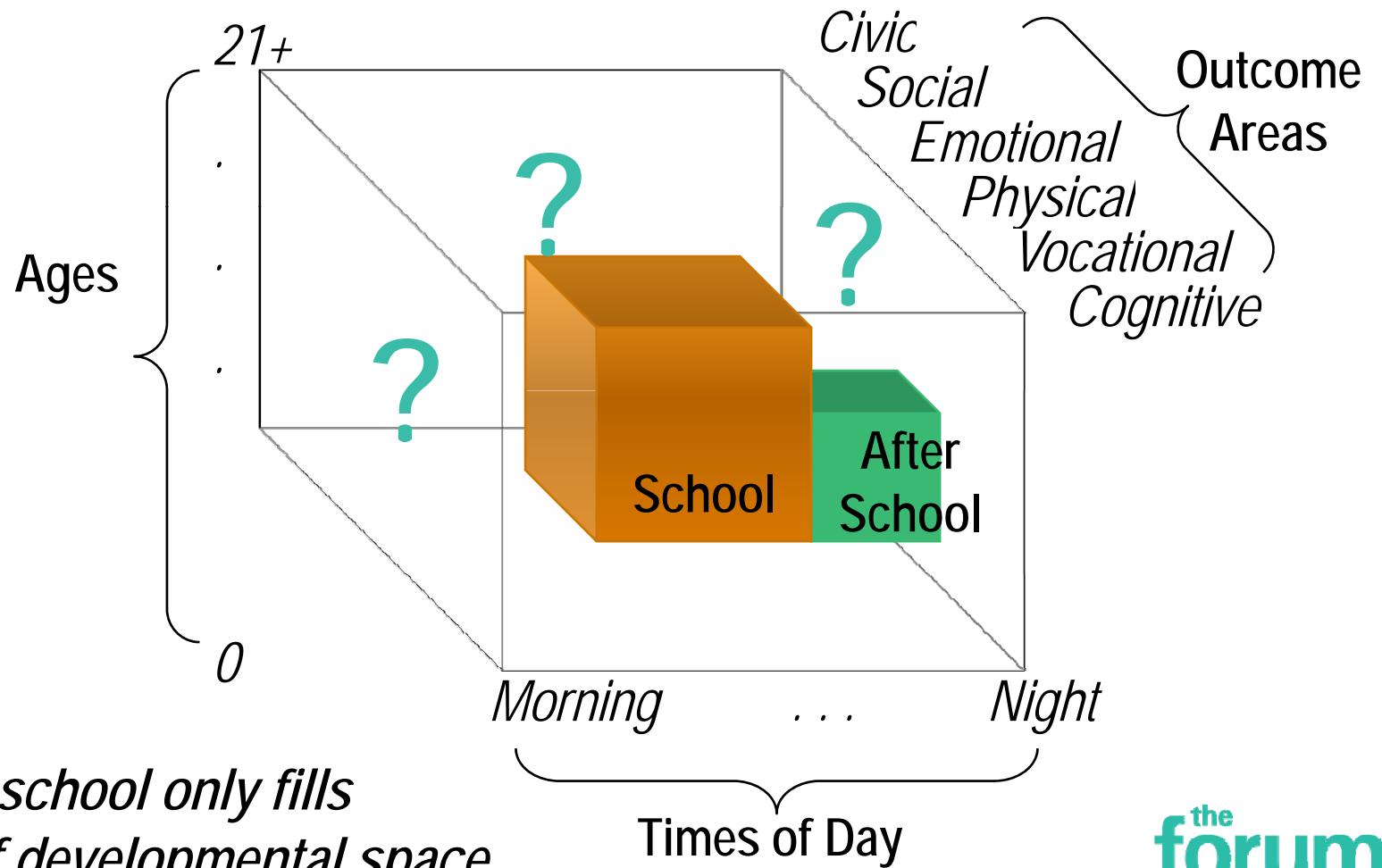
- Introductions, welcome and video
- PSE Success and what it takes
- Vision setting – knowing your target
- Panel improving supports and services
- State team discussion/planning
- Dinner - the Ready by 21 partners and building shared accountability - B. Smiths

Day 2 Agenda (note different location than day 1)

8am-4pm

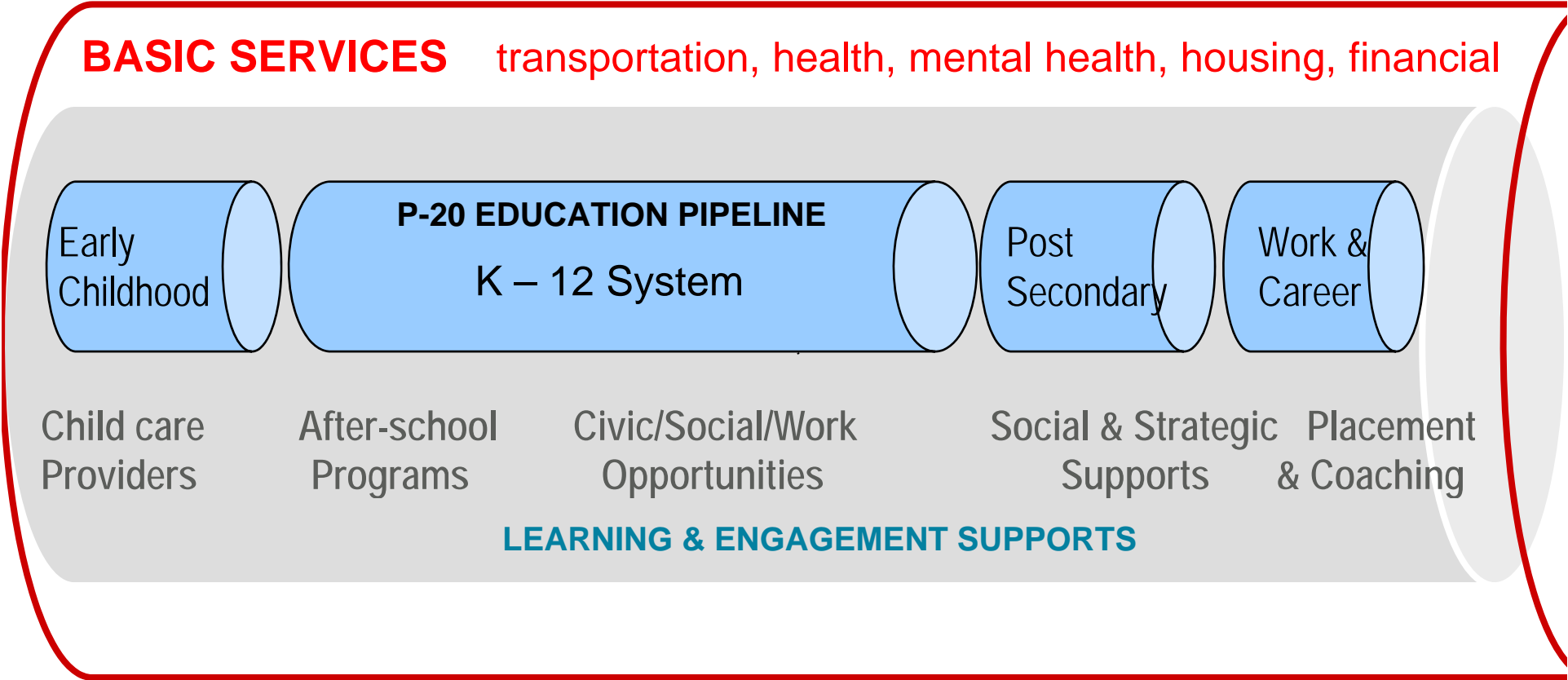
- Panel –Improving Systems and Policies
- Discussion
- Panel – Federal Opportunities
- Discussion
- State team planning
- Lunch and state report outs
- States' data sharing updates
- Questions and Answers for states
- Discussion: national and federal support
- Next steps

Thinking Outside of the Box



At its best, school only fills a portion of developmental space

Insulating the Education Pipeline



Insulating the Pipeline

Systems Changes should focus on:

- Applying a youth centered approach
- Becoming user friendly and easy to navigate
- Involving partnerships with multiple government sectors and community based organizations
- Ensuring a structure is in place to allow champions for young people in the broader PSE system

Insulating the Pipeline

Transitional Supports Must:

- Be comprehensive
- Be connected
- Allow for setbacks and second chances
- Meet young people where they are and move forward toward their goals
- Ensure young people feel empowered
- Create opportunities to connect with adults and peers

Insulating the Pipeline

Things to consider:

- Disadvantaged young people, in systems or not, have similar profiles and need similar supports.
- Young people need systems of support that provide a range of things: constructive relationships, basic supports, financial options, guidance and second chances
- They need support transitioning out of **and** in to systems.
- Supports should come from within communities.
- CBOs are an important untapped resource.

Educational Needs Index

The Educational Needs Index (ENI) is a study of educational, economic, and population pressures that influence educational policy and planning. ENI 2.0 is the 2nd iteration of the study and uses Public Use Microdata Areas (PUMAs) as opposed to county boundaries for analysis and comparison. PUMAs are the smallest units of analysis provided by the 2005 American Community Survey.

<http://www.educationalneedsindex.com/index.php>

Key Questions Asked by the ENI about Each State

- What is the current level of educational attainment of the state and its respective sub-regions?
- What is the current health of each of the state's sub-regions from an economic perspective?
- Are there areas in the state that are quickly growing and/or have shifting demographics that skew toward youth, young adults, or at-risk minority groups?
- What regions in the state can be identified by the ENI to be undereducated, facing economic challenges, and facing robust population growth and shifting demographics in categories of youth, young adults, or at-risk minority groups?

Message #1

Too few students are ready for college, work or life. More high school diplomas are not the only answer.

Most High School Grads Go On To Postsecondary Within 2 Years

Entered Public 2-Year Colleges	26%
Entered 4-Year Colleges	45%
Other Postsecondary	4%
Total	75%

Source: NELS: 88, Second (1992) and Third (1994) Follow up; in, USDOE, NCES, "Access to Postsecondary Education for the 1992 High School Graduates", 1998, Table 2.

Slide source: Education Trust

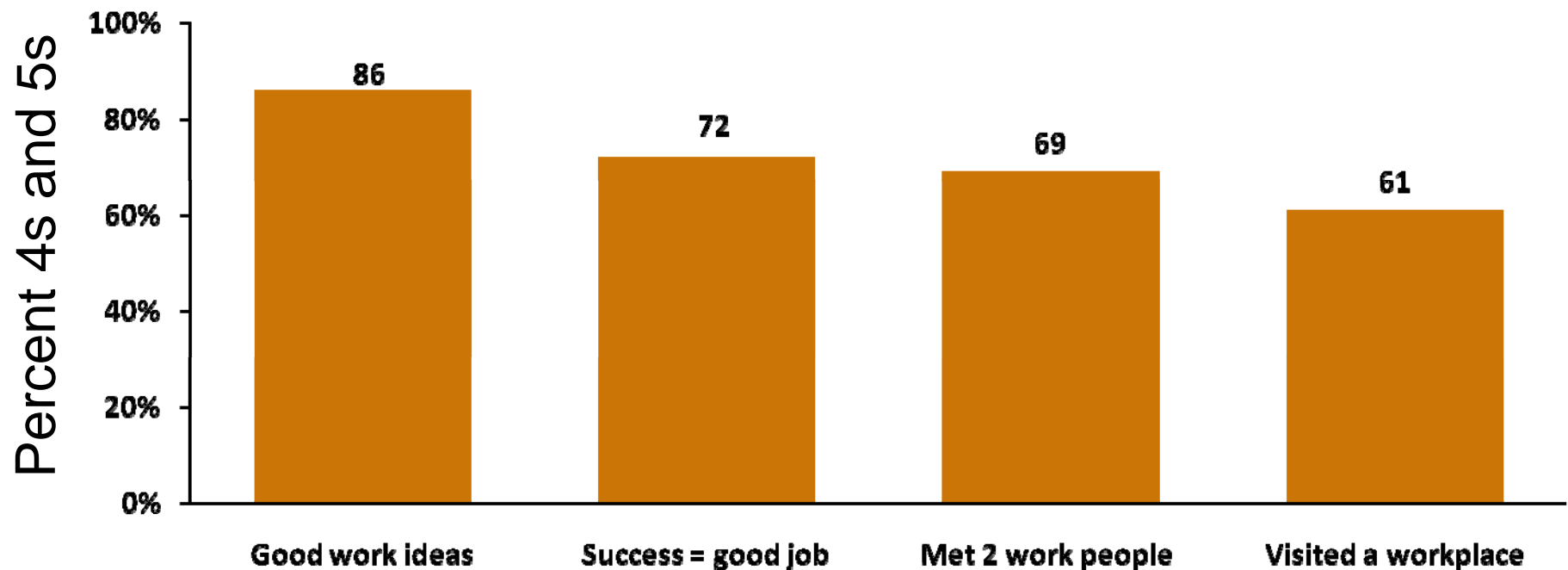
4-year College Completion, however, varies enormously with income

B.A. Rate by Age 24	
Young People from High SES Families	75%
Young People from Low SES Families	9%

Note: SES is a weighted variable developed by NCES, which includes parental education levels and occupations and family income. "High" and "low" refer to the highest and lowest quartiles of SES.

Graduating Seniors Job Readiness

Gallup Student Poll Item



Vulnerable, Disadvantaged or Disconnected: Common Youth Profiles

- Lack connections to networks for education, employment, supports and services, and community connections.
- Lack academic and workforce preparation because they possess low academic, workforce and interpersonal skills.
- Need access to stable basic services such as housing, transportation, financial literacy, and health services.
- Can be at different gradients of the disconnected spectrum.

Researchers Gambone, Connell & Klem (2002) estimate that only 4 in 10 young people are doing well in their early 20s.



2 in 10

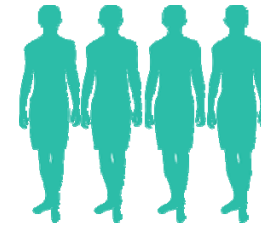
22% are doing poorly in two life areas and not well in any

- **Productivity:** High school diploma or less **plus** unemployed **or** on welfare
- **Health:** Poor health, bad health habits, unsupportive relationships
- **Connectedness:** Commit illegal activity once a month



4 in 10

35% are doing okay – doing poorly in no more than one life area and doing well in at most one – and doing okay in the rest



4 in 10

43% are doing well in two life areas and okay in one

- **Productivity:** Attend college, work steadily
- **Health:** Good health, positive health habits, healthy relationships
- **Connectedness:** Volunteer, politically active, active in religious institutions, active in community

Message #2

Improved academic instruction is critical, but too few students are getting all of the supports they need.

What Research Tells Us

The National Research Council List

- Physical and Psychological **Safety**
- Appropriate **Structure**
- Supportive **Relationships**
- Opportunities to **Belong**
- Positive **Social Norms**
- Support for **Efficacy** and **Mattering**
- Opportunities for **Skill-Building**
- Integration of **Family, School** and **Community** Efforts
- Basic Services (implied)

America's Promise Five Promises

SAFE PLACES

CARING ADULTS

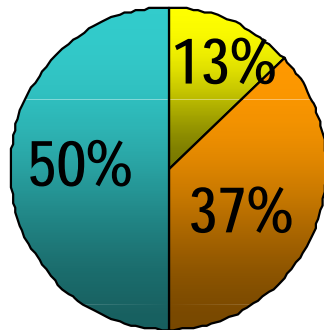
**OPPORTUNITIES
TO HELP OTHERS**

EFFECTIVE EDUCATION

HEALTHY START

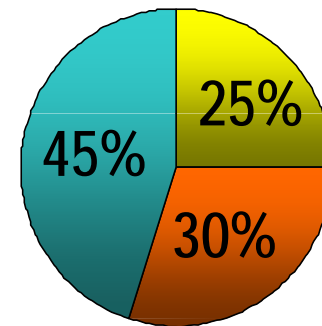
One Third of 6-17 Year Olds Lack the Supports They Need

- According to the America's Promise Alliance National Promises Survey, only 31% of 6-17 year olds have at least 4 of the 5 promises. 21% have 1 or none.
- The likelihood of having sufficient supports decreases with age



6 – 11 Years Old

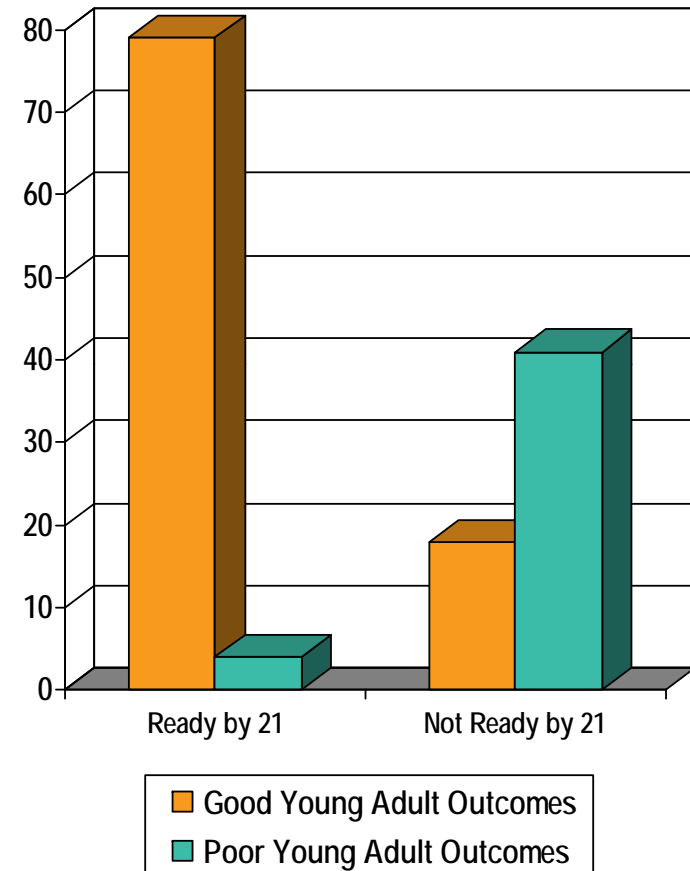
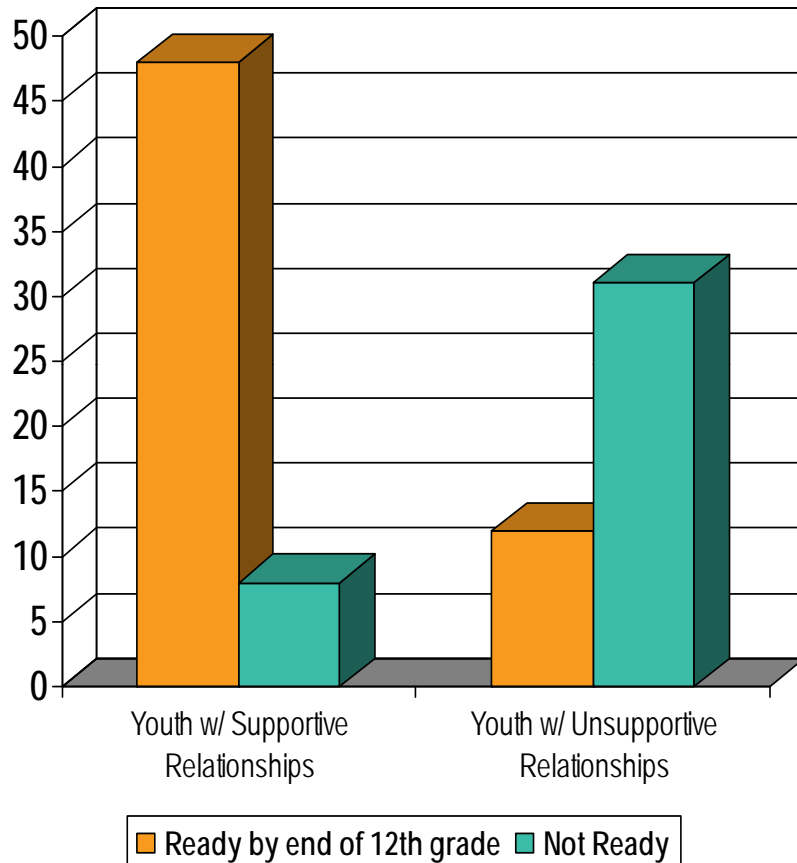
- 37% of 6-11 year olds have at least 4 promises;
- 13% have 1 or none.



12 – 17 Years Old

- Only 30% of 12-17 year olds have at least 4;
- 25% have 1 or none.

Do these supports really make a difference? *Even in adolescence?* ABSOLUTELY



*Gambone and colleagues show that youth with supportive relationships as they enter high school are **5 times more likely** to leave high school well-prepared than those with weak relationships. These students are then **4 times more likely** to be doing well as young adults.*

Systems: Aging in, Aging Out

Many vulnerable young people are also attempting to navigate in and out of similar systems.

SYSTEMS OUT	SYSTEMS IN
<ul style="list-style-type: none">• Child welfare• Juvenile Justice• Education (by attaining a credential—diploma, GED, post-secondary degree/certificate)• Homeless shelters/ temporary housing	<ul style="list-style-type: none">• Education (K-12, GED, and/or post-secondary)• Workforce• Health care• Social services (transitional/affordable housing, transportation, child care, etc.)

Struggling Systems

- All big systems – child welfare, juvenile justice, K-12 education, higher education, employment and training, health/mental health, public housing – lean towards risk management and away from creative problem-solving, making them difficult to navigate, especially for those with multiple risks.
- As large numbers of young people look for pathways into and out of systems, institutions are looking for ways to adapt and respond to this need.

Message #3

We can change these odds if we
change the way we do business

System Changes Should Focus On:

- Applying a youth-centered approach
- Becoming user-friendly and easy to navigate
- Involving partnerships with multiple government sectors and community based organizations
- Ensuring young people have a champion in the system (i.e. community based organization)

Providing These Supports *CAN* Change the Odds

Gambone/Connell's research suggests that if all young people got the supports they needed in early adolescence, the picture could change...

from 4 in 10
doing well



to 7 in 10
doing well



PSE Degree/Certificate Benefits

- In 2006 alone, a high school graduate earned \$30,072 while Associate degree holders earned \$39,846 and Bachelor's degree earned \$56,897 (Center for American Progress).
- The income premium for adults with any post-secondary education is \$9,000—25,000 dollars annually (Center for American Progress).
- PSE certificate/degree holders also receive other forms of compensation, such as health insurance and retirement benefits.

Powerful Solutions for Passionate Leaders

Broader Partnerships

Bigger Goals

Bolder Strategies

Better Data



Message #4

Better, Broader *Data* Needed:

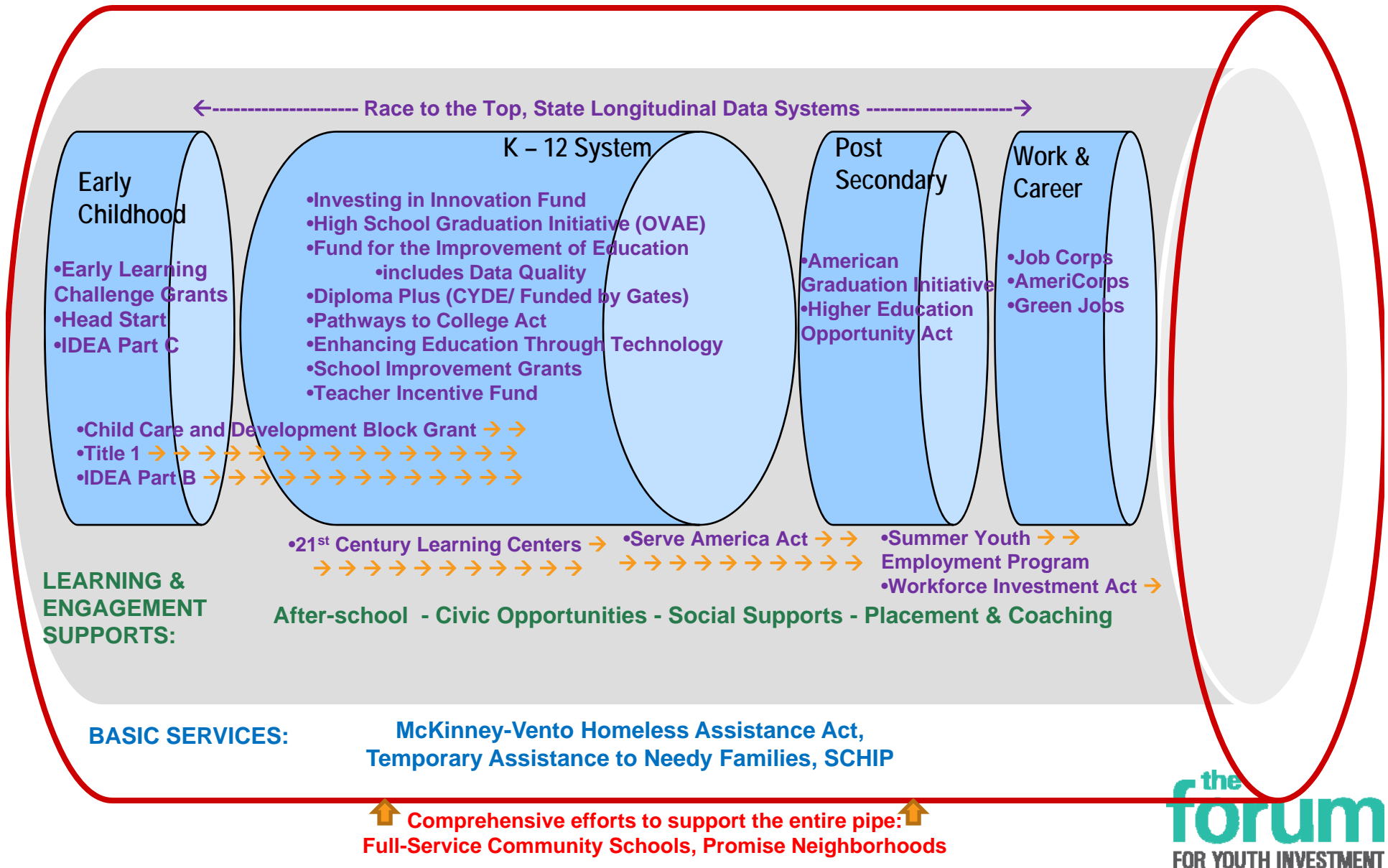
Beyond academics

Beyond school attendance

Beyond access

Data that helps us link student outcomes to student experiences, exposures and states of being

Examples of Federal Opportunities In the P-20 Education Pipeline



Promising Programs

Diploma Plus

- **What:** an education model that provides a rigorous, relevant, and student-centered education alternative.
- **Goal:** to transform students' learning experience so they will achieve success in high school, college and careers.

Gateway to College

- **What:** a dual credit program operating within a community college or a charter school located on a community college campus.
- **Goal:** enable young people (who had previously dropped out) to earn a high school diploma while progressing toward a college degree or certificate.

Promising Practices

Youth Development Institute (YDI)

- Community Education Pathways to Success (CEPS) helps community-based organizations strengthen their services for young people ages 16 to 24 who have dropped out of school with low reading and math levels (below eighth grade). The hallmark of CEPS is its highly structured approach to youth services. CEPS emphasizes college retention through partnerships with colleges so that young people with GEDs or those who were marginalized in high school can enter and remain in college.

YouthBuild USA

- Engaging in a pilot initiative and pursuing a comprehensive set of intervention strategies undertaken with multiple partners to help low-income young adults who have dropped out of high school to earn GEDs or diplomas and go on to complete postsecondary programs.

Promising Models

Open Doors

- **What:** new types of financial aid, enhanced student services, and curricular and instructional innovations.
- **Goal:** helping low-income students earn college credentials as the pathway to better jobs and further education.
- Integral to the demonstration project is a random assignment study measuring how the Opening Doors interventions affect students' education, labor market, and personal outcomes.

Leadership Engagement orchestrated by Ready by 21 National Mobilization Partners



**Children's Cabinets,
Youth Councils,
child & youth
constituents**



**Community
Catalysts**



**School
Administrators**



**Community
Coalitions**



Legislators



**National non-profit
youth development
organizations**



**National
Companies**



**national
multi-sector
partners**

Ready by 21, Credentialed by 26 Workforce Readiness Employer Perspective

Elyse Rosenblum
Vice President, Workforce Readiness,
Research and Policy
Corporate Voices for Working Families
August 6, 2009

About Corporate Voices

- The leading national business membership organization representing the private sector voice in the dialogue on public policy issues involving working families.
- Business engagement partner is Ready by 21 Partnership
- Aims to improve the lives of all working families by developing and advancing innovative and sustainable policies that have bipartisan support built through collaboration among the private sector, government and other stakeholders.
- Facilitates research in several areas that spotlight the intersecting interests of business, community and families including workforce readiness.
- Collectively our 50 partner companies, with annual net revenues of more than \$1 trillion, employ more than 4 million individuals throughout all 50 states.

Corporate Voices Member Companies

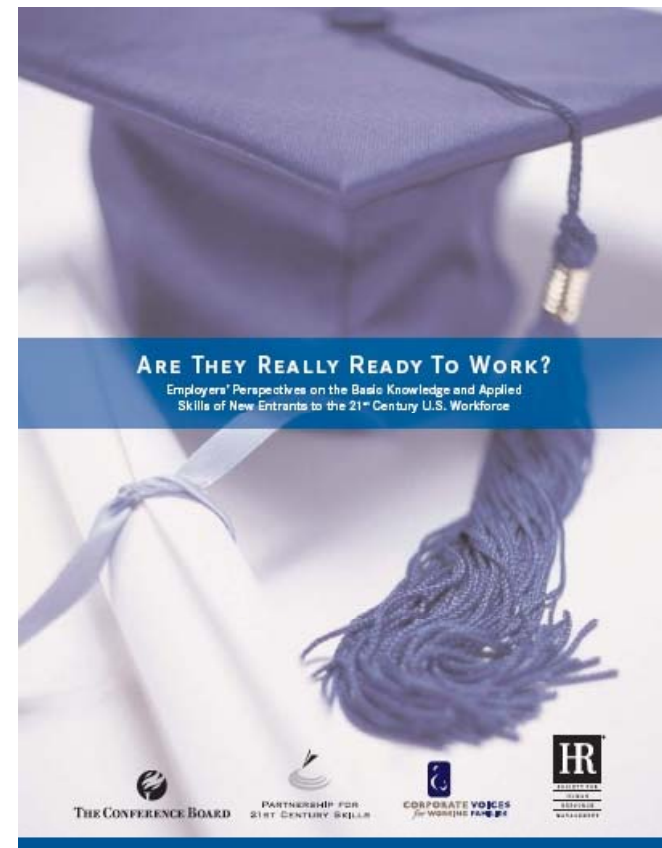
Abbott Laboratories
Accenture
Allstate Insurance Company
AstraZeneca
Bank of America
Bank of New York Mellon
Baxter International Inc.
Booz Allen Hamilton
Bright Horizons Family
Solutions
Ceridian
Citi
CVS/Caremark
Deloitte & Touche, LLP
Eli Lilly and Company
Ernst & Young
GlaxoSmithKline

Goldman, Sachs & Co.
Harris, Rothenberg,
International, Inc.
H. E. Butt Grocery Company
Hewlett Packard
ICF International, Inc.
ING Foundation
Johnson & Johnson
JPMorgan Chase
Knowledge Learning
Corporation
KPMG LLP
Lehman Brothers
LifeCare
Marriott International, Inc.
MassMutual Financial Group
Merck & Co., Inc.

Metropolitan Life Insurance
Company
Morgan Stanley
Office Depot, Inc.
Philip Morris USA, an Altria
Company
Phoenix Companies, Inc.
PNC Financial Services Group,
Inc.
RSM McGladrey
Sodexo, Inc.
Texas Instruments
The TJX Companies, Inc.
Wachovia
WFD Consulting
Work Options Group
WorkSource Partners

Are They Ready to Work?

- Employer survey conducted with The Conference Board, the Partnership for 21st Century Skills and the Society for Human Resource Management
- Gain a better understanding of key workforce skills and the readiness of new entrants to the workforce.

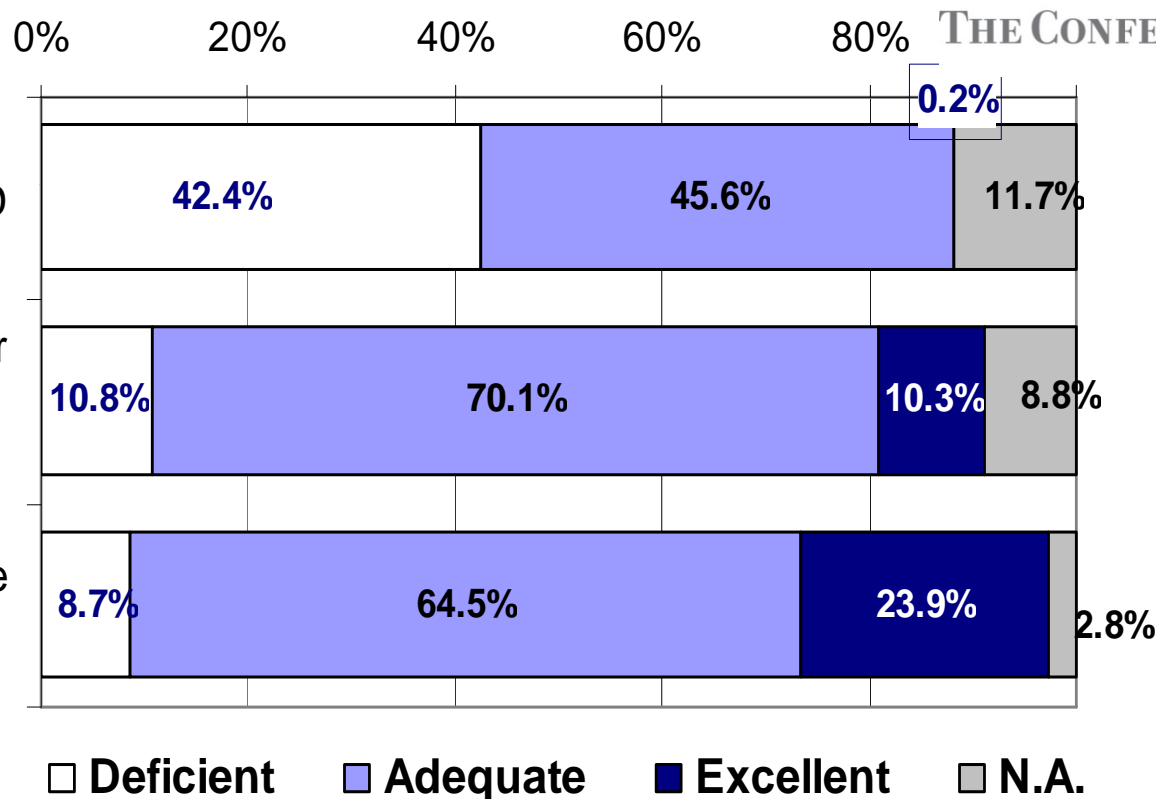


Top 5 Required Skills

- Professionalism
- Oral Communication
- Written Communication
- Teamwork
- Critical Thinking



Overall Preparation of New Entrants to the Workforce



THE CONFERENCE BOARD



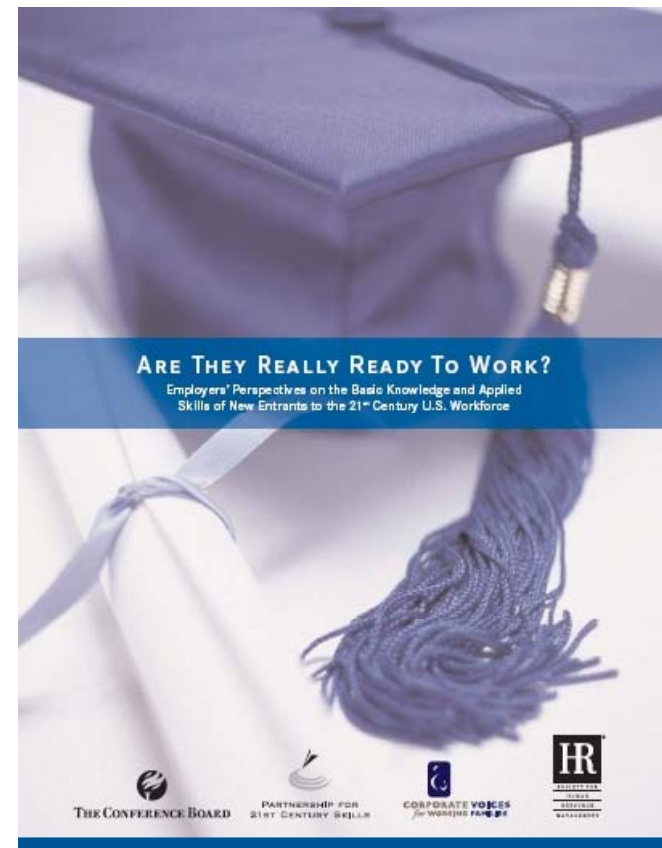
PARTNERSHIP FOR
21ST CENTURY SKILLS



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

Jobs Are Changing

- Employers project hiring greater percentages of individuals with post secondary degrees, and fewer with only a high school degree.



The Ill-Prepared U.S. Workforce: Exploring the Challenges of Employer- Provided Workforce Readiness Training

Corporate
Voices
for Working Families

THE CONFERENCE BOARD

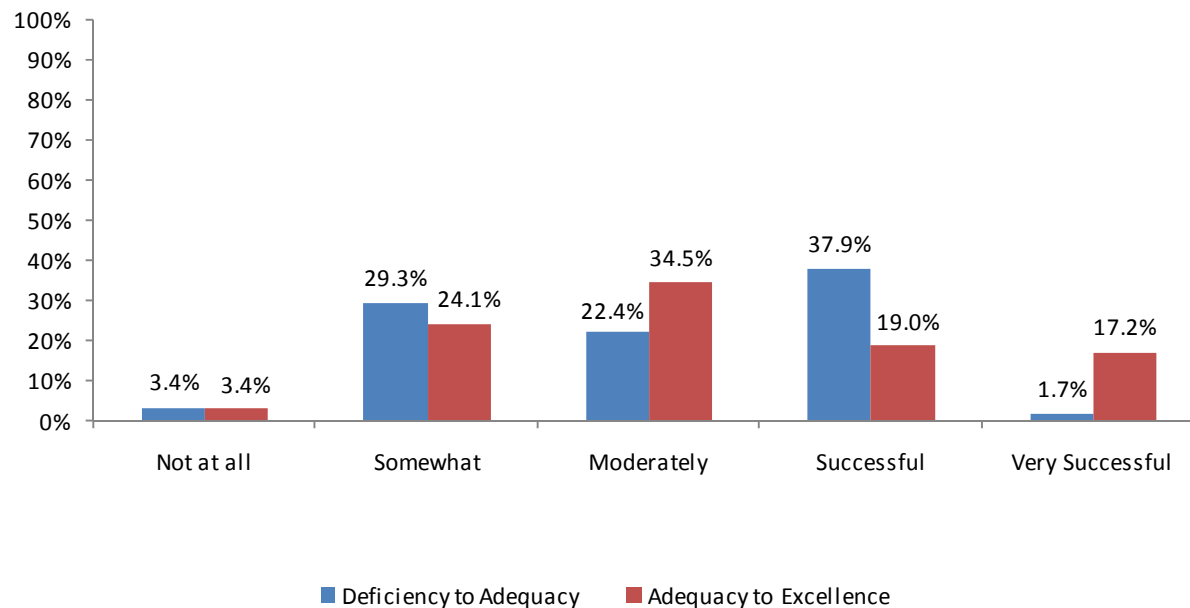


- Almost half (46 percent) of the employers surveyed provide workforce readiness (remedial) training programs to address deficiencies among new entrants.
- Areas of highest need include critical thinking and creativity, two major drivers of growth in knowledge economy.



Employers Not Highly Satisfied With Workforce Readiness Training

Respondents report uneven success in workforce readiness programs



Employer Engagement: **Community College Partnerships**

Northrop Grumman and Harper Industries

- Both have partnered with local community colleges to prepare future talent and address entry level workforce gaps.
- Elements of the programs include:
 - Integration of applied skills in job-specific and career development training
 - Strong program oversight and emphasis on accountability
 - A company culture that is committed to training
 - A focus on “smart hiring” that screens for job readiness
- These models have proven track records of success in terms of employee recruitment, retention and leadership development.

Employer Engagement: Nonprofit Partnerships – Year Up

- Year Up is an intensive, year-long training program that offers urban young adults 18-24 a combination of marketable job skills, a corporate apprenticeship, college credits, mentoring and social support and financial stipend.
- Results
 - 75% retention rate
 - 100% student placement into apprenticeships
 - 85% of students employed within four months of graduation with average starting salary of \$30,000
 - 21% full/part time college attendance post-graduation from Year Up
 - 98 employer partners funding more than 50% of operating costs



CEOs for Cities

- A national cross-sector network of urban leaders from civic, business, academic and philanthropic sectors dedicated to building and sustaining the next generation of great American cities.
- *City Dividends* calculates the monetary value to cities and the nation of:
 - Increasing college attainment rates by 1% (Talent Dividend)
 - Reducing vehicle miles traveled by one mile per person per day (Green Dividend)
 - Reducing poverty rates by 1% (Opportunity Dividend)
- The Atlanta Talent Dividend
 - Current College Attainment Rate: 33.3% Goal: 34.3%
 - No. of Additional 4-Year College Grads Needed: 33,605
 - Talent Dividend: \$3.9 billion

AUGUST 10 – 11

WASHINGTON, DC

DAY 1 LOGISTICS

- ARRIVE AND METRO TO UNION STATION (RED LINE)
- CHECK IN: HOTEL GEORGE @15 E STREET, NW

**BE SURE TO DROP OFF ALL LUGGAGE AT THE HOTEL
BEFORE ARRIVING AT THE MEETING ROOM**

- 12NOON START @ SENATE RUSSELL BUILDING, ROOM 385
- LUNCH WILL BE SERVED

You can reach **Elizabeth**
via cell phone at
202-413-2259





FYI, Additional Info on RFAs

This Friday, August 7, 2009, the Data Quality Campaign host the webinar ARRA Update: Race to the Top, State Fiscal Stabilization Fund, and Student Longitudinal Data System Grants

2:00 P.M. to 3:00 P.M. EST.

The intent is to discuss the July 24th Federal Register release of the Race to the Top notice, State Fiscal Stabilization Fund metrics, and Student Longitudinal Data System grants.

Space is limited, so reserve your webinar seat now at www.dataqualitycampaign.org (events section).



**TO ASK QUESTIONS
PLEASE STAY ON THE
LINE...**

See you in Washington, DC!

