



Community

Equity

Policy

Practice

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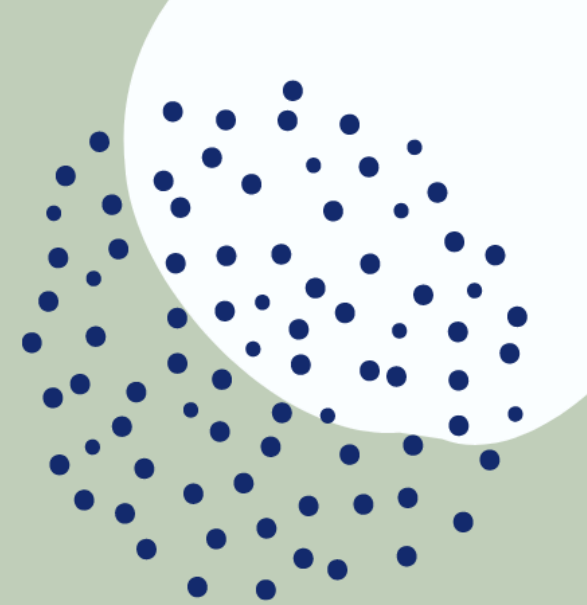
Welcome to today's #WCETWebcast

October 6, 2022

The webcast will begin shortly.

There is no audio being broadcast at this time.

An archive of this webcast will be available on the WCET website next week.

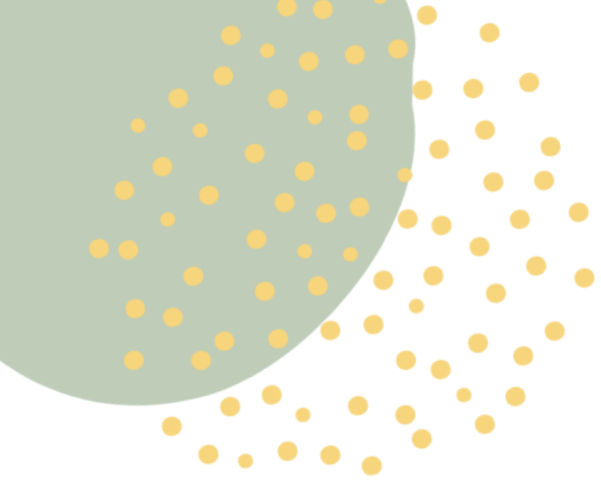




Supporting Career Mobility for Frontline Learners

October 6, 2022





Use the question box for questions and information exchange.

Slides and shared resources will be emailed to attendees next week.

Slides can be downloaded via the link in chat.

Follow the Twitter feed: #WCETWebcast.

Welcome!



Megan Raymond
Senior Director, Membership & Programs

WCET

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Hosted in partnership with:

GUILD 



Questions from the Audience

*If you have a question during
the presentation, please add it
to the question box.*

*We will monitor the question
box and have time for Q&A at
the end of the webcast.*



Moderator

Shani Suber

Dean of E-learning Effectiveness and
Enhancement

Dallas College

shani@dcccd.edu

[@ShaniSuber](https://www.instagram.com/ShaniSuber)



Speakers



Matthew Daniel

Supporting Career Mobility
for Frontline Learners

Guild Education



Janelle Elias

Vice President, Strategy &
Advancement

Rio Salado College



Mardy Leathers

Director

Missouri Office of
Workforce Development



Rio Salado College

About Us

Rio Salado College was founded in 1978 as the **“college without walls”** with a focus on delivering learning pathways to students excluded from education due to socioeconomic barriers.



Rio Salado College – New Majority Learners

Serving under-represented students is in our DNA

Gender



60%
Female

Ethnicity



51%
BIPOC

Age



Ave age: 28

1st Generation
College Student



46%

Pell Grant
Eligible

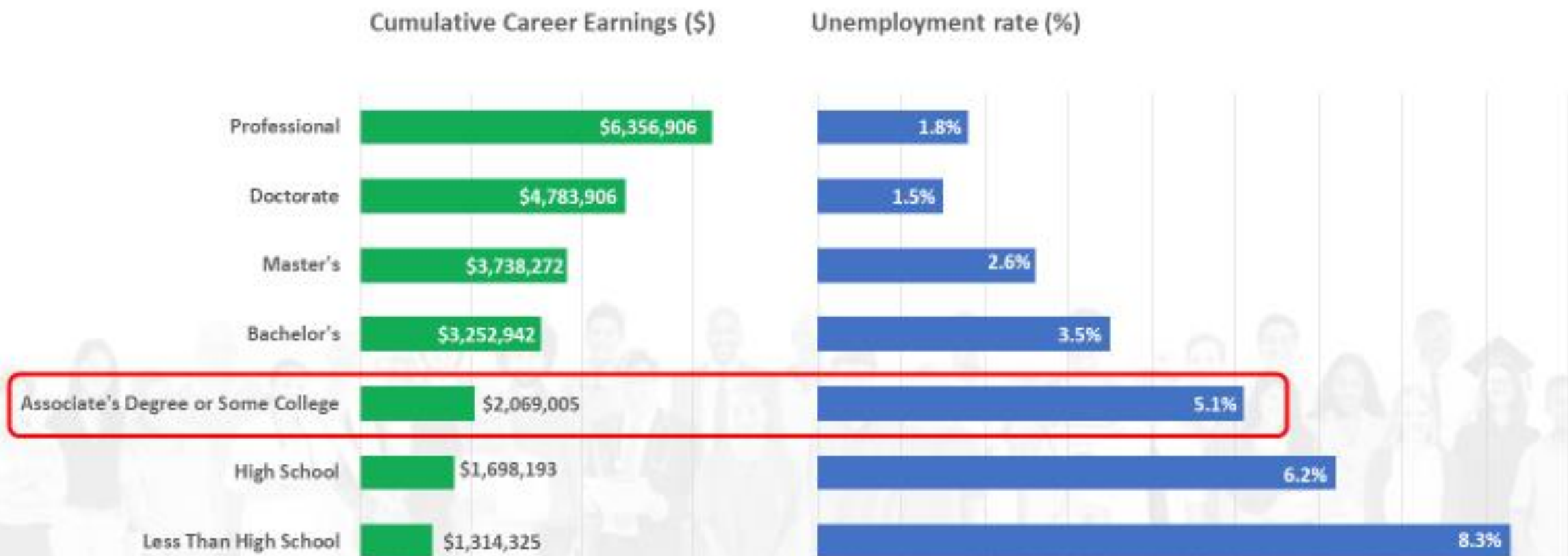


73%
Aid Yr. 16/17 - 20/21

Rio Salado College offers 135 degree and certificate programs and over 600 online classes to 28,000+ online students annually



Education Leads To Higher Wages, Lower Unemployment



Source: 2012-2016 PUMS Micro Data, Zippia

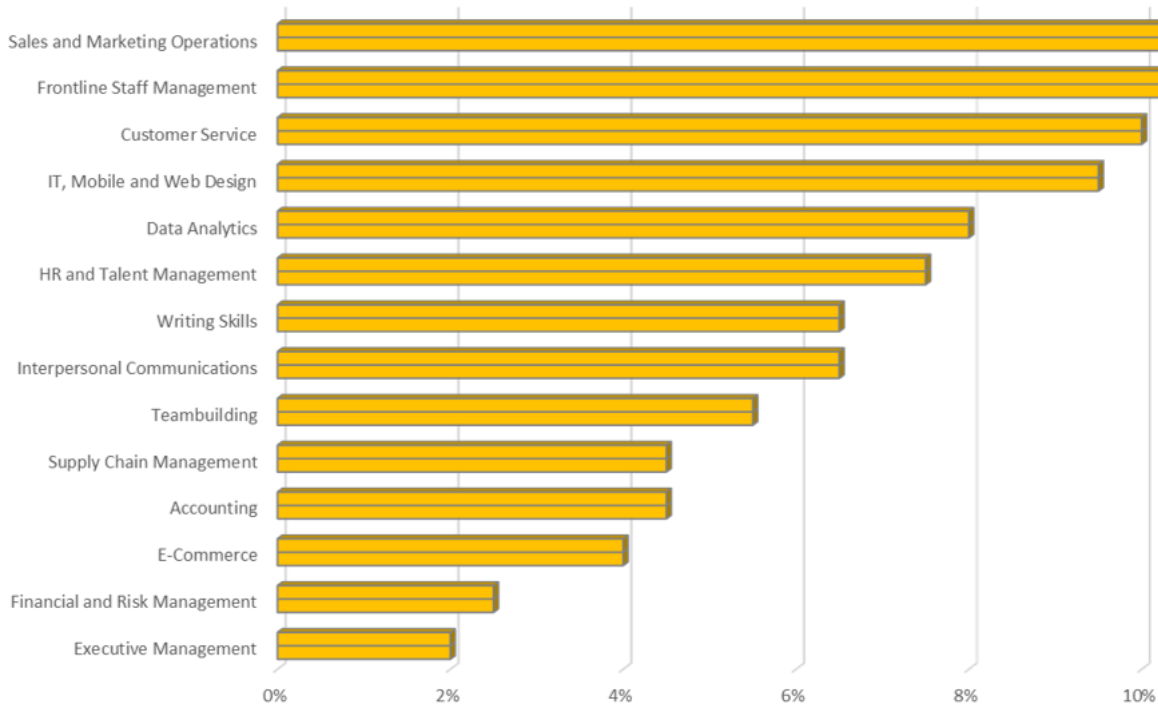
Source: U.S. Bureau of Labor Statistics, Current Population Survey
Adults 25 or older



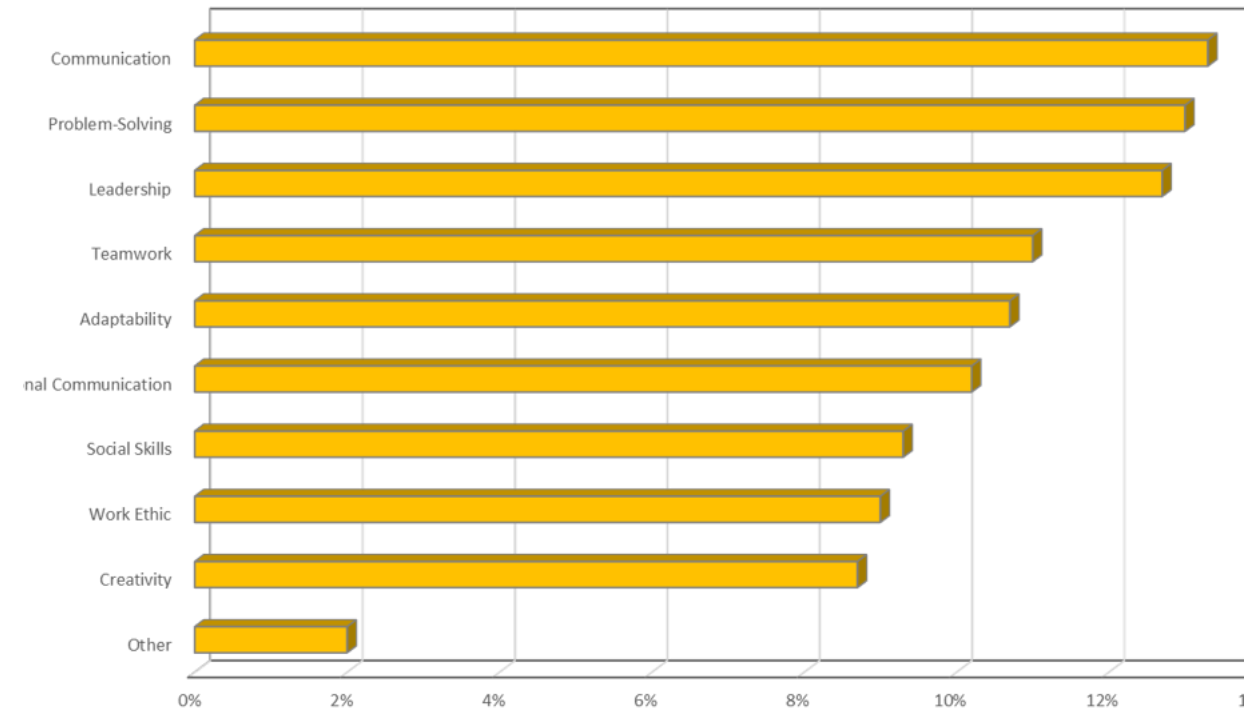
Learn More, Earn More – A National Trend

What we are hearing from employers

Hard Skills Gap



Soft Skills Gap



What we are hearing from students

Motivators

- Build their resume
- Skill building
- Increase earnings
- Family



The graphic features the Rio Salado College logo (a blue wave icon) and the text "RIO SALADO COLLEGE AMERICA'S ONLINE COMMUNITY COLLEGE™" on the left, and the JBS logo (the letters "JBS" in red inside a white oval) on the right. Below the logos is a quote in a white box with a black border. To the right of the quote is a portrait of Terrie Sullivan, a woman with glasses and dark hair, wearing a dark blue top, set against a red background.

RIO SALADO COLLEGE
AMERICA'S ONLINE COMMUNITY COLLEGE™

JBS

"This class has provided me with the ability and understanding necessary to be able to articulate my department's staffing needs to my supervisor with proper support. The course was broken down logically and each lesson was in-depth about how staffing needs are forecasted and filled."

Terrie Sullivan
Human Resources Onboarding Supervisor
Kentucky
MGT 276 - Personnel/Human Resources Management.

Challenges

- Time
- Technology
- Internet
- Textbooks
- Financial Aid



HOW WE HELP CITIZENS & EMPLOYERS

Training

Education

Apprenticeship

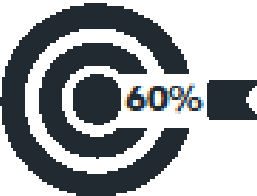
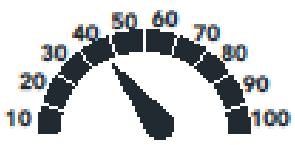

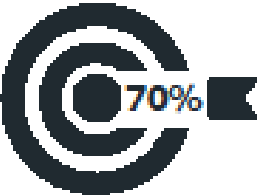


Supportive
Services

Career
Services

#MoWorkforce

OUR BIG GOALS

BEST IN MIDWEST TARGETS

	Current Targets	Current Status	Change Needed
Educational Attainment		 47%	243,000 more degrees and certificates than current trend 
Labor Force Participation		 63%	312,000 more Missourians working 

#MoWorkforce

MISSOURI WORKFORCE CONNECT POLICY FRAMEWORK



#MoWorkforce





Guild partners with innovative employers & learning providers to **unlock equitable access to opportunity through education** for a network of over 5.1M eligible members.



MISSION-ALIGNED EMPLOYER PARTNERS

- ▶ 100% of our employer partners offer programs to their frontline workforce¹.
- ▶ Learners in Guild's Certified Network have a **2x higher likelihood of annual role change** compared to non-learners².
- ▶ Every Guild employer partner offers some form of tuition-free programs¹.
- ▶ Members in Guild's Certified Network programs see a **2.4x higher wage increase** in their 1st year compared to non-learners².

1. Guild Learning Marketplace data as of 07.01.2022

2. Guild's internal data over the last 12 months as of 07.01.2022 from employers who have provided the required data for at least 13 months post launch.



We celebrate those we're here to serve.

As students, Guild members are:

Excited about the opportunity education can help them unlock

- ▶ 83% of surveyed Guild members say career advancement is a motivator to return to pursue an education¹.

Driven to advance their careers

- ▶ 78% of surveyed Guild learners strongly agree that completing their academic program will improve future opportunities¹.

Representative of the new traditional student



41% currently work more than 40 hours per week²



52% identify with a non-white ethnicity²



76% are first generation college students

75% of tuition assistance learners do not have a degree beyond high school¹



Insights from employers, learners –and around the corner

What we hear from employers:

- ▶ **There is a need for a new social contract with employees.** The #1 reason employees provide for leaving their company is a lack of growth opportunity.
- ▶ **Skills gaps are (still) unbridged.** Employees lack the critical skills needed to achieve strategic goals (cybersecurity, software engineering, data analysis, product management, etc.).

What we hear from learners:

- ▶ **Excitement about career growth with their current employers.** Only 14% of surveyed Guild learners indicated an external career change as their career advancement goal¹.
- ▶ **Career-aligned short-form learning opportunities are appealing.** Consumption of short-form learning programs skyrocketed to 14% of our members' program choices².

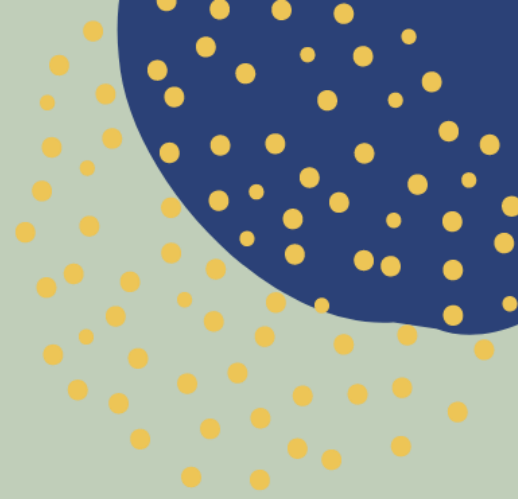
A bit of what's coming:

- ✓ Stacking short-form certificate programs into larger credentials and/or across institutions
- ✓ Designing training to be relevant beyond company-specific needs





Questions from the Audience



Contact Information



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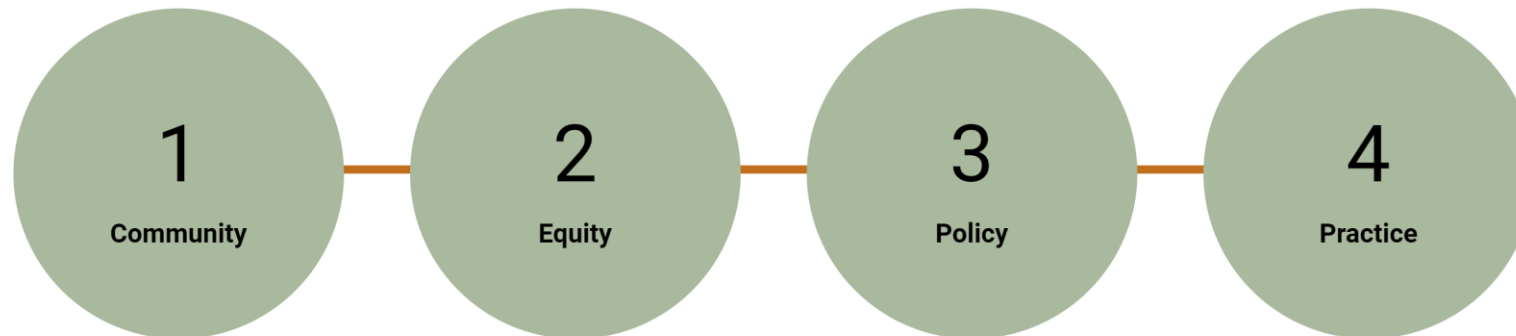


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Learn more about the benefits of joining our community: wcet.wiche.edu/join-us

WCET is the leader in the practice, policy, & advocacy of digital learning in higher education.



Additional Information and Resources

The webcast recording and additional resources will be available in the next week:

wcet.wiche.edu/events/webcasts.



Join us at the WCET
Annual Meeting!

Learn more and register:

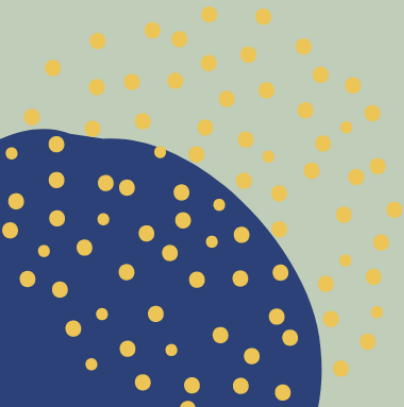
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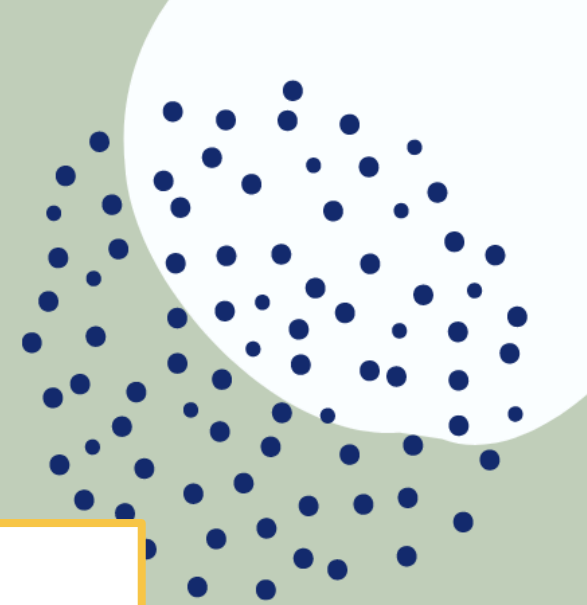


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your commitment to WCET and digital
learning.

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Thank you!
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