Lifelong Learning Competence & Adult Ed

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Introductions – Who Am I?

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Research in CTE Postsecondary teachers

LISA.MARTINO@UCF.EDU (2019)
College and Career Readiness and Lifelong Learning are hot topics in adult education. The purpose of adult education is to prepare people for college and careers. But, what about lifelong learning?

Lifelong learning competencies can be added to adult education programs for successful learning outcomes.

This presentation will give you the tools to support adult education students with career pathways and lifelong learning so they are competitive in the workforce.
Lifelong Learning Competence in Adult Ed

Agenda

WHAT IS COLLEGE AND CAREER READINESS?
WHAT DOES THE RESEARCH SAY ABOUT CAREER PATHWAYS?
WHY IS LIFELONG LEARNING IMPORTANT TO ADULT ED STUDENTS?
HOW DO YOU INCLUDE LIFELONG LEARNING INTO THE CURRICULUM?
KNOWLEDGE CHECK AND DISCUSSION.
What is “College and Career Ready”?  

DEFINITION:  

Students are considered college and career ready when they have the knowledge, skills, and academic preparation to succeed in postsecondary education programs or entry-level careers without the need for remediation.

*Definition modified from FL DOE (AIR, 2019)
Join this Survey with the Kahoot! app or at kahoot.it
Tell us why you chose your answer.
#1: Some short-term postsecondary degrees earn more than graduates with bachelor’s degrees. In some states, Technical associate degree’s earn $11,000 more in first year after graduation than bachelor’s degree

(Schneider, n.d.)
What does the research say?

#1: Some short-term postsecondary degrees earn more than graduates with bachelor’s degrees. In some states, longer term certificate degrees are more competitive than associates (about $3000 more on average)

(Schneider, n.d.)
What does the research say?
#1: Some short-term postsecondary degrees earn more than graduates with bachelor’s degrees. In some states,

Earnings vary widely by state and by type of degree with liberal arts degrees earning the least.

(Schneider, n.d.)
What does the research say?

#1: Some short-term postsecondary degrees earn more than graduates with bachelor’s degrees. In some states,

Science degrees earn less than technology, engineering, and mathematics degrees (often earning less than English major degrees)

Should it be TEEM?

(Schneider, n.d.)
#2: CTE High School Courses and Outcomes
Study on Junior and Senior Year

More likely to graduate on-time and less likely to drop out

*Study used data from 2002 (pre-2006 Perkins)

(Gottfried & Plasman, 2017)
CTE courses in freshman and sophomore years had little impact

*Study used data from 2002 (pre-2006 Perkins)*
No direct relationship between CTE and college attendance.

Why?

*Study used data from 2002 (pre-2006 Perkins)
Workers progress up an occupational pathway, not industry-based...

Promotion within the same field is now dependent on postsecondary occupational training
Lifetime Earnings can vary within the same occupation by education level

- Less than high school degree: Truck drivers - $1.3 million
- High school diploma: Truck drivers - $1.5 million

At some point, degree-earning employees will out-earn CTE certificate employees

(Carnevale, Rose, & Cheah, 2011)
Adjust for net present value - -39% (dollar may be worth less than dollar today)

Still dollar gap exists as scale goes up.
Why is lifelong learning important to Adult Ed?

**LIFELONG LEARNING DEFINITION**

The continuous, voluntary, and self-motivated pursuit of knowledge either for personal and career advancement.

*Modified from Wikipedia*
<table>
<thead>
<tr>
<th>IMPORTANCE</th>
<th>RELEVANCE</th>
<th>SIGNIFICANCE</th>
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</thead>
<tbody>
<tr>
<td>Skill Building</td>
<td>Real World Application</td>
<td>Promotion / Advancement</td>
</tr>
<tr>
<td>New technology</td>
<td>Advanced skillset</td>
<td>Promotion in occupation</td>
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<td>Changes in industry</td>
<td>Critical thinking</td>
<td>Advance to management</td>
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<td>Changes in laws</td>
<td>Problem-solving</td>
<td>Requires Associates or Bachelor’s degree</td>
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<td>Stay relevant</td>
<td>Soft skills</td>
<td>Changes in company policy for job description requirements</td>
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Skill Building

Development of critical thinking, reasoning, logic, collaboration, research and development, and problem solving

Informal Learning?

CTE and adult education courses are designed to prepare students to be college and career ready, especially for postsecondary two-year or certificate programs
Real World Application
CTE emphasizes:

Applied learning

Practical relevance

Promotes career readiness
- College readiness is career readiness
- On-the-job training / Apprenticeships
Advancement and Promotion

Careers are occupation-based = career pathway

People with higher levels of education within a career pathway earn considerably more in a lifetime

Promotion in a career pathway is based on experience AND education level
What does this all mean?

Students have different needs than 10 years ago

- Occupational mobility and advancement are key to success
- Academic rigor (math and English) for college and career readiness are necessary to prepare them for lifelong learning
- Growth mindset and motivational theory

Lifelong Learning = Career Advancement and Higher Salaries
How do you include lifelong learning into ADULT ED curriculum?

Introduce Career Pathways model with a Growth Mindset teaching strategy
IET programs CONNECTS workforce preparation activities with adult education and literacy activities.

It is an instructional strategy for a career pathway.

LOTS of resources for teachers and funds for administrators!

Everyone wins
Dr. Carol Dweck conducted a study 30 years ago focused on students' attitudes about failure. After positive motivation interventions, students' test scores improved dramatically.

A Growth Mindset Drives Motivation and Achievement

I can get smarter

Learning is my goal

I'd spend more time and work harder

Effort makes me stronger

Higher Achievement

Other ways – add to lessons. Throughout courses and program:

- Include a career pathway that leads to promotion of highest level achievable (backward design). IET program.
- Explain that additional education may be necessary to keep skills updated.
- Tell students where to find formal and informal learning opportunities.
- Use growth mindset when discussing additional educational goals.
Any other ideas?

Two Minute Think-Pair-Share

- Create career pathway posters or flyers to hand out and post in classroom
- Create a discussion assignment about the benefits of lifelong learning
- First day discussion about career goals and growth mindset
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Questions?

Check out my handouts!

Learn about UCF’s Career and Technical Education Teacher and Trainer Programs

Perfect degrees for Adult Educators


