



# How CAEL Serves the Adult Learner

Presented by: Pamela Tate



**CAEL**

The Council for Adult & Experiential Learning



# CAEL's Mission

- To advance lifelong learning for adult learners
- To remove policy and organizational barriers to learning opportunities, identify and disseminate best practices, and deliver needed adult learning services to government, higher education and industry

**Focus of the mission is the adult learner**

**But how do we define the adult learner?**



# Adult Learners CAEL Serves

**It all started inside  
higher education...**



- Since 1974, and continuing throughout CAEL's history
- Focused on students already in colleges, or helping them gain access



# Adult Learners CAEL Serves



- Since 1984, efforts to reach workers not yet in school through employer-sponsored learning/tuition programs and joint labor-management retraining programs
- Also a focus on career and educational counseling for workers



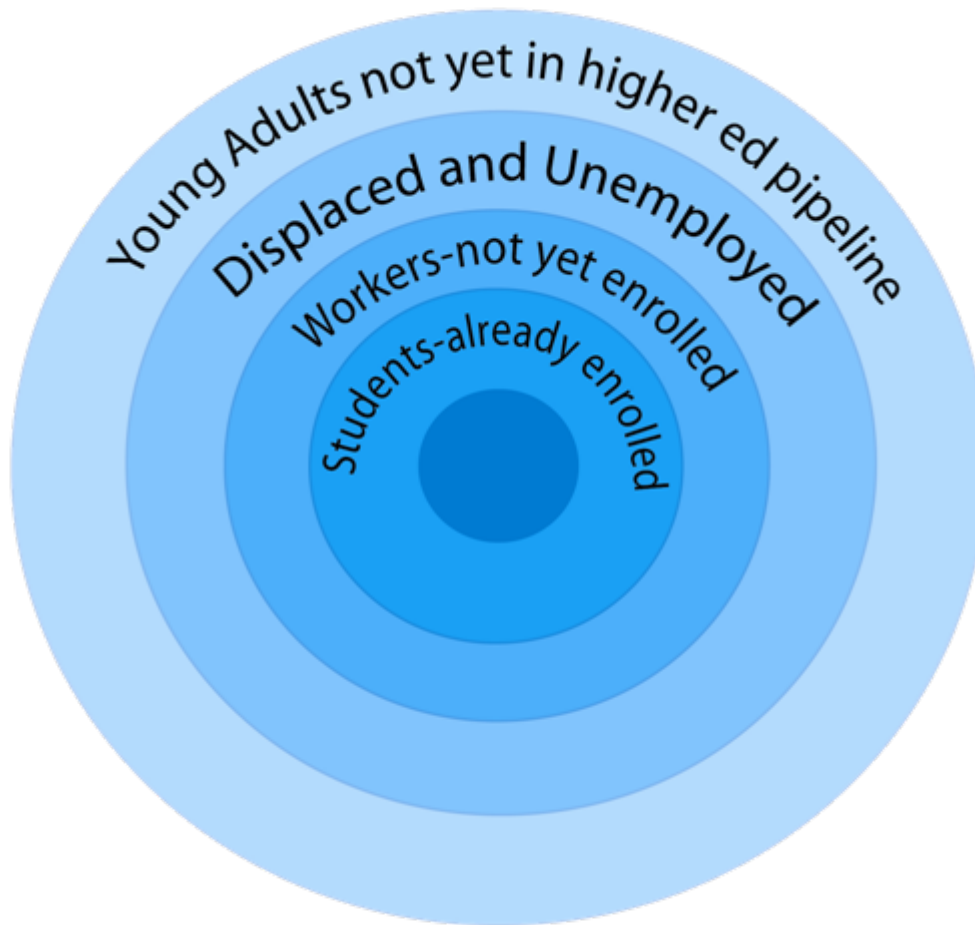
# Adult Learners CAEL Serves



- Since early 1990s, assisted thousands of adults who either had lost their jobs or had limited work history
- Established linkages and programs with the public workforce system and community based organizations



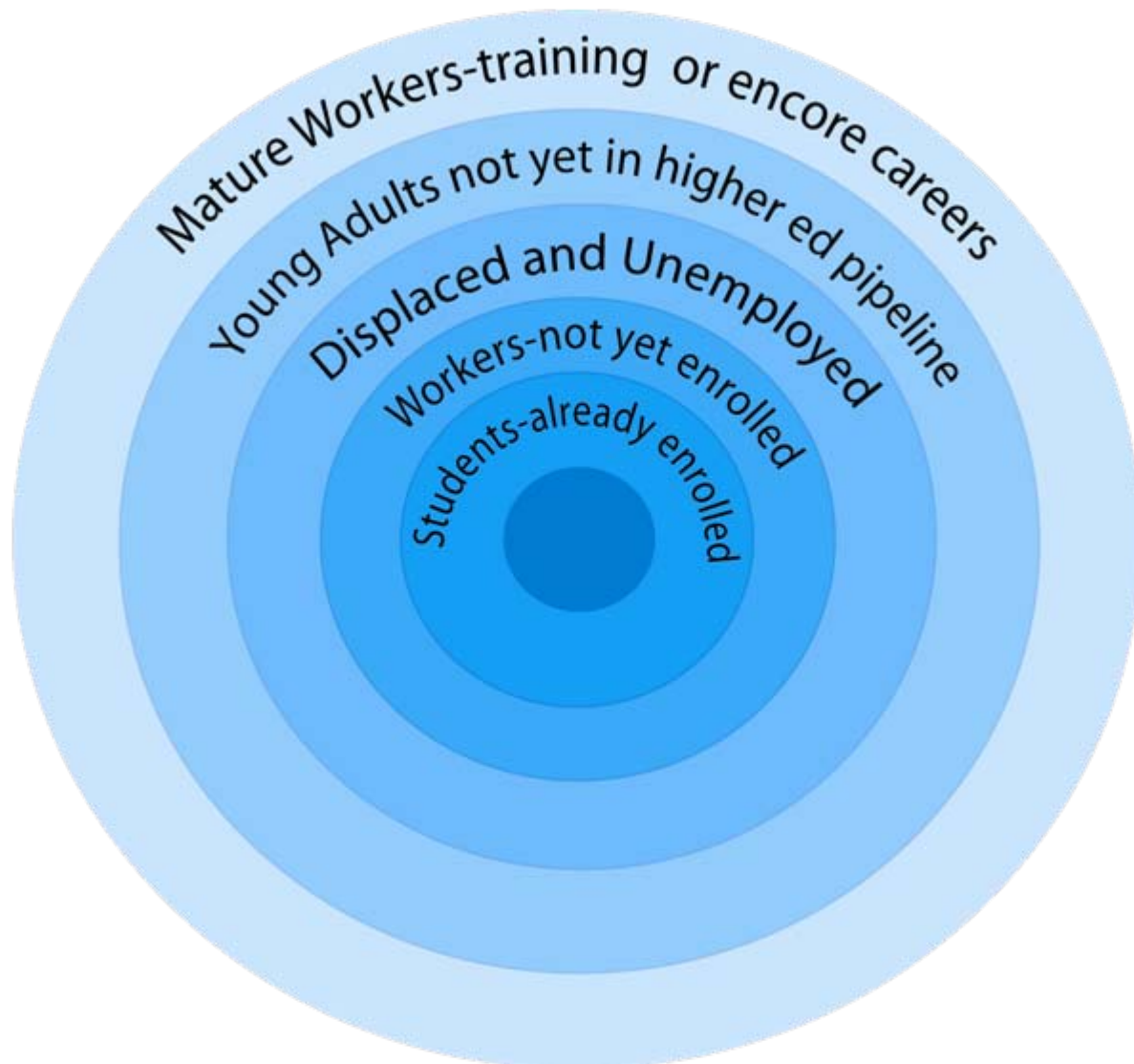
# Adult Learners CAEL Serves



- At the request of industry clients, established pipeline programs to attract young adults 16 and older into finishing high school and moving on to work and college



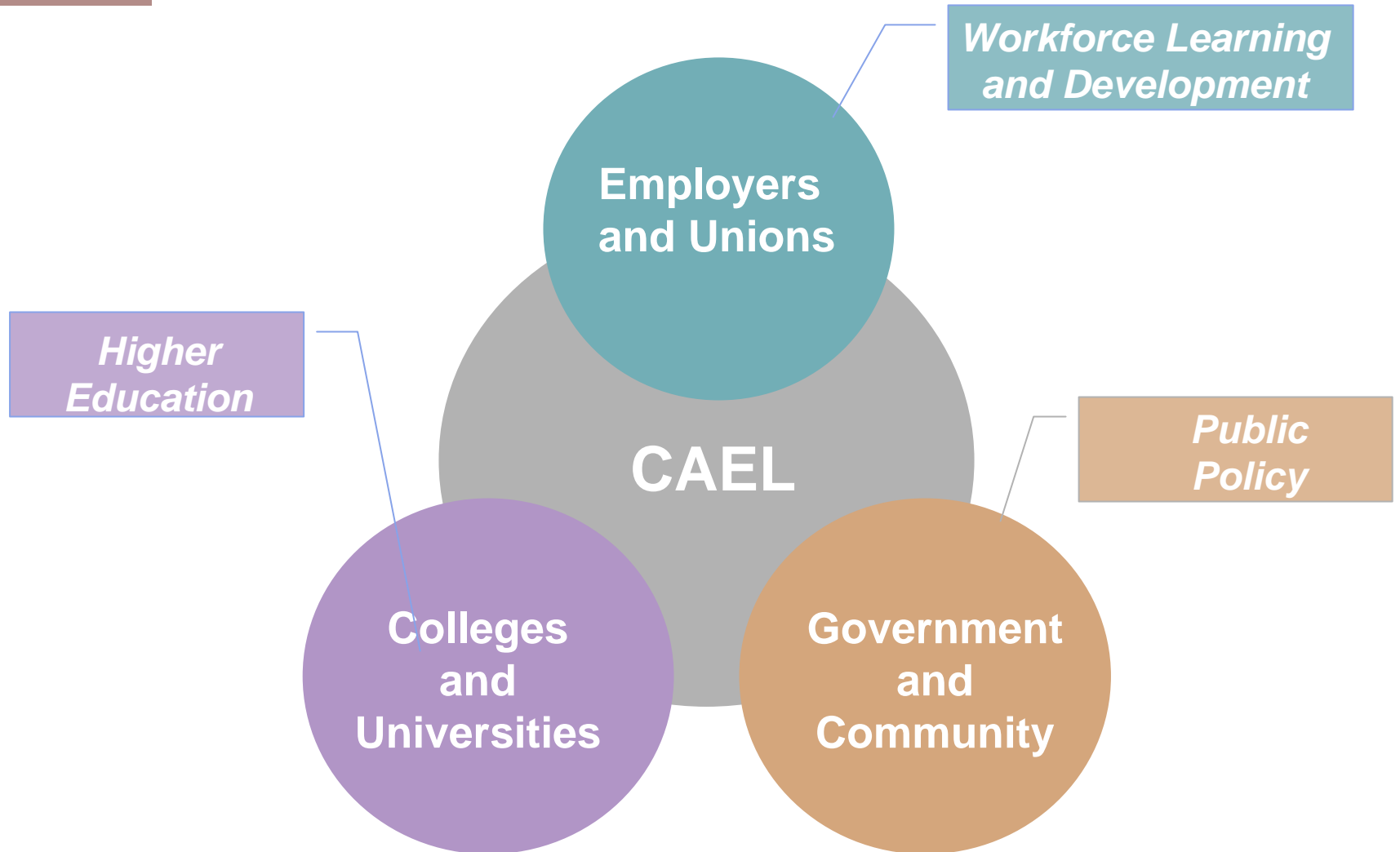
# Adult Learners CAEL Serves



- Since 2005, have created projects and surveys for maturing adults regarding retraining for “encore” careers and defining the forms of workplace flexibility these adults need



# CAEL's Unique Integrator Role





# Tackling the Affordability Issue

## Federal LiLA Bills

- S. 26 introduced by Senators Maria Cantwell (D-WA) and Olympia Snowe (R-ME)
- H.R. 2901 introduced by Rep. Thomas Allen (D-ME)

**Would create LiLAs for  
200,000 Adult Learners**





# Tackling the Affordability Issue

## Tuition Assistance Management

- Eligible employee population of 750,000
- Working to demonstrate the return on investment of tuition assistance programs in partnership with Bellevue University



# Credit for Prior Learning

- In our latest survey of college and university administrators, 66% accepted experiential learning assessments, compared to 55% ten years earlier.
- We have been monitoring state policies related to PLA, and we've found that more than half have at least one agency or entity that has instituted policies that support or encourage the adoption and use of prior learning assessment methods in higher education.



# Credentialing Work Readiness

- Based on interviews with human resource leaders of 400 companies, both high school graduates and an alarming percentage of college graduates received a poor report card regarding the skills employers consider essential in the workplace.
- **National Career Readiness Certificate** - documents a person's skill level on three of ACT's WorkKeys tests: Locating Information, Basic Reading and Math.



# Adult-Friendly Policies

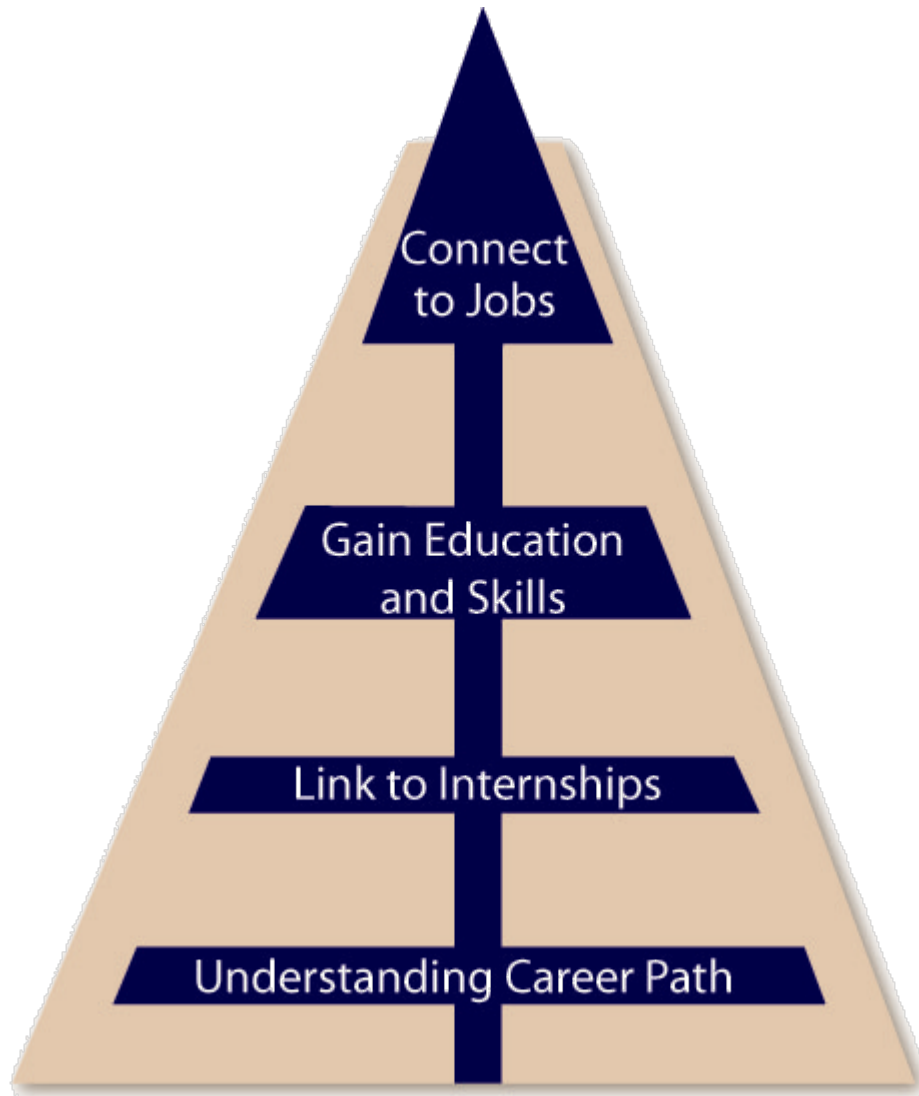
## Assess Colleges, Workplaces and State Policies

- Adult Learning Focused **Institutions** – 44 new
- Assessment process to determine learning-friendly **companies** – 3 cities
- Working with the NCHEMS to create a state-by-state comparison of adult learning performance—and to assess how adult learning friendly the **states'** policies are





# Building Career Pathways



- Both younger and older adults need a visible map and strategies for navigating the education needed for careers in a diverse array of industries