



## Presentation for CAEP

October 2020

# Speaker

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**Tamika Connor**  
Senior Vice President  
of Strategic Initiatives

*Tamika's background includes working at both public and private colleges, including East Carolina University, Stanford University, Santa Clara University, and at a number of California community colleges. Over the last 20 years her work has been dedicated to creating emancipated spaces for marginalized populations in our society. As an Educational Consultant, she worked as the Director for the Chabot/Las Positas Community College District—Mid Alameda County Adult Education Consortium and is a Student Services subject matter expert with the California Community Colleges Chancellor's Office for the Strategic Enrollment Management core team. As the Assistant Vice Chancellor of Enrollment Management at Peralta Colleges, she managed the central office enrollment services from pre-enrollment through completion.*

*In 2005, Tamika started her community college teaching career at DeAnza College as a part-time instructor in Intercultural Studies and History. This work lead to a tenured faculty position in the Division of Social Sciences at Laney College and as the Department Chair of Ethnic Studies.*

*Tamika has a strong background in building sustainable partnerships with higher education institutions, adult schools, community-based organizations, industries, and local government agencies. She is committed to innovation, equity, and scalability. Tamika is excited to leverage her experiences to create new ways to deliver programs and services to our diverse adult learners.*

# Our Mission

A woman with curly hair and a baby are sitting at a table, looking at a laptop screen. The woman is wearing a red shirt and the baby is wearing a pink and white striped shirt. The background is a blurred kitchen with warm lighting.

Calbright College increases economic mobility for working adults who lack easy access to traditional forms of higher education. We offer flexible, free skills-based programs that provide tangible economic value for both working adults and their future hiring managers.



# CALBRIGHT

COLLEGE

## What We're Building

An online college that focuses on  
getting people into jobs

## For Working Adults

A better way to prepare for  
and access higher paying jobs

## For Hiring Managers

A new way to find and keep  
qualified employees



# Who Are We Serving?



We strive to serve **unemployed** and **working poor** adults in low wage jobs with irregular hours. In 2017, nearly 2 million Californians age 25–64 were working but **still in poverty**.

The precariousness of **low-wage employment** limits these workers' time to search for better jobs, learn new skills, take classes or obtain credentials.

We serve those **underserved by higher education**; irregular work hours restrict access to education.

These populations are often **working parents** with restricted time and resources. We serve those who are juggling child care, distance learning, gig economy jobs, and elder care responsibilities, simultaneously.

# The COVID-19 Crisis and Response

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- Skilled workers are screened out of today's job market because they lack social capital.
- There are 8.4 million skilled workers without 4-year degrees in California's workforce. They make up 42.9% of the active workforce in the state in 2018.\*
- The employment crisis caused by the COVID-19 pandemic is hitting those without bachelor's degrees hardest. For Californians who are building skills through Calbright's competency-based education.



# Competency-Based Education

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**Competency-based education** (CBE) (also called proficiency-based or mastery-based learning) means learning based on knowledge and skills that are transparent and measurable. Progression is based on demonstrated mastery of what students are expected to know (knowledge) and be able to do (skills), rather than seat time.

## **Benefits:**

- Students have well-defined learning goals, with flexible pacing, and personalized just in time academic success coaching and support.
- If students have prior learning experience with a particular subject matter, they can progress through our curriculum more quickly. Also, if the subject matter is new, students have the ability to take more time to achieve mastery.

# Integrated Student Success Experience



## Welcome Services

- One-Stop Seamless Support
- Application and Onboarding Support
- Technical Support
- Support in reaching Calbright Faculty and Support Team

## Academic Advising

- Student Education Planning (including transfer options)
- Help students select a program pathway

## Success Coaching

- Personalized support to help students keep on track to achieve their goals
- Data informed Integrated touch points with SME faculty

## Student Engagement & Career Services

- Webinars for Peer-to-Peer Interactions
- Career Development & Preparation
- Alumni Support

## Student Support Services

- Accessibility Services
- Wellness Services
- Veterans Services
- DACA/Dreamers

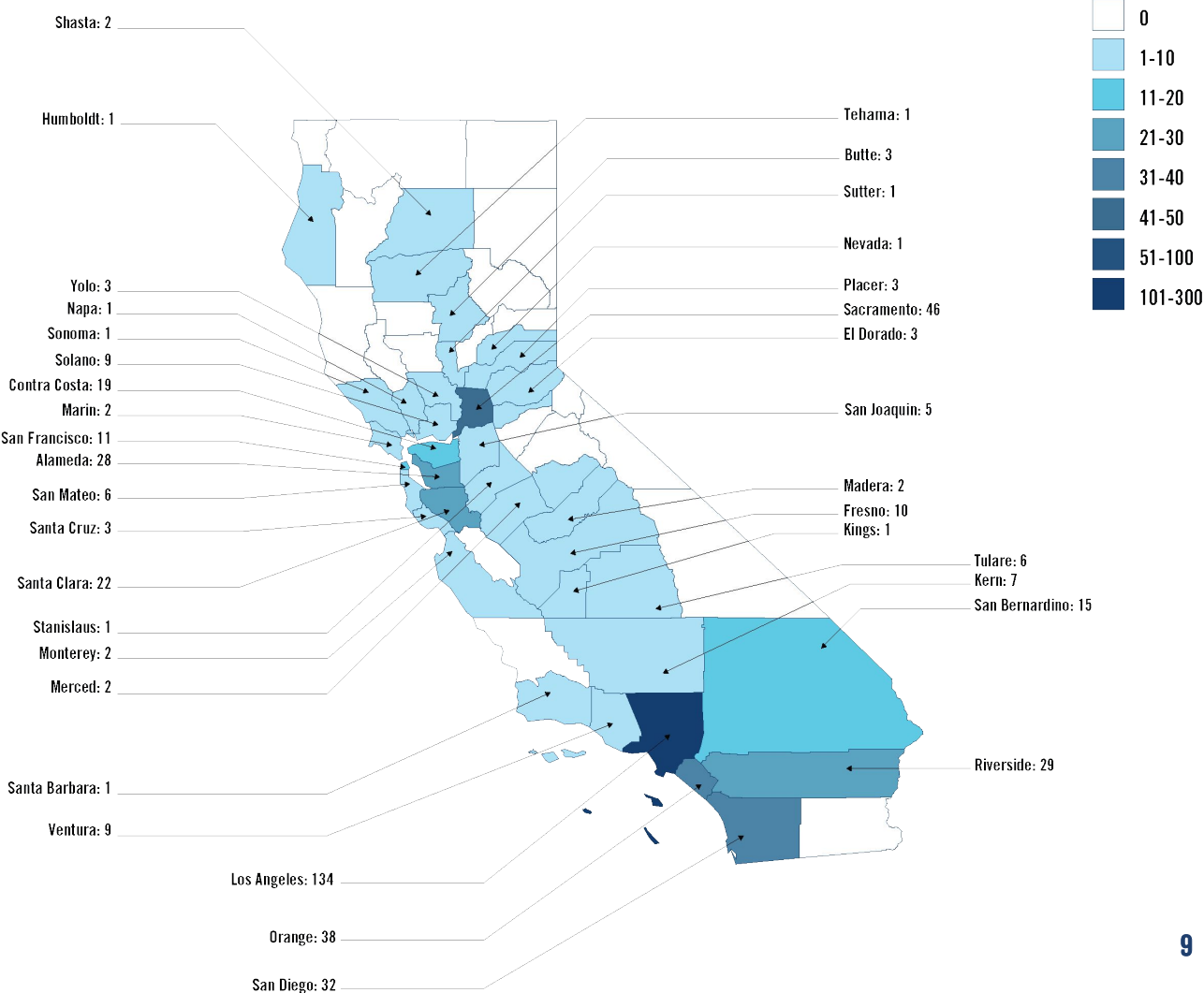
## Admissions & Records

- Enrollment Verification
- Student Compliance
- Title IX
- Title V
- FERPA
- Student Records
- Transcripts
- Certificate Awards



# Beta Cohort Geographics

65%  
of our learners  
live in rural  
areas





## Innovation for the CCC System

In addition to serving our non-traditional adult learners, **partnering with sister colleges** across the CCC system is pivotal to extending our reach into communities that have been previously underserved, especially in an online environment.

**Help us meet students where they are.**

We're building our college to address **equity gaps** – meeting students where they are regardless of life circumstances, and **connecting** with those who are trapped between **education** and fulfilling **careers** through research and development. We are not meant to be an island unto ourselves – we are meant to be a specifically-focused but complimentary part of the system.

# Highlights: Calbright R&D Priorities

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- Equity-based enhanced technological solutions and innovations
- Investment in better information with employer networks
- Partnerships to connect Competency Based Education with CCCs program pathways

# Partnership Opportunities

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Calbright is aligning our efforts with the broader goals outlined in the California Community Colleges system's Vision for Success, and other strategic visions outlined by the Board of Governors, holding Calbright accountable for its students' outcomes and ensuring improved data collection on employment outcomes.

Calbright is looking to create purposeful partnerships with Strong Workforce Programs regional consortia, and adult education regional consortia to leverage the existing career technical education in the state.

Calbright offers working adults additional access to affordable, quality higher education opportunities with labor market value, especially industry-valued credentials based on competencies leading to employment, earnings gain, or upward mobility in the workplace, and not just courses leading to degrees and certificates.



# Partnerships with Sister Colleges

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- Leveraging Tri-City Adult Education regional consortium infrastructure (including the American Jobs Center of California at Rancho Dominguez and EDD colleagues) this partnership will serve as a hub for adult education students transitioning into Compton College, students enrolled in an online program at Compton College, and/or students enrolled at Calbright.
- This partnership will provision CBE professional development for faculty/staff, and extend Strut LMS licensing agreements to further develop tier II and III program pathway offerings from both institutions.
- Additionally, this agreement includes the Opportunity@Work's marketplace platform which aligns training providers, job seekers, and employers.
- The partnership includes mapping Calbright's skills-based certificates of competency with Compton College's programs to ensure that adult learners who successfully train in *medical coding for professionals*, *information technology*, and *cybersecurity* will have connecting points to advanced educational institutions.



# Calbright and Bakersfield College's Badging Initiative

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**Calbright and Bakersfield are partnering on a pilot to advance skills-based badging by developing:**

- A model and process for use at scale, of a shared ecosystem of skills-based badging using stackable micro-digital credentials, representing discrete competencies and skills that may cross multiple disciplines for articulation.
- A quality framework for articulating non-credit, skills-based competencies outcomes into micro credentials unit equivalencies.

# Connections to the CCC System and Foundation

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## Calbright's support in the Future of Work and Learning Initiative (FWLI)

- Umbrella effort to support ongoing efforts of California Community Colleges to adopt more adaptable education approaches that:
  - Strengthen connections between learning and work
  - Increase capacity to more rapidly respond to needs of students and employers
  - Help close racial, economic, and social equity gaps
- 2 Funded Projects (to date)
  - Future of Work Capacity Building Project, *James Irvine Foundation*
  - Employer Engagement 2.0, *Lumina Foundation for Education*

# Thank you

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