



CAN TECHNOLOGY HELP US GET FUTURE-READY?

COMMUNITY LEADERS SAY ONLINE COLLEGE CAN PREPARE STUDENTS AND WORKERS FOR THE FUTURE

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Future of Work MeetUps

TOP RECOMMENDATIONS¹

“As our businesses change because of technology, we need to be able to respond accordingly. The governor’s proposal is an encouraging effort to provide much-needed support and training opportunities for those currently working in or interested in small business.”

Julian Canete, California Hispanic Chambers of Commerce

- 1 High-support student experience.** A comprehensive support infrastructure is key to make sure the online college is culturally appropriate, incorporates faculty interaction, creates social networks and provides significant onboarding support for those non-digital natives – a substantial portion of the target population.
 - 2 Access to technology and equipment, including broadband.** Students and workers must have access to technology and reliable internet for this to be effective. Many leaders recommended the colleges partner with community organizations (e.g., libraries, high schools, co-working spaces, mobile labs) to make sure the services are readily available and included as part of the tuition (no additional cost).
 - 3 Cultural adeptness.** Out of the 2.5 million stranded working adults², 49 percent are from Spanish-speaking households and struggle to access traditional higher education. Support services, access to technology, multilingual infrastructure and community awareness of the online college will be essential.
 - 4 Relevancy and efficiency.** Many stranded workers are between the age of 35 and 65 and have a high school diploma, but no college degree. Older working adults will require enhanced support to learn in an online infrastructure, flexible scheduling and employer-verified skill-based programs that can be completed quickly and offer more immediate post-credential employment.
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“The all-online community college is great for someone like me. I am currently working toward a graduate degree through an all-online program and teaching an adult education class that is computer-based.”

Oscar Guajardo, Santa Rosa Junior College

1. For the full list of recommendations, see Appendix A. 2. For background on the stranded worker, see Appendix B.

Table 1: Worker Perceptions of Barriers to Further Education

Extent to which select barriers impact the pursuit of further education

Barriers	Not a barrier at all	Somewhat of a barrier	A major barrier	Number of responses
Tuition/fees not affordable	12%	44%	43%	97
Class times not convenient	17%	45%	38%	97
School location not convenient	33%	41%	26%	97
Transportation a problem	63%	28%	9%	97
Classes conflicted with family responsibilities	40%	33%	27%	96
Child care difficult to secure	70%	20%	10%	96
Defaulted on past student loans	81%	10%	8%	96
Could not maintain acceptable grades	83%	16%	1%	95
Did not see benefit of additional education for current or future role at the company	64%	30%	6%	95

Source: California Future of Work Employee Survey

*Not all rows total to 100% due to rounding

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 "The online college, the system's 115th college, can be an access point to opportunity for so many Californians."

Gurminder Sangha, California Community Colleges

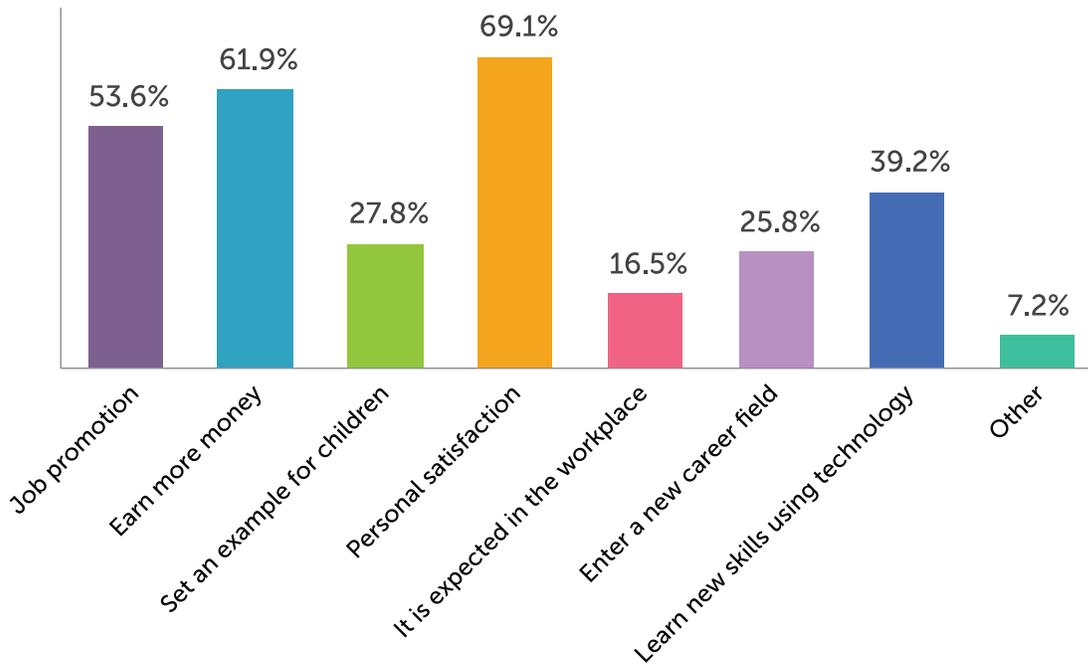
Table 2: Worker Requests to Employers for Support

What employers/organizations could provide to help employees pursue their educational goals

How employer can help	Percentage who said this would help
Tuition reimbursement	70%
Flexible work schedule	80%
Knowing which degree/credential would help advance career	50%
Financial aid for books, lab fees, commuting costs, etc.	47%
Computer skills training	26%
Mentoring program with employees who have completed their degrees/certificates	34%
Networking opportunities with other employees who are enrolled in school	30%
More opportunities to learn online	47%
Opportunities in the work week to practice new skills	36%
Onsite classes that earn college credit	34%
Graduation recognition	21%
Online classes	37%
Other write-in: - On-site child care center (1) - Tutoring in focused tech area (1) - Shadowing (1)	4%

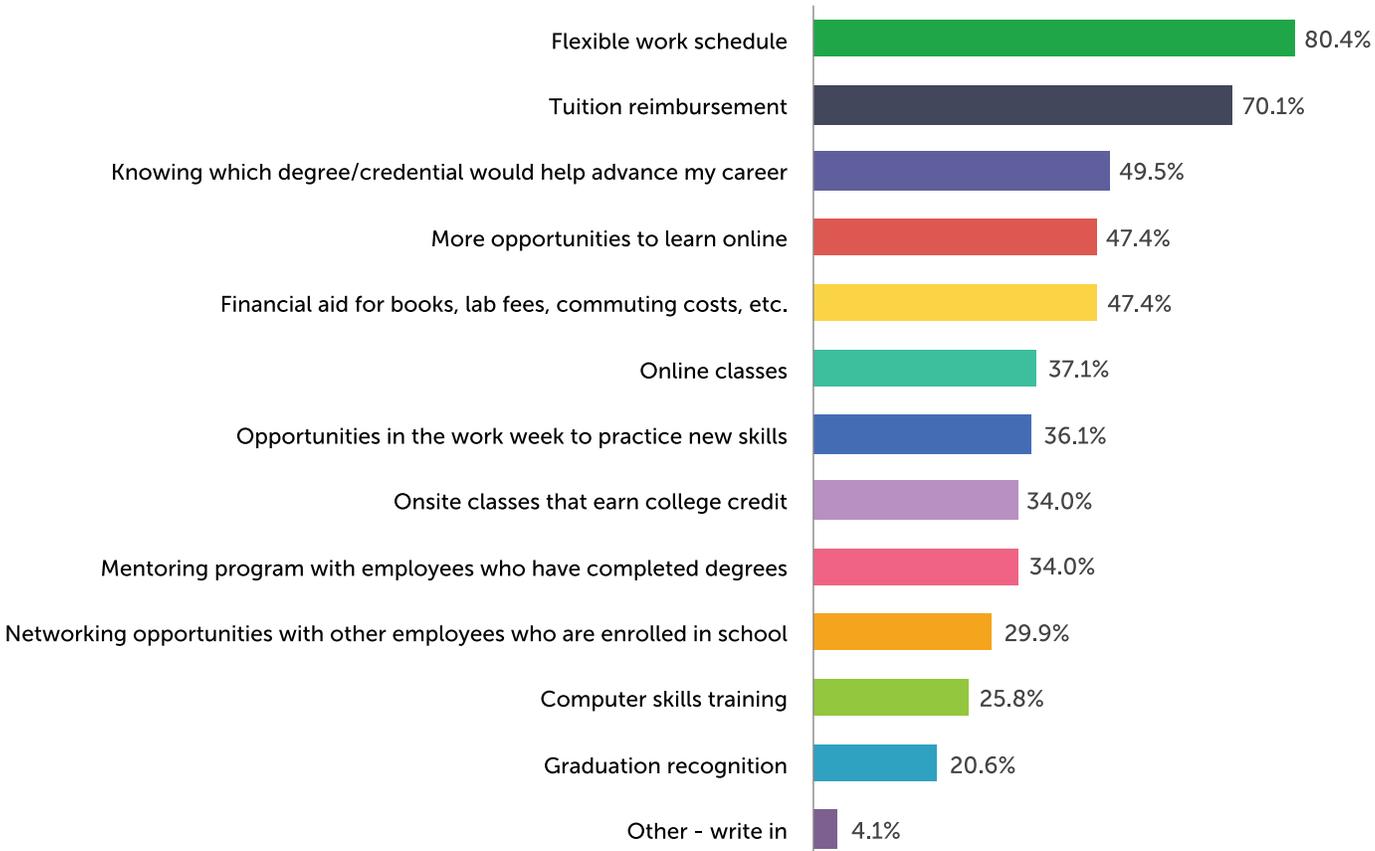
Source: California Future of Work Employee Survey

What reasons would be important for you to earn a college degree, certificate or obtain new skills? Check all that apply.



"Other" Responses	Count
Attend Law School	1
Potentially all of the above, AND, open new possibilities!	1
Stay up to date	1
To grow personally and professionally. To gain skills, knowledge and experiences that could be valuable in the workplace and beyond.	1
Credentials required for that field of work	1
Obtain a specific job	1
To have a more labor-market-relevant degree	1

What could your employer and/or regional organization provide to help you pursue your educational goals (in the form of a degree, certificate or new skills)? Choose all that apply.



"Other" Responses	Count
A child care center on site	1
Employer is a cost-cutter, does not pay for training	1
Specific tutoring in focused tech area	1
Shadowing	1