



# Developing a Diverse and Thriving Expanded Learning Workforce

## Recommendations for Action

Between April and December 2019, a multi-sector committee of stakeholders from Expanded Learning, higher education, and workforce development convened to develop a comprehensive set of recommendations to support and advance a thriving Expanded Learning workforce. Supported by the California Department of Education Expanded Learning Division, the recommendations developed through this process consider the evolving landscape of achieving quality programs through adult capacity building, promising but limited models of higher education partnerships, and challenges of insufficient data to define, understand, and intentionally design professional development and workforce pathways.

### THE RECOMMENDATIONS PROVIDE OPPORTUNITIES FOR:

- building cross-sector partnerships
- expanding support and funding for the field
- aligning with local, state, and national priorities around higher education, workforce, and economic development
- bridging new research on the science of learning and development with practice



### 1. Increase funding and influence policy to support development of a stable, well-trained Expanded Learning workforce to ensure quality Expanded Learning programs

- Convene a multi-sector workforce workgroup and secure funding to implement ideas developed in the process.
- Develop a state policy and funding agenda to expand teacher pathway initiatives that utilize employment in Expanded Learning as a key component.
- Identify and access state funding to increase support and professional development for youth serving fields.
- Support amendments to the federal Higher Education Act that support development and expansion of the Expanded Learning workforce.
- Build a unified and civically engaged workforce to increase support for Expanded Learning professionals.
- Actively engage in the effort to get a complete count for the 2020 Census.



## 2. Develop a data collection system that informs initial and ongoing work related to workforce development

- Create a framework for positions in the Expanded Learning field.
- Understand the profile of the current workforce.
- Provide guidance to the Expanded Learning field on effective uses of workforce data.
- Develop a sustainable data collection protocol and schedule to understand changing needs of the workforce and ensure alignment to Standard Occupational Classification codes.
- Analyze data to identify adjacent fields that employ workers with relevant knowledge, skills, and abilities needed in Expanded Learning.



## 3. Address barriers to economic mobility and success to ensure the Expanded Learning workforce is reflective of California's diverse children and youth

- Develop and implement an earn and learn model that will promote career advancement and economic mobility for low-income people and/or people of color.
- Provide the field with tools and resources to understand, explore, and dismantle equity barriers in organizational practices, policies, and procedures.
- Position the Expanded Learning field as an industry that promotes racial and economic justice by employing and supporting a diverse workforce.



## 4. Strengthen career pathways and professional development for the Expanded Learning workforce

- Articulate a philosophy of the Expanded Learning workforce.
- Identify entry points into Expanded Learning career pathways and career progression within the field.
- Identify career pathway offramps from Expanded Learning into education and non-education sectors.
- Disseminate career development information and resources to Expanded Learning Site Coordinators.
- Identify, motivate, and educate current and potential staff about the full scope of career opportunities within Expanded Learning and education.



## 5. Incentivize and attract a diverse Expanded Learning workforce through a flexible and accessible college-credit system

- Explore and promote post-secondary coursework and certificates, partnership models, and professional development offerings.
- Develop and disseminate a how-to manual to offer wrap-around services that support the adult workforce in increasing their degree and/or certificate attainment.
- Provide guidance to Expanded Learning providers on best practices to recognize and incentivize college-credit completion, education, training, and staff experience.

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The California Department of Education Expanded Learning Division partnered with the Foundation for California Community Colleges Workforce Development department to provide coordination and strategic advising to the committee and the recommendation development process.