Micro-pathways: A Gateway to Community College Transformation
Rules of Engagement

● Use the **Chat box to introduce yourself** and engage with fellow attendees
  ○ Education Design Lab staff are standing by to add insights

● Use the **Q+A feature to ask panelists questions**
  ○ *Panelists may not have time to answer all questions live, but the Lab team will follow up with you after the webinar!*

● **Take breaks** as needed

● Join the conversation live on Twitter at @eddesignlab with #Micropathways

● Resources + the webinar recording will be sent to all registrants next week

#Micropathways
# Today’s Agenda: Elevate

<table>
<thead>
<tr>
<th>Time (EST)</th>
<th>Session</th>
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<tbody>
<tr>
<td>12:00 PM</td>
<td>Welcome &amp; Introductions from Education Design Lab</td>
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<tr>
<td>12:15 PM</td>
<td>Panel Discussion: Why This? Why Now?</td>
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<td>01:00 PM</td>
<td>Transformation by Design</td>
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<tr>
<td>02:05 PM</td>
<td>Fireside Chat with Higher Education Leaders + Reflections</td>
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<tr>
<td>02:55 PM</td>
<td>Closing Remarks</td>
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#Micropathways
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>Kathleen deLaski</td>
<td>Founder + CEO</td>
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<tr>
<td>Bill Hughes</td>
<td>President</td>
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<tr>
<td>Dr. Lisa Larson</td>
<td>Head of Community College Growth Engine Fund</td>
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<tr>
<td>Kevin Stump</td>
<td>Sr. Director of Impact, Evaluation, and Thought Leadership</td>
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<tr>
<td>Binh Thuy Do</td>
<td>Sr. Director, Design and Lab Culture</td>
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<tr>
<td>Valerie Taylor</td>
<td>CCGEF Innovation Coach</td>
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<tr>
<td>Dr. Sara Lundquist</td>
<td>CCGEF CUNY Innovation Coach</td>
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<tr>
<td>Katya Nekrasova</td>
<td>Senior Education Designer</td>
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<tr>
<td>Elisabeth Fellowes</td>
<td>Education Designer</td>
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<tr>
<td>Andrea Flores</td>
<td>Education Designer</td>
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<tr>
<td>Stephanie Seagle</td>
<td>Communications + Brand Manager</td>
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<tr>
<td>Nishita Chheda</td>
<td>Associate Designer, Visual Design + Impact</td>
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#Micropathways
About the Lab
We co-design, test, and build new models and approaches to better address program affordability, relevance, portability, and visibility in a rapidly changing knowledge economy.

#Micropathways
Designing Postsecondary Education with Learners

Who are the learners we primarily work with?

- Frontline Workers
- Transfer Students
- Single Parents
- Non-degreed Adults
- First-generation Students
- Underinvested Communities
The Journey

1000 Learner and Employer Voices Pointed Toward This Model

What They Were Asking For:

- Learners need shorter, flexible, portable pathways focused on getting living wage jobs
- Employers need a trusted, affordable, responsive partner to solve the skills gap
- Colleges needed a new calling, degrees and transfers were not sustaining the model

#Micropathways
Together, We Must Demonstrate Two Proof Points:

1. Community colleges can be drivers of employment solutions.
2. Employers and learner/earners will see that value proposition.
Together, We Must Demonstrate Three Proof Points:

1. Community colleges can be drivers of employment solutions.
2. Employers and learner/earners will see that value proposition.
3. Designing new credentials can be a “gateway” to broader transformation for colleges.

#Micropathways
1 Year In...

30+ Micro-Pathways Across 11 Colleges

Groups Engaged

- 93 Learners Co-Designing
- 45 Employers Co-Designing
- 16 Advisory Council Members
- 15+ Diverse Investor Partners

Sustainable Partnerships

- 22 Design Channels
- Adult Learner Marketing Muscle
- Data Collaborative Formed
- Evaluation System Developed

Results So Far

- 144 Total Credentials
- 43 21st Century Micro-credentials
- 1200 Learners
- 6+ Industry Sectors
- 10+ Guides + Playbooks

#Micropathways

Education Design Lab
Thank You Investor Partners

*Invested directly in CUNY
Innovation is usually more successful when you **build from your strengths.** What existing strengths could you leverage to design #Micropathways?
Community College Growth Engine Fund

Micro-pathways: A Gateway to Community College Transformation

Design Insights – an Education Design Lab publication series

January 2022
Version 1.0

#Micropathways
How might we design equitable and accessible micro-pathways toward high-growth careers endorsed by employers and visible to learners moving from post-secondary education into the workforce?
Community College Growth Engine Fund
Cohort 1

1. Seattle Colleges
   Seattle, Washington

2. The City University of New York
   New York City, New York

3. Prince George’s Community College
   Largo, Maryland

4. Ivy Tech Community College
   Indianapolis, Indiana

5. Austin Community College
   Austin, Texas

6. Pima Community College
   Tucson, Arizona
Defining Micro-pathways

In this new time, we need a new class of credential that is more aligned to the market, designed for learner needs, and faster than traditional offerings...

Micro-pathways:
Two or more stackable credentials that integrate 21st Century skills and can be packaged as a validated market signal connecting learners to employment in high growth careers.
Design Criteria

In order to meet the needs of New Majority Learners and employers, micro-pathways must:

- Include **two or more credentials** that are stackable, portable, + track toward a degree
- Align to dynamic regional labor market employment + wage data
- Be employer-initiated + validated
- Be completed in **one year or less**
- Be offered in a **flexible delivery format**
- Be **affordable**
- Be digitally discoverable
- Integrate technical + **21st Century skills**
The Lab’s 21st Century Skills Microcredentials

- Initiative
- Collaboration
- Creative Problem-Solving
- Resilience
- Critical Thinking
- Intercultural Fluency
- Empathy
- Oral Communication
- Self-Directed Learning

#Micropathways

Education Design Lab
Ivy Tech Community College’s Smart Manufacturing Digital Integration Certificate

A Micro-Pathway to Become an Electro/Mechanical Manufacturing Technician

**CREDENTIALS EARNED**
- 4 months, full-time/part-time
- Offered in both noncredit + credit
- 6 credits apply to higher Credentials
- Validated by regional employers including:
  - Norco Industries
  - Lippert Component
  - ITAMCO

**FUTURE GROWTH OPPORTUNITIES**
- Digital Manufacturing Technician/Engineer
  - Wage: $36.69/hr
- Digital Manufacturing Technician
  - Wage: $26/hr
- A.A.S Degree in Smart Manufacturing Digital Integration

**CONTINUED LEARNING**
- Smart Manufacturing Digital Integration Technical Certificate

**LEGEND**
- 2+ Stackable Credentials
- 21st Century Skills
- Technical Skills
- Work Based Learning
- 2nd Century Skills
- Digital Micro-Credential
- Direct Entry into Workforce
- Continued Learning and Upskilling Opportunities
<table>
<thead>
<tr>
<th>Micro-pathway Sectors + Occupations</th>
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<tbody>
<tr>
<td><strong>Allied Health</strong></td>
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<tr>
<td>EMT</td>
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<tr>
<td>Healthcare Technician</td>
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<tr>
<td>Community Health Worker</td>
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<td>Health Coach</td>
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<td><strong>Business + Hospitality</strong></td>
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<tr>
<td>Hospitality Leadership</td>
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<tr>
<td>Business Office Technology (Admin. Assistant)</td>
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<td>Project + People Management</td>
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<td><strong>Information Technology</strong></td>
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<tr>
<td>AWS Cloud Computing</td>
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<td>EPIC Associate</td>
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<tr>
<td>IT Support Specialist</td>
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<td>Broadband Technician</td>
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<td>Cybersecurity</td>
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<td>Extended Reality</td>
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<tr>
<td>Software Engineering</td>
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<tr>
<td>+ Cloud Computing</td>
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<tr>
<td>Cloud Associate</td>
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<tr>
<td>Data Analytics</td>
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<tr>
<td>User Experience</td>
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<td><strong>Adv. Manufacturing + Supply Chain</strong></td>
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<tr>
<td>Production Technician</td>
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<tr>
<td>Digital Manufacturing Technician</td>
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<tr>
<td>Automated Industrial Technology</td>
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<tr>
<td><strong>Construction + Automotive</strong></td>
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<tr>
<td>Automotive Technology</td>
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<tr>
<td>Building &amp; Construction: HVAC, Electrical, Plumbing &amp; Carpentry</td>
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<tr>
<td>Residential Construction</td>
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#Micropathways
Welcome Cohort 2!

1. Bunker Hill Community College
   Boston, Massachusetts

2. Community College of Philadelphia
   Philadelphia, Pennsylvania

3. Colorado Community College System
   Denver, Colorado

4. Maricopa Community Colleges
   Tempe, Arizona

#Micropathways

Education Design Lab
Scaling CCGEF Resources

We have witnessed the ability of this process to serve as a “gateway” for community college transformation:

- Stackable Program Design
- Employer Engagement
- Marketing to New Majority Learners
- Non-credit to Credit
- Data
Panel Discussion: Why Now? Why This?
Led by Dr. Lisa Larson

DR. SHOUAN PAN  
Chancellor, Seattle Colleges

CAROLYNN LEE  
Senior Program Officer, Ascendium

COURTENAY GEBHARDT  
Founder, Blue Sound Construction

#Micropathways
What obstacles might be in the way of designing #Micropathways?
Design Criteria:

Includes two or more credentials that are stackable, portable, and track towards a degree

DR. STACY TOWNSLEY
Vice President, Adult Strategy + Statewide Partnerships,
Ivy Tech Community College

#Micropathways
Transformation and integration of previously siloed functions takes time.

All but one micro-pathway are new programs and include new credentials

- One micro-pathway starts in noncredit and concludes in credit
- Other micro-pathways are developing noncredit options

Local campuses are committed to closing the gap between noncredit + credit

- System’s Office developed a toolkit to support the campuses
- Campuses are exploring the Learner Journey and innovating their processes
Design Criteria:

Micro-pathways lead to in-demand median wage occupations.
Internships and work-based learning opportunities create the most powerful off-ramps to jobs.

LaGuardia’s Data Analytics and Community Health Worker feature significant work-based learning for all students and supports upskilling for those already working in the industry.

- Community Health Worker learners complete internships
  - Highlights of how the internship model works for students and employers

- Data Analytics students undertake a work-based project
  - This supports the advancement of incumbent workers
Design Criteria:

Micro-pathways are employer initiated and validated.
Nothing substitutes for early and continued employer engagement.

The early and continued engagement of employer partners maximizes the workforce relevance of training programs & increases completer uptake to regional jobs.

- The T-Profile tool helped to transform employer relationships at Kingsborough
- Examples of how this strategy strengthened the program and is being applied to other areas at Kingsborough Community College
- Insights on sustaining the engagement moving forward and lessons learned in the process
Can be completed in one year or less;
Offered in a flexible delivery format;
Affordable cost.
The learner is the fulcrum on which all else should pivot.

Pima Community College formalized an access point for adult learners that minimizes barriers (universal access + universal design)

- Learners co-enroll w/ the local workforce system
- They are supported by Corporate + Community Navigators
- Learners are together in the same classes regardless of access point
- Completed courses articulate to credit and will be waiting for learners in “escrow”
Design Criteria:

Can be completed in one year or less;
Offered in a flexible delivery format
Use a phased approach. Start with something manageable, develop a set of replicable processes, then scale over time.

Prince George’s Community College is using micro-pathways to transition to Competency Based Education (CBE) across the college:

- Step 1: Get buy-in internally across departments + externally w/ partners
- Step 2: Provide professional development + support to faculty
- Step 3: Gradually convert course modules to a CBE approach, timed so they are ready for learners to progress
Micro-pathway skills and competencies are digitally discoverable.

Design Criteria:

DR. DONNA MCLEAN-GRANT
Assistant Director, Workforce Development, Borough of Manhattan Community College, CUNY

MEGHAN WILLIAMS, M.A.
EMS Program Director & Assistant Professor, Borough of Manhattan Community College, CUNY
Meaningful context transforms the learning experience for students.

- The Emergency Medical Technician micro-pathway at BMCC is an intersegmental training program that begins in the final year of high school
- 21st Century Skills are essential to many kinds of academic & professional success
- How and why we contextualized the Problem Solving, Empathy & Critical Thinking curriculum
- Impact beyond the program at the college today and in the future
What has inspired you so far today about the potential of #Micropathways?
Fireside Chat: Gateway to Transformation
Moderated by Kathleen deLaski

LEE LAMBERT, J.D.
Chancellor,
Pima Community College

DR. SUE ELLSPERMANN
President,
Ivy Tech Community College

DR. RUFUS GLASPER
President + CEO,
The League for Innovation in the Community College

#Micropathways
What’s Next for the Fund?

- Micro-pathway models are available now
- Data Collaborative Partnership is underway
- Design sessions starting soon to scale, adopt, activate
- Chancellors/Presidents Forum will continue to scale transformation impact
Thank You!

To learn more about the Community College Growth Engine Fund, please visit eddesignlab.org

- CCGEF Insights Brief
- ccgef@eddesignlab.org
- @eddesignlab #micropathways