

Connecting Adults to Success: Evaluation of Career Navigator Training

The U.S. Department of Education is sponsoring a new, exciting study to examine whether training for career navigators increases adult learners' further education, employment, and earnings.



You may be eligible! We are recruiting adult education providers to participate in this important study. If your program participates, you will **receive, for free, a nationally recognized training** for your staff who provide career navigation services. These services can include helping learners explore their career interests, understand potential career pathways, develop their career plans, and access services to ensure their success.

If you participate, adult learners in your program may benefit from the training provided to your staff. Through this study, career navigators or staff with similar roles will receive training designed to further develop the knowledge and skills they use in their work with adult learners. The training will focus on how to support adult learners as they plan for their future and transition to further education or to the workforce. As a result of the training, career navigators may provide adult learners with enhanced career guidance and support that, in turn, should help adult learners achieve their education and career goals.



Who can participate in the study?



Providers are eligible to participate if their adult education program:

- Receives funding from the federal Adult Education and Family Literacy Act (AEFLA)
- Has at least one dedicated career navigator (or similar role) who meets one-on-one with learners to support their career goals
- Does not offer training for career navigators that is similar to the training offered by the study
- Provides career navigation services to at least 200 adult learners per year

The study team will work with you to determine whether you are eligible.

When would career navigators receive the free training?



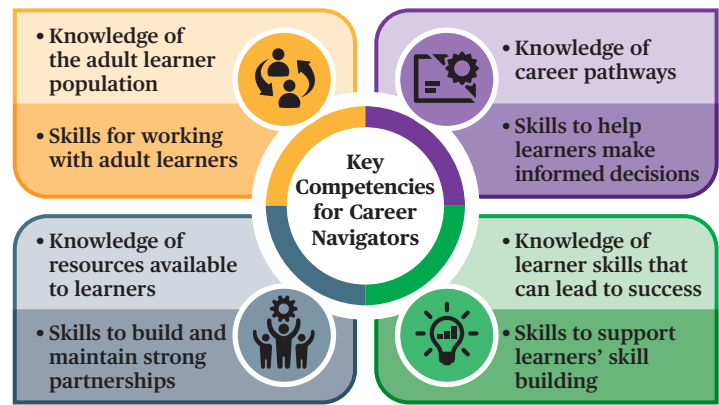
In summer 2022, all participating adult education providers will enter a lottery to determine when their career navigators will receive training:

- Half of the providers will receive the career navigator training in late summer 2022
- The other half of the providers will continue to provide their normal supports to their career navigators, and their career navigators will be offered the training in fall 2024

Meet the training organizations

Two nationally recognized organizations will provide the trainings for the study. Participating providers will indicate if they have a preference for one of the trainings based on their program’s needs, and the study will try to accommodate their preferences.

Both trainings will support career navigators in building knowledge and skills in **four key competency areas** (see the figure at right).



National Career Development Association (NCDA)



NCDA’s Facilitating Career Development training blends live interactive components with independent work and real-time applications. Trainees who complete this approximately 120-hour, 12- to 15-week course are eligible to apply for the Certified Career Services Provider credential.

National College Transition Network (NCTN) at World Education, Inc.



NCTN’s Navigating Pathways to Opportunity course involves independent work and interactive online discussion boards. Through the approximately 24-hour, 6-week course, trainees create a Navigator Program Plan that they can use to help their learners develop career plans. All trainees take the prerequisite 3-hour, self-paced course, Finding True North.

Both trainings offer opportunities for navigators to engage in peer learning with colleagues from other adult education providers and receive certificates of completion.

What are the responsibilities for providers that participate?



To minimize the burden on participating providers, the study will rely on existing data sources as much as possible. However, the study team will ask providers to collect some key information in order to study the career navigator training.

All participating providers will:

- Have their program director complete an interview in late summer 2022
- Administer a study consent and enrollment form to learners enrolling in classes that begin in January 2023
- Have career navigators complete (1) a short survey in late summer 2022 and (2) logs of their meetings with learners during the study
- Provide the study with program data, such as learner assessment and course persistence data

Providers selected to receive the training in 2022 will also work with the study team to (1) provide cost information related to the training and (2) ensure that their career navigators participate in the training and complete a short end-of-training survey.

To learn more and get involved, please contact Linda Rosenberg at AdultEdStudy@mathematica-mpr.com.