

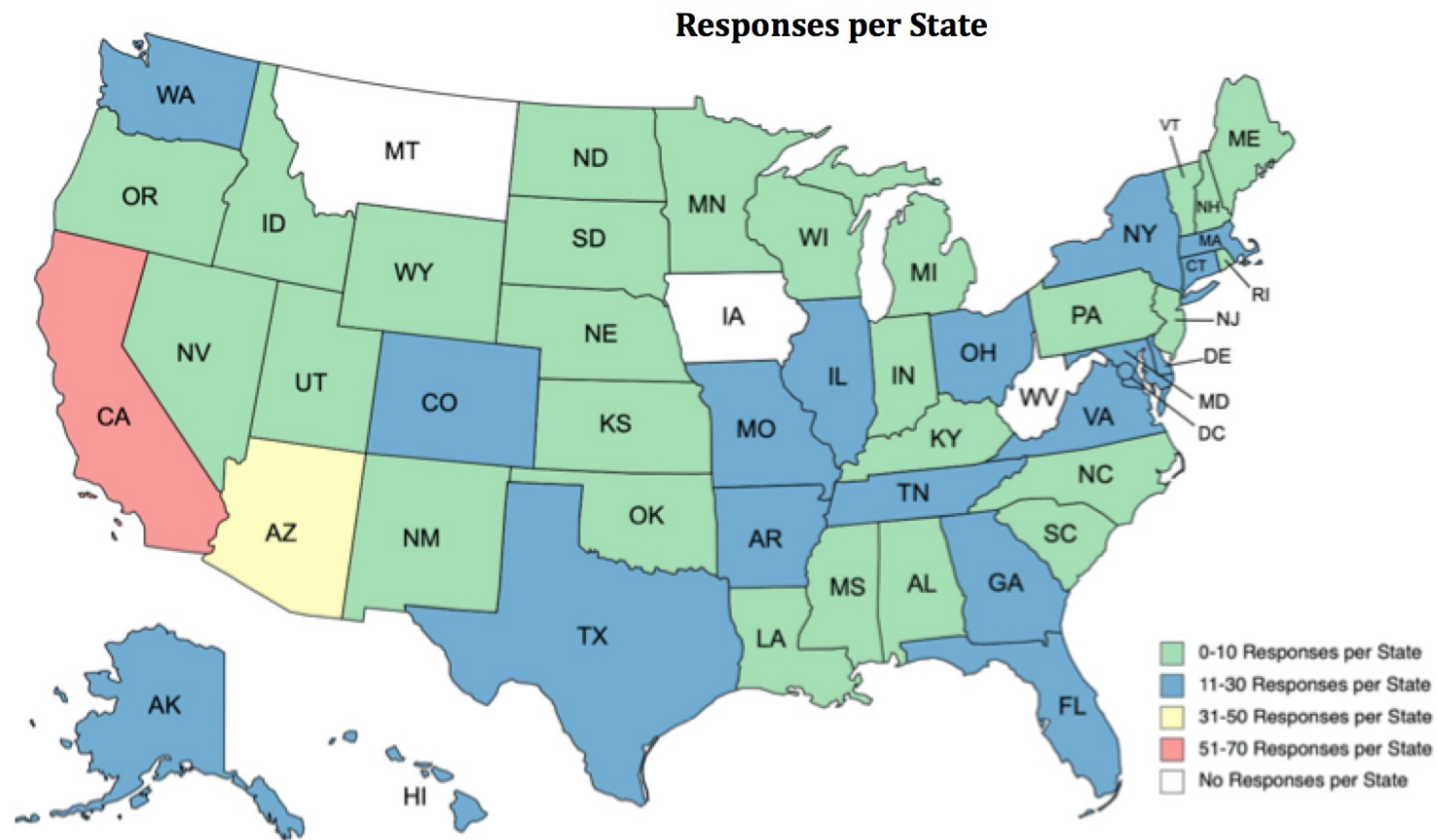
Diploma

Employer Perceptions of the High School Equivalency

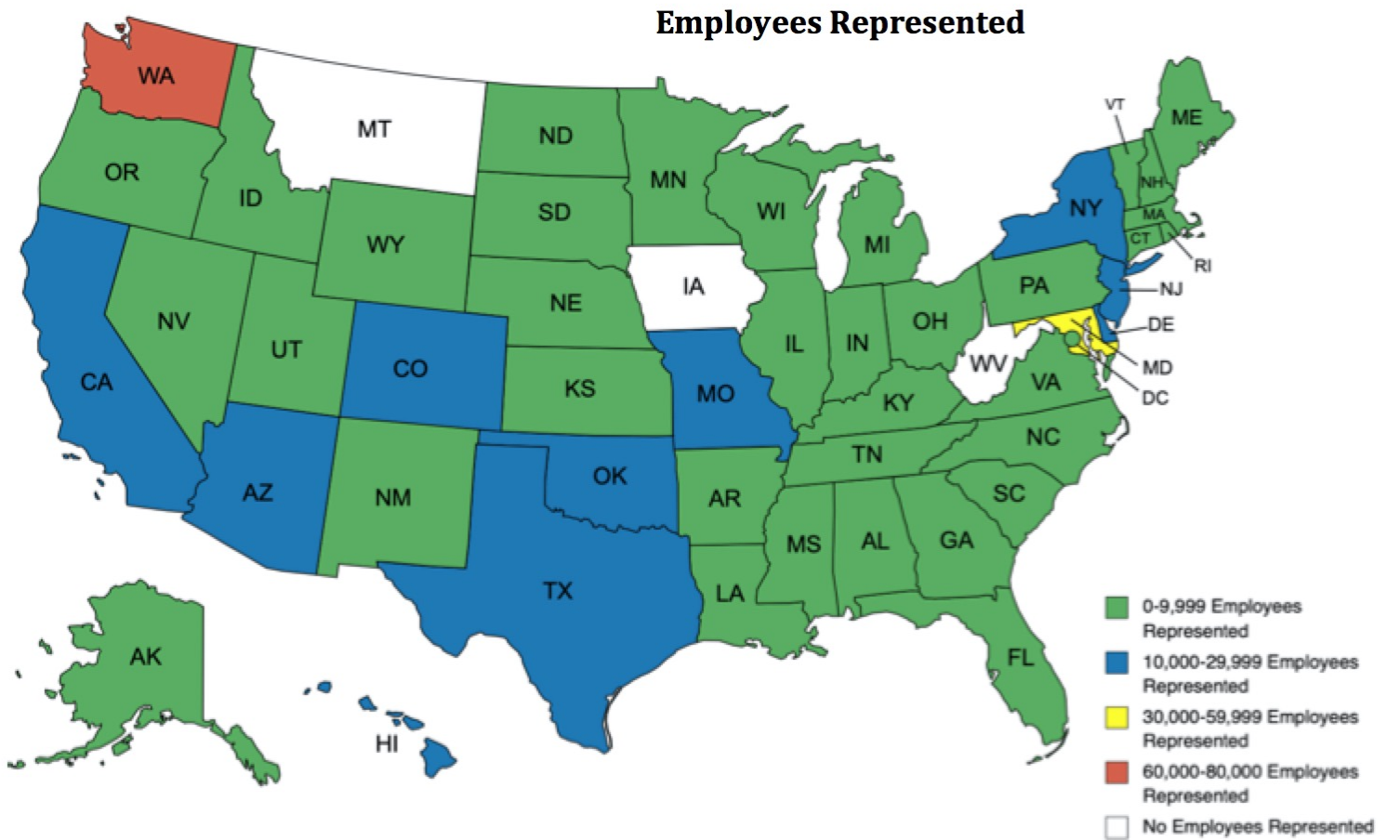


What do employers think of the HSE?

Employer Participation

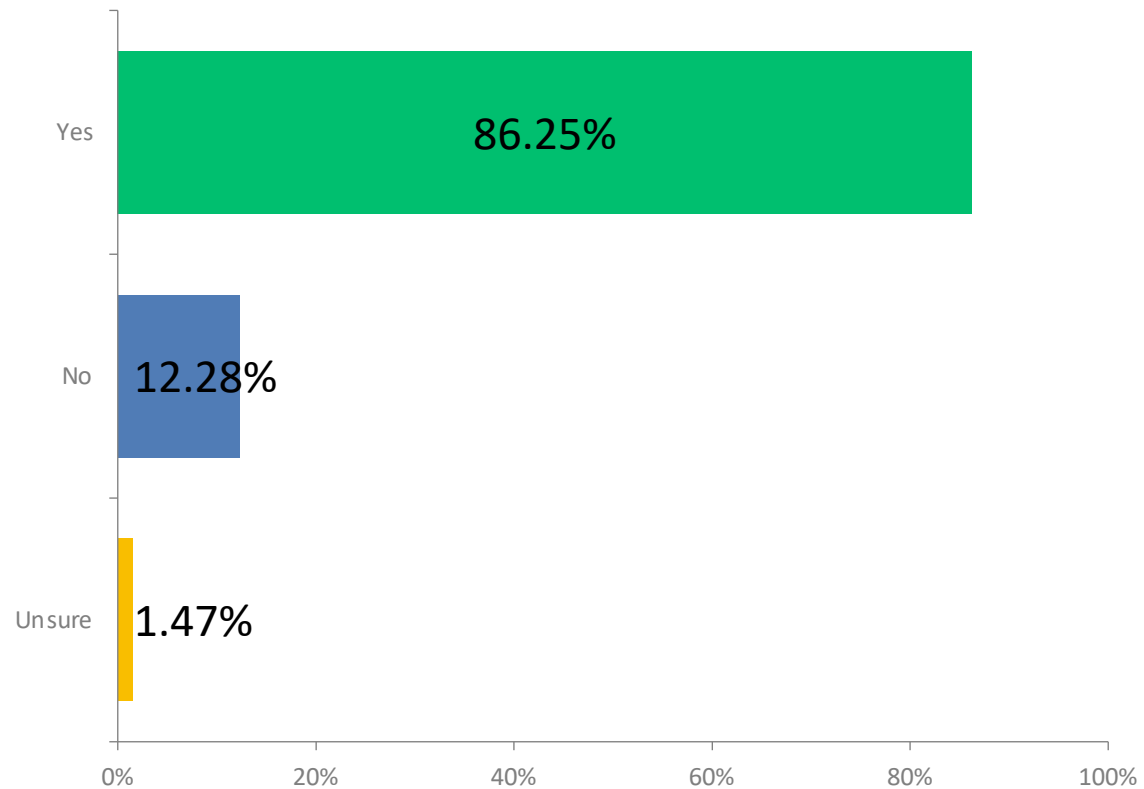


Employees Represented



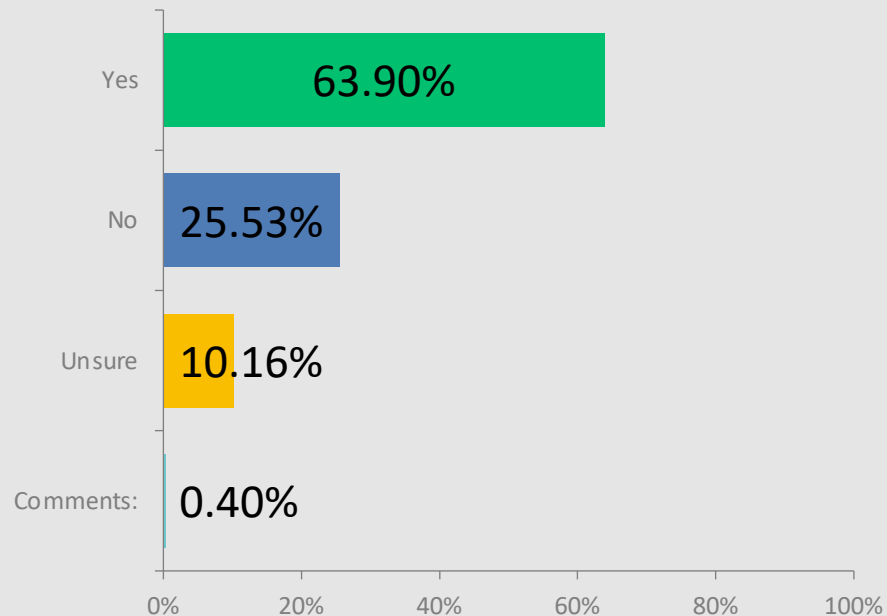
Diploma Requirements

86%



86% of the survey respondents have a hiring requirement of a diploma which included high school diploma, high school equivalency (GED, HiSET, NEDP etc.)

Hiring Preferences HSE vs. Traditional Diploma

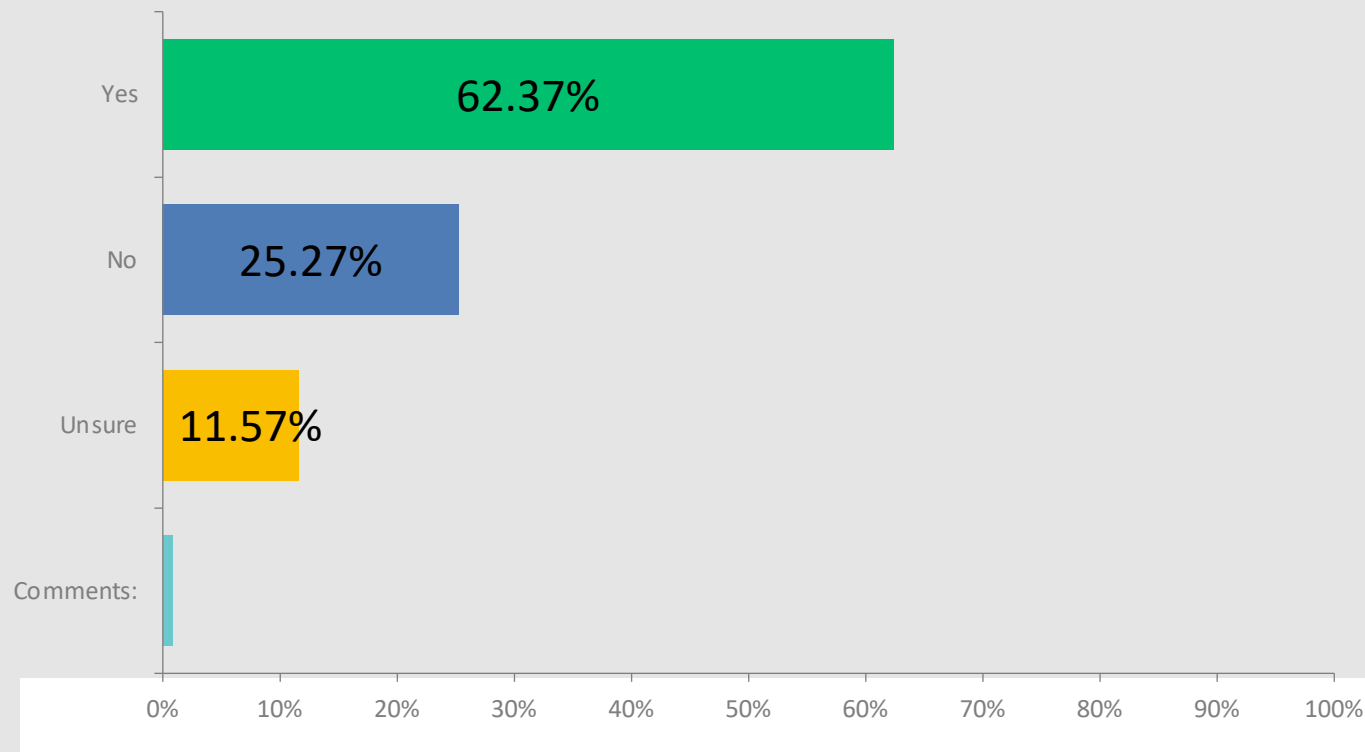


25% did not favor a high school diploma over an HSE
63% prefer a high school diploma to an HSE
10% unsure of diploma requirements

Comments:

- Dependent on the position
- Prefers traditional high school diploma, but will accept HSE
- Some positions must have college degree (1 response)
- Most of the jobs require it, however service industry, groundskeeping, and housekeeping are exempt from diploma requirements

Perception of the Quality of Work Produced

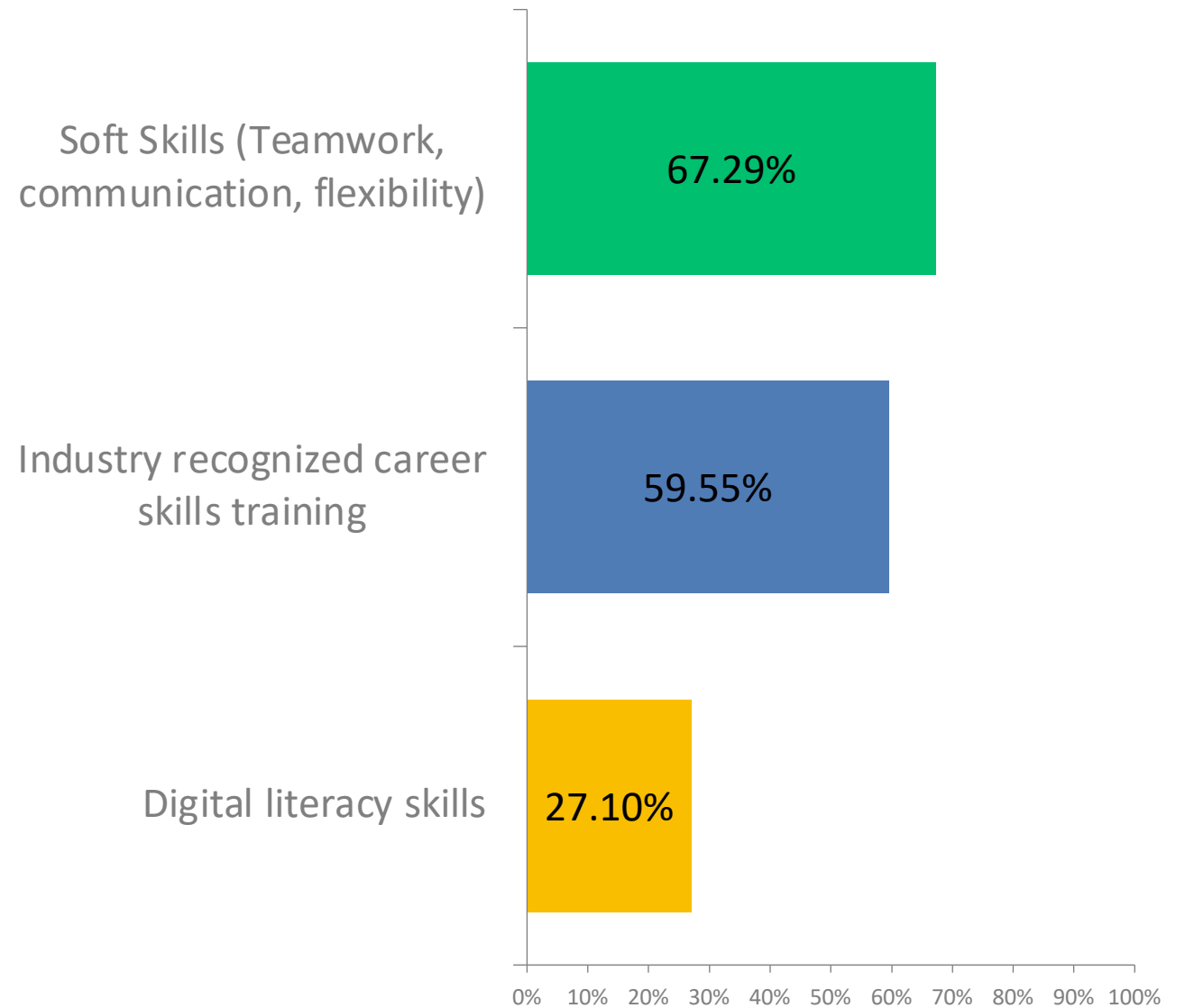


- 62% Yes
- 25% No
- 11% Unsure

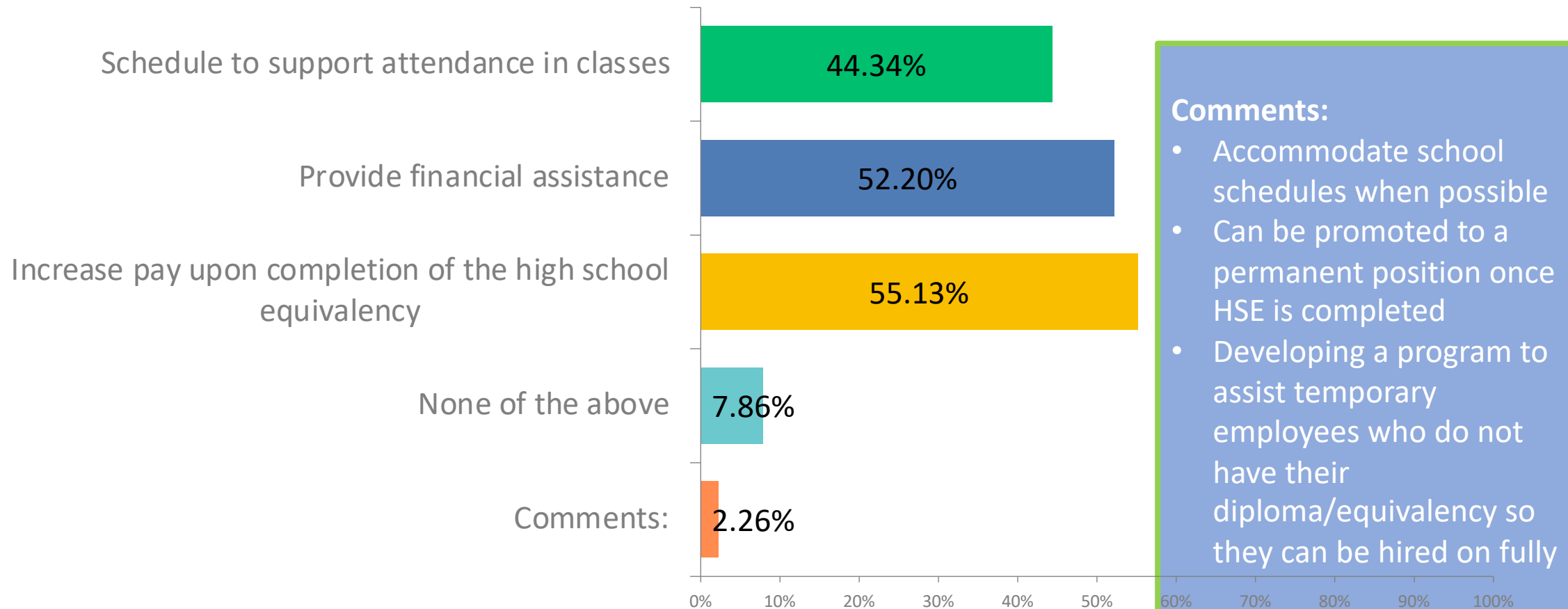
* People who have recently earned a GED tend to have better skills all around

* We have associates who started with their high school equivalency and have gone to college and gotten their bachelors and masters degrees.

Skills That Matter To Employers



Employer Accommodations for Adult Learners



Focus For the Future

618 focus group

754 respondents



Workforce Connections Continuum of Supports

Program Goal: increase rate of Adult Education students entering into and succeeding in postsecondary education programs that ultimately lead to self-sufficient family wages and create a short and long term workforce development pipeline to meet high-demand, high-wage jobs in the Rapid City Area.

Adult Students without HS Diploma / Equivalency

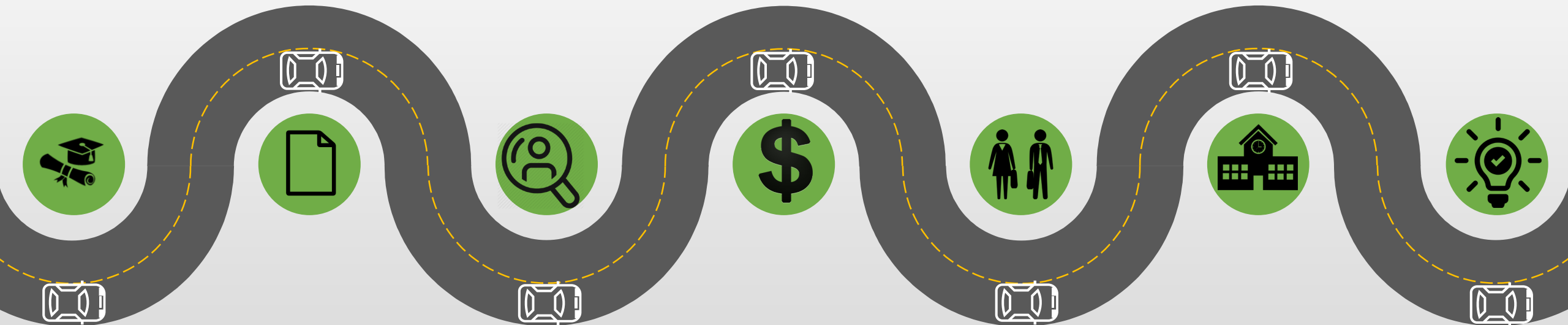
- Goal: GED & Postsecondary Enrollment or Employment

Financial Literacy

- *Minimum of 8 contact hours*

Credits & Credentials

- At least 1 college level credit OR pertinent, industry-recognized credential



Adult Students with Diploma / Equivalency Needing to “Brush Up”

- Goal: Enhanced skills and Postsecondary Enrollment or Employment

Career Navigator Career Advising & Pathway Planning

- Address employment barriers (e.g., transportation and childcare), formal career interest and aptitude assessments

Workforce & Soft Skills Training

- BYAG soft skills training, resume development, interview skills, etc.

Employment / Continued Postsecondary Enrollment

- Employment (in chosen pathway or a related field); AND/OR continued postsecondary enrollment (Certificate or Associates Degree)