



Learn and Earn Design Principles

“Credits and Dollars”

Maximize

the number of working and learning students progressing through accelerated, competency-based, flexible pathways.

Double

the number of low-income young adults who, by age 26, earn a postsecondary credential with labor market value.

Strategic Alignment

- Value equally *learning and working* relationships that fundamentally change markets, business models and delivery channels.
- Form a single community of practice in PK-20, including community colleges, a continuously learning labor market, and Career Technical Education — identified and driven by industry partners.
- Form nationally portable, industry-recognized credentials as part of the education pathway.
- Synchronize colleges and employers resulting in structured, clear and flexible credentialing pathways.

Career Exploration

- Recognize and leverage 11th and 12th grade as a gateway to postsecondary education and employment.
- Identify opportunities for students to learn early if they are suited for a particular profession.
- Build in opportunities for student self-assessment, faculty assessment of students, and student assessment of faculty and training received.

Rigor

- Provide academically rigorous, college-ready/ work-ready, competency-based curricula that are both scalable and sustainable.

- Drive scalable and sustainable innovation that simultaneously lower recruiting and training costs.
- Anchor in clearly defined learning competencies for acceleration and quality.

Relevant Work Experiences

- Ground all decisions in real-time, industry driven, economic focused data.
- Make STEHM literacy desirable and attainable for all students.
- Accelerate portable career rewards by including interim certificates and certifications by employers with wage increases and/or promotions.
- Ensure work experience is both pay- and credit-worthy.

Financial & Non-Financial Support

- Coordinate resources from government and nongovernment agencies, education institutions and businesses to support Learn and Earn.
- Make sure Learn and Earn systems overcome the financial barriers that prevent college-qualified, low-income high school students from participating.