



“The New Normal and What’s Next” for Adult Education March 2017

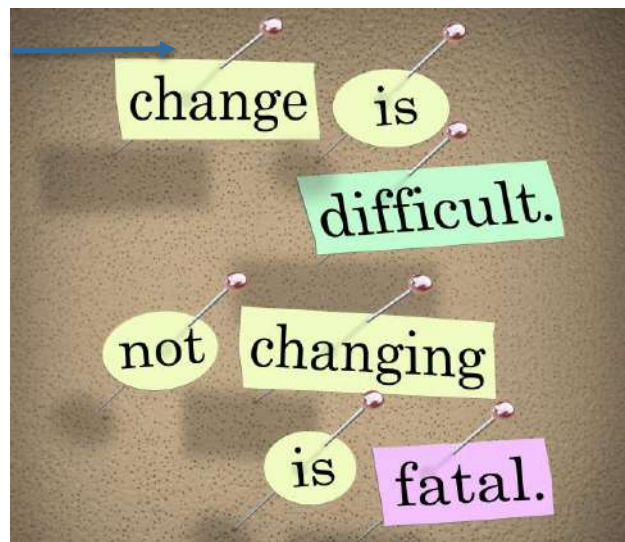


Delaware
Department of Education

The New Normal



WIA → WIOA

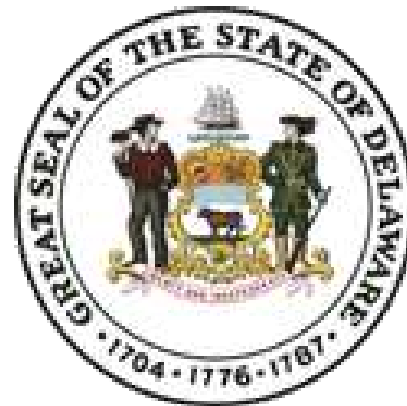


Delaware Adult Education

- Adult Basic Education
 - Up to GED®
 - Brick and Mortar and Distance
 - English as a Second Language
- In School Credit
- James H. Groves Adult High School
 - Brick and Mortar and Distance
- Family Literacy
- Prison Education

Legislative Regulations

- Workforce Innovation and Opportunity Act
- Delaware Law/Delaware Regulations
- Delaware Administrative Code



WIOA/Delaware State Plan



Delaware's Demand Driven Four Year Workforce Development Plan



WIOA Partners Working Together

Core	Combined	Additional
DOL Youth Workforce Investment	Job Corps	Libraries (Digital Literacy)
Adult and Dislocated Worker Employment and Training	Perkins CTE (preparation for Delaware job market)	Stand by Me (Financial Literacy)
Adult Education Community and Prison	Veterans	
Delaware Vocational Rehabilitation	Criminal Justice Council/DOC (Incarcerated)	
DHHS, Division of Visually Impaired		
Delaware Workforce Development Board (Employers)		

The New Normal

- State Plan
- Committees Activities
- Partners Meetings
- Performance Outcomes
 - Lean and focused
 - Two years at a time
- Funding
 - Federal
 - State

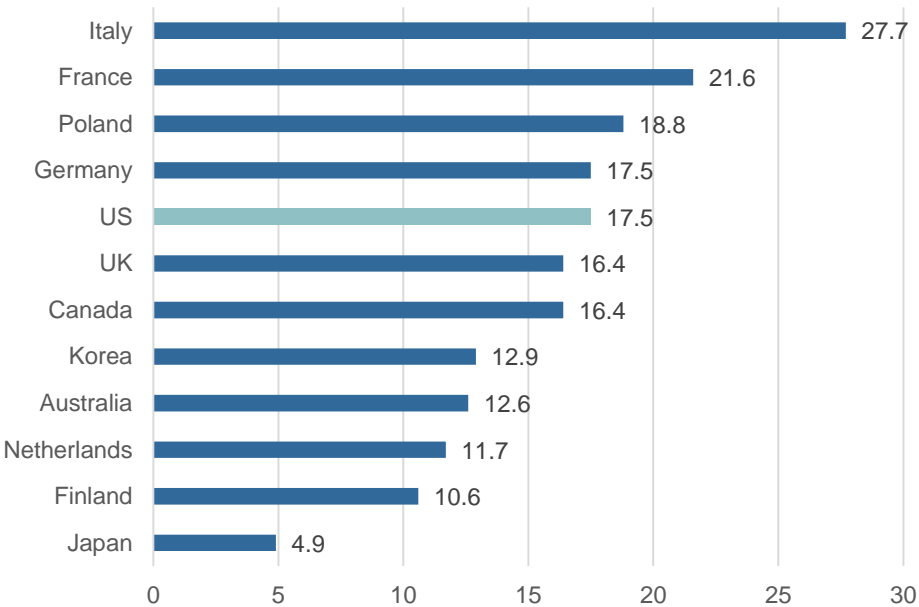
The New Normal

- Collaboration with Core Partners
 - RFP review
 - Alignment of services to the extent possible
- Seamless transitions between agency services
- Student populations
- Service delivery
- Multi-tasking

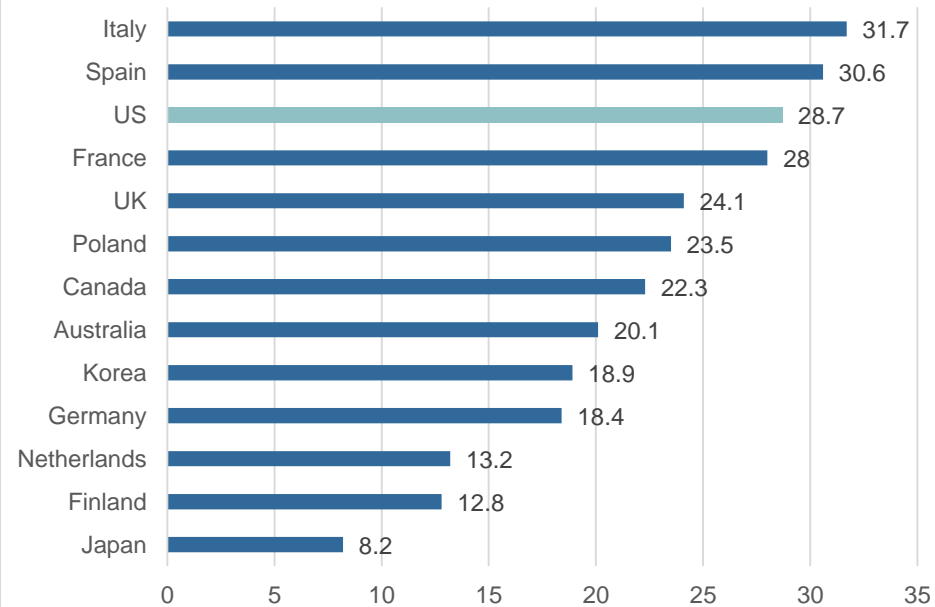
Workforce Development Context

- Organization of Economic Co-operation and Development (PIAAC)

% of adults, 16 -65, with low literacy



% of adults, 16 - 65, with low numeracy



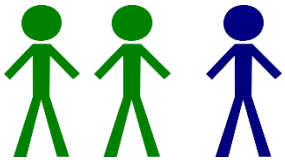
PIAAC



About 1 in 6 US adults, 16 – 65, have low literacy skills



About 1 in 3 US adults, 16 – 65, have low numeracy skills



About 1 in 3 low skilled adults, 16 – 65, were immigrants

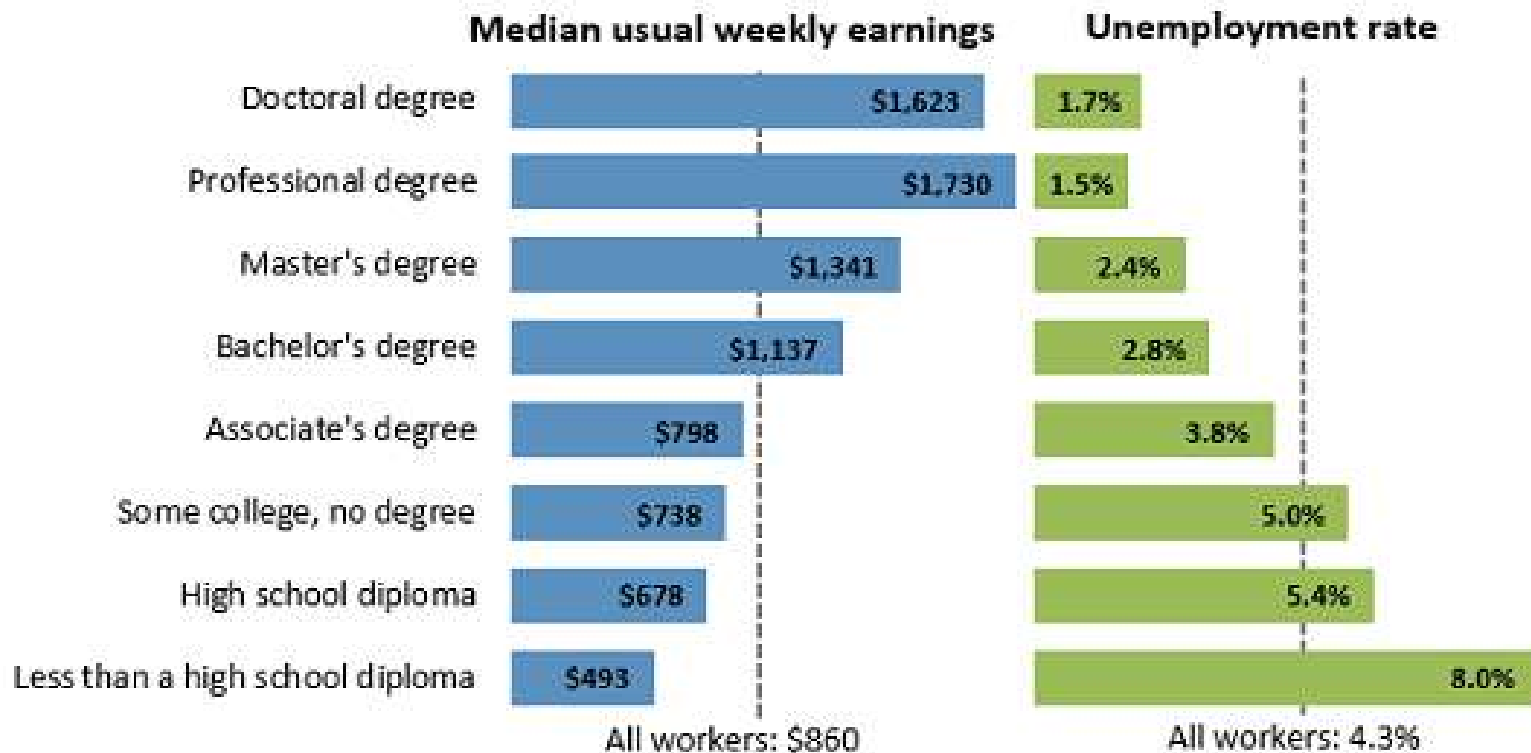
60% of low skilled adults had completed high school.
Most of tomorrow's workforce was already working.

Delaware Demographics American Community Survey

Characteristic	2010 Estimates	2016 Estimates	Change
Population	897,936	952,065	4.7% +
Hispanic/Latino	8.2%	9.0%	.8% +
Asian	3.2%	3.9%	.1%+
Black	21.4%	22.4%	.4%+
White	68.9%	70.4%	1.5%+
65 and older	14.4%	17.0%	2.6%+
Working Delawareans (16 years old +)	63.1%	63.3%	.2%+
Community Corrections	16,639 P&P + HC 5,582 Level 5	16,089 P&P + HC 5,745 Level 5	3% - 3% +
Homeless		6,759 (2009)	
Educational Attainment 25 years +	87.1%	88.4%	1.3%+
Poverty	12.4%	12.4%	0

Education and Employment

Earnings and unemployment rates by educational attainment, 2015

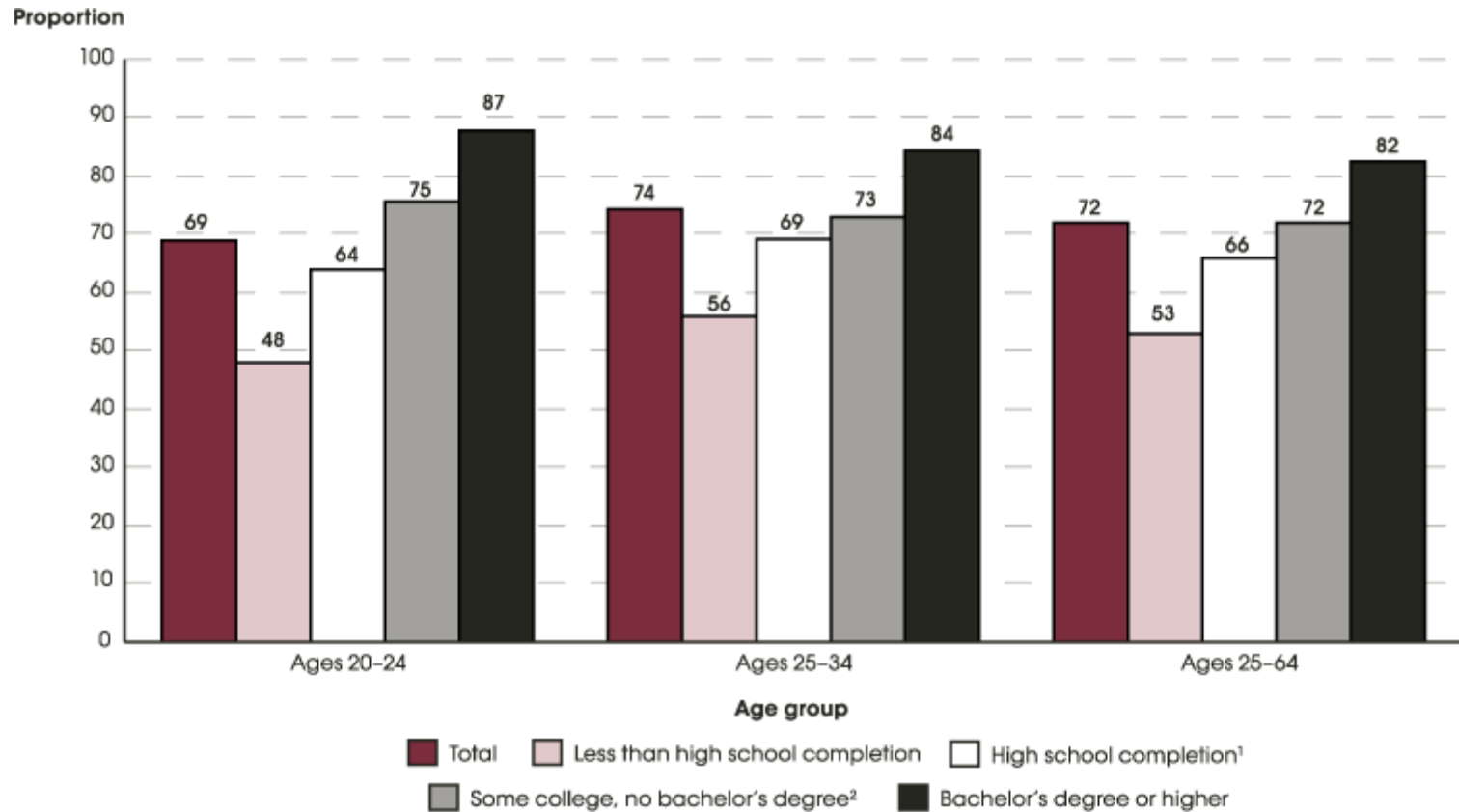


Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.

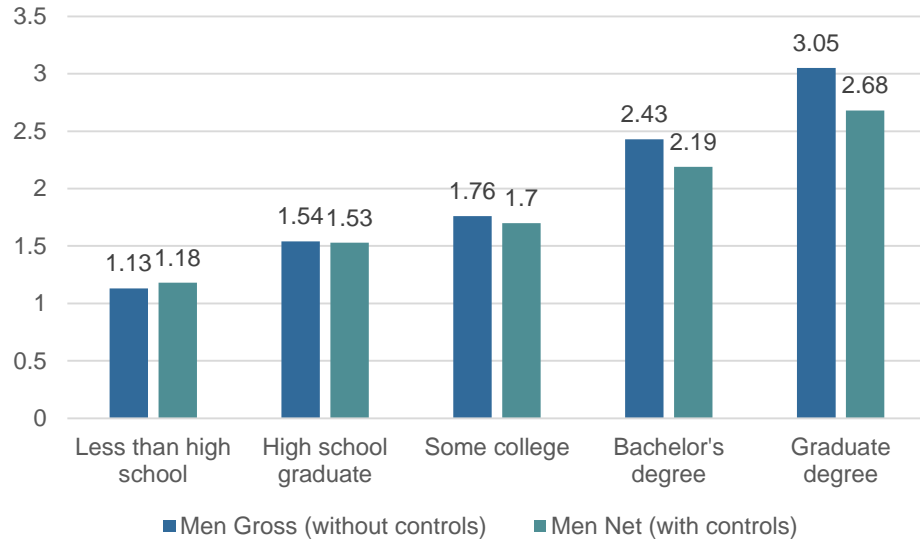
Source: U.S. Bureau of Labor Statistics, Current Population Survey



Employment to population ratios by age and educational attainment

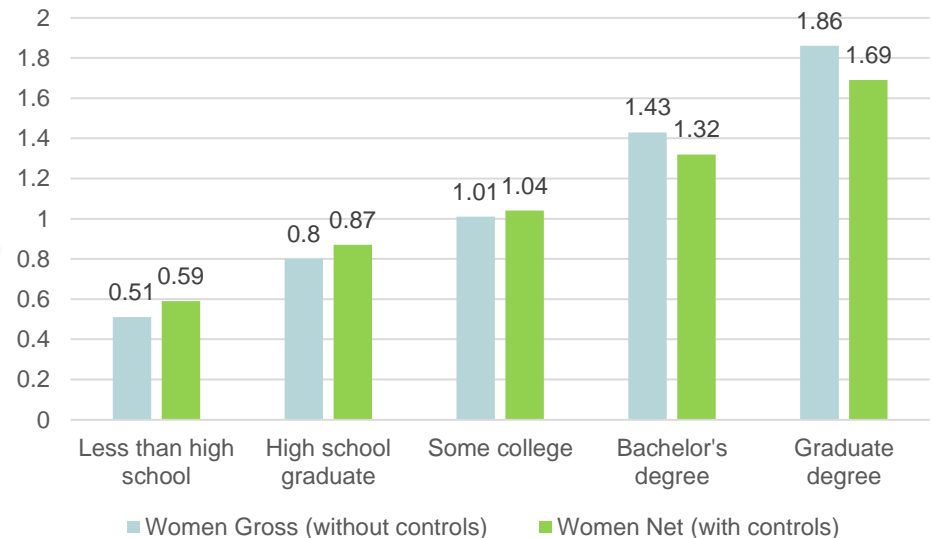


Education and Lifetime Earnings (in millions of dollars) Tamborini, Kim & Sakamoto - 2015

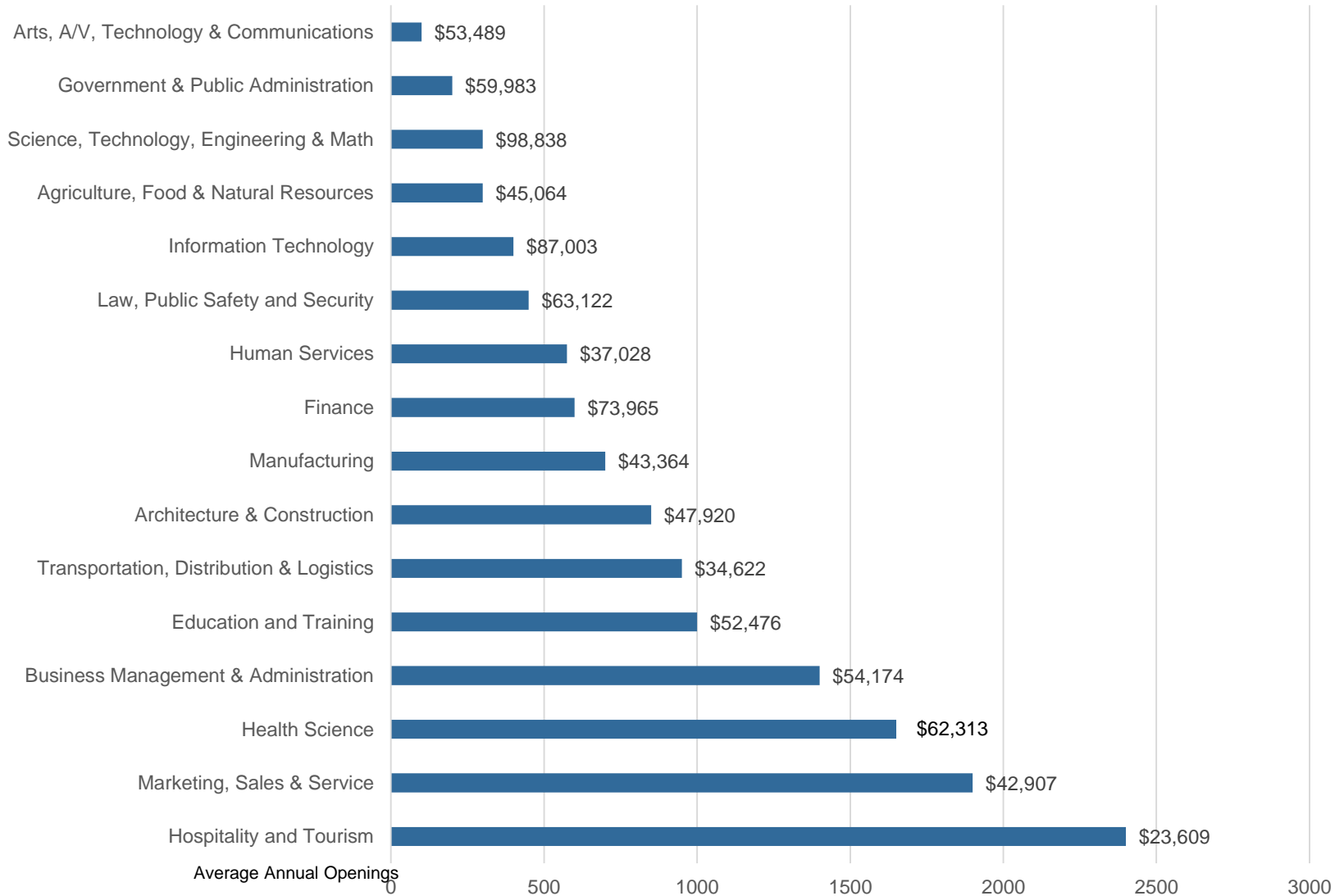


← Men's Earnings

Women's Earnings →



Delaware Average Annual Job Career Cluster, 2014 - 202 Average Annual Wage by Career Cluster, 2014 (DDOL and BLS)



Delaware Skills Categories (2012 – 2014)

Education	Work Experience			Training					Certification	
	None	Less than 5 yrs	More than 5 yrs	SOJT <1 mon	MOJT 1 -12 mon	LOJT 1 yr +	Apprentice	Intern/Residency	No	Yes
Ph.D./Professional Degree	H	H	H	H	H	H	H	H	H	H
Master's	H	H	H	H	H	H	H	H	H	H
Bachelor's	H	H	H	H	H	H	H	H	H	H
Associate's	M	M	H	M	M	M	M	H	M	M
Post-Secondary Cert/Vocational	M	M	M	M	M	M	M	M	M	M
High School or Equivalent	L	M	M	L	M	M	M	M	L	M
No Formal Education Credential	L	L	L	L	L	M	M	M	L	M

Where we are now.

Entering Educational Functioning Level	2015-2016 State Targets	2015-2016 State Performance Outcomes	2016-2017 State Targets	2017-2018 State Targets	2015 Ranking USDOE
ABE Beginning Literacy	73%	81%	60%	60%	4
ABE Beginning Basic Education	59%	62%	56%	57%	4
ABE Intermediate Low	56%	55% (10 students)	54%	54%	4
ABE Intermediate High	56%	57%	55%	55%	4
ASE Low	43%	59%	48%	48%	4
ESL Beginning Literacy	53%	52% (6 students)	53%	54%	4
ESL Beginning Low	76%	82%	68%	69%	4
ESL Beginning High	76%	76%	68%	69%	4
ESL Intermediate Low	57%	62%	60%	61%	4
ESL Intermediate High	58%	63%	60%	61%	4
ESL Advanced	64%	68%	63%	63%	4
					(4 highest – 1 lowest)
ENROLLMENT	4153				

Where we are now.

Core Outcome	FY 15 Performance Target	FY 15 State Performance	USDOE Ranking in Quartile (4 highest- 1 lowest)
Employment	64%	33%	1
Job Retention	72%	80%	4
GED®/Diploma	80%	99%	4
Transition to Post-secondary	42%	49%	3

Where we need to be. Negotiated.

Program Type	2016-2017 State Targets		2017-2018 State Targets	
	MSG %	MSG Target #	MSG%	MSG Target #
Adult Basic Education (ABE + ASE)	54%	1459	54%	1463
English as a Second Language (ESL)	59%	769	60%	781

Where we need to be.

PROPOSED

	PY 2016-FY 2017		PY 2017/FY 2018			
Employment (2 nd Quarter after exit)			(4 th Quarter after Exit)			
	Proposed	Negotiated	Proposed Final Change in Perform.	Proposed	Negotiated	Proposed Final Change in Perform.
Adults						
Dislocated Worker						
Youth						
Wagner/Pyser						
Adult Education						
DVR						

Workforce Development/Adult Education

A workforce development system that addresses the employment and skills needs of current employees, job seekers, and employers.

- Increase employment, retention, earnings, attainment of recognized postsecondary credentials
- Improve quality of workforce
- Increase economic self-sufficiency
- Decrease welfare dependency
- Meet needs of employers
- Enhanced nation's productivity & competitiveness



Title II AEFLA

- Assist adults to become literate and obtain knowledge and skills necessary for employment and self-sufficiency
- Assist adults who are parents or family members become a full partner in the educational development of their children
- Assist adults in completing a secondary credential (and)
- Promote transitions to postsecondary education and training through career pathways or integrated education and training
- Improve reading, writing, math, speaking skills and comprehending the English language
- Acquire an understanding of American government, individual freedoms, and responsibilities of citizenship

WIOA Definitions of Workforce Development

WIOA Section 203 – Title II

- (17) WORKFORCE PREPARATION ACTIVITIES.— the term “workforce preparation activities” means activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in utilizing resources, using information, working with others, understanding systems, and obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.

WIOA Performance Outcomes

- Employment – 2nd quarter after exit
- Employment – 4th quarter after exit
- Median earnings
- Credential attainment
 - GED®, Diploma only if transitioned
 - Industry credential during program or within 4 quarters following exit
- Measureable Skills Gains
- Effectiveness in serving employers

Other Collaborative Initiatives

- I-Adapt
- DHSS Wonder
- ESSA – Title 7 ELL
- Libraries
- Middle States Action Plan

What's Next for Programming



What's Next for Learners



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Career Plan



Academic, vocational, self management



Learner Activities

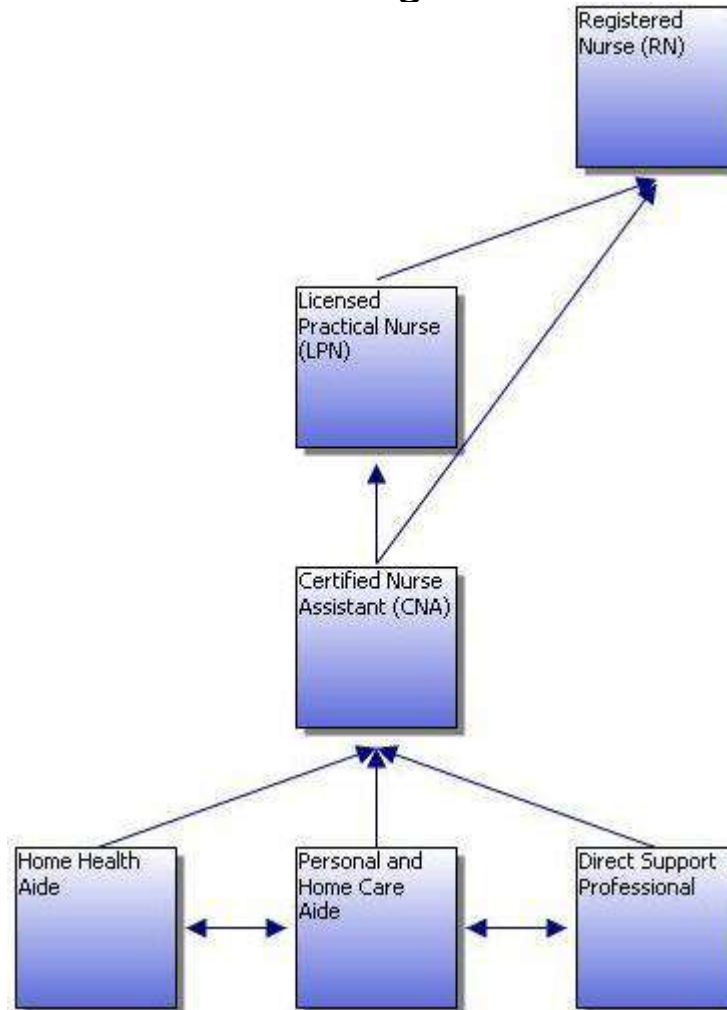
- Growth Mindset
- Self-efficacy
- Clear Expectations
- Self management skills
 - Attendance
 - Team work
 - Mini presentations
 - Homework
- Digital Literacy
 - National Museum and Libraries Certification
- Technology
- Career Plans
 - Goal Setting
 - Action Step Achievements/Microstep Achievements

Program/Classroom Activities

- Citizenship/Civics
 - Current Events
- Employment – Job Fairs
- Postsecondary – Career Fairs
- Resources
 - DOL Job Links, resources, career inventories
- Recognition for success
- Increased collaboration with DOL and partners
- Increased interaction with employers
- ESL increase and response
- High school graduation – CEA 3 completions
- Groves credit attainment in one year

Gateway Career Lattice

Example Career Lattice for the Long-term Healthcare Industry



Integrated Education and Training Programs



IET is **adult education and literacy**, **workforce preparation**, and **workforce training** “each of sufficient intensity and quality, and based on the most rigorous research available, especially with respect to improving reading, writing, mathematics, and English proficiency of eligible individuals” that “occur simultaneously,” “use occupationally relevant instructional materials,” and are “organized to function cooperatively” with “a single set of learning outcomes” (34 CFR §463.37). IET represents a wide spectrum of services to build foundational, employability, and occupational skills.

Many adult education providers have discovered the power of IET and, through a variety of partnerships, have implemented this strategy in model programs such as: **Bridge Programs**; **Workplace Learning Programs**; **Pre-Apprenticeship Programs**; **Integrated English Literacy & Civics Education Programs**; **Corrections Education Programs**; **Postsecondary Education Programs**; and **Out-of-School Youth Programs.**

Integrated English Literacy and Civics Education Programs

1. Polytech - HVAC, Electrical, Electrical Mechanical
2. Sussex Tech - Welding
3. Literacy Delaware – Entrepreneurship



I CREATE.
I TAKE RISKS.
I LIVE MY PASSION.
I AM AN **ENTREPRENEUR.**
yfsmagazine.com

The Future of Delaware's Adult Education

