



*Career Pathways -  
It's all about  
the Adult Learner!*



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The  
Evolution  
of  
Our Work



Family-Sustaining Jobs  
Integrated Training  
Career Pathways  
Preparing Workers for the 21<sup>st</sup> Century  
College Transitions  
Health Literacy  
Financial Literacy  
EL Civics  
Workplace Education  
Family Literacy  
Correctional Ed  
The Three R's

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### Serving Adult Learners Better

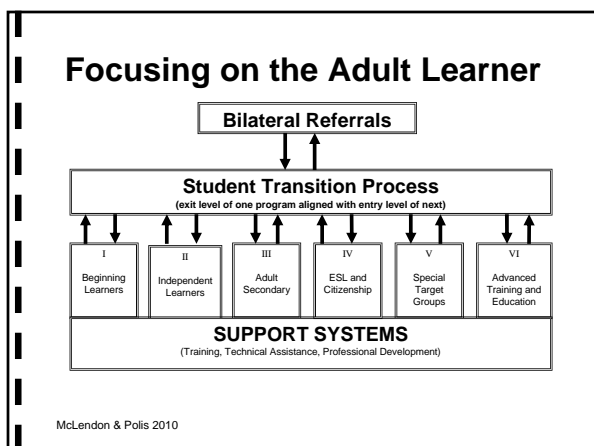
- Variety of learning needs
- Quality services for all adult learners
- Regional partnerships
  - Coordinated and aligned services
  - Easy navigation
  - Cross-training
  - Support services

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### Serving Adult Learners Better

- Variety of support needs
- Coordinated network of assistance
- Case management
  - Enroll in further education
  - Access support services,
  - Complete further education
  - Obtain family sustaining employment

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### Evolution

- **Career Pathways:** education and training that lead to industry certification in high demand jobs with family sustaining incomes.
- **Integrated Education and Training:** integrating adult education (ESL, ABE, GED) with occupational training leading to industry certification in high demand jobs with family sustaining incomes.

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## Evolution

- **Contextualized Content:** Identifying and integrating the English, math, vocabulary related to the five high demand job cluster in the area.
- **Workforce Readiness (Soft Skills):** critical thinking, self-management, utilizing resources, using information, working with others, understanding systems, working with technology,

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## One state's experience

### Integrated Instruction

**Israel Mendoza**  
Washington State  
Director of Adult  
Education



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## One state's experience

### Traditional Educational Pathway

- Can take seven–nine years for some of our learners
- Not being successful - takes too long
- Learners working multiple jobs
- No benefits
- Family responsibilities
- Time restraints

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## One state's experience



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## One state's experience

### Resources Available

- Other states
- Models and lessons learned
- Don't need to re-invent the wheel.

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## Where is Washington going?



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## Stimulus Recovery

- Integrated education and training
- Allowing One-Stops to contract for services with Title II (adult education) to provide integrated education and training.
- Youth defined as 16 to 24.

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## Community College Initiative

- American Graduation Initiative (AGI)
- House Bill; awaiting a Senate Bill
- Eligible recipients
  - Community colleges
  - Area vocational schools
  - Four-year schools with two-year programs
- Integrated education and training leading to certification in high demand jobs
- Case management/Navigator

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## WIA Reauthorization

- Career Pathways
- Integrated Education and Training
- Contextualized Instruction
- A different accountability system

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## President's 2011-2012 Budget Request

- \$30 Million
  - Innovation Grants
  - Career Pathways
    - Integrated education and training
- NIFL Funding to OVAE
  - Career Pathways
    - Integrated education and training

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Do you see a pattern?

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## Our Role

- Contextualized Instruction
  - High demand jobs
  - Integrating 'soft' skills
- Focus on certification in high demand jobs
  - Maybe forgetting NRS and GED
- Partner with occupational training provider
  - Community college
  - Area Vocational School
- Coordinate with Case Manager/Navigator

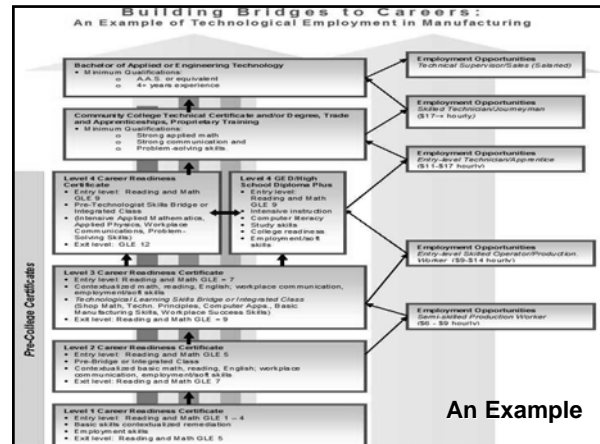
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## With Our Partners

### Occupational roadmaps in high growth industries

- Salary levels
- Job descriptions and availability
- Education, certification, and/or required degrees
- Career progression in the industry
- Length of training
- Sources for more information

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## With Our Partners

### Aligned entry and exit points

- Expected learner outcomes in one program match the skills, knowledge and abilities required to enter a subsequent program.

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## With Our Partners

### Accelerated learning options

- GED Fast Track
- Integrated Education and Training
- Bridge Courses

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## Why Integrated Training?

Take a look!

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## Career Pathways: What's the Difference?

- Integrated Education and Training
  - Lower Tier
  - Upper Tier
  - Assessing Work Readiness
- Decision Points for State Staff
- Adult Education Programs vs. Adult Learning Systems

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## Pathway Lower Tier

- Contextualize basic skills and work readiness skills and integrate them into the ABE and ESOL content
- How do you contextualized your instruction now?

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## Pathway Lower Tier

- Add this component:
  - Local practitioners
    - Identify the high demand jobs in their service area
    - Identify the reading, math, writing and English associated with those jobs
    - Develop work-related applications
    - Integrate those applications into the content

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## Pathway Lower Tier

- Root words, prefixes, suffixes
- Addition, subtraction, multiplication, division, fractions, geometry
- English vocabulary

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## Pathway Lower Tier

Step 1. Consult with the Workforce Investment Board or One Stop who have identified the high demand job sectors (**career clusters**) in each region. They may have identified the “**occupations**” within each cluster.

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## Pathway Lower Tier

Step 2. Go to O\*Net’s career clusters page to identify the knowledge (math, reading, English, problem solving, critical thinking) skills required of the high demand occupations. Create a list of skills and possible applications (word problems) that incorporate the cluster context.  
(<http://online.onetcenter.org/find/career>)

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## Pathway Lower Tier

Step 3. For each high demand occupation, consult with employers (e.g. company trainers) to review and expand the list of basic and work readiness skills and applications you developed in Step 2. Seek example of how the skills are used.

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## Pathway Lower Tier

Step 4. Engage your teachers and tutors in creating applications of those contextualized skills that can be integrated into the current ABE and ESOL content.

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## Pathway Lower Tier

Step 5. Engage your teachers and tutors in designing opportunities and resources for integrating work readiness skills into the current content.

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## Pathway Lower Tier

Step 6. Ask teachers and tutors to pilot test the examples and meet regularly to compare notes.

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## Job Sectors/Career Clusters

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
- Business, Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law, Public Safety, Corrections & Security
- Manufacturing
- Marketing
- Science, Technology, Engineering & Mathematics
- Transportation, Distribution & Logistics

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## Occupations

- Career Cluster Occupations
  - Tasks,
  - Tools and Technology,
  - Knowledge (English, math, reading),
  - Skills (Work Readiness),
  - Abilities,
  - Work Activities, and
  - Work Context.

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## Soft Skills

- **Workforce Readiness** (Soft Skills): critical thinking, self-management, utilizing resources, using information, working with others, understanding systems, working with technology

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## Group Activities

Michigan's Preparing Workers

- <http://www.maepd.org/lib-preparingworkers.html>
- What else do you use?

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## Work Readiness Assessment

- Work Keys
- Career Readiness Certificate

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## Tier Two Integrated Education and Training

- Co-enrolling in adult education (ABE/GED/ESL), work readiness, and occupational training (health, construction, service)

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## Too much information

- How do I sort it all out
- Where to I start
- @#\$\$%^&\*()



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## Break



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## State Decision Making Points

- Program Design
- Curriculum and Instruction
- Assessment and Credentialing
- High Quality Teaching
- Support and Follow-up Services
- Connections to Business
- Monitoring and Accountability

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## Practicum: Program Design Elements

- For each element in the Program Design,
  - What would you need if you decided to implement this element into your Adult Education system?
- Professional development:
  - What would you need to prepare all teachers to add a Pathway component to her/his classroom?
  - What would you need to prepare all local program managers to support teachers adding Pathway components to their classrooms?(40 minute activity working with the decision points)

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## When you Get Home

- Share the information
- Use the Decision Points
- Explore what it will take



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[www.ncsdae.org](http://www.ncsdae.org)



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## NIFL/NAEPDC Web Resource Library

- <http://www.nifl.gov/pd/careerpathways>
- Sample Curricula (Handout)

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## Lunch



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## The Real World

- What happens In Illinois does not have to stay in Illinois
- Jennifer and Mary



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## Always Willing to Help

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- 804.314.6747

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