

# RETOOLING AND REALIGNING ADULT EDUCATION PROGRAMS TO BE DYNAMIC WORKFORCE PARTNERS

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- What questions do you have about aligning workforce and adult education initiatives and programs?

## *Workshop Description questions:*

- What does it take to realign adult education programs to become dynamic WIOA partners?
- What is the secret sauce that makes co-enrolling learners work better?
- What are the “lessons to be learned” - or potholes to avoid - to meet “common measures?”
- Should our adult education program apply to become a local American Job Center (AJC)?
- Are there bridges that connect the education and employment cultures - or do we have to build our own?

## Working with One Stop Centers:

- Opportunities for adult educators to collaborate with workforce system partners to establish:
  - effective referral,
  - co-enrollment, and
  - handoff processes for participants who need both Title I workforce and Title II adult education services.

# Opportunities: Establishing Career Pathways

- WIOA requires states and local areas to develop career pathways that align with the skill needs of industries. Career pathways align and integrate education (including Adult Basic Education and English for Speakers of Other Languages), job training, counseling and support services to create accelerated pathways that enable low-skilled adults and youth to obtain a secondary school diploma (or recognized equivalent) and a postsecondary education credential, leading to employment in in-demand occupations.
- Adult educators should be closely involved in the development of career pathways in their local area, both to facilitate strong institutional connections among career pathways stakeholders in the workforce and education fields, and to ensure that pathways provide meaningful access for individuals who are still acquiring basic skills.

# Opportunities: Integrated Education and Training

- Career pathways include education offered **concurrently** with and in the same context as general workforce preparation and training for a specific occupation.
- Under WIOA Title II, adult education providers must offer such “integrated education and training” either themselves or in partnership with other programs.
- Seek out appropriate partners to ensure that their integrated education and training programs can meet the needs of local participants.
- These partners may include one-stop centers and postsecondary Career and Technical Education programs.
- Draw on employer input via sector partnerships to ensure that integrated education and training programs are aligned with local employers’ skill needs.

- Local workforce boards must engage employers in order to ensure that workforce investment activities meet the needs of employers and in order to facilitate effective employer utilization of the local workforce development system.
- WIOA emphasizes the creation and use of industry sector partnerships to serve these and other purposes. Adult educators should determine how their specific expertise in preparing individuals to enter the workforce, and educating incumbent workers, can best inform sector partnership activities.

# Opportunities: Labor Market Information

- WIOA requires states and local workforce development boards to disseminate extensive information about workforce and skill needs in the state.
- Adult educators can take advantage of this data to inform program development and design, and should also consider how it can enable them to provide more informed guidance about labor market opportunities to adult education participants, e.g., providing career coaching using LMI.

# Opportunities: Common Measures (See Handout)

- Employment Rate - Second Quarter After Exit
- Employment Rate - Fourth Quarter After Exit
- Median Earnings - Second Quarter After Exit
- Credential Attainment
- Measurable Skill Gains
  - In particular, adult educators may wish to weigh in on considerations involved in calculating this indicator.
- Effectiveness in Serving Employers



- **Possible system-wide commitments to codify alignment and coordination opportunities**
  - Common data collection system, including customer satisfaction
  - Information Sharing
  - Cross Agency Training/Professional Development
  - Common Referral System
  - Workforce Skill Standards (common set of 'work readiness' competencies)
  - Common Technology including an Integrated Platform (for data entry, portal, eligibility applications, etc.)
  - Single point of contact, one system approach, for businesses to access services.




Lori Strumpf has over thirty years in the field of organizational development and change management in human services and workforce development organizations. Lori has been in business as ***Strumpf Associates: Center for Strategic Change*** for the last 30 years. She is a nationally known expert in organizational management, training and design for education, training, and human resource development systems. Prior to starting her business, Lori was the Assistant Director for the National Association of Private Industry Councils. She is a founding member of the National Youth Employment Coalition. She has been a Senior Associate at Brandeis University, Center for Human Resources, Heller School for Public Policy. Prior to moving to Washington, D.C. to work on the Vice President's Task Force for Youth Employment, Lori was the Assistant Director to a project for court diverted delinquent youth. She also worked at Florida State Prison, counseling prisoners.

Strumpf Associates is a small cadre of training and consulting experts, headquartered in Washington, DC. The Principals in Strumpf Associates have decades of experience helping public and not for profit organizations manage change, build systems, build leadership teams, build boards, and improve program quality and customer satisfaction. SA provides organizational change management consulting and executive coaching to schools, workforce organizations, and welfare organizations.

Over the last several years, Lori has helped design and implement over 300 one-stop career development centers. Currently, she works on behalf of the business community in partnership with local elected officials in eight communities around the country to assist in developing a strategic approach to workforce development. Lori Strumpf has a Masters and Specialist Degree in Educational Counseling from the University of Florida.

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