

Adult Career Pathways in ABE

Federal Strategies and Promising Practices in Minnesota

2022

Career Pathways



Integrated Education and Training



Workplace Literacy



We'll explore three strategies as defined by the federal **Workforce Innovation and Opportunity Act (WIOA)**

Adult Career Pathways

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Integrated Education and Training

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Workplace Literacy

And we'll spotlight successful examples of their implementation **locally in Minnesota.**

Adult Career Pathways

Federal Definition

The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

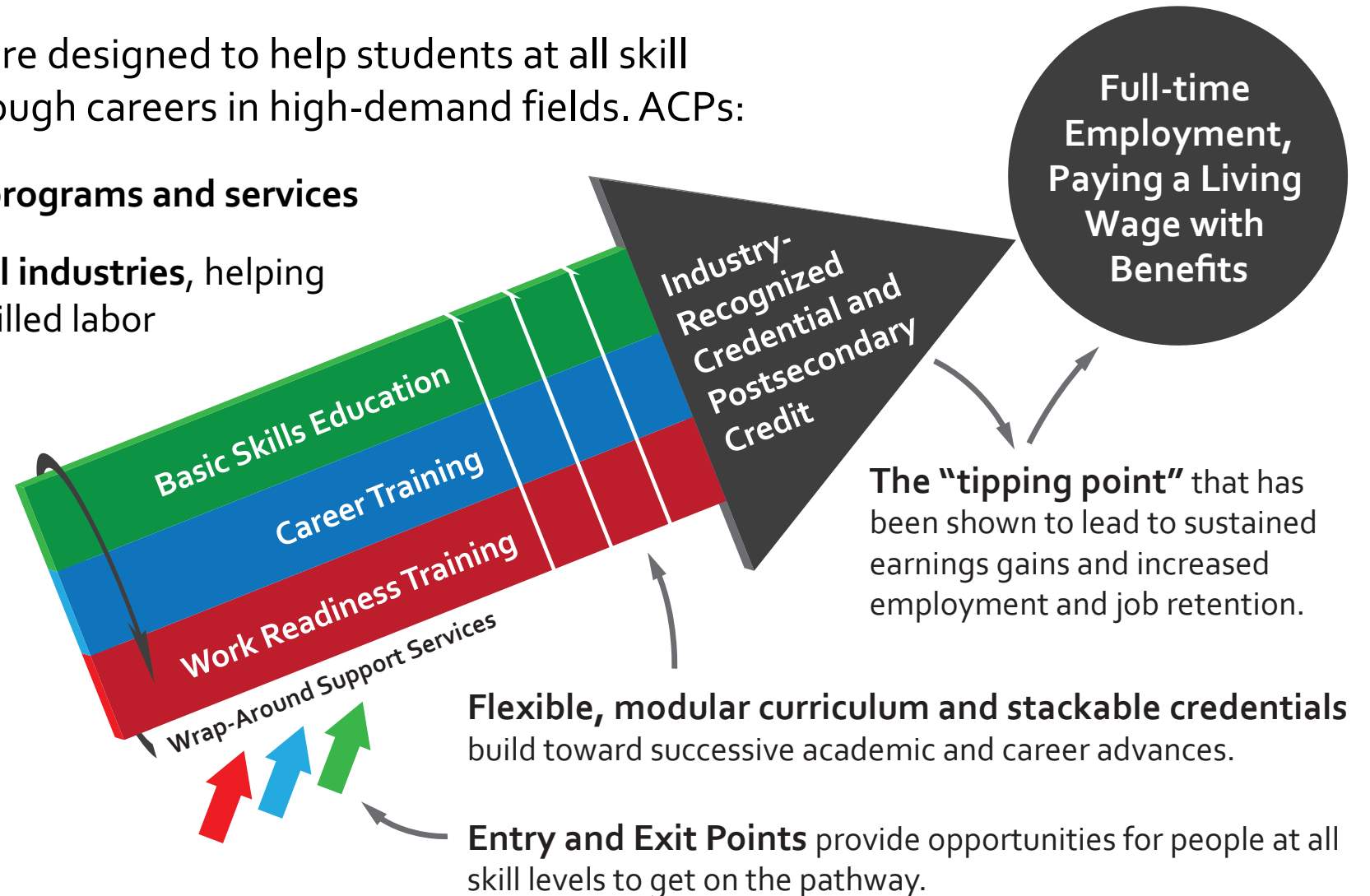
- a) aligns with the skill needs of industries in the economy of the State or regional economy involved;
- b) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships...;
- c) includes counseling to support an individual in achieving the individual’s education and career goals;
- d) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- e) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- f) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential;
- g) helps an individual enter or advance within a specific occupation or occupational cluster.

– *Workforce Innovation and Opportunity Act*. 29 U.S.C. § 3102 (2020)

Adult Career Pathways

Adult Career Pathways (ACPs) are designed to help students at all skill levels enter into or advance through careers in high-demand fields. ACPs:

- Involve a **comprehensive set of programs and services**
- Are **attuned to the needs of local industries**, helping to supply local businesses with skilled labor
- Help students **gain foundational academic skills** while also **preparing for a specific career.**
- Are **tailored to adult learners** with significant work and family responsibilities.
- Involve **support services to help remove barriers** to program completion



Adult Career Pathways

Proven Results

Research demonstrates that career pathway outcomes exceed those of others programs:

- Larger foundational skills gains
- More college credits completed
- More entry-level credentials earned
- More likely to earn a training-related credential
- More likely to be employed and retained in a training-related job
- Higher earnings, with impacts growing over time

(Bragg et al. 2019)

Bridges to Careers in Healthcare

WORKFORCE DEVELOPMENT, INC. + HAWTHORNE EDUCATION CENTER / ROCHESTER ADULT EDUCATION + ROCHESTER COMMUNITY AND TECHNICAL COLLEGE (RCTC) + LOCAL EMPLOYERS



Bridges to Careers is a nationally-recognized partnership that recruits, trains, and supports diverse students for in-demand healthcare careers across the region.

Partners work together to provide **an integrated collection of education and training services** that build academic skills, knowledge, and confidence—empowering students to succeed.

Innovative Features

- Learners earn short-term, industry-recognized certificates while preparing for college courses.
- Completers can receive up to seven college credits at RCTC, and may be able to waive the ACCUPLACER®.
- Partners meet monthly to coordinate services.
- Employer partners recognize Program Completion Certificates and agree to interview and consider hiring program completers.

Bridges to Careers in Healthcare

WORKFORCE DEVELOPMENT, INC. + HAWTHORNE EDUCATION CENTER / ROCHESTER ADULT EDUCATION + ROCHESTER COMMUNITY AND TECHNICAL COLLEGE (RCTC) + LOCAL EMPLOYERS



Impact Since 2013

Educational Success

- 947 people enrolled
- 660+ industry-recognized credentials earned
- 228 students persisted to RCTC
- 8.6 credits earned per semester on average

Employment and Self-Sufficiency

- 658 employed at 150+ area employers
- Average wage of \$16.50, wages as high as \$19.07
- 122 students co-enrolled in the Minnesota Family Investment Program (MFIP)
- 80% of students co-enrolled in MFIP who closed their cases had found employment

Meeting Workforce Needs

- 247 individuals have been hired at the Mayo Clinic
- 100% hired in departments experiencing workforce gaps
- diverse graduates have made the Mayo workforce more representative of the community it serves
- An additional 160 individuals hired at regional long-term care facilities

Return on Investment

- 135% ROI back to the community

Bridges to Careers in Healthcare

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Testimonials

“Without [Bridges to Careers] help, I might not have been able to complete my diploma or be prepared to apply for a job. I’m so happy that I achieved my goal and found the position I was looking for.”

– Mae Saeed

“This partnership has been a valuable investment... Not only are we generating a diverse, qualified pool of candidates for county employment, we may also be supporting people on a path out of poverty. It’s a win-win for us, every way we look at it.”

– Corrine Erickson

Olmsted County Director of Family Support and Assistance



Adult Career Pathways Spotlight

Bridges to Careers in Healthcare

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EDUCATION + ROCHESTER COMMUNITY AND TECHNICAL COLLEGE (RCTC) + LOCAL EMPLOYERS



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bridgestocareers.org
www.rochesterce.org/hawthorne

Integrated Education and Training

Federal Definition

A service approach that provides **adult education and literacy activities** concurrently and contextually with **workforce preparation activities** and **workforce training** for a specific occupation or occupational cluster for the purpose of educational and career advancement.

Adult Education and Literacy Activities

Programs, activities, and services that include adult education, literacy, workplace adult education and literacy activities, family literacy activities, English language acquisition activities, integrated English literacy and civics education, workforce preparation activities, or integrated education and training.

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Workforce Preparation Activities

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.

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Workforce Training

May include: (i) occupational skill training...; (ii) on-the-job training; (iii) incumbent worker training...; (iv) programs that combine workplace training with related instruction...; (v) training programs operated by the private sector; (vi) skill upgrading and retraining; (vii) entrepreneurial training; (viii) transitional jobs...; (ix) job readiness training...; (x) adult education and literacy activities... provided concurrently with (i)-(vii); (xi) customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion.

Integrated Education and Training

Better Together

Integrated Education and Training (IET) blends career training, basic skills education, and work readiness preparation to get the most out of each.

- IET can save students time and money while boosting the practical relevance of their study.
- IET programs must fit into broader adult career pathways, per federal guidance on the Workforce Innovation and Opportunity Act (WIOA).
- IET can involve co-teaching, with ABE/English as a Second Language (ESL) and career and technical instructors working together in the same classroom.

Integrated Education and Training

Proven Results

Integrated Education and Training (IET) participants have better outcomes than other basic skills students, including those also enrolled in separate workforce training.

They were more likely to:

- Continue into credit-bearing coursework
- Earn credits that count toward a college credential
- Earn occupational certificates
- Make point gains on basic skills tests

– How I-BEST Works (Jenkins et al. 2010)

Hospitality Careers Pathway – Dietary Aide

SAINT PAUL COMMUNITY LITERACY CONSORTIUM + INTERNATIONAL INSTITUTE OF MINNESOTA

Dietary Aide Training is an integrated education and training (IET) curriculum that prepares students for an entry-level position in the dietary aide/nutrition services field.

It is a four-week, 60-hour training that leads into broader career pathways programs in hospitality food services and healthcare.

Local nursing homes and hospitals provide access to supplies and training materials. Students also visit the facilities to receive hands-on training.



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Course Topics and Services Provided

- Hands-on practical skills training
- Digital skills training
- Work readiness, including help with job search, applications, and interviews
- One-on-one financial coaching
- Employment assistance, placement and ongoing employment support after training concludes

Hospitality Careers Pathway – Dietary Aide

SAINT PAUL COMMUNITY LITERACY CONSORTIUM + INTERNATIONAL INSTITUTE OF MINNESOTA

Population Served

All students are foreign-born immigrants and refugees:

- 80% of our students are women
- 80% are dependent on public transportation
- Most have been in the country less than 5 years
- Average age of 42



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Program Impact

- 125 students trained
- 50% hire rate after graduation
- Hourly wages increased from \$12.50 to \$15-17 over the 5 years since program began
- Many graduates have gone on to additional training to become Nursing Assistants



Hospitality Careers Pathway – Dietary Aide

SAINT PAUL COMMUNITY LITERACY CONSORTIUM + INTERNATIONAL INSTITUTE OF MINNESOTA

Rose's Story

“I started my current job as a chef with Presbyterian Home Services... This career was appealing to me because I have always loved cooking, and I was a prep cook and restaurant operator in my home country of Ghana.

*“I love my job as a chef because I enjoy serving food to people and putting a smile on their faces. **Without the necessary training that was provided for me through the dietary aide program, I would not have been able to find this job.** Everything I learned from safe food handling, cooking temperatures, food storage, kitchen hygiene to utensil usage are all applied to my job every day. Also, understanding dietary restrictions, intolerances and allergies as well as health conditions of residents is an important part of my daily work.*

“The training and help I received from my teachers changed my life. I was able to get a stable job and support my family.”



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Integrated Education and Training Spotlight

Hospitality Careers Pathway – Dietary Aide

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[www.iimn.org/programs/workforce-development/
hospitality-careers/dietary-aide-training/](http://www.iimn.org/programs/workforce-development/hospitality-careers/dietary-aide-training/)

Workplace Literacy

Federal Definitions

Workplace Adult Education and Literacy Activities

Adult education and literacy activities offered by an eligible provider **in collaboration with an employer or employee organization** at a workplace or an offsite location that is **designed to improve the productivity of the workforce**.

Workforce Preparation Activities

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 (i) utilizing resources, (ii) using information, (iii) working with others, (iv) understanding systems, and (v) obtaining skills necessary for successful transition into and completion of postsecondary education or training, or employment.

– *Workforce Innovation and Opportunity Act*. 29 U.S.C. § 3272 (2020)

Workplace Literacy

A Collaborative Effort

Working together, educators and employers ensure that adult education programs build career-relevant skills—helping students succeed while fostering a competitive workforce that bolsters local and regional economies.

Employer-educator partnerships can:

- Increase foundation skills within a work context
- Build job skills that lead to employment and/or promotion
- Teach work-readiness “soft skills” critical to job success
- Providing opportunities to build professional relationships
- Provide entry points and stepping stones for low-wage, entry-level workers
- Ensure education and training programs are responsive to workforce needs

Workplace Literacy

Educator Roles

- Work to foster alignment in the goals of education and employers in high-demand sectors
- Promote the value of adult education to employers and employees
- Facilitate the meaningful participation of employers with the education and training ecosystem
- Organize groups of employers with similar workforce needs to multiply the impact of new education and training offerings
- Help individuals develop foundational skills for current and future jobs
- Build flexible programs that accommodate regular work hours

Employer Roles

- Identify training needs and gaps in workforce skills
- Work with education and training organizations to build career pathways and talent pipelines
- Collaborate with peer companies to improve existing education and training offerings
- Partner with training programs to integrate hands-on work experience with classroom learning
- Providing resources and opportunities for work-based learning, mentoring, apprenticeships, internships, and tuition assistance
- Make commitments to hire or promote program graduates
- Offer externships, i.e. teacher training opportunities

English @ Work // Language 4 Leaders (L4L)

GREAT RIVERS ADULT EDUCATION + ANDERSEN WINDOWS AND DOORS + RENEWAL BY ANDERSEN

Working hand-in-hand, partners created two programs to serve adult education participants working in entry-level and intermediate positions:

- **English @ Work** is designed for beginning and intermediate-level positions at Andersen Windows & Doors and Renewal by Andersen.
- **Language for Leaders (L4L)** is geared towards intermediate-to-advanced employees interested in pursuing an opportunity in shift leadership and beyond. L4L serves as a bridge between English @ Work and the Team Lead Development Program at Andersen Corp.

Storm Door — Des Moines Graduates



RbA - Cottage Grove Graduation



Working with the companies' Training and Human Resource departments, curricula for the two programs was developed to boost workplace literacy and preparation while building academic skills.

English @ Work // Language 4 Leaders (L4L)

GREAT RIVERS ADULT EDUCATION + ANDERSEN WINDOWS AND DOORS + RENEWAL BY ANDERSEN

Classroom Topics

- **Benefits Literacy:** Annual Open Enrollment
- **Digital Literacy:** Email, Intro to Word Processing, Presentations, Spreadsheets
- **Skill Building:** Sending Professional Emails
- **Let's Practice:** NorthStar Digital Literacy Platform
- **Advancing Careers:** Understanding the roles of a Value Stream Team Lead and a Value Stream Supervisor
- **Role Play:** Common Interview Questions
- **Discussion:** Drafting a Resumé, Navigating a Job Application

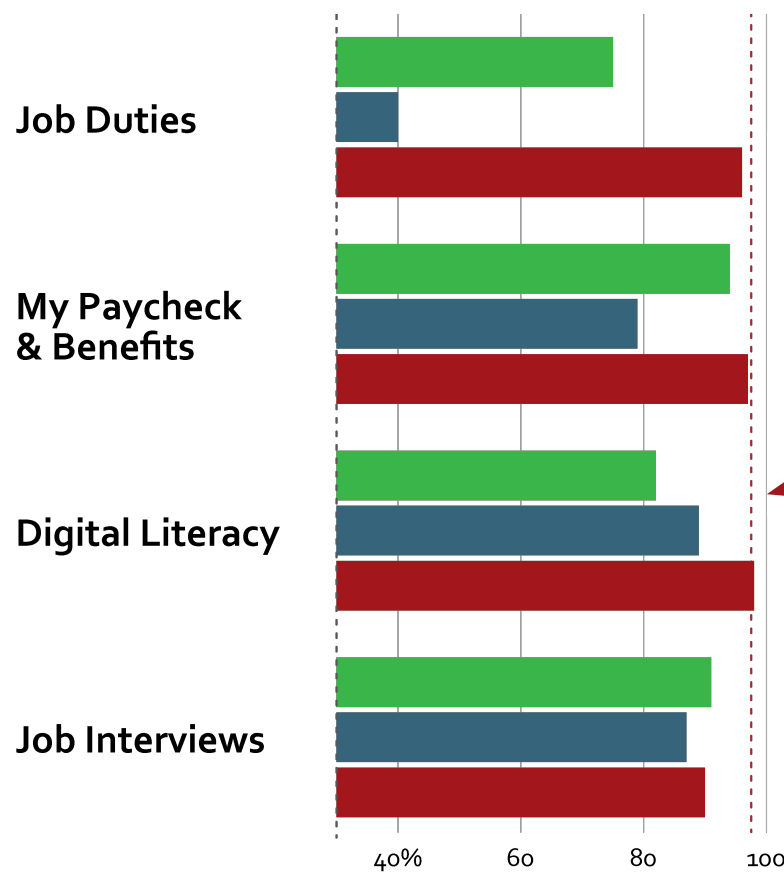
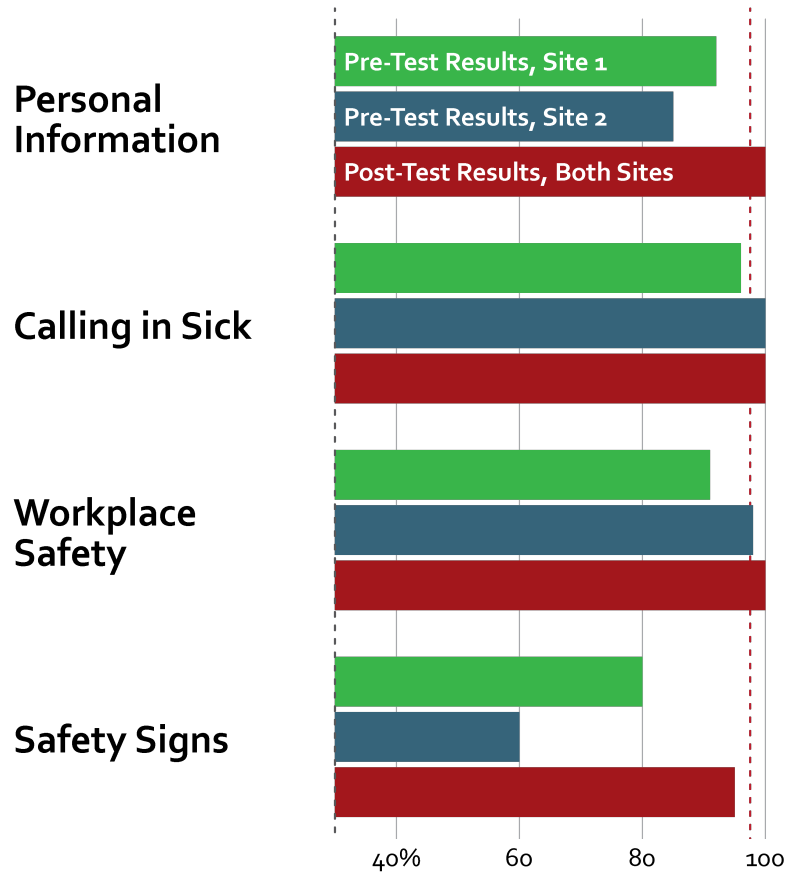


Bayport 100series Graduation

English @ Work // Language 4 Leaders (L4L)

GREAT RIVERS ADULT EDUCATION + ANDERSEN WINDOWS AND DOORS + RENEWAL BY ANDERSEN

English @ Work Pre- and Post-Test Results



Program Impact

Post-Test Average: **97%**

Workplace Literacy Spotlight

English @ Work // Language 4 Leaders (L4L)

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Thank You!