



ADULT LITERACY FOR THE WORKFORCE IN IOWA

2010 EFFECTIVE TRANSITIONS CONFERENCE
NOV. 15 -16, 2010

*Integrating basic skills and workplace skills for Iowa's
adult students.*

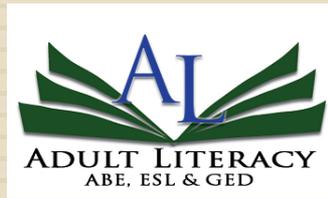


Welcome

Colleen Hunt, Bureau Chief

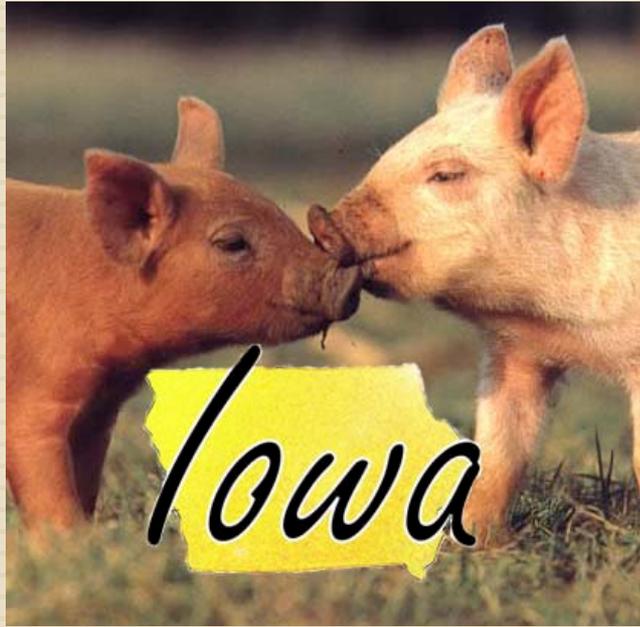
**Division of Community Colleges and Workforce
Preparation**

Iowa Dept. of Education



Our Mission

The Mission of Iowa's Adult Literacy Statewide Program is to provide accessible, quality instruction that develops life, work and literacy skills.



A Quick Iowa Quiz

Please number 1- 5

Iowa Quiz

- 1- Name one famous movie about Iowa.
- 2- What makes the name "IOWA" special?
- 3- What is unique about Iowa's east and west borders?
- 4- What percent of the nation's food supply is produced in Iowa?
- 5- Name a food on a stick that is sold at the Iowa State Fair.

Answers

- 1- Field of Dreams, State Fair, Music Man, Bridges of Madison County...
- 2- Iowa is the only state name that starts with two vowels.
- 3- Iowa is the only state whose east and west borders are 100% formed by water - Missouri and Mississippi rivers.
- 4- Iowa produces 1/10th of the nations food supply, thanks to corn, soybeans and pork.
- 5- Pineapple, cheese, pork chops and salad (although that's not likely fried), Twinkies...



BACKGROUND INFORMATION

Short History

- Iowa has pathway envy!
- Washington State's I-BEST staff become our mentors.



ALWI – Adult Literacy for the Workforce in Iowa (Round I/2009)

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- Iowa Workforce Development (IWD) and the Iowa Department of Education's Division of Community Colleges and Workforce Preparation, received WIA incentive grant funds in the amount of **\$779,429**.
- IWD agrees to the Iowa Dept. of Education using all of the incentive funding for ALWI.

ALWI -- Continued

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- \$3,000 per community college was distributed for planning purposes to encourage collaboration on determining the local approach.
- The balance of \$700,132 was allocated to 15 community college local programs through March 15, 2011.
- From March 15–June 15, 2011, mini-grants will be offered for sustainability and expansion efforts.

ALWI Grant Requirements

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- Research, including regional employment needs assessment data.
- Recruitment and retention plan.
- Plan for sustainability.
- Soft skill development.
- Technology skill development.
- Commitment from community and administration.

ALWI Partnerships

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By developing partnerships, local programs are able to develop support for the initiative while addressing and integrating the needs and expertise of each partner.

- ❑ Local employers.
- ❑ Workforce and economic development agencies.
- ❑ Community-based organizations.
- ❑ Existing community college programs (credit and non-credit).

ALWI Charge to Each Community College

Come up with a plan that works for the community college, students and community!

Grant Application Focus Questions

- What will work locally?
- What exists that can be built upon?
- How can the local program creatively implement the grant requirements?
- What is the local level of readiness?
- What is the level of local support?
- How will the effort be sustained?

ALWI Outcomes

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- ALWI participants will comprise a longitudinal data set that will include follow-up outcomes on:
 - Workforce entrance and retention.
 - Enrollment in postsecondary education and training programs:
 - Credit Training
 - Non-Credit Training
 - Community Colleges
 - Public and Private Universities

A close-up, slightly blurred photograph of a pencil pointing towards a grid of numbers on a light-colored surface. The pencil is positioned diagonally from the bottom left towards the center. The grid contains numbers, with '2017' and '2019' visible in the background. The overall tone is warm and professional.

**GREAT NEWS!
IOWA RECEIVES ANOTHER
INCENTIVE GRANT FOR \$806,297**

Welcome...ALWI II

The 2010 WIA Incentive Grant Proposal Has 4 Components:

- Expand local Community College Adult Literacy for the Workforce In Iowa (ALWI II) efforts.
- Invest in Online GED Program (GED-i).
- Extend National Career Readiness Certificate and WIN Licensing.
- Implement Data System Alignment Activities.

A close-up, slightly blurred photograph of a wooden pencil with a sharp lead tip, resting on a sheet of graph paper. A ruler is visible in the background, showing measurements in inches and centimeters. The lighting is warm and soft, creating a professional and focused atmosphere.

**LAUREN GEORGE,
ADULT TRANSITION SPECIALIST
IOWA WESTERN COMMUNITY
COLLEGE**

How We Planned for ALWI

Information Gathering

- Other transition programs
- Workforce Development
- Student Support Services
- Current and former students



Discoveries

- GED completion doesn't ensure post-secondary success
- Many GED graduates/students lack the support and structure necessary for college



A New Process

- Focus on college readiness
- Two day orientation
- Add structure to daytime classes
- Schedule students based on skill level
- Offer a *College Knowledge* class

Successes

- Students are more positive and committed
- College Knowledge class
- Level-appropriate instruction
- Personal connection



Challenges

- Regular attendance
- Advanced/Fast-Tracker program





**JENNIFER WILSON,
IOWA VALLEY COMMUNITY
COLLEGE DISTRICT**

The Role of the Transition Specialist

Transition Specialist – Success Coach

- **Recruit** students appropriate for program
 - ▣ CASAS 235-249 (lowest modality)
 - ▣ Current GED/ESL students in program
 - ▣ Workforce Development
- **Interview** students to determine motivation
- **Counsel and advocate** for students while teaching basic skills they can use for career attainment, career up skilling or educational advancement.

Transition Specialist – Success Coach

- Instruction of math, reading and job skills courses, tutoring, and “pre” courses that focus on increasing basic skills.
- IBEST (Integrated Basic Educational Skills Training) instructor to assist with ABE issues in the classroom.



Transition Specialist – Success Coach

- Check in with teachers for student progress or needs
- Assist in problem solving barriers that arise
- Ask the questions that no one wants to ask; then help find out the answers
- Provide opportunities
 - ▣ Job Fair
 - ▣ College Fair
 - ▣ Newspaper
 - ▣ On-line job applications



Support Services - Individualized Strategic Plan

- Setting the stage for success
- Goal setting—
 - 0-3 months, 3-6 months, 6-12 months
- Barrier discovery and Strategies
- CASAS testing
- Service referral
- Update plan every 2-3 months
- Check in at least bi-weekly for progress/set backs

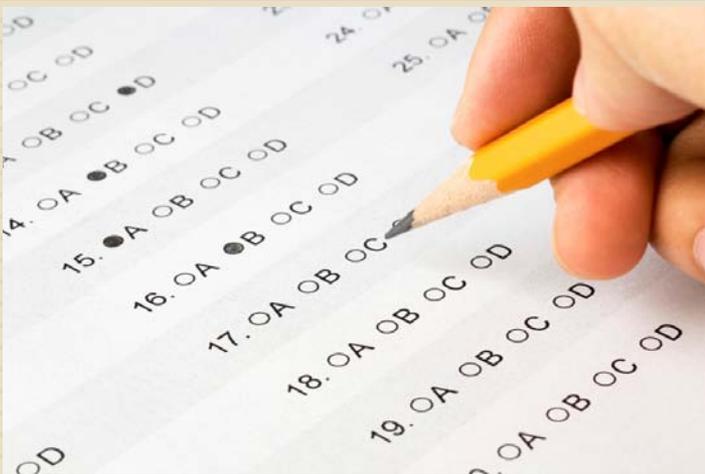
Support Services - Career Achievement Program

Success Seminar

- Soft skill instruction
 - ▣ Conflict resolution, teamwork, job etiquette, problem solving, organizational skills, decision making.
- Financial education, test taking skills, study skills
- ESL/GED instruction
- Pre-classes (Pre-CNA, Pre-technology)
- Resume writing, cover letter development, college application/FASFA assistance.

Support Services

- Career Assessments
 - ▣ Kuder
- College Assessment
 - ▣ Compass
- National Career Readiness Certification
- Computer courses
 - ▣ Mavis Beacon
 - ▣ PLATO



Support Services

- Daycare
- Transportation
- Tutoring
- Develop relationships
- Tours
- Books/Tuition/Fees
- Materials/Supplies
 - ▣ Scrubs
 - ▣ Stop watch
 - ▣ Welding





**RAEANN WYNGARDEN,
INDIAN HILLS COMMUNITY
COLLEGE**

How ALWI works for us!

IHCC *Education to Careers* Transition Specialist Role



- Skill upgrading in Math, Writing and Computer Literacy
- Pre/Post Test in CASAS
- Pre/Post Test in Compass
- Individual Tutoring
- Resume and Job Skill Building
- Goal Setting

Supports

- Learning Styles
- Communication Skills
- Campus Tours
- Library Cards
- Career Portfolio
- Guest Speakers from IHCC (Trio Programs, Student Health, Advance Technology, Health, Financial Aid, Foundation /Scholarship Office, Rural Health Programs)
- Community Speakers (United Way, Workforce Development, Local Business and Industry)

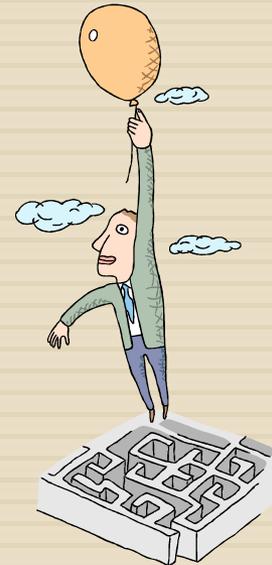
SUCSESSES



- ❑ Students have received IHCC Foundation Scholarships.
- ❑ Students have increased CASAS and Compass scores.
- ❑ Students have enrolled in college or found employment.
- ❑ Students are utilizing TRIO Services.

CHALLENGES

- Recruiting.
- Class attendance and flexibility.
- ETC Specialist is part time.
- Students who have to balance work and
- college program schedules.





**ALEX HARRIS,
RETENTION SPECIALIST
EASTERN IOWA COMMUNITY
COLLEGE**

Connecting with Internal and External Partners

Internal Partners

- Non-credit partners
 - ▣ Healthcare
 - ▣ Manufacturing
- Iowa@Work
 - ▣ Promise Jobs - youth
 - ▣ Dislocated workers
- Support Services
 - ▣ Financial Aid
 - ▣ Counseling



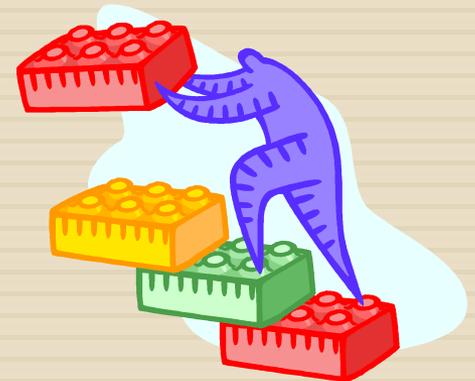
External Partners

- IWD- Iowa Workforce Development
 - ▣ Workplace Essentials
 - ▣ Workforce Board presentation
 - ▣ Industry Advisory Board

- Community Resources
 - ▣ Community Action
 - ▣ Housing
 - ▣ Transportation

Successes

- Retention rate has been 90%.
- Placement rate has been 90%.
- By using this model, EICCD has received additional funding for a new industry bridge.



Challenges

- Time to develop partners
- Being proactive in providing wrap around support
- Case management sustainability
- Tracking



A close-up, slightly blurred photograph of a pencil resting on a sheet of graph paper. A ruler is visible in the upper right corner, showing measurements in inches. The pencil is positioned diagonally across the frame, pointing towards the top right. The text is overlaid on the lower right portion of the image.

**SANDY SUPIANOSKI,
IOWA VALLEY COMMUNITY
COLLEGE DISTRICT**

NCRC and WIN Curriculum

National Career Readiness Certificates

- Iowa Valley Community College District is one of 15 sites in Iowa for the National Career Readiness Certificate (NCRC).
- The NCRC is marketed to employers and job seekers.
- As of 10/18/10 we have given 322 tests.
- Level attainment:

Bronze	44
Silver	159
Gold	72
Platinum	4

National Career Readiness Certificates

- The National Career Readiness Certificate requires qualifying scores on three *WorkKeys* assessments that provide a measure of “real world” workplace abilities.
 - ▣ **Reading for Information**—Skills necessary to read and use written text, including memos, letters, directions, and signs, in order to do a job.
 - ▣ **Applied Mathematics**—Skills necessary to apply mathematical reasoning, critical thinking, and problem-solving techniques in work settings.
 - ▣ **Locating Information**—Skill necessary to locate, summarize, and use workplace information, including charts, forms, diagrams, maps, and gauges.

National Career Readiness Certificate

Certificate Level	Scoring Level Required	Necessary Skills for Jobs Listed in the Database.
Platinum	6	99%
Gold	5	90%
Silver	4	65%
Bronze	3	35%

A close-up, slightly blurred photograph of a pencil lying on a sheet of graph paper. A ruler is also visible, partially overlapping the pencil and the graph paper. The lighting is warm, creating a soft, golden glow. The pencil is positioned diagonally across the frame, pointing towards the upper right. The graph paper has a grid pattern, and the ruler has numerical markings.

**SANDY JENSEN & STAFF,
HAWKEYE COMMUNITY
COLLEGE**

Sustainability

ALWI at HCC - *The Next Step Program*

- Transition Support Services
- Digital Literacy classes
- College 101
- Road Construction class



Sustainability

- Combine targeted funds with existing resources
- Look for local funding
- Results=college support
- Work with partners both within the college and in the outside community

Impact of ALWI on the College

INITIAL:

- Better communication and collaboration between non-credit (GED/ELL) and credit leads to better service to students
- A “seat at the table” for non-credit programs within the college



Impact of ALWI on the College

SHORT and LONG TERM GOALS:

- GED grads better prepared for college success
- More GED grads enrolling in and completing college
- Better job success for completers of Continuing Education short courses

Impact of ALWI on the College

POSSIBLE LONG RANGE:

- Restructure of some developmental education coursework
- Collaboration among GED instructors and developmental education instructors
- Restructure of selected college courses to include I-BEST model
- Restructure of student advising/admissions process for GED grads



QUESTIONS

Top 5 Pieces of Trivia About Iowa

1. Cancun, Delaware, Denver, Geneva, Jamaica, Luxembourg, Madrid, Nevada, Norway, Panama, Toronto, or Wyoming are all cities in Iowa.
2. Iowa gets more tornados than any other state. Perhaps the Wizard of Oz should have been set in Iowa for more accuracy.
3. A full 90 percent of Iowa's land is devoted to farming.
4. Elk Horn is the largest Danish settlement in the United States.
5. Iowa means "beautiful land"

To access this presentation online:

<http://www.iowa.gov/educate/>

Click on *Adult Literacy/GED*

Click on *Reports, Documents and Presentations*

For more information...

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