Adult Education at Work

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Purpose of Adult Education

- To help adults to become literate and to obtain the knowledge and skills necessary for employment and self-sufficiency
- To assist adults who are parents to obtain the educational skills necessary to become full partners in the educational development of their children
- To support adults in the completion of a secondary school education
Adult Education in Connecticut

Mandated Program offerings:
- Citizenship
- English as a Second Language (ESL)
- Adult Basic Education (ABE)
- Adult Secondary Education
  - General Education Development (GED)
  - High School Credit Diploma Program (CDP)
  - National External Diploma Program (NEDP)
Provider Landscape

- 41 Local School Districts
- 3 Regional Education Service Centers
- 8 Literacy Volunteer Programs
- 8 Other Community Organizations
- Department of Corrections
Funding Sources

- Local Dollars which come from School Districts and Private Contributions
- State Dollars appropriated for Adult Education Grants
- Federal Dollars from the Workforce Innovation and Opportunity Act (WIOA) Title II
Federally Funded Initiatives

Federal Title II funds enhance mandated program offerings and are awarded competitively; New Request for Proposal just completed included these priority areas:

• Workforce Readiness
• Transition to Post-secondary Education & Training
• Integrated Education and Training
• Family Literacy Services
• Expansion of the National External Diploma Program
• Adult Virtual High School
• Corrections Education/Non-traditional AE
• Integrated English Language Acquisition & Civics Education
Successful Connections

- Connecticut Employment and Training Commission
- Workforce Investment Boards, Youth Councils and American Job Centers
- Department of Labor
- Community College System
- Department of Rehabilitation Services
- Department of Social Services
Wallingford Adult Education
Career Pathway Exploration
Paul Flinter, Grants Coordinator
Bill Carter, Program Coordinator
Workforce Preparation - 21st Century Careers Grant
Objectives

1. Instruction in Reading, Writing, Math and Digital Literacy
2. Develop Soft Skills
3. Develop Student Career Goals
4. Inform Students of Labor Market and Employment Needs
5. Provide Visitations / Shadow Opportunities
Objective 1 – Reading, Writing, Math, Digital Literacy

- GED/NEDP preparation programs
- High School Credit Diploma English/Math class
- Teknimedia – Internet Based Computer Training Modules
- Individual tutoring
Objective 2 – Develop Soft Skills

• Integrated Career Awareness Curriculum (ICA)
• WAE offers ½ credit course “Career Development”
• Students are introduced to soft skills:
  • Interview and Resume Skills
  • Goal Setting
  • Create Career Pathway (Career Cruising Match Maker and My Skills)
Objective 3 – Develop Career Profile

- Career Cruising – Internet Based Career Awareness and Exploration
- Researching Career Pathways
- Available to day and night students
- All students invited to site visits
Objective 4 – Inform Students about Labor Market Needs

Workforce Alliance local plan
http://www.workforcealliance.biz/youth

CT Dept. of Labor website
http://www.ctdol.state.ct.us/gendocs/JobSeekers.html
Objective 5 - Provide Visitations /Shadow Opportunities

- Site visits to business partners
- Align student interest with job shadowing experiences
- Site visits to post secondary programs that offer Career Training Certificates
  - Middlesex Community College: Veterinary Technician, Computer Technician, Allied Health Certifications
  - Gateway Community College: Small Engine Repair and Technology, Clean Water Management Certificate
Workforce Preparation - 21st Century Careers Grant

• Agreement with businesses and post secondary settings (Hallmark)

• Terms for businesses
  • support by providing exposure to career pathways
  • offer job shadowing opportunities within our company (interested students with scheduling determined by job agreement and student availability)
  • provide guest speakers to the project so that the students may learn about different aspects of a business
PRE CONFERENCE WITH EMPLOYER

- Employer identifies:
  - **Identification/Referral**
    - Employees who need educational support
  - **Content (Academic & Workplace Skills)**
    - Employer lists of vocabulary, instructions or specific communication skills needed for job performance
  - **Logistics**
    - Days/times that employees are available
    - Production or company time schedule barriers
    - Appropriate site tours and employer staff interviews to assess company needs
    - Instructional room and technology availability
  - **Additional Actions**
    - Employer staff support
    - MOU-Memorandum of Agreement Completed
Types of Instruction

Academic

- ELA—English Language Acquisition & Literacy
- ABE—Adult Basic Education & GED
- NEDP—National External Diploma Program
- CDP – Credit Diploma Program

Workplace

- Employer Soft Skills
- Employer Technology Skills
- Curriculums based on CCRS (College & Career Readiness Standards), ELP (English Language Proficiency Standards) and ICA (Integrating Curriculum for Workplace Skills)
Assessments

- CASAS testing for:
  - Appraisals for Math and Reading baseline
  - Student Profiles created for identifying individual educational needs
  - CASAS Pre and Post testing to identify gains in Math and/or Reading skills
  - Attendance records for employer

- Final Report for Employer provided
Types of Companies Served

- Healthcare
- Manufacturing
- Alternative Incarceration Programs
- Substance Abuse Treatment Programs
- DMHAS Programs
- Community Shelters
- Restaurants

- Community Churches
- Community Libraries
- Low Income Housing Facilities
- Alternative Educational Facilities
- Interagency Departments—i.e. Headstart, etc.
- Retail—i.e. Nail Spas, etc.
Benefits to Employers

- Improved English Proficiency
- Improved employee communication skills for job production and efficiency
- Company cost savings from reduction of employee errors
- Expansion of employee work roles or promotion
- Improved employee self esteem
- Partners in workforce development (WIOA Local Plan 2016–2020)

Low Cost In–House Instruction for Employees
Customized Training Solutions

- Small classes offer individualized attention
- Outcome oriented services
- Needs Analysis
- Training is held at your site
- Offering a wide range of programs
- Affordable programs made possible through grants
Why Choose Vernon Region Adult Based Education?

• Our expertise:
  ➢ Understanding the basic skill needs of workers
  ➢ Analyzing basic skills imbedded in job tasks
  ➢ Using workplace-based assessments
  ➢ Creating instruction that links basic skills with on-the-job applications
  ➢ Working with adults in a workplace setting

• Our teachers are experienced working with adult learners.
Return on Investment

- Improved communication
- Improved productivity and quality of work
- Improved ability to understand and apply new information
- Improved team performance
- Improved ability to use new technology
- Improved safety record
Bahler Farms – largest dairy herd in CT – 3000 dairy cows
Delta Industries - East Granby

Delta Industries fabricates and machines complex corrosion and heat resistant steel, nickel and titanium alloy assemblies up to 75 inches in diameter.
MB Aerospace – East Granby

Five-axis milling machine
North Central District Health Dept.

• Contextual Spanish class for English speaking Health Inspectors
Country Pure Foods is one of the top independent juice processors in the country!
Alstom Power, Inc.
Clean coal technology & power generation
Pioneer Aerospace Corporation is one of the world's largest aerodynamic deceleration manufacturers. Pioneer has designed and manufactured parachutes and parafoils for numerous NASA missions.
DST Output - provides integrated print and electronic statements to individuals and businesses. The company designs, produces and delivers statements and documents. It is one of the largest third-party First-Class mailers in the United States.
Rockville Bank – Advanced Excel, Business Writing & Advanced Outlook
Stowe Machine supplies precision machining services, primarily to the aerospace industry. The company specializes in performing the finish machining operations on large and small complex components.
For More Information

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Thank You!

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