



# **ENSURING STUDENT SUCCESS FOR TODAY AND TOMORROW**

**FY2018 Spring Adult Education and  
Literacy Administrators' Meeting**

# Welcome

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Dr. Karen Anderson

Jennifer Foster

# ICCB GOALS

- 1. Smooth the Transition for all students into and through Postsecondary Education**
- 2. Contribute to the economic development of Illinois by providing robust workforce training, increasing degree and credential attainment and creating talent pools to attract new business**
- 3. Engage with all stakeholders to align board policies to improve student outcomes and increased access to public information on system effectiveness**

# TODAY'S AGENDA

## Day 1

- A Flashlight on State Data
- Regional Meetings - Analyze Data
  - Develop and Share Recruitment Solutions
  - Strengthen Student Retention and Transition
  - Enhance Program Design and Performance



# **ADULT EDUCATION ADMINISTRATORS' MEETING**

April 19-20, 2018

Jennifer K. Foster

Deputy Director for Adult Education and Workforce

# Illinois Adult Education Strategic Plan

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**“Expanding Career Pathway Opportunities in  
Adult Education”**

# SENATE JOINT RESOLUTION (SJR) 40

- Created the Statewide Task Force on the Future of Adult Education and Literacy within the Illinois Community College Board
- Charge of the Task Force: To create a statewide strategic plan for adult education and literacy.

# SENATE JOINT RESOLUTION (SJR) 40

## TASK FORCE MEMBERS

- Chair, Executive Director of the Illinois Community College Board
- Chair of the Illinois Community College Board
- Adult Education Providers
- Associations:
  - Illinois Adult and Continuing Educators Association (IACEA)
  - Illinois Association of Regional School Superintendents (IARSS)
- State Agencies including Core Partners and Career Technical Education
- Education
- Members of the General Assembly
- Philanthropic Community



# TASK FORCE PROCESS

## ❖ Task Force Meetings

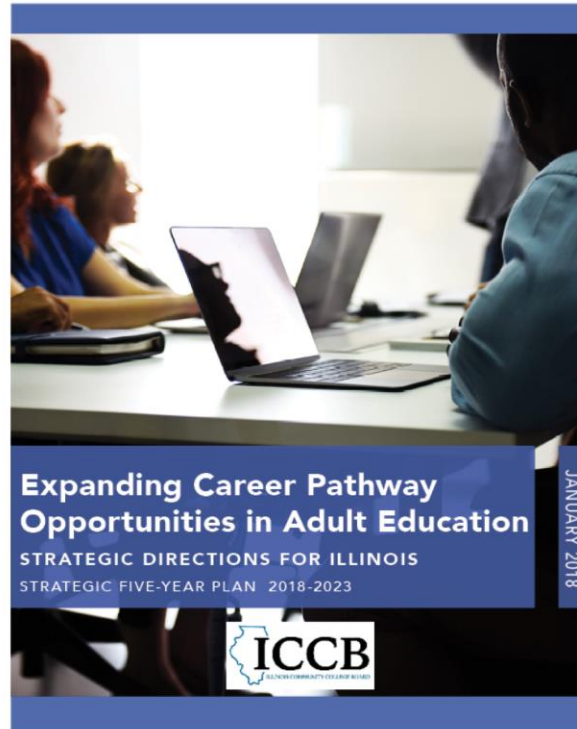
- ❖ October 23, 2017
- ❖ January 16, 2018

- ❖ Subgroup Meetings – October – December 2017
- ❖ Draft Report released January 5, 2018
- ❖ Public Comment Period January 9, 10, & 12, 2018
- ❖ Written Comments accepted through January 12, 2018
- ❖ Submitted the plan to the Governor and General Assembly on January 31, 2018

# CREATION OF A STRATEGIC ACTION SUBCOMMITTEE

- 40 + members
- ICCB Staff
- Majority – Adult Education Programs
  - Administrators, Coordinators, Instructors – ABE and ESL, Transition Specialists
- Two convenings:
  - March 1, 2018 and April 3, 2018
  - Development of Action Steps
- Public Comment Period ends 4/20/18

# EXPANDING CAREER PATHWAY OPPORTUNITIES IN ADULT EDUCATION: STRATEGIC DIRECTIONS FOR ILLINOIS 2018-2023



# VISION STATEMENT

## ADULT EDUCATION STRATEGIC PLAN

### VISION STATEMENT

2018-2023

In partnership with other stakeholders, we will create learning opportunities that align with statewide education, training, and employment strategies to ensure all adult learners have access to and success across services that are cohesive, coordinated, and innovative to promote better economic opportunities, greater equity, and sustainable career pathways.

# SIX GUIDING PRINCIPLES

- Responsiveness and Access
- Innovation
- Collaboration and Alignment
- Professional Development and Training
- Accountability
- Technology

# **GOAL 1: IMPROVE OUTCOMES BY SCALING EFFECTIVE MODELS AND STRATEGIES ACROSS THE SYSTEM**

- Ensure Adult Education remains responsive to emerging labor market needs and aligns with economic development regional data, demographic data, and long-range comprehensive community plans through all stages of the scaling process.
- Influence and support policies and practices that strengthen Adult Education's voice when actively connecting employment and training to the career pathways system and building responsiveness to businesses' needs.
- Develop on-ramps for all students, including basic skills students and English language learners, into the Adult Education comprehensive career pathways systems.

# **GOAL 2: INCREASE POSTSECONDARY TRANSITIONS AND CREDENTIAL ATTAINMENT**

- Actively engage with employers through the development of work-based learning opportunities, apprenticeships, and other learn and earn models for Adult Education students; advisory committees; and curriculum enhancements such as mock interviews, experiential learning, employer-based on-site projects, and other mentoring opportunities.
- Leverage and maximize access to support services and financial incentives to ensure seamless transitions for Adult Education students.
- Provide comprehensive professional development and training to Adult Education providers and other stakeholders on identifying labor market demands and how to demonstrate return on investment for their transition-related programs and the benefit to students, employers, and the regional economy.

# GOAL 3: STRENGTHEN COLLEGE AND CAREER READINESS

- Embed the Essential Employability Skills Framework across the Adult Education curriculum and incorporate on-ramps to Adult Education and IET/ICAPS with “fast track” models or accelerated learning strategies—and design and integrate work-based learning components that enhance classroom-based academic work.
- Align Adult Education with the other key state-driven plans, such as the Illinois Workforce Innovation and Opportunity Act Unified Plan; the Illinois Community College Board’s Workforce Education Strategic Plan; the Report of the Higher Education Commission on the Future of the Workforce, and the Illinois Postsecondary Workforce and Readiness Act, where appropriate via system alignment and partnership development efforts.
- Strengthen alignment and service integration across local WIOA core and required partner agencies to support career pathways program development, including provision of student support services (including legislative issues and social issues).



# GOAL 4: DEVELOP LIFE-LONG CAREER PATHWAY SYSTEMS & ENABLING TECHNOLOGIES

- Expand the quantity and enhance the quality of existing partnerships, and leverage those partnerships to extend services and resources that have proven effective in bridge programs or IETs to other levels of Adult Education (for example, case managers/career navigators)
- Integrate the Illinois Essential Employability Skills Framework, agile learning skills, and technology skills into all levels of instruction to help students become labor market adaptable.
- Develop a comprehensive technology framework for Adult Education program design and instruction that meets the needs of students with varied levels of digital literacy and foundational skills. This framework should address the use of technology in providing greater student access, instruction strategies and methods for using technology, and program design models that ensure flexibility to meet the changing technological landscape of the workforce.
- Use technology to create “just in time” learning opportunities that equip students with strategies to address lifelong learning needs and build workplace skills.

# PERFORMANCE GOAL

- Measurable Skill Gains
- Median Earnings
- Employment Rate – 2<sup>nd</sup> Quarter
- Employment Rate – 4<sup>th</sup> Quarter
- Credential Attainment
- Effectiveness in Serving Employers

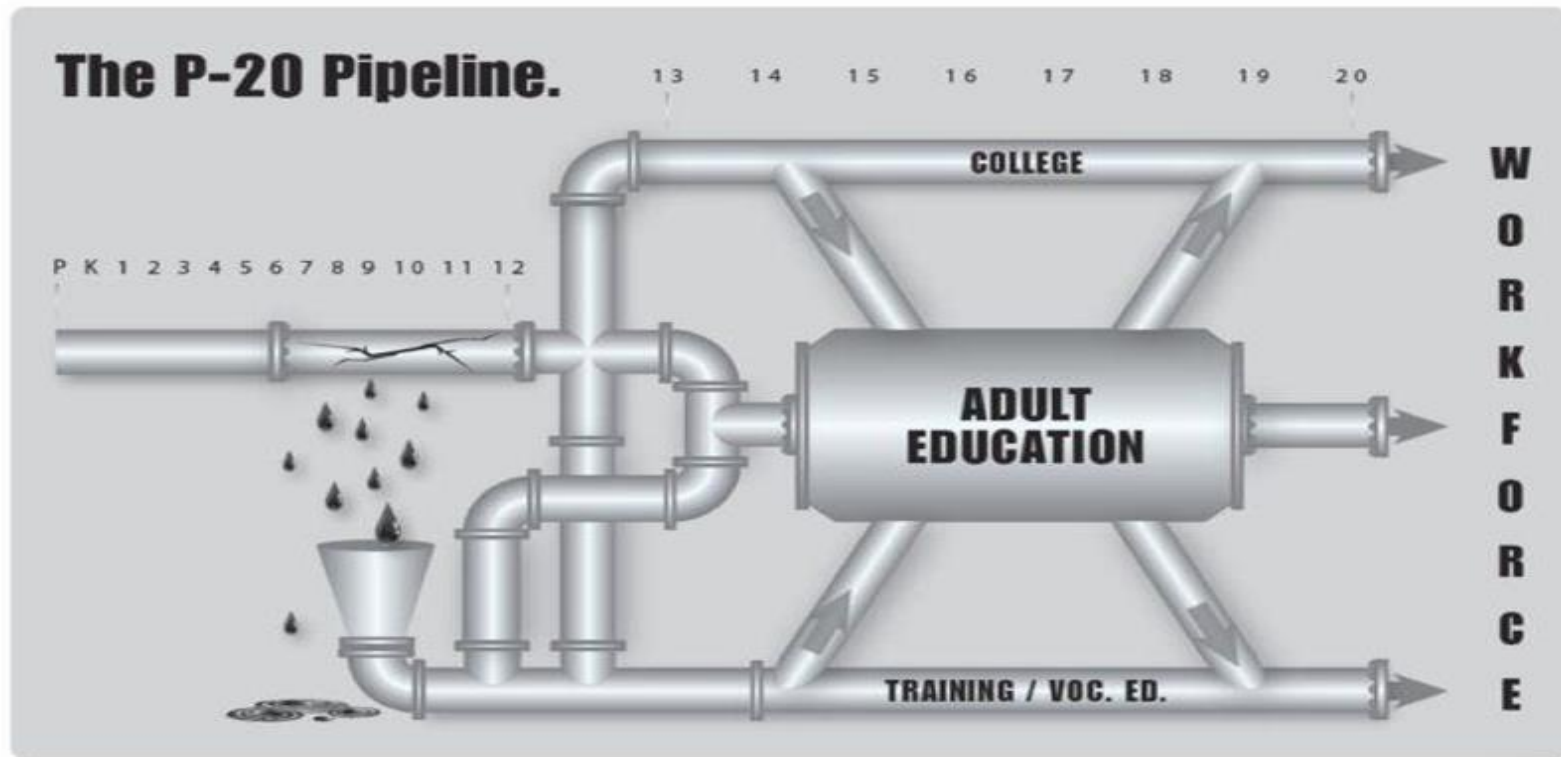
# PARTNERSHIPS ARE KEY

- Defining elements within the MOU
- Determining what partners can bring to the table to help us achieve the outcomes
- Designing services that will include partners
- Developing Strategies that will help to achieve and improve outcomes
  - Agreements on co-enrollment
  - Examining Labor Market Data
  - Co-developing effective models that lead to positive outcomes

# WHY DEVELOP A STRATEGIC PLAN FOR ADULT EDUCATION?

- **There will be 55 million job openings in the economy through 2020:**
  - 24 million openings from newly created jobs
  - 31 million openings due to baby boomer retirements.
  
- **Source: Georgetown University, Center on Education and the Workforce- Recovery Job Growth and Education Requirements through 2020.**

# The Leaky Pipeline



# A More Demanding Economy



- ❑ **By 2020, 65 percent of all jobs in the nation will require some postsecondary education and training beyond high school.**
  - **70% in Illinois**
  
- ❑ **Only 34 Percent of Jobs Expected to Be Open to High School Graduates or less.**
  - **30% in Illinois**
  
- **Source: Georgetown University, Center on Education and the Workforce- Recovery Job Growth and Education Requirements through 2020.**

# ILLINOIS ADULT LEARNERS

1.1 million without a high school diploma

Approximately 2.8 million Illinois residents speak a language other than English as the primary language in their homes.

Approximately 350,000 immigrants reside in Illinois.

# WE CANNOT DO THIS ALONE

- Partnerships are critical
- Surround ourselves with people that think differently
- Understand what people bring to the table
- Develop appropriate individuals on our team that will help us achieve our goals
  - Analytical Thinkers
  - Conceptual Thinkers
  - Strategic Thinkers
  - Customer Oriented Thinkers



# ANALYTICAL THINKERS

- Define the problems
- Determines who may be affected or impacted
- Gather information
- Come up with options or solutions

# CONCEPTUAL THINKERS

- Ability to understand a problem or a situation
- Looks at the data
- Understands the bigger picture

# STRATEGIC THINKERS

- Visualize the future
- Look at long-term directions beyond the here and now
- Think ahead

# CUSTOMER ORIENTED THINKERS

- Thinks about the needs of customers and their priorities

# AN EFFECTIVE LEADER

- Realizes the beauty of having all thinkers on the team
- Understands that a vision is a solution to a problem
  - Have a vision
  - Look at what it could be rather than what it is not
  - Write it down
  - Easily understood
  - Memorable
  - Determine what you hope to accomplish
- Incorporate the cycle of change
  - If it is a mess, let's see how we can turn it around – Cycle of Change
- Recognize that you need people around you who will help you achieve your goals
- Understand what is needed and why we do what we do

# AS AN ADULT EDUCATION SYSTEM

- Value
  - ourselves
  - our word
  - the People, including Students, Staff, and Partners
- Rely on Team Work
- Keep Striving for Excellence