

Aligning Student Pathways With Outcomes

Presented By: Elena Madrid, TWC AEL Technical Assistance Supervisor

TAKE A MINUTE TO REFLECT ON YOUR OWN PERSONAL PATH

- What lead you to where you are at today?
- How much was it planned / intentional? And how much was it discover as you go?
- What do you know now that you wish you would have known then?
- What help or assistance would have been useful that you didn't have?
- Who were some people that helped you along the way?

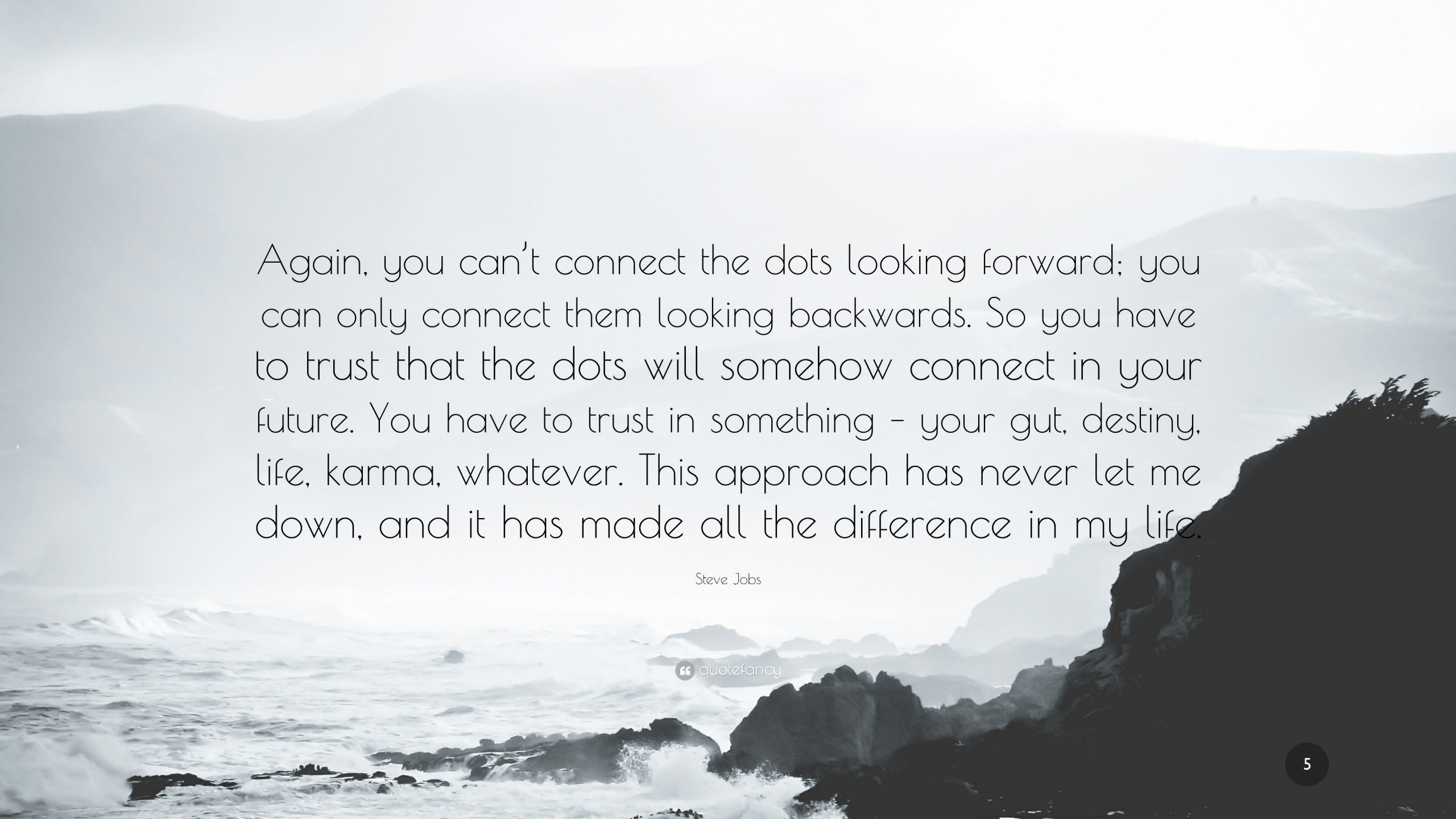


SHARE OUT



AGENDA

- Targeted Pathways
- From Intake to Outcome
- Clearing and Enhancing Pathways
- Q&A and Discussion



Again, you can't connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something - your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life.

Steve Jobs

quote fancy

PICKING UP WHERE
COMPREHENSIVE
ASSESSMENT ENDS

Who attended Unlock Student
and Program Success with
Comprehensive Assessment
presented by Linda Ross?

WHAT ROLE DOES COMPREHENSIVE
ASSESSMENT PLAY IN STUDENT
PATHWAYS?

HOLISTIC APPROACH ... AND ROADMAP TO SUCCESS

1 Determine Eligibility

- Ensures students qualify for AEL Services.

2 Set Clear Goals

- Identify aspirations.
- Tailor learning pathways.

3 Understand Background

- Educational history.
- Employment experience.

4 Uncover Barriers

- Recognize obstacles.
- Develop support solutions.

5 Supports Needed

- Assists with retention.
- Supports completions.

6 Proactive

- Periodic follow-up.
- Identifies changes that impact student success.

COMPREHENSIVE ASSESSMENT IS THE START TO A SUCCESSFUL PATHWAY

Comprehensive
Assessment

Pathway

Pathway

Pathway

Pathway

TARGETED PATHWAYS!

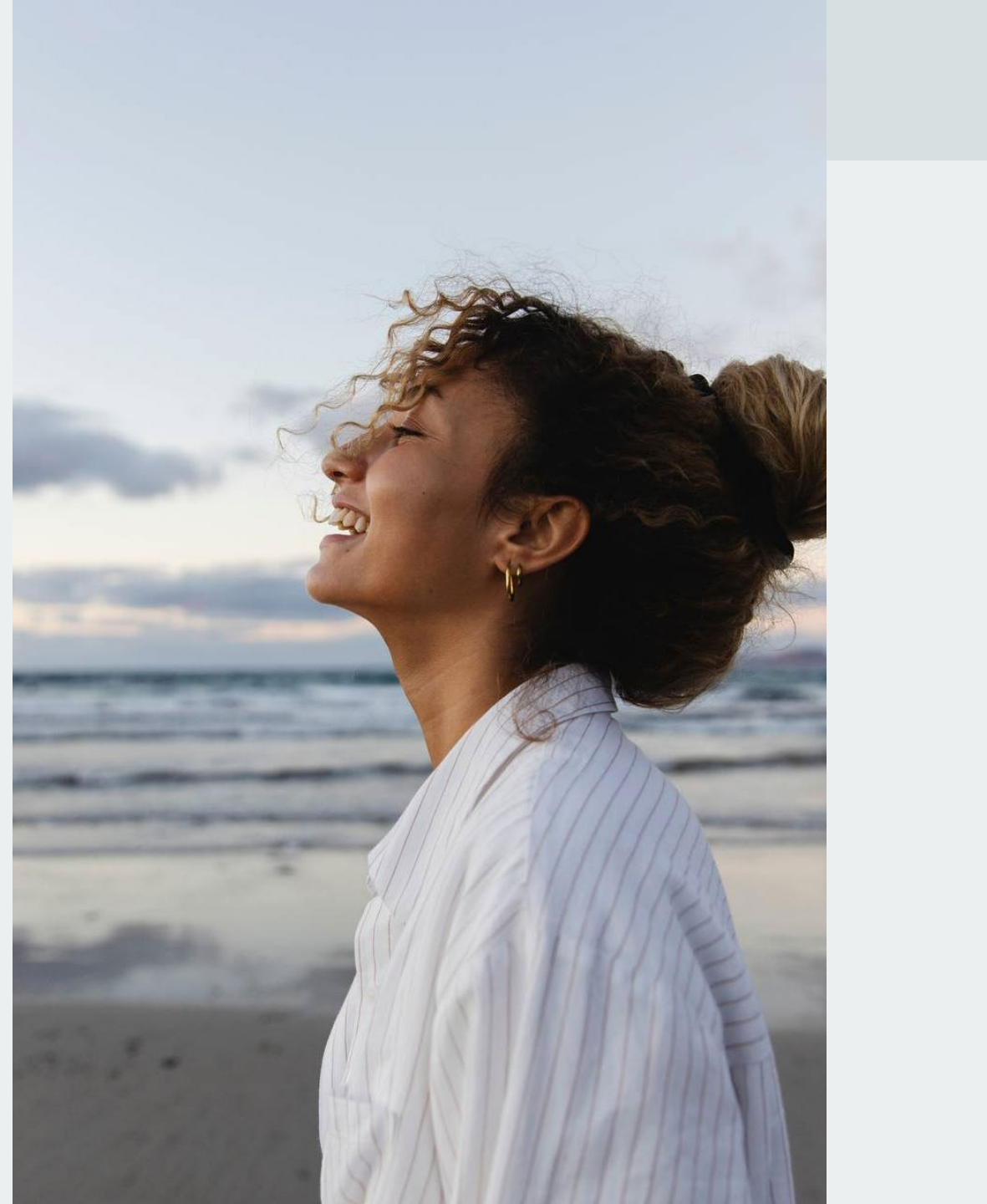
TODAY'S STUDENTS
NEED MORE.

THEY NEED PATHWAYS THAT
LEAD TO:

SUSTAINABLE EMPLOYMENT

POST-SECONDARY
EDUCATION

ENGAGED CITIZENSHIP



PATHWAYS AND
STUDENT OUTCOMES
THINGS TO REMEMBER

Targeted pathways are not created equal. Each leads to specific outcomes.

Alignment is key! We must connect students with the right path for their aspirations.

Success goes beyond program completion. It's about empowerment and transformation.

BUT IS IT A PATHWAY OR IS IT PART OF A PATHWAY?

- Basic Services / Popular (ELA and HSE services)
- Digital Literacy
- Financial Literacy
- Civics Education
- Family Literacy
- College and Career Readiness
- Workforce Training
- Workforce Preparation





TARGETED
PATHWAYS

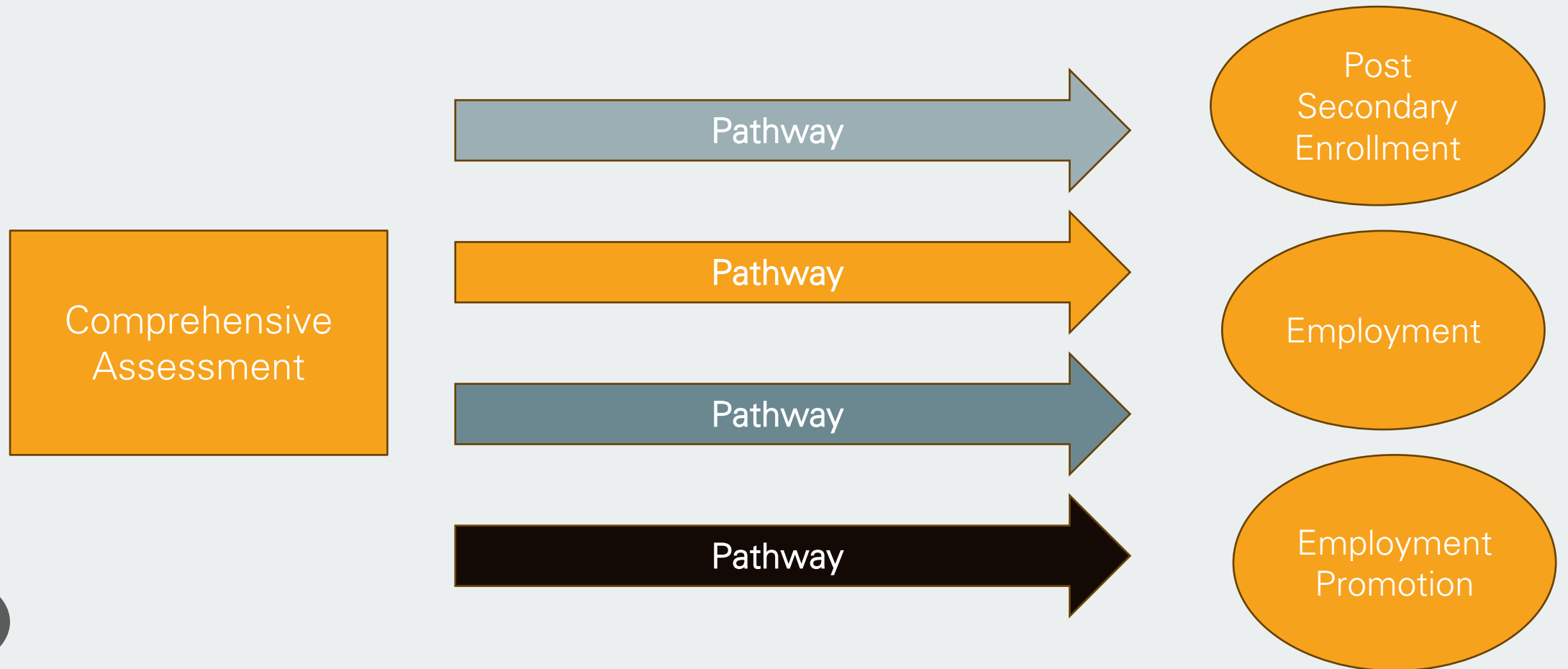
- HSE (High School Equivalency) Attainment
- Post-Secondary Enrollment
- Employment
- Employment Promotion



HSE (HIGH
SCHOOL
EQUIVALENCY)
ATTAINMENT

- Why are students coming to you to get an HSE?
- Is obtaining the HSE the pathway or part of the pathway?
- If it is part of the pathway, what is the ultimate goal?
- What does the HSE count towards in terms of performance? It can count as both an MSG (if earned within the program year) and a Credential (after a participant exits).
 - For more information on how an HSE attainment can count as an MSG or a Credential check the AEL Performance Guide.

TARGETED PATHWAYS



WHAT ROLE
DOES MSGS
AND CONTRACT
MEASURES PLAY
IN PATHWAYS?

LET'S TALK ABOUT AEL CONTRACT MEASURES

Grantees are contractually required to meet this each program year:

- Participant enrollment targets
- Measurable Skill Gains (MSGs)
- **Exit-based outcomes**, as outlined in the General Appropriations Act (GAA) and passed by the **Texas Legislature**, as follows:
 - Employed/Enrolled Q2 Post-exit
 - Employed/Enrolled Q2–4 Post-exit
 - Credential Rate
- The following contracted measures are based on **WIOA federal performance measures**
 - Employed Q2 Post-exit
 - Employed Q4 Post-exit
 - Median Earnings Q2 Post-exit
 - Effectiveness in Serving Employers

Source: AEL Performance Guide

A LITTLE MORE DETAIL – PARTICIPANT ENROLLMENT TARGETS

Participant enrollment targets

Grants under 231 Applications

- Total Enrollment
- IET Services
- Intensive Services, which include:
 - Workplace AEL activities;
 - Post Release Services for Second Chance Individuals or
 - Services for Internationally Trained Professionals

Source: AEL Performance Guide

Grants under 243 Applications – Specific to IELCE activities

- Total Enrollment
- IET

A LITTLE
MORE
DETAIL ON
MSGs

Measurable Skill Gains Overview Chart PY 24 - 25 Updates

MSG Type	Name	Which Participants May Earn This?	Details
Type 1a	Achievement on an NRS-approved pretest or posttest	Any AEL participant	Documented achievement of at least one EFL on an approved NRS test by a participant who is receiving instruction below the postsecondary education level
Type 1b	<u>Carnegie Units</u>	N/A	1b not recognized in Texas
Type 1c	Postsecondary enrollment	Any AEL participant enrolled in Popular Services prior to enrollment in postsecondary education	Documented enrollment in Popular Services and then sequentially enrolls in postsecondary education or training during the same program year.
Type 1d	Passage of State approved HSE Subtest	AEL participants who lack a high school diploma, or it's recognized equivalent	Documented passage of a sub-test on a State-recognized HSE exam. Passage must be within the same program year
Type 2	HSE achievement	Any AEL participant that lacks a US high school diploma or high school equivalency	Documented attainment of a secondary school diploma or its recognized equivalent
MSG Type	Name	Which Participants May Earn This?	Details
Type 3	Transcript or report card	Participants enrolled in an IET, including Apprenticeships	Postsecondary transcript or report card for a sufficient number of credit (or equivalent) hours that shows a participant is meeting the state unit's academic standards
Type 4	Progress Milestone	Participants in Workplace Literacy (WPL) or an IET including Apprenticeships	Satisfactory or better progress report toward established milestones as defined by industry standards from an employer (WPL) or a Training Provider for an IET. <i>(Workplace Literacy: To report MSG 4, an MOU with Employer identifying the milestone(s) or industry standard is required)</i>
Type 5	Skills Progression Passing an occupational exam or progress toward attaining occupational skills identified by trade-related benchmarks for specific occupations	Participants enrolled in an IET, including Apprenticeships	Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams

A LITTLE MORE DETAIL ON MSGS

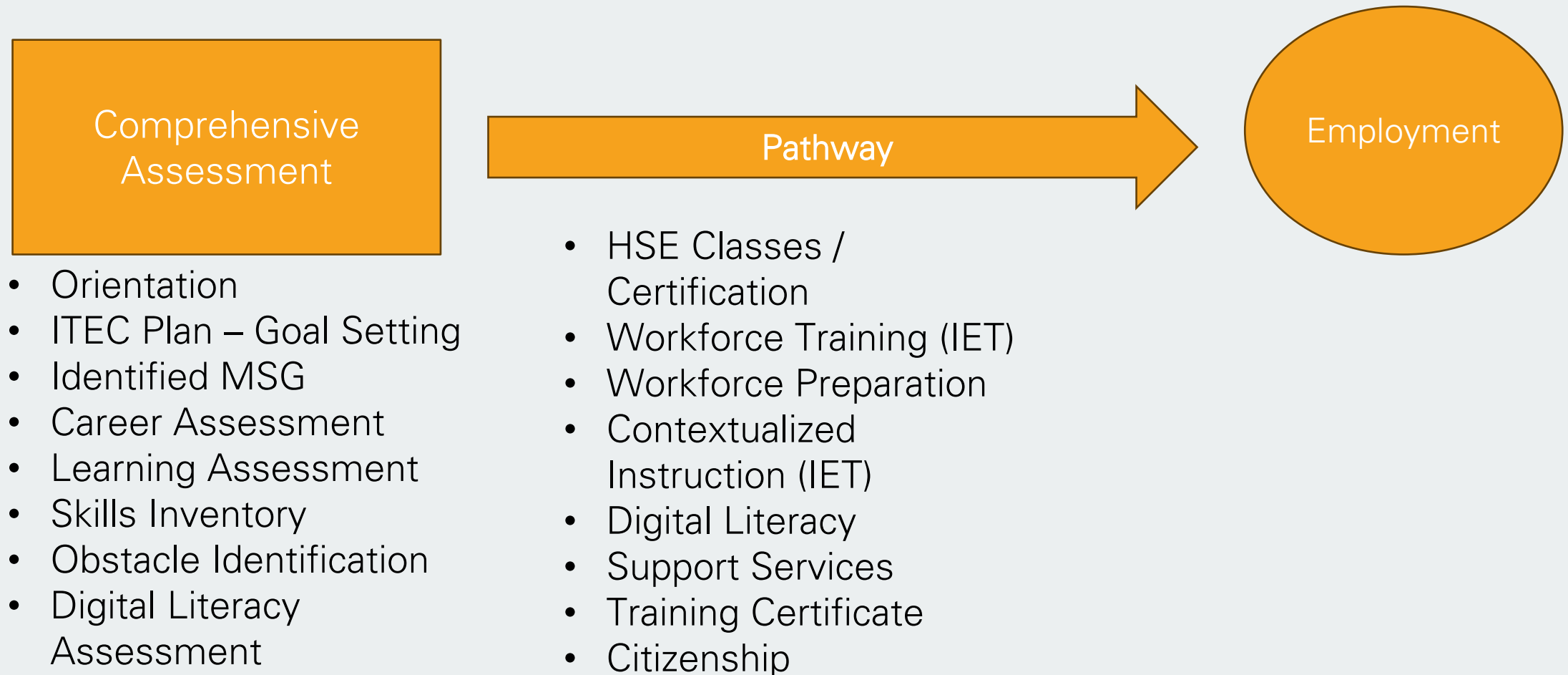
- It is required that all participants get at least one MSG in the Program Year.
- AEL grantees must document the participant's goals and the **planned** MSG in an Individual Training Education Career (ITEC) plan in the participant's file and in TEAMS (anticipated to be updated in October).
- Demonstrates progress a participant is making while participating in services – the participant has not exited.
- It can change, so be flexible.

SAMPLE - MSG AND EXIT BASED OUTCOME



FROM INTAKE TO OUTCOME

ENHANCED PATHWAY FOR EMPLOYMENT EXAMPLE



PATHWAY COMPARISON

Comprehensive Assessment

- Orientation
- ITEC Plan – Goal Setting
- Identified MSG
- EFL Determination
- Career Assessment
- Learning Assessment
- Skills Inventory
- Obstacle Identification
- Digital Literacy Assessment

Pathway

- HSE Classes / Certification
- Workforce Training (IET)
- Workforce Preparation
- Contextualized Instruction (IET)
- Digital Literacy
- Support Services
- Training Certificate
- Citizenship

Employment

Comprehensive Assessment

- Orientation
- ITEC Plan – Goal Setting
- Identified MSG
- EFL Determination

Pathway

- HSE Classes / Certification
- Workforce Preparation

Employment

Different Paths, Same Outcome – Or is it?

MORE INFORMATION ON CAREER PATHWAY SERVICES YOU DON'T WANT TO MISS

- **Intensive Services: Ramp Up those Specialized Services!** – presented by Ann Savino and Lori Slayton. September 18th @ 2:45 p.m. – 4 p.m.
- **Double Session: Session 1 Buckle up! IETs in the New Program Year** – presented by Ann Savino, Nicole Stevens and Kara McVey. September 19th @ 10:15 a.m. - 11:30 a.m.
- **Double Session: Session 2 of Continuation of Buckle Up! IETs in New Program Year with emphasis on 231/243 IELCE Services** – presented by Ann Savino / Nicole Stevens / Kara McVey. September 19th @ 1 p.m. – 2:25 p.m.



CLEARING AND ENHANCING PATHWAYS

- Who's helping Internally and Externally
- ITEC Plan – Clarity
- Support – Partnerships and Wrap Around Services

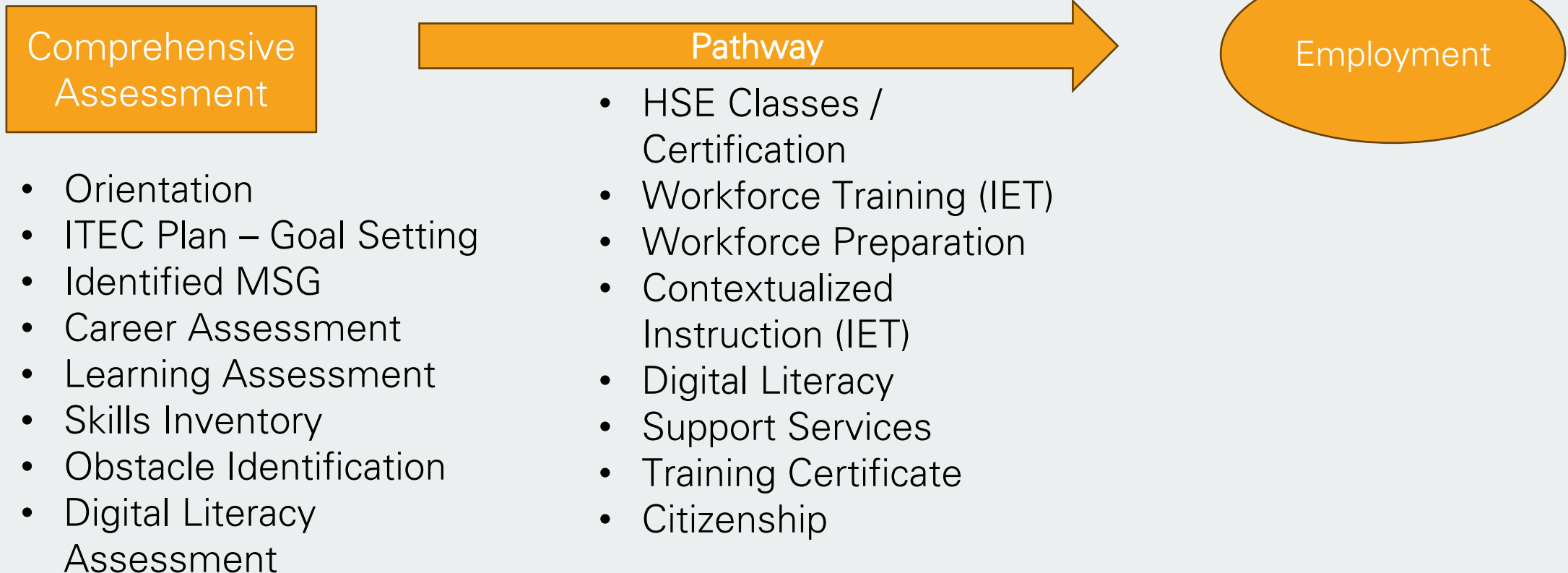
EVOLVING LANDSCAPE

The AEL environment is dynamic and demands a shift in perspective – from a one-size-fits-all approach to individualized, outcome-oriented pathways.

- Key Points:
 - The workforce is ever-changing, requiring adaptable skills and knowledge.
 - Students have diverse needs and goals, demanding customized learning paths.
 - AEL programs are uniquely positioned to provide comprehensive support for success.

IT TAKES A VILLAGE...

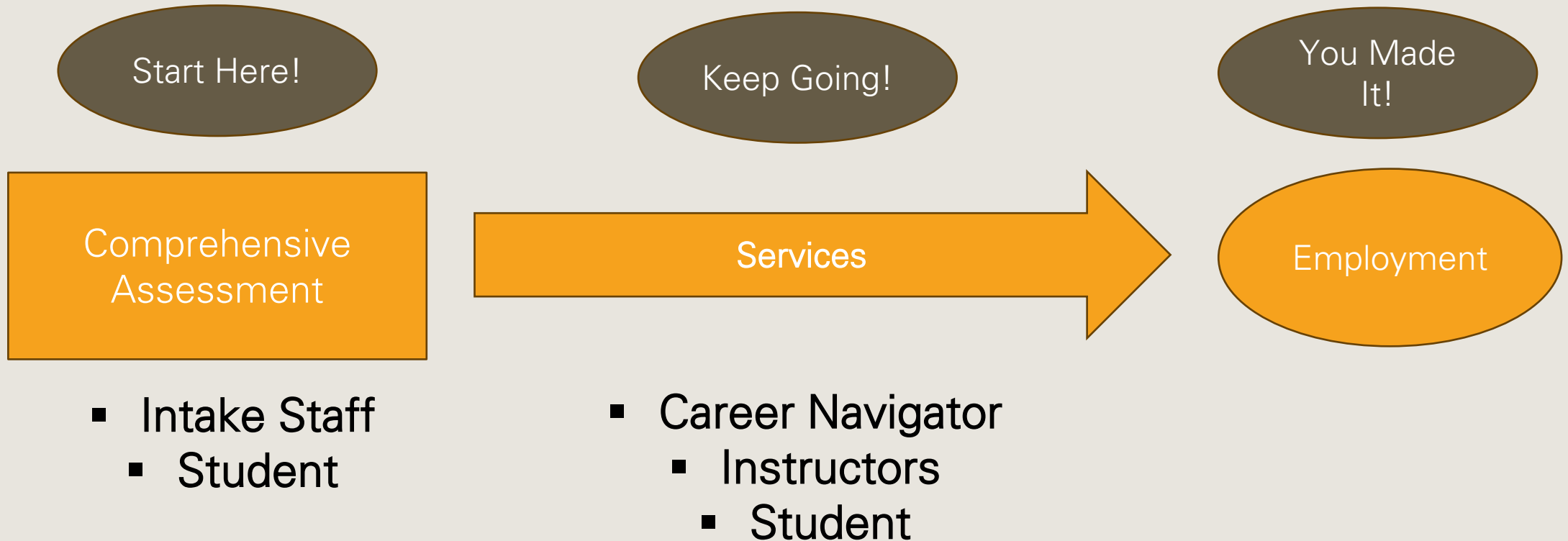
- What is everyone's role on your team in contributing to pathway success?
- Write out a list of people on your team and the roles they play in each phase of service.



ITEC PLAN: PERSONALIZED ROADMAP TO SUCCESS

- Individualized:
 - Tailored to each student's unique goals and circumstances.
- Goal-Oriented:
 - Clearly defined objectives to keep students on track.
- Actionable:
 - Outlines specific steps, resources, and timelines for achievement.
- Regular review and updates:
 - Crucial to ensure alignment with changing needs and goals. It should be evergreen.
- Effective ITEC implementation:
 - Requires a collaborative effort between staff, students, and partners.

ITEC PLAN – TRAVELS WITH THE STUDENT THROUGHOUT THE PATHWAY AND SERVICES



STRONGER TOGETHER: THE POWER OF PARTNERSHIPS

- Key Points:
 - Internal Collaboration: Foster teamwork
 - Workforce Alignment: Partner with employers to offer relevant training, internships, and job placement support.
 - Post-Secondary Pathways: Build bridges to colleges and universities, ensuring seamless transitions for students.
 - Wraparound Support: Connect students with community resources addressing barriers like childcare, transportation, and healthcare.
- These partnerships amplify our impact and empower students to overcome obstacles and achieve their goals.

RECOMMENDED PRESENTATIONS

- **Building Partnerships with Regional Alignment** – Presented by Elena Madrid, September 19th @ 1 p.m. – 2:25 p.m.
- **Program Quality – Success is a Continuous Improvement Plan** (Presenters: Community Action Agency – Panel: Community Action Agency (Dr. Glenda Rose), Laredo College (Sandra Cortez) PAVE East Texas - LCOT (Whitney Patterson) Brownsville (Ricardo Rivera), September 19th @ 2:45 p.m. – 4 p.m.
- **WIOA - Shaping Tomorrow's Workforce: Unleashing the Power for Adult Learners** – Presented by Linda Ross and Maria Morrow, September 19th @ 2:45 p.m. – 4 p.m.

QUESTIONS?

THANK YOU!

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