

DRAFT STRATEGIC PLAN 2015

ADOPTED BY THE TEXAS WORKFORCE COMMISSION
ON NOVEMBER 25, 2014

GOAL FOR ADULT EDUCATION AND LITERACY

GOAL: To support increases in employment, higher education transition, skill gains, and secondary completion through demonstrated approaches that integrate system services and leverage community partnerships

In enacting Senate Bill 307, which passed in the 83rd Texas Legislature, Regular Session, the legislature expressed the importance of Adult Education and Literacy's (AEL) role in supporting student goals related to obtaining and retaining employment, continued education, and acquiring basic skills needed for literate functioning.

Texas Workforce Commission's (TWC) mission is to promote and support a workforce system that creates value and offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

STRATEGIC ALIGNMENT

Since 1995, the Texas workforce system has offered a diverse range of services within Texas communities that support current and future economic prosperity for employers, workers, job seekers, students, and communities. TWC has a long-standing commitment to providing employment services, including job training and retraining programs, that lead to obtaining and retaining productive employment.

AEL aligns and augments TWC's mission by delivering the foundational skills and career pathway transitions needed to support and prepare Texans to support their families, careers, and communities.

DEMONSTRATED EXPERIENCE

Over the years, TWC has continually reinforced its commitment to lower-skilled Texans by funding a variety of AEL projects across Texas, including:

- work-based projects with employers;
- learning disability screening through Workforce Solutions Offices;
- a technical assistance guide for effectively serving limited-English proficient customers; and
- integrated education and training projects through community colleges.

These projects developed a diversified foundation of system expertise and practice and positioned TWC well for achieving workforce and AEL integration.

Because TWC provides services to targeted populations within communities (e.g., individuals on

public assistance), AEL provides a robust mechanism to support the foundational skills development that so many Texans need to find or maintain employment and become self-sufficient. System services that support employment transition have allowed customers to increase their skills, achieve high school equivalency, and obtain certificate or other credentials, all with the goals of gaining employment, career advancement, and increased wages.

SUSTAINED SYSTEM ENHANCEMENT

TWC recognizes that the increase in career and higher education outcomes for AEL will occur gradually over multiple years through:

- enhanced enrollment and performance criteria;
- incentives for accelerated innovation;
- integration and transition models; and
- associated technical assistance and professional development.

This comprehensive approach will allow continuity of local services and capacity building, while steadily supporting an upward trajectory in the program's overall direction toward increased employment and training outcome-based performance. These enhancements position Texas well to achieve high performance in the integrated services delivery system required under the Workforce Innovation and Opportunity Act of 2014.

BUILDING ADULT EDUCATION AND LITERACY AS A WORKFORCE DEVELOPMENT PROGRAM

Texans at all skill levels are working to support their families, build communities, and contribute to business expansion. TWC strongly supports using innovative models that provide opportunities for students at all levels to obtain incremental success and, ultimately, to achieve their goals and acquire the basic skills necessary to succeed in the workplace.

AEL supports employment and training awareness, readiness, and transition opportunities for all students, and TWC understands that these services must be customized across all skill levels and language abilities. AEL students return to education with unique and diverse objectives. Often those who seek services come with defined career and higher education goals, have previous work experience, or may be functioning at higher levels of skill proficiency and need very targeted remedial strategies.

While these students are more likely to benefit from workforce and higher education service alignment, they have historically been the smallest subset of the population served by the state. TWC's strategy supports program designs and objectives to deliver increased secondary education and career and higher education outcomes, while maintaining a strong service delivery focus on individuals who are low income or have minimal literacy skills. All students need access to not only basic education, but career and higher education and training opportunities as well.

TWC believes that the use of a number of innovative strategies, including expanded participation from interagency partnerships at the state and local levels, will support increased access, student success, and employment and workforce training outcomes over time.

POSITIONED WELL NOW AND FOR THE FUTURE

Texas is poised for AEL leadership. Federal reauthorization will finally establish the programmatic and fiscal flexibility needed to fully achieve an integrated system. TWC envisions great opportunities for AEL to support a wide variety of critical state education and workforce development efforts—from intergenerational literacy efforts supporting parents’ conversations with their children about career endorsements under House Bill 5, to increased engagement with community colleges to support service alignments for lower-level remedial students and accelerated access for these students to higher education through career pathway models.

To achieve this level of excellence, AEL providers and their community partners will dig deep and work hard to seek local solutions and find resources to support change and arrive at the outcomes they desire for their communities. TWC and its partner agencies are ready and well positioned to foster and support local innovation and service expansion to deliver the outcomes expected by students, their families, and their community and business stakeholders.

GOAL AND STRATEGIC OBJECTIVES FOR ADULT EDUCATION AND LITERACY	
VISION	
To deliver education, workforce, and higher education transition outcomes for students through innovative service delivery and partnerships that result in efficiencies, alignments, and accountability	
MISSION	
To promote and support a responsive and accountable system that creates value and supports local solutions to addressing the educational and workforce development needs of Adult Education and Literacy customers, businesses, and community stakeholders	
GOAL	
To support increases in employment, higher education transition, skill gains, and secondary completion through demonstrated approaches that integrate system services and leverage community partnerships	
STRATEGIES	
Strategy 1 <ul style="list-style-type: none"> ▪ Increase Workforce and Higher Education Outcomes 	To support increases in education and work-related outcomes through enhanced delivery and service integration
Strategy 2 <ul style="list-style-type: none"> ▪ Address Demand 	To implement strategies that address projected demand for Adult Education and Literacy in Texas
Strategy 3 <ul style="list-style-type: none"> ▪ Increase System Coordination and Integration 	To support and facilitate increased coordination and collaboration among state and local system stakeholders
Strategy 4 <ul style="list-style-type: none"> ▪ Improve Performance Excellence 	To support increased performance excellence, communicate impact, and ensure program accountability and fiscal integrity