



# 2019 Fall Managers Workshop

North Metro Event Center, Grand Ballroom | 1000 Gramsie Road, Shoreview, MN

Tuesday, November 19, 2019

# Minnesota Adult Basic Education Office Equity Statement

The state Adult Basic Education (ABE) office is committed to creating educational equity.

- We commit to recognizing the historical conditions and barriers that have prevented opportunity and success in learning for students based on their race, class, and other identities.
- We commit to working to dismantle the belief in a hierarchy of human value, with a focus on racial equity.
- We commit to fostering positive and effective learning environments for all by eliminating institutional policies that uphold oppressive systems of power and privilege.
- We commit to collaboratively creating a learning community within the ABE system that promotes opportunities for self-reflection, growth, and change.

We see ABE as key to building educated, engaged, and just communities for all Minnesotans.

**New  
Opportunity**

Students **DESERVE BETTER.**  
Employers **DEMAND BETTER.**  
America **MUST DO BETTER.**

Why   
re**THiNK**?  
CTE?

**50** students  
have more **PATHWAYS**  
and better **PREPARATION**  
for **WHAT COMES NEXT.**

**7,136,000**  
unfilled jobs open  
in United States

By **2020**, **2/3** of  
jobs will require some  
post-secondary education

**85%** of the jobs  
today's learners will  
do in 2030 haven't  
been invented yet

**1/4** of high schools  
don't offer CTE courses

**\$1.5 TRILLION**  
in college debt

*Perkins V now requires states to include their **adult education** state director as part of the **planning** process. States can draw on the expertise of these **adult education** experts to ensure that their postsecondary CTE **planning** reflects the abilities, needs, and interests of **adult** learners.*

Todd has been involved in the development and planning of Perkins V in Minnesota. ABE staff have been involved in various sub-committees.

# Perkins V Special Populations

- individuals with disabilities;
- low-income youth and adults;
- individuals preparing for nontraditional fields;
- single parents, including single pregnant women;
- out-of-workforce individuals;
- English learners;
- homeless individuals;
- youth who are in, or have aged out of, the foster care system; and
- youth with a parent who is an active duty member of the armed forces.

# Minnesota State Developmental Education Strategic Roadmap (DESR)

**New  
Opportunity**

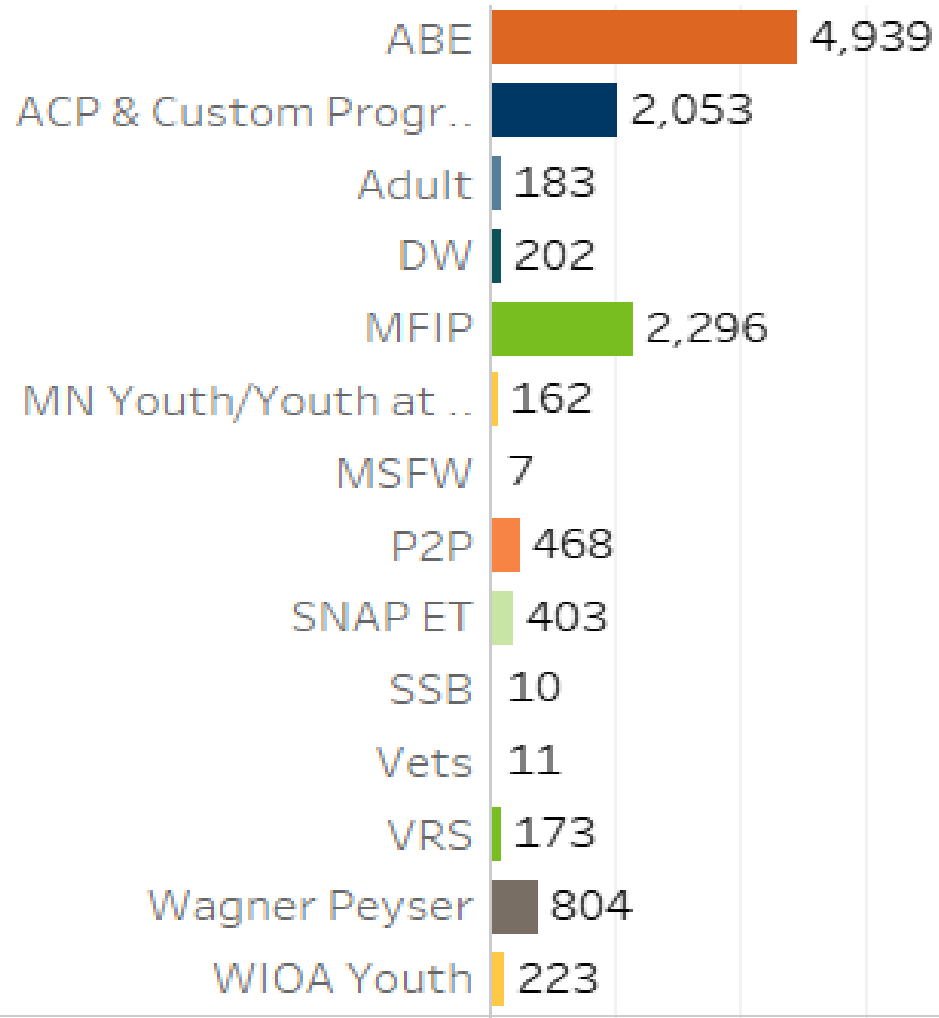
## Minnesota State Developmental Education Strategic Roadmap (DESR)

- Assessment for course placement
- Comprehensive Student Support System

# On-going commitments to support a state career pathways system

- Collaboration with the Minnesota Association of Workforce Boards (MAWB) – Job Seeker Services Meeting
- Co-enrollment committee recently wrapped up and is planning on focusing on how co-enrollment can provide learner support along a career pathway
- Universal Form Workgroup
- Governors Workforce Development sub-committee on Career Pathways
- Greater Metropolitan Workforce Council (GMWC)

# Co-enrollment Report



This data is for ABE participants who have 12 hours or more. There are duplicate counts in the data.

It provides a general reference to which programs ABE participants are co-enrolled in.



# Workforce Innovation and Opportunity Act State Plan Revisions



**New  
Opportunity**

...each State's Governor must submit a Unified or Combined State Plan for the four-year period covering PYs 2020-2023

**by March 2, 2020**

# Welcome!



Lorrie Janatopoulos  
CareerForce Systems

**m** MINNESOTA  
GOVERNOR'S WORKFORCE  
DEVELOPMENT BOARD



MINNESOTA ASSOCIATION  
OF WORKFORCE BOARDS

**m** EMPLOYMENT AND  
ECONOMIC DEVELOPMENT

# WIOA State Planning

November 19, 2019

WIOA State Plan Development

Discussion with Adult Basic Education (ABE) Managers

# Minnesota Combined State WIOA Plan

## Purpose:

- Share background on State Workforce Innovation and Opportunity Act (WIOA) Plan and process.
- Share current planning process for One Minnesota Combined WIOA Plan 2020-2024.
- Ask for input

# Minnesota Combined State WIOA Plan

## Agenda

- Workforce Innovation and Opportunity Act (WIOA) State Plan
- Highlights of Current Plan (2018 revised)
- Process and work to date
- Input

# WIOA State Plan Definition

- Workforce Innovation and Opportunity Act signed into law in July 2014.
- Each state required to submit a WIOA plan to the Federal Government that outlines the vision and goals of its workforce development system as a whole.
- Plan Format Options:
  - Unified State Plan
  - Combined State Plan

# Core Programs

- Adult program
- Dislocated worker program
- Youth program
- Wagner-Peyser Act program
- Adult Education and Family Literacy program
- Vocational Rehabilitation program

# Partner Programs

- CTE programs (Perkins)
- Minnesota Family Investment Program (MFIP)
- Supplemental Nutrition Assistance Program (SNAP)
- Trade Adjustment Assistance Program (TAA)
- Jobs for Veterans State Grants (JVSG)
- Senior Community Service Employment Program (SCSEP)
- Reintegration of Ex-Offenders Program (Second Chance Act)



# WIOA State Plan - (2018-2020)

**State Plan Vision:** To have a healthy economy where all Minnesotans have – or on a path to – meaningful employment and a family sustaining wage, and where all employers are able to fill jobs in demand.

## **State Plan Goals:**

1. To reduce educational, skills training, and employment disparities based on race, disability, disconnected youth or gender to provide greater opportunity for all Minnesotans.
2. To build employer-led industry sector partnerships that expand the talent pipeline to be inclusive of gender, race, and disability to meet industry demand for a skilled workforce.

# Timeline (continued)

- Feb 14-17: Comments from Governor expected.
- Feb 17-28: DEED & GWDB integrating necessary changes after public comments and Governor's comments.
- March 2: State Plan submitted to U.S. DOL.
- Spring: Local & regional plans (DEED).
- 2020-2022: Ongoing community outreach; work with partners and stakeholders to ultimately better address the needs to the system & strengthen the plan for 2022 revisions.

# Strategic Elements (2018-2020)

## State Strategy

- 1. Business Engagement:** Create business led sector partnerships to guide the development of career pathways in occupations in demand that support family sustaining wages.
- 2. Community Engagement:** Engagement of workforce system partners and communities experiencing inequalities in education and employment outcomes to understand design needs that will increase success.
- 3. Customer-Focused Design:** Reimagine the system services based on the needs of business and job seekers.

# Strategic Elements (2018-2020)

## State Strategy

- 4. Funding and Resource Needs:** Assess the funding needs and resources to create the reimagined system to support career pathway strategies.
- 5. Policy and System Alignment:** Assess and change policy and program alignment to support the reimagined system.
- 6. System Management:** Develop an approach that supports the common measures and work of all system partners, including interim measures and end measures.

# Process and Work to Date (WIOA State Plan 2020-2024)

- Governor's Workforce Development Board (GWDB)
- State Department Leaders
- Local and Regional Workforce Development Board Planning
- Community input

# Moving Forward with Plan Development

- Stay the course
- Strengthen equity initiatives across State agencies
- Create robust coordination plans
- Seek community input on areas for growth for modifications in WIOA revisions 2022

# Timeline

- End of Dec. – Draft of State Plan submitted to GWDB Operations Committee & Senior Leaders from state agencies.
- Early Jan.: State Plan reviewed and approved by the GWDB Ops Committee & Full Board
- Jan 15: Plan submitted for Governor’s Review and Public Comment
- Jan 16-Feb 14: Public comments reviewed as they are submitted; updates where needed

# Timeline (continued)

- Feb 14-17: Comments from Governor expected.
- Feb 17-28: DEED & GWDB integrating necessary changes after public comments and Governor's comments.
- March 2: State Plan submitted to U.S. DOL.
- Spring: Local & regional plans (DEED).
- 2020-2022: Ongoing community outreach; work with partners and stakeholders to ultimately better address the needs to the system & strengthen the plan for 2022 revisions.



# Input

- Initial reactions and thoughts
- What would you like to see future planning efforts/plans include?

# Contact Information

- Lorrie Janatopoulos, CareerForce Director  
651-259-7572 [Lorrie.Janatopoulos@state.mn.us](mailto:Lorrie.Janatopoulos@state.mn.us)
- Ben Baglio, Staff to the Governor's Workforce Development Board (GWDB)  
651-259-7688 [Ben.Baglio@state.mn.us](mailto:Ben.Baglio@state.mn.us)

# Local Perspectives



# How will the next plan process happen locally?

- Awaiting planning instructions – DEED has indicated no major changes this year
- Process may be different in each local/regional area
- Workforce staff/board will review current plans and make updates/revisions where needed

# How will the next plan process happen locally?

- Review Meetings:
  - One-Stop Operators (co-located CareerForce partners)
  - Workforce Development Board
  - Chief Elected Officials
  - (Held regional stakeholder meetings to identify Regional Goals)

# What areas of the plan have specifically involved ABE?

Components of the Plan include:

- o Regional Plan
- o Local Plan
- o Regional Work Plan Template (summary of Regional Plan)

# What areas of the plan have specifically involved ABE?

- Regional Plan –
  - Describes how we will work regionally
  - Regional Goals
  - Regional Economy/Regional Profile (labor market data)
  - Sector Partnership
    - Career Pathway Strategies
  - Stakeholder Engagement

# What areas of the plan have specifically involved ABE?

- Local Plan –
  - CareerForce Locations
  - CareerForce/WIOA Services
    - Includes Career Pathways & Co-Enrollment
    - ESL & GED/High School Diploma
    - Question 22: Describe how local board will coordinate with Adult Education & Literacy activities under Title II
- Program Operations & System Operations –Compliance
- Attachment B: Contacts



# How has the plan guided the work locally? How can I leverage the plan to better

- Alignment of Services:
  - We identify the breadth of services we want for job seekers
  - We work together to align expertise and resources in the plan
- Workforce Board researches Labor Market Information - In Demand Industries & Occupations (via data and industry partner testimonials) - WIOA Plan aligns with it - Mankato ABE Programming aligns lower levels
- The plan and involvement on WDB has improved connections between ABE and employers

# How has the plan guided the work locally? How can I leverage the plan to better

- More contextualized curriculum in classrooms - understanding and touring industry worksites
- Together, we align our performance standards under WIOA law
  - MSG
  - Credentials
  - Employment Outcomes - wages, retention
- Workforce and ABE share the goal of addressing racial disparities regarding education, employment and income

# How can ABE Managers get involved with their local plan development?

1. There is an ABE representative on every local workforce development board. It is each ABE manager's job to find this person, connect with them and establish a communication protocol (ABE Narrative Section 5)
2. There is always a 30 day comment period when a plan is developed. In the case of South Central Workforce Council, the plan is posted to their website.

# Co-Enrollment between Title I and II

## Workforce Innovation & Opportunity Act (WIOA)

**Title I** Adult, Youth and Dislocated Worker Services

**Title II** ABE

**Title III** Wagner Peyser

**Title IV** Vocational Rehabilitation Services

## Mankato ABE Examples:

1. GED or ESL: Need a job? GED? WIOA Youth Programs
2. Pathways to Prosperity - Adult Career Pathways Students
3. Referrals of Universal Customers

# 15 minutes for Regional /Local Planning

- Who is leading the plan development with your local and regional boards?
- How will that person work with and communicate with the other area and regional ABE programs and staff?
- What changes would you like to see in your local /regional plans?
- Who is your strongest partner/s in the region?
- Which partners are you collaborating with and how? How should the collaboration be discussed in the plan?
- How could you strengthen collaborations in your local area/ region with Title I, Title III and Title IV?

# Documenting Staff and Professional Development in SiD

Astrid Liden | Adult Basic Education Professional Development Specialist  
Brad Hasskamp | Adult Secondary Credential and Education Policy Specialist

# Required ABE Staff Data

- Starting July 2020, all paid ABE program staff will need to be entered into SiD
- Data elements required:
  - Name
  - Staff type
  - Hourly type
  - Education
  - Staff certification
  - Demographics (optional but recommended)

# Staff Data in SiD: Benefits

- All consortia and providers will be able to generate a Table 7 report from SiD
- Deduplication of ABE staff information
- More accurate picture of state ABE workforce

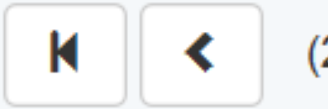


# Current Staff Training Options in SiD



Home Person Search Students Classes **Staff** Volunteers Reports Admin Hotli

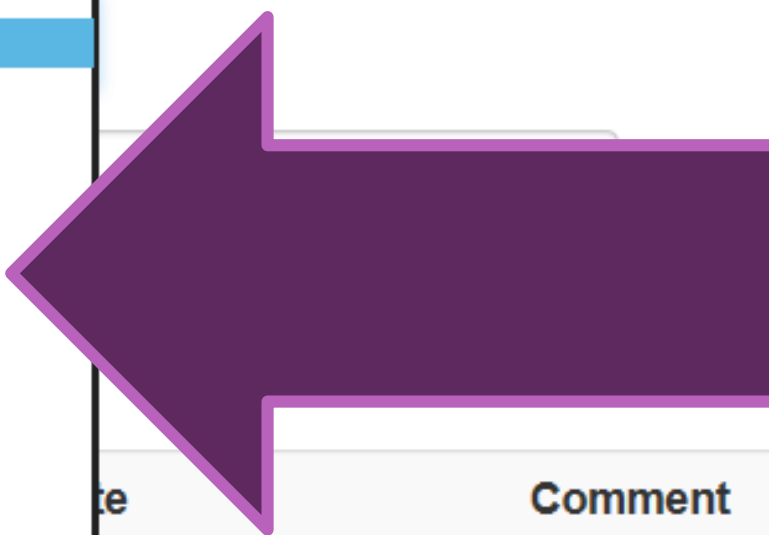
## [2] Hasskamp, Brad



Summary Schedule Logs **History** Time Info Account

9/3/2019  
ABE Staff Training

- Choose History Item-
- ACES
- CASAS
- Distance Learning
- EBRI
- MNI
- NCAP
- Project Ideal
- STAR
- TABE
- UDL



Staff History

Group	Item	Effective Date	te	Comment
-------	------	----------------	----	---------

# Outdated Trainings?

Are you currently using:

A. Distance Learning?

B. MNI?

C. NCAP?

D. Project IDEAL?

Keep, eliminate or hide?

# Proposed Options in SiD

We need your recommendations!

Sheet sections:

- Trainings
- Events
- Reports

Work in groups to complete the handout. We will collect one sheet per group.



# Professional Development

# CSI: Content Standards Integration Cohort

*How do all the standards fit together?*

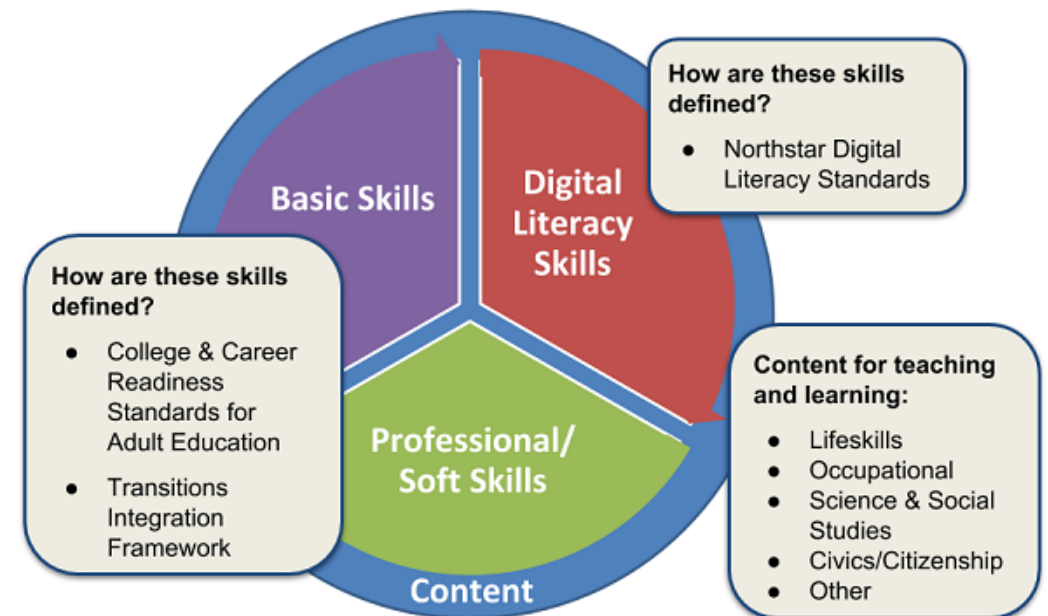
*How do I plan with CCRS + TIF + Northstar in mind?*

Solve this mystery with CSI!

- January-May 2020
- Face-to-face kickoff & final workshop
- Webinars & coaching calls to support lesson & unit development

Applications due November 22 (on ATLAS website)

**What skills do adult learners need for successful transitions?**



# TII: Technology Integration Initiative

Learn to integrate mobile learning technologies & digital literacy skills in the classroom!

Face-to-face kickoff event in January followed by four monthly webinars

Applications due December 13:

<https://mnliteracy.org/techservices/technology-integration-initiative>



# UDL: Universal Design for Learning

- January: Recorded webcast on UDL principles and strategies
- February: Classroom implementation assignment
- March: Follow-up webinar to share & reflect with other participants

Registration:

<https://mn.abedisabilities.org/udl-training-registration-form/>



# Winter/Spring Events

December 6, 2019 - Volunteer Management Conference

January 23-24, 2020 - Language and Literacy Institute

March 6, 2020 - Metro Regional

March 26-27, 2020 – North Regional (Grand Rapids)

April 17, 2020 – South Regional (Mankato)

April 23-24, 2020 – MCTM Conference

May 1, 2020 – ABE Career Pathways Event

May 8, 2020 – CCRS Instructional Leadership Day





# Webinars, webinars, webinars!

- LAN manager
- Adult Career Pathways (ACP)
- Distance learning
- One-room schoolhouse
- ACES
- Pronunciation
- CCRS
- LAN legislative committee



Missed a webinar? View the recording at our MN ABE PD YouTube Channel:  
<http://tinyurl.com/mnabepd>

# Online MN ABE PD Catalog



- Complete listing of all MN ABE PD opportunities
- Search by content area, target audience, delivery method, or provider
- Will launch by Spring Regionals
- Visit the ATLAS table at lunch to provide input on search parameters

# ABE Support Network resource fair

Review the ivory *Minnesota Adult Basic Education Support Network* overview to determine which providers you'd like to talk to.

Visit the Support Network provider tables to ask your questions and get more information!



# Teacher Licensure



# Tier 3 and 4 Relicensure Requirements

Positive behavior interventions, including accommodation, modification, and adaptation of curriculum, materials, and instruction

Reading preparation

Mental illness awareness

Suicide prevention strategies

English learners best practices

Cultural competency training (\*Required for all Tier 1, 2, 3, 4 licenses expiring in 2020)



# Cultural Competency Relicensure Requirement

**Cultural Competency Training** must include the following elements in a format fostering self-reflection and discussion where the focus is on deepening the teacher's own frames of reference, potential bias in these frames, and the impact of these frames on students, students' families and school communities:

Racial, cultural, and socioeconomic groups;  
American Indian and Alaskan native students;  
Religious diversity;  
Gender identity, including transgender students;  
Sexual orientation;  
Language diversity;  
Individuals with disabilities and mental health concerns; and  
Systemic racism.



# Cultural Competency Trainings

Find PELSB and PELSB-approved cultural competency trainings at:

<https://mn.gov/pelsb/current-educators/trainings/cct/>

Most are 8 hours long and fee-based.

Education MN also offering cultural competency training to members, with priority registration going to those who are renewing in 2020

# District-sponsored Cultural Competency Training



Is your district or organization offering cultural competency training that ABE teachers have access to?



# How urgent is this issue in your consortium?

1. We are concerned about our teachers being able to meet the cultural competency requirement this year.
2. This is a work in progress or I don't know if this is a concern for our teachers.
3. We have figured out how our teachers will be able to meet this requirement.

