



## NEMO WORKFORCE DEVELOPMENT BOARD

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# Adult Education and Literacy Policy (AEL)

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Lack of a high school diploma, low educational skills and lack of English language skills are each barriers to self-sustaining employment. AEL provides classes so that individuals can overcome educational barriers. Because attendance in class is necessary to be successful in gaining education, Title II has shared the most common barriers to attendance with all WIOA partners and is designing ways to address these barriers for each client.

Northeast Missouri Workforce Development Board has had a long-standing, effective relationship with Adult Education and Literacy (AEL). The current AEL providers facilitate educational services that provide AEL services to address the goals and objectives of local, state and national priorities. Adult Education & Literacy (AEL), part of the DESE provides assistance to help adults get the basic skills needed to be productive workers, family members and citizens.

One of NEMO WDB's goals to achieve its strategic vision is to tactically align its workforce development programs to ensure that training services provided by the core program partners, including AEL, are coordinated and complementary, so job seekers acquire skills and credentials to meet employers' needs concurrently and contextually with workforce prep and workforce training for a specific occupation or occupational cluster. AEL partners are active members of the NEMO Workforce Development Board and serve on various Board standing committees.

AEL is available at various locations throughout the region. Job Centers work closely with AEL programs and make referrals as appropriate. Youth, 18 and above, may be co-enrolled in WIOA Adult career services. This provides them the opportunity to obtain a NCRC, and have access to other services. AEL provides basic skill development, academic education, and secondary skills toward high school equivalency, postsecondary remediation and English language acquisition for those eligible. AEL incorporates employability skills and workforce preparation into its instruction. Career pathways and employment strategies are used for the sector strategies identified in our region. It is the ultimate goal for AEL learners to be placed in unsubsidized employment with in-demand industries and occupations that lead to economic self-sufficiency.

Scholars at Work: Our Youth service providers partner with Adult Education and Literacy to provide an exciting opportunity for Youth participants. Participants in this project will receive AEL education classes concurrently with employment. Youth will earn a paycheck while pursuing their High School Equivalency.

Barriers are addressed as they arise. Students receive stipends and supportive services to take care of financial needs along with individualized coaching and training.

While enrolled in AEL, a student may also be enrolled in postsecondary education, training and a work experience program that will enable them to become more employable and productive. The services offered are Adult Basic Education, Adult Secondary Education and English Language Acquisition. These activities, offered concurrently and contextually with workforce prep and workforce training, will rely on partnerships to provide workforce training for specific occupations. NEMO WDB also provides supportive services for eligible individuals, such as, transportation and childcare.

Missouri also has an established correctional education program for institutionalized individuals, which has been operating successfully for over 25 years. Correctional activities include adult education and literacy activities; secondary school credit; registered apprenticeships, NCRC testing, career pathways; concurrent enrollment; and transition to re-entry initiatives and other post-release services with the goal of reducing recidivism. NEMO WDB is working with the regional Correctional facilities, Community Supervision Centers, Drug Courts, and County Law Enforcement to add training and educational opportunities for the Justice involved Individuals.