

State Leadership Funds

**Describe the major activities supported with Sate Leadership funds during the reporting period and the extent to which these activities helped you in implementing the goals of the State Plan. Specifically described activities related to the implementation of career pathways.**

With the implementation of the Workforce Innovation and Opportunity Act, the focus has shifted more to preparing students by working to an end goal of employment. Testing Certification training for State and District staff, harmonization of efforts and plans to ensure that the America's Job Center works for all clients were some of the initiatives put forth during the past year. As a Division, we have worked to ensure that information is captured in the MIS System to reflect efforts made on the local levels. The Personnel on the local level have worked to attract clients from Agencies in need of assistance in education, employment readiness and citizenship integrated reading and math skills Adult Basic and GED prep. Students were also encouraged to pursue opportunities in career, technical and Post-Secondary fields as well as employment.

Unique economic challenges persist throughout the Territory which hamper our ability to invest more funds into Adult Education. The evening programs in each District was severely hampered due to budget shortfalls in this area. Without a guarantee of some reimbursement of any funds spend the Government limited spending and only operated essential programs

In the past year, the VI Department of Labor (VIDOL) together with the VI Bureau of Labor Statistics based their forecasts on reports published on the VI Bureau of Economic Research as well as National trends published. According to ([http://vidol.gov/dol\\_news\\_detail](http://vidol.gov/dol_news_detail)) Occupational Statistics data published indicate that the average wage was \$16.85 and the annual median salary was \$35,000.00 approximately. It was further revealed that at least half of the population earn at least \$27,000 dollars annually.

The unemployment rate was at 11% for several months Territory wide. Hospitality, Education, Health Services, Trades, Transportation and Utilities were the largest employers. Unemployment was highest in the St. Croix District. Throughout the past year jobs available decreased from 50,127 to 49,000 from November 2015 to June 2016. Global economic trends and factors affecting demand for labor were cited as causes for a drop in opportunities for residents. The largest gains were experienced in Hospitality, Trades, Transportation and Utilities. The VIDOL and VI Economic Statistics Division publishes data monthly employment activity and Adult Education focuses on persons ages 16 and older and out of school persons.

Program Changes and Activities

The 2015 2016 School year is recognized as the final year for Adult Secondary Education to operate as a unit under Adult Education Administrative Principals and will operate under District Superintendents. Adult Basic Education will remain the same.

1. Teachers were able to participate in Annual in service training along with other District teachers to mirror and adapt new practices and policies for Curriculum and Instruction to Adult Education.
2. Principals participated in annual District planning activities with team designated by District Superintendents monthly.
3. Adult Education Principals participated in the planning stages of the implementation of WIOA. The St. Thomas St. John District was able to continue a partnership through a Memorandum of Agreement where clients in need of Adult Basic Education or GED preparation services. Clients were able to attend regular classes at the Day Adult Education program sites to receive Assessment and instructional services. The Department of Human Services has continued to assist in funding the cost of providing instruction to the referred clients of their program.
4. TABE testing Certifications for 15 persons from Adult Education have been issued or renewed to ensure that someone is always available to assess, place clients and assist at the America's Job Center.
5. Adult Education State Testing Center expanded testing capabilities to make increase certification opportunities for persons in the general public that are eligible to take Certification tests.

Performance Data Analysis – Describe any significant findings from the evaluation of your performance data for the reporting period and efforts to improve outcome for the core indicators of performance.

Throughout the year, periodic meetings were held between State and District Adult Education persons to disseminate information, plan strategically and give additional updates. Due to a higher level of expectations and accountability set, the most recent reporting cycle has yielded a more complete assessment of the programs. However, due to limited funding, we have not been able to fully implement and expand services to include our evening program or assist more robustly.

Evening programs were abbreviated due the inability of the local Government to sustain all areas of services. Although planning and discussion with representatives of The Bureau of Corrections ensued periodically, only monitored inmates that were able to attend using electronic monitoring were fully served by the Day Adult Education program.

Student retention is still a major challenge. However, with all Core Partners of WIOA working together and assisting with the expense and effort to provide wrap around services to clients, improvements can be made.

#### Integration with Other Programs

Describe how you have integrated activities funder under the Adult Education and Family Literacy Act (AEFLA) with other Adult Education, Career, Development and Employment training Activities. Describe efforts to develop or advance career pathway system that included career and technical education, post-secondary education, employers and economic and workforce development. Include a description of how your agency is being represented on the State and local Workforce Investment Boards, the provision of core and other services through One Stop System and an estimate of the AEFLA funds being used to support activities and services through the One Stop delivery System.

Each area of the Monitoring tool was reviewed with the Principals and the main issue that continues to be a challenge is Career pathways. Principals have indicated that they have reached out to employers and Agencies to expand internship programs for potential High School Graduates served by the Adult Education program. They also have indicated that several other Agencies and Divisions have also reached out to the same persons due to the limited options available and have had marginal successes.

This year through the collaborative efforts of the Division of Adult Education and the VI Department of Labor, we have been able to continue to participation in pilot programs where promising graduates engage in a work internship program. The objective was to expose students to opportunities for potential earnings and upward mobility and demonstrate to other students how goals can be realized. According to the [www.vidolviews.org](http://www.vidolviews.org) website the key areas of job demand continue to be:

## **US VIRGIN ISLANDS DEMAND OCCUPATION LIST**

Provided by the Virgin Islands Bureau of Economic Research 2015

### **ADMINISTRATIVE AND SUPPORT SERVICES**

Administrative Staff, Program Managers/Administrators

Security Guards

### **ALLIED HEALTH**

Nursing

Home Health Care Attendants Child Day Care Attendants Healthcare Technicians

### **CONSTRUCTION TRADES**

Electricians Carpenters Masons Welders Plumbers

### **INFORMATION TECHNOLOGY**

Program Analysts Information Systems Operators

Fiber Optic Installers/Technicians Network/Computer System Administrators

### **LEISURE AND HOSPITALITY**

Office Managers Front Desk Clerks

Food & Beverage Service Marine Service Workers

### **RETAIL**

Retail Clerks & Managers

### **TRANSPORTATION AND LOGISTICS**

Heavy Equipment Operators Warehouse Clerks & Logisticians

As additional funds become available, an addition series of Career Pathway programs will be implemented in keeping with the Spending Plan.

Collaborative efforts and discussions of technology and data sharing have continued in an effort unify reporting and services to clients. Training and combined staff meetings are held regularly to provide updates and are continuous.

#### Performance Standards:

The process for data capture and reporting has improved substantially in each District. Despite technical issues concerning access to MIS Data Systems, Districts were able to continue data capture and data entry. As procedures improve further, additional data analysis will allow for timelier program adjustments. More consistent Pre and Post testing have been completed and have produced Table data.

#### Secondary School Credentials and Equivalencies:

The Adult Secondary Program will be move to the direct control of each District Superintendent for the coming school year. This program represents effort made on the local level to fund educational programs for students that demonstrated the ability to achieve. During the 2015 2016 School year, Assessments were made concerning performance, funding, spending, and effectiveness.

#### Adult Education Standards:

Common Core State Standards 2013 by Susan Pimentel continues to be the Education State Standards that guide Curriculum and Teaching overall. Students are taught the same competencies as k12 and take adult learner androgogical teaching and learning styles into account as recommended.

#### Future Plans for Adult Education:

The Adult Education Division envisions receiving a portion of funding through Workforce Innovation and Opportunity Act. We intend to:

- Continue plans in place to integrate further with the America's Job Center
- Expand Career Pathways by design and reassessment
- Reinstigate Correctional Education program assistance
- Expand Community Outreach
- Increase wrap service program to ensure clients are well served
- Improve follow up services with potential Adult Education Students
- Increase Partnerships with engaged employers and Agencies