



The One Source

Welfare-to-Work and
Workforce Development
Resource Network

News Source

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Adult Education Content Standards

The Adult Education Content Standards Warehouse web site provides a resource for developing and implementing adult education content and literacy standards for the purpose of improving the quality of adult education programs. It is funded by the U.S. Department of Education, Office of Vocational and Adult Education, under the Adult Education and Family Literacy Act. The project is operated by the American Institutes of Research.

Content standards from various states are provided for the following:

- English language acquisition,
- Mathematics, and
- Reading.

Access the Adult Education Content Standards Warehouse at
www.adultedcontentstandards.ed.gov/default.asp.

Access content standards from various states at
www.adultedcontentstandards.ed.gov/Source/GetStandard.asp.

For additional resources from the Warehouse, access
www.adultedcontentstandards.ed.gov/field_resources.asp.

Bridges to Opportunity for Underprepared Adults: A State Policy Guide for Community College Leaders

The Ford Foundation funded the Community College Bridges to Opportunity initiative to discover how to improve education and employment outcomes for educationally and economically disadvantaged adults through changes to state policy. Some of the findings include:

- Support programs for individuals unable to enroll in college programs were not properly aligned with college programs (e.g. GED, ABE, ESL), preventing these students from transitioning into a two-year college program. Likewise, there is a misalignment between pre-college remedial instruction or developmental preparation and college-level programs. Many students in these remedial programs do not pass entry-level math and English programs, nor do they complete a two-year degree.
- Occupational programs and academic offerings operate in isolated "silos."
- There is limited counseling and other needed supports.
- Nontraditional students have difficulty securing sufficient financial aid.
- Students in the study had difficulty transferring community college occupational program credits to baccalaureate programs.
- The study found there was poor coordination with outside workforce and human services agencies.
- There was a lack of sufficient resources to serve underprepared students effectively.
- These students are not a "natural" constituency and lack political clout.

The Foundation makes the following recommendations:

- Make advancement of underprepared adults a strategic priority,
- Promote alignment of programs and services,
- Collect data and conduct research to inform policy and practice,
- Offer financial aid for nontraditional students and provide funding for student support services, and
- Engage stakeholders to advocate for supportive policies.

Access the report at

<http://communitycollegcentral.org/BridgesStatePolicyGuide.pdf?tr=y&auid=4617179>.

Web Site Helps People Learn English

The U.S. Department of Education is now providing a web site (www.usalearns.org) to help immigrants learn English and improve basic reading, writing, speaking, and life skills. The web site was created in collaboration with the California State Education Department. Teachers can use the site as a learning tool and students can work on the site independently. There is an overview guide that includes the features, intended audience, computer skills and technical requirements, conceptual framework, and the role of teachers and tutors of *U.S.A. Learns*. The curriculum scope and sequence document list the vocabulary, main grammar, language functions, and life skills taught in each unit.

Applicable to Multiple Audiences

American Recovery and Reinvestment Act Technical Assistance Webinar Series

The U.S. Department of Labor is sponsoring a series of webinars on the Act. For information, access the related web site. If you should need any assistance accessing a webinar or any resources associated with the session, please contact webinars@workforce3one.org. Check the web site for more information.

- **Ramp It Up: Creating Meaningful Work Experience Opportunities for Youth**

Date/Time: March 31, 3:00-4:30 PM EST

Register At: www.workforce3one.org/view/5000907556387353421/info

Explore strategies to create meaningful work experience opportunities in the public and private sector and

recruitment strategies for younger and older disconnected youth to connect with summer work experience.

- **Reemployment Services: Highlighting Best Practices**

Date/Time: April 16, 2009, TBA PM EST

This webinar will identify common themes and best practice approaches to re-employment services. Joining the webinar will be state and local boards that have connected UI, WP and WIA systems for a comprehensive reemployment function.

- **What's the Program?: Exploring Program Design Models for Youth**

Date/Time: April 7, 2009, 3:00-5:00 PM EST

Register At: www.workforce3one.org/view/5000907633520517051/info

This webinar will explore several different program design models. Examples include: strategic methods to provide youth 14-15 with a meaningful summer work experience without leaving them in the classroom, dual enrollment in college courses, integrating learning, and earning programs that will transition into year-round programs, and going green.

If you are unable to participate in a webinar, all webinars are recorded and are available within two days at www.workforce3one.org/find/Webinar_Recording.

For additional information access the following resources:

- ETA information related to the American Recovery and Reinvestment Act at www.doleta.gov/recovery;
- Recovery Clearinghouse at <http://economicrecovery.workforce3one.org>;
- Recovery.gov at www.recovery.gov;
- Training and Employment Guidance Letter 13-08 (Allotments for training and employment services as specified in the American Recovery and Reinvestment Act of 2009 (Recovery Act) for activities under the Workforce Investment Act of 1998 (WIA). Workforce Investment Act Adult, Dislocated Worker and Youth Activities Program Allotments; Wagner-Peyser Act Allotments, and Reemployment Service (RES) Allotments) at <http://wdr.doleta.gov/directives/attach/TEGL/TEGL13-08acc.pdf>;
- Training and Employment Guidance Letter 14-08 (Guidance for Implementation of the Workforce Investment Act and Wagner-Peyser Act Funding in the American Recovery and Reinvestment Act of 2009 and State Planning Requirements for Program Year 2009) at <http://wdr.doleta.gov/directives/attach/TEGL/TEGL14-08acc.pdf>;
- Training and Employment Notice 30-08 (Overview of the Employment and Training Administration's implementation strategy for Workforce Investment Act and Wagner-Peyser funding under the American Recovery and Reinvestment Act of 2009) at <http://wdr.doleta.gov/directives/attach/TEN/ten2008/TEN30-08acc.pdf>; and
- Worker re-employment at www.careeronestop.org/reemployment.

For information specific to New York State, access www.economicrecovery.ny.gov. For a copy of the New York American Recovery and Reinvestment Act handbook, access www.economicrecovery.ny.gov/assets/pdf/030509_NYS_Recovery_Handbook.pdf.

Economic Stimulus Funds Oversight By State

Most states have provided mechanisms for providing oversight and distributing information related to funds provided through the American Recovery and Reinvestment Act. To find a summary for your state and a web site where you can find more information on a state, access

www.ncsl.org/programs/fiscal/stimulusoversight.htm.

Global Youth Services Day

Global Youth Services Days, April 24-26, 2009, are being sponsored by Youth Service America with the Global Youth Action Network and a consortium of international organizations and national partners. The purpose of the event is for youth around the world to organize community service projects that will:

- Address the needs of their local communities through service,
- Recognize youth for their contributions, and
- Youth to be a part of a global youth service movement.

For more information, visit www.gysd.org.

Innovation Center for Youth and Community Development

The Center has a variety of tools for fostering youth leadership. Visitors to the site will find information on the four stages of leadership (Get Ready, Plan, Implement, and Sustain):

- Foster youth-adult partnerships,
- Mobilize community assets,
- Tap into individual gifts,
- Build teamwork, and
- Reflect and learn.

For more information, access <http://theinnovationcenter.org/activities-toolkits-and-reports>.

National Alcohol and Substance Abuse Recovery Month

September 2009 is National Alcohol and Substance Abuse Recovery Month. The U.S. Department of Health and Human Services has created a new website in response to this event at

www.recoverymonth.gov/2009/default.aspx#. The site includes:

- A press room,
- Proclamations,
- *Recovery Month Kit*,
- Resources, and
- Publications and ordering.

Upcoming webcasts include:

- April 1, 2009: Treatment 101: Recovery Today
www.recoverymonth.gov/2009/multimedia/w.aspx?ID=598
- May 6, 2009: Providing a Continuum of Care: Improving Collaboration Among Services
www.recoverymonth.gov/2009/multimedia/w.aspx?ID=599

Sample Forms

If you are looking for sample forms to customize for your agency, the Corporation for National and Community Service has a web site with various forms including the following:

- Agreements/contracts,
- Development/work plans,
- Job/Position descriptions,
- Surveys,
- Time sheets, and
- Recruitment and promotional materials.

To review these resources, access www.nationalserviceresources.org/sample-forms.

2009 National Conference on Volunteering and Service

The conference will be held on June 22-24, 2009 at the Moscone Center - West in San Francisco, California. The theme for this year's conference is: "Civic. Energy. Generation." For more information, access www.volunteeringandservice.org. For dates of other conferences, webinars, and events related to faith-based and community initiatives; topics related Temporary Assistance and Needy Families and welfare reform; and workforce development, access the One Source calendar at www.nyswtwrn.com/RN/newssource/calendar.pdf.

Faith-Based and Community Initiatives

Compassion Capital Fund Web Site

To track funding and initiatives through the Compassion Capital Fund, access the U.S. Department of Health and Human Services web site at www.acf.hhs.gov/programs/ocs/ccf. For other funding opportunities, access the One Source Grant Bank at www.nyswtwrn.com/RN/grant.html.

Examples of Employer/Faith-Based and Community Organization

Partnerships

Faith-based and community organizations have created valuable relationships with employers that benefit job seekers, employers, and the public workforce system by promoting long-term job retention. For a copy of the resource, *Partnership in Action, Examples of Employer/Faith-Based and Community Organization Partnerships*, access www.dol.gov/cfbc/partnership.pdf.

Creating Communities of Hope, Innovation, Productivity, and Prosperity: Lessons Learned from Grantees

In an effort to demonstrate how the workforce system can maximize relationships with faith-based and community organizations (FBCOs), this resource provides:

- A summary of successful strategies from lessons learned from Workforce Investment Board and FBCO grantees from the U.S. Department of Labor,
- A variety of relevant resources, and
- Access to peers successfully forging relationships between the workforce system and community-based nonprofits and willing to answer your questions and share their experience.

These relationships are transforming performance, capacity, communities, and regional economies. To access the resource go to www.dol.gov/cfbc/communities.pdf.

Strengthening Compassion: Building the Capacity of Faith-Based and Community Organizations

According to this resource: "The Faith-Based and Community Initiative is built from the conviction that the most effective way to address our communities' great needs is to draw upon the unique strengths of every willing community and faith-based partner." The resource captures innovative and effective policies, programs, and partnerships that "...engage faith-based and community solutions to strengthen and build the capacity of front-line nonprofits." A copy can be accessed at www.innovationincompassion.hhs.gov/documents/CiA_Strengthening_Compassion.pdf.

Welfare/TANF Initiatives

Impact of Child Care Subsidies

A report published by Child Trends reveals that: "Child care subsidies were found to reduce child care costs by a small but statistically significant amount. Approximately half of parents who received a subsidy reported that it positively affected their financial well-being, allowing them to afford non-child care services, save money, and pay bills or debts." Access the report, *The Impact of Child Care Subsidies on Low-Income Single Parents: An Examination of Child Care Expenditures and Family Finances*, at <http://springerlink.com/content/9616422041112742>.

Technical Assistance Provided

The U.S. Department of Health and Human Services is still offering technical assistance at no charge to States, counties, Tribes, localities, and community-based organizations operating a TANF program or providing services to TANF participants. Visit <http://peerta.acf.hhs.gov/tarequest/index.cfm> for more information.

Workforce Development

Beneficiary Choice and Services to Ex-Offenders

The Beneficiary Choice Demonstration involves an indirect funding model. Grantees receive performance-based contracts to provide employment-focused services to ex-offenders.

The model has three key components that distinguish it from prior programs:

- Emphasis on participant choice,
- Expansion of the service delivery network, and
- Use of performance-based contracts.

Access the report, *Giving Ex-Offenders a Choice in Life: First Findings from the Beneficiary Choice Demonstration*, at www.mathematica-mpr.com/publications/pdfs/labor/exoffenderschoice08.pdf.

Characteristics of Minimum Wage Workers: 2008

The Bureau of Labor Statistics released the report *Characteristics of Minimum Wage Workers: 2008*. "According to Current Population Survey estimates for 2008, 75.3 million American workers age 16 and over were paid at hourly rates, representing 58.2 percent of all wage and salary workers." Access more information on the following findings from the study at www.bls.gov/cps/minwage2008.htm.

- Young minimum workers make up half of those paid the Federal minimum wage or less.
- There was little variance in the percentage of workers earning the minimum wage across major race and ethnicity groups.
- The leisure and hospitality industry had the highest proportion of workers with hourly wages at or below the Federal minimum wage.
- Mississippi, South Carolina, Tennessee, and Oklahoma had the highest proportions of hourly-paid workers earning at or below the Federal minimum wage.
- Alaska, California, and Oregon had the lowest proportions of workers earning at or below the Federal minimum wage.

- The number of workers earning the prevailing Federal minimum wage or less has trended downward since 1979.

Disabled Youth Transition from School to Work

The Social Security Administration funded youth transition demonstration projects at 10 sites across the country (Bronx, New York; four counties in Colorado; Erie County, Buffalo, New York; Miami-Dade County; Montgomery County, Maryland; and 19 counties in West Virginia). They were intended to help young people receiving disability benefits or those at high risk of receiving such benefits in the future make the transition from school to work and avoid a life of dependency by providing intensive services and waiving certain rules.

The interim report, *The Social Security Administration's Youth Transition Demonstration Projects: Profiles of the Random Assignment Projects*, is available at www.mathematica-mpr.com/pdfs/SSA_YTD.pdf.

Information Technology Jobs: Better Future Than Others

Employment in information technology (IT), while effectively "flat" year-over-year, is still out-performing the general job market despite losses. For up-to-date information on the IT job market, access the National Association of Computer Consulting Businesses at www.naccb.org/employment-index/march2009_it_release.pdf.

More Skills Needed

In response to workforce needs (increased skill levels requiring more math, science, communications, and problem-solving), the U.S. Chamber of Commerce's Institute for a Competitive Workforce has published a white paper called *The Skills Imperative: How Career and Technical Education Can Solve the U.S. Talent Shortage*.

It can be accessed at www.uschamber.com/NR/rdonlyres/eciaj45n6o5jxdngkikp6zgphwy4gqbkt3vyv7q4eu5xlcps7escmdu5koxwfyvrgdpxukqamx35ljqfydbuob2g/CTEPaperFINAL.pdf.

According to the report, a new education and training system with more integration of career and technical education (CTE) and core academic courses will be necessary to adequately prepare students for postsecondary training. Well-designed CTE programs are:

- Effective,
- Focused on making students more postsecondary education- and career-ready,
- Project-based,
- Rigorous, and
- Relevant.

The report includes opportunities for businesses to get engaged, case studies, and examples of skill-attainment solutions, and other information.

New Job Trends

The American Reinvestment and Recovery Act will bring with it new jobs in specific fields. However, not all jobs will be found in all areas of the country. Layoffs, skilled people looking to get back into the job market, and local needs and capacity will influence the actual number of jobs that will be available to new job seekers or those looking for jobs with limited skills. According to Jobfox, the following jobs will be future trendsetters.

- Initiative: Construction of Roads, Bridges, Transit, and Rural Broadband

- Civil engineers
- Construction managers
- Computer-aided drafting specialists
- Project managers
- Telecommunications engineers

- Initiative: Greater Oversight of Financial Markets
 - Compliance accountants
 - Government regulators
 - Internal auditors
 - Tax accountants

- Initiative: Energy Independence
 - Biofuels chemists
 - Electrical engineers
 - Mechanical engineers
 - Power grid managers
 - Sales and marketing

- Initiative: Healthcare Modernization
 - Bioinformatics specialists
 - Information security specialists
 - Information technology specialists
 - Nurses
 - Software developers

- Initiative: Volunteerism and Community Involvement
 - Administrators
 - Social workers
 - Translators

For more information access www.therecruiterslounge.com/2009/02/04/the-obama-effect-new-job-trends-to-watch-in-2009.

Manufacturing Skills Certification

The National Association of Manufacturers has released a manufacturing skills certification system. The system focuses on:

- Core or basic personal effectiveness skills,
- Academic competencies,
- General workplace skills, and
- Industry-wide technical skills required by employers in all sectors of manufacturing.

The system applies to entry-level manufacturing careers across all sectors in relation to competencies in:

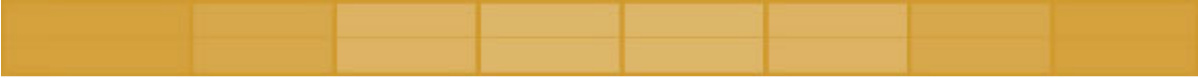
- Health and safety,
- Quality assurance and continual improvement,
- Manufacturing process,
- Development and design,
- Production, and
- Supply chain logistics.

"The new system of skills certifications maps to both career pathways across the manufacturing economy and to educational pathways in postsecondary education. These pathways will be deployed through community colleges to provide students and transitioning workers with industry-recognized skills certifications that are educational credentials with real value in the workplace." The certificate is based on the National Career

Readiness Certificate (WorkKeys) (see www.act.org/certificate/index.html) and applies to entry-level production workers in the following areas:

- Manufacturing Skill Standards Council's Certified Production Technician for entry level production workers,
- National Institute for Metal Working Skills' machining credentials for metal working; and
- American Welding Society's Certified Welder credentials for welding.

For more information, access www.manufacturingskills.org.



For additional information or suggestions, please contact the One Source at 315.265.4099 or info@nyswtwrn.com.

The One Source Team