Creating Pathways between ESL Instruction & Workforce Credentials

NCWE 2019 – Riverwalk to Success: Pathways to Training
Overview

- Who is NOVA Workforce/ESL students?
- Previous Pathway at NOVA
- Factors Impacting Enrollment at NOVA
- Charting New Pathways to NOVA
- Student Enrollment Growth
- Transition Rates from Career Readiness to Workforce Programs
- Student Success Spotlight
- Keys to Success
- Main Takeaways
Who is NOVA Workforce?

- ESL: 62%
- Business: 6%
- IT: 12%
- Allied Health: 9%
- Personal Enrichment: 6%
- Professional Education: 5%

[Images of people engaged in various activities related to these categories]
Who are our ESL students?

- 14% Immigrants Studying Full Time
- 27% F-1s Studying Full Time
- 59% Immigrants Studying Part Time
Previous Pathway at NOVA

Part-Time ESL 1  Part-Time ESL 2  Part-Time ESL 3  Part-Time ESL 4  Part-Time Specialty

College ESL & Associate’s Degree

Life Skills
Factors Impacting Enrollment at NOVA

- FastForward
- FANTIC
- SNAP-ET
- WIOA
- Local Govt.
- Saudi Mission
- Corporate Sponsorship

- No Payment Plan
- Tuition-Based
- Lower F-1 Enrollment
- Lower Transition to College
Data Collection & Methods

- Surveyed 583 current/former students
- Combination of in-person paper and online surveys

- Researched programs offering contextualized ESL and interviewed coordinators
  - Elgin CC
  - San Diego CC
  - San Francisco Welcome Back Center
  - Washington State CC
  - Massachusetts Integrated Career Awareness Curriculum
  - Career Pathways Certificates “Pass Lane” Program
  - Lane CC
  - Spring Hill Institute
Motivations for Studying ESL

40% Get a New Job or a Promotion

32% Earn a Degree or Get More Training

28% Communicate with Others
Immigrant Student Career Aspirations

- IT: 30%
- Business: 25%
- Other: 22%
- Healthcare: 18%
- Customer Service: 5%
Bi-Directional Pathways
Charting New Pathways at NOVA

Life Skills

Part-Time ESL 1  Part-Time ESL 2  Part-Time ESL 3  Part-Time ESL 4  Part-Time Specialty

Part-Time Career Readiness 3  Part-Time Career Readiness 4  Part-Time Career Readiness 5

Support ESL - Grammar Review | Pronunciation | Learning Lab

College ESL & Associate's Degree

Workforce Programs in IT Healthcare Business/HR
Student Enrollment in Career Readiness

- Fall 2017: 23 ss
- Spring 2018: 71 ss
- Fall 2018: 69 ss
- Spring 2019: 79 ss
- Fall 2019: 60 ss
Who are our Career Readiness students?

Spring 2019

- 60% New to NOVA
- 21% Continuing in CR
- 22% Transferred from ESL

Spring 2018

- 64% New to NOVA
- 2% Continuing in CR
- 32% Transferred from ESL
Career Readiness ↔ Workforce Programs

- Graphic Design
- CCMA
- CCENT
- CompTIA Network+
- Excel
- Accounting Fundamentals
- Motorcycle
- Revit
- Dental Radiation Safety

2 ss Spring 2018
5 ss Spring 2019
2 ss Summer 2019
Student Success Spotlight

- Career Readiness gave Yustina both the technical and “soft” skills to:
  - create advertising materials
  - upload a career profile
  - go on a job interview for the first time
  - teach music at a Montessori program

I was very surprised! The teachers focus on getting a job. I can do everything now!
- Yustina Park
Keys to Success

Ongoing Data-Driven Development

Stakeholder Involvement

Student Advising

LMI Data
Main Takeaways

▪ Change takes time – but it’s worth it!
  ▪ Program Coordinators’ & Instructors’ perceptions of which “English” to teach
  ▪ ELLs’ perceptions of the English they need

▪ Instructor involvement = higher survey response rates
  ▪ Google forms - students complete by phone

▪ Network to gain information
  ▪ Colleagues are happy to share their experiences & don’t reinvent the wheel

▪ Engage IT, Healthcare, and Business program managers
  ▪ maintaining that engagement is hard
Questions?

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- Please leave me feedback on the NCWE App
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