2020 Innovation Pillar Award Winner

English for Advancement Program: A New Way of Delivering ESOL (JVS Boston)
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English for Advancement Program: A New Way of Delivering ESOL

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Agenda

• Overview
  – JVS Boston
  – Pathways Model
  – Pay for Success Financing

• English for Advancement Program
  – Model and Implementation
  – Curriculum and Staffing
  – Outcomes and Outcomes-Based Contracting

• Q&A
Overview
JVS Boston

Our Mission:
JVS’s mission is to empower individuals from diverse communities to find employment and build careers, while partnering with employers to hire, develop, and retain productive workforces.

Key areas of focus include:
• Strengthening Job Skills
• Accessing Good Jobs
• Building Career Pathways
A New Model
Combining the best of adult education and workforce development practices

- Education
- Administration & Finance
- Workforce

- Contextualized ESOL
- Language Gains
- Employability Skills

- Job Development
- Jobs

Increased Earnings

$ - PFS

JVS SKILLS . JOBS . CAREERS
Pay for Success
Pay for Success is about measurably improving the lives of people most in need by driving government resources toward more effective programs.

Nonprofit intervention provider

Private funders / impact investors → Repayment ($) → Payor (often government) → Expansion capital ($) → Nonprofit intervention provider → Outcomes
How does Pay for Success Work?
Impact investors, high-performing non-profits, and governments partner with the collective goal of improving social outcomes.

1. **Investors provide capital**
2. **Service Provider delivers evidence-based program**
3. **Population in need benefits from programs**
4. **Evaluator measures results**
5. **Government repays investors based on outcomes**
Pathways to Economic Advancement
A new model of adult education

Program Model:
Deliver high-quality education and workforce services for English Language Learners, customized to the student’s skill-level, time commitment and career goal.
English for Advancement
English for Advancement (EFA)
Vocational English language instruction and one-on-one career coaching to find a new or better job

**Service:** Employment-focused English language services and job search assistance

**Outcome:** Increased annual earnings
**Measured by:** Randomized Controlled Trial (RCT)

**Population:** Individuals with low to intermediate English skills; primarily immigrants; seeking employment or job advancement

**Served Annually:** ~350

**Locations:** 4 sites (Greater Boston)
# EFA Innovations

How EFA compares to traditional ESOL

<table>
<thead>
<tr>
<th>GOAL</th>
<th>MODEL</th>
<th>WORKFORCE ENGAGEMENT</th>
<th>EMPLOYER PARTNERS</th>
<th>EVALUATION</th>
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</thead>
<tbody>
<tr>
<td><strong>TRADITIONAL ESOL</strong></td>
<td>Move to next English level</td>
<td>One (1) service to increase</td>
<td>Limited connection to</td>
<td>No connection with local</td>
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<td></td>
<td></td>
<td>English skills</td>
<td>workforce development</td>
<td>employers</td>
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<tr>
<td><strong>EFA</strong></td>
<td>Move into employment</td>
<td>Two (2) services to increase</td>
<td>Embedded in workforce</td>
<td>Collaboration with local</td>
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<td>English skills &amp; prepare for work</td>
<td>development framework</td>
<td>employers</td>
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Model: Managed Enrollment
Systems supporting “2 service” model

Assessment
• Created assessment tool to screen for English language level and job readiness
• Requires less staff time

Managed Enrollment and Open Exit
• Students added to class monthly and exit when they are ready for a job
• Flexible funding makes this possible
Workforce Engagement: Contextualized Curriculum
Creating workplace context for traditional concepts

**English Skills**
- Prepositions of Time
- Developing Listening Skills
- Using Past Tense

**Workplace / Career Skills**
- Talking about Availability and Schedules
- Voicemail Recordings
- Explaining Work History
Employer Partners: Career Coaching
Working directly with students and employers, to source qualified job seekers for openings

- Career Plan
- Resume Writing
- Job Search Assistance
- Interview Preparation

- Build Relationships
- Understand Hiring Needs
- Skills and Experience
- Company Culture
Evaluation: Pathways Impact
Change in Median Annual Earnings through Q1 2019

Earnings at initial job placement are not necessarily indicative of the Project’s ability to achieve PFS Final Outcomes related to participant earnings.

Earnings are calculated as the difference between the median self-reported, annualized wage income at intake and the corresponding income at placement. At both intake and placement, participants report wages and hours worked to JVS. To estimate annual income, JVS annualizes these weekly earnings by multiplying wage and hours by 50 weeks.

Data are calculated based on 950 job placed participants since August 2016.

*SOURCE:* JVS operational data validated by Mobility, through March 31, 2019
Outcomes-Based Contracting
Paying for services that work

Reminder: Pay for Success
• Build evidence-base for successful programming
• Allows government to innovate with limited risk

Outcomes-Based Contracting in Adult Education
• It’s possible!
• Adult Education incentivized workforce outcomes
• Enrollment as an outcome
Upcoming Offerings

July 8 @ 1 p.m. EDT
COVID-19 Agency Highlights & Intro to Year Two of the NJHSA Jewish Poverty Challenge

July 15 @ 11 a.m. EDT
International Jewish Human Service Responses to COVID-19

July 15 @ 1 p.m. EDT
Vision 2020: Mobile Food Pantry - NJHSA Pillar Innovation Award Winner (JFCS Mercer County)

Registration links can be found in our newsletters or on our website: [https://www.networkjhsa.org/](https://www.networkjhsa.org/).