



## 2020 Innovation Pillar Award Winner

**English for Advancement Program:  
A New Way of Delivering ESOL (JVS Boston)  
July 7, 2020**



SKILLS . JOBS . CAREERS

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# English for Advancement Program: A New Way of Delivering ESOL

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# Agenda

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- 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.

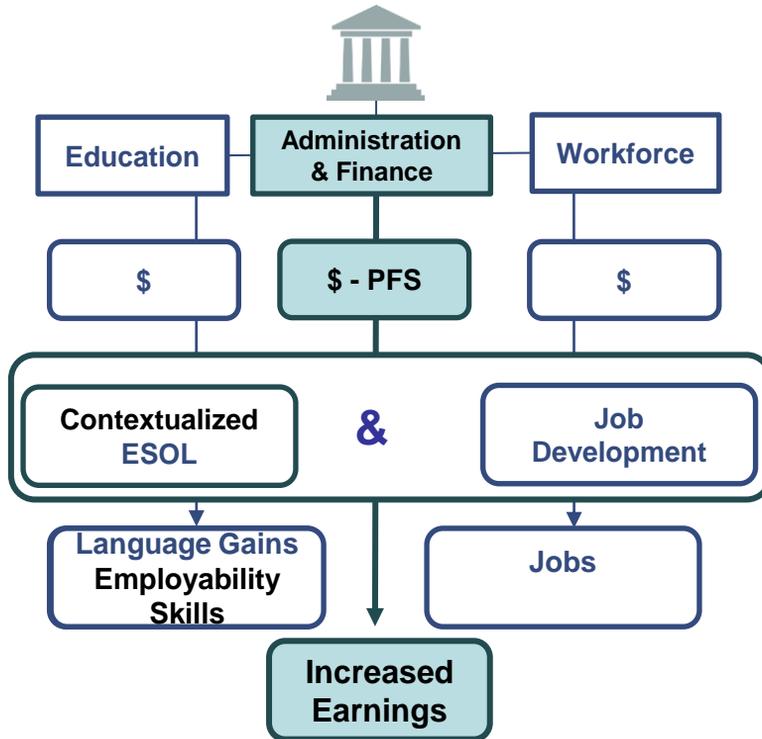
Key areas of focus include:

- Strengthening Job Skills
- Accessing Good Jobs
- Building Career Pathways



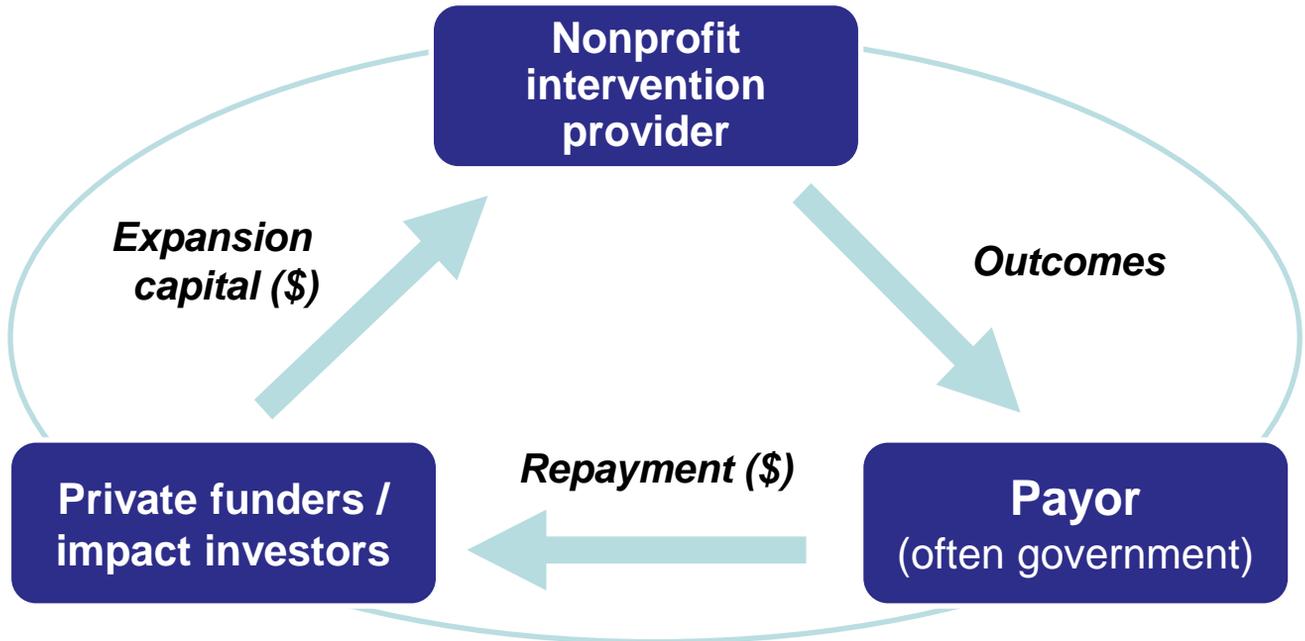
# A New Model

Combining the best of adult education and workforce development practices



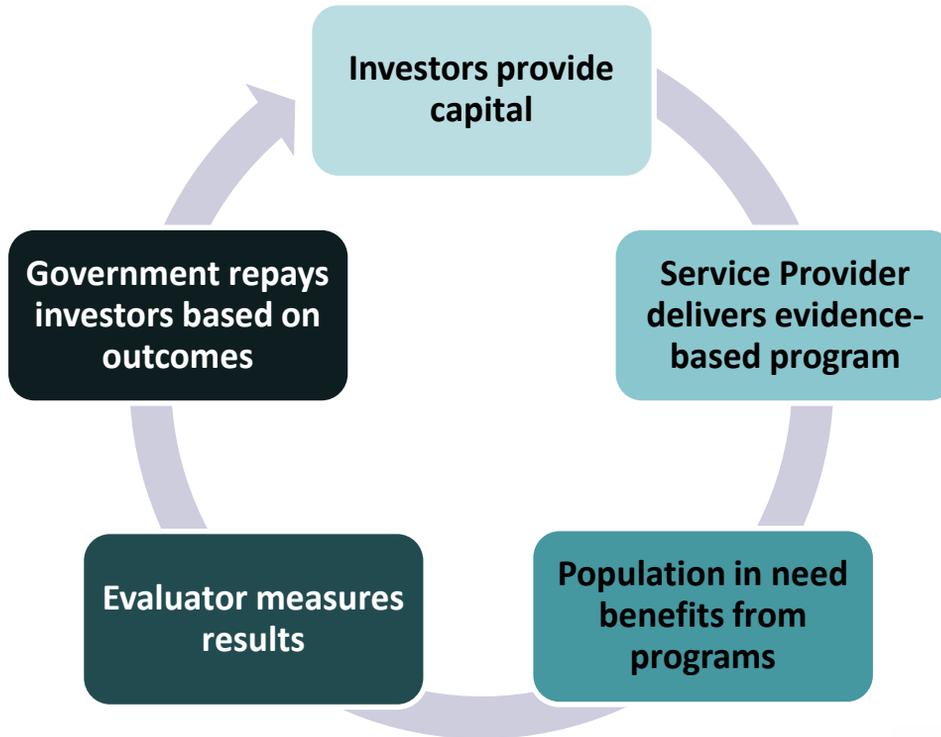
# Pay for Success

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



# How does Pay for Success Work?

Impact investors, high-performing non-profits, and governments partner with the collective goal of improving social outcomes

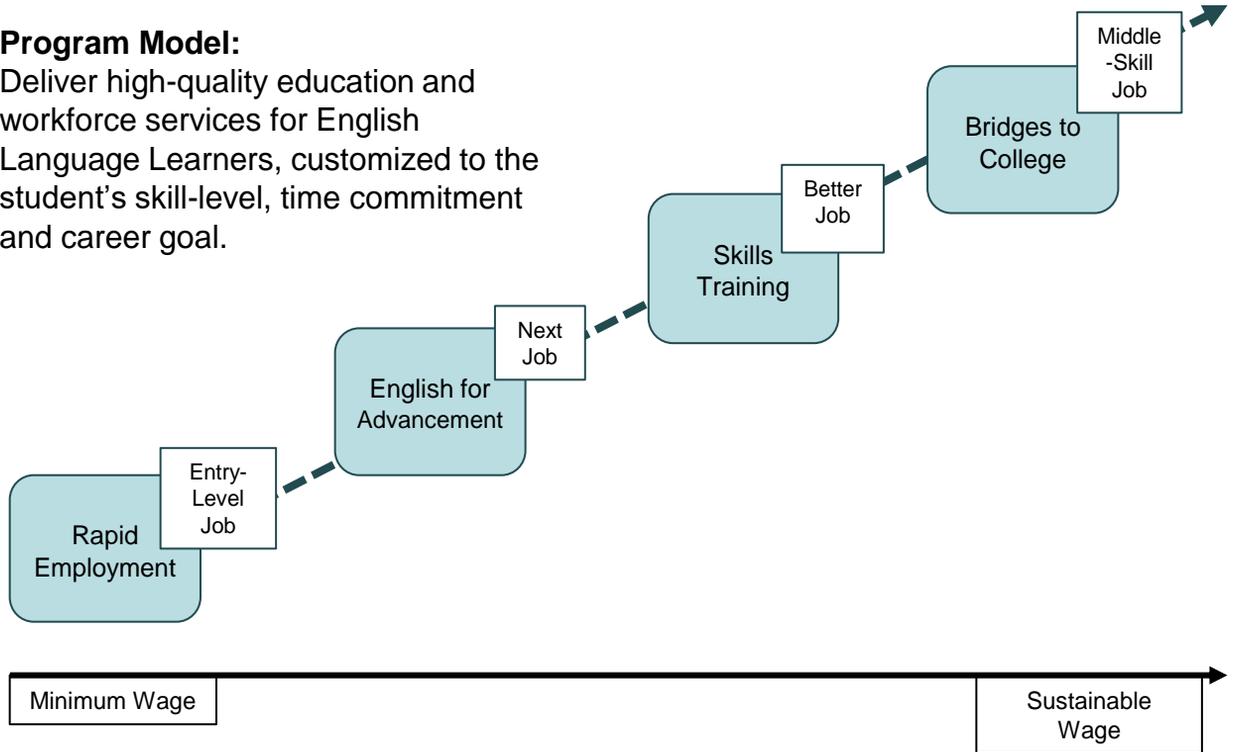


# Pathways to Economic Advancement

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

	GOAL	MODEL	WORKFORCE ENGAGEMENT	EMPLOYER PARTNERS	EVALUATION
TRADITIONAL ESOL	Move to next English level	One (1) service to increase English skills	Limited connection to workforce development	No connection with local employers	Increase in English level
EFA	Move into employment	Two (2) services to increase English skills & prepare for work	Embedded in workforce development framework	Collaboration with local employers	Wage gains

# 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



Talking about Availability and Schedules

Developing Listening Skills



Voicemail Recordings

Using Past Tense

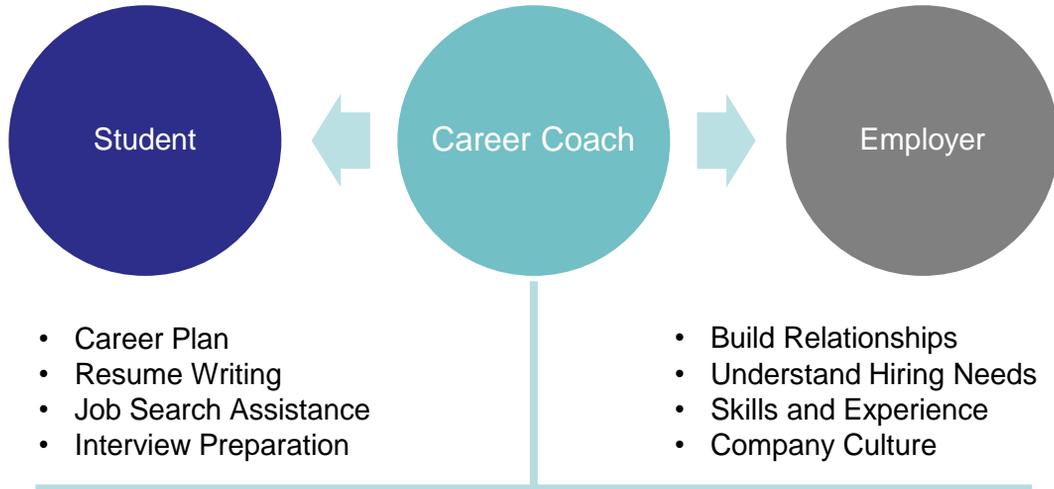


Explaining Work History

## Workplace / Career Skills

# Employer Partners: Career Coaching

Working directly with students and employers, to source qualified job seekers for openings



PRELIMINARY

# 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





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## 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**

Registration links can be found in our newsletters or on our website: <https://www.networkjhsa.org/>.



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