**Please briefly describe your project:**

As the Pathways & Partnership Coordinator for Minneapolis Adult Education, the project tasks were to develop, coordinate, promote and market Adult Basic Education, and oversee career pathway programming for Minneapolis Adult Education in collaboration with community advocates and employer partners.

The core mission of MPS Adult Education is to provide adult learners with the basic knowledge and skills needed to succeed in civic life and the workforce. Adult Basic Education at MPS allows adult learners to move forward by pursing educational goals, gaining skills, and entering into in-demand employment positions. The project in navigating pathways programming was to consistently promote partnerships between business and education while developing curriculum resources and delivering exceptional career pathway opportunities for new jobs, advance career paths or continue post-secondary education opportunities for MPS Learners

**What were the implementation challenges?**

The implementation challenges while developing and overseeing pathway programming for MPS Adult Education was ascertaining agencies and organizations that were flexible in accepting adult learners (potential employees) whose first language may not be English, who may not have a GED or high school diploma or perhaps may have some deficiencies in reading, writing, or mathematics. Proactively seeking to find employers who are non-traditional and outside-the-box on their employment requirements and practices was a profound challenge.

Upon acquiring an employer who would accept adult learners (potential employees) whom might be undereducated, underskilled, impoverished or transitioning from another country to the U.S., present a dismissive livable wage offering for work position(s) was a disappointing challenge. Most salaries presented could force a person to become dependent upon other people to survive or heavily rely upon the Social Services System.

**What were the successes in implementation?**

The successes in implementation of the career pathways programming for MPS Adult Education involved collaborating with community advocates and employer partners in efforts to promote and market new and/or revise career pathways opportunities for MPS adult learners. Having this partnership securely in place complements and strengthens outcomes for all parties involved.

Communication cannot be left out when addressing implementation successes. Ongoing, open and transparent conversation is highly desirable, and leads to an exchange of ideas and offerings best suited for everyone who’s made an investment. Feedback on ABE, career pathways, curriculum design, and skills deliverance was always encouraged and welcomed. Developing a rapport and sharing pathways opportunities benefitting the employer and meeting the needs of the adult learner was very empowering.

**What were the lessons learned from this implementation?**

Lessons learned from implementation of career pathways programming for MPS Adult Education were:

* It may be beneficial to have an additional staff member or volunteer to assist in implementing various items necessary to embellish ABE and career pathways
* Develop diverse surveys to acquire course offerings and needs for adult learners
* Create survey for ABE Instructors to ascertain ways to attract, enhance, engage, and retain learners
* Design a feedback form to Employer Partners on what hard and soft skills-set is needed for employment and develop a strong pathway for excellence in job performance, career growth, and retention
* Ensure income/salary levels are satisfactory to enable self-sufficiency and reduce poverty

**Please identify any promising practices, tools, resources, materials and/or recommendations for colleagues in the field to use?**

The best resourceful practice I would promote is to communicate, become an open vessel willing to stay receptive to change and be teachable to new things presented in Adult Basic Education. Refrain from becoming stagnate revisiting past experiences that may have failed and move forward in communicating to ABE colleagues’ fresh ideas that attract adult learners while continuing to acquire strong community and employer partnerships whom have a robust interest in diverse adult learners that seek career interest while pursuing their educational goals.

**Please identify a contact person (name, email, phone number) for any questions regarding this project:**

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