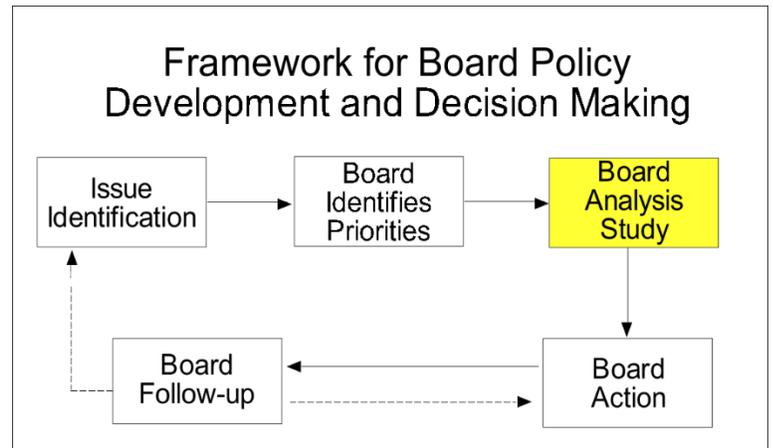


Iowa State Board of Education

Executive Summary

March 30, 2017



Agenda Item: Iowa Community Colleges Adult Education and Literacy Annual Report—Program Year 2016 (July 1, 2015 – June 30, 2016)

Iowa Goal(s): Individuals will pursue postsecondary education in order to drive economic success.

State Board Role/Authority: In addition to statutory responsibilities, the State Board provides leadership and advocacy for the system of education in Iowa. Recognizing results is one way the State Board fulfills this leadership role.

Presenter(s): Barbara Burrows, Chief
Bureau of Community Colleges

Alex Harris, Adult Education Administrative Consultant and State Director for Adult Education
Bureau of Community Colleges

Attachment(s): One

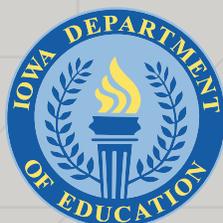
Recommendation: It is recommended that the State Board hear and discuss this information.

Background: The purpose of this presentation is to inform the State Board about Iowa's adult basic education for program year 2016.

Adult Education and Literacy

Program Year 2016 Annual Report

(July 1, 2015 to July 30, 2016)



**COMMUNITY COLLEGES &
WORKFORCE PREPARATION**

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Preface

This report is based on Program Year (PY) 2016 and the report submitted to the United States Department of Education, Office of Career, Technical and Adult Education (OCTAE). This year includes legislature-appropriated state support for adult education and literacy programming. This appropriation supports the continuation of efforts to build career pathways and help more low-skilled adults obtain postsecondary credentials and employment.

Acknowledgments

The staff and administration of the Iowa Department of Education's Division of Community Colleges and Workforce Preparation wish to acknowledge and thank the staff of Iowa's fifteen (15) community college adult education and literacy programs for their assistance in developing this report. The figures noted in this report were obtained from each of the community colleges, unless otherwise noted.

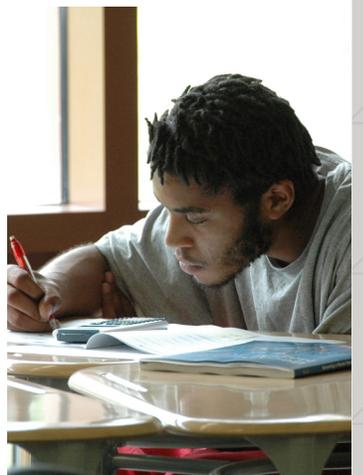




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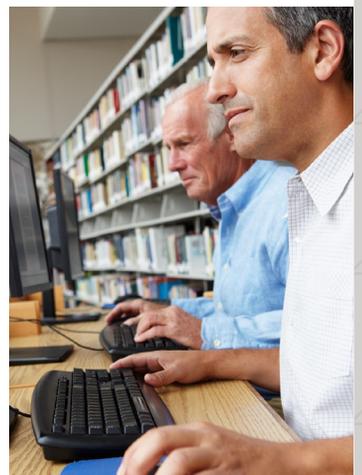
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Introduction

This report is Iowa's response to the six questions that the United States Department of Education, Office of Career, Technical, and Adult Education (OCTAE), requires of all states and territories receiving federal funding through the Workforce Innovation and Opportunity Act (WIOA), Title II, Adult Education and Family Literacy Act (AEFLA). WIOA supports innovative strategies to keep pace with changing economic conditions and seeks to improve coordination across the primary federal programs that support employment services, workforce development, adult education, and vocational rehabilitation activities.

Impact

The federally funded adult education and literacy programs administered by the Iowa Department of Education's Division of Community Colleges and Workforce Preparation provide lifelong educational opportunities and support services to eligible participants. By improving the education and skill levels of individual Iowans, the programs enhance the competitiveness of the state's workforce and economy while helping learners to:

- » Gain or better their employment.
- » Obtain a high school equivalency diploma by passing the state selected assessment.
- » Attain skills necessary to enter postsecondary education and training.
- » Exit public welfare and become self-sufficient.
- » Learn to speak, read, and write the English language.
- » Master basic academic skills to help their children succeed in school.
- » Become U.S. citizens and participate in a democratic society.
- » Gain self-esteem, personal confidence, and a sense of personal and civic responsibility.

ADDRESSING IOWA'S NEEDS AND CHALLENGES THROUGH ADULT EDUCATION



ADULTS WITHOUT HIGH SCHOOL DIPLOMAS AND POSTSECONDARY EDUCATION

According to the U.S. Census Bureau's American Community Survey, 8.5 percent of Iowa's population age 18 years and over (206,688) neither graduated from high school nor earned a high school equivalency diploma. Iowa's adult education and literacy programs reported an increase of 1.4 percent between PY 2015 and PY 2016 in the number of reportable adult learners (12,378).



THE LIMITED ENGLISH PROFICIENT (LEP) POPULATION

The LEP population increased in 2015 to 97,124. Iowa's adult education and literacy programs served 5.2 percent (5,045) of the population. The American Community Survey classified this population as having self-identified as "speaks English less than very well." Of this population, 51.5 percent are Spanish speaking, 28.5 percent are Asian, Pacific Islander, and 13.0 percent are Indo-European.



UNEMPLOYMENT AND LABOR FORCE PARTICIPATION RATE

The U.S. Census Bureau's data for 2015 indicates the number of Iowans between the ages of 20 and 64 who were unemployed was 64,797. More than 8.0 percent (5,199) were served by Iowa's adult education and literacy programs in this past year.

I. State Leadership Funds

WIOA Title II established the Adult Education and Family Literacy Act (AEFLA). Section 223(a) of the Act mandates that the eligible agency shall not use more than 12.5 percent of the grant funds for both required and optional activities state leadership activities. The activities, programs, and projects supported with state leadership funds described below are required. Optional elements under AEFLA and have been aligned as indicated.

Alignment with One-Stop Required Partners

The Adult Education and Literacy (AEL) state director and consultants worked closely with other one-stop required partners to develop and implement the strategies in Iowa's Unified State Plan. Representation on several key committees included: the Association of Iowa Workforce Partners (AWIP); Career Pathways Consortium; Central Iowa Workforce Investment Board (CIWIB) Planning and Operations Board and Committees; Corrections Liaison Meetings; National Adult Education Professional Development Consortium (NAEPDC); One-Stop Operations System Design Work Group Meeting; Sector Board and Career Pathway Advisory Council Meetings; Sector Facilitator Trainings; Skills 2 Compete Coalition; and numerous WIOA steering and sub-committees. In these work groups, the state director and state consultants assisted in drafting the common elements and AEL-specific elements in the Unified State Plan, which included the needs assessment and AEL strategy implementation plan. The implementation plan addresses performance measures and strategies for working with underserved and underemployed populations, transitions, youth services, instructional technology, and one-stop system design.

WIOA Partners' Conference

The Iowa Department of Education Adult Education and Literacy team assisted in planning Iowa's first joint Workforce Innovation and Opportunity Act (WIOA) conference which was held June 27 – 29, 2016 in Altoona, Iowa and attended by over 525 participants. The theme of this conference, "One Door, Many Paths," was based on the idea of integration, collaboration, and alignment and brought together several key stakeholders, including: Iowa Department of Education, Division of Community Colleges, Iowa Department for the Blind, Vocational Rehabilitation, Iowa Workforce Development, and Iowa Department of Aging.

In addition to working closely with the core and required one-stop partners in the development and discussion associated with certification, common orientation and intake, and seamless service delivery, the AEL team forged partnerships with organizations whose missions are aimed at improving the outcomes of underserved populations. Examples of these organizations and initiatives include: Iowa Latina Education Initiative Conference, Iowa Literacy Council, Opportunity Iowa, Adult Education and Employment Readiness Workgroup, and Refugee Employment Alliance.

Operation of a High-Quality Professional Development Program

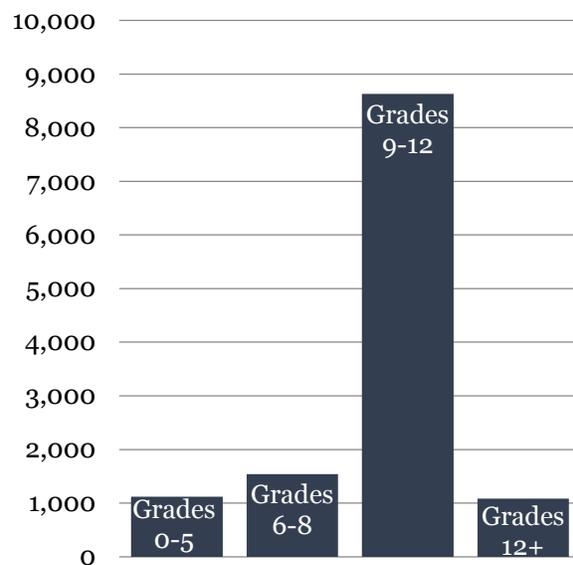
The State Staff Development Leadership Project is designed to fund and coordinate state level staff development activities within Section 223(a) of the Act based on one or more of the state leadership activities focusing on the following areas: (1) core measure attainment, (2) quality program instruction, (3) data accountability and integrity, and (4) strengthening program delivery methods.

The impact of professional development on instruction and adult learner outcomes is evaluated against the following criteria:

- » State-wide implementation, adoption, and diffusion into adult education and literacy instructional strategies, methodologies, and curriculum infusion.
- » Long-term improvement in program outcomes measured by the ability of state and local programs to continually meet negotiated benchmark levels.
- » Adult learner assistance to effectively meet personal and program literacy goals.

Iowa's professional development system is coordinated by the state professional development specialist, who works with a team made up of administrators, instructors, and trainers from each funded program that establishes the Adult Literacy Professional Development Leadership Committee. A data-driven planning process is used to identify professional development needs and to set priorities for each year. Emphasis is given in a number of key areas, including literacy, math, and English language instruction, assessment, educational technology, learning disabilities; and distance learning.

FIGURE 1: HIGHEST LEVEL OF SCHOOL COMPLETED BY PARTICIPANTS

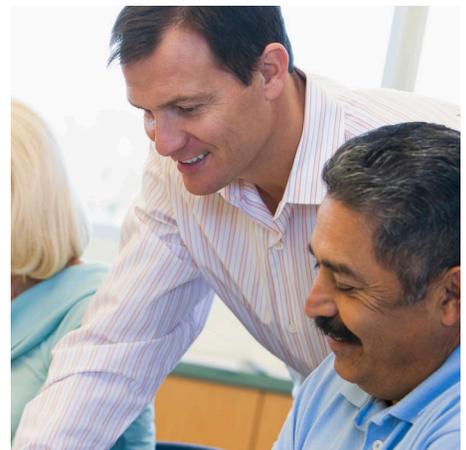


There were additional areas that were not required (Permissible Activities) but were prioritized and funded in PY 2016 to support efforts in developing high quality instructors:

1. **Standards-In-Action 2.0** - The first area focused on the Standards-in-Action (SIA) materials and methods to support the implementation of content standards in adult education classrooms. Building upon the Standards-in-Action 1.0 training offered in PY 2013-2015, instructors were taught how to use the standards to design curriculum and lessons that transferred the content of the standards to the students. The Standards-in-Action structure was a natural fit to address the unpacking of the College and Career Readiness Standards (CCRS) and to begin addressing implementation. The three institutes were held in

Des Moines on October 20-21, 2015, Ankeny on March 2, 2016, and Des Moines on April 21-22, 2016 and served a total of fourteen (14) participants. Additionally, webinars were offered to programs to supplement the Standards-in-Action training by providing an alternative delivery to target additional instructors. See *Adult Education Standards* on page 16 for additional details.

2. **Student Achievement in Reading (STAR)** - The second targeted area was the expansion of STAR. PY 2016 focused on providing certification training for two state STAR trainers. Four programs were accepted as the recipients of the training via trainers-in-training and a national mentor coach provided by KRATOS, through a coaching package purchased by the state. Through this endeavor, our STAR sites are helping to promote not only additional evidence-based reading instruction and assessment methods, but also a managed enrollment class structure. The additional diagnostic assessment tools and reading strategies for this population will greatly aid the instruction in achieving educational functioning level gains. There were a total of fifteen (15) participants from the four program recipients in PY 2016 (NWICC, Indian Hills, WITCC and ICC). The three institutes were hosted in Des Moines on October 1, 2015, November 12-13, 2015, and March 31-April 1, 2016.
3. **Adult Numeracy Institute (ANI)** – Due to CCRS in mathematics and increased rigor in the high school equivalency assessment, the need to address the math skills of instructors was identified as a high priority in PY 2016. ANI aligns standards while introducing key mathematical concepts throughout every level, including algebra and geometry. The goals of ANI were to increase math content knowledge among instructors and program administrators; increase instructional skills among instructors working with adult basic education (ABE) and adult secondary education (ASE) levels; increase knowledge and use of math content standards; and build local program and state capacity to support adult numeracy instruction. The three institutes served 30 participants and were hosted in Des Moines on September 10-11, 2015, November 9-10, 2015, and March 7-8, 2016.



To effectively implement the administrative rules and instructor standards, Iowa implemented My Learning Plan (MLP), a web-based professional development platform to capture, track and report individual professional development plans for all staff, hours of training, and classroom observations. This professional development platform includes the capability of registering for professional development events at both state and local levels through an online system that tracks needs and effectiveness of delivery. The classroom observation tool includes the delivery of standards-based instruction, technology, and alignment with the instructor standards.

AEL consultants worked with program administrators to pilot MLP training prior to full on-boarding. By the end of PY 2016, 60 percent of Iowa's AEL program administrators were trained and have implemented the system. In addition to the training provided for instructors, AEL consultants provided on-site professional development training specifically tailored to meet the needs of the program administrators.

Adult Education and Literacy (AEL) Summer Conference – The Professional Development Leadership Committee also assists in planning the annual Adult Education and Literacy (AEL) Summer Conference, which for PY 2016, was held on July 15-17, 2015, in Ames, Iowa. Hosted by the Iowa Department of Education in conjunction with the Commission on Adult Basic Education, the “Kaleidoscope Connections” conference served approximately 300 participants. The theme, “Kaleidoscope of Collaboration,” represented the opportunity for conference participants to establish new relationships or rekindle existing friendships while gathering new ideas from colleagues and launching a “new beginning” of service delivery by “blending” together and partnering our services through collaboration to best meet the needs of the individuals served through AEL programs.

State Leadership Activity(s): (1) the establishment or operation of professional development programs to improve the quality of instruction provided pursuant to local activities required under Section 231(b), including instruction incorporating phonemic awareness, systematic phonics, fluency, and reading comprehension, and instruction provided by volunteers or by personnel of a state or outlying area; (8) other activities of statewide significance that promote the purpose of this title.

Provision of Technical Assistance as Described in 223(1)(C)

In addition to offering these professional development opportunities, state leadership continues to fund the following activities and initiatives:

A full day of New Program Coordinator Training was held on August 20, 2015. Topics included program targets, financial claims, data management, program monitoring, and

WIOA transition. Additionally, regular coordinator meetings and data specialist trainings were held online and face-to-face throughout the year to provide technical assistance on topics such as enrollments; reviewing the AEFLA applications, forms, and submission guidelines; assessment policies; financial reporting; fiscal reporting; developing budgets, claims, the RFP process; retention of students; strategic planning; and Iowagrants.gov. Coordinator and instructor handbooks produced by the state serve as guidelines to drive high quality professional development for all staff associated with adult education and literacy in Iowa.

State Leadership Activity(s): (3) the provision of technology assistance, including staff training, to eligible providers of adult education and literacy activities to enable the eligible providers to improve the quality of such activities;

Professional development aimed at expanding the work of career pathways continued in PY 2016 through the offering of three trainings on integrating career pathways with state funded initiatives - Pace and GAP programs. Additional work in career pathway and bridging programs was delivered through study circles and focused webinars with Moving Pathways Forward, a project funded by OCTAE to further integrate adult education into career pathways system development at the state and local levels.

WIOA-focused technical assistance involving the core partners was held in Des Moines on September 10, 2015, to develop an action plan to implement the WIOA partnership at the local level. Core partners reviewed the WIOA partnership requirements and translated them into immediate and near-term tangible action steps for local implementation.

State Leadership Activity(s): (10) integration of literacy instruction and occupational skill training, and promoting linkages with employers.

Monitoring and Evaluation of the Quality and Improvement of Adult Education 223(1)(d)

Monitoring Visits to Colleges – The AEL state director and consultants monitored community college programs from September 2015 through April 2016. These included five on-site visits (Iowa Central Community College, September 15, 2015; Iowa Western Community College, October 22, 2015; Indian Hills Community College, November 4, 2015; Northeast Iowa Community College, March 23, 2016; and Iowa Lakes Community College, April 5, 2016.) The remaining ten (10) programs received desktop monitoring. All five on-site monitoring visits included an option for community colleges to have a peer reviewer, in addition to state adult education and literacy staff, to observe their programs. The monitoring tool used for both site and desktop monitoring events addresses data collection, instructional practice, benchmark gains, curriculum and lesson plan development, assessment practices, and fiscal management.

State Leadership Activity(s): (5) the monitoring and evaluation of the quality of, and improvement in, adult education and literacy activities;

Future Direction in PY 2017

Training will continue targeting specific evidence-based reading strategies for low-level English Language Learners (ELL)—Diagnostics Training for Alphabetics and Vocabulary—to show instructors how to use a diagnostic assessment to identify specific reading skill deficiencies and guide explicit instruction for individuals whose reading assessments score below the 4th grade level. Additionally, Diagnostics Training for Fluency and Comprehension will be offered for those readers who test above the 8th grade level and who are not yet prepared for career or college reading tasks.

The focus on standards-supported instruction (College and Career Readiness Standards training) will be offered in both English Language Arts (ELA), English as a Second Language (ESL) and mathematics. The goal of these training institutes will be to help instructors understand the fundamental advances in instruction that the college and career readiness (CCR) standards demand. Expert support and hands-on training on ways to incorporate these advances will be offered. Instructors will receive practical information (methods and materials) about the CCR standards with a strong focus on the key advances in instruction and curriculum that the standards demand.

My Learning Plan (MLP) on-site trainings will be offered to the six remaining programs that have not yet received this instruction. Furthermore, training will be expanded to include adult education instructors working in the Department of Corrections. Additionally, a classroom observation tracking tool will be developed, piloted, and on-boarded throughout the year.

A virtual conference will be offered in PY 2017 to incorporate and encourage the use of technology into the classroom. Part-time instructors will be targeted to attend this event to increase access and sharing of best practices.



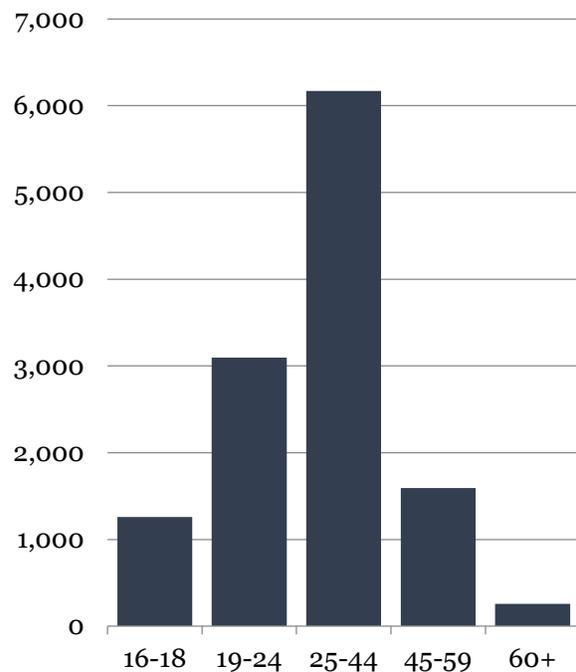
II. Performance Data Analyses

FIGURE 2: NRS ENROLLMENT BY AGE

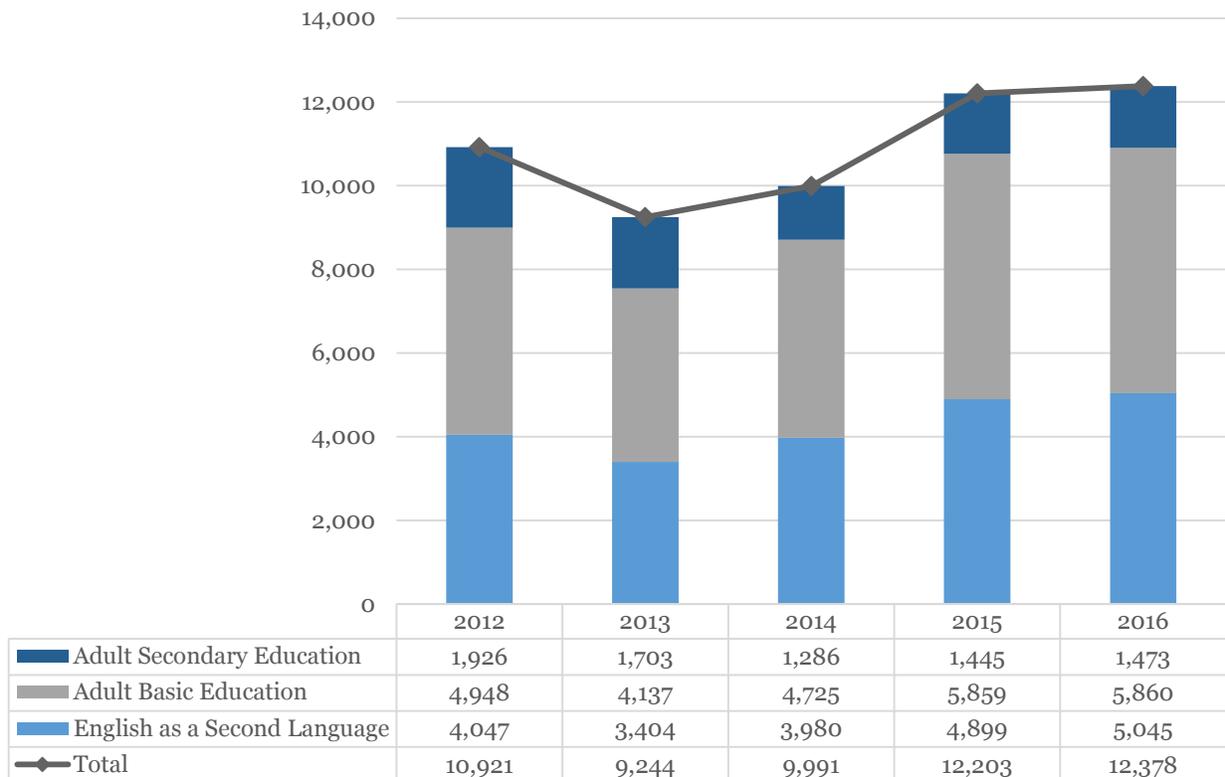
The typical adult education and literacy student served in PY 2016 was unemployed, white, averaged between 25-44 years of age, and left high school between the ninth and twelfth grades without earning a high school diploma.

Iowa's Adult Education and Literacy Enrollment

Enrollment increased in the number of reportable adult learners (n=12,378) for PY 2016 as compared to PY 2015 (n=12,203). Of the total number of learners (12,378) who met the National Reporting System for Adult Education (NRS) guidelines, students in Adult Basic Education (ABE) comprised the single largest group by program type with 47 percent (n=5,860) of the total learners served. Students enrolled in English as a Second Language (ESL) increased slightly to 41 percent (n=5,045), and Adult Secondary Education (ASE) remained at 12 percent (n=1,473) enrolled.



ENROLLMENT COMPARISON BY INSTRUCTIONAL TYPE: PY 2012 TO PY 2016



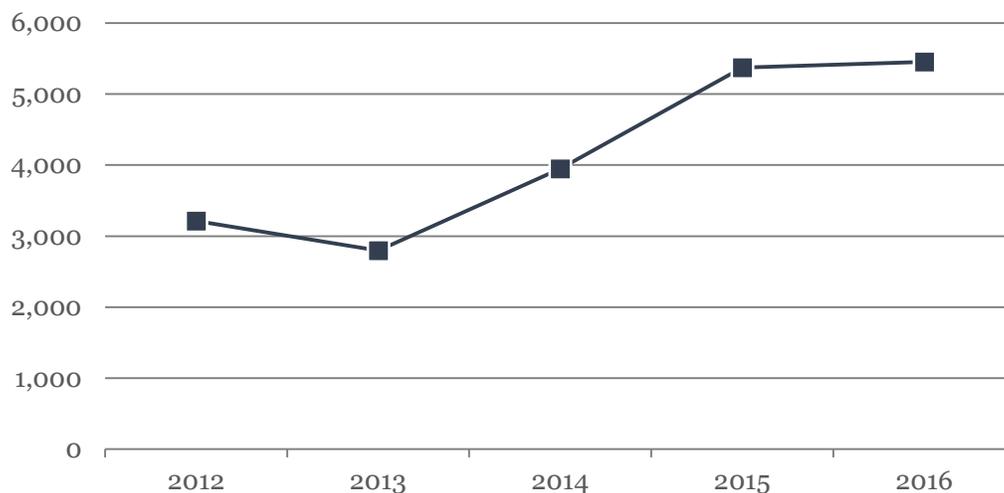
Student retention is a critical component of progress assessment. Persistence and sufficient hours continued to improve between PY 2015 and PY 2016, reaching 67 percent. In PY 2016, 71 percent (12,378) of the 17,502 enrollees persisted for a minimum of 12 or more hours of instruction. Average hours of instruction for the 12,378 federally reported enrollees remained at 87 hours, the same as PY 2015. ESL had the highest average hours of instruction with 97 hours, while ASE level enrollees only averaged 62 hours. ABE increased from 83 to 85 hours over the previous program year. ASE decreased from 68 to 62 hours and ESL remained the same.

Iowa utilizes a data match process to determine if performance targets have been met for the follow-up core measures. Achieving educational functioning level (EFL) gains has been an area of increased focus in PY 2016.

Performance Measure I – Demonstrated Improvements in EFL

Iowa’s aggregate pre/post-test match remained the same at 63 percent in PY 2016. Of the 12,378 eligible participants, 7,773 were pre- and post-tested. Of those pre- and post-tested, 70 percent (5,453) made an educational functioning level gain. In PY 2016, Iowa met seven of the eleven federal negotiated benchmarks compared to meeting all benchmarks in PY 2015.

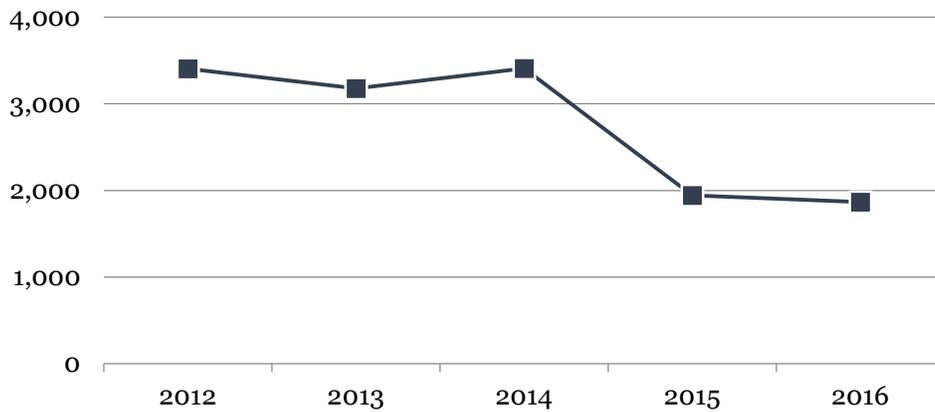
FIGURE 3: EDUCATIONAL FUNCTIONING LEVEL GAINS AS REPORTED ON NRS: PY 2012 TO PY 2016



Performance Measure II – High School Completion

Iowa issued 1,866 high school equivalency diplomas between July 1, 2015, and June 30, 2016. To qualify for this cohort, the participant must have completed all five sub-tests, have a qualified enrollment of eleventh or twelfth grade, and have exited from the program. The eligible cohort consisted of 1,925 participants of which (1,866), or 97 percent, were matched as having achieved their high school equivalency diploma. The assessment to award the diploma is the HiSET®, which replaced the GED® in January 2014.

FIGURE 4: CORE OUTCOME MEASURE - AWARDED SECONDARY DIPLOMAS: PY 2012 TO PY 2016



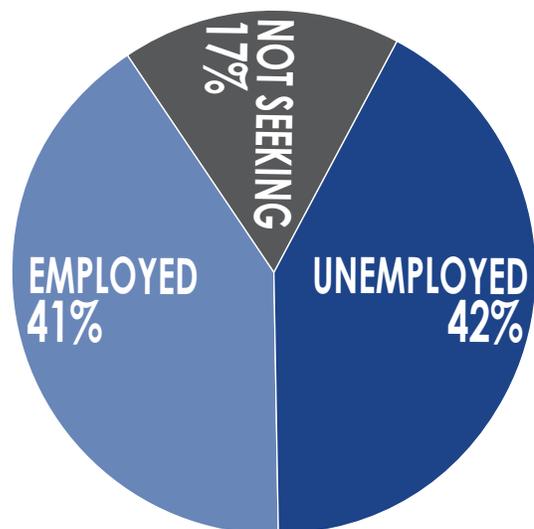
Performance Measure III – Entered Postsecondary Education or Training

In this measure, the participant must have (1) achieved their high school equivalency diploma while enrolled in adult education and literacy programs or have a secondary credential at entry, and (2) exit the program. The participant must then enroll in a transition or postsecondary course or a training program within the program year. In PY 2016, there were 2,416 participants eligible for this cohort. With an 87 percent match rate, 1,728 (82 percent) entered postsecondary education or training.

Performance Measure IV – Entered Employment

Upon enrollment in adult education and literacy programs, participants are required to indicate employment status. Of the 12,378 participants reported in the NRS, 2,106 were not seeking employment. Forty-two percent of the remaining enrollees self-reported as unemployed. To qualify for follow-up within this cohort to NRS, a participant must also exit the program, either by completing instruction or no longer participating. There were 3,445 participants who qualified for consideration in this cohort. Iowa participates as a data-match state by partnering with Iowa Workforce Development for employment wage information. Due to missing data, 21 percent could not be matched. However, of the 79 percent that was matched, 1,365 participants were identified as achieving employment within one quarter of exiting the adult education and literacy program.

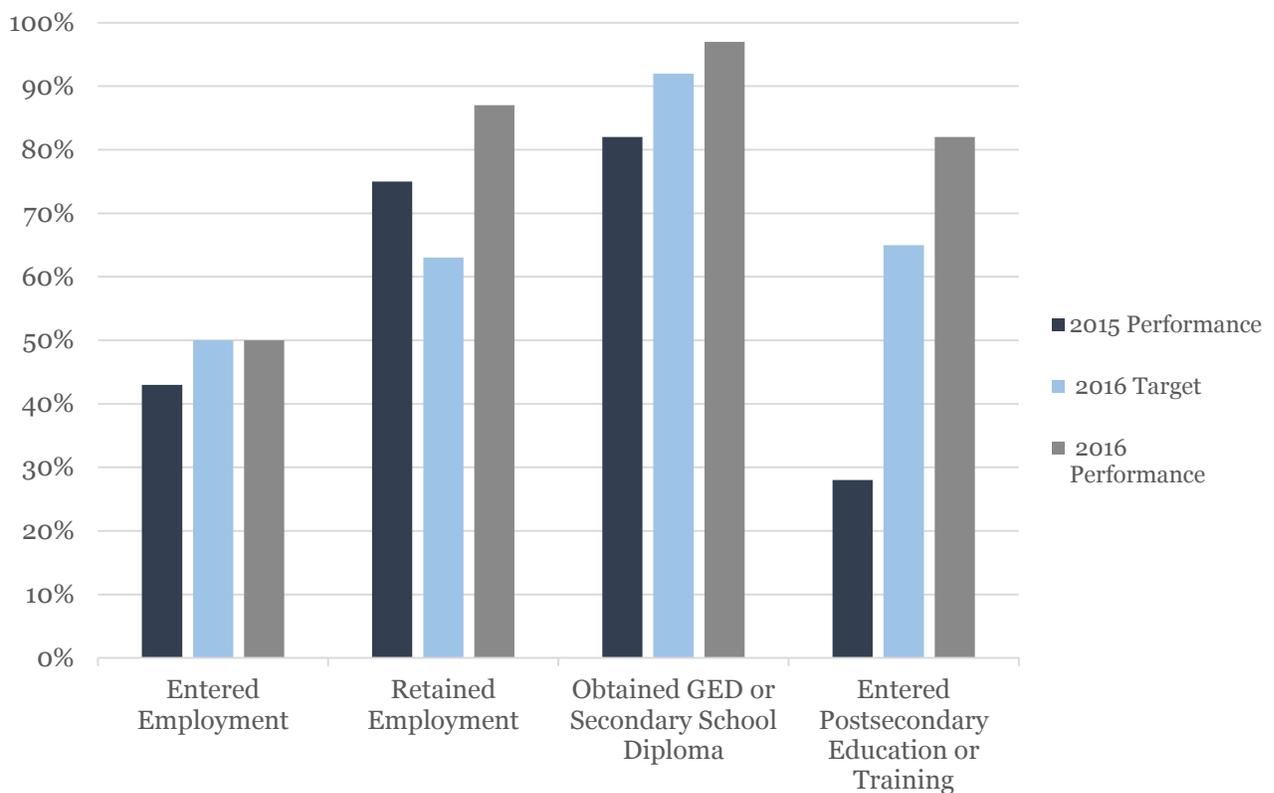
FIGURE 5: EMPLOYMENT STATUS UPON PROGRAM ENTRY



Performance Measure V – Retained Employment

In PY 2016, 5,102 of the 12,378 participants in the adult education and literacy program, as reported to NRS, self-identified as employed. To qualify for follow-up within this cohort to NRS, a participant must also exit the program, either by completing instruction or no longer participating. In addition, all successfully employed participants from the entered employment cohort (1,365) are added. Therefore, 4,205 participants qualified for consideration in this cohort. With an 86.7 percent match rate, 3,162 (86.7 percent) participants retained their employment three quarters after their exit from the adult education and literacy program.

FIGURE 6: CORE MEASURE BENCHMARK COMPARISON: PY 2015 TO PY 2016



Future Directions in PY 2017

Iowa will continue to meet EFL benchmarks while maintaining a 60 percent post-test rate. Collaboration through WIOA will support referrals and alignment of activities to support the core measures.

III. Integration with One-Stop Partners

The integration to improve access to comprehensive services and to enhance and streamline career services has been advanced through the cooperation, collaboration, and coordination of efforts between the Iowa Department of Education, Iowa Workforce Development, Iowa Vocational Rehabilitation Services, and Iowa Department for the Blind to establish common goals and objectives. While the local workforce development boards have not conducted the selection of a one-stop operator and are still in the process of becoming WIOA-compliant boards, the state has maintained the responsibilities as the local one-stop partner in the majority of the local areas.

By using the Department of Labor, Education and Training Administrations' WIOA Quick Start Action Planner throughout the past two program years, local adult education and literacy programs have been able to track progress in implementing strategies to address policy implementation, alignment, and service delivery. These areas of action have been used to help guide the state and local programs plan technical assistance and continuous quality improvement.

The AEL programs are currently engaged in creating stronger and renewed partnerships for program alignment including intake, case management, and data system integration between partners to allow for more efficient access to high-quality career services, education, and training supportive services for those with the greatest barriers to employment. One challenge that has become a priority is the multiple MIS systems in place that do not interact cohesively with other systems and prevent an organized review of on-going assistance and progress. Programs are working to be more effective in the future, particularly in the development of a formal referral system, which builds on the excellent partnerships that exist, allowing for better documentation and tracking of educational and employment successes.

The Local Service Plan (LSP), a service agreement, and the Memorandum of Understandings (MOU) between core and regional partners identifying infrastructure costs are still under development. Career service deliverables vary between regions and among partners. The service agreement process, both for the LSP and MOU is being used to discern what services and what deliverables will be available by location (One-Stop Comprehensive Center or affiliated site), who is responsible for the action, and what costs will be associated with the service. While not all of the comprehensive career services listed under WIOA are actively available, each region under the direction of their local workforce development board and as part of the One-Stop System Certification, is working toward identifying gaps and implementing the services needed to fulfill the requirement of a comprehensive and seamless one-stop customer experience.

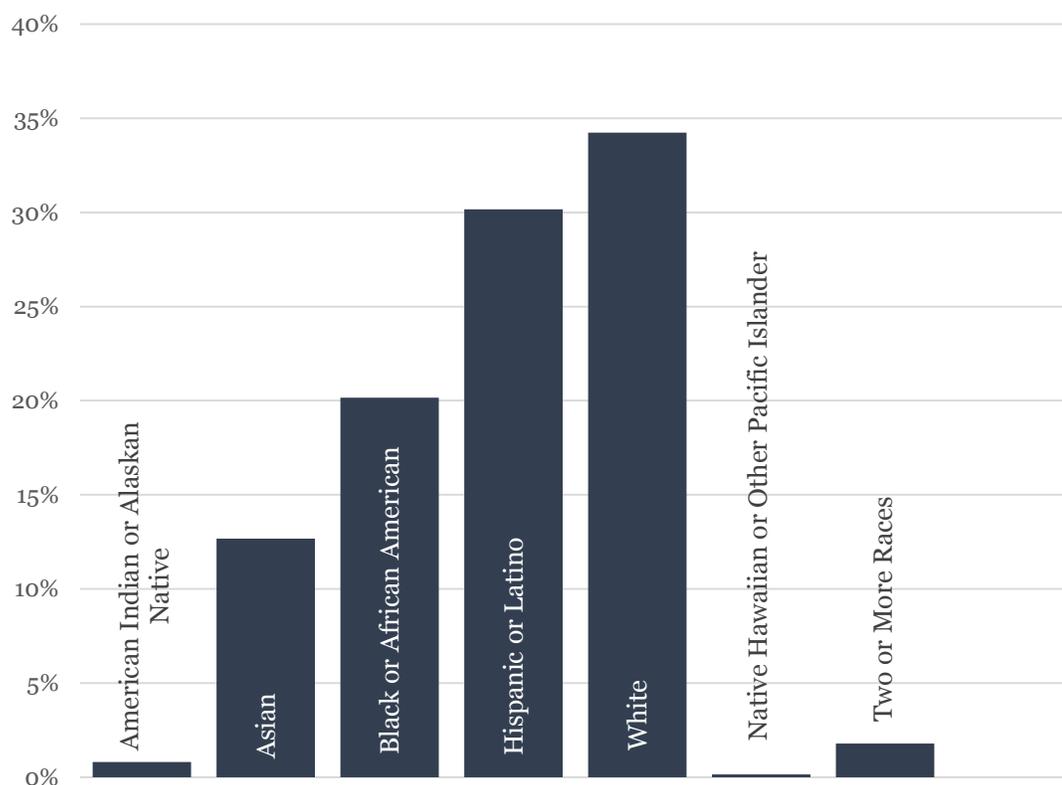
Future Direction in PY 2017

With the implementation of WIOA, greater alignment and engagement of the core partners is occurring. Integrated educational training activities, career pathways, sector partnerships, and Iowa’s Unified State Plan continue to assist in collaboration and integration. More work is needed across agencies as we continue integrating adult education with the One-Stops.

IV. Integrated English Literacy/Civics Education (IELCE) Program

During PY 2016, English as a Second Language (ESL) enrollment consisted of 5,405 (41 percent) of AEFLA-enrolled participants. As a result of continuous growth, programs have used the majority of allocated IELCE funds to increase access and effectiveness of literacy, English language acquisition (ELA), and civics education instruction. To achieve this level of effectiveness, the state and local programs have hired staff aimed to support the integration of civics education with English literacy. While Iowa has not conducted a competition for funds received under Section 243, the fifteen (15) currently funded programs covering all areas of the state are in the process of transitioning to the requirements of IELCE as defined by WIOA.

FIGURE 7: ADULT EDUCATION AND LITERACY STUDENT RACIAL AND ETHNIC BACKGROUND



Pilots of Integrated Education and Training have been conducted in two programs targeting the specific workforce needs as identified through sector partnerships: Healthcare and Advanced Manufacturing. One of the pilots included ELA, workforce preparation, and training certification as a CNC machinist. Experiences during the pilots are guiding the development of additional technical assistance, tools, and worksheets to solidify effective implementation of IELCE.

To ensure that the IELCE is aligned with self-sustaining employment opportunities, the state and local programs have partnered in the development of regional sector partnerships. These partnerships are recognized as an effective method for aligning education, economic, and workforce development systems to address industry-identified labor market needs. One deliverable from the sector partnership should include a career pathway with defined entry and exit points for adults and ESL participants. Adult education will continue to support and partner with others to promote the inclusion of ELA participants as IELCE is expanded in the state.

Future Direction in PY 2017

Iowa will continue to offer technical assistance and provide guidance documents to aid in building effective IELCE activities and services to providers. Best practices will be shared and experiences related to the piloting will be used to further this work. Iowa's competition for funds will require evidence of all IELCE elements in each provider's application.

V. Adult Education Standards

In 2010, Iowa adopted the Common Core State Standards (Iowa Core Standards) for K-12, which were articulated vertically through all grade levels. Additionally, all of Iowa's federally funded adult education programs are required to institute the College and Career Readiness Standards (CCRS), as per Iowa's administrative rule 23.7(1) adopted January 14, 2015:

23.7(1)(c) Appropriate reading, writing, speaking, mathematics, English language acquisition, distance education, and staff training practices aligned with content standards for adult education.

The first initiative focused on the unpacking of the standards through Standards-in-Action (SIA). SIA in PY 2013-2015 and in PY 2016 included materials and methods to support the implementation of content standards in adult education classrooms. The SIA structure was a natural fit to address the unpacking of the CCRS and to begin addressing implementation. Additionally, webinars were offered to programs to supplement the SIA training by providing an alternative delivery to target additional instructors.

Implementing CCRS and addressing standards-based instruction were seen as imperative for Iowa's adult education and literacy programs. A team of adult education and literacy consultants and instructors attended the CCRS Implementation Institute in Dallas on March 22-23, 2016, and Nashville on April 27-28, 2016. The institute provided an opportunity for participants to delve deeply into the contents of the college and career readiness standards in literacy and mathematics and their implications for adult education.

Participants were given hands-on opportunities to use the key advances to transform curriculum and instruction. The same team of instructors and consultants presented a session at the WIOA Partners' Conference in June 2016, where they replicated institute activities and shared their learning experiences, resources, and materials with other conference attendees. These same instructors have agreed to be table coaches when the CCCRS training is brought to Iowa in PY 2017.

Future Direction in PY 2017

To continue building on the implementation of standards-based instruction and designing units of instruction, additional CCRS training in English language arts, mathematics, and possibly ESL will be offered in Des Moines for instructors to attend. Best practices will be identified highlighted in the next year. In addition, a sharing method for developed and vetted lesson plans will be explored to reduce the need to re-invent or duplicate efforts.

VI. Programs for Corrections Education and the Education of Other Institutionalized Individuals

The Association of State Correctional Administrators (ASCA) developed standard definitions of performance measures, including the measure of tracking recidivism rates, which Iowa's Department of Corrections follows when reporting data. A benefit of using this standardized method allows states adopting these measures to compare their performance with similar states, and to set benchmarks for improvement. ASCA has defined a measure of recidivism—the return rate to prison—which describes the percent of offenders released from prison who return within three years. The tracked releases are paroles, discharges due to end of sentence, and sex offender releases to special sentence supervision. The recidivism rate may be further defined by the reason for the prison return: new convictions with sentences to prison and technical returns. The FY 2014 (October 1, 2013-September 30, 2014) reporting year describes recidivism for offenders leaving prison in FY 2011 and tracked 3,917 offenders. A total of 728 individuals representing 18.6 of the total tracked offenders returned to prison due to new conviction and 435 (11.1 percent) returned to prison for technical reasons. This totals a 29.7 percent recidivism rate for Iowa.

Future Direction in PY 2017

While Iowa has the capability to track a three-year return rate, the release dates for adult education participants have not been tracked in the data management system. This has resulted in some adjustments being made to better identify from the cohort those individuals served. This will result in being able to track a subset of the recidivism rate inclusive of the 1,669 reported correctional AEL participants—those who meet the requirement of discharge and release their return to prison rate effective in PY 2017.

VII. Strategic Directions for 2018

Iowa's workforce delivery system, of which adult education and literacy plays an integral role, will collaborate to build a Future Ready Iowa—a pipeline of skilled workers who are prepared to meet the workforce needs of Iowa's current and emerging industries. In alignment with the vision and goals of the National Governor's Association Talent Pipeline, the WIOA's unified plan is focused on preparing individuals for careers with livable wages through an emphasis on lifelong learning opportunities to meet the needs of employers. Iowa's workforce delivery system will assist Iowans in becoming "Future Ready" by attaining a new minimum of high-quality education, training, and work readiness. This will be accomplished through the collaboration of education, rehabilitation, workforce, and economic development resources and staff charged to ensure that all Iowans have access to an integrated and efficient workforce delivery system.

Iowa's WIOA Goals:

- Goal I:** Iowa's employers will have access to advanced, skilled, diverse, and Future Ready workers.
- Goal II:** All Iowans will be provided access to a continuum of high-quality education, training, and career opportunities in the nation.
- Goal III:** Iowa's workforce delivery system will align all programs and services in an accessible, seamless, and integrated manner.

The goals, strategies, and action steps presume and require all partners to provide the necessary services, support, modification, or accommodation for all Iowans to be successful. All entities responsible for Iowa's workforce services delivery system, which includes Iowa's AEL services, are working together to support and encourage a fully accessible and accommodating workforce system that achieves lasting results for all Iowans.

Accessibility

The state of Iowa is committed to providing programs and services in a readily accessible format and delivery method.

Integration

The delivery of workforce services that are better aligned to meet the needs of all system beneficiaries is the overarching aim of Iowa's integration strategies.

Sector Partnerships

The state of Iowa will support the development of regionally based, employer-driven sector initiatives. Sector strategies address the needs of employers through a focus on the workforce needs of specific employer sectors over a specific time period.

Career Pathways

Career pathways are components of sector strategies. Career pathways support workers' transitions from training and education into the workforce and into self-sustaining careers. Career pathways work to increase education, training, and learning opportunities for the current and future workforce.

Integrated Education and Training

Integrated education and training opportunities that prepare all Iowans to meet the evolving demands of tomorrow's jobs will allow for the creation of a Future Ready workforce. With improved accessibility and alignment of systems, all Iowans will be able to participate in the education and training opportunities that support the development of the knowledge, skills, and abilities necessary for rewarding careers.



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Appendix: Tables

TABLE 1: ADULT LITERACY ENROLLMENT BY PROGRAM - MIS*

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	577	704	638	440	322	-13.6
North Iowa Area	819	749	531	485	396	-16.6
Iowa Lakes	307	286	241	217	250	-5.0
Northwest Iowa	470	468	393	349	391	-4.5
Iowa Central	1,553	1,735	1,429	1,515	1,628	1.2
Iowa Valley	1,582	895	824	895	920	-12.7
Hawkeye	1,447	973	962	1,045	1,032	-8.1
Eastern Iowa	2,181	2,088	1,951	1,899	1,918	-3.2
Kirkwood	3,016	3,804	3,386	3,638	3,212	1.6
Des Moines Area	7,313	4,910	3,844	3,967	3,794	-15.1
Western Iowa Tech	2,191	1,616	1,624	1,458	1,807	-4.7
Iowa Western	1,613	1,219	1,460	1,312	1,514	-1.6
Southwestern	572	450	377	319	336	-12.5
Indian Hills	1,480	948	699	809	735	-16.1
Southeastern	1,514	1,545	1,189	1,116	1,307	-3.6
TOTAL	26,635	22,390	19,548	19,464	19,562	-7.4

* Includes counts under individual adult literacy programs. Students may participate in more than one program and the resulting totals exceed headcounts.

TABLE 1A: UNDUPLICATED ADULT LITERACY ENROLLMENT - MIS*

College	2012	2013	2014	2015	2016	Year Change
Northeast Iowa	574	669	607	431	306	-14.6
North Iowa Area	807	731	526	460	394	-16.4
Iowa Lakes	302	282	236	212	242	-5.4
Northwest Iowa	456	450	381	288	321	-8.4
Iowa Central	1,516	1,510	1,359	1,457	1,530	0.2
Iowa Valley	1,489	832	767	684	675	-17.9
Hawkeye	1,387	882	929	1,007	954	-8.9
Eastern Iowa	2,134	2,033	1,840	1,813	1,881	-3.1
Kirkwood	2,227	2,765	2,550	2,758	2,418	2.1
Des Moines Area	6,943	4,679	3,685	3,851	3,710	-14.5
Western Iowa Tech	1,809	1,561	1,573	1,439	1,785	-0.3
Iowa Western	1,592	1,190	1,444	1,349	1,405	-3.1
Southwestern	556	430	376	317	332	-12.1
Indian Hills	1,434	875	656	778	717	-15.9
Southeastern	1,440	1,476	1,146	982	1,101	-6.5
TOTAL	24,666	20,365	18,075	17,826	17,771	-7.9

* Students are counted only once, regardless of the participation in more than one adult literacy program.

TABLE 1B: DUPLICATED ADULT LITERACY ENROLLMENT - MIS*

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	957	1,079	971	773	584	-11.6
North Iowa Area	1,292	1,228	799	630	527	-20.1
Iowa Lakes	480	465	357	356	389	-5.1
Northwest Iowa	1,312	537	435	586	692	-14.8
Iowa Central	2,908	3,296	2,440	2,800	3,001	0.8
Iowa Valley	2,154	1,485	1,397	1,662	1,841	-3.8
Hawkeye	2,338	1,714	1,697	2,567	2,617	2.9
Eastern Iowa	3,559	3,915	3,319	3,514	3,473	-0.6
Kirkwood	4,515	5,692	5,627	6,503	5,539	5.2
Des Moines Area	11,375	6,124	6,189	8,459	7,892	-8.7
Western Iowa Tech	3,321	2,811	2,975	2,986	3,651	2.4
Iowa Western	3,041	2,131	2,509	2,526	3,439	3.1
Southwestern	1,264	989	794	695	664	-14.9
Indian Hills	3,153	1,607	1,249	1,734	1,358	-19.0
Southeastern	2,965	3,147	2,378	1,888	2,327	-5.9
TOTAL	44,634	36,220	33,136	37,679	37,994	-3.9

* Student is counted anytime the student took an adult literacy course.

TABLE 2: BASIC SKILLS AND DEVELOPMENTAL/REMEDIATION EDUCATION - MIS*

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	352	213	251	175	81	-30.7
North Iowa Area	421	371	307	251	301	-8.0
Iowa Lakes	0	0	0	0	0	
Northwest Iowa	130	124	97	149	135	0.9
Iowa Central	505	445	525	536	636	5.9
Iowa Valley	200	162	76	192	225	3.0
Hawkeye	372	228	173	562	407	2.3
Eastern Iowa	1,628	1,613	1,471	1,473	1,522	-1.7
Kirkwood	1,530	1,867	1,686	1,767	1,568	0.6
Des Moines Area	3,595	1,984	2,086	2,169	1,994	-13.7
Western Iowa Tech	503	0	0	0	0	
Iowa Western	535	415	695	261	1,281	24.4
Southwestern	169	148	106	261	273	12.7
Indian Hills	280	331	155	0	0	-100.0
Southeastern	313	360	849	886	1,039	35.0
TOTAL	10,533	8,261	8,477	8,682	9,462	-2.6

* CIP codes 32010100 and 32019900

TABLE 3: HIGH SCHOOL EQUIVALENCY CERTIFICATE PROGRAM - MIS*

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	157	395	271	189	163	0.9
North Iowa Area	346	301	197	169	0	-100.0
Iowa Lakes	253	242	181	146	175	-8.8
Northwest Iowa	152	219	163	0	0	-100.0
Iowa Central	606	859	478	520	579	-1.1
Iowa Valley	401	428	353	0	0	-100.0
Hawkeye	828	446	453	0	0	-100.0
Eastern Iowa	307	196	109	0	0	-100.0
Kirkwood	1,321	1,400	1,135	1,067	1,009	-6.5
Des Moines Area	2,265	1,014	177	0	0	-100.0
Western Iowa Tech	932	892	782	564	619	-9.7
Iowa Western	942	655	636	0	0	-100.0
Southwestern	306	262	228	0	0	-100.0
Indian Hills	541	465	376	462	442	-4.9
Southeastern	1,161	1,141	303	0	0	-100.0
TOTAL	10,518	8,915	5,842	3,117	2,987	-27.0

* CIP code 53020100

TABLE 4: SECOND LANGUAGE LEARNING (ELL)*

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	68	96	116	76	78	3.5
North Iowa Area	45	77	27	65	95	20.5
Iowa Lakes	54	44	60	71	75	8.6
Northwest Iowa	188	125	133	127	153	-5.0
Iowa Central	442	431	426	459	413	-1.7
Iowa Valley	353	305	395	343	359	0.4
Hawkeye	248	299	336	460	625	26.0
Eastern Iowa	246	279	371	426	396	12.6
Kirkwood	406	537	565	804	635	11.8
Des Moines Area	2,151	1,912	1,581	1,798	1,800	-4.4
Western Iowa Tech	756	724	842	894	1,188	12.0
Iowa Western	136	149	129	177	132	-0.7
Southwestern	62	40	43	58	63	0.4
Indian Hills	204	152	168	259	262	6.5
Southeastern	40	44	37	69	48	4.7
TOTAL	5,399	5,214	5,229	6,086	6,322	4.0

* CIP codes 32010900 and 32010910

TABLE 5: ABE BY TYPE OF PROGRAM*

Program Type	2012	2013	2014	2015	2016	% Average 5-Year Change
Basic Skills and Developmental/ Remedial Education	10,533	8,261	8,477	8,682	9,462	-2.6
High School Equivalency Certificate Program	10,518	8,915	5,842	3,117	2,987	-27.0
Second Language Learning	5,399	5,214	5,229	6,086	6,322	4.0
TOTAL	26,450	22,390	19,548	17,885	18,771	-8.2

* Students may be included in more than one program type.

TABLE 6: ADULT EDUCATION AND LITERACY TOTAL ENROLLMENT - NRS

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	257	400	300	223	292	3.2
North Iowa Area	143	159	177	233	262	16.3
Iowa Lakes	126	130	127	146	164	6.8
Northwest Iowa	205	84	213	209	192	-1.6
Iowa Central	615	614	632	1,050	1,197	18.1
Iowa Valley	559	489	488	522	535	-1.1
Hawkeye	791	703	753	804	806	0.5
Eastern Iowa	1,276	1,119	970	1,142	1,167	-2.2
Kirkwood	592	651	859	1,261	1,287	21.4
Des Moines Area	3,524	2,432	2,838	3,460	3,389	-1.0
Western Iowa Tech	991	743	1,021	1,105	1,141	3.6
Iowa Western	397	439	454	696	700	15.2
Southwestern	254	180	177	145	155	-11.6
Indian Hills	609	490	412	481	429	-8.4
Southeastern	582	611	570	726	662	3.3
TOTAL	10,921	9,244	9,991	12,203	12,378	3.2

* Includes all enrollees with 12 hours of instruction and a pre-test.

TABLE 7: ENGLISH AS A SECOND LANGUAGE (ESL) ENROLLMENT - NRS

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	35	35	65	57	57	13.0
North Iowa Area	15	43	23	43	70	47.0
Iowa Lakes	29	26	39	50	64	
Northwest Iowa	129	59	90	91	112	-3.5
Iowa Central	335	321	349	373	359	1.7
Iowa Valley	287	225	296	300	293	0.5
Hawkeye	179	256	306	416	488	28.5
Eastern Iowa	174	183	246	265	291	13.7
Kirkwood	204	271	355	519	496	24.9
Des Moines Area	1,715	1,225	1,295	1,674	1,706	-0.1
Western Iowa Tech	643	502	638	740	787	5.2
Iowa Western	93	111	107	120	98	1.3
Southwestern	45	24	31	37	43	-1.1
Indian Hills	141	94	114	164	151	1.7
Southeastern	23	29	26	50	30	6.9
TOTAL	4,047	3,404	3,980	4,899	5,045	5.7

TABLE 8: ABE BY TYPE OF PROGRAM - NRS

Program Type	2012	2013	2014	2015	2016	% Average 5-Year Change
Adult Basic Education	4,948	4,137	4,739	5,859	5,860	4.3
Adult Secondary Education	1,926	1,703	1,272	1,445	1,473	-6.5
English as a Second Language	4,047	3,404	3,980	4,899	5,045	5.7
TOTAL	10,921	9,244	9,991	12,203	12,378	3.2

TABLE 9: ADULT BASIC EDUCATION ENROLLMENT - NRS

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	179	223	178	137	183	0.6
North Iowa Area	100	90	123	147	155	11.6
Iowa Lakes	65	66	56	70	79	5.0
Northwest Iowa	56	18	102	95	60	1.7
Iowa Central	196	184	200	569	690	37.0
Iowa Valley	195	155	160	170	208	1.6
Hawkeye	484	316	323	285	245	-15.7
Eastern Iowa	836	770	622	708	735	-3.2
Kirkwood	307	276	371	553	560	16.2
Des Moines Area	1,257	779	1,287	1,507	1,347	1.7
Western Iowa Tech	245	186	307	292	274	2.8
Iowa Western	204	224	252	476	504	25.4
Southwestern	92	73	85	84	76	-4.7
Indian Hills	263	281	244	258	231	-3.2
Southeastern	469	496	429	508	513	2.3
TOTAL	4,948	4,137	4,739	5,859	5,860	4.3

TABLE 10: ADULT SECONDARY EDUCATION ENROLLMENT - NRS

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	43	142	57	29	52	4.9
North Iowa Area	28	26	31	43	37	7.2
Iowa Lakes	32	38	32	26	21	-10.0
Northwest Iowa	20	7	21	23	20	0.0
Iowa Central	84	109	83	108	148	15.2
Iowa Valley	77	109	32	52	34	-18.5
Hawkeye	128	131	124	103	73	-13.1
Eastern Iowa	266	166	102	169	141	-14.7
Kirkwood	81	104	133	189	231	30.0
Des Moines Area	552	428	256	279	336	-11.7
Western Iowa Tech	103	55	76	73	80	-6.1
Iowa Western	100	104	95	100	98	-0.5
Southwestern	117	83	61	24	36	-25.5
Indian Hills	205	115	54	59	47	-30.8
Southeastern	90	86	115	168	119	7.2
TOTAL	1,926	1,703	1,272	1,445	1,473	-6.5

TABLE 11: ADULT EDUCATION PROGRAMS ENROLLMENT BY COLLEGE, 2016

College	MIS				TOPS Enterprise				NRS Reported				
	Basic Skills and Developmental Remedial Education	High School Equivalency Certificate Program	Second Language Learning	Total	Adult Basic Education	Adult Secondary Education	English as a Second Language	Unknown	Total	Adult Basic Education	Adult Secondary Education	English as a Second Language	Total
Northeast Iowa	81	163	78	322	183	52	57	292	22	183	52	57	292
North Iowa Area	301	0	95	396	155	37	70	262	0	155	37	70	262
Iowa Lakes	0	175	75	250	79	21	64	164	1	79	21	64	164
Northwest Iowa	135	0	153	288	60	20	112	192	0	60	20	112	192
Iowa Central	636	579	413	1,628	690	148	359	1,197	0	690	148	359	1,197
Iowa Valley	225	0	359	584	208	34	293	535	6	208	34	293	535
Hawkeye	407	0	625	1,032	245	73	488	806	84	245	73	488	806
Eastern Iowa	1,522	0	396	1,918	735	141	291	1,167	181	735	141	291	1,167
Kirkwood	1,568	1,009	635	3,212	560	231	496	1,287	339	560	231	496	1,287
Des Moines Area	1,994	0	1,800	3,794	1,347	336	1,706	3,389	102	1,347	336	1,706	3,389
Western Iowa Tech	0	619	1,188	1,807	274	80	787	1,141	3	274	80	787	1,141
Iowa Western	1,281	0	132	1,413	504	98	98	700	6	504	98	98	700
Southwestern	273	0	63	336	76	36	43	155	78	76	36	43	155
Indian Hills	0	442	262	704	231	47	151	429	5	231	47	151	429
Southeastern	1,039	0	48	1,087	513	119	30	662	28	513	119	30	662
TOTAL	9,462	2,987	6,322	18,771	5,860	1,473	5,045	12,378	855	5,860	1,473	5,045	12,378
% of TOTAL	50.4	15.9	33.7	100.0	47.3	11.9	40.8	100.0	4.9	47.3	11.9	40.8	100.0

TABLE 11A: ADULT EDUCATION BASIC SKILLS ENROLLMENT BY COLLEGE, 2016

College	MIS			Total
	General	Math	English	
Northeast Iowa	81	0	0	81
North Iowa Area	301	0	0	301
Iowa Lakes	0	0	0	0
Northwest Iowa	135	72	31	238
Iowa Central	636	0	0	636
Iowa Valley	225	169	167	561
Hawkeye	407	0	0	407
Eastern Iowa	1,522	0	0	1,522
Kirkwood	1,568	0	0	1,568
Des Moines Area	1,994	0	0	1,994
Western Iowa Tech	0	0	0	0
Iowa Western	1,233	0	0	1,233
Southwestern	218	0	0	218
Indian Hills	0	0	0	0
Southeastern	1,039	63	157	1,259
TOTAL	9,359	304	355	10,018
% of TOTAL	93.4	3.0	3.5	100.0

TABLE 12: ADULT EDUCATION PROGRAMS ENROLLMENT BY COLLEGE, 2015

College	MIS				TOPS Enterprise				NRS Reported				
	Basic Skills and Remedial Education	High School Equivalency Certificate Program	Second Language Learning	Total	Adult Basic Education	Adult Secondary Education	English as a Second Language	Unknown	Total	Adult Basic Education	Adult Secondary Education	English as a Second Language	Total
Northeast Iowa	175	189	76	440	352	96	69	18	535	137	29	57	223
North Iowa Area	251	169	65	485	211	50	54	0	315	147	43	43	233
Iowa Lakes	0	146	71	217	106	40	71	4	221	70	26	50	146
Northwest Iowa	222	0	127	349	144	35	134	8	321	95	23	91	209
Iowa Central	536	520	459	1,515	659	130	489	2	1,280	569	108	373	1,050
Iowa Valley	552	0	343	895	233	87	354	4	678	170	52	300	522
Hawkeye	585		460	1,045	457	126	445	13	1,041	285	103	416	804
Eastern Iowa	1,473		426	1,899	1,026	220	377	5	1,628	708	169	265	1,142
Kirkwood	1,767	1,067	804	3,638	1,184	407	728	255	2,574	553	189	519	1,261
Des Moines Area	2,169		1,798	3,967	2,244	588	2,182	121	5,135	1,507	279	1,674	3,460
Western Iowa Tech		564	894	1,458	455	105	879	4	1,443	292	73	740	1,105
Iowa Western	1,135		177	1,312	651	154	168	19	992	476	100	120	696
Southwestern	261		58	319	128	38	51	103	320	84	24	37	145
Indian Hills		550	259	809	421	105	226	13	765	258	59	164	481
Southeastern	1,047		69	1,116	758	225	60	30	1,073	508	168	50	726
TOTAL	10,173	3,205	6,086	19,464	9,029	2,406	6,287	599	18,321	5,859	1,445	4,899	12,203
% of TOTAL	52.3	16.5	31.3	100.0	49.3	13.1	34.3	3.3	100.0	48.0	11.8	40.1	100.0

TABLE 12A: ADULT EDUCATION BASIC SKILLS ENROLLMENT BY COLLEGE, 2015

College	MIS			Total
	General	Math	English	
Northeast Iowa	175	0	0	175
North Iowa Area	251	0	0	251
Iowa Lakes	0	0	0	0
Northwest Iowa	149	44	29	222
Iowa Central	536	0	0	536
Iowa Valley	192	185	175	552
Hawkeye	562	23	0	585
Eastern Iowa	1,473	0	0	1,473
Kirkwood	1,767	0	0	1,767
Des Moines Area	2,169	0	0	2,169
Western Iowa Tech		0	0	0
Iowa Western	1,135	0	0	1,135
Southwestern	261	0	0	261
Indian Hills	0	0	0	0
Southeastern	886	41	120	1,047
TOTAL	9,556	293	324	10,173
% of TOTAL	93.9	2.9	3.2	100.0

TABLE 13: NRS ENROLLMENT BY ENTERING EDUCATIONAL FUNCTIONING LEVEL, ETHNICITY AND GENDER, 2016

Entering Educational Functioning Level	American Indian or Alaskan Native		Asian		Black or African American		Hispanic or Latino		White		Hawaiian or Other Pacific Islander		Two or More Races		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
	ABE Beginning Literacy	1	4	3	0	36	29	34	14	48	44	0	0	3	
ABE Beginning Basic Education	3	3	14	7	149	85	98	87	184	125	1	1	2	13	772
ABE Intermediate Low	16	19	22	15	324	170	150	190	402	337	2	0	12	27	1,686
ABE Intermediate High	28	12	27	30	347	200	283	282	979	886	4	1	30	76	3,185
ABE Subtotal	48	38	66	52	856	484	565	573	1,613	1,392	7	2	47	117	5,860
ASE Low	7	3	16	37	83	26	99	94	412	258	0	0	8	17	1,060
ASE High	2	1	5	9	33	6	21	17	220	88	0	1	8	2	413
ABE Subtotal	9	4	21	46	116	32	120	111	632	346	0	1	16	19	1,473
ESL Beginning Literacy	0	0	59	89	40	85	41	73	4	5	0	2	0	3	401
ESL Beginning Low	0	0	62	83	71	73	83	165	9	10	0	0	1	3	560
ESL Beginning High	0	1	132	140	140	121	205	381	16	31	1	0	3	2	1,173
ESL Intermediate Low	0	1	151	202	152	115	235	406	26	46	1	1	1	5	1,342
ESL Intermediate High	0	0	117	167	89	66	160	277	26	38	1	2	3	2	948
ESL Advanced	0	0	59	123	35	20	117	223	11	33	0	0	0	0	621
ESL Subtotal	0	2	580	804	527	480	841	1,525	92	163	3	5	8	15	5,045
TOTAL	57	44	667	902	1,499	996	1,526	2,209	2,337	1,901	10	8	71	151	12,378

TABLE 14: NRS ENROLLMENT BY ENTERING EDUCATIONAL FUNCTIONING LEVEL, ETHNICITY AND GENDER, 2015

Entering Educational Functioning Level	American Indian or Alaskan Native		Asian		Black or African American		Hispanic or Latino		White		Hawaiian or Other Pacific Islander		Two or More Races		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
	ABE Beginning Literacy	1	3	4	2	34	30	39	26	56	50	0	0	0	
ABE Beginning Basic Education	5	4	12	9	132	107	105	91	138	147	2	1	6	7	766
ABE Intermediate Low	16	5	21	17	316	162	159	175	364	297	3	2	18	19	1,574
ABE Intermediate High	25	20	24	28	359	209	266	310	1008	916	1	1	49	57	3,273
ABE Subtotal	47	32	61	56	841	508	569	602	1,566	1,410	6	4	73	84	5,859
ASE Low	11	3	14	26	70	41	84	76	414	237	1	2	20	9	1,008
ASE High	4	2	6	5	19	9	36	14	242	94	0	0	5	1	437
ASE Subtotal	15	5	20	31	89	50	120	90	656	331	1	2	25	10	1,445
ESL Beginning Literacy	0	0	52	90	33	65	41	52	6	8	0	3	1	3	354
ESL Beginning Low	0	0	68	86	56	72	81	169	7	12	0	0	2	4	557
ESL Beginning High	1	1	136	147	99	120	218	342	20	31	1	2	5	6	1,129
ESL Intermediate Low	0	0	161	166	121	100	268	408	24	50	2	1	6	5	1,312
ESL Intermediate High	0	0	107	161	77	45	179	291	14	47	1	0	2	3	927
ESL Advanced	0	0	57	100	38	20	133	213	20	34	0	1	2	2	620
ESL Subtotal	1	1	581	750	424	422	920	1,475	91	182	4	7	18	23	4,899
TOTAL	63	38	662	837	1,354	980	1,609	2,167	2,313	1,923	11	13	116	117	12,203

TABLE 15: NRS PARTICIPANT BY COLLEGE, ETHNICITY, AND RACE, 2016

College	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	White	Hawaiian or Other Pacific Islander	Two or More Races	Total
Northeast Iowa	1	11	56	51	168	0	5	292
North Iowa Area	0	10	33	77	127	2	13	262
Iowa Lakes	0	4	5	74	78	0	3	164
Northwest Iowa	0	5	1	139	46	0	1	192
Iowa Central	15	97	240	416	416	1	12	1,197
Iowa Valley	10	96	34	271	120	0	4	535
Hawkeye	2	216	240	135	195	2	16	806
Eastern Iowa	6	89	237	330	457	3	45	1,167
Kirkwood	5	84	438	276	450	2	32	1,287
Des Moines Area	19	780	680	933	919	4	54	3,389
Western Iowa Tech	17	128	164	649	171	2	10	1,141
Iowa Western	20	9	97	153	411	1	9	700
Southwestern	1	2	3	50	99	0	0	155
Indian Hills	2	26	86	99	207	0	9	429
Southeastern	3	12	181	82	374	1	9	662
TOTAL	101	1,569	2,495	3,735	4,238	18	222	12,378

TABLE 16: NRS PARTICIPANT BY COLLEGE, ETHNICITY, AND RACE, 2015

College	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	White	Hawaiian or Other Pacific Islander	Two or More Races	Total
Northeast Iowa	0	10	34	52	122	0	5	223
North Iowa Area	0	11	26	58	128	2	8	233
Iowa Lakes	1	4	2	58	78	0	3	146
Northwest Iowa	0	6	2	118	82	0	1	209
Iowa Central	9	95	209	390	332	2	13	1,050
Iowa Valley	14	89	33	260	117	0	9	522
Hawkeye	2	178	210	167	228	4	15	804
Eastern Iowa	8	66	220	322	484	1	41	1,142
Kirkwood	5	98	395	317	410	4	32	1,261
Des Moines Area	22	732	739	967	916	7	77	3,460
Western Iowa Tech	17	142	132	640	164	0	10	1,105
Iowa Western	13	18	111	180	368	1	5	696
Southwestern	0	3	4	37	99	1	1	145
Indian Hills	3	25	63	120	261	2	7	481
Southeastern	7	22	154	90	447	0	6	726
TOTAL	101	1,499	2,334	3,776	4,236	24	233	12,203

TABLE 17: NRS PARTICIPANT BY COLLEGE, AGE, AND GENDER, 2016

College	16-18		19-24		25-44		45-59		60+		Total
	M	F	M	F	M	F	M	F	M	F	
Northeast Iowa	37	39	31	40	51	63	11	15	1	4	292
North Iowa Area	20	17	40	34	42	73	11	20	1	4	262
Iowa Lakes	15	17	19	31	34	39	2	7	0	0	164
Northwest Iowa	15	6	18	17	31	79	2	22	1	1	192
Iowa Central	55	43	269	79	390	188	83	74	7	9	1,197
Iowa Valley	57	35	56	60	101	158	22	34	6	6	535
Hawkeye	14	13	98	118	236	214	39	54	10	10	806
Eastern Iowa	111	83	162	171	223	287	46	65	10	9	1,167
Kirkwood	89	82	180	134	307	305	82	73	16	19	1,287
Des Moines Area	129	116	309	414	700	1,082	227	325	41	46	3,389
Western Iowa Tech	27	27	129	147	244	394	60	93	10	10	1,141
Iowa Western	24	21	135	66	208	150	55	32	4	5	700
Southwestern	17	11	15	23	31	42	5	8	2	1	155
Indian Hills	38	33	64	50	78	92	21	37	9	7	429
Southeastern	46	22	152	36	267	60	60	9	9	1	662
TOTAL	694	565	1,677	1,420	2,943	3,226	726	868	127	132	12,378

TABLE 18: NRS PARTICIPANT BY COLLEGE, AGE, AND GENDER, 2015

College	16-18		19-24		25-44		45-59		60+		Total
	M	F	M	F	M	F	M	F	M	F	
Northeast Iowa	22	30	29	33	27	50	9	15	5	3	223
North Iowa Area	19	23	38	33	29	64	9	14	2	2	233
Iowa Lakes	20	17	16	19	35	30	3	6	0	0	146
Northwest Iowa	14	7	15	26	37	71	11	17	6	5	209
Iowa Central	56	38	217	83	303	177	78	87	3	8	1,050
Iowa Valley	60	34	59	51	106	157	15	28	5	7	522
Hawkeye	24	20	102	109	231	208	32	59	11	8	804
Eastern Iowa	118	84	187	180	214	240	37	68	4	10	1,142
Kirkwood	76	56	151	116	306	331	85	89	22	29	1,261
Des Moines Area	120	113	349	424	747	1,132	201	295	33	46	3,460
Western Iowa Tech	33	18	143	134	238	346	72	94	14	13	1,105
Iowa Western	27	20	123	69	220	148	48	37	2	2	696
Southwestern	18	10	29	18	27	31	3	8	0	1	145
Indian Hills	50	29	74	57	90	88	35	37	12	9	481
Southeastern	30	22	180	48	281	63	67	17	14	4	726
TOTAL	687	521	1,712	1,400	2,891	3,136	705	871	133	147	12,203

TABLE 19: *BASIC LITERACY SKILL CERTIFICATES

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	42	68	64	52	77	16.4
North Iowa Area	21	30	111	142	151	63.8
Iowa Lakes	35	40	36	66	58	13.5
Northwest Iowa	34	10	71	66	80	23.9
Iowa Central	235	292	267	452	664	29.7
Iowa Valley	167	102	191	283	293	15.1
Hawkeye	296	364	384	446	406	8.2
Eastern Iowa	302	463	518	665	630	20.2
Kirkwood	97	128	229	389	463	47.8
Des Moines Area	1,064	585	1,206	1,512	1,412	7.3
Western Iowa Tech	318	160	286	518	534	13.8
Iowa Western	116	148	205	315	238	19.7
Southwestern	97	63	79	62	72	-7.2
Indian Hills	268	217	168	167	116	-18.9
Southeastern	121	125	133	235	259	21.0
TOTAL	3,213	2,795	3,948	5,370	5,453	14.1

* Includes NRS Enrollees including corrections and online programs. Counts include at least one level gain (multiple gains are only counted once).

TABLE 20: HIGH SCHOOL EQUIVALENCY AWARDS

College	2012	2013	2014	2015	2016	% Average 5-Year Change
Northeast Iowa	116	159	133	24	41	-22.9
North Iowa Area	69	69	55	54	67	-0.7
Iowa Lakes	41	63	37	37	19	-17.5
Northwest Iowa	34	26	35	6	12	-22.9
Iowa Central	281	270	284	212	207	-7.4
Iowa Valley	113	139	98	78	59	-15.0
Hawkeye	171	173	159	46	40	-30.5
Eastern Iowa	457	474	480	381	358	-5.9
Kirkwood	443	450	365	145	168	-21.5
Des Moines Area	787	571	827	502	444	-13.3
Western Iowa Tech	218	197	180	83	82	-21.7
Iowa Western	199	191	317	197	173	-3.4
Southwestern	50	45	56	24	29	-12.7
Indian Hills	148	119	105	80	72	-16.5
Southeastern	277	231	231	73	90	-24.5
TOTAL	3,404	3,177	3,362	1,942	1,861	-14.0

Source: HSED database

TABLE 22: ENROLLMENT BY COLLEGE - CORE MEASURES 2016

College	Secondary Cohort	Participants with Unavailable Data for Matching	Secondary Achieved	Postsecondary Cohort	Participants with Unavailable Data for Matching	Postsecondary Cohort	Entered Employment Cohort	Participants with Unavailable Data for Matching	Entered Employment Achieved	Retained Employment Achieved	Participants with Unavailable Data for Matching	Retained Employment Achieved
Northeast Iowa	41	0	41	32	5	23	47	16	17	56	4	43
North Iowa Area	70	0	67	65	1	60	68	3	42	113	5	80
Iowa Lakes	22	0	22	27	8	18	21	4	10	91	28	49
Northwest Iowa	12	0	12	23	16	5	25	14	5	70	33	34
Iowa Central	215	0	207	243	15	225	250	45	120	367	62	274
Iowa Valley	60	0	59	74	17	54	164	39	71	90	3	86
Hawkeye	40	0	40	78	1	76	152	14	62	281	14	241
Eastern Iowa	382	0	358	327	25	162	297	31	154	413	22	340
Kirkwood	170	0	169	220	13	199	263	61	114	411	50	314
Des Moines Area	461	0	444	857	155	533	1,366	315	450	1,218	214	882
Western Iowa Tech	84	0	82	137	45	84	261	59	92	401	62	292
Iowa Western	176	0	173	90	2	83	93	14	39	215	17	155
Southwestern	30	0	30	44	9	32	75	9	31	55	4	51
Indian Hills	72	0	72	86	12	70	188	52	55	225	28	170
Southeastern	90	0	90	113	4	104	175	26	87	199	12	151
TOTAL	1,925	0	1,866	2,416	328	1,728	3,445	702	1,349	4,205	558	3,162

* Student may appear in multiple colleges

** Students enrolled in non-credit post-secondary.

TABLE 23: ENROLLMENT BY COLLEGE - CORE MEASURES 2015

College	Secondary Cohort	Participants with Unavailable Data for Matching	Secondary Achieved	Postsecondary Cohort	Participants with Unavailable Data for Matching	Postsecondary Cohort	Entered Employment Cohort	Participants with Unavailable Data for Matching	Entered Employment Achieved	Retained Employment Achieved	Participants with Unavailable Data for Matching	Retained Employment Achieved
Northeast Iowa	8	2	8	15	2	9	37	16	21	133	39	96
North Iowa Area	46	4	46	60	2	19	65	3	24	75	21	60
Iowa Lakes	26	10	26	36	7	14	17	4	10	50	18	35
Northwest Iowa	2	5	2	19	7	4	9	12	10	42	19	26
Iowa Central	143	22	143	200	8	30	209	46	45	259	109	156
Iowa Valley	56	18	56	76	17	17	132	39	18	62	34	41
Hawkeye	42	6	42	82	5	26	136	10	19	135	30	114
Eastern Iowa	281	39	279	334	16	154	268	30	118	415	180	289
Kirkwood	78	20	78	218	31	108	208	60	79	226	115	162
Des Moines Area	151	97	151	644	137	126	1,098	331	162	999	557	494
Western Iowa Tech	37	35	37	105	28	29	216	62	47	317	141	188
Iowa Western	92	12	92	116	6	29	72	12	33	299	85	193
Southwestern	22	2	22	42	1	15	61	7	20	78	27	52
Indian Hills	42	25	42	59	22	10	147	54	29	223	98	115
Southeastern	62	11	62	166	11	17	158	30	72	186	87	132
TOTAL	1,088	308	1,086	2,172	300	607	2,833	716	707	3,499	1,560	2,153

* Student may appear in multiple colleges

TABLE 24: ENROLLMENT BY PROGRAM TYPE - DISTANCE EDUCATION* 2016

Enrollment by Program Type	Students			Core Measures							
	M	F	Attendance Hours	Secondary Cohort	Secondary Achieved	Postsecondary Cohort	Postsecondary Achieved	Entered Employment Cohort	Entered Employment Achieved	Retained Employment Cohort	Retained Employment Achieved
Adult Basic Skills	37	88	6,244	17	14	18	16	46	22	62	46
Adult Secondary Skills	26	27	2,552	19	18	16	16	24	17	48	44
English as a Second Language	0	0	0	0	0	0	0	0	0	0	0
TOTAL	63	115	8,796	36	32	34	32**	70	39**	110	54**

* Subset of NRS enrollment 51% or higher instruction received through distance education

** Weighted based on rate of return

TABLE 25: ENROLLMENT BY PROGRAM TYPE - DISTANCE EDUCATION* 2015

Enrollment by Program Type	Students			Core Measures								
	M	F	Attendance Hours	Basic Literacy Skills Certificate	Secondary Cohort	Secondary Achieved	Postsecondary Cohort	Postsecondary Achieved	Entered Employment Cohort	Entered Employment Achieved	Retained Employment Cohort	Retained Employment Achieved
Adult Basic Skills	60	108	10,621	84	26	26	35	10	48	10	63	25
Adult Secondary Skills	56	44	5,197	50	28	28	40	10	24	5	46	15
English as a Second Language	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	116	152	15,818	134	54	54	75	20**	72	15**	109	40**

* Subset of NRS enrollment 51% or higher instruction received through distance education

** Weighted based on rate of return

TABLE 26: ENROLLMENT BY PROGRAM TYPE - CORRECTION* 2016

Enrollment by Program Type	Students			Core Measures		
	M	F	Attendance Hours	Basic Literacy Skills Certificate	Secondary Cohort	Secondary Achieved
Adult Basic Skills	1,203	172	200,364	582	105	90
Adult Secondary Skills	245	49	31,217	163	134	122
English as a Second Language	0	0	0	0	0	0
TOTAL	1,448	221	231,581	745	239	212

* Subset of NRS enrollment.

TABLE 27: ENROLLMENT BY PROGRAM TYPE - CORRECTION* 2015

Enrollment by Program Type	Students			Core Measures		
	M	F	Attendance Hours	Basic Literacy Skills Certificate	Secondary Cohort	Secondary Achieved
Adult Basic Skills	380	173	60,433	197	107	90
Adult Secondary Skills	82	17	8,966	42	120	101
English as a Second Language	0	1	68	0	0	0
TOTAL	462	191	69,467	239	227	191

* Subset of NRS enrollment.

TABLE 28: PARTICIPANT STATUS ON ENTRY BY PROGRAM* 2016

Enrollment by Program Type	Employment Status				Highest Level of School Completed					Secondary Status Measures* (optional)		
	Employed	Unemployed	Not Seeking	Not Reported	Grades 0-5	Grades 6-8	Grades 9-12	Grade 12+	Not Reported	Single Parent	TANF, WIA, or Other Public Assistance	Dislocated Worker
Adult Basic Skills	1,918	2,413	1,515	14	95	551	5,143	71	0	691	698	45
Adult Secondary Skills	571	583	318	1	8	81	1,271	113	0	108	100	12
English as a Second Language	2,613	2,164	266	2	1,014	911	2,218	902	0	84	175	49
TOTAL	5,102	5,160	2,099	17	1,117	1,543	8,632	1,086	0	883	973	106

Subset of NRS enrollment

* Top three self-reported includes multiple responses.

TABLE 29: PARTICIPANT STATUS ON ENTRY BY PROGRAM* 2015

Enrollment by Program Type	Employment Status				Highest Level of School Completed					Secondary Status Measures* (optional)		
	Employed	Unemployed	Not Seeking	Not Reported	Grades 0-5	Grades 6-8	Grades 9-12	Grade 12+	Not Reported	Single Parent	TANF, WIA, or Other Public Assistance	Dislocated Worker
Adult Basic Skills	1,997	2,490	1,339	33	106	623	5,050	80	0	761	648	29
Adult Secondary Skills	531	627	282	5	7	74	1,271	93	0	107	97	13
English as a Second Language	2,546	2,115	188	50	961	952	2,217	769	0	90	147	18
TOTAL	5,074	5,232	1,809	88	1,074	1,649	8,538	942	0	958	892	60

Subset of NRS enrollment

* Top three self reported includes multiple responses.



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