



How WIOA Affects You: 5 Impacts and Solutions for Adult Educators





“...to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.”

– *Workforce Innovation and Opportunity Act*

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Introduction to WIOA

The Workforce Innovation and Opportunity Act (WIOA) is the reauthorization of the Workforce Investment Act of 1998 and took effect on July 1, 2015. WIOA includes five specific requirements that must be met in order for adult educators to qualify for Title II funding.

The goal of WIOA is to create a more strongly aligned workforce development system that helps guide adult learners on a path into family-sustaining careers. With this vision WIOA brings a new set of requirements that have direct impacts on adult educators. Instructors now must guide students through career pathways to prepare them for postsecondary education and training, and, ultimately, success throughout their careers. Adult educators can fulfill these requirements by contextualizing workforce training within academic instruction.



WIOA Requirements

WIOA's requirements include the implementation of Career Pathways systems and Integrated Education and Training.

Career Pathways

WIOA defines Career Pathways as a combination of rigorous and high-quality education, training, and other services that meet the following criteria:

- **Industry alignment:** Aligns with the skill needs of industry
- **Adequate preparation:** Prepares individuals to be successful in a full range of secondary or postsecondary education options
- **Skill integration:** Includes education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or cluster
- **Degree/certificate attainment:** Enables an individual to attain a secondary school diploma or its equivalent and at least one postsecondary credential
- **Pathway focused:** Helps an individual enter or advance within a specific occupational cluster

Integrated Education and Training

Integrating academics and workforce preparation helps students acquire a combination of basic academic skills, industry-specific technical skills, critical thinking skills, digital literacy skills, and soft or essential skills. Integrated Education and Training (IET) is a key part of Career Pathways strategies. WIOA defines IET as

“...a service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.”

– *Workforce Innovation and Opportunity Act*



1. Industry Alignment

Align the academic needs of your students within the context of their chosen industry

Employers often cite essential skills instruction as the most crucial factor to on-the-job success. Instructors can teach these skills to make students more employable. When adult educators also introduce students to industry-specific career clusters and high-growth jobs, they are able to link employability skills with concrete examples of what students' futures could be. As students understand the requirements, work environments, and industry trends of these careers, they are able to choose the roles that both align with their interests and provide family-sustaining wages. This career exploration and readiness guidance can be implemented by using a curriculum that teaches math, reading, and writing within the context of how these skills would apply to specific industries.



MCGRAW-HILL EDUCATION'S SOLUTION

Workforce Access

- Aligned to industry-developed competency models
- Integrated academic skill development in applied mathematics, reading for information, and locating information
- Provides additional academic Skill Support lessons (over 100 TABE-aligned lessons in reading and mathematics)
- Industry-aligned courses that support career bridge and pre-bridge program models

Workplace Skills: Writing for Work

- Applies writing activities for work-related situations

Workplace Skills: Tools for Workplace Success

- Instructs soft skills through workplace scenarios based on skills employers want

Career Companions

- Helps students explore and prepare for careers within the 16 national career clusters



2. Adequate Preparation

Prepare individuals to be successful in a full range of career or postsecondary education options

Before adults with barriers to employment can begin postsecondary or career training programs, they must first master foundational skills in reading, math, writing, science, and social studies. As adult educators deliver the instruction, assessment, and remediation necessary for showing student gains and meeting College and Career Readiness Standards, they can also use this time to lay the groundwork for students' career paths. This is done by contextualizing high school equivalency preparation within technical skills instruction to bridge students towards attaining their postsecondary credentials and beyond.



MCGRAW-HILL EDUCATION'S SOLUTION

Workplace Skills

- Develops applied skills at GLE 1 – 12
- Provides WorkKeys test/CRC preparation
- Workplace Skills: Career Readiness Preparation
 - Provides skills students need to increase employability and career mobility in today's workplace
 - Reading for Information: Skills to read business letters, memos, directions, bulletins, regulations, and policies
 - Locating Information: Graphic sources, such as diagrams, instrument readings, and flow charts
 - Applied Mathematics: Mathematical reasoning, critical thinking, and problem-solving skills
 - Basic Skills for the Workplace: Basic skills instruction aligned to TABE® Level E covering applied math, reading and writing for work, and computer basics

High School Equivalency Basics

- Delivers the foundational core knowledge needed for any high school equivalency exam
- Prepares students to think beyond the test taking experience to their next step
- Rooted in the College and Career Readiness Standards

Workforce Access

- Integrates academic and technical skills preparation that helps bridge learners toward postsecondary and career training success
- Develops competencies such as industry principles, processes, and procedures within high-growth career clusters

College and Career Readiness Practice Workbooks

- Helps students master foundational skills through purposeful lessons that integrate employability skills
- Provides extensive connections between academic skills and workplace contexts
- Teaches material directly correlated to rigorous WIOA requirements and College and Career Readiness Standards



3. Skill Integration

Include education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or cluster

By integrating academic skills with industry-specific technical career training, students are able to prepare for their high school equivalency exam while simultaneously developing the skills they will need for their careers. To achieve this, adult educators need a curriculum that supports the Integrated Education and Training model.



MCGRAW-HILL EDUCATION'S SOLUTION

Workplace Skills: Career Readiness Preparation

- Provides skills students need to increase employability and career mobility in today's workplace
- Reading for Information: Skills to read business letters, memos, directions, bulletins, regulations, and policies
- Locating Information: Graphic sources, such as diagrams, instrument readings, and flow charts
- Applied Mathematics: Mathematical reasoning, critical thinking, and problem-solving skills
- Basic Skills for the Workplace: Basic skills instruction aligned to TABE® Level E covering applied math, reading and writing for work, and computer basics

Workplace Skills: Essential Skills for the Workplace

- Provides workplace competency instruction to develop skills valued by employers
- Tools for Workplace Success: Soft skill instruction and scenarios based on skills employers want
- Writing for Work: Applied writing activities for work-related situations

Career Companions

- Helps students explore and prepare for careers within the 16 national career clusters
- Presents a deep dive into each specific career cluster
- Provides insightful career information and industry-contextualized academic skills practice

Workforce Access

- Supplements career bridge and pre-bridge program models through industry-aligned courses
- Integrates academic instruction with technical skills preparation to guide learners toward postsecondary and career training success
- Develops competencies such as industry principles, processes, and procedures within high-growth career clusters

College and Career Readiness Practice Workbooks

- Helps students master foundational skills through purposeful lessons with that integrate employability skills
- Provides extensive connections between academic skills and workplace contexts
- Teaches material directly correlated to rigorous WIOA requirements and College and Career Readiness Standards



4. Degree/Certificate Attainment

Enable adult learners to attain a secondary school diploma or its equivalent and at least one postsecondary credential

Passing the high school equivalency exam is the first step toward landing a family-sustaining job. By practicing essential academic skills and seeking remediation when needed, students attain the academic knowledge and competencies they need to compete in the current and future job market. Adult educators play the crucial role of not only teaching and assessing the skills needed to pass a high school equivalency exam, but also showing the relevance between what students are learning and how they will use those skills in their careers.



MCGRAW-HILL EDUCATION'S SOLUTION

High School Equivalency Achieve

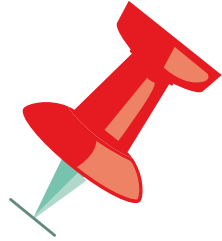
- Teaches students core skills that are aligned to high school equivalency exam objectives
- Gives students ample test-taking practice using item types from the high school equivalency exams
- Offers instructors flexible options – print, digital, or blended learning

College and Career Readiness Practice Workbooks

- Helps students master skills through purposeful lessons with extensive practice
- Connects academic skills with workplace applications

Workforce Access

- Prepares students for certification programs
- Equips students with the numeracy skills needed for college level work through Transitions Math



5. Pathways Focused

Help an individual enter or advance within a specific occupational cluster

WIOA requires adult educators to include career readiness instruction and assessment in their curriculum. This includes teaching on-ramping courses that support students before they take credit-bearing courses, providing employability skills instruction, and offering career guidance support. By preparing students for certification programs and postsecondary training or education, these adult learners are better able to transition into the next steps toward their careers.



MCGRAW-HILL EDUCATION'S SOLUTION

Workplace Skills: Essential Skills for the Workplace

- Provides workplace competency instruction to develop skills valued by employers
- Tools for Workplace Success: Soft skill instruction and scenarios based on skills employers want
- Writing for Work: Applied writing activities for work-related situations

Career Companions

- Combines career information with industry-contextualized academic skills practice
- Explores each of the 16 career clusters

PowerUP!



- Integrates basic computer skills within workplace contexts
- Develops the typing skills needed for computer-based testing and workplace success

Workforce Access

- Prepares students for certification and postsecondary credentials
- Offers industry-specific instruction
- Based on nationally-recognized competency models
- Integrates academic skills with industry-specific technical skills



Solutions to WIOA Requirements

	Industry Alignment	Adequate Preparation	Skill Integration	Degree/Certificate Attainment	Pathway Focused
McGraw-Hill WORKFORCE > workplace skills CAREER READINESS PREPARATION	✓	✓	✓	✓	
McGraw-Hill WORKFORCE > workplace skills ESSENTIAL SKILLS FOR THE WORKPLACE	✓	✓			
McGraw-Hill WORKFORCE > career companions CAREER PATHWAY EXPLORATION	✓	✓	✓		✓
McGraw-Hill WORKFORCE > access	✓	✓	✓	✓	✓
McGraw-Hill Education College and Career Readiness PRACTICE WORKBOOKS		✓	✓	✓	
 HIGH SCHOOL EQUIVALENCY BASICS		✓			
 HIGH SCHOOL EQUIVALENCY ACHIEVE		✓		✓	
POWERUP! McGraw-Hill Education		✓			

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