

***Adult Education, English and Skills Training:  
Opportunities for Action and Investment in  
the Most Vital Integration Services***

**Webinar**

**MPI National Center on Immigrant Integration Policy**

**March 5, 2015**



# Presenters



**Margie McHugh**, Director, National Center on Immigrant Integration Policy, MPI



**Eva Millona**, Co-Chair, National Partnership for New Americans, and Executive Director, Massachusetts Immigrant and Refugee Advocacy Coalition



**Amanda Bergson-Shilcock**, Senior Policy Analyst, National Skills Coalition



# Logistics

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- Slides and audio from today's webinar will be available at: <http://www.migrationpolicy.org/events>
- If you have any problems accessing this webinar, please contact us by email at [events@migrationpolicy.org](mailto:events@migrationpolicy.org) or call +1-202-266-1929.
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# MPI National Center on Immigrant Integration Policy (NCIIP)

## Areas of Work:

### ➤ Education:

- Early Childhood
- K-16
- Adult Education and Workforce Development

### ➤ Language Access and Other Benefits

### ➤ Governance of Integration Policy

### ➤ *E Pluribus Unum* Prizes

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# Overview: Presidential Memorandum

- Released by President Obama 11.21.14
- Draws from prior proposals including HR4949, *New Americans Success Act*
- Establishes WH Task Force on New Americans charged with:
  - Reviewing policies of all executive departments and agencies
  - Developing a coordinated national integration strategy



# Presidential Memorandum

- **Orders creation of a national Integration Plan within 120 days**
- **Public input process; interagency review and collaboration on recommendations**
- **New MPI NCIIP webpage with background on the White House Task Force on New Americans process and related resources:**  
[www.bit.ly/NewAmericansTF](http://www.bit.ly/NewAmericansTF)



# Relevance of Adult Education and Training for Successful Integration

- English language and literacy skills are essential to the three integration pillars—linguistic, economic and civic:
  - Navigation of everyday life, institutions
  - Advancement in the workforce
  - Naturalization and broader civic engagement
- Needs for adult English, education and training services are intertwined; combination essential for many:
  - High school diploma minimum for many jobs
  - Some college the “tipping point” for more secure, family-wage-sustaining jobs
  - DACA-DREAM requirements create direct convergence



# Select Issues

- Need is high, capacity is weak
- Many adult learners seek/require a combination of ABE, ESL and training services; however, instructional design is sequential. Sequential model is dispiriting, ineffective for many, prevents most LEPs from accessing training.
- Catch 22: as systems move towards integrated instructional models, creaming likely to intensify
- Diverse learner needs and special populations: refugees, parents of young children, DACA youth, highly-educated
- Large variations in state policies and investments





# Select Recommendations

- Doubling of overall AEFLA funds
- Equitable access for LEPs to training programs
- Equitable access for low-educated individuals
- Special review of issues at the intersection of immigration and education policy
- Special populations:
  - More effective approaches for parents of young children
  - Rethink approaches for meeting potential language requirements under future immigration reform



# Presenter



## **Eva Millona**

**Co-Chair, National Partnership for New Americans, and Executive Director, Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)**

Eva Millona became Executive Director in 2008 after nearly a decade at MIRA, and she is now one of New England's most highly quoted immigration experts. In her native Albania, Ms. Millona practiced civil and criminal law, serving as a judge in Tirana's District Court from 1989 - 1992. She is also the co-chair of the Governor's Advisory Council on Refugees and Immigrants, serves on the U.S. Commission on Civil Rights, and is co-chair of the National Partnership for New Americans, comprising 12 immigrant rights state coalitions. Working with the Partnership, she hosted and co-chaired the nation's largest immigrant integration conference in 2010. A graduate of Clark University and of Tirana University School of Law, Ms. Millona is the recipient of over a dozen major awards, including the prestigious 2009 US Citizenship and Immigration Service's Outstanding American by Choice Award, and 2010 Wainwright Bank Social Justice Award.



- The **National Partnership for New Americans** was formed in 2010, creating a voice for immigrants in the work to create a welcoming democracy for all, and the economic, linguistic, and civic integration of new Americans.
- NPNA is composed of 34 immigrant organizations working across 29 states.
- NPNA sponsors the annual National Immigrant Integration Conference (NIIC). The eighth NIIC will take place in November, 2015 in New York City.



# MIRA Coalition

- The **Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)** is the largest organization in New England promoting the rights and integration of immigrants and refugees, serving the Commonwealth's one million foreign-born with policy analysis and advocacy, institutional organizing, training, and strategic communications.
- The MIRA Coalition is made up of over 140 organizations—including community-based groups, social service organizations, ethnic associations, schools, refugee resettlement agencies, health centers, unions, and law firms.
- MIRA's New Americans Integration Institute works to advance the integration of newcomers through research, program partnerships, and policy analysis at state and national levels.

# NPNA Task Force Recommendations: Overview

- NPNA's recommendations build on our 2012 Principles of Immigrant Integration, which supported a White House Office of New Americans to drive and sustain a long term national strategy for immigrant and refugee integration, including an agency framework of integration goals and indicators and coordinating consultations with state and local governments.
- NPNA's recommendations focus on 10 areas, including: Citizenship, Language Access, Adult Education and Workforce Training, Civil Rights, Workers' Rights, High-Skilled Immigrant Integration, Immigrant Entrepreneurship, Administrative Relief, Early Childhood Education and Care, and Healthcare.

# High-Skilled Immigrant Integration



- More than one quarter of high-skilled, foreign-trained immigrants are unemployed or working in low-skilled and low wage jobs.
- In 2013-2014 three NPNA partners (MIRA, ICIRR and OneAmerica) pursued research and policy analysis to explore barriers in healthcare, engineering, and teaching.
- MIRA and state agency partners convened the first statewide task force in the US. to develop a report and recommendations for the integration of foreign-trained healthcare professionals.

# High-Skilled Immigrant Integration: Recommendations

- NPNA recommends the Departments of Labor, Education, and Health and Human Services work with state and local stakeholders to:
  - ▣ Coordinate sharing of information and resources within and across states
  - ▣ Expand the capacity of public workforce development programs to meet the needs of this population, with an immediate focus on high-demand professions
  - ▣ Streamline systems for transferring credentials and meeting re-licensing and educational requirements
  - ▣ Provide funding and technical assistance that would help build a more diverse, multilingual professional workforce.

# Early Childhood Education and Care (ECEC) Workforce

- More than one in four children under age six in the U.S. live in a household that speaks a language other than English.
- Increasingly formalized federal/state ECEC systems risk driving out immigrant child care workers who give systems their linguistic and cultural competence and are a large share of licensed family-based providers.
- These workers and children in immigrant families both lose out if workers cannot access integrated education and training pathways that support them in obtaining needed credentials and job advancement.





# Early Childhood Education and Care (ECEC) Workforce: Recommendations

- NPNA recommends the Office of Childcare, the Department of Education, and the Department of Labor work with states to strengthen child care funding policies and program initiatives that:
  - ▣ Expand access to quality ECEC services for minority and low income families
  - ▣ Strengthen integrated education and training pathways that meet the needs of immigrant and LEP ECEC workers
  - ▣ Increase financial incentives for minority and immigrant family-based providers and childcare workers.

# Use of Digital / Blended Technology in Adult Education

- Limited Adult Education system capacity constrains the ability of many immigrants to cross the linguistic and digital divide and access educational and economic development opportunities.
- Recommendations:
  - Pilot programs to develop effective, scalable models for using technology-supported instruction to meet new Americans' linguistic, economic and civic integration needs.
  - A marketplace for blended models will help address immigrant learners' needs and career goals, reduce demand on overburdened adult education programs, and strengthen labor markets as a whole.

# Engagement in ECEC Programs by Immigrant Parents of Young Children



- Less-educated and LEP immigrant parents of young children face many challenges to participation in family engagement activities in their children's early years.
- Research supports the impact of strong partnerships between families and child care programs in supporting future academic success and socio-emotional skills.
- Recommendations:
  - Strengthen incentives and accountability for parent engagement program funding of ECEC providers
  - Develop a large scale Parent Mentor Program to serve the unique needs of low-literate and LEP parents of young children.

# Contact

Eva Millona

Executive Director

Massachusetts Immigrant and Refugee  
Advocacy (MIRA) Coalition

105 Chauncy Street, Suite 901

Boston, MA 02111

(617) 354-5480 x221

[emillona@miracoalition.org](mailto:emillona@miracoalition.org)



# Presenter



## **Amanda Bergson-Shilcock**

Senior Policy Analyst, National Skills Coalition

Amanda Bergson-Shilcock is Senior Policy Analyst, focusing on immigration, adult basic education and ESL. She analyzes policies, makes recommendations, and coordinates with National Skills Coalition member organizations to address issues facing adult learners, including immigrant workers. She has authored numerous publications and policy recommendations on immigrant integration, workforce development, and adult education. She has extensive experience engaging state and federal policymakers.

Prior to joining NSC, Amanda was Vice President of Policy and Evaluation at the nonprofit Welcoming Center for New Pennsylvanians in Philadelphia. In that role, she led the Welcoming Center's policy and communications work on adult education, workforce and economic development issues. She also served as Policy and Communications Director for IMPRINT, a national coalition of nonprofit organizations focusing on the integration of immigrant professionals. She holds a bachelor's degree from the University of Pennsylvania, where she studied American Civilization with an emphasis on minority populations.



NATIONAL SKILLS COALITION  
Every worker. Every industry. A strong economy.

# Integrating Immigrants in the Skills Agenda

# Our Vision

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We seek an America that grows its economy by investing in its people, so that every worker and every industry has the skills to compete and prosper.



# Our Mission

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- We **organize** broad-based coalitions seeking to raise the skills of America's workers across a range of industries.
- We **advocate** for public policies that invest in what works, as informed by our members' real-world expertise.
- And we **communicate** these goals to an American public seeking a vision for a strong U.S. economy that allows everyone to be part of its success.





# Big Picture Context: WIOA & Immigrant Integration

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- Spring 2015 implementation of Workforce Innovation and Opportunity Act (WIOA)
- Simultaneous implementation of immigration executive actions (DACA, DAPA)
- White House Task Force on New Americans recommendations



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# WIOA: Getting a Seat at the Table

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Two upcoming opportunities:

- Public comment on draft WIOA regulations (*anticipated March 2015*)
- Statewide “unified plan” process (*now through February 2016*)



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Every worker. Every industry. A strong economy.

# Connecting to Employment

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- Immigrant workers & sector partnerships
- Workplace literacy/adult education programs
- High-quality integrated education & skills training (a la I-BEST)



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# Closing the ESOL Class Gap

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- Creative ways to serve adult learners who “test out” of NRS levels but are not yet ready for college.

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# Capitalizing on Existing Resources

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- Amplify & replicate exemplar state programs
- Improve online federal resources
- Better dissemination of curricula & related materials

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# Contact

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Amanda Bergson-Shilcock

Senior Policy Analyst

215-285-2860

[amandabs@nationalskillscoalition.org](mailto:amandabs@nationalskillscoalition.org)





# Q & A

## Use Q&A chat function to write questions

Or email [events@migrationpolicy.org](mailto:events@migrationpolicy.org) with your questions

- Slides and audio will be available at:  
<http://www.migrationpolicy.org/events>
- MPI's National Center on Immigrant Integration Policy has created a new webpage where you can find background on the White House Task Force on New Americans process and related resources: [www.bit.ly/NewAmericansTF](http://www.bit.ly/NewAmericansTF)
- If you have any questions about the report, please email [communications@migrationpolicy.org](mailto:communications@migrationpolicy.org)





# Thank You For Joining Us!

- MPI's National Center on Immigrant Integration Policy has created a webpage with background on the White House Task Force on New Americans process and related resources: [www.bit.ly/NewAmericansTF](http://www.bit.ly/NewAmericansTF)
- Register for our next webinar on March 12 *Integration Challenges and Opportunities in the Economic Development and Refugee Resettlement Arenas* [www.bit.ly/Intg312webinar](http://www.bit.ly/Intg312webinar)

## For more information:

**Eva Millona**  
Executive Director  
MIRA

[emillona@miracoalition.org](mailto:emillona@miracoalition.org)

**Margie McHugh**  
Director of NCIIP  
Migration Policy Institute

[mmchugh@migrationpolicy.org](mailto:mmchugh@migrationpolicy.org)

**Amanda Bergson-Shilcock**  
Senior Policy Analyst  
National Skills Coalition

[amandabs@nationalskillscoalition.org](mailto:amandabs@nationalskillscoalition.org)

**For additional information and to receive updates:**

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