

Show What You Know!

2015 COABE Conference
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Objectives

- NEDP Overview
- NEDP and WIOA
- NEDP Provider Model - 1199 SEIU
- Questions



Think, Pair, Share

1. Think about one (1) thing that you learned recently at work.
2. Analyze how you knew that you had mastered the skill/task.
3. Share with a partner.

- The National External Diploma Program® (NEDP) is a **competency-based, applied performance assessment** system in which participating adults and out-of-school youth can demonstrate their abilities in a series of simulations that parallel job and life situations.
- Participants are evaluated against a criterion of excellence instead of by comparison to others, take responsibility for their own learning by using existing resources, and **achieve mastery** of all required competencies, plus a **college and career competency**.

How NEDP Meets WIOA Objectives



- Digital Literacy Skills → Information and Communication Technology
- Integrated Education and Training → Applied Performance Tasks
- Career Pathways/ Common Measures → College and Career Competency
- Self-management Skills → Self-efficacy Skills

- American Job Centers → Flexibility in service location

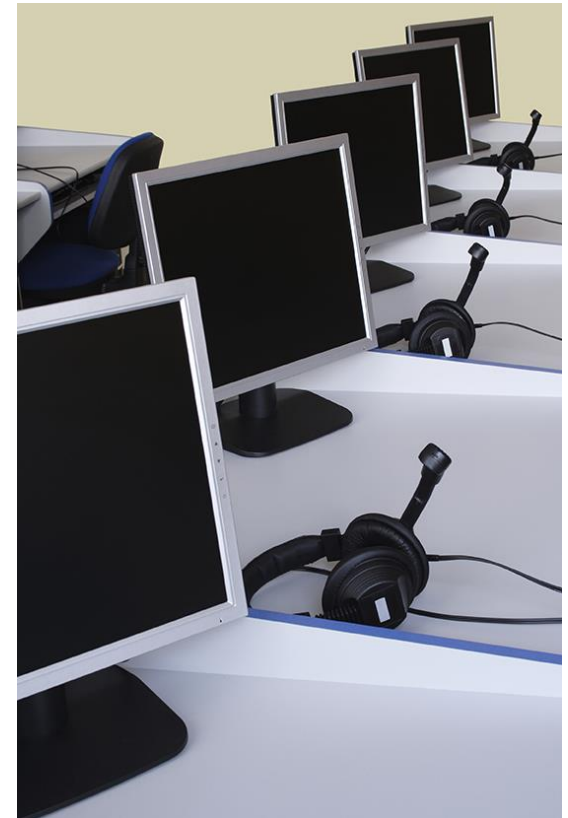
Foundation and Self-Management Skills

NEDP clients develop the self-efficacy skills needed for success in college and careers.

Foundation Skills and Core Subjects	21 st Century Themes in Context Areas	Self-Efficacy Skills
Reading Writing Mathematics Information and Communication Technology Listening/Speaking Media Literacy Geography and History Science	21 st Century Workplace Cultural Literacy Civic Literacy and Community Participation Health Literacy Financial Literacy and Consumer Awareness	Self-Assessment Learning-to-Learn Critical Thinking and Problem Solving Goal-Setting and Time Management Self-Direction Working Independently

NEDP Benefits to Participant

- Access to online tasks
- Relevance to life and work
- Values prior learning
- Digital literacy skills
- Tutorials
- Feedback on performance
- Flexibility
- Confidentiality
- Graduates earn a local or state-awarded high school diploma

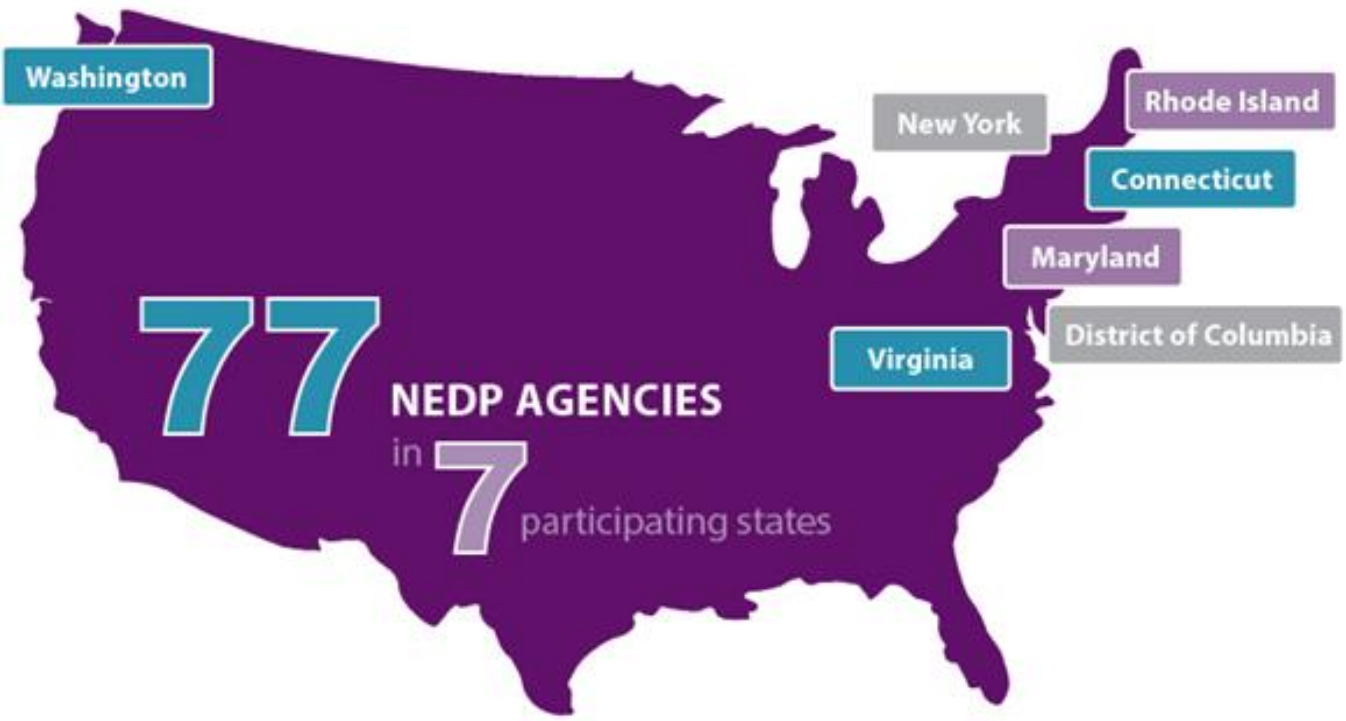


Benefits of NEDP to Stakeholders

- Accountability
- Client, site, state reports
- Time on task reports
- Mastery reports
- Online scoring
- College and Career Competency
- Scheduling makes it ideal for co-enrollment
- Can be offered at AJC



NEDP Locations



- States
Implementing
NEDP
- Connecticut
 - District of Columbia
 - Maryland
 - New York
 - Rhode Island
 - Virginia
 - Washington

History of NEDP

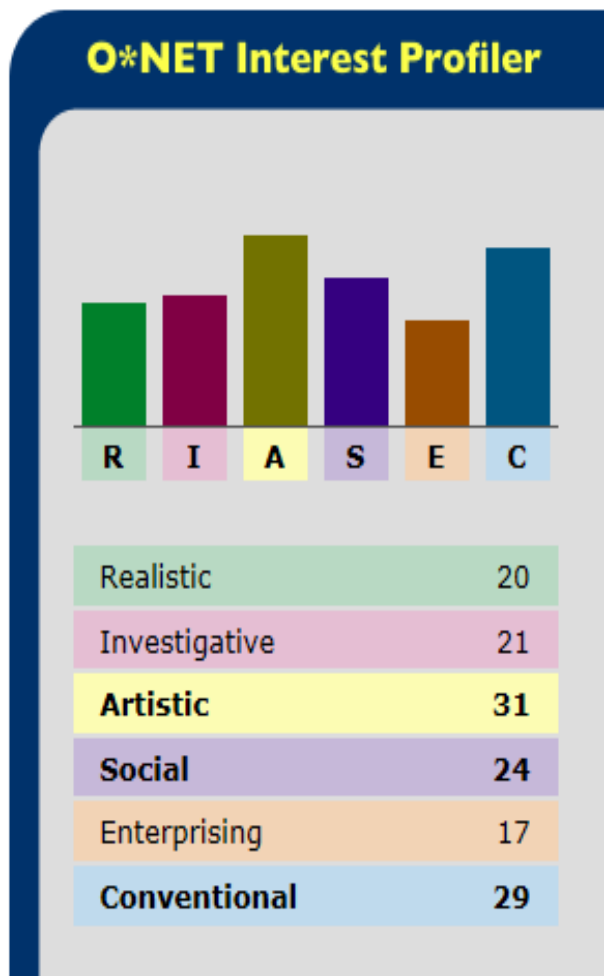


- 1972 Ford Foundation/Syracuse Research Corp. Study Results
- 1) Adult education class schedules were not compatible with adult responsibilities.
 - 2) Content did not relate to real life experiences.
 - 3) Multiple choice, paper/pencil tests were too limiting.
- 1975 NEDP debuted in Syracuse, New York.
- 1979 NEDP validated by the US Dept. of Education for national dissemination.
- 2006 CASAS acquired NEDP with support from New York, Maryland and Connecticut.
- 2013 Launch of NEDP online.

- NEDP competencies emphasize life and work skills required for the successful transition to postsecondary education and/or the workforce:
 1. Communication and Media Literacy
 2. Applied Math/Numeracy
 3. Information and Communication Technology
 4. Cultural Literacy (Literature and Film)
 5. Health Literacy
 6. Civic Literacy and Community Participation
 7. Geography and History
 8. Consumer Awareness and Financial Literacy
 9. Science
 10. Twenty-First Century Workplace

Workplace Emphasis in NEDP

- O*NET Interest Profiler
MyNextMove.org
- O*NET research on careers
- 21st Century Workplace content area
- Career planning
- Development of a resume and cover letter



Sample Item: Occupation, Skills and Education

Competency Area

- 21st Century Workplace

Competency

- **61.** Identify occupations and the skills and education required for specific jobs

Performance Indicator

- **61.1** Compare and contrast two or more similar employment opportunities and summarize the following information:
 - a) salary and benefits;
 - b) the education level;
 - c) experience required;
 - d) hours of employment;
 - e) transportation options for getting to each job.
- **61.2** Describe for each: specific skills/abilities; personal skills; and job outlook.

Sample Item: Occupations, Skills and Education, cont.

Competency 60: Locate information on employment opportunities including online searches, job ads, and career center offerings

NEDP ICT 26.6

Demonstrate the ability to use the Internet by:

- a) opening a Web browser to access a supplied Web site;
- b) researching an issue for a purpose;
- c) locating and documenting multiple resources;
- d) obtaining information in the form of a downloadable document, and
- e) submitting information online.

NEDP 61.1 DOK 2

Compare and contrast two or more similar employment opportunities and summarize the following information: a) salary and benefits; a) the education level; b) experience required; c) hours of employment; d) transportation options for getting to each job.

NEDP 61.2 DOK 2

Describe for each:

- a) specific skills/abilities
- b) personal skills
- c) job outlook.

CCSS.ELA-Literacy.CCRA.SL.4

Present information, findings, and supporting evidence such that listeners can follow the line of reasoning and the organization, development, and style are appropriate to task, purpose, and audience.

CCSS.ELA-Literacy.CCRA.L.1

Demonstrate command of the conventions of standard English grammar and usage when writing or speaking.

CCSS.ELA-Literacy.RI.11-12.7/ CCRA.R7

Integrate and evaluate multiple sources of information presented in different media or formats (e.g., visually, quantitatively) as well as in words in order to address a question or solve a problem.

Deep Roots and 40 Years in New York

- NEDP offered in New York since 1975.
- 22 agencies in NY offer NEDP.
- 1199SEIU offers NEDP in 4 boroughs: Bronx, Brooklyn, Manhattan, and Staten Island.



Featuring an NEDP Provider



- NEDP providers may be schools, community colleges, or community-based organizations.
- NEDP benefits from the array of education and workforce development services available at NEDP providers.
- NEDP supports the employment and job advancement goals of participant.

1199SEIU Training & Upgrading Fund



- 1199SEIU is a Union of healthcare workers who work in homecare, hospitals, nursing homes pharmacies, freestanding clinics and other healthcare settings.
- 1199SEIU is affiliated with the Service Employees International Union (SEIU), the largest labor union in North America with 2.1 million members.
- The 1199SEIU Training and Employment Funds in New York City serve thousands of members annually; approximately 150 members enroll NEDP.

History of NEDP at 1199SEIU

- **1998** - Implemented NEDP for 1199 NYC members
Partnered with Local Education Agency School (Long Beach Public School District) to grant high school diplomas to NEDP graduates.
- **2014** - Expanded services to the Hudson Valley region (Albany).
- **2015** - Approximately 1,200 graduates to date.

NEDP at 1199SEIU

- For nearly two decades, we have offered NEDP enabling hundreds of health care workers to earn their high school equivalency diploma so they can retain their jobs, obtain job promotions, and pursue their desired health care college careers. The NEDP encourages independent learning and the application of skills in diverse settings, and we strive to guide and support our members in this process. The NEDP is an excellent model which offers candidates the opportunity and ability to balance education, work and life goals – a perfect model for our members.

NEDP at 1199SEIU

We have an outreach team that recruits candidates at health care institutions at our different boroughs.

Process:

- Application
- Program Orientation - Information Session
- Assessment Session (TABE mandated by NYS Dept. of Ed.)
- Recommendation - Registration Session

HSE options

- TASC - Test Assessing Secondary Completion
- NEDP - National External Diploma Program

Why NEDP at 1199SEIU?

- NEDP enables students to work or accept a job while meeting their goal of earning a high school diploma.
- NEDP values skills participants already possess.
- NEDP structure and flexibility suited to members.
- NEDP is ideal for our union members because it allows our health care employers the opportunity of retaining workers who may not have their high school credentials, while such workers work towards obtaining their diploma at the same time they enhance their marketability/employability skills.

NEDP at 1199SEIU

All of our NEDP participants enrolled primarily to obtain, retain, or upgrade their positions in the allied health field.



We offer our candidates an excellent platform to get into that pathway while they work toward their high school diploma.



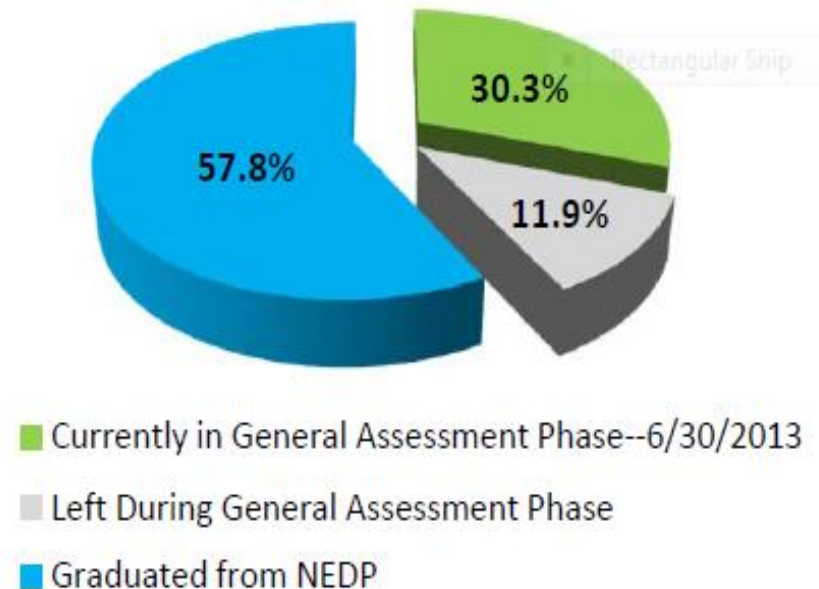
NEDP at 1199SEIU

- Our students represent a variety of backgrounds, ages, and work experience. But the majority of participants are female, African American, between the ages of 25 to 59 employed full time at health care institutes affiliated with our union, who want are pursuing a high school equivalency diploma to upgrade their position and/or to pursue a career in the health care field. The rest of the participants are from the 1199SEIU Job Security Fund, who have lost their jobs due to downsizing, or to the closing of their institutions.

NEDP at 1199SEIU

- 1199SEIU NEDP participants are working, or are improving their skills to improve their options in the allied health career pathway.

New York State — NEDP
Participant Status in 2012-13



1199SEIU Partnerships

- We partner with the **Job Security & the Home Care Funds** which refer students to our NEDP so they can obtain their HSE diploma and be able to obtain/retain their jobs, upgrade their positions or enroll in college.
- We also have a partnership with the **Computer Literacy Program** which is also part of the Training Fund to offer contextualized computer classes to NEDP participants.

Through these partnerships, our NEDP participants can take advantage of a number of skills enhancement courses and workshops while they work towards their high school diploma.

Transitions Counseling

It is through our internal partnership with other funds and departments within our union that we are able to help our candidates not just to obtain their high school diploma, but to continue enhancing their education.

Through collaborative efforts, we provide individualized educational counseling to support the potential of healthcare workers to grow educationally and contribute to building an efficient and caring healthcare industry.

1199TUF Health Career Pathway

LPN, RN, BSW or MSW, etc.

College: Tuition Assistance Program

Pre-College Programs or HC4

Academic & Career Guidance

High school Completion Program

Admissions & Counseling



Allied Health Career Counseling

We help members learn to thrive in the changing Healthcare industry while determining what is the best path for them.

Our graduates are referred to on-site educational counselors to help them map out their educational goals and depending on need, members are sent to career fairs, skills enhancement trainings, certification courses, the College Preparatory Program, the HC4 program, or referred to the Tuition Assistance Program through which our members get up to 6 paid credits per semester covered by the union.

1199SEIU Graduates

1199SEIU graduates positively impact their careers and also their families.

Hundreds of members who have gone from having no high school diploma to obtaining a Master's Degree in various health care careers.



What Do Graduates Like about NEDP?

- Relevance to tasks to everyday life and client goals
- Active participation and self-directed learning
- Hands-on activities
- Advisor and Assessor relationships
- Flexibility to work at own pace
- Program structure of clear phases and regular appointments
- Regular feedback and progress reports
- Multiple opportunities to demonstrate competencies
- Encouragement of self-confidence and self-worth



Completing NEDP Requirements

Individualized Competency

Starts in Diagnostics



Generalized Assessment



Portfolio Review

Graduation



General Requirements to Establish NEDP Site



- State Department of Education authorization for NEDP.
- Provide evidence of diploma-granting authority.
- CASAS works with State Department of Education to build NEDP trainer capacity.
- Have a minimum of 3 staff per local agency complete the NEDP Implementation Training to become NEDP Advisors/Assessors.
 - Minimum requirements for Advisors/Assessors include a four-year college degree and any state certification requirements.

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