



LEVERAGING DATA TO IDENTIFY GAPS & EVALUATE SUCCESS



ADULT EDUCATION INNOVATION

DESIGN LAB

WORKSHOP 3

July 2, 2024




Who's TalentFirst?

Unmatched Collaboration for Regional Impact




About TalentFirst

TalentFirst is a CEO alliance providing leadership on today's complex talent challenges. We rely on data and expertise to illuminate gaps, evaluate strategies, and advocate for solutions to attract, retain, and develop the talent West Michigan employers need and to ensure all individuals and the region can thrive.

Our Goals

-  Grow the labor force
-  Improve knowledge and skills
-  Expand economic opportunity

Our Strategies

-  P-20 Education
-  Workforce Development
-  Employer Strategies

Our Impact

-  **31,000+** kids ages 0-8 now get books when they see their doctor
-  **1000+** business leaders & decision-makers received our insights & solutions
-  **1000+** of our Talent Solutions Playbooks distributed & downloaded
-  **250+** downloads of our reports & strategies
-  **200+** K-12 educators collaborated with us to expand career education
-  **200+** HR leaders used our employer talent strategies
-  **10** bills signed in to law — childcare (8), workforce training & education (2)
-  **1** Executive Order to make State investments in education & training

Final Workshop

Mitigating Risk &
Sustaining Change

July 17, 9:00 AM - 3:00 PM
Great Lakes Bay Michigan Works!

Register Now





Table of contents

02 Event Agenda

Design Lab Workshop 3

03 Section 107a

Adult Education Innovation Program

05 Design Lab

Adult Education Innovation

07 Meet Your Coaches

Public Policy Associates

08 Performance Measures

What's included in the application?

09 Other Measures to Consider

Section 107a

Adult Education Innovation Program

Applications are due by 11:59 p.m. on August 6, 2024, in NexSys (Next Generation Grant, Application and Cash Management).

The Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD) is pleased to announce the release of this Request for Proposals (RFP) to support innovative approaches that lead to **increased participant enrollment, retention, and completion of adult education programming**. This funding opportunity was made possible by a \$15 million investment in Section 107a of the State School Aid Act (Public Act 320 of 2023). The purpose of the funding is to **pilot evidence-based and scalable innovations** to equitably and effectively serve adult learners, **including adults without a high school diploma or equivalency and English language learners**. The innovation funding is intended to complement the additional \$10 million allocated to increase capacity and strengthen the adult education system under Section 107 of the State School Aid Act.

The innovations may include, but are not limited to, synchronous and asynchronous program delivery, wraparound supports for participants, alignment between adult education services and postsecondary education, colocation with Michigan Works! or community colleges, and high-quality professional development for adult education staff. **The applicant must demonstrate how the proposed innovation builds off existing research and best practices to support achievement of the defined goals.**

Must Align with LEO-WD Priorities

The innovation programs should align with the Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD) priorities:

- ▶ Expand **access** to adult education services.
- ▶ Ensure **equity** in the delivery of services.
- ▶ Ensure services are **high-quality** and utilize **best practices** and **evidence-based** research.
- ▶ Build **equitable career pathways** to high-wage careers.
- ▶ Increase the number of adults in Michigan with a **postsecondary credential**.

Who's Eligible?

Eligible applicants include **adult education providers and community colleges funded under Section 107** with demonstrated experience serving adult learners. **Adult education providers that are not a school district, intermediate school district, or community college must apply in partnership with an eligible fiscal agent** for their application to be considered. The fiscal agent may not use more than 5% of the total award for administration costs for serving as the fiscal agent.

If multiple eligible adult education providers choose to collaborate in the development of a program, **a single application would be submitted in NexSys**. The entity submitting the application would act as the grant contact and fiscal agent, and would be responsible for submitting all deliverables.

Section 107a

Adult Education Innovation Program

Grant Purpose and Funding

The purpose of the funding is to pilot **evidence-based and scalable innovations** to equitably and effectively serve adult learners, **including adults without a high school diploma or equivalency and English language learners.**

Applicants are encouraged to partner with other entities and organizations, as appropriate. Recommended partners include, but are not limited to, other adult education providers in the community or region, school districts, postsecondary education institutions, workforce agencies, community organizations, and employers.

Program activities/services must be provided within the geographic boundaries of the prosperity regions identified in the grant application.

Programs cannot replicate services/activities/costs already being provided for under Section 107 of the State School Aid Act nor under the federal Workforce Innovation and Opportunity Act, Title II, Adult Education and Family Literacy Act.

Funding Period: September 1, 2024 – June 30, 2026

August 06, 2024

Application Submission Deadline

(by 11:59 PM on August 6, 2024)

August 29, 2024

Applicants Notified

Applicants notified of approval/denial determinations

**October 20, 2024 -
August 20, 2026**

State Aid Payments

Fiscal Agent - LEA or ISD: 1/11th on the 20th of each month
Fiscal Agent - Community College: Payment method to be determined

August 29, 2025

Interim Reporting

Interim financial and program reporting in NexSys

November 01, 2025

Financial Reporting

Fiscal agents and regional providers are required to enter all Section 107a revenue and final expenditure information into the Financial Information Database

August 29, 2026

Final Reporting

Final Report due in NexSys (Participant/Performance, Final Expenditures, and Narrative Report)

November 1, 2026

Financial Reporting

Fiscal agents and regional providers are required to enter all Section 107a revenue and final expenditure information into the Financial Information Database



**Scan to learn more
about the grant
opportunity.**



ADULT EDUCATION INNOVATION DESIGN LAB

WHAT IS THE PURPOSE?

The Adult Education Innovation Design Lab will assist interested applicants in developing high-quality, competitive proposals for the Section 107a RFP that will result in sustainable and scalable innovations that improve enrollment in, and completion of, adult education programs.

The Design Lab will provide the capacity and technical expertise necessary to help interested applicants design innovative programs and develop competitive proposals for the RFP.

WHAT IS IT?

The 2-month design sprint includes:



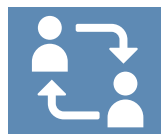
4 Workshops

Address each element of your application with technical support and resources from our workshops.



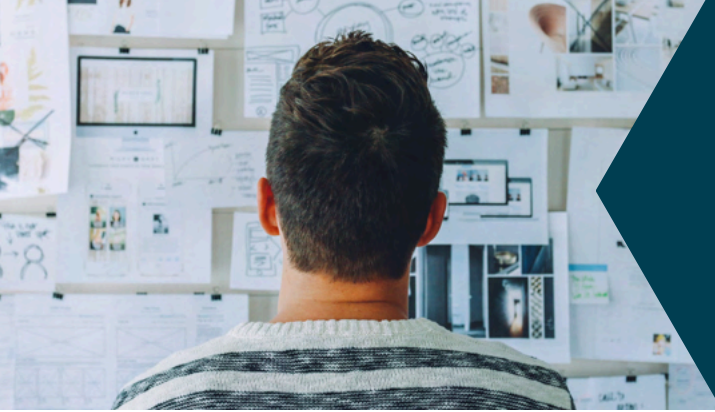
4 Coaching Sessions

Develop and refine your proposal with individualized coaching from Public Policy Associates.



Peer-to-Peer Learning

Collaborate, partner, and learn from other practitioners across the nation.



ADULT EDUCATION INNOVATION DESIGN LAB

WORKSHOP SCHEDULE

- 6/11** **Workshop 1**
Addressing the Whole Learner
Lansing, MI
- 6/18** **Workshop 2**
Ensuring Equitable Access &
Maximizing Partnership
Potential
Grand Rapids, MI
- 7/02** **Workshop 3**
Leveraging Data to Identify
Gaps & Evaluate Success
Detroit, MI
- 7/17** **Workshop 4**
Mitigating Risk & Sustaining
Change
Mount Pleasant, MI

Individualized coaching will be available to applicants between each workshop.

SCAN TO SIGN UP
FOR COACHING



YOUR GOALS

To complete the 107a Design Lab process, and subsequently develop a proposal to be considered by LEO-WD for a Section 107a grant, each applicant will work with TalentFirst and Public Policy Associates to complete the following elements during the 2-month planning process:

- 1 Needs Assessment**
Quantify the size of your adult learner population, evaluate your program data to identify gaps and barriers experienced by your learners.
- 2 Asset Map**
Detail local resources and potential partners in your community that you could leverage to enhance your proposed innovation.
- 3 Work Plan**
Review your plan to evaluate and improve your current delivery mechanism to achieve higher enrollment and completion rates, including plans to mitigate risk and scale your innovation.
- 4 Success Measures**
Articulate a clear vision of success with metrics to capture how your innovation will improve employment, education, and/or quality of life for participants.
- 5 Sustainability Plan**
Develop a clear and realistic plan to sustain your innovation after grant funds exhaust in 2026.



Meet Your Coaches



All Design Lab teams will have access to (4) 1-hour virtual coaching session with Public Policy Associates following each of our 4 workshops. Coaches will provide technical assistance and advice to help you design your innovation and develop a competitive proposal.



Suniya Farooqui
Senior Research Associate

Ms. Farooqui is an experienced researcher and program evaluator specializing in mixed-methods research, quantitative analysis, survey design, and community-based participatory research.



MaryBeth Talbot
Project Manager

Dr. Talbot excels in experimental and survey designs, quantitative analysis, and mixed-methods approaches. She is skilled in identifying implicit and explicit bias and dedicated to promoting equity.



Colleen Graber
Chief Operating Officer

Ms. Graber is a skilled facilitator, researcher, and manager specializing in education, workforce development, and equity. She excels in qualitative research, evaluation, and strategic planning.



Dirk Zuschlag
Senior Research Associate

Dr. Zuschlag contributes extensive expertise in law, teaching, and research to education and workforce development projects. He excels in qualitative research.



Rob Linden
Affiliated Consultant

Dr. Linden brings extensive experience in higher education research and analysis, as well as a strong background in data and grant management.



Meg Chamberlain
Affiliated Consultant

Dr. Chamberlain brings a wealth of experience in research and analysis and is especially adept at transforming complex data into actionable frameworks.

Reserve Time During Each Coaching Cycle

Design Lab participants, or teams, will be asked to reserve a 1-hour slot during each of the 4 coaching cycles outlined below. Participants will have one week after each workshop to complete their coaching. It is recommended, but not required, for all partners to attend coaching if submitting a joint proposal.

Cycle 1

June 12 - June 17

Cycle 2

June 19 - July 1

Cycle 3

July 3 - July 16

Cycle 3

July 18 - July 26

Which Performance Measures are Included on the Application?

The Performance and Outcomes section of the Adult Education Innovation Program application reads as follows:

*“Define the **anticipated enrollment and completion targets** to be achieved through each innovation activity or service, including but not limited to **at least one of the following core measures** and **one or more secondary measures**:”*

Core Performance Measures



Secondary Performance Measures



“Other” Measures to Consider

Must Align with LEO-WD Priorities

If “Other”, applicants must include an explanation on how the chosen secondary performance measure aligns with at least one of the Michigan Department of Labor and Economic Opportunity, Workforce Development priorities listed below.

- ▶ Expand **access** to adult education services.
- ▶ Ensure **equity** in the delivery of services.
- ▶ Ensure services are **high-quality** and utilize **best practices** and **evidence-based** research.
- ▶ Build **equitable career pathways** to high-wage careers.
- ▶ Increase the number of adults in Michigan with a **postsecondary credential**.

Potential Measures to Consider

Listed below are potential performance measures to consider that align with the priorities of LEO-WD.



Equity

- Number of participants from underserved communities.
- Retention and completion rates of underserved demographic groups.



Awareness and Outreach

- Number of rural vs urban locations served.
- Number of partnerships with community organizations.



Accessibility

- Number of accommodations provided for special populations.
- Availability of translation services and multilingual materials.



Employer Engagement

- Number of active partnerships with employers.
- Number of participants using career services.



Digital Literacy

- Improvement in digital literacy skills among participants.
- Integration of digital literacy instruction into curriculum.



Postsecondary Transitions

- Participation in test preparation workshops.
- Number of college credits awarded to participants.



Vision. Insights. Solutions.



Contact Us



(616) 871-2450



info@talentfirst.net



talentfirst.net

