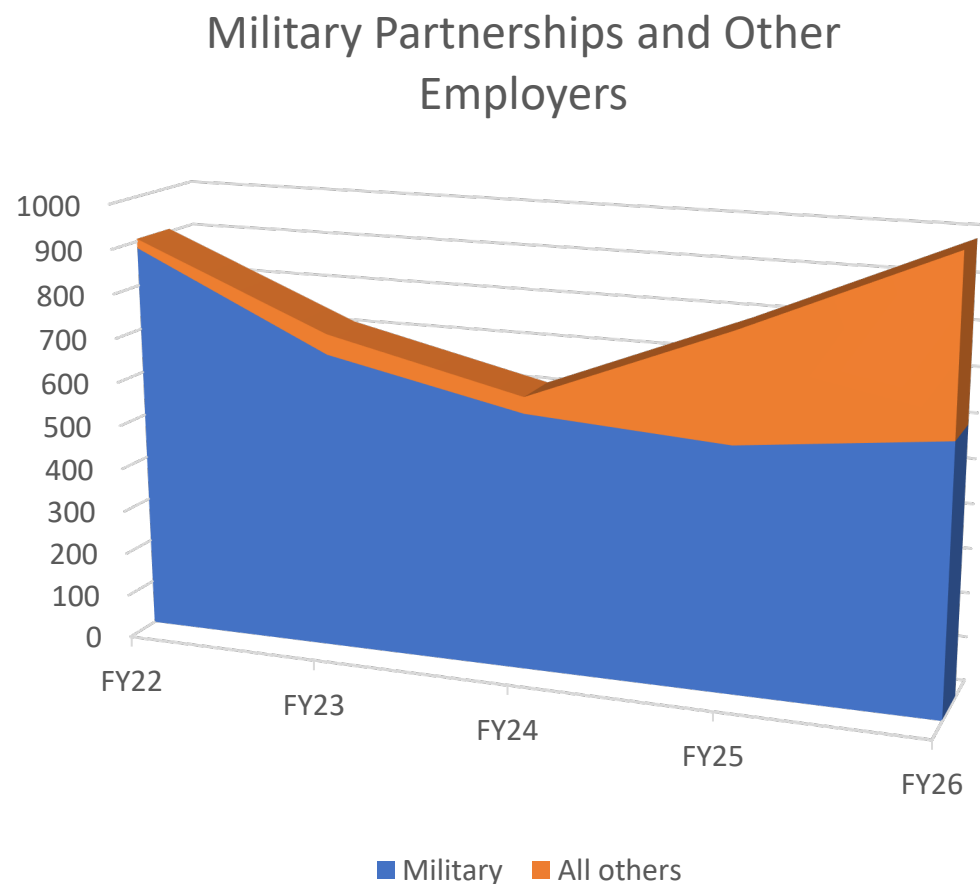


# FY26 Workplace Literacy in Georgia



- **984 WPL participants** in FY26 (3% of total enrollment)
- **54%** achieving milestones
- **3 military bases** 60% of WPL enrollment
- **17 employers** 40% of WPL enrollment

# Military Partnerships

- Savannah Tech-Fort Stewart ; Augusta Tech- Fort Gordon began prior to the State introducing a WPL model back in 2021.
  - Entirely local partnerships, no involvement from state outside of WPL approval.
- Basic Skills Education Program (BSEP) is considered work study assignment for employees on base.
- MOUs signed between Colleges and Base
  - Base provides facilities, ensures attendance, proper registration, enrollment
  - Adult Ed provides WIOA funded instructor
- One offers HSE prep classes on base as well.
- AFCT is used as milestone, though these programs opt to still use TABE for pre and post testing.
  - Wage increase
  - Earning 110 General Technical (GT) for Job Advancement

# Military Partnerships

## Challenges

Base leadership preferred very short cohorts initially 4-weeks or less. Adult ed preferred 6-weeks, 5- week minimum, meeting 3 hours a day Monday-Friday.

Curriculum differs from traditional ABE classes for AFCT, Adult Ed had to order different study materials and study up on the test.

One base has wanted spouses and family to participate as well, but Adult Ed would prefer they attend regular classes since the GED differs from AFCT.

Deployments, field training exercises, temporary duty assignments, and changing work schedules can interrupt attendance and make persistence challenging.

## Success

Scoring below a 110 seems to cap your earnings, by making small improvements to score employees greatly increase earnings.

Consistently achieve higher than average retention and MSG rates (80% vs 50% Statewide). Both programs demonstrate gains through both EFL gains and Milestones.

# Expanding to Other Employers

- It became a priority at the end of FY25 and in FY26 to utilize alternative placement to grow WPL beyond the military.
- IET/WPL coordinators
  - Required a new position (funded separately)
  - Held an all day in person training explaining alternative assessment and the purpose of WPL.
  - This position was really meant to develop the partnership between Economic Development and leverage their relationship with employers to get the word out.
- Alternative placement
  - Revised assessment policy to specifically allow in WPL to address employer concerns with TABE.
- All WPL programs and milestones had to go through State review.

# More on Alternative Placement

- We approved several alternative assessments, but most were not used.
- We sent many proposals back for still “pre and post testing” just on a lower value assessment.
- Best proposals have used “employer criteria” for eligibility and then added a job focused milestone.

| Assessment                                                 | Workplace Literacy |     |
|------------------------------------------------------------|--------------------|-----|
|                                                            | ABE/ASE            | ESL |
| <b>ACT Workkeys</b>                                        | X                  |     |
| <b>Wonderlic Basic Skills Test</b>                         | X                  |     |
| <b>Wonderlic General Assessment of Instructional Needs</b> | X                  |     |
| <b>eSkill</b>                                              | X                  |     |
| <b>AFCT/ ASVAB</b>                                         | X                  |     |
| <b>GED Ready</b>                                           | X                  |     |
| <b>HiSET Practice Test</b>                                 | X                  |     |
| <b>GED/HiSET Subject Area Tests</b>                        |                    |     |
| <b>Outcomes Placement Test</b>                             |                    | X   |
| <b>Total English Placement</b>                             |                    | X   |
| <b>Brookline ESL Placement Test</b>                        |                    | X   |
| <b>Employer Identified Assessment<sup>2</sup></b>          | X                  | X   |
| <b>Employee Criteria<sup>3</sup></b>                       | X                  | X   |

# Examples of Other Employers

| Employer                               | Program | Milestone                                                                                                                                 | Enrollment |
|----------------------------------------|---------|-------------------------------------------------------------------------------------------------------------------------------------------|------------|
| Lane Southern Orchards (Peach farm)    | ABE     | Employer provided, measurements, conversions, basic science, literacy.                                                                    | 112        |
| Americo Manufacturing                  | ESL     | Existing employer assessments. Language barriers prevented employees from passing warehouse safety assessment and Marksmen Duo Assessment | 46         |
| Pilgrams Pride (Poultry)               | ABE     | Northstar digital literacy certifications                                                                                                 | 36         |
| Shaw Industries (Carpet Manufacturing) | ESL     | Program/Employer designed assessment. Oral communication focused around recognizing tone, safety instructions, and process changes.       | 27         |