

## NARRATIVE COMPANION FOR SKILLUP WASHINGTON COLLABORATIVE OUTCOME MAP

### The Big Picture

Low-income working adults need jobs that support themselves, their families and their long-term career plans. SkillUp Washington has developed a road map that will focus on **increasing the number and rate at which people will complete postsecondary education and training programs and get family-supporting jobs.**

These outcomes will not happen unless the programs and systems that currently serve low-income working adults **are more intentional about supporting smoother and more rapid transitions into and more rapid completion of postsecondary education and training programs.** This will require improved organizational infrastructure dedicated to driving these changes and greater coordination across the many programs and systems necessary to support the career advancement of low-income working adults. Such improvement would facilitate consumers' entry into and progress across the particular human service and workforce education programs that fit their needs and lead to increases in consumers' post-secondary attainment, family-supporting jobs and long-term career plans, as well as employers' access to a qualified work force. This is the overall roadmap for SkillUp Washington Washington.

### The Approach

SkillUp Washington approaches its collaborative work with three overarching Action Areas and five Strategies to navigate this roadmap.

The three overarching Action Areas are as follows:

1. **Invest** in organizations, programs and systems that serve low-income working adults
2. **Build partnerships** among workforce education, employers, human services, housing and unions that support postsecondary attainment among low-income working adults
3. **Promote policies** that support postsecondary attainment among low-income working adults

The five targeted Strategies (and specific initiatives) connect with the Action Areas:

1. **On-ramps:** Increase participation and effectiveness in programs designed to support entry into postsecondary education and training (Attainment Fund, Washington Families First)
2. **Postsecondary completion:** Increase enrollment and completion to the tipping point (College for Working Adults)
3. **Employers:** Partner more effectively with industry in the design and delivery of postsecondary education and training programs for working adults (Industry-driven partnerships)
4. **Alignment:** Develop common strategies, objectives and accountability standards (Joint application for recovery funds)
5. **Advocacy:** Increase public and political will to support postsecondary attainment (Policy Forums)

This approach will create new ways of working together among the various stakeholders in workforce education: community colleges, employers, human service providers, housing service providers, unions and low-income working adults. In so doing, the lives of low-income working adults will be improved

through the completion of postsecondary education and training programs and attainment of higher wage jobs that support career advancement.

### **Sample Outcomes**

We will know the collaboration is succeeding if we see changes in low-income working adults' lives-- some examples:

- Increased likelihood of entering the “best fit door” – i.e. connecting with the organization, programs or services most relevant to individual needs
- Increased enrollment in postsecondary education and training programs
- Increased postsecondary attainment to the tipping point
- Increased advancement into family-supporting jobs (increased wages)

Because we know that individual lives will not change unless the context of their lives change, we will also measure system changes—some examples:

- Improved postsecondary education and training programs for college-ready, low income working adults
- Increased awareness of the need for a coordinated and cohesive approach to increase postsecondary attainment for low-income working adults

### **Achieving the Goal**

The intermediate outcomes are necessary **SO THAT** the long-term outcomes and ultimate goal are achieved: increased postsecondary attainment to the tipping point, increased advancement into jobs that support families and career plans and increased employer access to a qualified work force **SO THAT** the region experiences a stronger economy that benefits local employers and low income working adults.