



Upskilling Ecosystem:
Innovations in Vocational
Transitions for Immigrants
and Refugees

EN
GEN

Introductions

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Traditional/F2F ESL programs do not meet the needs of ALL working adults

- May rely on outdated and ineffective curricula and program models
- Significant barriers to participation (e.g., childcare, transportation, irregular work schedules or multiple jobs)
- Shortage of providers - as a country the U.S. meets the needs of only 4% of adult English learners

INNOVATIVE, WORKFORCE-FOCUSED ENGLISH PROGRAMS ARE THE SOLUTION

EnGen Accelerates English Readiness & Career Pathway Development

- Workplace Literacy Programs
- Adult Education Career Pathways Program
- Pipelines for IET/CTE and Apprenticeships
- Immigrant & Refugee Entrepreneurship
- Self-Paced Individual Development
- Programs for Internationally Trained Professionals



**GENERAL
ESL
PROGRAMS**

**EN
GEN**

**EXPANDING
WORKFORCE
DEVELOPMENT
CERTIFICATIONS**

A career-focused, competency based English upskilling platform

EN
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EnGen's mission is to remove English as a barrier for immigrants, refugees, and speakers of other languages, unlocking opportunities for economic and social mobility.



By empowering incumbent workers with English and digital literacy skills relevant to their workplaces, the platform enables an organization's own, multilingual workforce to be eligible for promotion and further training, which allows employers to promote from within and opens entry-level positions for job-seekers.



Personalized Learning



Easy-to-Run Platform



Career-Specific Instruction



Real-World Content

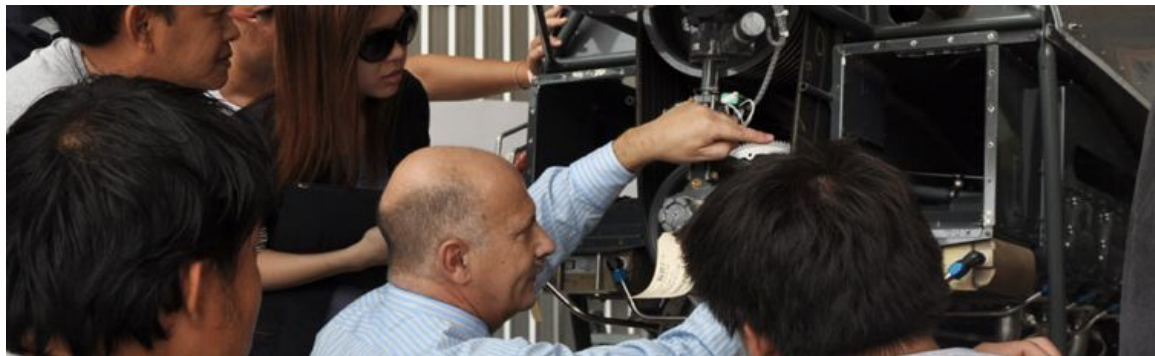


Performance Visibility



Leverage technology to do what computers do best, so people can do what humans do best

- Reach more learners
- Remove barriers to access
- Individualize instruction
- Measure progress and outcomes for rapid and efficient training transitions
- Optimize learning for competency-based models
- **INTEGRATE DIGITAL SKILLS**



TASK-BASED LANGUAGE TEACHING (TBLT)

A pedagogic approach to language instruction based on the concept of organizing courses around *tasks*, rather than linguistic concepts

TBLT requires a **focus on learners individualized needs**

Blended Learning Drives Outcomes

Use **software** for what technology can do best,
so **people** can do what humans do best.



On-ramps and Pre-apprenticeships for in-demand careers



Allied Healthcare: Phlebotomy

Become familiar with the basic duties and role of a phlebotomist while learning about procedures and equipment for drawing blood.

Career Exploration, Career Aligned, Healthcare



NEW! Early Childhood Education

Gain an understanding of the role of an early childhood educator and the skills required [Read More](#) →



NCLEX-RN and NCLEX-PN Exams

EnGen's English for the NCLEX pathways provide organizations and individuals with the English-language skills to demonstrate that they have the medical knowledge necessary to pass this important exam.

Emily Griffith Technical College

- **Mission:** “Preparing our students for today’s workforce and tomorrow’s opportunities.”
- **Vision:** “Opportunities for all who wish to learn.”
- **Programs**
 - English
 - Vocational Transitions
 - High School Equivalency
 - Career & Technical Education (CTE)
 - Apprenticeship



Vocational Transitions

Program Goal: Help multilingual learners prepare for and enroll in CTE programs at Emily Griffith Technical College

- Admission Navigation & Program Readiness
- Reading & Academic Skills
- Exposure to CTE Program
 - EnGen
 - Class Visits
 - Materials
 - Peer Experiences



CAREERS for Refugees & Immigrants

Program Goal: Support refugees and immigrant to enter or re-enter a career pathways in the United States.

- Exploration & Navigation
- Language Development
- Upskilling & Reskilling
- Job Readiness
- Industry Connections
- Scholarships
- Meet-Ups



How EnGen is utilized at Emily Griffith

- To demonstrate readiness for program entry (accepted for 2 programs)
- As vocabulary and content preparation
- To practice digital literacy
- To increase reading skills and textbook readiness
- To learn communication skills in cross-cultural contexts
- To develop consistency of learning practice
- To increase academic success

Supplemental Academic Instruction

One-on-one tutoring throughout duration of CTE program.

SAI Tutors are typically English or HSE instructors.

Support includes: academic tutoring, vocabulary, test prep, digital literacy, organization and preparedness.

Additional drop-in tutoring available.



**Workforce-
focused
language
training is the
bridge to the
future of work**

Questions?



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Virtual, Career-Aligned English as a Second Language (VCESL) Program



COLORADO
Office of New Americans
Department of Labor and Employment



About EnGen and VCESL's Learners

EnGen's delivers **personalized, career-aligned, mobile-first English language upskilling** to immigrants, refugees, and speakers of other languages. EnGen connects English upskilling to in-demand career pathways, credential programs, and the real-world needs of language learners.

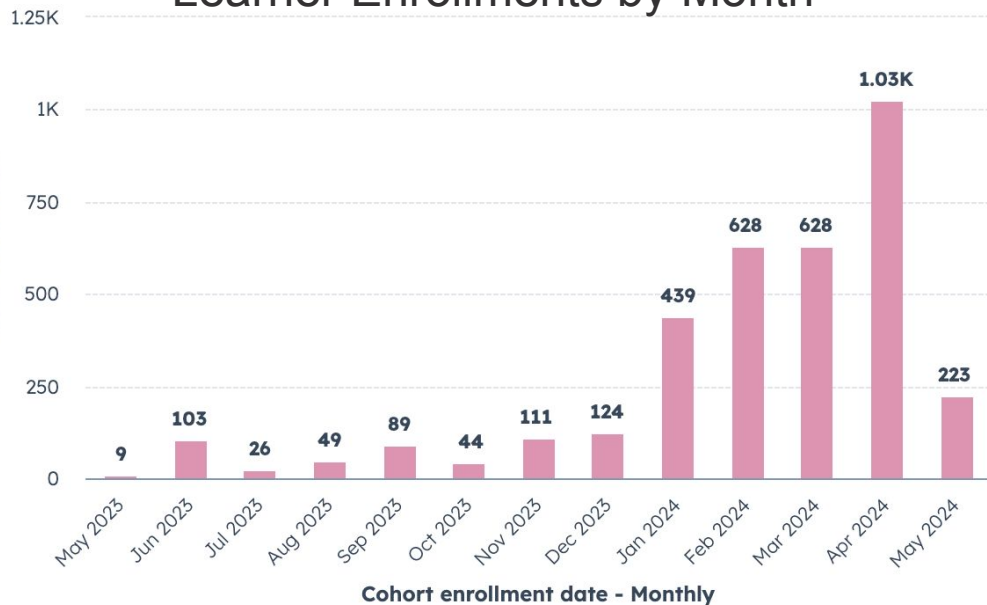
EnGen's courses are adaptive and aligned with industry standard proficiency levels. Each EnGen learner is tested and the lessons they receive are differentiated by level.

The State of Colorado Office of New Americans purchased 4,000 seats and so far there have been **3,526 learners enrolled.**

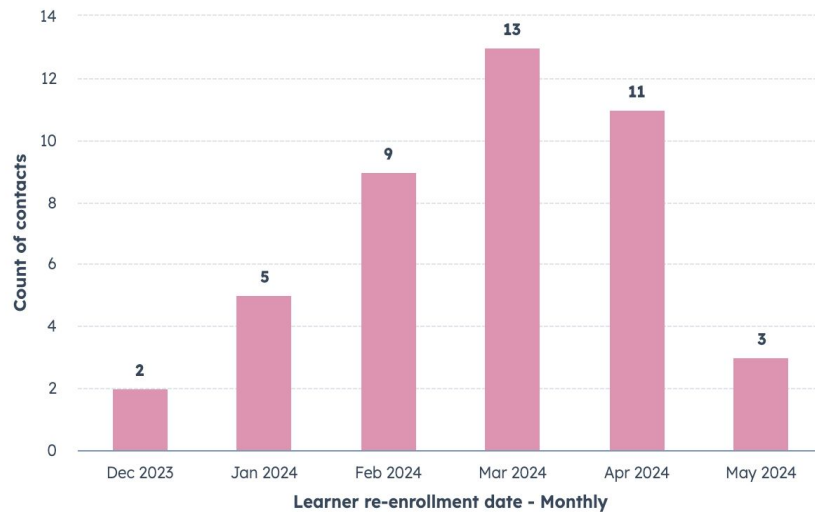
Proficiency Level	Current Learners
Beginner	72
High Beginner	114
Low Intermediate	214
Intermediate	247
High Intermediate	49
Low Advanced	2
Not Tested w/PA	2196

EnGen Enrollments & Re-Enrollments

Learner Enrollments by Month



Re-Enrollments by Month



VCESL Partners

Top Five Partners	Current Learners Enrolled	Percent Engaged	Average Hours Engaged Per Learner
Leiters	77	100%	8 hours
Colorado Springs D11	10	100%	15 hours
Right on Learning	21	95%	12 hours
Poudre River Library	14	86%	19 hours
Emily Griffith	60	85%	23 hours

Since launch, we have worked with **42 different partners**. 14 being community orgs such as non-profits, 10 are employers, 7 are community colleges, 4 are adult education centers, 4 are libraries, and 3 are workforce centers.

Engagement in Workforce-Focused Content

Top Completed Unit Names	Number of Learners who Completed
Job Interviews	403
Everyday Interactions	306
Phone Calls & Appointments	251
Personal Information	196
Basic Computer Skills	166
Transportation & Navigation	152
Emails: Requests and Questions	137
Parent Involvement at School	134
Navigating the Computer	112
Accessing Social Services	99
Shopping	92
Health and Wellness	86
Using the Computer	84
Signs, Labels, Menus, & Instructions	79
Income & Payroll Taxes	75
Emails: All-Office Emails	73

Learners have completed 6,692 units (544 unique units), covering topics from Job Interviews to Social Integration for U.S Immigrants to Basic Computer Skills.

961 learners have taken at least one end-of-unit achievement test. The average **test score is a 76%**, which is in line with expectations.

77% of learners are passing achievement tests, which indicates domain mastery and proficiency growth.

722 learners have enough proficiency and achievement test data to assess proficiency improvement, and **88% have improved.**

Initial Impact Survey Findings

97 learners responded to EnGen's Annual worker survey (30% response rate), which asks questions in learners' preferred language about the extent to which EnGen has helped them with the following goals:

- **90% report saving time at work**
- 94% report improved confidence
- 86% report improved job skills
- **89% report improved digital skills**
- **66% report communicating better with colleagues**
- 12% report starting a job training or education program
- 41% report being better engaged with their community
- 75% report being better able to navigate life
- **49% report being better able to help their families**

*most of the State of Colorado learners weren't active when this survey was sent

Feedback from Learners via EnGen's NPS Survey

“Anyone can learn english in a easy and comfortable pace and can able to choose courses depending on their individual needs at eligible levels”

“I like that I can practice listening, speaking, grammar and reading on one platform. I can learn English for my professional goals. I really like live workshop, it's a great opportunity. I can see my progress”

“I have found in this course very good content, something that I had not found elsewhere, the material is really of great support for those of us who are looking to learn this language. I am very grateful for the opportunity to take this virtual course, I hope to achieve each of my goals in a short time”

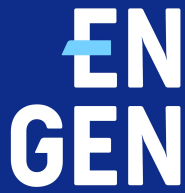
“I am delighted with the diversity of topics, the flexibility to adjust hours, and the support of the coaches. The diversity of accents in group classes. The design of the units and classes and the evaluation method”

“I am more careful in reading and writing, and I listen better. Thank you”



Thank You!

Hope you enjoyed the CCCS Chancellor's Summit on Adult Education



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