



### THE REPERCUSSIONS: LACK OF SKILLS IN THE WORKPLACE

**64%**

A Fall 2019 study<sup>1</sup> of 600 HR leaders surveyed found that 64% said there is a skills gap in their company, up 52% from the 2018 report.

**40%**

A significant share of employers (40%) estimate that a skill is usable for 4 years or less. Fast-paced obsolescence escalates the need for employers to hire or upskill workers when gaps form.

**44%**

Additionally 44% said it was more difficult to fill their skills gap than it was in 2018, and 42% said the skills gap was making their company less efficient.

HR leaders increasingly say **needed skills** are temporary.

**90%**

While 68% of employers say a degree is used to validate hard skills, nearly all (90%) of surveyed employers said they would hire a candidate that doesn't have a 4-year college degree.

A college degree **isn't** the only pathway.



### THE ENTRY POINT: ADULT EDUCATION

Adult education can be highly effective in preparing students for the world of work by teaching them contextualized workplace competencies and study skills that help them to become lifelong learners. These competencies are important for success in today's economic landscape as they align students' skills with the market demands of business and industry.

As part of the Workforce System and its partners funded by the Workforce Innovation & Opportunity Act (WIOA), Adult Education provides an entry-point into job training and employment for 1.5 million adults each year by serving students with high school equivalency, industry-recognized training and credentials and wrap around services.



1. Closing the Skills Gap 2019 Study. Future Workplace.  
<https://workplacetrends.com/closing-the-skills-gap-2019-study/>



# ADULT EDUCATION

## A Business Strategy for Employers

Wagner-Peyser Services

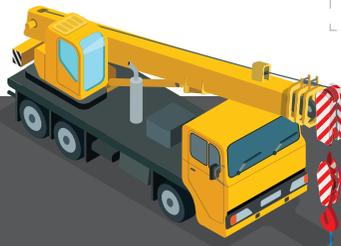
Workforce Development Boards and the American Job Centers

### ADULT ED WORKFORCE SYSTEM PARTNERS

Departments of Vocational Rehabilitation

Community Colleges

Departments of Social Services

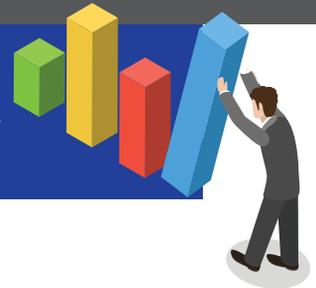


The WIOA Adult Education system prepares America's adults for family-sustaining levels of employment:

- fortifies critical academic skills
- integrates instruction with workplace essential skills and in-demand job training
- provides English Language instruction and citizenship classes
- prepares adults in High School Equivalency (HSE)

# 72%

of those entering adult education programs with the stated goal of achieving their high school equivalency met that goal within a year.



## The Workforce Employers Need: ADULT LEARNERS

The Adult Education System of 1.5 million adult learners are working to upskill for jobs that provide family sustaining wages. Additionally 44,000 learners are receiving specialized instruction for in demand jobs that are available locally through Integrated Education Training (IET) that provide basic reading/writing/math skills at the same time and in the same context as career training for jobs available locally through partnerships with business and industry. This provides business with a more skilled workforce that fills immediate needs while accelerating the academic progress for the adult learner. IETs have resulted in much greater skills and completion rates for program participants. Nationally 44,000 of the 1.5 million adult learners are participating in IETs, however all adult learners are attending adult education programs to upskill for employment purposes.

### About the Coalition on Adult Basic Education (COABE):

We represent the system of 65,000 adult educators who serve more than 1.5 million adult learners nationwide. We provide leadership, professional development, advocacy, and communication for our members.

# 1.5 MILLION

Adult learners are engaged in Adult Education to upskill for a better career

# 60%

are not currently working; those that are working are typically underemployed

# 63%

are working aged:  
**25-54**