**THE NEED**

With the demand for qualified, educated workers outpacing supply, the need for additional education and training for those with barriers such as literacy and language skills are key in order to fill even middle-skills occupations.

Students with involved parents have better attendance records at school and complete more of their assignments than those with parents whose English prevents them from being fully involved in their child’s education.

According to the Lexington Institute, limited English proficiency imposes an overall wage penalty up to 39.6% and reduces the probability of finding a job up to 6.3% percentage points.

In Fairfax County, 36.1% of all adults speak a language other than English with 21% speaking English “less than well”, and 44% speaking it “less than very well.”

According to the National Bureau of Economic Research, “children whose parents have low literacy levels have a 72% chance of being at the lowest reading levels themselves.”

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**GOALS & OBJECTIVES SET TO ADDRESS THE NEED**

1. **MONITOR AND ADJUST** core programs in light of learner needs and meeting organizational priorities
   - Improve student engagement
   - Diversify course offerings to better meet student needs
   - Operate a second campus

2. **COLLABORATE** with community partners to advance English literacy efforts
   - Expand destination workforce
   - Build community partnerships for learner transitions
   - Develop resources that external organizations can utilize
   - Expand learner population community outreach efforts

3. **IMPLEMENT** innovative methods to better reach students, volunteers, and donors
   - Improve data collection and analysis
   - Improve internal processes with staff
   - Promote faculty professional development
   - Establish a model campus

4. **IMPROVE** financial sustainability and performance
   - Implement targeted fundraising campaigns and/or events
   - Increase number of self-sustaining and revenue-generating activities
   - Support long-term financial priorities

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**DESIRED RESULTS**

**LEARNERS WILL READ, WRITE, SPEAK, AND UNDERSTAND ENGLISH IN ORDER TO:**

- Achieve Citizenship Skills
- Attain Consumer Skills
- Attain Wellness & Healthy Lifestyles
- Enter & Retain Employment
- Improve Employability Skills
- Improve Technology Skills
- Increase Involvement in Community Activities
- Increase Self-Esteem to Reach Personal Goals
- Increase Involvement in Children’s Education