



Introduction to the Limited English Proficiency and Hispanic Workers Initiative

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Background

- **The demographics of the American workforce are changing dramatically, in part due to rapidly growing segments of non-English speaking groups.**
- **Additionally, the Census of 2000, revealed that 47 million of people or 18% of the population in U.S. speak other language than English at home. Approximately half of them do not speak English very well.**
- **A Census Bureau Report on Hispanic Population for March 2002 showed that there are 37.4 million Hispanic in the U.S. This represents 13.3% or 1 in 8 people in U.S. are of Hispanic Origin.**
- **Executive Order 13166-August 11, 2000 emphasizes that the protections of the Civil Rights Act of 1964 apply to LEP individuals; and promotes programs and activities to help them learn English. Also requires that Federal programs insure that LEPs and Hispanics have meaningful access to program services.**
- **Executive Order 13230-October 12, 2001, established and Advisory Commission on Education Excellence for Hispanic American; and emphasizes the provision of services to promote high quality education for Hispanics.**

Background

- **In 2003 ETA convened a working group to identify the major workforce challenges faced by persons with limited English proficiency (LEP) and Hispanic Workers.**

- **Five workforce challenges:**
 1. **Severe mismatch the between worker's skills and U.S. business demands;**
 2. **Need for a mix of services to prepare these groups for the 21st century career opportunities;**
 3. **Teaching difficulties in helping these groups to learn;**
 4. **The high dropout problem; and**
 5. **The paradox of a high workforce participation couple with lack of basic language and occupational skills.**



ETA Response

- **ETA identified three broad strategies to address the mentioned challenges:**
 - 1. Increase the English proficiency;**
 - 2. Increase Hispanic and LEP students' high school graduation rate; and**
 - 3. Upgrade skills of low-wage and low-skill workers.**

- **ETA has invested in different initiatives that help LEP individuals and Hispanic American workers to obtain services through the workforce investment system; one of them was the Limited English Proficiency and Hispanic Worker Initiative (LEPHWI.)**

The Limited English Proficiency and Hispanic Workers Initiative

- In 2006 ETA announced a competitive grant opportunity for the LEWPHI.
- Total Award: \$5 million
- Desired projects: Projects that proposed to use innovative, vocationally oriented, and contextualized learning strategies that simultaneously provide language and occupational skills training in high-growth and high-demand fields for LEP and Hispanic Americans. Example: Construction, Health Care, Customer Service, Hospitality, among others.
- Target Population: Incumbent workers, new job entrants or youth who lack the language, basic skills and occupational skills necessary to succeed in the 21st century workplace.

The Limited English Proficiency and Hispanic Workers Initiative (Cont.)

- **Partnerships:** The grantees were required to demonstrate partnerships with education and training community, the public workforce investment system and employers, all of which needed to be actively involved in the project's design and implementation.
- **Number of Solicitations received:** 200
- **Number of Projects Funded:** 5 projects
- **Location:** New York, Texas, Nebraska, Minnesota and California
- **Period of Performance:** 2006-2008



Evaluation Component

- Also in 2006, ETA contracted Coffey Consulting and its subcontractor *Excelencia* in Education to conduct the evaluation of the LEPWHI.
- The overall objective of the evaluation was to examine the effectiveness of the teaching methodologies that simultaneously enhance English language and occupational skills in order to respond to specific challenges identified by employers in the five implementation sites.