

# Universal Requirements for a Successful English Language Learning (ELL) Program

Future immigrants and their U.S.-born children account for 88% of the nation's population growth, but only 4% of adult English Language Learners have access to English instruction, which is vital to integration and economic advancement. After years of working with organizations and career pathway programs to create English Language Learning (ELL) opportunities, EnGen has identified seven requirements every ELL program needs to be successful.

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## AN INTERNAL CHAMPION

For an ELL program to be successful, there must be an internal person who cares whether or not the program is successful and is responsible for that success, whether they are in a supervisory or very integrated role.

**Common examples of an internal champion include:**

1. An ESL teacher for an adult education program
2. An HR manager at an organization
3. A program director for a technical institute

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## NEEDS ANALYSIS

English learning is a broad topic. While overarching ELL program models exist, every organization's program serves a unique need. In order to know what to teach, to whom, and why, a Needs Analysis is required to ensure the program being built is one that will successfully serve the learners.

**A proper Needs Analysis considers questions like:**

1. What type of English do learners need to learn: reading and writing, listening and speaking, or all of the above?
2. What are the learner's levels of digital literacy?
3. Does an in-person program allow the flexibility needed for participation?
4. What is the end goal for the learner? (e.g. a promotion, raise, career pathway, etc.)

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## LEARNERS

In order to create a successful ELL program, an organization must identify who they are serving, what that audience needs to learn, the current levels of English proficiency, and the individuals' lifestyles.

**Common examples of learners include:**

1. An incumbent employee at an organization whose limited English proficiency precludes them from greater promotion potential
2. An adult language learner who wants to enroll in a state-funded career pathway, but does not meet the reading level requirements
3. Someone who needs job-specific language training that will enable them to enroll in a career certification program

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## OBJECTIVES

Learning objectives must be documented and agreed upon before learners are onboarded to the program.

**Common learning objectives for ELL programs include:**

1. Learning job-specific language that can help boost an incumbent employee's path to promotion
2. Gaining the English reading level required for access to a career certification program
3. Offering accessible ELL program options that can be accessed digitally any time

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### PROVIDER

Identify which ELL program provider is the right fit for your organization's needs. This determination will be influenced by what you learn in the Needs Analysis.

**Common provider models include:**

1. Employer English Program (digital)
2. Employer English Program (in-person)
3. Employer English Program (digital and remote)
4. Public-Private Partnership (organizations partner with an adult education provider)

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### FUNDING

A successful ELL program requires the funding needed to make it a success. Identifying funding resources early, whether in-house or through grants or state subsidies, is essential.

**Common funding routes for ELL programs include:**

1. Employer-funded
2. State-funded
3. Grant-funded

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### SUCCESS METRICS

The phrase “You can’t fix what isn’t measured” rings true here. Identifying and tracking metrics will enable the internal champion, education provider, and learners the opportunity for growth and improvement.

**Common success metrics for an ELL program include:**

1. Time-on-task (*EnGen tip: This is the single biggest predictor of success*)
2. Demonstrated mastery of language and content
3. Stakeholder satisfaction (from learners, managers, and any others)
4. Real-world success (e.g. learners should be able to accomplish their real-world tasks)



EnGen is a language upskilling platform for organizations, educational, and government institutions that want to improve their talent pipeline while providing economic mobility, civic participation, and a better quality of life for workers, immigrants, and refugees.

Is your organization ready to take the next step in creating a successful English Learning program? [Our team can help.](#)