MEMORANDUM

To: Joint Fiscal Committee members

From: Daniel Dickerson, Fiscal Analyst

Date: July 15, 2016

Subject: Grant Request #2835

Enclosed please find one (1) item that the Joint Fiscal Office has received from the administration.

JFO #2835 – \$6,000 grant from the Community College of Vermont (CCV) to the VT Department of Libraries. The grant will be used by the Department to purchase access to the EBSCO Learning Express Libraries database for 11 libraries throughout the State as part of the Job Hunt Helpers program, which is aimed at assisting Vermonters to achieve computer literacy for employment and/or career growth. The Department has already spent State funds to purchase database access and will be reimbursed by CCV upon approval of this grant (AA-1PN attached). [JFO received 7/13/16]

Please review the enclosed materials and notify the Joint Fiscal Office (Daniel Dickerson at (802) 828-2472; ddickerson@leg.state.vt.us) if you have questions or would like an item held for legislative review. Unless we hear from you to the contrary by July 29, 2016 we will assume that you agree to consider as final the Governor's acceptance of these requests.

PHONE: (802) 828-2295

FAX: (802) 828-2483



State of Vermont
Department of Finance & Management
109 State Street, Pavilion Building
Montpelier, VT 05620-0401

[phone] 802-828-2376 [fax] 802-828-2428

RECEIVED

Adency of 2016 nistration

JOINT FISCAL OFFICE

STATE OF VERMONT FINANCE & MANAGEMENT GRANT REVIEW FORM This grant will support the Job Hunt Helpers program, which in **Grant Summary:** partnership with CCV, will help assist Vermont citizens in achieving computer literacy with a focus on career exploration, continuing education, resume writing, and other skills that help advance Vermont citizens in achieving employment and career growth. 6/28/2016 Date: Vermont Department of Libraries Department: Legal Title of Grant: Job Hunt Helpers Program N/A Federal Catalog #: Community College of Vermont (CCV), c/o Eric Sakai, P.O. Box 489, **Grant/Donor Name and Address:** Montpelier, VT 05601 From: 2/29/2016 To: 9/2/2016 **Grant Period: Grant/Donation** \$6,000 SFY 1 SFY 2 SFY 3 **Total** Comments **Grant Amount:** \$6,000 \$ \$ \$6,000 # Positions **Explanation/Comments Position Information:** Additional Comments: Please find included in the package the following: Memo to the Joint Fiscal Committee from Martha Reid (State Librarian), Memorandum of Understanding between CCV and the Vermont Department of Libraries outlining the grant from CCV, Award Letter to CCV from the J. Warren & Lois McClure Foundation, and promotional materials on the Learning Express Library software and the Job Hunt Helpers Program. Has Vantage budget detail been reviewed and reconciled? Yes No (Analyst Initial) (Initial) Department of Finance & Management

	OF VERMONT EMENT GRANT REVIEW FORM
Secretary of Administration	(Initial)
Sent To Joint Fiscal Office	Date 7/11/16



STATE OF VERMONT REQUEST FOR GRANT (*) ACCEPTANCE (Form AA-1)

BASIC GRANT INFORM	MATIO	Voille de la			
1. Agency:	Adm	inistration			
2. Department:	Libraries				
	95				
3. Program:	Job Hunt Helper Program				
					F
4. Legal Title of Grant:	Job l	Job Hunt Helper Program			
5. Federal Catalog #:	n/a				
6. Grant/Donor Name and Community Colleg			ic Sakai, P.O.	Box	489, Montpelier, VT 05601
7. Grant Period: F	rom:	2/29/2016	7	Γo:	9/2/2016

8. Purpose of Grant:

The Job Hunt Helpers program, under the leadership of the Community College of Vermont, and in partnership with the State Department of Libraries, is supported in part with grant funds (\$25,000) provided to CCV from the J. Warren and Lois McClure Foundation. The McClure Foundation grant will be used to pay for student interns, a CCV Project Coordinator (who is also the CCV liaison to the 6 project libraries), educational materials, partial cost of Learning Express Library databases and marketing. CCV student interns (Job Hunt Helpers) are trained and paid to provide one-on-one computer instruction and assistance to Vermont citizens seeking employment, exploring careers or continuing education, writing resumes, etc. at one of six participating public libraries around the state. As part of the project, VTLIB has contracted with EBSCO to provide public access to Learning Express Library databases at 11 public libraries, including 5 of the Job Hunt Helpers project libraries (Barre, Brattleboro, Newport, St. Johnsbury, and Winooski. The 6th library/Rutland already subscribes to these databases.) CCV will pay \$6,000 of the cost of the EBSCO contract using McClure Foundation grant funds. The \$6,000 payment from CCV is being received on a reimbursement basis to the SOV, as EBSCO has already been paid in full. (The full EBSCO one-year subscription contract for 11 libraries is \$16,776. The balance of \$10,776 was paid using federal LSTA funds from the Department of Libraries' budget.)

9. Impact on existing program if grant is not Accepted:

State will not be reimbursed for the \$6,000 already paid to EBSCO.

10. BUDGET INFORMATION				
	SFY 1	SFY 2	SFY 3	Comments
Expenditures:	FY 17	FY	FY	
Personal Services	\$	\$	\$	
Operating Expenses	\$6,000	\$	\$	
Grants	\$	\$	\$	
Total	\$6,000	\$	\$	
Revenues:				
State Funds:	\$	\$	\$	
Cash	\$	\$	\$	
In-Kind	\$	\$	\$	
Federal Funds:	\$	- \$	\$	
(Direct Costs)	\$	\$	\$	
(Statewide Indirect)	\$	\$	\$	
(Departmental Indirect)	\$	\$	\$	
Other Funds:	\$	\$	S	

STATE OF VERMONT REQUEST FOR GRANT (*) ACCEPTANCE (Form AA-1)

Grant (source CCV)	\$6,000	\$	\$		
	otal \$6,000	-1	\$		
Appropriation No:	1130031000	031000 Amount:		\$6,000	
			\$		
			\$		
			\$		
			\$	•	
			\$		
			\$		
			Total \$6,000		
PERSONAL SERVICE	INFORMATION				
11. Will monies from thi If "Yes", appointing authority Na	ority must initial here to i				
12. Limited Service					
Position Information:	# Positions	Title			
		7 7 7 7			
Total Position	ns			1	
12a. Equipment and spa positions:	ce for these	s presently available.	Can be obtained wi	th available funds.	
13. AUTHORIZATION	AGENCY/DEPARTMI	ENT			
I/we certify that no funds	Signature:	0091		Date:	
beyond basic application	organist.	othe Heed		6/27/2016	
preparation and filing costs	Title: State Libraria	Title: State Librarian. {See #8 above.}			
have been expended or		()			
committed in anticipation of Joint Fiscal Committee	Signature:			Date:	
approval of this grant, unless	_		5.97	Date.	
previous notification was	Title:				
made on Form AA-1PN (if	Title:	2		12	
applicable):					
14. SECRETARY OF A	DMINISTRATION _				
-	(Secretary or designee signa	ture	1	Date: / _//	
Approved:			Depy	or los le	
	/s		. 0		
15. ACTION BY GOVE	RNOR				
/ Check One Box:	11/			1 Lu	
Accepted	V			107/11/16	
7	(Governor's signature)			Date:	
Rejected					
16. DOCUMENTATION	REQUIRED		STATE OF STA	College Louisian	
	Required	GRANT Documentation	n		

STATE OF VERMONT REQUEST FOR GRANT (*) ACCEPTANCE (Form AA-1)

Request Memo	☐ Notice of Donation (if any)				
Dept. project approval (if applicable)	Grant (Project) Timeline (if applicable)				
☐ Notice of Award	Request for Extension (if applicable)				
Grant Agreement	Form AA-1PN attached (if applicable)				
Grant Budget					
End Form AA-1					
(*) The term "grant" refers to any grant, gift, loan, or any sum of money or thing of value to be accepted by any agency,					
department, commission, board, or other part of state government (see 32 V.S.A. §5).					

STATE OF VERMONT GRANT SPENDING PRE-NOTICE

(Form AA-1PN)

PURPOSE & INSTRUCTION						
This form is intended solely as notification to the Joint Fiscal Committee of the unavoidable need to spend State funds						
		ant requests and with the intent of				
		expenditures of state funds beyon				
preparation and filing costs. Ex	penalture of these s	tate funds does not guarantee that e accepted by the Joint Fiscal Con	t a grant will be awarded to the			
		e accepted by the Joint Fiscal Con equest for Grant Acceptance mu				
			st be submitted to the Joint Fiscal			
Committee for review and approval before spending or obligating additional funds. BASIC GRANT INFORMATION						
		N. 1				
1. Agency: Administration 2. Department: Libraries						
2. Department.	Libraries					
3. Program:						
J. I togram.						
4. Legal Title of Grant:	Job Hunt He	per Program				
5. Federal Catalog #:	N/A					
6. Grant/Donor Name and Ad	ldress:					
		o Eric Sakai, P.O. 489, Montpelier	VT 05601			
7. Grant Period: From		To: 6/30/2016				
8. Purpose of Grant:						
	Hunt Helpers prog	ram which trains CCV students and	d assigns them to 6 VT public			
		omputer skills to explore/change c				
		Express Library is a collection of o				
		nd college tests, and use online tut				
		ward from the J. Warren and Lois l				
		Il use \$6,000 of those funds to pay				
		subscription. The Department of l				
		the invoice in full; this \$6,000 com				
SOV.	ibiary and has paid	the invoice in fun, this \$6,000 com	es as a reinfoursement to the			
	ENTER INT A DAY A NICE	E OF CRANE ACCEPTANCE	N. KODYE BICCAL			
Expenditures:	FY 2016	E OF GRANT ACCEPTANCE I Required Explanation/Comme				
Personal Services		(Include type of expenditures to be incurred,	ie training planning proposal development			
	\$ \$	etc.)	training, practing, proposal acrorophicit,			
Operating Expenses		See above.				
Grants	\$6,000.00					
Total	\$6,000.00					
10. AUTHORIZATION AGE						
/We certify that spending these	Signature:	Mother Hard Cerl	Date: 7/13/16			
State funds in advance of Joint	mul Co I		<u> </u>			
Fiscal Approval of a Grant is		Title: State Librarian				
unavoidable, and that a complete	d					
Form AA-1 Request for Grant	Signature:		Date:			
Acceptance will be submitted for						
oint Fiscal Committee approval	if a Tiel					
grant award is received for this	Title:					
program:						
	relevant documenta	tion that demonstrates the necessit	v of this expenditure (example:			
funding opportunity guidelines			, or any emperation of termination			
		·				

STATE OF VERMONT GRANT SPENDING PRE-NOTICE (Form AA-1PN)

Distribution:

Original - Joint Fiscal Office;

Copy 1 – Department Grant File; Copy 2 – Attach to Form AA-1 (if grant is subsequently received).

(End Form AA-1PN - Grant Spending Pre-Notice - Form AA-1PN)



State of Vermont
Department of Libraries
109 State Street
Montpelier, VT 05609--0601

Tel: 802-828-3261 Fax: 802-828-2199 Agency of Administration

To: Senator Jane Kitchel, Chair, and

Members, Joint Fiscal Committee, Vermont Legislature

From: Martha Reid, State Librarian

Martha Reis

Date: June 27, 2016

Subject: Grant funds from the Community College of Vermont (CCV) for the "Job Hunt Helpers" Program

The Department of Libraries (VTLIB) has successfully partnered with the Community College of Vermont in two federal grant projects which provided funds to train and schedule CCV student "Internet Interns" in public libraries around the state to assist Vermont citizens with tech-related questions and hands-on computer training. These two federal grants were awarded to the Vermont Council on Rural Development: e-Vermont Community Broadband Project and Vermont Digital Economy. A separate grant from the Vermont Community Foundation helped fund the CCV "Internet Intern" program for a short period between these federal grants. Data collected during these grant periods showed us that the model of the "Internet Intern" program was an effective method for teaching digital literacy skills to adult learners of all ages. Many of our learners were older adults who had never before used a computer; they learned how to set up email accounts, Skype with grandchildren, and participate in e-commerce for the first time. But we also discovered that, as a result of this program, citizen learners were able to apply for and secure jobs, start businesses, and advance in current jobs.

The Department of Libraries and CCV have wanted to continue this program because we recognize a gap between the (high) level of computer skills required in today's workforce and the (poor) digital literacy skills of many Vermonters. Our challenge has been finding funding to continue the program. The good news is that earlier this year CCV was able to find funding for the newly reincarnated "Job Hunt Helpers" program, which has a focus on skills needed for career exploration and employment.

The Job Hunt Helpers program, under the leadership of the Community College of Vermont, and in partnership with the State Department of Libraries, is supported in part with grant funds (\$25,000) provided to CCV from the J. Warren and Lois McClure Foundation. The McClure Foundation grant will be used to pay for student interns, a CCV Project Coordinator (who is also the CCV liaison to the 6 project libraries), educational materials, partial cost of public access to the Learning Express Library databases, and marketing. CCV student interns (Job Hunt Helpers) are trained and paid to provide one-on-one computer instruction and assistance to Vermont citizens seeking employment, exploring careers or continuing education, writing resumes, etc. at one of six participating public libraries around the state.

As part of the project, VTLIB has contracted with EBSCO to provide a one-year subscription for public access to the Learning Express Library databases at 11 public libraries, including 5 of the Job Hunt Helpers project libraries in Barre, Brattleboro, Newport, St. Johnsbury, and Winooski. (The 6th project library in Rutland already subscribes to these databases.)

CCV will pay the first \$6,000 of the cost of the EBSCO contract using McClure Foundation grant funds.

The Department of Libraries has long wanted to bring the Learning Express Library databases to citizens via public libraries, as is done in many other states. But a statewide one-year subscription is very expensive. This \$6,000 grant payment from CCV, combined with \$10,776 of our federal LSTA funds, allows us to contract for the Learning Express databases (see separate flyer) in 11 of our largest or busiest libraries for one year. At the end of the year we will be able to assess the value of this kind of information resource for Vermonters.

The cost of our EBSCO one-year subscription contract for 11 libraries is \$16,776. The first \$6,000 of the payment will come from this CCV grant. The balance of \$10,776 will come from our Department's federal LSTA (Library Services and Technolofgy Act) funds.

The Learning Express contract has already been executed and the invoice has been paid in full. The \$6,000 grant from CCV will be used to reimburse state general funds spent for that part of the database subscription.

Attached:

- Learning Express Library flyer with list of databases/online content, free to all who use the 11 subscribing libraries
- 2) List of subscribing libraries
- 3) CCV budget for use of McClure Foundation funds
- 4) MOU* between CCV and the Department of Libraries

*Note: The original McClure Foundation grant has been extended to begin again in September. Rather than let the project die between July and September, VTLIB will use additional LSTA funds (estimated at \$9,000) to pay the CCV interns over the summer.

5) Job Hunt Helpers PR "rack card"



MEMORANDUM OF UNDERSTANDING

Job Hunt Helpers Project A Partnership of Community College of Vermont and the Vermont Department of Libraries

Purpose

The Job Hunt Helpers Project trains and supports student interns attending the Community College of Vermont to provide patrons of participating town libraries with assistance using computers and digital resources related to job searches, career exploration, and related tasks.

Project Term

The Job Hunt Helpers Project began operation on February 29, 2016, and will continue through September 2, 2016.

Participating Organizations

The project partners are the Community College of Vermont (CCV), a member institution of the Vermont State Colleges, and the Vermont Department of Libraries (VTLIB). Participating libraries are:

Aldrich Public Library, Barre Brooks Memorial Library, Brattleboro Goodrich Memorial Library, Newport Rutland Free Library, Rutland St. Johnsbury Athenaeum, St. Johnsbury Winooski Memorial Library, Winooski

CCV Roles and Responsibilities

- 1. CCV will recruit, train, and supervise a Job Hunt Helper for each of the participating libraries.
- A CCV project coordinator will supervise Job Hunt Helpers to ensure their satisfactory
 performance of assigned duties and compliance with policies and procedures of the libraries
 where they work. The CCV project coordinator will also be the liaison between partners
 CCV and VTLIB and the participating libraries.
- 3. CCV will provide project publicity materials for posting and distribution at libraries and elsewhere at the discretion of library staff (town bulletin boards, kiosks, etc.).
- 4. CCV will promote Job Hunt Helper services in the communities where they are provided via press releases, public service announcements, and other publicity. Information will also be posted on the public websites of CCV, VTLIB, and participating town libraries.

- 5. CCV will be the grant recipient of funds from the J. Warren and Lois McClure Foundation and will act as the fiscal agent for the project.
 - Upon receipt of an invoice, CCV will reimburse VTLIB in the amount of \$6,000 for licensing of the Learning Express Library databases at the participating libraries (see VTLIB Roles and Responsibilities below).
 - 7. Upon completion of the project, CCV will invoice VTLIB for project expenses in excess of the \$25,000 grant awarded to CCV from the J. Warren and Lois McClure Foundation (see VTLIB Roles and Responsibilities below).

Job Hunt Helper Roles and Responsibilities

- 1. Job Hunt Helpers will be trained to assist library patrons with such tasks as:
 - setting up an email account or login for a website;
 - · using an internct search engine;
 - using self-assessment tools to identify skills and interests;
 - researching employment, education, and career opportunities via Learning Express
 Library and/or other career software available through participating libraries or CCV;
 - · completing online job applications;
 - using Microsoft Word or other word processing software to prepare a resume and cover letter (with guidance from CCV Career Consultants);
 - using online resources to help prepare for interviewing for a job (with guidance from Career Consultants);
 - taking online practice exams (GED, Accuplacer, occupational exams, etc.);
 - · protecting personal and financial information when using email and the internet.
- Job Hunt Helpers will work 6 hours per week, preferably in two, three-hour shifts, to be
 negotiated between the Job Hunt Helper and the library where he/she works. When possible,
 Job Hunt Helpers will work hours that best meet the schedules of the target audience, which
 may include evening or Saturday hours.
- 3. Job Hunt Helpers will report to their assigned libraries on time and ready to work their scheduled hours.
- 4. Job Hunt Helpers will conduct themselves in a professional manner and dress appropriately for their customer service role.
- 5. Job Hunt Helpers will comply with all rules and procedures of the libraries where they work.
- 6. Job Hunt Helpers will meet with library patrons only at the library where they are assigned to work.
- 7. Job Hunt Helpers will maintain all information provided to them by library patrons in strict confidentiality. Patrons may provide contact information voluntarily, but Helpers will contact patrons only at their request, and will restrict this contact to communication regarding future Job Hunt Helper appointments, or sending promised follow-up information (e.g., links to suggested websites).

VTLIB Roles and Responsibilities

 VTLIB, using a combination of McClure Foundation grant funds and federal LSTA (Library Services & Technology Act) funds from the Institute of Museum and Library Services, will provide public access to Learning Express Library (EBSCO) databases in these project libraries:

Aldrich Public Library, Barre Brooks Memorial Library, Brattleboro Goodrich Memorial Library, Newport St. Johnsbury Athenaeum, St. Johnsbury Winooski Memorial Library, Winooski

Following State of Vermont procedures for accepting grant monics, VTLIB will invoice CCV for \$6,000 as reimbursement for licensing costs of Learning Express Library at the participating libraries listed above. Rutland Free Library has licensed this software independently.

- 2. VTLIB will manage all aspects of the vendor contract for Learning Express Library (EBSCO) and will arrange for vendor-supplied database training (using a combination of online, webinar and onsite training) for CCV Job Hunt Helpers, CCV project staff, and library staff in the six project libraries.
- 3. VTLIB will work with the CCV Job Hunt Helper Project Coordinator to provide an orientation to Vermont town libraries to the CCV Job Hunt Helpers.
- 4. VTLIB will publicize the Job Hunt Helpers project through its public website and other communication channels.
- When funds from the \$25,000 grant from the McClure Foundation are fully expended, VTLIB will provide supplemental funding of approximately \$9,000 to continue project operations through September 2, 2016.

CCV will provide each participating library with a list of Roles and Responsibilities and act as the main contact to make sure that libraries comply with the following:

Participating Library Roles and Responsibilities

- 1. Participating libraries will provide a space where the Job Hunt Helpers can meet with patrons to offer computer training and job/career search assistance and will provide the Job Hunt Helper with a library tour and introductions to staff. Libraries will share with CCV Helpers any library policies and practices they will need to know in order to work effectively on-site in the library. Space will include both an on-site desktop computer and printer as well as access to public wi-fi for times when patrons bring their own devices. Where possible, the space should provide reasonable privacy. Library-owned equipment (e.g., desktop computers, laptops, printers) will be available to the Helpers during all hours that they are scheduled to meet in the library with patrons.
- 2. Library staff will work with Job Hunt Helpers to schedule their hours of service and will handle patron scheduling when a Helper is not in the library.

- 3. Libraries will display information about the Job Hunt Helper service, including hours of availability and types of assistance provided. Library staff may suggest other community locations where flyers and other information can be posted, and will, in general, help promote the service to patrons, community partners, and community members.
- 4. Library staff will provide patrons with access to a brief online satisfaction survey and ask them to complete it after each session with a Job Hunt Helper.
- 5. The project contact at each library will complete a survey at the end of the project to help project partners and funders to determine the effectiveness of the Job Hunt Helper service and to consider improvements for the future.

Reporting Requirements

- Job Hunt Helpers will record details of each interaction with library patrons on a tear sheet
 for that purpose and enter them in a provided online log. They will also encourage patrons to
 complete an online satisfaction survey on the library website at the conclusion of each
 session.
- 2. Library staff will provide patrons with access to a brief online satisfaction survey and ask them to complete it after each session with a Job Hunt Helper.
- 3. The project contact at each library will complete a survey at the end of the project to help project partners and funders to determine the effectiveness of the Job Hunt Helper service and to consider improvements for the future.
- 4. CCV and VTLIB will produce a final report documenting project outcomes, including employment and career-related benefits to patrons.

Eric Sakai, Dean of Academic Technology

Community College of Vermont

Martha Reid, State Librarian

Vermont Department of Libraries

Date

Date

Job Hunt Helper Program Learning Express Library: 11 Subscribing Libraries

Job Hunt Helper Libraries:

Aldrich Public Library, Barre

Contact: Sarah Costa, Library Director

802-476-7550

director@aldrichpubliclibrary.org

Brooks Memorial Library, Brattleboro

Contact: Jeanne Walsh, Reference Librarian

802-254-5290 x 109

jeanne@brookslibraryvt.org

Goodrich Memorial Library, Newport

Contact: Carol Nicholson, Library Director

802-334-7902

carol@goodrichlibrary.org

Rutland Free Library

Contact: Randal Smathers, Asst. Library Director

802-773-1860

randal@rutlandfree.org

Note: This library maintains own subscription to Learning Express Library

St. Johnsbury Athenaeum

Contact: Bob Joly, Library Director

802-748-8291

bjoly@stjathenaeum.org

Winooski Memorial Library

Contact: Amanda Perry, Library Director

655-6424

aperry@winooskivt.org

Additional Library Subscriptions:

Bennington Free Library
Fletcher Free Library, Burlington
Ilsley Public Library, Middlebury
Kellogg-Hubbard Library, Montpelier
St. Albans Public Library
Stowe Free Library

Career Services Interns Project Project Budget

This revised budget reduces the number of libraries and interns from 12 to 6 and increases the term of the project from 9 weeks to 12 weeks (to early May). Depending on the availability of funds and interns, the term might be extended further. The CCV project coordinator will serve as the intern trainer and supervisor and the liaison with the six town libraries and the CCV Career Consultants. She will also develop project documentation to support future replication of the Career Services Interns model.

1	(10 public libraries*)	\$ 6,000	
	One-year subscription for public/student remote access to Learning Express career databases	\$ 6,000	五五 835
	Marketing	\$ 3,000	
	Travel (CCV and VTLIB)	\$ 1,000	
	Educational materials (CCV and VTLIB)	\$ 3,115	
	Fringe (FICA @ 7.065%)	\$ 845	
	CCV project coordinator (12 hours/week for 16 weeks @ \$26/hour)	\$ 4,992	
	6 CCV student interns (6 hours/week for 12 weeks @ \$14/hour)	\$ 6,048	

^{* 2} of the 6 participating libraries already subscribe to Learning Express or similar software. Learning Express subscriptions for other libraries are funded with federal funds available to VTLIB.

Common Core State Standards Edition

Anytime, anywhere Online

How many lives will your library change today?

LearningExpress Library™ helps libraries improve the lives of their patrons every day with online access to the most comprehensive selection of academic and career-related resources available. It features skill-building tools for reading, writing, math, and science. There is test preparation for high school equivalency and college admissions exams. The workplace resources include tools for job searching, exploring new careers, and preparing for occupational licensing exams—and much more.







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Cosmetology

Culinary Arts Electrical

Emergency Medical Services Firefighting Homeland Security

Law Enforcement Postal Worker

Nursing Plumbing

Real Estate

Real Estate
Teaching
Join the Military or Become an Officer
Prepare for the ASVAB
Prepare for the Military Flight Aptitude Tests
Prepare for the Officer Candidate Tests
Prepare for the CFAT
Job Search and Workplace Skills
Improve Your Job Search, interviewing, and Networking Skills
Build Your Workplace Skills
Prepare for the Workplace Skills

Prepare for the WorkKeys® Assessments and the TOEIC®



 Prepare for the WorkKeys® Assessments
 Prepare for the TOEIC® Recursos para Hispanohablantes

Mejore sus habilidades escritas, orales

y gramaticales Aprenda y repase sus habilidades escritas y gramaticales
 Libros electronicos de habilidades escritas,

orales y gramaticales

Sea Mejor Lector

Aprenda y repase sus habilidades de lectura
Practique sus habilidades de lectura

Libros electronicos de habilidades de lectura
 Desarrolle sus Habilidades Matemáticas
 Aprenda y repase sus habilidades matemáticas
 Practique sus habilidades matemáticas

Sea ciudadano estadounidense

Prepárese para su Examen de Ciudadanía
 Gana su Tarjeta Verde

Gana su larjeta verde
 Prepárese para su examen de GED*
 Aprenda Sobre el Nuevo Examen de GED*
 Razonamiento a través de las Artes del Lenguaje
 Razonamiento Matemático

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