

# Workforce Readiness Classes



	<b>On-Site</b>	<b>Off-site</b>
<b>Funding/Support</b>	The start-up and management of classes requires higher direct costs, but direct funding allows for control over spending and in-kind services.	Collaborating with established literacy programs requires lower direct costs, but it does not allow for direct control over funds.
<b>Curriculum</b>	The materials are tailored to suit the context of the employer, industry, or trade. However, the customization can raise costs.	The materials are not tailored to the employer, industry, or trade. However, they are already developed by the established organization.
<b>Instructors</b>	Teachers are recruited, trained, and prepared to accommodate specific needs within a business or corporation.	Teachers are recruited, trained, and prepared to help a variety of adult learner needs in the community. They can be on-on-one tutors, group instructors, volunteers, or paid staff by the established organization.
<b>Employee Recruitment</b>	Employee recruitment can be more difficult due to embarrassment of participating in a business setting.	Employee recruitment can be less difficult due to anonymity granted through participating on personal time.
<b>Employee Participation</b>	Employees can be encouraged and motivated by incorporating literacy with other training or promotional opportunities.	Employees can be encouraged and motivated through graduation ceremonies or other retention prizes and events.
<b>Time</b>	Classes are convenient and require low travel time. They can accommodate shift workers by providing classes at nontraditional times.	Literacy programs provide a variety of locations across Tarrant County. They can be held close to home or work at a nonthreatening environment such as a local community center or church.