



ALL IN

The Adult Literacy &
Learning Impact Network

ALL IN Impact Report

*Carrying Out the
National Action Plan for Adult Literacy
2021–2025*



BARBARA BUSH
FOUNDATION *for*
FAMILY LITERACY



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Introduction

The Adult Literacy and Learning Impact Network (ALL IN) is a collective impact initiative dedicated to expanding access to high-quality services for adults with low literacy skills. Guided by the [National Action Plan for Adult Literacy](#), we focus on transforming adult literacy among two interconnected groups: eligible adult learners and the education providers who serve them.

We envision a world where every adult can easily access high-quality, effective, and inclusive support to improve their foundational reading, writing, digital, and numeracy skills, prioritizing the forgotten 90% who are eligible for services, but not enrolled.ⁱ Our work aligns to three broad, mutually reinforcing goals of the National Action Plan related to access, quality, and uptake of adult literacy services and supports.

For over 60 years, our organizations worked independently to close the literacy gap with limited resources. Together, this diverse coalition is streamlining efforts, coordinating resources, and driving collective impact through shared research, fundraising, and advocacy. We now have systems for exchanging best practices, collaborating on specialized projects, and providing multigenerational support to over 15,000 adult literacy organizations worldwide. This collective action has amplified our efforts beyond what any single organization could achieve alone.

The National Action Plan for Adult Literacy (NAP) was launched in 2021 with a five-year implementation plan. While it is challenging to quantify the true impact of our work in less than three years (2022–2025), we know this partnered approach is working. We have spurred a national conversation about adult literacy among [employers and policy influencers](#), supported the launch of the U.S. Senate Caucus on Adult Literacy, hosted congressional staff briefings, and secured significant funding to design Adult and Family Literacy Centers in libraries nationwide. In partnership with FTI Consulting, we conducted targeted market research among 500 employers, 200 policy influencers, and 2,000 adults with low literacy, revealing:

- 1 in 3 employers say that their average employee does not have the literacy skills needed to do their job well, and 2 in 5 say that low literacy is widespread in their company.ⁱⁱ
- 83% of policy influencers think U.S. literacy rates are better than in other OECD countries, when in reality, the U.S. ranks 36th in literacy, and the costs are staggering.ⁱⁱⁱ
- 80% of 2,000 adults with low literacy were not aware of adult education programs, but once informed, 84% expressed strong or moderate interest in enrolling. Younger adult learners and parents of children under 18 were even more likely to enroll in classes.^{iv}

We now have a much deeper understanding of the needs, aspirations, and motivations of adults with low literacy and are prepared to re-imagine systems for service design and delivery to meet this demand. We learned that the demand for upskilling is much stronger than the stigma associated with low literacy: 94% of respondents recognized the value of education and wanted to improve their skills. We also learned that adults without a high school diploma, as well as younger learners and job seekers, say that improving literacy skills is very important. With this robust infrastructure, experience, and case for support in place, we hope to deliver, scale, and sustain an integrated solution to fundamentally transform the field in the next phase of our collective work.

The following report describes how ALL IN was formed to address the evolving adult literacy challenge, the progress made over the first four years of NAP implementation (2021–2025), and the collective work ahead to strengthen coordination and impact across the field.



The Evolving Adult Literacy Challenge

We know the statistics about low literacy in our country, and the [impact of low literacy](#) on the U.S. workforce and wellbeing of individuals and families. The National Bureau of Economic Research estimates 72% of children with low-literate parents will experience low literacy themselves, are more likely to live in poverty, and are much more likely to drop out of high school.^v Employers report that low literacy is a major challenge, and a Gallup study estimates the U.S. is losing \$2.2 trillion annually because of it.^{vi} This is an issue of multigenerational access and investment.

Still, adults with low literacy have overwhelmingly positive perceptions of learning. Through a survey conducted in partnership with FTI Consulting, ALL IN discovered that 94% of 2,000 respondents recognized the value of education and the importance of improving their skills, especially among adults without a high school diploma, younger adult learners, and job seekers.^{vii} As our study conducted in partnership with FTI Consulting clearly demonstrates, the demand for literacy skill development remains high among employers, policy influencers, and the American public, but investment in our adult education system has not kept pace.^{viii}

As it stands, federally funded adult education programs and community-based adult literacy providers provide free services to more than a million adult learners annually,^{ix} a tiny fraction—less than 10%—of those in need of upskilling in foundational reading, numeracy, and digital skills. In addition to lack of awareness among potential adult learners, capacity remains an issue for providers. Government funding has not increased. Programs continue to rely heavily on part-time instructors or volunteers, with little training or support.^x While adults with low literacy are increasingly interested in flexible hybrid and online learning options, part-time teachers and volunteers are not adequately prepared to use digital tools for instruction.^{xi} Despite its far-reaching influence, adult literacy has been largely underfunded, siloed, and ignored, resulting in decades of piecemeal efforts that cannot adequately address this multifaceted issue.

Collective Impact and Action

In 2019, the Barbara Bush Foundation for Family Literacy initiated the development of the first-ever national action plan to advance adult literacy with generous support from the Dollar General Literacy Foundation. The team outlined three key phases of the collaborative work:

1. Design and Dissemination of the National Action Plan for Adult Literacy (2020–2021)
2. Launching ALL IN and Driving Collective Progress (2022–2023)
3. Driving Awareness, Investment, and Access to Adult Literacy Skills (2024–2025)

Phase descriptions and key milestones are highlighted in detail below.

Phase 1: Design and Dissemination of the National Action Plan for Adult Literacy (2020–2021)

The Barbara Bush Foundation led nearly two years of collaborative work across multiple sectors and working groups, including adult literacy experts, education researchers,

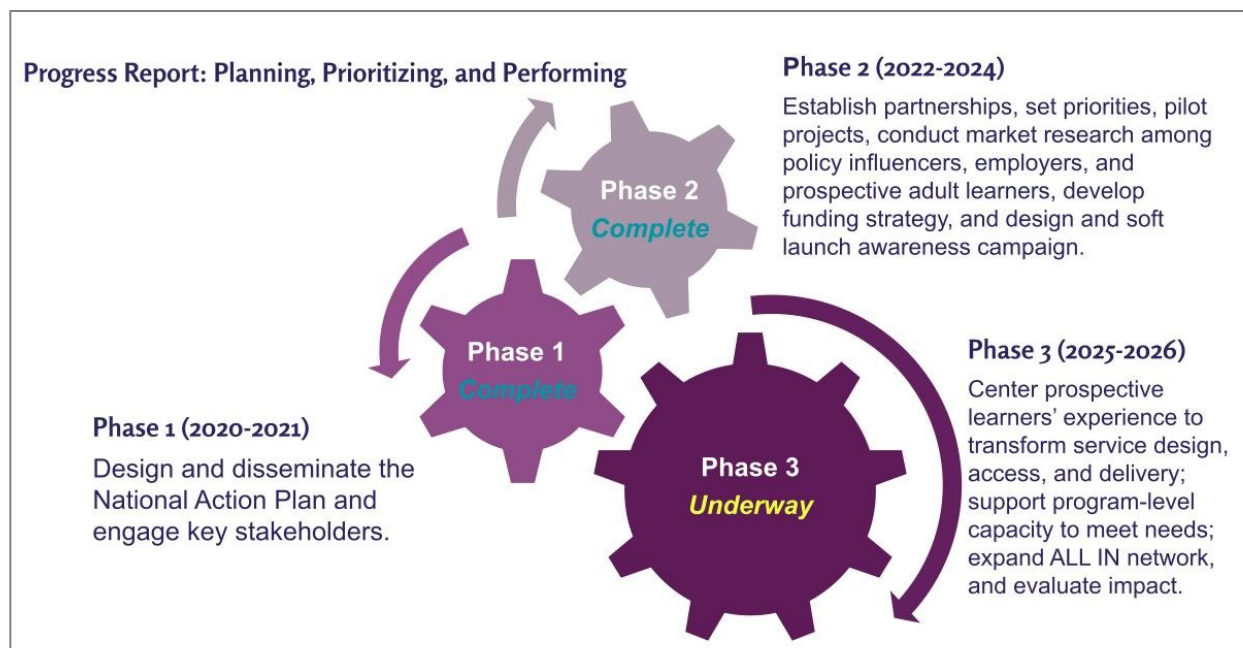




edtech innovators, philanthropic leaders, and industry partners to generate a five-year plan to build a stronger, more equitable America by improving literacy rates in U.S. adults and families. The [National Action Plan for Adult Literacy](#) (NAP) was formally launched at the 2021 National Summit on Adult Literacy in partnership with Dr. Jill Biden, First Lady of the United States.

The 2021 Summit convened approximately 300 adult literacy experts, education researchers, edtech innovators, philanthropic leaders, and industry partners for continued collaborative work to solve America's adult literacy crisis.

This gathering centered on the implementation of the National Action Plan, moving this multisector, multiyear initiative into its five-year implementation period, and ultimately, vastly increasing our collective impact on millions of families in need.



Soon after releasing the plan, the Barbara Bush Foundation convened and launched the Adult Literacy and Learning Impact Network, to be led by a multisectoral Coordinating Council, whose members serve as high-profile champions and stewards of the NAP. This group was designed to leverage their knowledge and networks to raise awareness, mobilize resources, and provide the guidance required to implement the three broad, mutually reinforcing goals and key initiatives:

- I. **Access:** Increase equitable access to literacy services and supports.
- II. **Quality:** Ensure programs are designed to effectively meet diverse learner literacy needs, using research-based tools and strategies.
- III. **Uptake:** Advance engagement in programs and/or digital tools that improve diverse learning outcomes.

To meet these goals, the NAP mapped out five key initiative areas to inform collective action:

1. Raise Awareness and Advocate for Change
2. Expand Outcomes-Focused Research



3. Support Adult Literacy Instructors
4. Catalyze Low-Cost, High-Impact Innovation
5. Engage Adult Learners as Movement Leaders

The idea was to build on existing initiatives and generate new ideas as new needs and opportunities emerged. The NAP spurred a coordinated movement toward a shared vision of a country in which everyone can access high-quality, effective literacy support services that help them improve their reading, writing, digital, and numeracy skills and experience a better quality of life for themselves and their families.

Phase 2: Launching ALL IN and Driving Collective Progress: (2022–2023)

In 2022, the Barbara Bush Foundation signed partnership agreements with 13 executives from prominent organizations in the field of adult literacy and workforce development to serve on the ALL IN Coordinating Council (affectionately known as the “CoCo”), including the American Library Association, the Coalition on Adult Basic Education (COABE), Cure National, Dollar General Literacy Foundation, Houston Mayor’s Office for Adult Literacy, Jobs for the Future, the National Association of State Directors of Adult Education, the National Center for Families Learning, the National Coalition for Literacy, ProLiteracy, TESOL International Association, VALUEUSA, and World Education. Together, they set out to transform the conversation about literacy, reduce the stigma associated with meeting literacy needs, and support millions of adults in the United States in achieving greater economic, health, education, and life outcomes.

Using an evidence-based [collective framework](#), this initiative combined the diverse strengths, perspectives, and networks of leading adult and family literacy organizations to amplify our impact and reduce the adult literacy gap in the United States.

In its first year (2022–2023), the CoCo successfully achieved the following milestones in line with our 5-year strategy:

- In partnership with the Annenberg Foundation, convened thought leaders across corporate, philanthropic, nonprofit, and public sectors at the historic [Sunnylands Estate](#) in Rancho Mirage, California, to set priorities for immediate action, including: raising awareness about adult literacy needs, improving technology-enabled research and development, and expanding access to high quality programs and services.
- Co-hosted the launch of the U.S. [bipartisan Senate Caucus on Adult Literacy](#), led by co-chairs, Senator Jack Reed (RI) and Senator Susan Collins (ME), with Engage, a bipartisan women’s organization that promotes economic security.



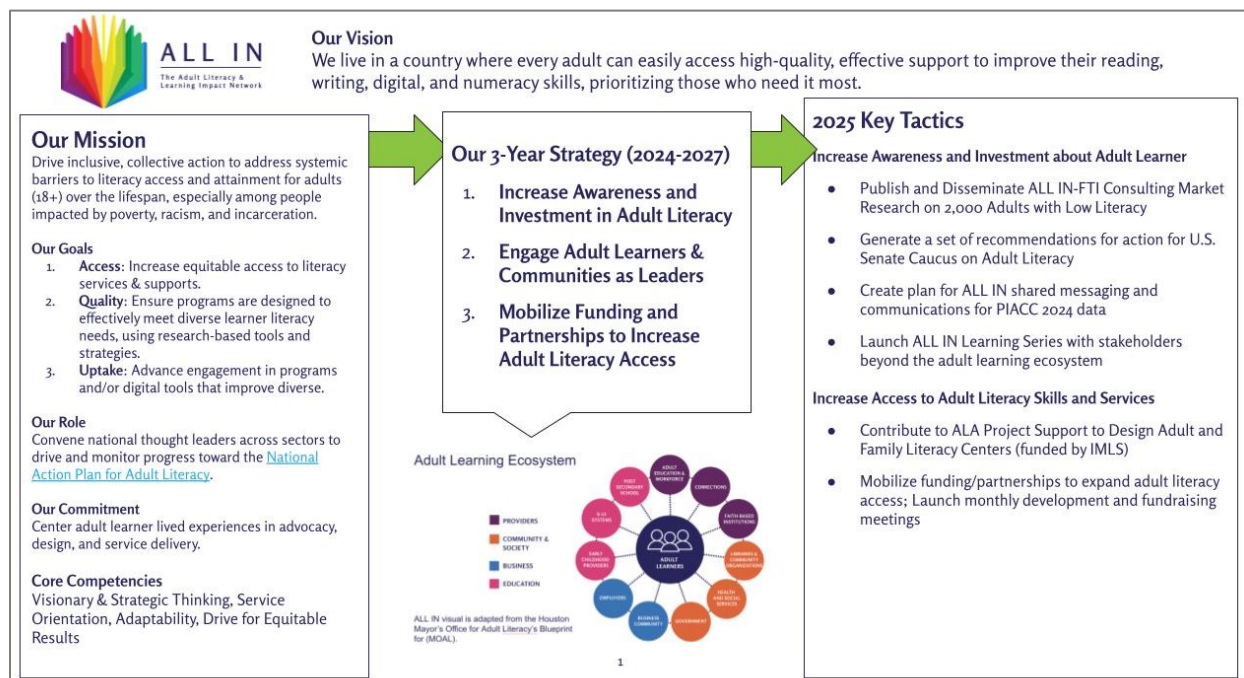
Members of the ALL IN Coordinating Council and cross-sector leaders at the Sunnylands Estate



- Partnered with [FTI Consulting](#) to conduct market research among employers, policy influencers, and adults with low literacy for a future awareness campaign on the state of adult literacy.
- Launched the first-ever [Small Grants Initiative](#) to fund short-term, community-engaged research projects that offered insights in line with the broad goals of the NAP, led by World Education on behalf of ALL IN.
- Drove conversations about adult literacy through events and publications, such as [Investing in Multiple Literacies for Individual and Collective Empowerment](#), a white paper that identifies and describes the multiple literacies needed to succeed in today's world.
- Convened key leaders across sectors in the [Charleston Lowcountry region of South Carolina](#) to advance local economic and social mobility through literacy at the Coastal Community Foundation in North Charleston.
- Held a standing-room-only [congressional briefing](#) with Engage for the U.S. Senate Caucus on Adult Literacy to outline findings of the [2020 Gallup Study](#) on the potential economic gains of increasing national adult literacy skills. Representatives from 23 states attended.

Phase 3: Driving Awareness, Investment, and Access to Adult Literacy Skills (2024-2025)

The process for establishing and refining ALL IN led to a much deeper, broader understanding of what it means to be literate and to be able to access, navigate, understand, and succeed in life, in work, and in family. With this strong foundation in place, members of the ALL IN Coordinating Council turned their attention to implementing the five initiatives proposed in the NAP. We developed a shared strategy and key tactics to increase awareness and investment about adult learner issues and increase access to literacy skills and services on a national scale.





Major milestones during Phase 3 included:

- Generated more than 10,000 views on social media with hundreds of downloads through a shared communications campaign, [Advancing Adult Literacy in Business and the Beltway](#), building on results of our survey conducted in partnership with FTI Consulting. Members of the Coordinating Council also presented the data and [infographic](#) at multiple in-person and virtual events, including the 2024 National Summit on Adult Literacy and the 2024 National Meeting with Adult State Directors.
- Funded \$100,000 across [five community-engaged research projects](#) through the ALL IN Research Small Grants Initiative with World Education, building on existing research about quality adult literacy instruction for diverse learners.
- Designed and launched the interactive [Tri-County Literacy Services and Supports Map](#) to identify existing education programs and services, reveal potential gaps, and strengthen partnerships and outcomes across the Lowcountry region of South Carolina.
- Successfully developed several shared funding proposals, including a [submission](#) to the prestigious 100&Change competition and a multi-year grant application with the Institute of Museum and Library Sciences led by the American Library Association in partnership with ALL IN members and three library systems in Chicago, Charleston, and Delaware. We were awarded this grant for our project, [Co-Designing Library-Based Adult and Family Literacy Support Centers](#), in September 2024.
- Engaged a research intern via New America's [build4good program](#)—a paid mentorship program that matches postsecondary students in tech-related fields to mission-driven nonprofit organizations—to conduct a 10-week, mixed methods study on national and state-level investments in the adult education teaching workforce. We published results in a report, [Building Provider Capacity: A Snapshot of Investment in Adult Education Teachers](#).
- Launched the ALL IN [Learning Series](#), a virtual experience designed to increase community engagement in adult literacy issues through monthly sessions showcasing what works to improve literacy access and investment for millions of adults in the United States. In six months, ALL IN garnered more than 1,600 registrants and over 1,000 participated in live sessions. Our most popular session was [Federal Actions on the U.S. Department of Education: Implications for Adult English Learners](#), led by Jeff Hatcheson of TESOL International Association in May 2025, with 411 registrants and nearly 300 live attendees.
- Published [Breaking Barriers to Adult Literacy Access: Insights from Adults with Low Literacy across the United States](#) and launched a communications campaign, including [video](#) and social media, to make clear the demand for literacy skills. This work placed adults with low literacy at the center of our efforts to design and deliver adult education services, including specific kinds of skills and learning modalities they say they need to succeed.
- Increased our community reach through marketing and communications by 28.5% in two years, beginning with 475 newsletter recipients in 2023 and swelling to 1,666 by July 2025. We have maintained a steady open rate around 50% throughout the years.





Testimonials from the Field

As noted in the National Action Plan, achieving transformative improvement in adult literacy in the U.S. requires fundamental changes in the way literacy support is shaped, funded, and delivered. In launching ALL IN, we recognized the need to engage multiple stakeholders in and outside of the adult education field. Over the last few years, we have raised greater awareness about the issue, provided evidence for investment, and built provider capacity to improve learner outcomes. The response to ALL IN's work has been overwhelmingly positive across sectors.

"ALL IN has done outstanding work...especially in adult literacy research, which few others are doing. Your well-regarded national reputation has placed you in a unique position to do this important work and the research itself has been especially useful and relevant to our field and the students we serve."

– **Gregory Smith**, Executive Director of the Florida Literacy Coalition, Inc.

"Thanks to ALL IN, we have enhanced and created new relationships with adult literacy organizations that will be long-lasting. We are building plans for the future that can be supported long term and are exploring grants to integrate adult literacy services into our system. Also, as a result of working with you, ALA recognized us as a leader and awarded us an Estee Lauder-funded project to provide storytelling and literacy support to the formerly incarcerated (a program currently underway). That would not have happened without ALL IN."

– **Natalie Hauff**, Deputy Director of Innovation at the Charleston County Public Library

"The Academy of Hope's Performance, Evaluation, and Research Department watched today's "Breaking Barriers" presentation as part of the ALL IN Learning Series, and we were so impressed. The findings were meaningful and the presentation itself was extremely well done. It also spurred great discussions for us as a team; this, I believe, is the true sign of an impactful presentation."

– **Sasha V. Lotas, Ph.D.** Director of Research and Evaluation, Academy of Hope Adult Public Charter School

"The research and support offered by the Adult Literacy and Learning Impact Network, led by the Barbara Bush Foundation, has been instrumental in our understanding of the adult literacy challenges in the U.S. We have leveraged their resources to inform our approach to partnerships with education institutions, libraries, and nonprofits actively tackling adult literacy challenges."

– **Matthew Roclevitch**, Senior Manager of Broadband Operations at Mission Telecom

"The work ahead requires support from employers, adult educators, and workforce partners—and this report [Breaking Barriers to Adult Literacy Access: Insights from Adults with Low Literacy Across the United States] serves as our North Star."

– **Dr. Katie Brown**, Founder of EnGen, a workforce-aligned English language upskilling platform that serves thousands of adult learners

Collective Work in Progress

As a collective, we have come to understand that change in the adult literacy field starts with strengthening coordination across three key strategic areas: **access, application, and amplification**. Our solution builds the capacity of partners to understand and support adult learners across contexts and includes a throughline of removing access barriers.



ALL IN aims to expand direct access to literacy services, equip adult education providers in applying proven techniques to meet diverse adult and family literacy needs, and amplify what works to drive transformational change for resilient communities. With technology, we now have the ability to reach and teach millions of adults with low literacy on an unprecedented scale. We also have the people power to more effectively identify needs, mobilize resources, and replicate proven interventions for individual and collective transformation through literacy. As we concluded at Sunnylands, we first need to transform our own thinking as leaders to make room for real, innovative, human and tech-enabled solutions. As part of this process, we have been mapping assets across our organizations to effectively coordinate and implement shared projects across these strategies.

Access

Our collaborative project to [co-design adult and family literacy centers in libraries](#), led by the American Library Association (ALA) and funded by the Institute of Museum and Library Sciences, has been reinstated and will resume work in September 2025. Select partners from ALL IN will collaborate with the Charleston County Public Library, the Chicago Public Library, and the Delaware Library Consortium to co-design a suite of resources and training materials that will help library professionals nationwide support literacy building in their local communities. Resources will include a guidebook to build library staff capacity to meet diverse adult and family literacy needs. While our project end date (August 2026) and budget remain the same, the team remains committed to meeting deliverables through meaningful collaboration and learning across library systems. We are also developing new project ideas to expand direct service access through tech- and human-enabled modalities, as outlined in our [100&Change proposal](#).

Application

Results from a survey completed as part of our mixed-methods study with build4good were published in August 2025. Responses from over 600 adult education teachers revealed that the adult education workforce is made up of highly qualified, committed, and motivated individuals. Even though few states require certification, as indicated in our [previous research](#), nearly 80% of respondents to this survey were certified in one or more instructional areas. While the will to support adult learners remains strong, the infrastructure to recruit, pay, train, and expand the adult education teacher pipeline is significantly lacking. ALL IN will continue to leverage collective resources to build provider capacity to meet diverse learner needs, from adult education teachers, tutors, and volunteers to libraries, prisons, and other key literacy access points.

Amplification

Over the past three years, this diverse coalition has made significant strides through shared research, fundraising, and advocacy. We now have systems for exchanging best practices, collaborating on specialized projects, and providing multigenerational support to more than 15,000 adult literacy organizations nationwide. Together, we are strengthening the infrastructure for significant systems- and population-level change through field-building leadership. Our collective impact will sustain beyond what any single organization could achieve. Most recently, ALL IN generated a set of [Recommendations to Strengthen the U.S. Workforce and Wellbeing by Increasing Adult Literacy](#).



Leadership Transition

Assembling ALL IN required in-depth research, engagement, coordination, and above all, efforts to build an authentic sense of community, trust, and commitment. As with any collective impact initiative, we had to first understand the varied needs and incentives of each member and their respective organizations to create space for meaningful engagement for the whole group.

In 2025, the Barbara Bush Foundation for Family Literacy Board of Directors and the Bush family made a strategic decision to return to the Foundation's original mission: operating primarily as a national grantmaking organization. The Barbara Bush Foundation for Family Literacy will soon evolve into the *Barbara Bush Fund for Family Literacy* at the [George & Barbara Bush Foundation](#) at Texas A&M University. Rather than operating its own family literacy programs, the Fund will amplify impact by investing in well-respected national and community-based organizations already doing extraordinary work on the ground.

While increasing direct investments in literacy programs will positively impact the broader field, it means that the Barbara Bush Foundation's current programs, including the Adult Literacy and Learning Impact Network (ALL IN), will end operations as originally proposed. Our collective work to advance the National Action Plan for Adult Literacy will continue through ALL IN members and phenomenal partners across the adult education and family literacy community.

As a result of our collective work over the last five years, we have a much deeper, broader understanding of what it means to be literate—to be able to access, navigate, understand, and succeed in life, in work, and in family. While the adult education system, and particularly federally funded adult education, plays a crucial role in meeting the goals of the NAP, we recognize the need to think beyond this sector to propel literacy and learning across generations and communities.



Acknowledgements

Our profound thanks to the ALL IN Coordinating Council organizations, who strive to close the literacy gap in the United States, and guide and direct this collective work, including leaders from the American Library Association (ALA), Barbara Bush Foundation for Family Literacy, Coalition on Adult Basic Education (COABE), the former Houston Mayor's Office for Adult Literacy, Jobs for the Future, National Association for State Directors of Education (NASDAE), National Center for Families Learning (NCFL), National Coalition for Literacy (NCL), ProLiteracy, TESOL International Association, and World Education (WE-JSI), a division of JSI Research and Training Institute. We acknowledge Cure National and Value USA for their contributions to the CoCo in the first year. We also thank literacy leaders across the Lowcountry community of South Carolina for their collective efforts to design a regional model for multigenerational literacy advancement.

The Barbara Bush Foundation for Family Literacy recognizes and is grateful for the hard work and dedication of the many people who contributed to the National Action Plan for Adult Literacy, including members of the following working groups: Equity and Access, Professional Development, Data Use and Decision-Making, Research and Evaluation, and Underserved Populations and Corrections Education. Together we aim to expand and amplify our efforts beyond what any single organization could achieve.

This work was made possible with funding provided by the Dollar General Literacy Foundation. For 30 years, the Dollar General Literacy Foundation has been committed to helping individuals of all ages pursue their educational goals and achieve their dreams by investing in literacy programs. Special thanks to Denine Torr, Lindsey Basler, and the whole team for their steadfast leadership, generous support, and thought partnership in promoting adult literacy on a national scale



Appendix: Research, Reports, and Resources

Research and Reports

[*"I love what I do, but I don't stay for the pay.": Perspectives from Over 600 Adult Educators*](#) (2025)

ALL IN, in partnership with a research intern from build4good via New America, surveyed more than 600 adult education teachers and found that over 90% of participants experience high job satisfaction. While sentiments about the rewarding nature of the work were consistent across all respondents, survey results indicate that the perception of job quality was uneven. Taken alongside ALL IN and FTI Consulting's market research among employers and policy influencers as well as 2,000 adults with low literacy, we hope this final report will bring to light the experiences and perspectives of the adult education teachers who remain a stabilizing force in our field.

[*Breaking Barriers to Adult Literacy Access: Insights from Adults with Low Literacy Across the United States*](#) (2025)

What do adults with low literacy skills need, want, and aspire to achieve? To better understand the experiences and perspectives of adults with low literacy, as well as the demand for literacy services, ALL IN and FTI Consulting partnered to field a survey of 2,000 adults with low literacy across the United States. *Breaking Barriers to Adult Literacy Access: Insights from Adults with Low Literacy Across the United States* places adults with low literacy at the center of our efforts to design and deliver adult education services, including specific kinds of skills and learning modalities that they say they need to succeed.

[*Building Provider Capacity: A Snapshot of Investment in Adult Education Teachers*](#) (2024)

A stable and well-supported teaching workforce is essential for high quality adult education programs, but how is this environment achieved and scaled to meet the current demand? ALL IN, in partnership with New America's build4good program, conducted a 10-week mixed-methods study to better understand the adult education landscape through the lens of: 1) investments in adult education, including educator employment status and pay, 2) requirements for teaching adults, e.g., certifications, credentials, or degree requirements, and 3) career skills, training, and pathways for adult educators. *Building Provider Capacity: A Snapshot of Investment in Adult Education Teachers* emphasizes the importance of investment in adult education programs and provides recommendations for improving the teacher talent pipeline.

[*Advancing Adult Literacy: Mobilizing Business & the Beltway*](#) (2024)

In 2023, ALL IN partnered with FTI Consulting to conduct a survey of 500 employers across the United States and 200 policy influencers in Washington, D.C. to quantify the scale of the challenge and identify possible solutions. Importantly, the voices and experiences of learners are essential in any research on adult literacy. To incorporate their perspectives and connect with their lived experience, FTI also conducted a focus group with adult learners and a series of in-depth interviews with adult educators and experts from the field. Access full reports below:

- [*Nationwide Employer Survey Report*](#)
- [*D.C. Policy Influencer Survey Report*](#)
- [*Adult Learner Focus Group Insights*](#)



[*Investing in Multiple Literacies for Individual and Collective Empowerment*](#) (2023)

From health literacy to financial literacy and beyond, literacy skills have the power to improve lives and activate potential in adult learners across America. Despite the critical need for multiple literacy skills, rates of literacy access and attainment have not kept pace with technological advancements. ALL IN released *Investing in Multiple Literacies for Individual and Collective Empowerment* to raise awareness about the challenges of supporting adult literacy in our current system, recognize opportunities for impactful learning experiences, and galvanize multisector engagement to address this collectively.

[*National Action Plan for Adult Literacy*](#) (2021)

Conceived by the Barbara Bush Foundation for Family Literacy, the first-ever National Action Plan for Adult Literacy is a multisector, multiyear initiative to transform adult and family literacy for millions of Americans by driving inclusive, collective action to address systemic challenges over five years. This plan is the result of extensive consultations with more than 100 individuals—representing virtually all the leading national organizations engaged in adult literacy, as well as adult learners themselves, employers, government agencies, corporate partners, and funders.

Resources

[*Tri-County Literacy Services and Support Map*](#)

In South Carolina, one out of five adults—about 22%—need foundational literacy skills support. This includes reading, writing, numeracy, and digital literacy skills. Selected as the first region for collective action, members of ALL IN teamed up with education and workforce leaders across the Lowcountry to map multiple literacy access points in the Tri-County Region. The purpose of this map is to identify the existing education programs and services, identify potential gaps, and strengthen partnerships and outcomes across the community.

[*The Literacy Landscape in the Beltway and Business Infographic*](#)

Commissioned by ALL IN, FTI Consulting conducted a survey of 500 employers across the United States and 200 policy influencers in Washington, D.C. in 2023 to quantify the scale of the challenge and identify possible solutions. Paired with data from an adult learner focus group and in-depth interviews with adult educators, this infographic was developed to highlight key findings on the widespread economic impact of low literacy in adults and the disconnect between the perception and the reality of adult literacy in the United States.

[*Recommendations for the U.S. Senate Caucus on Adult Literacy and Other Policy Influencers*](#) (2025)

ALL IN, in partnership with Engage, presented a briefing for the U.S. Senate on the vital link between adult literacy and economic opportunity in September 2023. The briefing aimed to increase engagement in the Senate Caucus on Adult Literacy—launched in February 2023—which is co-chaired by Sen. Jack Reed (RI) and Sen. Susan Collins (ME). These updated recommendations continue that conversation with actionable items developed by experts across adult literacies to support the continued work of the U.S. Senate Caucus on Adult Literacy and boost investment in adult education.

[*ALL IN Learning Series via YouTube*](#)

In December 2024, ALL IN launched the Learning Series, a virtual experience designed to increase community engagement in adult literacy issues. The monthly series featured guest speakers to share what works to improve literacy access and investment for millions of adults in the United States (how initiatives are designed, funded, and evaluated to demonstrate measurable change). In six months, more



than 1,600 individuals registered, with an average of 230 participants per session. Topics ranged from supporting new immigrant and English learners to establishing an adult public charter school and marketing strategies to reach potential learners.

ⁱ Patterson, M. (2018). “[The Forgotten 90%: Adult Nonparticipation in Education](#).” *Adult Education Quarterly*, 68(1), 41–62.

ⁱⁱ “[Nationwide Employer Survey Report](#),” The Adult Literacy and Learning Impact Network (December 2023),

ⁱⁱⁱ “[DC Policy Influencer Survey Report](#),” The Adult Literacy and Learning Impact Network (December 2023),

^{iv} Condon, J., Chattin, B., Green, R., Goodman, A., & Cacicio, S. (2025). “[Breaking Barriers to Adult Literacy Access: Insights from Adults with Low Literacy Across the United States](#).” The Adult Literacy and Learning Impact Network and FTI Consulting.

^v Wylie, T. (2023, September 27). “Statistics highlight the importance of ‘If You Give a Child a Book...’” campaign. KRTV.

^{vi} Rothwell, J. (2020, September 8). “[Assessing the Economic Gains of Eradicating Illiteracy Nationally and Regionally in the United States](#).”

^{vii} Condon, J., Chattin, B., Green, R., Goodman, A., & Cacicio, S. (2025). “[Breaking Barriers to Adult Literacy Access: Insights from Adults with Low Literacy Across the United States](#).” The Adult Literacy and Learning Impact Network and FTI Consulting.

^{viii} The Adult Literacy and Learning Impact Network (2024, February 27). “[Advancing adult literacy: Mobilizing business & the Beltway](#).”

^{ix} LeMaster, Jay & Tucker, Alan. (2024). “Examining National Data: What WIOA Year 7 Reveals.” 2024 National Meeting for Adult Education State Directors. Division of Adult Education and Literacy, Office of Career, Technical, and Adult Education, U.S. Department of Education. Falls Church, Virginia 2024.

^x Chimere Akwuole, G. & Cacicio, S. (2024). “[Building Provider Capacity: A Snapshot of Investment in Adult Education Teachers](#).” The Adult Literacy and Learning Impact Network.

^{xi} Nguyen, D. & Cacicio, S. (2025). “[‘I love what I do, but I don’t stay for the pay.’: Perspectives from Over 600 Adult Educators](#).” The Adult Literacy and Learning Impact Network.