

## Section 1: Consortium Information

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## Section 2: Comprehensive Regional Three-Year Plan

### 2.1 Executive Summary

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**Directions:** Summarize your regional consortium’s adult education impact for previous planning period and your vision, goals, and key indicators of progress for the next three-year planning cycle relative to the seven program areas allowable under AB 104.

The Imperial County Adult Education Consortium was established in the spring of 2015, to develop and implement a comprehensive plan to better serve the educational needs of adults in our County. The consortium membership is comprised of nine districts which includes, Brawley Union High School District, Calexico Unified School District, Calipatria Unified School District, Central Union High School District, Holtville Unified School District, Imperial County Office of Education, Imperial Unified School District, Imperial Community College District, and San Pasqual Unified School District. The original goal established by the Consortium in its’ inception, to “Enroll, Educate and Employ” the adults in our county still rings true. The ultimate goal is to provide opportunities for adult learners to access courses that help them improve their English, achieve their high school diploma or equivalency, participate in a career pathway to develop skills for better employment in middle skill jobs or careers and ultimately establish a foundation for a better life for themselves and their families. The Consortium continues to work in collaboration to increase services and provide adults with educational opportunities in the following five program areas:

- Elementary and secondary basic skills, including classes required for a high school diploma or high school equivalency certificate
- Classes and courses for immigrants eligible for education services in citizenship and English as a Second Language and workforce preparation classes in basic skills
- Education programs for adults with disabilities
- Short-term career technical education programs with high employment potential
- Programs for adults, including, but not limited to, older adults, that are primarily designed to develop knowledge and skills to assist elementary and secondary school children to succeed academically in school.

Members of the ICAEC continue to identify the Imperial County Office of Education (ICOE) as the Lead Educational Agency (LEA) and Fiscal Agent for the Consortium.

Since the approval of the last three-year plan, the Consortium has experienced many successes in implementing program improvements as well as challenges associated with program growth and appropriate data collection. One of the first major

accomplishments of the ICAEC was the successful establishment and implementation of a Governance Structure which adheres to the Brown Act. Consortium members meet during a monthly Board Meeting on the first Wednesday of the month. A Chair and Co-Chair are elected bi-annually to serve in their capacity to lead the Board Meetings for a two-year term. Members collaborate, discuss and vote on items, including funding levels, to establish expectations and agreements.

Early on, the Consortium voted to improve access to technology for their students. Funding was well spent to increase access to technology in classrooms for students and staff. Additionally, Members identified a need to implement adequate data tracking systems and testing mechanisms. Members agreed to ASAP tracking system, TOPS Pro and CASAS testing. Funds were allocated to ensure all members had access to these programs. Additionally, extensive training has been provided for Members and their staff to ensure appropriate data collection, data entry, tracking and reporting. While improvements can still be made, the ICAEC is confident in its' implementation of data collection and reporting systems.

Knowing that employment and postsecondary transitions were a priority, the Consortium voted to allocate funding to Imperial Valley College to hire two Student Success Specialists to provide information and transition services to students in local adult education programs across the county. The work of the Student Success Specialists has proven to be one of the most successful and fruitful components of the Imperial County Adult Education Consortium. Students receive support services such as employment skills workshops and individual meetings to transition to postsecondary education or employment. Students have reported that the work of the Success Specialists has provided them the guidance and support to look beyond a high school diploma and feel better prepared for postsecondary option or employment.

Members of the ICAEC have established a culture of collaboration that enables them to come to the table willing and ready to collaborate to provide the highest level of services to students to meet the diverse needs of our local community. Knowing that the population we serve tends to be mobile across the county, Members worked together to align graduation requirements and remove barriers to ensure that when a student transitions from a program in one city to another across the county, the requirements are similar and achievable. This calibration has helped students to transition seamlessly and decrease the time to achieve their goal of graduating.

Since the establishment of the Imperial County Adult Education Consortium, members have strived to increase course offerings in the areas of ESL, HSD/HSE as well as career education. Members are proud to report that the number of course offerings have increased as well as offerings at varying times of the day and evening to accommodate the needs of our community.

Professional Development for Adult Education staff continues to be a priority. Consortium Members have established the annual Adult Education Summit which is held annually in early fall. The Summit includes keynote speakers, breakout sessions, resource tables from community partners and curriculum providers. Breakout sessions are geared to meet the needs of all Adult Education staff including clerical staff, teachers, administrators and other support staff. Throughout the year, opportunities for teachers to collaborate are offered and teachers from all Imperial County adult education schools meet according to their respective programs, ESL, HSD/HSE and share best practices. This year we collaborated with Imperial Valley College to host our first annual IVC CTE Pathways for Adults where teachers and other adult education staff toured and experienced CTE classes available to their students. IVC teachers facilitated sessions and explained preparation needed to participate in Career Technical Education programs at IVC. The day also allowed teachers to experience the state-of-the-art equipment used in programs like Fire Science, Law Enforcement, and Medical Pathways. Teachers and staff left knowing more about the programs and better able to articulate opportunities to their students.

While much of the first years of CAEP and the Imperial County Adult Education Consortium focused on ensuring adequate resources in the areas of technology, staffing, expansion of services has become a key element and area of success. Moving into the future, the vision for the Consortium will be focused on improving and expanding upon current successes to increase student enrollment, improve levels of attainment, completion of HSE/HSD and transitions to employment or postsecondary options based on the above mentioned, five focus areas.

The goals for the Consortium will be to:

- Increase offerings in elementary and secondary basic skills, including classes required for a high school diploma or high school equivalency certificate
- Increase classes and courses for immigrants eligible for education services in citizenship and English as a Second Language and workforce preparation classes in basic skills

- Continue to provide education programs for adults with disabilities in collaboration with community agencies for support
- Coordinate with Imperial Valley College to establish seamless transitions that lead to short-term career technical education programs with high employment potential. Also, explore opportunities for dual enrollment and enhance academic counseling services and financial aid outreach and information.
- Continue to provide programs for adults, including, but not limited to, older adults, that are primarily designed to develop knowledge and skills to assist elementary and secondary school children to succeed academically in school. Explore collaborations with community partners to offer parenting courses on campuses.
- Establish a coordinated countywide calendar inclusive of all Imperial County Adult Education programs, services and opportunities. This will live online on our website as well as hard copies for dissemination countywide.
- Explore and facilitate implementation of a career exploration/planning course to support adult learners to explore options beyond high school as well as develop self-awareness and interpersonal skills.
- Increase partnerships to establish wrap-around services for students

Key indicators leading us in this direction are based on our self-assessment and identification of gaps in services. Consortium members are heavily invested in the communities served and have an acute awareness of the needs of their populations. While labor market data and regional information are helpful, the qualitative data that has been collected over years, based on relationships and genuine interactions, point consortium members in this direction.

## 2.2 Pre-Planning Assessment

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**Directions:** In the Pre-Planning Assessment, you will identify:

- **Consortium and member(s) capacity** including evaluation of current levels and types of education and workforce programs and services for adults in the region and funding available to members for Adult Education services.
- **Key Partners** including their current levels and types of education and workforce programs and services for adults, as well as sources of funding available to them for Adult Education services.
- **Alignment of Adult Education services provided by the consortia with other regional plans and planning processes** including those required under the Federal Workforce Innovation and Opportunity Act (WIOA) Title I and II, Carl Perkins, California Chancellor's Office Strong Workforce Program, and other regional planning processes.

The Imperial County Adult Education Consortium (ICAEC/Consortium) members remain committed to working together to support the growth, improvement and success of Adult Education programs in Imperial County. All nine (9) original members remain on the Board and attend monthly Board Meetings consistently. Members collaborate and collectively make decisions to ensure all programs in Imperial County have adequate support to provide services to adult learners in the community.

Currently all ICAEC Members offer courses for adults in the core areas of High School Diploma, High School Equivalency, English as a Second Language, and some Career Technical Education courses such as welding and phlebotomy. Additional classes and services provided via other funding sources including WIOA are EL Civics, computer classes, citizenship classes and employability workshops offered through our Student Success Specialists.

Members continue to increase course offerings at varying times of the day and evening to accommodate their students while still dealing with the challenges of finding facilities and teachers to teach courses. Every effort is made to expand services to meet the great need in Imperial County. While planning, members identified the need to find more facilities to offer courses and increase the number of teachers to teach necessary courses.

Awareness of resources and establishment of partnerships with community agencies in the county is a key element to providing services to our students to ensure they have access to services that meet their needs. While our Adult Education schools provide a wide array of classes, we realize that it is imperative to weave together other services in the community to fill gaps that exist in programs. Gaps that have been identified by the Consortium are things like parenting classes, food distribution, additional courses that lead to certification, health information, career/employment resources and support and other classes in adult basic education.

The consortium felt that it was imperative to provide supportive services in addition to academic support and hired two Student Success Specialists who meet with students, provide workforce readiness workshops and connect students with community agencies to ensure they have access to resources to meet their needs. Some of the key partners that ICAEC and Student Success Specialists work with are listed below along with a description of services offered:

**El Centro Elementary School District** - Provides various educational workshops for parents to help them with child success, including resource fairs, ESL and Citizenship classes (ABE, ESL, ACS).

**Brawley Union High School District** - Provides various educational workshops for parents to help them with child success, including resource fairs, Rosetta Stone program, Parenting, ESL and Citizenship classes (ABE, ESL, ACS).

**Calexico Unified School District** - Offers various educational workshop for parents to improve child school success. They also have an after-school literacy program for parents in conjunction with Secretaria de Educacion Publica de Mexico for parents to obtain they elementary or junior high education and offer Rosetta Stone for ESL learners (ABE, ESL, ACS).

**Sister Evelyn Mourey Center** - Agency provides educational training for adults and supportive services. Agency helps with emergency food, clothing, social services, and skills to prepare adults to obtain better jobs. Classes offer are ESL, Basic Computer Literacy, Basic Financial Literacy, Cake Decorating by Wiltons, Citizenship Preparation, Enrichment and Education Presentations, and Zumba Fitness (ABE, ESL, CTE).



**Center for Employment Training (CET)** - Offers 5 Career Technical trades: Truck Driving, Welding, Green Building, Retail, and Accounting. GED and ESL classes are also offer to CTE students that need this service (ABE, ASE, ESL, CTE, WR).

**Imperial Valley Regional Occupational Program (IVROP)** - Has various educational, parenting and career technical trainings. Several programs also offer Work Readiness, and Work Experience (CTE, WR, ACS).

**People Ready** - Provides flexible, industry-specific solutions for construction, hospitality, manufacturing and logistics, marine, transportation, warehousing and distribution, waste and recycling, and many other industries (WR).

**America's Job Center** - Are designed to be a 'One Stop' delivery system through which employment-related services and training are provided. AJCCs offer a comprehensive line up of employment and training services, including help with resume writing, interviewing skills, finding job openings, training programs, and much more. There are three full-service locations in Imperial County and two satellite offices. If you are interested in a vocational training program, contact your local AJCC for more information on eligibility and enrollment requirements (CTE, WR).

**San Diego Regional Center** - Provides variety of services to persons with developmental disabilities and their families. Services are based on the client's needs and intended to maximize their independence and full potential. Some services include but not limited to: Health, Residential, Day/Work Programs, Employment 1<sup>st</sup> Program (SWD).

**Imperial Valley College (IVC)** - Community college provides over 70 degrees and certificates in academic, English Second Language Classes, career technical programs and non-credit courses. DSPS program assist students with disabilities, and Career Services Center connects students with work experience programs and internships (ABE, ESL, CTE, AWD).

**SER Jobs** - Offers GED and HiSET for Migrant Adults. Also, upon completion of GED or HiSET job placement or post-secondary guidance is offer (ASE, WR).

**Cal Regional** - Career Technical school, offers Phlebotomy Technician, Emergency Medical Technician, Medical Assisting and Pharmacy Technician trainings (CTE, WR).

**Calexico Public Library** - Provide Services can include- Adult Literacy, Job searching links and Citizenship Courses (ASE).

**Holtville City Library** - The County Library provides \* ESL Conversational classes (ESL).

**Imperial Public Library** - The City of Imperial Public Library provides ESL conversational classes and tutoring (ESL).

**Brawley Public Library** - The Brawley Public Library supports literacy, lifelong learning and the pursuit of knowledge through educational, informational, and recreational resources (ESL).

**IBEW569** - Offers electrical training and apprenticeship training program, which includes a pre-apprenticeship for adults (CTGE, PA).

**ACCESS to Independence** - Offers services to individuals with disabilities. Services offered are Advocacy, Transition, Assisted Technology and Employment (CTE, AWD).

**California Department of Rehabilitation** - Provides services for individuals with disabilities. Services include case management, career training, work experience, and supportive services (ESL, AWD).

Student Success Specialists seek to understand the needs of students through meaningful interactions such as one-to-one conversations or small group workshops. Specialists work with students to determine the scope of services they may need to overcome barriers and achieve their goals of improving their current standing. In an effort to ensure students are aware of resources available to them in their community, Student Success Specialists inform students about above mentioned agencies and the supportive services they provide as they pertain to their situation. Efforts are made to connect students to these services to address needs and/or barriers that may affect their ability to complete their program. This is part of the overall strategy to support students in non-academic areas to ensure success as they pursue their educational and professional goals while strengthening their ability to help their

young children and grandchildren to succeed in school. Student Success Specialists present this information and the impact of their work to teachers, administrators and other staff at the annual Adult Education Summit as well as monthly ICAEC Board Meetings. The goal is to ensure that all staff who have contact with students are able to articulate the services available and connect them with Specialists to provide deeper guidance and support. Specialists have been integral in ensuring that students have access to support, information and guidance to remove barriers and remain focused on their goal to complete their programs and transition to higher education, support their families and/or obtain employment.

The Imperial County Adult Education Consortium educational services aligns closely with other regional organizations providing services to adults in Imperial County. Most consortia members are currently, or have been, members of the WIOA II Program and thus follow their program requirements. These WIOA II implementation and reporting requirements mirror those required by the California Adult Education Program. The ICAEC also works closely with the local workforce development board in providing services to adults in the county. A member of the ICAEC Board sits on the board of the Imperial County Workforce Development Agency Board of Directors. This member keeps both agencies updated on the plan of service being provided to adults and helps coordinate services among the two agencies. The ICAEC welcomes the collaboration with all other agencies that want to partner in providing services to adults. As a consortium, we meet with such agencies and discuss what services we can coordinate and/or services that are already being provided as to avoid duplication and ensure that we are augmenting program offerings.

**Table 1. Regional Service Providers -**

Provider Name	Provider Type	Address or location(s) where AE services are provided	Program Areas								If other, provide a brief description of services provided
			ABE	ASE	ESL	CTE	AWD	WR	PA	ACS	
XYZ Agency	Business / Industry	555 Adult Education Lane, Los Angeles, CA 90001	X	X	X	X	X	X	X	X	XYZ agency provides opportunities for students in Manufacturing Bridge Courses to Job Shadow.
Quechan Tribe	Business	350 Picacho Rd., Yuma AZ 85365	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Program offers services to displaced homemakers, dislocated workers, youth and adults. Some of the programs provided are: workforce re-entry workshops, work experience and GED. *Currently they have the Youth Summer Program for ages 16-20 yrs old, offering work experience to Tribal members.
El Centro Elementary School District	Education	1256 Broadway, El Centro CA 92243	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	ECSD provides various educational workshops for parents to help them with child success, including resource fairs, ESL and Citizenship classes.
Brawley Elementary School District	Education	261 D Street, Brawley CA 92227	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	BESD provides various educational workshops for parents to help them with child success, including resource fairs, Rosetta Stone program, Parenting, ESL and Citizenship classes.
Imperial County Sheriffs Office	Law Enforcement	328 Applestill Rd., El Centro CA 92243	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Provides various workshops to parents and students, about anti-bullying, safety, and career day. Offers GED and HiSET classes for inmates.

Calexico Unified School District	Education	901 Andrade Ave., Calexico, CA 92231	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	CUSD offers various educational workshop for parents to improve child school success. They also have an after-school literacy program for parents in conjunction with Secretaria de Educacion Publica de Mexico for parents to obtain they elementary or junior high education and offer Rosetta Stone for ESL learners.
Arizona Western College	College	2020 S. Ave 8 E, Yuma AZ 85365	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Community college in Arizona provides over 100 degrees and certificates in academic, career technical programs and non-credit courses. ESL classes are offer. Accessibility program assist students with disabilities, and Arizona@Work connects students with work experience programs. Imperial County students receive in state tuition.
Sister Evelyn Maurey Center	Support Services	1400 N. Imperial Ave #141, El Centro CA 92243	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Agency provides educational training for adults and supportive services. Classes offer are ESL, Basic Computer Literacy, Basic Financial Literacy, Cake Decorating by Wiltons, Citizenship Preparation, Enrichment and Education Presentations.
Migrant Program	Education	569 Main St. A, El Centro CA 92243	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Provide educational workshops to parents and adults to assist with child school success. GED classes, Employability Training, Career Readiness Certificate and job placement is offer for adults 18 to 21 years of age.
Center for Employment Training	Educational	294 S 3rd St, El Centro CA 92243	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offers 5 Career Technical trades: Truck Driving, Welding, Green Building, Retail, and Accounting. GED and ESL classes are also offer to CTE students that need this service.

IVROP	Educational	687 W. State St., El Centro CA 92243	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Has various educational, parenting and career technical trainings. Several programs also offer Work Readiness, and Work Experience.
Special Education Local Plan Area	Special Education	1398 Sperber Rd, El Centro CA 92243	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Special Education Local Plan Area (SELPA), is the "umbrella" entity for the provision of special education programs and services for all identified children ages birth through 22 years of age. A SELPA Transition Specialist and a Job Developer are available to assist students with receiving career awareness, career planning, pre-employment preparation, and job coaching. Opportunities to participate in vocational training and/or work experience, as appropriate.
People Ready	Employment	1411 W. State St., El Centro CA 92243	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Provide flexible, industry-specific solutions for construction, hospitality, manufacturing and logistics, marine, transportation, warehousing and distribution, waste and recycling, and many other industries.
Mexican Consulate Calexico	Support and Resources to Mexican Nationals	408 Heber Ave., Calexico CA 92231	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Provide legal representation of Mexican nationals that face judicial processes. The program, Plaza Comunitaria, in conjunction with Calexico Unified School District, offers basic education to adults (elementary and junior high studies).

CalWORKs – Employment Readiness Program	Social Services	2895 S. 4 <sup>th</sup> St, El Centro CA 92243	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	CalWORKs is an ongoing public assistance food stamps program that includes temporary assistance for needy families and enables customers to obtain employment, transition into self-sufficiency and achieve economic independence through job skills development, training, education and supportive services.
Americas Job Center	Employment	1550 Main Street, El Centro CA 92243	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	America's Job Centers of California Centers are designed to be a 'One Stop' delivery system through which employment-related services and training are provided. AJCCs offer a comprehensive line up of employment and training services, including help with resume writing, interviewing skills, finding job openings, training programs, and much more. There are three full-service locations in Imperial County and two satellite offices.
San Diego Regional	Support Services		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Provide variety of services to persons with developmental disabilities and their families. Services include but not limited to: Health, Residential, Day/Work Programs, Employment 1 <sup>st</sup> Program.
Imperial Valley College	Education	380 E. Aten Rd., Imperial CA 92251	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Community college provides over 70 degrees and certificates in academic, English Second Language Classes, career technical programs and non-credit courses. DSPS program assist students with disabilities, and Career Services Center connects students with work experience programs and internships.

SER Jobs	Education		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offer GED and HiSET for Migrant Adults. Also upon completion of GED or HiSET job placement or post-secondary guidance is offer.
Cal Regional	Education		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Career Technical school it offers Phlebotomy Technician, Emergency Medical Technician, Medical Assisting and Pharmacy Technician trainings.
Workforce Training Center	Education	210 Wake Ave, El Centro CA 92243	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offer supportive services and training to individuals with disabilities. They have two work re-entry programs Community Employment and Employment Services. Community Employment provides a comprehensive, individualized service so that individuals with disabilities to develop skills, attitudes, personal characteristics, work behaviors, and functional capabilities so they can become employable. Employment Services Program provides employment services for consumers of ICBHS and DOR.
Calexico City Public Library	Educational, Recreational, Informational, Professional and Cultural Resources	850 Encinas Ave., Calexico	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Calexico City Public Library offers ESL Classes Level 1 and 2, English Language Conversational Course, and Tutoring for adults. Services are free for Calexico residents.
Holtville City Library	Educational, Recreational, Informational, Professional and Cultural Resources.	101 E. 6 <sup>th</sup> St., Holtville	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The County Library provides ESL Conversational classes, Citizenship, Painting, and Crochet classes for adults.



Imperial Public Library	Educational, Recreational, Informational, Professional and Cultural Resources.	200 W. 9 <sup>th</sup> St, Imperial	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The City of Imperial Public Library provides ESL conversational classes and tutoring.
Brawley Public Library	Educational, Recreational, Informational, Professional and Cultural Resources.	400 Main St. #1, Brawley CA 92227	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Brawley Public Library offers literacy programs and ESL conversational classes.
IBEW569	Training & Apprenticeship	2420 Imperial Business Park DR. Imperial, CA 92251	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Brawley Public Library offers literacy programs and ESL conversational classes.
AEGIS Consulting and Training	Career Technical	1545 Adams Ave. El Centro, CA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offers Security Guard Training.
ACCESS To Independence	Support	321 Wake Avenue El Centro, CA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Offers services to individuals with disabilities. Services offer are Advocacy, Transition, Assisted Technology and Employment.
Department of Rehabilitation	Support	1214 W. State St. El Centro, CA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Provide services for individuals with disabilities. Services include case management, career training, work experience, and supportive services.

Imperial County Workforce & Economic Development	Public Agency/Service Provider	2799 S. 4th St. El Centro, CA 92243	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Imperial County Workforce and Economic Development (ICWED) office provides a wide array of services to both the employer and job seeker to ensure economic sustainability and success. The ICWED office provides training opportunities with industry recognized credentials, job search, career pathway exploration, youth programs, business services, recruitment, and much more. the ICWED office emphasizes ongoing skills attainment in growth industry sectors and seeks to braid education, training, and employment services together to support these growth sectors.</p>
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**Table 2. Funding for Adult Education Programs and Services**

Source and Type of Funds	Funding Estimates FY2019-20	Funding Estimates FY2020-21	Funding Estimates FY2021-22
<b>State / Federal Funding</b>			
AEP	\$1,988,485	\$1,988,485	\$1,988,485
CalWORKs	\$0	\$0	\$0
CCD Apportionment	\$184,346	\$184,346	\$184,346
Corrections	\$385,000	\$385,000	\$385,000
LCFF / District Funds	\$53,015	\$53,015	\$53,015
Perkins V	\$0	\$0	\$0
WIOA II	\$315,947	\$315,947	\$315,947
<b>Other</b>			
WIOA I	\$25,000	\$25,000	\$25,000
	\$0	\$0	\$0
	\$0	\$0	\$0
	\$0	\$0	\$0
	\$0	\$0	\$0
	\$0	\$0	\$0
<b>Total</b>	<b>\$2,951,793</b>	<b>\$2,951,793</b>	<b>\$2,951,793</b>

## 2.3 Community Need and Customers

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**Describe the regional need for Adult Education and workforce services as it pertains to your current customers, the regional community and the regional labor market.**

The Imperial County Adult Education Consortium serves adults in Imperial County which is bordered by Riverside County to the north, Arizona to the east and San Diego county to the west. The international border with Mexico is south where one of the school districts is a stone's throw from the capital of Baja California, Mexicali, MX, which boasts a population of over 1 million residents.

The ICAEC consists of nine (9) members including seven school districts, Imperial Valley College and the Imperial County Office of Education. Agriculture has remained Imperial County's primary industry, both its geological and desert location have made it a primary center for renewable energy resources. According to current labor market information, the leading industries for Imperial County are government, agriculture, health care and social assistance, retail trade, accommodation and food services, transportation and warehousing, administrative and support, waste management, wholesale trade, utilities. (Labor Market Outlook, 2019)

As with most regions that rely on seasonal economies - in this case agriculture - the county experiences uneven, often high, unemployment rates. Currently, Imperial County suffers from a staggering unemployment rate of 19.1%. As agricultural workers generally are paid a low wage, the region's poverty rate is higher than the state or national averages, with two-thirds of children eligible for free or reduced-price lunch in the county. With over 80 percent of the population Hispanic, the majority of who speak Spanish in the home, approximately 38% of residents are English-language learners. This continues to be a key focus for the consortium, along with the basic literacy and numeracy challenges of a population with widespread low educational attainment. Currently, 30% or 37,389 adults have less than a high school diploma.

This regional profile pairs information about the consortium region with data for the larger economic market, providing a more representative snapshot of the industries and jobs that are available to Imperial County adult learners, as well as the labor force that they are being prepared to enter.

A study conducted for the California Community Colleges Chancellor's Office, Economic Workforce Development Program by the Center for Excellence for Labor Market Research (COE-Research - 2018) projected that Imperial County will see an increase of middle-skill jobs that require some college coursework, a post-secondary certificate and/or an associate degree. Of the top 100 middle-skill jobs, 90 of them have "supply gaps" or fewer employees than needed. The study has identified and provided recommendations for short-term certificate programs for Imperial County.

As the ICAEC works on its goals and plans, special consideration is given to the qualitative information and knowledge of the unique needs of the community that is served. Consortium members share a close relationship with their students and their families. This provides them with the unique ability to serve their students in a personal way to ensure their goals are met. As reported by Consortium Members, Adult learners who access services in Imperial County are typically those who wish to improve their English to better support their school-aged children/grandchildren and/or to increase their chances of obtaining a job. Additionally, those seeking a high school diploma or its equivalency are doing so in the hopes of obtaining a better job opportunity and/or a promotion in their current job. Many of the students who attend adult education in Imperial County are parents and their primary desire is to obtain employment or improve their current employment status.

The current state of labor markets in Imperial County, data on the current population of 37,000+ residents who do not currently possess a high school diploma coupled with the qualitative information of students' desires to improve their socioeconomic standing to support their families is the information that drives the Imperial County Adult Education Consortium in their development and implementation of goals for their schools and community.

In the assessment to identify needs and services available to meet the workforce demands, the ICAEC has identified several needs for students including **postsecondary and career exploration** to introduce options beyond a high school diploma, increased **opportunities for internships, transition services** to employment and postsecondary options as well as a need for **continued information and preparation** for applying for employment, interviewing and keeping a job. Additionally, exploring better ways to connect to the offerings at Imperial Valley College to provide **dual enrollment opportunities** and connect students to their robust **certificate programs**.

## 2.4 Identifying Goals and Strategies

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**Directions:** In the Goals and Strategies section, you will:

- **Identify activities and measurable goals** to address community needs & improve student outcomes.
- **Describe strategies to improve integration of services** including, but not limited to, alignment of intake / placement for adults seeking education and workforce services, program mapping, and alignment of curriculum and standards.
- **Describe strategies to improve transitions** into postsecondary education and the workforce.

At various points throughout the 2018-2019 school year, the Imperial County Adult Education Consortium has engaged in rich discussion and self-evaluation regarding program goals, outcomes and work plans. While the Consortium identified noteworthy victories such as the establishment and implementation of a sound governance structure, collaboration to align graduation requirements across the county to ease the transition for students from one program to another and improvements in data collection and submission, they also identified significant areas of improvement and opportunities to improve for the betterment of the community at large.

Collectively, the ICAEC has identified these **8 activities and measurable goals** to address community needs and improve student outcomes:

**1. The establishment of a coordinated countywide calendar and course offering map for all Adult Education programs in Imperial County.**

In an effort to ensure community members and agencies have a full awareness of opportunities for Adult Education, the consortium has agreed to map out course offerings, important dates and deadlines, as well as other supports and services offered at each site to ensure all adults who seek services can access the information in one place. This information will be uploaded to the website and updated on brochures for public distribution.

**2. Increased P.D. for administrators, teachers, and other staff in the areas of HSE/HSD, ESL, data collection and career exploration and planning.**

The consortium has identified the need to continue to provide high quality professional learning opportunities for their staff including teachers, administrators, support staff and clerical staff. Areas of professional learning include but not limited to are: explore new and emerging curriculum offerings, data collection, best practices, career exploration and planning curriculum, and technology to support 21<sup>st</sup> Century learning for students.

**3. Establish a system to improve recruitment and retainment efforts; including a plan to track absences and implementation of prevention and intervention strategies to reduce absences and “drop out” rate.**

While the ICAEC has invested resources and staff to provide information and recruitment efforts, the consortium identified to systemize the approach and use existing program data to improve recruitment and retainment efforts. Consortium members reported a substantial number of students each semester who enroll, attend a few sessions and then are gone for a longer period of time, or who do not return at all. To decrease the number of students who have gaps in their attendance and/or who do not return, the consortium will develop and implement a system to intervene early to provide support and encouragement to encourage students to continue on their path toward their goal.

**4. Establish and improve an orientation/intake and completion/transition procedure where students work with staff to develop an Individualized Development Plan (IDP) that includes goal setting for their Adult Education pathway and beyond, as well as preparation for transition to postsecondary options or the workforce.**

The current intake process includes important components to ensure effective data collection and reporting however consortium members realized during the planning process that the intake did not include an opportunity for the student to sit with someone to talk about their “why” and establish an individualized plan for their adult education path and beyond. Together, members will work with Student Success Specialists to establish procedures and identify tools to support IDPs and data collection. In conjunction with the procedures for orientation/intake, procedures for a completion/transition plan will also be developed and implemented. The goal is to provide students with an opportunity to create a plan and receive the support needed at the most critical points in their path, upon entry and upon completion and transition to employment or postsecondary options.

**5. Work with Imperial Valley College to identify possibilities for implementing concurrent enrollment courses for adult learners to participate in during their time in ICAEC Adult Education Programs and strengthen the Adult Education to Community College CTE certificate and degree program pipeline.**

Consortium members believe that connecting students to options beyond the walls of our Adult Education programs is important to ensure students know that there are options for them after their time in Adult Education. ICAEC members plan on leveraging the strong partnership with Imperial Valley College to explore opportunities for offering concurrent enrollment for adult education students with the hopes of easing the transition from Adult Education programs to postsecondary options including certificate and degree programs.

**6. Identify and implement a Career Planning course/curriculum for students; including professional learning for staff.**

Through the extensive experience of ICAEC members, it is evident that the students we serve in Imperial County adult education programs may not have had the opportunity to consider or explore career options beyond the realm of low-skill, low-wage options due to their experience in K-12 or life circumstances. Members feel strongly that learning more about Career Planning curriculum and exploring options to implement a course or experience for adult learners is important. The consortium will work with curriculum providers and work to establish a plan to pilot or implement this offering at one or more sites.

**7. Strengthen partnerships to identify and solidify tiered levels of “wrap around” supports and services for adult education students.**

Understanding that the adults we serve come in with high hopes for what a high school education and beyond can provide to them and their families coupled with the fact that many are dealing with a variety complex issues, the ICAEC has identified the need to strengthen partnerships and establish resource and referral systems to collaborate with a variety of partner agencies to provide services to support students. The Consortium will work with agencies such as Imperial County Behavioral Health, Imperial Valley Food Bank, Imperial County Department of Social Services, and the Imperial County Workforce and Economic Development Office.

**8. Continue to collaborate to increase course offerings throughout the day and evening to serve student needs, identify alternative sites to increase access and explore the possibility of sharing staff to ease the hardship of the need for more teachers.**

Consortium members have collaborated and supported each other to expand course offerings at various times of the day to accommodate the needs of adult learners in the community. While services continue to be refined and expanded, there is still a need to increase offerings. The challenges of finding facilities and staff to accommodate this need continues to weigh heavily on members shoulders. These challenge and needs have forced members to be innovative in their problem solving. During the planning process for this report, members identified the possibility of sharing facilities and staff to address the challenge. Members will work together to explore this option and monitor to identify success or the need to rethink their plan.

The Imperial County Adult Education Consortium (ICAEC) is committed to continued partnership, implementation of systems to support student’s academic and social emotional needs, ongoing progress monitoring and data collection to ensure that all programs are offering student opportunities to be successful in programs and have the



support and information necessary to ensure smooth transitions to postsecondary options or the workforce.

## Figure 1. Logic Model

Goal Statement: The Imperial County Adult Education Consortium (ICAEC) is committed to continued partnership, implementation of systems to support student's academic and social emotional needs, ongoing progress monitoring and data collection to ensure that all programs are offering student opportunities to be successful in programs and have the support and information necessary to ensure smooth transitions to postsecondary options or the workforce.

*Our overall direction and focus for the program cycle relative to the target populations and problems we seek to address*

Inputs	Activities	Outputs	Immediate (Short-Term) Outcomes	Intermediate Outcomes	Long-Term Outcomes / Impact
<i>In order to accomplish our set of activities we will need the following:</i>	<i>In order to address our problem or asset we will accomplish the following activities:</i>	<i>We expect that once accomplished, these activities will produce the following evidence or service delivery:</i>	<i>We expect that if accomplished these activities will lead to the following changes in the next year</i>	<i>We expect that if accomplished these activities will lead to the following changes in 1-3 years</i>	<i>We expect that if accomplished these activities will lead to the following changes in 3-5 years</i>
Partnerships Collaboration Materials Access to Technology	Increased offerings in HSD/HSE, ESL, CTE at varying times of the day and various locations  Establish co-enrollment opportunities  Implement systems including intake process, Individual Development Plans, support services to address needs and career planning opportunities  Establish a coordinated countywide calendar and mapping of courses	Increased number of students graduating  Increased number of students transitioning to postsecondary options and workforce  More information for community to access services across Imperial County	More adults accessing services at Adult Ed schools  Better understanding of self and goal setting  Participation in postsecondary options for students who may never have considered seeking education beyond high school	Increased completion of certificate or degree programs for adult education students  Better able to support their children to understand themselves and support them to set goals.	Better prepared workforce  Healthier families  Increased number of residents accessing services through Adult Education  Increased number of adults entering postsecondary options

Assumptions	External Factors
<p>With more information about postsecondary options and workforce needs, more students will be interested in enrolling in degree and certificate programs.</p> <p>With more support, students will consider options beyond HSE/HSD/ESL</p> <p>We will have enough interest, staff and facilities to add more courses including career planning curriculum.</p>	<p>Our community college has the capacity to offer co-enrollment.</p> <p>We have strong partners who provide robust services across Imperial County.</p> <p>We have access to technology and other supports to spread information across the county.</p>

### **Table 3. Progress Indicators**

*Provide three to five SMART (Specific, Measurable, Attainable, Realistic, and Time-bound) objectives by which your consortium will assess progress and impact during the next three-year cycle. These objectives should map directly to your Logic Model activities, outputs, and / or outcomes, as these will be a driving factor for annual plans throughout the funding period.*

*Example: By May 2019, increase the number of agencies that have aligned CTE pathways and developed comprehensive program maps from 2 to 10.*

- 1.** By January 2020, a coordinated countywide calendar and course map will be established and posted online.
- 2.** By June 2020, establish an orientation/intake procedure where students work with staff to implement their Individualized Development Plan (IDP). The IDP will include goal setting for their self-selected Adult Education pathway and preparation and a plan for transition to postsecondary options or the workforce. This intake process will be established and implemented by September 2020.
- 3.** By January 2021, consortium members will explore and identify career planning curriculum and begin discussing implementation strategies.
- 4.** By June 2021, identify pathways and processes to begin the first ICAEC CTE cohort at Imperial Valley College. Implementation begins in fall 2021 which will include support to apply to IVC and complete FAFSA.
- 5.** By June 2022, Year 1 of implementation of concurrent enrollment courses for adult learners to participate in during their time in ICAEC Adult Education Programs and strengthen the Adult Education to Community College CTE certificate and degree program pipeline.

## 2.5 Piloting and Implementation

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**Directions:** In the Pilots and Implementation section, you will:

1. **Explain how you will prototype new strategies** and
2. **Evaluate the effectiveness of these pilots using formative data collected** throughout to inform continuous improvement processes, as well as summative data to assess the overarching impact of these strategies.

Helpful Questions to Ask:

- What problems most need solving and lend themselves most effectively to a rapid prototyping approach?
- What criteria will you use to assess success or failure of your pilot processes?
- Are your pilot strategies robust enough for objective measurement / evaluation? Are there sufficient resources to do so?

The Imperial County Adult Education Consortium collaborated with Imperial Valley College to provide a CTE Pathway Day for Teachers and Administrators to learn about course offerings, facilities and supports available for adult students. College Professors facilitated workshops where adult education staff was able to learn about the curriculum offered and received hands on experience with simulators and other equipment. Following that experience, Consortium members discussed the importance of students in adult education to learn what IVC had to offer and to better understand the best preparation to be successful in programs. Part of the conversation included an idea to connect adult education students to IVC in a cohort model to travel through a CTE Certificate program together with support from Adult Education and Imperial Valley College. Collectively, both entities would provide guidance and support from completion of HSE/HSD to transition to Imperial Valley College and ongoing support and wrap around services to support such as counseling, mentoring and academic support, to ensure completion and employment.

To ensure success, the consortium will reference labor market information to identify certificate program with a high probability of employment in middle skill, middle wage jobs. Efforts will be made to create an understanding in adult education students to understand the opportunity and requirements to participate in this cohort. Together with IVC, the ICAEC will look at program offerings, times of course offerings, locations and other factors that will play into participants ability to participate and be successful. Barriers such as transportation, child care and the

current employment situation of the students will need to be considered and a plan to support and address barriers will be developed.

Once barriers have been addressed and the Consortium and IVC have established a plan, including orientation at Imperial Valley College where they will receive all information, support and a tour of facilities from their future professors. Shortly thereafter, the first cohort of 6-8 students from Imperial County will enter the first year of the program. Ongoing progress monitoring of students, regular check ins with professors and support will be offered in a strategic manner to ensure completion and success.

Data will be collected and monitored to inform program activities and modify strategies as needed. Resources from Imperial Valley College coupled with robust support from community agencies will be systematically used and students will be monitored by Student Success Specialists and IVC Counselors.