



CONSORTIUM THREE-YEAR PLAN
2019-2022

Section 1: Consortium Information

Siskiyou Adult Education Pathways

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Section 2: Comprehensive Regional Three-Year Plan

2.1 Executive Summary

Established by the AB86 Legislation of June 2013, Butte Valley Unified School District, Yreka Union High School District, Scott Valley Unified School District, Dunsmuir Joint Union High School, Siskiyou Union High School District, Tulelake Basin Joint Unified School District, Siskiyou County Office of Education, Siskiyou Training Employment Program, Inc. and Siskiyou Community College District joined to form the Siskiyou Adult Education Consortium (branded as Adult Education Pathways). The consortium's shared vision is to serve the region's adult learners by assisting them in improving their basic skills, attain a GED or high school diploma, advance their English skills, obtain United States' citizenship, earn a certificate or college diploma, obtain/retain employment and/or get a higher paying job.

The consortium's guiding principles are to: focus on the needs of adult learners within Siskiyou County; work with transparency and inclusion with all stakeholders; embrace collaboration and partnership to leverage resources, achieve better outcomes and have a positive collective impact on our region; explore expansion and innovation in adult education services in the region; and commit to ideas, decisions, and practices that anticipate the future needs for adult learners in our region.

The consortium's vision for the California Adult Education Program funding is to revitalize adult education in all areas of Siskiyou County. Consortium members have been developing and growing programs for adult learner success while remaining sensitive to the diversity of our communities. The county is vast and very rural, so it is important to design innovative solutions to services that serve our adult learners and overcome their geographic and access challenges. Adult Education Pathways, and all its partners, will need to provide ample opportunity for learning, skill development, and overall collaborative efforts within local communities and county wide.

2.2 Pre-Planning Assessment

Consortium and member(s) capacity:

The consortium, as a whole, has worked diligently to build a foundation based on overcoming regional needs such as geographical and access barriers and developing relationships with community partners and the local business industry. Curricula is aligned, up-to-date and informed by current learning theory and promising practices with well-articulated instructional goals of reasonable scope and sequence. The consortium members, though geographically spread out in our rural county, communicate effectively and collaborate as a team to give adult learners the opportunity to succeed.

The consortium has documented processes and procedures for facilitating collaboration and coordination through a shared team drive, a newly developed Adult Education Pathways Google group, monthly consortium public meetings and established bylaws. Though the bylaws are established, a goal of the consortium is to review them and revamp if necessary. Another goal of the consortium is to establish a mission and vision statement. To model after our Curriculum Team, additional teams are being developed (Fiscal Team, Data & Accountability Team and a Marketing & Outreach Team) so that all staff can be informed of program guidance, policies and procedures. Professional development for consortium members and other adult education staff needs to be addressed so that adult education professionals meet the consortium's purpose.

Siskiyou County Office of Education serves as the consortium's fiscal agent and has recently hired a new Director of Adult Education, which is good timing in beginning the 3-year cycle. The director will work closely with each site and will assist each site in completing set out objectives. The director serves as the liaison between each site and the California Adult Education Program (CAEP). The director will ensure all reports in NOVA are completed timely and will also verify that the consortium is staying in compliance with all AEP program deliverables and designing classes that fit within the scope of program areas. The director will also be responsible for verifying that each site is adhering to the annual and three-year plan. The director will also maintain a strong communication plan with each member. There will be an understanding that each site will have a program and member effectiveness assessment completed each year. These assessments will be used in developing allocation distributions each year.

Butte Valley Unified School District originally only offered adult basic education, adult secondary education, ESL classes and citizenship. Within the last two years, they have expanded their programs. In addition to ABE, ASE, ELS and Citizenship, Butte Valley offers short term CTE classes such as cabinetry, construction, engineering, robotics and 3D printing to provide students with basic trade skills for success in the workplace. Due to growth in their programs, Butte Valley is looking to hire a coordinator who will facilitate classes and have a case management approach to foster student success. Dorris, CA (where Butte Valley is located) has an extremely small population and has lots of fields for farming. It is not uncommon for adults to obtain a job without ever having a high school diploma or GED. So, Butte Valley's focus in the Adult Education realm, will be to get adult learners hired in the local job market, or assist employed individuals to receive an increased wage.

Dunsmuir Unified High School District started utilizing AEBG funding on adult basic education and adult secondary education services. However, through a collaborative partnership with Black Fox Timber Management Group, Inc., they now offer Forestry Technician training for adult learners at their campus. The program is the most successful Forestry Technician training on the West Coast with an occupational skills certification at the conclusion of the course and has historically provided 100% job placement upon completion. Due to the popularity and success of the program, Dunsmuir is working towards offering an Advanced Level Forestry Training Program to accommodate the many inquires of forestry companies throughout the nation. Additional short term CTE training and certification courses have been established with Mt. Shasta Ski Park and various other local businesses. Each of these programs are designed to provide coursework and entry level certification, as well as, re-certification and advancement level training opportunities.

Scott Valley Unified School District has an excellent Adult Education Center offering an assortment of classes, certificates and the opportunity to obtain a GED or diploma. Some class offerings are building business websites, digital marketing, film production and CPR/first aid certification and food service certifications. All of these classes and offerings include free onsite childcare for their students.

Siskiyou Training and Employment Program, Inc. (STEP, Inc.) expanded from offering only GED preparation, short term CTE and workforce reentry programs into also being our “Transitional Coordination Program.” The purpose of the Transitional Coordination Program is to be the “first stop shop” for all new adult learners. STEP, Inc. facilitates student intake, documentation collection, generates appropriate adult education and referrals to WIOA intensive programs and serves as the hub for work readiness skills certifications which was included in our consortium’s common diploma curriculum. STEP, Inc. has broadened adult education services by becoming a Certified Pearson VUE, GED and ACT National Career Readiness Certificate (ACT NCRC) testing site in South Siskiyou County. This expanded effort has increased access to GED testing services due to our North County testing site’s summer closure schedule. STEP, Inc. also serves as the data manager for the consortium, which has proven instrumental for ensuring timely and accurate quarterly AEP data reporting, education/professional development on WIOA outcomes and milestones and ensuring compliance with AEP data deliverables.

Siskiyou Union High School District offers GED preparation and high school diploma course offerings in different remote service areas - Happy Camp High School in Happy Camp, CA; McCloud High School in McCloud, CA; and the Jefferson Campus in Mt. Shasta, CA. Along with ABE and ASE services, SUHSD has developed a prestigious Pharmacy Technician program, which will continue throughout the next three years. They have also facilitated Culinary Tech classes that run in 6 week sessions. These classes cover the basics of culinary arts and they coordinate the process for students to earn a food handler’s certificate. SUHSD has also offered graphic design and film studies for their short term CTE services. An ambitious Construction Tech program is also in the workings over the next three years. SUHSD has four well-equipped manufacturing centers at each comprehensive high school in the district. Each site as a credentialed teacher in the area of Career/Technical Education. The district plans to expand access to these facilities to the adults in each community. SUHSD is working with the classroom teachers to start the discussion on how to best meet the needs of

the community in the fields of building and construction, welding, and manufacturing. They plan to have a functioning program in place by the spring of 2020.

Tulelake Basin Joint Unified School District has offered ABE/ASE, ESL/Citizenship, Parenting classes and College and Career Prep coursework for workforce reentry programs. Their ESL classes are one of a kind and have been exceptional according to students. The site coordinator has developed strong relationships within the migrant worker community which has expanded offerings within the local region. The site also coordinates closely with the local family resource center which has resulted in a streamlined referral process to adult education services. These partnerships will continue to broaden services for the remote community of Tulelake and increase student access.

Yreka Union High School District offers convenient day and evening classes in adult basic skills, job training, ESL, Citizenship, high school diploma, GED preparation, parent education classes and classes for disabled adults. While attending class, students have the opportunity to have their children supervised on site. The Adult Education Program at Yreka has a new building and will open doors to offer more services in the Fall 2019. The building will house all Adult Education activities and be a central location for all adult learners within the local area. This site will coordinate with College of the Siskiyous and First 5 Siskiyou, to expand services and classes offered to the adult education students. The new building will allow for more students to be seen, and the ability to expand our GED and ESL offerings. The Yreka Adult Education program has partnered with the Siskiyou County Sheriff's Department and are currently offering diploma services to incarcerated learners. As this program continues to grow, we are expanding to also offer GED services. The Yreka Adult Education program will continue to grow, and as we expand services, we are excited to have a new facility to support the expansion.

College of the Siskiyous (COS) has really developed its noncredit program in that last three years. With the hiring of the Director of Noncredit, Community & Contract Education, the program has expanded from just a few noncredit classes to over 30 noncredit classes including short-term CTE focused courses. Workforce re-entry, older adult classes, learners with disabilities and parenting classes are all taking place at both the Weed and Yreka campuses as well as remotely at adult education sites throughout the county. This will continue to allow more flexibility for students who may have geographical challenges.

Key Partners:

Siskiyou County Jail has been working in partnership with both the Yreka Adult School and College of the Siskiyous to support adult education services within the correctional system setting. Through our community college, noncredit classes have been designed for day reporting inmates in support of workforce readiness and soft skills development with the emphasis on positive communication, problem solving and conflict resolution coursework. Through ABE/ASE programming, Yreka Adult School has been successful at offering high school diploma services to incarcerated learners by providing a dedicated instructor in the jail. As we move forward in the next three years, GED preparation services

through our online GED Academy platform will be implemented in the jail setting. Measures are being taken to explore utilization of the web-based program and/or GED Academy DVD's in compliance with institutional computer usage policies for inmates. We are enthusiastic about the expansion of these services to the offender population.

Black Fox Timber Management Group currently offers an entry level program for Certified Level I Forestry Technician. Students are trained in species identification, timber cruising, volume measurements, owl hooting, thinning/removal techniques, managing and negotiating difficult terrain, and GIS applications. This six to eight-week class meets daily, both in the classroom and in the field. Upon completion, students are placed in paying jobs. Black Fox works closely with North State employers, but employment opportunities are available in all forested areas. The Certified Level II Tech class is currently being developed.

Mt. Shasta Ski Park provides Certified Trainers which will certify employees/enrollees in the operation of ski park machinery (Snowcat operation, snow grooming and snow making equipment), and trail maintenance. Instruction is also provided in relational customer service, lessons and ski/board assessment of skills, equipment rentals, equipment maintenance, food services and custodial. The CTE training enabled enrollees to transition from this training program directly into gainful employment. Trainings are specific to the snow operations of a resort, however, employees can utilize these certified skills into other areas of employment.

Siskiyou County Library offers one-on-one tutoring for adults in reading, writing, math and computer literacy. The library has also been able to assist adult learners with GED preparation, driver's license test preparation and ESL. The Siskiyou County Library is located in the county seat (Yreka, CA); however, there are eleven branches dispersed among the county that offer these services to adult learners. Continued efforts in collaboration will have a huge impact on shared adult learners, while minimizing duplication of services.

First 5 of Siskiyou County has offered parenting coursework throughout Siskiyou County and works in conjunction with the local Family Resource Center network in our region. Through the catalog of First 5 classes, adult learners receive valuable information on how to increase their involvement in the education of their children and ultimately promote improved family literacy.

Happy Camp Computer Center operates under the umbrella of Karuk Community Development Corporation and offers a certified GED testing site in this remote region of our county. The community of Happy Camp is located along the Klamath River on Highway 96 and is approximately one and a half hours Northwest of our county seat. Due to present geographic challenges and history of transportation barriers, students in this area can now complete GED exams in Happy Camp and also receive GED Academy preparation assistance via distance learning model through the consortium. Adult education learners in the area also have access to work readiness skills development and employability certification opportunities. A streamlined referral strategy has been created to support timely access to services and expeditious enrollment through our newly established transitional coordination program. During the next three years, we aim to collaborate with Tribal TANF officials to expand workforce re-entry services to tribal members and reduce public assistance dependency.

Alignment of Adult Education services provided by the consortia with other regional plans and planning processes:

Adult Education Pathways has benefited from our strengthened alignment with our region's Workforce Innovation and Opportunity Act service provider, Siskiyou Training and Employment Program, Inc. By participating in planning endeavors and maintaining an effective collaborative relationship, Adult Education Pathways sites receive ongoing training and professional development on WIOA Outcomes and Milestones. This alignment has proved highly instrumental in the development of classes that meet Federal WIOA and State AEP performance standards, creating a transitional services hub at the provider's location and in the area of quarterly AEP data reporting and accountability requirements.

Table 1.1 Regional Service Providers - entities that provide education and workforce services to adults in the region with current levels and types of adult education programs within the region

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	X	XYZ agency provides opportunities for students in Manufacturing Bridge Courses to Job Shadow.
Siskiyou Training & Employment Program, Inc. (STEP)	Business	190 Boles Street Weed, CA 96094		X		X			X			
Siskiyou County Office of Education	Other	609 S. Gold Street Yreka, CA 96097	X	X	X	X	X	X	X		X	SCOE is the fiscal agent for Adult Education Pathways and also assists each site in obtaining their outcomes.
College of the Siskiyous	Business	800 College Avenue Weed, CA 96094			X	X	X	X			X	
Yreka Union High School District	Business	400 Preece Way Yreka, CA 96097	X	X	X	X	X	X	X		X	
Scott Valley Unified School District	Business	11918 Main Street Fort Jones, CA 96032	X	X	X	X			X		X	
Siskiyou Union High School District	Business	624 Everitt Memorial Hwy. Mt. Shasta, CA 96067	X	X		X						

Dunsmuir Unified School District	Business	5805 High School Way Dunsmuir, CA 96025	x	x		x		x			
Butte Valley Unified School District	Business	615 W. 3rd Street Dorris, CA 96023	x	x	x	x					
Tulelake Basin Joint Unified School District	Business	400 G. Street Tulelake, CA 96134	x	x	x			x		x	
Black Fox Timber Management Group	Industry	110 Squaw Valley Road # A McCloud, CA 96057					x		x		
First 5 Siskiyou	Industry	310 N. Mt. Shasta Blvd. Mt. Shasta, CA 96067									x
Siskiyou County Jail	Industry	315 S. Oregon Street Yreka, CA 96097	x	x							
Mt. Shasta Ski Park	Industry	4500 Ski Park Highway. McCloud, CA 96057					x		x		
Siskiyou County Library	Business	719 Fourth Street Yreka, CA 96097	x	x	x						
Karuk Development Corporation Happy Camp Computer Center	Other	25 4th Avenue Happy Camp, CA 96039							x		Offers a GED testing center on site.

The above table (Table 1.1) shows our current collaborating entities that provide education and workforce opportunities within our region.

The below table (Table 1.2) depicts potential collaborators within our community. We plan on reaching out to these entities within the next three years and discussing educational or workforce opportunities.

Table 1.2 – Potential 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	X	XYZ agency provides opportunities for students in Manufacturing Bridge Courses to Job Shadow.
Siskiyou Opportunity Center	Business	1516 S. Mt. Shasta Blvd. Mt. Shasta, CA 96067					X	X				
Department of Vocational Rehabilitation	Business	500 N. Main St. Yreka, CA 96097					X	X				
US Fish & Wildlife	Industry	1829 S. Oregon St. Yreka, CA 96097				X		X				
Karuk Tribe	Industry	777 Casino Way Yreka, CA 96097				X		X				
Fairchild Medical Center	Industry	444 Bruce St. Yreka, CA 96097				X		X				
Mercy Medical Center of Mt. Shasta	Industry	914 Pine St. Mt. Shasta, CA 96067				X		X				

Siskiyou Health & Human Services	Business	818 S. Main St. Yreka, CA 96097							X			
Six Stones Wellness Center - Northern Valley Catholic Social Service	Business	525 North Main Street Yreka, CA 96097						X				
So. Oregon Goodwill - Siskiyou County Branch	Business	1202 S. Main St. Yreka, CA 96097						X	X			

Table 2. Funding for Adult Education Programs and Services - funding available within the region to support adult education services.

Source and Type of Funds	Funding Estimates FY 2019-20	Funding Estimates FY 2020-21	Funding Estimates FY 2021-22
State / Federal Funding			
AEP	\$972,282.00	\$972,282.00	\$972,282.00

2.3 Community Need and Customers

While Siskiyou County ranks fifth largest in area among California counties, it ranks 45th (out of 58) in population. On average, there are approximately 7 people per square mile (which warrants a federal designation of Frontier). According to the 2010 US Census, the total population of Siskiyou County was 44,900, with 77% being over the age of 18 years old. The overall poverty rate of Siskiyou County sits at just over 22%, and the unemployment rate is at 9.6% as of February 2019.

Winter snow and icy conditions, as well as landslides and seasonal wildfires, can cause both smaller roads and major highways to become impassable. Severe winter weather can occur from November to April. And, wildfire season from April to November. Since a large percentage of county residents reside in remote areas of the region, this makes access to services even more challenging than the ongoing geographic barriers within the county.

These extreme weather conditions have caused an increase in the need for federal and state wildland management occupations as well as tourism occupations for our local Mt. Shasta Ski Park and other resorts. We have developed programs that offer jobs to the students at completion and certification.

In 2016, Adult Education Pathways was still learning what and who to track in our “barriers to employment” records. So, unfortunately, we lacked the ability to make assumptions with total confidence for that year and prior. However, our records indicate that by the 2017/18 year, our low-income population had skyrocketed. Our 2018/19 quarter one and quarter two reports already indicate that we will be meeting, but probably exceeding, the consortium’s 2017/18 numbers for low-income students. Creating linkages and getting these adult learners into jobs and increasing their wages is imperative.

We also have a high number of English as Second Language learners in pockets of our county. Developing supportive service plans and opportunities for these learners will be addressed in the upcoming three years. In the pockets where we see ESL learners, we have assessed that they do not have viable forms of transportation. There are no bus routes in these remote areas, and many times these students do not have their own vehicles to transport them to and from classes. To accommodate these students, Adult Education Pathways is staying true to our name. We are developing pathways to get these students to their education, or we are bringing education to them via video conferencing or Zoom. Our goal will be to continuously be evaluating these students and our community resources to bridge these connections and to ensure ongoing access to adult education services.

Per the U.S. Bureau of Labor Statistics’ Labor Market Projection data, the following industry sectors are anticipated to experience the highest growth in our region during the 3 year planning period. By remaining update-to-date on employment projections and

utilizing labor market data effectively, the consortium will collaborate to design additional programs and classes that support increased pathways for these identified sectors:

- Government
- Education, Health Care and Social Assistance
- Leisure and Hospitality
- Trade, Transportation and Utilities

The local business community reports that they are seeking employees that have the necessary soft skills to be successful in the workplace. This identified skills gap threatens the sustainability of businesses in our community, yet presents an opportunity to increase education in hopes of bridging the divide. By offering employability certifications, paid internships and/or OJT's through our WIOA partner and soft skills development opportunities to adult learners, we aim to continue to support our business community by creating a viable workforce. Adult Education Pathways will also collaborate with WIOA personnel to expand on our strategies to strengthen connections with industry sectors and employers in our region including regular round table meetings with the business community to analyze ongoing needs, identify opportunities for potential skills upgrade and promote employee retention.

Another area of determined need for our region is building programs for the Adults with Disabilities population. The US Census Bureau data indicates that for 2013-2017, 14.1% of Siskiyou County residents possessed a disability. We see the need to expand services to this population and plan to initiate collaborative efforts with the Department of Vocational Rehabilitation during the next 3 years. By identifying existing organizational providers that currently serve the disabled population and map program services, we can better strategize to enhance service delivery and refrain from duplicating services within the region. As of the development of our 3-year plan, we have identified three additional providers to connect with who are already serving this population: Siskiyou Opportunity Center, Goodwill Industries of Southern Oregon (Yreka location) and Northern Valley Catholic Social Services' Six Stone Wellness Center.

2.4 Identifying Goals and Strategies

The Director of Adult Education is committed to facilitating a marketing and outreach campaign. The current outreach is only word of mouth. The director will study the current climate of all stakeholders in adult education (potential students, current students, business industry leaders, consortium members, and other community partners). Identifying the target audience will be the first step. From there, measuring what media medium per target audience will be implemented and utilized within the agreed upon budget. Siskiyou Employment & Training Program, Inc. is currently where all our intakes take place through transitional coordination efforts. On the enrollment form and asking where students heard about our programs and services will be a good indicator of if our media strategies are successful.

Members of the consortium will need to be continuously involved in community events and media streams. Due to Siskiyou County's rural and widespread region, we need to be effective

in reaching all adult learners and provide to them their needs. What is needed in one area of our county may not be needed in another area. It will be up to the member sites to determine the areas wants and needs and, also, make connections with the community to develop successful programs and offerings.

Currently, the Siskiyou Training and Employment Program (STEP, Inc.) caters to being our intake/placement manager. This has been extremely helpful and beneficial to our students due to the many miles in between our different sites. We will continue with this model to support all adult learners in Siskiyou County.

Strategies to improve transitioning to postsecondary education and the workforce including “step up” programs. For instance, one of our K12 sites offer culinary classes that also coordinates for the student to get their food handler’s certificate and our local community college is in the beginning stages of working towards a culinary program. It will be important for these two sites to work together and make linkages and seamless transitions for these students.

Our community college is also offering noncredit welding classes and working closely with the welding department at the college. The goal is for the noncredit student to get fundamental training on welding and either become employed after completion of the class or transition into the welding program at College of the Siskiyous.

Dunsmuir, in partnership with the STEP office and Black Fox, has developed an innovative Forestry Technician Program. The program has been so successful that government agencies and private companies throughout the nation are calling to higher these program graduates. The government and companies are also asking for an “advanced level” forestry program. So, this year, Dunsmuir and Black Fox are in the process of developing it for (hopefully) Fall of 2019. The idea is that those who graduate from the Forestry Technician Program I, will be hired and continue working through the summer. Then, in Fall 2019, begin the advance program. Upon completion, the students will get a raise in their wages and maintain their jobs.

Another important goal of Adult Education Pathways is to seek leveraged funds. Many organizations within our region are serving the same populations of people that we serve, yet are still needing assistance in numerous ways. It will be crucial to seek out advice and guidance from these organizations to help us understand how we can support their efforts, as well as they support our efforts. Utilizing multiple funding sources to support these adult learners will build community and overall success for these individuals. Collaboration is a key focus as we move into this three-year cycle.

Figure 1. Logic Model

Goal Statement:

Adult Education Pathways seeks to assist Siskiyou County adult learners in getting and maintaining jobs resulting in a countywide poverty and unemployment rate decrease.

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>
<p>Students</p> <p>Industry Partners</p> <p>Leveraged Funds</p> <p>Staff Involvement</p>	<p>Marketing and Outreach Campaign</p> <p>Develop culinary & hospitality trainings/programs for Siskiyou County</p> <p>Thorough examination of what resources/funding sources/community groups are already within Siskiyou County</p> <p>Providing surveys to communities within Siskiyou County asking what their needs and wants are</p>	<p>Media advertisements throughout Siskiyou County</p> <p>Increased enrollment</p> <p>Increased partnerships with local businesses</p> <p>Larger scaled programs and trainings</p> <p>AEP programs & services reaching populations of new geographic areas in Siskiyou County</p>	<p>Students will obtain GED, diploma, certificate, or employment</p> <p>Students will be hired after completion of program</p> <p>Students will achieve their personal goals</p>	<p>Students who gain employment from industry leaders who will then be earning money. Industry leaders will continue to work with Adult Education Pathways to hire more workers.</p>	<p>Individuals that have gained employment through our industry partners will continue to increase their wages each year leading to a decreased poverty and unemployment rate in Siskiyou County, which is very high currently.</p>

Assumptions	External Factors
<p>There is a great need and opportunity for individuals in Siskiyou County to take advantage of numerous job opportunities.</p> <p>There are more minimum wage jobs in Siskiyou County versus “career” options.</p>	<p>Wildfires and severe snow storms can sometimes interrupt classes and/or adult learner’s lives.</p> <p>Finding affordable childcare is difficult in Siskiyou County and many adult learners who work and have children find that they are working to pay for the childcare. Working doesn’t seem worth it to them.</p>

Table 3. Progress Indicators

1. By June 2020, each site will increase their overall CAEP outcomes by 10%, in comparison of their 18/19 total CAEP outcomes.
2. By May 2021, the consortium will increase the number of industry partners who are able to hire students at completion of their program from 2 organizations to 5 organizations.
3. By June 2022, each site that offers a GED testing or diploma increases the graduation rate by 10% from their June 2019 level.
4. By January 2020, the consortium board will develop a universal site program effectiveness tool that is utilized each year to determine site allocations.
5. By May 2022, evaluate our classes to determine ways to increase student persistence among program areas in order to maximize offerings to increase outcomes.

2.5 Piloting and Implementation

Recently, the Karuk Tribe's Rain Rock Casino was built in the city of Yreka, CA. The employer is currently on the hunt for employees to fulfill their vacancies in all areas of the gaming industry (cage cashier, slot technician, line cooks, security, bankers and custodial). Evidence of these vacancies can be located on the STEP, Inc.'s weekly job list and on the company's official website. During Phase I of Rain Rock's development and emergence into Siskiyou County, our consortium partnered with Mountain Medics to provide CPR and First Aid Training for new employees which led to some enrollment into ASE services.

Phase II of Rain Rock Casino will be the construction of a hotel adjacent to the casino which will open new doors in the hospitality industry. With this second phase being implemented in the next three years, it will be an important time to revisit with the Karuk Tribe in hopes of fostering collaborative efforts. This poses a unique opportunity to create culinary and hospitality programs for adult learners in our region. These short term CTE programs are proving to be the backbone of Adult Education Pathways. Implementing a culinary and hospitality program through our community college partner, College of the Siskiyous, will not only potentially get jobs for students at Rain Rock Casino and Hotel, but they will be educated and certified to work at any tourist destination should they decide to move out of the county. Siskiyou County is a tourist destination, and we see the need of expanding outreach measures by working heavily

with our local business industry to increase jobs within our community, upgrade current employee skills and promoting the importance of job retention.

Some of our sites are already running culinary classes that coordinate efforts to help students obtain their Food Handler's certification, which has been very beneficial for student in acquiring or retaining employment. It will be important for our sites running the culinary classes to collaborate with College of the Siskiyous in their mission to start the culinary program. These adult students will be given guidance on how to become a COS student in the culinary and hospitality program and hopefully receive a certification, and then, employment.

Another goal of the Siskiyou Adult Education Pathways is our market and outreach campaign. The marketing and outreach campaign will begin by identifying who the target population is for the Adult Education Pathways. Through surveys, focus groups and other forms of assessment, AEP will discover the tactics that need to be used in order to connect with target populations. We anticipate our target populations will be potential students, industry leaders throughout the county and local government agencies. Our goal is to gain more students, develop new programs through our local employers and be able to advertise for AEP in local welfare departments. We foresee using YouTube, flyers, radio, booths at festivals/fairs, website and Facebook as avenues for promoting Adult Education Pathways. We have started discussing the possibility of having adult learners develop our adult education website in order to learn graphic design for employability skills.