

California Adult Education Program Produced: 07/06/2022 06:50 PM PDT Cathy Hart

02 Antelope Valley Regional Adult Education Consortium: Certified

Details

Consortium Information

Consortium Name:

02 Antelope Valley Regional Adult Education Consortium

Consortium Short Name:

02 Antelope Valley

Address:

45110 Third St. East | Lancaster, CA | 93535

Website:

<http://avadulteducation.avc.edu>

Funding Channel 2022-23:

Direct Funded

CAEP Funds 2022-23:

\$4,542,698

CAEP Funds 2021-22:

\$4,263,041

CAEP Funds 2020-21:

\$4,097,108



ANTELOPE VALLEY
Adult Education Regional Consortium

AVC • AVUHSD • SKUSD

Consortium Contacts

Responsibility	Name	Email	Title	Phone
Primary Contact	Cathy Hart	chart8@avc.edu	Interim Dean	(661) 722-6619
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Primary Contact	Betsy McKinstry	bmckinstry@avhsd.org	Director, Career Technical Education	(661) 575-1026
Primary Contact	Michelle Parsons	mparsons@avhsd.org	Vice Principal	(661) 942-3042 ext: 121
Primary Contact	Jo Morgan-Kim	jokim@avhsd.org		

Member Agencies

Member Agency	Member Type	Contact	Phone
Antelope Valley Union High	High School District	Dr. Betsy McKinstry	(661) 575-1026
Southern Kern Unified	Unified School District	n/a	
Antelope Valley CCD	District	Cathy Hart	(661) 722-6619

Executive Summary

Executive Summary *

The Antelope Valley Regional Adult Education Consortium originally covers the northern part of LA County and a small portion of East Kern County. Originally there were three members of the Consortium but due to changes at Rosamond they left the consortium prior to the submission of the 2019 Three Year Plan. Services for adult students in the East Kern County area that Rosamond covered are now provided by AVUHSD Adult Education that has oversight of a facility in the same location. This change left two members of the Consortium: AVUHSD AE (AVAE) and Antelope Valley College (AVC). Ongoing collaboration on elements of the plan between AVAE and AVC address adult students needs that include EL, CTE and HSE/HSD and progress toward postsecondary and/or the workforce. Through the collaboration and discussions, it was agreed upon that all the funding would be allocated to the AVAE program to provide basic education, EL and CTE coursework that would be foundational to transitioning to the college and/or workforce. If objectives of the three year plan are met in addressing preparation for both postsecondary and/or workforce, there is a potential that AVC will be allocated funding in the future.

Assessment

Both members of the consortium are actively involved in community and professional organizations that address the needs of the Antelope Valley region. In addition, they participate on additional initiatives related to workforce development,

growing a talent pipeline and postsecondary attainment that includes AV Edge (facilitates regional business growth and opportunity) AV Career Prep Council (Employer Advisory Committee for K-14), AV East Kern STEM Network (Industry and Education partnering for STEM careers), and South Central Coast Regional Consortium (member colleges create and maintain highly trained workforce. Data and information for assessment was obtained through these sources, AVAE and the AVUHSD Director of Industry Liaison and Postsecondary Attainment.

Metrics

The metrics established were based on AVAE student outcome data and regional data on high school graduation rate, CTE pathway completion, transition and the integration of services for special population and EL adult students.

Objectives

The objectives are centered around providing a comprehensive education and career plan that includes completion of both academic and CTE courses which will lead to increased opportunities to pursue livable wage jobs. Areas addressed are progress in all AVAE programs, transition to postsecondary, success in completion of HSE and HSD and employment. All strategies include a system for regularly monitoring student data on progress toward completion and identifying barriers and providing support and solutions to address them.

Activities and Outcomes

Short term goals with activities to support them for the first year are focused on collecting information on career assessment systems, monitoring student progress through data review and gathering information on education and certification requirements for Health Science and Education sectors. These sectors have a regional labor market demand and are in need of employees who are bi-lingual. The one to three year goals include development of career and education plans, providing solutions to barriers and offering a career pathway program for EL adult students. In the third year full implementation of a system for regular AVAE staff and leadership data review and monitoring, career and education plans completed with adjustments as needed for every AVAE student and the completion of an EL/CTE pathway program.

Assessment

Overview and Preparation *

The Consortium has two members, Antelope Valley Union High School District's Adult Education and Antelope Valley College. The Adult Education program has been the sole recipient of consortium funding. The process for assessment and review of data for the development of the three-year plan included accessing several sources of information. The first was through relevant advisory committee meetings such as the regional AV/Kern STEM Network, B2K Talent Pipeline, AV Edge Education Committee, the Career Prep Council and the North LA County Stakeholders Group. These meetings presented information on workforce/education development initiatives to address the labor market needs at both the local and regional levels.

Representatives from both AVUHSD Adult Education and the college actively participate in all of these groups to share information, evaluate needs, assess services and address gaps. Additionally, information was obtained through the district's Director of Industry Liaison and Postsecondary Partnerships. The Director works with AVC on system alignment and represents the district on the South Central Coast Regional Consortium (SCCRC). The adult education programs are included in the pathway discussions to create a seamless transition from adult education to postsecondary/workforce. The SCCRC provides data on the micro region of Northern LA County that AVC and AVUHSD AE serve. Adult Education leadership staff held several meetings with AJCC to identify gaps for workforce training and provide recommendations of courses for adults. Lastly, the AE program referenced their CAEP annual plan, and their goals/action plans aligned with the Student Learning Outcomes that

were developed with leadership and staff based on existing information and data from both the adult education system and the sources referenced above. Student achievement and completion data and labor market data also were provided to reference in the developing the three- year plan.

Regional Alignment and Priorities *

There is a designated AE staff member who works with AJCC directly to coordinate services, identify programs that align with workforce demand and develop curriculum for entry into I-Train. Through these meetings CTE courses have been identified in the areas of manufacturing and product development, health sciences and education. Employability classes are offered at the AVAE to supplement the information adults receive from the job centers. LA County data for the area reflects the top industries for the City of Lancaster as Education and Family Services, Health Care and Business with the top five occupations as Registered Nurses, Retail Workers, Security Guards, General Maintenance and Repair, and Teachers. The data for Palmdale highlights the following top industries Aerospace and Manufacturing, Education, Healthcare, Business (Retail and Finance) with the top five occupations being Sales Reps, Managers, Registered Nurses, Manufacturing Engineers, and teachers. Addressing these industries that result in stackable certifications and include apprenticeship programs that lead to skilled jobs with a livable wage provide guidance for the work plan. Identifying emerging industries for the areas (renewable energy, waste management, water management, additional technology) coupled with entry level jobs within career pathways that are essential to the region: aerospace technicians, entry level workers in education, health care and business will provide adults with a pathway that starts in AVAE for entry level employment and transitions to the college and workforce for technical and potentially professional level jobs.

Evaluate the Educational Needs of Adults in the Region *

Antelope Valley Adult Education is the only provider of AE programs in the region. According to the US Census Bureau the poverty rate in the three major cities in the Consortium are Palmdale-15.9%, Lancaster-20.2% and Rosamond- 17.4%. In addition, the adults over 25 years old without a high school diploma within these cities are 24.5%, 18.1% and 21% respectively. These statistics are from the 2020 and do not take in account the students who were impacted that were able to graduate with less credits thus potentially not reaching the level of academic achievement needed or having the benefit of learning skills in career technical education or not graduating due to challenges of the pandemic. In addition, close to 48% of families in Palmdale speak a language other than English in the home. The area has historically a higher unemployment rate than the county and the state. The average across all cities of for the population of those 16 years and older is between 53-59%. This data reflects that there is a need to increase the number of adults who have a high school diploma, increase the number of adults who receive career technical training and increase the number of adults who complete an EL program. It also shows that aligning the education programs (HSE, HSD and EL) with a career technical education would benefit the adults in the AV region. The college recognizes the gap between the achievement and skill level for many adults in the community that is a barrier to the access to pursue the wide range of AVC programs (certificate, associates and transfer). Currently the college acknowledges that there are minimal programs for adults in the postsecondary setting who are lacking in a basic level skill and knowledge set. Due to the higher than average number of students with disabilities and fifth year seniors in the district, there is a demand for job training programs for adults with disabilities. This is an area members of the consortium agreed should inform the program and course offerings. .

Contributions by Entities *

Dr. Steve Radford, Previous Administrator for AVAE (ended employment with the district Jan.31, 2022) Dr. Radford started the process of developing goals, reviewing the annual plan and assessing progress on the CAEP 2018/19 Three Year Plan. He participated in meetings and conversations with workforce development and Antelope Valley College

Dr. Betsy McKinstry, Interim Administrator for AVAE from Feb. 1- June 30, 2022. Reviewed the plans completed by the Consortium, met with stakeholders in Adult Education, attended meetings, communicated with Antelope Valley College specifically related to career pathway development and transition to postsecondary education, worked with AVUHSD Director

of Industry Liaison and Postsecondary Education on areas where AVAE would have a role such as Special Admit for adult education students.

Cathy Hart, Interim Dean, Community Projects and Extended Learning, Antelope Valley College, gave input at meetings that addressed workforce development and career pathways, coordinated information with the Director of Industry Liason and Postsecondary Education on Adult Education issues related to transition to the college for adult education students.

Regional Service Providers

For each Member Agency service provider, enter the number of Participants in each program area.

Provider Name	Provider Type	Number of Participants in Program Area								
		ABE	ASE	ESL	El Civics	AWD	K12 Success	Short Term CTE	Workforce Reentry	Pre-Apprenticeship
*Antelope Valley CCD	Member Representative	24	0	406	0	0	0	0	206	0
*Antelope Valley Union High	Member Representative	142	1,198	866	0	101	0	443	0	0
Total Participants		166	1198	1272	0	101	0	443	206	0

* Member Agency required to input number of Participants

For each service provider added, check the box in the program areas where services are provided.

No Service Providers for this consortium.

Evaluate the Current Levels and Types of Education and Workforce Services for Adults in the Region *

Both Antelope Valley College and AVUHSD offer workforce services to adults. In the last three years, AVUHSD Adult Education program has worked to expand their workforce services in the following ways: offering employability classes, coordinating with agencies on student needs, expanding counseling to address career and education plans and deliver direct workplace skills and information through employability classes. The college offers a more extensive slate of workforce services for their students. Currently there are still gaps in serving the needs of students primarily in the adult education program. Further development in integrating workforce services into all AE programs is needed to ensure students are prepared to transition to the workforce and/or postsecondary education upon completion of their AE programs.

Metrics: CAEP Barriers & Metrics

- ✓ Student Barriers
- Adult Ed Metrics

- English Language Learner (AE 305 - Overall)

✓ **Progress:** Learn about skills gains in adult basic education, ESL, workforce preparation, and CTE programs.

Adult Ed Metrics

- Participants Who Complete an EL Civics COAPP or Course (AE 411 - Overall)

✓ **Transition:** Learn about student transition into postsecondary education and college credit pathways.

Adult Ed Metrics

- Participants with Transition to Postsecondary (CTE) (AE 636 - Overall)

✓ **Success:** Information on completion of diplomas, certificates, and college credit awards.

Adult Ed Metrics

- Participants Who Earn a High School Diploma or Equivalency (AE 633 - Overall)

✓ **Employment and Earnings:** Access 2nd and 4th quarter employment, annual earnings, and earning gains data.

Adult Ed Metrics

- Participants Who Became Employed in the 2nd Quarter After Exit (AE 505 - Overall)

Consortium Level Metric Targets

* Mandatory for all consortia

Metric Set	Metric	2019-20 Actuals	2020-21 Actuals	2021-22 Actuals	2022-23 Target	2023-24 Target	2024-25 Target
All	*Number of Adults Served (AE 200 - Overall)	4,393	3,429		4,100	4,500	4
Student Barriers	English Language Learner (AE 305 - Overall)	1,524	816		1,300	1,375	1,450

Member Level Metric Targets

* Mandatory for all members

Antelope Valley CCD (Reported by Antelope Valley District)

Metric Set	Metric	2019-20 Actuals	2020-21 Actuals	2021-22 Actuals	2022-23 Target	2023-24 Target	2024-25 Target
All	*Adults who Became Participants (AE 202 - Overall)	634	408		100	100	100
Employment and Earnings	Participants Who Became Employed in the 2nd Quarter After Exit (AE 505 - Overall)	220			250	250	250
Progress	Participants Who Complete an EL Civics COAPP or Course (AE 411 - Overall)				0	0	0
Success	Participants Who Earn a High School Diploma or Equivalency (AE 633 - Overall)				0	0	0
Transition	Participants with Transition to Postsecondary (CTE) (AE 636 - Overall)	31			0	0	0

Antelope Valley Union High (Reported by Antelope Valley Union High School District (AVUHSD))

Metric Set	Metric	2019-20 Actuals	2020-21 Actuals	2021-22 Actuals	2022-23 Target	2023-24 Target	2024-25 Target
All	*Adults who Became Participants (AE 202 - Overall)	2,517	1,949		2,000	2,100	2,200
Employment and Earnings	Participants Who Became Employed in the 2nd Quarter After Exit (AE 505 - Overall)	274			350	375	400
Progress	Participants Who Complete an EL Civics COAPP or Course (AE 411 - Overall)		10		20	25	30
Success	Participants Who Earn a High School Diploma or Equivalency (AE 633 - Overall)	114	182		200	220	240
Transition	Participants with Transition to Postsecondary (CTE) (AE 636 - Overall)	109			140	175	190

Member Spending Targets

Member	Percent of 2019-20 Available Funds Spent	Percent of 2020-21 Available Funds Spent	Percent of 2021-22 Available Funds Spent	2022-23 Target	2023-24 Target	2024-25 Target
Antelope Valley Union High	100%	68%	0%	85%	100%	100%

Objectives

Address Educational Needs

Description of Objective *

Strategies to address increase in students completing high school diploma program:

1. Student goal setting for completion, monitoring of progress by teachers and communicating with student regularly on progress
2. Identify and addressing barriers to completion for students who are not making or making minimal progress toward completion
3. Provide guest speakers who students can identify with and had similar challenges for motivation and inspiration
4. Adapt schedules that meet the needs of adult learners (blended, virtual, night, etc.)

Strategies to address comprehensive career and education plan for all students including those with disabilities

1. Provide career assessments for every student to identify areas of interest and develop career and education plan that aligns with interest assessment, (note this should include postsecondary programs at the college)
2. Coordinate services with Department of Rehabilitation to for proper placement of students with disabilities and address their needs for successful completion of programs.
3. Create plan to address EL students proficiency and career pathway completion in Health Sciences industry sector
4. Increase coordination with workforce development agencies to develop programs that meet labor market needs
5. Provide professional development to all AE staff on CTE pathways, postsecondary program transition and emerging trends in employability

Strategies to address needs of EL Learners

1. Monitor progress on a regular basis and provide additional supports (tutoring, additional ways to develop language skills)
2. Provide professional development for EL teachers in instructional strategies to increase engagement
3. Create CTE pathways for EL students to allow learning language in context of career with potential to pursue jobs in specific industry sectors.
4. Expand counseling services for EL students and supplement instruction with workshops on topics of interest

Improve Integration of Services & Transitions

Description of Objective *

1. Strengthen partnerships with workforce development agencies to create seamless transition to postsecondary and/or the workforce by coordination of support services and skill attainment.

2. Provide guest speakers from the college to explain the the range of postsecondary programs to adult students, expand career and college fairs offered to adult students.
3. Enhance social media presence and the website to include consistent messaging on career pathways, job opportunities and programs at the postsecondary level, additional links to workfroe development, industries and other stakeholder groups will be included.
4. Develop process for Special Admit adult education students to the college to ensure adult students understand and obtain the benefit.
5. Offer career technical education courses/pathways that address the labor market demand in the area and continue to develop apprenticeship opportunities in the growth sectors for the Antelope Valley region.

Improve Effectiveness of Services

Description of Objective *

The two years of disruption due to the pandemic, the mid year departure of the Regional Director and the short term assignment of the Interim Director all had an impact of the effectiveness of the Consortium in the past year. The new Director will be able to address the consistency in communication and processes to ensure the Consortium is meeting the guidelines as established in the original submission. With a two member Consortium there is potential to have both an informal and formal stucture for input, feedback and progress reviews. Recommendations to address the improvement of effectiveness would be to:

1. Schedule quarterly meetings throughout the year
2. Ensure all Adult Ed staff and administration are aware of the CAEP 3 year plan
3. Use the CAEP 3 Year Plan as a foundation for the AE Action Plan and other AE and CTE iniitiatives.

Activities & Outcomes

Activity Name *

EL Learners and CTE Pathway

Objective that Applies to this Activity

Address Educational Needs

Brief Description of Activity *

To address the needs of EL students comprehensively, the program data and monitoring will be shared among all staff on a regular basis for ideas to expand services and identify barriers. Workshops for the EL students to increase their awareness of community services, counseling, postsecondary education programs and career information will help the EL students to see AE as a education agency that meets their needs in not only language development but also resources and support. Creating CTE pathways that can connect EL students to industries that are in demand for workers who are bi-lingual will address an increase in students who enter both the workforce and transition to postsecondary education.

Short-Term Outcomes (12 Months) *

AE leadership will collect information on CTE pathways in the Health Science and Education sectors to include transition to workforce/postsecondary and necessary certifications with the intent to pilot a pathway program for EL students in 1-3 years.

Intermediate Outcomes (1-3 Years) *

A CTE pathway for EL students in Health Science and/or Education industry sectors will be fully developed to include marketing, equipment, resources, teacher professional development, curriculum, work-based learning) to begin in two years.

Long-Term Outcomes (3-5 Years) *

A minimum of 30% of EL students who started in the Health Science and/or Education pathway have completed the program and are successfully transitioning to the workforce and/or postsecondary education.

Proposed Completion Date

06/15/2024

Adult Ed Metrics and Student Barriers

- Student Barriers: English Language Learner (AE 305 - Overall)

Responsible person(s)

Name
Michelle Parsons

Activity Name *

Successful Completion of HSD and HSE Programs

Objective that Applies to this Activity

Address Educational Needs

Brief Description of Activity *

Develop a comprehensive data review and monitoring of student progress system that allows for AE staff to identify barriers to completion of HSE and HSD and provide solutions to address the barriers. This will allow AE to offer additional supports, mentors, workshops, resources and activities to address the whole adult student with the goal of increasing the number of students who receive their HSE/HSD.

Short-Term Outcomes (12 Months) *

Starting in the 2022/23 school year schedule monthly data meetings to review HSE and HSD student progress with counselors, administration and identify trends, barriers and gaps.

Intermediate Outcomes (1-3 Years) *

Address trends/barriers and gaps in progress for students in HSD/HSE programs from data collected in monthly meetings and create a system to address a minimum of 1-2 areas that will improve rate of completion.

Long-Term Outcomes (3-5 Years) *

Implement a comprehensive support system for adult students that addresses the barriers/gaps identified in year two that includes continued scheduled monitoring of data.

Proposed Completion Date

06/15/2024

Adult Ed Metrics and Student Barriers

- Success: Participants Who Earn a High School Diploma or Equivalency (AE 633 - Overall)

Responsible person(s)

Name
Jo Morgan-Kim

Activity Name *

Comprehensive Career and Education Planning

Objective that Applies to this Activity

Improve Integration of Services & Transitions

Brief Description of Activity *

Provide every AE student with education and career planning goals based on career assessments. Coordinate efforts with workforce development agencies and Department of Rehabilitation to supplement support and resources to supplement the AE programs and allow for successful transition to the workforce and/or postsecondary education.

Short-Term Outcomes (12 Months) *

AE administration, counseling and staff from CTE, HSE/HSD and EL will review and assess current counseling process and student program placement.

AE administration and counseling will review career assessments and select one to be used for all AE students.

Intermediate Outcomes (1-3 Years) *

Every student who enrolls in AE programs will be given a career assessment to provide information on the development of a career and education plan.

AE administration, counseling and staff will begin to develop a system and process to monitor progress on the plans.

Long-Term Outcomes (3-5 Years) *

Every student who enrolls in the AE programs will have an education and career plan that includes transition to the workforce and/or postsecondary education.

A system will be in place to monitor progress on the plans.

Proposed Completion Date

07/15/2024

Adult Ed Metrics and Student Barriers

- All: Adults who Became Participants (AE 202 - Overall)

Responsible person(s)

Name
Jo Morgan-Kim
Michelle Parsons

Funds Evaluation

Member Allocations and Expenditures

Member Agency	Prior Year Total Leveraged Funds	Program Reporting Status
Antelope Valley CCD (Optional)	\$0	Certified
Antelope Valley Union High	\$4,236,885	Certified
Totals	\$4,236,885	2/2 Certified

Funds Evaluation *

The planned funds to support the objectives and implement the strategies and activities to achieve the outcomes in the following ways:

1. Professional development for teachers to address adult student learners, labor market trends and using data to improve student achievement and completion.
2. A career assessment and planning system that allows students with staff support to set goals, monitor progress, obtain information, access resources that will help students transition to the workforce and/or postsecondary education that will lead to living wage jobs.
3. Equipment, training, resources that will support CTE programs that address regional labor market demand, including CTE pathways for EL students
4. Workshops and experiential learning activities that will enhance student learning opportunities
5. Technology and software that supports synchronous and asynchronous learning to improve access to AE programs and meets the needs of all adult students.
6. Marketing and social media that provides information to AE students on programs, job opportunities, student success, enrollment process, etc.
7. Additional support services such as tutoring, counseling to address barriers to student completion in all AE programs.

Certification

Antelope Valley CCD - Member Representative

Cathy Hart
Interim Dean
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Approved by Cathy Hart

07/06/2022 06:50 PM PDT

Antelope Valley Union High - Member Representative

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Approved by Dr. Betsy McKinstry

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