

38 Southern Alameda County Consortium (Ohlone CCD)

CONSORTIUM APPROVED

2023-24

Plans & Goals

Executive Summary

The goals in this annual plan are taken directly from the SACC Three-year Adult Education Plan. This year, SACC will focus on four goals outlined in the Three-year Plan. These include the continued implementation of new courses to support local employer needs and the educational needs of recent refugees and immigrants. The Paraprofessional Training course was implemented successfully last year, and SACC will continue to promote and improve the course. SACC will also continue to develop FACE/MVROP's welding program that is a part of Ohlone College's Smart Manufacturing Program. SACC will also host two Job and Resources Fairs to address the need for targeted recruitment and outreach strategies. Finally, SACC will work on implementing the ELL Healthcare pathways and simultaneous support courses

SACC will continue to develop and implement two new job courses, the Paraprofessional Training Course and Beginning and Advanced Welding. In 2022-2023, SACC worked closely with Ohlone to transition ESL students into their Earn and Learn Smart Manufacturing Program. Two cohorts of students completed the program. Due to ongoing employment issues with the smart manufacturing companies that worked with Ohlone, SACC is revising the goal to provide direct support for the welding program. There is an urgent need in the local community for workers in this industry. These are well paying local jobs that will help recent refugees and immigrants establish themselves and provide for their families. SACC will also continue with the success of the new Paraprofessional Training course. School districts in the area are in desperate need of paraprofessionals, particularly those who speak the languages of the children in the district. The Paraprofessional Training Course will prepare adult education students to meet the hiring requirements for open positions and support students with resume creation and interview preparation. SACC will ensure that at least three cohorts of the Paraprofessional Training Course are scheduled in 2023-2024.

SACC will host two Job and Resource Fairs to assist with targeted recruitment and outreach. The fairs will include a variety of resources for the community and will promote the programs from all four consortium schools.

SACC will work on developing ELL Healthcare pathways into MVROP's Pharmacy Technician training program and other local programs, such as phlebotomy, medical assisting and EMT.

These goals are directly taken from the SACC Three-year Plan, as well as the new ELL Healthcare Pathways Initiative and CAEP funding will be utilized to ensure that the goals are met. SACC members will continue to meet monthly to review the goals of the Annual Plan, and to ensure that steps are being taken to achieve them

Regional Planning Overview

SACC leadership team members meet monthly to address the goals in the annual plan. Each monthly agenda includes how we are working to achieve the goals in the annual plan. Notes are taken from each meeting that include "Action Items" to be completed before the next meeting. These "Action Items" help SACC ensure that steps are being taken to meet the consortium goals. Each year's annual plan focuses on specific goals taken directly from the Three-year Plan. The main focus of the consortium work is to achieve the goals set for in the Three-year Plan.

Meeting Regional Needs

Regional Need #1

Gaps in Service / Regional Needs

The workforce needs in Alameda County pose particular challenges for the SACC. A thorough review of data from the East Bay Regional Planning Unit's Regional Plan, labor market research, and associated living wage information indicate that jobs that provide livable wages for the county require post-secondary education or expensive investment in training equipment and other costs. There are many low-skilled jobs also currently in demand, but they do not require training and do not provide livable wages. This leaves middle-skilled jobs that may require training or certification, however they often still do not provide livable wages for the area. Until the wages are commensurate with the training required, employers will continue to struggle to find qualified candidates and adult schools and other training providers will be unable to find interested students to take their courses. After analyzing this data carefully, there were a few job sectors that stood out as possible training opportunities for the consortium. Bookkeeping /accounting, teacher assistants, information and communication technology, hairdressing, and advanced manufacturing are all jobs/job sectors for which the consortium already provides training opportunities or sees the opportunity to create new training programs.

In addition to analyzing the job training needs in Southern Alameda County, SACC also took into consideration the findings from the Alameda County Workforce Development Board's (ACWDB) Initial Four-Year Plan that indicated that there is a strong need for training and employment of immigrants and refugees. This thorough evaluation of our local community and student needs led us to develop several objectives. These include: targeted recruitment and outreach strategies to increase enrollment; developing transition and support courses for already existing high-demand training programs at Ohlone; creating new CTE courses for in-demand middle-skilled jobs; and the training and employment needs of immigrants and refugees.

How do you know? What resources did you use to identify these gaps?

The consortium identified gaps by following the process established in the CAEP Three-Year Plan Guidance document, including answering the guiding questions, utilizing the links provided to research data about the local area and existing adult education services and barriers, as well as delving into the Adult Education Launchboard to determine areas for growth. The consortium lead provided a variety of data points for the leadership team to review, and each consortium school analyzed the data and added additional information prior to meeting to discuss the findings. The team reviewed data and information from the following sources: Adult Education Pipeline-Launchboard, Regional Education to Workforce Dashboard, U.S. Census Income and Poverty Tool, Table of Consortia Counties and Associated Living Wage, PIAAC Skills Map, the Alameda County Workforce Development Board's (ACWDB) Initial Four-Year Local Plan Draft, the East Bay Regional Planning Unit Regional Plan, and local economic and unemployment data. The consortium leadership team focused on evaluating current job outlook information that did not require post-secondary instruction, as well as assessing the educational alignment to middle-skilled jobs that were most in demand. The members also evaluated specific metrics and the student achievement data associated with those metrics in order to determine appropriate and achievable goals for this plan.

How will you measure effectiveness / progress towards meeting this need?

Effectiveness will be measured by several means. In 2023-2024, SACC will focus on the ongoing implementation of the Paraprofessional Training Course that was successfully implemented in 2022-2023. SACC will host at least three new cohorts of this course. SACC will keep enrollment and job placement numbers to assess the effectiveness of the program. In addition, SACC will continue to offer Beginning and Advanced Welding through FACE/MVROP. We will offer at least two cohorts of the welding cohorts in 2023-2024. Additionally, the consortium will evaluate how many students completed the welding program and earned certifications. In order to meet the goal of targeted recruitment and outreach strategies, SACC will host two Job and Resources Fairs in 2023-2024. Attendance numbers will be analyzed to measure effectiveness. The Immigrant Education COAAP goal will be measured by the EL Civics assessment results of the students who completed the new COAAPs. The goal will be to implement at least two new Immigrant Education COAAPs by the end of 2023-2024.

Improve Integration of Services & Transitions

2023-24 Strategies

Strategy Name

Targeted Outreach and Enrollment

Activity that Applies to this Strategy

Targeted Outreach and Enrollment Objective

Metrics that Apply to this Activity/Strategy

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

Strategy Description

The consortium will organize, promote and implement two Job and Resource Fairs to address the need for recruitment and outreach. We want to become a hub for recent refugees and immigrants to find a variety of community resources in one place. These events will include all consortium schools, local job recruiters, social services agencies, and other employers to provide current and potential students with information and resources in one location. The goal is to spread the word regarding all that SACC has to provide and get the word out into the community.

Address Educational Needs**2023-24 Strategies****Strategy Name**

New Welding Course

Activity that Applies to this Strategy

New Welding Certification Objective

Metrics that Apply to this Activity/Strategy

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

Strategy Description

The SACC will continue to develop the welding certification course in conjunction with MVROP and Ohlone College. The consortium will offer at least three cohorts in 2023-2024 that can lead to industry recognized certification. This effort is part of the Smart Manufacturing Pathway.

Strategy Name

New ELL Healthcare Pathways

Activity that Applies to this Strategy

Transitions Objective

Metrics that Apply to this Activity/Strategy

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

Strategy Description

SACC will work to create new ELL Healthcare pathways into MVROP's Pharmacy Technician training program as well as other local phlebotomy, EMT, and Medical Assisting programs.

Improve Effectiveness of Services**2023-24 Strategies****Strategy Name**

New Immigrant Integration COAPPS

Activity that Applies to this Strategy

Immigrant Integration COAAP Objective

Metrics that Apply to this Activity/Strategy

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

Strategy Description

The consortium will implement new Immigrant Integration COAAPs and provide professional development through a Professional Learning Community model for teachers to ensure success. The ESL instructors will select and teach a variety of the most impactful new COAAPs. The ESL instructors will analyze student achievement data from the EL Civics assessments to inform and improve instruction.

Fiscal Management

A narrative justifying how the planned allocations are consistent with the annual adult education plan which is based on your CAEP 3-year plan.

Consortium funding will be used to ensure that the Three-year Plan is being implemented through the achievement of goals from this year's annual plan. The Job and Resource Fairs will be funded through CAEP resources, as well as the new Beginning and Advanced Welding and the Paraprofessional Training Course. Professional development time for teachers to implement new COAAPs will also be funded through consortium monies. SACC will also continue to ensure that the funding will be utilized appropriately to offer the seven CAEP funded areas that the consortium has historically provided.

An approach to incorporating remaining carry-over funds from prior year(s) into strategies planned for 2023-24.

Carryover funding will be utilized first to ensure that the goals in this annual plan are able to be met. SACC has very minimal carryover funding, but it will utilize any carryover funding to offer the two new courses, as well as to provide professional development opportunities for teachers. SACC has amended its Bylaws to include language aligned with the new Education Code to address how carryover funding is to be addressed. Typically, the SACC consortium has little to no carryover funding from year-to-year.

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