

41 Pasadena Area Consortium

Plans & Goals - Consortium Approved

Executive Summary

The Pasadena Area Consortium has advanced opportunities for adult learners to gain valuable skills and individual confidence which underscores their educational, personal, and vocational goals. The consortium members remain strongly committed to providing workforce relevant programs, training, and services designed to meet identified needs of students/customers and businesses. The consortium has provided programs and services to our communities that are strategically aimed at current workforce/employment needs, within carefully identified regional job sectors. The engagement with businesses and advisory groups has been advantageous for consortium institutions; as it has assisted in forecasting the business/ workforce sectors in which lead job opportunities exist. The members continue to work closely with business and industry advisory committees and business partners to identify internship and apprenticeship opportunities. These have led to entry into short-term workforce certificate programs and job placement opportunities for individuals.

Regional Planning Overview

The consortium has been and remains focused on pursuing significant emphasis on better serving and preparing a broader number of adults. The strategic approach of the consortium include planning efforts and activities that incorporates existing and future classes that carry a stronger emphasis on curriculum that is workforce relevant. The establishment of training, apprenticeship, and internship opportunities which will be made available to adult learners throughout the consortium service area will evolve from 2019 through 2022. The vision, goals, activities, and outcomes of the consortium members will build on specific strategically targeted directives and learning objectives that evolve from the prior three-year period. The consortium will continue to build pathways and transitions, combining those activities with support services, to advance skill building, learning, and workforce entry opportunities for adult learners in the community. Across the period of the next three years, consortium members will maintain a focus on Professional Development (PD) engagements for administrators, faculty, and staff to ensure the strategic vision of the consortium remains a consistent and lead priority. Efforts of consortium members have opened opportunities for advancement in literacy and increased basic skills attainment to numbers of under-educated residents who are not fully prepared to enter the workforce. These programs serve immigrants who ultimately gain the skills to participate in American society through language and citizenship courses. For both immigrants and residents alike, adult education has provided limited short-term Career Technical Education (CTE) programs leading to viable employment in a vast array of fields and apprenticeship programs.

Meeting Regional Needs

Regional Need #1

Gaps in Service / Regional Needs

It is apparent that a large number of residents do not possess college-level English and mathematics skills. Addressing this need is not unique to the PAC service area and requires the approach of enrolling these individuals in developmental courses that provide developmental education at their identified levels based on assessment testing. While this strategy and approach addresses educational/learning deficits, there remains a gap between remedial education attainment, job-training, and degree programs. Critical issues in addressing this need for these adult learners are twofold: (1) Increasing global economic competition, and (2) Rapid pace of technological changes.

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

To better understand the service gaps within the regional community, PAC members undertook a three-year plan process of analyzing demographic data for the seven primary cities served by the consortium. Consortium members will take leadership roles in collaboration with other leaders within the service area to understand the needs of the adult population and gaps in service. By assessing the need and identifying gaps in programs and services, the consortium has created strategies to increase capacity in serving adult learners. This initial analysis reveals that 72% of the residents in the region served by PAC are

non-white, more than 25% of residents identify as Hispanic, and more than 33% identify as Asian-Pacific Islander. The identified need for educational services is overwhelmingly apparent. Understanding the diversity and the corresponding service needs within the consortium service area was a critical component to devising approaches to address services gaps under the three-year plan.

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

The Pasadena Area Consortium's Vision is to provide academic and workforce skills training and teaching excellence for adult learners in a supporting community-based manner that promotes the attainment of higher educational pathways or workforce preparation goals through noncredit and/or credit CTE programs. The Consortium's Mission is to sustain, expand and improve adult education program delivery and outcomes. To achieve our vision and mission, PAC will leverage community resources through a structured and collaborative inter agency approach. Our programs will be student centered, data driven, and focused on best practices. Adult education students will: 1) Gain 21st century skills, 2) Meet their employment, academic, and civic goals, and 3) Contribute to the economic vitality of the Los Angeles region. To address community needs and to improve overall student outcomes, consortium members have identified immediate, short-term, intermediate, and long-term activities and measurable goals to achieve stated objectives. Across the next three years the consortium will establish a Data and Accountability Workgroup to align the data-related efforts of all member districts. The Workgroup is charged to help students complete their programs, and recruitment, retention, progress, and outcome metrics. The data elements to be gathered will be helpful to support academic and counseling faculty as well as advisors and others in the support of students' progress. When reported in aggregate, these data will provide key metrics related to student educational milestones will generate information helpful to assess how well the programs and initiatives are supporting student success.

Gaps In Service

New Strategies

Strategy #1

Strategic Priority 1. Goal - Pathways and BridgesPAC will create, implement, share evaluate, and improve AE student access to pathways and bridges across all CAEP programs within member districts to accelerate student progress and achieve student outcomes

Strategy #2

Strategic Priority 2. Goal - Student Success SupportStudents will be provided with comprehensive support, including opportunities, motivation, inspiration, recognition to help them navigate from where they currently are, towards achievement of goals and aspirations.

Strategy #3

Strategic Priority 3: Professional DevelopmentThe consortium will support a culture shift to continuous improvement and collaboration among staff, administration, and teachers to foster student success. There are six primary, strategic elements in the Professional Development strategic priority.

Seamless Transitions

New Strategies

Strategy #1

Strategy 1 - Career Technical Education (CTE) training programs that are short term in nature and have high employment potential.Consortium members will emphasize CTE pre-apprenticeship training activities to be conducted in coordination with one or more apprenticeship programs approved by the Division of Apprenticeship Standards, e.g., Hospitality/Culinary and Building Inspection

Student Acceleration

New Strategies

Strategy #1

Strategy #1 - Course/Program Alignment The timeline to completion for students enrolled in elementary and secondary basic such as high school diploma or equivalency, and Career Technical Education (CTE) and CTE pre-apprenticeship training activities will be shortened and offered in more diversified formats, fully and partially online, to promote student acceleration.

Professional Development

New Strategies

Strategy #1

Strategy #1 - Professional Development Planning Engagements Consortium planning efforts and activities will incorporate revised, accelerated short-term classes, training, apprenticeship, and internship opportunities will be made available to adult learners throughout the service area to advance skill building, learning, and workforce entry opportunities.

Leveraging Resources

New Strategies

Strategy #1

Strategy #1 - Fund Braiding Consortium members will work to combine available funding through aligning activities under WIOA and Strong Workforce targeted at the achievement of goals, outcomes, and objectives. These activities will be coordinated in collaboration with SBDC, WIDs, local Chambers, and Small Business Development.

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.

The Pasadena Area Consortium relies on continuing in collaborative/effective partnering relationships with business, educational, and community-based organizations to inform how best to align allocation funds towards achievement of workforce specific objectives and outcomes. This equally allows for stronger alignment of the activities of members by eliminating silos of engagement which can lead to the duplication of activities. Allocations support staffing models for consortium members which provide needed expertise for the tracking, collection, and analysis of data to allow for the assessment and measurement of progress towards the achievement of goals under the three-year plan. These data will also inform the consortium member's ability to make the inevitable mid-course/formative assessment needed to maintain direction and credibility of program efforts, activities, and outcomes across the three-year period of the current plan.

An approach to incorporating remaining carry-over funds from prior year(s) into strategies planned for 2019-20.

The Pasadena Area Consortium members will maintain the obligation to meet on a quarterly basis to review activities and share any developments which impact their de individual work plans. As deemed necessary, members will discuss the possible reallocation of funding to achieve annual goals when reasonable. This will work to reduce the amount of funds in the

consortium that “carry over” from one year to the next as opposed to having the funds spent or encumbered to meet consortium needs.

Certification

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