

# 68 West Kern Consortium

## Plans & Goals - Consortium Approved

### Executive Summary

The core purpose of the West Kern Adult Education Network (WKAEN) is to develop and provide relevant educational opportunities for adults leading to increased employment and / or higher education resulting in greater financial stability. This purpose is accomplished through our core values of: community involvement and awareness; respect and support shown students and employees; removing barriers and empowering students. In addition to the adult basic education in the areas of high school equivalency preparation (GED & HiSet) and English as a Second Language (ESL), WKAEN developed and implemented several strong workforce classes in 2018-2019. Western Kern County employer surveys indicated a need for more vocational training and certificates for the following areas: industry related training with accompanying certificates, soft skills, basic office skills training, and test preparation for paraprofessional testing for the local school districts. Purposeful dialogue between WKAEN, local community members, employers and partnerships with industry revealed the need for new courses and certificates to support the vocational needs identified. WKAEN focuses on providing free and short-term training that strengthen the West Kern workforce. The training provide students with the skills, knowledge, and certification(s) needed to gain or maintain employment. In collaboration with key partners, WKAEN is able to offer a variety of training that meet the needs of students and local industry. Special attention is given to labor market data and emerging labor trends to guide the implementation of new programs. In 2018/2019, WKAEN offered 16 classes compared to three the previous year. Classes offered at WKAEN included Welders Helper, State Certified Security Guard Card, Home Care Aide, Industrial Safety, ServSafe Food Handler, Computer Skills, Office Skills, Forklift, and CPR. Classes are offered in the fall and spring. WKAEN developed a comprehensive ESL program reflected by three levels of effective ESL offerings; novice, beginning and intermediate. After an updated evaluation of current levels of ESL, WKAEN identified certain competencies that need to be addressed in each level of ESL. Curriculum will be aligned in 2019/2020 to correspond with these content standards. In doing so, instructors will teach more effectively, ensuring student success. Primary goals for the upcoming Program Year focus primarily on student success which is measured by; Increased number of GED graduates; Increased number of ESL students moving to next level (measured by CASAS); Increased number of students enrolling in adult secondary education; Increased number of students employed; Increased parent education leading to children's success in school.

### Regional Planning Overview

During the next program year WKAEN expects to augment current course offerings by direct, explicit instruction and curriculum to enhance learner's job skills and basic education proficiency. Professional Development / Trainings: Develop stronger relationships with local industry; Expand and improve the outreach and marketing to target populations through increased community awareness of WKAEN adult educational courses. This will be accomplished by means of published and social media, service clubs presentations, Chamber of Commerce activities, community event participation; Begin developing a more effective follow-up system to track student success. Data will reflect, for all programs, the number of adults served and those who demonstrated progress in job placement, improved wages, literacy skills, high school equivalency, postsecondary training, degrees, or certificates to address the seven program areas for adult learners building on successful practices and continued examination of areas of need from the summary of recommendations of the AB86 Consortium Planning Project.

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## Meeting Regional Needs

### Regional Need #1

#### Gaps in Service / Regional Needs

According to our data, current labor and demographic statistics: Located within Kern County, the West Kern Consortium is situated on the vast Midway- Sunset Oil Field, encompassing a 767-square mile area. The areas served in this diverse and rural population include Taft, Maricopa, Fellows, Elk Hills, McKittrick, and other census-designated places in West Kern. The communities of Taft and Maricopa are the primary population centers within western Kern County, and home to

approximately 27,000 residents combined. Like many rural regions in California, adult education services within western Kern County were fragmented, and in many cases, non-existent. The consortium, however, has made great strides and has sparked a transformation in western Kern County to provide a pathway to greater career mobility, economic growth, and community development. In 2018-19, West Kern Adult Education Network provided services to approximately 367, which is a slight increase from 351 in 2017. The West Kern Consortia was expected to serve approximately 200, but has exceeded that number two years in a row. The makeup of clients is approximately 55% female and 45% male. Clients seeking services range in age from 18-70; however, the majority of the students fall in the range of 18-59 years old with a strong concentration of youth 18-24 seeking services. About 50% of clients seeking services do not have a high school diploma, 33% only have a high school diploma, and 4% have a high school equivalency (GED). In 2018, about 43% of clients enrolled in a career technical education or workforce readiness program. Approximately 37% enrolled in the high school equivalency program. The English as a Second Language program had a 14% enrollment rate, a decrease from 32% in 2017 due to staffing changes. Additionally, 6% of the clients enrolled are adults with disabilities. Transportation is a unique barrier for clients, while many report having a vehicle or access to a vehicle, many cannot afford to pay for additional gasoline. Therefore, many of the clients served cannot accept jobs outside of West Kern. Public transportation in the area exist, but services are limited. Taft Area Transit, for example, operates the Maricopa to Taft route, that runs three times a day and offers no weekend service. WKAEN provides free bus passes to students facing this barrier and attempts to schedule classes to accommodate the students living in outlying rural areas. WKAEN has also collaborated with several local industry partners who had previously been hiring the majority of their employees from Bakersfield. After seeing the training materials and visiting in-session classes training students, these employers are seeing the advantages of hiring the students as soon as they complete the classes. This provides the employers with a strong, local workforce as well as providing employment to our clients in a local setting, removing the immediate need for their own transportation. In support of this goal, WKAEN has instituted a Job Fair event which joins local employers with and prospective employees. In addition, at the event, clients and employers will be able to visit booths outlining the training courses made available though the consortium

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

The Gaps in Service or Regional Needs were identified through our data, industry partners, current labor and demographic statistics:

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

Program effectiveness and progress will be measured through data which will reflect, for all programs, the number of adults served and those who demonstrated progress in job placement, improved wages, literacy skills, high school equivalency, post secondary training, degrees, or certificates to address the seven program areas for adult learners building on successful practices and continued examination of areas of need from the summary of recommendations of the AB86 Consortium Planning Project.

## **Gaps In Service**

### **New Strategies**

#### **Strategy #1**

According to our data, current labor and demographic statistics: The West Kern Consortium is situated on the vast Midway-Sunset Oil Field located within Kern County which encompasses a 767-square mile area. The areas served in this diverse and rural population include Taft, Maricopa, Fellows, Elk Hills, McKittrick, and other census-designated places in West Kern. The communities of Taft and Maricopa are the primary population centers within western Kern County, and home to approximately 27,000 residents combined. Like many rural regions in California, adult education services within western Kern County were fragmented, and in many cases, non-existent. The consortium, however, has made great strides and has sparked a transformation in western Kern County to provide a pathway to greater career mobility, economic growth, and community development. In 2018-19, West Kern Adult Education Network provided services to approximately 367, which is a slight increase from 351 in 2017. The West Kern Consortia expected to serve approximately 200 students, but exceeded that number two years in a row. The makeup of clients is approximately 55% female and 45% male. Clients seeking services range in age from 18-70; however, the majority of the students fall in the range of 18-59 years old with a strong concentration of youth 18-24 seeking services. About 50% of clients seeking services do not have a high school diploma, 33% only have a high school diploma, and

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## Seamless Transitions

### New Strategies

#### Strategy #1

Strategies for 2019-2020 include developing at least one regionally recognized certificate in Industrial Safety leading to gainful employment. Creating regionally recognized certificates that lead to gainful employment will be key in building trust and credibility in the community and program. a) Work with local industry to develop certifications that meet the need and demand of the community and local industry b) Student will enroll in industry related courses which lead directly to part or full time entry-level employment as well as pathways into post secondary credit programs offered locally. c) Follow up program, as well as CASAS data will support this strategy.

## Student Acceleration

### New Strategies

#### Strategy #1

Strategies supporting accelerated student progress are being developed and implemented in 2019-2020 program year. GED students will be offered individualized tutoring supporting their basic skills efforts. ESL students will be regularly assessed in order to assure they are appropriately placed for successful course work. Strong Workforce courses will be developed in time frames of two weeks or less in order to encourage enrollment and attendance.

## Professional Development

### New Strategies

#### Strategy #1

Instructors and support staff are receiving professional development through periodic staff training events on-site. Planning is ongoing to institute professional development opportunities for instructors and other staff to ensure improved student outcomes and cultural sensitivity. Statewide and regional partner agencies who offer professional development activities are

being sought out. Instructors are encouraged to attend county based training. In-house training of instructors and support staff in being further developed and will be strongly implemented in this program year.

## Leveraging Resources

### New Strategies

#### Strategy #1

Partnerships with local educational agencies are being developed in order to leverage resources. These agencies provide valuable resources such as classroom space and instructors in the development of our CTE course offerings. We plan on expanding these relationships in order to become more effective in benefiting the adult learners in our region. In collaboration with the TUHS CTEC Department, WKAEN has facilitated thirteen training's since 2017. WKAEN used the CTEC facilities and instructors in the areas of Health Careers, Law Enforcement, Computer and Culinary Arts. This leverages current resource because no additional teachers need to be hired and no additional facilities need to be rented. WIOA Out of School Youth will be served in 2019-200 through a recent grant. This will increase the services to this community through collaboration through WIB's and industry employer groups.

#### Strategy #2

Taft College has also partnered by providing classroom facilities for Welder's Helper and Industrial Safety. In 2019, industry partners will increase their presence in the classroom during Strong Workforce training's and indicate their plans to hire students who successfully complete the classes rather than rely solely on temp. services for entry level employees. These short-term CTE courses lead directly into employment opportunities and/or post-secondary education.

## 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 planned allocations are consistent with the annual adult education plan which is based on our AEP 3-year plan as follows:

1. Programs in elementary and secondary skills, including those leading to a high school diploma or high school equivalency certificate.
2. Programs for immigrants in citizenship, ESL, and workforce preparation.
3. Programs for adults, including, but not limited to, older adults, that are primarily related to entry or reentry into the workforce.
4. 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.
5. Programs for adult with disabilities.
6. Programs in career technical education that are short term in nature with high employment potential.
7. Programs offering pre-apprenticeship training conducted in coordination with one or more apprenticeship programs approved by the Division of Apprenticeship Standards.

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

An approach to incorporating remaining carry-over funds from prior year(s) into strategies planned for 2019-2020. WKAEN has incorporated remaining funds into the implementation of courses in all program areas. CTE Workforce Readiness: WKAEN has developed short-term CTE pilot courses in several areas which will serve the unemployed adults in our communities with the skills to obtain entry level employment as well as create pathways into post-secondary education and upper level Career Technical Education. Investing carry-over funds on the initial supplies and curriculum for these courses will ensure that the courses will be sustainable. Professional Development: WKAEN will also invest in the professional development of their instructors and support staff by providing ongoing training opportunities that will insure staff and teachers continue to be educated in best practices and improved student learning outcomes. We expect all 2018-19 unspent funds to be spent by December 2020.

## Certification

### Kern Co. Office of Education - Member Representative

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Approved by Robert Arias

2019-08-14

### Maricopa Unified - Member Representative

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Approved by Scott Meier

2019-08-15

### Taft Union High - Member Representative

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Approved by Blanca Cavazos

2019-08-14

### West Kern Adult Education Network Joint Powers Authority - Member Representative

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Approved by Kathleen Johnson

2019-08-14

**West Kern CCD - Member Representative**

**Deb Daniels**

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Approved by Deb Daniels

2019-08-14



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