

71 Adult Education Pathways CONSORTIUM APPROVED

2024-25

Plans & Goals

Executive Summary

The Adult Education Pathways Consortium is a collaborative network of six adult schools, one local community college, and the County Office of Education, all dedicated to providing comprehensive educational opportunities to adult learners in our rural county. Despite geographic and access challenges, our consortium has consistently fostered effective communication and collaboration to enhance educational outcomes.

Over the course of the last year, our consortium has gained four new member representatives (out of 8) and numerous changes in coordinators and instructors. Some came with knowledge of the adult education system, but many came into their positions ready to learn. The new energy was welcomed but made 2023/2024 a transition or development year for multiple consortium members. The AEP Director, AEP Data & Accountability Manager, and AEP Curriculum Coordinator did the bulk of onboarding for all new individuals within our consortium. The new individuals had to pick up where the former individuals left off, which was no easy feat.

As 2023/2024 comes to an end, most member sites are in a place where they are ready to grow their programs. By utilizing LMI data from the Siskiyou County Job List (now hosted by the AEP website!), SMART Workforce Center, and Center of Excellence, collaborating with member districts, hearing feedback from the public at consortium meetings and analyzing the quarterly data, our consortium has developed five strategies to foster success for our students.

- Increase Workforce Preparation Classes
- Implement Transitional Services throughout our Consortium
- Expand Support Systems for Adult Learners
- Enhance and Maintain Marketing Efforts
- Leverage Technology for Community Engagement

Each year, our consortium reviews our bylaws and updates as necessary. Within those bylaws, we have developed a system to expend funds and carryover based on AB 1491 requirements. Our commitment to working as a team has only increased our ability to assist adult learners of Siskiyou County with achieving their goals and dreams, as can be reflected in our 2023 - 2024 Major Accomplishments list.

2023 - 2024 Major Accomplishments

- Increased Enrollment: Growth in overall student numbers, including specific increases in ESL and high school diploma programs.
- Enhanced Partnerships: Established new collaborations with local agencies such as the DRC, Sheriff's Office, SMART, and the Center of Excellence.
- Educational Program Expansion: Expanded and integrated online educational resources to enhance high school and adult education programs.
- Workforce Preparation: Increased focus on workforce preparation and direct employment pathways, notably through partnerships with CalFire and the nursing program.
- Student Support Services: Implementation of new student support roles, including transition specialists and site transitional coordinators, improving student guidance and support.
- Professional Staffing: Placement of qualified teachers and additional pre/post-test proctors across sites, and hiring of new CTE instructors.

- Data and Accountability Enhancements: Improved data management and accountability with the permanent appointment of a Data & Accountability Manager, development of new reports, and enhanced MIS reporting coordination.
- Academic Success: Notable increases in diploma and GED completions, alongside achievements in ESL gains and certifications like CBEST and firefighting.
- New Initiatives: Introduction of new educational initiatives, such as the Exit project leading to student-led non-profits.
- Increased Persistency Rates: Demonstrated improvements in student retention and persistency in educational programs.
- Innovative Course Offerings: Expanded course offerings in vocational areas such as bus driving, welding, automotive, and construction.
- Community Engagement: Developed relationships that allowed community and educational leaders to participate in consortium meetings, enhancing community engagement.
- Student Services Integration: Enhanced integration of services for ESL students, including hiring translators to improve access to CTE classes.
- Timely and Accurate Reporting: Improvement in the timeliness and accuracy of Employment and Earnings Surveys and data deliverables.
- Resource Accessibility: Improved access to resources and information, exemplified by the inclusion of the Siskiyou County Job List on the AEP website. Increase in persistency rates.
- Developed a promotional video enhancing community outreach, as described in Strategy 1 of Section 4.
- Developed essential reports to track performance and strategy effectiveness, as outlined in Strategy 2 of Section 4.

Regional Planning Overview

The Adult Education Pathways Consortium meets on a monthly basis to share, explore, and develop new opportunities to promote adult learner success in all areas of our rural and isolated region. Our members have been working collaboratively to identify needs in each community, as well as developing common goals for the consortium. On a quarterly basis, the AEP Director and AEP Data & Accountability Manager hold Individual Site Meetings to review quarterly progress with each member site. This is where we make recommendations for change and improvement or review successes at each site. Then, we compile information from all sites and present the data at the consortium meetings for public viewing and to align any common goals.

Based on figures and information learned from our quarterly data, we are able to pivot or make adjustments on a regular basis in response to the needs of our students. Our goal this year in planning efforts is to examine the potential performance-based funding model and understand, based on the data collected, where our strengths and shortcomings may be.

Our consortium reinstated the annual retreat since the hiatus due to the Pandemic, with a facilitator to guide us. Through discussion and activities, we were able to drill down on specific activities that are needed and missing from our 2022 - 2025 three-year plan and our annual plan. Another goal this year is to develop a more comprehensive three-year plan that will have measurable and attainable goals. We have hired a contractor to guide us through the planning process and will also host another retreat.

The consortium continues to utilize the Siskiyou County Job List as a “real-time” reference for LMI data and also established a relationship with the SMART Workforce Center to present at consortium meetings biannually on LMI data, as well as the Center of Excellence to present on an annual basis. The information obtained from these meetings is and will be instrumental in developing future goals and objectives. We have established a goal of having a “Labor Market Scan of Siskiyou County” booklet developed by the Center of Excellence that our consortium can use and refer back to as new classes are being developed.

Meeting Regional Needs

Regional Need #1

Gaps in Service / Regional Needs

There is a pronounced gap in providing adequate High School Equivalency (HSE) education, coupled with life skills training, particularly for adult learners aiming to improve their educational and employment outcomes.

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

Findings from the Program for the International Assessment of Adult Competencies (PIAAC), Census data, and research from the Far North Center of Excellence.

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

Monitor HSE success rates, track progression to higher education or employment, and conduct surveys to evaluate improvements in life skills and overall personal development.

Regional Need #2

Gaps in Service / Regional Needs

More specialized training and workforce preparation through CTE courses are needed to incorporate a broader range of skills needed in the regional job market, including introducing environmental and agricultural training based on current labor market information. This aligns with existing workforce needs in healthcare, ensuring programs are responsive to the diverse economic landscape.

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

Insights from the Center for Excellence and Lightcast Labor Market Information (LMI) data were utilized.

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

Regular analysis of LMI data from the Center for Excellence and SMART Workforce Center to ensure that training programs align with current and emerging market demands. Tracking the job placement rates of graduates in agricultural, environmental, and healthcare sectors to assess the direct impact of training programs on employability. Collection of feedback from employers and industry partners on the readiness and skill levels of graduates. Monitoring of job placement rates in targeted sectors. Establishing ongoing dialogues with local businesses to adapt training programs according to specific regional needs and employer expectations.

Regional Need #3

Gaps in Service / Regional Needs

There is a growing demand for entrepreneurship skills, highlighting a regional gap in training that supports business creation and management capabilities. Local industry leaders also state the need for more customer service training to include detailed programs focused on retail, hospitality, and tourism, which is crucial for boosting regional economic activity and employment opportunities.

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

This need was identified through student demand, suggesting a strong interest in entrepreneurship and customer service careers among learners. Additional insights were gathered from the Center for Excellence and local industry leaders who emphasized the lack of adequately trained professionals capable of effectively managing customer interactions and starting new businesses. The demand is also reflected in regional economic development plans, which highlight these sectors as key areas for growth.

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

Evaluate the employment rates of graduates in customer service roles within targeted industries like retail, hospitality, and tourism, and use employer feedback to measure the applicability and quality of the skills taught. Review LMI data from the Center for Excellence and the SMART Workforce Center.

Continue to review the Siskiyou County job list on a weekly basis to see if job vacancies are decreasing. Work with local employers to see if they see an increase in professionalism from our students who have transitioned to employment.

Implement student surveys to receive feedback.

Regional Need #4

Gaps in Service / Regional Needs

The community needs more comprehensive ESL programs integrating career education to better prepare non-native speakers for the job market and further educational opportunities.

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

Based on community feedback and analysis of regional employment needs.

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

Evaluation of progression rates from ESL to employment or further education, language proficiency improvements, and feedback from program participants and employers.

Address Educational Needs

2024-25 Strategies

Strategy Name

Increase Workforce Preparation Classes

Activity that Applies to this Strategy

Develop CTE programs

Metrics that Apply to this Activity/Strategy

- All: Number of Adults Served (AE 200 - Overall)

Strategy Description

A strategic expansion of CTE courses is essential to meet the workforce preparation needs in the consortium's region. This strategy will focus on enhancing and diversifying CTE offerings to better prepare students for immediate employment opportunities in sectors critical to the community's economic and social health.

The target sectors for CTE expansion include Healthcare, where courses for medical assistants, LVNs, RNs, dental assistants, medical billers, and coders are needed, emphasizing emerging fields like telehealth. In the Public Safety and Emergency Services sector, programs in firefighting, forestry management, and emergency medical services are needed, as these are crucial for regional safety and resilience.

In the Construction and Skilled Trades sector, the strategy will introduce programs in construction management, plumbing, and electrical engineering, focusing on equipping students with both foundational and advanced skills necessary for immediate employment and professional certification. For the Information and Communication Technology sector, new courses will cater to current and future demands, such as digital media, IT support, and network administration.

Additionally, the Hospitality, Tourism, and Retail sector will see strengthened programs in hospitality management, food service, and retail operations, emphasizing customer service, management skills, and operational logistics.

Implementation will involve collaborating with industry experts and local businesses in curriculum development to ensure alignment with job market demands. Establishing strong partnerships and collaborations with local industries will be crucial for integrating practical, hands-on training opportunities. Moreover, active marketing and outreach will promote these new and expanded CTE programs to potential students and community stakeholders.

Through this strategy, the consortium aims to align educational opportunities with local and regional economic demands, thus enhancing employment opportunities and fostering community development. Continuous evaluation through feedback from employers and alumni will help refine these courses to better meet the needs of students and the local economy.

Improve Integration of Services & Transitions

2024-25 Strategies

Strategy Name

Implement Transitional Services throughout Consortium

Activity that Applies to this Strategy

Expand Community Partnerships

Metrics that Apply to this Activity/Strategy

- All: Number of Adults Served (AE 200 - Overall)

Strategy Description

The consortium will enhance its transitional services to facilitate smoother transitions for students moving from education to the workforce or further educational opportunities. This will involve hiring Transitional Services personnel designated for specific areas of the county or shared across locations. These specialists will be integral in embedding transitional services into CTE and other educational programs. They will provide targeted support that prepares students for the next steps in their careers or educational paths. The effectiveness of this strategy will be measured by tracking the number of students using these services and their subsequent transitions into employment, CTE programs, or higher education institutions.

Strategy Name

Expand Support Systems for Adult Learners

Activity that Applies to this Strategy

Workforce Language for ESL

Metrics that Apply to this Activity/Strategy

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

Strategy Description

The consortium will expand its support systems to address the diverse needs of adult learners, particularly those from high immigrant numbers and low socioeconomic backgrounds. This will include enhanced ESL programs incorporating career education, increased access to life skills courses, and tailored support for parents to aid in their literacy and educational success. Special emphasis will be placed on integrating these services into all educational programs to ensure that all adult learners have the support needed to succeed in their personal and professional lives.

Improve Effectiveness of Services

2024-25 Strategies

Strategy Name

Enhance and Maintain Marketing Efforts

Activity that Applies to this Strategy

Expand Community Partnerships

Metrics that Apply to this Activity/Strategy

- All: Number of Adults Served (AE 200 - Overall)

Strategy Description

The consortium will intensify its efforts to engage the community and raise awareness about its educational offerings through strategic marketing campaigns. This will involve the distribution of informative materials, such as class flyers and digital content, and the promotion of the consortium's impact through a newly released promotional video. The objective is to ensure that potential students and community partners are well-informed about the available CTE programs and other educational opportunities, thereby driving enrollment and participation. This collaborative marketing strategy will increase program visibility and reinforce the consortium's role as a pivotal educational resource within the community.

Strategy Name

Leverage Technology for Community Engagement

Activity that Applies to this Strategy

Expand Community Partnerships

Metrics that Apply to this Activity/Strategy

- All: Number of Adults Served (AE 200 - Overall)

Strategy Description

As part of its commitment to improve the effectiveness of services, the consortium could adopt more digital tools and platforms to engage with the community. This strategy would focus on utilizing social media, a dedicated mobile app, and interactive online forums to facilitate real-time communication, feedback, and support. These tools would not only enhance marketing efforts but also serve as platforms for community building and direct interaction with prospective and current students.

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.

In 2023-2024, the Consortium decided to adjust its funding formula to reflect appropriate allocations for the corresponding needs of the sites (as the formula was developed in 2015 at the Consortium's inception). The new funding formula has worked well this year, and sites are now spending down funds that meet the needs of their regions, like implementing transitional services and a plan to set up a testing center in South County.

The Consortium decided to evaluate its funding formula every three years (in line with the three-year plan) to ensure that its figures are still meeting the needs of Siskiyou County communities. The next reevaluation will occur in 2027, as the new three-year planning cycle begins.

An approach to incorporating remaining carry-over funds from prior year(s) into strategies planned for 2024-25.

With the remainder of carryover funds, our consortium has decided there is a need to set up a South County Pearson Vue Testing Center. Currently, there is only one testing center in Siskiyou County, so students who have transportation challenges may have difficulty commuting to take their GED test. The facility has been secured and will require supplies and equipment to be purchased.

Furthermore, our South County sites do not have transitional services available to their students. The consortium has decided to utilize funds to support a shared College, Career and Testing Center Coordinator. This person will be able to proctor and coordinate the Pearson Vue Testing Center activities, as well as serve as the South County students' first line of contact for transitional service needs.

Our consortium will also be in the planning process for the 2025 - 2028 three-year plan. We have hired a facilitator for the planning activities and will host at least one three-year planning retreat where all members and any other adult education stakeholders can come and share ideas for the future of our programs. A portion of funds may be utilized to gather important data for our bordering State for the three-year plan.

Certification

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