

01 Allan Hancock College Consortium: Draft

Details

Consortium Information

Consortium Name:

01 Allan Hancock College Consortium

Consortium Short Name:

01 Allan Hancock

Address:

800 S. College Dr. | Santa Maria, CA | 93454

Website:

<https://www.hancockcollege.edu/caep/>

Funding Channel 2021-22:

Direct Funded

CAEP Funds 2021-22:

\$1,762,029

CAEP Funds 2020-21:

\$1,693,446

CAEP Funds 2019-20:

\$1,693,446



Consortium Contacts

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Member Agencies

Member Agency	Member Type	Contact	Phone
Allan Hancock Joint CCD	District	Dr. Sofia Ramirez Gelpi Ph.D.	(805) 922-6966 ext: 3325
Lompoc Unified	Unified School District	Margarita Reyes 3346417	

Executive Summary

Executive Summary *

The purpose of this three-year strategic plan is to identify the opportunities for growth of existing educational programs, potential development of new programs and regional opportunities for collaboration to better serve the Consortium Region.

The Allan Hancock and Lompoc Unified Adult Education Consortium (AHLUEC) or "Consortium" represents an area of about 2,100 square miles, with five chartered cities, several unique non-incorporated communities, and a diverse population. The Consortium is composed of two member organizations: Allan Hancock College Joint Community College District (Allan Hancock College or AHC) and Lompoc Adult School and Career Center (LASCC), Lompoc Unified School District (LUSD).

The Northern Santa Barbara County Region is a diverse socio-economic area distinct demographically and economically from Southern Santa Barbara. While a small portion of the region (the Santa Ynez Valley) enjoys considerable wealth and prosperity, the more populated areas of the Consortium region (Santa Maria, Lompoc) are characterized by struggling local economies, higher than average unemployment, low graduation rates, a large number of English as a second language learners, low literacy rates and pockets of extreme poverty.

According to the State's CAEP regional demographic data, English language learners and adults without a high school diploma make up the largest single sectors of Northern Santa Barbara County potential adult education population (27% and 26% respectively, with some overlap). In addition, when combining the underemployed population and those potentially benefiting from upskilling, specifically looking at the sectors of some to no college, the potential adult education population increases by an additional 57%.

According to the CAEP Data and Reporting Tool, the estimated adult population of the NSBC Consortium region is approximately 182,082 people. Santa Barbara County Association of Governments (SBCAG) in its Regional Growth Forecast 2050 Santa Barbara County Report (1) projects the Consortium region's population to increase by 32% through 2050[1]. Santa Maria is listed as a top city in the South Central Coast Region that leads in year-over absolute growth. Regional demographic data compiled in by the CAEP Data and Reporting Tool, shows that the Consortium features 26% of adults achieving less than a high school diploma, well surpassing the statewide average of 18%. The region also features a high percent of adults (17%) living at or near poverty.

Two areas where the consortium regional data exceeds state averages and indicates regional need include adults with no high school diploma and adults who have limited English proficiency. Statewide, approximately 17% of adults have no high school diploma, compared to 25% of adults in the consortium region. Limited English adults statewide account for 9% of the population statewide but 16% of adults in the consortium region.

Assessment

Overview and Preparation *

Pre-planning included a review of the current three-year plan and the multiple data indicators included in that plan. These data sources provided a diverse lens from which to assess the consortium region, including growth sectors and viable pathways for living wage career jobs.

Current indicators were collected from sources including the following;

Workforce Development Board 2021-2025 Local Plan, Santa Barbara County Association of Governments (SBCAG) Regional Growth Forecast 2050 Santa Barbara County, BW Research Covid-19 Impact Report for Santa Barbara County, University of California Santa Barbara Impact Project 2021, U.S. Census Bureau Reports, Employment Development Department Projections, CAEP Online Reporting Tool.

Data from the above sources were compiled for review and helped build a comprehensive view to inform the consortium of the following:

- Farm jobs are forecast to remain steady long-term. The cannabis industry has the potential to be a source of continuing employment in this sector. Mining jobs are projected to rebound from the recent decline as oil prices rise and the U.S. has increased market share. Construction jobs are projected to increase as housing starts recover and long-term infrastructure spending surges.
- Computer and information sector jobs are projected to grow as internet activities surge.
- Professional and Business Service and Education and Health Care jobs will continue their above average growth trends and account for a large share of future job growth in these forecasts. Government jobs are projected to grow but at a slower pace. The number of self-employed workers is projected to increase in part as a result of gig economy growth.

Regional Alignment and Priorities *

Members of the consortium collaborate on program implementation, development of career pathways, and industry sector strategies with a variety of partners, including chambers of commerce as well as local employers, and agencies such as Santa Maria EconAlliance, Goodwill Industries, Workforce Collaborative, Santa Barbara Workforce Development Board, and Tri-Counties Regional Center Community Development. Additionally, Consortium leadership also participates in regional projects, most recently the America Recovery Plan (ARPA) Good Jobs Grant Project with Santa Barbara, San Luis Obispo, Fresno and King Counties.

Evaluate the Educational Needs of Adults in the Region *

Assessing the needs of the Consortium involved various steps to arrive at an understanding of the demographics, diverse customers, and needs of the region and its respective communities.

1. Professionally Facilitated Stakeholder Retreats/Workshops: Members of the public, employers, agencies and others attended multiple retreats where participants were able to participate in brainstorming and provide important input for the three-year plan as well as for the upcoming 12-month plan.
2. Local Stakeholder Employment Sector Input: Industry need surveys were distributed through the local chambers of commerce, yielding helpful information for consortium planning.
3. CAEP Three-Year Planning Self-Assessment Tool: This tool was used to extract important data about the consortium region, its people, and its needs at varying levels. The data from this tool helped the consortium apply a lens to meaningful discussions leading to decisions for this plan.
4. Member Agency Surveys: Internal surveys for member agency staff, including continuous improvement committees, were conducted to obtain essential feedback helpful to the planning.
5. Local Workforce Development Meetings: Santa Barbara County Workforce Development meetings conducted with member agencies provided an additional layer of information for adult programming, regional priorities, primary growth areas in the labor market, economic challenges, and career pathway recommendations based on industry research.
6. United Ways of California The Real Cost Measure in California 2021 Tool. The Real Cost Measure factors the costs of housing, health care, child care, transportation and other basic needs to reveal what it really costs to live in California. In Santa Barbara County, for a family of four, the Real Cost Measure is \$94,909. The estimated gap for average households to cover the Real Cost Measure factors is now \$32,664.00. Families of four in the consortium region fall approximately 37% to 47% below what is needed financially to make ends meet when evaluating the Real Cost Measure factors. Adults struggling below the real cost measure include the following: 80% of adults with less than a high school diploma, 60% of Latino adults, and 50% of adults with a high school diploma.
7. Santa Barbara Workforce Development Board Local Plan 2021-2025: The consortium used the local data in this plan to build intentionality into the three-year plan and to address barriers to employment as we seek to expand onramps to viable career pathways in our consortium's region.

All industries are experiencing an increase through 2028, with these being some of the fastest growing occupational opportunities in Santa Barbara County:

- Business Support Services and Entrepreneurial 9,060 to 9,990 \$21.50 median hourly
- Community and Social Service occupations growth from 3,200 to 4,260 \$25.10 median hourly
- Computer occupations growth from 5,290 to 6,600 \$23.39 median hourly
- Education/Social Sector occupations growth from 3,000 to 3,290 \$20.61 median hourly
- Health Care occupations growth from 9,180 to 10,410 \$21.89 median hourly
- Industrial Truck & Tractor Operators occupations growth from 580 to 650 \$23.25 median hourly
- Maintenance and Repair Workers occupations growth from 1,770 to 1,970 \$21.05 median hourly

Contributions by Entities *

Professionally facilitated retreat/workshop events were conducted to involve members of the community, staff, partner agencies and employers.

The consortium members conducted the following:

Local employer surveys through the region's Chambers of Commerce.

Staff online surveys to gain insight from staff at all levels.

Staff feedback and recommendation tool in the form of a Google Document to collect expanded staff feedback at all levels.

Student surveys and focus group interviews to review student needs and feedback.

Digital community surveys to gain local insight.

Allan Hancock College and Lompoc Adult School partnered to ensure the broadest implementation of the above elements, designing surveys and feedback forms, implementing such tools within each organization, and providing opportunity for ongoing improvement teams to review and provide comment/recommendations at the member agency level. Additionally, city offices within our region, such as the City of Lompoc, Santa Maria, etc., assisted with the survey implementation for local employers by facilitating connection to the area's largest employers. The Chambers of Commerce assisted by promoting the surveys through their online newsletters and member updates.

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									Total
		ABE	ASE	ESL	EL Civics	AWD	K12 Success	Short Term CTE	Workforce Reentry	Pre-Apprenticeship	
*Allan Hancock Joint CCD	Member Representative	118	2788	1754	0	205	0	1502	0	0	
*Lompoc Unified	Member Representative	186	212	213	0	0	0	96	33	0	
Total Participants		304	3000	1967	0	205	0	1598	33	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.

Provider Name	Provider Type	Program Area Where Services Are Provided								
		ABE	ASE	ESL	EL Civics	AWD	K12 Success	Short Term CTE	Workforce Reentry	Pre-Apprenticeship
Lompoc Public Library	Community Organization	✓	×	✓	×	×	×	×	×	×
Santa Maria Public Library	Community Organization	✓	×	×	×	×	×	×	×	×
La Hermandad	Community Organization	×	×	✓	×	×	×	×	×	×
Dorothy Jackson Family Resource Agency	Community Organization	×	×	×	×	×	✓	×	×	×
Center for Employment Training	Business	×	×	×	×	×	×	✓	×	×
Central Coast Literacy Council	Community Organization	✓	×	✓	×	×	×	×	×	×

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

The tables above provides the types of services provided by each Member and by partner agencies.

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 with Educational Functioning Levels Gains ESL (AE 400 - ESL)

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

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

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

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)	8,666			8,666	9,650	1,050
Student Barriers	English Language Learner (AE 305 - Overall)	1,959			1,959	2,500	3,000

Member Level Metric Targets

* Mandatory for all members

Allan Hancock Joint CCD (Reported by Allan Hancock 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)	5,799			5,915	6,031	6,147
Progress	Participants with Educational Functioning Levels Gains ESL (AE 400 - ESL)	467			490	513	536

Lompoc Unified (Reported by Lompoc Unified Adult Education (LUSD))

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)	513			539	565	591
Progress	Participants with Educational Functioning Levels Gains ESL (AE 400 - ESL)	68			75	82	89

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
Allan Hancock Joint CCD	54%	0%	0%	40%	60%	60%
Lompoc Unified	100%	7%	0%	40%	60%	60%

Objectives

Address Educational Needs

Description of Objective *

The consortium will address educational needs of the AHLUAEC region by engaging in activities that support closing Gaps in Services and that leverage resources. The AHLUAEC is dedicated to achieving the diverse and changing needs of the region, providing services amid the new realities of economic and other changes ushered in by the Covid-19 Pandemic.

Addressing Gaps in Services

- Conduct quarterly review of student from varied sources, including MIS and TOPS
- Conduct quarterly review of NOVA fiscal reporting
- Conduct annual economic and workforce analysis to determine shifts in the labor market, maintaining alignment with the local Workforce Development Board
- Continue to engage with local workforce focused partners such as EconAlliance, University of California Santa Barbara Regional Forecast Project, Cities of Lompoc and Santa Maria, and others
- Continue to engage with local employers and sector representatives in the region
- Continue to plan and create courses as possible to meet labor demands
- Continue to engage member agency continuous improvement committees to review updated labor information and to provide feedback and input on new trends/issues

Strategic Leveraging of Resources

- In addition to conducting the activities listed in the Activities and Outcomes Section, Member agencies will engage in the following activities, leveraging resources of the region
- Maintain collaboration with Strong Workforce to identify pathway opportunities or changes in the region
- Work with partner agencies to provide wrap-around services such as rent/utility assistance, food, transportation, child care, etc.
- Expand opportunities for apprenticeship and internship programs
- Continue to engage member agency continuous improvement committees to review updated labor information and to provide feedback and input on new trends/issues
- Explore options to collocate programs/services on member agency sites and better support transitions
- Maintain a close collaboration with the local Workforce Development Board
- Expand opportunities to work with partner agencies and community organizations to obtain space and other resources to provide language and employment skills opportunities

Improve Integration of Services & Transitions

Description of Objective *

The following elements will improve Effectiveness of Services and Transitions for the regional consortium.

- Maintain improvement of processes for transitions between Lompoc Adult School and Allan Hancock
- Continue to involve school improvement committees annually to obtain problem solving input as well as timely feedback on emerging matters
- Identify and improve tracking issues for students transitioning to postsecondary and the workforce
- Implement activities and field trip opportunities that education students about career options
- Continue to create opportunities for diverse guest speakers from consortium members, employers and other agencies
- Enhance counselor engagement with students to maximize services
- Initiate transition planning for students within specific proximity of program completion
- Implement semester reviews of student data from consortium member agencies

Student Acceleration

To enhance Student Acceleration, AHLUAEC will implement the following activities in addition to others identified in other Plan sections:

- Continue to involve school improvement committees annually to obtain problem solving input as well as timely feedback on emerging matters
- Continue efforts to align programs of study between Consortium members and foster effective student transitions
- Engage with Strong Workforce to establish additional programs of study to increase workforce transitions

Improve Effectiveness of Services**Description of Objective ***

Member Districts will engage in strategic, flexible activities to support Professional Development and Continuous Improvement toward meeting the new and unknown needs amid enduring Covid-19 challenges, improving the Effectiveness of Services and Transitions of the Consortium Region.

Professional Development

Maintain focus on Professional Development by engaging in the following actions in addition to others.

- Continue to involve school improvement committees annually to obtain problem solving input as well as timely feedback on emerging matters
- Continue professional training that is focused on the needs of high-demand industry sectors and occupations
- Continue professional development in all CAEP program areas
- Continue and grow Professional Learning Communities with Best Practice training such as Data Analysis, Common Formative Assessments, etc.

Continuous Improvement

To sustain Continuous Improvement, the Consortium will engage in the following activities in addition to those detailed in other plan areas:

- Continue to involve school improvement committees annually to obtain problem solving input as well as timely feedback on emerging matters
- Continue ongoing member self-evaluation as implemented for processes such as WASC, WIOA II, and other agencies
- Maintain review and implementation of WIOA CIP plans for relevant agencies
- Continue WASC reaccreditation activities to ensure the highest levels of efficacy

Member Agency Plans

Lompoc Adult School CIP goal to increase the percentage of ESL students achieving a gain by 10%

Allan Hancock College goal to increase the percentage of ESL students achieving a gain by _____

Activities & Outcomes

Activity Name *

Increase Number of Students Achieving Gain

Objective that Applies to this Activity

Address Educational Needs

Brief Description of Activity *

Member agency EL instructors will continue to meet in PLC with the goal of increasing the number of students achieving a level gain. For each semester, EL instructors will meet a minimum of four hours per month in PLC to review data and plans to improve student learning, creating collective teacher efficacy. Lead EL instructor and administration will conduct data skills sessions for 2 of the 4 monthly PLC hours to improve staff data skills.

Short-Term Outcomes (12 Months) *

Increase number of EL students achieving a learning gain by 5% over baseline year 2019-2020.

Intermediate Outcomes (1-3 Years) *

Increase number of EL students achieving a learning gain by 10% over baseline year 2019-2020.

Long-Term Outcomes (3-5 Years) *

Increase number of EL students achieving a learning gain by 20% over baseline year 2019-2020.

Proposed Completion Date

06/09/2023

Adult Ed Metrics and Student Barriers

- Progress: Participants with Educational Functioning Levels Gains ESL (AE 400 - ESL)

Responsible person(s)

Name
Elaine Webber
Sofia Ramirez Gelpi

Activity Name *

Student One on One Meetings for Improved Retention

Objective that Applies to this Activity

Improve Effectiveness of Services

Brief Description of Activity *

To improve students achieving status to indicate learning gain status, instructors will conduct a one-on-one at semester intake and at benchmark testing events such as CASAS to establish and review student goals, testing outcomes, plans to improve performance, etc.

Short-Term Outcomes (12 Months) *

Improve number of students achieving status to measure gain by 2% over baseline year of 2019-2020.

Intermediate Outcomes (1-3 Years) *

Improve number of students achieving status to measure gain by 4% over baseline year of 2019-2020.

Long-Term Outcomes (3-5 Years) *

Improve number of students achieving status to measure gain by 6% over baseline year of 2019-2020.

Proposed Completion Date

06/09/2023

Adult Ed Metrics and Student Barriers

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

Responsible person(s)

Name
Elaine Webber
Sofia Ramirez Gelpi

Funds Evaluation

Member Allocations and Expenditures

Member Agency	Prior Year Total Leveraged Funds	Program Reporting Status
Allan Hancock Joint CCD	\$1,660,006	Certified
Lompoc Unified	\$830,047	Certified
Totals	\$2,490,053	2/2 Certified

Funds Evaluation *

The Consortium Governing Body meets regularly to discuss allocation of funds, recognizing the multiple funding streams of each Member, including such items as federal and local grants, Perkins, etc. With the region still impacted by Covid-19 and the related trends, the Consortium maintains its commitment to ensuring funds allocations that meet the community needs of the Consortium Region. Furthermore, the Consortium anticipates expanding pathways and services through upcoming grant projects such as the ARPA Good Jobs Grant.



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